



IASCOE Newsletter



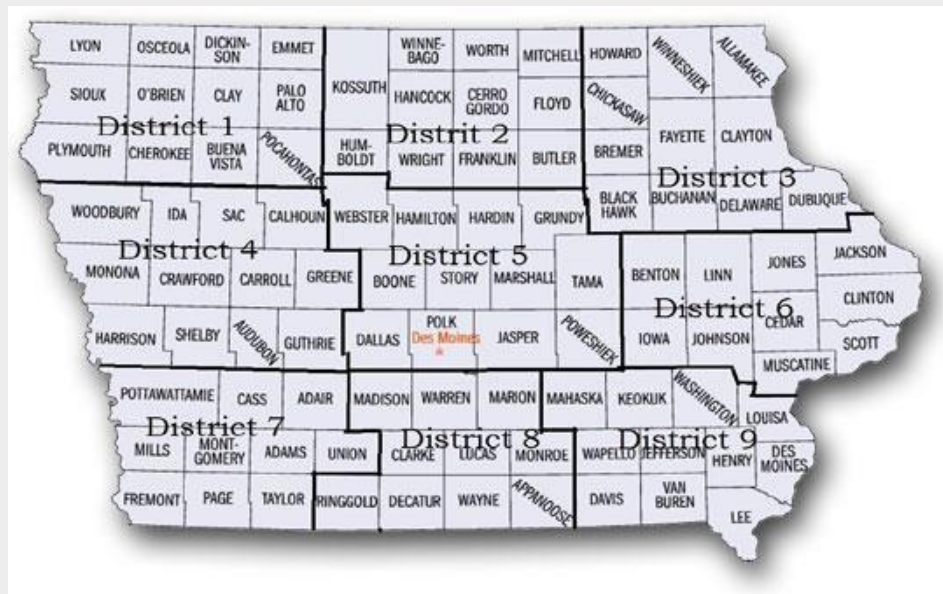


2018/2019 IASCOE OFFICERS

President	Vice-President	Secretary	Treasurer
Jesse Wegner CED - Fayette County	Angie Christian CED - Kossuth County	Wendi Denham CED - Mahaska County	Judy Dameron PT - Louisa County



IASCOE DISTRICTS





2018/2019 IASCOE DIRECTORS

District	P.T. Director	C.E.D Director
1	Brittney Green - Dickinson Alt - Teresa Van Sloten Sioux	Paul Berte - Pocahontas Alt- Samantha Erie - O'Brien
2	Amie Johansen - Floyd Alt - Michelle Uthe - Mitchell	Angie Christian - Kossuth Alt - Rosalie Carlson - Worth
3	Candace Fette- Clayton Alt - BreAnn Hemesath - Winneshiek	Jesse Wegner - Fayette Alt - Andrea Carroll - Winneshiek
4	Cathleen "Skip" Simons - Carroll Alt - Donita Kenkel - Shelby	Steve Luke - Shelby Alt - Pat Warmbier - Harrison
5	Gabriela Thompson - Jasper Alt - Jane McCulley - Poweshiek	Brandon Jazz - Dallas/Polk Alt - Savannah Jungman - Poweshiek
6	Angie Reynolds - Muscatine Alt - Jessica Yuska - Scott	Matt Berg - Johnson Alt - Jennifer Ness - Iowa
7	Jennifer Come - Page Alt - Nancy Gress - E Pottawattamie	Todd Perdew – Adams/Union Alt - Max Dirks - Cass
8	Ronda Harrison - Lucas Alt - Vacant	Kathy Henely - Wayne Alt - Jayne Ruble - Warren
9	Judy Dameron - Louisa Alt - Vacant	Wendi Denham - Mahaska Alt - Elizabeth Benjamin – Davis

2018/2019 COMMITTEE MEMBERS

BENEFITS & LEGISLATIVE

STEVE LUKE

District	Member	County
1	Jeff Davis	Plymouth
2	David Stromer	Hancock
3	Ron Pethoud	Chickasaw
4	Pat Warmbier	Harrison
5	Teresa Simonton	Poweshiek
6	Jessica Yuska	Scott
7	Chris Irvin	Page
8	Kelly Cain	Madison
9	Katie Cordray	Wapello



