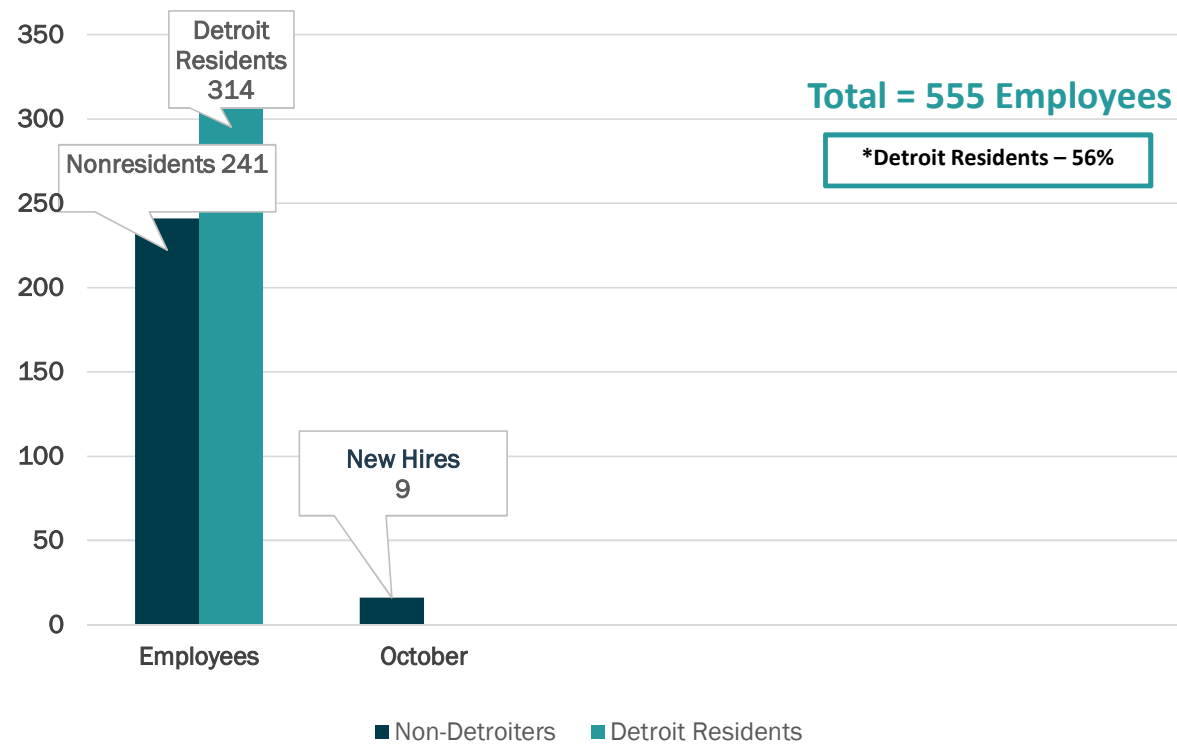


Human Resources/ Organizational Development Metrics



Full Time Employees



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



Number of Employees by Location

Central Services Facility - 319

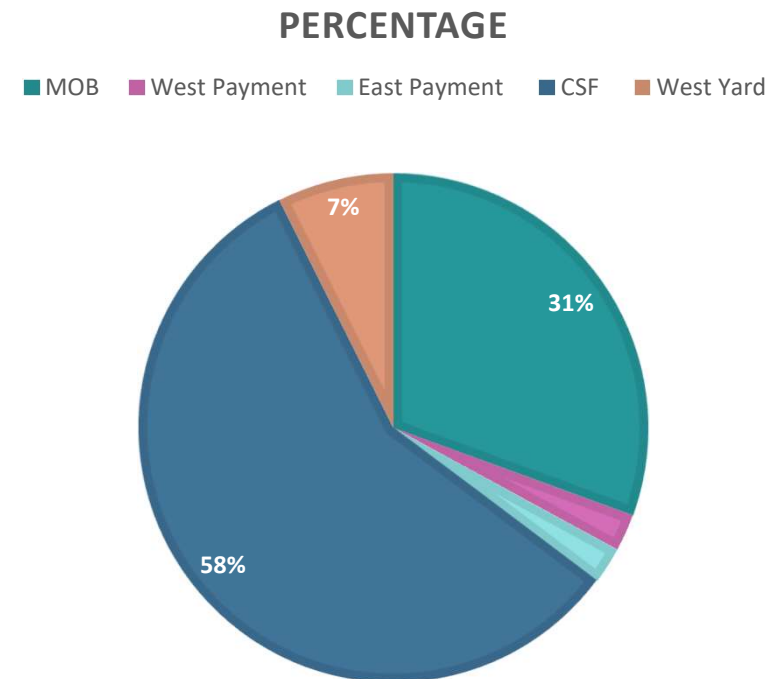
Main Office Building – 170

West Yard – 41

East Payment - 13

West Payment – 13

TOTAL- 555





Pipeline/ Sourcing Meetings

Date of Event	Type of Event	Location
10/3/2019	Employer Engagement Event and Mock Interviews	Detroit Training Center
10/4/2019 10/18/2019	Cease Fire Meeting	Detroit Public Safety Headquarters
10/10/2019	Fall Career Fair	The University of Detroit Mercy
10/14/2019	Fall Career Fair	Wayne State University
10/20/2019	Caught Up! CIP Outreach Event	Calumet Center for Spectrum Juvenile Justice Services
10/23/2019	Skilled Trades Task Force Meeting	UAW Region 1A Vote Center
10/24/2019	Fall Career Fair	Lawrence Technological University
10/30/2019	Hiring Event (returning citizen program)	Goodwill Industries

Open Requisitions

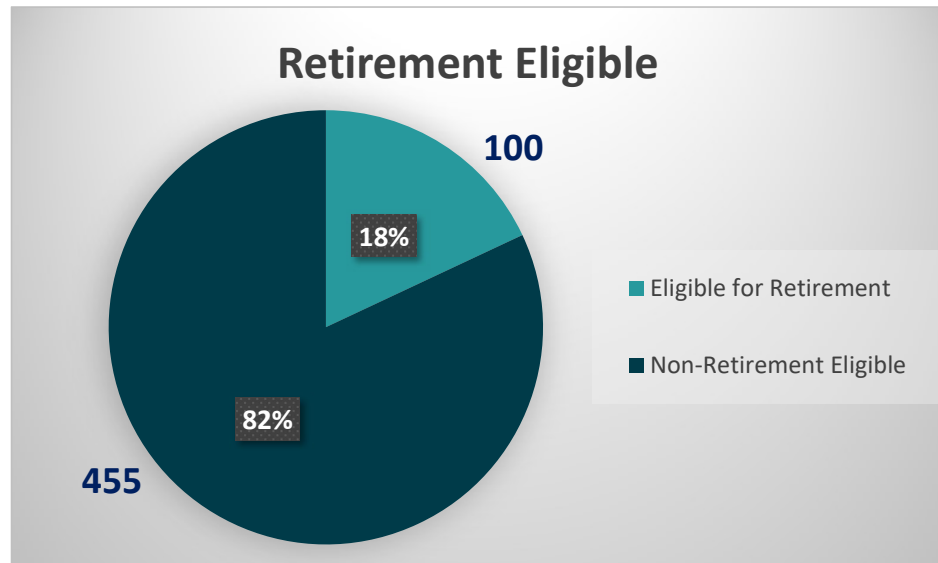


Classification	Division	Open Positions	# of Applicants	# selected for Interviews	Comments
