NASCOE

NATIONAL ASSOCIATION OF COUNTY OFFICE EMPLOYEES

WHAT YOU NEED TO KNOW

NASCOE.ORG

WHO WE ARE

In 1958, county office employees organized state associations to work for employee benefits. The following year, the state associations formed the National Association of County Office Employees (NASCOE). NASCOE is governed by a board of directors composed of two delegates from each state. An Executive Committee is the executive arm of the Board of Directors.

WHAT WE DO

Our Objectives are to help assure successful operation of FSA and the attainment of FSA's objective, to cooperate with other groups and organizations, conserve and improve our soil resources, to secure equitable salaries, working conditions, and retirement provisions for all county office employees and to promote the professionalism of our employees.

Regular Member

Any full-time permanent CO employee can become a regular member. When you become a member of your state association, you will *automatically* become a NASCOE member. Members have updated access to legislative issues as well as other benefits and discounts. With a valid email address, members also have access to an exclusive NASCOE app.

Associate Member

Many State Office employees, County Committee persons, District Directors, temporary and retired employees choose to participate in and support NASCOE as an associate member. They share in many of the same benefits available to regular members and reap the rewards of NASCOE's active legislative work.

Read on to learn about the different committees and what they do for you!

SINCE 1962, NASCOE HAS BEEN GRANTED EXCLUSIVE RECOGNITION TO REPRESENT FULL-TIME COUNTY OFFICE EMPLOYEES IN NEGOTIATION WITH MANAGEMENT ON TERMS OF EMPLOYMENT AND WORKING CONDITIONS

JOIN NOW

The Programs Committee gives you a VOICE!

DID YOU KNOW? NASCOE works directly with Washington DC Program Specialists.

NASCOE and FSA have partnered to provide members the opportunity to submit suggestions on how FSA's programs could be more efficient and effective. The negotiations team handles policy concerns while the program committee accepts recommendations for improving software, forms, handbooks, and more. The committee reviews and forwards submissions directly to the specialist in charge of the program for WDC to review and respond to.

Recent changes NASCOE has initiated:

IB 10217 NAP APH- Allowing approved yields to be maintained for non-coverage years

IB 10280 MIDAS and CRM business partner- Deceased producer listed-SCIMS search screen added 'death confirmed flag'

IB 10403 CARS changes-CARS enhancements-unreported quantities or balance for fields/subfields, Added radio buttons for bulk revisions, Added 'today' button, Added bulk copy for plant dates

SCIMS search -Financial Inquiries. Being able to use SCIMS search

Revised AD-2047

Do YOU have an idea for a submission?

Scan the QR code or visit NASCOE.org and look under the Programs tab and you will find a simple online form for sending in your suggestion.

Remember, the best submissions have a clear description of the problem and a recommendation for correction.

We have roughly 200 submissions every year from all over the country!

DON'T LET YOUR GREAT IDEAS GO UNHEARD! SUPPORT NASCOE BY IMPROVING OUR PROGRAMS!

LEGISLATIVE-RECENT ACCOMPLISHMENTS

Worked to secure a $53.9 million increase in the FY 2023 Agriculture Appropriations Bill

-No funds available to the FSA shall be used to close FSA County offices or permanently relocate county-based employees that would result in an office with two or fewer employees without prior notification and approval of the Committees on Appropriations of both Houses of Congress.
-Funding for County Committee meetings in the current fiscal year that the Administrator of the FSA deems to exceed or not meet the amount needed for the county committees and may be transferred to or from FSA for necessary expenses
-Expressed to House Agriculture Appropriations subcommittee the importance of appointing State Executive Directors and State Committees timely.
-Voiced our concern to the House Agriculture Appropriations subcommittee the need for FSA to attract and retain county office employees and how critical their work is in the rural community.
-Made Congress aware of the need for the administration to factor disaster assistance programming when contemplating additional staffing resources needed to successfully carry out its mission.

GOALS

Temp time buy back
Secure passage of HR 4268 Federal Retirement Fairness Act passed which provides a path for employees to “buy-back” their temporary time

Retirement issues talks
Continue to work with RASCOE to address issues employees/retirees are having with OPM and the retirement process.