**AWARDS CHAIR – JENNIFER COMER
SCHOLARSHIP CHAIR – KATHY HENELY**

District	Member	County
1	Kristin Pedley	Osceola
2	Tammy Pruin	Wright
3	Candace Fette	Clayton
4	Donita Kenkel	Shelby
5	Kathy Baker	Marshall
6	Kari Barker	Muscatine
7	Lynette Gruchow	East/West Pottawattamie
8	Dorothy Allen	Warren
9	Lanie Benjamin	Davis/Wapello

PUBLICITY CHAIR – Tammy Eibey

District	Member	County
1	Jaclynn Schlessor	Plymouth
2	Megan Ruby-Friedow	Kossuth
3	Heidi Nickol	Delaware
4	Heather Muenchrath	Shelby
5	VACANT	
6	Cassy Portz	Jackson
7	VACANT	
8	Jayne Ruble	Warren
9	Deb Rurup	Mahaska

MEMBERSHIP – Michelle Uthe/Susan Lange

District	Member	County
1	Lisa Forburger	Palo Alto
2	Rosalie Carlson	Worth
3	Breann Hemesath	Winneshiek
4	Cathleen "Skip" Simons	Carroll
5	Katie Kramer	Jasper
6	Joni Birkhofer	Cedar
7	Jennifer Comer	Page
8	Merilee Hamilton	Lucas
9	Lisa White	Washington

CONVENTION COMMITTEE- Angie Christian, Kossuth

CONVENTION REGISTRATION – Mary Roberts, Calhoun

SILENT AUCTION – Paul Berte, Pocahontas / Gabriela Thompson, Jasper

LIVE AUCTION ORGANIZATION- Wendi Denham, Mahaska / Mary Roberts, Calhoun

OTHER Duties

EMBLEMS CO-CHAIR'S –Kathy Baker, Marshall / Andrea Carroll, Winneshiek

PROGRAMS CHAIR – Angie Christian, Kossuth

NAFEC CHAIR – Mary Roberts, Calhoun

IASCOE WEB MANAGER – Brian Beach, Sac



PAST IASCOE PRESIDENTS

1959-61 Kenneth Hatcher
1961-62 Raymond D Vanderhorst
1962-63 Luther Stock
1963-64 William H Holiday
1964-65 Charles Bacon
1965-66 Gaylor A Thayer
1966-67 V. Deane Thornton
1967-68 Marguerite Liddle
1969-70 Warner C Walrath
1970-71 Janet Hemm
1971-72 Carl Lantz
1972-74 James A Riekens
1974-76 Cecil F Zollars
1977-79 Garnita Ewart
1979-80 John Ace Parker/Gary Brewer
1980-82 Gary Brewer
1982-84 Larry Niles
1984-86 Joe McLaughlin
1986-87 Pat Drew / Ronald Parker

1987-88 Mike Houston
1988-90 Ronald Reuvers
1990-92 Steve Abbas
1992-94 Kevin Fitzpatrick
1994-95 Jerry Frank
1995-97 Kevin McClure
1997-99 Jolene Fechter
1999-01 Trice Smith
2001-03 John Landgraf
2003-05 Tom Lane/Alan Donaldson
2005-07 Dee Lehn
2007-09 Steve Kennedy
2009-11 Cindy Mensen
2011-13 Jeff Davis
2013-15 Curt Houk
2015 Curt Goettsch
2015-17 Jennifer Comer
2018 Jesse Wegner





Happy New Year IASCOE members!

It feels a little ironic to be wishing you a Happy New Year this late in February, but between the holidays and the shutdown, I have not seen many of you since last year. I for one am VERY grateful to be back at work. Just like you, seeing the work piling up and not being able to do anything about it was frustrating. And while the media focus was often on the producers who weren't receiving service, I want you to know that you - the employees - were the ones on my mind. THANK YOU for your work during that time. I know the shutdown caused unneeded stress for many of you. I want you to know that I did my best to represent your interests with FSA and Department leadership to ensure that all employee factors were being taken into account as decisions were made. A special thanks to Jesse Wegner for his input on these issues.

Just as the close of the year gives us time to reflect back, a new year gives us a great opportunity to look and plan for the future. Farm Bill policy development is under way and I'm glad that we will have Iowa representation on some of the farm bill teams. You, our employees in the field, will be the ones who have the greatest impact on the roll out of this bill. You have my commitment that the information we gather at the state office will be disseminated to county offices quickly and accurately. Just like our customers, I am anxious to see the details and know the timeframes for many of our programs. As we know more, we will share that information with everyone.

