

Turnover Rate Excluding Temporary and Seasonal Louisville Fire Department



KPI Owner: Lt. Col. Ford

Process: Retention

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: TBD Goal: TBD Benchmark: 12.9% state/local gov 2015	Data Source: TBD Goal Source: TBD Benchmark Source: Bureau Labor Statistics	Plan-Do-Check-Act Step 4: Generate and prioritize potential solutions Measurement Method: # of emps who left Metro (excluding temporary or seasonal) in a 12 month period divided by the avg # of emps Why Measure: Better understand cultural impact on staff retention Next Improvement Step: Pilot short term and/or long term solutions

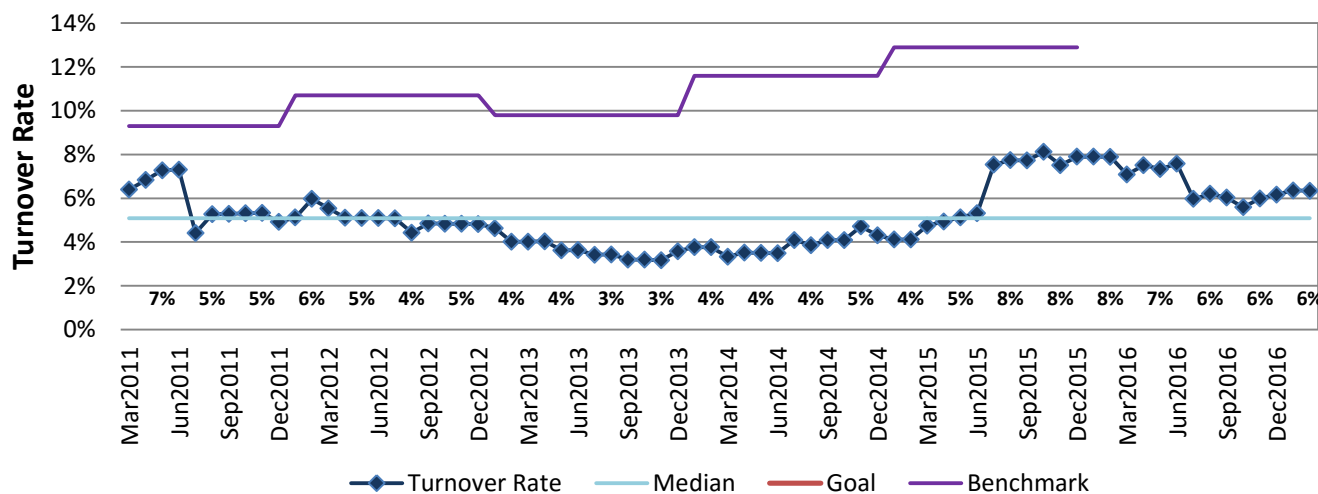
How Are We Doing?

Mar2016-Feb2017 12 Month Goal	Mar2016-Feb2017 12 Month Avg		Feb2017 Goal	Feb2017 Actual	
TBD	7%	⬇	TBD	6%	⬇
Turnover Rate	Turnover Rate		Turnover Rate	Turnover Rate	

Turnover Rate Excluding Temporary and Seasonal



Good



Mar2016-Feb2017 Pareto Analysis

