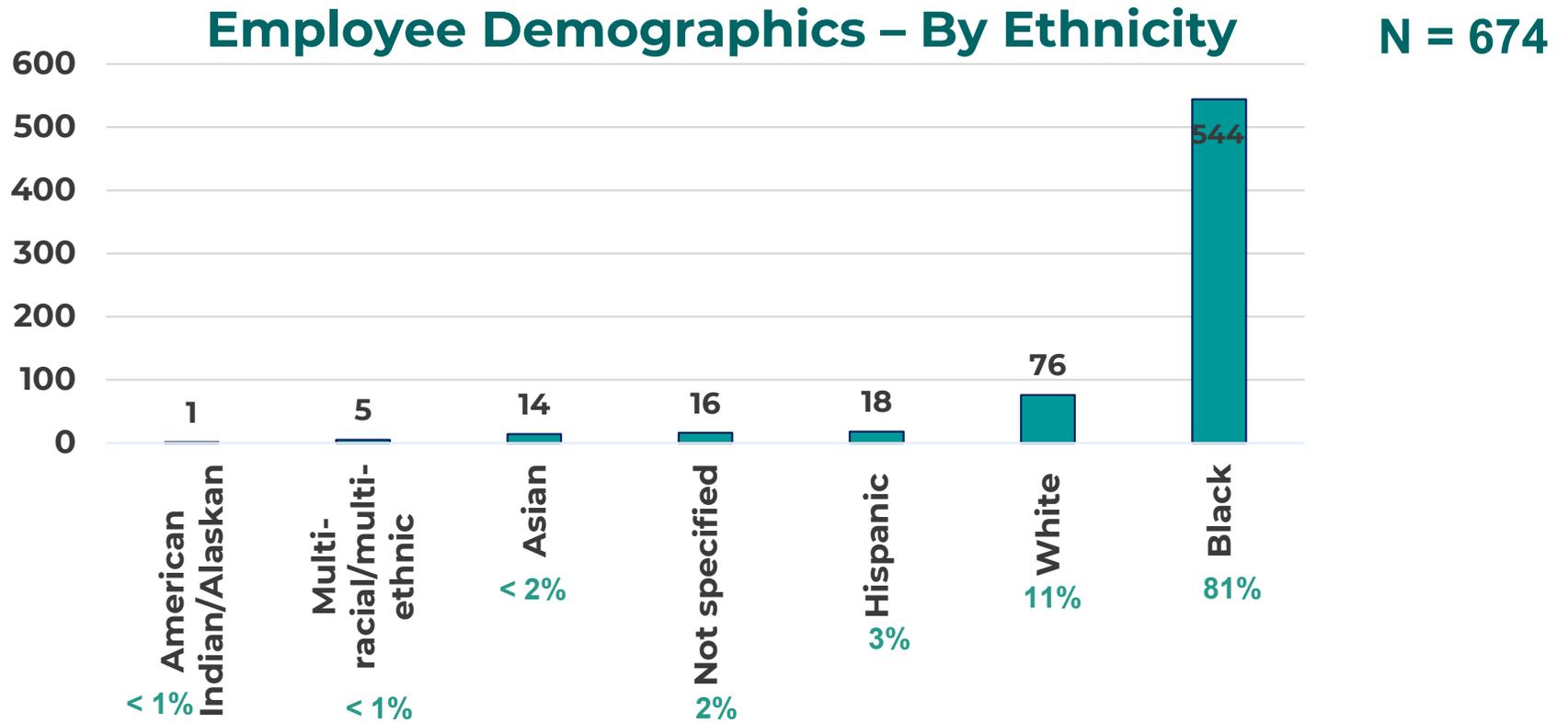


# Human Resources

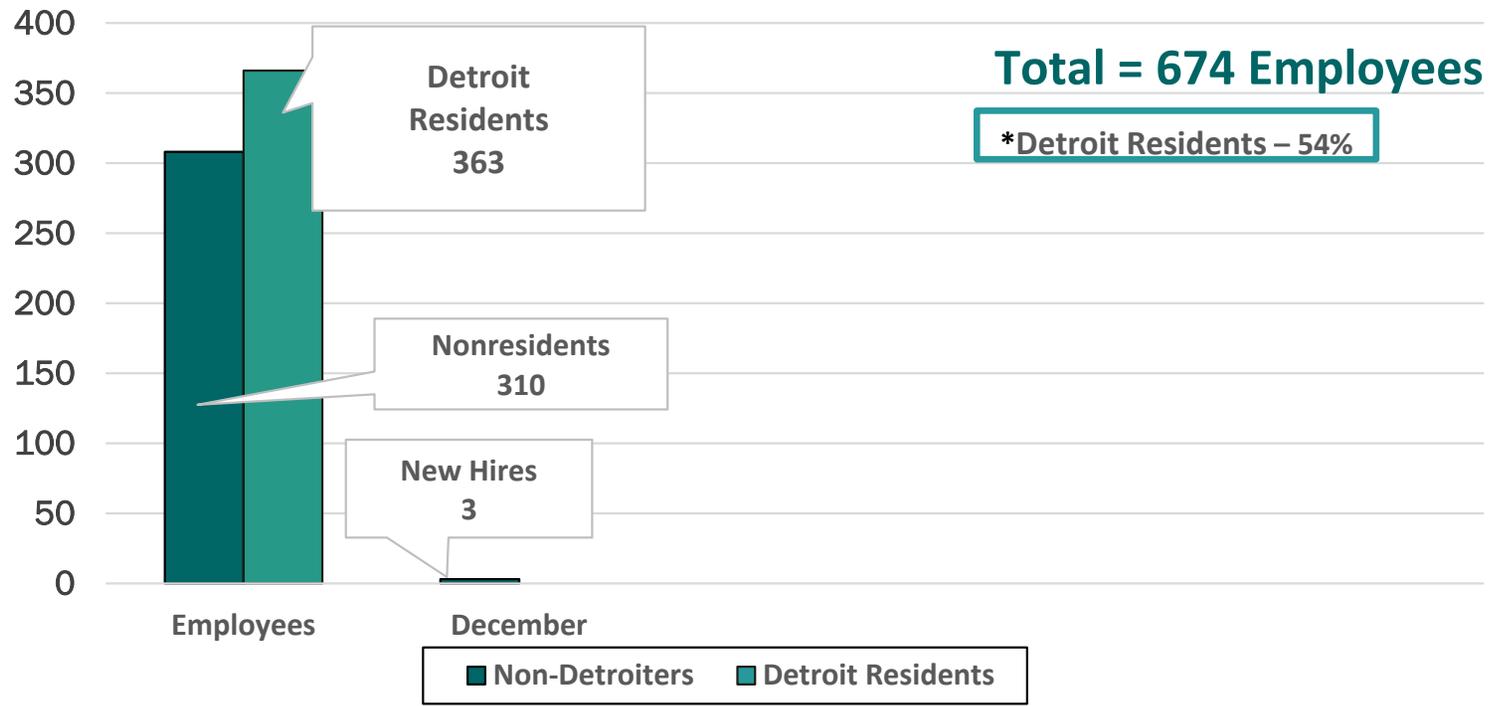
Metrics for February 2026



# Human Resources: *Employee Demographics*



# Human Resources: *Detroit Residents and Hiring*



\*DWSD and the City of Detroit does not require residency for employment.

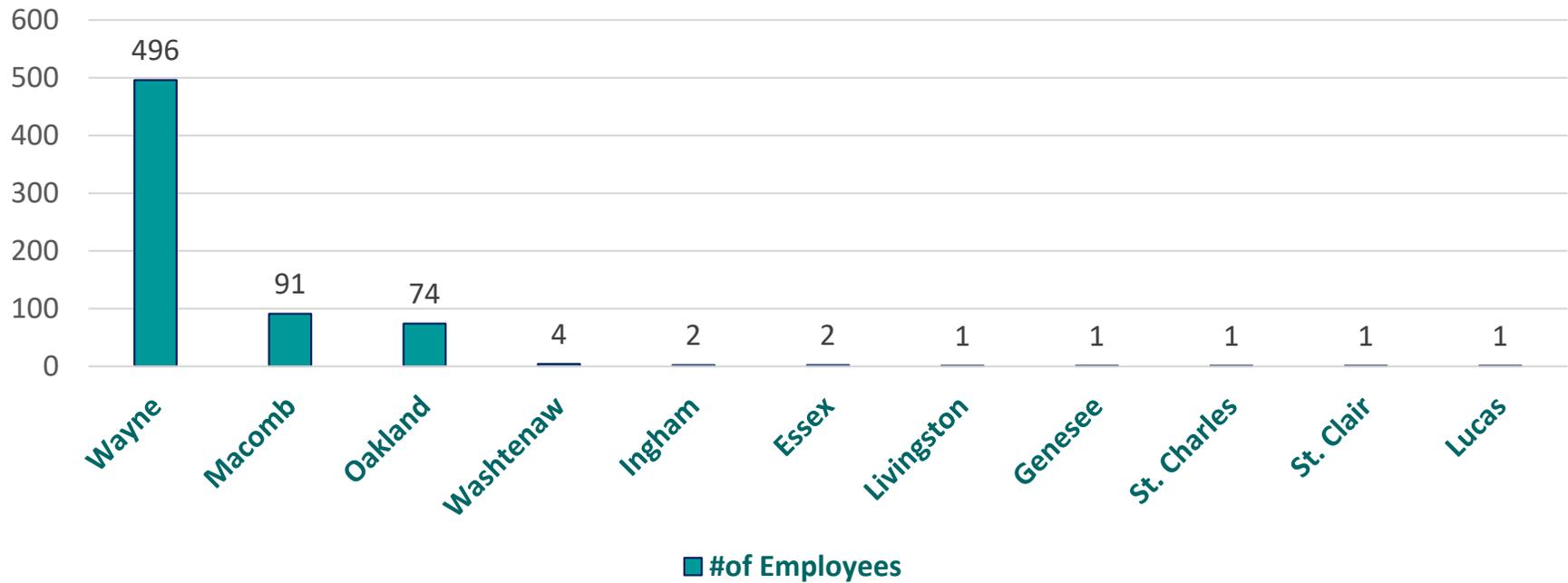
# Human Resources: *Employees by County*



