

Human Resources



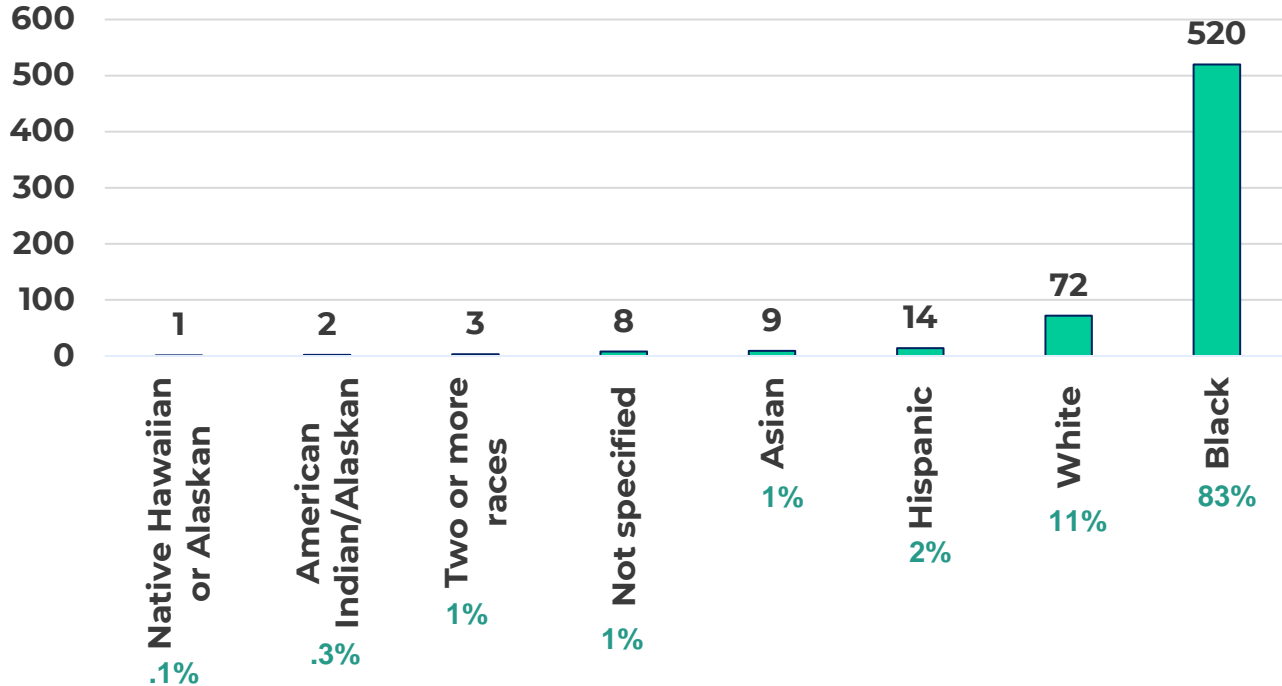
Human Resources: Employee Demographics



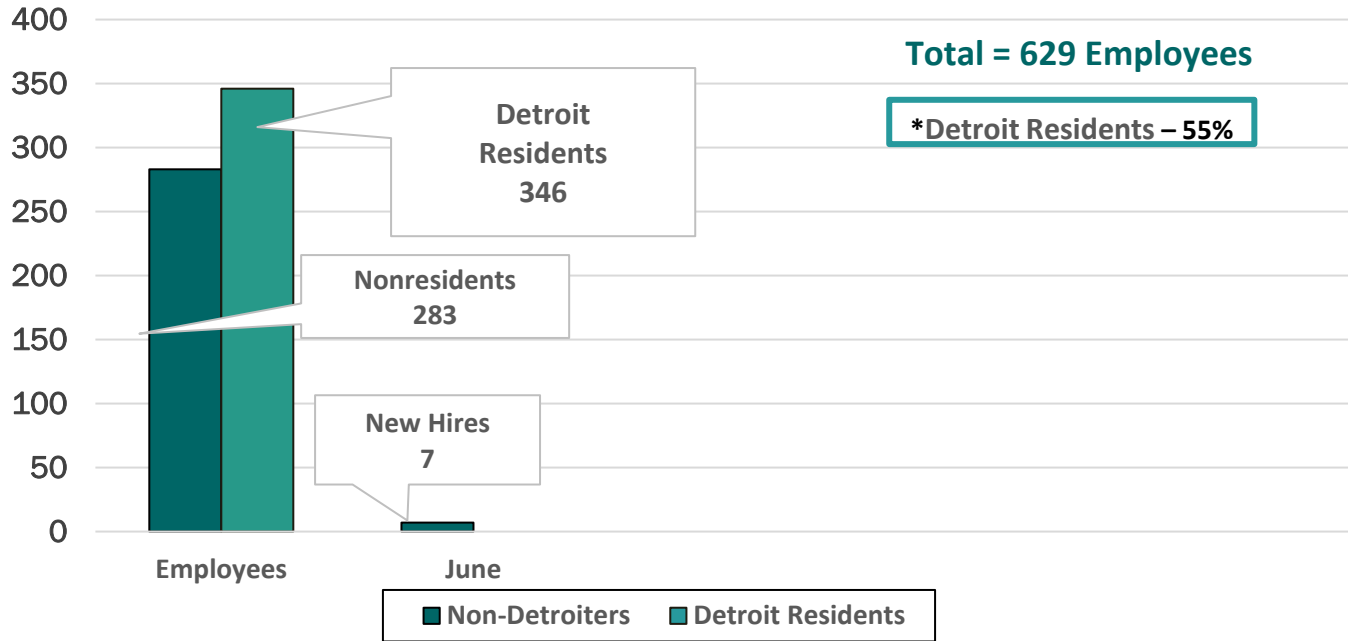
Water & Sewerage
Department

Employee Demographics – By Ethnicity

N = 629



Human Resources: Detroit Residents and Hiring

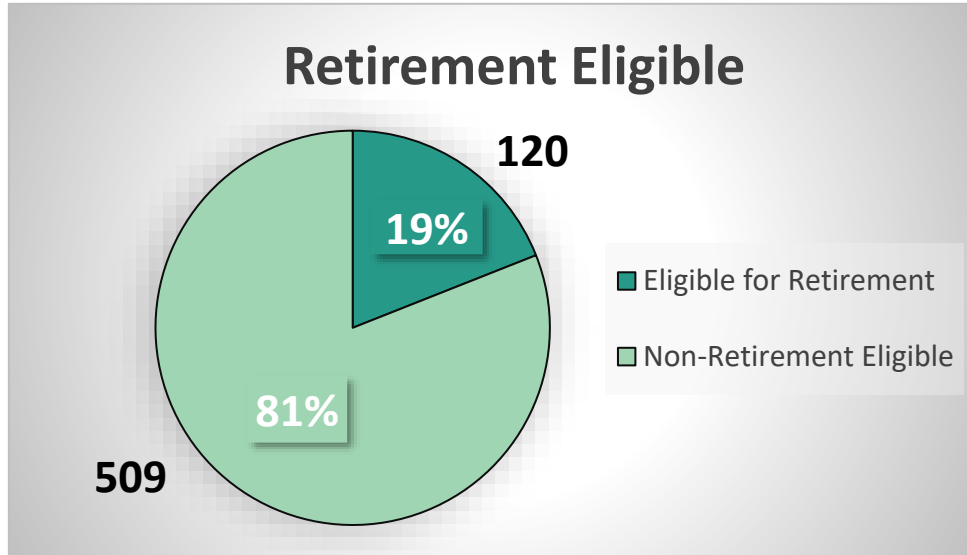


*DWSD and the City of Detroit does not require residency for employment.

Human Resources: Retirement Eligible



With a current population of 629 employees, there are 120 DWSD employees eligible for retirement



Retirement Criteria	Total
30 YOS/Any Age (Legacy and Hybrid)	46
25 YOS/55 years old (Legacy)	23
10 YOS/60 years old (Legacy)	51
10 YOS/62 years old (Hybrid)	0
8 YOS/65 years old (Legacy)	0
TOTAL	120

LEGACY = HIRED BEFORE 2014

HYBRID = HIRED AFTER JANUARY 1, 2014

Human Resources: Recruiting, Talent & Acquisition



Open Requisitions (19)

Classification	Division	Open Positions	# of New Monthly Applicants	Comments
Applications Analyst II	IT	2		Reviewing Applications
Engineer	Storm Water/Permits	1	13	Reviewing Applications
Engineer Technician II	Storm Water/ Permits	1	10	Reviewing Applications
Field Service Coordination Specialist	Maintenance & Repair	1		Interviewing
Finance Director	Finance	1	16	Open
General Counsel	Legal	1	6	Open
GIS Analyst II	IT	2	32	Open
Human Resources Generalist- (Labor Relations)	Organizational Development	1	31	Reviewing Applications
Internal Audit-Manager	Finance	1	14	Open
Inspector	Field Engineering	2	20	Open
Inspector(Lead Service Line)	Field Engineering	4	18	Open

