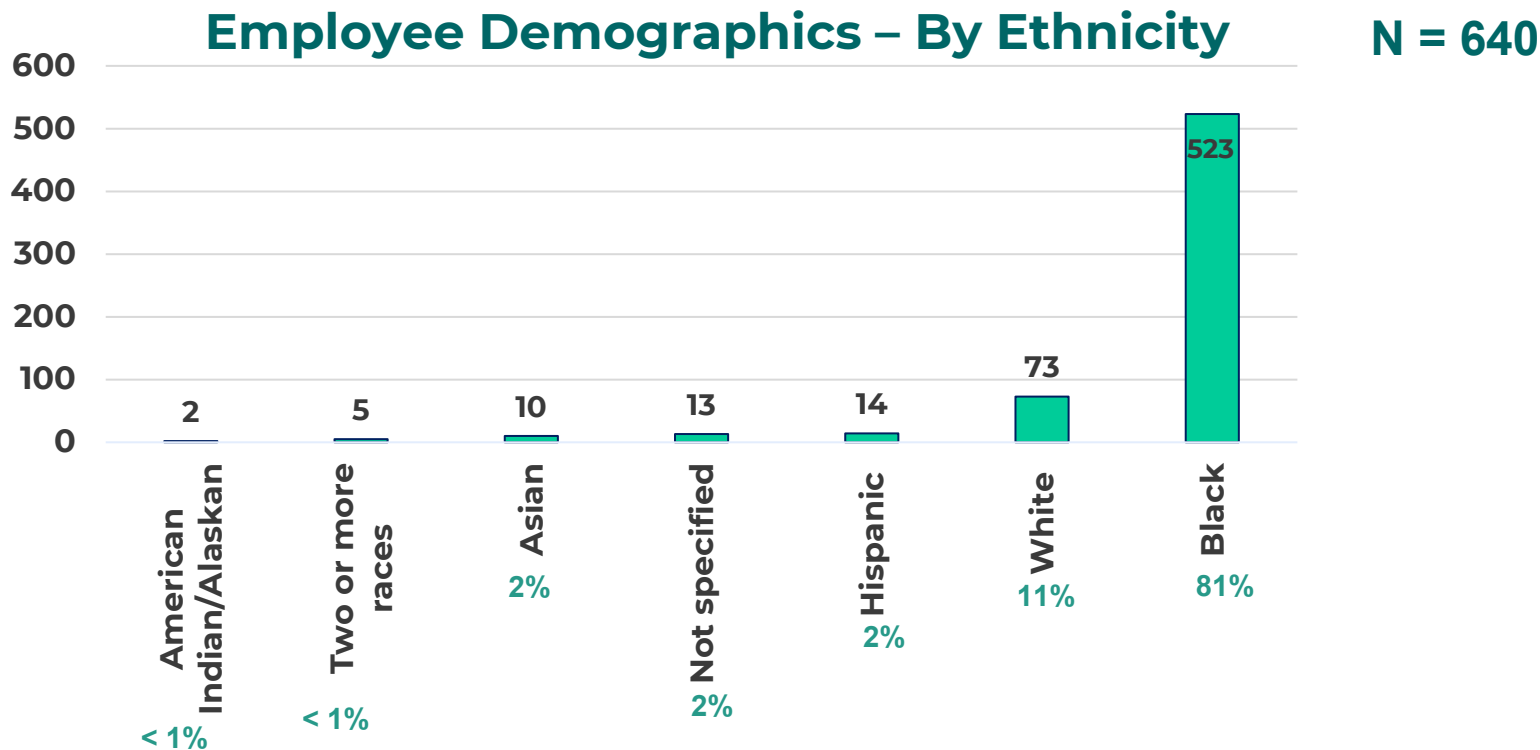


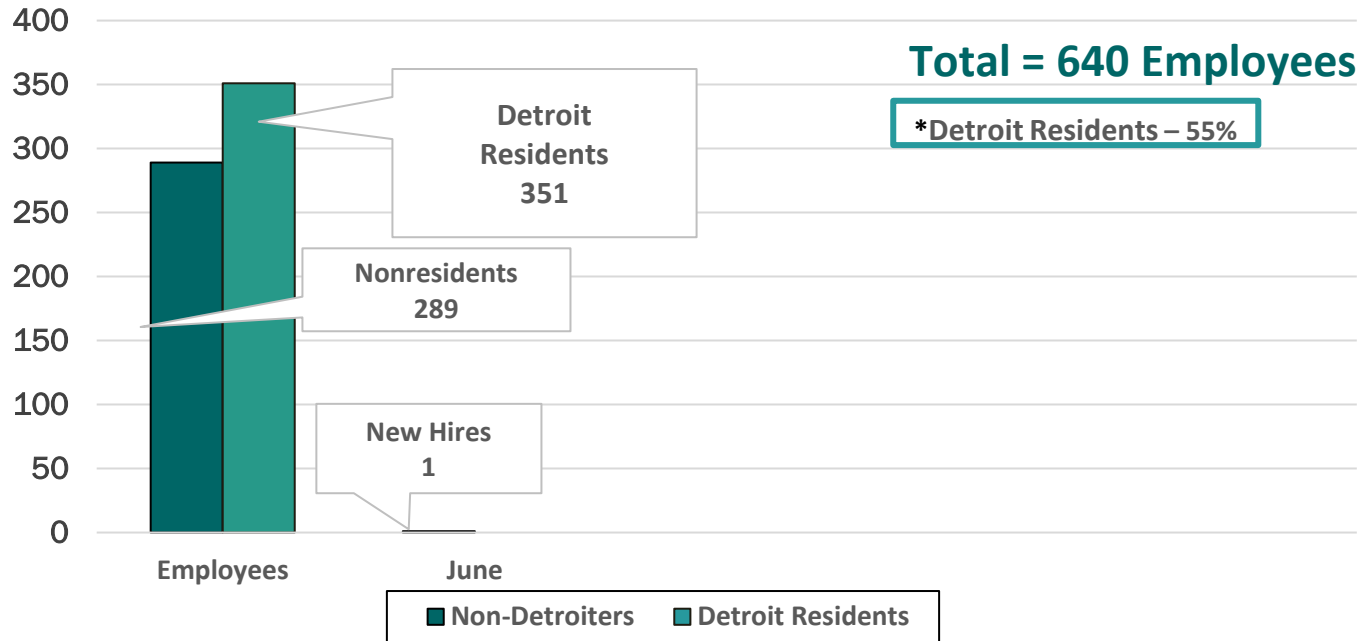
Human Resources



Human Resources: *Employee Demographics*



Human Resources: *Detroit Residents and Hiring*

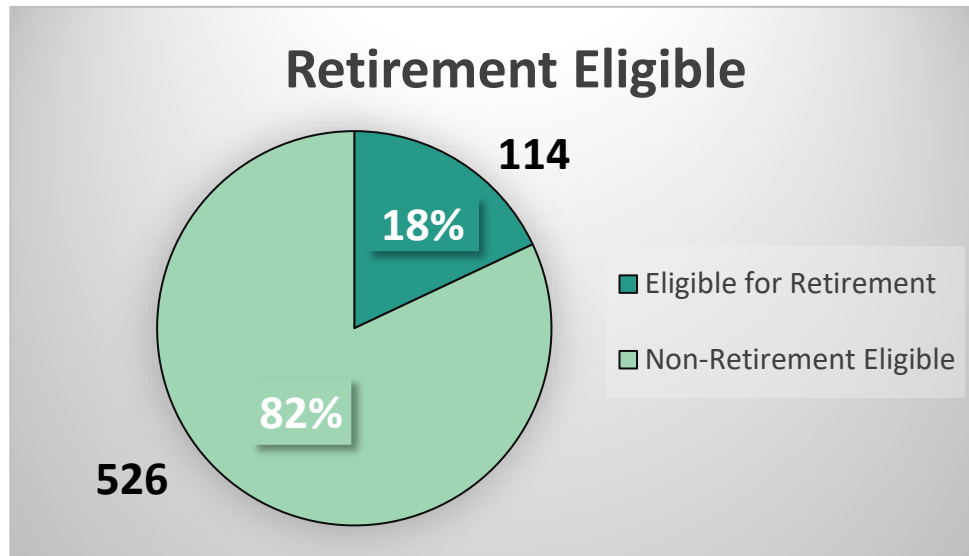


***DWSD and the City of Detroit does not require residency for employment.**

Human Resources: *Retirement Eligible*



With a current population of **640** employees, there are **114** DWSD employees eligible for retirement



Retirement Criteria	Total
30 YOS/Any Age (Legacy and Hybrid)	45
25 YOS/55 years old (Legacy)	25
10 YOS/60 years old (Legacy)	44
10 YOS/62 years old (Hybrid)	0
8 YOS/65 years old (Legacy)	0
TOTAL	114

LEGACY = HIRED BEFORE 2014

HYBRID = HIRED AFTER JANUARY 1, 2014

Human Resources: *Recruiting, Talent & Acquisition*



Classification	Division	Open Positions	# of New Monthly Applicants	Comments
Customer Service Specialist I	Customer Service	9	551	Interviewing
Inspector	Field Engineering	1	80	Interviewing
Office Support Specialist	Field Engineering	1	122	Interviewing
Internal Audit Manager	Finance	1	20	Selecting
Application Analyst II (Integration)	IT	1	56	Interviewing
Data Base Administrator	IT	1	57	Open
Service Desk Analyst II or III	IT	1	55	Open
Senior Associate General Counsel	Legal	1	21	Open
Paralegal	Legal	1	30	Open
Field Service Technician	Maintenance & Repair	18	236	Interviewing
Engineer II	Maintenance & Repair	1	244	Open

