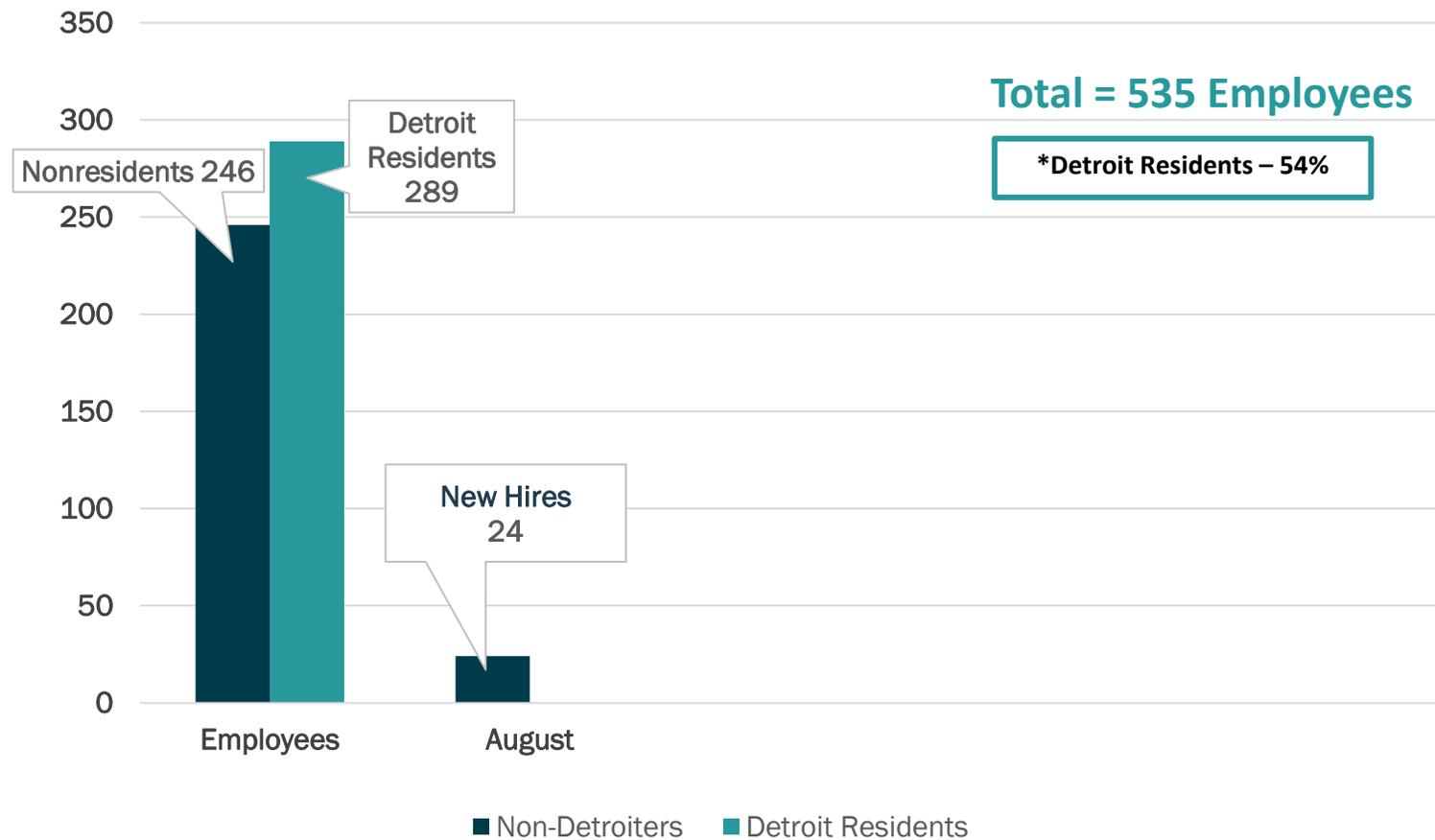


Human Resources/Organizational Development Metrics



Full Time Employees



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

Open Requisitions (19)



