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**CITY SECRETARY
DALLAS, TEXAS**

City of Dallas

*1500 Marilla Street,
Council Chambers, 6th Floor
Dallas, Texas 75201*

Public Notice

250058

POSTED CITY SECRETARY
DALLAS, TX



Workforce, Education, and Equity Committee

January 13, 2025

9:00 AM

2023 CITY COUNCIL APPOINTMENTS

COUNCIL COMMITTEE	
ECONOMIC DEVELOPMENT Atkins (C), Narvaez (VC), Arnold, Bazaldua, Ridley, Stewart, West	GOVERNMENT PERFORMANCE AND FINANCIAL MANAGEMENT West (C), Blackmon (VC), Mendelsohn, Moreno, Resendez
HOUSING AND HOMELESSNESS SOLUTIONS Moreno (C), Mendelsohn (VC), Gracey, West, Willis	PARKS, TRAILS, AND THE ENVIRONMENT Stewart (C), Moreno (VC), Arnold, Bazaldua, Blackmon, Narvaez, West
PUBLIC SAFETY Mendelsohn (C), Stewart (VC), Atkins, Moreno, Willis	QUALITY OF LIFE, ARTS, AND CULTURE *Ridley (C), Resendez (VC), Bazaldua, Blackmon, Gracey, Schultz, Willis
TRANSPORTATION AND INFRASTRUCTURE Narvaez (C), Gracey (VC), Atkins, Mendelsohn, Resendez, Schultz, Stewart	WORKFORCE, EDUCATION, AND EQUITY *Arnold (C), *Schultz (VC), Bazaldua, Blackmon, Resendez, Ridley, Willis
AD HOC COMMITTEE ON ADMINISTRATIVE AFFAIRS Atkins (C), Mendelsohn, Moreno, Ridley, Stewart	AD HOC COMMITTEE ON GENERAL INVESTIGATING AND ETHICS Mendelsohn (C), Gracey, Johnson, Schultz, Stewart
AD HOC COMMITTEE ON JUDICIAL NOMINATIONS Ridley (C), Resendez, West	AD HOC COMMITTEE ON LEGISLATIVE AFFAIRS Mendelsohn (C), Atkins, Gracey, Narvaez, Stewart
AD HOC COMMITTEE ON PENSIONS Atkins (C), Blackmon, Mendelsohn, Moreno, Resendez, Stewart, West, Willis	AD HOC COMMITTEE ON PROFESSIONAL SPORTS RECRUITMENT AND RETENTION Gracey (C), Blackmon, Johnson, Moreno, Narvaez, Resendez, Schultz

(C) – Chair, (VC) – Vice Chair

* Updated:6/28/24

Note: A quorum of the Dallas City Council may attend this Council Committee meeting.

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<https://dallascityhall.webex.com/dallascityhall/j.php?MTID=m2e8838b87852411ab22401c544f55c03>

Call to Order

MINUTES

1. [25-204A](#) Approval of the December 9, 2024 Workforce, Education, and Equity (WEE) Committee Meeting Minutes

Attachments: [Minutes](#)

BRIEFING ITEMS

- A. [25-231A](#) Workforce Solutions Greater Dallas 2025 Updates
[Richard Perez, Resource Development and Deployment Manager, Workforce Solutions Greater Dallas; Demetria Robinson, Executive Vice President, Workforce Solutions Greater Dallas]

Attachments: [Presentation](#)

- B. [25-203A](#) Upskilling Pilot Program Updates: Non-Uniform Security Officers
[Nina Arias, Director, Department of Human Resources; Carmel Fritz, Assistant Director, Department of Human Resources; Sonya Batts, Sr. Human Resource Manager, Department of Human Resources; Heather Wood, Training Manager, Department of Human Resources; Laura Dizien, Sr. Training Specialist, Department of Human Resources]

Attachments: [Presentation](#)

BRIEFING MEMOS

- C. [25-228A](#) Updates on Dr. Martin Luther King, Jr. Celebration Week Events 2025
[Jessica Galleshaw, Director, Office of Community Care and Empowerment; Holly Holt, Assistant Director, Office of Community Care and Empowerment]

Attachments: [Memorandum](#)

- D. [25-229A](#) Updates on Office of Community Care and Empowerment (OCCE) Tax Assistance Programs and Upcoming Agenda Item from OCCE and Office of Procurement Services
[Jessica Galleshaw, Director, Office of Community Care and Empowerment; Correa Cruz, Community Services Program Administrator, Office of Community Care and Empowerment]

Attachments: [Memorandum](#)

FORECAST

- E. [25-205A](#) Workforce, Education, and Equity Committee Forecast

Attachments: [Forecast](#)

ADJOURNMENT

EXECUTIVE SESSION NOTICE

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1. seeking the advice of its attorney about pending or contemplated litigation, settlement offers, or any matter in which the duty of the attorney to the City Council under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the Texas Open Meetings Act. [Tex. Govt. Code §551.071]
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3. deliberating a negotiated contract for a prospective gift or donation to the city if deliberation in an open meeting would have a detrimental effect on the position of the city in negotiations with a third person. [Tex. Govt. Code §551.073]
4. deliberating the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee; or to hear a complaint or charge against an officer or employee unless the officer or employee who is the subject of the deliberation or hearing requests a public hearing. [Tex. Govt. Code §551.074]
5. deliberating the deployment, or specific occasions for implementation, of security personnel or devices. [Tex. Govt. Code §551.076]
6. discussing or deliberating commercial or financial information that the city has received from a business prospect that the city seeks to have locate, stay or expand in or near the city and with which the city is conducting economic development negotiations; or deliberating the offer of a financial or other incentive to a business prospect. [Tex Govt. Code §551.087]
7. deliberating security assessments or deployments relating to information resources technology, network security information, or the deployment or specific occasions for implementations of security personnel, critical infrastructure, or security devices. [Tex Govt. Code §551.089]



City of Dallas

1500 Marilla Street
Council Chambers, 6th Floor
Dallas, Texas 75201

Agenda Information Sheet

File #: 25-204A

Item #: 1.

Approval of the December 9, 2024 Workforce, Education, and Equity (WEE) Committee Meeting Minutes

MINUTES OF THE CITY COUNCIL COMMITTEE
MONDAY, DECEMBER 9, 2024

24-0019

WORKFORCE EDUCATION & EQUITY COMMITTEE
CITY COUNCIL CHAMBER, CITY HALL/VIDEO CONFERENCE
COUNCILMEMBER CAROLYN KING ARNOLD, PRESIDING

PRESENT: [6] Arnold, Schultz, Bazaldua (**9:26 a.m.), Blackmon (**9:07 a.m.), Willis, Ridley

ABSENT: [1] Resendez

The meeting was called to order at 9:00 a.m. with a quorum of the committee present.

The meeting agenda, posted in accordance with Chapter 551, "OPEN MEETINGS," of the Texas Government Code, was presented.

After all business properly brought before the committee had been considered, the meeting adjourned at 11:00 a.m.

Chair

ATTEST:

City Secretary Staff

Date Approved

The agenda is attached to the minutes of this meeting as EXHIBIT A.

The actions taken on each matter considered by the committee are attached to the minutes of this meeting as EXHIBIT B.

The briefing materials for this meeting are filed with the City Secretary's Office as EXHIBIT C.

**** Note: Indicates arrival time after meeting called to order/reconvened.**

MINUTES OF THE CITY COUNCIL COMMITTEE
MONDAY, DECEMBER 9, 2024

EXHIBIT A

RECEIVED

2024 DEC -5 PH 6:24

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Call to Order

MINUTES

1. 24-3826 Approval of the November 5, 2024 Workforce, Education, and Equity (WEE) Committee Meeting Minutes

Attachments: Minutes

BRIEFING ITEMS

- A. 24-3824 Closing Disparities: Department Progress Measures Update Livable Portfolio [Christopher Christian, Director, Code Compliance; Paul Ramon, Director, Dallas Animal Services; Clifton Gillespie, Director, Department of Sanitation Services; Christine Crossley, Director, Office of Homeless Solutions]

Attachments: Presentation

- B. 24-3823 Upskilling Dallas: Update on Career Ladder for Security Officers [Nina Arias, Director, Department of Human Resources]

Attachments: Presentation

BRIEFING MEMOS

- C. 24-3825 Office of Equity and Inclusion - Human Rights Workshop Update [Christopher Graves, Human Rights Officer, Office of Equity and Inclusion]

Attachments: Memorandum

- D. 24-3838 Upcoming Office of Community Care and Empowerment Agenda Item and Response to Questions from the November 5, 2024 WEE Briefing Regarding Early Childhood and Out of School Time Programs [Jessica Galleshaw, Director, Office of Community Care and Empowerment; Holly Holt, Assistant Director, Office of Community Care and Empowerment]

Attachments: Memorandum

- E. 24-3836 Contract Status Update on the Benefits Navigation Project with Benefits Data Trust
[Jessica Galleshaw, Director, Office of Community Care and Empowerment;
Holly Holt, Assistant Director, Office of Community Care and Empowerment]

Attachments: Memorandum

FORECAST

- F. 24-3827 Workforce, Education, and Equity Committee Forecast

Attachments: Forecast

ADJOURNMENT

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MINUTES OF THE CITY COUNCIL COMMITTEE
MONDAY, DECEMBER 9, 2024

EXHIBIT B

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

DECEMBER 9, 2024

Item 1: Approval of the November 5, 2024 Workforce, Education, and Equity (WEE) Committee Meeting Minutes

Councilmember Schultz moved to adopt the minutes as presented.

