

Human Resources

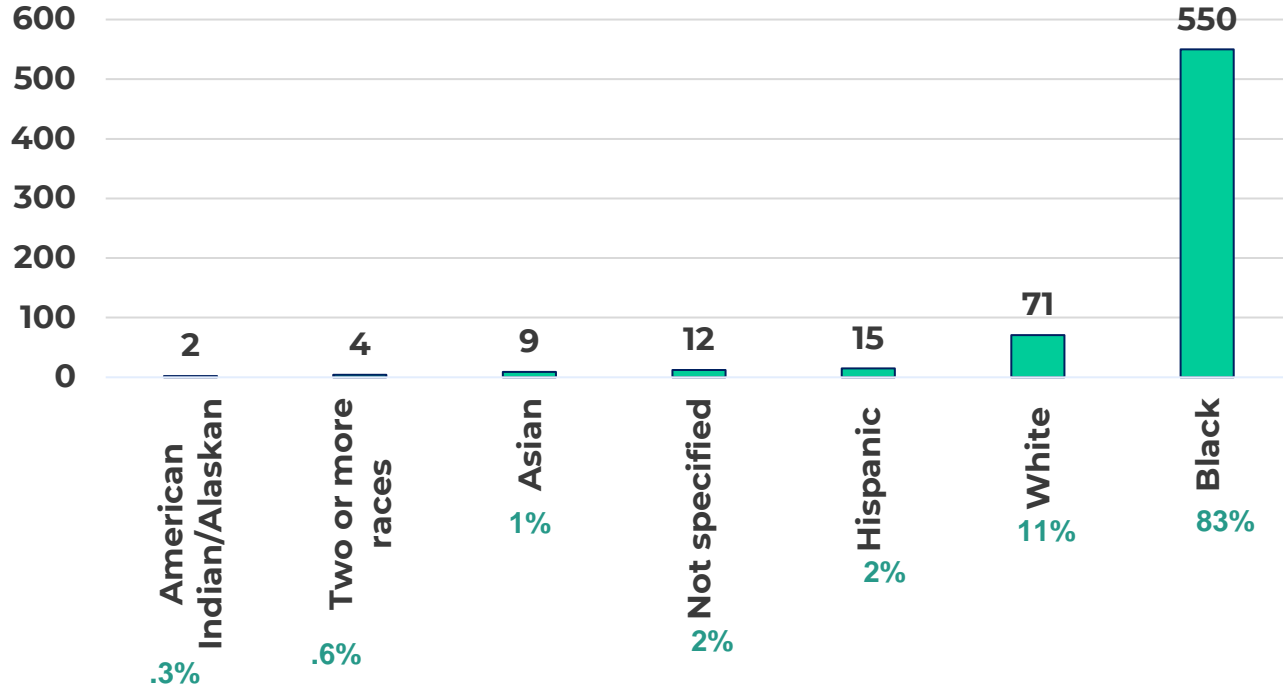


Human Resources: *Employee Demographics*

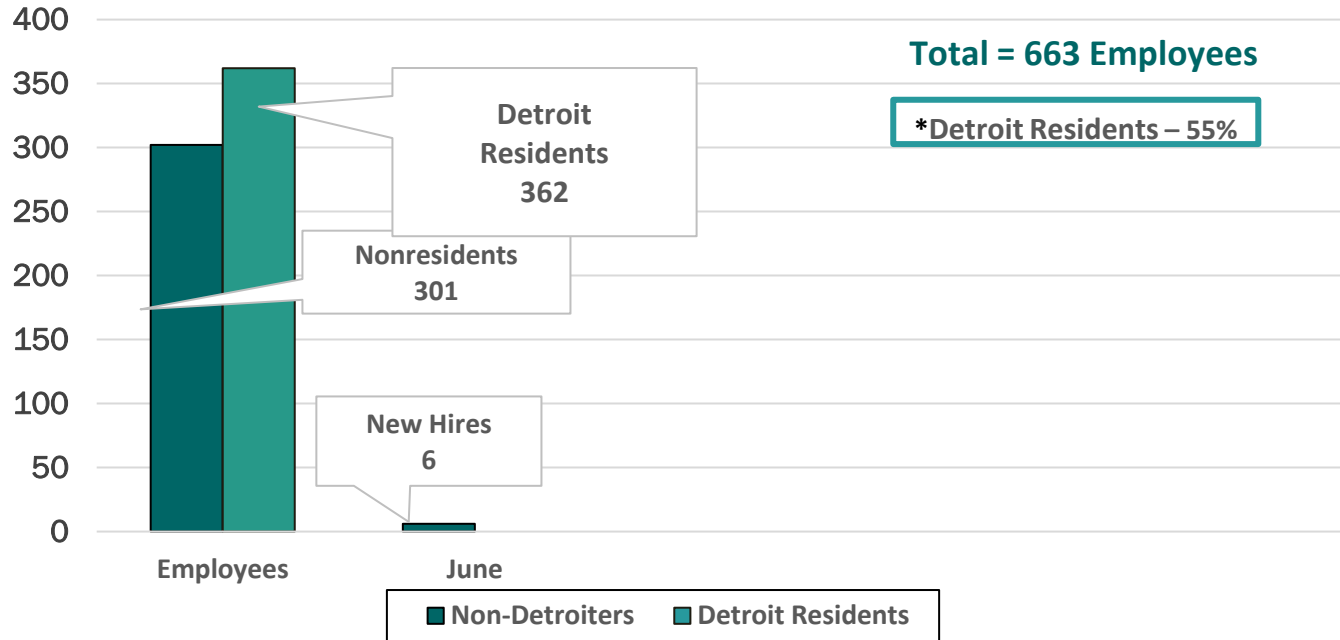


Employee Demographics – By Ethnicity