Classification	Division	Open Positions	# of New Monthly Applicants	# selected for Interviews	Comments
Customer Service	Customer Service	14	120		Open
Manager	Field Engineering	3			Reviewing Applications
Inspector I	Field Engineering	1			Reviewing Applications
Engineer	Field Engineering	2	2		Open
Office Support Specialist II or III	Field Engineering	2			Open
Procurement Specialist I	Finance	1			Open
Procurement Specialist II	Finance	2	14		Interviewing
Application Analyst II	IT	1	1		Open
Infrastructure Administrator II	IT	1			Open
Inspector I	Lead Service	1	5	4	Interviewing
Field Service Coordination Specialist	Maintenance & Repair	2	12	4	Interviewing
Special Projects Technician	Maintenance & Repair	1	4	2	Interviewing
Team Leader	Maintenance & Repair	1	7	2	Interviewing
Field Service Technician	Maintenance & Repair	10	26	17	Interviewing
Field Service Technician	Meter Operations	5	47	27	Interviewing
Environmental Health & Safety Coordinator	Security(Safety)	1	9		Reviewing Applications

Open Requisitions-cont'd (19)



Classification	Division	Open Positions	# of New Monthly Applicants	# selected for Interviews	Comments
Inspector I	Storm Water	1			Interviewing
Engineer	Storm Water	1	4		Open
Team Leader	Storm Water	1	6		Reviewing Applications

Recruitment Efforts

FIELD OPERATIONS

Interview Fair - August 31, 2022

- 44 invitations were sent - Field Service Technician (FST) positions
- 31 scheduled interviews (as of August 23rd for M&R & Meter Ops)
- Medical Screen results – within 24 hours
- On-site hiring
- Tentative Start date September 19th

Pipeline/ Sourcing Meetings

Date of Event	Type of Event	Location
7/12/22	Detroit at Work Job Fair <ul style="list-style-type: none"> - Interviewed 21 candidates - Hired 2 Field Service Technicians - Forwarded 2 potential resumes to Customer Service 	Michigan Works 14117 East 7 Mile Rd
8/24/22	Detroit at Work Job Fair (Michigan Works) <ul style="list-style-type: none"> - DWSD Operations staff participated in person - Interviewed 34 candidates - 12 candidates were forwarded to HR for followp 	Michigan Works 14117 East 7 Mile Rd
8/31/22	Returning Citizens Job and Resource Fair <ul style="list-style-type: none"> - In cooperation with City of Detroit Recruiting division - Operations and Public Affairs staff will speak about jobs and DWSD's Lifeline Program 	Butzel Family Center 7737 Kercheval

Training Update

DWSD Training Portal

DWSD's Training Portal was designed to focus on the development of all DWSD Employees. The training portal is broken up into four distinct categories:

- All Employees
- **Leadership Development**
- IT Employees
- Learn on Demand

Within the **Leadership Development** tab, you will have access to training like:

- Workplace Fundamentals
- Lean Six Sigma
- Business Analysis
- PMP
- Risk Management

Link to Training Portal: <https://portals.unitedtraining.com/detroit-water-and-sewerage>



- Home
- All Employees
- Leadership Development**
- IT Employees
- MS Teams Training Registration
- LearnNow On Demand
On-Demand, micro-learning videos
- Cancel a Class
- Contact Us

Detroit Water & Sewerage Training with United Training

Welcome. Detroit Water & Sewerage Department has partnered with United Training to provide a standard and streamlined process for employees to search for training offered by United Training and request approval to attend. If approved by the Department, you will receive an email from info@vilthelpdesk.com with your training details.

Training Delivery Options

United Training offers classes as virtual instructor-led classes. Virtual instructor-led class is a hands-on training experience with a live instructor. All students use a headset, and can freely participate in discussions with the instructor or with other students by voice or through the text-chat window using our collaborative eLearning platform. You will be provided with the courseware and other materials for the class. Within the class, you will be able to:

- See the instructor's lecture slides, ask questions, and provide feedback.
- Work on virtual labs just like our United Training's traditional instructor-led classes. You will connect into a lab, not a simulation, and be working in a live environment.
- Hear your instructor and communicate with other students throughout the class.



Contact Information

United Training Representatives:

Jenai Makulinski
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Jenai.Makulinski@unitedtraining.com

Brandi Pearson
734-853-2029
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Detroit Water and Sewerage Department:

Yolonda Bradford
313-964-9047
313-775-1185 (cell)
yolonda.bradford@detroitmi.gov

United Training Help Desk

Please contact the United Training VILT Help Desk if you encounter any problems logging in to your class.

