

Human Resources/ Organizational Development Metrics



CURRENT FULL TIME EMPLOYEES - 540



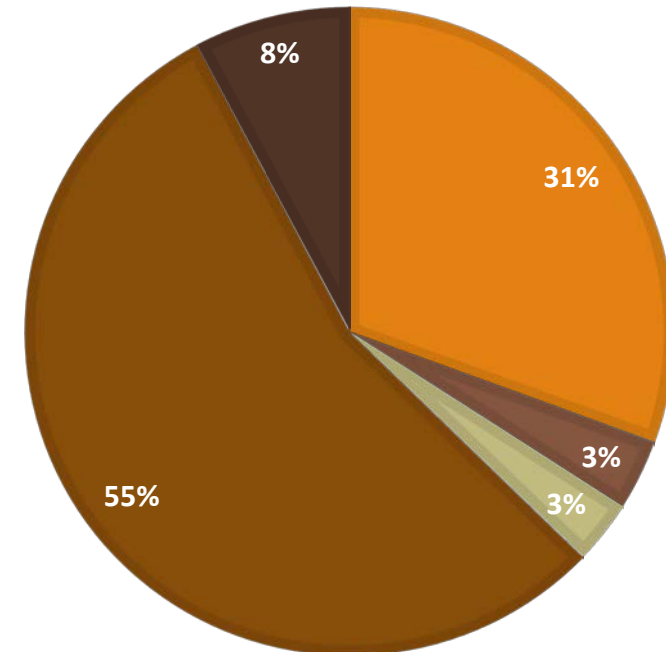
Content as of July 18, 2018

Work Locations

5 Site Locations

- MOB - 165 Employees
- West Payment - 19 Employees
- East Payment - 17 Employees
- CSF - 297 Employees
- West Yard - 42 Employees

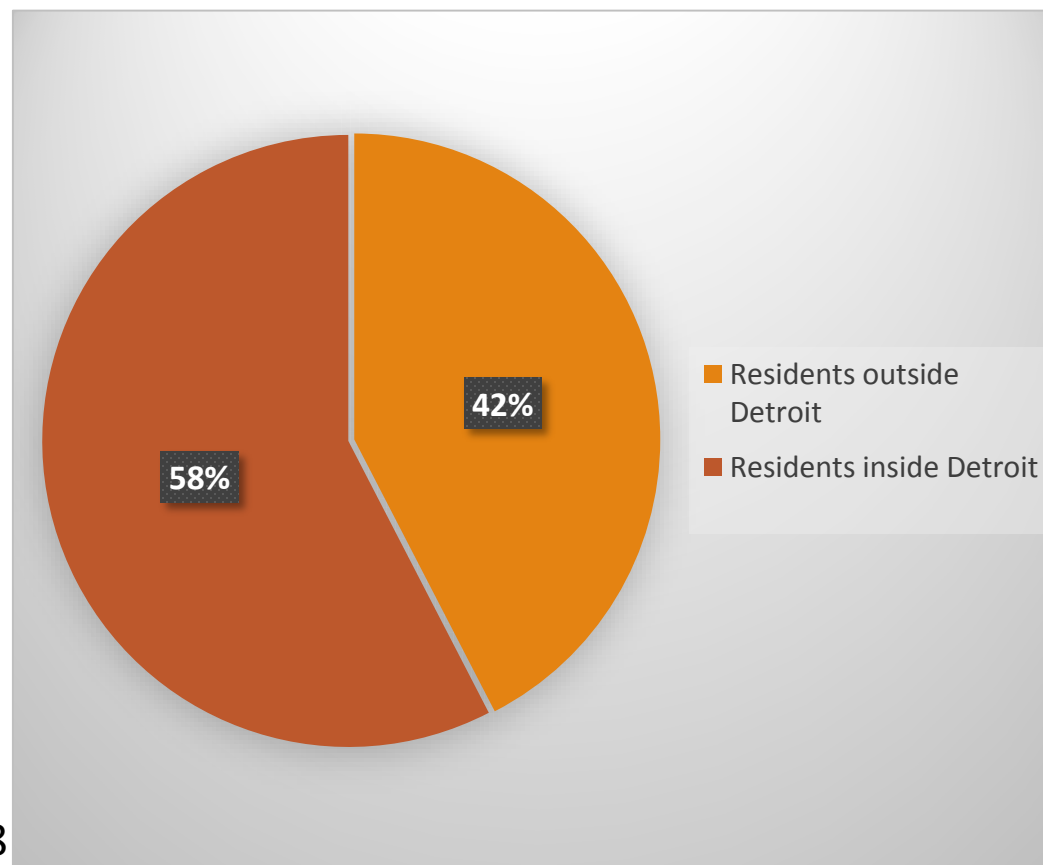
MOB West Payment East Payment CSF West Yard