Motion seconded by Councilmember Ridley and unanimously adopted. (Bazaldua, Blackmon absent when vote taken; Resendez absent)

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

DECEMBER 9, 2024

BRIEFING ITEMS

Item A: Closing Disparities: Department Progress Measures Update Livable Portfolio

The following individuals briefed the committee on the item:

- Christopher Christian, Director, Code Compliance;
- Paul Ramon, Director, Dallas Animal Services;
- Clifton Gillespie, Director, Department of Sanitation Services;
- Christine Crossley, Director, Office of Homeless Solutions; and
- Brian Morris, Assistant Director, Code Compliance

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

DECEMBER 9, 2024

BRIEFING ITEMS

Item B: Upskilling Dallas: Update on Career Ladder for Security Officers

The following individuals briefed the committee on the item:

- Liz Cedillo-Pereira, Assistant City Manager, City Manager's Office;
- Nina Arias, Director, Department of Human Resources;
- Laura Dizien, Senior Training & Development Specialist, Department of Procurement;
- Crystal Herrera, Manager, City Marshall's Office;
- Joseph Childs, Security Administrator, City Marshall's Office; and
- Domic Artis, Chief of Public Safety, City Manager's Office

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

DECEMBER 9, 2024

BRIEFING MEMOS

Item C: Office of Equity and Inclusion - Human Rights Workshop Update

Item D: Upcoming Office of Community Care and Empowerment Agenda Item and Response to Questions from the November 5, 2024 WEE Briefing Regarding Early Childhood and Out of School Time Programs

Item E: Contract Status Update on the Benefits Navigation Project with Benefits Data Trust

The committee discussed the items.

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

DECEMBER 9, 2024

FORECAST

Item F: Workforce, Education, and Equity Committee Forecast

The committee discussed the item.

MINUTES OF THE CITY COUNCIL COMMITTEE
MONDAY, DECEMBER 9, 2024

EXHIBIT C



City of Dallas

1500 Marilla Street
Council Chambers, 6th Floor
Dallas, Texas 75201

Agenda Information Sheet

File #: 25-231A

Item #: A.

Workforce Solutions Greater Dallas 2025 Updates

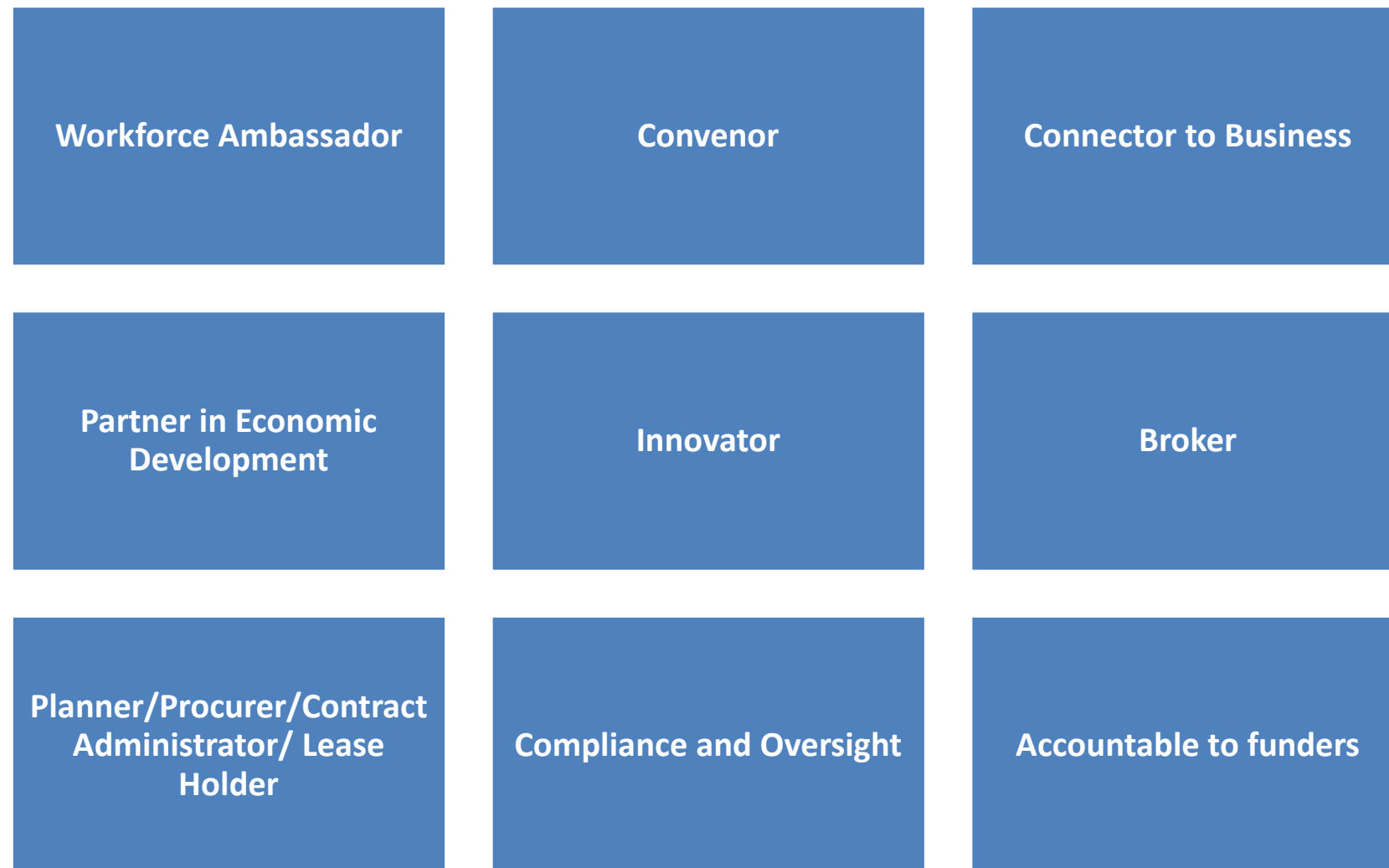
[Richard Perez, Resource Development and Deployment Manager, Workforce Solutions Greater Dallas; Demetria Robinson, Executive Vice President, Workforce Solutions Greater Dallas]

