



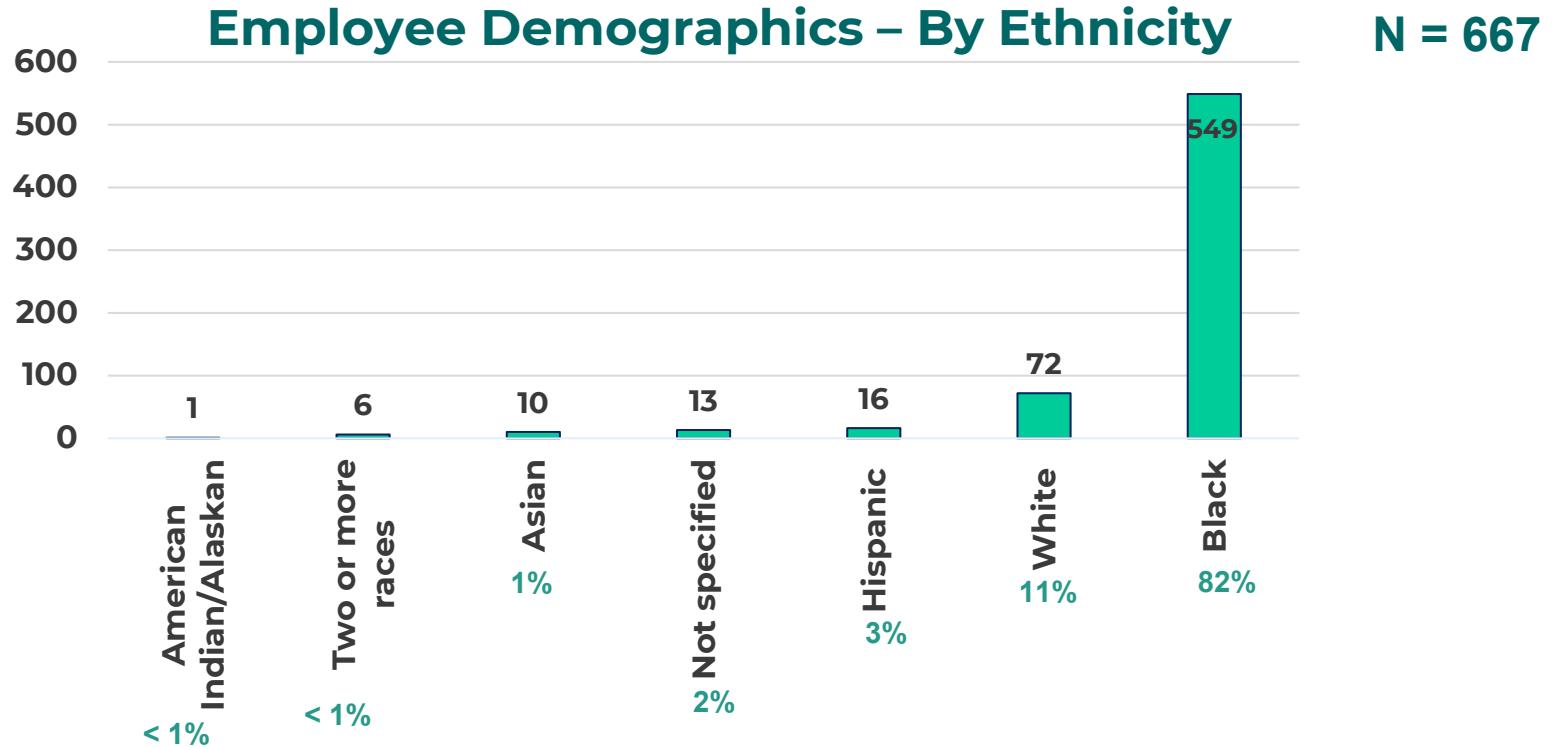
Human Resources

August 2025

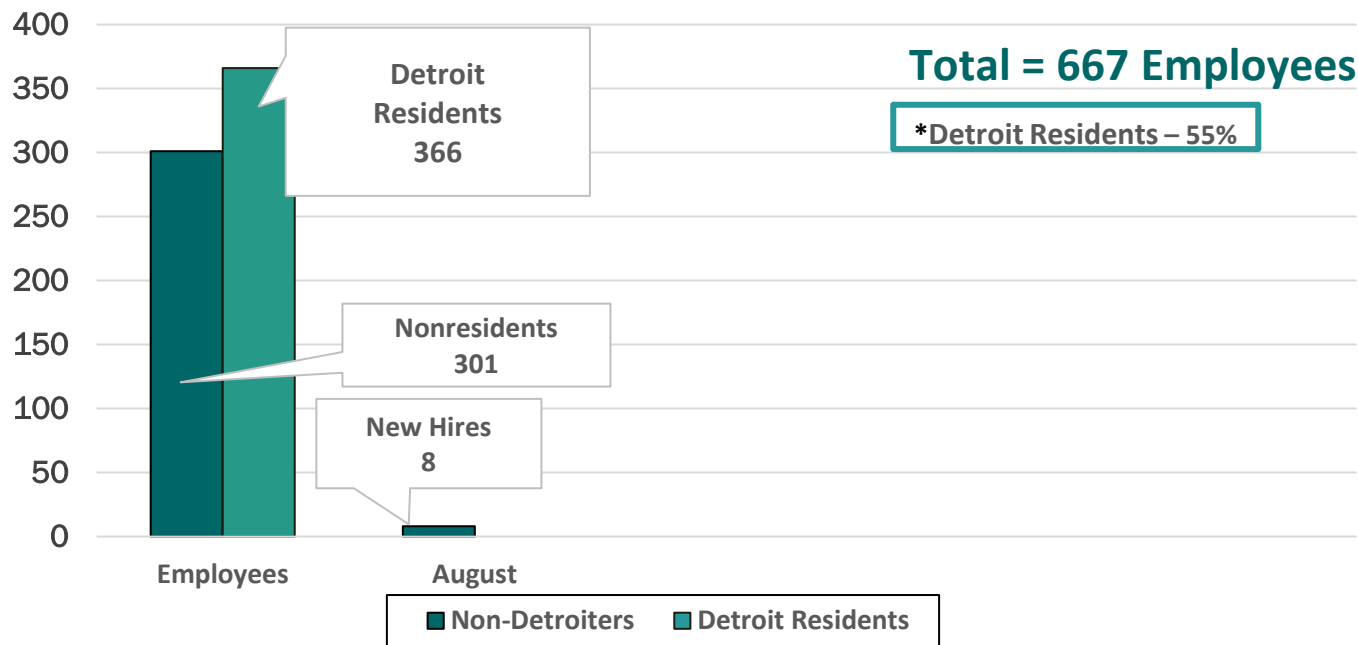




Human Resources: *Employee Demographics*



Human Resources: *Detroit Residents and Hiring*



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



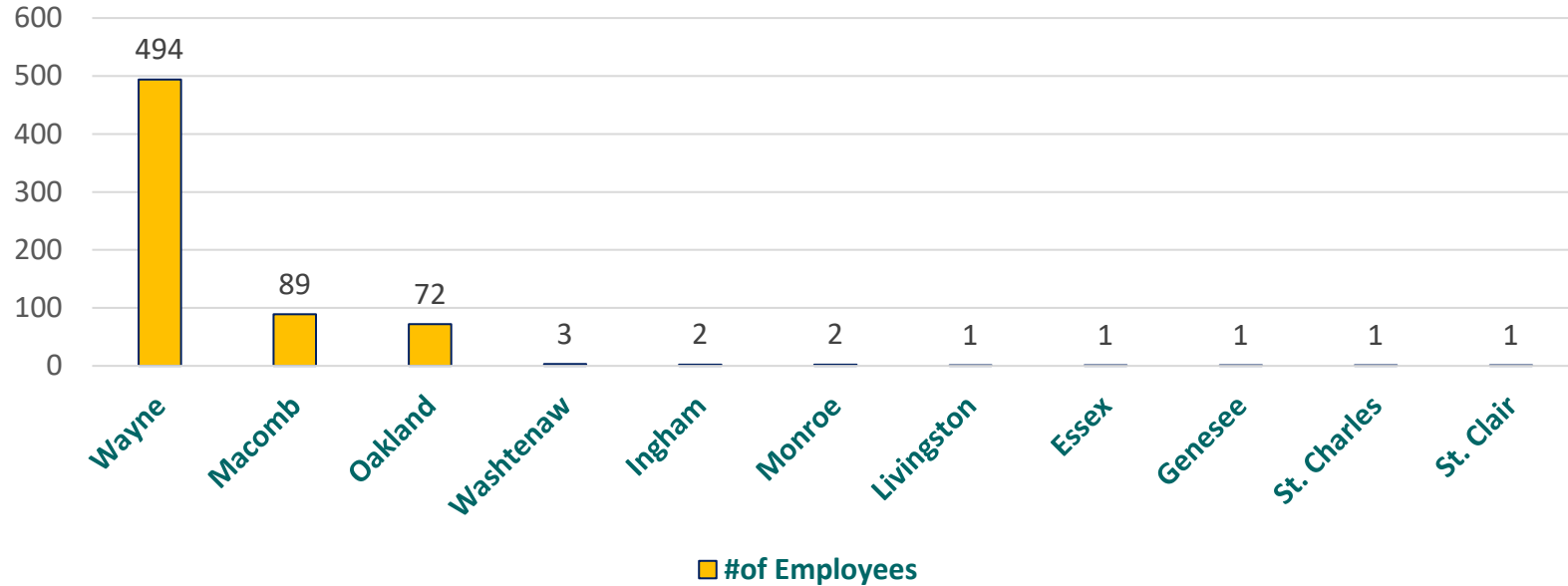
Human Resources: *Employees by County*



Total = 667 Employees

***Wayne County Residents – 74%**

#of Employees in Counties

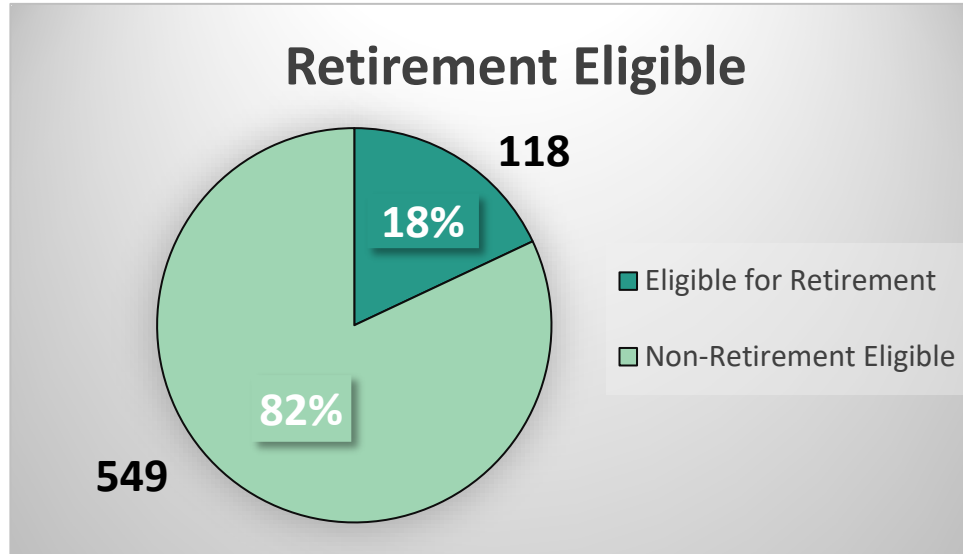


*DWSD and the City of Detroit does not require residency for employment.

Human Resources: *Retirement Eligible*



With a current population of **667** employees, there are **118** DWSD employees eligible for retirement



