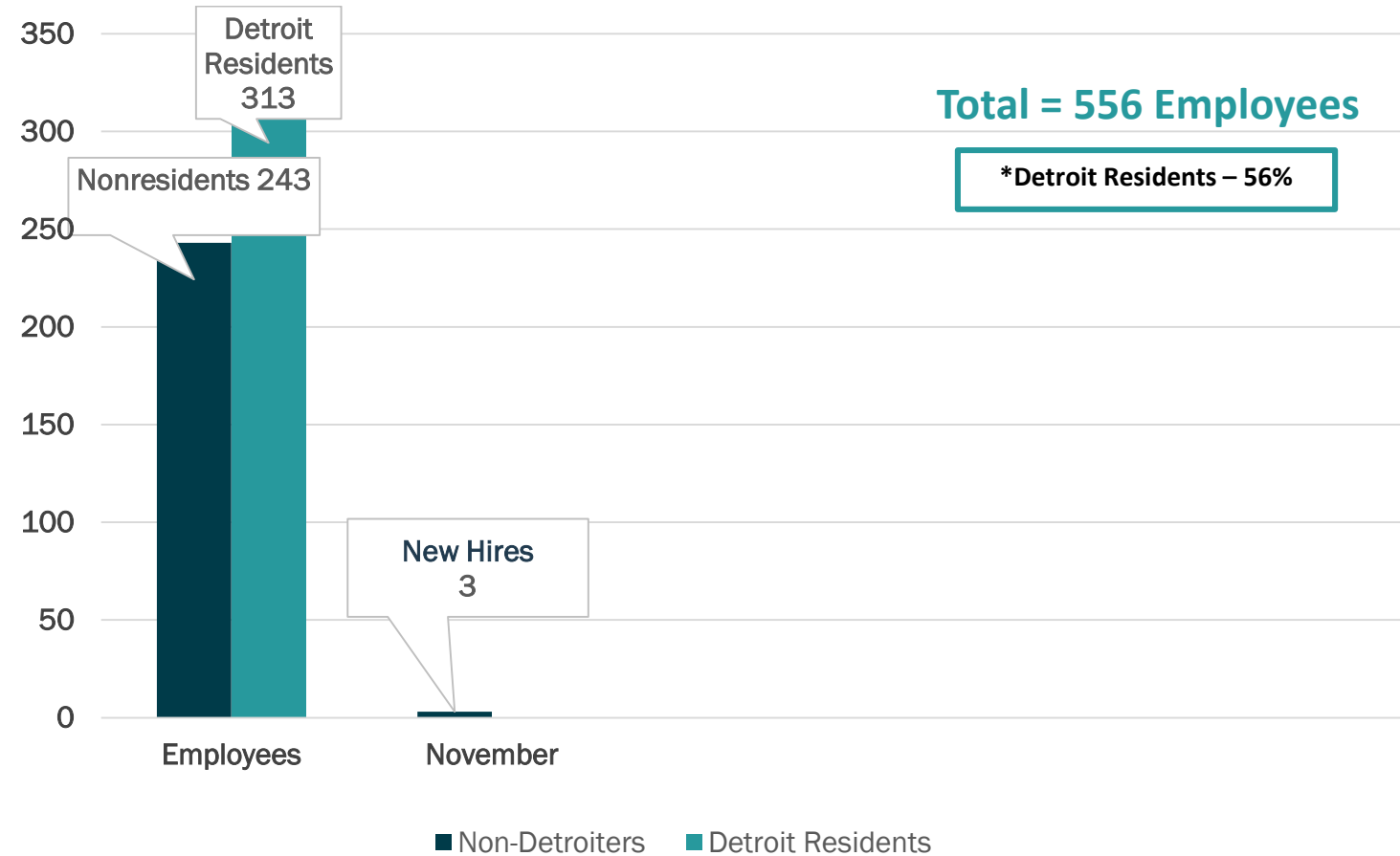


Human Resources/ Organizational Development Metrics



Full Time Employees



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

Number of Employees by Location

Central Services Facility - 317

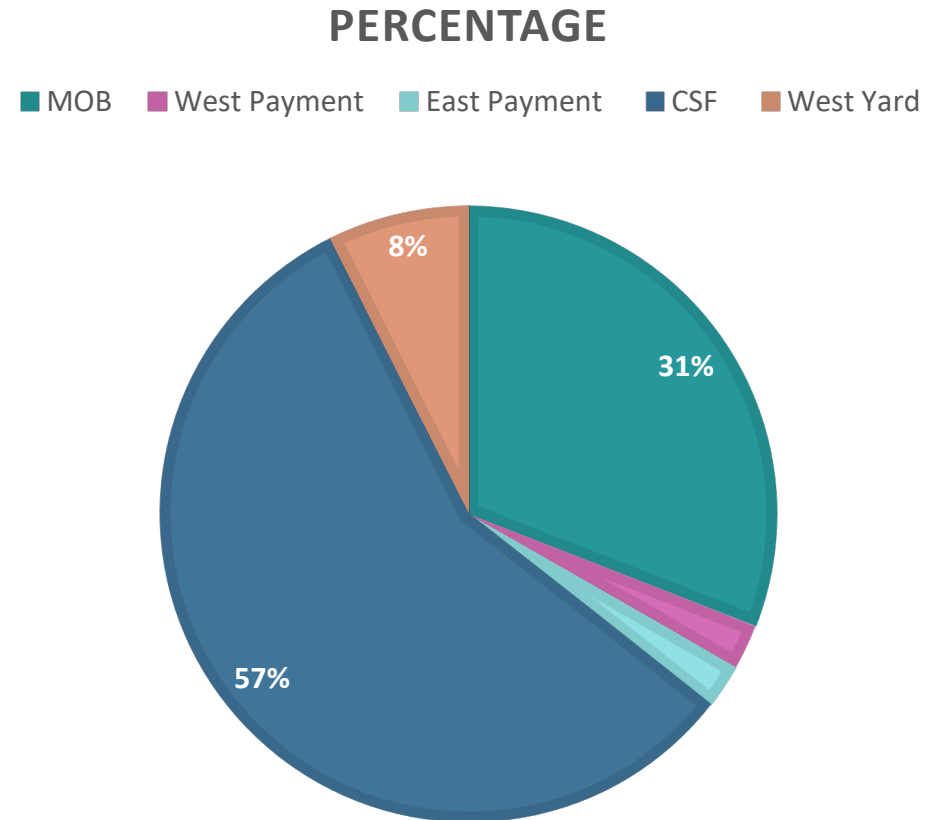
Main Office Building – 172

West Yard – 41