Customer Services Specialist	Customer Service	7	307		Sending resumes to Mgrs.
Billing and Collections Specialist	Finance	2			Still posted
Chief Customer Service Officer	Customer Service	1	136	3	Currently interviewing
Automotive Fleet Technician	Fleet & Facilities	6	21		Mgmt. reviewing resumes
Applications Analyst	I.T	1	49		Mgmt. reviewing resumes
Inspector	Field Engineering	5			Continuous posting
Engineer	Field Engineering	2			Continuous posting
Field Services Technician	Maintenance & Repair	8	27		Sending resumes to Mgrs.
Team Leader	Maintenance & Repair	6	37	17	Offer letters are ready
Security Officer	Security	1	135	4	Re-opened posting
Professional Administrative Analyst	Maintenance & Repair	3	5	4	Currently interviewing
HR Generalist (IT Specialty)	I.T	1	34		
Maintenance Tech/Master Plumber	Facilities	1	3		
Engineer	Stormwater Management Group	2			Continuous posting
Office Support Specialist	Public Affairs/Legal	2	534	9	Currently interviewing
Risk/Safety Manager	Organizational Development	1	44	6	Candidate declined offer
Procurement 1,2,3/Requisition Specialist	Procurement	4	273		Mgmt. reviewing resumes
Inspector	Stormwater Management Group	1			Continuous posting



