

KASCOE CONVENTION
October 23, 2009
Salina, Kansas

The meeting convened at 8:22 a.m. on Friday, October 23, 2009, at the Ramada Inn Hotel in Salina, Kansas with President Sean Rafferty presiding.

The Pledge of Allegiance was led by Landon Carr, grandson of Jeannie White, Saline Co. PT. The invocation was given by Darin Slack, Logan Co. CED.

A motion was made and carried to approve the agenda as written.

Marsha Gerstner conducted the Roll Call of Districts:

District 1 – 2	District 6 - 2
District 2 – 5	District 7 - 5
District 3 – 8	District 8 - 7
District 4 – 6	District 9 - 2
District 5 – 3	Total - 40

Sean welcomed everyone and thanked David Sweany and the Saline Co. office for their work for the convention. He also introduced the KASCOE Directors, NASCOE President Myron Stroup and James Mace and Johnny Rosier from JM Marketing Inc.

Jim Mace addressed the group and explained the recent expansion of JM Marketing Inc. He also announced that JM Marketing has recently signed a new contract with NASCOE for the next four years and explained the advantages of the four year contract with being able to lock in some of the rates for the policies. He introduced Johnny Rosier, who is the National Marketing Director for JM Marketing. Mr. Rosier presented a check for \$100 to Sean as a donation to the KASCOE scholarship fund. He covered the brochure “Benefits for FSA – UDSA” that had been handed out and explained the benefits of being able to purchase insurance through NASCOE. He also explained the new Lifelock policy, which covers identity theft and costs \$8.92 per pay period.

Gale Beck, representative of NARFE, thanked KASCOE for the opportunity to speak. He explained the organization, that is for both active and retired employees and currently has about 300,000 members nationally. Dues are currently \$33 per year, but will probably be raised to \$40 for 2010 and include a monthly magazine. Kansas had around 45 local chapters. Gale’s wife, Joann, talked about the local chapters and how they work. Everyone was encouraged to stop by the NARFE table to register for a gift membership.

Committee Reports:

Legislative – Brandon:

*Talked about the Legislative fly-in to WDC this past March and that the topics presented were streamlining USDA, the animal id system and RMA/FSA acreage reports.

*Other issues currently being worked on are Health Care Reform, Land Use Tool Usage, Cap & Trade and the age for health care for dependents being raised to 25.

*Capwiz – currently 3,130 signed up nationwide. For the recent Capwiz Alert that was sent out on health care reform – 667 responded nationally, 34 in Kansas. For anyone not currently registered for Capwiz, that can be done through a link on the NASCOE website.

*NAFEC – this is a County Committee organization. Everyone was encouraged to visit with their COC about this.

*Myron explained what is being looked at for PT Reclassification. Three recommendations have been submitted to the Deputy Administrator and are currently under review. Hopefully a decision will be sent back to the committee shortly and when that happens, something will be sent out.

Membership – David:

*Kansas currently has 412 members and 55 associate members.

*Membership by Districts is as follows: District 1 98%; District 2 82%; District 3 100%; District 4 95%; District 5 95%; District 6 100%; District 7 94%; District 8 76%; and District 9 86%.

*Of the total Kansas membership District 1 has 12% of the total membership, District 2 11%, District 3 13%, District 4 10%, District 5 11%, District 6 10%, District 7 14%, District 8 9% and District 9 10%.

*David explained the new process of sending out membership cards via e-mail to the CED's.

*A new membership packet is being worked on or at least an update of what is currently being done by the STO.

Publicity/Webmaster – Karen:

*Sean presented LuAnn Callan a plaque to recognize her excellent job in doing the KASCOE website from 2002 through 2009.

*Karen asked everyone to continue sending in articles and pictures for the KASCOE Chronicle.

Scholarship/Awards – Ernie:

*The 2009 Scholarship winners are: Kayla Sloan \$500; Brent Sweany \$300; and Cheyenne Scott \$200.

*The different awards offered by NASCOE were explained.

*Ernie handed out sick leave awards for 1000 hours, 1500 hours, 2000 hours, 2500 hours and 3000 hours. Bob Doxson, CED from Trego Co., was presented a plaque for having 3000 hours.

Benefits/Emblems – Becky:

*The handout explaining all of the different benefits was covered.

*The Sam's discount will be offered every 6 months.

