

YOUR CITY YOUR VOICE



**ONE CITY,
FOR ALL OF US**

A publication for
City of Detroit
employees



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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THANK YOU

DEAR CITY OF DETROIT EMPLOYEES,



On behalf of the City of Detroit, I extend my heartfelt gratitude and thank you to each one of you and your entire team in your respective departments for completing the Pulse Survey. Your commitment to understanding the needs and perspectives of your fellow employees is commendable, and the results obtained from this survey will undoubtedly be instrumental in fostering a more positive and productive work environment for all of us.

By conducting this survey, we have demonstrated a proactive approach to addressing concerns, identifying areas of improvement, and further enhancing the efficiency and effectiveness of our operations. It shows that we, as a city workforce, care deeply about each other's well-being and the success of our collective efforts.

Your participation and candid responses from all of you in the survey exemplified the strong sense of community and engagement within our departments. It reflects a shared commitment to creating a workplace where every individual's voice is valued and heard, and collaboration and mutual support thrive.

Once again, thank you for your commitment and efforts in conducting the Employee Pulse Survey. Your proactive approach to understanding employee sentiments will pave the way for positive changes and improvements in our city's workplace. I look forward to witnessing the positive impact of the actions taken based on the survey results.

Together, let us continue to strive for excellence and make our city an even better place to live, work, and thrive. It is through your collective dedication and passion that we can build a stronger, more vibrant community for all of us.

With sincere appreciation,

Mike Duggan
Mayor of Detroit

THANK YOU TO ALL THE EMPLOYEES WHO COMPLETED THE SURVEY

**TOP
WORK
PLACES**

SURVEY STATS

42%

OF THE TOTAL POPULATION
PARTICIPATED IN THE
SURVEY

53%

FEEL RESPECTED AND
SUPPORTED

56%

FEEL ENABLED TO
GROW

45%

FEEL VALUED



We're encouraged to see our collaboration scores climb from **35% to 38%** in the latest Employee Engagement Survey. Yet, our mission continues. Your dedication is invaluable to us. Let's gear up for the next Employee Engagement Survey coming in March 2024 and continue pushing the boundaries.

DETROIT

EMPLOYEE SPOTLIGHT

How long have you been an employee of the City of Detroit? I have been at the City of Detroit since February 2022. I still consider myself a newbie because there is so much to learn! Before becoming a Human Resources Specialist III (Employee Wellness), I was a program manager at The Children's Center of Wayne County. I truly enjoyed my time there because I was heavily involved in the Wellness Committee and Culture Committee, which propelled me into the world of workplace wellness.

What do you like most about your position? The best part about my position is that it's still evolving. Every day can look different. The HR Specialist (Employee Wellness) responsibilities are connected to my well-being and mental health values. I enjoy collaboration, innovation, and everything involving wellness. This position allows me to stay creative and continue to use my program management and advocacy skills to help the employees at the City of Detroit. This position empowers me to be a leader for the Wellbeing ERG. As the chairperson of the Wellbeing ERG, I love connecting with other employees who are passionate about well-being. Since the position is newer to the city and there is so much information and data about workplace wellness, I feel inspired to stay motivated. Workplace wellness is not a fad; it's here to stay! As a city, we must decide which part of the spectrum we will be at. I believe my position will help create safe spaces for employees to discuss well-being and mental health.

What do you find most challenging about your position? I usually come into the space and feel like I should have all the answers to address workplace well-being or mental health concerns. I've learned to slow down and reflect. I realized I could never experience what every employee has experienced. The key to overcoming my challenge is being invited to talk with leadership and employees about well-being. Workplace wellness is not simple or easy to address. We must have conversations and stay creative to shift the culture. I like to believe that I am a good troublemaker or noisy in the best way. Although I may not have all the answers to address every situation. I tell people that I'm passionate about mental health and well-being. I'm here to listen and ready to understand.

How do you decompress after a long day of work? After a long day of work, I change out of my work clothes and turn on some music. I have a transition routine. It helps me to separate the workday from my home life. I enjoy listening to music and walking around downtown. I decompress by moving my body, so I enjoy long walks or jogging. After a difficult day, I usually go for a long jog, clean up, or call my grandmother.

