

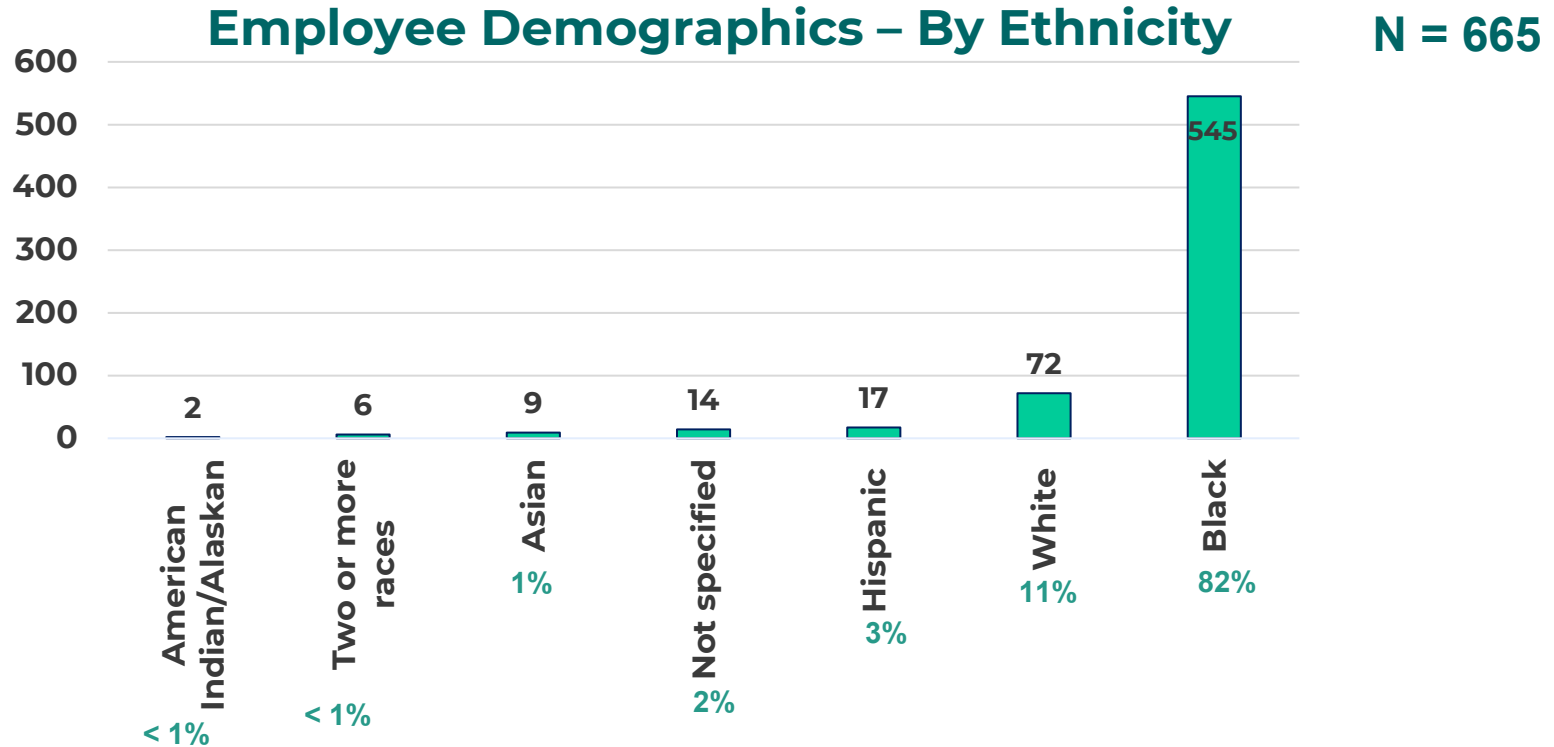


Human Resources

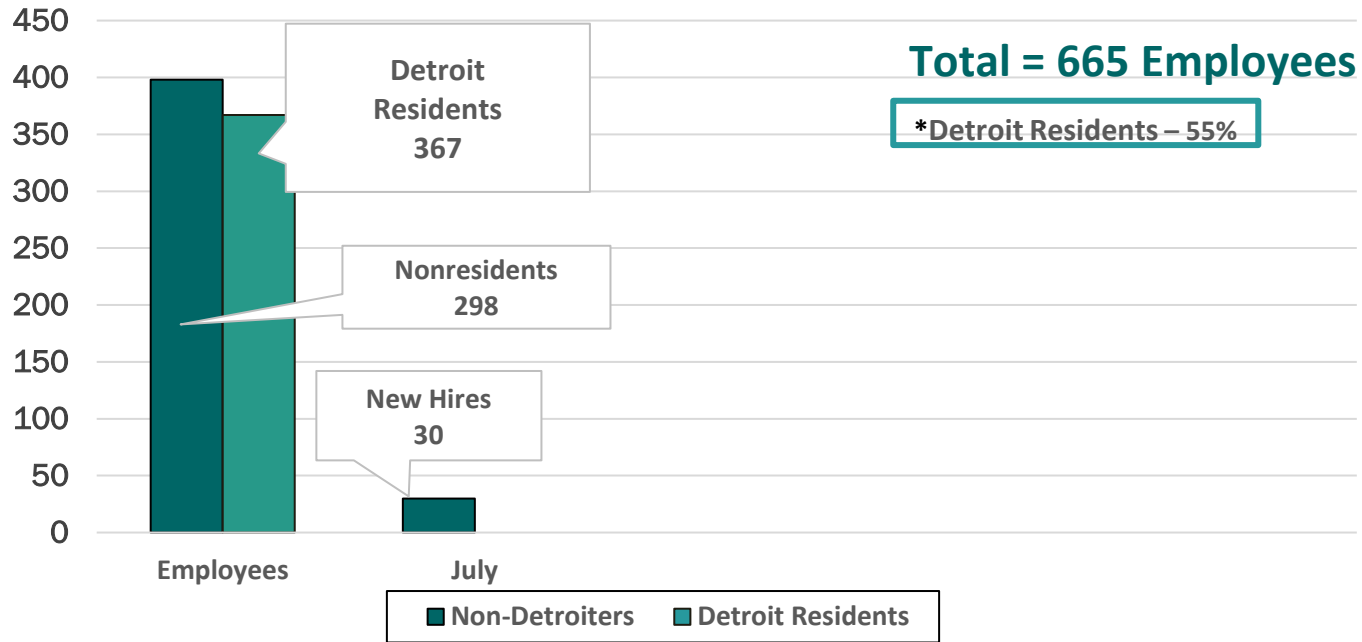




Human Resources: *Employee Demographics*



Human Resources: *Detroit Residents and Hiring*



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

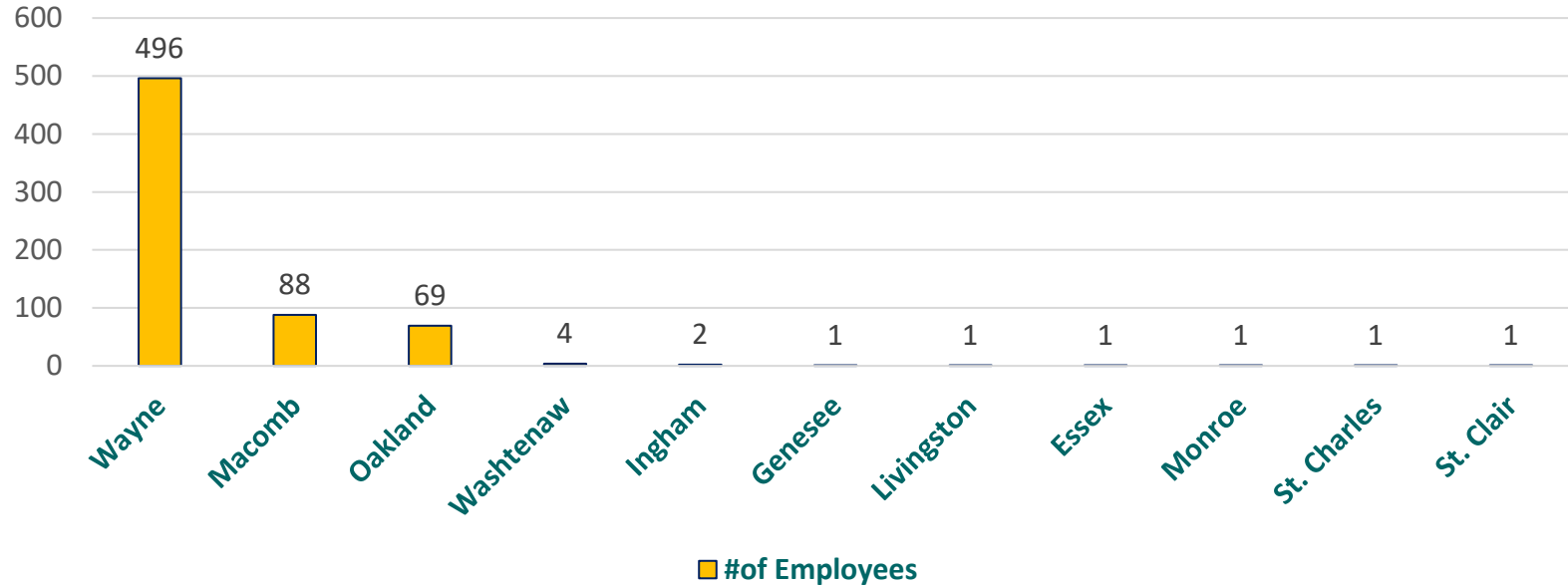


Human Resources: *Employees by County*



Total = 665 Employees

#of Employees in Counties

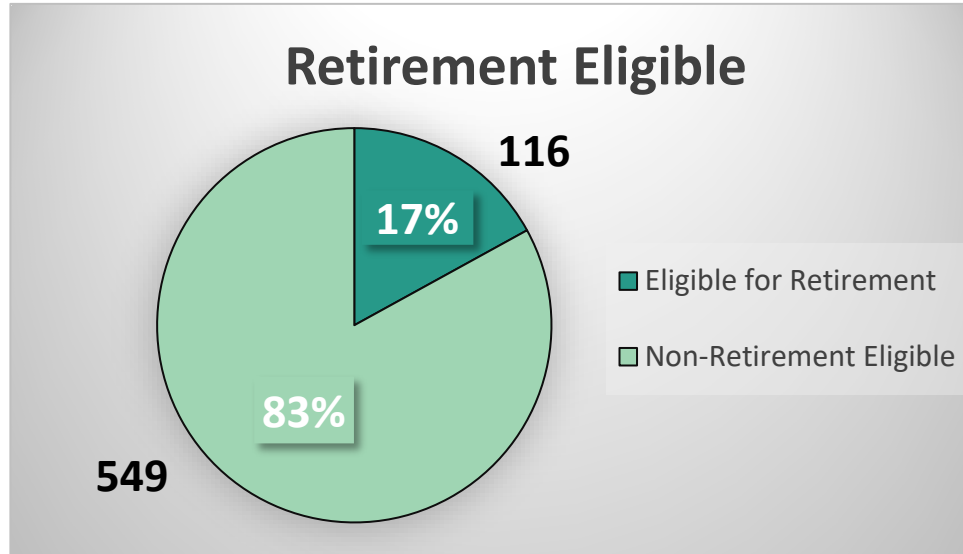


*DWSD and the City of Detroit does not require residency for employment.

Human Resources: *Retirement Eligible*



With a current population of **665** employees, there are **116** DWSD employees eligible for retirement



Retirement Criteria	Total
30 YOS/Any Age (Legacy and Hybrid)	45
25 YOS/55 years old (Legacy)	26
10 YOS/60 years old (Legacy)	44
10 YOS/62 years old (Hybrid)	0
8 YOS/65 years old (Legacy)	1
TOTAL	116

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	Open
Inspector I	Field Engineering	1	124	Selecting
