

Human Resources/ Organizational Development Metrics



FTE

CURRENT FULL TIME EMPLOYEES – 527

VACANCIES – 84

2019 BUDGET POSITIONS - 611

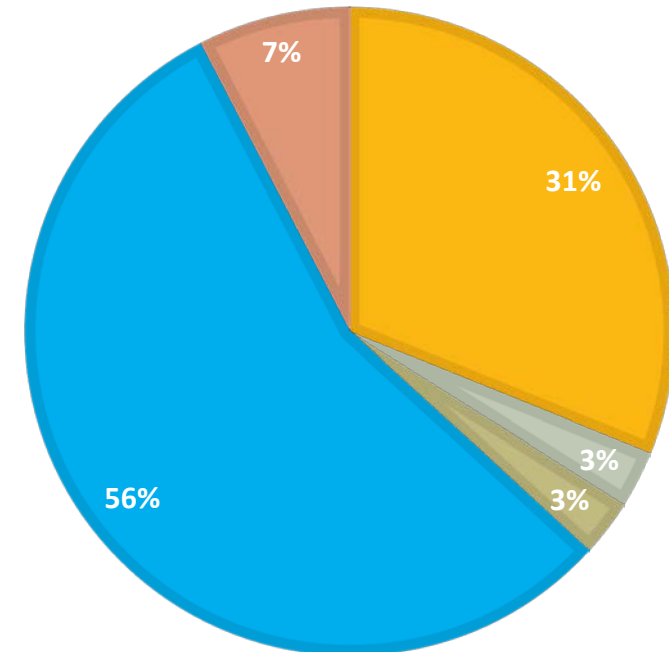


Work Locations

5 Site Locations

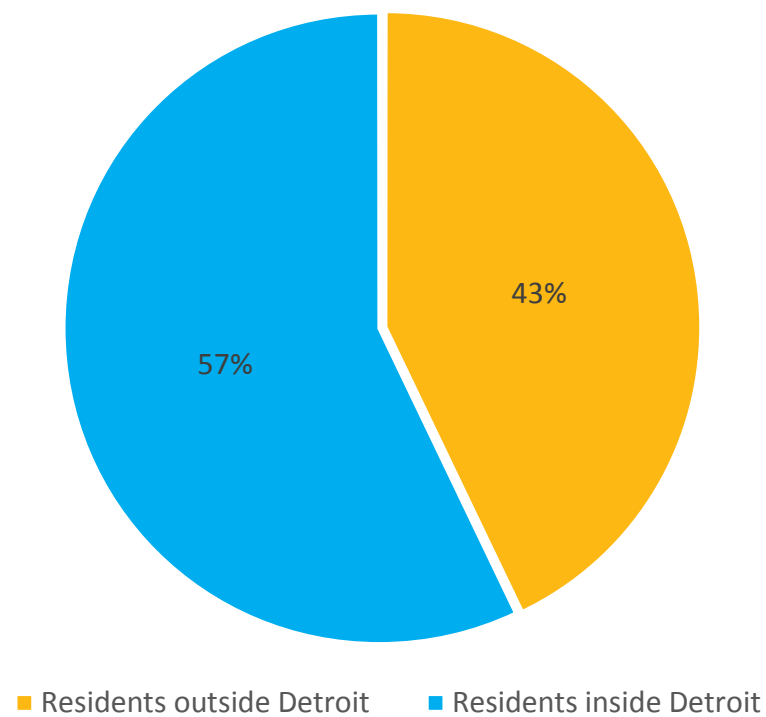
- MOB - 164 Employees
- West Payment - 15 Employees
- East Payment - 15 Employees
- CSF - 293 Employees
- West Yard - 40 Employees

