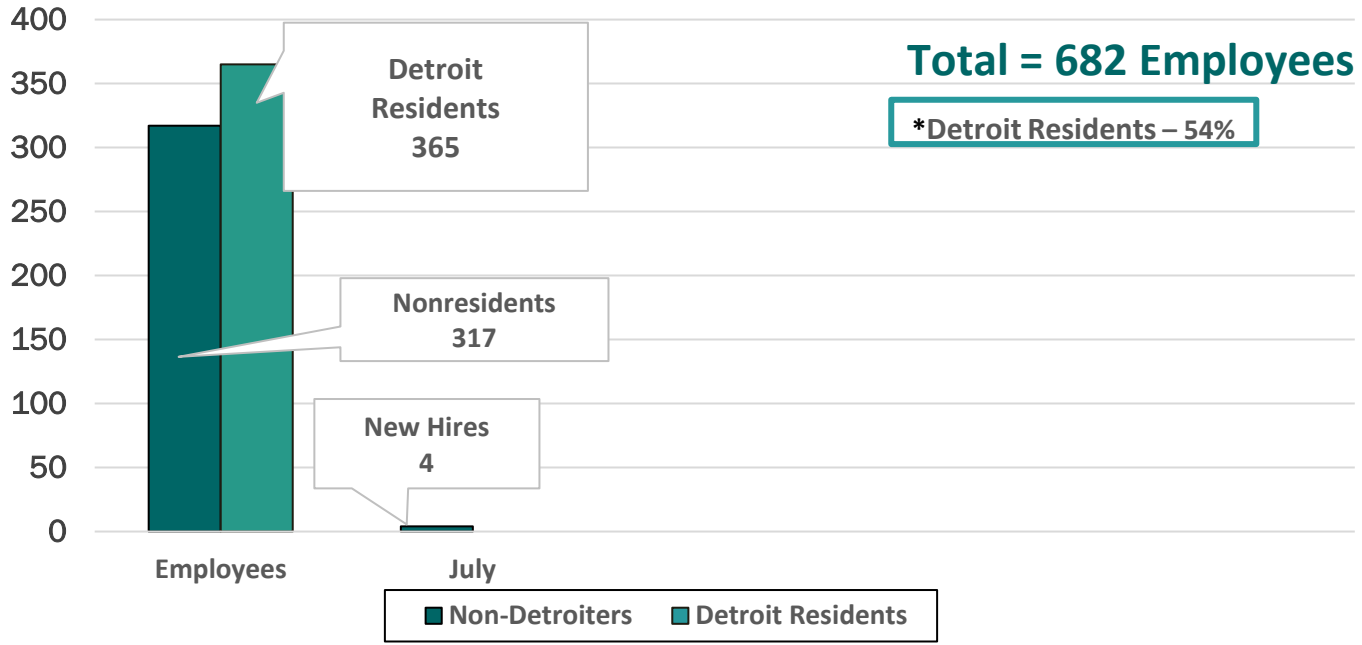
Human Resources

Metrics for July 2026

CITY OF DETROIT
Water & Sewerage Department

Human Resources: *Detroit Residents and Hiring*

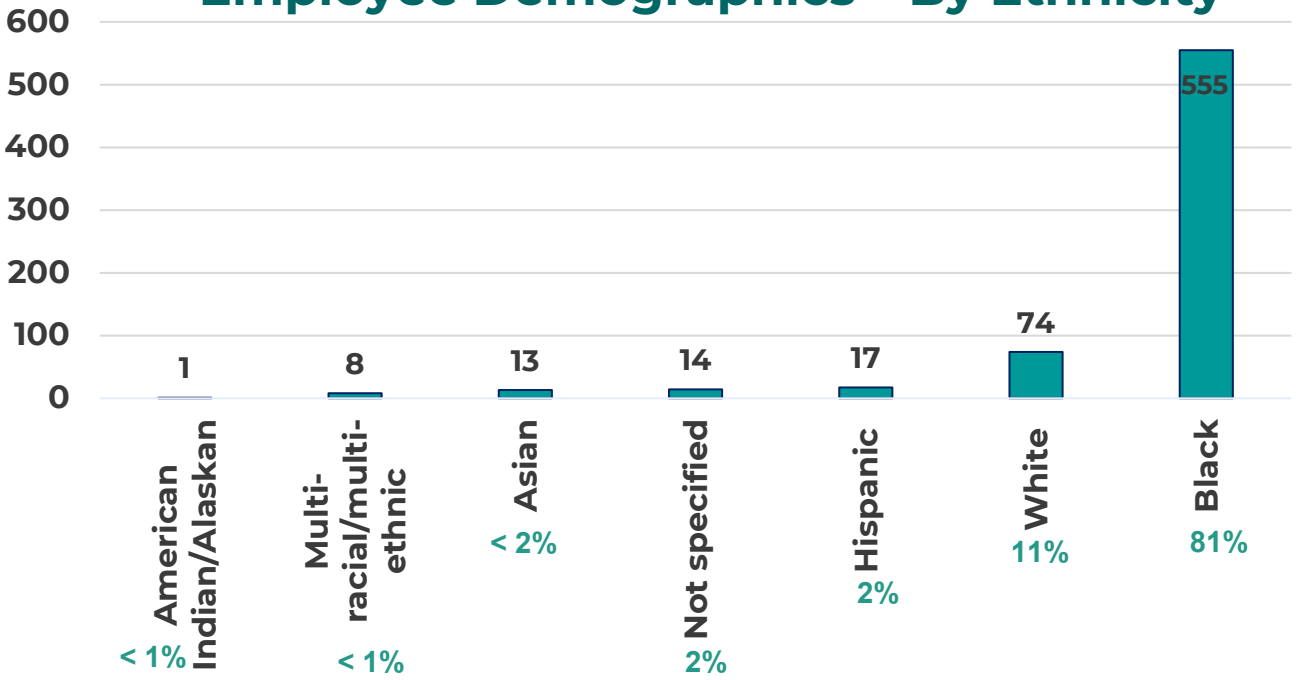


*DWSD and the City of Detroit does not require residency for employment.

