

The IASCOE Directors conference call meeting on August 29, 2017 was called to order by President Jennifer Comer at 7:00pm. The following members were present: Jeff Davis, Karen LaCour, Angie Christian, Cindy Pistek, Jesse Wegner, Candace Fette, Steve Luke, Katie Kramer, Matt Berg, Jessica Yuska (Alternate for Angie Reynolds), Jennifer Comer, Kathy Henely, Ronda Harrison, Wendi Denham, Judy Dameron, Jayne Ruble and Krystal Schatz.

Announcements:

- Jennifer extended a big welcome to the new Directors At Large! Jennifer offered that we are a casual group that gets a lot done. She thanked the DAL's for joining and encouraged them to speak up and ask questions.
- Jennifer also announced that Cindy Bebout is not on the call. Cindy's father has had some medical issues; please keep him in your thoughts and prayers.

Approval of Minutes from July 6, 2017 conference call:

- Ronda Harrison will be added to the list of those present on the call. No further recommendations for additions or corrections were made. Jeff motioned to approve the minutes, and Katie seconded the motion. The directors then voted to approve the minutes.

Committee Reports:

- Awards and Scholarships: Karen announced that nominations for Distinguished Service Awards are needed. There are people who are deserving of those. Nominations can be made online on NASCOE's website. It is suggested to type up your nomination in a Word document and then copy and paste it into the application. This will prevent you from needing to fill out the entire nomination in one sitting; work will be lost if it is not completed online in one sitting. Nominations for scholarships are also needed and can be filled out online as well. Again, it is advised to type up your application in a Word document first. There are many categories for which students may apply. The deadline for nominations for DSA's and scholarship applications is January 1, 2018.
- Publicity: The newsletter should have been shared by now. Tammy did a great job; so, we appreciate her getting that out. She plans to do another one this fall.
- Membership: Joni Birkhofer wishes the opportunity to step down after years of faithful service. She will continue to chair Membership this year and will continue to help. However, volunteers are sought to step up into the role. If anyone is interested, or if anyone is interested in co-chairing with another individual, please let Jennifer know. Jennifer prefers to have a volunteer vs. appointing someone. Judy has approximately 50% of state's membership transmittals. Jennifer asked for a report of those, as well as those who have not submitted yet, so that she can reach out and get those updated. Counties need to send them to both Joni and Judy. Some send to one and not the other; so, it gets confusing at times. A couple counties have had a significant decrease in membership. Chris Hare visited with one and shared his response in the newsletter. Please visit with Jennifer, or anyone you are comfortable talking to, if this happens in your county. We hate to lose membership. NASCOE works for all employees in the agency. We have to make them aware of what NASCOE does for them. People can join IASCOE at anytime.

Office Morale:

- The feedback we have received to date is the question as to why we are so understaffed from our ceiling. Jesse visited with Acting SED, Bob Wegand, about this. In a new workload study that was recently issued, it stated that staff Iowa used in 2016 was 518 using ARS data. We need to stay on this issue. If we don't, the 37 employees below Iowa's staffing ceiling of 491 becomes the new ceiling. There's a lot of frustration out there with offices that got caught in the hiring freeze and still won't get to hire.