WORKFORCE**SOLUTIONS**
G R E A T E R D A L L A S

2025 Update

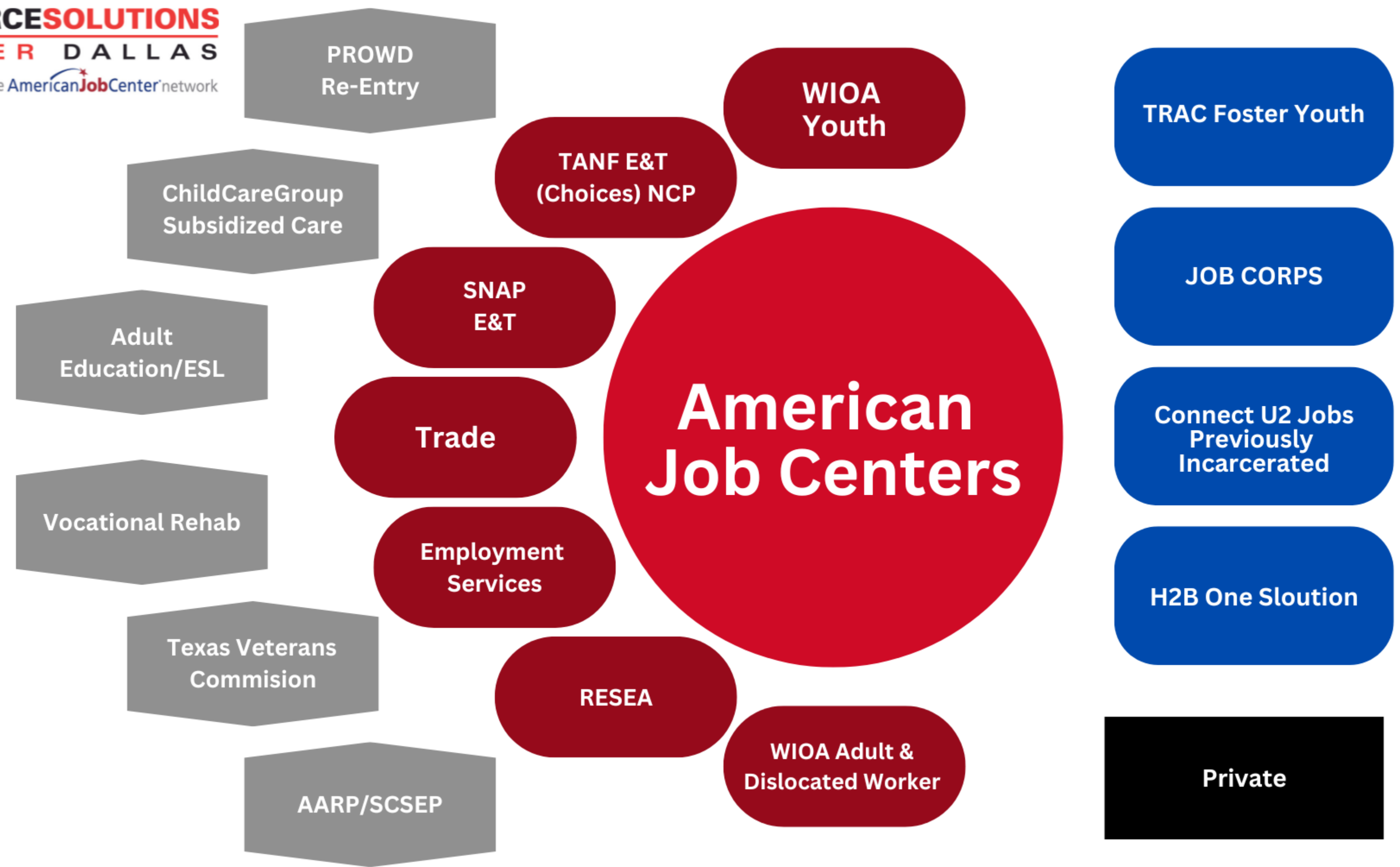


- Dallas County Local Development Workforce Board dba Workforce Solutions Greater Dallas
- 180M+ annual budget
- A single county jurisdiction



Mission

Workforce Solutions Greater Dallas exists to ensure competitive solutions **FOR EMPLOYERS** through quality people, and **FOR PEOPLE** through quality jobs.



Employer and Jobseeker Services



Talent Pipeline Development

WorkinTexas.com
LinkedIn Recruiter
Targeted Outreach
Work Readiness
Job Placement



Customized Recruitment

Prescreening / Assessments
Direct Referrals
Test Preparation



Collaboration

Community-Based Job Fairs
Individual Hiring Events – Hosted or Onsite
Industry Sector Partnerships
Retention Services



Upskilling / Reskilling

Apprenticeship / Pre-Apprenticeship
Subsidized Employment
Career Exploration
Work-Based Learning
Skills Development Funding

Support Services

Supportive services allow Workforce Customers to successfully engage with career and training activities such as occupational classroom training that are vital to entering or re-entering the workforce. Supports that are necessary to enable an individual to successfully participate in activities include:

- **Transportation Assistance**
 - Bus passes through DART
 - Gas Cards
- **Work Related and/or Needs Related Resources**
 - Tools
 - Work Clothing
 - Other Supports
- **Child Care Services**
 - Financial Scholarships to Eligible Families
 - Financial and Training Supports to Texas Rising Star Providers

Child Care Dashboard

November 2024

Total Number of Providers

637

+0.47%

vs. previous month

Number of TRS Providers

314

+6.44%

vs. previous month



Number of TRS 2 Providers

34

+25.93%

vs. previous month



Number of TRS 3 Providers

102

+9.68%

vs. previous month



Number of TRS 4 Providers

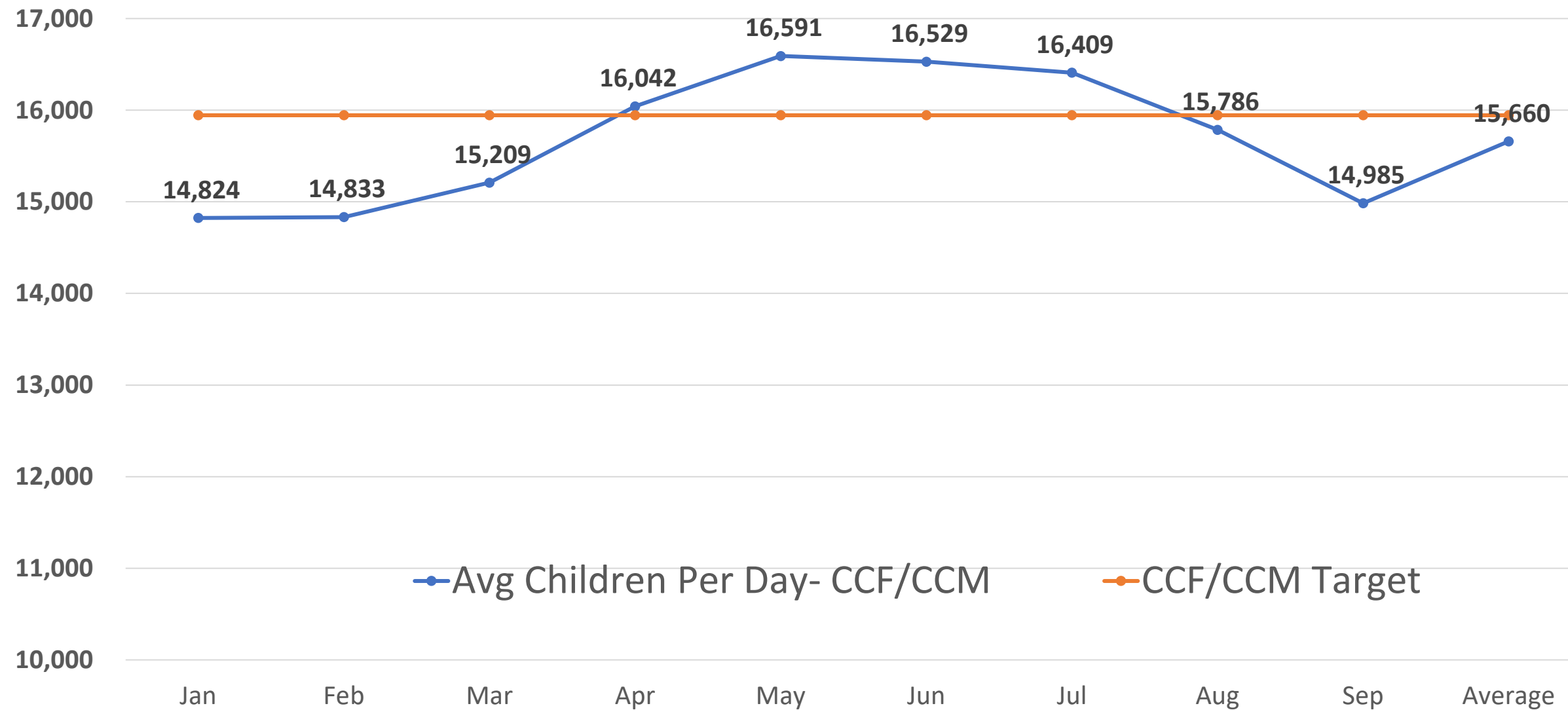
178

+1.71%

vs. previous month



Average Number of Children Served per Day CCF/CCM



Child Care Fund (CCF) and Child Care Match (CCM)

Target and Service Requirements

- Child is under 13 yrs. of age or child with disabilities under 19 yrs. of age
- Child is a US Citizen or legal immigrant
- Income verification - child resides with family whose income doesn't exceed 85% of the state median income (family of four less than \$72,582)
- Person standing in loco parentis for the child while the child's parent or parents are on military deployment
- Family meets definition of experiencing homelessness