Human Resources: *Employee Demographics*

Employee Demographics – By Ethnicity

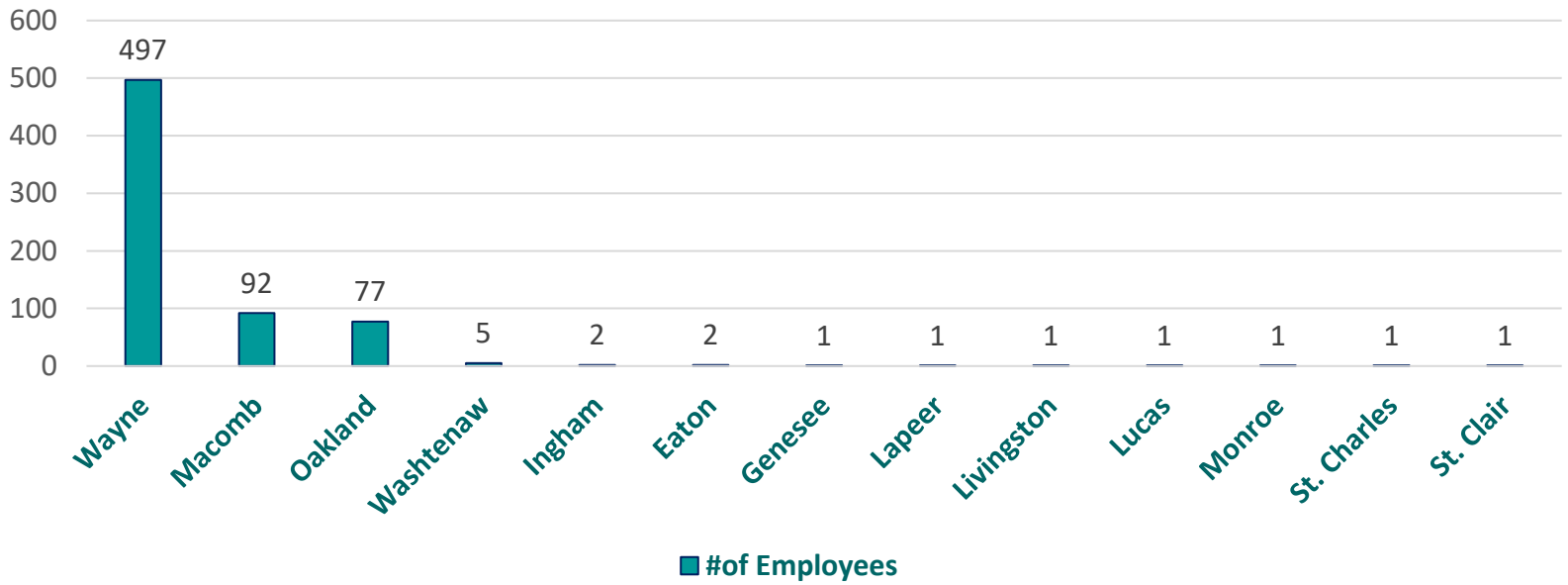
N = 682



Human Resources: *Employees by County*

Total = 682 Employees

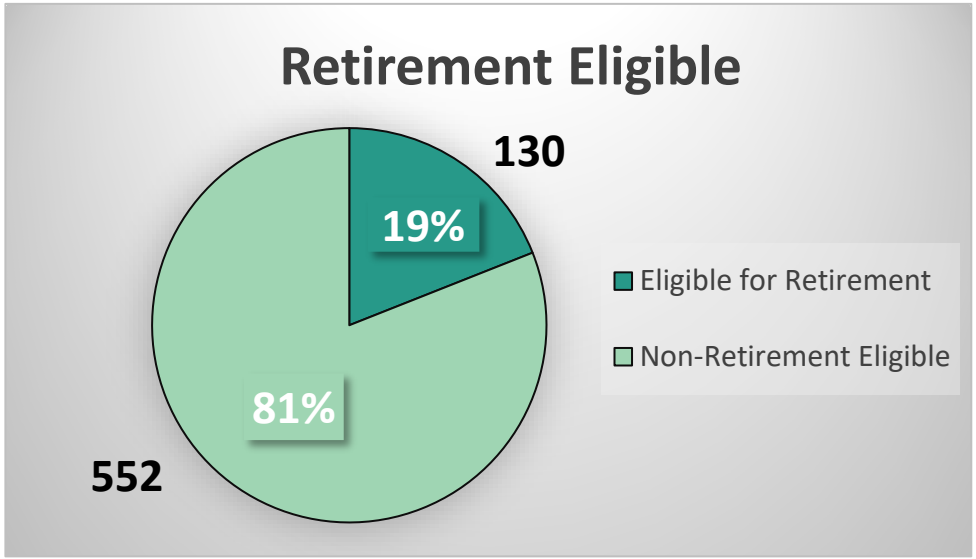
***Wayne County Residents – 73%**



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

Human Resources: *Retirement Eligible*

With a current population of **682** employees, there are **130** DWSD employees eligible for retirement



Retirement Criteria	Total
30 YOS/Any Age (Legacy and Hybrid)	55
25 YOS/55 years old (Legacy)	20
10 YOS/60 years old (Legacy)	48
10 YOS/62 years old (Hybrid)	3
8 YOS/65 years old (Legacy)	4
TOTAL	**130**

LEGACY = HIRED BEFORE 2014
HYBRID = HIRED AFTER JANUARY 1, 2014

Human Resources: *Recruiting, Talent & Acquisition*

Classification	Division	Open Positions	# of New Monthly Applicants	Comments
Environmental Health Safety Coordinator	Safety	1	121	Continuous
Paralegal	Legal	1	63	Interviewing
Senior Associate General Counsel	Legal	1	2	Continuous
Application Analyst –TASS	Technology	1	63	Offer being made
Financial Analyst II- CIP	Finance	1	44	Selecting candidates
Field Service Technician	Meter Operations	4	176	Offer Made
Service Line Leader	Meter Operations	1	17	Offer Being Made
Field Service Technician	Meter Operations	11	176	Offer Made

Human Resources: *Recruiting, Talent & Acquisition*

Classification	Division	Open Positions	# of New Monthly Applicants	Comments
Engineer III	Field Engineering	1	23	Selecting Candidates
Program Analyst I	CDBG-DR Alley Sewer Project	2	57	Selecting Candidates
Team Leader	CDBG-DR Alley Sewer Project	2	36	Selecting Candidates
