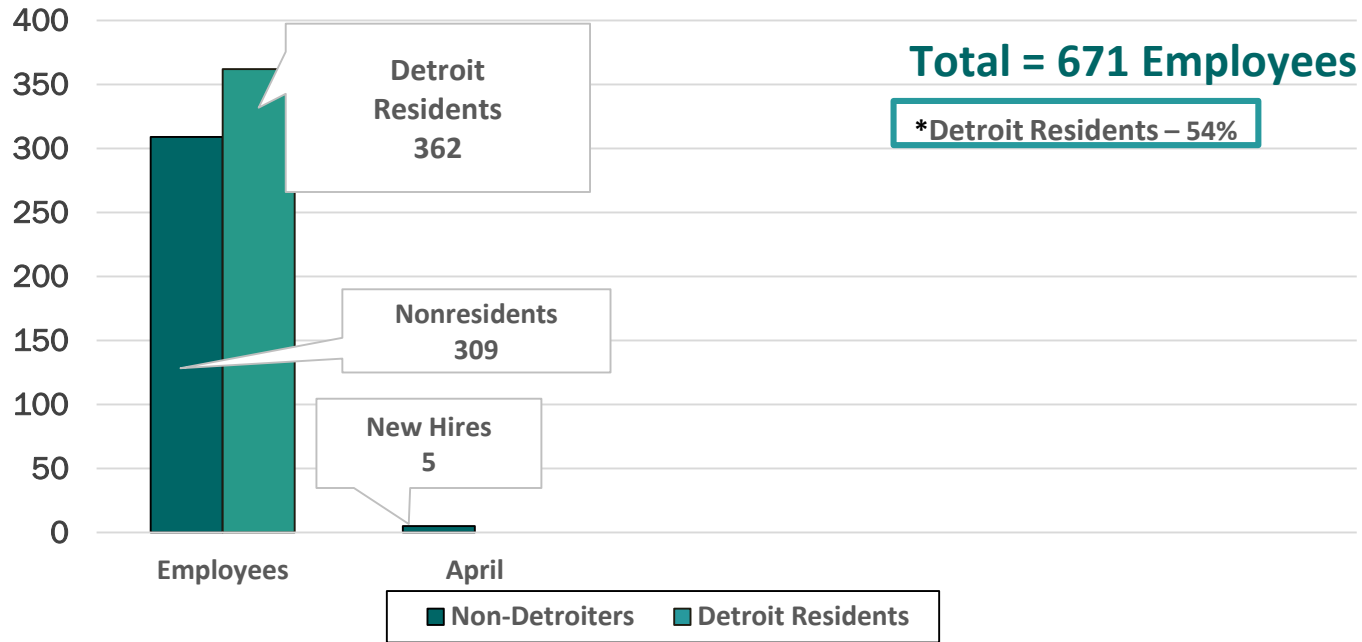


# Human Resources

Metrics for April 2026



# Human Resources : *Detroit Residents and Hiring*



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

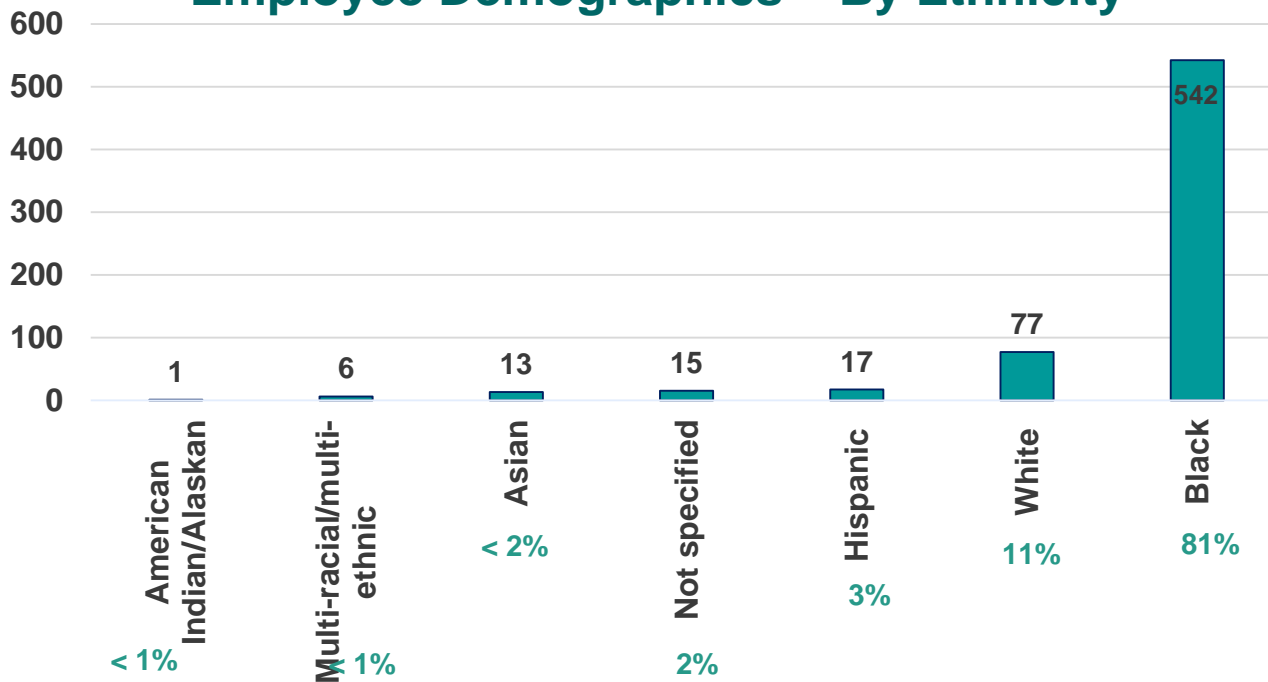
