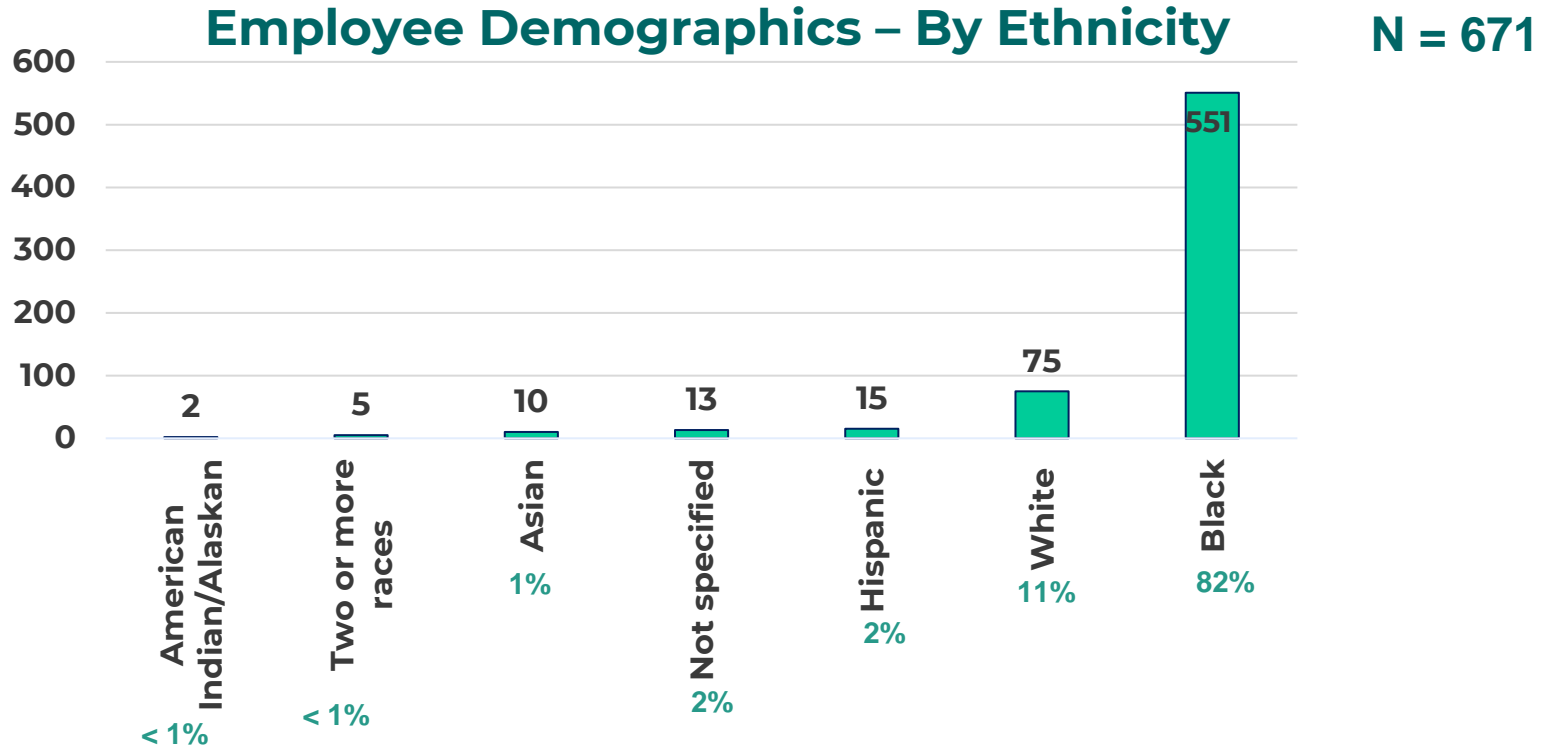


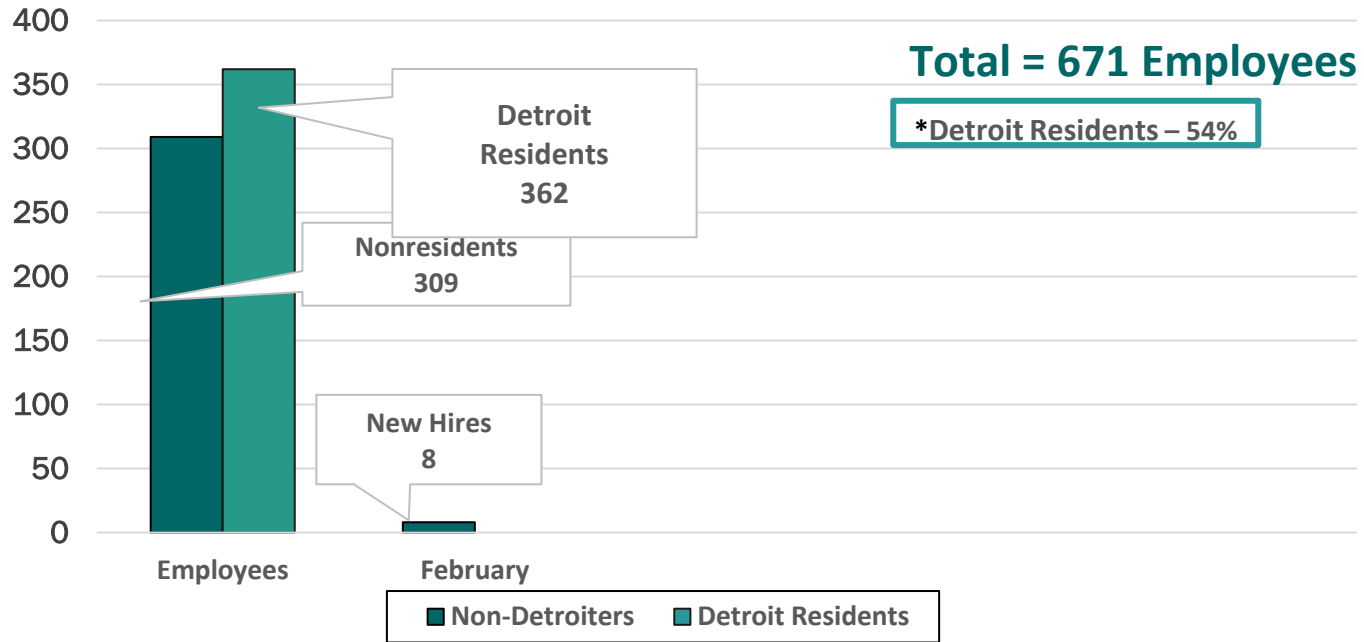
Human Resources



Human Resources: *Employee Demographics*