What do you do for fun, or what are your special interests? I have so much fun participating in 5k walks and runs. I'm in the process of training for three more 5ks and improving my personal record running time. I enjoy the energy and sense of community with other runners. I joined a couple of running clubs online and in person. I love 5ks because it helps me stay focused on my fitness goal and build a positive community. Also, I enjoy grabbing coffee with my friends and exploring new areas. I love volunteering in the community with my sorority Zeta Phi Beta Sorority, Incorporated. My favorite volunteer projects include youth, senior citizens, veterans, and the environment.

Do you have a personal motto or mantra? I live by three mottos: Consistency is key! Failure is the stepping stone to success! Every run will not be your best run.



ROBIN FLOYD

Human Resources Specialist III
Employee Wellness, Chair:
Wellbeing ERG





OCTOBER 10TH WAS
**WORLD
MENTAL
HEALTH
DAY**

By embracing the theme "Mental Health is a Universal Human Right," we are taking a stand against inequalities and injustices that still persist in the realm of mental health. We aim to raise awareness about the disparities that exist in access to mental health services and advocate for policy changes that prioritize mental wellbeing.

The *Empowering Minds, Changing Lives: Championing Mental Health Rights* webinar is pre-recorded and will be released to your Employee Well-being Services website on Tuesday, October 10th. The webinar will be available for quite some time after, so you can choose a time and day to view that works best for you.

Participants will benefit by the following:

- Understanding mental health as a universal human right.
- Addressing the stigma and discrimination faced by individuals with mental health conditions as well as how to eliminate these barriers.
- Exploring the role of colleagues and managers in promoting mental health rights and creating a supportive work environment.
- Discussing the role of communities in championing mental health rights.
- Highlighting the importance of self-care practices, building resilience, and nurturing positive mental health habits.

**YOUR EMPLOYEE
WELL-BEING SERVICES**

Anytime, any day, you have free, confidential access to professional consultants and online resources to help you be your best.

Just call or log on to get started.

TOLL-FREE:
800-847-7240

WEBSITE:
www.my-life-resource.com

USERNAME:
DetroitEWS

PASSWORD:
313wellbeing

**YOUR EMPLOYEE
WELL-BEING
SERVICES**

**Pause.
Breathe.
Resume**

ONLINE SEMINAR

Mindfulness practice invites us to build active awareness of our thoughts, sensations, and emotions. In this session, we will learn how to notice our own thoughts and how we react to them.

LET US HELP

Visit your home page starting October 17th

WEBSITE: www.my-life-resource.com

USERNAME: DetroitEWS

PASSWORD: 313wellbeing

ALWAYS AVAILABLE | FREE | CONFIDENTIAL



HEALTH MANAGEMENT SYSTEMS OF AMERICA

EMPLOYEE WELLBEING SERVICES



NEW LOGIN FOR SERVICES

WEBSITE: WWW.MY-LIFE-RESOURCE.COM

USERNAME: DETROITEWS

PASSWORD: 313WELLBEING

CITY DETROIT FELLOWSHIP INTERNSHIP PROGRAM: CHARTING NEW HORIZONS

It feels like just yesterday we launched the Mayoral Fellowship Summer Program, but it's been nearly 10 weeks since its inception on June 5th. As we approach its conclusion on August 11th, I reflect on this transformative journey, both for the budding professionals and the departments that hosted them, and myself as the Program Manager.

These interns joined our city's workforce with a genuine curiosity and enthusiasm about the myriad opportunities within the City of Detroit. Their eagerness to engage with city leaders and their proactive approach to brainstorming new initiatives compelled us to harness this vigor. It was imperative to pivot our focus towards attracting and retaining this talent.

To inspire these interns to visualize a long-term future with the City of Detroit, we refined our program's objectives. This year, our strategy was multi-pronged. We collaborated with local academic institutions and also partnered with the Michigan Department of Transportation's (MDOT) Transportation Diversity Recruitment Program. The alliance with MDOT paved a seamless route for us to engage with Historically Black Colleges and Universities (HBCUs), offering students from these institutions a glimpse of Detroit as a potential workplace.

