



Human Resources

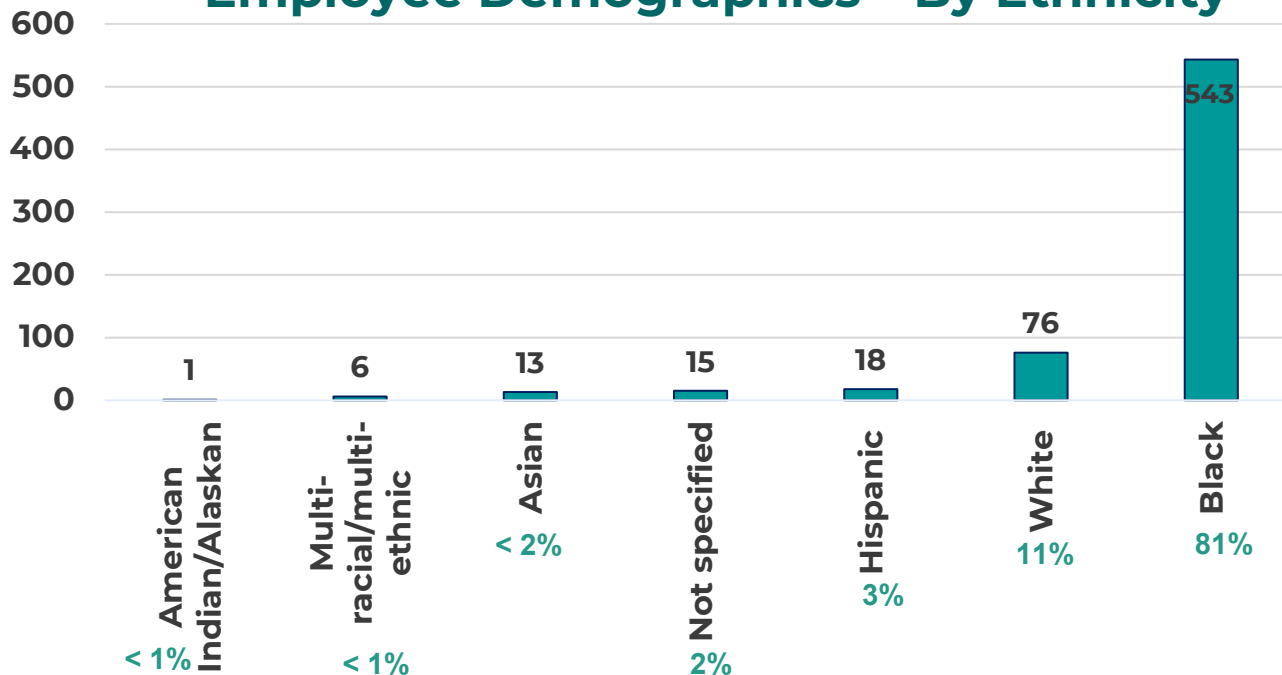
Metrics for March 2026

Human Resources: *Employee Demographics*

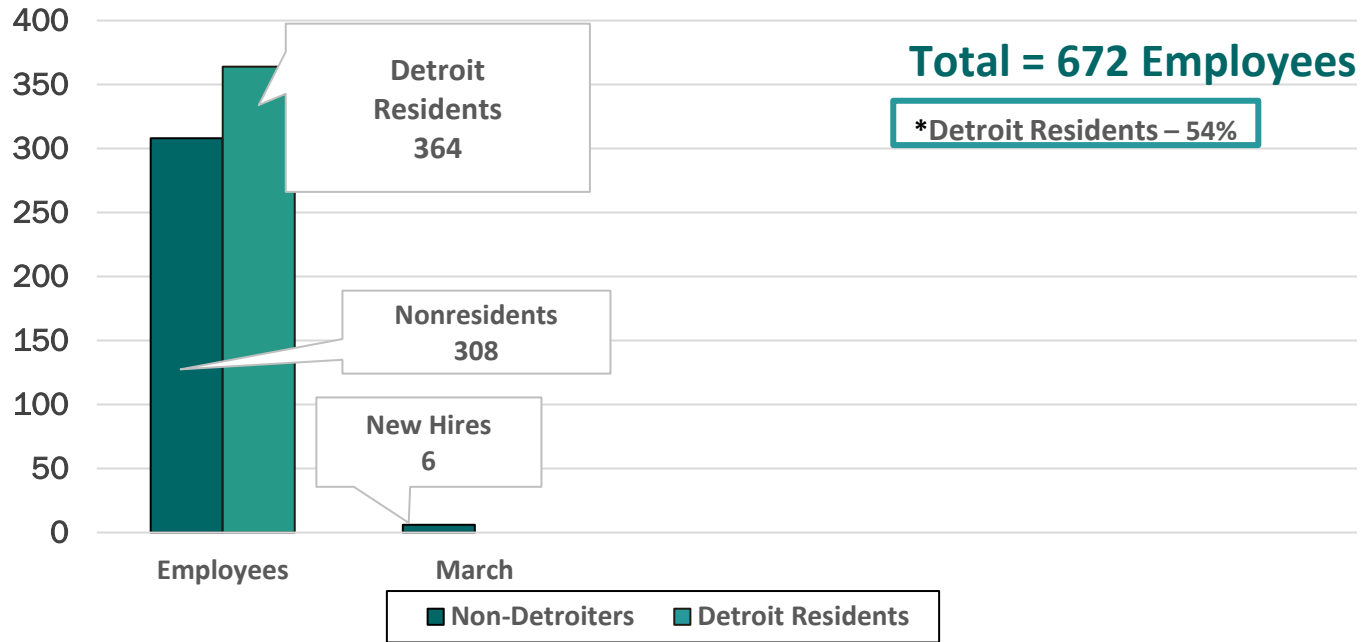


Employee Demographics – By Ethnicity

N = 672



Human Resources: *Detroit Residents and Hiring*



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



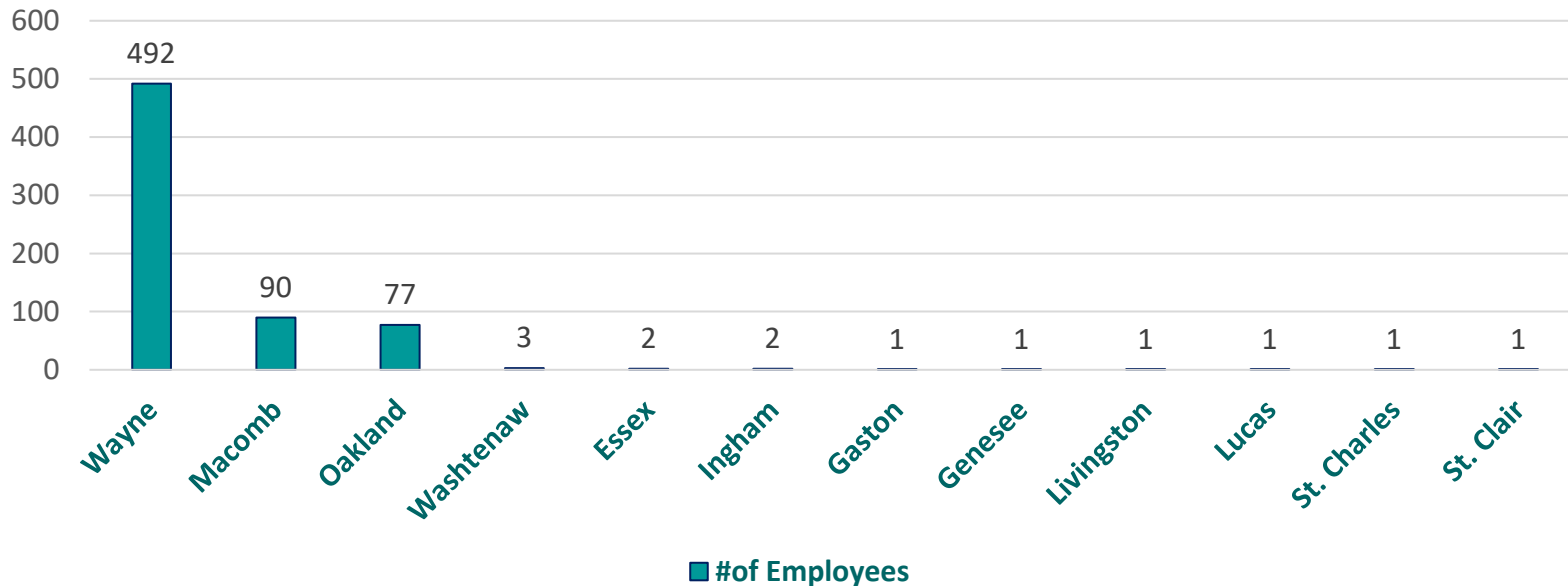
Human Resources: *Employees by County*



Total = 672 Employees

***Wayne County Residents – 74%**

#of Employees in Counties

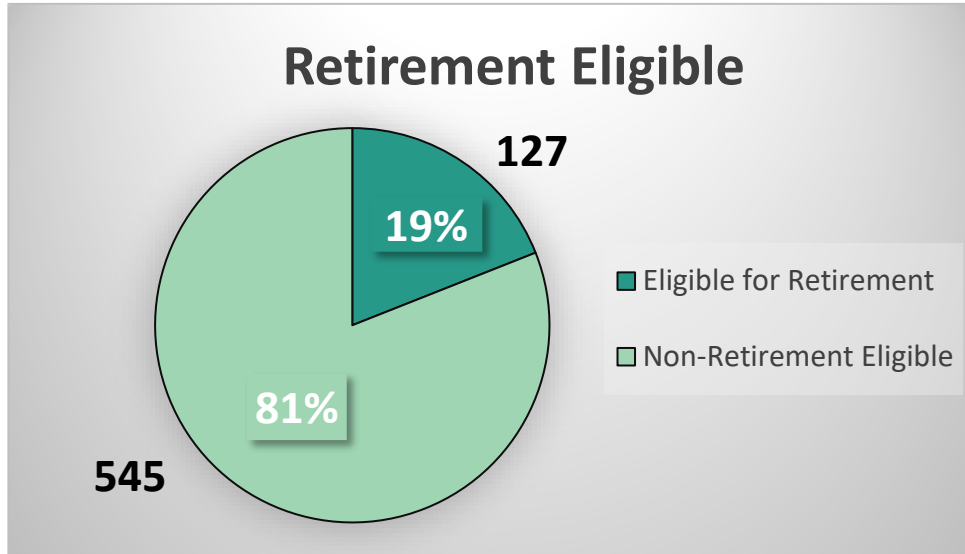


*DWSD and the City of Detroit does not require residency for employment.

Human Resources: *Retirement Eligible*



With a current population of **672** employees, there are **127** DWSD employees eligible for retirement



Retirement Criteria	Total
30 YOS/Any Age (Legacy and Hybrid)	49
25 YOS/55 years old (Legacy)	25
10 YOS/60 years old (Legacy)	50
10 YOS/62 years old (Hybrid)	2