Retirement Eligible

With a current population of 555 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
2. **Automotive Fleet Technician - 6**
3. **Customer Service Specialist - 8**
4. Engineering Technician - 1
5. **Engineer - 6**
6. *Executive Management Team - 5*
7. Environmental Health and Safety Coordinator - 1
8. **Field Service Technician – 27**
9. Field Services Coordination Specialist - 1
10. **Inspector - 3**
11. **Maintenance Technician - 3**
12. Manager - 3
13. Materials Management Specialist -3
14. Office Support Specialist - 3
15. Professional Administrative Analyst - 4
16. Public Affairs Specialist - 1
17. Security - 3
18. Service Desk Analyst - 1
19. *Team Leader - 13*
20. Temporary Administrative Special Service - 6

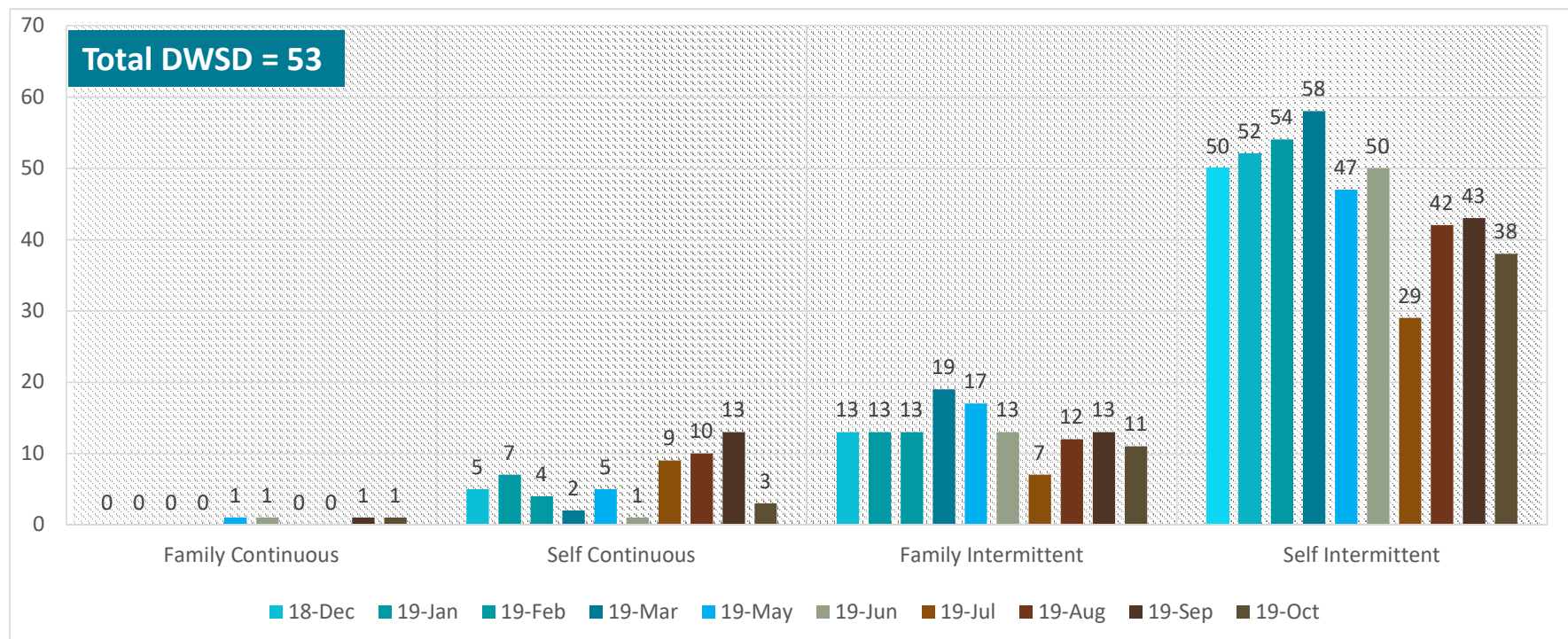


Training Update

TRAINING:

1. **Customer Service New Hire** – 7 Participants
2. **ALERT Conference** – 2 participants
3. **Trench Safety** - 25 participants
4. **PowerPoint** – 12 participants
5. **Outlook** - – 24 participants
6. **PACP/LACP/MACP** – 2 Participants
7. **Pollution Prevention Good Housekeeping and Illicit Discharge Elimination Program Training** - 9 participants
8. **Excel** – 36 Participants

Family Medical Leave





Family Medical Leave by Department

Compliance –75% (6/8)

Customer Service – 30% (24/83)

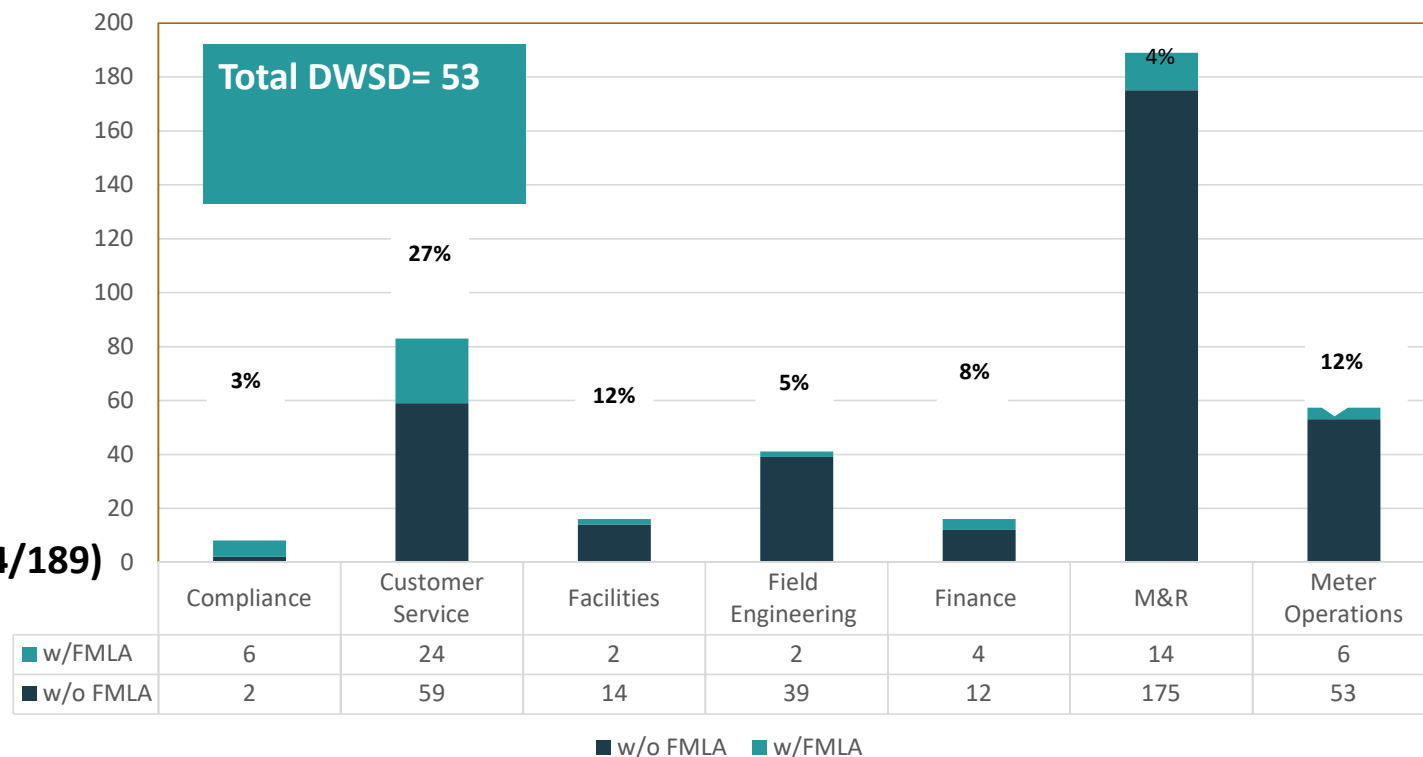
Facilities – 12% (2/16)

