



NASCOE / IASCOE

Website Navigation Training

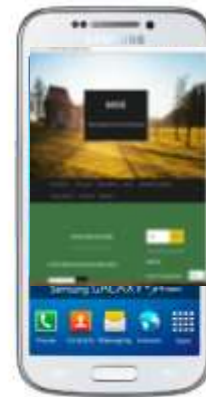
March/April 2017

Tammy Eibey



Why did the website change?

Because of members' increasing use of smartphones and tablets for web browsing, NASCOE has updated the website to be mobile-friendly! When you visit the new site, you will notice that is a much different format than the previous site, so here is an overview of how the new setup works.



How to get around!



The primary navigation menu is at the top, but you will notice that many of the page headings from the previous website are missing. This was to create a more mobile-friendly environment. By hovering over the main menu headings, you will see links to sub-pages. These headings and their respective landing pages are permanent and contain information that we want to make readily available for current and prospective members.

NASCOE.ORG

National Association of FSA County Office Employees



↑

NASCOE
National Association of FSA County Office Employees

WHO IS NASCOE? | THE NASCOE PAC | AREA INFORMATION | CONVENTIONIRALLY INFORM
FORMS & DOWNLOADS | NASCOE GEAR

Who Is NASCOE?

In 1958, county office employees organized state associations to work for employee benefits. In early 1959, the State Associations formed the National Association of County Office Employees. NASCOE is the national affiliate of the various state associations. It is governed by a Board of Directors composed of two members from

Search... SEARCH

RECENT POSTS

Reports from Pre-Negotiation Meeting

↓



New Format:

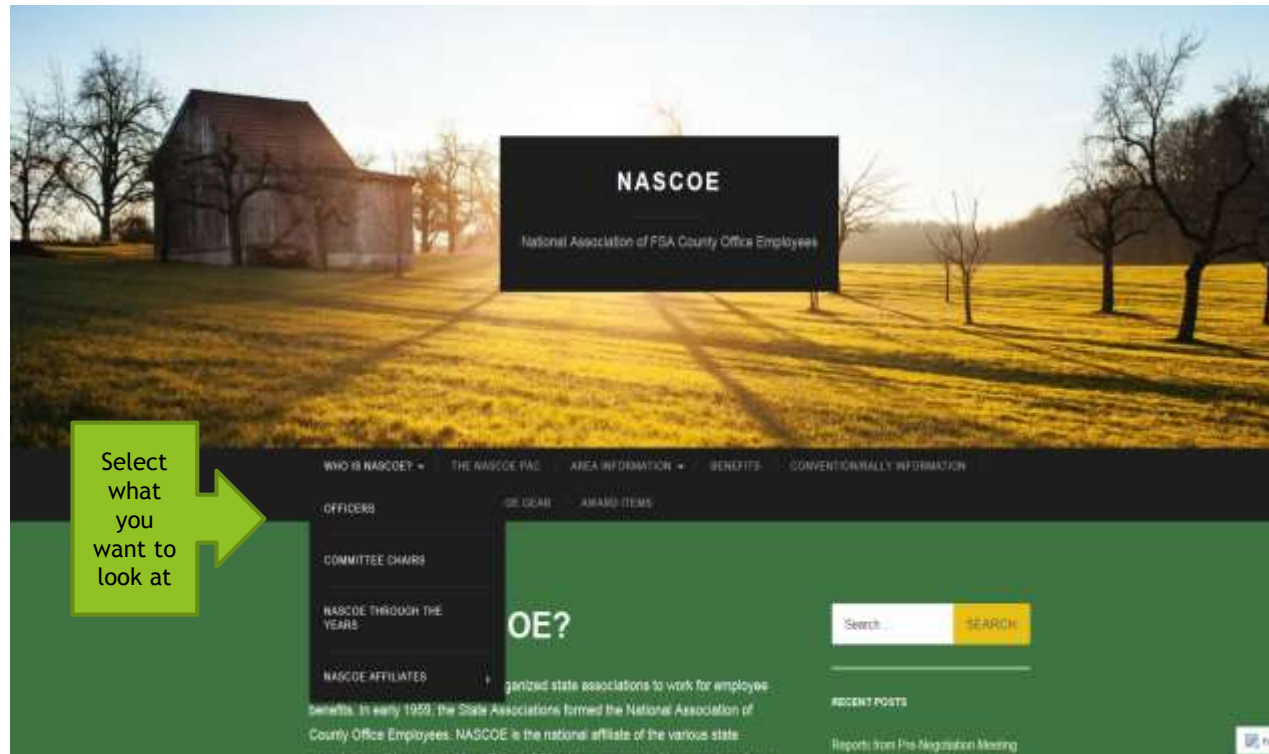
The website is now in a “blog” format. This means that updates on various topics will be provided as posts which will be categorized and tagged with the respective program area or topic. On the home page, you will see a listing of the most recent posts on the right sidebar. This listing will change continuously as new updates are added. If you want to view an individual post in this list, simply click on the title. If you would like to view a post that is no longer on the “Recent Posts” listing, you can find it by viewing the archives. These are separated by month, and you may use the Archives dropdown box on the home page to jump to a particular month.

Another way to find relevant posts is to click on a “Hot Topic” or “Tag” seen in the right sidebar on the home page. Hot Topics are general categories, while tags are buzzwords that are frequently used in NASCOE updates. The list of tags will continue to grow as more updates are posted. Once you are viewing a post, there will be related posts at the bottom so that you may immediately jump between posts covering similar topics.

Also, you will notice a small “Follow” tab in the lower right corner of your screen. By clicking on that tab and inputting your email address, you can follow the NASCOE blog so that you receive an email each time a new post is added.




Officers, Committee Chairs, NASCOE Through the Years and NASCOE Affiliates



Examples:

Officers


President

Mark Reynolds
 South Carolina
 Work: (803)754-1107
 Cell: (803)450-2100
 markreynolds@usda.gov
 markreynolds1@gmail.com

Recent Posts

- Reports from the Registration Meeting
- Programs Submission Response National Spill Check Survey
- President's Transition Report
- President's News from NASCOE Meetings with Management
- Programs Submission Response, CCC 50 and CCC 317 Trade Enhancements

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Committee Chairs

Programs, Scholarships & Endorsements

Mack Oriskany
 Kentucky
 Work: (502)268-2180
 Cell: (502)754-1107
 mackorisk@usda.gov
 mackorisk@comcast.com

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NASCOE Through the Years

During the 1970's

- Government Life Insurance
- Civil Service Retirement
- Severance Pay
- Increased Leave Earnings
- Transfer Employment into USCA without loss of grade, leave or tenure
- Pay Increases - Tied with Civil Servants

