

Vacancy Rate (Regular Full Time) Metro Parks



KPI Owner: Nancy Ray

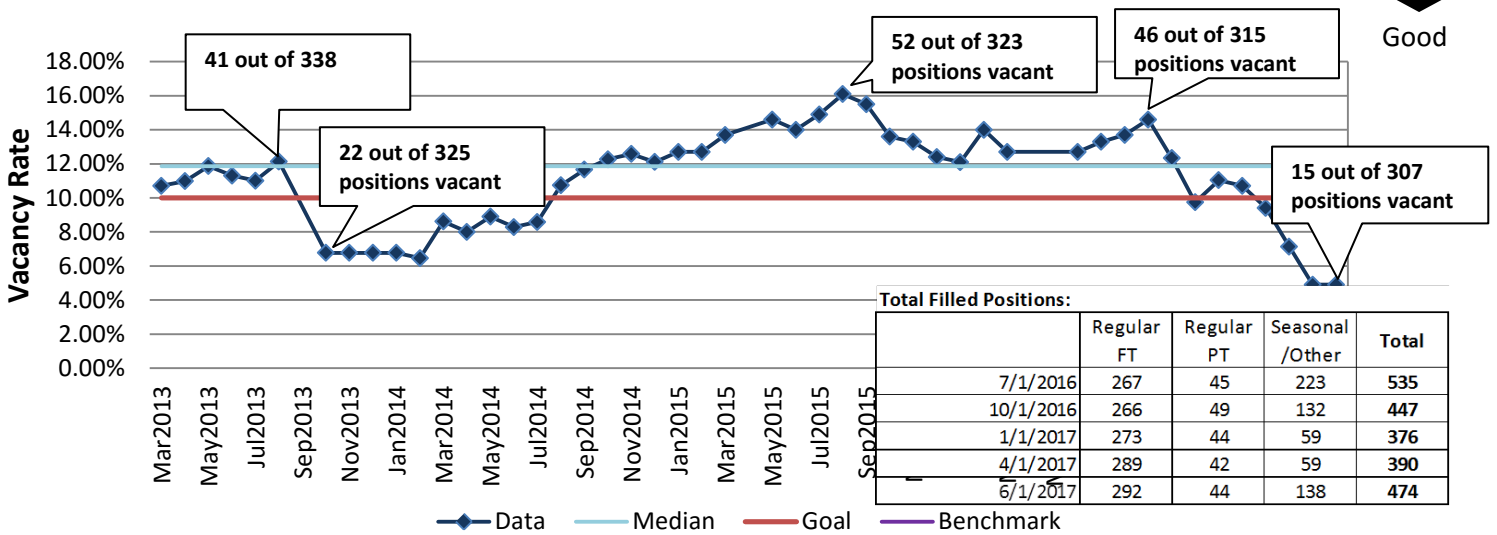
Strategic Plan Objective: Operational Excellence

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: 12.7% CY2016 Goal: 10% or less (Achieve and retain 90% staffing levels at all times) Benchmark: NA	Data Source: Peoplesoft PCR report Goal Source: Strategic Plan Benchmark Source: NA	Plan-Do-Check-Act Step 2: Validate problem: baseline, benchmark, & goal Measurement Method: Vacancy rate for full time, regular employees at end of each month. Why Measure: In order to achieve goal listed in LMPR Strategic Plan Next Improvement Step: Continue to implement new organization of LMPR HR office (changed how work was done and reassigned responsibilities for efficiency)

How Are We Doing?

Jun2016-May2017 12 Month Goal	Jun2016-May2017 12 Month Actual		May2017 Goal	May2017 Actual	
10%	10%		10%	5%	
Vacancy Rate	Vacancy Rate		Vacancy Rate	Vacancy Rate	

Vacancy Rate (Regular Full Time)



April 2017 Pareto Analysis

