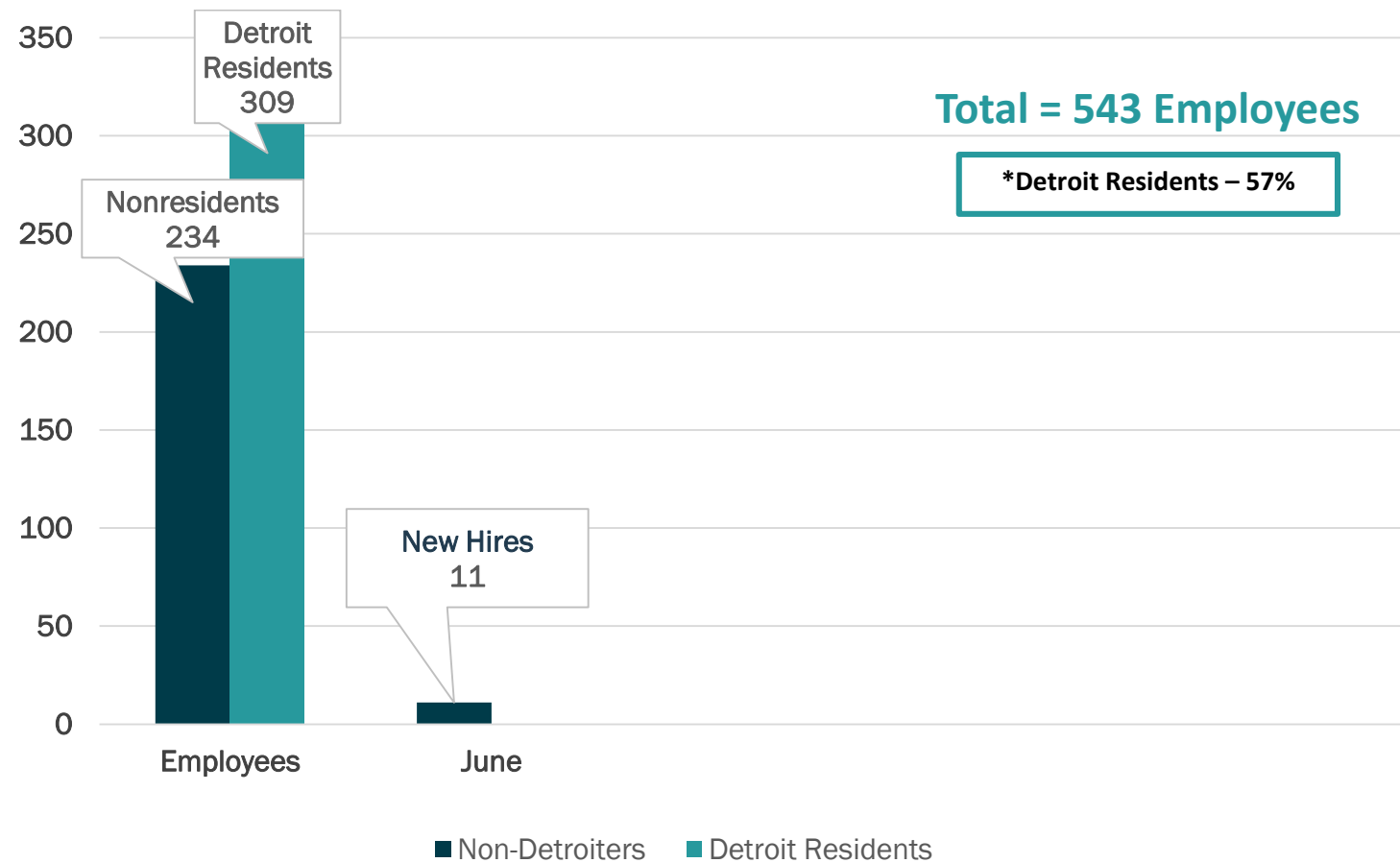


# Human Resources/ Organizational Development Metrics

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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 - 307**

