

# IASCOE Agenda

March 21, 2019 @ 7:00pm

Face-to-face meeting at the Downtown Marriott in Des Moines, IA

|   |                          | Attending         |    | Alternate |
|---|--------------------------|-------------------|----|-----------|
| • | <u>District #1 – CED</u> | Paul Berte        | /X | /         |
| • | <u>District #1 – PT</u>  | Brittney Mitchell | /  | /         |
| • | <u>District #2 – CED</u> | Angie Christian   | /X | /         |
| • | <u>District #2 – PT</u>  | Amie Johansen     | /X | /         |
| • | <u>District #3 – CED</u> | Jesse Wegner      | /X | /         |
| • | <u>District #3 – PT</u>  | Candace Fette     | /X | /         |
| • | <u>District #4 – CED</u> | Steve Luke        | /X | /         |
| • | <u>District #4 – PT</u>  | “Skip” Simons     | /X | /         |
| • | <u>District #5 – CED</u> | Brandon Jazz      | /X | /         |
| • | <u>District #5 – PT</u>  | Gabriela Thompson | /X | /         |
| • | <u>District #6 – CED</u> | Matt Berg         | /X | /         |
| • | <u>District #6 – PT</u>  | Angie Reynolds    | /X | /         |
| • | <u>District #7 – CED</u> | Todd Perdew       | /X | /         |
| • | <u>District #7 – PT</u>  | Jennifer Comer    | /X | /         |
| • | <u>District #8 – CED</u> | Kathy Henely      | /X | /         |
| • | <u>District #8 – PT</u>  | Deanna Rood       | /  | /         |
| • | <u>District #9 – CED</u> | Wendi Denham      | /X | /         |
| • | <u>District #9 – PT</u>  | Judy Dameron      | /X | /         |
| • | <u>DAL District # 8</u>  | Jayne Ruble       | /  | /         |
| • | <u>DAL District #4</u>   | Mary Roberts      | /X | /         |
| • | <u>DAL District #1</u>   | Dustin Miller     | /  | /         |
| • | <u>DAL District #3</u>   | Krystal Schatz    | /X | /         |

1. Roll Call
  - Quorum was met with 18 out of 22 Directors present.
2. Previous Minutes
  - Todd made a motion to accept the minutes from the conference call held on March 7, 2019.
  - Judy seconded the motion, and the motion carried.
3. Treasurer's Report
  - Judy emailed the attached expense reports to the Directors and discussed them. She also distributed expense reimbursement forms and kindly asked Directors to submit Convention expenses to her within a week or so to facilitate bookkeeping. Furthermore, Judy kindly asked Directors to cash their expense reimbursement checks after receipt within a reasonable amount of time for the same reason.
  - Jesse and Judy discussed that reimbursements will be going out in July to the 40 plus new members who took advantage of the one-year membership promotion.
  - Steve made a motion to accept the Treasurer's report.
  - Paul seconded the motion, and the motion carried.
4. Old Business: None
5. New Business
  - Officer Elections
    - President: Jesse expressed his interest in continuing to serve as the President for 2019-2020. As such, Todd made a motion to nominate Jesse as President, and Angie C. seconded the motion. Jesse asked for any other nominations three times. Hearing none, Jesse was elected President by acclamation.
    - Vice President: Jesse nominated Angie C. to serve as the Vice President for 2019-2020. Steve seconded the motion. Jesse asked for any other nominations three times. Hearing none, Angie C. was elected Vice President by acclamation.
    - Secretary: Jesse nominated Wendi to serve as Secretary for 2019-2020. Jennifer seconded the motion. Jesse asked for any other nominations three times. Hearing none, Wendi was elected Secretary by acclamation.
    - Treasurer: Jesse nominated Judy to serve as Treasurer for 2019-2020. Mary seconded the motion. Jesse asked for any other nominations three times. Hearing none, Judy was elected Treasurer by acclamation.
  - It was decided that as part of the duties of the elected positions of President and Treasurer, President Jesse Wegner and/or Treasurer Judy Dameron would have authority to sign any actions in regards to the financial activities of the IASCOE organization at the banking institution where accounts are held. It was also decided that President Jesse Wegner and/or Treasurer Judy Dameron could act on behalf of the organization as needed by appointment of the committee.

- DAL
  - Odd- Current- Dustin Miller / Krystal Schatz
    - Nominations for Dustin’s current position were tabled as Dustin was not in attendance at the meeting.
    - Angie R. made a motion to nominate Krystal for an Odd DAL. Matt seconded the motion, and the motion carried.
  - Even- Vacancy- Mary Roberts
    - Mary was elected as the District 4 CED Director. As such, she has vacated her DAL position. Jennifer made a motion to nominate Tammy Eibey for this position. Angie C. seconded the motion, and the motion carried.
- Jesse thanked everyone for their commitment to IASCOE and reiterated that he needs everyone around the table moving forward.
- Conference Call schedule- Conference calls will now be Bi-Monthly vs. monthly, on the first Thursday of every second month at 6:00 p.m. The next call will be held on Thursday, May 2<sup>nd</sup>.
- FY20 Convention: A discussion was held concerning where the 2020 Convention would be held. Angie C. will chair the convention again. Ideas of locations other than Des Moines were suggested. Jesse asked the Directors to talk to their constituents about where they would like to have it, and we will discuss this again at future meetings.
- Jackson Jones, MWA Executive, visited with the Directors, discussing items he planned to present on Friday during the Convention. Topics included:
  - Furlough—Employees were not prepared financially or mentally. Many had difficulties getting documents for unemployment, etc... It was NASCOE’s position that it was not fair for employees to be called back to work without pay. Employees are encouraged to be prepared, as more furloughs are possibly on the horizon.
  - Negotiations, MLK weekend—NASCOE had 23 items to take. They are always looking for items, and as such, employees are strongly encouraged to submit them. This is one of the biggest NASCOE benefits for PT’s. They work directly with the software and have great suggestions. NASCOE has the opportunity to bring about solutions to the problems through these negotiations.
  - Staffing—“Merit-based hiring” is gaining traction. This would limit the number of applications a manager may consider for hiring.
  - Legislative (Leadership) Conference, October 24-26—Will be held in KC or Dallas, as these are two of the least expensive cities in which to hold a conference. IASCOE is charged with selecting at least two people to represent IASCOE who haven’t been to a previous conference. These should be people who demonstrate leadership potential for IASCOE’s future.
  - Membership video—XI Media Productions will be creating a professional membership video, similar to the one that RASCOE had done. NASCOE is getting a significant discount on this project, spending a total budget of \$5,000, when normally, these professional videos cost around \$10-12K.

- Recruiting new members—It is great news that IASCOE has recruited 40 plus new members. You have to ask for new employees to join after informing them of the benefits of IASCOE/NASCOE. Great sales people always ask for the sale after informing customers of the benefits of their products/services.
  - NAFEC—Talk to your COC's about joining. NAFEC membership can significantly help employees in personnel situations.
  - NASCOE Political Action Committee (PAC)—Consider contributing to the PAC as well. Contributions assist NASCOE's legislative efforts by helping elect U.S. House and Senate members who support NASCOE priorities.
  - Social media—Employees are reminded to always use caution with regards to what they are posting on social media. We are bound to the Hatch Act, and as such, we are limited to what we can post. This became an issue during the furlough.
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- Mary made a motion to adjourn the meeting.
  - Brandon seconded the motion, and the motion carried. The meeting adjourned at 8:30 p.m.

#### **Reminders**

- Next conference call May 2<sup>nd</sup>