



Leadership Masters Program

City Stormwater crews have witnessed Department of Public Works crews improperly disposing of aggregate solids adjacent to stormwater drainage inlets, even after having been trained to not do so just weeks before.



"The definition of insanity is doing the same thing over and over and expecting different results." -Albert Einstein

What is the problem?

Stormwater runoff is one of the only growing sources of water pollution in the U.S. and the regulations to curtail it have grown exponentially in the past few decades. The results of the Environmental Protection Agency's (EPA's) 2008 *Clean Watersheds Needs Survey* illustrate this growing need and

estimates the costs to control polluted runoff over the next 20 years at \$42.3 billion. In Birmingham, there is a need to instill stormwater management practices to meet Clean Water Act and City National Pollutant Discharges Eliminates System (NPDES) permit requirements. There is a apparent

lack of skilled workers who know how to construct, inspect and properly maintain these systems. This is in part due to the speed at which the demand of these practices is increasing, and in part due to the lack of standardized guidance for training programs focused on this topic.

Proposed Solution

Stormwater Management, working with partners from Public Works (e.g. ditch crew, storm inlet crew, inlet cover crews, PHF), Occupational Health and Safety, and Fire Department propose to address this need by designing a Clean Water Certification and Workforce Development Program to train a skilled stormwater workforce. With the help of a department leadership team, personnel and stormwater management will translate these training opportunities into an opportunity for career advancement, improved stormwater results, improved awareness, and stewardship of City resources.

Stormwater Management, along with our partners, proposes to address this need by

translating training opportunities into actual job advancement opportunities. This program will be designed to address the need for standards in training on various clean water practices beginning with stormwater management practice construction, inspection, maintenance, and water quality protection. By establishing a training program framework for the participants to better understand the "big picture", will also give City staff participants a better understanding of the related need, such as illicit discharges, stormwater education and outreach, and industrial site inspection practices that will lead to a better understanding of stormwater practices in their everyday jobs.



Project Implementation Plan

The project is designed to be a two phase program. The first phase will include the formation of a City Core Leadership Committee to assist with development of stormwater performance measures, develop certification guidelines for select class participants, and select the class participants. The second phase will include working with stormwater to learn about other departments and how they address stormwater issues. The annual participants will then come together and discuss what problems they observed and what project they might develop to improve stormwater and its protection and flow.

Project Goals

The goal of this one year, two phase program is to develop a process for certification that allows for efficient but maximum impact in growing and meeting the needs for stormwater and leadership within their chosen career field. The program will use the strengths of our partners to provide

professional, technical, and life skills to approximately 10 individuals annually.

The two phases of the project will run concurrently. Phase 1 of this project will require assembling the committee that will ultimately shape certification requirements into a set of standards that the class will follow

throughout the program. In Phase 2, the class participants will be engaging with various departments related to stormwater and witness their day-to-day activity to later find ways that will help improve stormwater and water quality, and become the leaders of tomorrow's Birmingham.

Phase 1: Core Leadership Committee

- Task 1: Develop stormwater performance measures
- Task 2: Develop certification guidelines
- Task 3: Select class participants

Phase 2: Class Participants

- Task 1: Evaluate stormwater practices in every City department
- Task 2: Meet monthly to develop a stormwater/ sustainability project not to exceed \$50,000
- Task 3: Learn public speaking, leadership, and presentation skills
- Task 4: Provide presentation to the Core Leadership Team



What is the cost?



This project anticipates supervisors from each participating department and serving on the Core Leadership team to dedicate one hour every two months to assist stormwater management in the development of stormwater performance measures and related phase 1 activities. Furthermore, selected City staff from various departments, but not to exceed 10 staff per leadership class, may apply and if selected, will participate in the program one day per month. At the conclusion of the class participation, the class will recommend one project, not to exceed \$50,000, which the Core Leadership Team may either accept or reject accordingly. Project costs include departmental in-kind services, administrative materials costs, and capital improvement as may be needed and will be funded by the City.

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