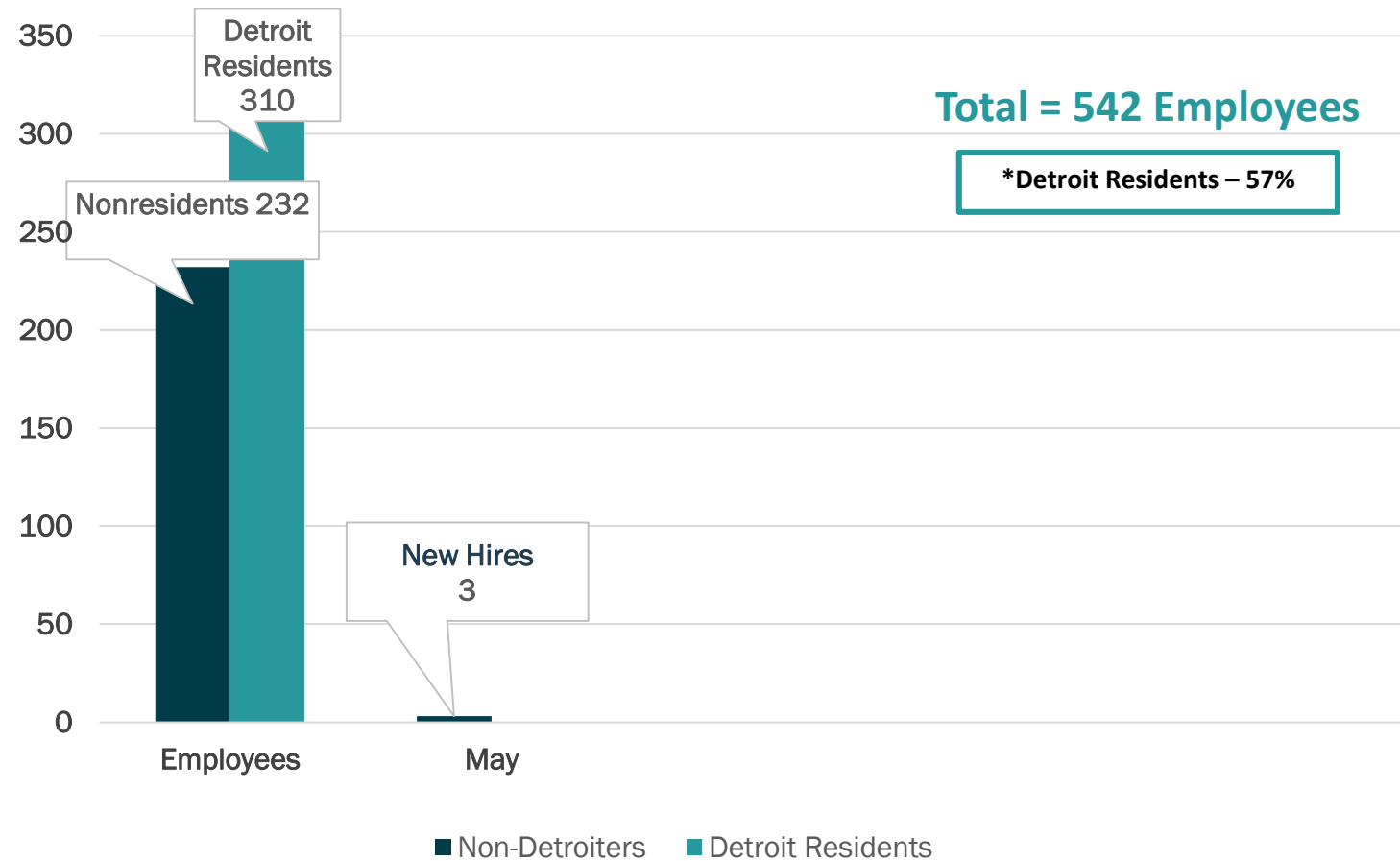


# Human Resources/ Organizational Development Metrics

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# Full Time Employees



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

# Number of Employees by Location

**Central Services Facility - 306**

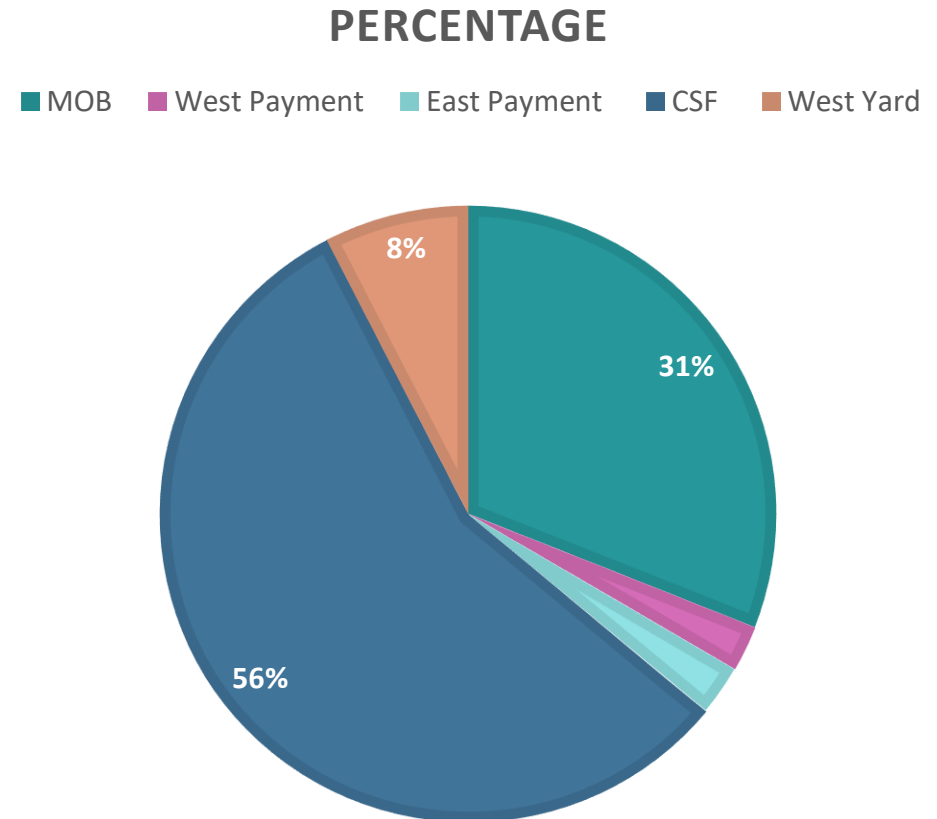
**Main Office Building – 168**

**West Yard – 41**

**East Payment - 14**

**West Payment – 13**

**TOTAL- 542**



# Pipeline/ Sourcing

Date of Event	Type of Event	Location
5/2/2019	Detroit Police Department Bridging the Gap Youth Career Expo	UAW- Ford Youth Career Expo
5/3/2019	NAACP Career Expo	Fellowship Chapel
5/9/2019	Workforce Development opportunity	Wayne County Community College
5/14/2019	Employer Engagement Event	Detroit Training Center
5/15/2019	Detroit Police Department Youth Career Fair	DPD's 11 <sup>th</sup> Precinct
5/17/2019	Workforce Development opportunity	Detroit Public School's Community District
5/23/2019	Workforce Development opportunity	Focus Hope

# Pipeline/ Sourcing (Upcoming)

Date of Event	Type of Event	Location
6/5/2019	Michigan Rehabilitation Service Hiring Event	MRS Office- Grand River Office (District 1)
6/14/2019	Employer Engagement Event	Detroit Training Center

# HR Employee Enrichment

Date of Event	Event Name	Type of Event	Location
5/13/2019	Pension Presentation	Explanation of Pension Benefits	Central Services Facility