- Katie stated that Jasper County is currently understaffed. She suggested looking for inefficiencies in the understaffed offices to help streamline. She further stated that employees should continue to be grateful, as we have really good jobs.
- Jennifer stated that while we are short staffed, and while we have a lot of workload, we need to take care of those who are doing the battle every day. Iowa can't afford to lose more employees (other than inevitable retirements). Jennifer asked what IASCOE can do right now that will not cost a lot of money.
- Jessica Yuska stated that she has been the only PT in Scott County since January. The help wasn't there for her over the summer that she anticipated. It's unfortunate that ARS data only reflects work that did get completed and omits work that did not get completed. Jessica would love to pull people from other counties to help; but, computer access was difficult to get for the help.
- A FSA-13-A is needed; it just needs to be worked out with your CED and DD. Is this something we can take up to help other counties? 13-A's can revoke access as well as give it. Jennifer doesn't believe we will get to 518 employees given the information she gleaned at the National Convention. However, 491 employees would be better than where we are at now. 10 more vacancies were announced; but, we will still be down by 27.
- Jesse noted that Curt Houk asked a pointed question at National Convention, and now we will get to hire 10 more employees. Employee Associations have a lot of clout. Iowa will get to hire more employees than Bob guessed we would; he expected to be able to hire 2-8 more employees.
- Jennifer stated that those 10 new hires will not have experience. Jessica added that there has been so much turn over in Scott County. She is getting burned out from training others; it takes away from her ability to get her own work done. Jennifer also mentioned that some employees in the state were being trained on Cost Share from a TO. As such, Jennifer emphasized her point that we need to take care of our employees. While we cannot wave a magic wand and obtain more vacancies; it is simple to get counties more help in the interim (with a 13-A).
- Jessica also stated that she was grateful for the Wellness Hours that we are authorized to use before the end of the FY.

Director Duties/Roles and Responsibilities:

- Chris Hare sent some good info from other states on this; it is a work in progress.
- If anyone has suggestions, contact Jennifer, Cindy, Jeff or Katie.

MWA Rally Report:

- Angie is working on an agenda. Jennifer asked that she send it to her when complete in case she receives questions.
- Angie visited with John Vote. They are considering a registration that would separate the cost of meetings from meals. Some employees don't wish to take leave, in addition to paying for a meal they won't consume.
- Some private meeting space is also needed for FLP and commodity staff. Some don't understand the cost of a convention. Hotels require fees for meeting space regardless of how much we spend for rooms. As such, Angie noted that if we do not charge a registration fee for these meetings, then we're not recovering funds that IASCOE is paying out.
- Jennifer added that a registration fee separate of fees for meals would be a good tool for getting some folks in for one day. Jennifer receives questions pertaining to this option every year.
- Steve Luke suggested that our registration word it such that it states it covers meeting space rental fees. Jennifer agreed that would help. A flyer will need to be created and put in front of the board.
- It was asked how fundraising is coming along for such things as parking. We need to keep doing fundraising to keep from dipping into the funds we have. Katie will need to check on the status of the Schwan's fundraiser. Additional fundraising ideas could be brought to the next meeting after visiting with office staffs. Jennifer noted, however, that she does not wish to nickel and dime employees after the NASCOE Convention Iowa hosted in 2016.

- It was asked what our goal/budget is for the MWA Rally. The goal is to not have to spend our own money. Jennifer requested an estimated cost estimate from Angie during the next meeting.

NASCOE Convention follow-up:

- Jennifer stated that those who attended had a great time in St. Charles. Missouri did a great job. The meetings on Thursday and Friday were good. 14 people from DC attended. Minutes are going through final vetting for correct answers to questions. We gave them a deadline of Thursday; so, they should be out on Friday or the weekend. They will come out via email, and you may also request them on the website.
- Budget for FY18 is likely to come out better than expected. The President can ask for anything wants; however, that does not mean he will get what he wants. People are working hard in DC to help prevent budget cuts.

Other questions:

- Wendi asked when the face-to-face meeting would take place. The venue will be the Marriott downtown Des Moines, the site of the Convention. October 14th was suggested from approximately 9:30 or 10 am until 3 pm. Lunch would be ordered, and we would work through it. The Committee Chairs would be brought in. Also, we will visit about Elections. Jennifer will also get in touch with Dillard Financial Services to inquire about possible retirement planning.

Angie made a motion to adjourn the meeting; Karen 2nd the motion, all in favor, motion carried. The meeting adjourned at 8:09 pm.

Respectfully submitted,
Wendi Muir Denham
IASCOE Secretary