

YOUR CITY YOUR VOICE

**ONE CITY,
FOR ALL OF US**

A publication for
City of Detroit
employees





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Introduction

Thank you for choosing to browse the pages of the “Your City, Your Voice” newsletter.

The purpose of this newsletter is to connect all departments and all employees to the brilliant work that happens across the city of Detroit.

Without the work of dedicated individuals, this newsletter could not happen.

Thank you for your work!

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To become a Contributor please contact
YourCityYourVoice@detroitmi.gov





**STRIVING TO
CREATE A
POSITIVE IMPACT
INTERNALLY AND
THROUGHOUT
THE COMMUNITY.**

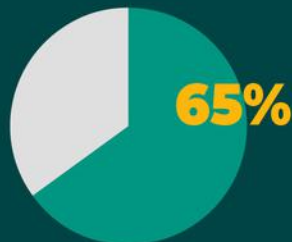
OUR EMPLOYEES. OUR CITIZENS. OUR DETROIT.

CITY OF DETROIT HUMAN RESOURCES – EMPLOYEE ENGAGEMENT

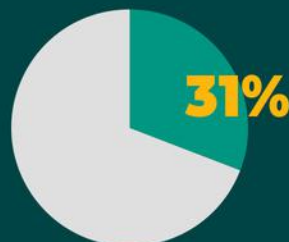
CITYWIDE EMPLOYEE ENGAGEMENT SURVEY

Thank you for participating in our Employee Engagement Survey

The City of Detroit scored higher in employee engagement than other public sector and government entities – **KUDOS!**



General City Response Rate



Frontline Workers Response Rate

3,830
City Employees responded



67%

Engagement Index (down 1% from 2020)

64%

Diversity, Equity & Inclusion (same as 2020)

78%

Intend to Stay with the City (down 2% from 2020)

Overall Strengths / Areas to Celebrate

- Employees are customer oriented
- Strong Customer Service scores
- Immediate Supervisor effectiveness is good

Overall Opportunities for Improvement

- Improve Department Leadership Communication
- Work methods, tools and resources need improvement
- Foster an environment where employees feel safe to speak up and speak out

NEXT STEPS

We appreciate everyone who shared their opinions and we are working hard to make real changes to improve your employee experience.

The HR Employee Services Engagement Team has shared an overview with Mayor Duggan and his Cabinet and has been conducting deep dives with each department director on their survey results.

Department directors are sharing the results with teams and leading them in developing action plans to address the most critical concerns presented in the survey.

Once the action plans are entered, the Employee Engagement Team will meet with directors for department progress and check-ins.

A follow-up survey will be conducted within 18 months to assess progress.

Questions?

Please reach out to engagementsurvey@detroitmi.gov

EMPLOYEE RESOURCE GROUPS (ERG)

The Employee Engagement team had a very busy 2022 year! They spent precious time developing and launching employee lead groups and initiatives. Engagement launched 7 Employee Resource Groups that are open to all City of Detroit employees. Each employee lead group drives initiatives that support unique interest of their members. Below are some amazing highlights from the kickoff year and the dates each group started.

YEAR CELEBRATION ERG Accomplishments

- Built infrastructure and established nine (9) ERGs
- Over 400+ Employees participating currently
- 20 City Departments represented
- Over 85 ERG events, webinars, learning sessions and social outings took place
- Earned a 87% satisfaction rating from ERG participants

ERG Kickoff Dates

Women's Inspiring Network – January 22, 2022

Cultural Connect – January 27, 2022

Disability Awareness – February 10, 2022

LGBTQ+ & Friends – February 17, 2022

Sustain Detroit – March 2, 2022

GenERGY – April 21, 2022

PACA – October 7, 2022

Sign-up here to
join an ERG
bit.ly/3Za2ApC





Detroit Fire Department

Community Relations



The Detroit Fire Department has a proud history of public safety and positive community interactions. Providing a safe environment for our citizens through public education and community awareness programs, is the mission of the Detroit Fire Departments Community Relations Division (CRD).

We have the honor of showcasing aspects of the Detroit Fire Department rarely seen. Through our programs and educational initiatives, we are growing the vision of our Commissioner (C. Sims) and our division Chief (J. Harris). We deliver fire safety/arson awareness presentations throughout the DPCS system and charter schools. Children learn how they should respond during fire emergencies. And share this information with their families. These presentations reach thousands of our youngest Detroiters every year.

In our Hands Only CPR classes for 8th graders, we teach truly life-saving skills. We all understand the importance of timely intervention during this type of medical emergency. This CRD program is 1 of our newest and most exciting.

Our firefighter recruitment initiative is growing day by day. We are taking the task of spreading the word of our profession to new heights this year. We are working with Grow Detroit's Young Talent. And in our Jr Fire Cadet Program we expose our future leaders to many aspects of our organization. In a safe environment we reveal what Detroit firefighters do every day in their city.