Review of 2024 National & State Awards

National Association of Workforce Boards

Workforce Development Board and
Chamber of Commerce Excellence in
Partnership Award

WFSDallas & Dallas Regional Chamber

March 2024



Texas Workforce Commission

Large Employer of the Year Award

WFSDallas & Walmart

December 2024



Planning for 2025

State Workforce Plan

- Plan Requirements
- Target Occupations
- Public Comment

WFSDallas Strategic Planning

- Process and Timeline

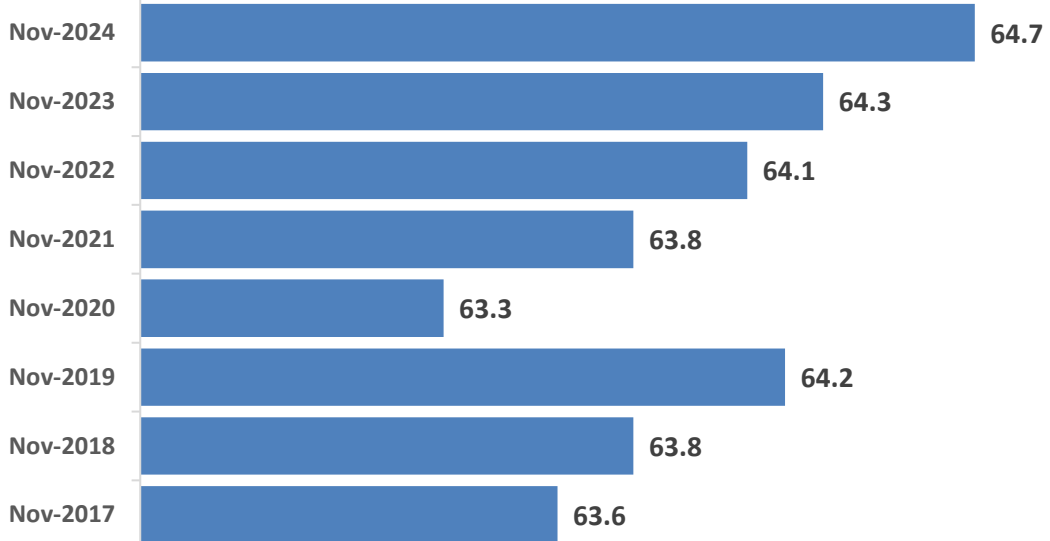
Local Plans communicate the vision for the workforce development system. State planning requirements aim to:

- Foster better alignment of Federal investments across job training and education programs,
- Improve efficiency, and ensure that the workforce system connects individuals with high-quality job opportunities and employers.

- A Public Hearing will take place at our Board Meeting on February 19th followed by 30 days of public comment.

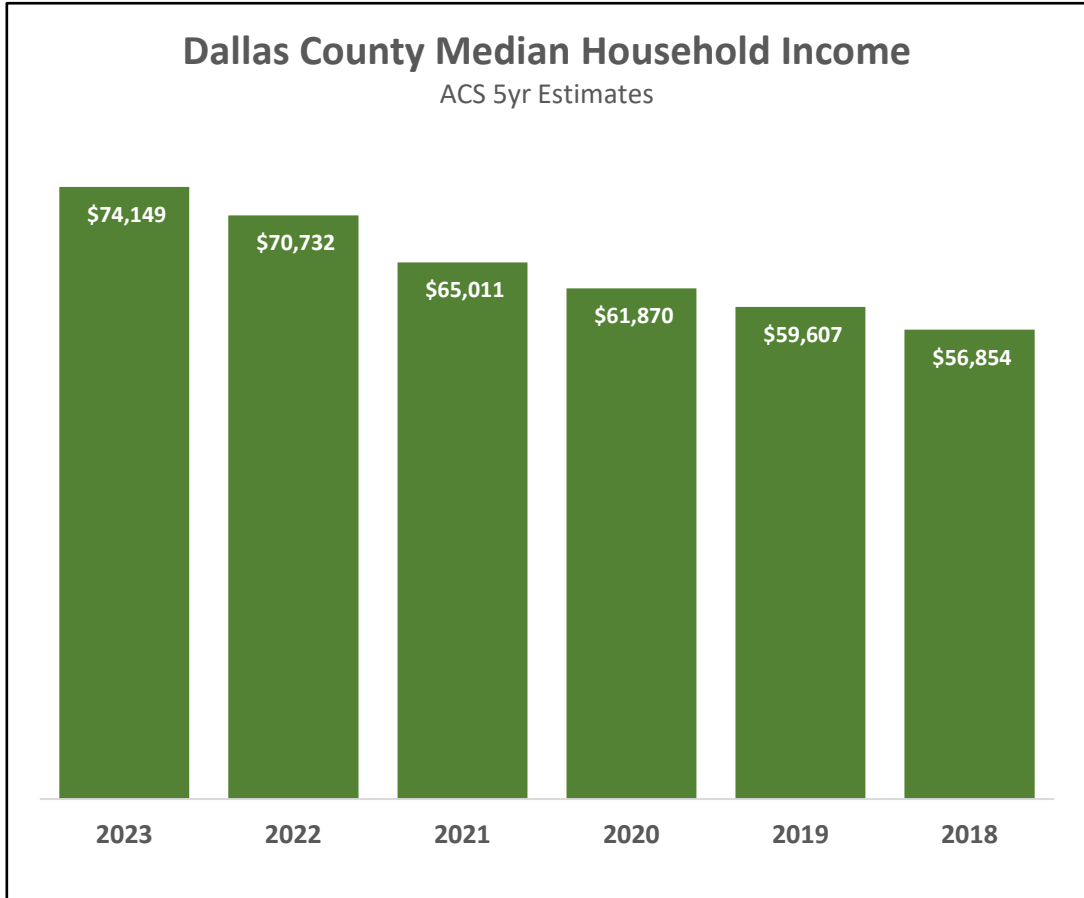
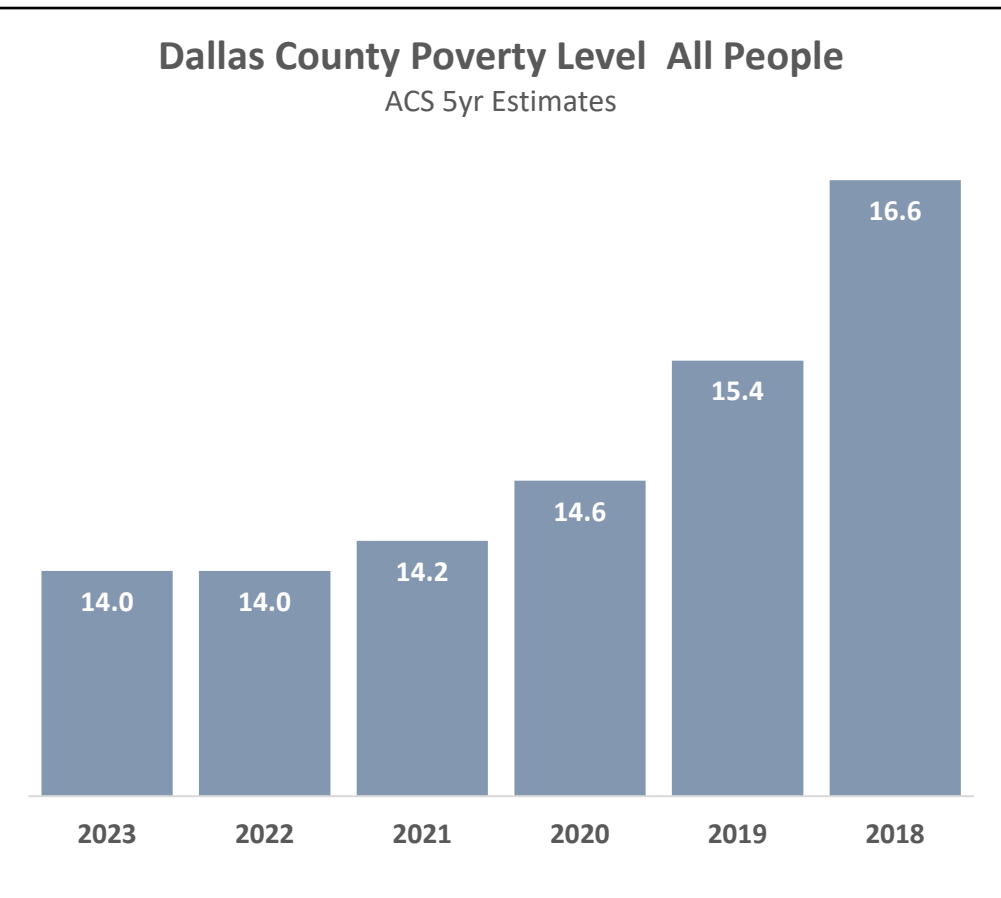
- Plans Due to State by March 31st 2025

