

# High Sick Leave Consumption- Sworn Louisville Metro Police Department



KPI Owner: Cheryl Triplett

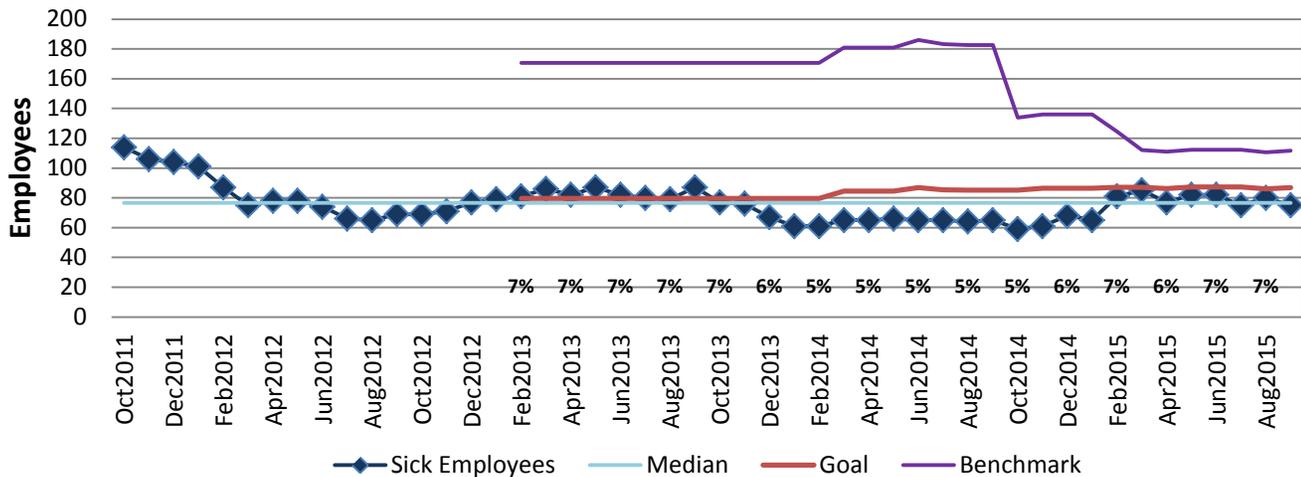
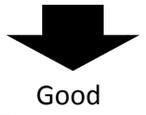
Process: Sick Leave Management

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: CY12, 76 employees Goal: 7% of total opportunities  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 8: Monitor and diagnose  Measurement Method: # of sworn employees who used 9 or more sick days in a 12 month period  Why Measure: Promote a culture in which sick time is used appropriately  Next Improvement Step: Continue to monitor and diagnose

### How Are We Doing?

Oct2014-Sep2015 12 Month Avg Goal	Oct2014-Sep2015 12 Month Average		Sep2015 Goal	Sep2015 Actual	
<b>87</b>	<b>74</b>		<b>87</b>	<b>75</b>	
Employees	Employees		Employees	Employees	

## High Sick Leave Consumption- Sworn



Root cause analysis is not necessary because there is no gap between the goal and current performance.

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