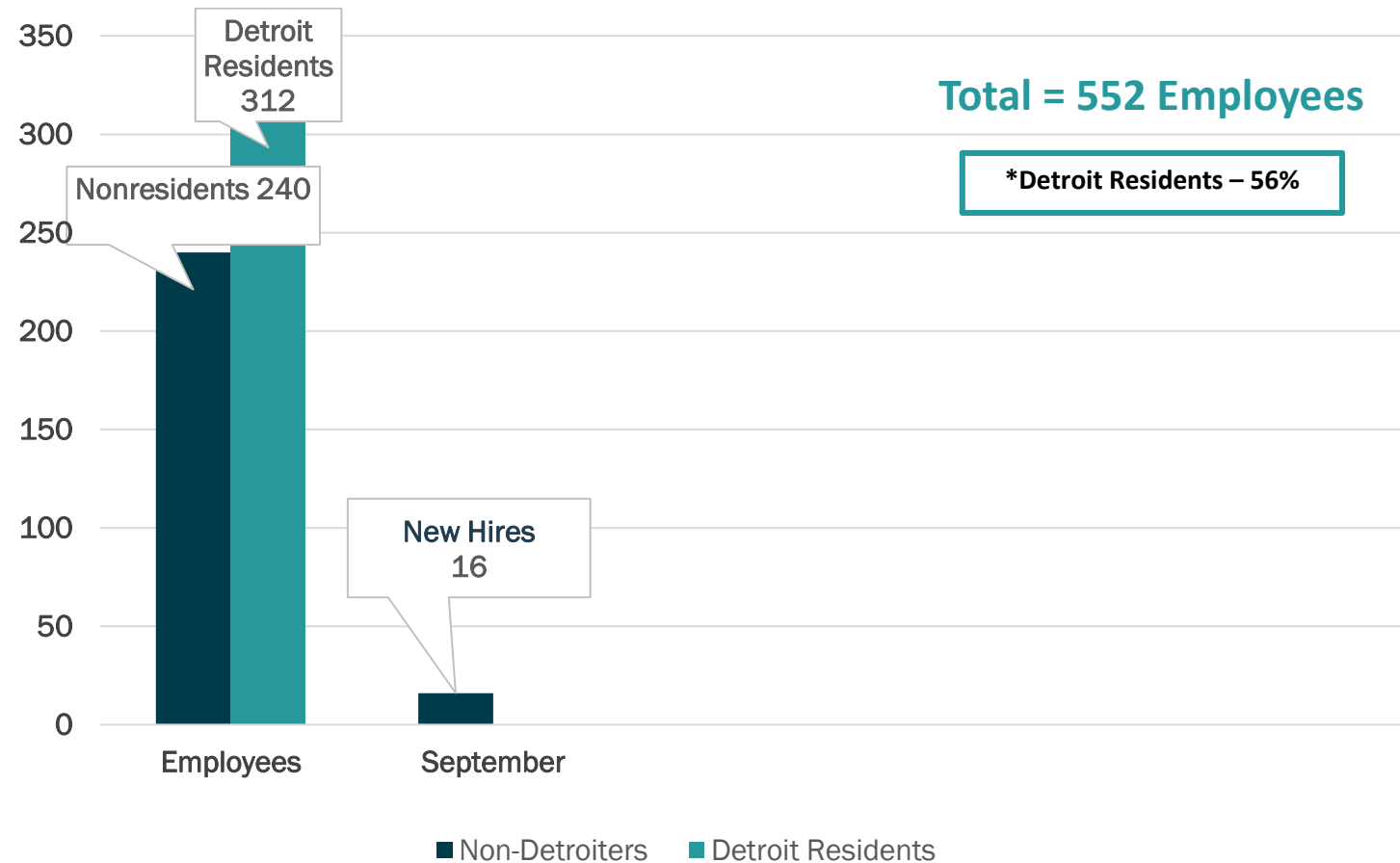


Human Resources/ Organizational Development Metrics



Full Time Employees



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

Number of Employees by Location

Central Services Facility - 319

Main Office Building – 166

West Yard – 41

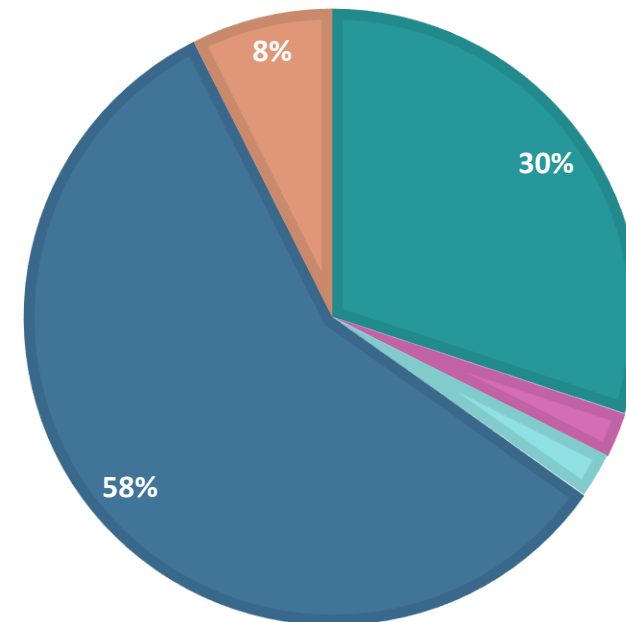
East Payment - 13

West Payment – 13

TOTAL- 552

PERCENTAGE

■ MOB ■ West Payment ■ East Payment ■ CSF ■ West Yard



Pipeline/ Sourcing

Date of Event	Type of Event	Location
9/6/2019 9/20/2019	Cease Fire Meeting	Detroit Public Safety Headquarters
9/25/2019	Skilled Trades Task Force	Focus: Hope

Pipeline/ Sourcing Meetings (Upcoming)

Date of Event	Type of Event	Location
10/4/2019 10/18/2019	Cease Fire Meeting	Detroit Public Safety Headquarters
10/7/2019	Employer Engagement Event and Mock Interviews	Detroit Training Center
10/10/2019	Fall Career Fair	The University of Detroit Mercy
10/14/2019	Fall Career Fair	Wayne State University
10/24/2019	Fall Career Fair	Lawrence Technological University