While it's an annual ritual to onboard interns, this year was uniquely special. We introduced 'Tap the Talent Day' - a dedicated day where city departments had a golden opportunity to acquaint themselves with all the interns. The aim was clear: to identify and secure talent while these interns were still actively engaged. This event enabled city departments to prioritize interviews with interns ready to transition to full-time roles. It was also a platform for hiring managers to meet interns outside their departments, and for interns to explore departments they hadn't previously been exposed to.

Indeed, opportunities are rising, and the horizon looks promising!



MEET THE INTERNS



My name is Sean Willis Cooper, an intern with the Water Department. I live in Houston, TX. Educational Background: I am currently enrolled at Prairie View A&M, where I'm pursuing a degree in Mechanical Engineering. My favorite hobbies are playing rugby and working on cars.

My top three goals as an intern are: a. To diligently execute tasks assigned by my supervisor. b. To learn from other engineers in the office, asking questions to enhance my understanding and further develop my skills as an emerging engineer. c. To determine how my skills, knowledge, and ideas can positively impact the Detroit community.

I was inspired to become an intern with the City of Detroit when I interviewed for DWSD. I sensed genuine ambition to guide me towards becoming an accomplished engineer and felt their confidence in my potential contributions.

During my internship, I have acquired skills in project management and effective communication. I've also I

earned how to craft a proposal for new maintenance practices. Additionally, I've observed the shared commitment among the team to support and uplift the city.

I would love to work for the City of Detroit! The camaraderie within the DWSD department gives me a sense of belonging, assuring me that I can both enjoy my career and grow professionally. My favorite quote is, "Always trust everyone to be themselves, but trust in the fact that you can see them well."

My name is Eronmonsele Esekhaigbe, an intern in the Transportation Department. I reside in Madison Heights, Michigan. I have a background in Civil Engineering, both BSc and MSc. My favorite hobby is playing the piano.

My top three goals as an intern are a. To enhance my professional experience in transportation engineering. b. To network with transportation professionals. c. To secure a job with the City of Detroit.

I was inspired to become an intern with the City of Detroit because I want to give back to a city that has given me so much. During my internship with the City of Detroit, I have acquired skills in traffic design using Synchro and learned about intelligent transport systems and their growth in the industry. I appreciate the work environment and am eager to serve the city. Furthermore, this position offers me an opportunity to gain a broader range of experiences. My favorite quote is, "Diligence in your business, and you will stand before kings."



My name is Kayla Hawkins
I live in Allen Park, MI.
I am a senior in college at UofM-Dearborn.
I love gardening, painting, reading, and longboarding.
My top three goals for the internship are to learn, grow, and apply my skills in the future.
I wanted hands-on experience with the city of Detroit because I am often involved in city events and venues.
During my internship, I learned to communicate with clients and provide them with adequate information, while also acquiring skills I can use in the future.
I would like to become an employee of the city of Detroit because I believe they treat their employees with respect, and there are many perks and benefits to working for the city.
My favorite quote is: "Where there's a will, there's a way."



My name is Candice Sims.
I live in Detroit, MI.
Currently, I am pursuing a degree and multiple technical certifications.
My favorite hobbies are reading, sports, and shopping.
My top three goals as an intern are to gain hands-on experience, network with like-minded individuals, and showcase my skills.
I was inspired to intern with the City of Detroit because it provided an opportunity to showcase my individual talent while expanding my knowledge.
Throughout my internship with the City of Detroit, I have learned patience, how to prioritize, and how to communicate effectively.

I would like to become an employee of the City of Detroit; it's a fantastic opportunity to serve the individuals in my community with whom I live and work.
My favorite quote is, "The best is yet to come!"

My name is Endia Burch.
I live in Redford Township.
I hold a Bachelor of Science in Geography and a Master of Science in Information Systems.
I love traveling.
My top three goals are to: learn about working for the city, understand future improvements, and network.
I was inspired to intern with the City of Detroit because I wanted to serve the city I originally come from. The city has undergone significant improvements in recent years, and I want to contribute to its further development.
I have honed my GIS skills and improved both my communication and professional abilities.
I'd like to become an employee of the City of Detroit because of its positive work environment and benefits.
Additionally, as mentioned, I'm eager to assist in the city's ongoing improvements.
My favorite quote is: "One man's trash is another man's treasure."



