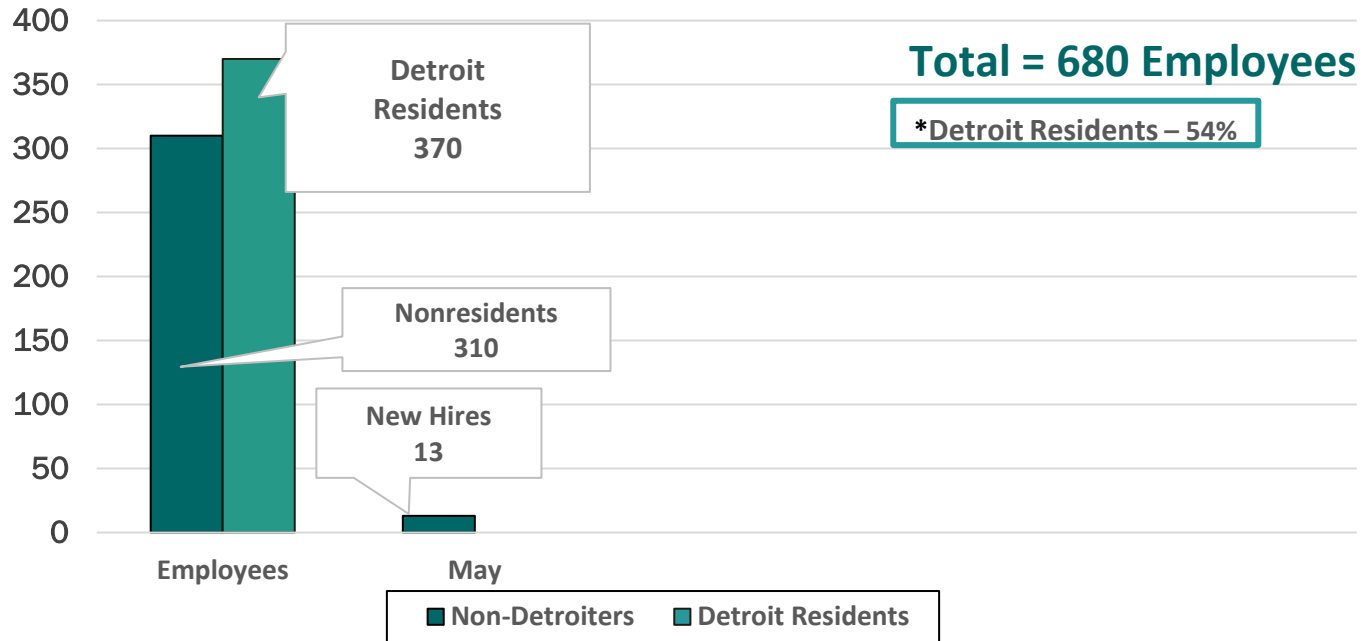


# Human Resources

Metrics for May 2026

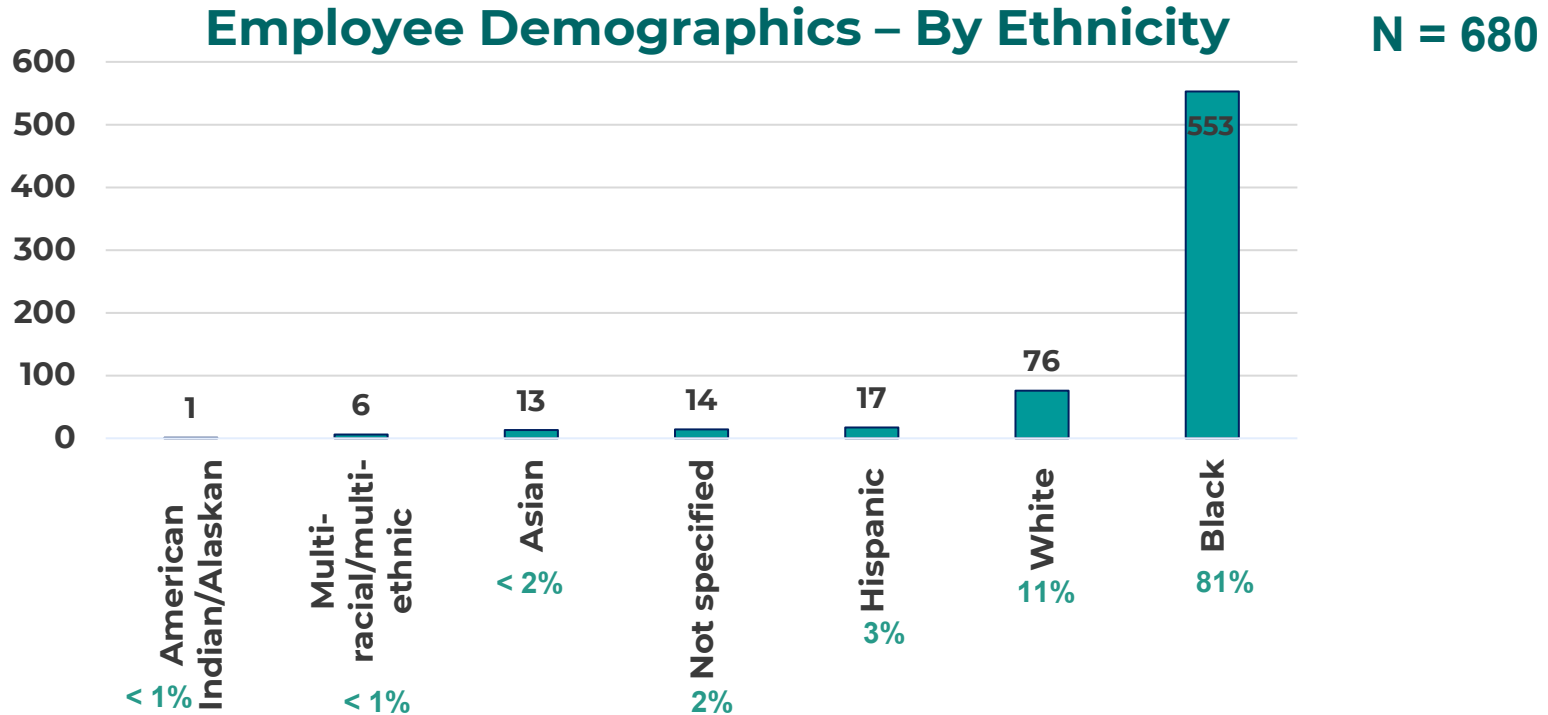


# Human Resources: *Detroit Residents and Hiring*