We continue to have good news on the hiring front. We have continued to have the go-ahead to do hiring in Iowa and have been able to back fill many retirements. The Department is moving from the eRecruit system to USA Staffing for job announcements and that transition process is ongoing. It has slowed down our hiring just a bit, but I am hopeful that things will be back up and running at full speed in March. To implement a farm bill effectively, we are going to need strong offices and good new hires to help get the job done.

With the new year, I am continuing to travel the state and my hope is to visit around 25 offices between now and June. I am looking forward to meeting and hearing from many of you on the "road show" as I've nicknamed my service center visits. Please let me know what both I and the State Office can do to serve you better

2019 looks to be an exciting and busy year. I look forward to seeing and speaking with many of you about the 2019 challenges and opportunities at the convention in Des Moines in March!

Amanda De Jong

SED





Top 10 Reasons to Come to the.....2019 IASCOE Convention

Everyone enjoys a good Top 10 list, right? Of course you do! Here is MY list of the top 10 reasons to come to Des Moines March 22 – 23 and attend the IASCOE Convention.

- 10- Leave the Northern tundra of Iowa and head to the tropics of Des Moines to see if spring is officially here (for inquiring minds the first day of Spring is March 20th).
- 9- Enjoy sometime away from the kids at the luxurious downtown Marriott.....ok that might just be me☺!
- 8- Entertainment! Request your favorite song from the DJ on Friday night.
- 7- Get valuable retirement planning information from NASCOE's official benefits provider, Dillard Financial Solutions. Set up a personal 1 on 1 appointment.
- 6- Awards! Awards! Step into the spotlight and receive a membership or S/L Award.
- 5- Hear from SED, Amanda De Jong, the State Committee, & the STO panel.
- 4- Meet new and interesting FSA colleagues from across the state, see old friends and share your stories from the field.
- 3- Receive benefits training from STO HR staff. No matter if your new, or seasoned, there will be something for everyone.
- 2- FSA management continues to show their commitment to NASCOE by granting the use of 5.0 hours of Administrative Leave!
- 1- Take some time to invest in yourself and let your voice be heard! The annual IASCOE Convention is for you, the member. Employee participation is the driving force that makes our association so respected and valuable. This year's convention will have something for everybody whether it be entertainment, benefits training, financial planning, hearing about insurance updates from BlueCross BlueShield, and/or seeing old friends and making new ones. I will see you in March!



-Jesse

IASCOE President



NASCOE Amplifies Voices!

Recently I had an amazing opportunity to represent IASCOE as a special guest at the State of the Union Address in Washington D.C. This was an historic experience and I was honored to attend something I would normally watch on primetime TV. It's hard to put into words the mere fact that I was sitting yards away from the President of the United States and few feet away from the First family. It sounds cheesy, but it was a pretty darn cool experience.

The biggest message I must share with our membership is not the actual event but the message that resonated with Congresswoman Abby Finkenauer of District 1. I shared the stories I received from members personally or been told details from others. I tried to communicate all your messages to our elected leaders, but I know I couldn't hear them all. I shared with them stories about an employee who just recently went on maternity leave and is now uncertain about their leave status during the shutdown and being recalled, I shared about employees incurring major travel expenses driving 75-100 miles round trip to work with no pay, I shared about employees who are single income families and having a hard time trying to make ends meet, I shared about employees who are going to be saddled with considerable daycare expenses by going back to work with no pay, I shared about employees who are farmers themselves and are struggling and are now going to work with no pay, and finally I shared about unemployment benefits being lost due to our "Excepted On Call" status.

I am here to reassure you that your representatives are listening. Your personal stories matter, and they mean something. Our elected leaders want and most importantly, need to hear from you again and again and again. NASCOE allowed me to amplify our message. But what NASCOE / IASCOE represents is bigger than one person, its all of us working together to do a job we love and making a positive impact in our local communities.

Your membership to NASCOE has never been more important than it is today and the impact was on full display during the longest shut down in history as both NASCOE / IASCOE were there to keep you informed with regular emails and helpful furlough updates on the NASCOE website. It is a reassuring feeling to have an organization that is working so hard on our behalf.

Thank you for your membership!