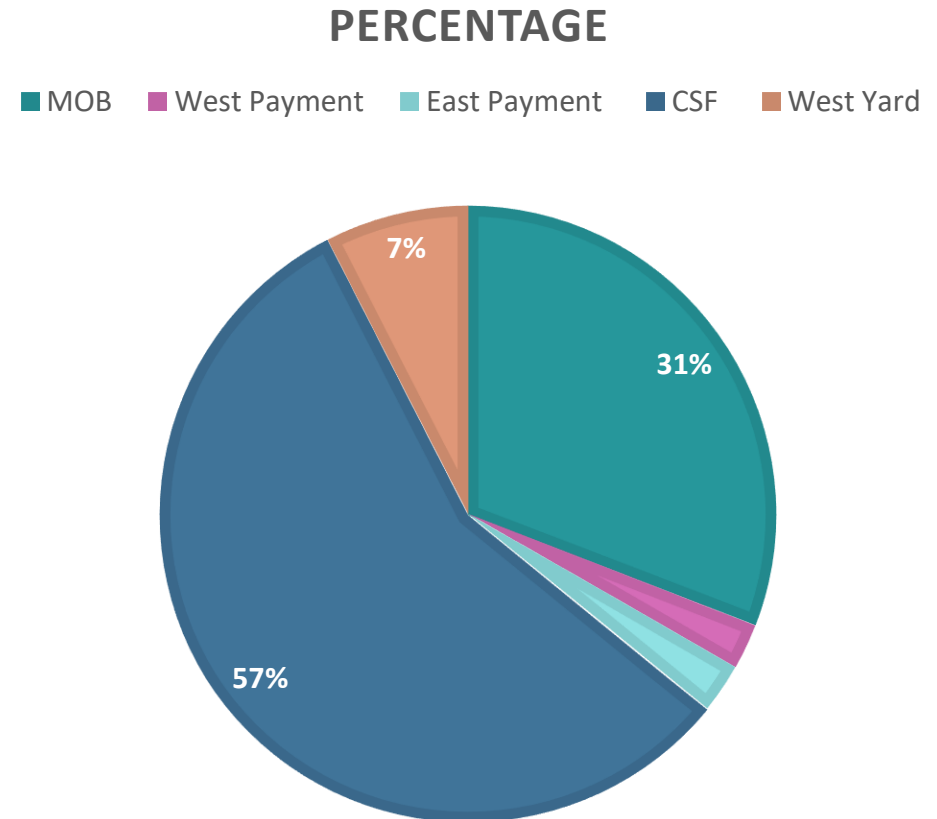
**Main Office Building – 168**

**West Yard – 41**

**East Payment - 14**

**West Payment – 13**

**TOTAL- 543**



# Bi/Trilingual Employees

<b>Urdo – 1</b>	<b>Latin - 0</b>
<b>Hindu – 2</b>	<b>Greek– 0</b>
<b>Gujarati – 1</b>	<b>French - 2</b>
<b>Swahili - 1</b>	<b>Japanese - 1</b>
<b>Spanish - 3</b>	<b>German - 1</b>
<b>Arabic – 1</b>	<b>Filipino - 1</b>
<b>Portuguese – 0</b>	<b>American Sign Language - 1</b>

Only 8 employees responded to the email survey

# Pipeline/ Sourcing (Past)

Date of Event	No. of Attendees	Type of Event	No. of Applicants	Location
6/5/2019	50	Michigan Rehabilitation Services Job Fair	15	MRS Office- Grand River Office (District 1)
6/14/2019	10	Employer Engagement Event and Mock Interviews	6	Detroit Training Center
6/24/2019	4	Cease Fire introduction meeting	N/A	Detroit Public Safety Headquarters
6/28/2019	2	Caught Up introduction meeting	N/A	Water Board Building

# Pipeline/ Sourcing (Upcoming)

Date of Event	Type of Event	Location
7/8/2019	Workforce development opportunity for youth programs	Focus Hope
7/11/2019	Returning Citizens Task Force Meeting	West side Health & Wellness Recovery Center
7/12/2019	Ceasefire Services Meeting	Detroit Public Safety Headquarters
7/12/2019	Employer Engagement Event and Mock Interviews	Detroit Training Center
7/25/2019	Customer Assistance Resource Fair	Ford Resource and Engagement Center

# HR Employee Enrichment

Date of Event	Event Name	Type of Event	Location
6/19/2019	Cookies and Questions	UltiPro Support	Central Services Facility
7/3/2019	Cookies and Questions	UltiPro Support	MOB

# Summer Youth Programs

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- The Mayor's College Intern Program
- InnovateGov Program
- GYDT (Grow Detroit's Young Talent)
- Lunch and Learn series