Retirement Criteria	Total
30 YOS/Any Age (Legacy and Hybrid)	47
25 YOS/55 years old (Legacy)	23
10 YOS/60 years old (Legacy)	46
10 YOS/62 years old (Hybrid)	0
8 YOS/65 years old (Legacy)	2
TOTAL	118

LEGACY = HIRED BEFORE 2014

HYBRID = HIRED AFTER JANUARY 1, 2014

Human Resources: *Recruiting, Talent & Acquisition*



Classification	Division	Open Positions	# of New Monthly Applicants	Comments
EMT-Assistant Manager	Field Engineering	1	10	Interviewing
Engineer	Field Engineering	3	15	Interviewing
PAA II (Financial Analyst)	Finance	1	64	Selecting
Service Desk Analyst (2-3)	IT	1	232	Interviewing
Fraud Investigator	Security	1	232	Offer being made
Service Desk Analyst II or III	IT	1	120	Interviewing
Paralegal	Legal	1	51	Selecting
Field Service Technician	Maintenance & Repair	2	576	Pulling from waitlist/Interviewing
Field Service Technician	Meter Operations	3	576	Pulling from waitlist/Interviewing
Engineer (PSMG)	Permits and Storm Water	1	15	Interviewing



Human Resources: *Recruiting, Talent & Acquisition*



Classification	Division	Open Positions	# of New Monthly Applicants	Comments
PAA II (PSMG)	Permits and Storm Water	1	0	Selecting



Human Resources: *Recruitment Efforts*



Date of Event	Type of Event	Location	Number of Attendees
08/21/2025	Resource/Career Fair	The Fox Theater 2211 Woodward	100

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	Goal Setting	Training & Development