

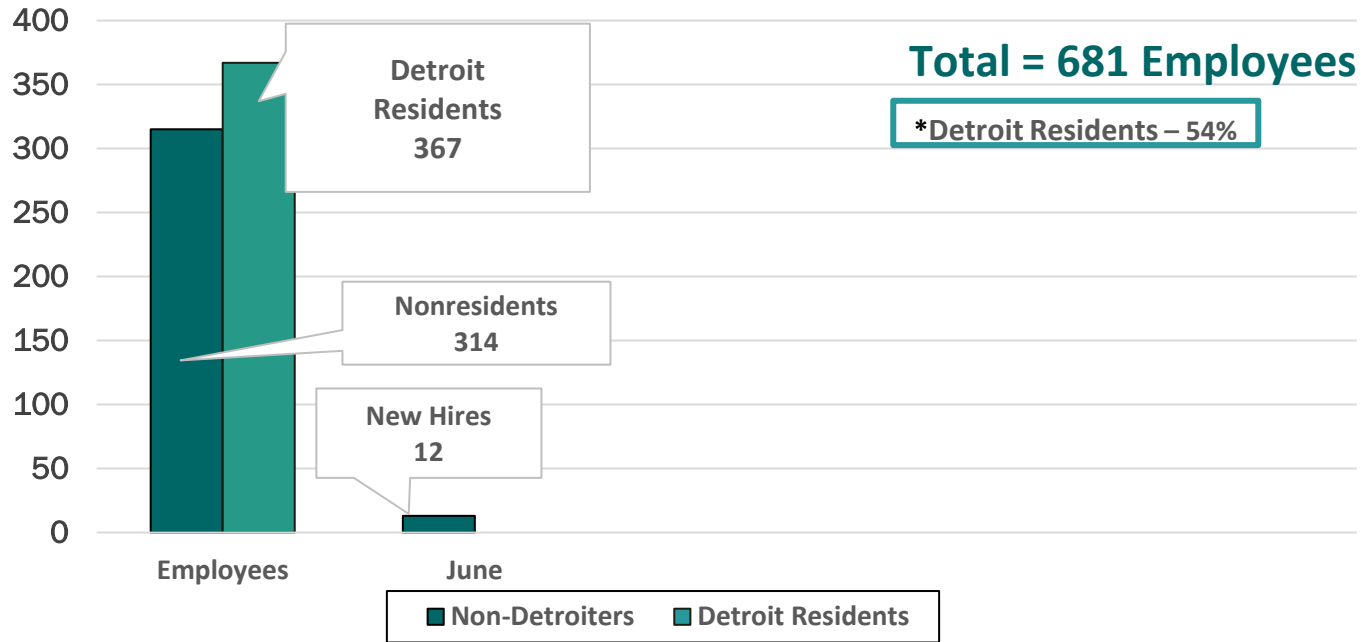


Human Resources

Metrics for June 2026



Human Resources: *Detroit Residents and Hiring*



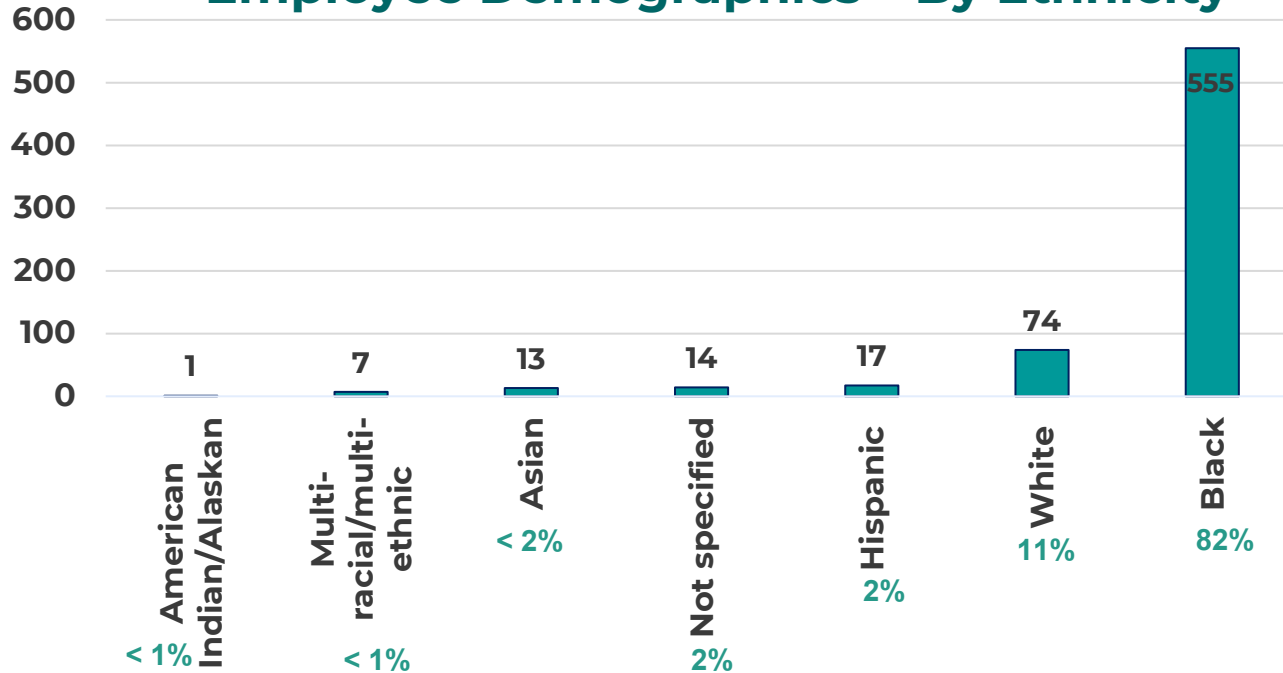
*DWSD and the City of Detroit does not require residency for employment.