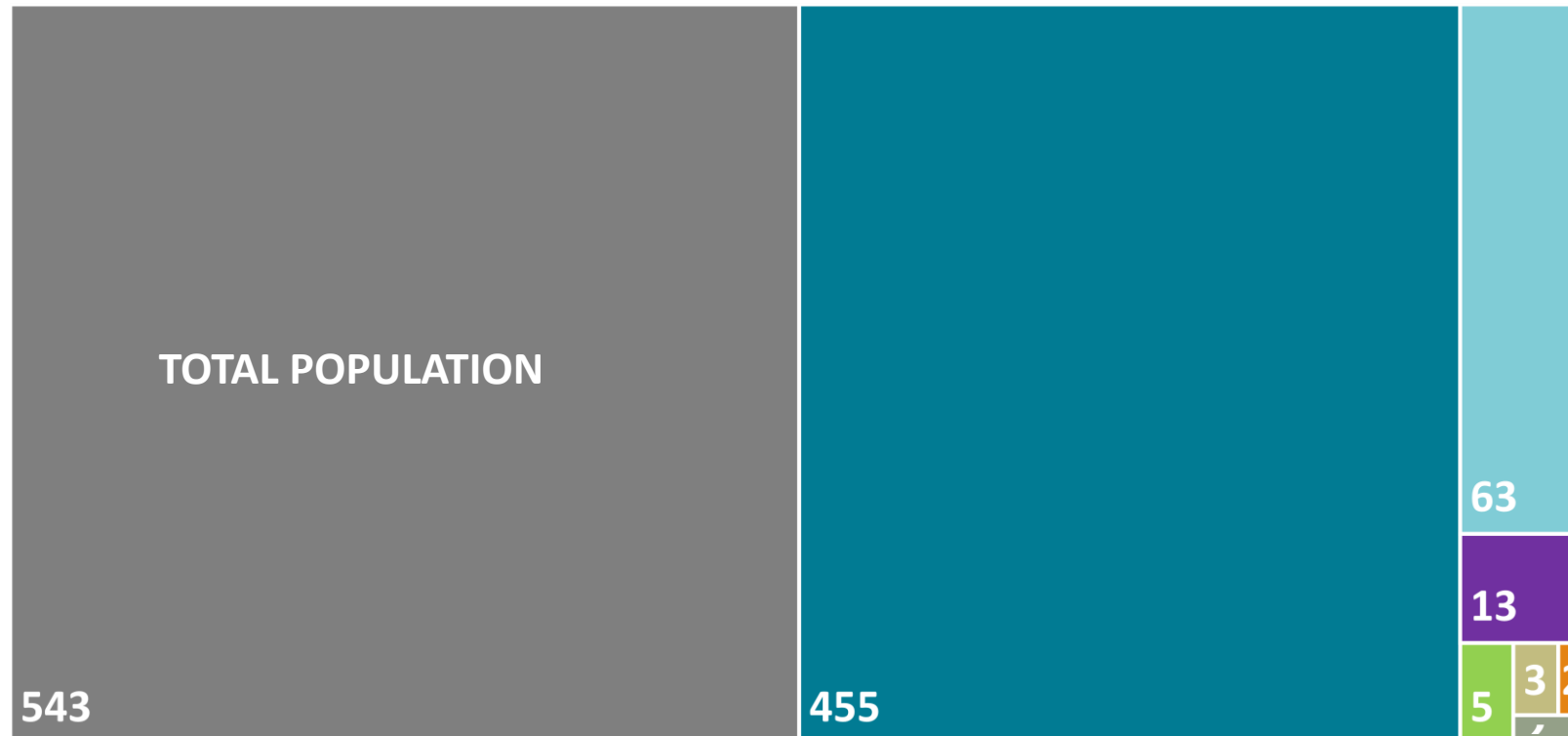


# Open Requisitions

Classification	Division	Open Positions	# of Applicants	# selected for Interviews	Comments
Infrastructure Administrator	Information Technology	1	19		Mgmt. reviewing resumes
Database Administrator	Information Technology	2	34		Mgmt. reviewing resumes
Applications Analyst I/II	Information Technology	1	49		Mgmt. reviewing resumes
Service Desk Analyst	Information Technology	1	141	9	Offer pending
Office Support Specialist	Field Engineering	1	623	8	Offer pending
Field Services Coordination Specialist	Field Engineering	4	106	17	Currently interviewing
Engineer III/IV	Stormwater Management Group	3			Still posted
Inspector	Stormwater Management Group	1	55		Mgmt. reviewing resumes
Automotive Fleet Technician	Fleet & Facilities	6	21		Mgmt. reviewing resumes
Public Affairs Specialist	Public Affairs	1	122	6	Offer pending
Field Service Technician	Meter Operations	5			Reposted
Field Service Technician	Maintenance and Repair	11			Reposted
Team Leader	Customer Service	1	37	7	Offer pending

# Employee Demographics

- American Indian/Alaskan Native
- Asian
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- Not specified
- White
- Grand Total

