

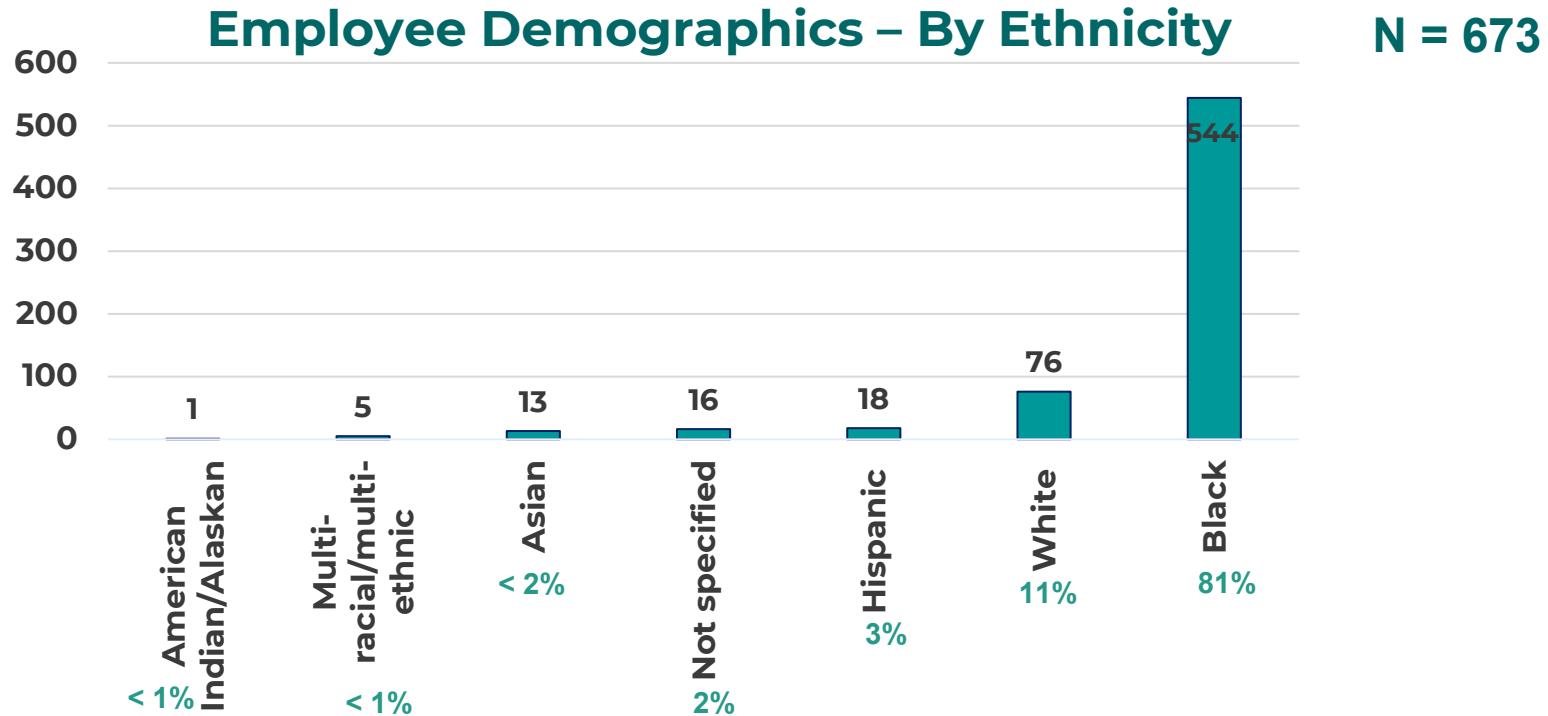


Human Resources

Metrics for January 2026

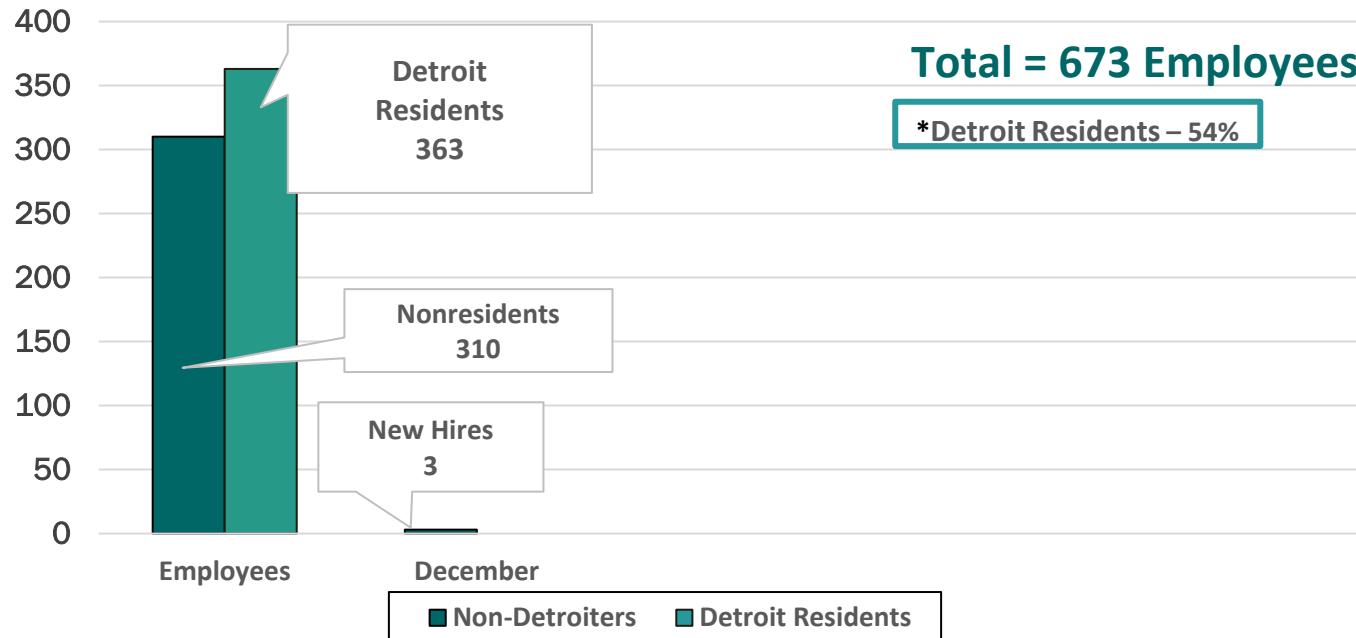


Human Resources: *Employee Demographics*





Human Resources: *Detroit Residents and Hiring*



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



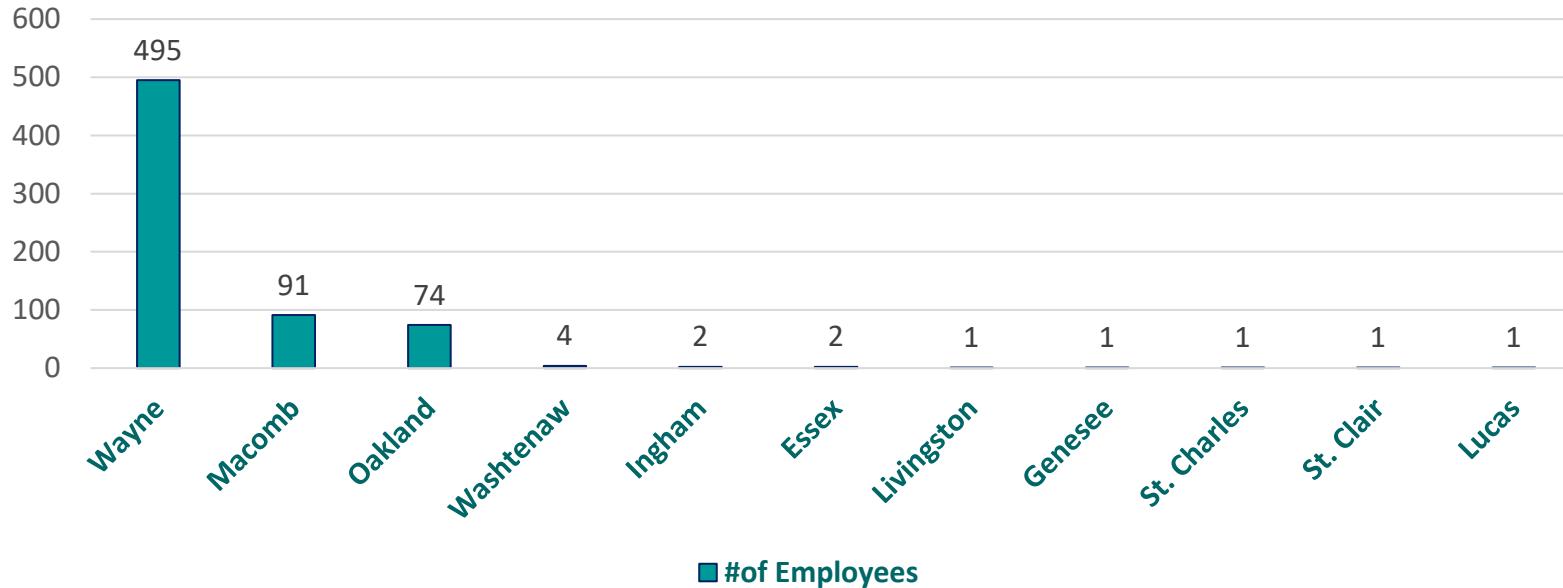
Human Resources: *Employees by County*



Total = 673 Employees

*Wayne County Residents – 74%

#of Employees in Counties



■ # of Employees

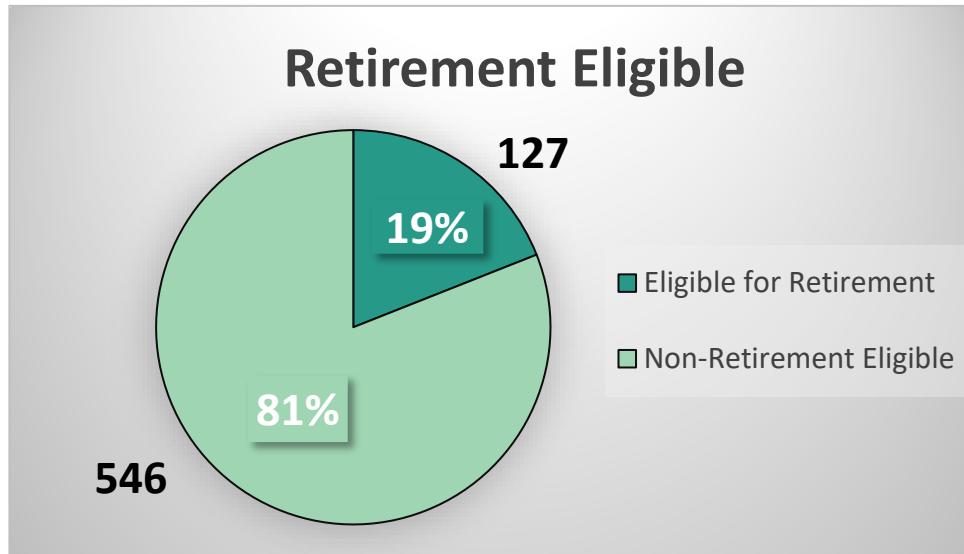
*DWSD and the City of Detroit does not require residency for employment.



Human Resources: *Retirement Eligible*