646.695.5777
vilthelpdesk@unitedtraining.com

Course Search - Leadership Development



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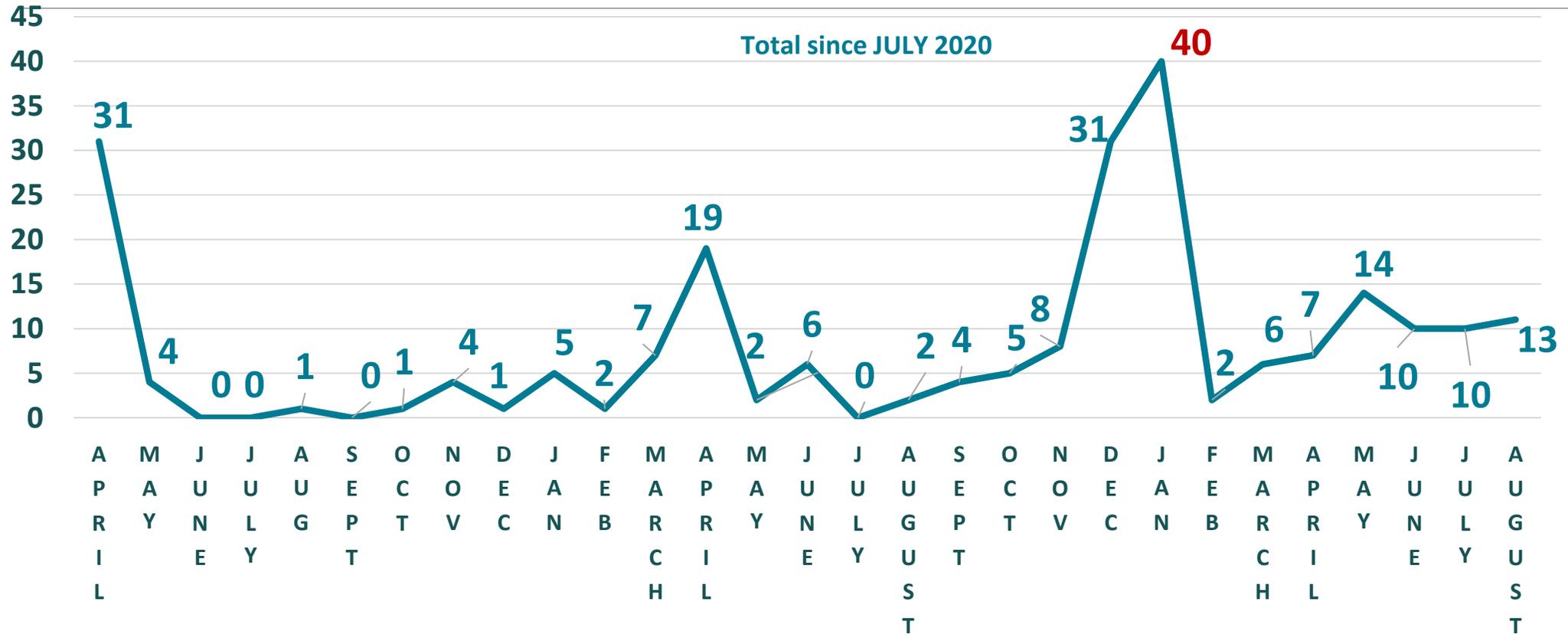
Project Management

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COVID-19 Update

POSITIVE COVID TESTS

235 AS OF AUGUST 31, 2022



COVID-19 Update

CURRENT INITIATIVES

- Daily Health Screening Form
 - All employees are required to complete the Daily Health Screening Form
 - Security checks all Health Screening Form verifications before issuing a wristband
- Testing
 - Testing for all City of Detroit Employees – **at the Northwest Activities Center**
- Vaccinations – We have received **323** signed vaccination affidavits from employees. **63%** of DWSD employees are vaccinated.

Planning Calendar

JANUARY	FEBRUARY	MARCH	APRIL
Retirement Eligible	SECURITY & SAFETY	Training & Development	Engagement Survey Action Planning Update
MAY	JUNE	JULY	AUGUST
SECURITY & SAFETY	Performance Management/Merit Planning	SECURITY & SAFETY	Negotiations Update
SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
BOWC CBA Ratification Utility Workers Union of America	Retirement Eligible	SECURITY & SAFETY	Negotiations Update

BOWC Ratification

Utility Workers of America

- **Utility Workers Union of America**

1. **Number of DWSD Employees** – Currently 10 employees

Classifications:

- *Field Service Coordination Specialist (Dispatchers)* - 7
- *Maintenance Planning Specialist* – 3

Other Information:

- Previous contract expired on June 30, 201

3. **Highlights**

- Increased wages and an added classification level to improve Recruiting, Retention and Employee Development
- Alignment with DWSD unified Labor Strategy
- Updates related to DWSD Policy Updates