Human Resources: *Employee Demographics*



Employee Demographics – By Ethnicity

N = 681



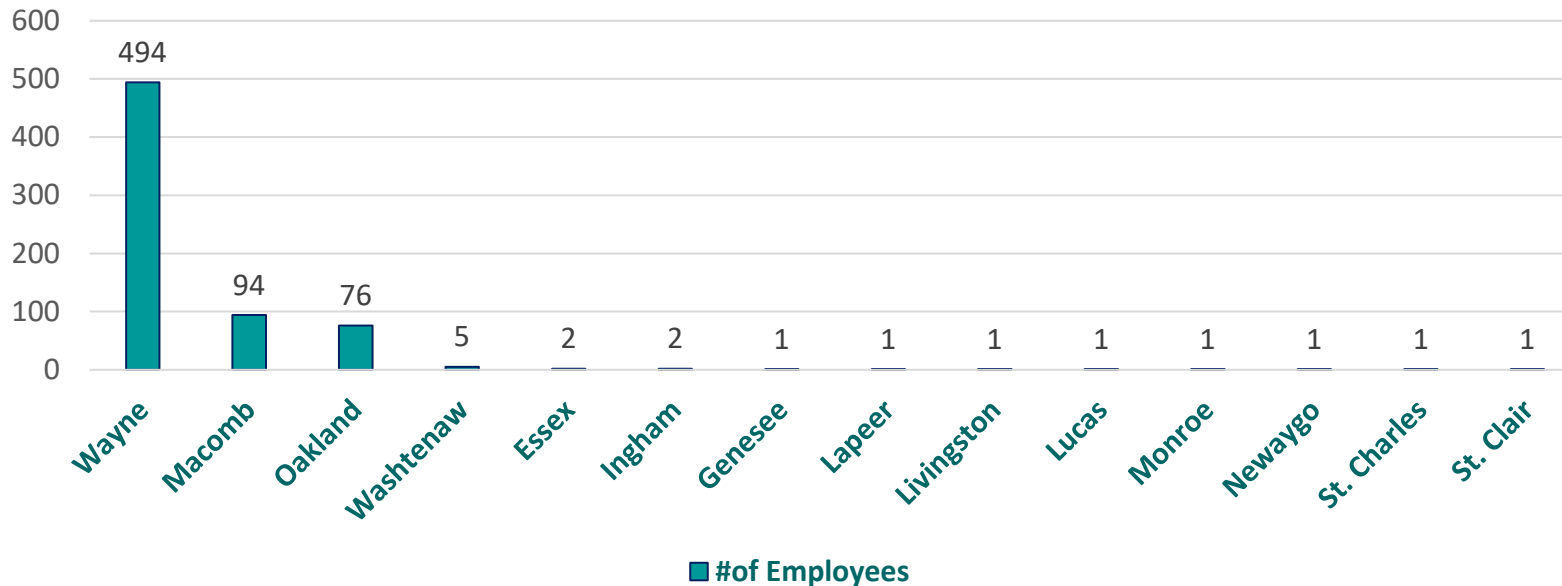
Human Resources: *Employees by County*



Total = 681 Employees

***Wayne County Residents – 72%**

#of Employees in Counties

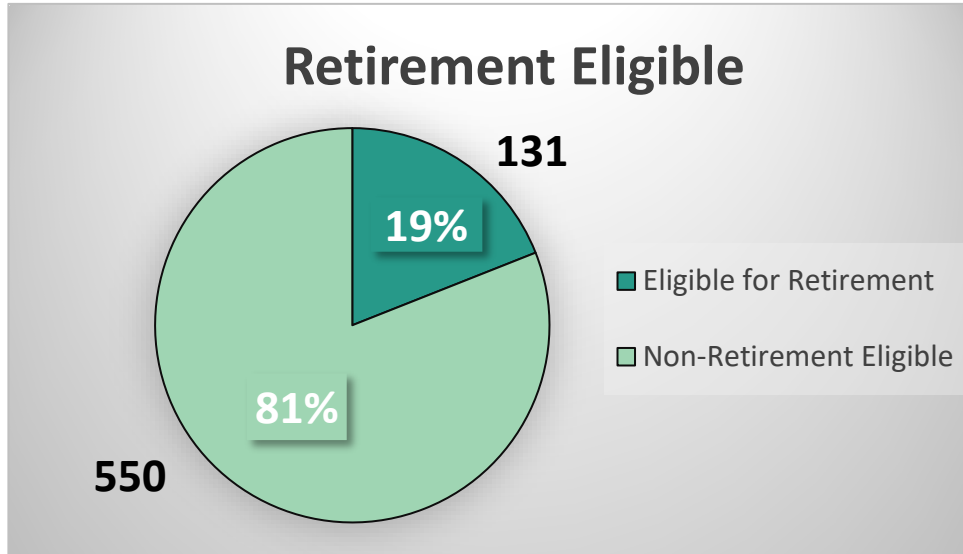


*DWSD and the City of Detroit does not require residency for employment.

Human Resources: *Retirement Eligible*



With a current population of **681** employees, there are **131** DWSD employees eligible for retirement



Retirement Criteria	Total
30 YOS/Any Age (Legacy and Hybrid)	54
25 YOS/55 years old (Legacy)	22
10 YOS/60 years old (Legacy)	48
10 YOS/62 years old (Hybrid)	3
8 YOS/65 years old (Legacy)	4
TOTAL	131

LEGACY = HIRED BEFORE 2014

HYBRID = HIRED AFTER JANUARY 1, 2014

Human Resources: *Recruitment Efforts*



Date of Event	Type of Event	Location	Number of Candidates Seen	Number of Candidates Interviewed/Hired (List DWSD Division)
6/23/2026	FST Interviewing Fair	6425 Huber CSF	34	16 offers (12 put on waitlist)

Human Resources: *Recruiting, Talent & Acquisition*



Classification	Division	Open Positions	# of New Monthly Applicants	Comments
Engineering Tech III	Field Engineering	1	15	Selecting Candidates
Quality Assurance Analyst	Customer Service	1	71	Selecting Candidates
Customer Service Specialist II	Customer Service (Collections)	1	173	Interviewing
Automotive Fleet Technician II	Fleet	2	49	Open
Field Service Technician	Maintenance & Repair	12	164	Interviewing
Field Service Technician	Meter Operations	8	164	Interviewing