During the 1970's

- Reclassification of CEO's and FAs
- Secured "Senior Grades" where grades were reduced due to reduction in workload and/or reclassification
- Credit for past County Office experience in lieu of education for CEO ranking positions
- Vacancies in jobs above the County Office level now released to the County Office
- Secured a Washington consultant to represent interest of County Committee employees

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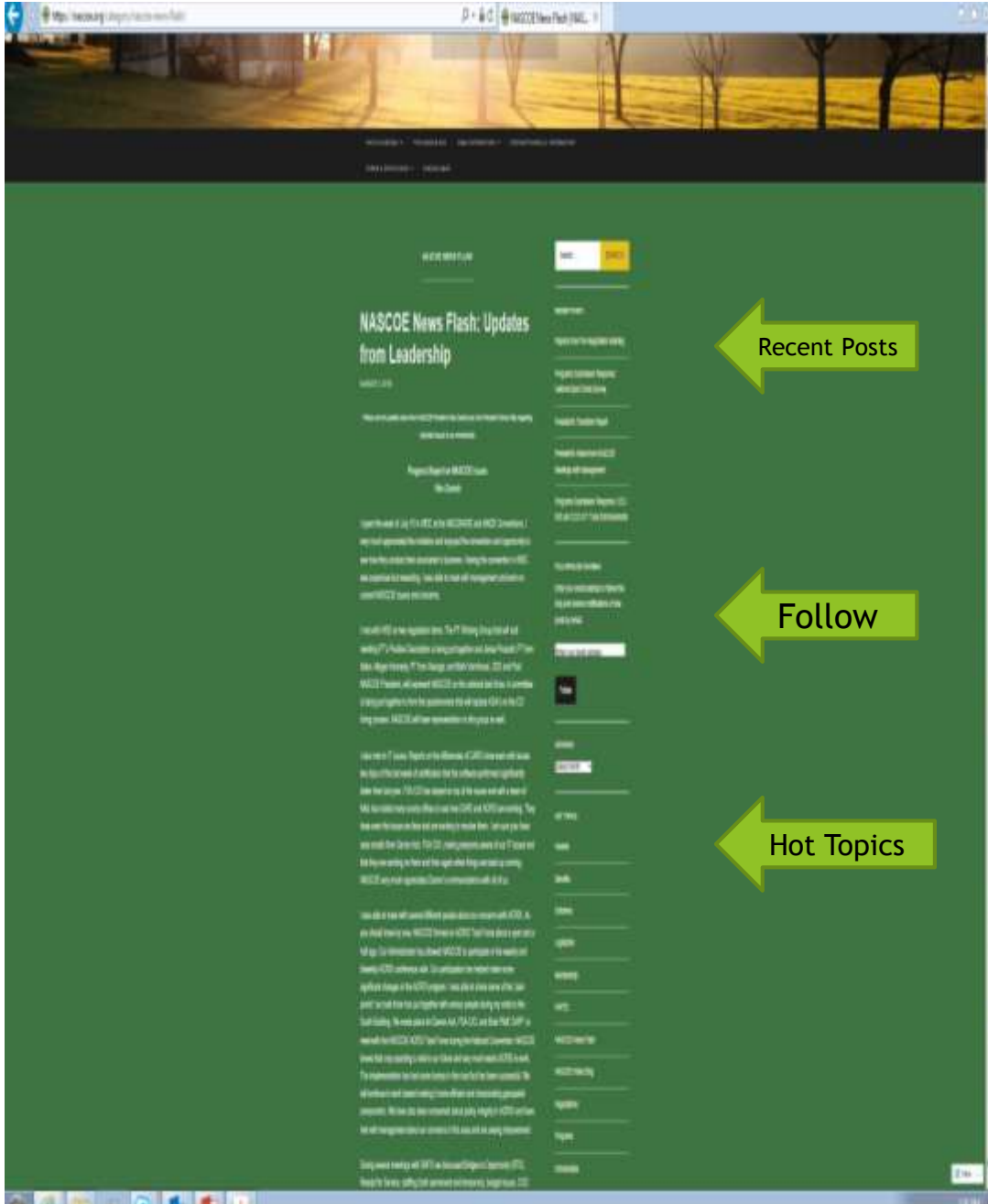
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Where Can I find things?