In 2022 we kicked off the start of DFD open house days. This will be an annual event in October, during fire prevention month, Firehouses will be hosting local neighborhood celebrations.

We've been active in all districts of the great city of Detroit. Pushing for a safer community. The Detroit Fire Department Commissioner (C. Sims) has a vision of operable smoke and carbon monoxide detectors in every Detroit household. The Community Relations Divisions Detroit Smoke Alarm Program (DSAP) helps us tremendously to achieve this goal. This program gives 2 smoke and 1 carbon monoxide detectors to every house in the city. CRD has delivered and installed many of these in the past year. We have also held many fire safety walks with city officials, business, church and neighborhood leaders. Going house to house and block by block installing these detectors in the homes of some of our most unprotected Detroiters and educating the residents on fire safety plans.

We thoroughly enjoy providing these services, growing our community, and setting an example for our future leaders. We do it with honor and integrity. Please follow us on social media.



DETROIT FIRE DEPARTMENT



detroitfiredept.



Get to Know CRIO!

The Civil Rights, Inclusion and Opportunity Department (CRIO) advocates for civil rights, inclusion and access, while working to increase business and employment opportunities, all resulting in a positive impact on our constituents and our City. Each of our teams work relentlessly to implement and manage policies, programs and community events to ensure Detroit citizens celebrate who we are as Detroiters, understand their rights and have access to viable opportunities.

Our History

The Civil Rights, Inclusion & Opportunity department (CRIO) was formerly known as the City's Human Rights department. CRIO's origins date back to the mid 1920's when then Mayor John Smith implemented a Detroit Race Relations Committee, charged with studying racial issues in the city. After decades of various committees and reports to address civil rights throughout Detroit, CRIO stands strong today as one of the oldest civil rights departments in the nation.

Our Core Values are at the heart of all we do

Excellence | Equity | Integrity

Meet Our Director

Anthony Zander, Director

Anthony Zander joined CRIO in May this year. He leads the City's efforts to promote equity, ensure residents receive priority consideration for employment opportunities; monitors community benefits ordinances, mediates civil rights complaints and manages the Office of Disability Affairs and the Office of Marijuana Ventures & Entrepreneurship.

As Director, Anthony Zander immediately set his focus on these strategies:

- 1) Ensuring all persons and entities subject to the Executive Order are compliant
- 2) Ensure the department is properly structured to investigate and bring resolution to complaints of discrimination
- 3) Make certain the Disability Affairs strategic plan is properly resourced
- 4) Be proactive in protecting all human and civil rights of Detroiters and its visitors.

Meet CRIO's Leadership Team

Lesa Kent, Manager of Civil Rights (Includes the Language Access Program) | **Tenika Griggs, Esq.** Director Incentives Compliance | **Jacob Jones**, Manager Incentives Compliance | **Danasia Neal, Esq.** Manager Detroit Business Opportunity | **Christopher Samp**, Director, Office of Disability Affairs | **Megan Moslimani, Esq.** Director, Office of Marijuana Ventures & Entrepreneurship | **Martin DeNicolo, Ph.D.**, Associate Director, Policy & Performance | **Renard Richmond** Manager, Construction Outreach | **Leisa Parham**, Manager Communications & Engagement

Visit our website: [Civil Rights, Inclusion and Opportunity Department \(CRIO\)](#)

Team CRIO





100% Paid Parental Leave is Here!

The purpose of Paid Parental Leave (PPL) is to provide time away from work, for eligible City of Detroit employees, to care for and bond with their newborn baby or a newly adopted or fostered child. This policy will run concurrently with the City's Family Medical Leave Policy (FMLA), as applicable. This policy will be in effect for the birth, adoption, or foster placement of a child "life event" occurring on or after January 1, 2023.

In order to be eligible for this benefit you must be a full-time civil service or regularly appointed employee in good standing and not on an initial probation with the City. (*Temporary employees: TASS, provisional, etc., seasonal employees, interns, vendors, or contractors are not eligible*) Also, you must be an active employee, working at least 1,250 hours during the 12 consecutive months immediately preceding the leave start date.

The new Paid Parental Leave is a great example of how collaboration between the Mayor's Office, the Human Resources Department and the Detroit City Council created a positive outcome for our employees.; Kimberly Hall-Wagner, Human Resources – Chief of Policy and Planning stated, *"As a working mother, I wanted to take full advantage of spending time with my newborn baby. Unfortunately, I only had a few weeks of Sick and Vacation time, and remote work was not available then. It was incredibly hard leaving her so soon. Ever since that day, I've been an advocate for changing how working parents are regarded and for creating policies that bring valuable work-life balance opportunities to our employees, their families, and to the City of Detroit as an Employer of Choice."*

In 2018, the Office of HR Policy conducted a national benchmark study which culminated in a 6-week paid leave benefit for parents with an eligible life event (birth, adoption, foster).

