

# Turnover Rate Excluding Temporary and Seasonal Develop Louisville



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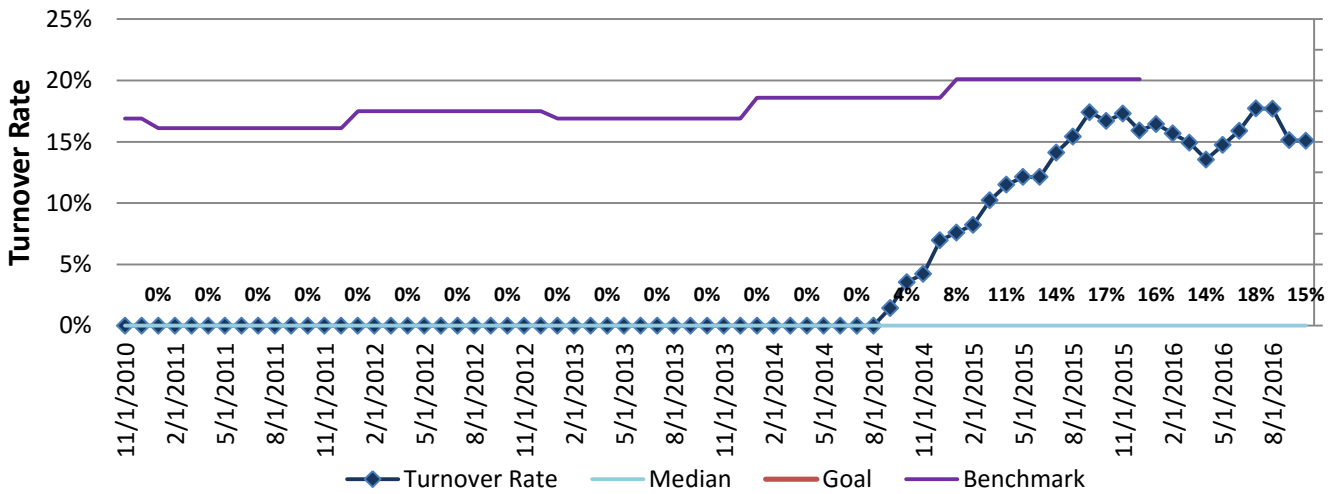
Process: Personnel Management

| Baseline, Goal, & Benchmark   | Source Summary   | Continuous Improvement Summary  |
|---|--|---|
| Baseline: TBD<br>Goal: TBD<br><br>Benchmark: 20.1% state/local gov 2015 | Data Source: PeopleSoft<br><br>Goal Source: N/A<br><br>Benchmark Source: N/A | Plan-Do-Check-Act Step 1: Define the problem<br><br>Measurement Method: # of emps who left Metro (excluding temporary or seasonal) in a 12 month period divided by the avg # of emps<br><br>Why Measure: Better understand cultural impact on staff retention<br><br>Next Improvement Step: Develop Louisville will determine a baseline and goal for this measurement. |

## How Are We Doing?

| Nov2015-Oct2016<br>12 Month Goal | Nov2015-Oct2016<br>12 Month Avg |  | Oct2016 Goal  | Oct2016 Actual |  |
|----------------------------------|---------------------------------|--|---------------|----------------|--|
| <b>TBD</b>                       | <b>16%</b>                      |  | <b>TBD</b>    | <b>15%</b>     |  |
| Turnover Rate                    | Turnover Rate                   |  | Turnover Rate | Turnover Rate  |  |

## Turnover Rate Excluding Temporary and Seasonal



## Nov2015-Oct2016 Pareto Analysis