*Everyone was reminded to use the NASCOE travel website and the NASCOE Store website.

Programs – Kim:

*An explanation of how the program committee works was given and the form to use to submit suggestions was covered.

Secretary/Treasurer – Marsha:

*Minutes from the 2007 Convention in Great Bend are available if anyone would like a copy.

*The two different bank accounts maintained by KASCOE were explained. The savings account is the scholarship fund and the checking account is the general fund.

*Beginning balance 1/1/09 in the savings account was \$2,989.68. \$8.38 interest was earned and \$1000 was transferred to the checking account for the 2009 scholarships for a current balance of \$1,998.06.

*Beginning balance 1/1/09 in the checking account was \$19,448.62. Income so far this year totals \$27,710.58 and disbursements \$31,227.74 for a current balance of \$15,931.46.

President – Sean read his Presidential Report which will be posted to the KASCOE website.

Prior to each committee report, Sean presented the chairperson a certificate in appreciation for their service. Certificates were also presented to the Officers and to the Saline Co. Office.

New Business:

Dues Increase – In 2008, NASCOE voted to increase their membership dues by \$15 for regular members and \$5 for associates. This increase became effective July 1, 2009. The last increase in KASCOE dues was in 1997. Sean asked if everyone was happy with the current system of dues being prorated between grades - they were. A discussion was held on whether to just raise KASCOE dues enough to cover the extra expense of the NASCOE increase or to raise them to cover that expense plus have a little extra in the KASCOE checking account. Since it was time for lunch, further discussion was tabled until the afternoon session.

Everyone was dismissed to enjoy a barbeque lunch cooked by Jack Kelly from Harvey Co. Jack also received a certificate in appreciation of his excellent job in being the KASCOE chef.

The meeting was reconvened at 1:00 p.m. and the guest speakers were introduced.

Adrian Polansky, Kansas FSA State Executive Director:

- *Feels it's very important for everyone to work together for the benefit of FSA and that all discussions should be open and frank.
- *He congratulated Myron on his election as NASCOE President.
- *Other topics discussed were internet operation, Share-point, training, staffing and budget
- *Feels the broadening of our customer base through new programs like BCAP is very important.
- *Work schedules – Pilot program for 6 months in STO to try 4 10 hour day work weeks. STO employees working at home is not an option, but working in a county office will be looked at.

Jack Salava, Kansas FSA State Office:

- *Currently waiting on State appropriation, which should be received within the next few months.
- *Within the next five years there are 7-8 FLM's, 6-7 DD's & STO Specialists, 20 CED's and 97 PT's that will become eligible for retirement.
- *Training Programs – A training manual has been adopted for the COT program. Four training counties will be used with three months in each county. Dawna Ford will coordinate COT training. FLOT training program – changes will be made so it's more like COT training.
- *Linc Pass Cards – Currently in the process of distributing cards to field offices through DD's. Each card is valued at \$80, with a maintenance fee of \$3 annually per card.
- *GSA Cars/Trucks – 27 in use across state right now. \$50,000 is being saved each year by using GSA vehicles instead of POV's.
- *WEB T/A and ARS – training anticipated soon.
- *Leases – will be working with NRCS to handle some of the new leases.
- *Improper Payments – Feels like a big improvement has been made since the original audit. 10-12 counties will be selected in Kansas this year for reviews.
- *Retirement Training – will possibly be scheduled next year for new employees and employees within five years of retirement.
- *PT Training – will be looked at.

Nick Bergkamp, KACS President:

Nick is the FLO in Winfield. He announced that the KACS/KASE Annual Meeting will be held 11/10/09 and 11/11/09 at the Ramada Inn in Salina and invited everyone to attend. He also thanked everyone for participating in their respective organizations.

Jeanne Shipley, KASE President:

Jeanne explained the history of the KASE and NASE organizations and that the membership includes nonsupervisory employees in any capacity. She is open for any suggestions that anyone has for the organization and announced that Susan Long from Kansas is currently serving as the NASE President.

Steven Howe, District Representative for Jerry Moran:

Steve read a note from Congressman Moran expressing his regret on not being able to attend the meeting and letting everyone know that his door is always open. The ongoing issues in WDC right now were covered. Steve expressed appreciation to Mr. Polansky from Congressman Moran for the good working relationship they have had through the years.

