

Turnover Rate Excluding Temporary and Seasonal Youth Detention Services



KPI Owner: EA and HR

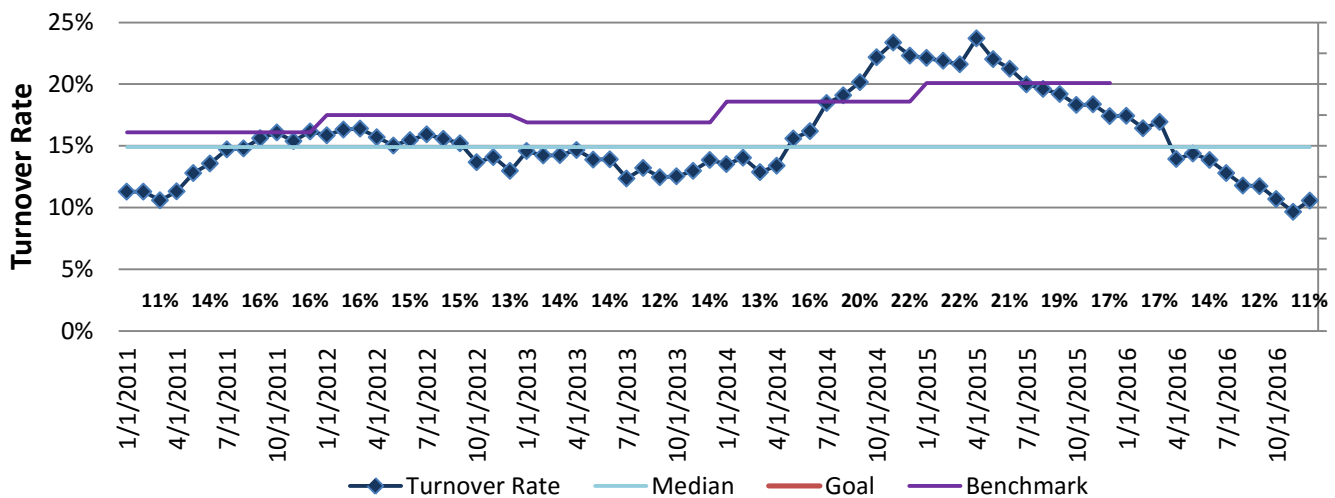
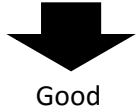
Process:

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	Plan-Do-Check-Act Step 1: Define the problem 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: TBD

How Are We Doing?

Jan2016-Dec2016 12 Month Goal	Jan2016-Dec2016 12 Month Avg		Dec2016 Goal	Dec2016 Actual	
TBD	13%		TBD	11%	
Turnover Rate	Turnover Rate		Turnover Rate	Turnover Rate	

Turnover Rate Excluding Temporary and Seasonal



Need to perform root cause analysis to determine pareto reasons.