Texas Labor Participation Rate Year over Year - November



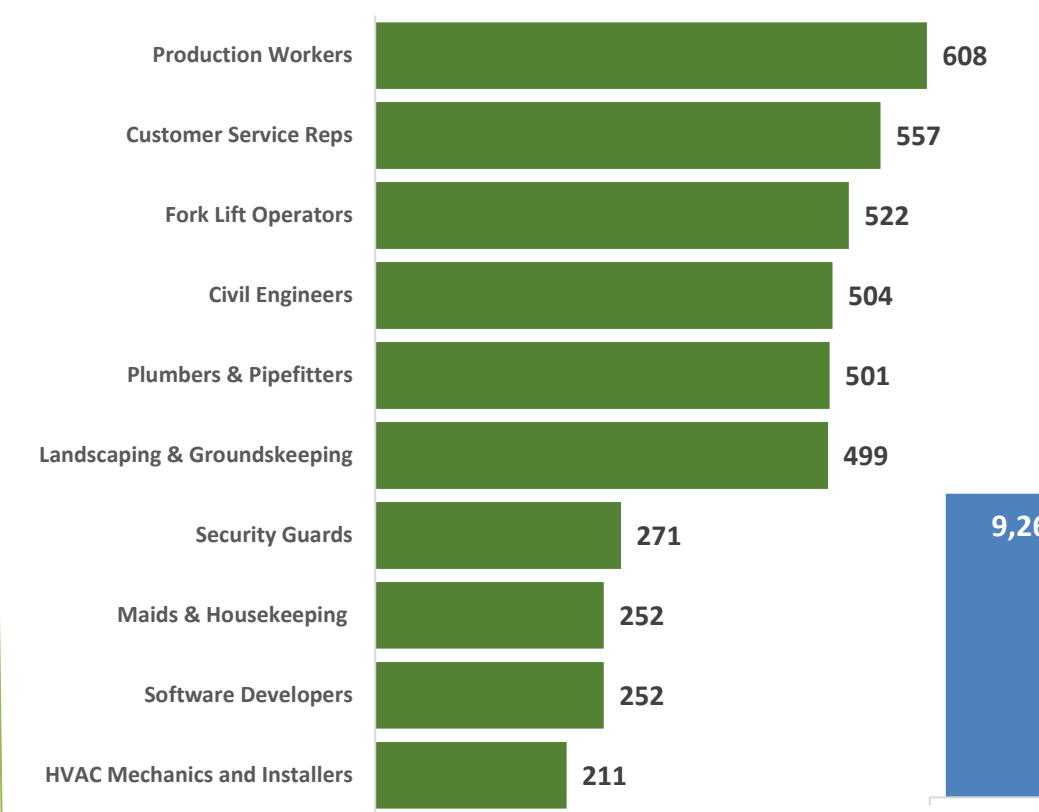
The Nov. 2024 participation rate for Tx is the highest November labor participation rate since 2013.

American Community Survey Data for Dallas County

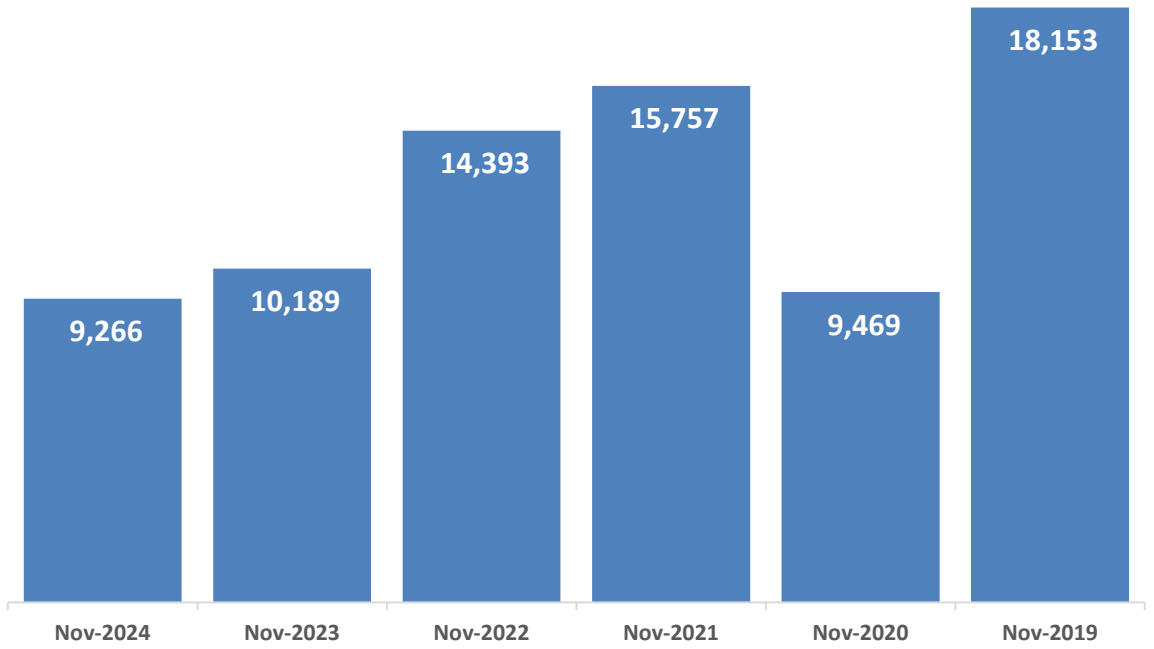


Dallas County Labor Force Statistics				
	Nov-24	Oct-24	Nov-23	Yearly Change
Civilian Labor Force	1,513,637	1,513,686	1,477,225	36,412
Employed	1,452,184	1,452,755	1,425,954	26,230
Unemployed	61,453	60,931	51,271	10,182
Unemployment Rate	4.1	4.0	3.5	0.6

Top Ten November 2024 Work In Texas Openings



Year over Year Work in Texas Job Openings



TX Labor Force Statistics				
	Nov-24	Oct-24	Nov-23	Yearly Change
Civilian Labor Force	15,621,025	15,573,579	15,207,323	413,702
Employed	14,965,515	14,931,450	14,670,562	294,953
Unemployed	655,510	642,129	536,761	118,749
Unemployment Rate	4.2	4.1	3.5	0.7

Texas and Dallas County continued to show strong over-the-year employment growth. Texas continues to rank a top State for over-the-year job create from November 2023 to November 2024, with 294,953 added jobs. Dallas County has added 26,230 jobs compared to November 2023. Texas and Dallas County employment growth remains strong and is still above pre-pandemic levels.

GREATER DALLAS WORKFORCE CENTERS



WFSDallas currently operates five Workforce Centers in the City of Dallas and three others in Garland, Irving, and Grand Prairie. The contractors generally provide personnel and system management. The centers also house state staff from the Texas Veterans Commission, Texas Workforce Commission Employment Services and Rehabilitation Services, Equus, and ChildCareGroup.

Garland Workforce Center	217 N. Tenth St., Garland, Texas 75040	(972)276-8361
Grand Prairie Workforce Center	801 South State Highway 161, 5th Floor, Grand Prairie, Texas 75051	(972)264-5881
Greenville Workforce Center	6500 Greenville Avenue, Suite 250, Dallas, Texas 75206	(214)378-2600
International District Workforce Center	5757 Alpha Road, Suite 800, Dallas, Texas 75240	(972)388-5600
Irving Workforce Center	2520 W. Irving Blvd., Suite 100, Irving, Texas 75061	(972)573-3500
Opportunity Workforce Center	1610 S. Malcolm X Blvd., Ste. 201, Dallas, Texas 75226	(469)802-1800
Pleasant Grove Workforce Center	1125 S. Buckner Blvd., Dallas, Texas 75217	(469)687-3400
Redbird Workforce Center	3560 W. Camp Wisdom Rd., Ste. 110, Dallas, Texas 75237	(972)709-5377

Demetria Robinson

Executive Vice President

drobinson@wfsdallas.com

Richard Perez

Sr. Research and Data Manager

rperez@wfsdallas.com

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www.wfsdallas.com



City of Dallas

1500 Marilla Street
Council Chambers, 6th Floor
Dallas, Texas 75201

Agenda Information Sheet

File #: 25-203A

Item #: B.