HR Policy also introduced the Flexible Work Policy for eligible employees in the OCFO, HR, DoIT, and BSEED. Things were headed in the right direction! Then the COVID-19 pandemic hit, and everything changed. The paid leave program was placed on hold... until now.

A key supporter and champion for Paid Parental Leave, City Councilmember Scott Benson partnered with the HR Office of Policy & Planning nearly 4 years ago to make parenting leave a reality. Councilman Benson stated, *"This new and important policy will help support growing families—whether celebrating a birth, adopting, or fostering children—giving eligible city employees six weeks of paid time off,"* said Councilmember Scott Benson, who represents Detroit's Third District. *"Paid parental leave makes Detroit an even better city because it eliminates the financial burden of no pay, encourages families' emotional wellbeing and a more positive bonding experience,"* stated Councilwoman Angela Whitfield-Calloway, *"Paid Parenting Leave is finally here for all eligible City of Detroit employees!"*

Councilmember Angela Whitfield-Calloway shared in the excitement and provided the final push needed to get this new policy in place on January 1, 2023, *"I am elated about the city offering our employees paid parental leave. In an ever-growing competitive job market, every benefit offered as part of our employee value proposition matters. Some of the benefits of offering paid parental leave are: Increased employee retention, attract new talent, increased productivity and boost employee morale, and improved mental health and wellbeing of parents and children."*

To learn more about this new benefit, you can access the policy through PowerDMS: <https://powerdms.com/home>
For questions regarding the Paid Parental Leave Policy, please contact your appropriate HR representative via email at:

General City: Absence Leave Mgmt.
absenceleavemgmt@detroitmi.gov

Fire, DDOT, DPD civilians: Absence Plus
detabsence@absenceplus.com

DPD: POLICEMEDICAL
policemedical@detroitmi.gov



Councilmember
Scott Benson



Councilmember
Angela Whitfield-Calloway



Chief Policy & Planning Officer
Kimberly D. Hall-Wagner, Esq.



Paid Parental Leave is here!



Effective January 1, 2023, eligible employees can receive 6 weeks of Paid Parental Leave for:

- The birth of a child
- The adoption of a child
- The foster placement of a child

Eligibility

- Full-Time, Civil Service or Regular Appointed employee in good standing and not on initial probation
- Active employee, working at least 1250 hours during the 12 month period before the life event

The Basics

- Runs concurrent with FMLA
- If an Employee exhausts their FMLA they still have 6 weeks of Paid Parental Leave to use
- Leave must be taken on a continuous basis

In partnership with ...



Mayor
Mike Duggan



Councilmember
Scott Benson



Councilmember
Angela Whitfield-Calloway



The Process:

Huge Benefit. Simple Steps.

- Complete and submit Parental Leave Request Form to absenceleavemgmt@detroitmi.gov
- Apply online: <https://myleavecod.presagia.com/iZoneWeb/>

The Process:

Huge Benefit. Simple Steps.

DPD Employees Email Form
PoliceMedical@detroitmi.gov

DPD Employees Apply Online
<http://dpd-intranet-wp/>

For more information please contact:
PoliceMedical@detroitmi.gov

Board of Ethics

New Logo: A Guiding Light for the City of Detroit



The Board of Ethics is excited to announce a new logo design that reflects its values and the community it serves.

The logo was chosen to differentiate the Board of Ethics from other City departments and provide a sense of separation to ease the minds of those who come to the Board of Ethics for assistance. The Board of Ethics follows in the footsteps of other oversight agencies that have developed and implemented alternative logos to emphasize this independence.

The lighthouse in the center represents the Board of Ethics as a guiding light for all public servants. The color shift from dark at the bottom to light at the top represents bringing the City of Detroit and any subject matter the Board of Ethics has jurisdiction over from the darkness into the light. The iconic Renaissance Center in the background represents the City of Detroit.

The logo will represent the Board of Ethics as it continues to increase its visibility and presence in the City of Detroit. The logo can be found on the Board of Ethics communications and its homepage. For more information on the Board of Ethics, visit www.detroitethics.org.

About the Board of Ethics:

The Board of Ethics is an independent Charter-created entity established by the 1997 City

Charter. The City Council enacted the Ethics Ordinance in 2000 and established disclosure requirements and standards of conduct applicable to all City of Detroit Public Servants. The Board is charged with the responsibility for the implementation and administration of the Ordinance.

The Board of Ethics' role is to investigate and resolve Complaints regarding alleged violations of the Ethics Ordinance by public servants and to issue Advisory Opinions regarding the meaning and application of provisions of the Charter, City Ordinances, other laws, or regulations establishing standards of conduct for public servants.

