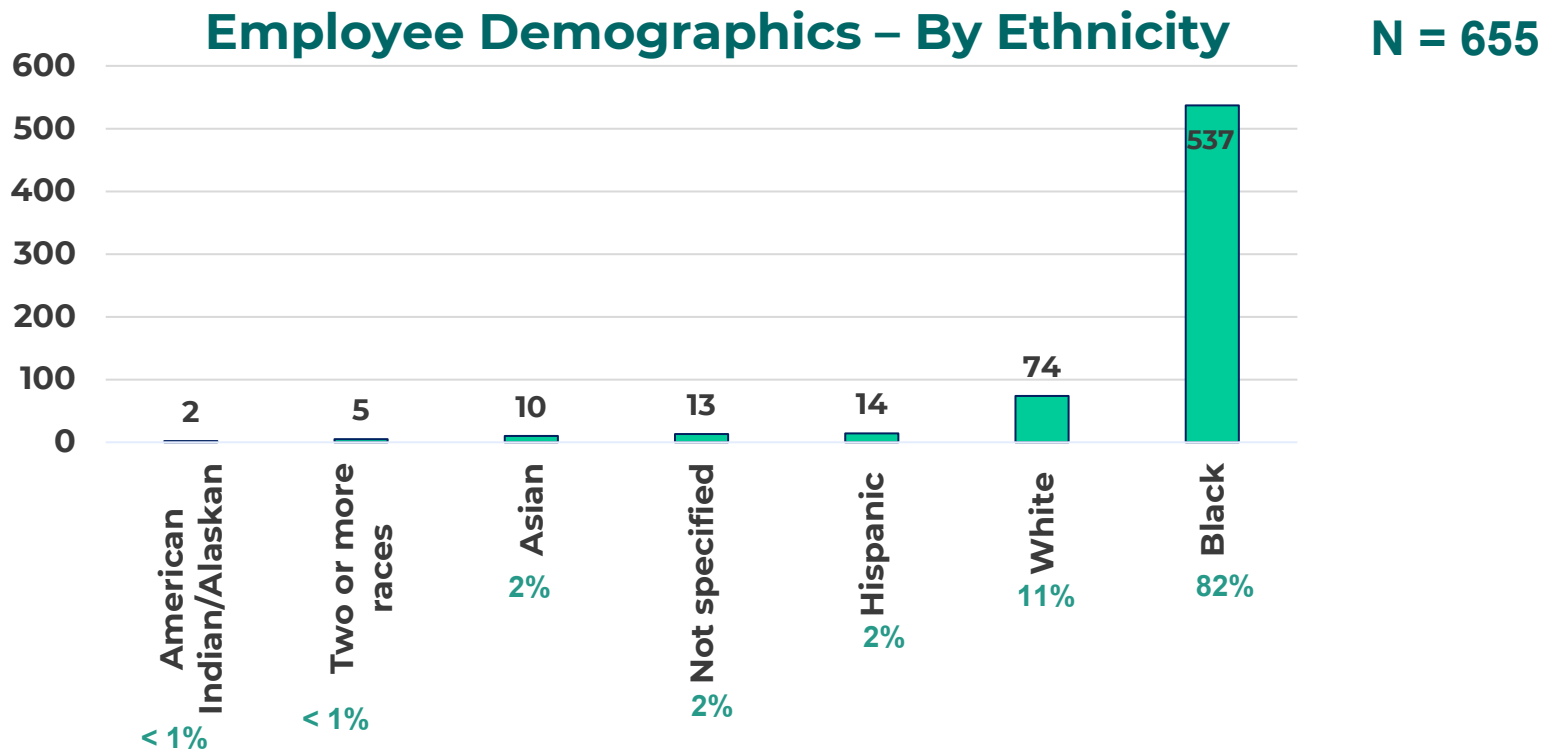


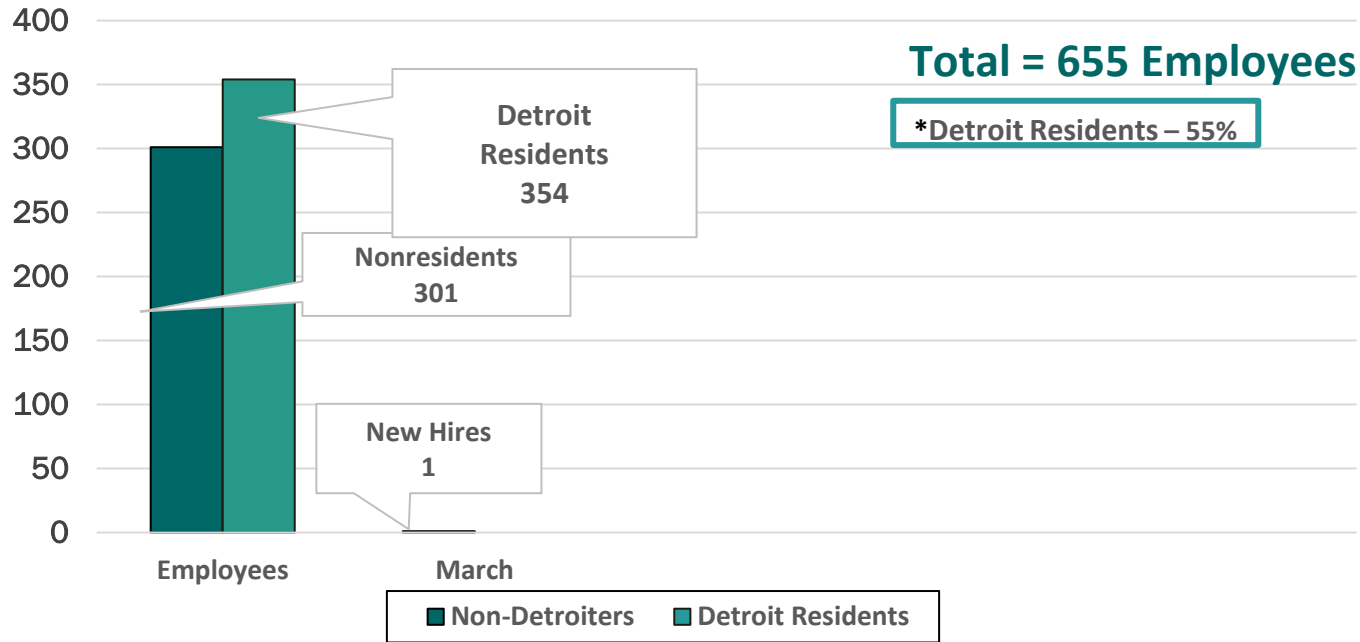
# Human Resources



# Human Resources: *Employee Demographics*



# Human Resources: *Detroit Residents and Hiring*

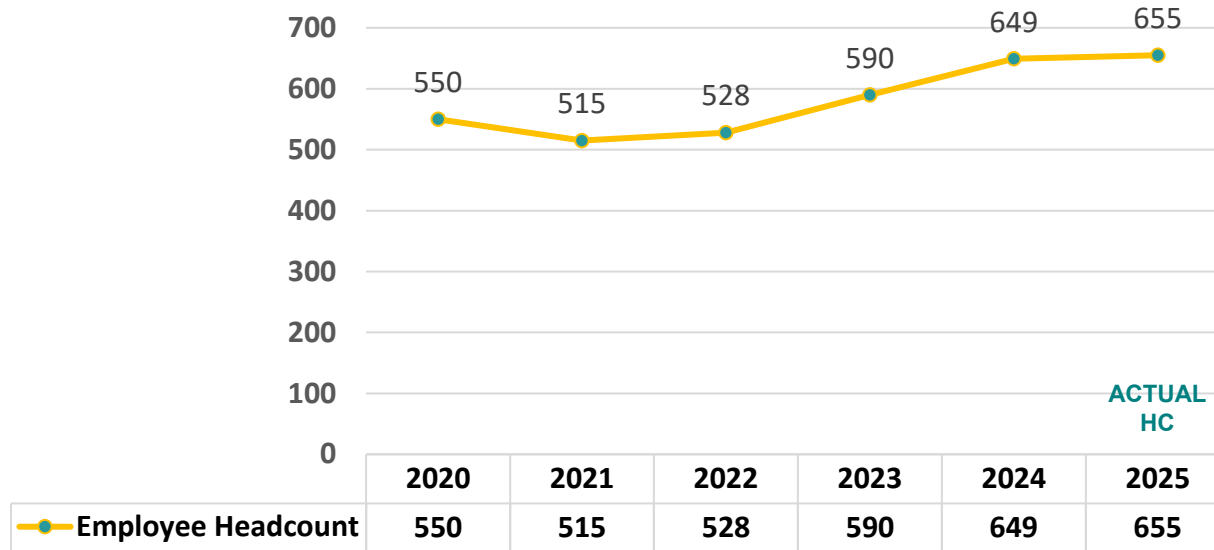


**\*DWSD and the City of Detroit does not require residency for employment.**

# Human Resources: *Employee Headcount*



## AVERAGE ANNUAL HEADCOUNT YEAR-OVER-YEAR

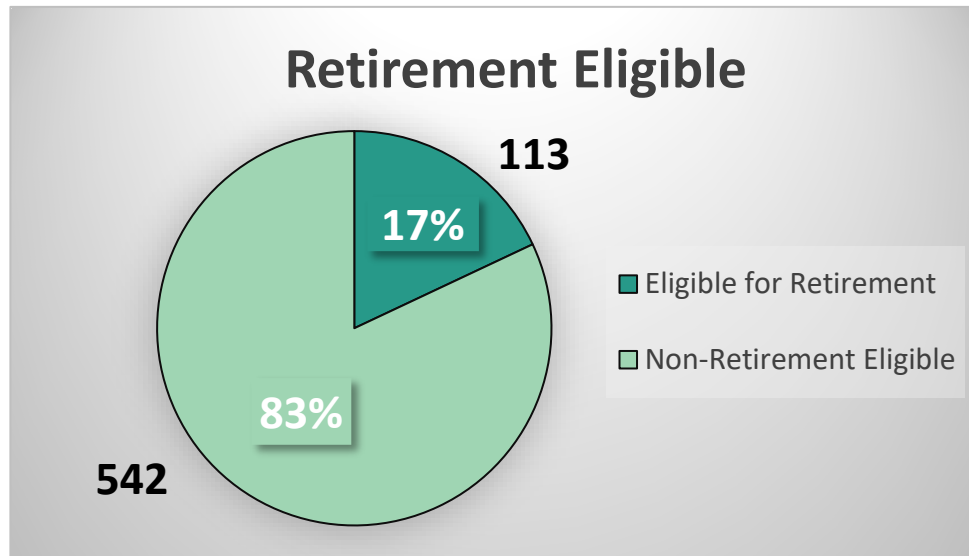


Employee Headcount

# Human Resources: *Retirement Eligible*



With a current population of **655** employees, there are **113** DWSD employees eligible for retirement



Retirement Criteria	Total
30 YOS/Any Age (Legacy and Hybrid)	45
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
<b>TOTAL</b>	<b>113</b>

**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
Engineer I-IV	Field Engineering	1		Interviewing
Internal Audit Manager	Finance	1		Open
Application Analyst (Integration)	IT	1		Interviewing
Data Base Administrator	IT	1		Open
Senior Associate General Counsel	Legal	1	3	Open
Field Service Technician	Maintenance & Repair	2		Open
Inspector	Maintenance & Repair	2		Open
Team Leader	Maintenance & Repair	1		Open
Field Service Technician	Meter	6		Open

# Human Resources: *Recruitment Efforts*



Date of Event	Type of Event	Location	Number of Candidates Seen	Number of Candidates Interviewed/Hired (List DWSD Division)
04/09/2025	Employer Meet and Greet	University of Detroit Mercy 4001 W McNichols Rd	15	N/A
04/16/2025	Careers in Public Service Panel Discussion	Randolph CTE 17101 Hubbell St	50	N/A
04/17/2025	Careers in Public Service Panel Discussion	Jefferson Douglas K8 Detroit, MI	25	N/A
04/30/2025	National Apprenticeship Day	Payne Pulliam Career Center 18017 E Warren	TBD	N/A