Field Engineering –5% (2/41)

Finance - 25% (4/16)

Maintenance & Repair- 7.4% (14/189)

Meter Operations – 10% (6/59)



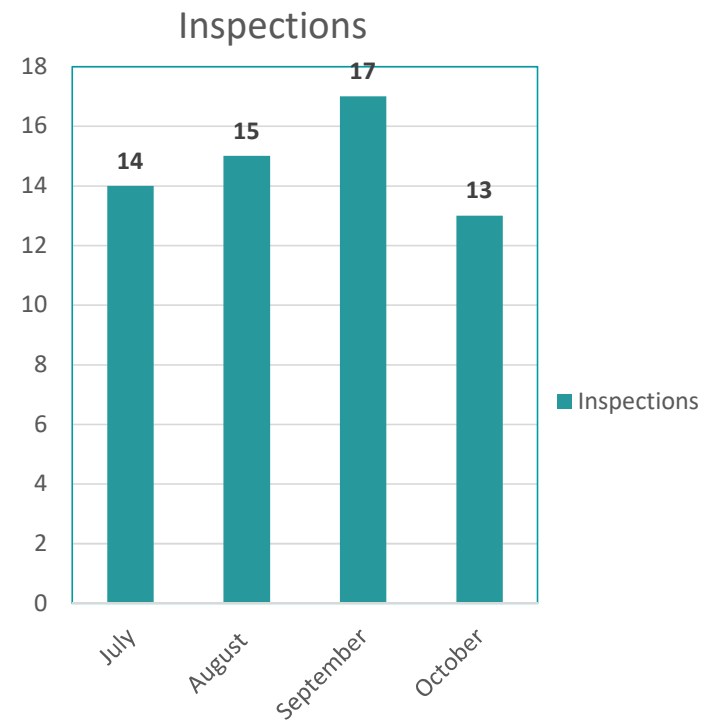
Safety Update

Safety Update – October Status

1. Internal / Field Inspections – 13
2. MIOSHA Violations – 0
3. MIOSHA Complaints – 0
4. MDEQ Complaints -1
5. EPA Violations – 0
6. Employee Complaints – 1

