

**GENERAL MEETING OF THE BOARD OF DIRECTORS
OF THE
CENTRAL TEXAS REGIONAL MOBILITY AUTHORITY**

RESOLUTION NO. 07-38

WHEREAS, the Central Texas Regional Mobility Authority ("CTRMA") was created pursuant to the request of Travis and Williamson Counties and in accordance with provisions of the Transportation Code and the petition and approval process established in 43 Tex. Admin. Code § 26.01, *et seq.* (the "RMA Rules"); and

WHEREAS, the Board of Directors of the CTRMA has been constituted in accordance with the Transportation Code and the RMA Rules; and

WHEREAS, the CTRMA has adopted procurement policies (the "Procurement Policies") that provide for various methods for procurement of goods and services; and

WHEREAS, the CTRMA has developed and adopted various policies regarding its employees as required by Federal and State law, as well as in accordance with good management practices; and

WHEREAS, the CTRMA has judiciously hired staff members to oversee and carryout the mission of the CTRMA under the direction of its Board of Directors and its Executive Director; and

WHEREAS, in order to insure that CTRMA staff members operate in accordance with its policies, as well as in a manner that provides for the most efficient operation of the CTRMA, staff members should receive periodic training in various organizational and operational areas that would be beneficial to the CTRMA and would improve the various skills and knowledge of the individual employees.

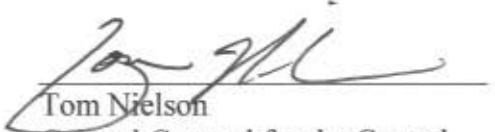
NOW THEREFORE, BE IT RESOLVED, that the Board of Directors of the CTRMA hereby authorizes the Executive Director and staff to develop and issue a Request for Proposals ("RFP") to solicit proposals from entities qualified and interested in providing such organizational and operational training for CTRMA staff members; and

BE IT FURTHER RESOLVED, that the Executive Director shall implement a process to review the responses to the RFP and develop recommendations for the Board of Directors as to the best qualified entity to provide the training services described in the RFP; and


BE IT FURTHER RESOLVED, the authorization granted herein by the Board of Directors shall only extend to the solicitation of proposals, and recommendations based on the review of the responses to the RFP shall be presented by staff to the Board of Directors for final approval.

Adopted by the Board of Directors of the Central Texas Regional Mobility Authority on the 25th day of July, 2007.

Submitted and reviewed by:


Tom Nielson
General Counsel for the Central
Texas Regional Mobility Authority

Approved:


Robert E. Tesch
Chairman, Board of Directors
Resolution Number 07-38
Date Passed 07/25/07

Staff Professional Training Services
Central Texas Regional Mobility Authority

Project Objectives:

Leadership Development

To enhance people management skills through a comprehensive management training and development program.

Deliverable(s): Comprehensive management training program

Implement/facilitate a series of comprehensive management training programs for all directors and/or staff, as appropriate.

Management training program will consist of:

- a) Introduction/training on the new CTRMA Employee Handbook.
- b) Navigating employment danger zones (employment laws and regulations).
- c) Behavioral interviewing and successful hiring practices.
- d) Results oriented communications.
- e) Management methods to achieve higher levels of employee performance.
- f) Recognition and prevention of workplace harassment.
- g) Documenting performance appraisals and employee corrective action.
- h) Successfully managing people.