CITY DETROIT INTERNSHIP PROGRAM: CHARTING NEW HORIZONS

INFORMATION YOU NEED TO KNOW



DO YOU HAVE A QUESTION ABOUT YOUR HEALTH BENEFITS?

For any questions or concerns
regarding Benefits, please call
Benefits Express at
855-224-6200 or use the QR
codes below.



<https://rb.gy/wkga4>

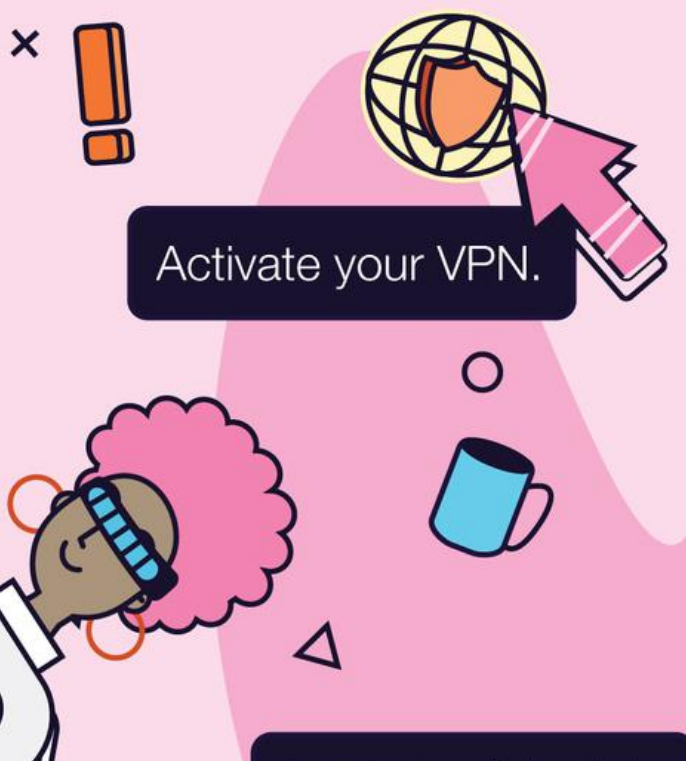


<https://rb.gy/q9scw>

THE 2024 CITY OF DETROIT
ANNUAL OPEN ENROLLMENT IS
SCHEDULED FOR
10/24/23 THROUGH 11/9/23

SECURE REMOTE WORK

DAILY REMINDER



Activate your VPN.



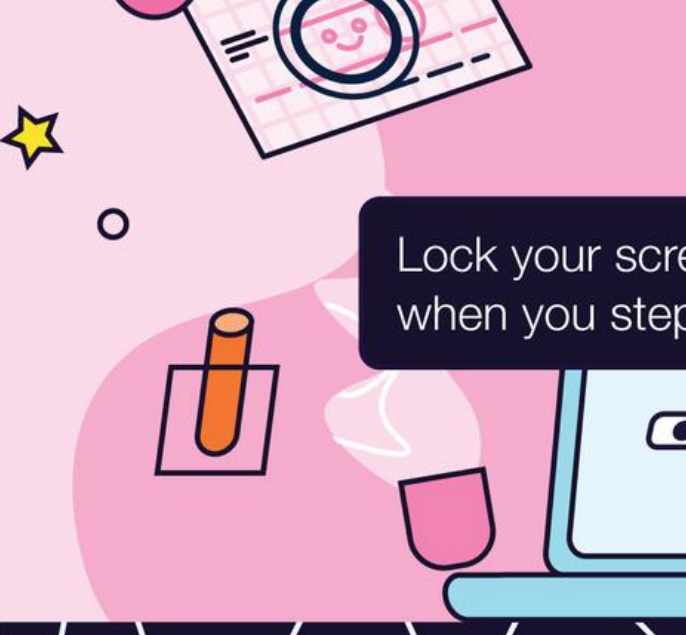
Do not connect personal devices to work devices.