October Inspection Findings

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



Injuries

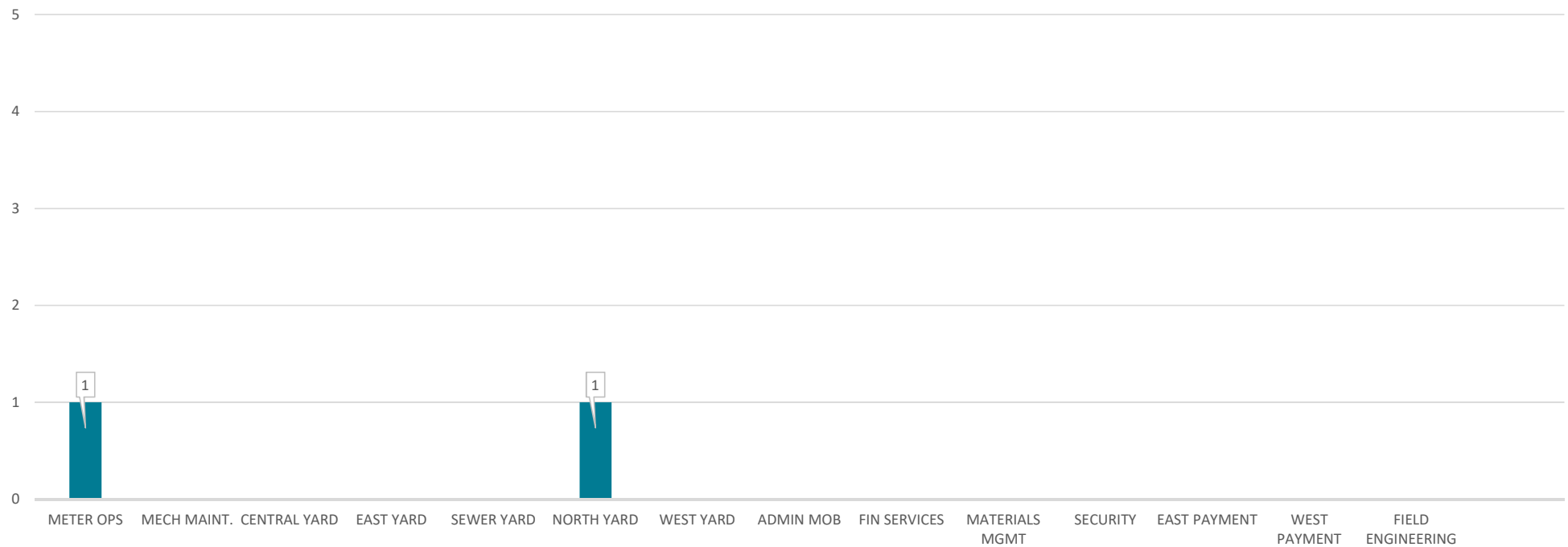
JULY 2019 – PRESENT





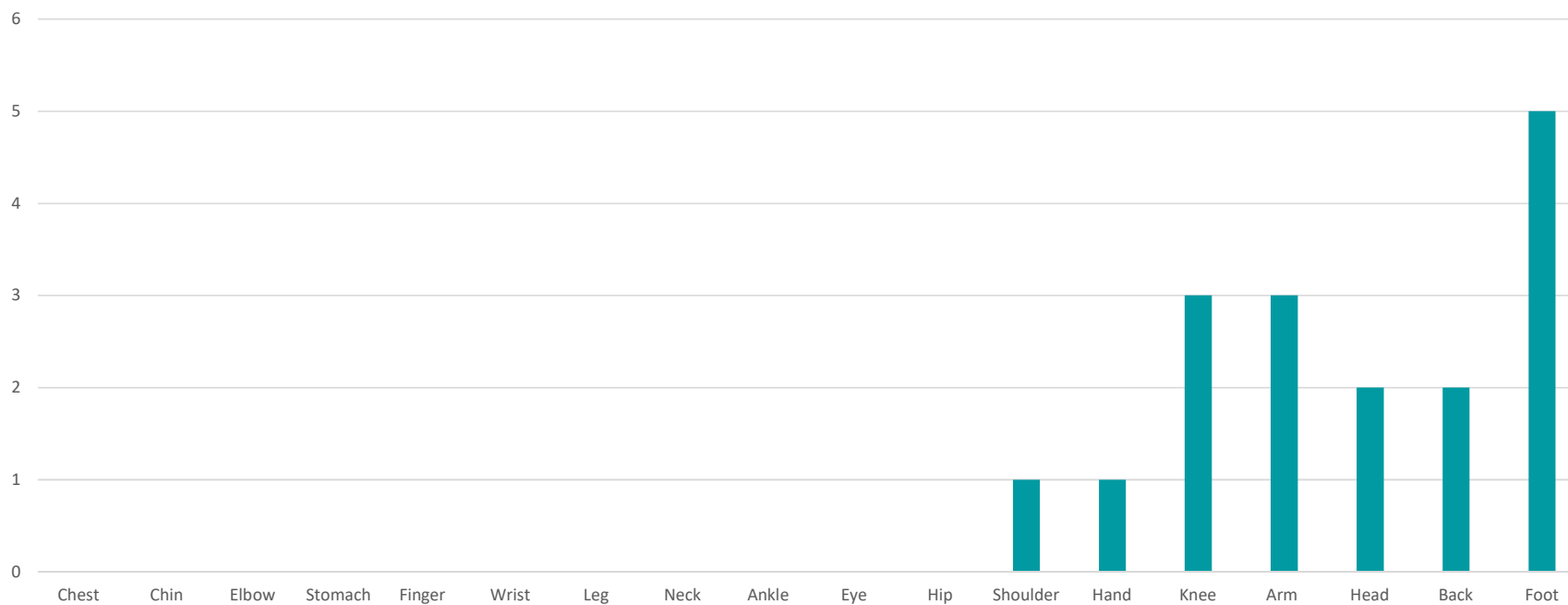
Loss Time Case — Unable to Perform Normal Tasks

JULY 2019 - PRESENT



Body Part by Injury

JULY 2019 – PRESENT



Restricted Work Days — Restricted Room

JULY 2019 – PRESENT

