

Human Resources



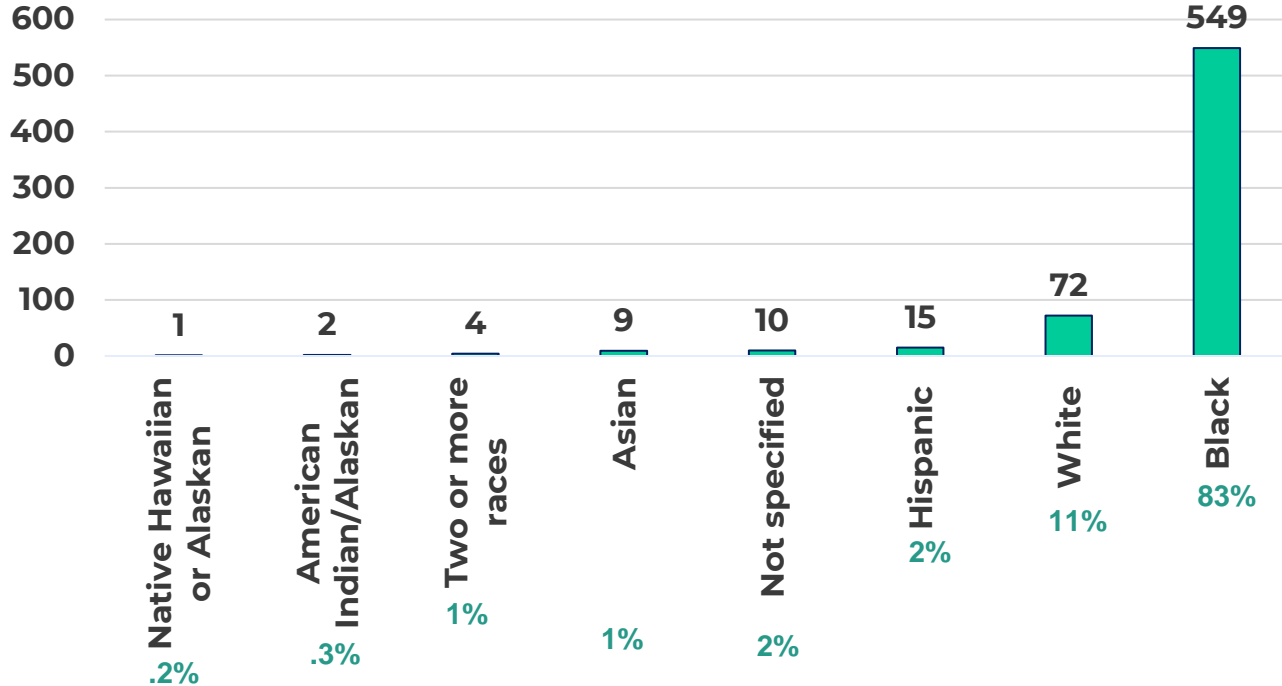
Human Resources: Employee Demographics



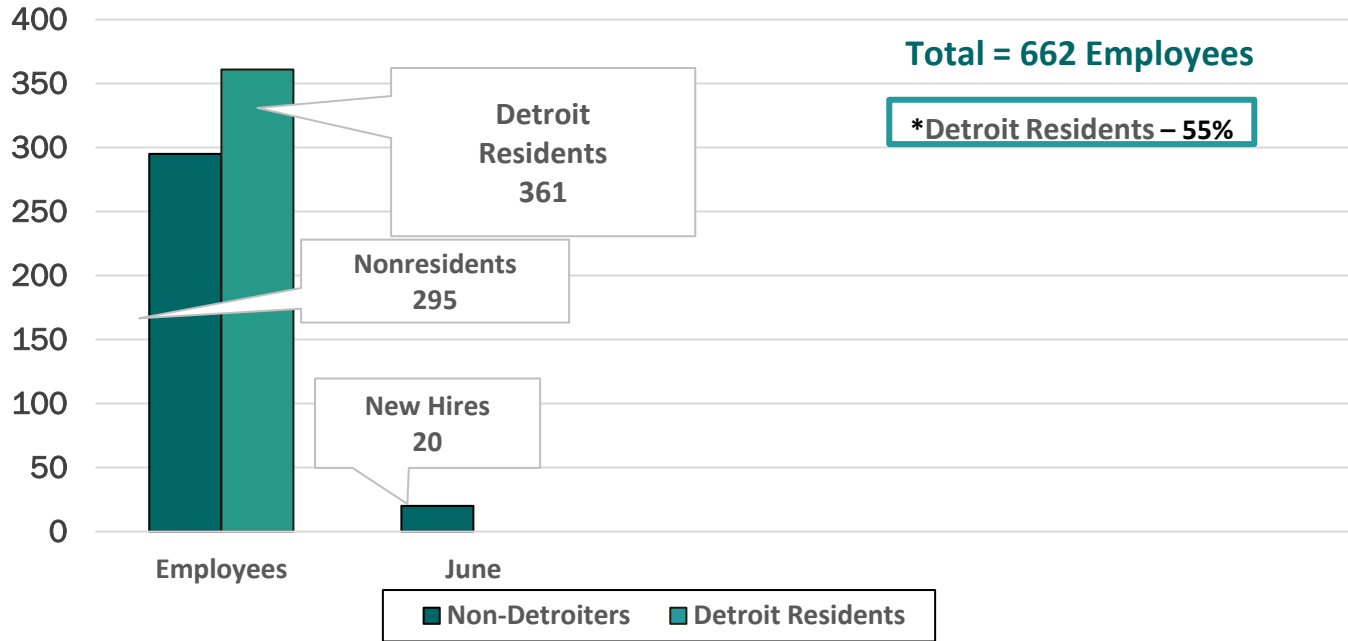
Water & Sewerage
Department

Employee Demographics – By Ethnicity

N = 662



Human Resources: Detroit Residents and Hiring

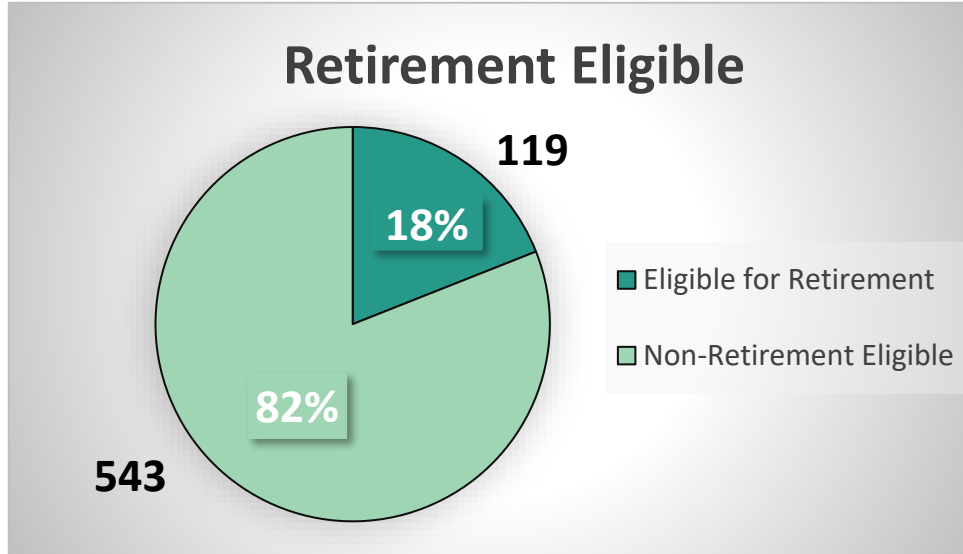


*DWSD and the City of Detroit does not require residency for employment.

Human Resources: Retirement Eligible



With a current population of 662 employees, there are 119 DWSD employees eligible for retirement



Retirement Criteria	Total
30 YOS/Any Age (Legacy and Hybrid)	45
25 YOS/55 years old (Legacy)	21
10 YOS/60 years old (Legacy)	53
10 YOS/62 years old (Hybrid)	0
8 YOS/65 years old (Legacy)	0
TOTAL	116