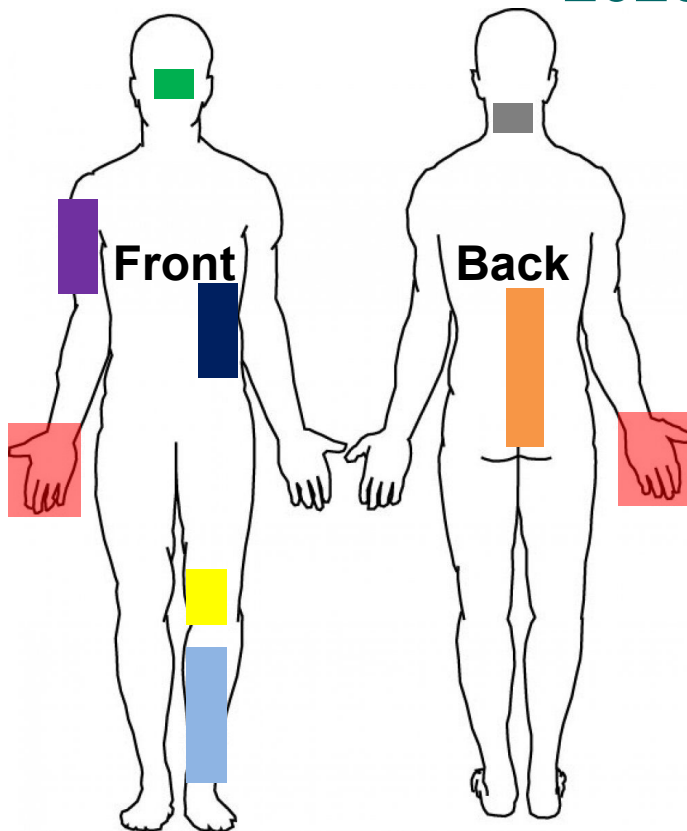
## Training Courses

1. **Confined Space** – *taught by Kendrick Jackson, DWSD HR*
2. **Trench and Shoring** – *taught by Kendrick Jackson, DWSD HR*
3. **CDL Training** – *Partnering with WC3D and cutting costs by 1/3*
4. **DWSD Training Portal** (*Access to nearly 100 courses - Professional Development*)
5. **DWSD Safety Training Portal** (*15 Safety Courses*)
6. **MISS DIG Training** (*Offered In-House, Certification/External*)
7. **Water Operator Certification** (*S-License*)
  - DWSD is a licensed entity with the ability to offer Continuing Education Credits
  - Taught by DWSD's own *Phil Curry*, Assistant Manager in Operations
  - Math Preparation Training – taught by *LaToniya Jones*, PAA Operations
  - GLWA and their partners are able to attend the training



# Environmental Health & Safety – *Injuries By Body Part*

2025

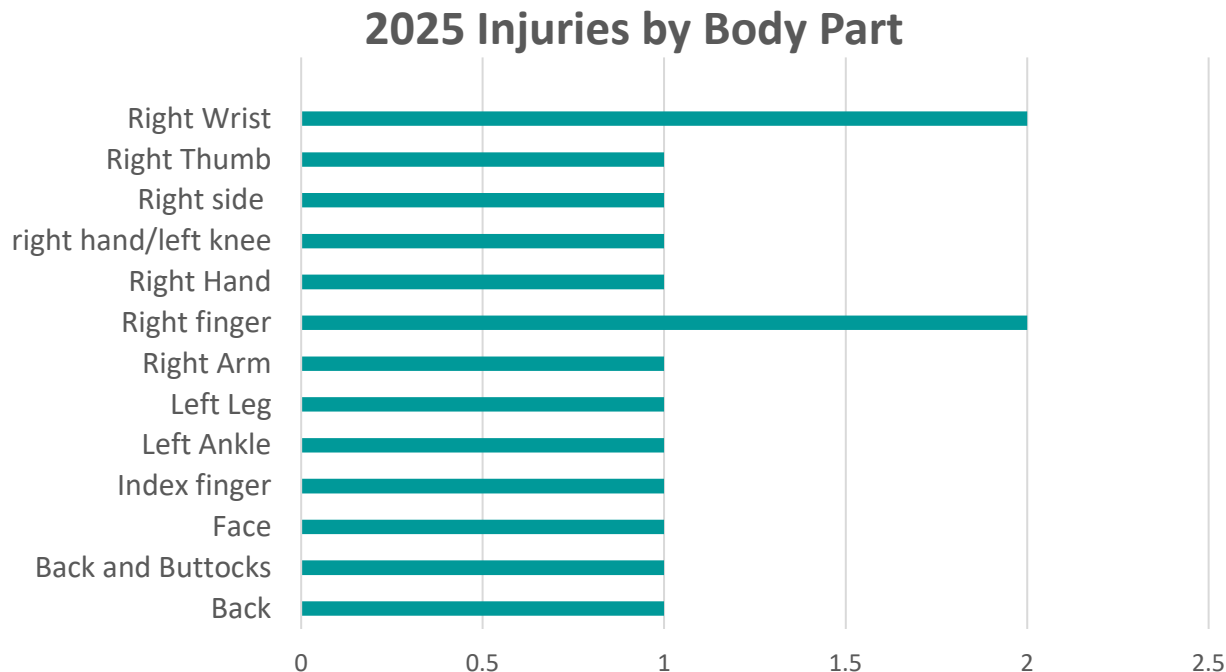


Injured Body Part	Count of Injured Body Part
Back	1
Back and Buttocks	1
Face	1
Index finger	1
Left Ankle	1
Left Leg	1
Right Arm	1
Right Finger	1
Right Hand	1
Right Hand/Left Knee	1
Right Side	1
Right Thumb	1
Right Wrist	2
<b>Total</b>	<b>15</b>

