

Human Resources



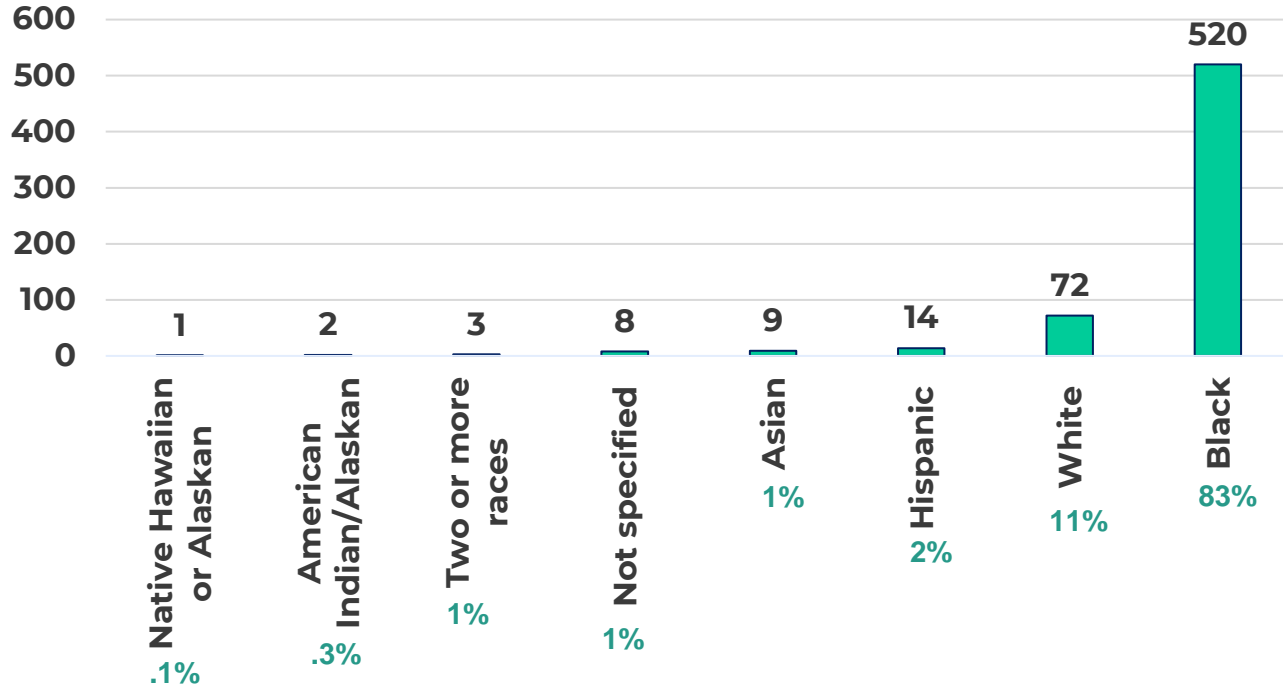
Human Resources: Employee Demographics



Water & Sewerage
Department

Employee Demographics – By Ethnicity

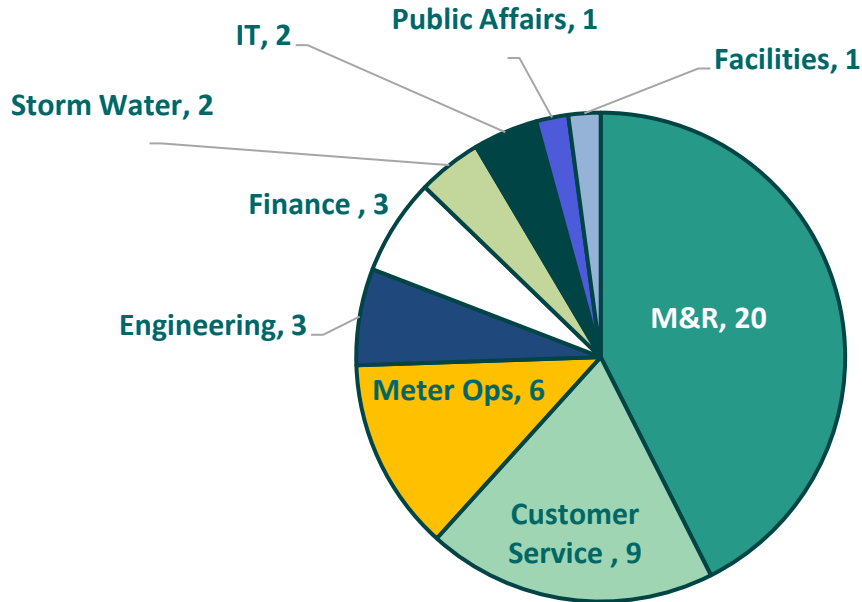
N = 629



- Employees are free to select whatever demographic they choose.