PT Pay disparities
Secure grade reevaluations for PT’s along with a comprehensive GS pay system increase.

Repeal of Windfall Elimination Act
Secure passage of the HR 82 Social Security Fairness Act- Repeal of Windfall Elimination Act

Change LFP legislation
Promote Legislative action to amend current LFP regulations to reflect a deadline of January 30 of the following year or 90 days after the county becomes eligible for LFP, whichever comes later.

Protect Workload
Closely monitor Farm Bill negotiations to ensure FSA workload is protected, keeping our jobs secure.

Monitored the public meetings held by the USDA Equity Commission to ensure there was a clear understanding by the committee of the roles and responsibilities of the Elected FSA County Committee.

-The Legislative Committee released the FSA County Committee Preservation plan and FSA County Committee Talking Points to assist NASCOE members in educating Congress and Stakeholder groups about the importance of the COC as well as address any misconceptions.
-Due to efforts of NASCOE members, NASCOE Legislative Consultant, and the Legislative Committee, the recently released Interim USDA Equity Commission Report did not recommend eliminating the Elected FSA County Committee.

Consulted with legal counsel, our legislative consultant and contacted various Executive and Legislative branch officials regarding the interpretation of Section 1111 of the NDAA Bill and confirmed there would be no potential adverse effect on county office employees.

FSA employees who were deemed essential due to an exigency of public business will be able to have all their excess leave restored as previously granted by the FSA administrator.

Identified a gap in the Whistleblower Protection Process affecting CO employees that is currently being rectified
Secured Parental Bereavement Leave for CO employees that were left out of the 2022 NDAA bill

The Legislative Team traveled to Washington D.C. in July of 2022 to meet with Congressional Members and Staffers regarding Employee Pay and Retention as well as current Legislative Goals established by NASCOE.

The Legislative Team has met with OPM to address concerns with the length of time it is taking for our employees to finalize their retirement.

NASCOE and NADD sent a letter to DAFO-1/27/2023, addressing concerns about downgrading CO-12 positions due to the recently updated CED Pay and Reclassification changes and reducing time-in-grade required for promotion in grades 3, 4, and 5

BENEFITS

exclusively for NASCOE members

As a member, you get exclusive access to the Working Advantage discount network. This allows you to save up to 60% on items such as:

- SAMS CLUB discount
- Theme Parks (Six Flags, Disney, etc.)
- Movie Tickets: Cinemark, Regal, etc.
- Hotels, travel, car rentals.
- Sporting events, health and fitness
- Online shopping

Other benefits: NASCOE Employee Relations Service (ERS) -one hour free legal counsel, Air Med Care group discount, various scholarships and awards available.

The Working Advantage

Contact your National, Area, or State Benefits Chair for the NASCOE company code.

www.workingadvantage.com

Being a member of NASCOE is far more important than any tangible benefit. It's about having the opportunity to make our jobs better and improving the programs and policies we deliver to our farmers and ranchers.

AWARDS & SCHOLARSHIPS

NASCOE HAS 8 SCHOLARSHIPS AVAILABLE FOR MEMBERS AND SPOUSES, CHILDREN, AND GRANDCHILDREN OF MEMBERS!

Do you have over 1000 hours of unused SICK LEAVE?

NASCOE has sick leave awards for employees accumulating 1000-4000 hours of unused sick leave

DID YOU KNOW

As a member, you can nominate a member or be nominated by another member for a Distinguished Service Award (DSA)?

NASCOE has 3 categories for DSAs

SERVICE to NASCOE
SERVICE to FSA/AGRICULTURE
SERVICE to COMMUNITY

SCHOLARSHIPS available

TRADITIONAL

OPEN CONTINUING EDUCATION

MEMBER CONTINUING EDUCATION

CONTINUING EDUCATION FOR ADULT CHILDREN OF MEMBERS

PART-TIME

GRANDCHILDREN

ASSOCIATE

VOCATIONAL

Contact your State, Area, or National Awards & Scholarship chair for more infomation or visit the website

County Office Advocacy Committee

THE FOCUS OF THE COAC IS ON EDUCATION, PROTECTION, PROMOTION, AND ENHANCEMENT OF COUNTY OFFICE ROLES AND AUTHORITIES.

