

IASCOE DIRECTORS MINUTES

Iowa State Office
West Des Moines, IA
October 29th, 2011
11:00 A.M.

The board of directors of IASCOE met on Saturday, October 29th at 11:00 AM at the Iowa State Office in West Des Moines. Prior to calling the meeting to order, John Whitaker addressed the group and answered several questions from the directors. He covered topics such as VSIP and VERAs and staff ceilings. At this point, we are projected to be 1 over on GS and 9 over on the CO side by the end of the year. If there would be another VERA offered, that number may change. The SEDs have asked about RIF possibilities and are still being told that RIFs WILL NOT occur. The Workload Task Force will be setting the coefficients for programs and will send them out when they are completed. We discussed possibility of more shared management counties and also the options for lateral transfers. He indicated that those things may be on the table. Iowa ranks #10 on the Hispanic/Women compensation claims – mostly women as co-signors on loans. We appreciated Mr. Whitaker visiting with us.

Officers present: President – Jeff Davis: Vice-president – Cindy Pistek: and Secretary/Treasurer – Judy Dameron.

Directors present: Karen LaCour, Tammy Pruin, Karen McNeil, Brenda Albright, Steve Kennedy, Chris Grieder, Devalyn Wilson, Jessica Yuska, Cindy Bebout, Sue Beemer, Kelly Cain, Julie Derby, and Dee Ann Lehn.

Alternate Directors: Kevin Keegan and Daniel Curry

President Jeff Davis called the meeting to order at 11:30AM.

SECRETARY REPORT

Secretary Reports from March 24-25 was presented by Judy Dameron. After review, Jessica Yuska made a motion to approve the minutes as read. Sue Beemer seconded. The motion was carried by all directors present.

FINANCIAL REPORT

Financial Reports were presented for review by Judy Dameron. Judy did want to remind everyone that is doing payroll deductions for their IASCOE dues, that they must complete a new FSA-444 if they change grades. She has had to contact 25-30 employees that had a change in Grade status and so their dues increased and they should have completed a new FSA-444.

There is still one scholarship winner that has not contacted Judy concerning his award and she will contact the recipient's parent to see what to do with the award. After discussion, Sue Beemer made a motion to approve the financial reports. Karen LaCour seconded the motion. The motion was carried by all directors present.

OLD BUSINESS

The 2012 IASCOE convention will be held March 16 & 17th at the Stoney Creek Inn in Johnston, Iowa. The reservation block is open and you may begin calling to reserve your room now. The phone number and more information will be posted to the IASCOE website and published in the next newsletter. Discussion took place as to who to invite as speakers. Jeff will contact Mark Van Hoose, who is our NASCOE Vice President and is from the Midwest Area. Other speakers will include possibly Charlene Neukomm, Midwest Area Executive, and some STO employees as well as Mr. Whitaker and the STC. In an effort to try something new, we will be trying to find a hypnotist/comedian for entertainment instead of having a dance.

NEW BUSINESS

District 1, 2, 3, 5, and 7 are up for election. Ballots will be sent this week to those affected counties.

The Board of Directors discussed the option of splitting the Secretary /Treasurer position into 2 separate job functions. Past Secretary/Treasurer, Sue Beemer offered some thoughts as did current Secretary/Treasurer, Judy Dameron. After much discussion, a motion was made by Karen LaCour to pursue splitting the position. The motion was seconded by Dee Lehn. The motion was carried by all directors present. Jeff will find out what steps need to be taken to bring this issue to the membership.

The security software for our IASCOE laptop is expiring. It was decided that we would not spend the money to renew that. The laptop is never plugged into the internet and is used for spreadsheets only so no funding will be used to update security on it.

There was some discussion as to what to do with the Certificate of Deposit that IASCOE maintains. The CD's matured in June. At that point, as we were switching Secretary/Treasurer, the cash from the CD's was deposited in our new checking account. Judy had researched interest rates on money markets and CD's and our checking account is earning very close to those same rates. Dee Lehn made a motion to just leave that money in checking at this time and Brenda Albright seconded the motion. The motion was carried by all directors present.

The IASCOE board had approved an extra day for the officers attending the National Convention due to flight issues, etc. The board had approved that by email to Jeff Davis prior to the Convention and Jeff wanted us to be aware of that.

COMMITTEE REPORTS

Benefits – Kelly Cain

- a. Be certain to read NASCOE NOW – it does an excellent job of keeping us up on what our association is doing during this trying budget time.
- b. NASCOE.org – click on the benefits tab and you will see lots of benefits available to members of NASCOE. You need to do this from your home computer. Some of the benefits such as cell phone discounts require you to get a password. If you should forget your password, contact Tammy Eibey in Cedar County and she can help you reset it. NASCOE has a limited number of passwords available and they don't want you to set up a whole new one just to reset a forgotten password.