LEGACY = HIRED BEFORE 2014

HYBRID = HIRED AFTER JANUARY 1, 2014

Human Resources: Recruiting, Talent & Acquisition



Classification	Division	Open Positions	# of New Monthly Applicants	Comments
Assistant Manager- Applications Delivery	IT	1	10	Open
Assistant Manager- Business Analytics	IT	1	27	Open
Assistant Manager- Service Delivery	IT	1	10	Open
Assistant Manager-Infrastructure Security	IT	1	7	Open
Auto Fleet Technician I/II	Fleet	1	26	Open
Chief Operating Officer	Chief Executive Office	1	23	Interviewing
Engineer II	Field Engineering	1		Selecting Candidates
Engineer Tech	Field Engineering	1		Open
Engineer I	Maintenance & Repair	1	13	Open
Field Service Coordination Specialist	Meter	1		Open
Field Service Technician	Meter	2		Open
General Counsel	Legal	1	23	Waiting on Selection
Inspector	Field Engineering	7	74	Open

Human Resources: Recruiting, Talent & Acquisition



Open Requisitions (18)

Professional Administrative Analyst I	Finance	1		Open
Program Analyst	Field Engineering	1		Interviewing
Public Affairs Specialist II	Public Affairs	1		Open
Security Officer	Security	1	47	Interviewing
Team Leader(Maintenance Planner)	Maintenance & Repair	1		Open

Human Resources: Recruitment Efforts



Date of Event	Type of Event	Location	Number of Candidates Seen	Number of Candidates Interviewed/Hired (List DWSD Division)
08/07/2024	Interview/Hiring Fair	DWSD-CSF 6425 Huber	19	19 Interviewed/16 Hired
08/21/2024	Job Fair	Detroit At Work Durfee Innovation Center	100	N/A

Employee Resource Fair – *held at the Central Services Facility location*

TUESDAY, AUGUST 27

- City of Detroit - 457b Deferred Compensation presentation
 1. Empower
 2. Voya
- Diversified Credit Union
- Colonial Life Insurance

WEDNESDAY, AUGUST 28

- Afflac

Our New Hire Class of 17 FSTs were able to attend the event and ask questions.

Human Resources: HR Planning Calendar



JANUARY	FEBRUARY	MARCH	APRIL
N/A	Health & Safety	Performance Management	Engagement Survey Action Planning
MAY	JUNE	JULY	AUGUST
Exit Interview, Stay Interviews, Analysis & Strategy	Retirement Eligible/ Succession Planning	Vacancy Rate	Workforce Development
SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
Training & Development	Health & Safety	Engagement Survey Action Planning	Performance Management

Drinking Water Operator Training Certification Program

- Operator certification is important in promoting Safe Drinking Water Act compliance. It establishes minimum professional standards for the operation and maintenance of public water systems.
- Water supplies must be under the supervision of a drinking water operator certified in the appropriate system classification. A drinking water operator is a person that holds an S-1 license.
- The Class S Distribution Systems are (S-1, S-2, S-3, S-4 and S-5).

S-License Classification Categories:

- **Class S-1:** Distribution systems for community supplies serving a population greater than 20,000
- **Class S-2:** Distribution systems for community supplies serving a population from 4,000 to 20,000
- **Class S-3:** Distribution systems for community supplies serving a population from 1,000 to 4,000
- **Class S-4:** Distribution systems for community supplies serving a population of less than 1,000
- **Class S-5:** Nontransient noncommunity water supplies with no treatment or community supplies with no treatment and a distribution system limited in extent.

Training Provided @ DWSD:

- S-License test preparation training twice a week for 8 weeks
- Provides separate math training to prepare students for the math section of exam

Continuing Education Credits (CECs):

- In order to maintain an S License, you must work towards CECs. The number of CECs each employee is required to maintain each year depends on the level of the S-License.
- DWSD added Leadership Development classes solely for Operators to earn CECs from the DWSD Training portal.

DWSD congratulates employees who received their S license 2023/2024

S-License November 2023

1. Philip Curry (S-2)
2. Clayton Pergal (S-3)
3. Mujeeb Baddah (S-4)
4. Rhasheem Gordon (S-4)
5. Terrance Ray (S-4)
6. Tiffany Jones (S-5)
7. Ericka Meah (S-5)

S-License May 2024

1. Johnathon Holden-Rembert (S-2)
2. Farid Cheaito (S-3)
3. Terrance Ray (S-3)
4. Albert Cook (S-4)
5. James Wilson (S-4)
6. Shaniqua Madison-Grant (S-4)
7. Moe Taie (S-4)

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