Upskilling Pilot Program Updates: Non-Uniform Security Officers

[Nina Arias, Director, Department of Human Resources; Carmel Fritz, Assistant Director, Department of Human Resources; Sonya Batts, Sr. Human Resource Manager, Department of Human Resources; Heather Wood, Training Manager, Department of Human Resources; Laura Dizien, Sr. Training Specialist, Department of Human Resources]



City of Dallas

Upskilling Pilot Program Update and Next Steps

**Workforce, Education and Equity committee
January 13, 2025**

Nina Arias, HR Director
Carmel Fritz, HR Assistant Director
Sonya Batts, Sr. HR Manager
Heather Wood, Training Manager
Laura Dizen, Sr. Training Specialist
Human Resources
City of Dallas

Presentation Overview



This presentation is in response to following WEE Committee questions:

- Total number of non-uniform security officers.
- Ranks of the current uniformed and non-uniformed officers.
- Salary and grade levels for incoming officers and salary and grade levels for advancement.
- Starting/average salary of a new officer.
- Average number of service years and salary of current officers, from the lowest to the highest grade level.
- Programs in place, if an officer would like to advance or possibility become a DPD Officer.



Non-Uniform Security Officer Positions



Q: The total number of non-uniform security officers. Does this include Marshal's and other agencies?

Position	Amount	Vacancies
Detention Officers	32	12
Security Officers	27	6
Senior Security Officers	7	0
Deputy City Marshal	29	17
Senior Deputy City Marshal	11	2
Lead Deputy City Marshal	2	0
Chief Deputy City Marshal	2	0
Total:	110	37



Data as of December 24, 2024

Non-Uniform Average Salary & Tenure



Q: All the ranks of the current uniformed and non-uniformed officers with salary and pay grade levels for advancement.

Q: A matrix of the average number of service years and salary of current security officers from the lowest to the highest grade level.

Non-Uniform Officers				
Positions	Grades	*Salary Ranges	Avg Yrs.	Avg. Salary
Detention Officers	5	\$43,310 - \$53,093	3.53	\$ 76,855.56
Security Officers	6	\$44,609 - \$50,178	7.15	\$ 57,946.02
Senior Security Officers	9	\$48,745 - \$56,640	7.44	\$ 57,605.99
Deputy City Marshal	15	\$58,204 - \$72,344	6.22	\$ 56,211.29
Senior Deputy City Marshal	18	\$66,744 - \$83,429	8.74	\$ 64,669.99
Lead Deputy City Marshal	21	\$77,264 - \$96,580	10.88	\$ 63,890.68

*All non-uniformed officers can be hired up to the midpoint of the position grade at the discretion of the hiring manager.



Data as of December 24, 2024

Uniform Police Officer Positions



Q: The total number of uniform Police officers.

Position	Amount	Vacancies
Police Officer	1647	217
Police Senior Corporal	912	236
Police Sergeant	460	15
Police Lieutenant	87	1
Police Major	23	*N/A
Total:	3129	469
* N/A=No vacancies listed		



Data as of December 24, 2024

Uniform Police Officer Positions Information



Q: All the ranks of the current uniformed and non-uniformed officers with salary and pay grade levels for advancement.

Uniform Officers				
Position	Ranks	Step Schedule	Avg Yrs.	Avg. Salary
Police Officer	1P Start to 1P-9	\$70,314-\$91,734	13.58	N/A*
Police Senior Corporal	2P Start to 2P-4	\$89,064.39-\$100,242.76	13.21	N/A*
Police Sergeant	3P Start to 3P-3	\$102,749-\$110,649	12.81	N/A*
Police Lieutenant	4P Start to 4P-3	\$113,415-\$122,136	11.48	N/A*
*Average salary for officers would be an inaccurate representation as all Police Officers start at \$70,314 and move through a set step schedule per the Meet and Confer Agreement.				
**As of January 1, 2025, all officers received a market pay adjustment.				
***As of January 1, 2025, new starting salary for officers is \$75,397.				



Data as of December 24, 2024

Dallas Police Department Recruiting Session for Security Officers



Q: What programs are in place if an officer would like to advance or possibly become a DPD officer?

- In-Person Recruiting Session: Wednesday, December 18, 2024
- Attendance: 14 Security Officers & 5 Sr. Security Officers
- After Session Survey:
 - 6 Security Officers interested in learning more about the career pathway to the Dallas Police Department.
 - 3 Security Officers interested in learning more about the career pathway to the Marshal's Office.



Next Steps



- Virtual organization-wide Dallas Police Department recruiting session on January 15, 2025.





City of Dallas

Upskilling Pilot Program Update and Next Steps

**Workforce, Education and Equity committee
January 13, 2025**

Nina Arias, HR Director
Carmel Fritz, HR Assistant Director
Sonya Batts, Sr. HR Manager
Heather Wood, Training Manager
Laura Dizen, Sr. Training Specialist
Human Resources
City of Dallas



City of Dallas

1500 Marilla Street
Council Chambers, 6th Floor
Dallas, Texas 75201

Agenda Information Sheet

File #: 25-228A

Item #: C.

Updates on Dr. Martin Luther King, Jr. Celebration Week Events 2025

[Jessica Galleshaw, Director, Office of Community Care and Empowerment; Holly Holt, Assistant Director, Office of Community Care and Empowerment]

Memorandum



CITY OF DALLAS

DATE January 10, 2025

TO Honorable Chair and Members of the Workforce, Education and Equity Committee

SUBJECT **Dr. Martin Luther King, Jr. Celebration Week 2025**

We are in the midst of the Dr. Martin Luther King, Jr. Celebration Week, the City's 43rd annual celebration of the legacy of Dr. Martin Luther King, Jr. The theme for this year's event is *"The Unfinished Agenda of Dr. Martin Luther King, Jr.: Where Do We Go Now?"*.

Kicking off Friday with the Candle Lighting Ceremony at the MLK Center, this year offers a series of 8 events, with 5 scheduled to take place during the remainder of this week. The Office of Community Care and Empowerment and staff of the MLK, Jr. Community Center invite you to attend and participate in these events and requests your support in promoting and sharing information about MLK Week.

The attached flier, Attachment A, is a schedule of MLK Week events.

Should you have any questions or need any additional information, please contact myself or Jessica Galleshaw, Director of Office of Community Care, at 214-670-5113 or Jessica.Galleshaw@dallas.gov.

Sincerely,

A handwritten signature in black ink, appearing to read 'Liz Cedillo-Pereira'.

M. Elizabeth (Liz) Cedillo-Pereira
Assistant City Manager

c: Kimberly Bizer Tolbert, City Manager (I)
Tammy Palomino, City Attorney
Mark Swann, City Auditor
Billierae Johnson, City Secretary
Preston Robinson, Administrative Judge
Dominique Artis, Chief of Public Safety (I)
Dev Rastogi, Assistant City Manager

Alina Ciocan, Assistant City Manager
Donzell Gipson, Assistant City Manager (I)
Robin Bentley, Assistant City Manager (I)
Jack Ireland, Chief Financial Officer
Elizabeth Saab, Chief of Strategy, Engagement, and Alignment (I)
Directors and Assistant Directors

See Attachment

THE UNFINISHED AGENDA OF DR. MARTIN LUTHER KING, JR. WHERE DO WE GO NOW?

DR. MARTIN LUTHER KING
MLK
CELEBRATION WEEK
JANUARY 10-18, 2025

PRESENTING
SPONSORS:

JB
MANAGEMENT

M
Matthews

R
RUSSELL



Schedule of Events

Candle Lighting Ceremony

Friday, Jan. 10 | 7 p.m. to 8:30 p.m.

Join the Alpha Sigma Lambda Chapter of Alpha Phi Alpha Fraternity, Inc. and the Martin Luther King, Jr. Community Center in kicking off 2025 MLK Week by commemorating the life and legacy of Dr. King.

Job Fair

Wednesday, Jan. 15 | 11 a.m. to 3 p.m.

An in-person job fair held at the Briscoe Center at Fair Park in partnership with Workforce Solutions of Greater Dallas featuring on-site interviews and job offers from 75 employers.