East Payment - 13

West Payment – 13

TOTAL - 556

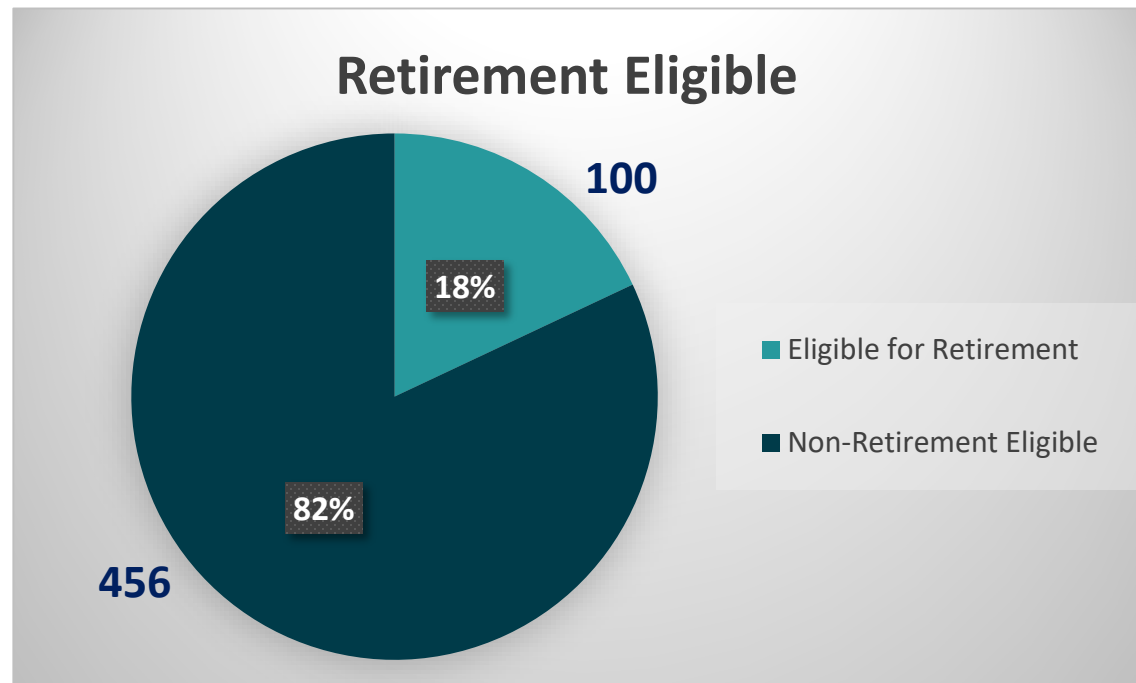


Pipeline/ Sourcing Meetings

Date of Event	Type of Event	Location
11/1/2019	Cease Fire Meeting	Detroit Public Safety Headquarters
11/8/2019	Fall Career Fair	Greater Grace Temple College Fair & Career Expo

Retirement Eligible