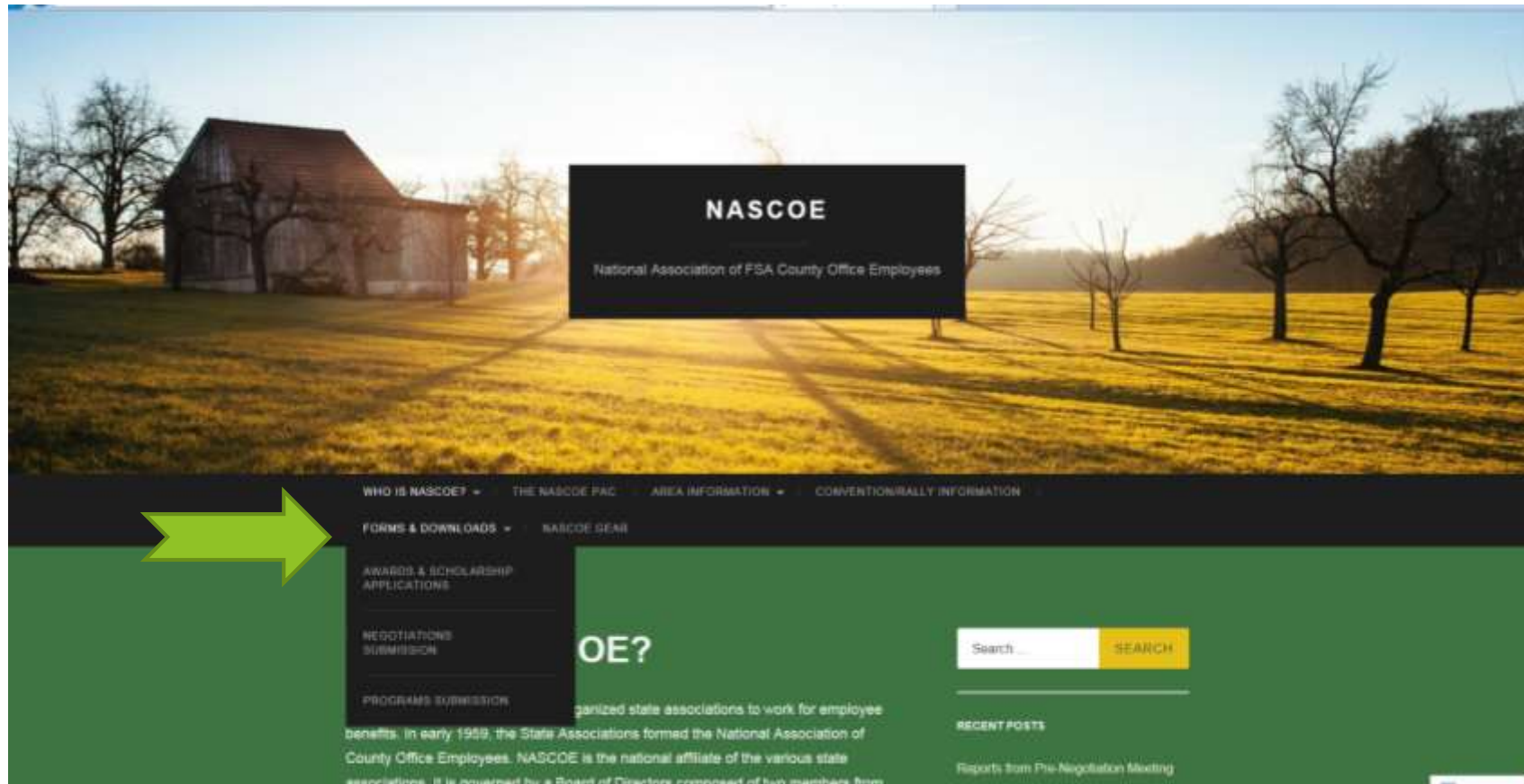


Recent Posts

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Hot Topics

Getting to Forms and Downloads



Program Submission: What is that?



- ▶ NASCOE can take your Program Efficiency Suggestions directly through to the National Program Specialists!

If you have a program or software problem and inefficiency issue and can come up with a solution...SUBMIT!

Program suggestions can be submitted on work time and NASCOE has the ability to work on these ideas year-round, not just at the time of the negotiation meeting. Send in your ideas as you think of them since NASCOE wants to see prompt results when it comes to your ideas for how we can improve the way we do business!

Response Examples!



NASCOE
North Carolina Department of Agriculture

Programs Submission
Response: National Spot
Check Survey

January 20, 2017 | 10:00 AM

ONE
National Spot Check Survey

TWO
The first program response was received on January 19, 2017. The survey results are being reviewed and the results will be shared with the program manager.

THREE
The survey results are being reviewed and the results will be shared with the program manager. The survey results are being reviewed and the results will be shared with the program manager.

FOUR
The survey results are being reviewed and the results will be shared with the program manager. The survey results are being reviewed and the results will be shared with the program manager.

CONTACT US
For more information, please contact the program manager at [phone number].

NAVIGATION
Home | About Us | Contact Us | Programs | News | Events | Publications | Services

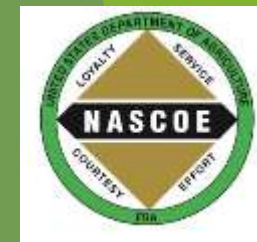
FOOTER
North Carolina Department of Agriculture
1100 North Salisbury Street, Raleigh, NC 27601
919.733.3333 | www.nascoe.com

Negotiation: How to Submit!

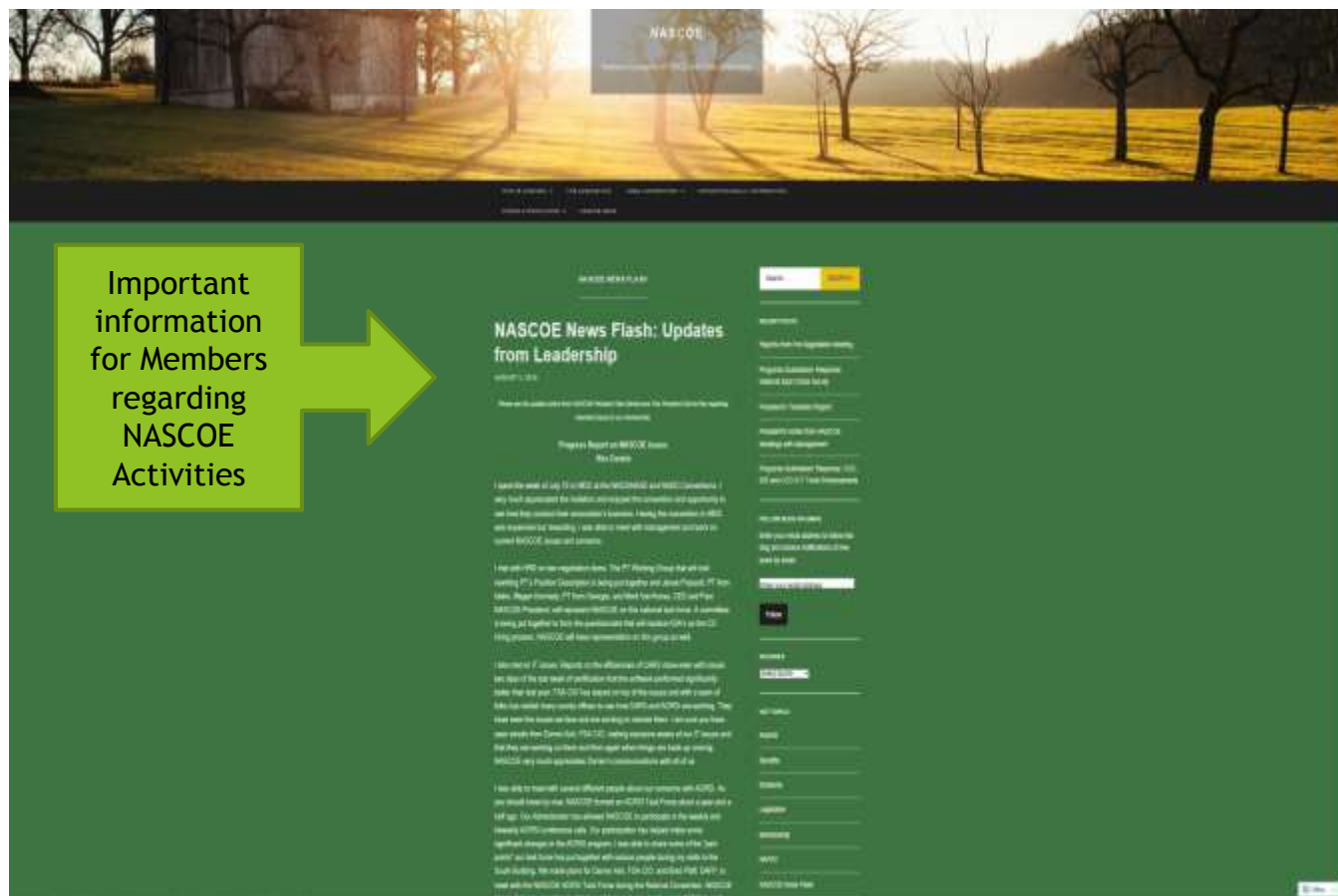


Complete all boxes and hit submit

Make sure to have your contact info listed in case you need to be contacted by the Area or National Chair

