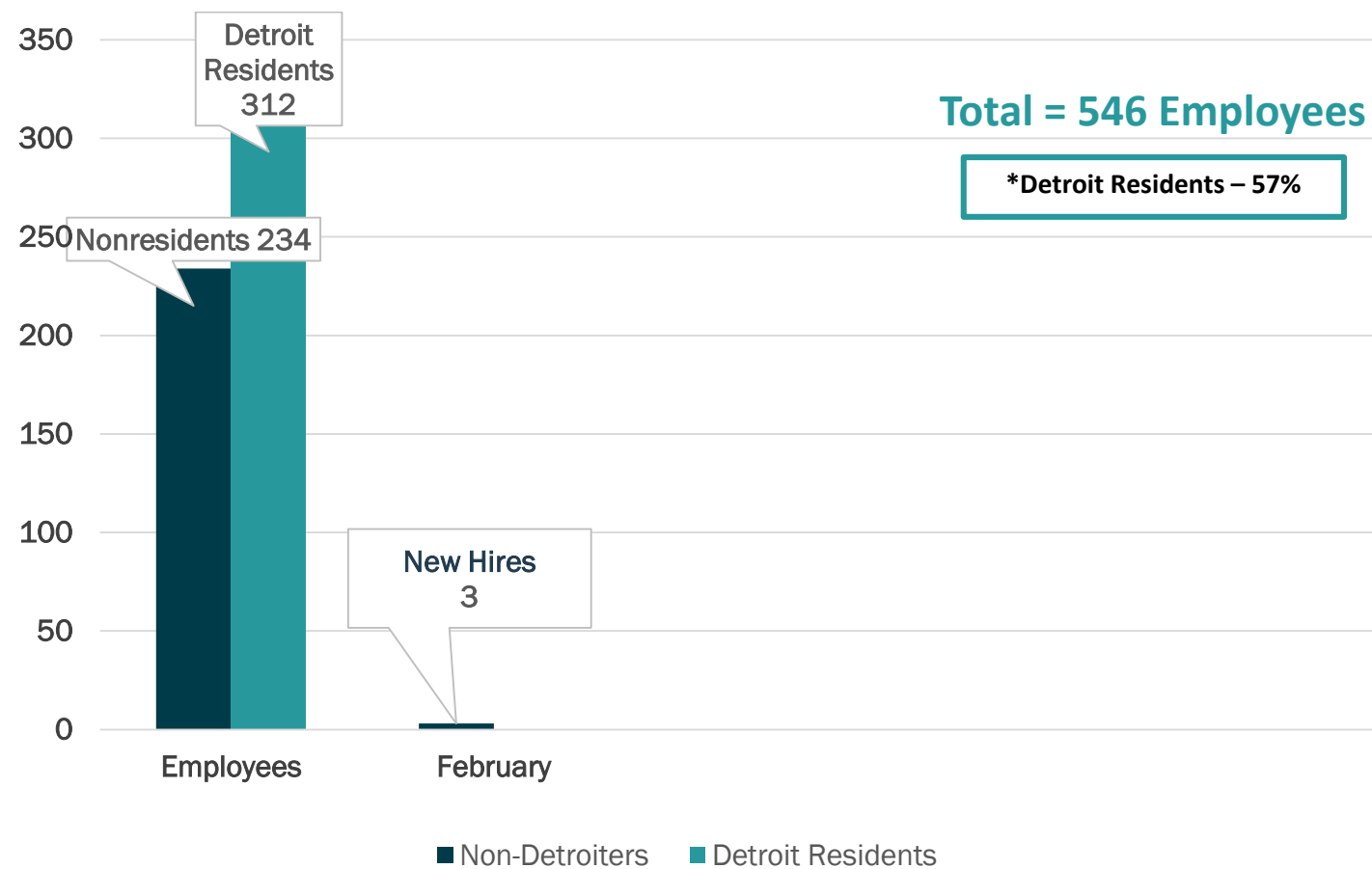


Human Resources/ Organizational Development Metrics





Full Time Employees



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

Number of Employees by Location

Central Services Facility - 307