**Total = 674 Employees**

**\*Wayne County Residents – 74%**

### #of Employees in Counties

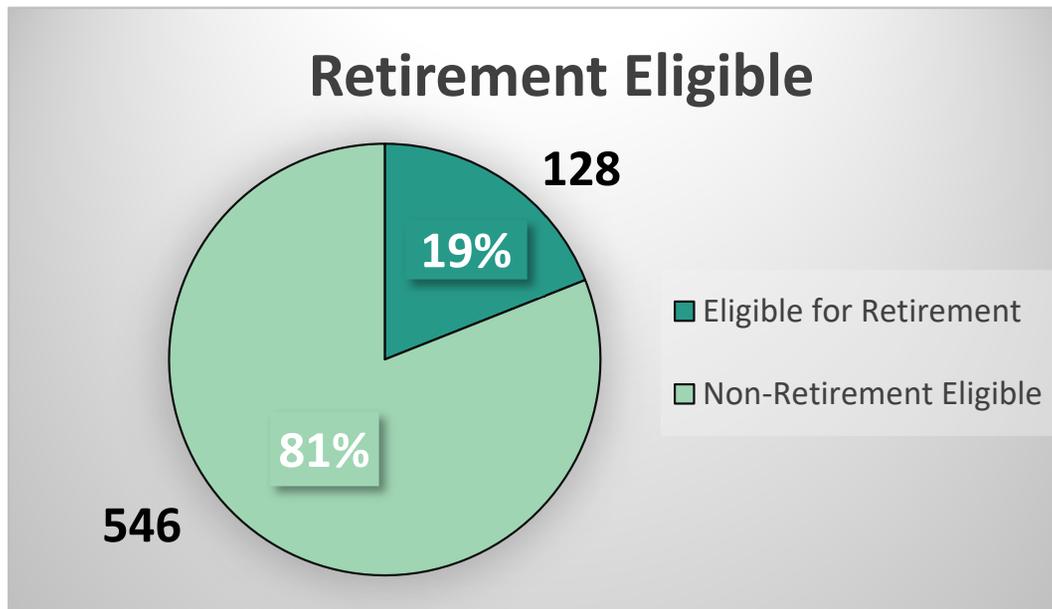


\*DWSD and the City of Detroit does not require residency for employment.

# Human Resources: *Retirement Eligible*



With a current population of **674** employees, there are **128** DWSD employees eligible for retirement



Retirement Criteria	Total
30 YOS/Any Age (Legacy and Hybrid)	48
25 YOS/55 years old (Legacy)	26
10 YOS/60 years old (Legacy)	51
10 YOS/62 years old (Hybrid)	3
8 YOS/65 years old (Legacy)	0
<b>TOTAL</b>	<b>128</b>

**LEGACY** = HIRED BEFORE 2014

**HYBRID** = HIRED AFTER JANUARY 1, 2014

# Human Resources: *Recruitment Efforts*



Date of Event	Type of Event	Location	Number of Attendees
01/28/2026	Career Fair	14117 E 7 Mile Detroit At Work	100
02/04/2026	Career Fair	Detroit At Work Career Center Durfee Innovation Society- Collingwood	150
			BOWC: March 4, 2026

# Human Resources: *Recruiting, Talent & Acquisition*



Classification	Division	Open Positions	# of New Monthly Applicants	Comments
Customer Service Representative 1	Customer Service	3	275	Selecting Candidates To Interview
Office Support Specialist II	Field Engineering	1	96	Selecting Candidates To Interview
Inspector I	Field Engineering	1	39	Selecting candidate
Financial Analyst	Finance	1	82	Interviewing
Deputy General Counsel	Legal	1	18	Selecting Candidates
Field Service Technician	Maintenance & Repair	20	333	Open
Team Leader	Maintenance & Repair	2	37	Selecting Candidates to Interview
Field Service Technician-LSLR	Maintenance & Repair	2	333	2 Offers Extended

