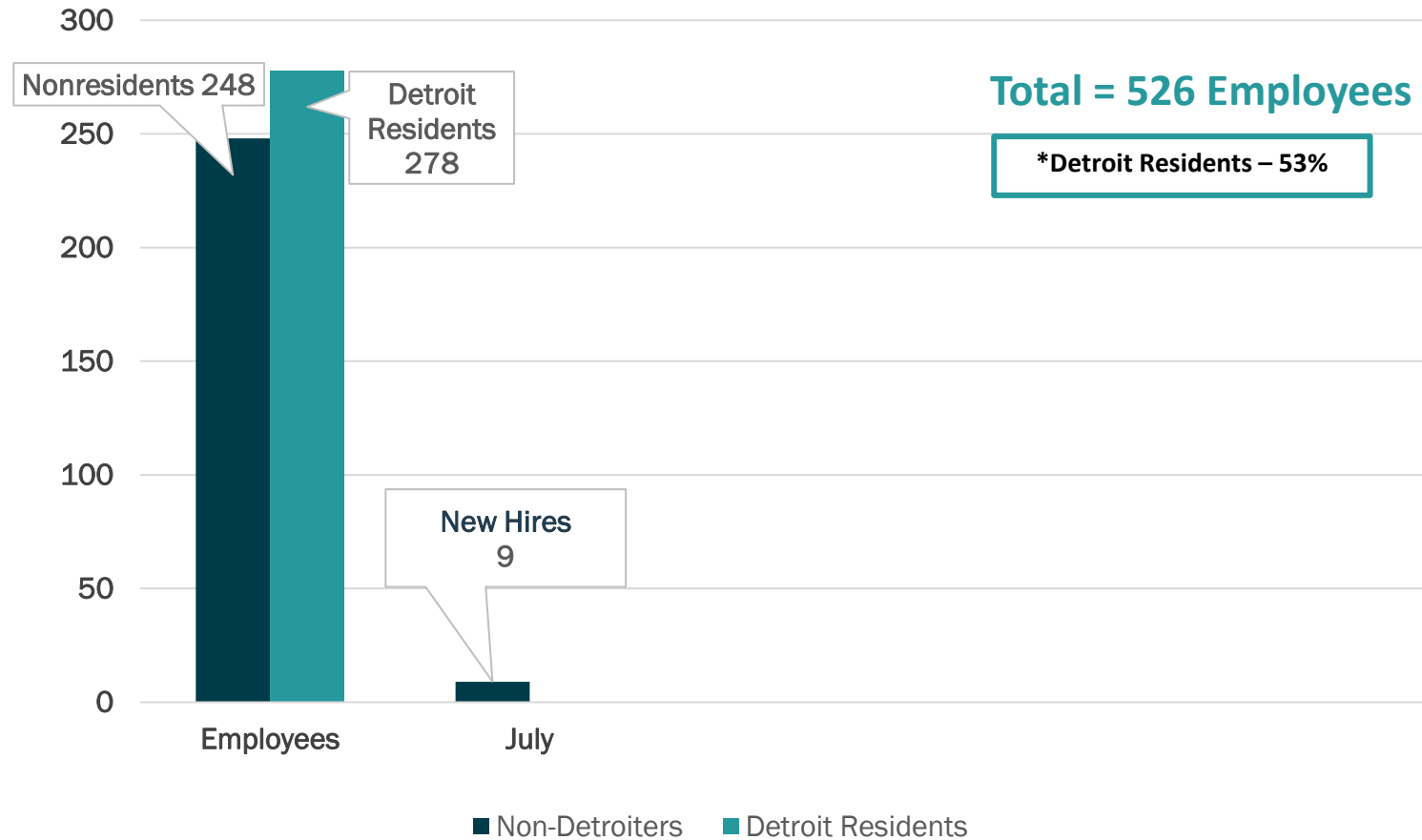


Human Resources/Organizational Development Metrics



Full Time Employees



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

Open Requisitions (15)



Classification	Division	Open Positions	# of New Monthly Applicants	# selected for Interviews	Comments
Customer Service	Customer Service	14	76		Open
Manager	Field Engineering	3			Reviewing Applications
Inspector I	Field Engineering	1			Reviewing Applications
Engineer	Field Engineering	2	3		Open
Procurement Specialist I	Finance	1	8		Interviewing
Procurement Specialist II	Finance	2	3		Interviewing
Application Analyst II	IT	1	11		Open
Infrastructure Administrator II	IT	1			Open
Inspector I	Lead Service	1	5		Open
Field Service Coordination Specialist	Maintenance & Repair	2			Interviewing
Special Projects Technician	Maintenance & Repair	1	1		Open
Field Service Technician	Maintenance & Repair	10	11		Interviewing
Field Service Technician	Meter Operations	9	14		Interviewing
Inspector I	Storm Water	1			Open
Engineer	Strom Water	1	5		Open