Attrition By Division – VOLUNTARY QUILTS

From January 2023 through February 2024



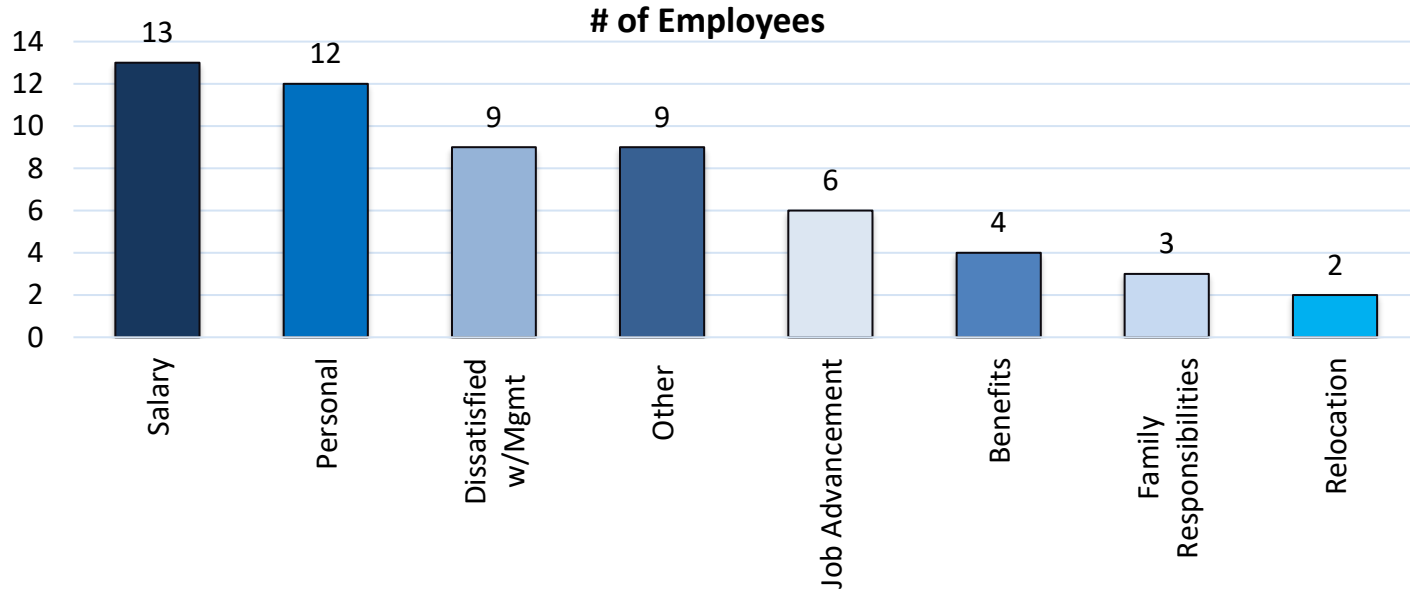
N = 47

- Maintenance and Repair – 20
- Customer Service – 9
- Meter Operations – 6
- Engineering – 3
- Finance – 3
- Storm Water – 2
- Information Technology – 2
- Public Affairs – 1
- Facilities - 1