N = 663



Human Resources: *Detroit Residents and Hiring*

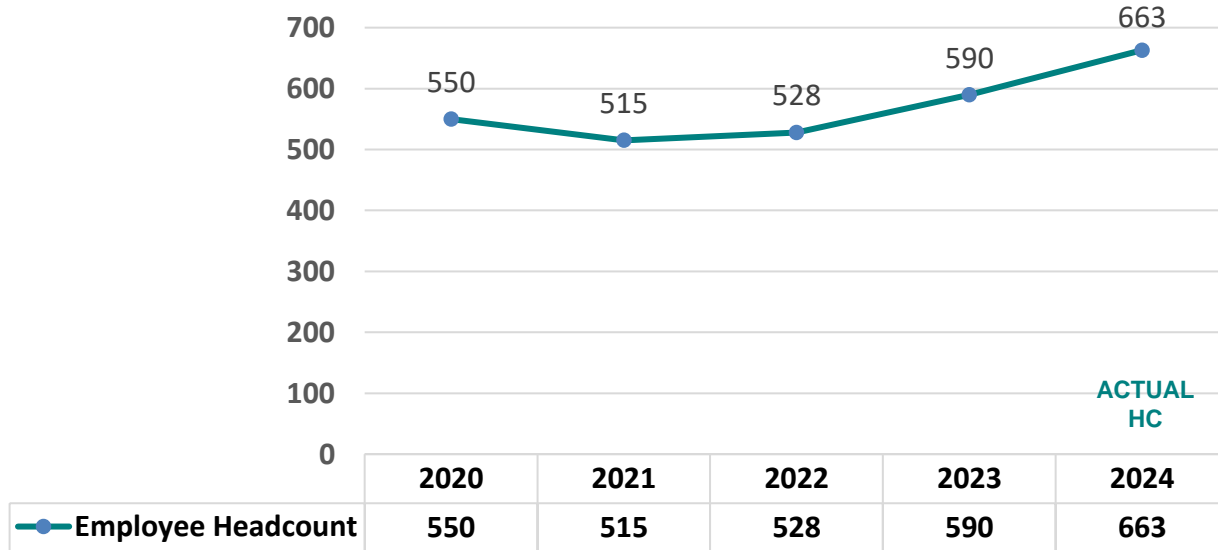


*DWSD and the City of Detroit does not require residency for employment.