Lock confidential documents away.



Make sure third parties can't listen in on work conversations.



Lock your screen when you step away.

You can work at home
without your pants –
but not without **security.**

exploqii

MULTIFACTOR AUTHENTICATION (MFA) UPDATE

Have you've noticed a checkbox at the bottom of the "Enter Access Code" page? Check the box and just as the prompt indicates, the next request for authentication occurs 24-hours later.

To take advantage of delaying MFA for 24 hours follow these steps on the "Enter Access Code" screen (also see the screenshot below)

- Enter the MFA access code
- Click the checkbox option delaying MFA for 24 hours
- Click Submit



Enter Access Code

The security access code is valid for a limited time. When this time expires, you will be required to request a new security access code.

04:24

Enter Access Code here
89821

☒ Do not ask me for codes again on this computer for the next 24 hours. ⓘ

Cancel

Submit



Note: If the box is left unchecked upon submitting the access code, a request to authenticate will be received at the next login into UKG.



—”
**THANK
YOU**
—”



Hello All,

We'd like to extend our warmest gratitude to everyone who participated in and supported the Employee Resource Fair this week! Your presence and commitment made a significant difference.

We're thrilled to report that the event was a resounding success, with an estimated turnout of nearly 300 attendees!

Special thanks to all the ERGs, vendors, and particularly to our dedicated HR divisions: Talent Acquisition, Benefits, Employee Services, Class & Comp, PPO, and Talent Development. Your contributions were invaluable, and this event simply would not have been possible without your concerted efforts.

Once again, thank you for making this event a memorable one.

Warm regards,

HR Employee Engagement Team

DWSD HR RECOGNIZED IN CRAIN'S DETROIT BUSINESS



This past June, the Detroit Water and Sewerage Department's (DWSD) Human Resources & Organizational Development Division earned high praise, being named a recipient of the Crain's Detroit Business Excellence in HR Award under the Overall Excellence category. Crain's particularly noted the division's innovative approaches to recruitment, retention, and process efficiencies. One such innovation is the new streamlined process which ensures that new hires can commence their roles promptly, thereby reducing onboarding time.

Patricia Thornhill, the Director of Human Resources & Organizational Development, expressed her gratitude, saying, "The Crain's Excellence in HR Award is a testament to the positive changes the DWSD HR Team has ushered in. It was a delightful surprise to learn that members of the DWSD Executive Team had chosen to nominate us. This recognition energizes our HR team to further collaborate with DWSD divisions, ensuring continued improvements in HR and organizational practices."

The strides made by the HR team haven't gone unnoticed by DWSD's Executive Team. The Crain's article spotlighting the award elaborated, "...new collaborations with various city, state, and community agencies have invigorated the utility's talent pipeline and have significantly enhanced the rapport between DWSD management and union personnel."

Ms. Thornhill, accompanied by her team, graciously accepted the award at the Crain's HR Summit held in August. Notably, she also contributed as a speaker during the event.

A hearty congratulations to the DWSD HR Team on this outstanding achievement!

Design Days at Dequindre Event Series in East Davison Village



(Detroit, MI, September, 2022) — Design Days at Dequindre was a series of art and design workshops that took place in the East Davison Village neighborhood during the summer. As an official event of the Detroit Month of Design, the program engaged residents in activating the courtyard of the former Washington Trade School (13000 Dequindre) as a community art space. Presented by the City of Detroit's Planning and Development Department in partnership with the National Endowment for the Arts and Studio M Detroit, the program was a critical first step towards the city's vision to rehabilitate a city-owned school building as part of a strategy of tactical preservation. Tactical preservation is an innovative historic preservation initiative that focuses on incrementally adapting specific spaces within larger sites for new uses.

"Design Days was an excellent program that connected people in the neighborhood. It got people engaged and brought down walls. Many relationships were formed during the events. We needed programs like Design Days to make those connections and come up with solutions. I saw the potential for what the building could be. Perhaps it could become a place for training programs. We need investors who stick to their word and get it done," said Ms. Miriam Smith, President of East Davison Village Community Group.