8 YOS/65 years old (Legacy)	1
TOTAL	127

LEGACY = HIRED BEFORE 2014

HYBRID = HIRED AFTER JANUARY 1, 2014

Human Resources: *Recruiting, Talent & Acquisition*



Classification	Division	Open Positions	# of New Monthly Applicants	Comments
Team Leader	Customer Service	3	44	Interviewing
Workforce Optimization Analyst	Customer Service	1	17	Interviewing
Engineer III	Field Engineering	1	25	Interviewing
Financial Analyst	Finance/CIP	2	89	Interviewing
Automotive Fleet Technician	Fleet	1	6	Interviewing
IT Director	IT	1	68	Selecting Candidates to Interview
Field Service Technician	Maintenance & Repair	19	397	Open
Team Leader	Maintenance & Repair	4	67	Selecting Candidates to Interview

Human Resources: *Recruiting, Talent & Acquisition*



Classification	Division	Open Positions	# of New Monthly Applicants	Comments
Maintenance Planner Scheduler	Maintenance & Repair	1	38	Selecting Candidates To Interview
Field Service Coordination Specialist	Maintenance & Repair	1	96	Extended Offer To Candidate
Field Service Technician	Meter Operations	4	397	Selecting Candidates
Security Sargeant	Security	2	48	Interviewing

Training and Development - Performance Management

We Are Here!



Self-assessment completion date is April 3, 2026

Managerial assessment completion date is April 17, 2026

Managers, schedule a one-on-one to go over evaluations. All evaluations must be signed and submitted no later than April 24, 2026

Human Resources: *Planning Calendar*



JANUARY	FEBRUARY	MARCH	APRIL
Workforce Development (S-License)	Mid-Year Reviews	Merit Analysis	Performance Management
MAY	JUNE	JULY	AUGUST
Exit Interview, Stay Interviews, Analysis & Strategy	Retirement Eligible/Succession Planning	Recruiting Efforts	Merit Analysis
SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
Workforce Development	Labor Relations	Goal Setting	Training & Development