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

# Human Resources: *Employee Demographics*



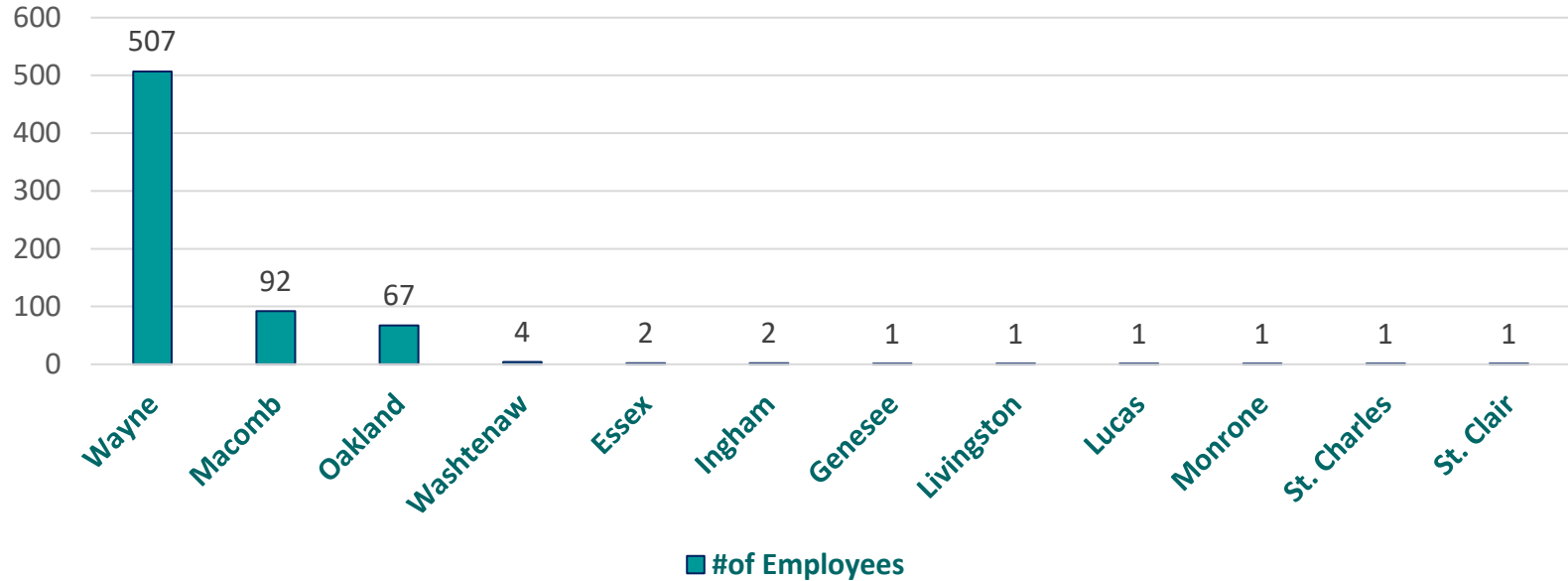
# Human Resources: *Employees by County*