-Jesse

IASCOE President



Invitation to IASCOE/NASCOE



STAY INFORMED!! We have new leaders at USDA and with that comes new ideas on how to make our agency more efficient! Your IASCOE/NASCOE leadership team is committed at staying on top of all the happenings and announcements and passing that information along to you, the member, via email or newsletters. This is the most effective way to **STAY INFORMED AND REDUCE YOUR STRESS LEVEL!!!** Attached is a NASCOE brochure explaining what they are doing on your behalf. Important goals are to PROTECT & IMPROVE employee benefits, PT & CED upgrades, stress importance of the COC system, the need for training and proper staffing...just to name a few! **JOIN IASCOE AND BE INVOLVED!!!**

This year we have added a FREE 1-year membership to any first time members (CO employee) who complete an FSA-444 (payroll deduction)! IASCOE will compensate you for your membership dues, no earlier than one full year after transmittals are due on July 1st!

Easy payroll deduction is available with an (FSA-444) form. If you are already on payroll deduction and you received a grade increase, please don't forget to update your payroll deduction amount. For those not already utilizing payroll deduction, an authorization form (FSA-444) is attached which can be duplicated, filled out, and returned to:

TAMMY ZANONI @ Iowa FSA STO, via email & JUDY DAMERON either by email: jdameron@hotmail.com or by mail: Judy Dameron, 718 Mill St., Wapello, IA 52653. Checks would also be sent to Judy! Payroll deductions or check amount:

CO-6 & below: \$2.70 per pay period - \$70 per year
CO-7-9: \$3.47 per pay period - \$90 per year
CO-10 & above: \$5.39 per pay period - \$140 per year



Website tip: Negotiations

Do you have an item that you would like to submit for consideration for negotiation with management? Submissions can be made at any time using NASCOE's simple to use online submission tool.

Visit <http://nascoe.org/forms-downloads/negotiations-submission/>



News from Midwest Area Executive Director Jackson Jones

The NASCOE negotiations process is arguably the most important function of this association. Members just like you, are afforded the opportunity to submit improvement ideas that will be negotiated on your behalf with management. As part of this process, there is a planning meeting that is historically scheduled during the MLK holiday, to review these items and determine how best to proceed with each item. Unfortunately, this year, this happened during a period of government shutdown.

Because the end of the shutdown could not be predicted, NASCOE has no choice to proceed with business as usual. Hotel contracts had been signed, flights booked, plans made. It would have been expensive to cancel this meeting and reschedule during a time when the government was back to open status.

The good news is that regardless of the status of the government, NASCOE is still working for you! There were nearly 70 negotiation items that were submitted. These items were reviewed and assigned to negotiation consultants to research and prepare to negotiate with management. There items dealing with IT issues, staffing, workload and other areas. There were issues submitted from every area.

More good news is that the MWA rally is still scheduled as planned. It is scheduled for March 14 – 16 in Champaign Illinois at I Hotel and Conference Center. There will be a murder mystery dinner Thursday night and for \$5 you can catch a shuttle to historical downtown. The deadline for reservations is February 14, 2019. Please make your plans now.

Final thought before closing, I appreciate the efforts of all state, area and national Chairs in each of their respective areas. I also greatly appreciate the efforts of the state and national level leadership as well. I have said before that if one person knew every task that every officer, exec, chair completed, it would be monumental. Oftentimes the knowledge and efforts of our volunteer officers, execs and chairs at every level are overlooked, and until you see it in action, you simply can't comprehend the combined support of this group





2019 IASCOE Convention News!



IOWA ADMINISTRATIVE MEMO 19-02

Farm
Production
and
Conservation

Farm
Service
Agency

Iowa State
FSA Office
10500 Buena
Vista Court
Des Moines, IA
50322-3782

Voice:515-254-1540
Fax:855-218-8672

TO: All Iowa FSA Employees

FROM: Amanda De Jong
State Executive Director

Amanda Hartman on behalf of
the SED
2019.02.05 15:12:04 -06'00'

DATE: February 5, 2019

SUBJECT: Excused Absence for the 2019 IASCOE/IACS/IASE State Convention

The purpose of this memo is to advise employees that 5 hours of administrative leave is granted for association general members and employees attending the IASCOE/IACS/IASE Convention on Friday, March 22, 2019. Please note: this administrative leave is approved for the dedicated time on the agendas for state and agency management officials to make presentations and to participate in meetings.

Official time and authorized excused absences granted for association officers, area committee members and delegates to attend this year's conference and rally will remain consistent with agreements already set forth in handbook 22-PM, and the associations' consultative agreements.

Questions may be directed to Carol Krois.