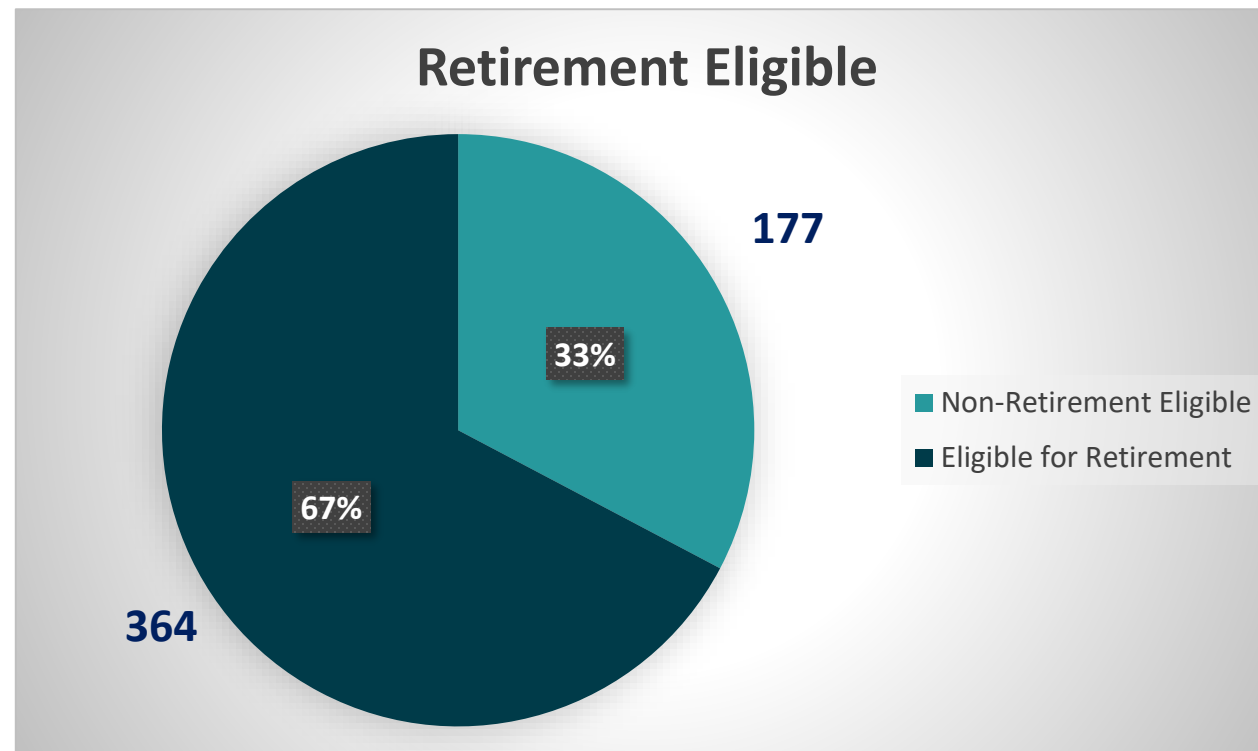


ETHNICITY
Black or African American (455) 85%
White (63) 11%
Hispanic or Latino (13) 2%
Asian (5) 1%
Native Hawaiian or Other Pacific Islander (3) .5%
American Indian/Alaskan Native (2) .3%
Not specified (2) .3%
<b>Grand Total (543)</b>

# Retirement Eligible

(Average years of service = 20)

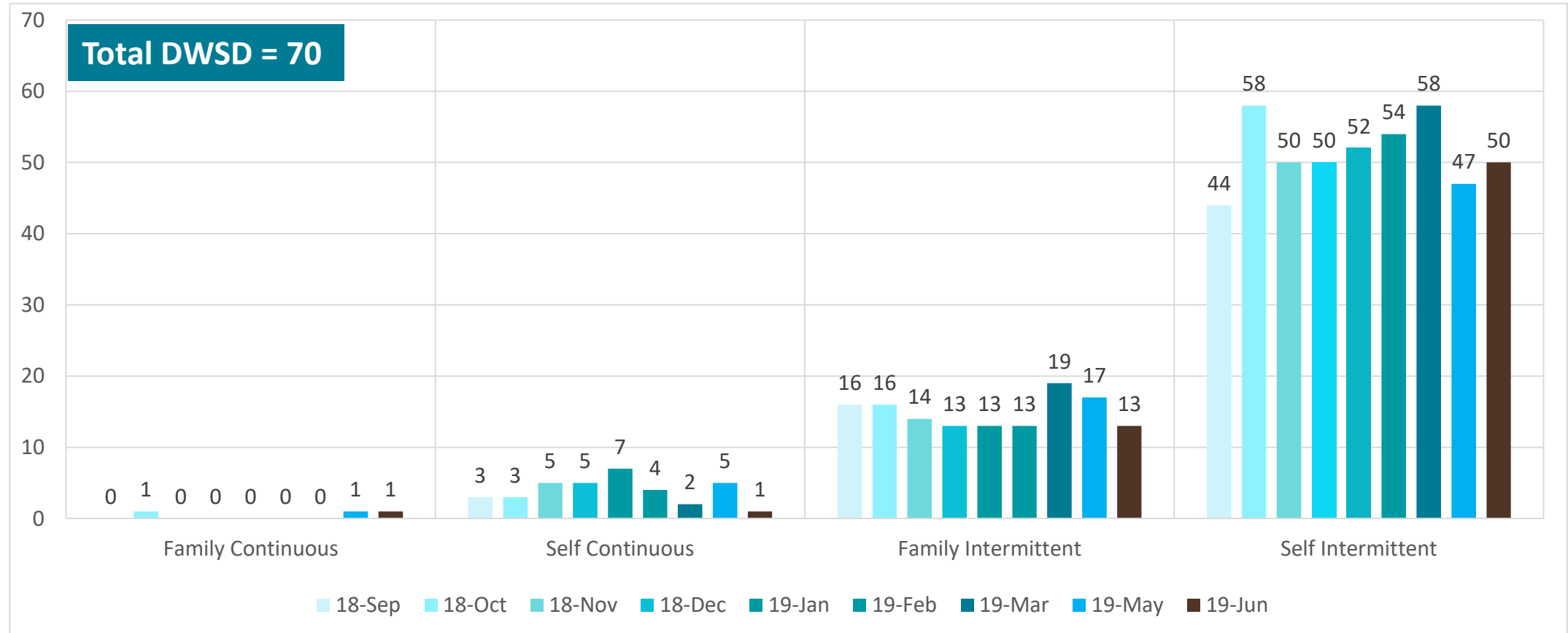
With a current population of 543 employees, there are 179 DWSD employees eligible for retirement