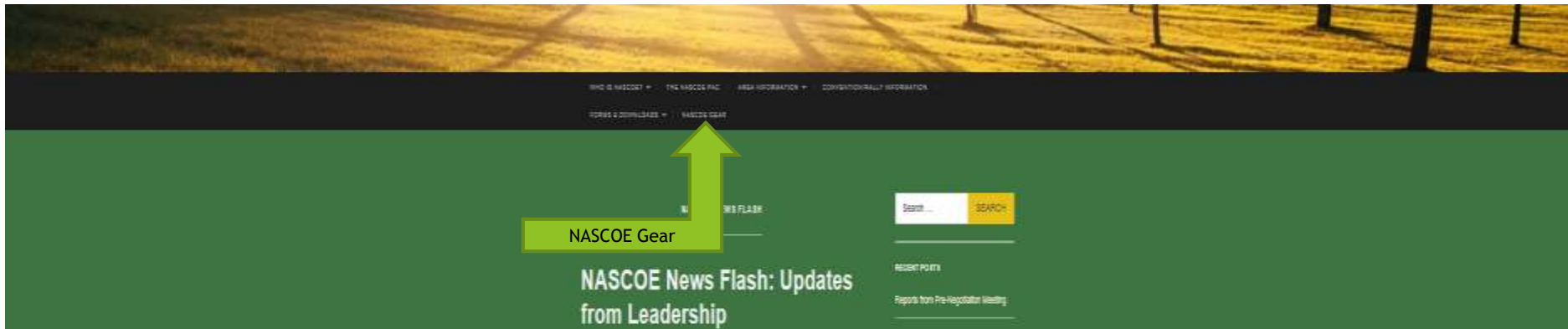


NASCOE Newsflash updates from Leadership!



Important information for Members regarding NASCOE Activities

NASCOE Gear: It's new and exciting



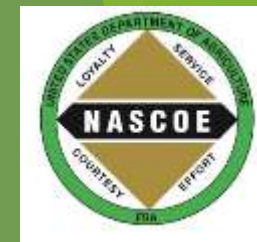
Another big change is the “NASCOE Gear” page. This page is a storefront where you can shop for NASCOE and FSA apparel! We are currently only accepting payment by checks, but credit card/ACH payment options will soon be added. While there are currently only a limited number of items available on this page, we hope to expand the selection in the near future.

Examples of the NASCOE Gear Page



NEW

They now accept Credit Card Payments here on the NASCOE Gear Page!



Other pages: Area Pages and Convention and Rally Pages



The Area Pages: Midwest Area Page



NASCOE
National Association of Forest Planters & Tree Employees

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Midwest Area

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- President's News from NASCOE Meetings with Management
- Programs Submission Response: COO, SAs and COO-SAT Hold Enhancements

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Midwest Area Executive
Chris Ham
Indiana
Work: (765)762-6844
Cell: (765)205-3388
chris.ham@in.usdo.gov
chisham05@gmail.com

Conventions and Rally Information



WHO WE SERVE | THE NASCOE Pledge | AREA INFORMATION | CONVENTION/RALLY INFORMATION | FORMS & DOWNLOADS | NASCOE DEPT

Convention/Rally Information

The 2017 NASCOE Convention will be held in St. Charles, Missouri.

Online registration will be available beginning in January. Use the following link to access convention updates including hotel information and registration information.

<http://nascoe.org/2017NASCOEConvention.htm>



Area Rallies

Midwest Area Rally
March 31-April 2, 2017
Dayton, OH

Recent Posts

- Reports from the Regulator Meeting
- Program Submission Response
- National Spot Check Survey
- President's Transition Report
- President's Notice from NASCOE: Heritage and Management
- Program Submission Response: OGC, SAC and CCC-SIT Team Enhancements

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Archives

2017

Next Page

Awards and Scholarship



- ▶ To get started...



Online submission links by area:

Awards & Scholarship Applications

2017 Awards and Scholarships Handbook

NASCOE has a new online application process for scholarships and distinguished service awards!

***Please note the following:

Applications must be completed and submitted in one session. We encourage applicants to view the questions and work on their responses in a Word document so that they can be copied and pasted into the online application form.

Scholarship applicants **MUST** submit supporting documentation by e-mailing it to the applicable e-mail address prior to the application deadline. All supporting documents should be sent in one file named as follows: first initial, last name, state abbreviation (ex: Joe Farmer from Louisiana would name his file "J Farmer LA"). If you need to submit more than one file due to size, please number them sequentially (ex: "J Farmer LA 1", "J Farmer LA 2").

Please use the following links to fill out the application specific to your area.

Midwest Area

Illinois, Iowa, Indiana, Michigan, Missouri, Minnesota, Ohio, Wisconsin

DSA Application: <https://goo.gl/forms/yTUzRhrfR2to5f93>

Scholarship Application: <https://goo.gl/forms/0tCh1fU3KQ8PvJkQ2>

All supporting documentation must be e-mailed to mwescholarships@gmail.com by January 3 according to instructions included in the online application.

Search **SEARCH**

RECENT POSTS

- Reports from Pre-Negotiation Meeting
- Programs Submission Response National Spot Check Survey
- President's Transition Report
- President's Notes from NASCOE Meetings with Management
- Programs Submission Response: CCC-505 and CCC-517 Toxic Enhancements

