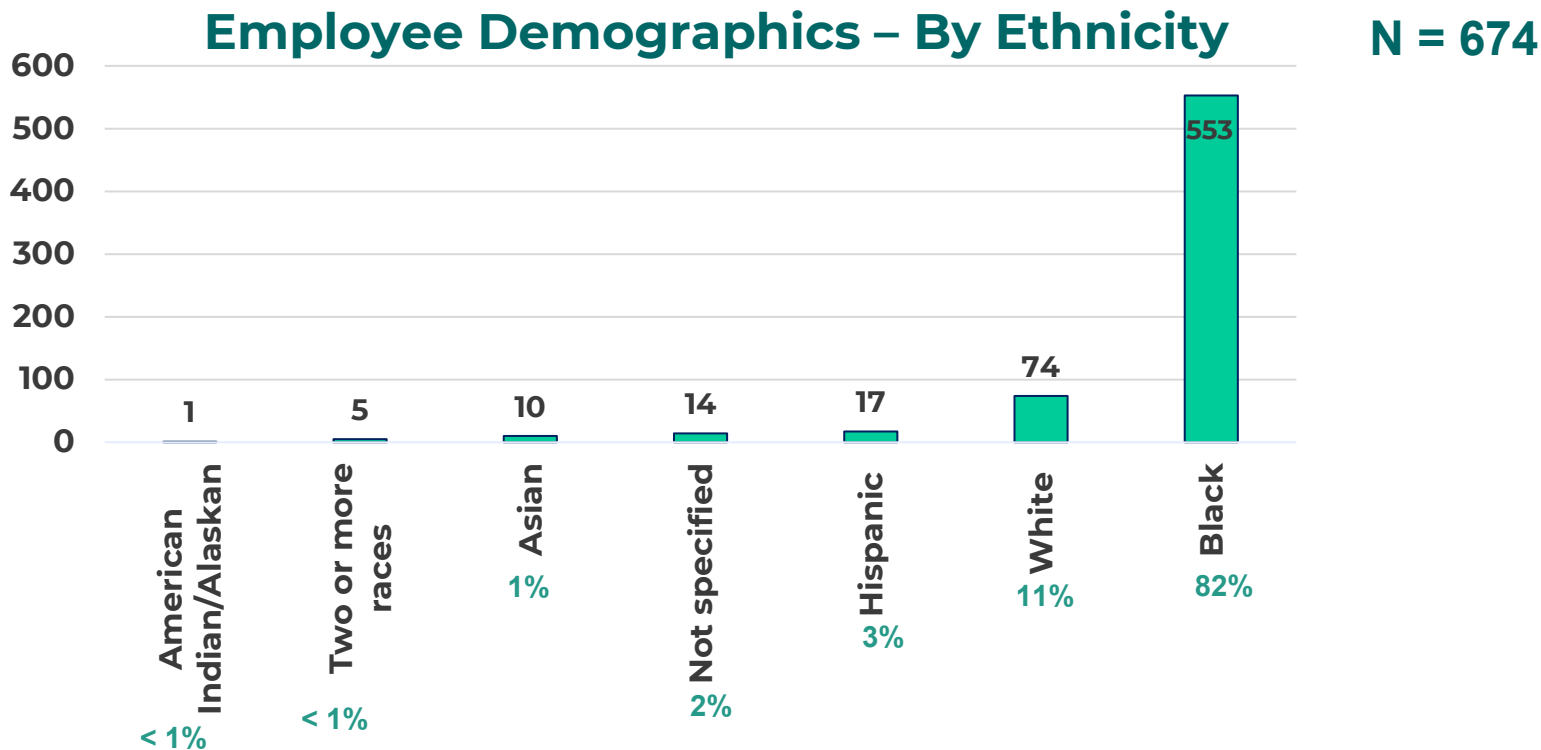


Human Resources

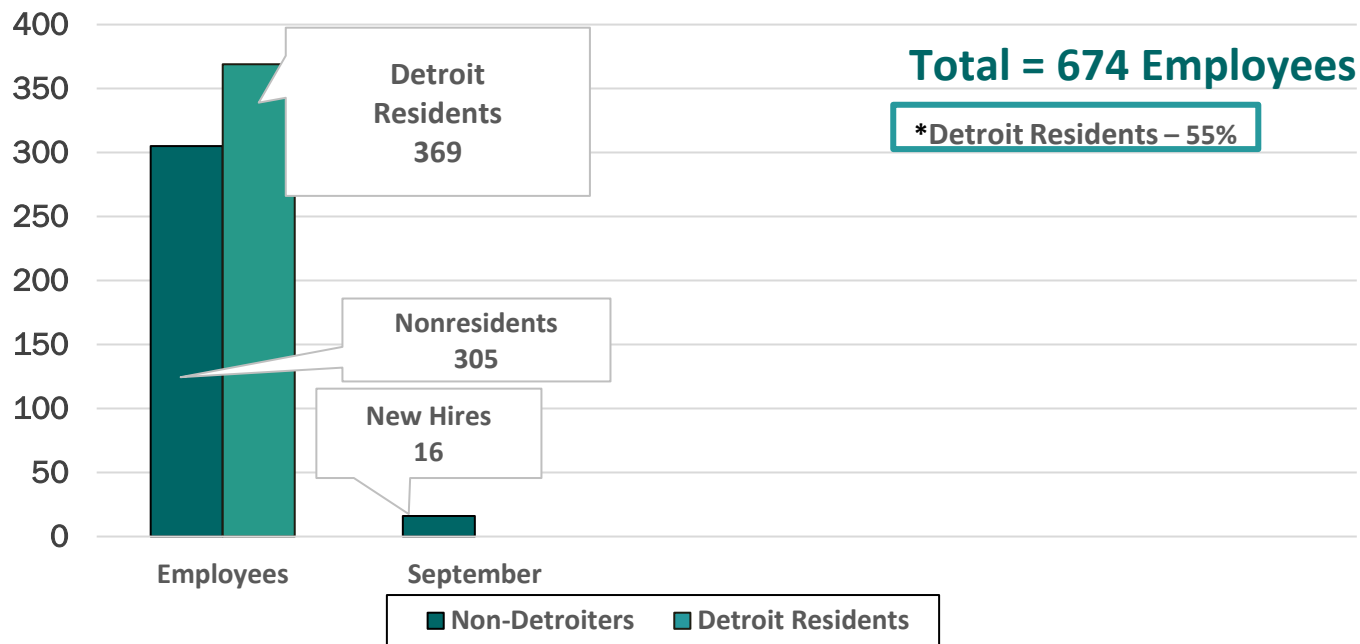
September 2025



Human Resources: *Employee Demographics*



Human Resources: *Detroit Residents and Hiring*



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

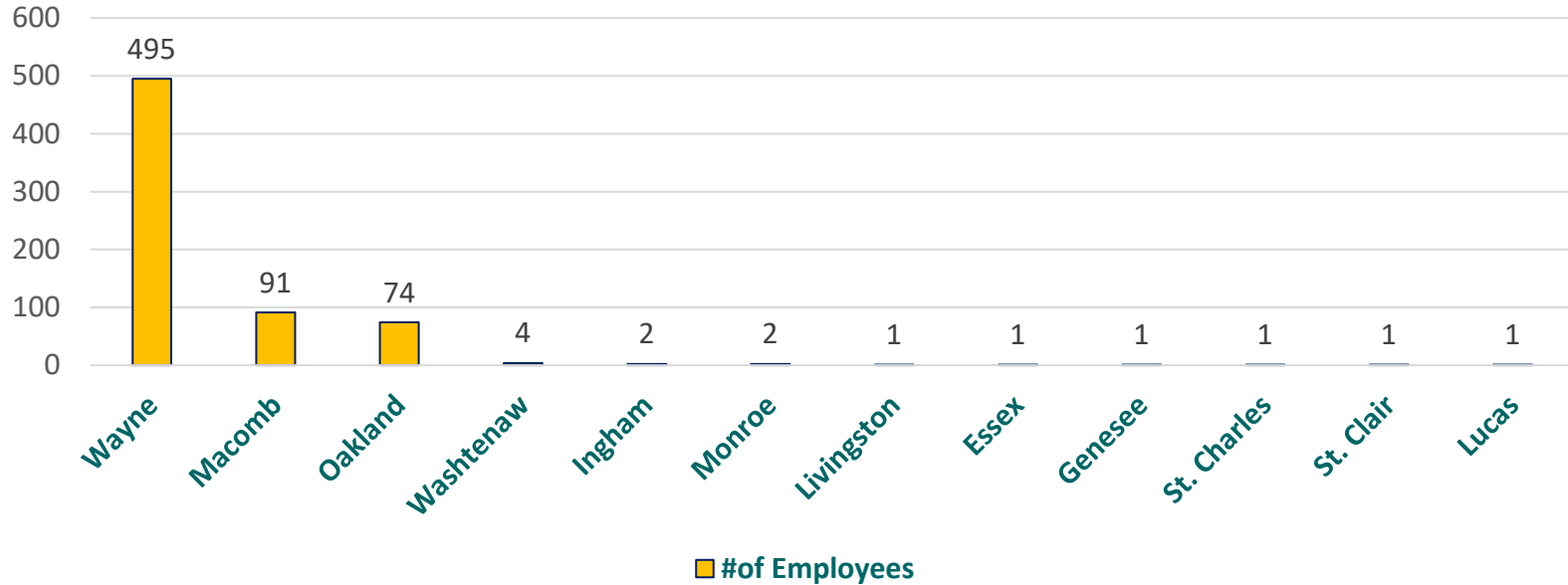
Human Resources: *Employees by County*



Total = 674 Employees

***Wayne County Residents – 73%**

#of Employees in Counties

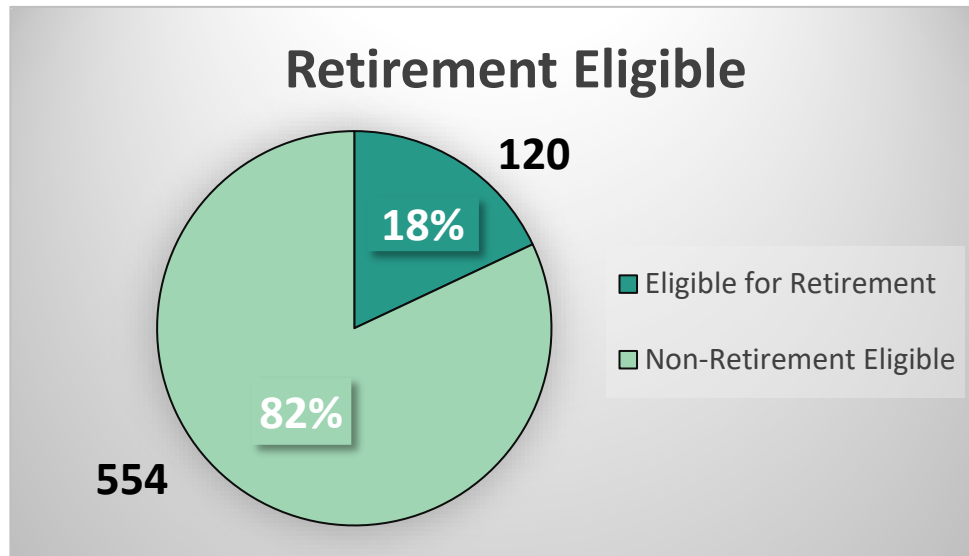


*DWSD and the City of Detroit does not require residency for employment.

Human Resources: *Retirement Eligible*



With a current population of **674** 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)	22
10 YOS/60 years old (Legacy)	49
10 YOS/62 years old (Hybrid)	0
8 YOS/65 years old (Legacy)	2