# Human Resources: *Recruiting, Talent & Acquisition*



Classification	Division	Open Positions	# of New Monthly Applicants	Comments
Customer Service III	Maintenance & Repair	1	46	Selecting Candidates To Interview
Field Service Coordination Specialist	Maintenance & Repair	1	96	Selecting Candidates To Interview
Field Service Technician	Meter Operations	4	333	Open
Assistant Manager	Public Affairs	1	151	Selecting Candidates to Interview

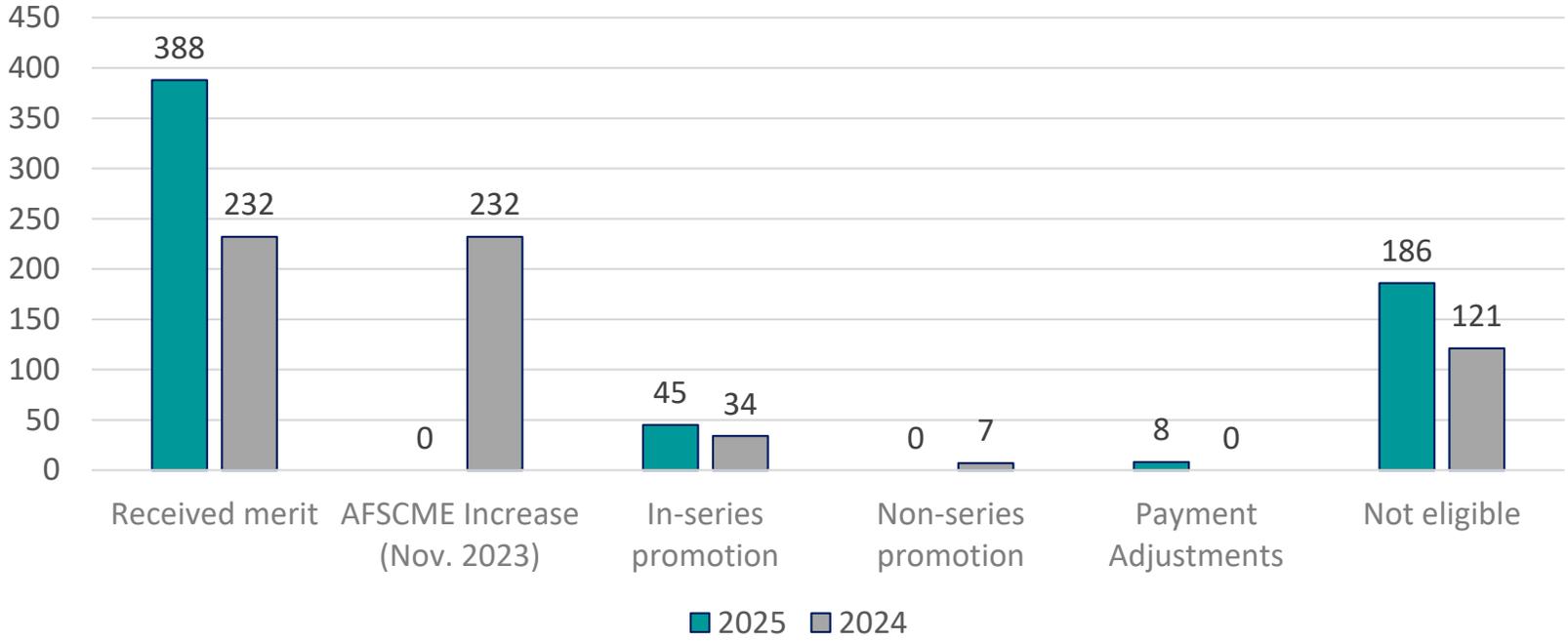
# Human Resources: *Merit Analysis*



2025 Total Employees – 627

2024 Total employees – 626

### 2025 vs 2024 Merit Details



# Human Resources: *Planning Calendar*



JANUARY	FEBRUARY	MARCH	APRIL
Workforce Development (S-License)	Mid-Year Reviews	Merit Analysis	Labor Relations
MAY	JUNE	JULY	AUGUST
Exit Interview, Stay Interviews, Analysis & Strategy	Retirement Eligible/Succession Planning	Recruiting Efforts	Performance Management
SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
Compensation Study	Labor Relations	Goal Setting	Training & Development