With a current population of 556 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 |

Training Update

TRAINING:

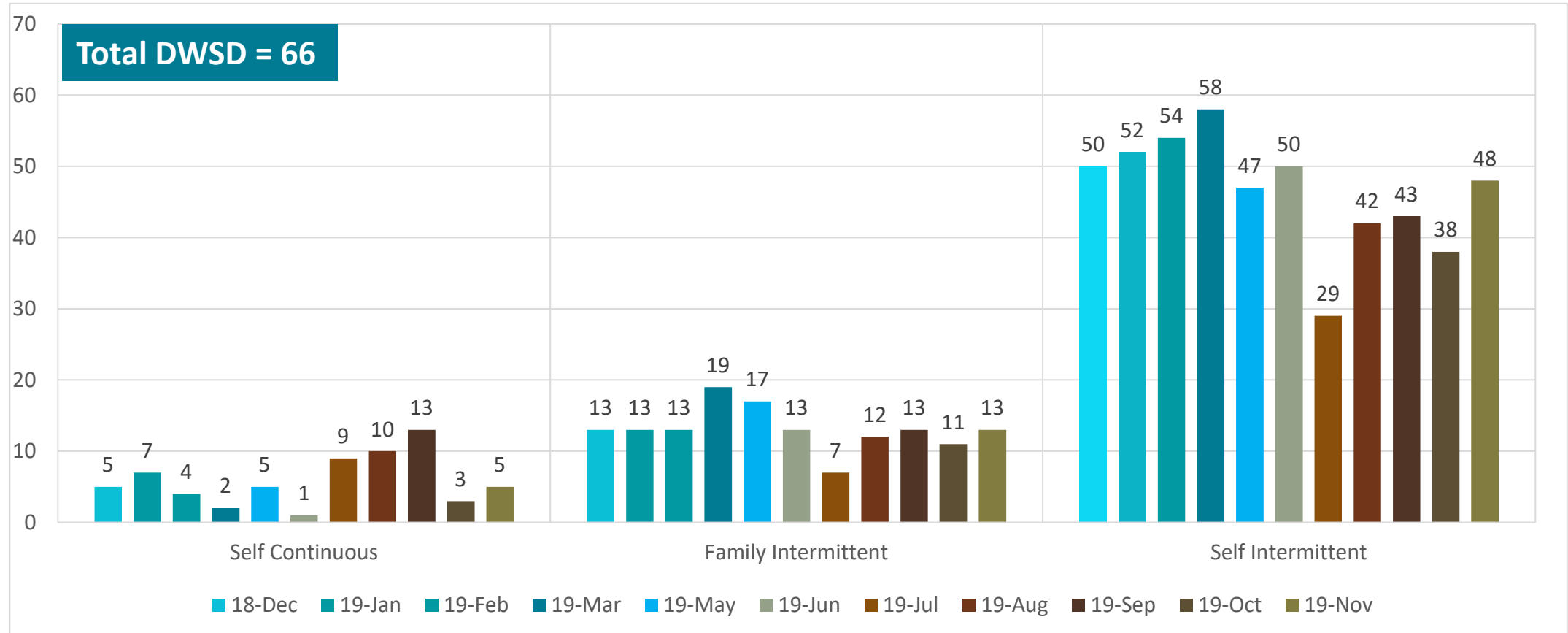
1. **Customer Service New Hire** – *2 Participants*
2. **New Horizon** – *19 participants*
3. **Asbestos Training** - *8 participants*
4. **First Aid/ Blood-borne Pathogen** – *28 Participants*

