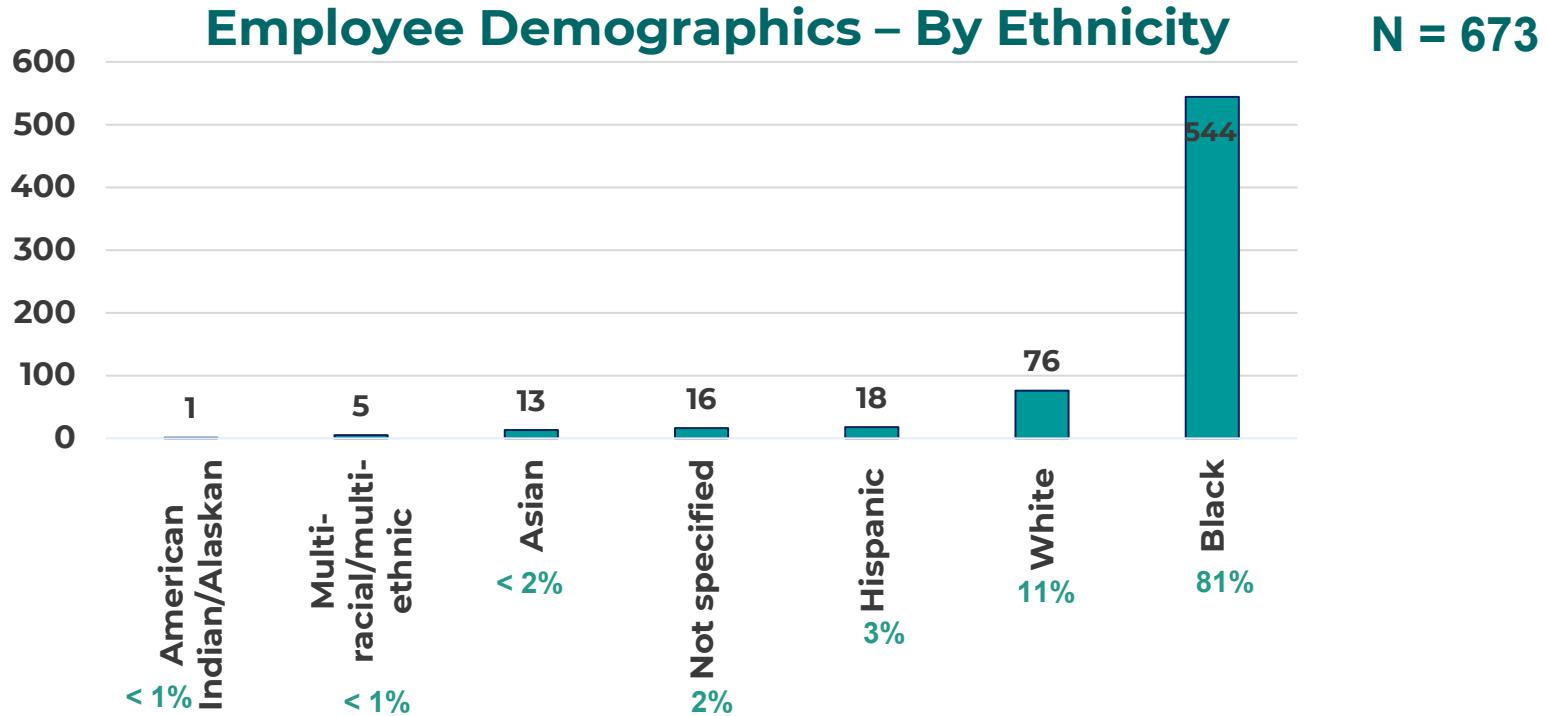


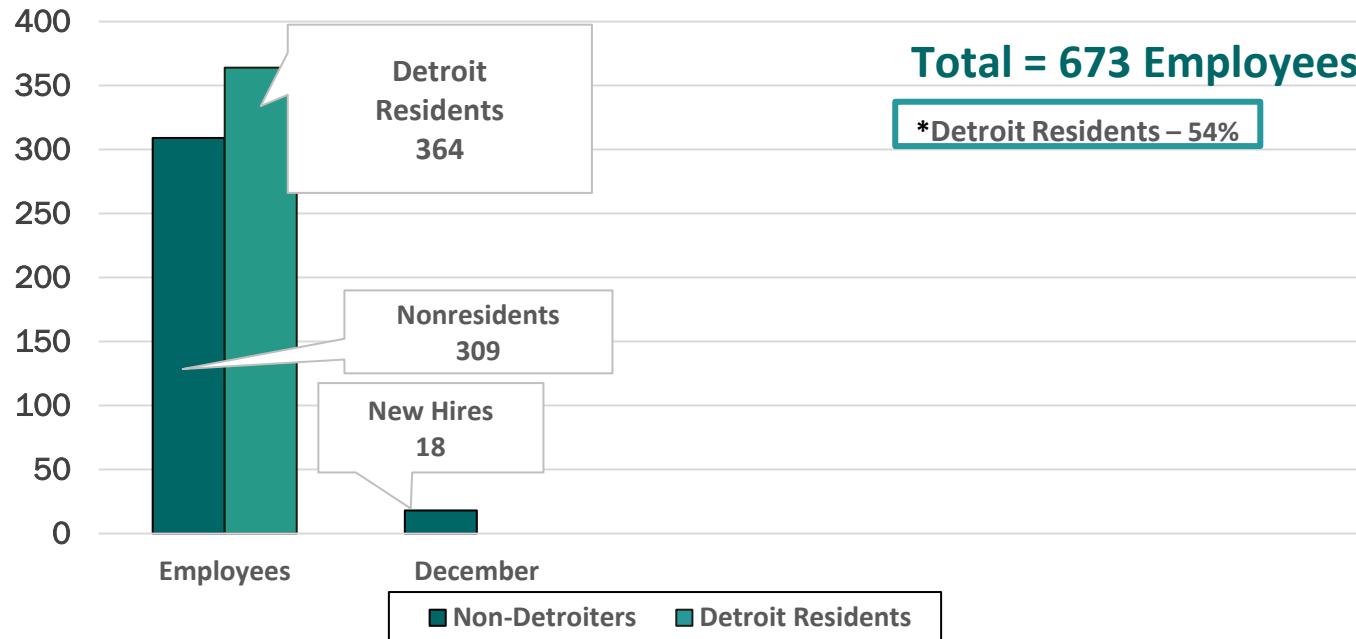
# Human Resources

Metrics for December 2025

# Human Resources: *Employee Demographics*



# Human