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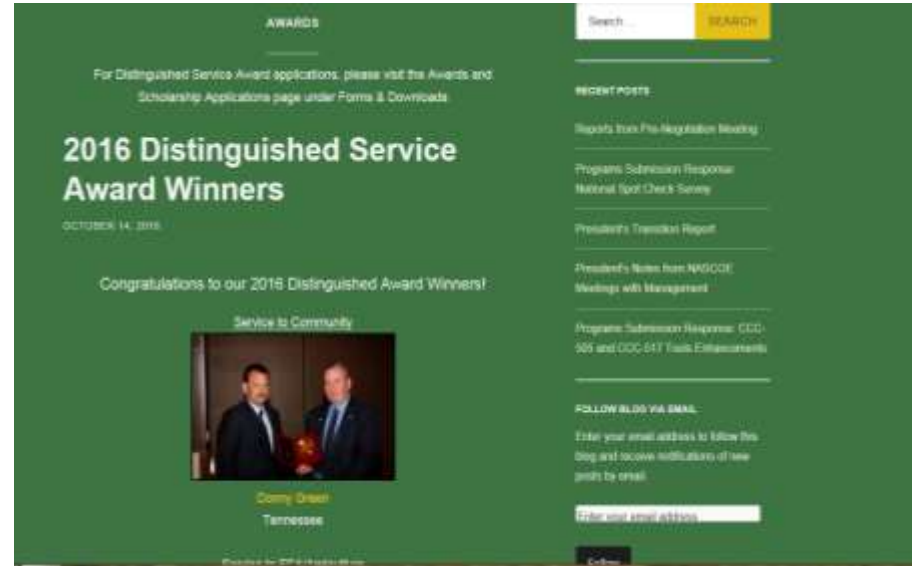
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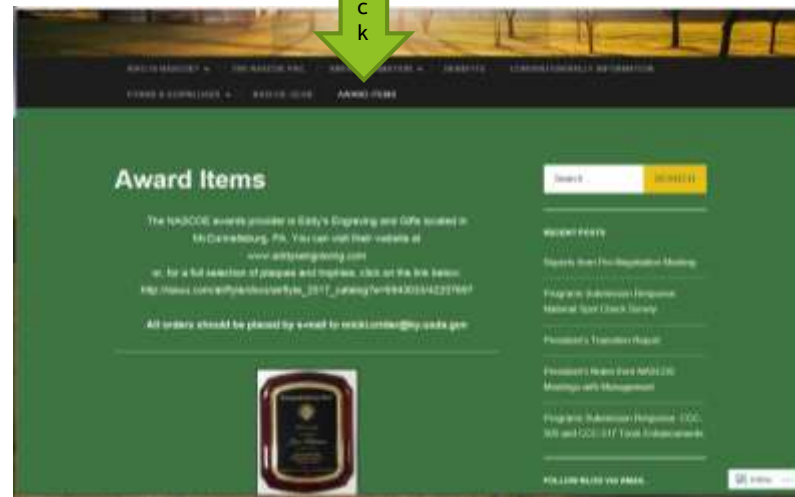
Select Month

Find MWA
for DSA and
Scholarship

Awards Page



Click



Scholarship Page

2016 Convention Reports
AUGUST 16, 2016

The 2016 NASCOE Convention in Cedar Rapids, Iowa was a great success! If you were unable to attend, please read through the reports below to see what you missed. The questions and responses from the Q&A session with Management will be posted in the near future. Thank you to NASCOE for hosting a fantastic convention!

- President's Report
- Vice President's Report
- Secretary's Report
- MAA Report
- MNA Report
- MNA Report

SCHOLARSHIPS

- Acroage Reporting and ABC/BL/C Budget

SCHOLARSHIPS

For scholarship applications, please visit the Awards and Scholarship Applications page under Forms & Downloads

2016 Scholarship Winners
OCTOBER 14, 2016

Congratulations to our 2016 Scholarship Winners!

- Traditional Scholarship**
Hadley Schötle
Kansas
- Open Continuing Education Scholarship**
Mitchel Royer
Idaho
- Member Continuing Education Scholarship**
Angela Vanatta
Illinois
- Grandchildren Scholarship**

Benefits



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National Association of FSA County Office Employees

Select Benefits from Main page

WHO IS NASCOE? • THE NASCOE FAC • AREA INFORMATION • BENEFITS • CONVENTIONALLY INFORMATION

FORMS & DOWNLOADS • NASCOE GEAR • ABOARD ITEMS

Who Is NASCOE?

In 1968, county office employees organized state associations to work for employee benefits. In early 1950, the State Associations formed the National Association of County Office Employees. NASCOE is the national affiliate of the various state associations. It is governed by a Board of Directors composed of two members from

Search SEARCH

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Reports from Pw Negotiation Meeting

Benefits

Dillard Financial Solutions

Dillard Financial Solutions is the official benefits provider for NASCOE. NASCOE members are eligible to receive free one-on-one retirement and benefits analysis to assist with long-term financial planning. DFS also offers numerous retirement and insurance products to meet the needs of NASCOE members. For more information, please visit

<http://dillardfinancialsolutionsinc.com/nascoe/benefits/>

or check out the resources below:

NASCOE Educational Benefits Guide

NASCOE Benefits Brochure

NASCOE Benefits Flyer

NASCOE Benefits Provider Overview

TSP Options

Working Advantage Employee Discount Program

<http://www.WorkingAdvantage.com>

Please contact your state benefits chair for login information

AirMedCare Group Discount

AirMedCare Contract

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Programs Submission Respons
National Spot Check Survey

President's Transition Report

President's Notes from NASCO
Meetings with Management

Programs Submission Respons
505 and CCC-517 Tools Enhanc

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Legislative




NASCOE At Work for you...

Below are a few examples of NASCOE's legislative accomplishments in recent years. NASCOE is constantly working to ensure that members' concerns are addressed and that the dues paid by our members are used responsibly and effectively.

- Secured Significant Funding Above the Budget Request for FSA Salaries & Expenses
- Blocked Implementation of CBS Office Restructure/Closing Plan
- Secured Funding for Monthly COC Meetings
- Stopped the Transfer of Salaries & Expenses Toward IT Initiatives
- Worked to Maintain Employee Benefits Regarding FERS Annuity Calculation and Retirement Contributions
- Prohibited Unjustified Direct Reassignments of Staff

Ready to join?
Complete an [FSA-444](#) and send it to your State Membership Chair today!



Benefits

Emblems

Legislative

Membership

NAFEC

NASCOE News Flash

NASCOE Video Blog

Negotiations

Programs

Scholarships

TAGS

Acreage Reporting AGI

ARC/PLC Budget

COC 2008/2009 Convention CRP

DAFP VTC Call

Notes Dillard Financial

Membership

A screenshot of the NASCOE website with a dark green background. At the top left, there is a photo of people sitting on a stage. Below it, the text reads 'NASCOE At Work for you...' followed by a paragraph. A yellow arrow points from the text 'Main Page' to the 'Membership' link in the navigation menu. The navigation menu on the right lists: HOT TOPICS, Awards, Benefits, Emblems, Legislative, Membership, NAFEC, NASCOE News Flash, NASCOE Video Blog, Negotiations, Programs, Scholarships, TAGS, and Acreage Reporting AGI.

NASCOE At Work for you...

Examples of NASCOE's legislative accomplishments in...
NASCOE is constantly working to ensure that members'...
...and that the dues paid by our members...
...actively.

Significant Funding Above the Budget Request for FSA Expenses
Implementation of CBS Office Restructure/Closing Plan
Scheduling for Monthly COC Meetings
Transfer of Salaries & Expenses Toward IT Initiatives
Maintain Employee Benefits Regarding FERS Annuity and Retirement Contributions
Prevent Unjustified Direct Reassignments of Staff

Ready to join?
Fill out FSA-444 and send it to your State Membership Chair today!

