

# Turnover Rate Excluding Temporary and Seasonal Metro Parks



KPI Owner: Nancy Ray

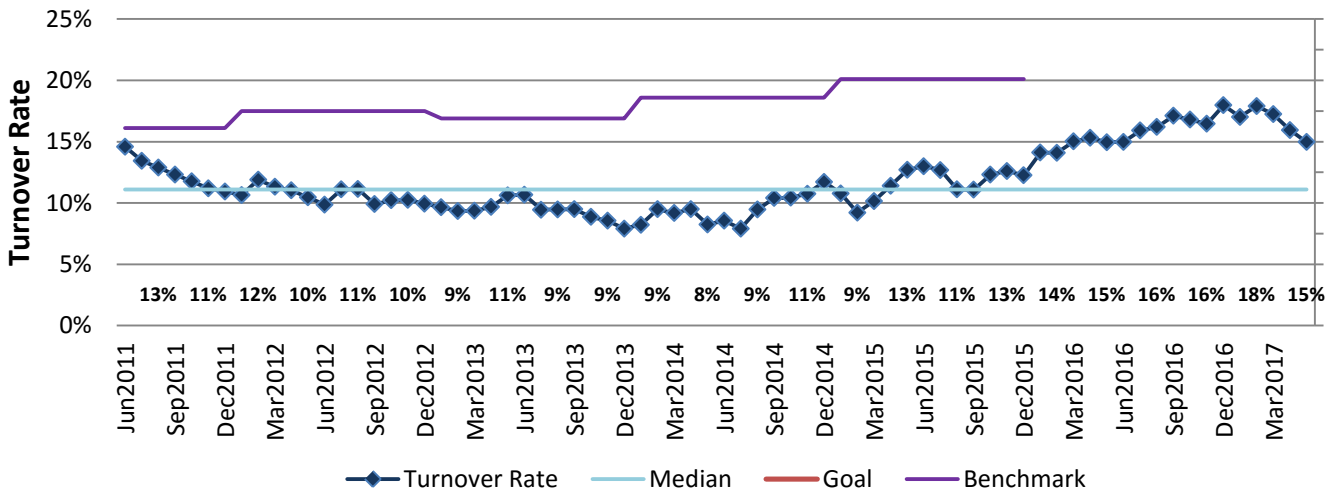
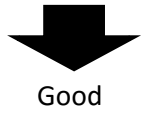
Process: Human Resources

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: June 2015 - May 2016: 15% 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 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: Work with HR to implement new standards and create goal

## How Are We Doing?

Jun2016-May2017 12 Month Goal	Jun2016-May2017 12 Month Avg		May2017 Goal	May2017 Actual	
<b>TBD</b>	<b>17%</b>		<b>TBD</b>	<b>15%</b>	
Turnover Rate	Turnover Rate		Turnover Rate	Turnover Rate	

## Turnover Rate Excluding Temporary and Seasonal



## Jun2016-May2017 Pareto Analysis