Resources: *Detroit Residents and Hiring*



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

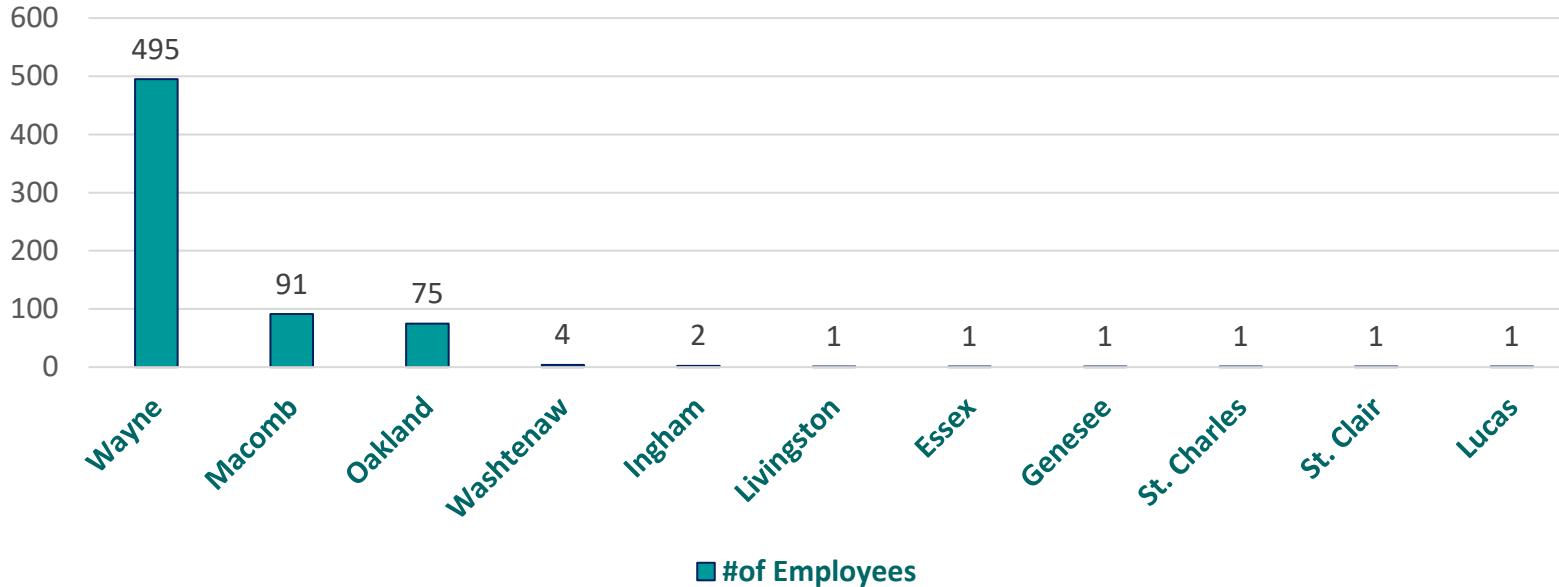
# Human Resources: *Employees by County*



