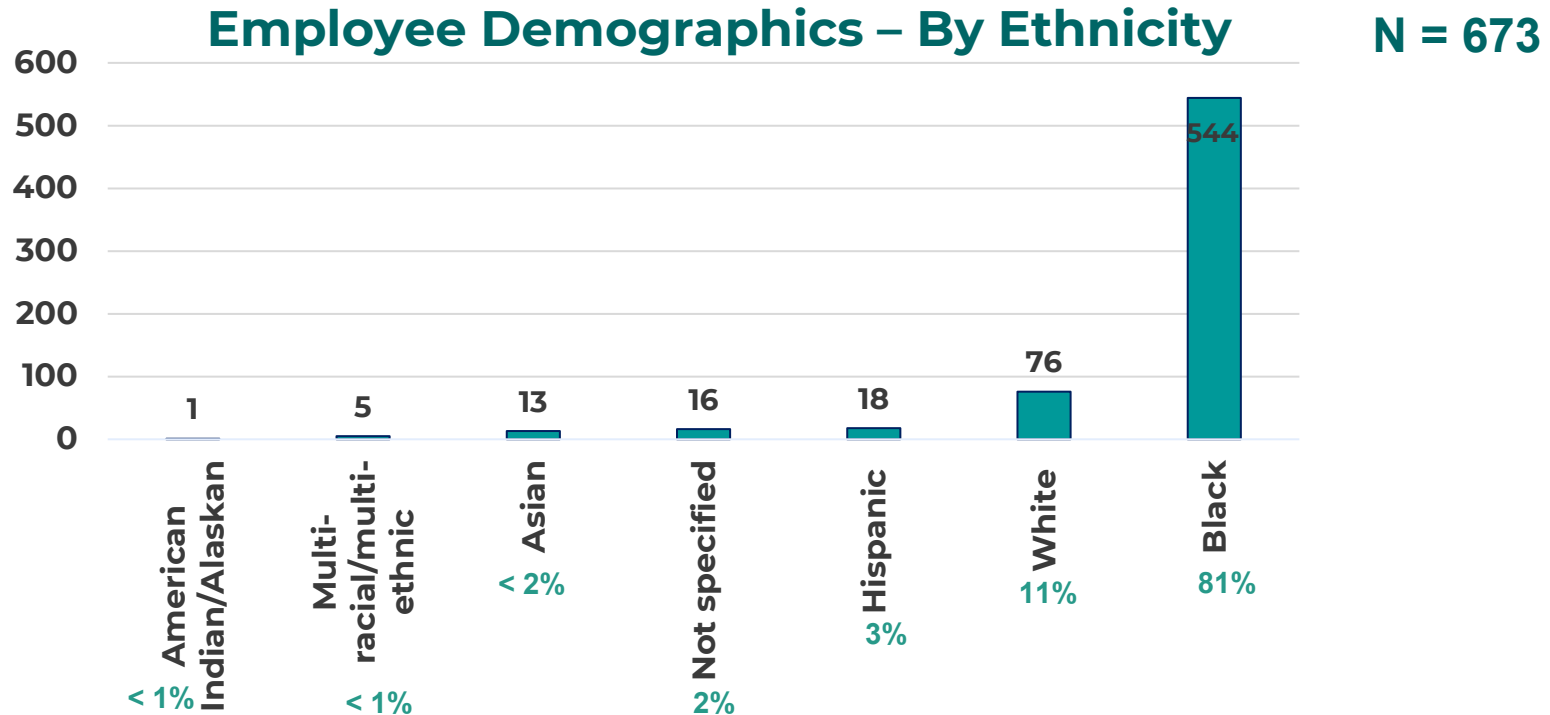


Human Resources

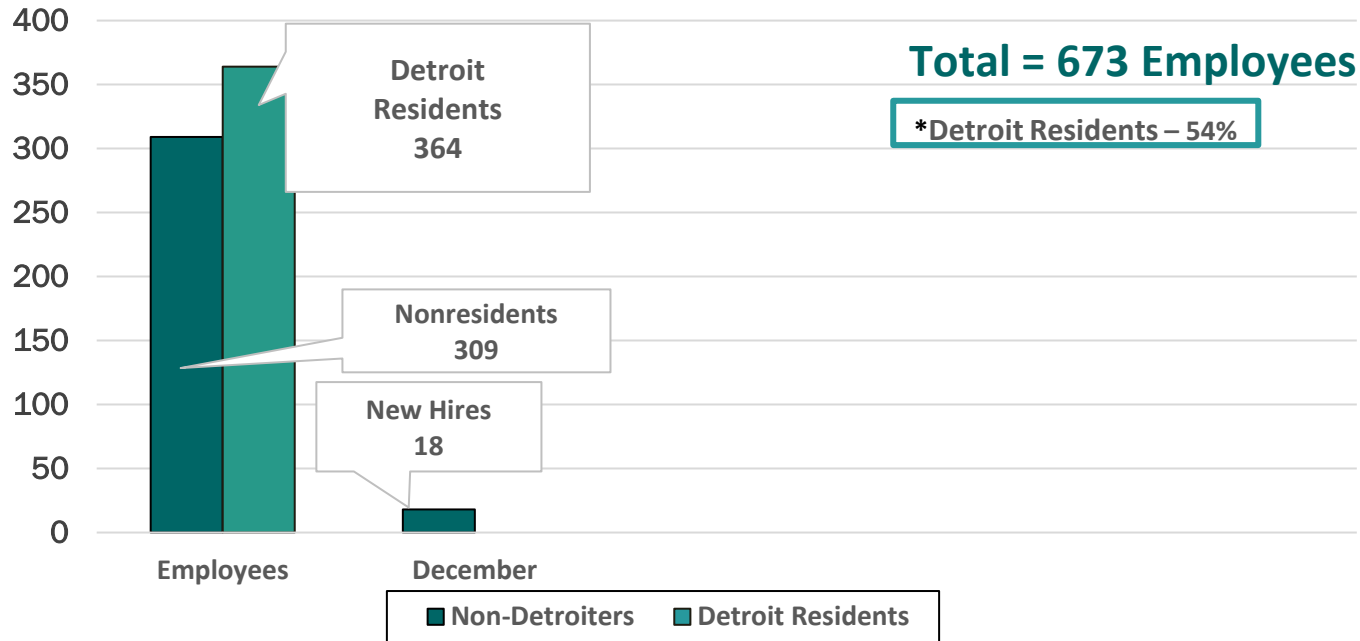
Metrics for December 2025



Human Resources: *Employee Demographics*



Human Resources: *Detroit Residents and Hiring*



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

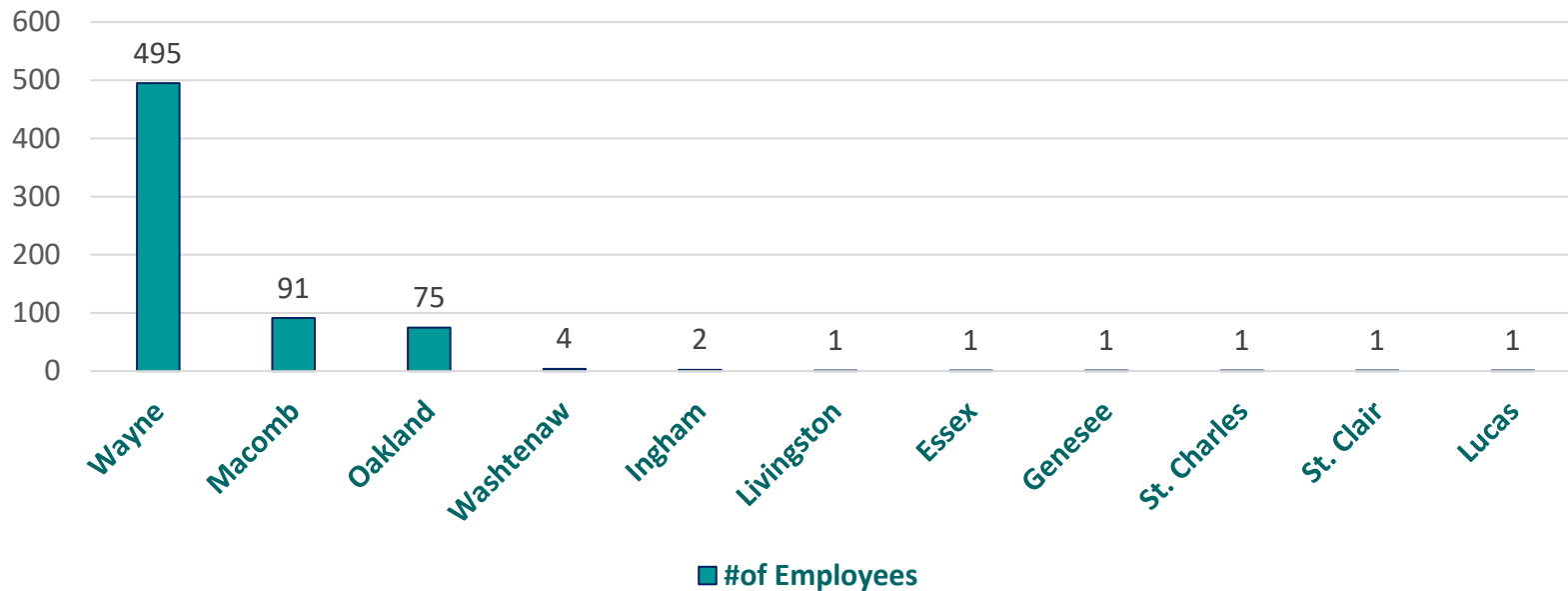