Reasons Employees left DWSD – VOLUNTARY QUILTS

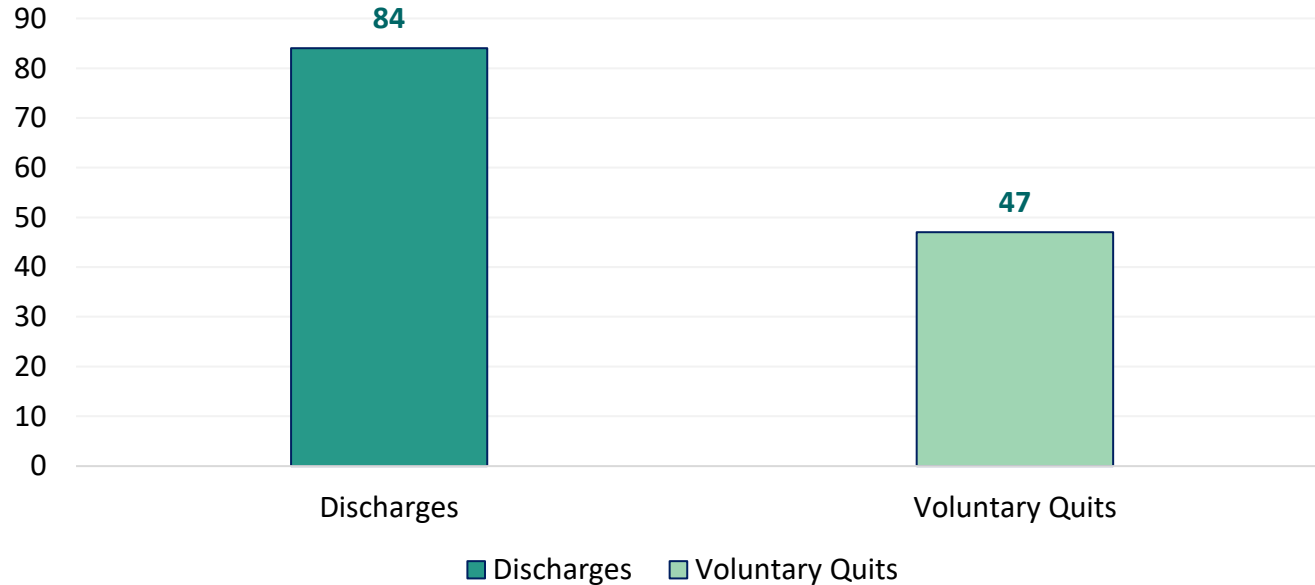
From January 2023 through February 2024

N = 47



Total Number of Employees Who Left DWSD

From January 2023 through February 2024



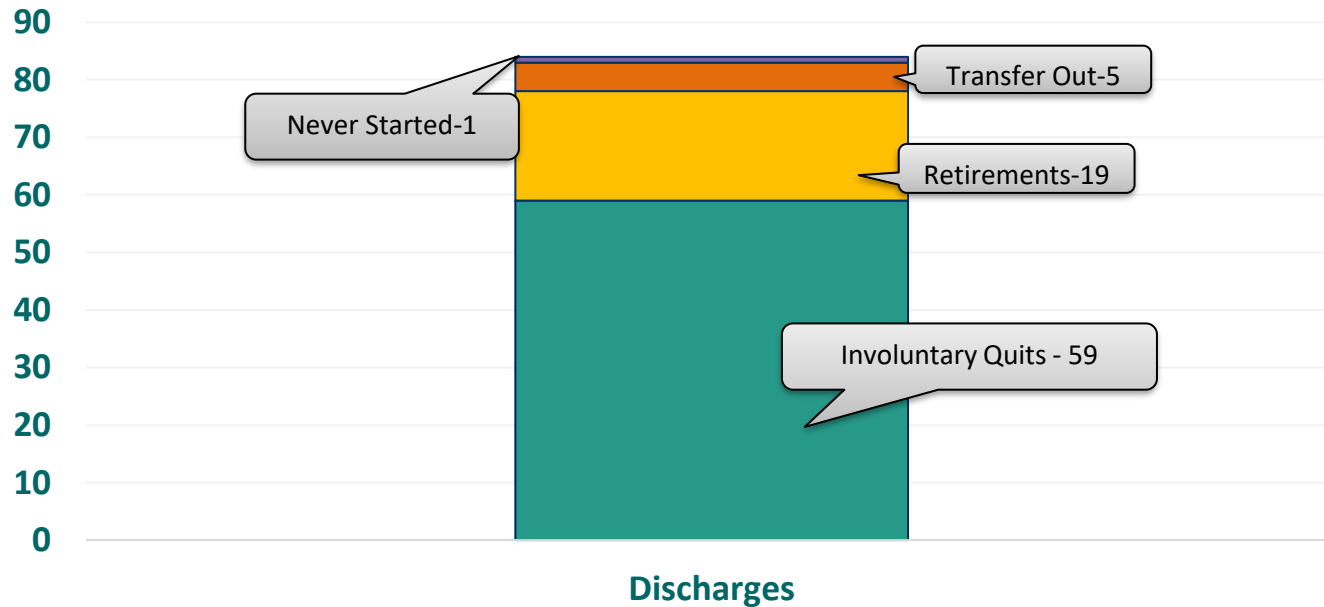
Human Resources: Employee Engagement – Exit Interviews



