

Turnover Rate Excluding Temporary and Seasonal Louisville Metro Corrections



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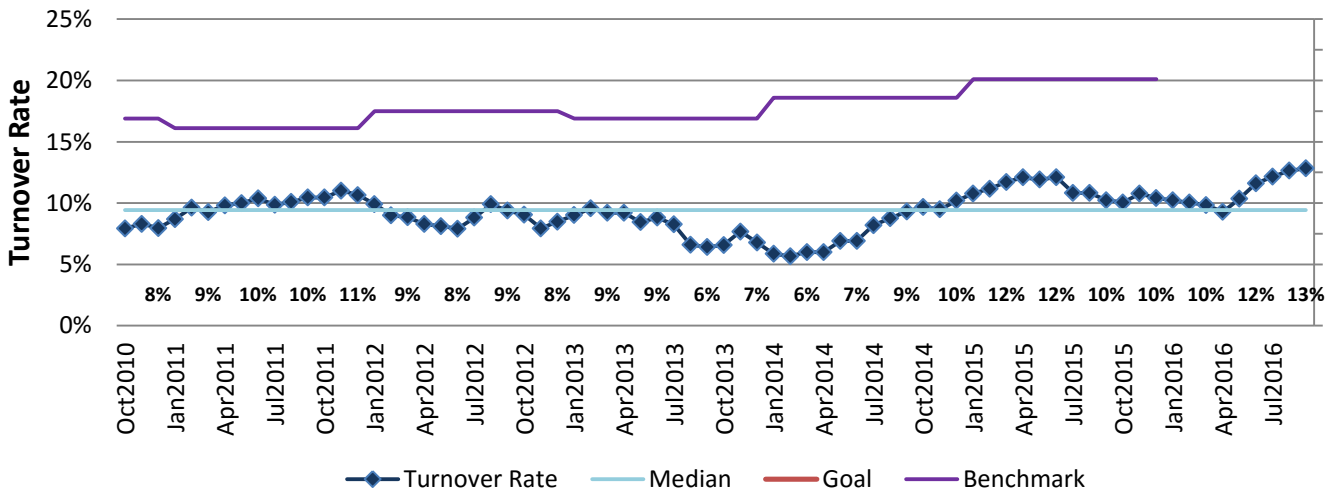
Process: Turnover & Retention

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: Bureau Labor Statistics	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

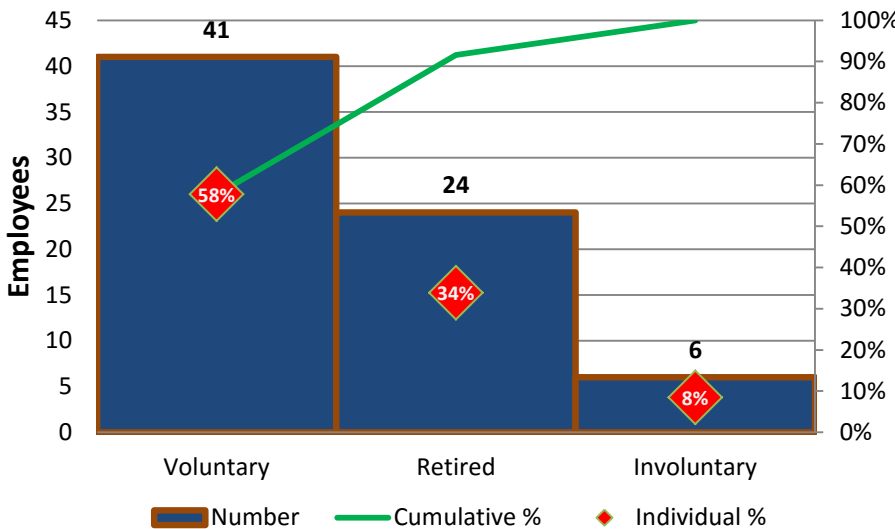
How Are We Doing?

Oct2015-Sep2016 12 Month Goal	Oct2015-Sep2016 12 Month Avg		Sep2016 Goal	Sep2016 Actual	
TBD	11%	⚡	TBD	13%	⚡
Turnover Rate	Turnover Rate		Turnover Rate	Turnover Rate	

Turnover Rate Excluding Temporary and Seasonal



Oct2015-Sep2016 Pareto Analysis



Sworn

	RS	RT	TM
Under 1 yr	10		2
1 - 5 years	9		
5 - 10 years	5		
10 - 15 years	1		1
15 - 20 years	1	8	
Over 20 years		17	1
Total	26	25	4

Civilian

	RS	RT	TM
Under 1 yr	8		2
1 - 5 years	2		
5 - 10 years	1		
10 - 15 years			
15 - 20 years		1	
Over 20 years		3	
Total	11	4	2