Human Resources: *Employees by County*



Total = 673 Employees

***Wayne County Residents – 74%**

#of Employees in Counties

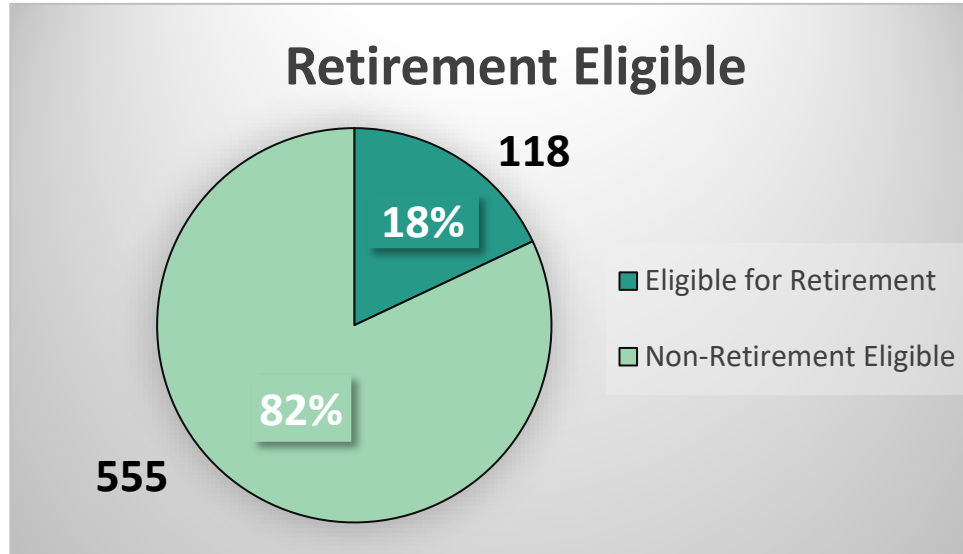


***DWSD and the City of Detroit does not require residency for employment.**

Human Resources: *Retirement Eligible*



With a current population of **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
TOTAL	118

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-LSLR	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
Workforce Development (S-License)	Vacancy Rate	Performance Management	Environmental Health & Safety
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