COMING

SOON!



Attention IASCOE Members!



2019 Convention UPDATE!

March 22 & 23, 2019 Des Moines Marriott Downtown | Des Moines, IA 700 Grand Ave | Des Moines, IA 50309 | Phone: 515-245-5500

Plan to attend the 2019 IASCOE Convention for more information on: Employee Benefits Training with Tammy Zanoni and Bob Wegand Wellmark Blue Cross Blue Shield Benefits State Office Breakout Session One on One Financial Analysis with Dillard Financial Services



Dillard
Financial Solutions, Inc.

We are your NASCOE National Benefits Provider!
800.692.7643

IASCOE/IACS/IASE 2019 State Convention Registration



March 22 & 23, 2019

Des Moines Marriott Downtown | Des Moines, IA
700 Grand Ave | Des Moines, IA 50309 | Phone: 515-245-5500

Plan to attend the 2019 IASCOE Convention for more information on:
Employee Benefits Training with Tammy Zanoni and Bob Wegand
Wellmark Blue Cross Blue Shield Benefits
State Office Breakout Session
One on One Financial Analysis with Dillard Financial Services

NAME: _____ COUNTY: _____

POSITION: _____ NUMBER ATTENDING: _____

Pre-registration: (by Friday March 8 th)	\$40.00 Each _____
Extra Guest (Hospitality & Breakfast):	\$20.00 Each _____
Registration after March 8 th & at the Door:	\$45.00 Each _____
TOTAL \$	_____

Registration includes: Sit down meal Friday noon with Awards Ceremony, Friday night Social Hour, Appetizers, Silent Auction, Scholarship Auction, DJ-8:00 pm - Midnight, and Continental Breakfast Saturday Morning.

Please circle one of the Following:

IASCOE Member IASE Member IACS Member IASCOE Associate Member
Out of State Member _____ Other _____

Please make all checks payable to "IASCOE"

Mail completed form and payment to:

Mary Roberts

51814 Little Clear Lake Road

Albert City, Iowa 50510-8610

Friday Noon Meal Options - **Must Circle #1 or #2**

1. Garden Salad, Herb Marinated Chicken with Chicken Marsala, Garlic Mashed Potatoes and Green Beans
2. Garden Salad, Vegetarian Lasagna, and Green Beans

Hotel Cutoff date - Thursday Feb 28th, 2019

Hotel rooms are \$108+ tax (which is the government rate)

You may make your reservations by doing any of the following:

- Call 515.245.5500 and reference your group block: **IASCOE 2019**
- Go to their website <https://www.marriott.com/events/start.mi?id=1548959428373&key=GRP> and use our group code: **IASCOE 2019**
- Go to our IASCOE home page at <http://www.iascoe.org/> and book using the link available



Friday March 22 , 2019

- 8:00 AM Registration Begins *(2nd Floor outside Salon A-D)*
Vendors Set Up
IASCOE Store Set Up
- 8:45 AM Directors/Committee-Pictures *(2nd Floor Salon A-D/General Session)*
- 9:15 AM Invocation-Jesse Wegner, IASCOE President *(General Session)*
Presentation of Colors-Terry Smith & Color Guard
Pledge of Allegiance-Angie Christian, IASCOE V-P
National Anthem-Randy Tillman
Opening Remarks, *Jesse Wegner, IASCOE President*
Amanda De Jong, SED
Jackson Jones, NASCOE MWA Executive
- 10:30 AM Employee Benefits Session, Bob Wegand/Tammy Zanoni
- Noon-1:00 PM Sit down Meal/Past Presidents Luncheon/Awards
Ceremony*(3rd Floor Des Moines Rm)*
- 1:15 PM Dillard Financial Solutions *(General Session)*
- 1:30 PM Wellmark (Blue Cross Blueshield)
- 2:00 - 4:30 PM State Office Breakout Sessions
Price Support/NAP/Disaster
Production Adjustment
Conservation/Compliance Admin/HR
SED/State Committee
- 4:30 - 4:45 PM Committee Meetings *(General Session)*
- 6:30 - 7:30 PM Social Hour/Appetizers/Snacks *(1st Floor Windows on 7th)*
- 7:15- 8:00 PM Silent Auction/Live Auction-Mark Putney, Auctioneer
(1st Floor Windows on 7th)
- 8:00 PM -
Midnight DJ-Unique Events- *(1st Floor Windows on 7th)*