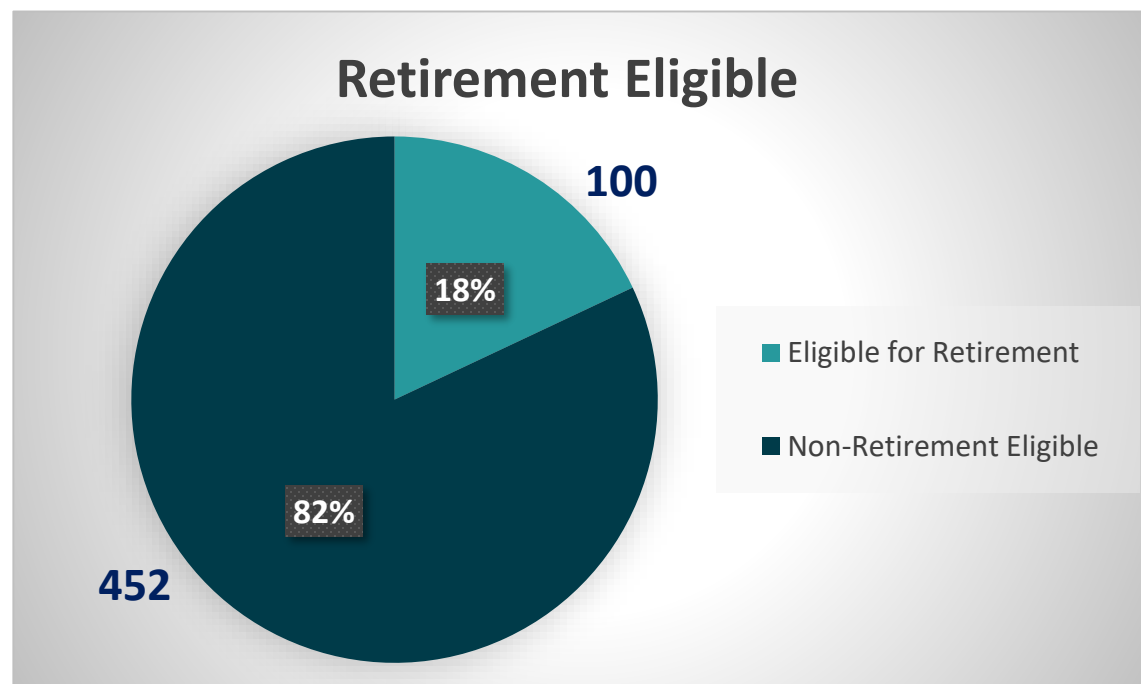


Open Requisitions

Classification	Division	Open Positions	# of Applicants	# selected for Interviews	Comments
Customer Services Specialist	Customer Service	6			Mgmt. reviewing resumes
Billing and Collections Specialist	Finance	2			Still posted
Chief Customer Service Officer	Customer Service	1	136	3	Currently interviewing
Automotive Fleet Technician	Fleet & Facilities	6	21		Mgmt. reviewing resumes
Applications Analyst	I.T	1	49		Mgmt. reviewing resumes
Inspector	Field Engineering	6			Continuous posting
Engineer	Field Engineering	2			Continuous posting
Field Services Technician	Maintenance & Repair	8			Mgmt. reviewing resumes
Team Leader	Maintenance & Repair	6	37	17	Currently interviewing
Security Officer	Security	1	135	4	Currently interviewing
Professional Administrative Analyst	Maintenance & Repair	3	5	4	Currently interviewing
Engineer	Stormwater Management Group	2			Continuous posting
Office Support Specialist	Public Affairs/Legal	1	534	9	Currently interviewing
Risk/Safety Manager	Organizational Development	1	44	6	Candidate declined offer
Inspector	Stormwater Management Group	1			Continuous posting

Retirement Eligible

With a current population of 552 employees, there are **100** DWSD employees eligible for retirement



Retirement Criteria	Total
30 YOS/Any Age (Legacy and Hybrid)	61
10 YOS/60 years old (Legacy)	37
10 YOS/62 years old (Hybrid)	0
8 YOS/65 years old (Legacy)	2
TOTAL	100

