

Approved 1/25/06

Texas Forest Service Employee Advisory Council
Minutes From
July 13, 2005

Members Attending:

Clay Bales	Sarah Brooks	Steve Anderson
Carrie Chesbro	Sandy Santana	Paula Cadena
Daniel Duncum	Richard Dottellis	Linda Alford
Bobby Weaver, Jr.	Ronnie Hamm	
Brad Moore	Sherri Noack	

Members Absent with Notification: Nick Harrison, Jill Lipsey, Kenneth Myrow

Members Absent without Notification:

Ex-Officio Members Present:

Tom Owen	Don Cumbie	Tom Boggus
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Guests Present: None

Ronnie Hamm, EAC Chair, called the EAC meeting to order at 9:45am.

1. **Approval of minutes from April 2005 EAC Meeting:** The minutes from the April 2005 EAC meeting were approved by unanimous vote.
2. **Working Issues from April 2005 EAC Meeting:**

The Council reviewed the following working issues:

- i. **Creation of TFS Honor Guard:** The Council unanimously decided to monitor this issue. A memo supporting this action was sent to Bobby Young after the April 2005 Council meeting.
- ii. **Reimbursement for employees to purchase safety glasses:** This issue is pending review by the TFS Safety Council.
- iii. **Leaving early from work if breaks not taken:** Tom Owen briefed the Council regarding this issue. No action is required or recommended.

- iv. **Agency policy on outside employment:** The Council unanimously recommended the Chair send a memo to Mark Stanford requesting clarification on the Agency's policy regarding "AD" status.
- v. **Direct deposit of travel advances:** Tom Owen reported to the Council that Travis Zamzow is considering the option of direct deposit for employee travel advances. More information will follow in the future.
- vi. **Use of internet meeting software:** Clay Bales updated the Council on the use of Netmeeting and FTP sites. He stated that the Urban group is willing to run a pilot with Netmeeting and report back on effectiveness. The Council unanimously agreed to draft a memo for Vasu Iyer recommending the use of software like Netmeeting and supporting the Urban group pilot program.

6. **New Items:**

- a. **No time to take compensatory time:** The Council discussed an issue raised by an employee concerning the accumulation of compensatory time and no time allowed to take the time off. The employee recommended the Agency pay the employees for compensatory time accumulated over a certain amount. The Council discussed the problems associated with paying employees for their compensatory time but also discussed possible confusion in the Agency with employees using annual leave or compensatory time to receive pay when on in-state R&R. The Council unanimously agreed to send FRP Operations a memo requesting clarification on the use of compensatory time or annual leave to cover in-state R&R.
- b. **Addition of standard t-shirt to uniform allowance:** The Council unanimously agreed to take no action on an employee request to add a standard t-shirt to the Agency uniform allowance.
- c. **Legislative Update:** Don Cumbie briefed Council members recent legislative actions regarding the Teacher's Retirement System and the FY 2006 annual benefits enrollment.

7. **Next Meeting Date:**

October 12, 2005—College Station: 9:00am start time

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8. **Future Meeting Dates:**

Jan 11, 2006

9. The meeting was adjourned at approximately 12:00 (noon)