

# High Sick Leave Consumption Develop Louisville



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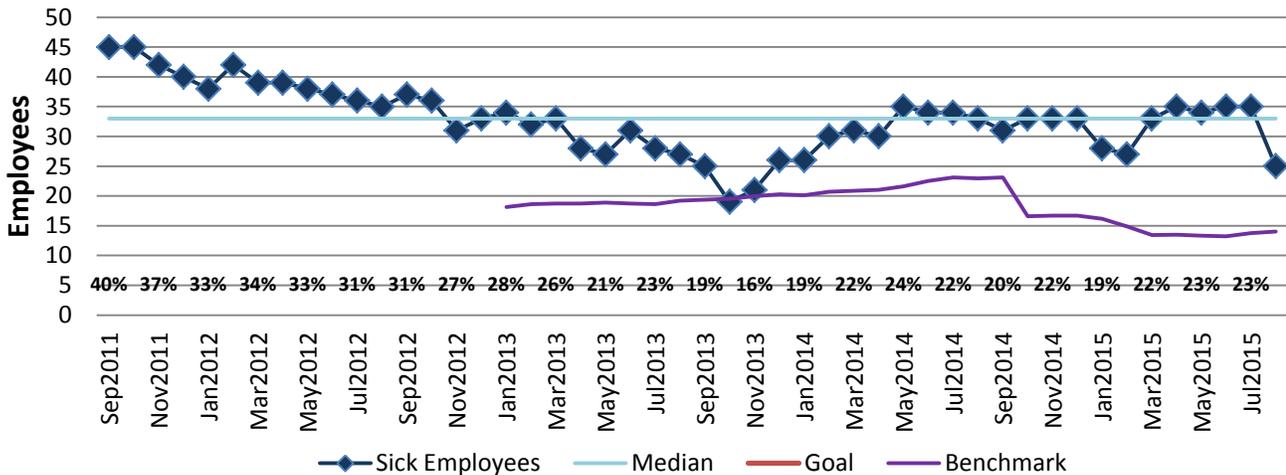
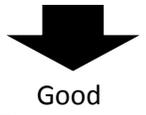
Process: Sick Leave Management

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: 7/14 - 6/15 Avg 32 people/month Goal: Baseline recently established after completing one full year as new department; new goal to be determined based on baseline information 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: to determine an appropriate goal for this measurement based on the new baseline

## How Are We Doing?

Sep2014-Aug2015 12 Month Avg Goal	Sep2014-Aug2015 12 Month Average		Aug2015 Goal	Aug2015 Actual	
<b>TBD</b>	<b>32</b>		<b>TBD</b>	<b>25</b>	
Employees	Employees		Employees	Employees	

## High Sick Leave Consumption



## Sep2014-Aug2015 Column Chart