HOT TOPICS

- Awards
- Benefits
- Emblems
- Legislative
- Membership
- NAFEC
- NASCOE News Flash
- NASCOE Video Blog
- Negotiations
- Programs
- Scholarships

TAGS

- Acreage Reporting AGI

News Flash and Blog postings



Click Here!

Click Here

Video Blog

FORMS & DOWNLOADS / NASCOE GEAR

NASCOE NEWS FLASH

NASCOE News Flash: Updates from Leadership

AUGUST 3, 2016

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- Programs Submis
- National Spot Che
- President's Transi
- President's Notes

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Dennis Ray regarding

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- Programs Submission Response: CCC 505 and CCG-517 Tools Enhancement

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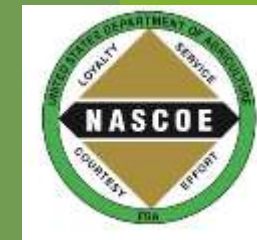
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NASCOE VIDEO BLOG

2016 NASCOE Negotiations Meeting: A Message from Val

APRIL 1, 2016

2016 NASCOE Negotiations Meeting: A Message from Val



NASCOE/IASCOE

Website Navigations

Tammy Eibey

March/April 2017

IASCOE Home page:



2017 IASCOE/IACS/IASE Convention
March 24 & 25 2017
Prairie Meadows Casino & Events Center - Altoona Iowa

[Convention Information](#)
[Registration Form](#)

For hotel rooms, guests may make reservations by doing any of the following:
Room Rate is \$107
Call 515.957.2000 & reference your group block: **IASCOE Conference**
Go to www.prairiemeadows.com and use our group code: **03242017IAS**
Click on the online "Book Now" link below
Hotel Cutoff Date is **Tuesday, February 28, 2017**

BOOK NOW!

ORDER NASCOE GEAR
If you would like to pre-order items before the IASCOE Convention go to the NASCOE Gear Store at <https://nascoe.org/nascoe-gear/> and check out the categories. E-mail your order to nascoestysupertor@gmail.com and **CC** me (kitty_brenda@ia.usda.gov) by March 3rd, so I am aware of the pre-sales when the merchandise arrives. When placing your order you need to use **IA Convention Pre-Order** in the subject line of your e-mail. There will not be any shipping fees added to your pre-order purchases. Can't wait to see you there sporting the gear!

PROPOSED AMENDMENT TO IASCOE CONSTITUTION
The IASCOE board of directors are publishing a proposed amendment to the current IASCOE constitution in accordance

Start Page Navigation Here


Important Updates!

SCROLL DOWN

Home Page Links



May 2017 IASCOE Newsletter
Click here for our latest newsletter




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PROPOSED AMENDMENT TO IASCOE CONSTITUTION
The IASCOE board of directors are publishing a proposed amendment to the current IASCOE constitution in accordance with [Article V - Amendments](#). The proposed amendment will be voted on by the members at the State Convention on March 25, 2017.

Proposed Amendment is to add to [Article III - Government](#) the following Section 5:
[Click here for the amendment](#)

Buy NASCOE Emblem and Logo Clothing and Gifts
at <https://nascoe.org/nascoe-gear/>

[NASCOE HOME PAGE](#) [USDA HOME PAGE](#) [OPDI HOME PAGE](#)

This web site belongs to IASCOE members. If you have any suggestions, comments, or articles that you would like to be included in this web site, please send them to webmaster@iascoe.org

This site was last updated on 2-15-17

Register for website updates

Link to Order NASCOE Items

Useful Links

Contact webmaster

Lets do some Navigation!



May 2016
IASCOE
Newsletter
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[Convention Information](#)

[Registration Form](#)

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Go to www.prairiemeadows.com and use our group code: **03242017IAS**

Click on the online **'Book Now'** link below

Hotel Cutoff Date is **Tuesday, February 28, 2017**



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Newsletters



Link to Most
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IOWA ASSOCIATION OF FSA
IASCOE Courtesy
Loyalty
Service
Effort
COUNTY OFFICE EMPLOYEES

May 2016
IASCOE
NEWSLETTER

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News- Meeting Minutes and Past Newsletters



Important Stuff

More Important Stuff!

Past Newsletter Issues

2017 IASCOE/IACS/IASE Convention
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- October 2014
- July 2014
- May 2014
- January 2014
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- July 2013
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- August 6 2014
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- 2014 Convention

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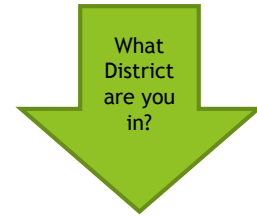
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A lot here!

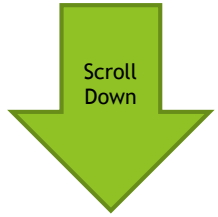


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2016/2017 IASCOE OFFICERS

<p>President Jenifer Comer PT - Page County</p>  <p>jenifer.comer@iascoe.org jenifercomer@pages.com</p>	<p>Vice-President Dae Lahn CED - Keokuk County</p>  <p>dae.lahn@iascoe.org</p>	<p>Secretary Cindy Fiske PT - Hancock County</p>  <p>cindy.fiske@iascoe.org cindy.fiske@hancock.com</p>	<p>Treasurer Judy Dameron PT - Louisa County</p>  <p>judy.dameron@iascoe.org jdameron@louisa.com</p>
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IASCOE DISTRICTS

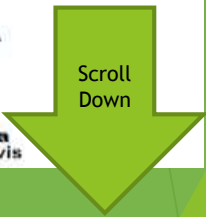


IASCOE DISTRICTS



2016/2017 IASCOE DIRECTORS

District	<u>P.T. Director</u>	<u>C.E.D. Director</u>
1	Karen LaCour - Dickinson Alt -	Jeff Davis - Plymouth Alt - Larry Lago - Dickinson
2	Cindy Pistek - Hancock Alt - Danielle Sidles - Kossuth	Angie Christian - Kossuth Alt - Gary Yock - Humboldt
3	Candace Fette - Clayton Alt - Karla Langreck - Fayette	Jesse Wegner - Fayette Alt - Andrea Carroll - Winneshiek
4	Cathleen "Skip" Simons - Carroll Alt - Donita Kenkel - Shelby	Steve Luke - Shelby Alt - Pat Wambier - Harrison
5	Karla Novotny - Tama Alt - Kitty Benda - Marshall	Katie Kramer - Jasper Alt -
6	Angie Reynolds - Muscatine Alt - Jessica Yuska - Scott	Matt Berg - Johnson Alt - Jennifer Ness - Iowa
7	Jennifer Comer - Page Alt - Mary Gress - E Pottawattamie	Cindy Bebout - Fremont/Mills Alt - Chris Irvin - Page
8	Ronda Harrison - Lucas Alt - Stephanie Hanson - Monroe-Appanoose	Kathy Heneley - Wayne Alt - Jayne Ruble - Warren
9	Judy Dameron - Louisa Alt - Diane Nicholson - Mahaska	Wendy Denham - Mahaska Alt - Elizabeth Benjamin - Davis