# Environmental Health & Safety – *Injuries By Body Part*



Injured Body Part	Count of Injured Body Part
Back	1
Back and Buttocks	1
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<b>Total</b>	<b>15</b>



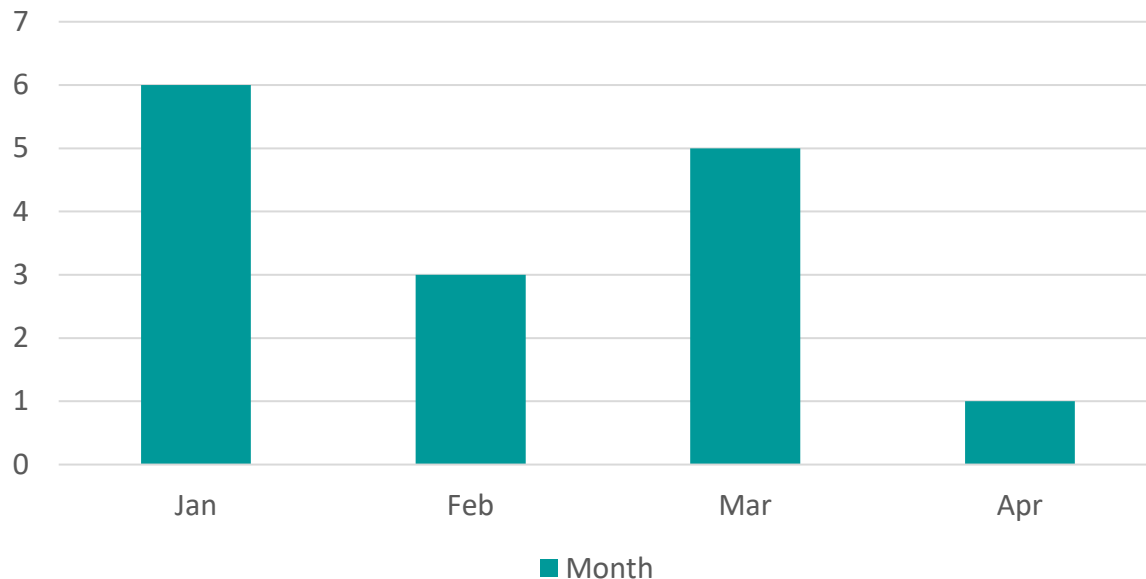
**TOTAL = 15**

# Environmental Health & Safety – *Injuries By Month*

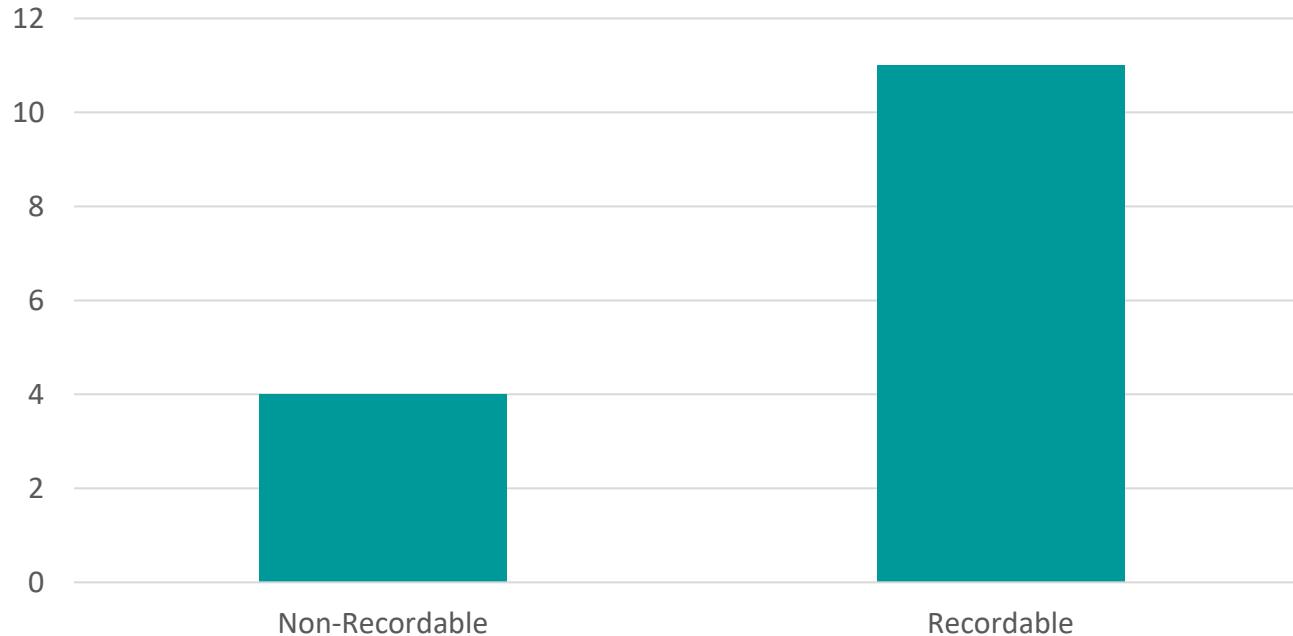


2025 Injuries by Month

Month	Number of Incidents
Jan	6
Feb	3
Mar	5
Apr	1
<b>Total</b>	<b>15</b>



## Non-Recordable vs. Recordable

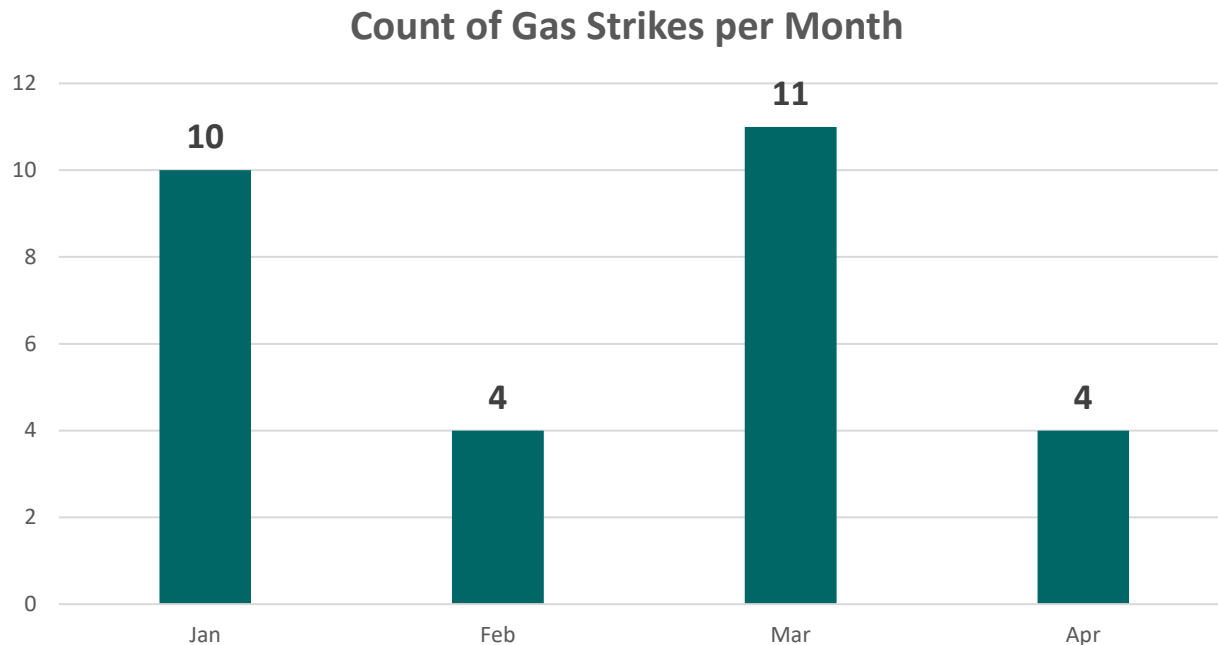


**TOTAL FOR 2025 = 15**

# Environmental Health & Safety – *Gas Strikes By Month*



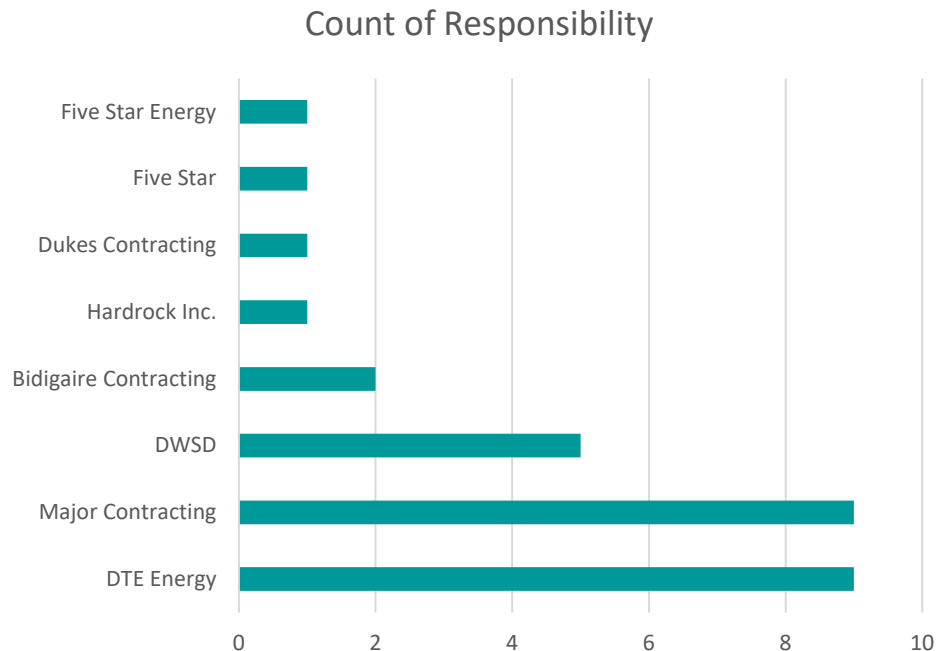
