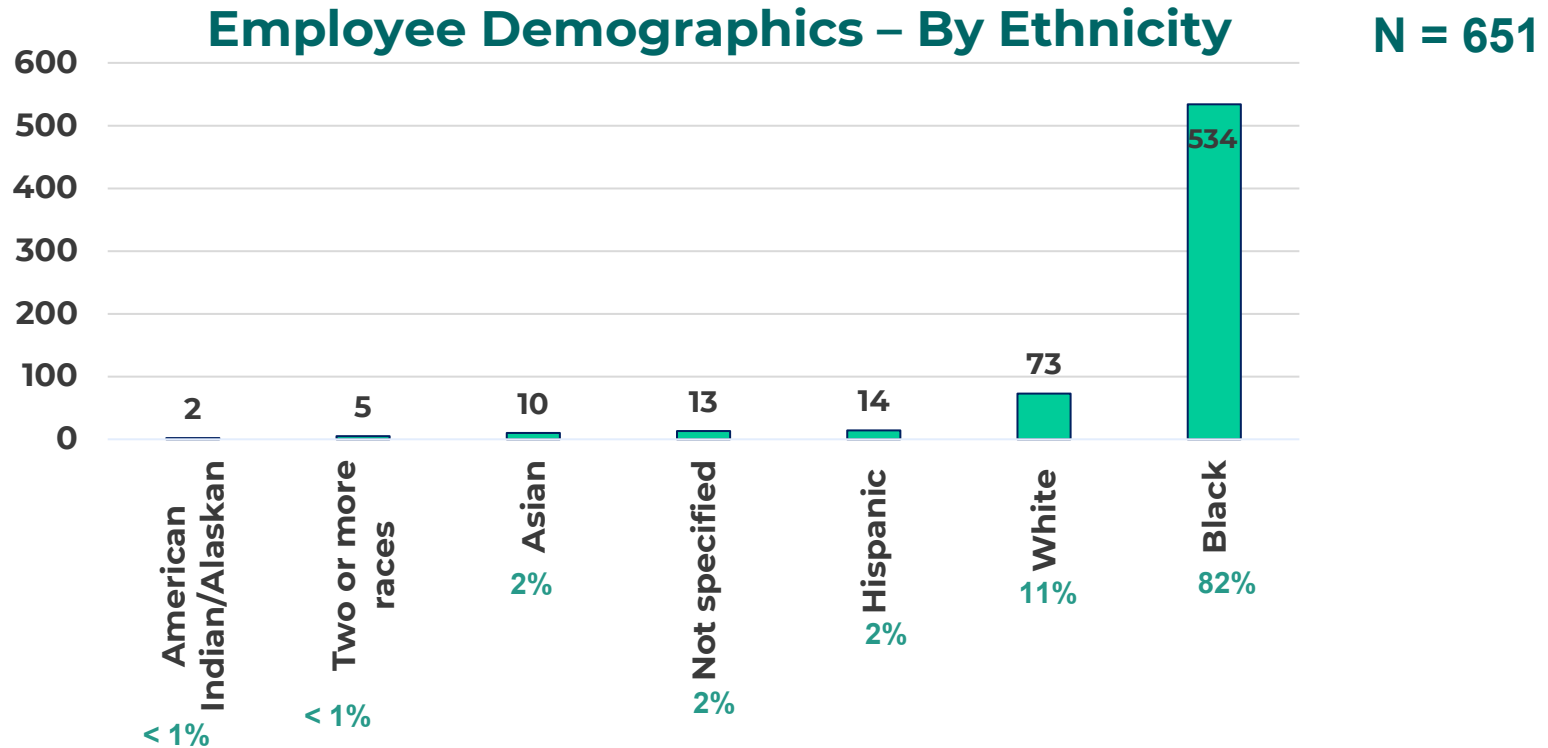


Human Resources

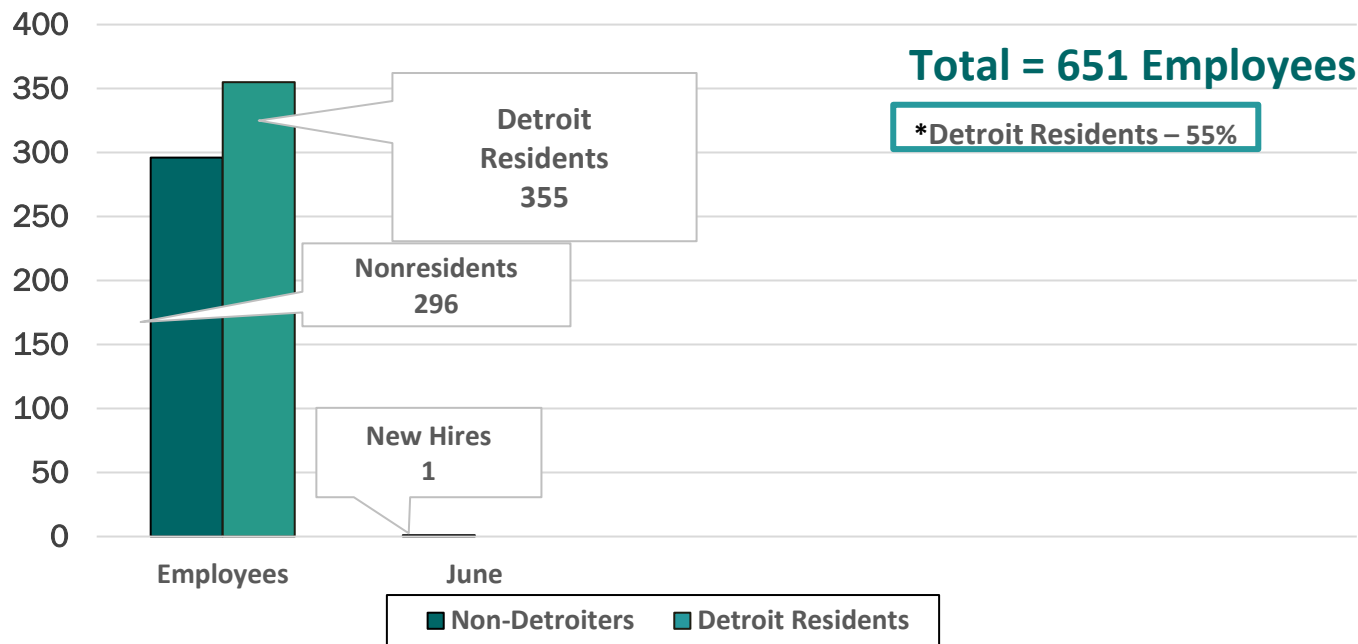




Human Resources: *Employee Demographics*



Human Resources: *Detroit Residents and Hiring*

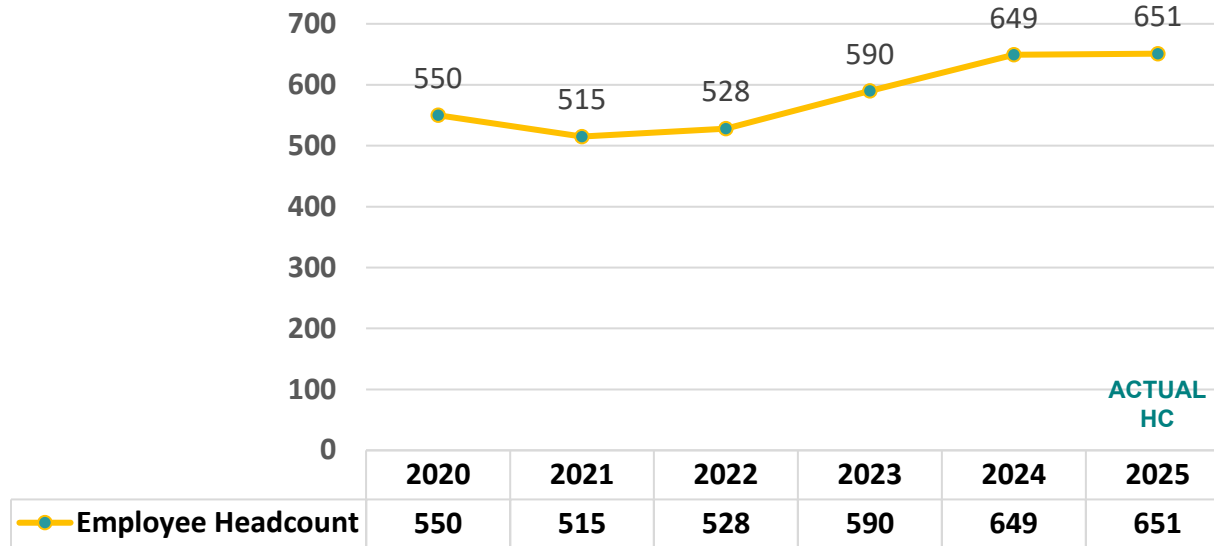


***DWSD and the City of Detroit does not require residency for employment.**

Human Resources: *Employee Headcount*



AVERAGE ANNUAL HEADCOUNT YEAR-OVER-YEAR

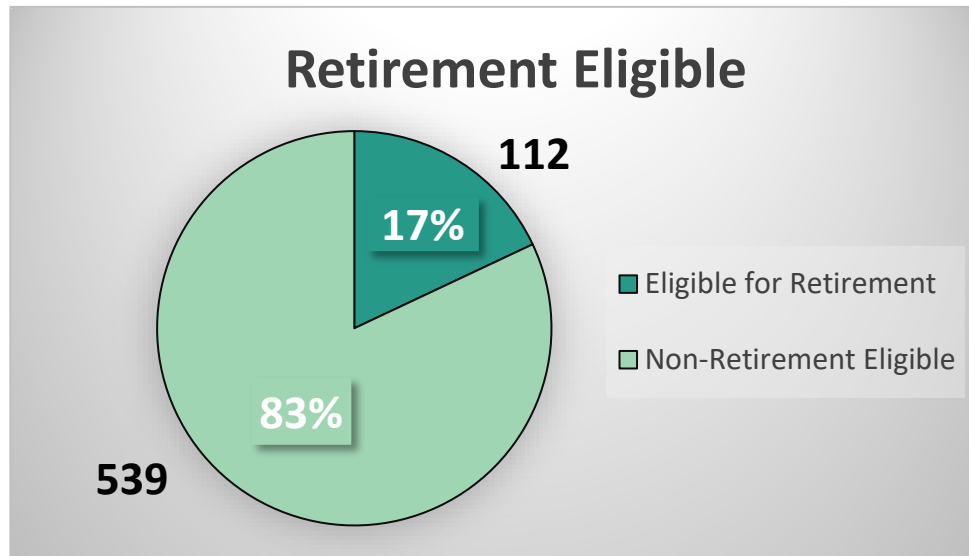


Employee Headcount

Human Resources: *Retirement Eligible*



With a current population of **651** employees, there are **112** DWSD employees eligible for retirement



Retirement Criteria	Total