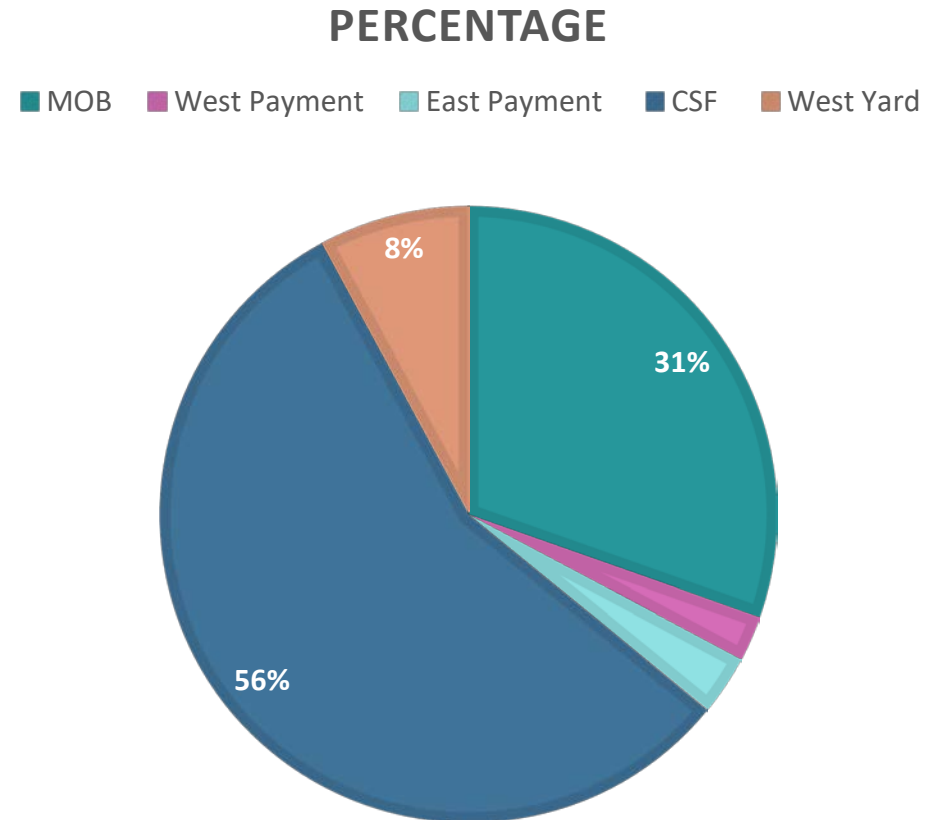
Main Office Building – 166

West Yard – 43

East Payment - 17

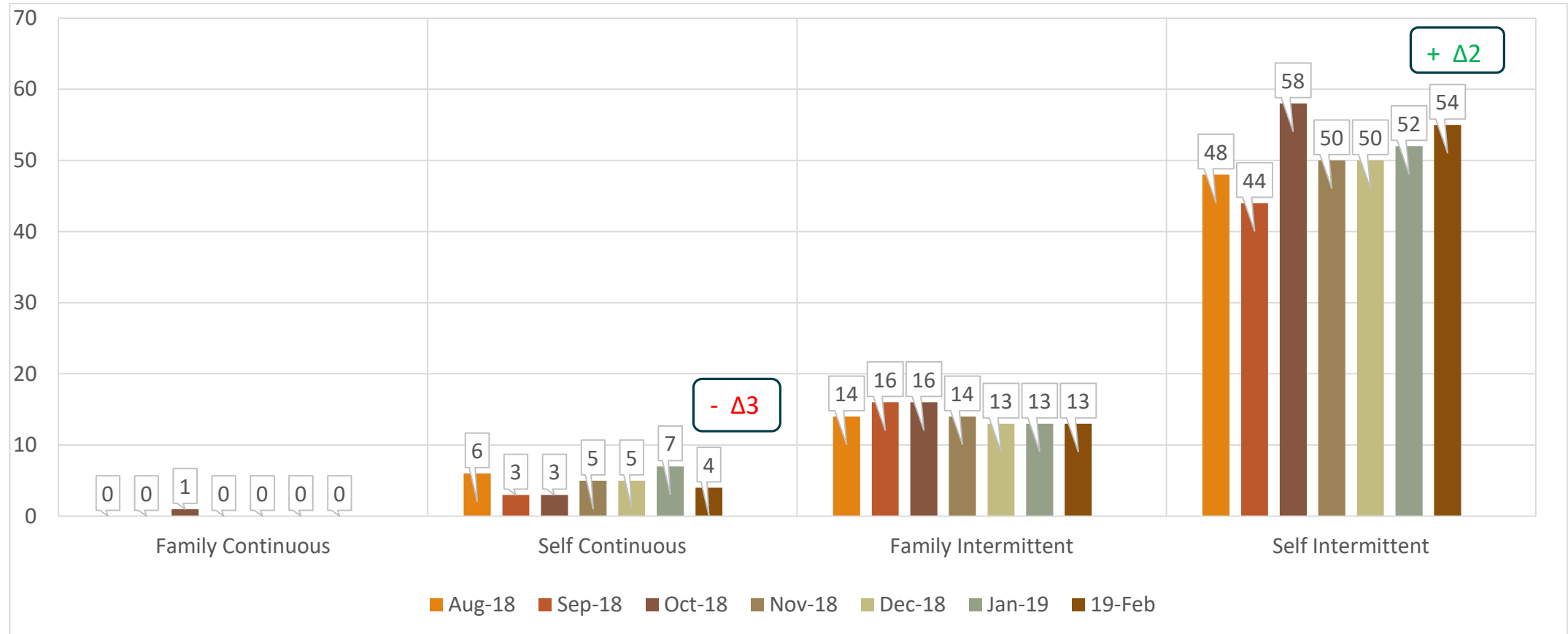
West Payment – 13

TOTAL - 546





Family Medical Leave



Family Medical Leave by Department

Customer Service – 24% (25/102)