Human Resources: Recruiting, Talent & Acquisition



Open Requisitions (19)

Classification	Division	Open Positions	# of New Monthly Applicants	Comments
Manager	Facilities	1		Presenting Offer
Professional Administrative Analyst II	Finance/Billing	1		Open
Professional Administrative Analyst III	Finance	1		Open
Risk & Cyber Security Manager	IT	1		Reviewing Applications
Risk & Safety Manager	Organizational Development	1	36	Interviewing
Security Officer	Security	1		Interviewing
Team Leader (Maintenance Planner)	Maintenance & Repair	2		Interviewing
Team Leader	Maintenance & Repair	2		Presenting Offer

Human Resources: Recruitment Efforts



Date of Event	Type of Event	Location	Number of Candidates Seen	Number of Candidates Interviewed/Hired (List DWSD Division)
06/12/2024	Job Fair	Detroit At Work 7 Mile and Gratiot	100	N/A
06/12/2024	Community Career and Job Training Fair	Eastside Community Network	50	N/A
06/26/2024	Interview/Hiring Fair	Wayne County Community College (Eastern Campus)	25	20 Interviewed/16 Hired

Human Resources: HR Planning Calendar



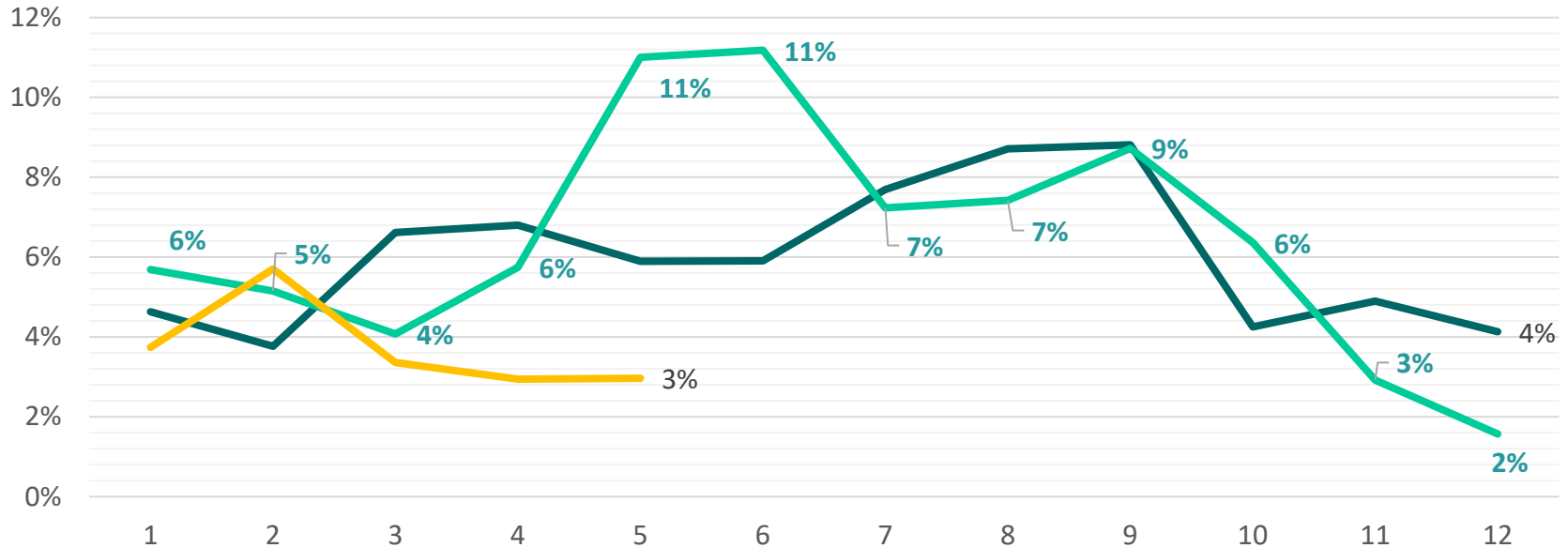
JANUARY	FEBRUARY	MARCH	APRIL
N/A	Health & Safety	Performance Management	Engagement Survey Action Planning
MAY	JUNE	JULY	AUGUST
Exit Interview, Stay Interviews, Analysis & Strategy	Retirement Eligible/ Succession Planning	Vacancy Rate	Workforce Development
SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
Training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

Human Resources: Vacancy Rate



Open Position Vacancy Rate 2022-2024

— Vacancy Rate 2022 — Vacancy Rate 2023 — Vacancy Rate 2024



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