



TFS Employee Advisory Council (EAC) Meeting  
March 12, 2013  
TFS HQ's, Room 1208, College Station, TX

### **Minutes**

- Call to Order was conducted at 10:06am. In physical attendance were Courtney Blevins, Rich Gray, Bill Davis, Mike Dunivan, Sherri Noack, Holly Huffman, Gretchen Riley, Shawn Whitley, Bernie Buckner, Karen Stafford and Josh Mizrany. Participating via teleconference was Morris Nelms, Suanna Jacobs and Gerry Haverland. Kevin Matthews and Bill Spencer were not present.
- Introduction was completed.
- New Items
  - Issues
    - **Employee Issue:** Additional medical training for wildland firefighters and other field personnel due to in-availability of prompt medical service.  
**Council Discussion:** Provide a First Responder class for field personnel or a Wildland First Responder course that will meet this need. Also look at ways that TFS Certified EMT's could support this.  
**Council Recommendation:** This issue is being routed to the Safety Committee for input and resolution.
    - **Employee Issue:** Uniform options for field work are limited and uncomfortable (especially in the heat). It was requested that long and short sleeve t-shirts be added as part of the Agency approved uniform.  
**Council Discussion:** Discussed feasibility of providing breathable t-shirts to non-fire personnel for performing work when not engaging the public. Unisex Polo shirts offered by current vendor are made of poor quality material and are a poor fit for female employees.  
**Council Recommendation:** Kelly Bunch/Sherri Noack will talk to Lesa Childers and report back to the EAC.
    - **Employee Issue:** Need decals similar to the Oak Wilt Hotline stickers on the tailgate of other TFS vehicles for Urban Forestry vehicles.  
**Council Discussion:** This is an issue for the Urban Forestry Program Manager.  
**Council Recommendation:** Kelly Bunch will talk to Pete Smith.

- **Employee Issue:** If the pay scale for a Resource Specialist I is between \$12-\$17, how do I get to \$17?  
**Council Discussion:** The pay range is designed to accommodate merit increases or hire more qualified candidates at a higher rate.  
**Council Recommendation:** None
  
- **Employee Issue:** No EAC representation in West Zone for hourly employees  
**Council Discussion:** EAC members are nominated and voted on by secret ballot every November.  
**Council Recommendation:** There is currently one member from the West Zone who has one year remaining on the EAC. West Zone will have the opportunity to nominate and potentially vote for an hourly nominee in the next election period.
  
- General Open Discussion
  - TFS Uniform: Council members discussed the need for a different type of uniform pant (cut, fabric) and boots. There was also discussion about the possibility of adding shorts to the uniform. FRD personnel talked about the need for a lighter colored t-shirt and having the wording on the back applied with a technique other than the way it is now (letters get too hot). Bill Fox was present and answered uniform questions. Uniform issues need to be taken up the chain-of-command and submitted to Lisa Childers.
  
  - Compensation: Several issues were presented in this area. Questions/comments include:
    - Should Resource Specialists with several years of experience be on the same level as those employees with degrees?
    - Employees with 20+ years are not paid much more than a new hire.
    - We should look for ways to save money Agency wide and invest those savings in employees (looking at addressing this during the next LEP class).
    - Retirees should get more than just a plaque after 20 – 30 years of service.
    - A salary survey should be conducted across the Agency to see where we compare with other entities.
  
  - Professional Development: It was recommended that a review committee be convened to address Task Book/EDM issues and provide oversight of EDMs. Kelly Bunch stated there is a group currently working on this for Resource Specialist I, II, III and IV and that he will be addressing this issue for all TFS positions in the future.
  
- Next Meeting Date: June 11, 2013 in College Station
- Future Meeting Dates: TBD at next meeting
- Adjourn of meeting was at 11:43am.