# Human Resources: *Employee Demographics*



Water & Sewerage  
Department

## Employee Demographics – By Ethnicity

N = 671



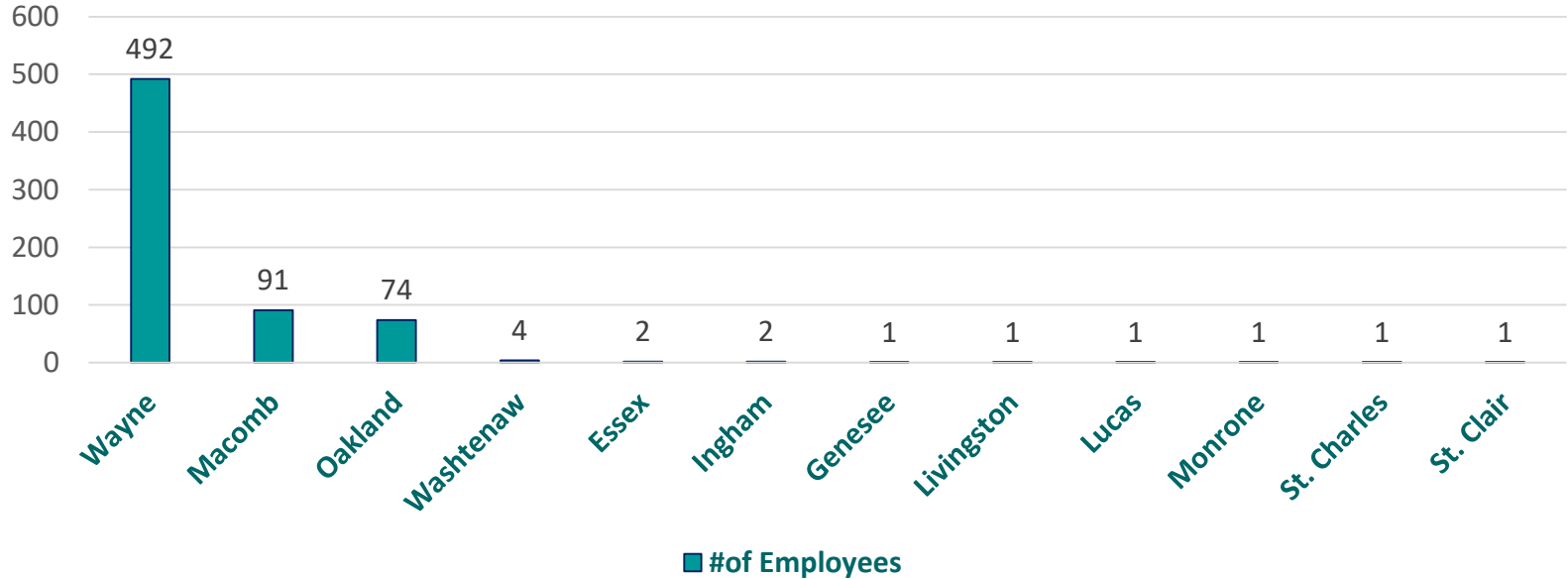
# Human Resources: *Employees by County*



