

Turnover Rate Excluding Temporary and Seasonal Air Pollution Control District



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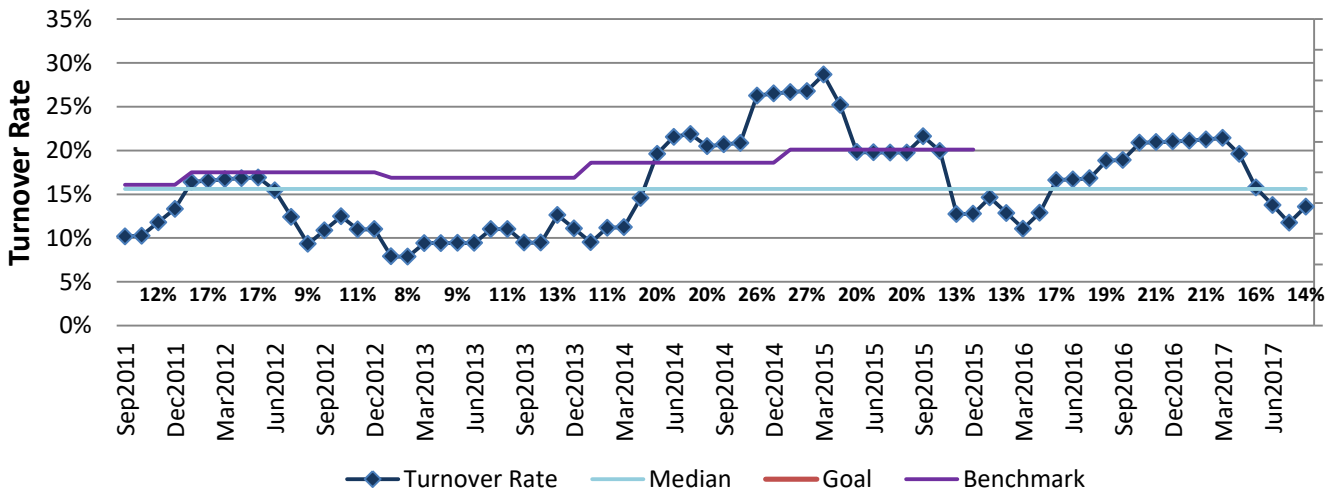
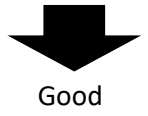
Process: Employee Retention

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: TBD Goal: TBD Benchmark: 20.1% state/local gov 2015	Data Source: PeopleSoft Goal Source: TBD Benchmark Source: TBD	N/A - Input Measure 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: Define the problem and validate the problem with baseline benchmarks and goals.

How Are We Doing?

Sep2016-Aug2017 12 Month Goal	Sep2016-Aug2017 12 Month Avg		Aug2017 Goal	Aug2017 Actual	
TBD	18%	⬇	TBD	14%	⬆
Turnover Rate	Turnover Rate		Turnover Rate	Turnover Rate	

Turnover Rate Excluding Temporary and Seasonal



Sep2016-Aug2017 Pareto Analysis