Saturday March 23, 2019

- 8:30 - 9:30 AM Continental Breakfast (*outside of General Session, 2nd Floor Salon D*)
- 9:30 AM Welcome-Angie Christian, IASCOE V-P (*General Session, Salon D*)
Opening Remarks-Jesse Wegner, IASCOE President
Jackson Jones, NASCOE MWA Executive
- 10:00 AM Committee Reports: (*General Session, Salon D*)

Legislative/Benefits- Steve Luke/Jesse Wegner Membership-
Michelle Uthe/Susan Lange Publicity-Tammy Eibey
Convention/Programs-Angie Christian
Awards-Jennifer Comer
Scholarship-Kathy Henley
- 10:45 AM Break
- 11:00 AM MWA NAFEC Committee Chair, Mary Roberts
- 11:30 AM Recognition of IASCOE Director (*Steve Luke-Director*)
Closing Remarks-Jesse Wegner, IASCOE President
Adjournment Assembly

Call 515.245.5500 and reference your group block: **IASCOE 2019**•Go to their website <https://www.marriott.com/event-reservations/reservation-link.mi?id=1548959428373&key=GRP&app=resvlink> and use our group code: **IASCOE 2019**

CALLING FOR DONATIONS...

For the IASCOE CONVENTION SCHOLARSHIP AUCTION on Friday, March 22nd!

All counties are kindly asked to donate an item(s) for the auction.
All proceeds benefit the IASCOE Scholarship fund to provide
scholarships for deserving individuals.

Need help getting your item to the Convention? Please contact
your IASCOE Directors. They will help coordinate transportation
of your item!

Also, please send pictures of your item(s) to
Wendi Denham at wendi.muir@yahoo.com and
Mary Roberts at sisttermarymwa@gmail.com so they may be
uploaded to the IASCOE website before the event! We look
forward to seeing you there!



“We’ve got Spirit, Yes We Do! We’ve got Spirit, How ‘Bout You?”



IASCOE will be having a Spirits Raffle with proceeds to help defray costs associated with hosting our conventions. We are asking each county to donate at least one adult beverage of their choice.

Raffle tickets will be sold at convention.

Please contact Mary Roberts to arrange a pick up or deliver to the IASCOE Convention March 22

Think Spring!





**WE NEED
YOUR HELP**

IASCOE STO Roundtable Questions

In preparation for the STO panel, we are collecting questions from the field for all departments. In order to give STO departments ample time to prepare, all STO panel questions are due to Matthew Berg by COB on March 15th.

IASCOE Benefit Training

Do you have a specific “Benefit Question” or “Topic” that you would like addressed at the IASCOE Benefits Training? Please submit to Paul Berte by COB on March 8th.

Last Push for Sick Leave Awards

If you have not submitted in your Sick Leave Awards for the upcoming IASCOE Convention, please do so ASAP. The last day to submit the awards to Jennifer Comer is Wednesday February 13, 2019. If you have anyone in your office that has reached any of the following milestones by December 31, 2018 please email me their name and how many hours!

Hours eligible as follows:
1000, 1500, 2000, 2500, 3000, 3000+



Emblems News

Do you spend too much time trying to figure out what to wear to work, complaining that you need more of a variety to choose from, or simply needing a whole new wardrobe. We have a solution for you! Fill your closet with USDA attire and make your life a bit more simplified. There is a wide variety of clothing and products to choose from at the NASCOE emblems store. Sweatshirts, vests, jackets, t-shirts, dress shirts, and polos are all waiting for you to be put in your online shopping cart today. Don't like what you ordered or needing a different size, simply return your item for a full refund or exchange, minus shipping costs.

If you are hesitant to purchase online, simply attend this year's IASCOE convention and we will have an assortment of products for you to try on and purchase. You can purchase products both Friday and Saturday of convention.

For the online shopper who loves a deal, shop online at the NASCOE store and receive free shipping! From now till March 5th place an order online at the NASCOE store and have your order directly shipped to the IASCOE convention, with FREE shipping! Please use the code IOWA19 at checkout to receive the offer. What are you waiting for, start shopping today at <https://nascoe.org/store/>.

Purchasing through the NASCOE store is a great way to help our association. 15% of all sales from the store will be used towards the NASCOE Scholarship Fund.

Check us out on Facebook at "Emblems by Superior".

Andrea Carroll
Emblems Co-Chair