Maintenance & Repair – 14% (27/192)

Meter Operations – 16% (7/43)

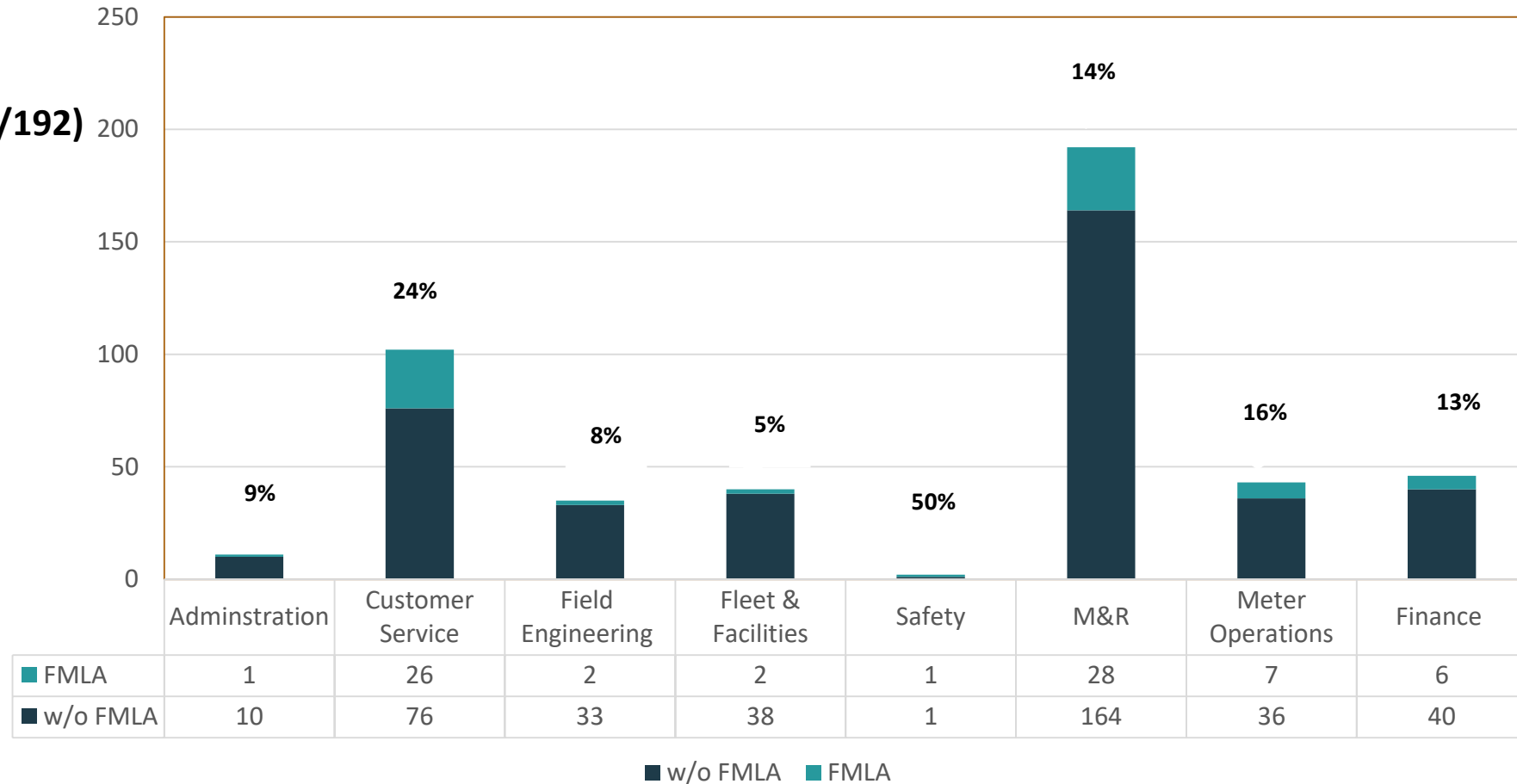
Finance - 13% (6/46)

Field Engineering – 8% (3/35)

Fleet & Facilities – 5% (2/40)

Administration – 9% (1/11)

Safety – 50% (1/2)