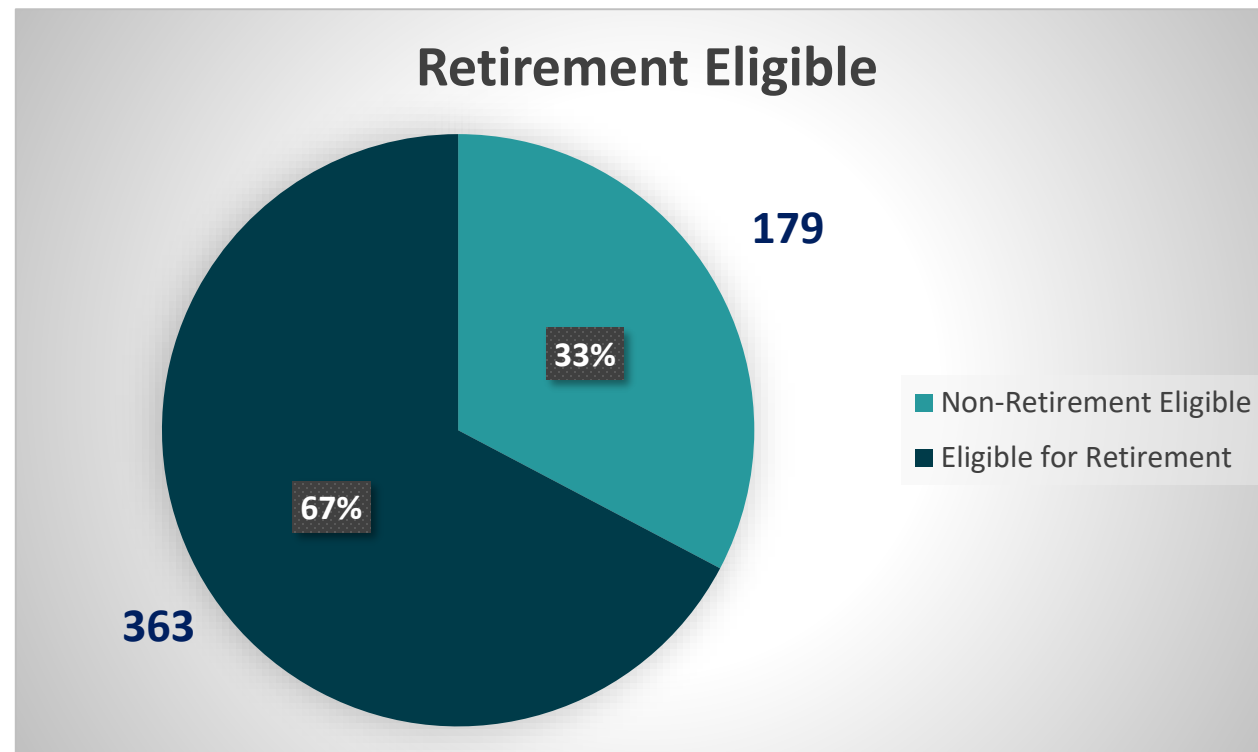
# Open Requisitions

Classification	Division	Open Positions	# of Applicants	# selected for Interviews
Infrastructure Administrator	Information Technology	1	19	10
Database Administrator	Information Technology	2	Position on hold	
Applications Analyst I/II	Information Technology	1	Reposted	
Service Desk Analyst	Information Technology	1	141	9
Public Affairs Specialist	Public Affairs	1	122	6
Field Services Coordination Specialist	Field Engineering	4	Still posted	
Field Service Technician	Meter Operations	5	106	50
Field Service Technician	Maintenance and Repair	15	106	50
Office Support Specialist	Field Engineering	1	Still posted	
Human Resources Generalist	Human Resources	2	268	5
Engineer III/IV	Stormwater Management Group	1	Ongoing posting	
Team Leader	Customer Service	1	Still posted	

# Retirement Eligible

(Average years of service = 20)

With a current population of 542 employees, there are 179 DWSD employees eligible for retirement