Incident Date	Count of Gas Strikes per Month
Jan	10
Feb	4
Mar	11
Apr	4
Total for 2025	29



# Environmental Health & Safety – *Gas Strikes Responsibility*



Responsibility	Count of Responsibility
DTE Energy	9
Major Contracting	9
DWSD	5
Bidigaire Contracting	2
Hardrock Inc.	1
Dukes Contracting	1
Five Star	1
Five Star Energy	1
<b>Total thus far for 2025</b>	<b>29</b>



# 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

We reach out to all new hires within **30 days**, **6 months** and **1 year** of their hire date and ask open-ended questions.

## 30 Day Questions:

1. On a scale of 1 – 5, can you please rate your first 30 days of experience?
2. **Can you identify some challenges you've had in your first 30 days?**
3. I received adequate information about my benefit package?
4. I have the tools needed to do my job.
5. **I can communicate my job needs to my supervisor/manager?**

## 6 Month Questions:

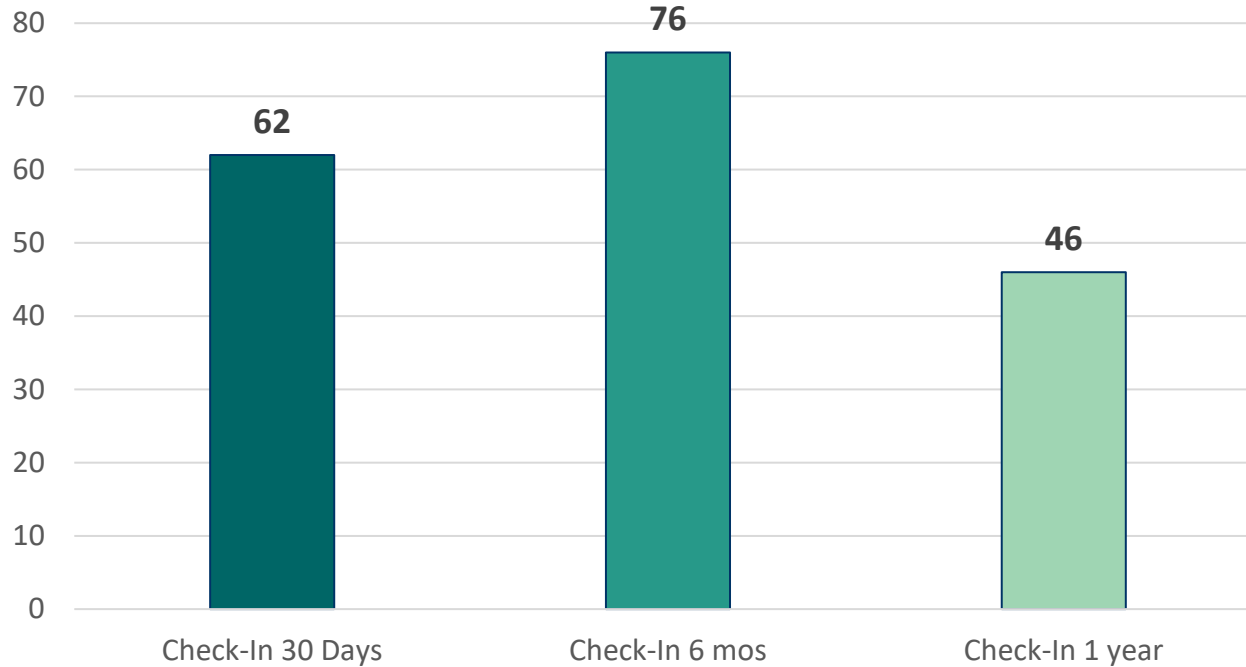
1. Is there anything you don't understand about your current position?
2. **Can you identify some challenges that you've had in your first 6 months?**
3. What do you like about your position?
4. What would you change about your current position?
5. Do you have the tools needed to do your job?
6. Do you have additional feedback?