Content as of July 18, 2018

Residency

311 Residents in the City of Detroit



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Staff Augmentation

32 Total Summer Staffing

PSC – 6

Interns – 8

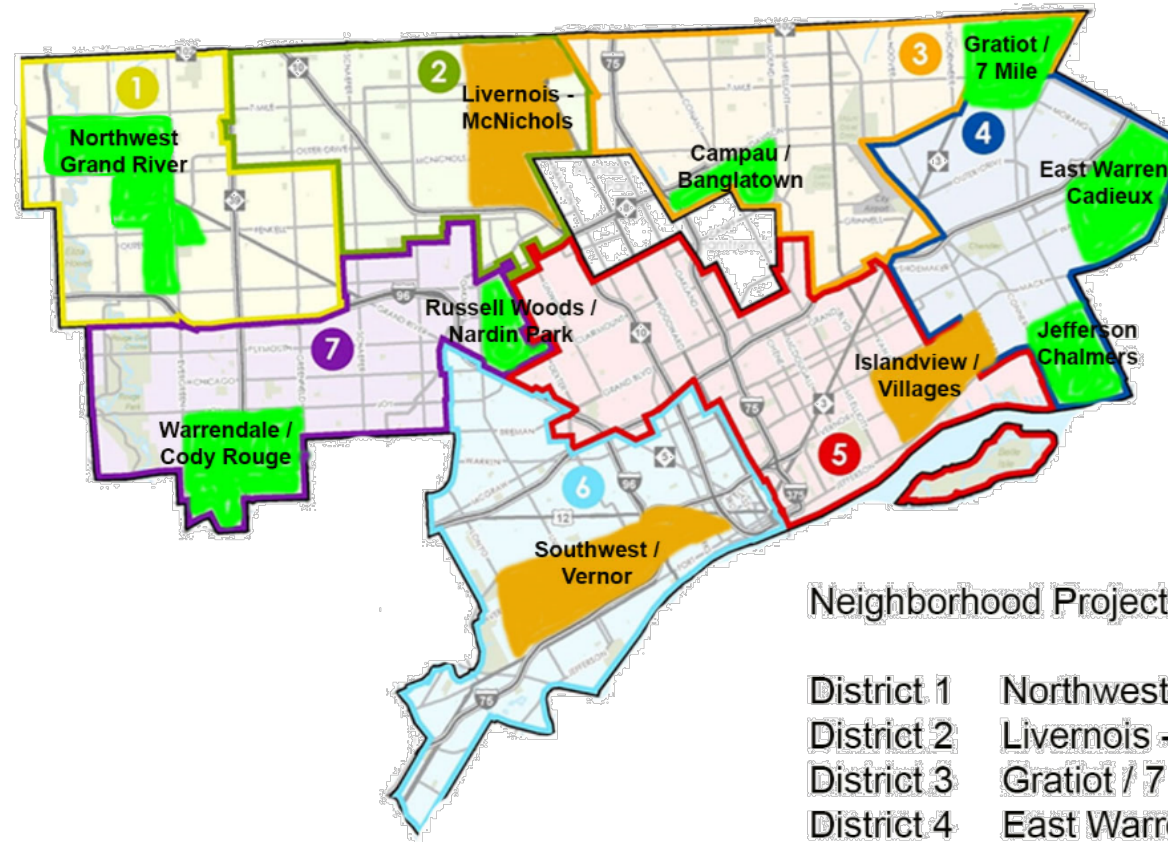
Grow Detroit's Young Talent (GDYT) – 18

Contract Employees - 48

Temporary Employees (Fire Hydrant Project) - 6

SPECIAL PROJECT: FIRE HYDRANT PAINTING

- Duration of the project – 13 weeks
- Workforce – 6 people
- Our goal is 300 hydrants per week
- 4373 targeted number of hydrants by project end, October 31, 2018.
- *Permitting no weather delays