MISSION

TO PROTECT, ENHANCE, AND PROVIDE CONTINUAL EDUCATION FOR THE FARMER-ELECTED COMMITTEE AND COUNTY OFFICE SYSTEM FOR THE BETTERMENT OF NASCOE'S MEMBERSHIP, COUNTY OFFICE FSA EMPLOYEES, AND THE AGRICULTURAL COMMUNITIES WE SERVE WHILE WORKING INDEPENDENTLY, BUT COOPERATIVELY, WITH THE NATIONAL ASSOCIATION OF FARMER-ELECTED COMMITTEES (NAFEC).

County Committees provide local input on the administration of FSA farm programs, including commodity price support loans and payments, conservation programs, disaster payments, and emergency programs. Committee members are a critical component of the day-to-day operations of FSA, upholding integrity, and accountability to FSA Farm Programs

YOUR COC CAN JOIN NAFEC FOR JUST $40/YEAR

WHAT WE'VE ACCOMPLISHED

Over the years

Aspiring Leadership Program
Identifies PT's with leadership potential and provides a training program to hone leadership skills.

PT Grade Increase Opportunities
Lead PT, Key PT, PT in Charge

Paid Parental Leave

Retirement Training
Agreement to provide National Retirement training at NASCOE functions

Performance and Awards
Before 1998, GS & CO were treated different on performance ratings. NASCOE fought to achive parallel benefits.

CED Loan approval Authority for FSFL

Maxi-flex
NASCOE requested an alternate work schedule to CO employees

County Office access to Optimally Productive Office (OPO) and other dashboards

Each year, NASCOE must request that CO employees receive the COLA that other federal employees get.

MEMBER TESTIMONIALS

"My wife and I use THE WORKING ADVANTAGE when planning vacations. In the long run it saves us anywhere from $300 to $500 for hotels, car rentals, amusement parks, etc.

Would recommend this program to all members!"

Calvin Elder
TASCOE
TENNESSEE

You know that one person at every meeting who hopes no one asks them a question because they would have to speak? That was me! Until someone believed in, and encouraged, me to step up and get involved in my state association. That lead me to attending national events. I was in awe of the work people, just like me, were doing for their coworkers and producers.
I lacked the confidence to step out there, but once I took that first step outside of my box, I found that I have an entire NASCOE family who is right there with me cheering me on giving me the wind I needed in my sails. I am very blessed to have gotten to have the NASCOE experience and truly credit NASCOE growing yet another leader! Are you next?

Tracy Wilson
OKASCOE
OKLAHOMA

"Traveling to Washington, D.C. to present NASCOE Negotiation items was a humbling experience representing FSA employee's submissions.
Sitting across the table from National Office members was beneficial because we knew changes could happen through conversation. This experience was unforgettable and I'm grateful to have the opportunities and connections from it."

Sarah Houin
ALASCOE
ALABAMA

SPOT LIGHT TESTIMONIAL

My name is Beau. My wife (Taylor) and I have had 3 beautiful children (Colt, Stetson, and John West). When my first two children were born, I used sick leave to be present for their births and to care for mom and baby for the first couple weeks after birth. John West was my first child to be born after the Paid Parental Leave (PPL) policy became available for FSA employees. I wasn't sure I could juggle taking 12 consecutive weeks off of work, so I reached out to multiple people within my FSA network to see if they had any experience using the new PPL and how it was handled. I learned I could take my 12 weeks spread out over an entire year. I produced a plan with my County Committee, office, District Director and State office to spread out my 12 weeks to be there for my wife and children. I was able to be with them for the birth and 2 weeks following the birth as we settled into our new routine. I was also able to attend doctor appointments and help with childcare as needed. It was amazing to be able to use 480 hours to be there for the newest member of my family before needing to use sick or annual leave thanks in part to NASCOE and my FSA job.

Beau Fontenot
LAPOE
LOUISIANA

NASCOE REPRESENTS

"LOYALTY, SERVICE, COURTESY, & EFFORT"

Why: NASCOE is our only voice to FSA Management and to congressional leaders on issues that affect our employment.

When: NOW

Where & How: By reaching out to your State Association

BECOME A PART OF THE NASCOE TEAM TODAY!