



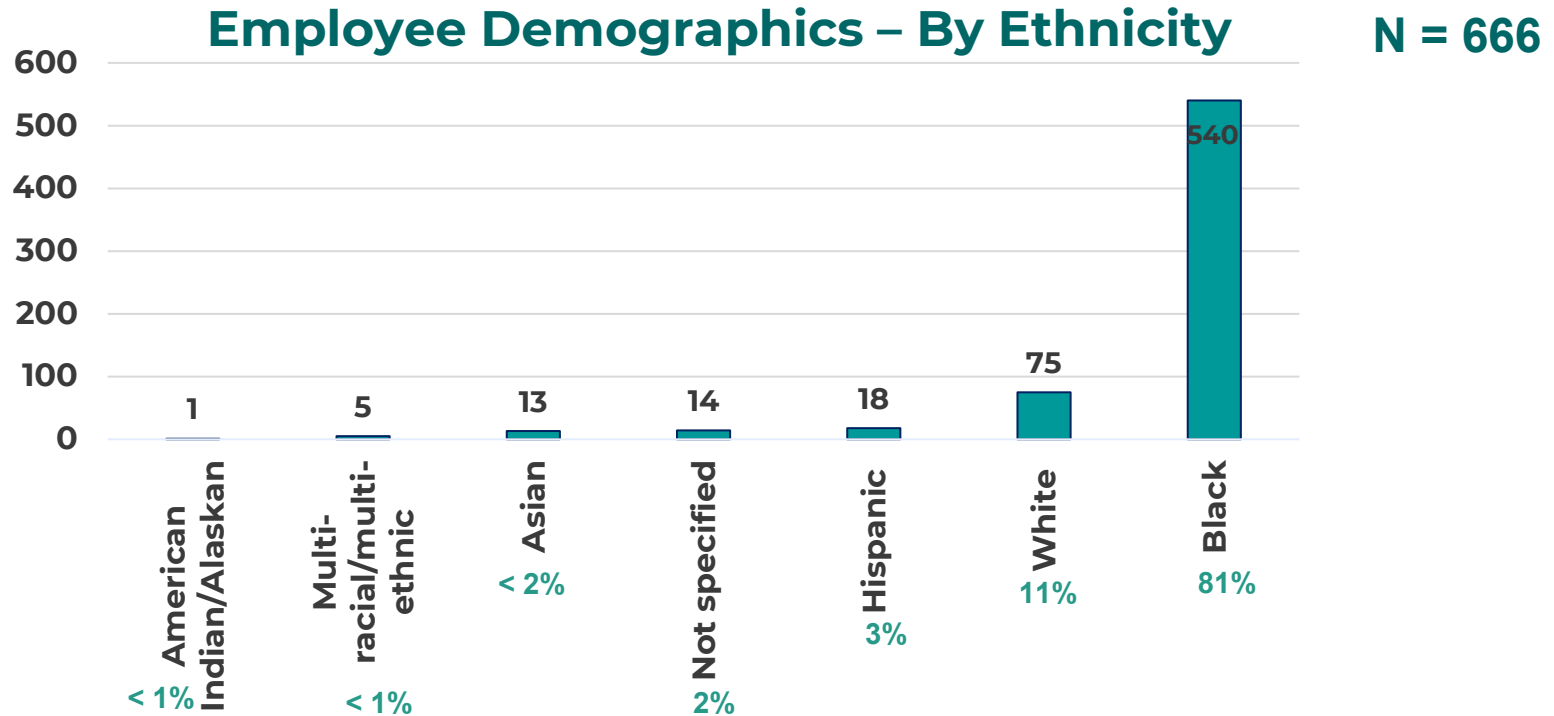
Human Resources

Metrics for November 2025

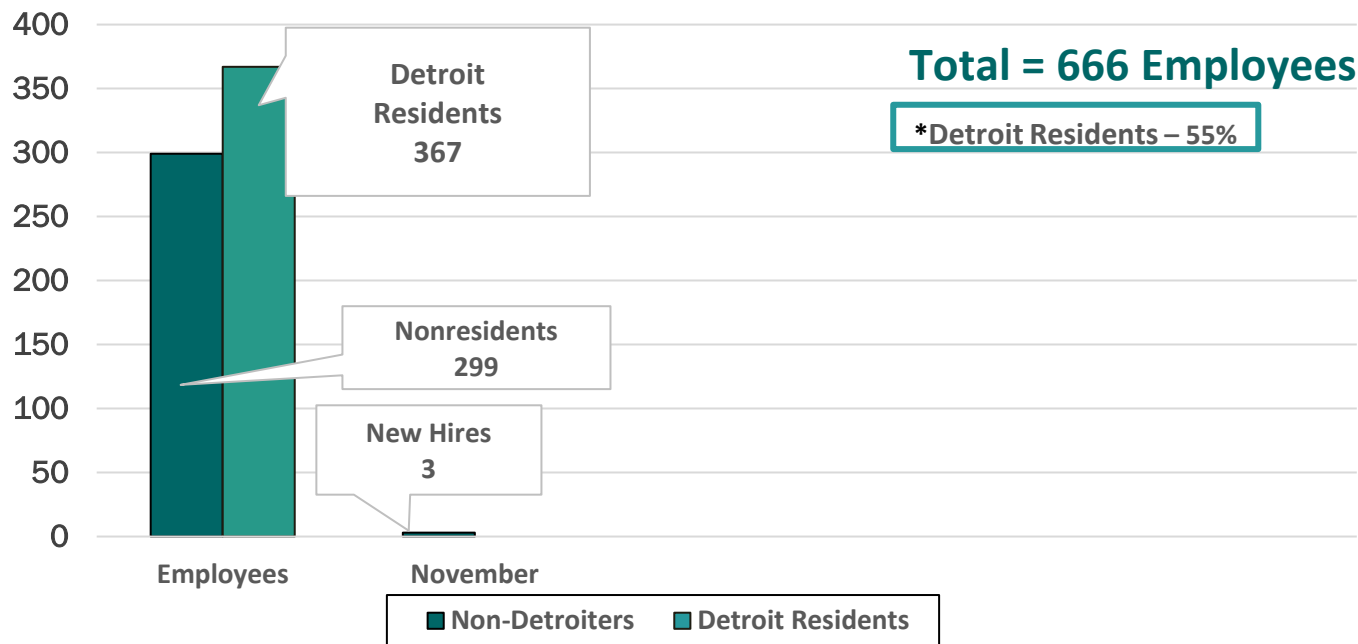




Human Resources: *Employee Demographics*



Human Resources: *Detroit Residents and Hiring*



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



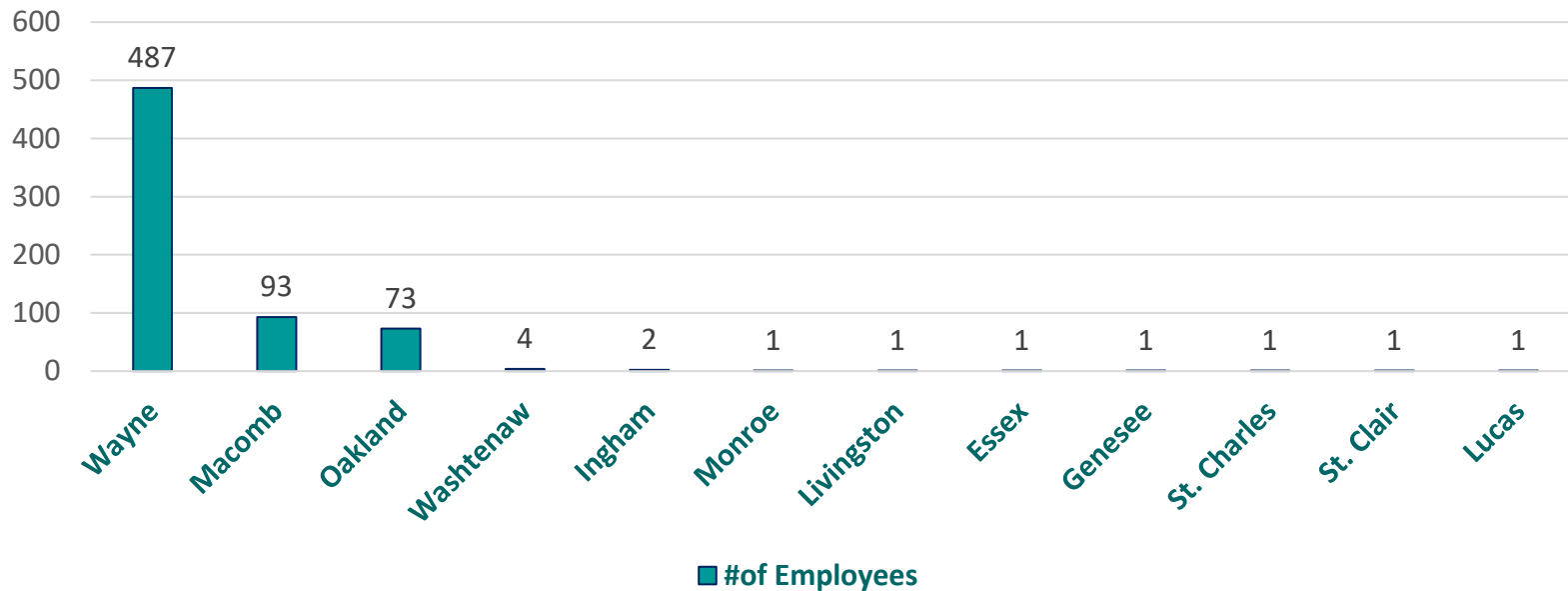
Human Resources: *Employees by County*



Total = 666 Employees

***Wayne County Residents – 73%**

#of Employees in Counties

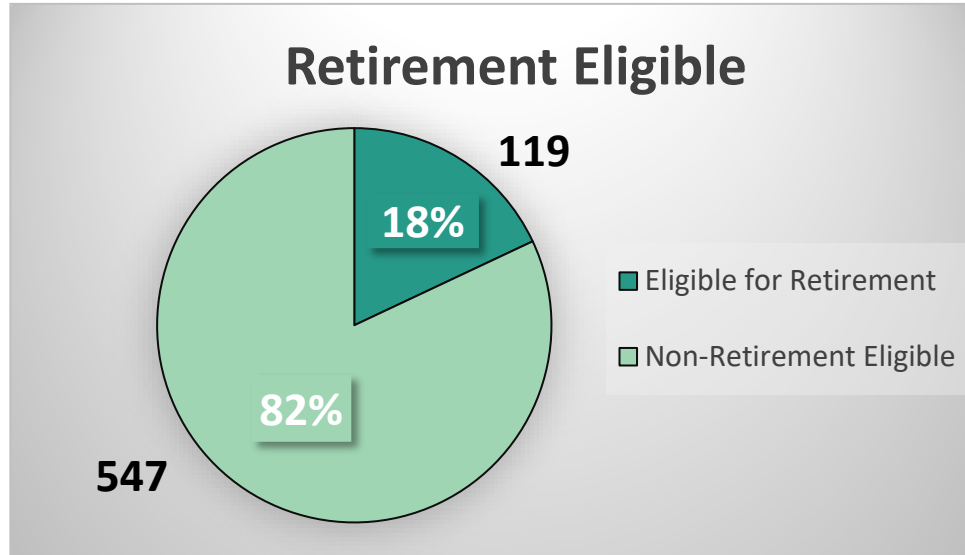


*DWSD and the City of Detroit does not require residency for employment.

Human Resources: *Retirement Eligible*



With a current population of **666** employees, there are **119** DWSD employees eligible for retirement



Retirement Criteria	Total
30 YOS/Any Age (Legacy and Hybrid)	48
25 YOS/55 years old (Legacy)	23
10 YOS/60 years old (Legacy)	47