Human Resources: *Detroit Residents and Hiring*

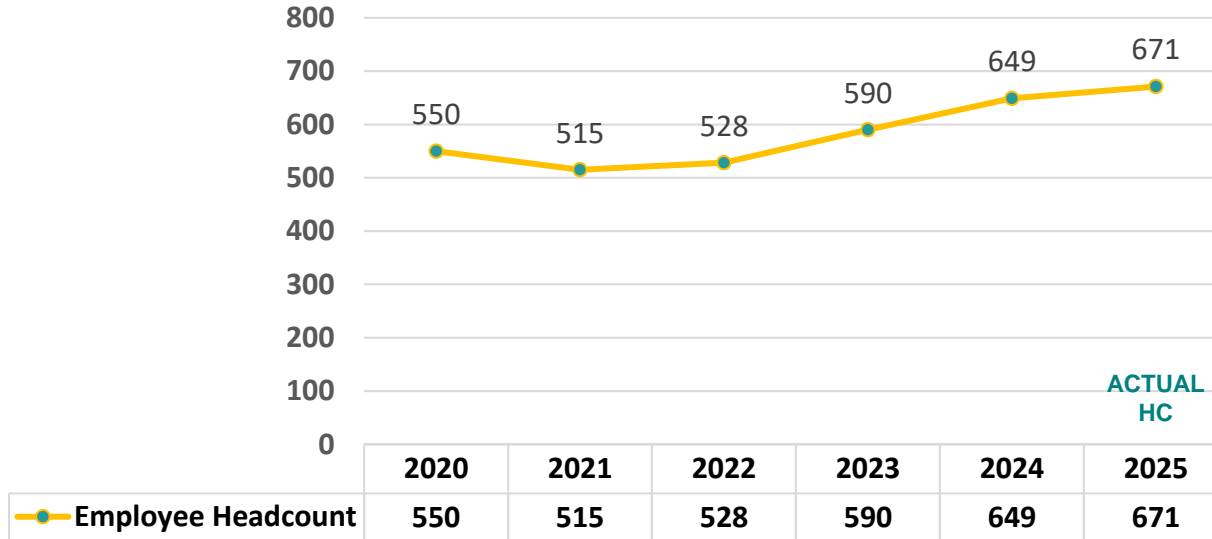


*DWSD and the City of Detroit does not require residency for employment.