Advisory opinions are provided to the public servant and are published by the Board on their website and with the Clerk's Office, as well as in an annual report to the Mayor and City Council. The Board is charged with training all City of Detroit public servants, monitoring, and recommending improvements in the disclosure requirements and the standards of conduct under the Ethics Ordinance. The Board of Ethics' mission is to "promote an ethical environment within City government, and to ensure the ethical behavior of public servants."

NEW YEAR, NEW YOU

New Things To Do!

Words from Dr. Iris Ware, Chief Learning Officer,
Office of Talent Development and Performance Management, Human Resources

January 1st marked the beginning of a new year. Typically, the beginning of the year evokes sentiments of renewal, refreshing and new beginnings. During this time, we examine our lives to determine ways to enhance our current state of being and make plans for a promising future. This year, as you consider the changes that you are making in your personal life, consider ways to improve your work life too.

As we set goals, we often look to balance our work and life. Personally, I don't believe that it's possible or even necessary. Our work and lives are intertwined. There is no separating the two. The ultimate work-life goal, if there is to be one, is to create a work environment that feels like home – open, warm, welcoming, and safe.

Creating a welcoming, open, warm, and safe work environment is challenging and a major undertaking, but with conscientious engagement, constructive consensus, and commitment to our newest Core Values, we can create a work environment that remains in balance with our personal life's values.

This year, we have added two new Universal Behavioral Competencies to the performance evaluation process: 1) Opportunity, Diversity, Inclusion, and Equity (ODIE) and 2) Workplace Safety and Security. Both are very complex, dynamic, and complicated behavioral matters. However, in their simplest forms, these two new behavioral competencies help to create a workplace and workspaces that welcome, embrace, respect, and protect the physical and psychological safety, and dignity of every employee.

Let's begin this year by renewing our commitment to improving work-life balance by improving our work environment. We can make this a great place to work by providing opportunities for growth and development; embracing our diversity of people, thoughts, and ideas; working to include the many facets of our individual uniqueness in our work; removing variances in our assessment, acknowledgment, and reward of others; and by maintaining a space where we demonstrate practices that allows everyone to feel physically and psychologically safe at work. Here's to a new year, a new you and so many new things to do!

Wishing you the best of everything in 2023 and beyond!

December 2022 Program Completion Participants

ADMINISTRATIVE ASSISTANT CERTIFICATION PROGRAM

Alexandria Hayes - Housing and Revitalization Department
Anotinette Morgan - Detroit Police Department
Arleen Bailey - Housing and Revitalization Department
Belinda Murphy - Buildings, Safety Engineering, and Environmental Department
Brianna Taylor - Detroit Police Department
Bridget T. Hunt - Detroit Police Department
Charlena Jehoshaphat - City of Detroit Retirement Systems
Charrisse Horton - Detroit Employment Solutions Corporation
Courtney Mims - Detroit Police Department
Georgia Taylor - General Services Department
Gloria Williams - Human Resources Department
Melton Barnett - Buildings, Safety Engineering, and Environmental Department
Nakella Parham - Law Department

EXECUTIVE LEADERSHIP DEVELOPMENT PROGRAM

Ramesh Anuppatti - Detroit Water and Sewerage Department
Mollika Biernat - Office of Chief Financial Officer
Luis Cely - Office of Chief Financial Officer
Roberta Chandler - Detroit Department of Transportation
Michelle Cooper - Office of Chief Financial Officer
Walter Epps - Office of Chief Financial Officer
Aaron Goodman - Planning and Development Department
Sean Green - Mayor's Office
Tony Herring - Detroit Department of Transportation
Vance Jackson, Jr. - Office of Chief Financial Officer
Tiffany Jones - Detroit Water and Sewerage Department
Alvita Lozano - Office of the Chief Financial Officer
Karen Norman - Department of Innovation and Technology
Charles Reed - Buildings, Safety Engineering, and Environmental Department
Orlando Watkins - Department of Innovation and Technology
Marqaicha Welch - Detroit Water and Sewerage Department
Scott Withington - Detroit Health Department
Nicole Wyse - Housing and Revitalization Department

December 2022 Program Completion Participants

HUMAN RESOURCES CERTIFICATION PROGRAM

Lisa Nelson - Human Resources Department
Briana Walthall - General Services Department
Adrian Mitchell - Department of Elections
De'Borah Donald - Human Resources Department
Deborah Outlaw - Department of Elections
Autumn Bell - Human Resources Department
Desiree Williams - Detroit Fire Department
Lynn Miller - Detroit Police Department
Tantaneice Scott - Human Resources Department
Teri Miller - Detroit Police Department
Angela Mayo - Detroit Police Department
Bridget Hunt - Detroit Police Department
Keneatra Squires - Detroit Police Department
Akilah Williams - Department of Elections
Brandi Jenkins - Detroit Police Department
Tyra Dear-Williams - Human Resources Department
Rosa Barnes - Detroit Police Department