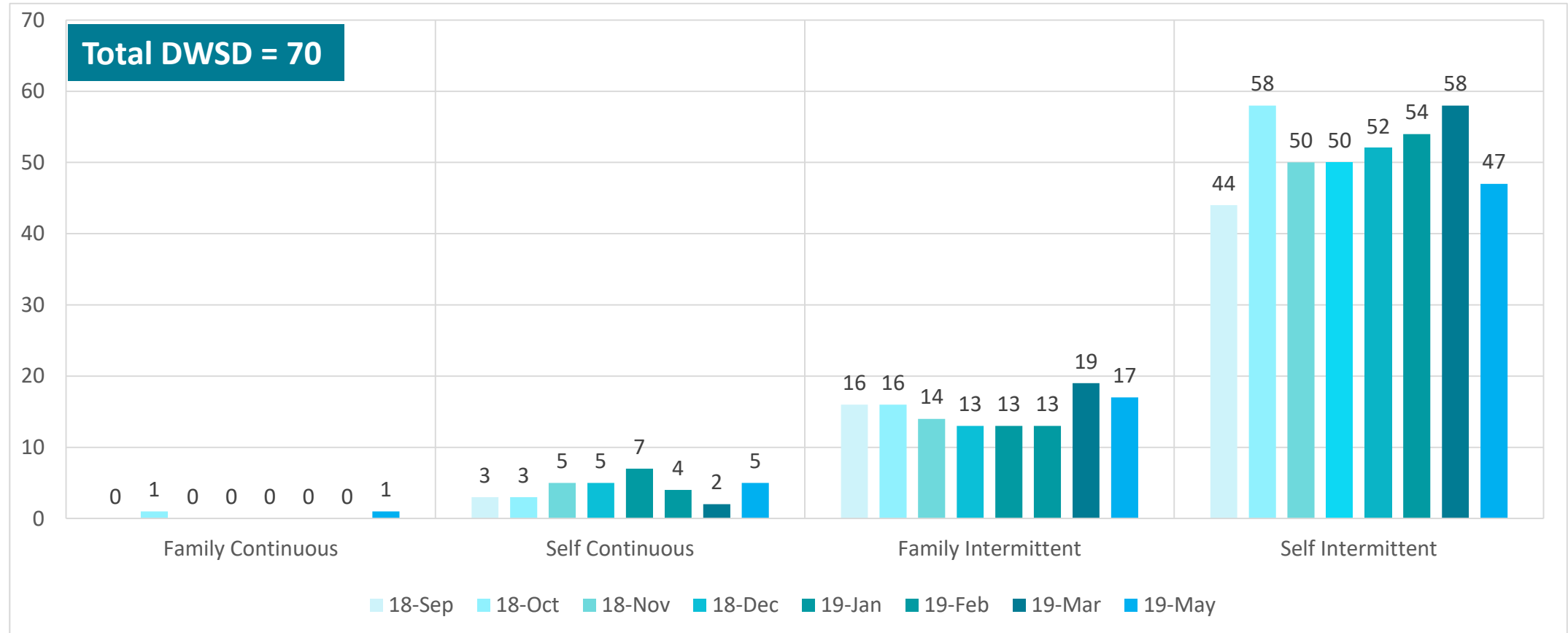




# Retirement Eligible cont'd

Classification	Technical/Specialized Classifications
Field Service Technician	43
Team Leader	29
Automotive Fleet Technician	9
Maintenance Technician	6
Customer Service Specialist	19
Engineer	8
<b>TOTAL</b>	<b>114</b>

# Family Medical Leave



# Family Medical Leave by Department

Administration – 8% (1/12)

Customer Service – 32% (33/102)

Field Engineering – 11% (4/36)

Fleet & Facilities – 8% (3/40)