MLK Fest

Saturday, Jan. 11 | 8 a.m. to 2 p.m.

A community clean-up and mural painting inspired by civil rights advocate Juanita Craft, followed by a resource fair and celebration at the MLK Center with live music, food, and guest speakers in partnership with the Walls Project, Epiphany, New Era, and the city of Dallas.

Multicultural Showcase

Thursday, Jan. 16 | 12 p.m. to 1 p.m.

Join the Youth Commission in the Dallas City Hall lobby celebrating the rich tapestry of cultures, ethnicities, and traditions of Dallasites while honoring and celebrating the legacy of Dr. Martin Luther King, Jr.

MLK Scholarship & Awards Gala

Saturday, Jan. 11 | 6:30 p.m. to 8:30 p.m.

Join us for our annual Gala featuring keynote speaker Reverend Nontombi Naomi Tutu, as we come together to celebrate unity, equality, and justice. This black-tie, in-person, event promises to be an incredible experience, highlighting scholarship winners, award presentations, performances, and more!

Equity Indicators Symposium

Friday, Jan. 17 | 9 a.m. to 3 p.m.

Join the city of Dallas Offices' of Equity & Inclusion, Environmental Sustainability, and Community Care for the Sixth Annual Equity Indicators Symposium centered around the update of the 2023 Equity Indicators Report which incorporates a sixth theme: Environmental Justice.

Day of Reflection, Prayer, & Dedication

Tuesday, Jan. 14 | 11 a.m. to 1 p.m.

The city of Dallas unites in sending prayers for the safety and well-being of our city, facilitated by faith leaders. Additionally, we commemorate the life of Dr. King by laying wreaths, symbolizing our unwavering dedication to his cause of a more just society.

MLK Day Parade

Saturday, Jan. 18 | 10 a.m. to 2 p.m.

H.E.L.P and the city of Dallas invites you to participate in the annual Dr. Martin Luther King, Jr. Day Parade.!

For more information, please click:
[2025 MLK Day Parade!](#)

PRESENTING SPONSORS



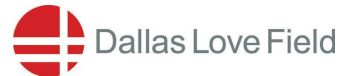
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LA AGENDA INCONCLUSA DEL DR. MARTIN LUTHER KING, JR. ¿ADÓNDE VAMOS AHORA?

DR. MARTIN LUTHER KING
MLK Jr.

SEMANA DE CELEBRACIÓN
10-18 de enero de 2025

PATROCINA
DORES
PRINCIPALES:

JB
MANAGEMENT

M
Matthews

R
RUSSELL



Programa de Eventos

Ceremonia de Iluminación de Velas

Viernes, 10 de enero | 7 p.m. a 8:30 p.m.

Únase al capítulo Alpha Sigma Lambda de la fraternidad Alpha Phi Alpha, Inc. y al Centro Comunitario Martin Luther King, Jr. para dar inicio a la Semana MLK 2025, conmemorando la vida y el legado del Dr. King.

Feria de Empleo

Miércoles, 15 de enero | 11 a.m. a 3 p.m.

Una feria de empleo en persona que se llevará a cabo en el Briscoe Center en Fair Park, en colaboración con Workforce Solutions of Greater Dallas, con entrevistas y ofertas de empleo de 75 empleadores.

MLK Fest

Sábado, 11 de enero | 8 a.m. a 2 p.m.

Una jornada de limpieza comunitaria y pintura de murales inspirada en la defensora de los derechos civiles Juanita Craft, seguida de una feria de recursos y una celebración en el Centro MLK con música en vivo, comida y oradores invitados, en colaboración con The Walls Project, Epiphany, New Era y la ciudad de Dallas.

Muestra Multicultural

Jueves, 16 de enero | 12 p.m. a 1 p.m.

Únase a la Comisión Juvenil en el vestíbulo del Ayuntamiento de Dallas para celebrar la rica diversidad de culturas, etnias y tradiciones de los habitantes de Dallas, mientras se honra y celebra el legado del Dr. Martin Luther King, Jr.

Gala de Becas y Premios MLK

Sábado, 11 de enero | 6:30 p.m. a 8:30 p.m.

Acompáñenos en nuestra Gala anual con la oradora principal, la reverenda Nontombi Naomi Tutu, mientras nos unimos para celebrar la unidad, la igualdad y la justicia. Este evento formal, en persona, promete ser una experiencia increíble, destacando a los ganadores de becas, presentaciones de premios, actuaciones ¡y mucho más!

Simposio de Indicadores de Equidad

Viernes, 17 de enero | 9 a.m. a 3 p.m.

Únase a las Oficinas de Equidad e Inclusión, Sostenibilidad Ambiental y Cuidado Comunitario de la ciudad de Dallas en el Sexto Simposio Anual de Indicadores de Equidad, centrado en la actualización del Informe de Indicadores de Equidad 2023, que incorpora un sexto tema: Justicia Ambiental.

Día de Reflexión, Oración y Dedicación

Martes, 14 de enero | 11 a.m. a 1 p.m.

La ciudad de Dallas se une para enviar oraciones por la seguridad y el bienestar de nuestra ciudad, facilitadas por líderes religiosos. Además, conmemoramos la vida del Dr. King colocando coronas, simbolizando nuestra dedicación inquebrantable a su causa por una sociedad más justa.

Desfile del Día de MLK

Sábado, 18 de enero | 10 a.m. a 2 p.m.

H.E.L.P y la ciudad de Dallas lo invitan a participar en el desfile anual del Día del Dr. Martin Luther King, Jr.

Para más información, haga clic en:
[¡Desfile del Día de MLK 2025!](#)



Community Care

¡GRACIAS A NUESTROS PATROCINADORES DEL 2025!

PATROCINADORES PRINCIPALES



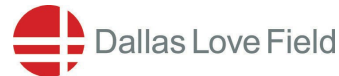
PATROCINADORES DIAMANTE



PATROCINADORES PLATINO



PATROCINADORES ORO



PATROCINADORES BRONCE





City of Dallas

1500 Marilla Street
Council Chambers, 6th Floor
Dallas, Texas 75201

Agenda Information Sheet

File #: 25-229A

Item #: D.

Updates on Office of Community Care and Empowerment (OCCE) Tax Assistance Programs and Upcoming Agenda Item from OCCE and Office of Procurement Services
[Jessica Galleshaw, Director, Office of Community Care and Empowerment; Correa Cruz, Community Services Program Administrator, Office of Community Care and Empowerment]

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40

Memorandum



CITY OF DALLAS

DATE January 10, 2025

TO Honorable Chair and Members of the Workforce, Education and Equity Committee

SUBJECT **Updates on Office of Community Care and Empowerment (OCCE) Tax Assistance Programs and Upcoming Agenda Item from OCCE and Office of Procurement Services**

For fiscal year 2025 as part of the budget process, the Office of Community Care was reimagined as the Office of Community Care and Empowerment. In this restructuring, OCCE established a Financial Empowerment Division by aligning several existing programs, including tax assistance programming, re-entry services and digital equity programming, anchored in financial empowerment centers (FECs). This memo will focus on our tax assistance program and provide a brief update on FEC future planning. This information also ties into future council agenda items from the Office of Procurement Services related to these programs.

In an upcoming City Council meeting, City Council will consider the following item:

1. Agenda #TBA – Authorize a one-year service contract in the amount of \$200,000, with a one-year renewal option for a total amount of \$400,000. The following Office of Procurement Service item will support the administration of free tax preparation services for City residents that are low-to-moderate income individuals, persons with disabilities, the elderly, and limited English speakers, for the Office of Community Care – Foundations Communities, only proposer - Not to exceed \$400,000 - Financing: General Fund (subject to annual appropriations)

Tax Assistance Background

For nearly 10 years, the City of Dallas has partnered with community-based nonprofit providers to promote access to free tax preparation services for low-income residents. These services are provided primarily through local implementation of the Volunteer Income Tax Assistance (VITA) program, an Internal Revenue Service (IRS) initiative designed to assist low-to-moderate income individuals and families, persons with disabilities, the elderly, and limited English speakers file their taxes each year, ensuring they can file their taxes accurately and access eligible tax credits. With significant financial implications, such as potential refunds from the Earned Income Tax Credit (EITC) and Child Tax Credit (CTC), the VITA program plays a crucial role in promoting household financial stability, asset building and consumer protection issues surrounding tax preparation.

In 2024, the availability of this service enabled significant financial and community impact.