Returning Citizens

Hired to Date

Detroit at Work Partnership

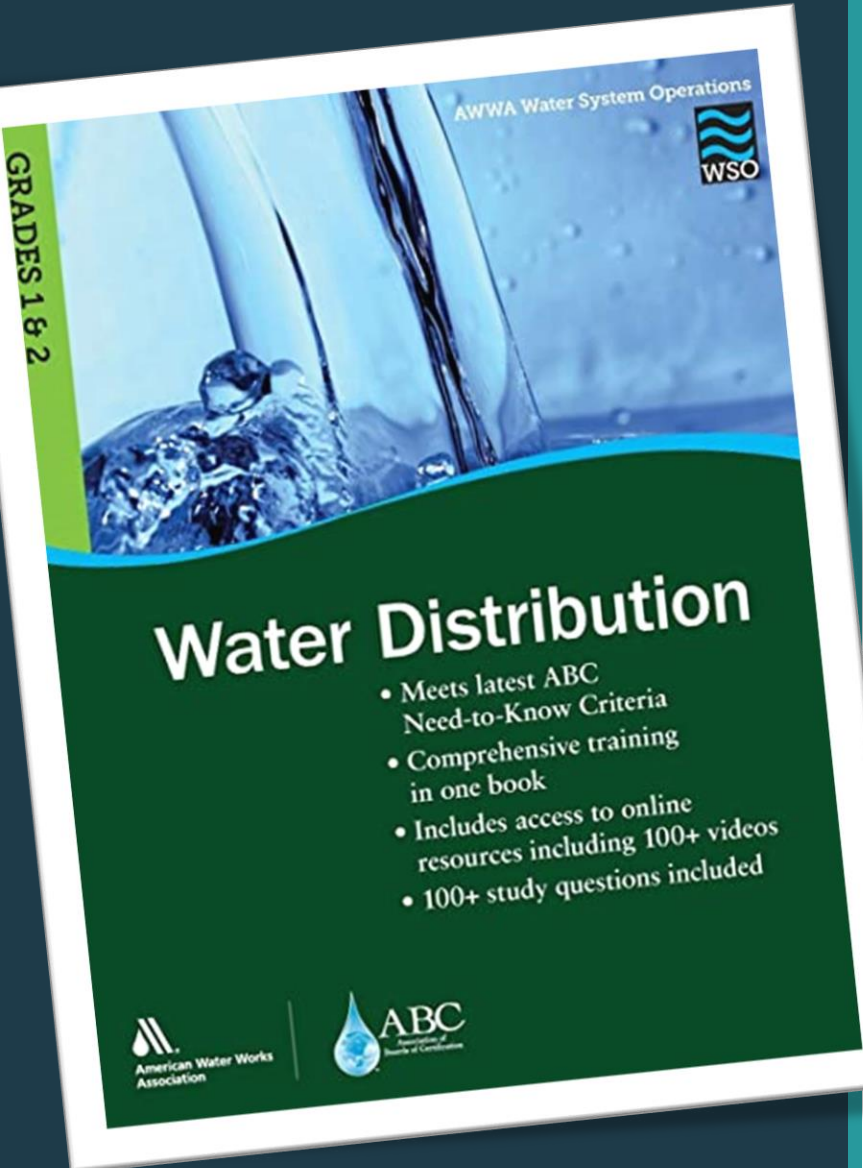
- ***2022 – Hired 10 Returning Citizens to date (9 Still Employed)***
- 2021 – Hired 24 Returning Citizens (19 Still Employed)
- 2020 – Hired 3 Returning Citizens
- 2019 – Hired 20 Returning Citizens (Fire Hydrant Painting Project)
- 2018 – Hired 3 Returning Citizens

Training Update

Drinking Water Operators Certification Program (S3 and S4 License)

- Operator certification is important in promoting Safe Drinking Water Act compliance. It establishes professional standards for the operation and maintenance of public water systems.
- In preparation for the November 2, 2022, exam date, DWSD provides an eight-week training course that prepares our FST's for the S-License exam.
- For employees that's taken the S-License exam and failed to meet the initial requirements to obtain their license, we've created a 188-question prep exam to help prepare for future testing opportunities.
- We can track our employees progress through the Easygenerator tool, from which the exam was created. Employees are provided unlimited access to the system to ensure they are successful with preparation with the exam.