Neighborhood Project Plan by District

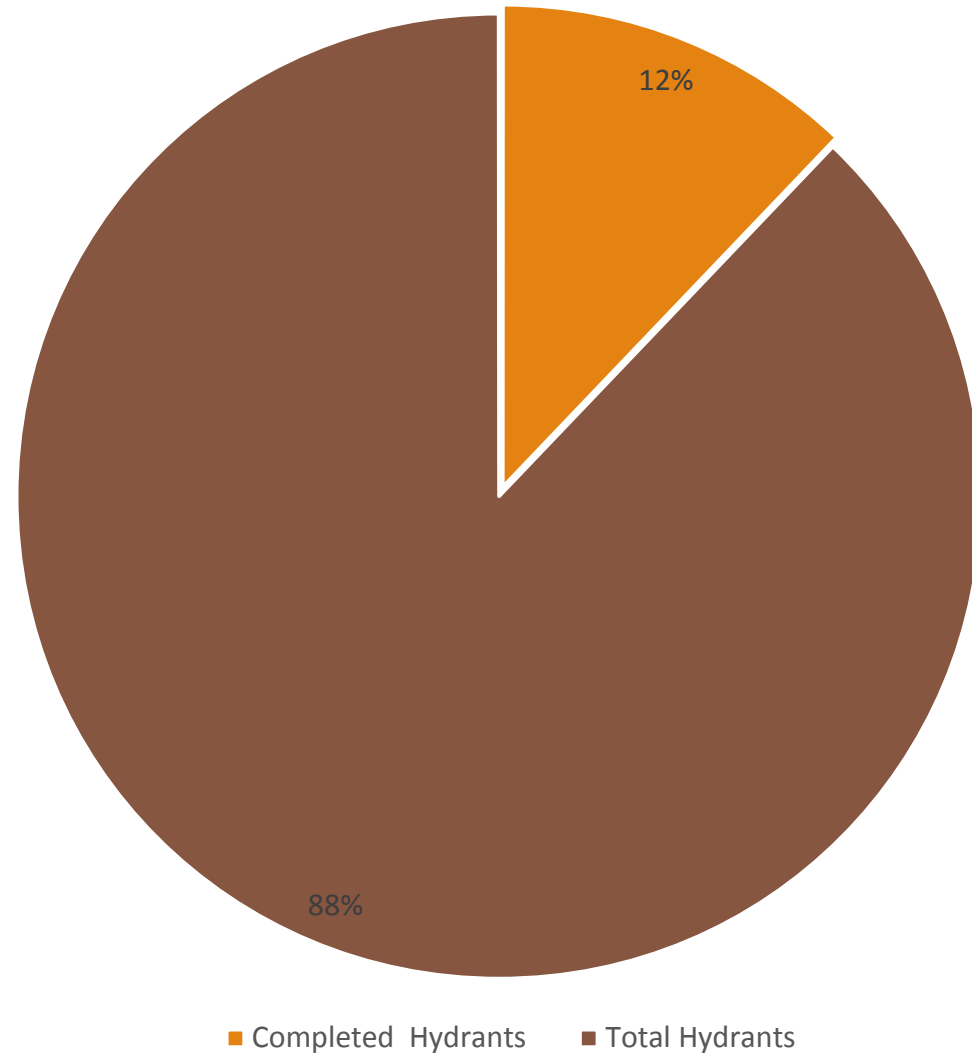
District 1	Northwest Grand River
District 2	Livernois - McNichols
District 3	Gratiot / 7 Mile / Campau Banglatown
District 4	East Warren / Cadieux Jefferson Chalmers
District 5	Islandview / Villages
District 6	Southwest / Vernor
District 7	Warrendale / Cody Rouge Russell Woods / Nardin Park

CURRENT STATUS OF FIRE HYDRANT PROJECTS

Completed Hydrants – 604

- Van Dyke street completed
- Michigan Ave completed
- Woodward Completed

Total Target Hydrants – 4373



Building Our Population

New Hires – 3 Employees

Rehires – 0 Employees

Reinstatement – 0 Employees



Employee Growth & Development

Date of Event	Event Name
7/12/2018	Lunch and Learn- Facilities Tour
7/19/2018	Lunch and Learn- Diversified Credit Union



Open Requisitions / Postings

Classification	Division	Posting Date	Posting End Date	Hiring Manger	Open Positions	Comments
Database Administrator I	Information Technology	5/22/2018	06/01/2018	Paul Fulton	1	Interviews in Process
Database Administrator II	Information Technology	5/22/2018	06/01/2018	Paul Fulton	1	Interviews in Process
Field Service Technician	Maintenance and Repair	Continuous	Continuous	Kieyona Jackson	6	Interviews in Process
Infrastructure Administrator	Information Technology	05/01/2018	5/10/2018	Daniella Okike	2	Interviews in Process

Content as of July 18, 2018

Performance Evaluation & Training Update

Performance Evaluation	Completed 2 sessions of Performance evaluation for a total of 13 participants. More sessions are scheduled for July and August for one on one assistance to complete the rest of leadership.
Training Update	<ul style="list-style-type: none"> We are in the process of organizing an education fair to highlight our university partners that provide tuition discounts for all DWSD employees during the month of August. <p>Partners Included: Davenport University, Cleary University, Herzing University, Concordia University, Central University, DeVry University, University of Phoenix, and Spring Arbor University</p> <ul style="list-style-type: none"> For the month of July we had 59 participants for training across DWSD. <ul style="list-style-type: none"> - Performance Evaluation - 13 - Excel 1 - 12 - Excel 2 - 12 - PowerPoint 1 - 11 - Word 1 - 11

