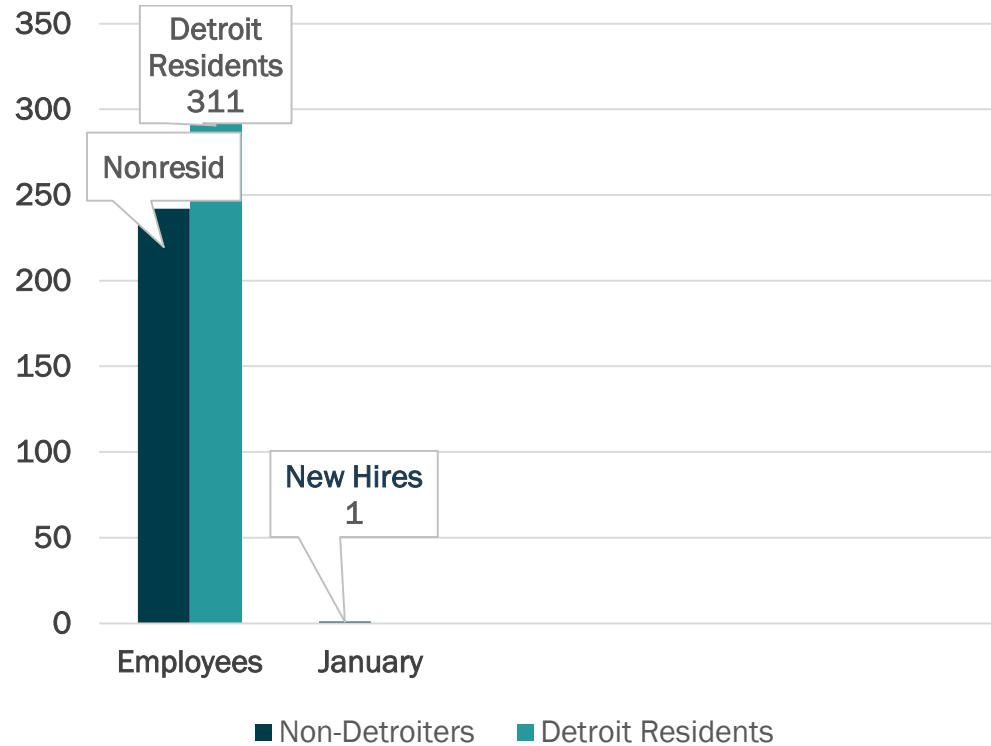


Human Resources/ Organizational Development Metrics



Full Time Employees

Total = 553 Employees
Total Budgeted FTE = 650 Employees

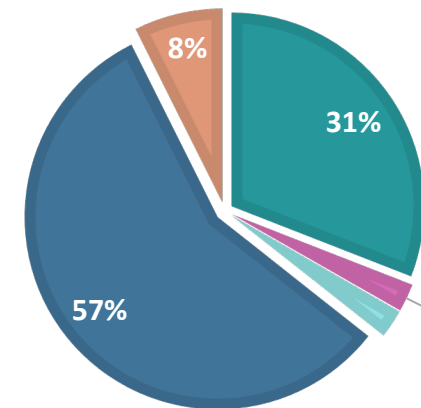


***Detroit Residents – 56%**

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

PERCENTAGE

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



Central Services Facility - 315

Main Office Building – 171

West Yard – 41

East Payment - 13

West Payment – 13

TOTAL- 553

Key HR Initiatives

1. **Succession Planning** – Key Positions in Operations
2. **Sexual Harassment Training** – All of DWSD
3. **Performance Management Planning** – Enhancing the Current Process
4. **Negotiations** – Teamsters
5. **FMLA** – Train Managers on the policy, continued monitoring of abuse
6. **Safety Stand Downs** – Reinitiate
7. **Alignment with the City of Detroit** – Key Initiatives



Pipeline/ Sourcing Meetings

Date of Event	Type of Event	Location
1/10/2020 1/24/2020	Cease Fire Meeting	Detroit Public Safety Headquarters
1/15/2020	Employer Engagement Event and Mock Interviews	Detroit Training Center

Open Requisitions



Classification	Division	Open Positions	# of New Monthly Applicants	# selected for Interviews	Comments
Customer Service Specialist	Customer Service	4			Identified 4 candidates
Maintenance Tech/Master Plumber	Facilities	1	5		Reviewing Applications
Professional Administrative Analyst	Facilities	1	0	11	Hired begins 2/3/2020
Field Service Technician	Meter Operations	2	80		Manager reviewing applications
Professional Administrative Analyst	Field Engineering	3			3 Candidates Identified
Automotive Fleet Technician	Fleet	2	20	1	1 selected interviewing 1/29/2020
Applications Analyst II/III	I.T.	1			
IT Learning Specialist	I.T.	1			Reposting with new job description
IT Director	I.T.	1	2	2	Selection in progress
Field Services Technician	Maintenance & Repair	19	74	0	4 start 1/27- manager reviewing applications for additional.
Engineer	Field Engineering	1	0		Hired starts 2/3/2020
Procurement Specialist 3, PAA, Team Lead,	Procurement	5	239	5	Making offer to 3
Security Officer	Security	1			Reposting
Engineer	Storm Water Mgmt. Group	1			On Hold
Inspector	Storm Water Mgmt. Group	1	23		Awaiting managers selection

Training Update

TRAINING:

1. **Compaction Training** – *70 Participants*
2. **Excel 1 and 2** – *24 participants*
3. **Customer Service** - *7 participants*
4. **Lead / Copper Rule Training** – *70 Participants*
5. **MissDig Training** – *70 Participants*



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Deputy Director
Palencia Mobley

Chief Administration Officer/General Council
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Excel 2019
Flow
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OneNote
Outlook
PowerPoint
Project
Publisher
SharePoint
Teams
Visio
Word

Other Technical

Amazon (AWS)
Chef Essentials for Windows
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First and Last Name *

--

Email *

Manager's First and Last Name *

--

Manager's Email ★

Comments

Submit

Safety Update

Safety Regulatory Update

1. Internal / Field Inspections – 12
2. MIOSHA Violations – 0
3. MIOSHA Complaints – 0
4. MDEGLE Complaints -1
5. EPA Violations – 0

Safety Engagement Update

1. Employee Complaints - 2
2. Safety Talks Completed - 5
3. Safety Stand Downs Completed - 0

Injuries

JULY 2019 – PRESENT