LEAP TRAINING PROGRAM

Chanel Baldwin – Detroit Police Department
Brenda Howard – Mayor's Office
Allison Phillips – Detroit Police Department
Renena McCaskill – Detroit Health Department
Yolanda Ruiz – Detroit Police Department
Vanessia Roberts – Detroit Police Department
Darlene Brisker – Office of the Chief Financial Officer
Yolanda Brown - McCutchen –Detroit Police Department
Amanda Carpenter – Human Resources Department
LaTanya Carter – Housing and Revitalization Department
Tanell Cooley – Detroit Police Department
Jonathan Flint – Department of Public Works
Ciona Hall – Housing and Revitalization Department
JaLeah Levy – Detroit Police Department
Diane Onuigbo – Housing and Revitalization Department
Beth Shauntee – Human Resources Department

December 2022 Program Completion Participants

SUPERVISOR TRAINING PROGRAM

Alexis Alexander - Housing and Revitalization Department

Shirletta Flake - Detroit Water and Sewerage Department

Kimberly Floyd - Detroit Police Department

Armenta Garland - Department of Innovation and Technology

Steven Howie - Department of Innovation and Technology

Tracey Jackson - General Services Department

Rebecca Labov - Housing and Revitalization Department

Michelle McKenzie - Detroit Water and Sewerage Department

Pauline Rutledge - Office of Chief Financial Officer

Theodore Schultz - Department of Innovation and Technology

Raquelle Seda - Housing and Revitalization Department

THE OFFICE OF TALENT DEVELOPMENT AND PERFORMANCE MANAGEMENT

There are several courses available live-online and on-demand for professional development.

We are committed to delivering quality training for City of Detroit. employees.

Please watch your emails for weekly live-online instructor-led course offerings.

VISIT THIS LINK FOR COURSE AVAILABILITY:

- Register for all TDPM courses on Eventbrite by clicking the following link: <http://www.eventbrite.com/o/city-of-detroit-office-of-talent-development-and-performance-management-human-resources-8177779531>

VISIT THESE LINKS FOR ONDEMAND COURSES:

- Register for Microsoft 365 Suite OnDemand training by clicking the following link: <https://www.focalpointlearn.com/cod>
- Take the City of Detroit Ethics Training at: <https://elearning.easygenerator.com/9abe7e01-d0dc-4768-9ff0-c0163c3c5858/>
- Take Accessibility In The Workplace Training at: <https://elearning.easygenerator.com/49d41304-c205-429f-98d1-8dde7e4b19a/>
- Register for New Employee Orientation OnDemand training by clicking the following link: <https://elearning.easygenerator.com/87474eb9-b05d-420f-9361-79b49c7ca94d/#/login>
- Take Office of Development and Grants Training at: <https://elearning.easygenerator.com/930afe25-39f4-4bd9-83d6-c025872d08cb/#/>
- Register for a Basic Computer Course: <https://elearning.easygenerator.com/ab073d28-666f-44ca-a472-464fe722519e/>

VISIT THESE LINKS FOR RESOURCES:

- Find Resources for Microsoft 365 Training on the portal at: <https://app.smartsheet.com/b/publish?QBCT=285915f2b4da4adfa49e44a5f1fec8b9>
- Activate your FREE City of Detroit LinkedIn Learning account by clicking the following link: <https://www.linkedin.com/learning/activate>

EMPLOYEE SPOTLIGHT

Please enjoy these spotlight of employees doing great work thing in the City!



DONNELL CLAYTON

The article details the many facets of Donnell Clayton. It explores his role as a City of Detroit Fire Fighter, a fashion model, and a children's book author. Mr. Clayton has had many challenges but has overcome each and everyone while inspiring others.



Check out the full interview with Voyage Michigan at the link below

[BIT.LY/41AXORC](https://bit.ly/41AXORC)

Congrats on becoming a new author!

HERITAGE DEVELOPMENT in ENGLISH and IGBO LANGUAGE

100 Igbo Statements and Proverbs You Should Know



MARY NA MARTHA

Mary Na Martha is a City of Detroit employee. She has been with Buildings Safety Engineering and Environmental Department as a Customer Service Representative II for more than 22 years. She is also an author of the *"Heritage Development in English and Igbo Language: 100 Igbo Statements and Proverbs You Should Know."*

Mary Na Martha is an engaging writer who peeks readers and learners' interest level and provide them with opportunities that will take each from where they are to a level of proficiency in speaking and understanding the Igbo language.