Total Number of Employees Who Left DWSD

From January 2023 through February 2024

N = 84



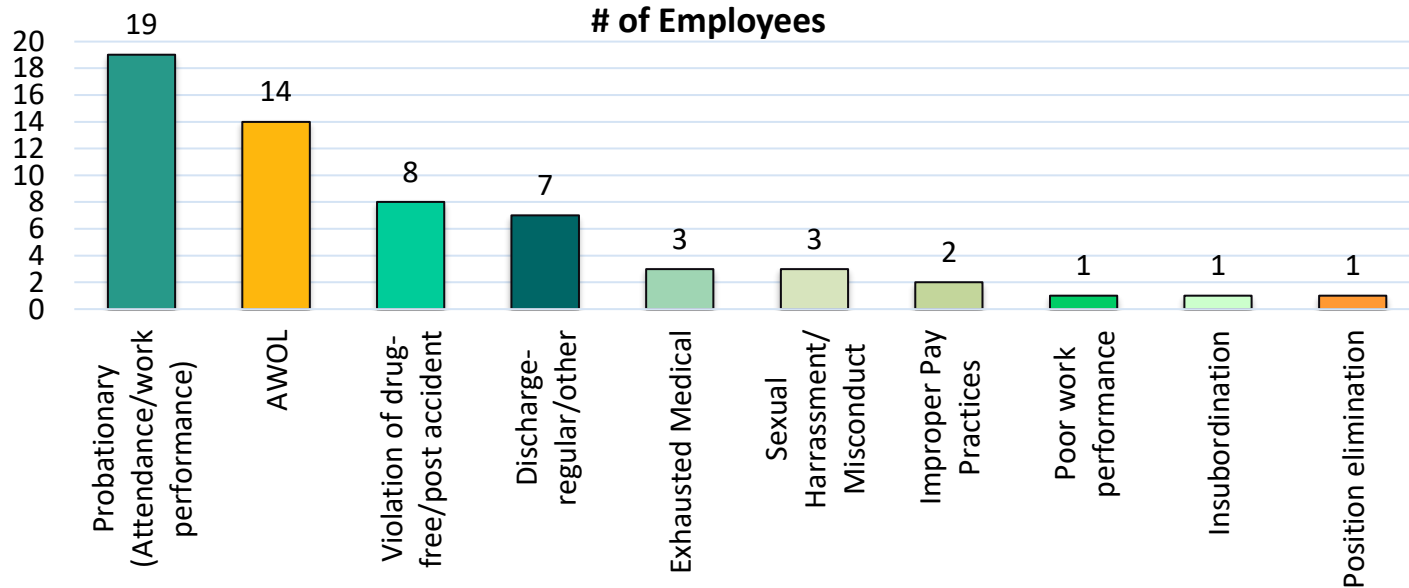
Human Resources: Employee Engagement – Exit Interviews



