

# Turnover Rate Excluding Temporary and Seasonal Public Works & Assets



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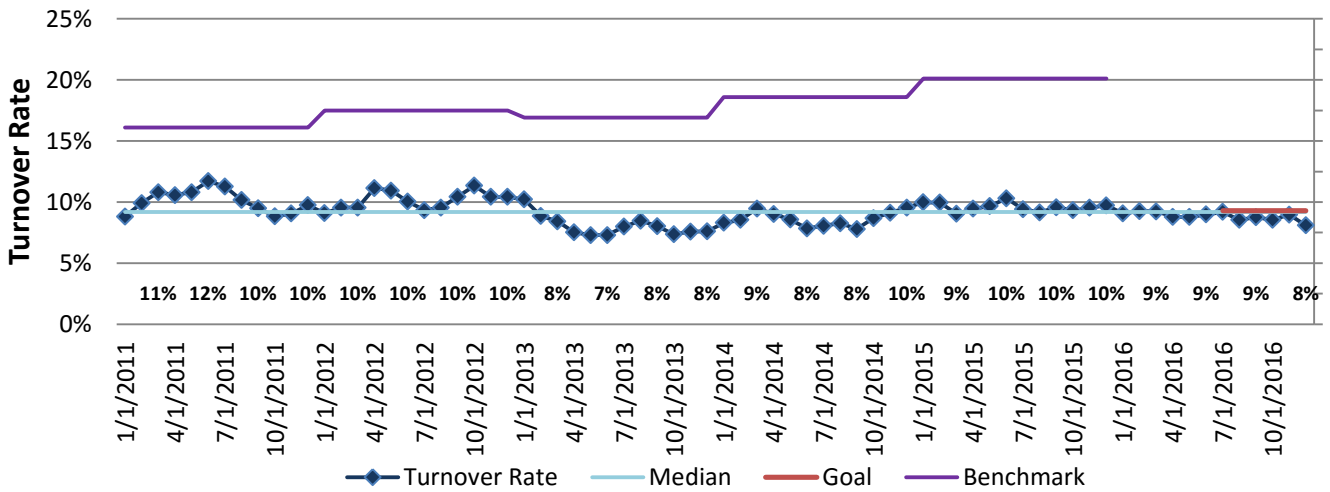
Process: Retention Management

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: 12.8% for Jul 2016 Goal: Stay below 2011-2015 average rate of 9.30%.  Benchmark: 20.1% state/local gov 2015	Data Source: PeopleSoft  Goal Source: LouieStat Liaison Decision  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	
<b>9.3%</b>	<b>8.9%</b>	⬆️	<b>9.3%</b>	<b>8.1%</b>	⬆️
Turnover Rate	Turnover Rate		Turnover Rate	Turnover Rate	

## Turnover Rate Excluding Temporary and Seasonal



## Jan2016-Dec2016 Pareto Analysis