## #of Employees in Counties

**Total = 673 Employees**

\*Wayne County Residents – 74%



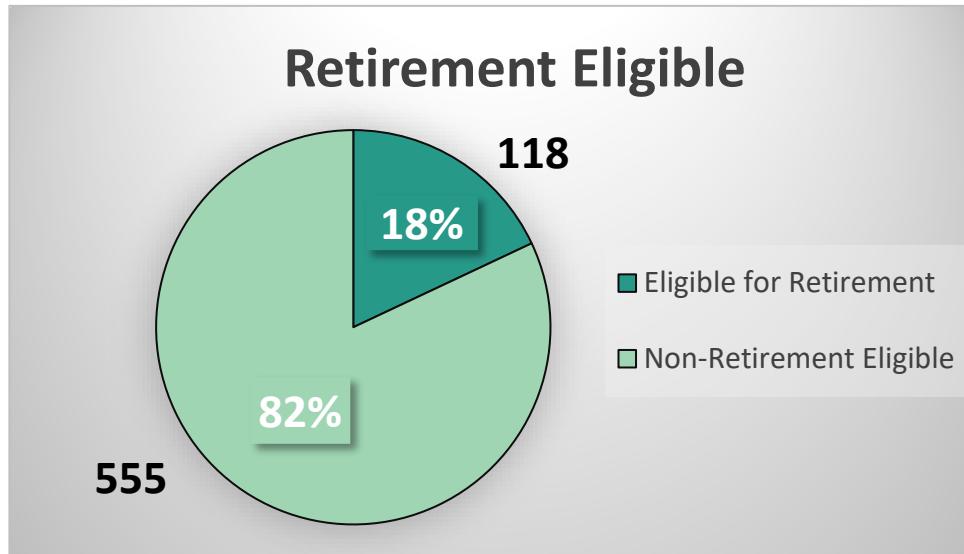
■ # of Employees

\*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 **118** DWSD employees eligible for retirement



Retirement Criteria	Total
30 YOS/Any Age (Legacy and Hybrid)	48
25 YOS/55 years old (Legacy)	25
10 YOS/60 years old (Legacy)	45
10 YOS/62 years old (Hybrid)	0
8 YOS/65 years old (Legacy)	0
<b>TOTAL</b>	<b>118</b>

**LEGACY** = HIRED BEFORE 2014

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

# Human Resources: *Recruiting, Talent & Acquisition*



Classification	Division	Open Positions	# of New Monthly Applicants	Comments
Security Lieutenant	Compliance-Security	1	57	Interviewing
Business Analyst	Customer Service	1	275	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	Selecting Candidates To Interview
Field Service Technician-LSR	Maintenance & Repair	4	0	Open
Field Service Coordination Specialist	Maintenance & Repair	1	149	Interviewing
Field Service Technician	Meter Operations	2	0	Open; Waitlist
Inspector II	Permits and Stormwater	1	42	Interviewing

# Workforce Development (S-License)



Congratulations to the following employees who passed their S-License in November 2025

- David Abu, S-2
- Farid Cheaito, S-1
- Maurice Haynes, S-3
- Johnathan Holden-Rembert, S-1
- Gilbert Lee, S-3
- Khary Marion, S-4
- Thorne Moore, S-4
- Grayson Obey, S-4
- DeAndre Sutton-Boyd, S-4
- Anna Timmis, S-4
- Lisa Wallick, S-4



# Human Resources: *Planning Calendar*



JANUARY	FEBRUARY	MARCH	APRIL
<b>Workforce Development (S-License)</b>	<b>Vacancy Rate</b>	<b>Performance Management</b>	<b>Environmental Health &amp; Safety</b>
MAY	JUNE	JULY	AUGUST
<b>Exit Interview, Stay Interviews, Analysis &amp; Strategy</b>	<b>Retirement Eligible/ Succession Planning</b>	<b>Recruiting Efforts</b>	<b>Performance Management</b>
SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
<b>Compensation Study</b>	<b>Labor Relations</b>	<b>Goal Setting</b>	<b>Training &amp; Development</b>