More about Mary,

Mary Na Martha (BBA, MBA) a City of Detroit employee was born in Oboro Amurie, Isu LGA, Imo State, Nigeria, and lives in the United States. She was a student of public administration at Abia State University, Uturu, Nigeria, prior to proceeding to the United States where she earned her bachelor's and master's degrees in business administration in computer information systems and accounting management information systems, respectively, from Davenport University in Michigan.

Congratulations

Detroit Water and Sewerage Department (DWSD)

Congratulations to Detroit Water and Sewerage Department (DWSD), Project Manager, David L. Fielder II, and DWSD Planning and Investigations Manager, David Ridgeway for recently being accepted into leadership programs. These dedicated and passionate city employees are taking steps to further improve their leadership skills to continue providing excellent service to Detroit residents and businesses.

In June 2022, Fielder was selected to join Duke University's Water Innovation Leadership Development (WILD) Program for the 2022-2023 cohort. Only 18 professionals across the country are chosen annually to join this exclusive program. Along with being selected, Fielder received a full scholarship.

WILD is a cohort-based executive education program for rising water service management leaders. The primary candidates are emerging leaders who work in under-resourced communities.

Fielder will earn a Certificate of Completion from Duke University's Nicholas School of the Environment upon completing the program.

"It's a huge honor to be one of only eighteen people in the country to have the opportunity to go to Duke and be part of this program. Representing DWSD and our city shows how much talent is here in Detroit and how much we have to offer," said Fielder.

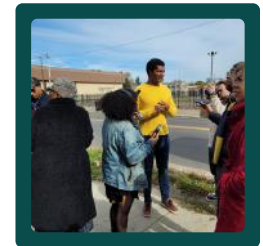
Ridgeway was accepted into the American Water Works Association (AWWA) Transformative Water Leadership Academy in October 2022. AWWA is the largest organization of water supply professionals in the world. He was one of 50 selected out of 150 applicants across the country.

The 10-month AWWA Transformative Water Leadership Academy program began in November 2022. Ridgeway is currently learning to balance short and long-term goals while learning how to address emerging water issues. The program aims to teach water industry leaders how to balance the social, environmental, and financial aspects of water utilities and organizations.

"I hope to look at industry standards and to see how DWSD can use those to be better and more efficient. Every day is a learning and rewarding experience to serve the community and the city of Detroit. I'm grateful for this opportunity to be able to make a change and have an impact. That's my mission every day," said Ridgeway.

Congratulations to DWSD's Project Manager, David L. Fielder II and Planning and Investigations Manager, David Ridgeway!





Detroit Mural City

A Mural Initiative

The Office of Arts, Culture, and Entrepreneurship (Detroit ACE) has launched the Detroit Mural City initiative to beautify the city and introduce some of our best artists to residents and tourists. Detroit ACE is documenting every mural in the city and placing them on an interactive mural map that features photographs of murals, biographies of artists and locations of street art around Detroit. The map allows art lovers everywhere to view Detroit murals online and to identify murals where they are using an iPhone.

Detroit Mural City is Detroit ACE's contribution to Mayor Mike Duggan Blight to Beauty campaign to improve neighborhoods citywide. To create the mural map, Detroit ACE contracted with CANVS, an art technology company, to map all murals. Detroit ACE launched the map at an October press conference and hosted bus tour in November with the media, foundations and mural artists Ijanja Cortez and Waleed Simpson. The Mural Map has been featured in the Detroit Free Press and Metro Times and other media. The map now features more than 300 murals and counting.

The Detroit Mural City announcement was followed by readers and experts at USA Today, the nation's largest newspaper, naming Detroit #4 in the country in the creation of beautiful murals. But Rochelle Riley, Director of Arts and Culture, says Detroit is aiming to be No. 1. Thanks to former ACE project manager Sam Coons, current ACE project manager Lacey Holmes, ACE graphic designer Anthony Lamitier and ACE administrative assistant Raquel Newell for leading the effort. Thanks to City Walls Project Manager Bethany Howard for collaboration. And thanks to Chief Storyteller Eric Thomas for co-producing with Rochelle Riley, the following Detroit Mural City announcement:





Are you a Detroit resident?
Do you know someone who lives in Detroit?

HOME REPAIR LOAN PROGRAM

Take advantage of these great benefits!

Renovating a home is no easy process - but it's worth it! Luckily here in Detroit, homeowners have a unique financing tool available. Launched in 2015, the 0% Interest Home Repair Loan Program is available only to Detroiters who own and live in their home for at least 6 months. Low and moderate income homeowners may apply regardless of neighborhood while some HUD-designated target areas are eligible with no income restrictions (neighborhoods like Warrendale, Springwells, and Regent Park to name a few). The 0% Interest Home Repair Loan can be for as little as \$5,000 with a maximum of \$25,000 - all with 10-year terms. Consider using the Loan for energy efficiency upgrades like a new furnace, central air conditioning, siding, windows, or insulation. You'll save money on your monthly energy bills and have beautiful new updates to your house! Critical repairs like roofs, foundations, and removal of asbestos and lead hazards are also covered. A list of pre-qualified contractors and a construction manager are also included in the program. Head to DetroitHomeLoans.org for more information on applying. Intake centers in each neighborhood make applying in person easy as well. The 0% Interest Home Repair Loan would not be possible without the dedicated staff at the City of Detroit Housing and Revitalization Department and Detroit LISC.