DATE January 10, 2025

SUBJECT **Updates on Office of Community Care and Empowerment (OCCE) Tax Assistance Programs and Upcoming Agenda Item from OCCE and Office of Procurement Services**

PAGE 2 of 5

- 11,405 tax returns submitted
- \$10,309,035 Total Tax Refunds
- \$4,144,575 in tax preparation fees saved
- \$2,726,204 in earned income tax credits received by residents

The VITA program is a foundational financial empowerment program within the Office of Community Care & Empowerment under the Financial Empowerment Division. It not only supports individuals in managing their annual tax responsibilities but will also contribute to broader goals of financial resilience and empowerment. By ensuring individuals claim all eligible credits, the VITA program can significantly increase household income through tax refunds. This influx can lead to improved financial health and security, supporting our mission of financial empowerment. The EITC for low- and moderate-income workers has been shown to increase work, reduce poverty, lower welfare receipt, and improve children’s educational attainment.

The VITA program is also integral in helping individuals access individualized supportive financial empowerment services like financial counseling or financial literacy that support residents on topics such as budgeting, savings, debt management and credit management through direct referrals to the Dallas Financial Empowerment Center.

Accessibility to the VITA program is important to assist residents to access knowledge and/or resources to navigate the tax system effectively. Each year, hundreds of IRS certified volunteers offer their time and expertise at VITA sites across the city to help thousands of City residents file taxes free of charge. VITA preparers are held to a higher standard of certification than non-regulated preparers. Additionally, with the support of the Dallas Public Library, a small volunteer group of AARP TAX-Aides provide free tax preparation services in areas where VITA services are not available, which creates a robust ecosystem of free tax preparation services for Dallas residents.

The goal of this program is to serve 15,000 residents. All VITA services will be provided in seven community locations, each of which is accessible via public transit.

VITA Site	Address	Walk-In or Appointment
North Dallas Shared Ministries (NDSM)	2875 Merrell Rd, Dallas, 75229	Walk-In
Concord Church	6808 Pastor Bailey Drive, 75227	Walk-In
Hampton-Illinois Branch Library	2951 S. Hampton Road, 75224	Walk- In
Fretz Park Branch Library	6990 Beltline Road, 75254	Walk-In

DATE January 10, 2025

SUBJECT **Updates on Office of Community Care and Empowerment (OCCE) Tax Assistance Programs and Upcoming Agenda Item from OCCE and Office of Procurement Services**

PAGE 3 of 5

Dallas West Branch Library	2332 Singleton Road, 75217	Appointment Only
Prairie Creek Branch Library	9609 Lake June Road, 75217	Appointment Only
Martin Luther King Jr. Center	2922 MLK Jr. Blvd, 75215	Appointment Only

The organization will begin implementation of programming and services once contract has been executed.

The VITA program fosters partnerships with local organizations, businesses, and community groups, enhancing outreach efforts and maximizing the impact of financial empowerment initiatives. By equipping individuals with equitable tools and resources the VITA program encourages long-term financial stability and resilience, reducing reliance on social services in the future.

The ongoing support, establishment and promotion of the VITA program fulfills the City’s commitment to broader goals of financial empowerment, resilience and becoming the “most economically inclusive city.”

Financial Empowerment Centers Procurement

On January 22, 2025 City Council will consider the following item:

Agenda Item #25 –143A Authorize the rejection of the seven proposals received for financial counseling services through the Dallas Financial Empowerment Center program for the Office of Community Care & Empowerment – Financing: No Cost consideration

Financial Empowerment, specifically financial coaching through the FECs, is a foundation of our empowerment portfolio. In March 2024, the City issued an RFP for this service, seeking one or more partners to administer 2-4 FEC sites. From September to November, the City entered negotiations with two selected providers to enter contracts. In December, City leadership recommended the cancellation of the pending solicitation to enable the department in order to make programmatic adjustments to better align with the City’s fiscal realities and that could be sustained in future years.

Though we are cancelling the current solicitation, OCCE is committed to ensuring the continued availability of FECs. This action serves to reduce current and future years program obligation on the City’s general fund to be more consistent with financial realities. OCCE is working on a long-term funding strategy for the program. In the coming weeks, OCCE will release a Notice of Funding Availability (NOFA) to identify a program partner

DATE January 10, 2025

SUBJECT **Updates on Office of Community Care and Empowerment (OCCE) Tax Assistance Programs and Upcoming Agenda Item from OCCE and Office of Procurement Services**

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for this work utilizing available grant funding, which will ensure the programming continues once the current program agreements terminate.

Financial Empowerment Centers Background

Dallas Financial Empowerment Center (FEC) provides City residents with one-on-one financial counseling services as a free public service. Since the launch of the Dallas FEC on March 2023 to December 31, 2024 - 1,221 residents were served through 3,694 counseling sessions and an additional 567 were served through our telephone financial navigation.

Key outcomes achieved by participating residents include:

- **Total Increased Savings of \$317,889:** This amount represents a substantial boost in financial security for participants. Increased savings empower residents to cover unexpected expenses, invest in their education or businesses, and build a safety net for the future.
- **Reduction in Non-Mortgage Debt by \$547,773:** Reducing debt alleviates financial stress, enabling participants to allocate their income towards essential needs such as healthcare, education, and housing. It also allows them to reallocate funds towards savings or investments, ultimately fostering long-term financial health.
- **Increased Credit Scores:** 75 participants saw an average increase of 35 points or established credit for the first time. The improvement in credit scores for 75 participants means better access to affordable loans and mortgages. Higher credit scores can result in lower interest rates, which can save individuals thousands of dollars over time, making homeownership more achievable and reducing the cost of credit.
- **Access to Banking:** 157 participants opened a safe and affordable bank account. By assisting participants in opening bank accounts, the FEC has enabled them to access essential financial services. This not only provides a safe place for their money but also helps individuals avoid costly check cashing services.

These accomplishments highlight the vital role the FEC plays in fostering financial stability among Dallas residents. These outcomes reflect the FEC's commitment to empowering residents with the financial knowledge and tools needed to achieve long-term stability and success. By participating in the FEC's counseling services, residents are taking critical steps toward a more secure financial future, breaking the cycle of debt, and fostering economic growth within the community.

The new NOFA will be developed promptly to ensure continuation of services and to secure the best possible contract for our organization and its residents.

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Should you have any questions or need any additional information, please contact myself or Jessica Galleshaw, Director of Office of Community Care, at 214-670-5113 or Jessica.Galleshaw@dallas.gov.

Sincerely,



M. Elizabeth (Liz) Cedillo-Pereira
Assistant City Manager

- c:
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|---------------------------------------------|------------------------------------------------------------------|
| Kimberly Bizer Tolbert, City Manager (I) | Alina Ciocan, Assistant City Manager |
| Tammy Palomino, City Attorney | Donzell Gipson, Assistant City Manager (I) |
| Mark Swann, City Auditor | Robin Bentley, Assistant City Manager (I) |
| Biliera Johnson, City Secretary | Jack Ireland, Chief Financial Officer |
| Preston Robinson, Administrative Judge | Elizabeth Saab, Chief of Strategy, Engagement, and Alignment (I) |
| Dominique Artis, Chief of Public Safety (I) | Directors and Assistant Directors |
| Dev Rastogi, Assistant City Manager | |



City of Dallas

1500 Marilla Street
Council Chambers, 6th Floor
Dallas, Texas 75201

Agenda Information Sheet

File #: 25-205A

Item #: E.

Workforce, Education, and Equity Committee Forecast

**Workforce, Education, and Equity
COMMITTEE 2 MONTH FORECAST**

	TITLE	DEPARTMENT
Monday, February 10, 2025, 9:00 A.M.		
BRIEFING ITEMS	Closing Disparities: Department Progress Measures Update	Convention and Event Services, Planning and Development, Economic Development, Housing and Neighborhood Revitalization, Procurement Services
	CCX/311 Reaching our Diverse Communities	311/City Managers Office
BRIEFINGS BY MEMORANDUM		
	WEE 2 Month Committee Forecast	City Manager’s Office
	TITLE	DEPARTMENT
Tuesday, March 4, 2025, 9:00 A.M.		
BRIEFING ITEMS	Closing Disparities: Department Progress Measures Update	Facilities and Real Estate, Equipment & Fleet Management, Information & Technology Services, Procurement Services, Civil Service
BRIEFINGS BY MEMORANDUM		
	WEE 2 Month Committee Forecast	City Manager’s Office