MOB West Payment East Payment CSF West Yard



Residency

301 Residents in the City of Detroit



Staff Augmentation

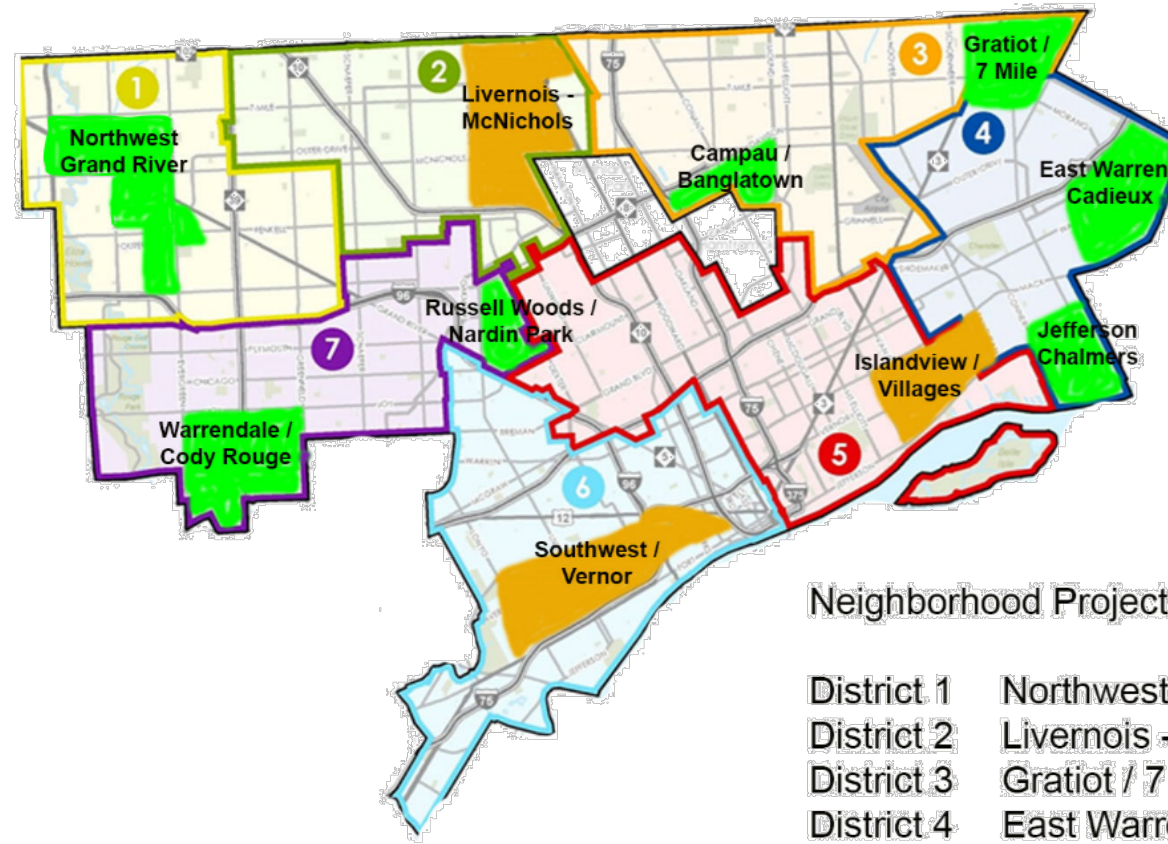
Contract Employees - 43

Temporary Employees (Fire Hydrant Project) - 6

SPECIAL PROJECT: FIRE HYDRANT PAINTING

- Duration of the project – 9 weeks remaining
- 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