Open Requisitions



Classification	Division	Open Positions	# of Applicants	# selected for Interviews	Comments
Chief Customer Service Officer	Customer Service	1	136		
Customer Service Specialist	Customer Service	5	1498		
Maintenance Tech/Master Plumber	Facilities	1	4		Manager Reviewing
Professional Administrative Analyst	Facilities	1	411		
Facilities and Construction Manager	Facilities	1	47		Open Accepting apps
Professional Administrative Analyst	Field Engineering	3	122		
Billing and Collections	Finance	2	257		
Automotive Fleet Technician	Fleet	6	21		Confirm open positions-repost
Applications Analyst II/III	I.T.	1	49		
HR Generalist (IT Specialty)	I.T.	1	70		Manager Reviewing
IT Director	I.T.	1	89		Manager Reviewing
Field Services Technician	Maintenance & Repair	4	55	26	Scheduling interviews
Procurement& Requisition Spec.	Procurement	4	175	10	1- offer to be made
Office Support Specialist	Public Affairs	1	623		
Security Officer	Security	1	200		
Engineer	Storm Water Mgmt. Group	2			Re-posting
Inspector	Storm Water Mgmt. Group	1	101		Re-posting

Family Medical Leave



Family Medical Leave by Department

Compliance –16% (1/6)

Customer Service – 28% (27/98)