# Retirement Eligible cont'd

Classification	Technical/Specialized Classifications
Field Service Technician	42
Inspector	9
Team Leader	29
Automotive Fleet Technician	9
Maintenance Technician	6
Customer Service Specialist	19
Engineer	7
<b>TOTAL</b>	<b>121</b>

# Family Medical Leave



# Family Medical Leave by Department

**Administration – 8% (1/12)**

**Customer Service – 28% (28/100)**

**Field Engineering – 13% (5/36)**

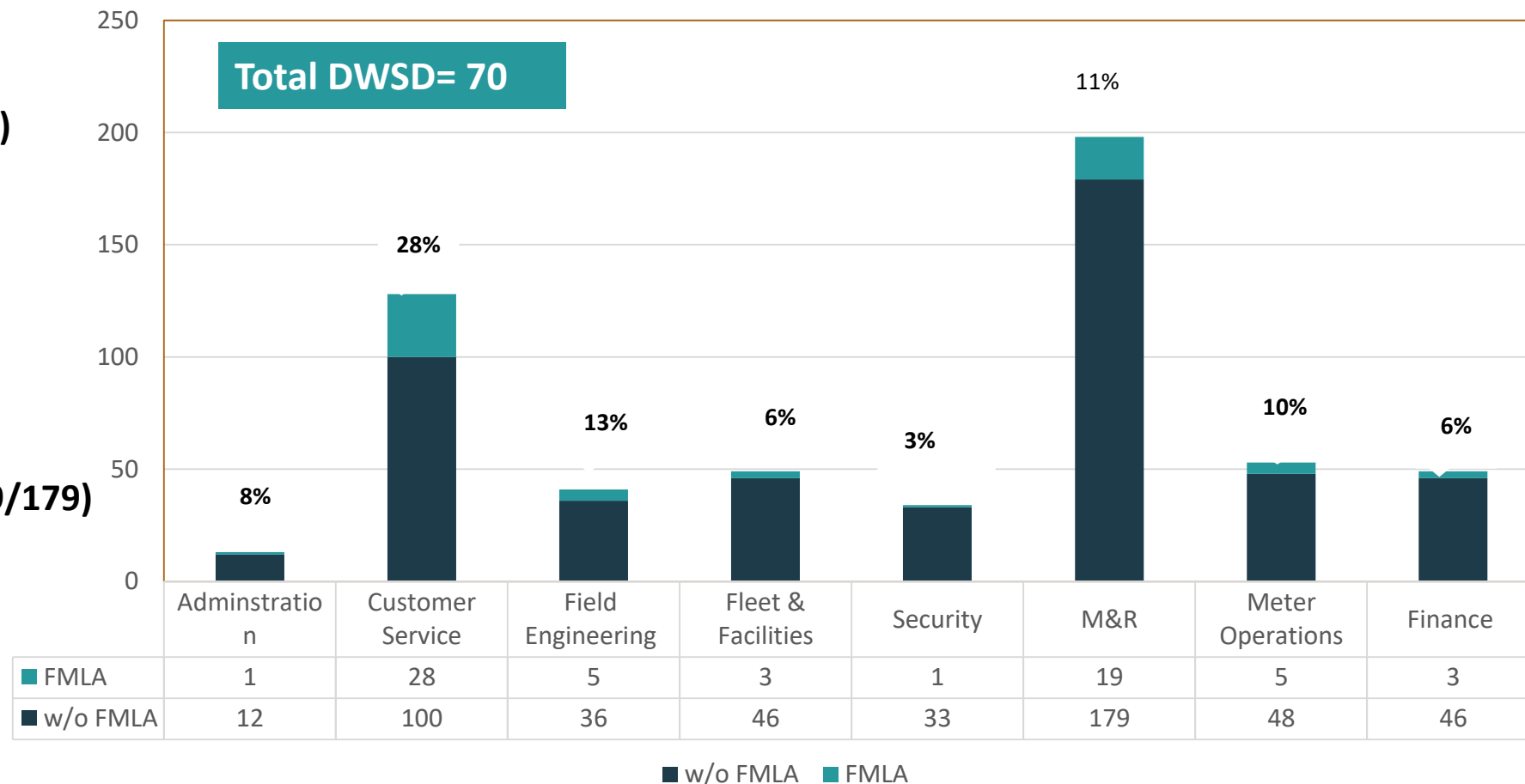
**Fleet & Facilities – 6% (3/46)**

**Security – 3% (1/33)**

**Maintenance & Repair – 11% (19/179)**

**Meter Operations – 10% (5/48)**

**Finance - 6% (3/46)**



# Training Update

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## TRAINING:

1. **Performance Evaluation Training** – 46 participants
2. **PACP/LACP/MACP Training** - 5 participants
3. **UltiPro Training** – 267 participants
4. **DivDat Training** – 12 participants
5. **Excel Training** - 18 participants
6. **Safety Awareness Training** – 281 participants

# Safety Update

## Safety Update – June Status

1. Internal / Field Inspections – 29
2. MIOSHA Violations – 0
3. MIOSHA Complaints – 1
4. MDEQ Complaints -1
5. EPA Violations – 0
6. Employee Complaints – 4

## June Inspection Findings

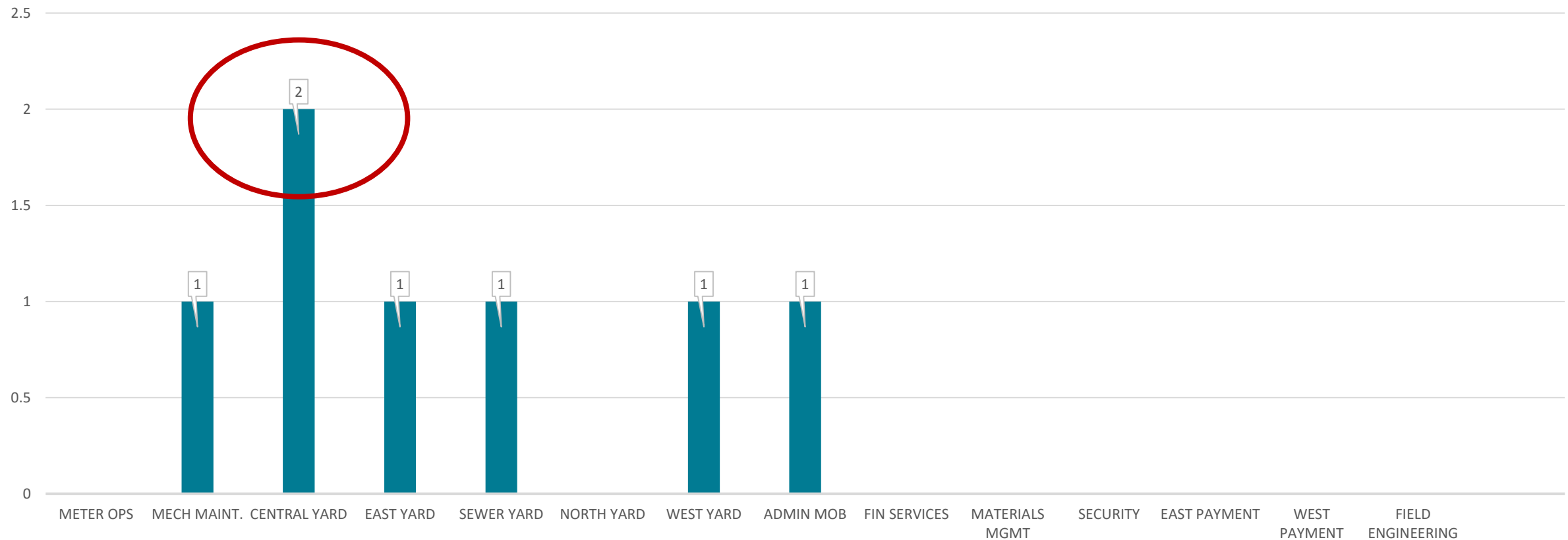
1. Trip Hazard– 1
2. Housekeeping– 2
3. Broken Gate at Vactor Pits -1