## 1 Year Questions:

1. How would you rate yourself as an employee?
2. **On a scale of 1 to 5, I can communicate my job needs to my supervisor/manager?**
3. Do you feel your position allows for a good work-life balance?
4. Was the training received sufficient for you to complete daily work tasks?
5. Were there any positive changes since the last time you filled out the form?
6. Any other feedback that you would like to provide?



## Check-In Participants



## Challenges in the first 30 Days **VS** Challenges in the first 6 Months

### 30 Day Challenges:

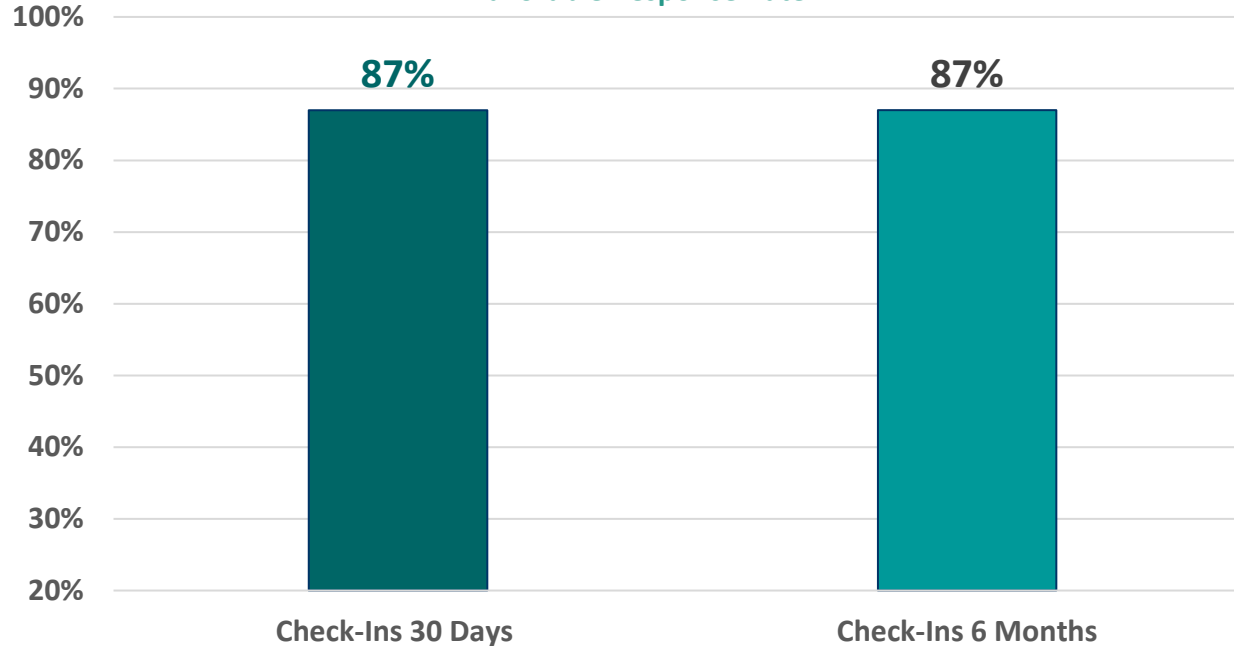
- Learning experience
- Learning new software and getting able to operate it.
- Understanding the field tools
- Training time was cut
- Learning Oracle
- Just a few IT issues
- Enrolling in benefits
- Not time for training
- Getting accustomed to the work type
- Learning the stop box
- Occurrences should be explained more through training
- Didn't receive uniform
- Parking
- Commute to work

### 6 Month Challenges:

- Navigating through apps.
- Proper training from the Permit Department
- Not knowing all my responsibilities
- Poor employee performance, lack of communication at times.
- So many passwords
- Long commute to work
- Lack of initiative from management
- Clear communication with leadership regarding training and targeted goals
- Getting the right training on some software and applications, staying up to date with industry changes, maintaining work life balance
- Longer training
- Getting use to the parts

## Communication with Managers

Favorable Response Rate



- Check-In **30-day** participants - 87% answered they can communicate job needs to their supervisor/manager
- Check-In **1-year** participants - 87% answered they can communicate job needs to their supervisor/manager

# Human Resources: *Planning Calendar*



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