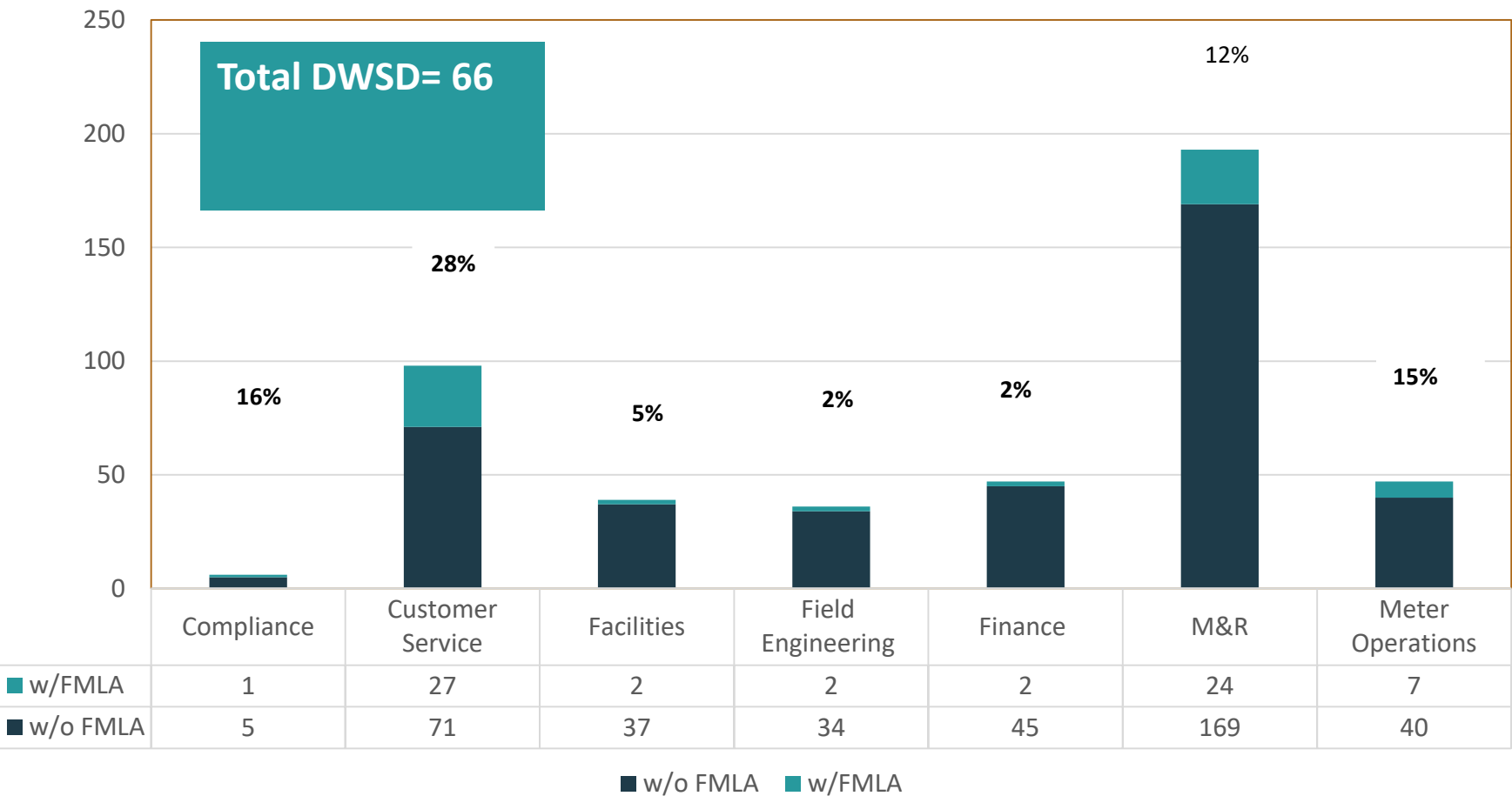
Facilities/Fleet – 5% (2/39)

Field Engineering –2% (2/36)

Finance - 2% (2/47)

Maint. & Repair- 12% (24/193)

Meter Operations – 15% (7/47)