**Total = 680 Employees**

**\*Wayne County Residents – 75%**

## #of Employees in Counties

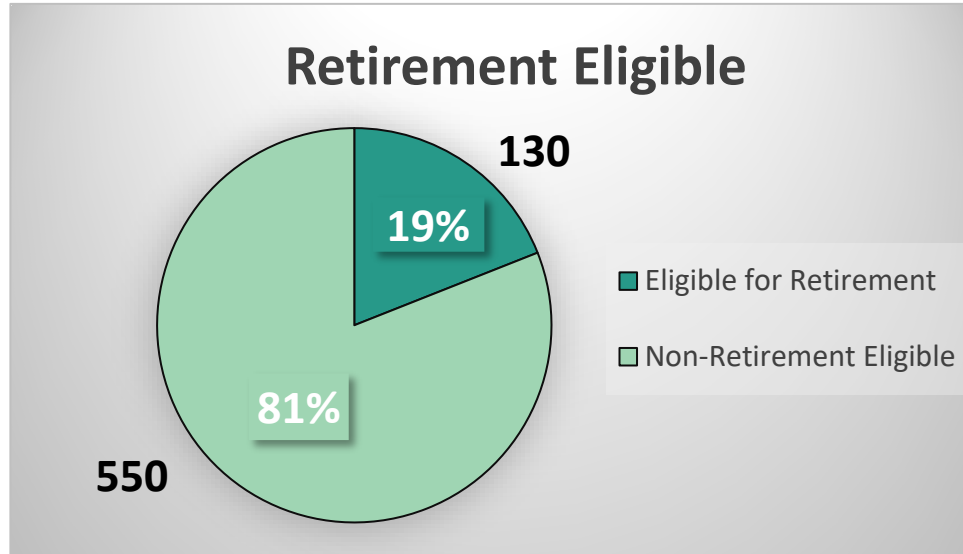


\*DWSD and the City of Detroit does not require residency for employment.

# Human Resources: *Retirement Eligible*



With a current population of **680** employees, there are **130** DWSD employees eligible for retirement



Retirement Criteria	Total
30 YOS/Any Age (Legacy and Hybrid)	51
25 YOS/55 years old (Legacy)	24
10 YOS/60 years old (Legacy)	50
10 YOS/62 years old (Hybrid)	2
8 YOS/65 years old (Legacy)	3
<b>TOTAL</b>	<b>130</b>

**LEGACY** = HIRED BEFORE 2014

**HYBRID** = HIRED AFTER JANUARY 1, 2014

# Human Resources: *Recruitment Efforts*



<b>Date of Event</b>	<b>Type of Event</b>	<b>Location</b>	<b>Number of Candidates Seen</b>	<b>Number of Candidates Interviewed/Hired (List DWSD Division)</b>
5/7/2026	Build Detroit	Eastern Market Shed 3	150 Students	N/A
5/13/2026	MI Skilled Trades Career Fair	Durfee Innovation Center 2470 Collingwood St	75	N/A