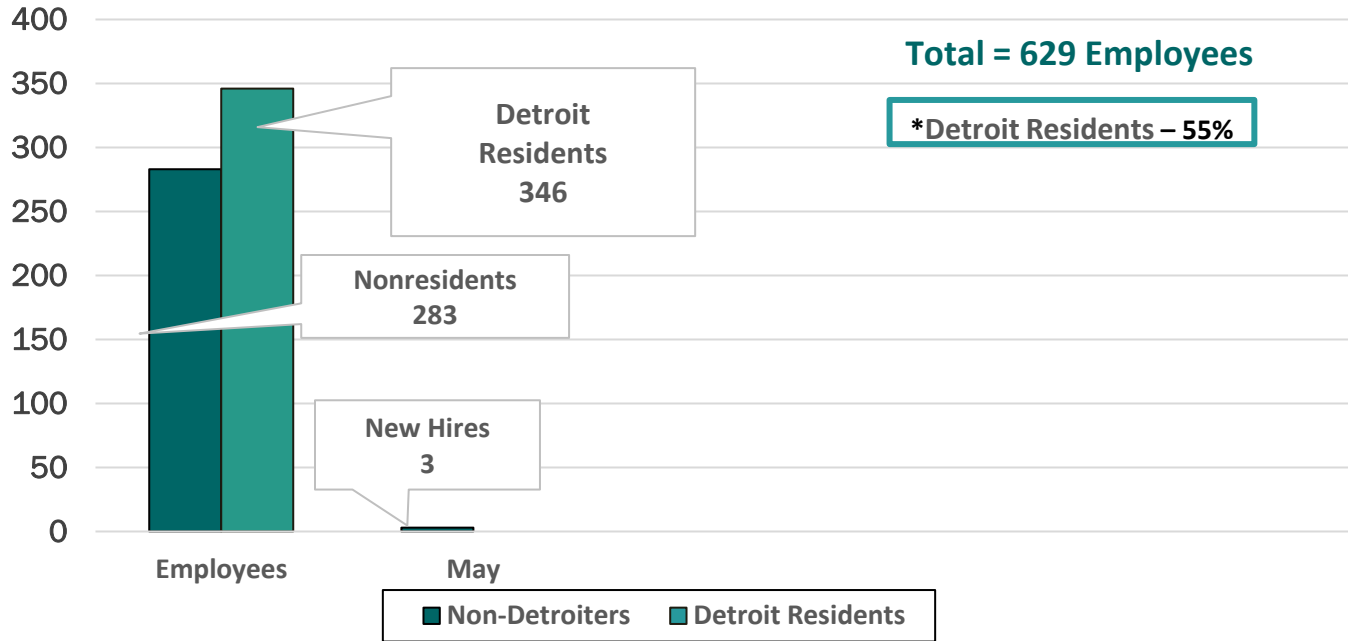
Reasons Employees left DWSD – INVOLUNTARY QUILTS (DISCHARGES)

From January 2023 through February 2024

N = 59



Human Resources: Detroit Residents and Hiring

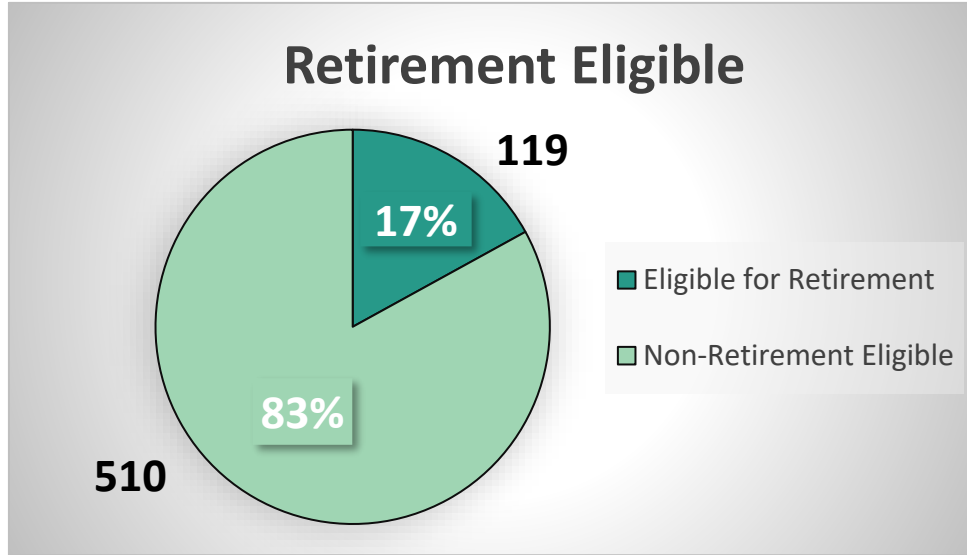


*DWSD and the City of Detroit does not require residency for employment.

Human Resources: Retirement Eligible



With a current population of 629 employees, there are 119 DWSD employees eligible for retirement



Retirement Criteria	Total
30 YOS/Any Age (Legacy and Hybrid)	46
25 YOS/55 years old (Legacy)	22
10 YOS/60 years old (Legacy)	51
10 YOS/62 years old (Hybrid)	0
8 YOS/65 years old (Legacy)	0
TOTAL	119

LEGACY = HIRED BEFORE 2014

HYBRID = HIRED AFTER JANUARY 1, 2014

Human Resources: Recruiting, Talent & Acquisition



Open Requisitions (17)