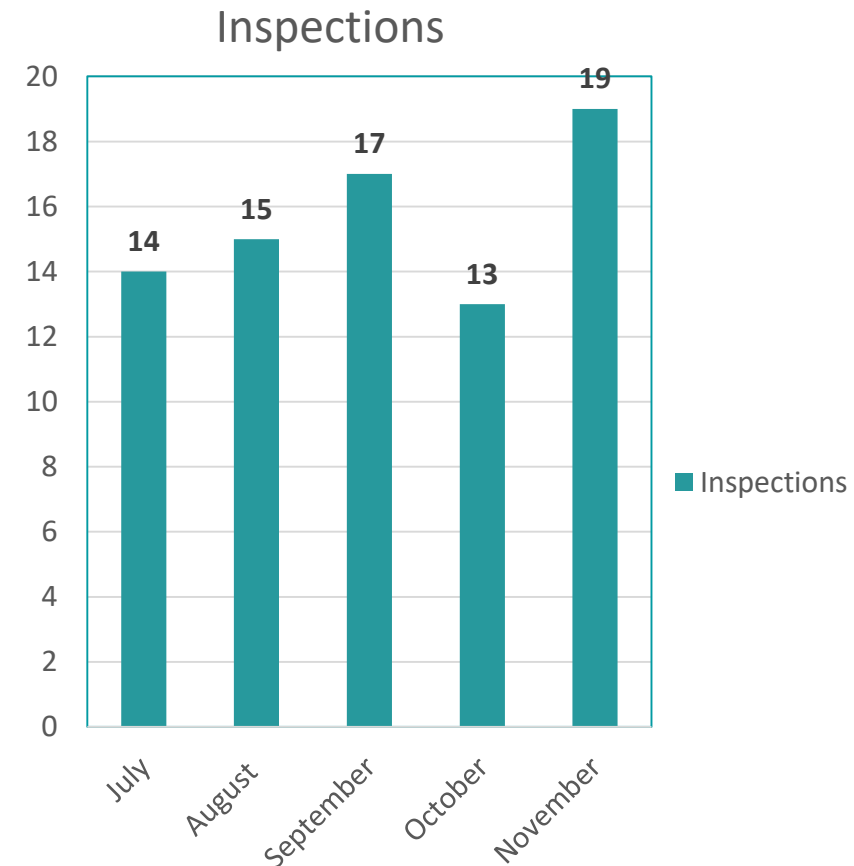
Safety Update

Safety Update – November Status

1. Internal / Field Inspections – 19
2. MIOSHA Violations – 0
3. MIOSHA Complaints – 0
4. MDEQ Complaints -1
5. EPA Violations – 0
6. Employee Complaints – 0

November Inspection Findings

All employees have been compliant with state / federal regulations!



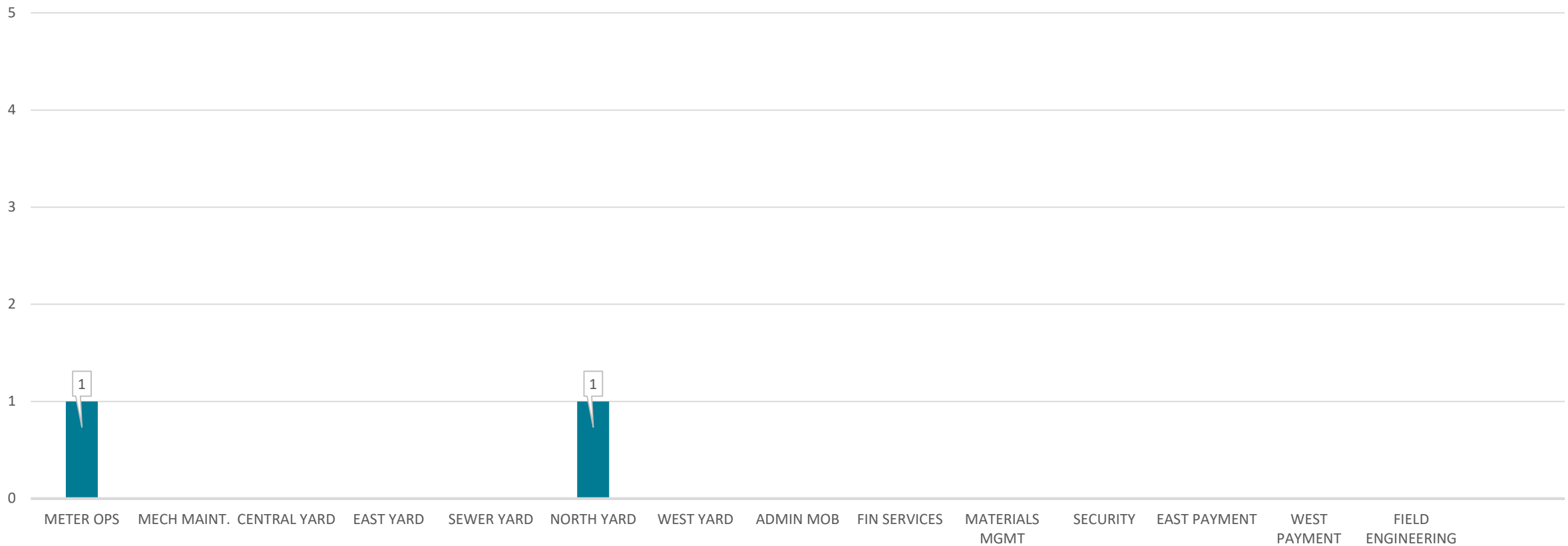
Injuries

JULY 2019 – PRESENT



Loss Time Case — Unable to Perform Normal Tasks

JULY 2019 - PRESENT



Body Part by Injury

JULY 2019 – PRESENT

