

High Sick Leave Consumption Firefighters Louisville Fire Department



KPI Owner: Lt. Col. Adkisson

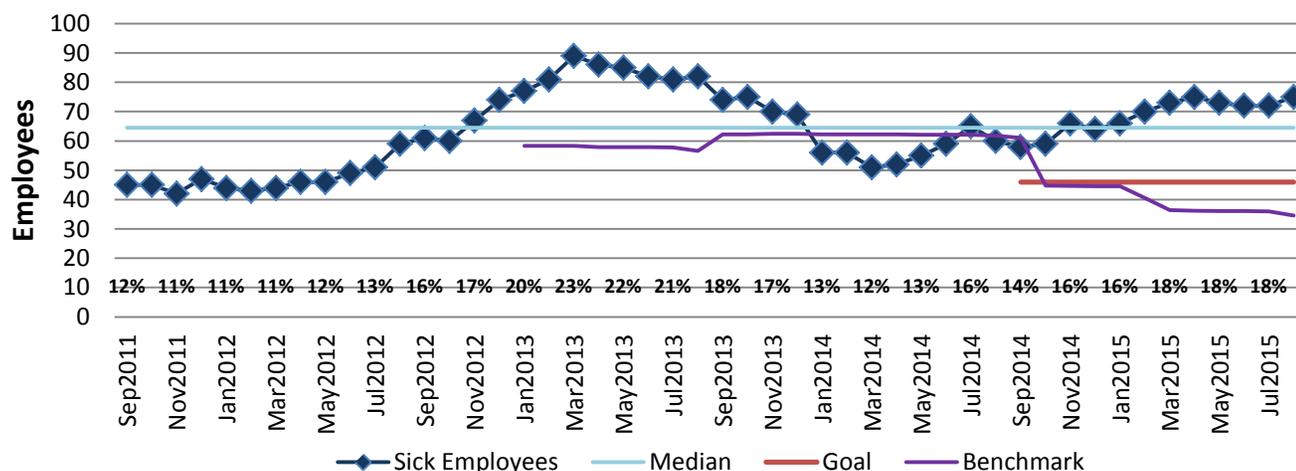
Process: Sick Leave Management

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: CY 14: 58 employees on avg. Goal: Compared to CY13's average of 79 employees, starting FY15, reduce the number of firefighters with high sick leave consumption to 46 employees by June 30, 2015. This number represents 11% of the 56 hour employees. Benchmark: 9% LMG Top Quartile Oct2015	Data Source: Payable Time Peoplesoft Goal Source: Scope Summary Benchmark Source: OPI sick leave study	Plan-Do-Check-Act Step 1: Define the problem Measurement Method: # of employees who used 9 or more out of 12 sick days in a 12 month period; rate calculated by dividing by total employees Why Measure: Promote a culture in which sick time is used appropriately Next Improvement Step: Next Improvement Step: LFD is drafting and will and implement a new sick leave policy. Determine a consistent method for measuring sick occurrences.

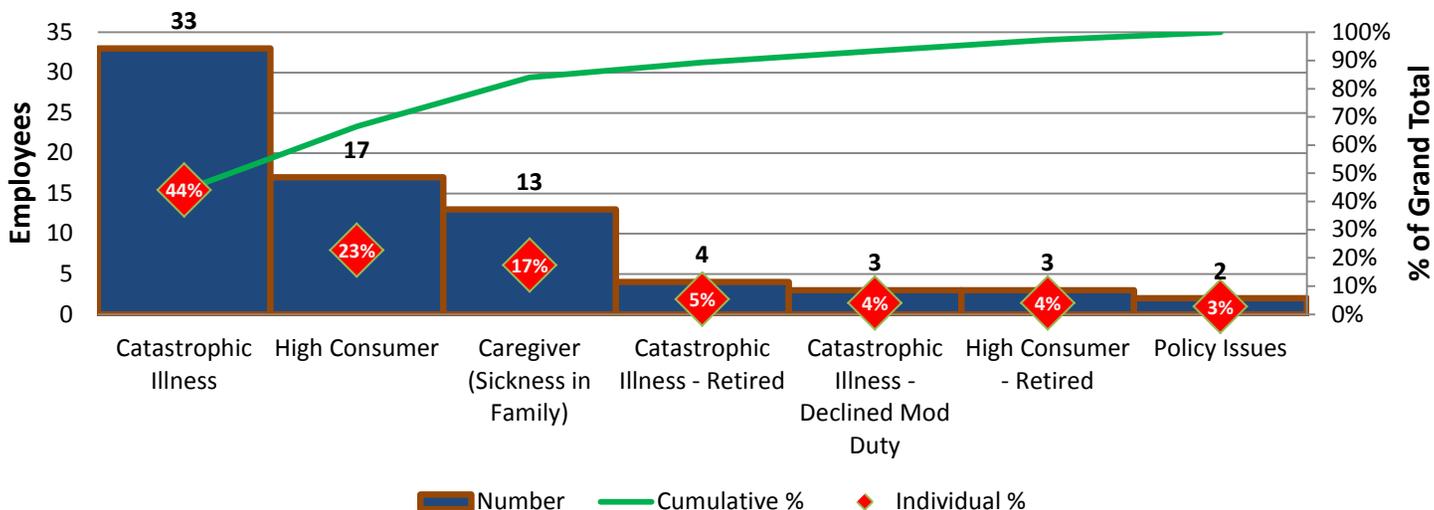
How Are We Doing?

Sep2014-Aug2015 12 Month Avg Goal	Sep2014-Aug2015 12 Month Average		Aug2015 Goal	Aug2015 Actual	
46	69		46	75	
Employees	Employees		Employees	Employees	

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Sep2014-Aug2015 Pareto Analysis



¹A "day" is typically defined as standard hours per week divided by 5 unless otherwise stated in a union contract