During the final workshop on September 16th, award-winning artist (Gucci Siren Art Wall) Onzie Deandre Norman led participants in exploring the art of storytelling through collage. Onzie, a self-taught mixed media painter and wood sculptor from Detroit, focused on using art to address history, heroes, music, architecture, still life, and ethnicity, especially through abstracted portraiture.

The program culminated in the Design Days at Dequindre Celebration on September 24th with the reveal of a community art installation by Kennikki Jones-Jones. Kennikki, a multi-award-winning theater and film director from Detroit, used her art as a means to examine the broken pieces of people to trace back to where the damage occurred and to identify healing solutions. The installation was inspired by the stories of the school and residents, as well as her own experiences in the neighborhood. The event was a community celebration of the intersections between design, joy, and hope, featuring artwork by Trae IsAAC (Detroit City Walls), Juan Martinez (Kresge Fellow), Studio M Detroit, and the residents of East Davison Community Group.

Thank you to all the employees who made this possible!!



Employee DISCOUNT

RENCEN Fitness\Special Perks for COD Employees

**Join for Only \$5 down + first month free, monthly discount fee of \$25 per month after first month.

313.285.8033 -
sarah.blattert@hfit.com
1402, 300 Renaissance Center
suite a305, Detroit, MI 48243



We would love to hear from you. For the full list, questions, concerns, or suggestions about the program can be sent to the Employee Discount Program Mailbox at codemployeediscount@detroitmi.gov.



NEW 2023/2024 Goal Setting Process Training

The Office of Talent Development and Performance Management offers the following training:

UKG Performance Management Training Portal (OnDemand) - is available throughout the year for both the UKG Manager and Employee roles for the Goal Setting process, Mid-Year Review process, and the Performance Evaluation process. This training portal consists of job aids, FAQs, and registration information for UKG Labs.

UKG Goal Setting Lab - is offered bi-weekly throughout the year. The labs are available for questions regarding the UKG Goal Setting Process.

SMART Goals Training (OnDemand) - is offered throughout the year, as an online course. This course will allow you to improve your ability to create SMART goals. In addition, there will be a monthly discussion related to the SMART Goals Training course.

Introduction to Performance Evaluation Training (OnDemand) - is offered throughout the year, as an online course. This course will allow you the ability to learn about best practices for Managers and Employees to complete a performance review. In addition, there will be a monthly discussion related to the Introduction to Performance Evaluation course.

CLICK HERE

[UKG Performance Management Training Portal \(OnDemand\)](#) - REGISTER

[SMART Goals Training \(OnDemand\)](#) - REGISTER

[Introduction to Performance Evaluation \(OnDemand\)](#) -
REGISTER

Questions? Contact the Office of Talent Development and Performance Management
at talentdevelopment@detroitmi.gov

THE OFFICE OF TALENT DEVELOPMENT AND PERFORMANCE MANAGEMENT

The Office of Talent Development and Performance Management has several courses available live-online and on-demand for your professional development. We are committed to delivering quality training for the employees of the City of Detroit.

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

Where to Register?

Register for 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>

Find Resources for Microsoft 365 Training on the portal at:

<https://app.smartsheet.com/b/publish?EQBCT=285915f2b4da4adfa49e44a5f1fec8b9>

Activate your FREE City of Detroit LinkedIn Learning account at:

<https://www.linkedin.com/learning/activate>



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-98d1-8ddee7e4b19a/>

Register for New Employee Orientation OnDemand training at:

<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/#/>

Take the Basic Computer Course at:

<https://elearning.easygenerator.com/ab073d28-666f-44ca-a472-464fe722519e/>



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

The Full Parental Leave Policy can be found in [PowerDMS](#)

Human Resources Call Center



RELAUNCH

**GOING LIVE
SOON**

313-224-3725

Do you have questions about;
EMPLOYMENT VERIFICATION
EMPLOYEE SERVICES
TALENT ACQUISITION
RISK & LEAVE MANAGEMENT
HEALTH BENEFITS

WE HAVE ANSWERS!