**Total = 671 Employees**

**\*Wayne County Residents – 74%**

## #of Employees in Counties

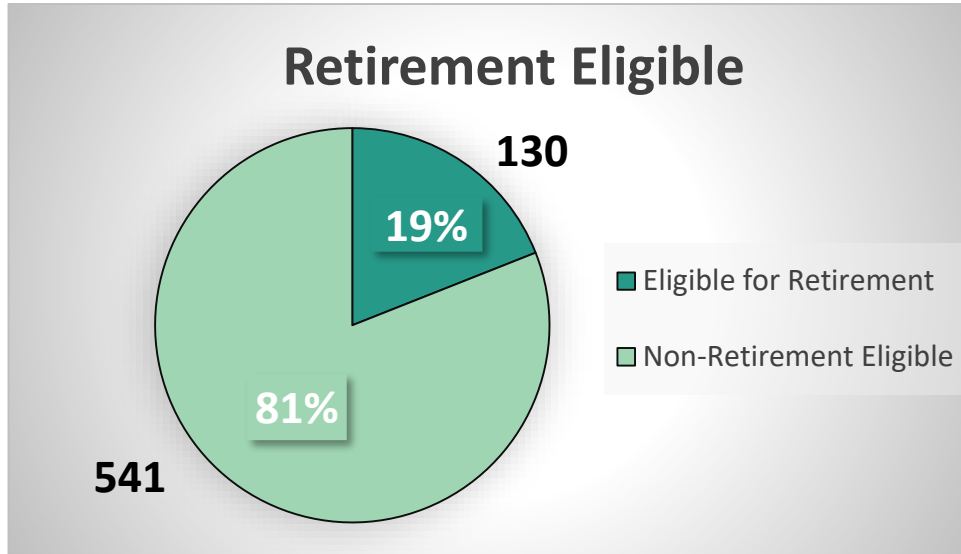


\*DWSD and the City of Detroit does not require residency for employment.

# Human Resources: Retirement Eligible



With a current population of **671** employees, there are **130** DWSD employees eligible for retirement



Retirement Criteria	Total
30 YOS/Any Age (Legacy and Hybrid)	52
25 YOS/55 years old (Legacy)	24
10 YOS/60 years old (Legacy)	51
10 YOS/62 years old (Hybrid)	2
8 YOS/65 years old (Legacy)	1
<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>
3/25/2026	DWSD FST Interview Fair	CSF 6425 Huber	24	24 Interviewed; 10 Hired; 7 Waitlisted
4/15/2026	City of Detroit Construction and Demolition Career and Resource Fair	Northwest Activities Center 18100 Meyers Rd	50	N/A
4/15/2026	Detroit At Work Career and Resource Fair	Durfee Innovation Center 2470 Collingwood St	70	N/A