Benefits Link



IOWA ASSOCIATION OF FSA COUNTY OFFICE EMPLOYEES

IASCOE Courtesy Loyalty Service Effort

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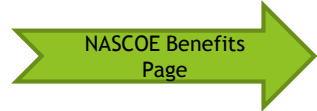
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FEGLI Alternative from Dillard Financial Solutions

SEPTEMBER 19, 2016

As you consider your life insurance options during FEGLI open season, Dillard Financial Solutions would like to remind NASCOE members that they offer alternatives, often at a significantly lower rate. An overview and rate sheet for one of the plans offered by DFS is available by clicking the link below

[Term Life Insurance from 5-Star Life](#)

The Important Stuff!



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Constitution and By-Laws plus Board of Directors Policy



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CONSTITUTION AND BY-LAWS IOWA ASSOCIATION OF FSA COUNTY OFFICE EMPLOYEES

CONSTITUTION

ARTICLE - NAME AND PURPOSE

Section I

This association shall be known as the "Iowa Association of FSA County Office Employees". The offices of this association shall be maintained in the city of the Secretary-Treasurer (Assembled April 1988).

Section II

That in so far as our occupations are mutually dependent upon Iowa Agriculture and the Iowa Farmer, and that the very livelihood of each and every member of this association is so dependent on so pledge ourselves to the following objectives:

1. To help out and assist and to the best of our ability, give at all times the best service that is within our power to provide to the Farmers of the State of Iowa, in order that we might help them.
2. To be better enabled to undertake the programs we are charged to administer.
3. To, in each and every instance, that is within our power to do so, promote the programs which are most applicable to Iowa Agriculture and the Iowa Farmer.
4. To cooperate to the best of our ability, and so far as we are able, with other agriculture and civic organizations of the State of Iowa in furthering the cause of making the State a better place to live.
5. To see that adequate training facilities are provided for all county office employees.
6. To stand in the organization of a national association that will in no way be contradictory to the principles and beliefs of this association, but rather would more emphatically subscribe to that high level of agriculture that we all have to stand in the State of Iowa.

POLICY OF THE BOARD OF DIRECTORS

- April 3, 1981 President and Vice President, are the delegates, Secretary-Treasurer, is the alternate delegate to both National Convention and Midwest Area Rally.
- Sept. 20, 1991 Membership is based on the number of regular full time employees on the rolls July 1st. Since policy regarding membership at the national level consider membership at 100% when an employee retires or resigns after July 1st, but before December 31st, the IASCOE policy will be the same as that of the national.
(Example: Employee on county office payroll July 1st, resigns, hired at state level or retires July 2nd, but before December 31st, the county shall be considered 100% for that year)
- Jan. 23, 2004 Pay smaller of ½ of the government mileage rate rounding down to the whole cent, or airfare plus registration, banquet ticket and lodging for two (2) delegates and one (1) alternate delegate or designee to National Convention and Midwest Area Rally.
- Jan. 23, 2004 Out Of State Conventions – Pay ½ of the government mileage rate rounding down to the whole cent for one vehicle, lodging for two (2) directors at a single room rate. If two or more directors drive mileage can be divided. Same for lodging. If no director attends but a member or associate member does, he or she can be reimbursed the same rate as a director.
- Nov. 12, 2004 NASCOE Award Winners – IASCOE will pay for all expenses NASCOE does not reimburse them for.
(Examples are: pay smaller of ½ of the government mileage rate rounding down to the whole cent or airfare, registration fee, banquet ticket and lodging (one room).
- March 29, 2007 IASCOE will reimburse the expenses of the Area Committee Chairpersons, Alternate Execs and Negotiation Consultants when attending the National Convention or the Midwest Area Rally. Eligible items are travel expenses including mileage reimbursed at the smaller of ½ the government rate rounded down to the whole cent or airfare at coach class rate, registration fees and hotel accommodations. When feasible, hotel rooms will be shared. When turning in expenses, deduct the NASCOE reimbursement received, currently \$250.00 for the National Convention and \$150.00 for the Midwest Area Rally. To receive this reimbursement these individuals must be attending one of the above functions in an official capacity and will be limited to expenses necessary for attendance.