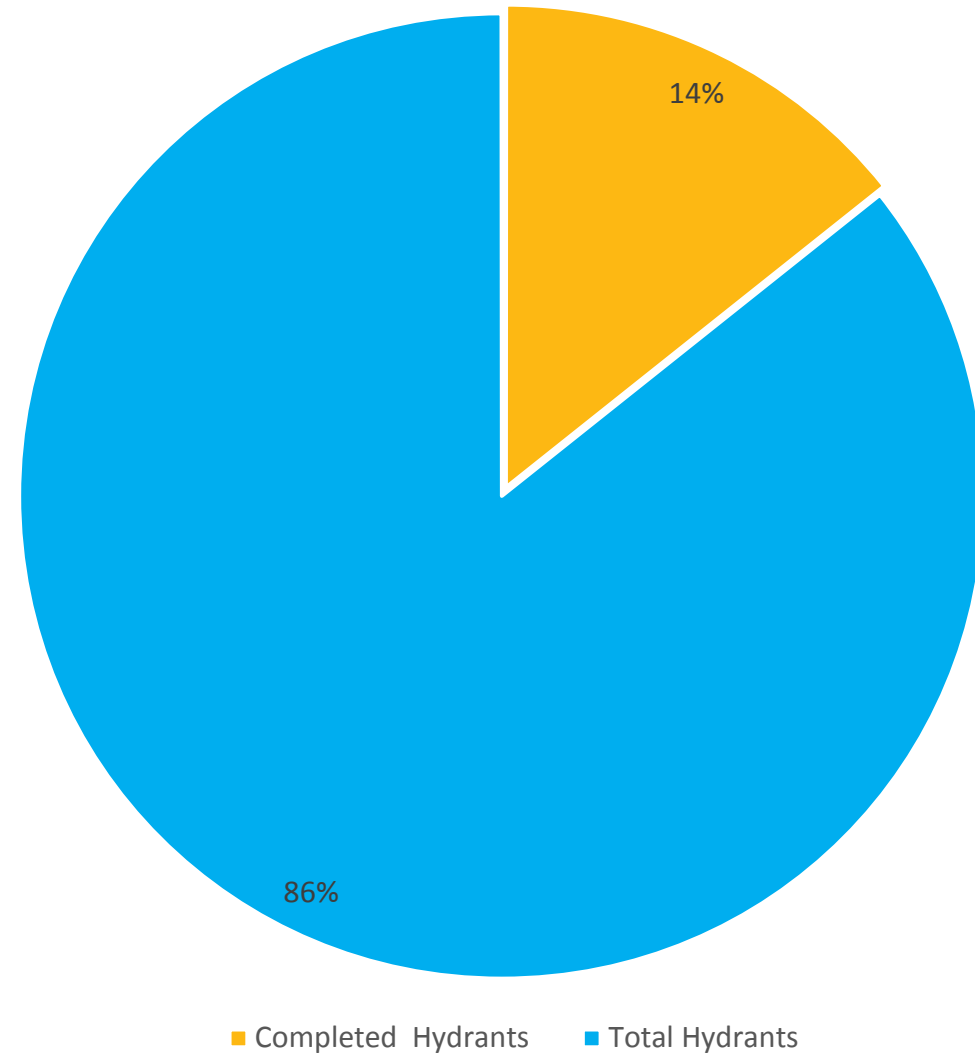
District 1	Northwest Grand River
District 2	Livernois - McNichols
District 3	Gratiot / 7 Mile / Campau Banglatown
District 4	East Warren / Cadieux Jefferson Chalmers
District 5	Islandview / Villages
District 6	Southwest / Vernor
District 7	Warrendale / Cody Rouge Russell Woods / Nardin Park

CURRENT STATUS OF FIRE HYDRANT PROJECTS

Completed Hydrants – 730

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

Total Target Hydrants – 4373



Building Our Population

New Hires – 2 Employees

Rehires – 0 Employees

Reinstatement – 0 Employees



Open Requisitions / Postings

Classification	Division	Hiring Manager	Open Positions	Comments
Field Service Technicians	Field Services	Kieyona Jackson	1	8 offers extended; 7 accepted; awaiting last candidate's response
Service Desk Analyst	Information Technology	Daniella Okike	1	Offer extended and declined; reposted
Infrastructure Administrator	Information Technology	Daniella Okike	1	2nd round interview scheduled
Database Admin	Information Technology	Paul Fulton	2	Reposting
Maintenance Technician	Facilities	Ericka Williams	2	Offer extended and declined; reposted
Professional Administrative Analyst	Treasury	Nikole Whitsett	1	Posted
Ogranizational Development Director	Human Resources	Deb Pospeich	1	Posted

Performance Evaluation & Training Update

Education Fair for August 28th with 9 participating universities hosted over 100 DWSD Employees

Partners Included: Davenport University, Cleary University, Central University, DeVry University, University of Michigan Flint, Walsh College, Wayne State University, Oakland University, and Spring Arbor University

Training Update

124 Total Participants for training across DWSD

Active Shooter -92

Excel 1 – 8 (4 no shows)

Excel 2 -2 (7 no shows)