Legislative – Dee Lehn

- a. Iowa has 326 registered for CAPWIZ. Only 75 have responded to the alert concerning FSA restructuring and only 59 for the Dairy Program support. Not all directors had even responded and she encouraged all of us to use that avenue of support. Also consider giving to the NASCOE PAC.
- b. Farm Bill proposals – there are a lot of them floating around right now. Most get rid of Direct Payments. Some restructure ACRE. Marketing loans may be out and many enhance Crop Insurance. Be watchful for what is happening.
- c. The Super Committee has a 1.5 trillion dollar reduction to reach by Nov. 23rd. Then Congress has until Dec. 23rd to enact the committee's plans. If not, there will be an across the board reduction. This will not affect COLAs, FERS, Health Benefits, or Social Security but it will drastically cut discretionary funding.....and that will not be good for any of us.

Programs – Jessica Yuska

- a. Keep sending program issues to Jessica in Scott County. You can look on the NASCOE website and track what is happening to your suggestions – so please keep it up! Program issues are items that you encounter while trying to implement your programs. If you have a constructive idea or solution on how to streamline delivery, please send this to Jessica and she will forward it on.
- b. Negotiation items are due by Dec. 1st. These are items that may take an actual legislative change or procedural change. These items can be submitted directly on the NASCOE webpage and go directly to the NASCOE Secretary. Contact Jessica if you have questions on both Program or Negotiation items and how to handle them.
- c. We need to provide feedback on our Key PT positions – both positive and negative. There is an area on SharePoint to provide that, so please do. Jessica also shared with us a New Employee training manual that was developed by the Key PT's in Minnesota. Every state is using their Key PT's a little differently and she wanted to encourage us to share our ideas.
- d. There is a NASCOE re-classification task group out there. She encouraged us to get on the NASCOE website and read President John Lohr's letter to Secretary Vilsack outlining several ideas on how to restructure our Agency while improving efficiencies.

Publicity – Brenda Albright

- a. The last newsletter was a little late but is out. Next newsletter is targeted for Dec. 1st so please begin getting your articles to her. Preferably by Nov. 12th so that she has some time to put the newsletter together.

Awards/Scholarship – Tammy Pruin

- a. NASCOE/IASCOE has several awards available. Distinguished Service Awards (DSA's) are available for:
 1. Service to Community
 2. Service to FSA/Agriculture
 3. Service to NASCOE.Please consider writing one of these up for some deserving employees. The DSA nomination form is available on the NASCOE website. These award nominations are to be submitted to your state award chair by February 1st.
- b. Sick leave awards are available for increments of 1,000 – 1,500 – 2,000 – 2,500, and 3,000 or more hours. Please send these to your state award chairperson as he has to submit it at least one month prior to our convention to get the certificates.
- c. Extra Mile Award certificates and Certificates of Appreciation can also be submitted to the state award chairperson who will then request certificates.
- d. IASCOE/NASCOE has two types of scholarships available. The first is a scholarship for students of employees. The deadline for submitting the application is January 31st and that application is sent directly to the State scholarship chairman. We will be offering 4 - \$300 awards for this year. All applications are forwarded to the Midwest Area for judging.
- e. The second scholarship available is for Members who are continuing their education. This application is sent directly to the Midwest Area scholarship chairman in Minnesota. It is a \$200 award. The deadline for submission is March 1st. Both types of applications are found on the NASCOE website.

Membership – Karen LaCour

We had the drawing for five early bird winners, for a partial refund of IASCOE dues. Lucky winners were: Donita Kenkel – Shelby, Ardella Felper – Howard, Mike Tinkle – Poweshiek, Rochelle Stowe – Hardin, and Rex Wittrock – Buena Vista.

- a. Membership percentage is up this year. Iowa was at 89.9% last year and we are up to 93% for this year.
- b. Membership awards for years of consecutive membership will be given to several counties at the convention.
- c. District #1, 7, and 9 have 100% membership!
- d. Please keep Karen informed if you have a retirement in your district so that she can check for eligibility for lifetime memberships.

Emblems – Chris Grieder

- a. Chris reported that she sold nearly \$1000 worth of items at convention last year. The only concern that she voiced is that it cost her nearly \$80 to ship back the items that were not purchased. We make an 8% commission that goes toward our scholarship fund so it becomes sort of a wash. After discussion, the board decided to go ahead and keep offering items for sale at the convention as a service to our members.

Workload Task Force – Cindy Pistek

Cindy is serving as a member of the Workload Task Force and she spoke a little about the process. She thought the committee was a good mix and worked well together. They will be having a conference call this week to finalize coefficients and those will be sent out and made public. The basic concept of the task force was to determine time required to do a certain amount of work within an office. Those numbers would be used in regards as to whether an office could backfill a position or if it could involve moving people around as retirements occur. They used both ARS data and 12-AO's old workload numbers to try and come up with the coefficients. Web-based reports showed them how many DCP contracts, CRP contracts, etc. each county office was handling. The new staffing ceilings should be available by late December if all goes as planned.

OTHER ITEMS

Upcoming conventions:

- a. Annual IASCOE Convention – March 16-17, 2011
- b. Illinois Convention – March 23 -24, 2011
- c. MWA Rally – St. Louis – April 27 – 28, 2011
- d. NASCOE National Convention – Boise, IA - Aug 7-12, 2011

Jeff will be sending out a notice to set the date for the next meeting.

ADJOURNMENT

At 2:00 PM, a motion to adjourn was voiced by Kevin Keegan and seconded by Dee Lehn. Motion passed by all directors present.

Respectfully submitted,
Judy L Dameron
Secretary