Service Line Leader	Meter Operations	1	17	Interviewing
Environmental Health and Safety Coordinator 1	Safety (General Counsel)	1	70	Open

Human Resources: *Recruiting Efforts (FY Highlights)*



Hiring Fairs @ DWSD

- August 2025 – Operations hiring fair for Field Service Technicians (CSF)
- October 2025 – Operations hiring fair for Field Service Technicians (CSF)
- March 2026 – Operations hiring fair for Field Service Technicians (CSF)
- April 2026 – Operations hiring fair (special invite Demo Dept. only)
- June 2026 – Operations interview for Field Service Technician (CSF)

Recruiting Outreach Events (with partners):

- August 2025 – Fox Theater (information regarding open positions)
- September 2025 – Little Caesars Arena (information regarding open positions)
- October 2025 – Wayne State (HBCU information regarding open positions)
- October 2025 – Michigan Works Detroit Hispanic Development Corporation (information regarding open positions)
- Monthly Career Fairs with Detroit At Work



Human Resources: *Recruiting Efforts (Simulation)*



Human Resources: *Planning Calendar*



JANUARY	FEBRUARY	MARCH	APRIL
Workforce Development (S-License)	Mid-Year Reviews	Merit Analysis	Performance Management
MAY	JUNE	JULY	AUGUST
Attrition	Retirement Eligible/Succession Planning	Recruiting Efforts	Merit Analysis
SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
Workforce Development	Labor Relations	Goal Setting	Training & Development



Water & Sewerage
Department

THANK YOU!

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