10 YOS/62 years old (Hybrid)	0
8 YOS/65 years old (Legacy)	1
TOTAL	119

LEGACY = HIRED BEFORE 2014

HYBRID = HIRED AFTER JANUARY 1, 2014

Human Resources: *Recruiting, Talent & Acquisition*



Classification	Division	Open Positions	# of New Monthly Applicants	Comments
Security Officer 1	Compliance-Security	1	198	Open
Security Captain	Compliance-Security	1	24	Interviewing
Security Lieutenant	Compliance-Security	1	57	Open
Maintenance Technician	Facilities	1	14	Selecting Candidates
Inspector I	Field Engineering	2	106	Interviewing
Deputy General Counsel	Legal	1	16	Selecting Candidates
Field Service Technician	Maintenance & Repair	2	0	Open; Waitlist
Inspector I	Maintenance & Repair	2	106	Open
Field Service Technician	Meter Operations	2	0	Open; Waitlist
Business Opportunity Director	Public Affairs	1	73	Open

Training & Development: Earned Sick Time Act

PURPOSE: Michigan's Earned Sick Time Act ensures eligible employees use accrued Paid Sick leave for qualifying reasons without fear of discipline or retaliation. This training will clarify usage, protection and the relationship between ESTA and existing City Benefits.



Effective **July 1, 2025**, all DWSD Employees will receive a maximum of **72 Hours** of ESTA Sick Time valid through **June 30, 2026**.



This will total 9 days of ESTA Sick Time per fiscal year. You must have 90 days of service to the city of Detroit.



This will renew every July 1st – June 30th



Training started in October, all remaining DWSD Employees will be trained by December 2025.

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
Compensation Study	Labor Relations	Goal Setting	Training & Development