

Completed Medium to Large Deals - Expansion: Average Wage Economic Development



KPI Owner: Scott Herrmann

Process: Business Expansion

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: \$32,045 Jul2014-Sep2014 Goal: Increase wages to the top half of our peer cities by 2020 and top third by 2030. Historical data was used to predict the wages needed to achieve this goal. Targets are 2014-\$44,933, 2015-\$45,688, 2016-\$46,136, 2017-\$46,514 Benchmark: TBD	Data Source: Salesforce Goal Source: Strategic Plan Goal 09 & wage growth analysis Benchmark Source: TBD	Plan-Do-Check-Act Step 5: Pilot short term and/or long term solutions Measurement Method: Average wage of company reported data Why Measure: Higher wages improve local economy and quality of life; aligns with Metro Goal # 9 Next Improvement Step: Implement PDCA Step 5

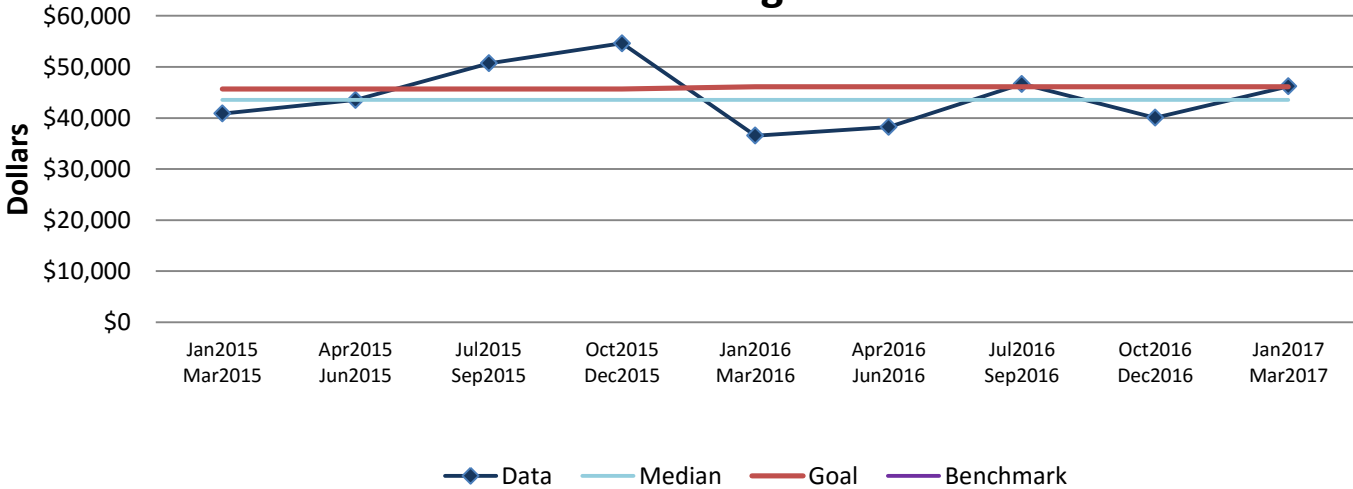
How Are We Doing?

Jan2015-Mar2017 Avg Goal	Jan2015-Mar2017 Actual Avg		Jan2017-Mar2017 Goal	Jan2017-Mar2017 Actual	
\$45,937	\$44,157		\$46,136	\$46,191	
Dollars	Dollars		Dollars	Dollars	

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Good



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