# Human Resources : *Recruiting, Talent & Acquisition*



Classification	Division	Open Positions	# of New Monthly Applicants	Comments
Engineer III	Field Engineering	1	7	Open
Financial Analyst	Finance/CIP	1	89	Interviewing
IT Director	IT	1	68	Interviewing
Field Service Technician	Maintenance & Repair	9	397	Interviewing
Team Leader	Maintenance & Repair	1	67	Extending Offer
Field Service Technician	Meter Operations	10	397	Interviewing
Procurement Specialist II	Procurement	1	60	Interviewing
Assistant Manager	Procurement	1	56	Interviewing

# Human Resources: *Attrition (Jan. – Dec. 2025)*

**N = 129**

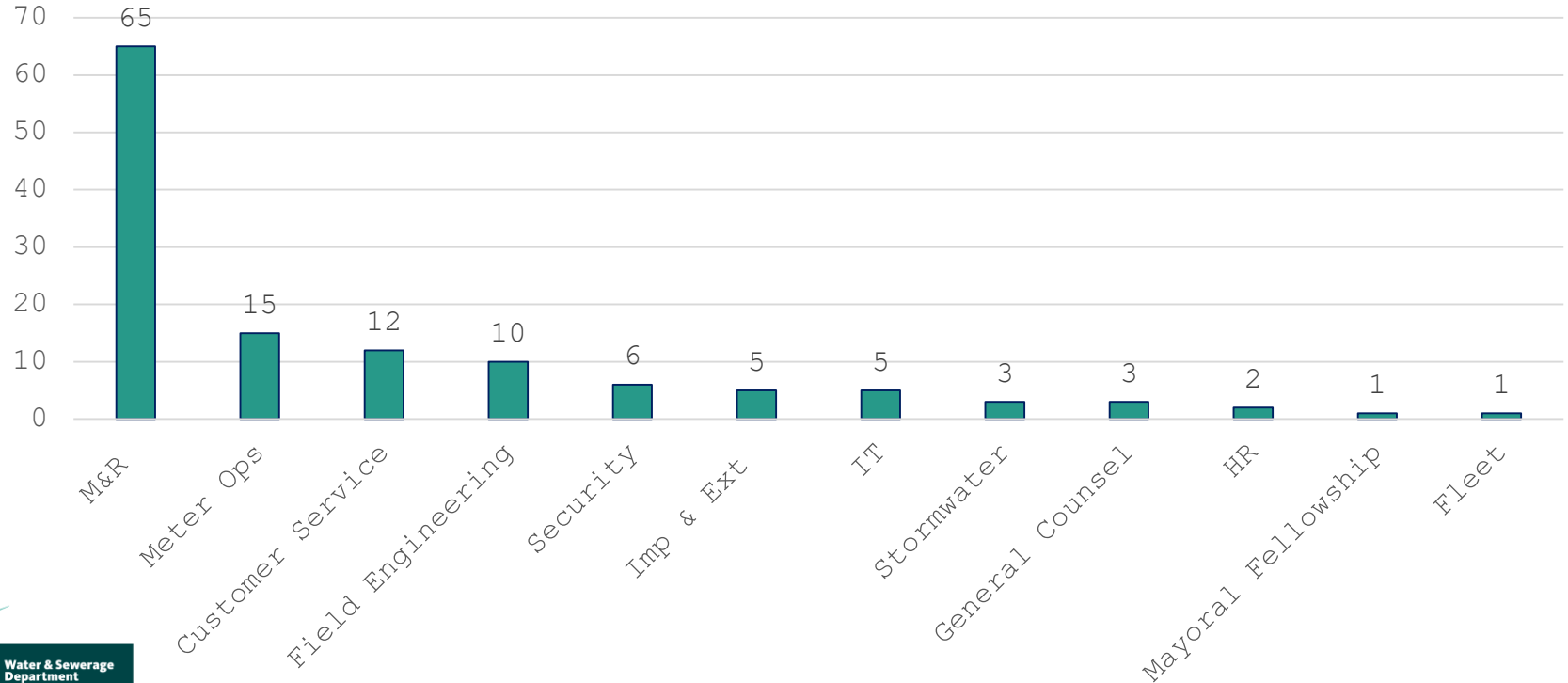
Total Number of Employees Separated



# Human Resources: *Attrition (Jan. – Dec. 2025)*

**N = 129**

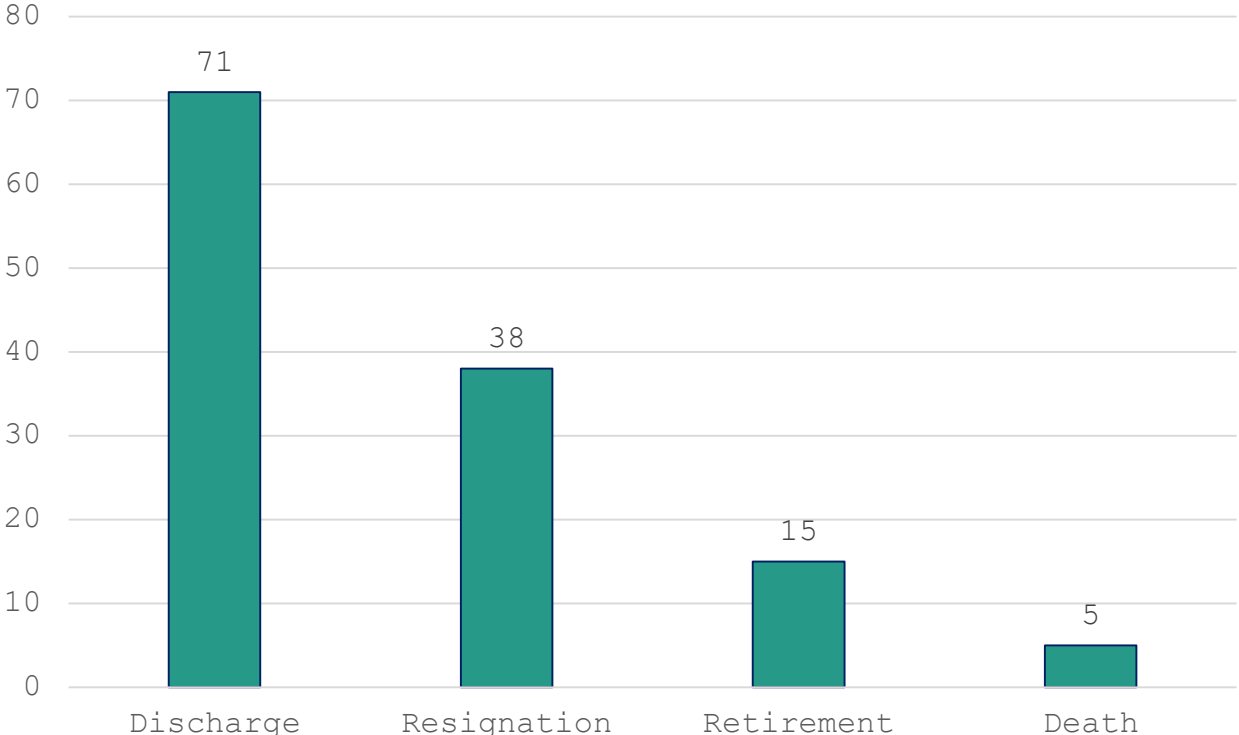
Total Number of Employees Separated By Division



# Human Resources: *Attrition (Jan. – Dec. 2025)*

Reasons of Separation

N = 129



# Human Resources : *Planning Calendar*



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