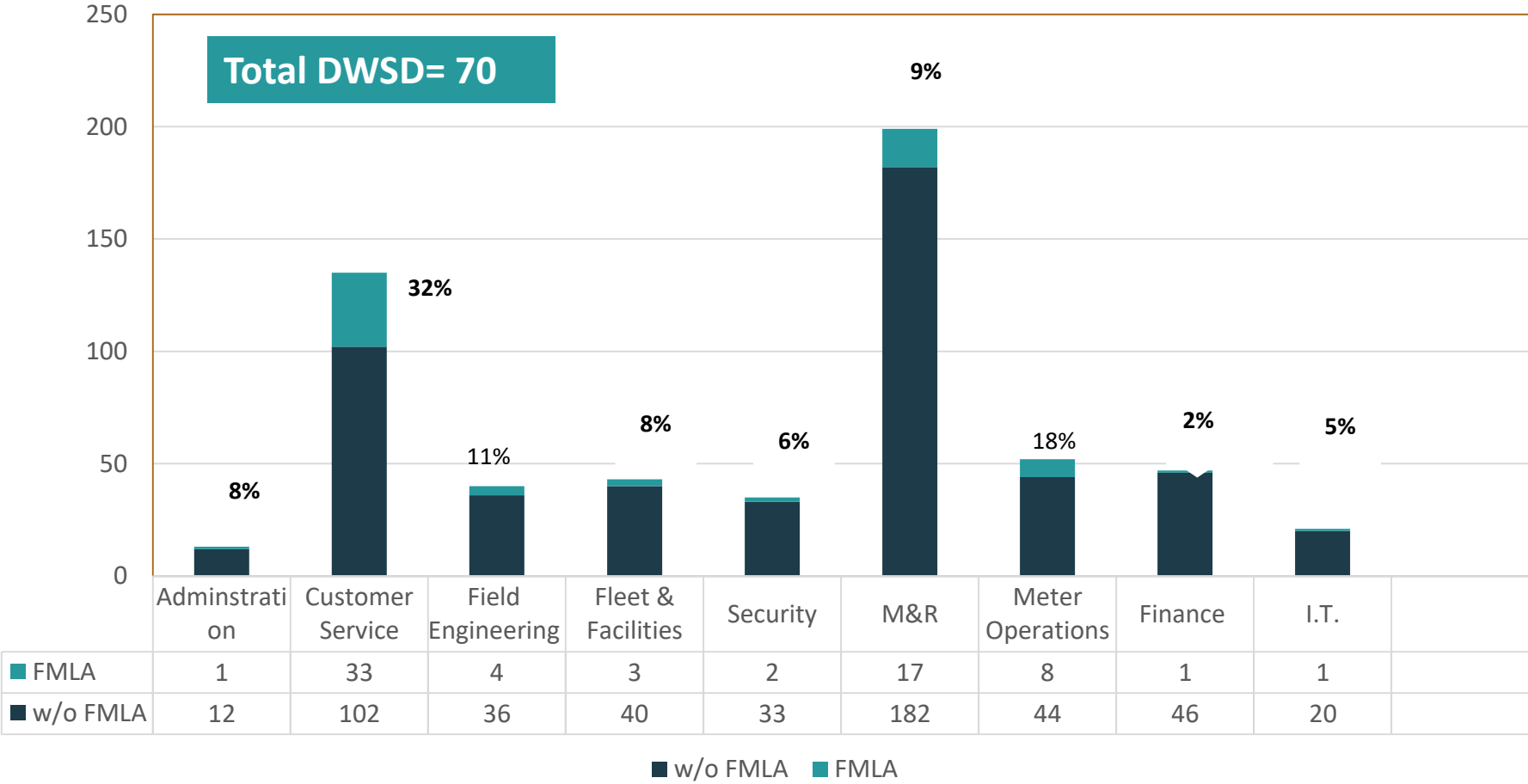
Security – 6% (2/33)

Maintenance & Repair – 9% (17/182)

Meter Operations – 18% (8/44)

Finance - 2% (1/46)

I.T.- 5% (1/20)



# Training Update

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## TRAINING:

1. **Confined Space Training Training** – *11 participants*
2. **PACP/LACP/MACP Training** - *5 participants*
3. **UltiPro Training** – *229 participants*
4. **Receiver Training** - *7 participants*

# Safety Update

## Safety Update – May Status

1. Internal / Field Inspections – 14
2. MIOSHA Violations – 0
3. MIOSHA Complaints – 1
4. EPA Violations – 0
5. Employee Complaints – 4

## May Inspection Findings

1. Safety Hazard – 7
2. Slip, Trip and Fall Hazards – 6



# UltiPro Update

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- The official DWSD launch will occur on **June 17**
  - UltiPro Timekeeping/Payroll and HR Information
  - Self-Service (*Paystubs, Address Changes, Exemptions, Direct Deposit, etc.*)
- The first UltiPro payout will be on **July 5**
- Employees will no longer receive pay stubs starting in July
- Employees who do not have direct deposit will receive live checks for the last time during the month of July (**102 employees/25 LOA**)
  - Additional reminders will be attached to the paychecks of these employees
- Employees who do not elect a bank for direct deposit will receive a Global Cash Card effective the first August paycheck