TOTAL	120

LEGACY = HIRED BEFORE 2014

HYBRID = HIRED AFTER JANUARY 1, 2014

Human Resources: *Recruiting, Talent & Acquisition*



Classification	Division	Open Positions	# of New Monthly Applicants	Comments
Inspector I	Field Engineering	1	52	Reviewing Applications
Engineer	Field Engineering	1	15	Reviewing Applications
PAA II (Financial Analyst)	Finance	1	64	Selecting
Database Administrator 3	IT	1	49	Reviewing Applications
Service Desk Analyst II or III	IT	1	49	Interviewing
Paralegal	Legal	1	51	Selecting
Field Service Technician	Maintenance & Repair	7	0	Pulling from waitlist/Reviewing Applications
Field Service Technician	Meter Operations	4	0	Pulling from waitlist/Reviewing Applications
Engineer (PSMG)	Permits and Storm Water	1	15	Selecting

Human Resources: *Recruiting, Talent & Acquisition*



Classification	Division	Open Positions	# of New Monthly Applicants	Comments
PAA II (PSMG)	Permits and Storm Water	1	73	Reviewing Applications

Human Resources: *Recruitment Efforts*



Date of Event	Type of Event	Location	Number of Attendees
08/27/2025	Career Fair	14117 E 7 Mile Detroit At Work	150

Human Resources: *Planning Calendar*



JANUARY	FEBRUARY	MARCH	APRIL
Workforce Development (S-License)	Vacancy Rate	Performance Management	Environmental Health & Safety
MAY	JUNE	JULY	AUGUST
Exit Interview, Stay Interviews, Analysis & Strategy	Retirement Eligible/ Succession Planning	Recruiting Efforts	Performance Management
SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
Compensation Study	Labor Relations	Engagement Survey Action Planning	Training & Development