Each year DTE Energy rebates are offered to customers on upgrading energy-efficient insulation and replacing old windows with ENERGY-STAR-certified windows and/or new glass patio doors. Rebate amounts vary by number of units replaced or amount of insulation installed. Upgrading furnaces, air conditioning systems, thermostats, and appliances to energy-efficient new models may also have rebates through DTE Energy. Rebates are offered on a first-come-first-serve basis with limited funding so head to <https://rebates.dteenergy.com/Rebate/Eligibility/Check/a1465930-f71a-427f-8853-23e1f94ae853> for more details on how to apply and what documentation to provide.

Thank you to the team!

Evan Markarian

Senior Housing Consultant

Bridging Neighborhoods

Housing and Revitalization Department

Sustain Detroit ERG

Energy Efficiency Work Group – Liaison and Department Ambassador



PREVENT SLIP, TRIPS, and FALLS at WORK

Clear a Path

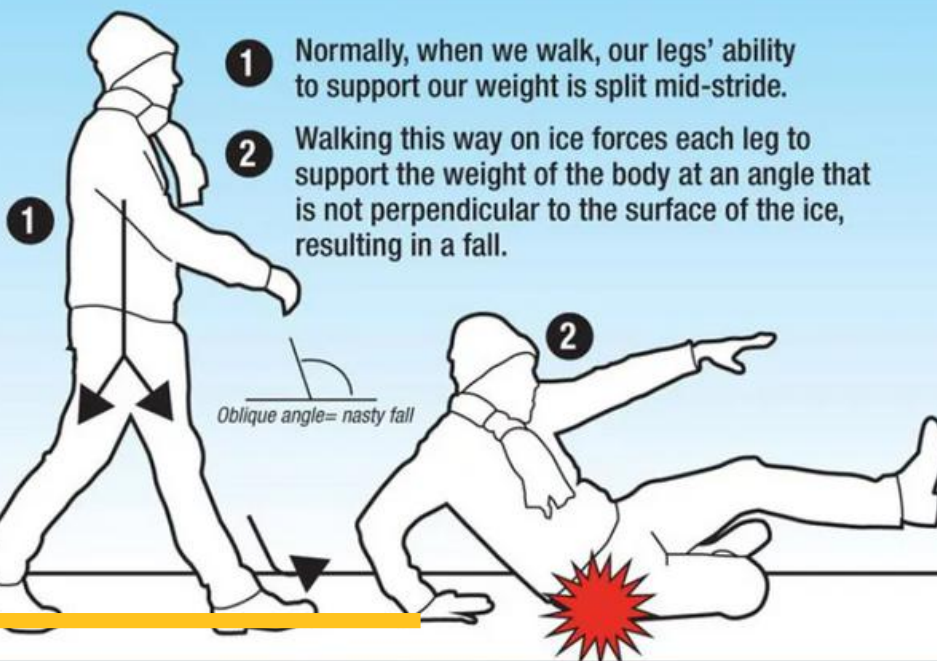
- Clean spills quickly
- Remove snow from sidewalks
- Clear walkways
- Keep floors dry

Watch Your Step

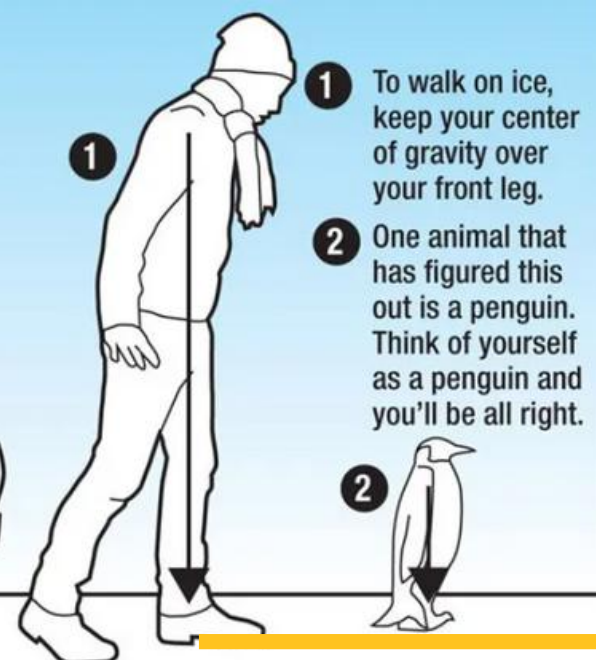
- Keep an eye out for uneven surfaces
- Properly light walkways
- Pay close attention to changing conditions