Classification	Division	Open Positions	# of New Monthly Applicants	Comments
Assistant Manager	Maintenance & Repair	1		Open
Engineer II	Field Engineering	1	19	Reviewing Applications
Engineer	Storm Water/Permits	1	13	Reviewing Applications
Engineer Technician II	Storm Water/ Permits	1	6	Reviewing Applications
Field Service Coordination Specialist	Maintenance & Repair	1		Interviewing
Finance Director	Finance	1	25	Open
Human Resources Generalist- (Classification & Compensation)	Organizational Development	1	86	Reviewing Applications
Internal Audit-Manager	Finance	1	33	Open
Manager (Lead Service Line)	Maintenance & Repair	1		On Hold
Manager	Facilities	1	19	Selecting

Human Resources: Recruiting, Talent & Acquisition



Open Requisitions (17)

Classification	Division	Open Positions	# of New Monthly Applicants	Comments
Professional Administrative Analyst I	Maintenance & repair	1	52	Interviewing
Professional Administrative Analyst III	Finance	1	15	Open
Risk & Cyber Security Manager	IT	1	9	Open
Security Officer	Security	2	72	Offers Extended
Team Leader (Maintenance Planner)	Maintenance & Repair	2	108	Open
Team Leader	Maintenance & Repair	1		Open
Team Leader	Customer Service	1		Open

Human Resources: Recruitment Efforts



Date of Event	Type of Event	Location	Number of Candidates Seen	Number of Candidates Interviewed/Hired (List DWSD Division)
04/24/2024	School Event	Lincoln High School Warren, MI	6	N/A
04/30/2024	School Event	Detroit At Work Detroit, MI	100	N/A
05/01/2024	Job Fair	Detroit At Work Double Tree Suites	150	N/A
05/07/2024	Construction Science Expo	Durfee Innovation Society Detroit, MI	800	N/A
05/09/2024	Build Detroit: Youth Skilled Trades Competition	Eastern Market Shed 9	200	N/A
05/29/2024	Job Fair	Durfee Innovation Society Detroit, MI	150	N/A
05/31/2024	Michigan Department of Corrections	Goodwill Industries Detroit, MI	TBD	N/A

Human Resources: HR Planning Calendar

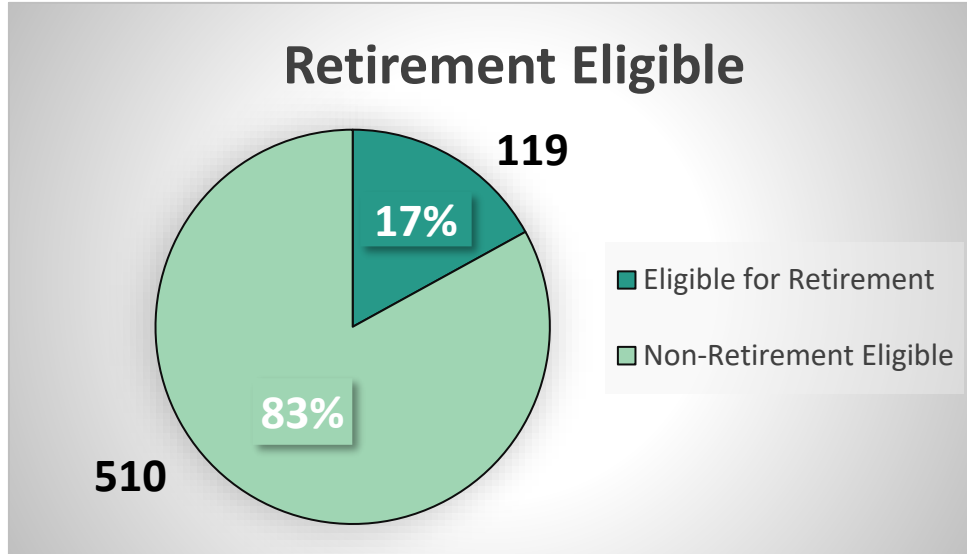


JANUARY	FEBRUARY	MARCH	APRIL
N/A	Health & Safety	Performance Management	Engagement Survey Action Planning
MAY	JUNE	JULY	AUGUST
Exit Interview, Stay Interviews, Analysis & Strategy	Retirement Eligible/ Succession Planning	Health & Safety	Negotiations Update
SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
Workforce Development	Health & Safety	Collective Bargaining Agreement Ratification	Negotiations Update