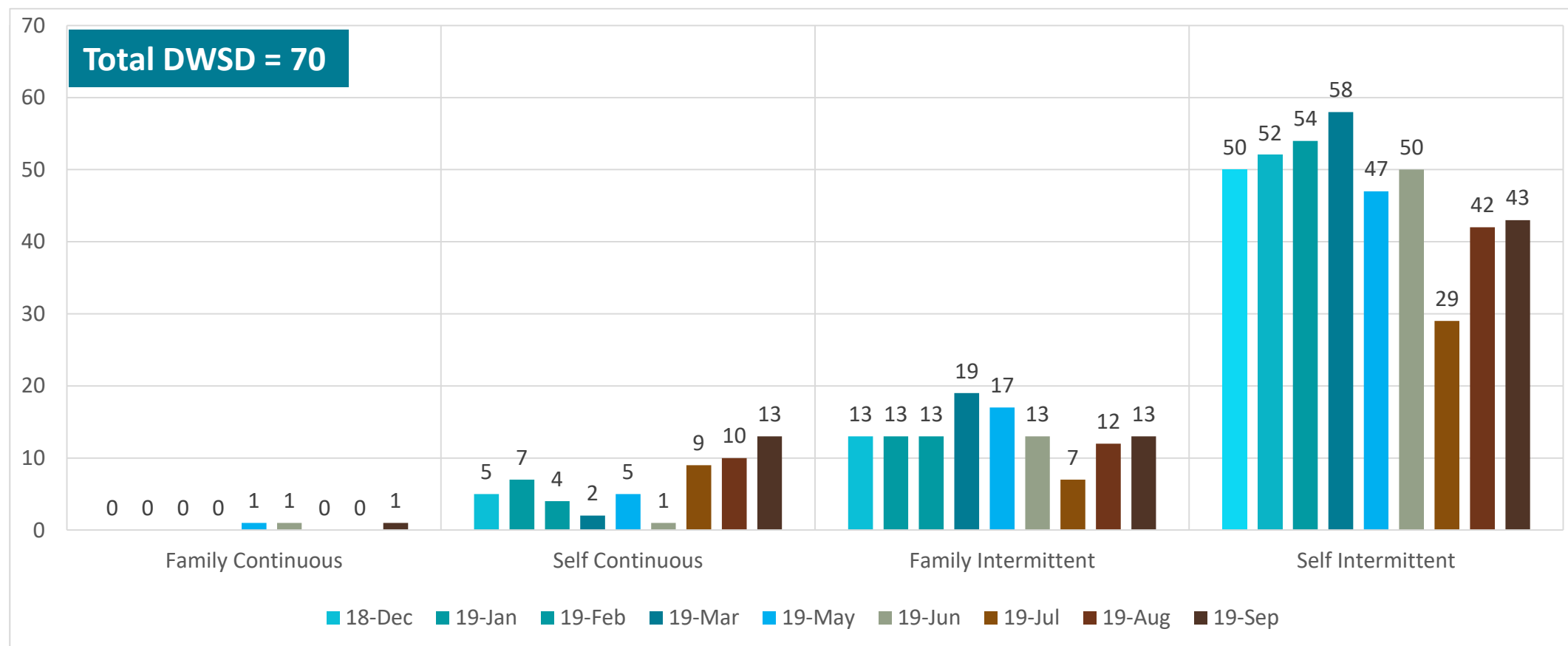
LEGACY = HIRED BEFORE 2014

HYBRID = HIRED AFTER JANUARY 1, 2014

Retirement Eligible $n=100$

- | | |
|--|--|
| 1. Applications Analyst - 2 | 11. Maintenance Technician - 3 |
| 2. Automotive Fleet Technician - 6 | 12. Manager - 3 |
| 3. Customer Service Specialist - 8 | 13. Materials Management Specialist -3 |
| 4. Engineering Technician - 1 | 14. Office Support Specialist - 3 |
| 5. Engineer - 6 | 15. Professional Administrative Analyst - 4 |
| 6. <i>Executive Management Team - 5</i> | 16. Public Affairs Specialist - 1 |
| 7. Environmental Health and Safety Coordinator - 1 | 17. Security - 3 |
| 8. Field Service Technician – 27 | 18. Service Desk Analyst - 1 |
| 9. Field Services Coordination Specialist - 1 | 19. <i>Team Leader - 13</i> |
| 10. Inspector - 3 | 20. Temporary Administrative Special Service - 6 |

Family Medical Leave



Family Medical Leave by Department

Compliance – 5% (2/38)

Customer Service – 34% (31/92)