# Human Resources: *Recruiting, Talent & Acquisition*



Classification	Division	Open Positions	# of New Monthly Applicants	Comments
Engineer III	Field Engineering	1	22	Open
Financial Analyst	Finance/CIP	1	89	Interviewing
Automotive Fleet Technician II	Fleet	1	0	Open
IT Director	IT	1	68	Interviewing
Field Service Technician	Maintenance & Repair	12	164	Interviewing
Team Leader	Maintenance & Repair	1	67	Extending Offer
Field Service Coordination Specialist	Maintenance & Repair	1	33	Open
Field Service Technician	Meter Operations	9	164	Interviewing

# Human Resources: *Recruiting, Talent & Acquisition*



Classification	Division	Open Positions	# of New Monthly Applicants	Comments
Security Officer 1	Security	2	124	Interviewing
Customer Service Specialist II	Collections	1	173	Posting

# Human Resources: *Succession Planning*



Succession planning is a proactive organizational strategy used to identify, train, and prepare current employees to assume critical leadership or specialized roles when they become vacant. The primary goal is to minimize operational disruption during transitions.

Currently, HR meets with each divisional leader twice annually to ensure we have updated succession plans.

## 5 Steps to Succession Planning:

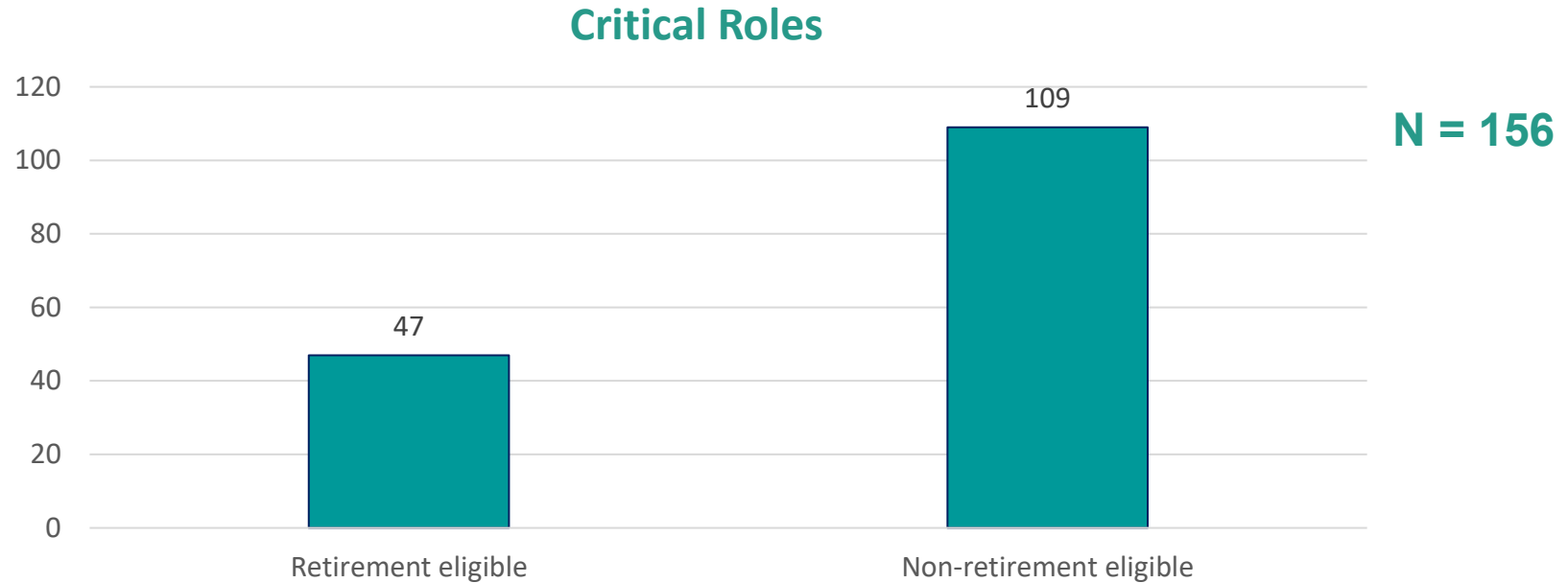
- Identifying critical roles
- Defining required competencies
- Selecting potential successors
- Implementing development plans
- Continuously updating the plan



# Human Resources: *Succession Planning*



In succession planning, a critical role is any position whose sudden vacancy would severely disrupt operations, revenue, or strategic goals, regardless of where it sits in the organization.



# Human Resources: *Planning Calendar*



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



Water & Sewerage  
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# THANK YOU!

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