Metric	Data Points Regularly Monitored	Data Point Descriptions and Notes
Retention	1. Staffing Summary 2. Vacancy Rate 3. Days Vacant Report 4. Recruitment Status Summary	1. The number of staff (FTEs or employees, detailed-in, contract, intern, and fellows) are summarized by grouping as being a Direct Report, Manager, or Detailed-Out (FTE). 2. The number of vacant FTEs divided by the total number of FTEs visualized using a simple pie chart. 3. Each vacant position is ordered highest to lowest by the number of days each has been vacant, coupled with the candidate (if applicable), number of postings, and current updates. 4. The number of vacancies is summarized by recruitment status grouping (the stage and step at which a vacancy is in the agency's recruitment and hiring process).
Turnover	1. Turnover rate–voluntary/involuntary 2. Turnover rate – agency and by business unit 3. Rolling 12 and six-month turnover	1. The turnover of agency employees is measured in terms of voluntary and involuntary turnover, how someone separates from the agency (i.e., resignation, termination, agency transfer, etc.). 2. The turnover of agency employees is measured in whole for the agency and by business unit for the current fiscal year and previous five years. 3. The turnover of agency employees is measured utilizing a rolling 12 month and six-month figure.
Tenure	1. Tenure of Active Staff 2. Tenure of Separated Staff	1. The average time current employees have stayed with the agency. Examining tenure can assist in targeting interventions to workers at a particular point in their careers, when they may "fall off" from the agency. 2. The average time (months) employees worked at the agency before leaving voluntarily. A calculation on longevity (total number of months worked before quitting) may highlight the point at which employees "fall off".
Residency	1. DC Residency of New Hire 2. Residency of Active Staff	1. The percentage of new employees in the current fiscal year that are residents of the District of Columbia. 2. The percentage of new employees in the current fiscal year that are residents of the District of Columbia.
Employee Satisfaction	New Employee Satisfaction	Surveys are sent to new employees within their first 30 to 60 days to evaluate the new employee's satisfaction. The brief survey informs the agency about what it is doing well, and what it needs to improve regarding new staff onboarding, training, and role satisfaction. Answers to survey questions will be submitted anonymously and remain confidential. All responses are compiled with those of other survey participants. The summarized information is used to improve the way we welcome and integrate new staff at DMPED.
Diversity & Inclusion	1. Offer-Pay Equity Analysis 2. 2023 Racial Equity Survey	1. The Director of Operations utilizes an analysis of a candidate's resume of education and experience against that of a(n) existing employee(s) with a similar resume to determine equitable salary offer to candidates chosen for hire of a vacant position. 2. In 2023, at least 58% of DMPED employees completed the The Racial Equity Employee Survey. Data is being analyzed to understand the current state of DMPED's internal organizational culture to identify positive elements and opportunities for improvement. We intend for the results of this survey to be actionable, and the results will be used to inform the publicly-facing DMPED-wide Racial Equity Action Plan.