Human Resources: *Employee Headcount*



AVERAGE ANNUAL HEADCOUNT YEAR-OVER-YEAR

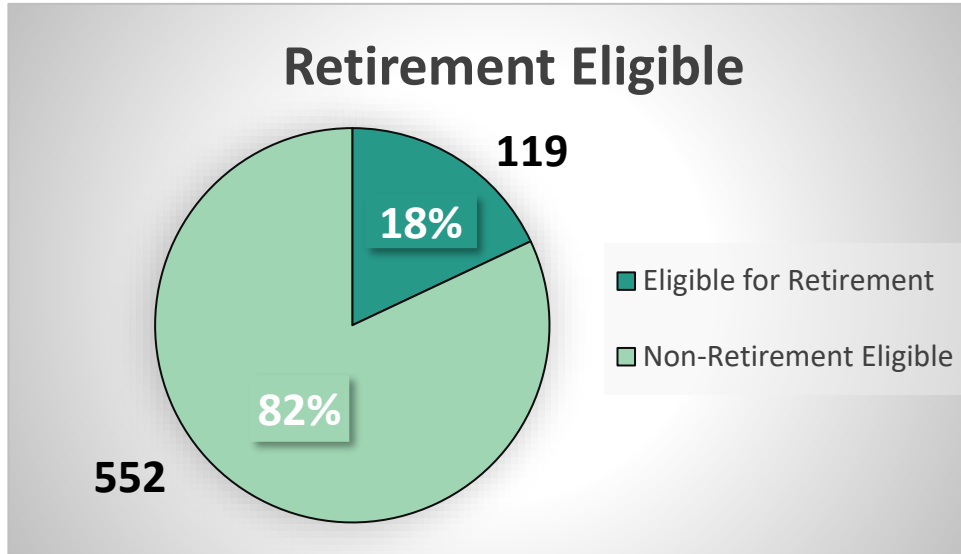


Employee Headcount

Human Resources: *Retirement Eligible*



With a current population of 671 employees, there are 119 DWSD employees eligible for retirement



Retirement Criteria	Total
30 YOS/Any Age (Legacy and Hybrid)	47
25 YOS/55 years old (Legacy)	46
10 YOS/60 years old (Legacy)	26
10 YOS/62 years old (Hybrid)	0
8 YOS/65 years old (Legacy)	0
TOTAL	119

LEGACY = HIRED BEFORE 2014

HYBRID = HIRED AFTER JANUARY 1, 2014

Human Resources: *Recruiting, Talent & Acquisition*



Classification	Division	Open Positions	# of New Monthly Applicants	Comments
Customer Service Quality Analyst	Customer Service	1	20	Open
Team Leader	Field Engineering	1	26	Reviewing Applications
QA/QC Lead	Field Engineering	1	11	Reviewing Applications
Inspector	Field Engineering	1	100	Reviewing Applications
Engineer I-IV	Storm Water/Permitting	3	129	Interviewing
Inspector	Field Engineering	1		Open
Application Analyst II	IT	1	53	Reviewing Applications
Data Base Administrator II	IT	1	36	Reviewing Applications
Professional Administrative Analyst II	Legal	1	51	Interviewing
Field Service Technician II	Maintenance & Repair	2		Open
Inspector	Maintenance & Repair	1	57	Reviewing Applications

Forty (40) DWSD employees registered for the May 7, 2025, Water Operators Exam for the S-License.

What's New?

- You can now earn Continuing Education Credits for participating in the Water Operators Licensing Training.

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	Labor Relations	Environmental Health & Safety
SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
Training & Development	Labor Relations	Engagement Survey Action Planning	Environmental Health & Safety

What's New?

- **Performance Evaluations** will be completed via UltiPro vs. in Adobe Acrobat software
- **DWSD Leadership input performance Goals** into UltiPro and assigned them to their employees last fall
- **Employees will complete a Self Assessment** of their performance in UltiPro
- **DWSD Leadership will complete Performance Evaluations** in UltiPro
- **Employees and Supervisors can access the Performance Evaluations as needed.**

Human Resources: Performance Management



Home

Carla Calhoun
Manager

City of Detroit HR Information System

[Employee Assistance Program - EAP](#)

Username: DetroitEWS
Password: 313wellbeing

The Employee Assistance Program (EAP) is a professional counseling and referral service designed to help you with personal, family, job and stress-related issues. ***It's free, voluntary and strictly confidential.***

[More >](#)

City of Detroit Core Values

[Core Values](#)

COD Links

[UKG Performance Management Training Resources](#)

The Office of Talent Development and Performance Management launched the UKG Performance Management System, which consists of the following components: goal-setting, the mid-year review process, and the annual review process. [Click here](#) to access the training resources available.

[Workplace Policies](#)

Workplace Policies for the City of Detroit Employees.

Search

Performance Management

- Distributed Reviews
- Review Schedules
- Assignables Goals
- Competencies
- Business Intelligence >
- Business Intelligence
- Reporting >
- Standard Reports >
- Completed
- Available
- Saved Templates
- Version
- Year-End Dashboard

Recently Visited [My Employees >](#) [Review Templates >](#) [Review Templates >](#) [Assignables Goals >](#) [Time & Attendance >](#)

Human Resources: Performance Management



Browser address bar: e32.ultipro.com/default.aspx

Page Title: Goals

Search: Search

Navigation: Career & Education, Goals

Goals Section:

Find by: Status is Active Search

Filtered by: Status - is Active [Clear Filters] Displaying all records

Title	Description	Type	Goal Progress	Status	Created By
SMART Goal #4	Implement Training and Development Strategies i. Develop FST to Team Leader Training ii. Develop Management ...	S.M.A.R.T GOALS	0% complete	Active	Thornhill, Patricia
SMART Goal #5	Maintain vacancy percentage of less than 5%	S.M.A.R.T GOALS	0% complete	Active	Thornhill, Patricia

Learning Resources: [Performance Review Resources for Employees](#)

Human Resources: *Planning Calendar*



JANUARY	FEBRUARY	MARCH	APRIL
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