Internal Audit Manager	Finance	1	20	Interviewing
Application Analyst II (Integration)	IT	1	97	Interviewing
Data Base Administrator	IT	1	42	Selecting
Service Desk Analyst II or III	IT	1	120	Interviewing
Paralegal	Legal	1	51	Interviewing
Field Service Coordination Specialist	Maintenance & Repair	1	14	Open
Field Service Technician	Maintenance & Repair	5	0	Selecting
Office Support Specialist II	Maintenance & Repair	1	67	Interviewing



Human Resources: *Recruiting, Talent & Acquisition*



Classification	Division	Open Positions	# of New Monthly Applicants	Comments
Field Service Technician	Meter	4	0	Interviewing
PAA I	Security	1	47	Interviewing

- DWSD's first cycle completing performance management using the new process in UltiPro
- Training was completed March 2025
- Per the City of Detroit, DWSD is the first department to have the highest completion rate of **95%**
- September 2025 will begin the Goal Setting process for fiscal year 25/26
- Merit Planning is complete for fiscal year 24/25

Human Resources: *Employee Health Fair*

City of Detroit Human Resources Department
BENEFITS ADMINISTRATION
Benefits Wellness Promotion



EMPLOYEE HEALTH FAIR SCREENING

FAIR WILL INCLUDE:

Body Mass Index
Measurements

Blood Pressure
Screenings

Chair
Massages

Chair Exercise
Demonstration
Raffle Drawings

Thursday, July 31, 2025
12:00 p.m. – 4:00 p.m.

Huber - Central Services Facility

6425 Huber St
Detroit MI 48211

For more information, contact

benefitwellnesspromotion@detroitmi.gov

BENEFITS WELLNESS PROMOTION Mission Statement

To improve the health and well-being of the City of Detroit's employees through health education and activities that support healthy lifestyles, thereby resulting in improved employee productivity, morale and health care cost savings.



CVS
caremark



MetLife



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
Labor Relations	Compensation Study	Engagement Survey Action Planning	Training & Development