30 YOS/Any Age (Legacy and Hybrid)	44
25 YOS/55 years old (Legacy)	23
10 YOS/60 years old (Legacy)	45
10 YOS/62 years old (Hybrid)	0
8 YOS/65 years old (Legacy)	0
TOTAL	112

LEGACY = HIRED BEFORE 2014

HYBRID = HIRED AFTER JANUARY 1, 2014

Human Resources: *Recruiting, Talent & Acquisition*



Classification	Division	Open Positions	# of New Monthly Applicants	Comments
Team Leader	Field Engineering	1		Interviewing
Inspector *	Field Engineering	1		On Hold Until July
Office Support Specialist *	Field Engineering	1		On Hold Until July
Internal Audit Manager *	Finance	1		On Hold Until July
Application Analyst II (Integration)	IT	1		Selecting Candidate
Data Base Administrator *	IT	1		On Hold Until July
Senior Associate General Counsel	Legal	1		Selecting Candidate
Paralegal *	Legal	1		On Hold Until July
Field Service Technician *	Maintenance & Repair	12		On Hold Until July
Inspector I *	Maintenance & Repair	2		On Hold Until July
Team Leader *	Maintenance & Repair	1		On Hold Until July



Human Resources: *Recruiting, Talent & Acquisition*



Classification	Division	Open Positions	# of New Monthly Applicants	Comments
Field Service Technician *	Meter	18		On Hold Until July
Professional Administrative Analyst *	Meter	1		On Hold Until July
Inspector I *	Operations (CDBG Project)	1		On Hold Until July