PREVENT SLIP, TRIPS, and FALLS at WORK

Clear a Path

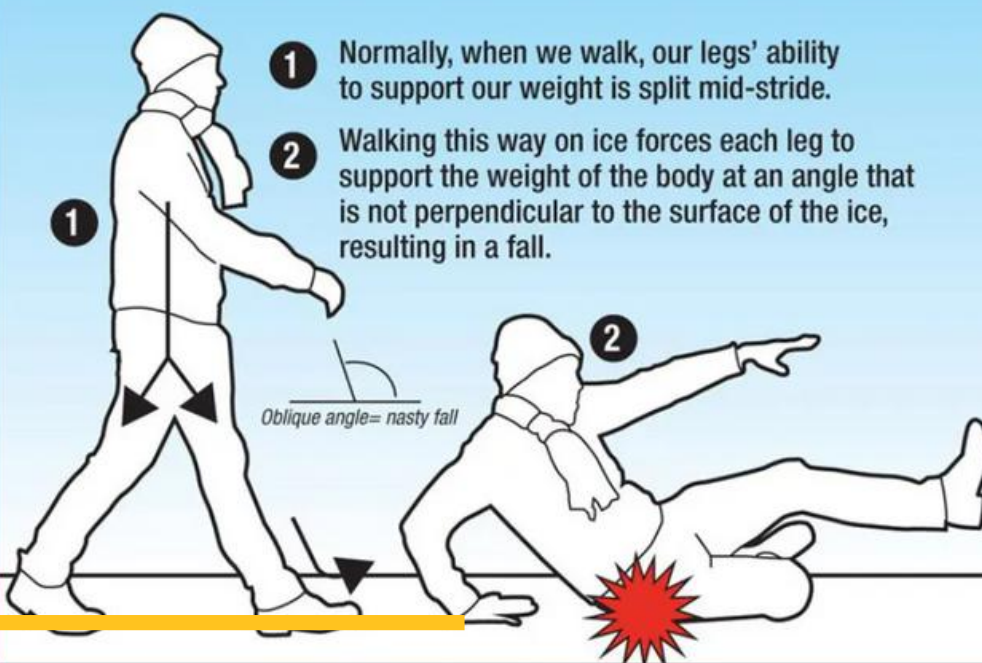
- Clean spills quickly
- Remove snow from sidewalks
- Clear walkways
- Keep floors dry

Watch Your Step

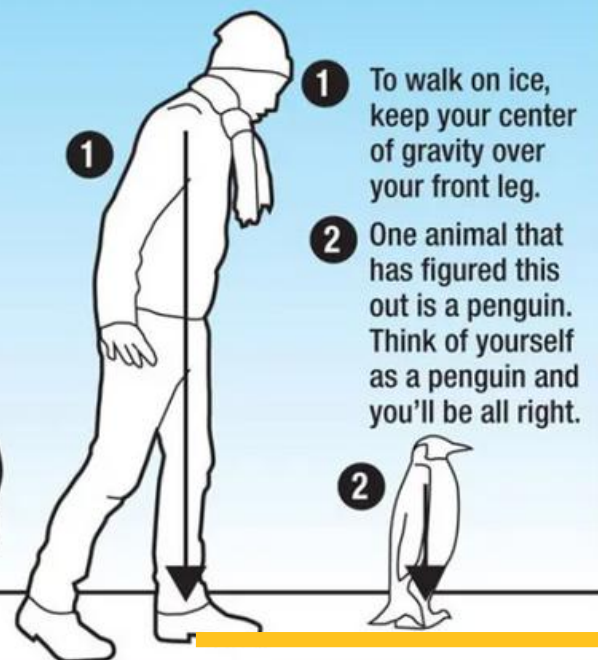
- Keep an eye out for uneven surfaces
- Properly light walkways
- Pay close attention to changing conditions

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



HALLOWEEN IN THE D

JOIN US FOR A NIGHT OF FUN!

OCTOBER 31 FROM 5-8PM
FIRE ENGINE 48 - 2300 S. FORT ST

SIGN UP HERE TO CONTRIBUTE:

<https://app.smartsheet.com/b/form/3a2fad8c4ae145e381fac649cb503be2>