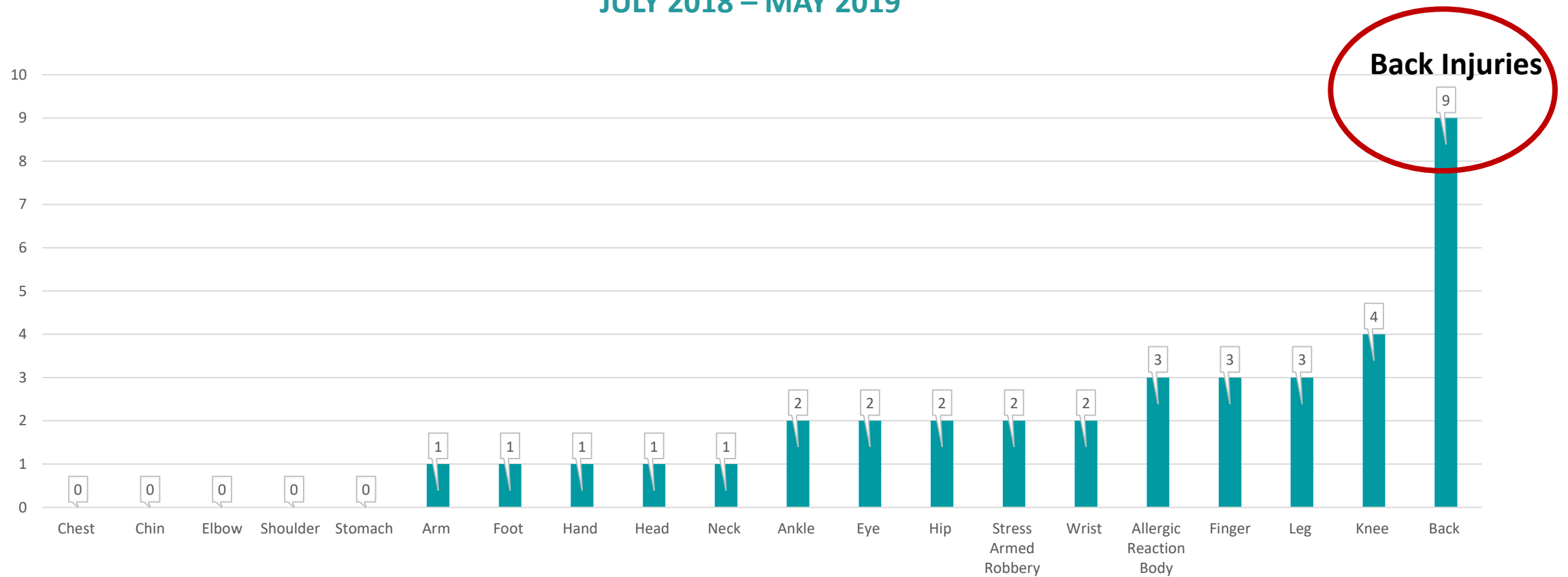
# Loss Time Case — Couldn't Work

JULY 2018- MAY 2019



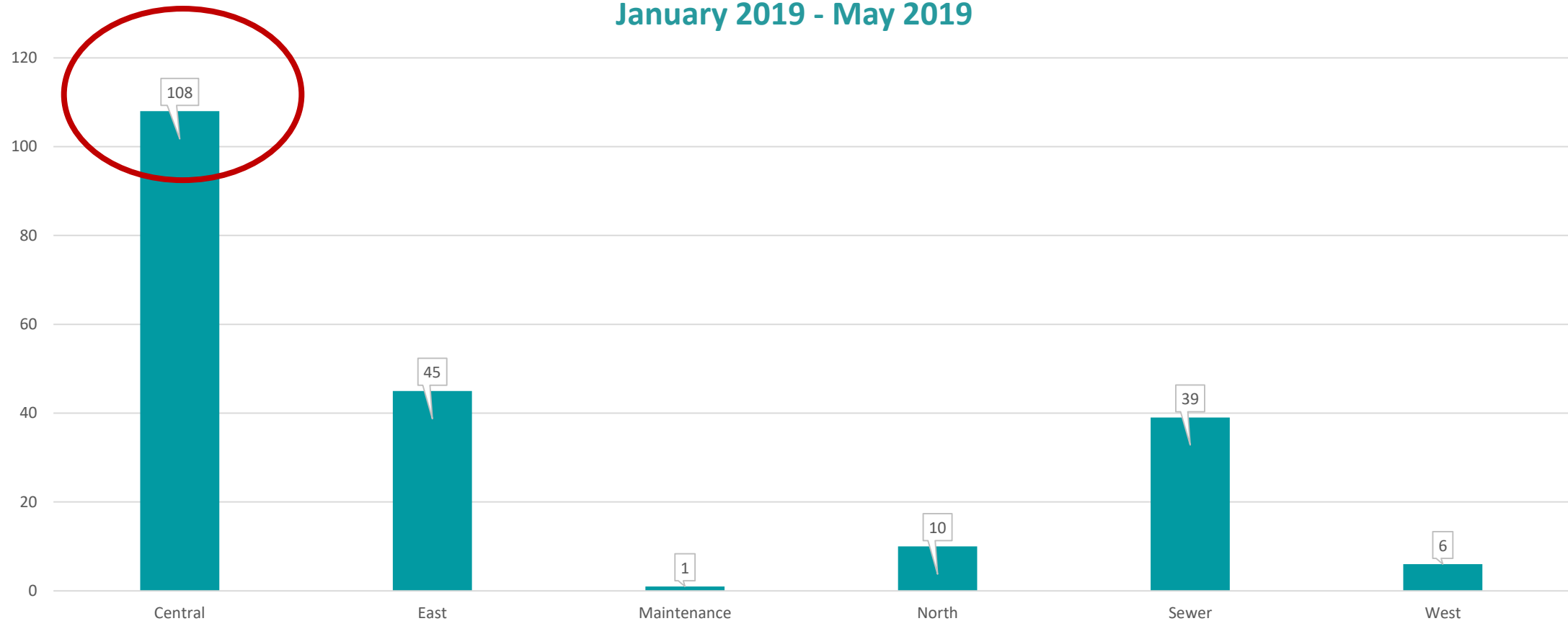
# Body Part by Injury

JULY 2018 – MAY 2019



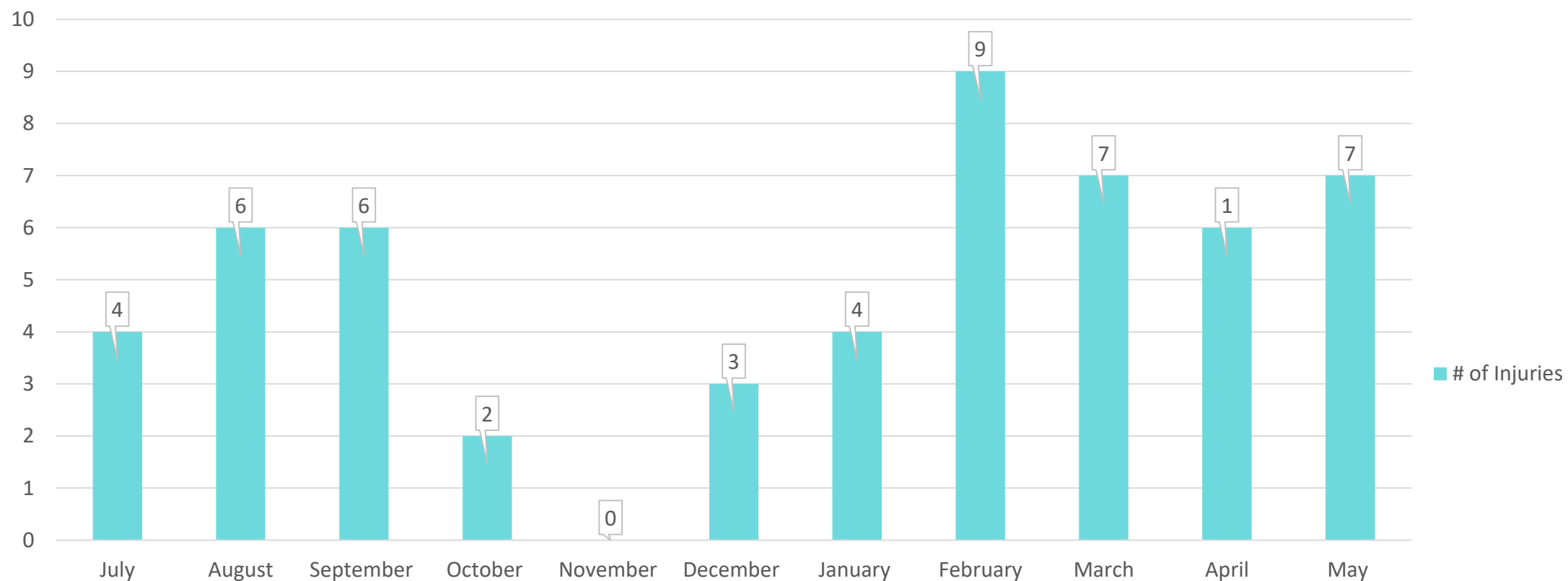
# Restricted Work Days — Restricted Room

January 2019 - May 2019



# Injuries

JULY 2018 - MAY 2019



# UltiPro Update

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- Launched on **June 17**
  - UltiPro Timekeeping/Payroll and HR Information
  - Self-Service (*Paystubs, Address Changes, Exemptions, Direct Deposit, etc.*)
- The first UltiPro payout on **July 5** was successful
- All employees must print their check stubs as of **July 1**
- Employees who do not have direct deposit will receive a live check for the last time **on July 19** (37 as of July 2 - Down from 72 last month)
- Employees who do not elect a bank for direct deposit will receive a Global Cash Card effective the first August paycheck