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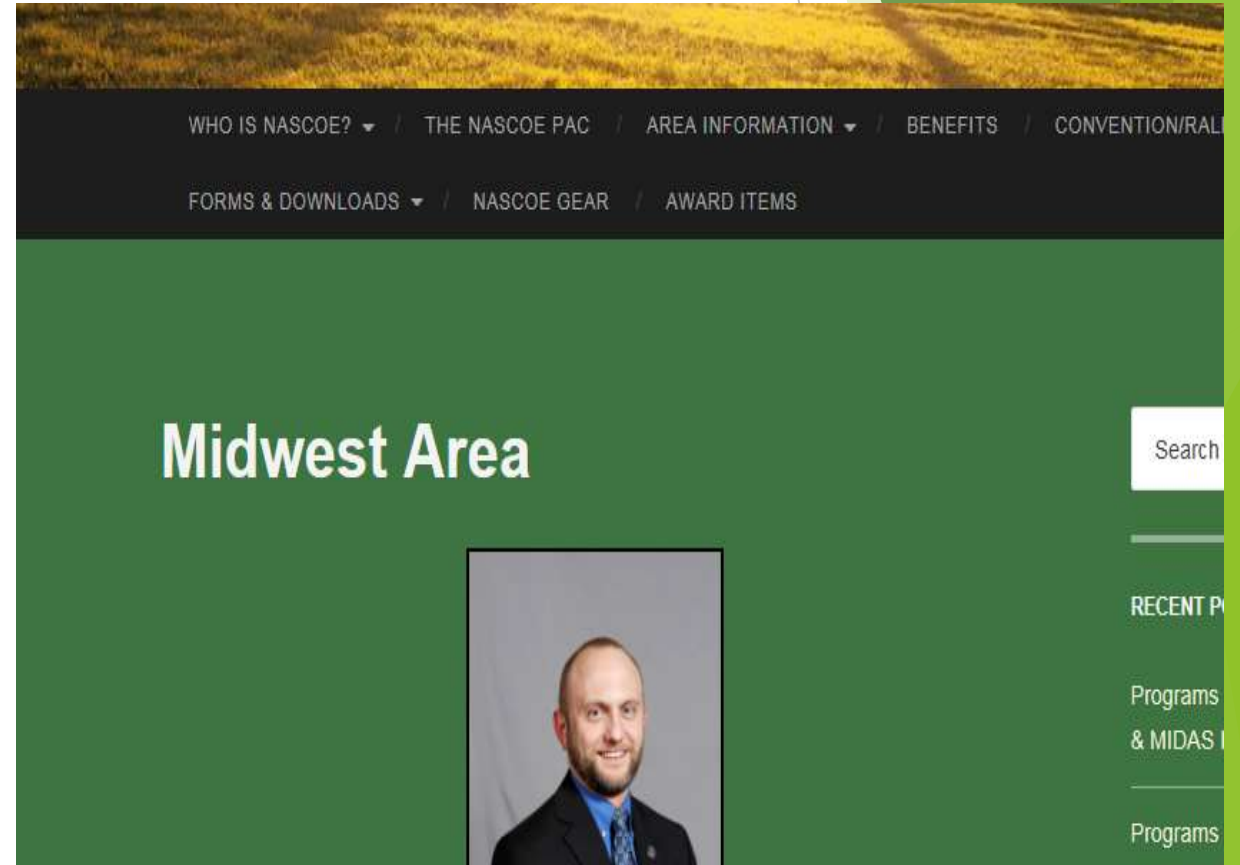
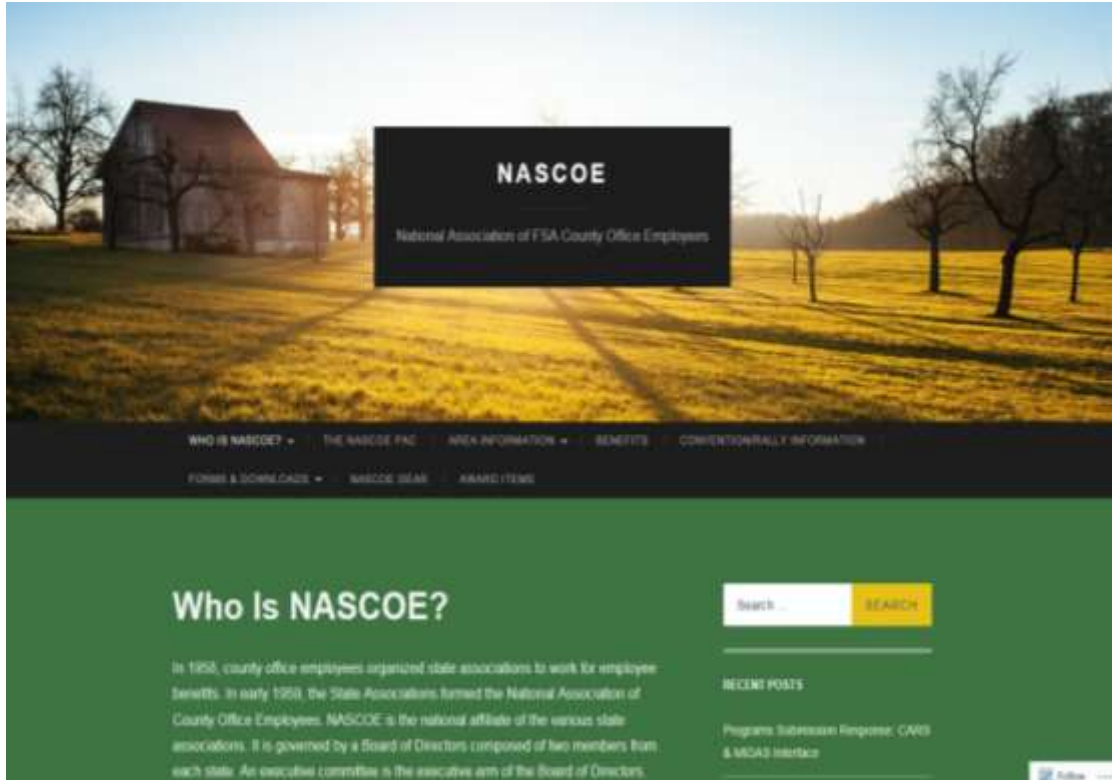
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NASCOE



MWA

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Proposed Amendment is to add to **Article III - Government** the following Section 5:
[Click here for the amendment](#)

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His site was last edited on 2-17-17



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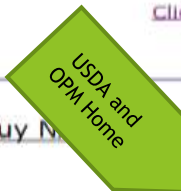
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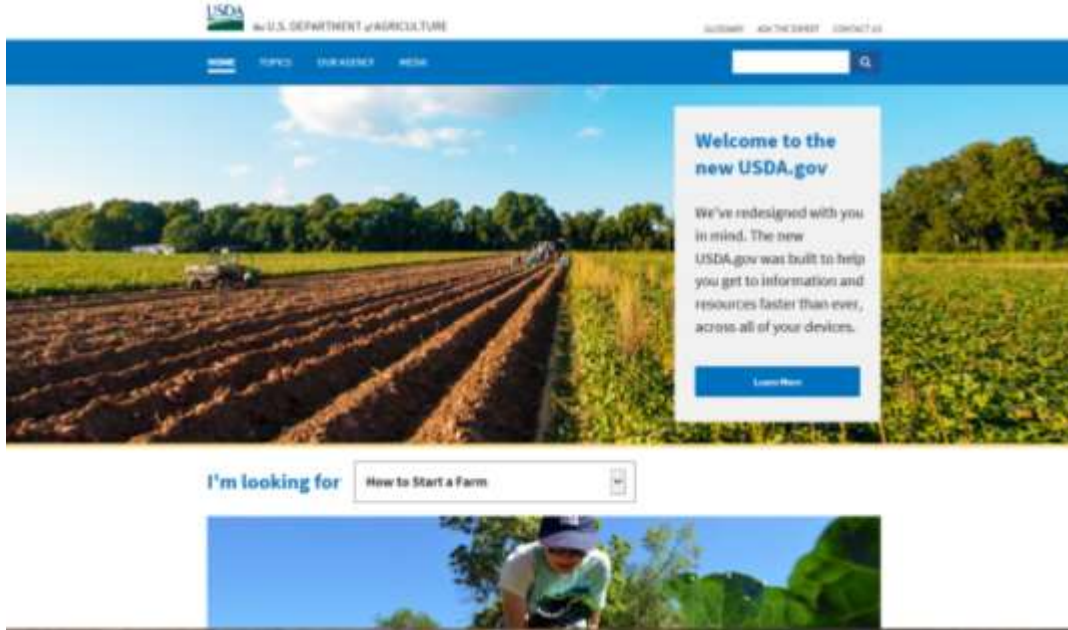
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*This site was last
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USDA



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