Training Update



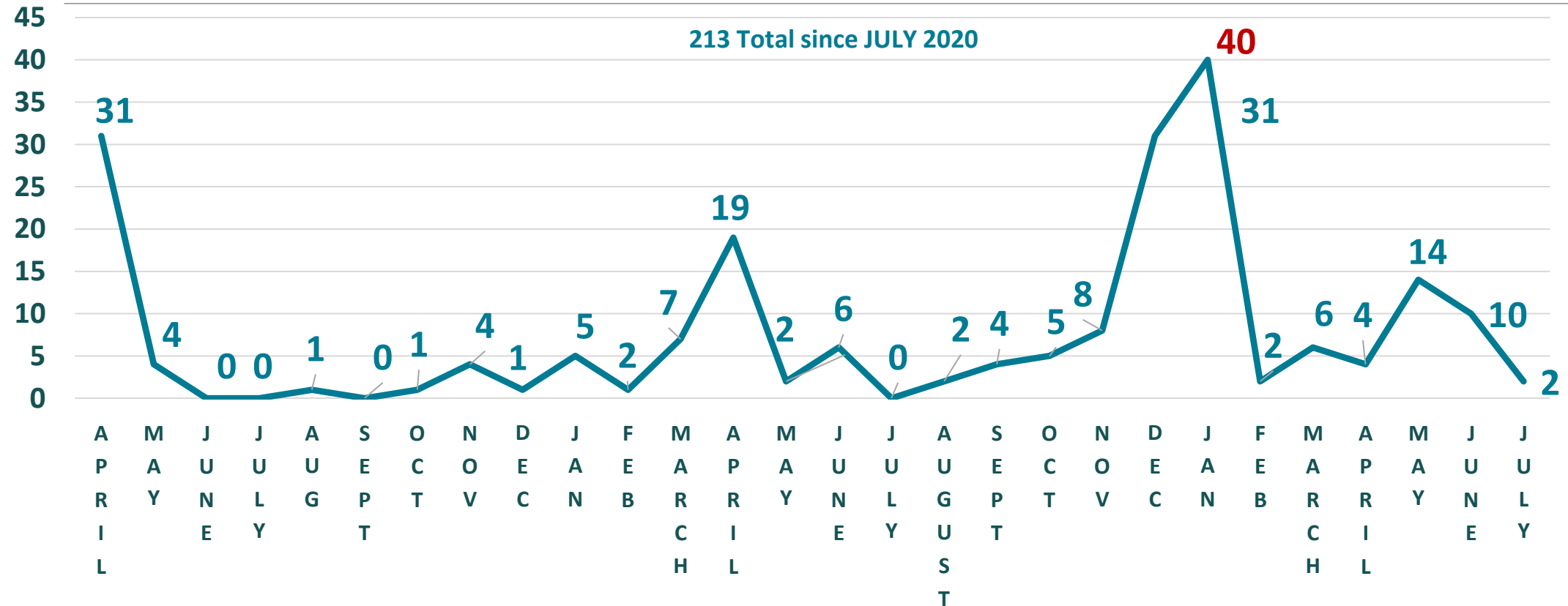
Drinking Water Operators Certification Program (S3 and S4 License) – Course Content

USEPA Drinking Water Regulations	Operator Math	Water Use and System Design	Hydraulics
Pipe	Water Main Installation and Rehabilitation	Backfilling, Main Testing, and Installation Safety	Water Services
Valves	Fire Hydrants	Water Storage	Electrical and Instrumentation-and-Control Systems
Motors and Engines	Pumps and Pumping stations	Meters	Basic Chlorination
Systems Operations	Water Quality Testing	Backflow Prevention and Cross-Connection Control	Information Management and System Mapping
Safety, Security, and Emergency Response	Public Relations		

COVID-19 Update

POSITIVE COVID TESTS

AS OF JULY 19, 2022



COVID-19 Update

CURRENT INITIATIVES

- Daily Health Screening Form
 - All employees are required to complete the Daily Health Screening Form
 - Security checks all Health Screening Form verifications before issuing a wristband
- Testing
 - Random testing for unvaccinated and vaccinated employees – **has been put on HOLD as the positive numbers have decreased for City employees**
 - On-going testing for all City of Detroit Employees – **at the Northwest Activities Center**
- Vaccinations – We have received **323** signed vaccination affidavits from employees. **63%** of DWSD employees are vaccinated.

Planning Calendar

JANUARY	FEBRUARY	MARCH	APRIL
Retirement Eligible	SECURITY & SAFETY	Training & Development	Engagement Survey Action Planning Update
MAY	JUNE	JULY	AUGUST
SECURITY & SAFETY	Performance Management/Merit Planning	SECURITY & SAFETY	Negotiations Update
SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
Retirement Eligible	Training & Development	SECURITY & SAFETY	Negotiations Update

Negotiations Update

UNION		CONTRACT STATUS
1	Association of Municipal Engineers (AME)	Expires July 1, 2024 - CURRENT
2	Michigan Building and Construction Trades Council (MBTC)	Expired June 30, 2016 - PENDING UNION RATIFICATION
3	Utility Workers Union of America (UWUA)	Expired June 30, 2016 - PENDING UNION RATIFICATION
4	Michigan Council 25 of the American Federation of State, County and Municipal Employees (AFSCME)	Expired June 30, 2021 - NEGOTIATIONS IN PROCESS
5	Senior Accountant, Analyst and Appraiser Association (SAAA)	No contract since Bifurcation/Under City Employment Terms (CETs) - NEGOTIATIONS WILL BEGIN THIS FALL
6	Teamsters State, County and Municipal Workers, Local 214	7/1/2019 – EXPIRED, NEGOTIATIONS STARTED PRIOR TO THE PANDEMIC
7	Association of Professional Construction Inspectors (APCI)	3/26/2020 - EXPIRED