Plan for Prevention

- Wear appropriate footwear
- Secure loose rugs and mats
- Remove or secure loose cords
- Spread sand on icy sidewalks



WRONG WAY



RIGHT WAY

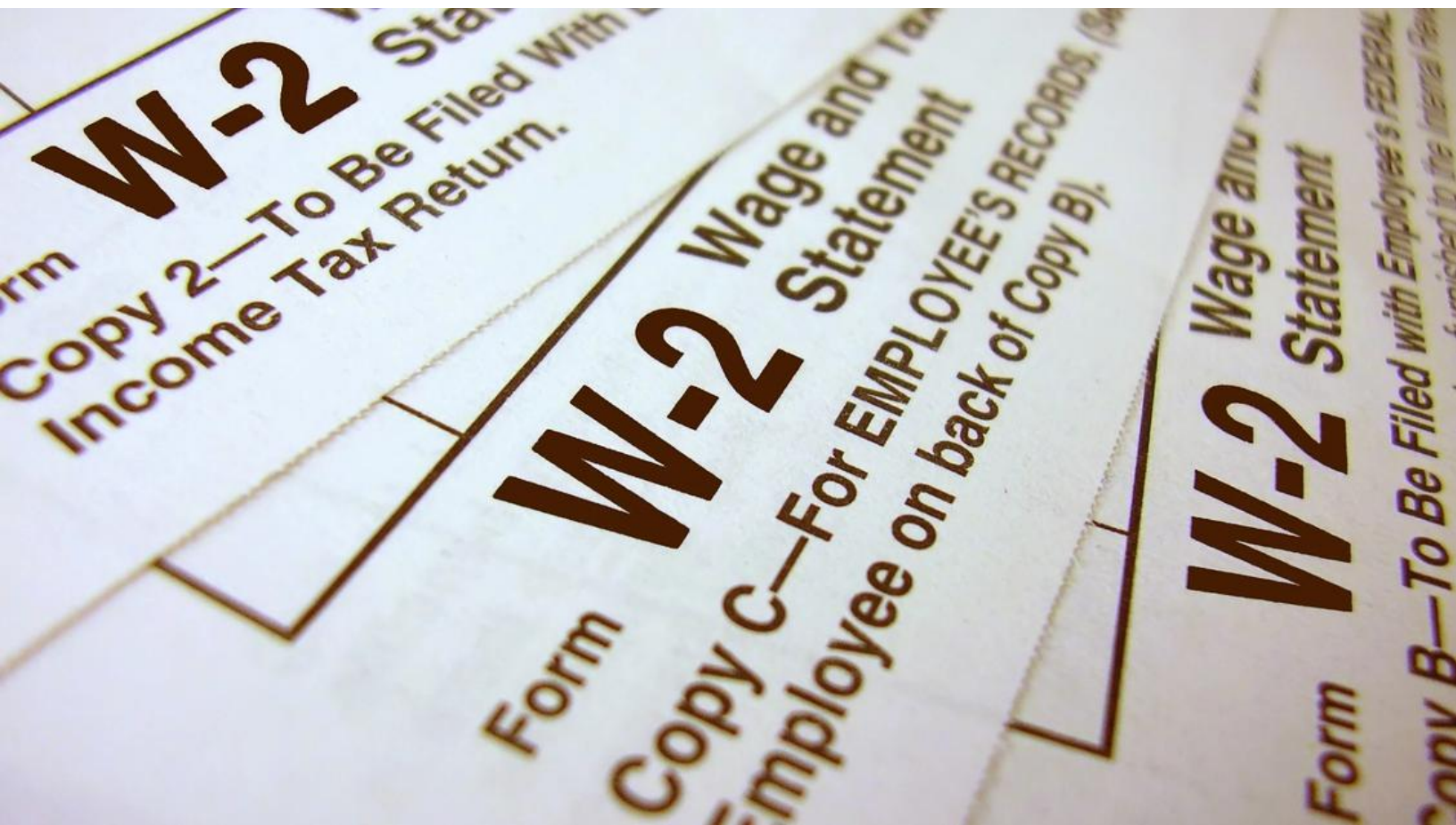
ATTENTION ALL EMPLOYEES

If you are still in need of your W-2s, follow the steps below;

Access to Electronic W-2 Form for Active Employees:

To view and print your W2:

1. Log into UltiPro Self-Service Portal
2. Select Menu > Myself > Pay > W-2 > Select the year
3. Click Print Button



Should you have any questions, please call **(313) 224-ULTI (8584)** or email us at: ultidetroit@detroitmi.gov.