

Turnover Rate Excluding Temporary and Seasonal Codes & Regulations



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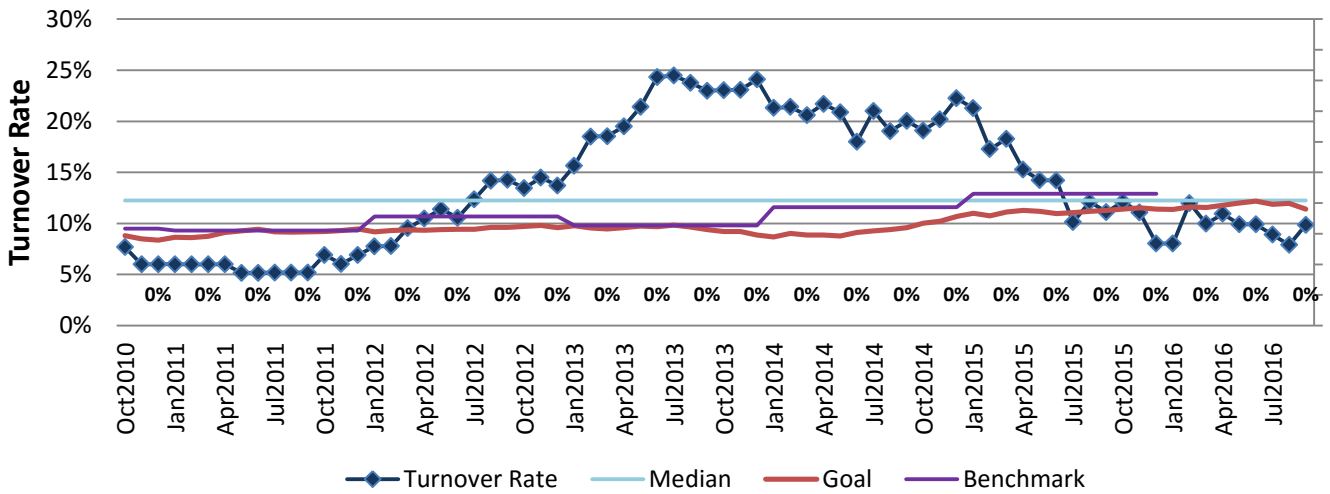
Process: Retention

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: Metro Rate of 12.16% in Jun 2016 Goal: Maintain Turnover Rate Below Metro Average. Benchmark: 12.9% state/local gov 2015	Data Source: Peoplesoft Goal Source: TBD Benchmark Source: OPI	Plan-Do-Check-Act Step 2: Validate problem: baseline, benchmark, & goal 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: Identify root causes

How Are We Doing?

Oct2015-Sep2016 12 Month Goal	Oct2015-Sep2016 12 Month Avg		Sep2016 Goal	Sep2016 Actual	
12%	10%		11%	10%	
Turnover Rate	Turnover Rate		Turnover Rate	Turnover Rate	

Turnover Rate Excluding Temporary and Seasonal



Oct2015-Sep2016 Pareto Analysis