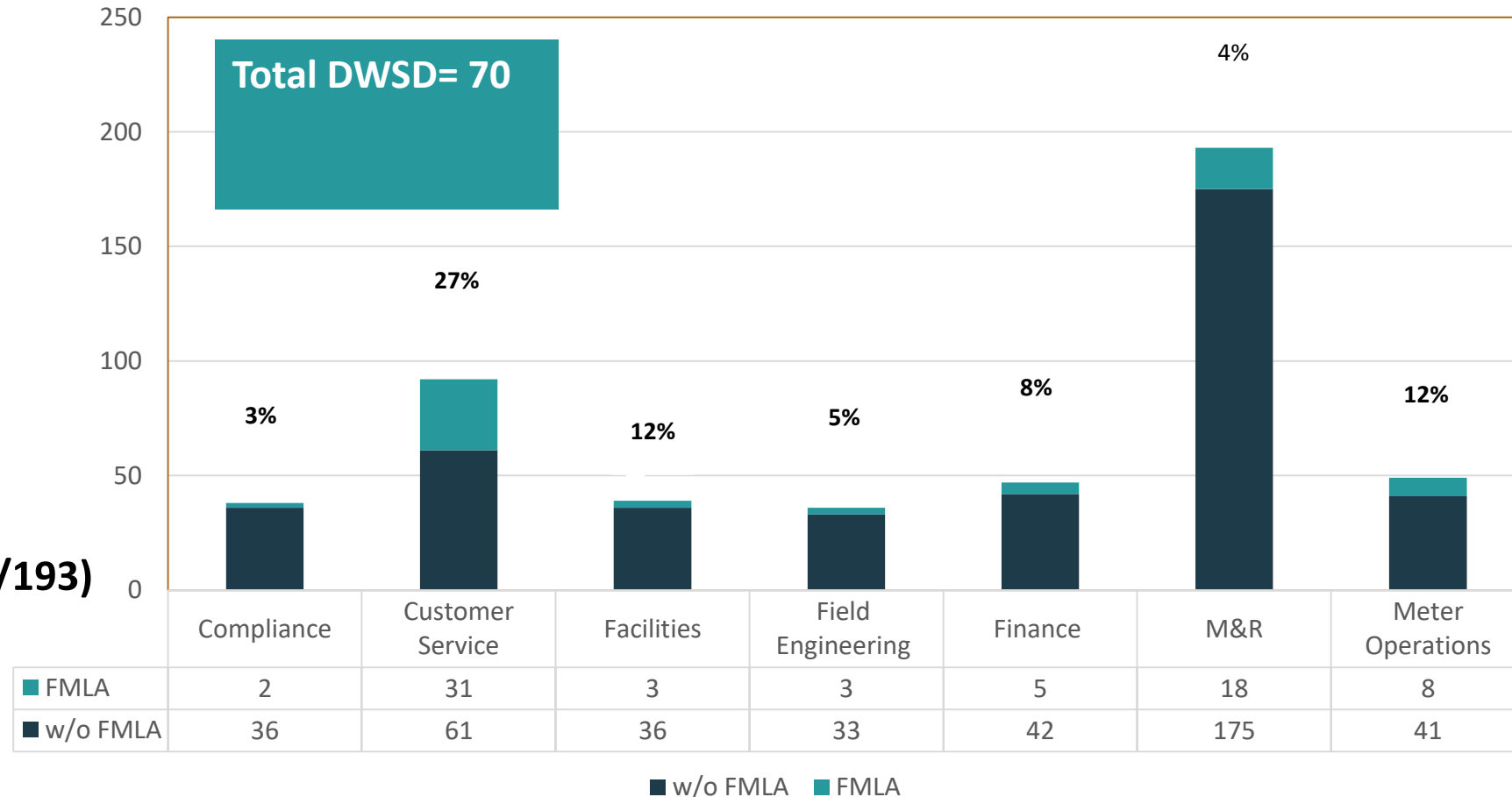
Facilities – 8% (3/39)

Field Engineering – 8% (3/36)

Finance - 11% (5/47)

Maintenance & Repair – 9% (18/193)

Meter Operations – 16% (8/49)



Training Update

TRAINING:

1. **Underground Storage Tank Inspections** – *8 Participants*
2. **Initial Goal Setting (Performance Evaluation)** – *60 participants*
3. **Outlook Training** - *7 participants*
4. **Lucid Chart Training** - *15 participants*
5. **New Hire Customer Service Training** – *8 participants*