Human Resources: *Recruiting, Talent & Acquisition*



Classification	Division	Open Positions	# of New Monthly Applicants	Comments
Team Leader	Maintenance & Repair	2	27	Interviewing
Field Service Technician	Meter	16	236	Interviewing
Professional Administrative Analyst	Meter	1	37	Offer Made
Field Service Coordination Specialist	Meter	1		Open
Inspector I	Operations (CDBG Project)	1	74	Interviewing

Human Resources: *Recruitment Efforts*



Date of Event	Type of Event	Location	Number of Attendees
05/28/2025	Career Fair	Durfee Innovation Society	50
05/28/2025	Career Fair	Detroit At Work 7 Mile and Gratiot	50
06/18/2025	Career Fair	Detroit At Work 7 Mile and Gratiot	100
06/18/2025	Open Forum Workshop	Focus Hope	60
06/26/2025	DWSD Career Fair	Triumph Church	TBD

Human Resources: *DWSD Career Fair – June 26*



CITY OF DETROIT WATER AND SEWERAGE DEPARTMENT

Thursday, June 26, 2025 | From 10 AM to 2 PM

TRIUMPH CHURCH

2760 E. GRAND BLVD DETROIT MI 48211

Must Have A Valid Drivers License

✓ Application Assistance ✓ On the spot interviews



HIRING FOR MULTIPLE FULL-TIME POSITIONS

Current Open Positions

- Customer Service Representative
- Field Service Technician
- Engineers
- Inspectors



Opportunity
Rising.

ADDITIONAL CITY AGENCIES WILL BE ATTENDING

Great Lakes Water Authority | Detroit at Work | City of Warren
| Harvard Home Group



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