

Hours Not Worked Air Pollution Control



KPI Owner: Rachael Hamilton

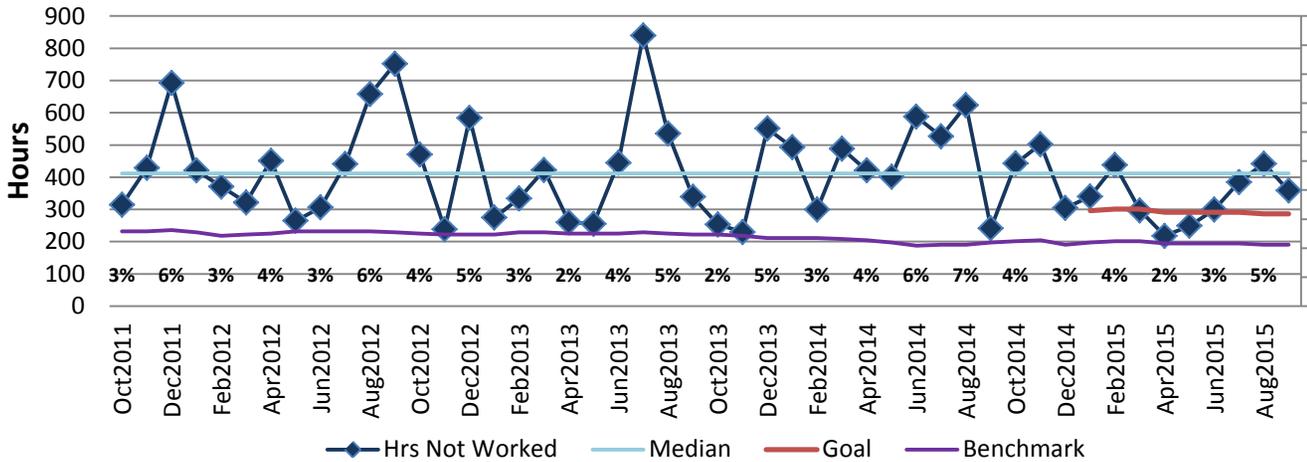
Process: Time & Attendance

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: CY 14: 5,230 hours; 4% Goal: 3% in CY 15 Benchmark: Local Government rate of 2%	Data Source: Payable Time PeopleSoft Goal Source: Scope Summary Benchmark Source: Bureau Labor Statistics	Plan-Do-Check-Act Step 8: Monitor and diagnose Measurement Method: Total # of hrs per month employees were not at work performing normal job functions (excludes vacations & holidays), rate calculated by dividing by total standard hours Why Measure: Better understand culture impact on employee attendance Next Improvement Step: Next Improvement Step: Reinforce policies. Seek ways to improve employee morale.

How Are We Doing?

Jan2015-Sep2015 9 Month Goal	Jan2015-Sep2015 9 Month Actual		Sep2015 Goal	Sep2015 Actual	
2,636	3,026	🚦	286	359	🚦
Hours	Hours		Hours	Hours	

Hours Not Worked



Oct2014-Sep2015 Pareto Analysis