With a current population of **673** employees, there are **127** DWSD employees eligible for retirement



Retirement Criteria	Total
30 YOS/Any Age (Legacy and Hybrid)	48
25 YOS/55 years old (Legacy)	24
10 YOS/60 years old (Legacy)	54
10 YOS/62 years old (Hybrid)	0
8 YOS/65 years old (Legacy)	1
TOTAL	127

LEGACY = HIRED BEFORE 2014

HYBRID = HIRED AFTER JANUARY 1, 2014



Human Resources: *Recruiting, Talent & Acquisition*



Classification	Division	Open Positions	# of New Monthly Applicants	Comments
Business Analyst	Customer Service	1	275	Selecting Candidates To Interview
Office Support Specialist II	Field Engineering	1	96	Selecting Candidates To Interview
Financial Analyst	Finance	1	82	Interviewing
Deputy General Counsel	Legal	1	22	Selecting Candidates
Field Service Technician	Maintenance & Repair	3	0	Open; Waitlist
Inspector I	Maintenance & Repair	2	199	Offers Extended
Field Service Technician-LSLR	Maintenance & Repair	4	0	3 Offers Extended
Field Service Technician	Meter Operations	2	0	Open; Waitlist
Materials Management Specialist	Procurement	2	94	Open; Selecting Candidates To Interview



Human Resources: *Planning Calendar*



JANUARY	FEBRUARY	MARCH	APRIL
Workforce Development (S-License)	Mid-Year Reviews	Training & Development	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