Human Resources: *Employee Headcount*



AVERAGE ANNUAL HEADCOUNT YEAR-OVER-YEAR

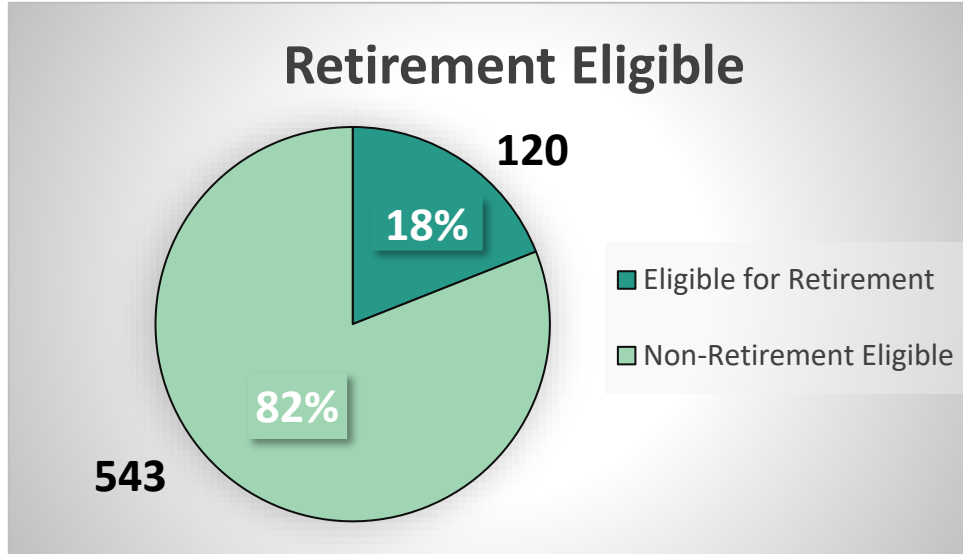


—●— Employee Headcount

Human Resources: *Retirement Eligible*



With a current population of **663** employees, there are **120** DWSD employees eligible for retirement



Retirement Criteria	Total
30 YOS/Any Age (Legacy and Hybrid)	47
25 YOS/55 years old (Legacy)	21
10 YOS/60 years old (Legacy)	52
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: *Retirement Eligible*



N = 120

1. Accountant (1)
2. Auto Fleet Technician (6)
3. Customer Service Specialist (13)
4. Engineer (7)
5. Executive Management Team (13)
6. Field Services Coordination Specialist (1)
7. Field Service Technician (17)
8. Inspector (8)
9. Maintenance Technician (3)
10. Manager (7)
11. Material Management Specialist (2)
12. Office Support Specialist (3)
13. Procurement Specialist (1)
14. Professional Administrative Analyst (4)
15. Security Lieutenant (1)
16. Security Officer (8)
17. Security Training Coordinator (2)
18. Service Desk Analyst (2)
19. Team Leader (19)

Human Resources: *Recruiting, Talent & Acquisition*



Classification	Division	Open Positions	# of New Monthly Applicants	Comments
Assistant Manager- Applications Delivery	IT	1	10	Reviewing Applications
Assistant Manager- Business Analytics	IT	1	27	Reviewing Applications
Assistant Manager- Service Delivery	IT	1	10	Reviewing Applications
Assistant Manager-Infrastructure Security	IT	1	7	Reviewing Applications
Engineer I-IV	Storm Water/Permitting	2		Open
Engineer II	Field Engineering	1	33	Interviewing
Engineer Tech	Field Engineering	1	10	Open
Engineer I- (Project Engineer)	Maintenance & Repair	1	13	Open
Field Service Coordination Specialist	Meter	1		Open
Field Service Technician	Meter	2		Open
Inspector	Field Engineering	5	74	Interviewing
Professional Administrative Analyst I	Finance	1		Open
Program Analyst	Field Engineering	1		Interviewing
Public Affairs Specialist II	Public Affairs	1		Open

Human Resources: *Recruiting, Talent & Acquisition*



Open Requisitions (17)

Risk & Safety Manager	Operations	1	33	Open
Team Leader	Field Engineering	1		Open
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)
09/04/2024	Career Resource Fair	Detroit At Work Durfee Innovation Center	150	N/A
09/25/2024	Career Fair	Detroit At Work 7 Mile and Gratiot	50	N/A

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	Recruiting	Engagement Survey Action Planning	Labor Relations

- **2022** – 13 Career Fairs
- **2023** – 28 Career Fairs (Over 2500 candidates)
- **2024** – 25 Career Fairs To-Date (Over 3000 candidates)

Professional Recruiting Fair at AB Ford Community Center on October 17th from 10 AM – 2 PM

Career positions we are focusing on:

- **Permits and Stormwater Engineers (5)**
- **Field Engineering (2)**
- **Maintenance and Repair Engineer**
- **Director of Finance**
- **Internal Audit Manager**

Human Resources: *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
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