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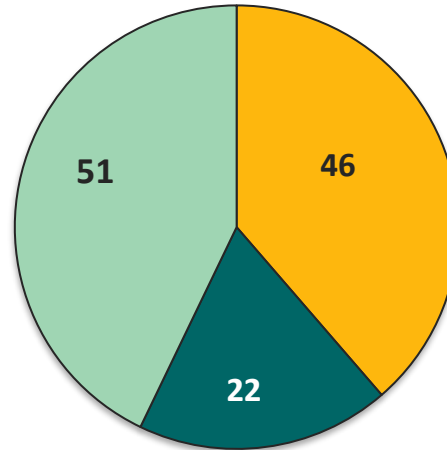
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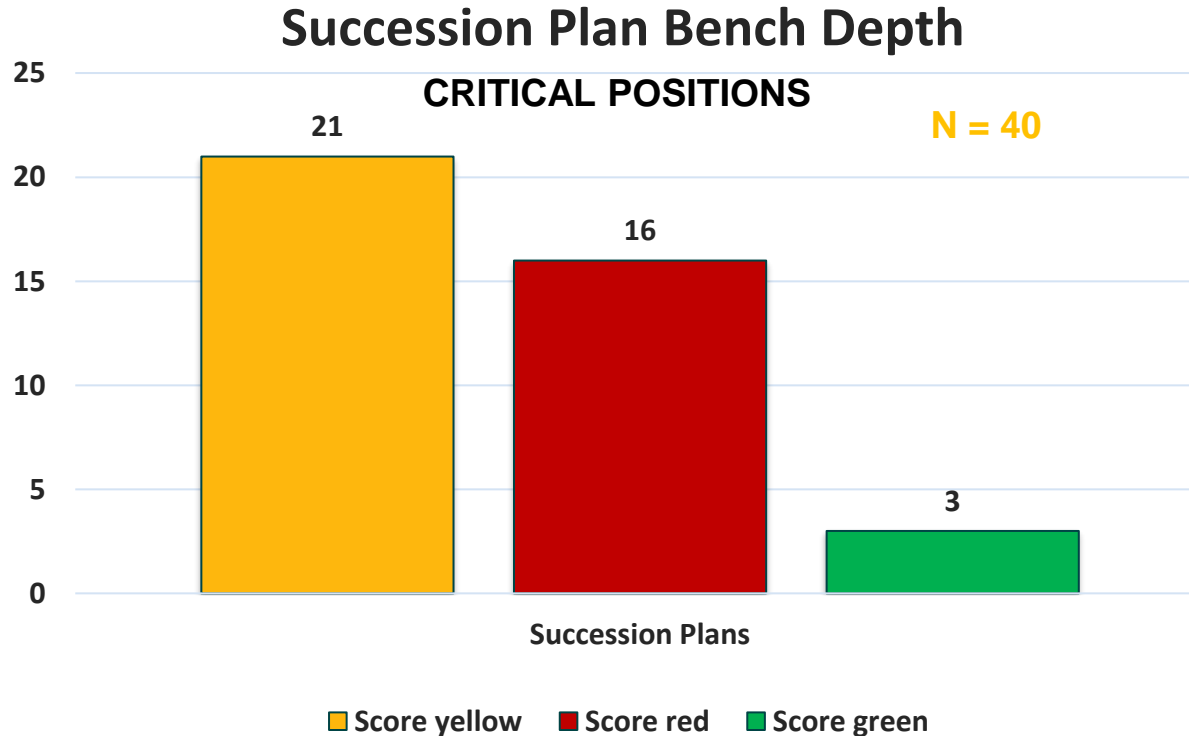
Retirement Eligible by Category

N = 119

- 30 YOS, Any age
- 25 YOS, 55-59
- 10 YOS, Age 60 or above



Human Resources: Retirement Planning



Out of the **119** Retirement Eligible employees, **40** employees are in critical positions

BENCH DEPTH = How quickly we can produce a backfill. Do we have a plan for a backfill?

1. Score **GREEN** is 2+ candidates Qualified
2. Score **YELLOW** if 1 candidate is Qualified or 2+ candidates are With Development
3. Score **RED** if 0 candidates are Qualified and 0-1 candidates are With Development

DWSD CRITICAL POSITIONS

1. Automotive Fleet Technician
2. Engineer
3. Executive Management Team
4. Field Service Technician
5. Inspector
6. Maintenance Technician
7. Manager
8. Material Management Specialist
9. Office Support Specialist
10. Procurement Specialist
11. Professional Administrative Analyst
12. Team Leader

Human Resources: HR Planning Calendar



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