Engineer II	CDBG-DR Alley Sewer Project	2	23	Selecting Candidates
Inspector I	CDBG-Private Sewer Repair Project	1	39	Open
Office Support Specialist 2	CDBG-Private Sewer Repair Project	1	101	Open

Human Resources: *Recruiting, Talent & Acquisition*

Classification	Division	Open Positions	# of New Monthly Applicants	Comments
Automotive Fleet Technician	Fleet	1		Open
Maintenance Planner Scheduler	Maintenance and Repair	2		Open
Field Service Coordination Specialist	Maintenance and Repair	2		Open
Security Officer I	Compliance-Security	2		Open
Sergeant	Compliance-Security	1		Open

Human Resources: *Merit Analysis*

2025 Merit Planning Model	2026 Merit Planning Model
649 Employees (350 Received a Merit)	**688 Employees (462 Received a Merit)**
Perf. Eval. Score: 3 - $750, **4** - $1,250, **5** - $1,750	**Perf. Eval. Score: 3** - $750, **4** - $1,250, **5** - $1,750
186 Employees not eligible for Merits	**169** Employees not eligible for Merits
93 Not Eligible Attendance	**57** Not Eligible Attendance
25 Not eligible – Discipline	**60** Not eligible – Discipline
7 Not eligible – Perf. Eval. Score 1 or 2	**18** Not eligible – Perf. Eval. Score 1 or 2
25 New Hire/Probationary Employees/TASS	**32** New Hire/Probationary Employees/TASS
48 Previous Promotion/Salary Adjustments	**25** Previous Promotion/Salary Adjustments
43 In-Series promotions **4** Medical Leave	**25** In-Series promotions 3 Medical Leave

CITY OF DETROIT
Water & Sewerage Department

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

THANK YOU!

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