Firearm Training - 22

Safety

Injuries Reported – 9

Internal / Field Inspections - 25

MIOSHA Violations - 0

MIOSHA Complaints - 0



Employee & Labor Relations

EEOC Received – 1

MDCR Information Requested Received - 1

Disciplinary Actions Reviewed – 16

Grievances Received – 4



Family Medical Leave

Employees on Family Medical Leave - 68

Pending Approval - 1

Approved Continuous - 6

- Family Continuous - 0
- Self Continuous - 6

Approved Intermittent - 62

- Family Intermittent - 14
- Self Intermittent - 48

Denied - 2

Total Applications Received - 71



Family Medical Leave by Department

Customer Service - 23

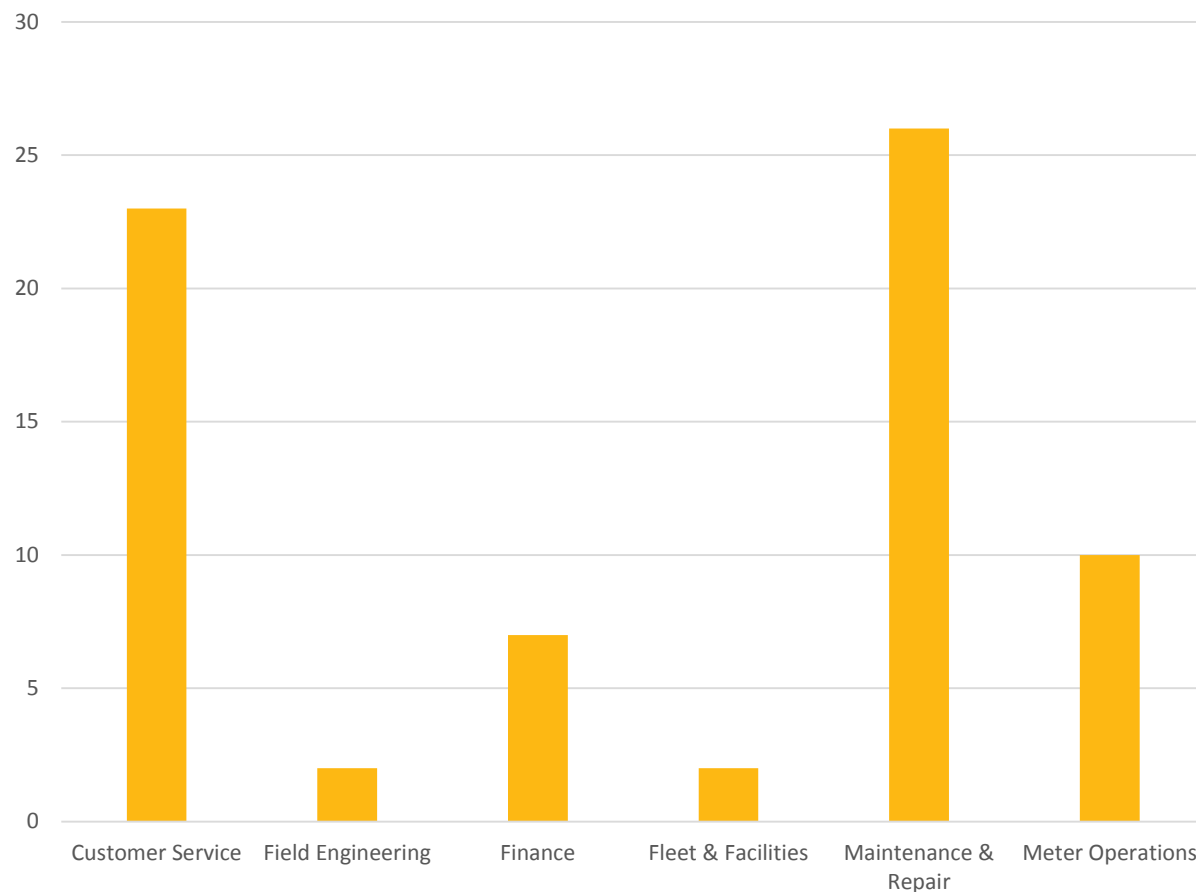
Field Engineering – 2

Finance- 7

Fleet & Facilities - 2

Maintenance & Repair – 26

Meter Operations – 10



Retirement Eligibility

Total DSWD Employees eligible for Retirement - 135

DSWD Employees with at least 25 years of service - 99

DSWD Employees with at least 30 years of service - 53

DSWD Employees 60 years of age with at least 10 years of experience - 71

DSWD Employees 65 years of age with at least 8 years of service - 17