

Approved on: January 24, 2007

Texas Forest Service Employee Advisory Council
Minutes From
October 25, 2006

Website: [TFS Employee Advisory Council](#)

Members Attending:

Paula Cadena	Nick Harrison (phone)	
Richard Dottellis	Carrie Chesbro	Brad Moore
Linda Alford	Bobby Weaver, Jr.	Sherri Noack
DeAndra Grizzle	Ronnie Hamm	Daniel Duncum
Mike Brock	Kenneth Myrow	

Members Absent with Notification: Clay Bales, Eric Copeland, Sandy Santana

Members Absent without Notification: None

Ex-Officio Members Present: Tom Owen

Guests Present:

Richard Dottellis, EAC Chair, called the EAC meeting to order at 9:00am.

1. **Approval of minutes from the July 26, 2006 EAC Meeting:** The minutes from the July 26, 2006 EAC meeting were approved, by unanimous vote.
2. **Updates to Working Issues:**

The Council reviewed the following working issues:

- a. **Award for those making suggestions to the EAC:** Carrie Chesbro presented a recommendation for an award to present to the Director to recognize an employee who made a recommendation to the EAC that significantly improved a process, procedure or practice. The Council decided to forward the recommendation to the Director for his approval.
- b. **Pay plan change request form:** After receiving feedback from the Executive Team regarding a special form for making individual employee request for changes to the pay plan the Council decided to drop the effort to create a formal form for employees to use if they desire to request an individual pay plan change. Instead the

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Council decided to offer the form to employees to help them think through their justification if, indeed, they feel they are not appropriately slotted per the Agency pay plan.

- c. **East Zone/West Zone differences:** The Council discussed continuing perceptions concerning disparities between East and West Texas. Tom Owen agreed to raise the issue to Agency leadership for further discussions and decisions.

3. **New Items:**

- a. **Serious Injury/Line of Duty Death Information Form:** Nick Harrison discussed and shared with the Council a form used in the West Zone that is used to gather information on employees in advance of a potential injury or death. This form was developed based on similar forms used by police departments. The Council decided to share the information with Mark Stanford for possible optional use throughout the Agency.
- b. **Allowing FRP staff to wear Kevlar brush pants as standard issue:** Nick Harrison shared a recommendation from an employee that FRP staff be allowed to wear Kevlar brush pants as their daily uniform. The Council decided to pass this on to Mark Stanford and Paul Hanneman for their review.
- c. **Monetary donations made to TFS from citizens:** The Council reviewed a recommendation that any donations made to TFS from the public be used for a scholarship program for TFS children. The Council decided to take no action on this issue since the Agency has procedures concerning donations from the public and felt a scholarship program would be difficult as best to administer.
- d. **Thanksgiving Turkey Program:** The Council discussed a recommendation from an employee suggesting the Agency provided a voucher to every employee to help in purchasing a turkey for Thanksgiving. The Council decided to take no action on this issue.
- e. **Employee Volunteer Program.** The TFS Director asked the Council to reviewed a program conducted by TEEX recognizing employees who volunteer in the community. The Council had no issues with the program being implemented in TFS.

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- f. **Adding rain jacket and heavy duty winter coat to uniform listing:** The Council reviewed a recommendation to add a rain jacket/suit and a heavy winter coat to the uniform allowance. Tom Owen agreed to pursue these items with John Murphy and report back to the Council.
- g. **Recognition of members cycling off Council:** The chair recognized the six members who will cycle off the Council at the end of December. Their dedication and time are appreciated!

4. **Next Meeting Date:** January 24, 2007. 9am (CS)

5. **Future Meeting Dates:**

April 18, 2007 (Lufkin)

July 25, 2007 (CS)

October 24, 2007 (Lufkin)

6. Richard Dottellis adjourned the Council meeting at approximately 12:00 (noon).