Content as of July 18, 20

Safety

Injuries Reported – 2

Internal Inspections - 4

MIOSHA Violations - 0

MIOSHA Complaints - 0

Content as of July 18, 2018



Employee & Labor Relations

EEOC/MDCR Complaints – 0

Disciplinary Actions Reviewed – 10

Grievances Received – 0



Content as of July 18, 2018

Family Medical Leave

Employees on Family Medical Leave - 126

Pending Approval - 0

Approved Continuous - 45

- Family Continuous - 3
- Self Continuous - 42

Approved Intermittent - 81

- Family Intermittent - 14
- Self Intermittent - 67

Denied - 19

Total Applications Received - 145

Content as of July 18, 2018



Family Medical Leave by Department

Administration- 2

Customer Service - 33

Field Engineering – 10

Legal - 1

Finance- 12

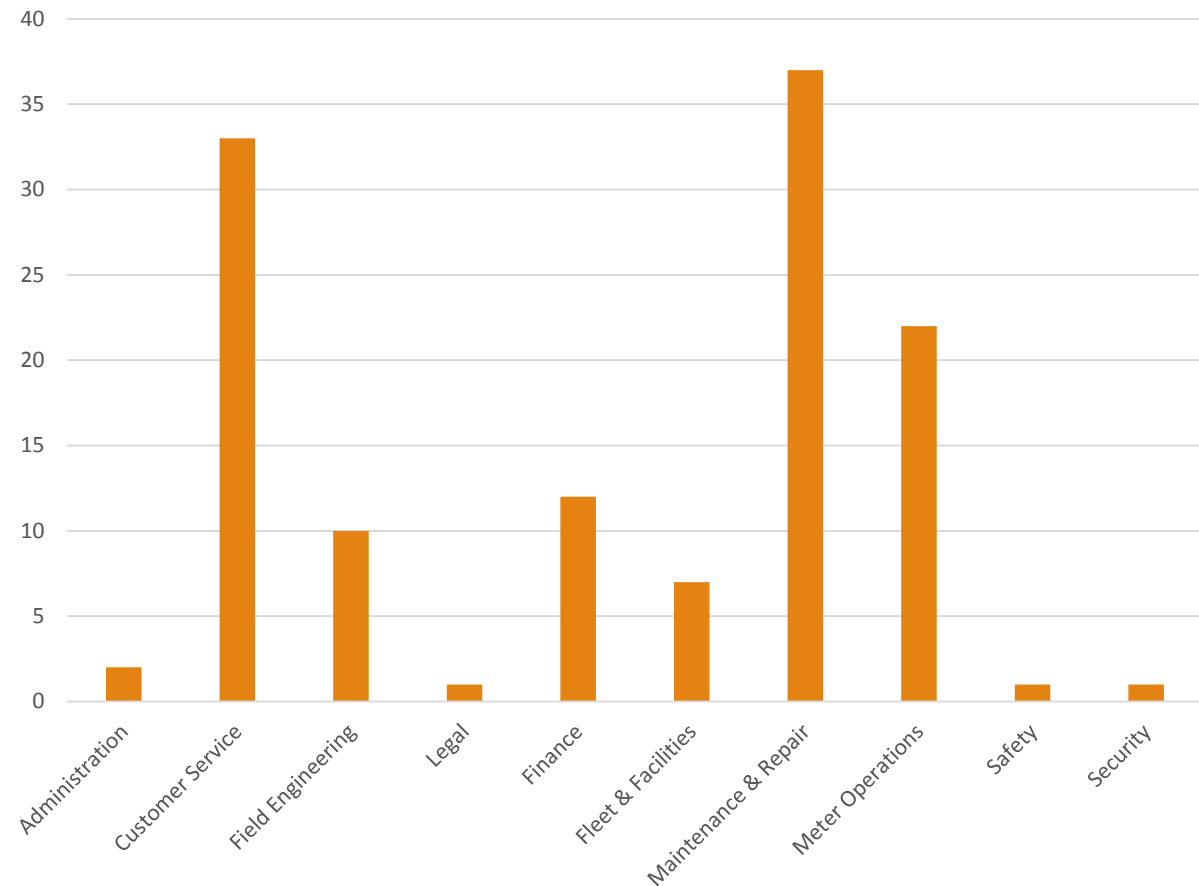
Fleet & Facilities - 7

Maintenance & Repair – 37

Meter Operations – 22

Safety - 1

Security – 1



Content as of July 18, 2018

Retirements

Total DSWD Employees eligible for Retirement - 135

DSWD Employees with at least 25 years of service - 96

DSWD Employees with at least 30 years of service - 50

DSWD Employees 60 years of age with at least 10 years of experience - 75

DSWD Employees 65 years of age with at least 8 years of service - 20

Content as of July 18, 2018