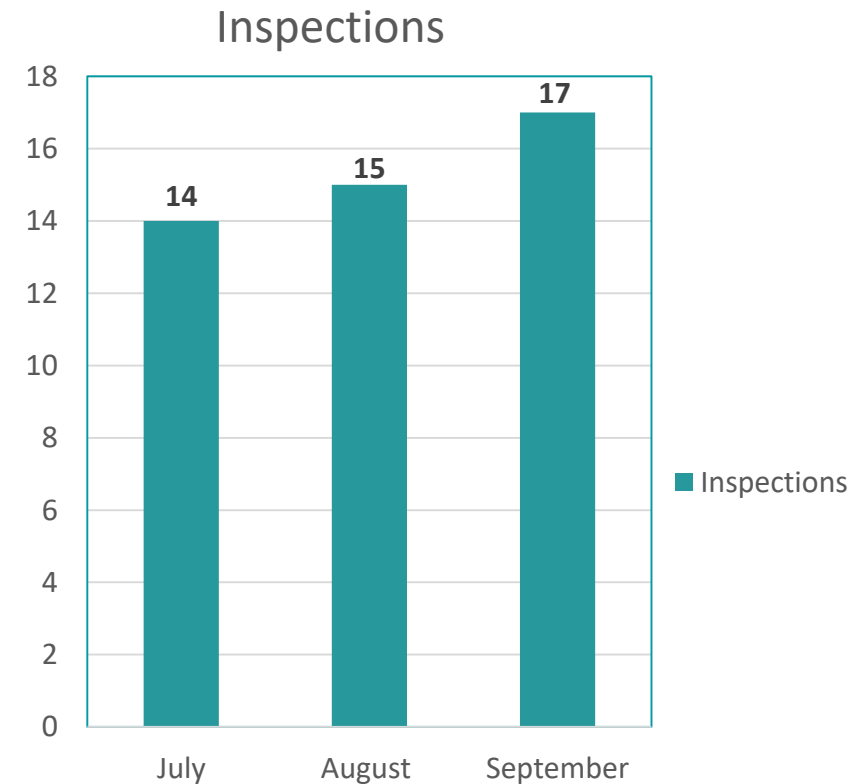
Safety Update

Safety Update – September Status

1. Internal / Field Inspections – 17
2. MIOSHA Violations – 0
3. MIOSHA Complaints – 0
4. MDEQ Complaints -1
5. EPA Violations – 0
6. Employee Complaints – 2

September Inspection Findings

Good Job - All employees have been compliant with DWSD and state / federal regulations!



