



Legislation Text

File #: 23-2545, **Version:** 1

STRATEGIC PRIORITY: Workforce, Education, & Equity

AGENDA DATE: October 25, 2023

COUNCIL DISTRICT(S): N/A

DEPARTMENT: Water Utilities Department

EXECUTIVE: Kimberly Bizer Tolbert

SUBJECT

Authorize a three-year Interlocal Agreement between the University of North Texas at Dallas and Dallas Water Utilities through the Caruth Police Institute at the University of North Texas at Dallas to provide civilian leadership training for all staff in the field of government for the period October 25, 2023 through October 25, 2026 - Not to exceed \$529,000.00 - Financing: Dallas Water Utilities Fund (subject to annual appropriations)

BACKGROUND

The University of North Texas at Dallas, through the Caruth Police Institute (CPI), provides leadership training for sworn and civilian field, operations, administration and management staff in the field of government. CPI will provide routine short courses, 1-day development and supervisory courses and 5-day leadership to Dallas Water Utilities (DWU) staff. The short courses provide targeted training for staff personal and professional growth including refresher training; 1-day development and supervisory courses will focus on emotional intelligence, team building, and building trust. The 5-day leadership training will be a deeper dive in leadership techniques, effective communication, coaching, and motivating methods.

These courses will help the DWU address emerging needs in workforce development, respond to employee survey results, and provides personal and professional growth. These tools are aimed at retaining and recruiting staff and builds on a multi-year approach to provide all employees with the necessary tools and resources to improve and adjust to evolving workforce dynamics. In 2023, DWU completed a proof of concept with this training for supervisors and managers. The courses were well received and DWU will offer further training to enhance the skills of all employees and grow the organization's depth of knowledge and skills for managing into the future.

PRIOR ACTION/REVIEW (COUNCIL, BOARDS, COMMISSIONS)

This item has no prior action.

FISCAL INFORMATION

Fund	FY 2024	FY 2025	Future Years
Dallas Water Utilities Fund	\$176,000.00	\$176,000.00	\$177,000.00