Open Requisitions

Classification	Division	Open Positions	# of Applicants	# selected for Interviews
Infrastructure Administrator	Information Technology	1	19	TBD
Database Administrator	Information Technology	2	On hold	
Investigative Sergeant	Security	1	88	TBD
Engineer III/IV	Stormwater Management Group	1	Still open	
Security Officer	Security	1	162	4
Service Desk Analyst	Information Technology	1	141	TBD
Customer Service Analyst	Customer Service	2	630	10
Applications Analyst I/II	Information Technology	1	67	11
Applications Analyst II/III	Information Technology	1	21	



Pipeline/ Sourcing

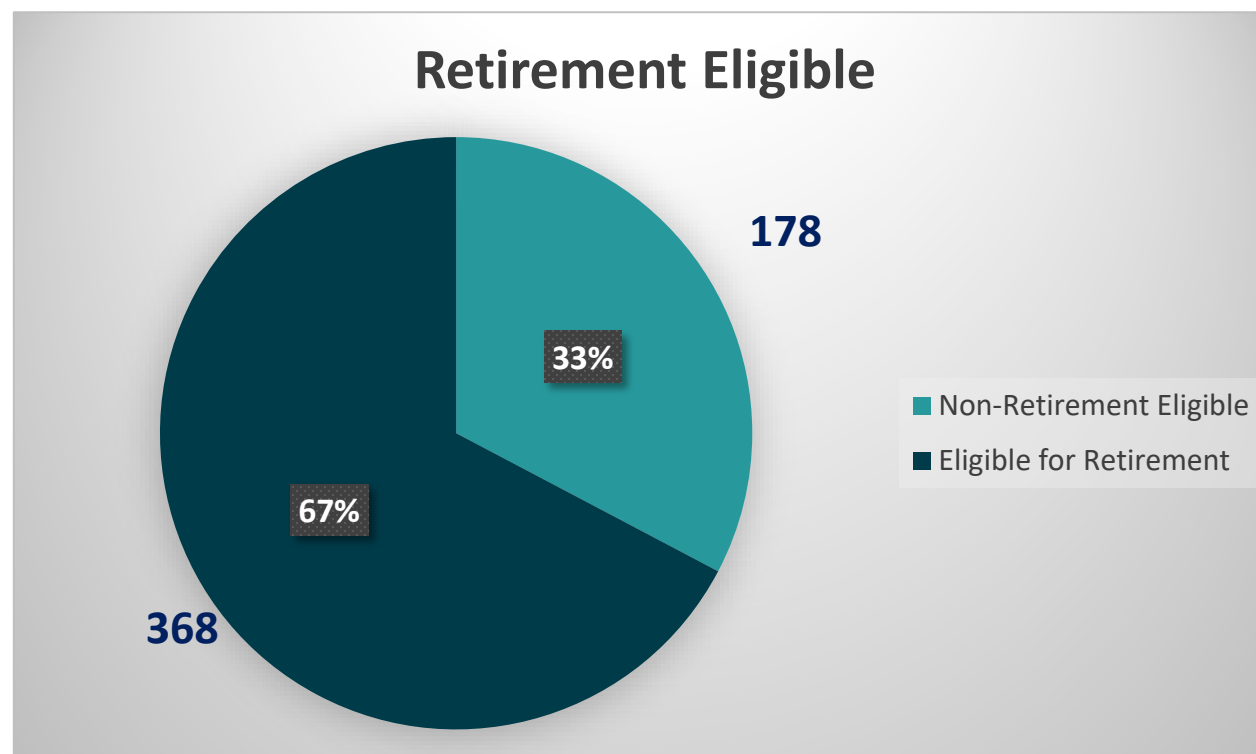
Date of Event	Type of Event	Location
2/14/19	Engineering Career Fair	University of Detroit Mercy
2/22/19	Site Tour and Discussion of Monthly DWSD Presentations	The Detroit Technical Center



Retirement Eligible

(20 years of service)

With a current population of 546 employees, there are 178 DWSD employees eligible for retirement





Retirement Eligible cont'd

Classification	Technical/Specialized Classifications
Field Service Technician	43
Team Leader (Maintenance & Repair and Meter Operations)	14
Automotive Fleet Technician	9
Maintenance Technician	6
Customer Service Specialist	18
Engineer	8
TOTAL	98



Training Update

TRAINING:

1. **Going Above and Beyond Customer Service Training** – *30 participants*
2. **Requisitioning and Receiving Training**– *11 participants*
3. **Miss Dig** – *47 participants*



Safety Update

Safety Update – February Status

- 1. Internal / Field Inspections – 11
- 2. MIOSHA Violations - 0
- 3. MIOSHA Complaints – 1
- 4. EPA Violations – 0
- 5. Employee Complaints – 10

February Inspection Findings

- 1. Safety Hazard – 1
- 2. Housekeeping – 3
- 3. Slip, Trip and Fall Hazards– 3