Human Resources: *Recruitment Efforts*



Date of Event	Type of Event	Location	Number of Candidates Seen	Number of Candidates Interviewed/Hired (List DWSD Division)
05/01/2025	Careers in Public Service Panel Discussion	Martin Luther King Jr. High School 3200 E Lafayette St Detroit, MI 48207	50 Students	N/A
05/08/2025	Build Detroit: Skilled Trades Challenge	Eastern Market 2934 Russell Detroit, MI 48207	150 Students	N/A
05/21/2025	The City of Warren Skilled Trades Fair	5460 Arden Ave Warren, MI 48092	200+	Created a callback sheet for upcoming FST positions

2025 Grow Detroit's Young Talent

- 6 Students Participating with DWSD (Public Affairs, Operations, and Procurement/Warehouse)
- 2 Day New Hire Orientation-Career Exploration Days
- 2 Field Trips (Water Treatment Plant and FST Worksite)
- July 7th-August 15th

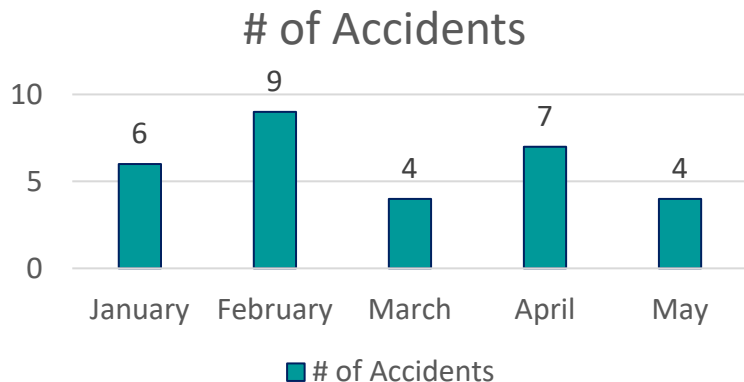




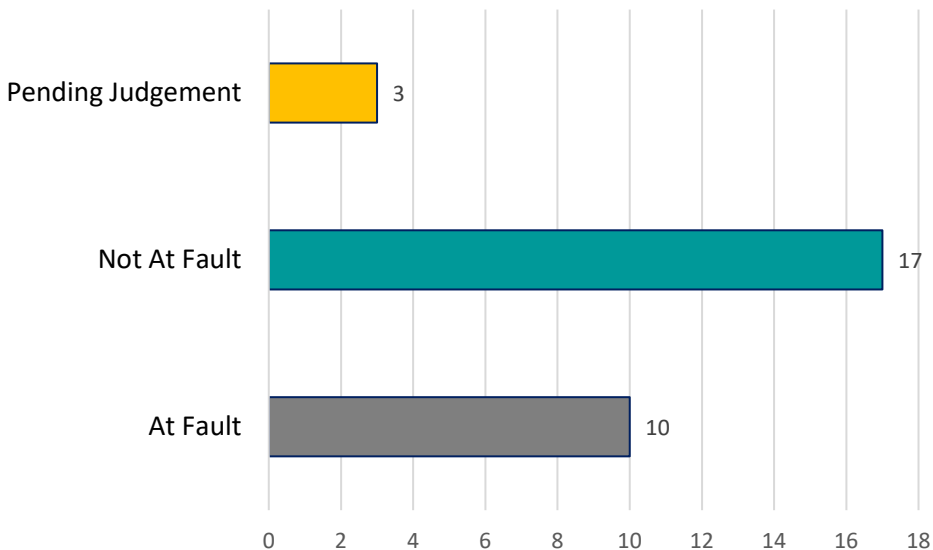
Human Resources: Environmental Health & Safety



At Fault/Not At Fault by Committee	Count of At Fault/Not At Fault by Committee
DWSD At Fault	10
DWSD Not At Fault	17
Under Review	3
2025 Total Accidents	30



Count of At Fault/Not At Fault by Committee



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	Labor Relations	Environmental Health & Safety
SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
Training & Development	Labor Relations	Engagement Survey Action Planning	Environmental Health & Safety