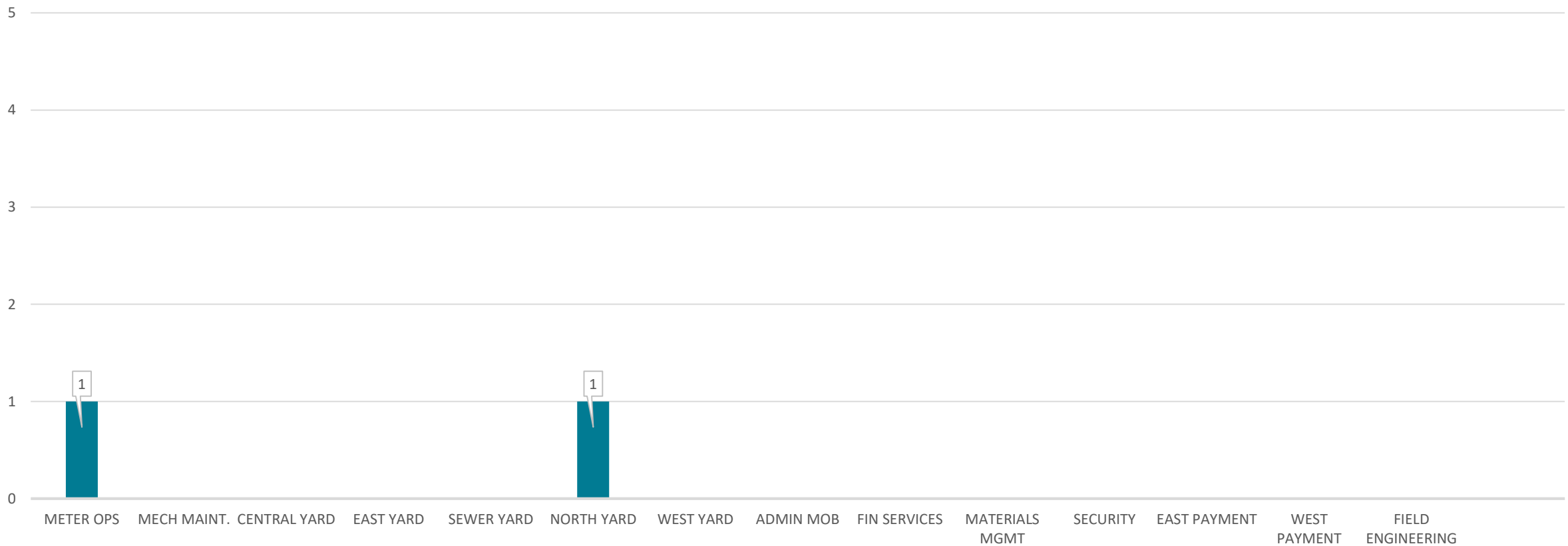
Injuries

JULY 2019 – PRESENT



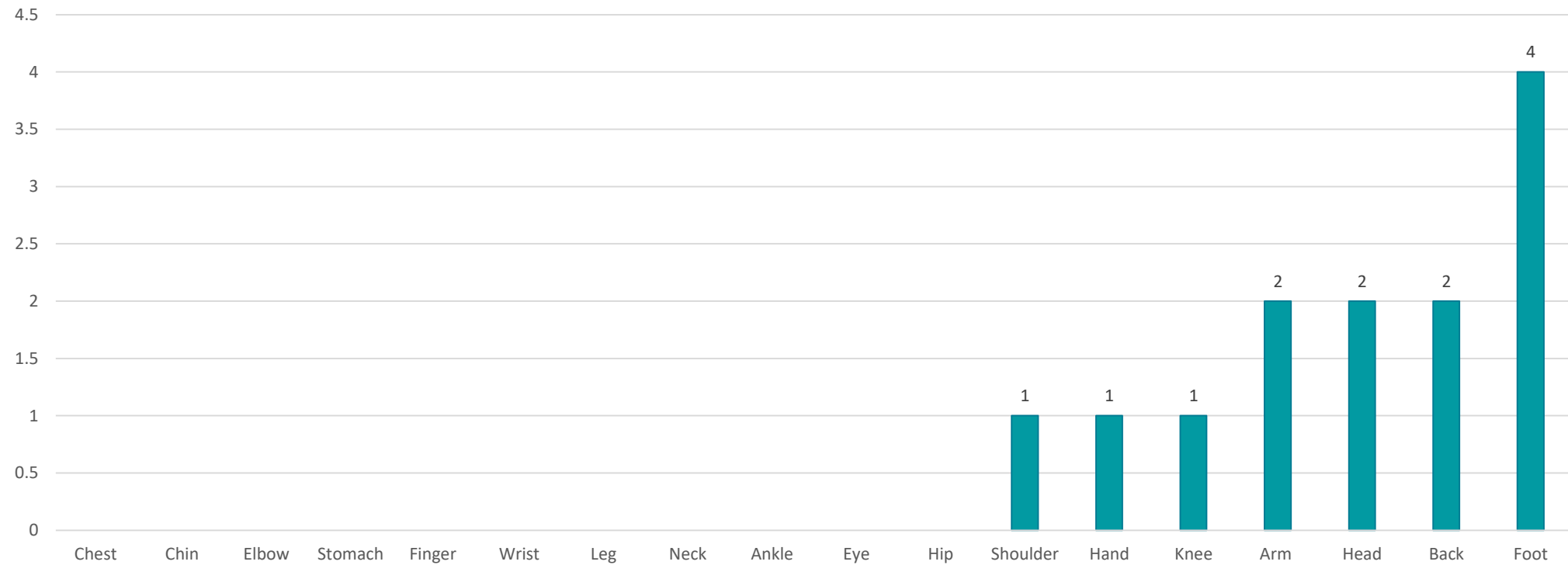
Loss Time Case — Unable to Perform Normal Tasks

JULY 2019 - PRESENT



Body Part by Injury

JULY 2019 – PRESENT



Restricted Work Days — Restricted Room

JULY 2019 – PRESENT