Questions & Answers, Guest Speakers:

1. Update on Land Use Tool – Mr. Polansky is currently working with the Nebraska SED and WDC be able to continue using it. He feels like it is moving backward to go back to the System 36 for certification. Myron concurred, but feels like WDC doesn't want to spend anymore money on a system that doesn't work.
2. Thoughts on shared management offices – Mr. Polansky – unless an initiative is received from WDC or USDA, he doesn't feel like it's a good option. If at some point in the future a discussion is held about closing offices, may have to look at a limited number of offices on a short term basis.
3. Is there anyone in the Agency that is responsible for the payment software being deployed that we can refer producers to? Jack - In going to a global payment system there will be a learning curve – 95% of the payments were issued correctly. Myron – doesn't feel we should be satisfied - NASCOE will be meeting with management in mid-November and this topic will be discussed. Mr. Polansky feels there is room for improvement. John Drach – if counties are experiencing problems with payments for individuals, KCMO would like names as well as Terry Hawk for DCP and Rod Winkler for CRP.
4. Is there going to be anything available to be able to query information that we can currently get From the System 36: Not sure at this point.
5. Will the STO pilot program of 4 10 work days be available to COF's? Mr. Polansky would like to see how it goes in the STO first, but is open to considering for COF's. May also look at infants in the workplace, as he had positive experiences with this as Kansas Secretary of Agriculture\
6. Will federal employee's benefits be affected by the current legislations for Health Care Reform? Steve – Does not know at this point what the affects might be and Congressman Moran is very concerned about the current debate going on
7. Mr. Polansky's opinion of new administrator – feels like Jonathan Coppess has lots of energy, is dedicated to the agency and will be a good leader.
8. Odds of CRP Sign-up next year? Mr. Polansky - Nothing concrete yet. Steve – Also nothing at this point.

New Business:

Increasing KASCOE dues – In continuing the discussion from the morning session, Sean reviewed income, expenses and carryover amounts for 2007, 2008 and 2009. He asked again if everyone is happy with the current proration between grades. Bob Doxon moved to retain the current structure style. The motion carried.

Grade	Dues per year	Dues per pay period
Grade 3 and below	\$ 52.00	\$2.00
Grades 4,5,6 & 7	\$ 65.00	\$2.50
Grades 8 & 9	\$ 71.50	\$2.75
CED's	\$110.50	\$4.25
All Associates	\$ 30.00	N/A

A discussion was held on whether to raise dues just enough to cover the extra expense due NASCOE or increase dues enough to cover the extra expense for NASCOE, plus provide a cushion in the KASCOE account. If regular member dues were increased just enough to cover the extra NASCOE expense, they

would increase .50 per pay period or \$13 annually for grades 5-9, \$1.50 per pay period or \$26 annually for grades 10 and above and \$5 for Associate members to bring their annual dues to \$35. A motion was made and seconded to approve this increase.

Grade	Dues per year	Dues per pay period
Grade 3	\$ 52.00	\$2.00
Grade 4	\$ 65.00	\$2.50
Grades 5,6 & 7	\$ 78.00	\$3.00
Grades 8 & 9	\$ 84.50	\$3.25
Grades 10 and above	\$149.50	\$5.75
All Associates	\$ 35.00	N/A

After further discussion, a motion was made to amend the motion to further increase the dues to provide an additional cushion for KASCOE in the amount of \$2.50 for grade 4 per pay period, \$1.00 for grades 5-7 for total of \$3.50 per pay period, \$1.00 for grades 8-9 or \$3.75 per pay period and \$2.00 for grades 10 and above for a total of \$6.25 per pay period. A vote on amending the motion carried. A vote was then held on the amended motion which also carried. This will become effective July 1, 2010.

Grade	Dues per year	Dues per pay period
Grade 3	\$ 52.00	\$2.00
Grade 4	\$ 65.00	\$2.50
Grades 5,6 & 7	\$ 91.00	\$3.50
Grades 8 & 9	\$ 97.50	\$3.75
Grades 10 and above	\$162.50	\$6.25
All Associates	\$ 35.00	N/A

Southwest Area Request – In lieu of expending funds for a rally in 2011, the Southwest Area has requested that each state provide money to help host a “Southwest Area Night” at the 2011 National Convention in Corpus Christi, TX. The request was that each state provide \$5 per member. After discussion, a motion was made by Sarah Falk that KASCOE contribute \$1500 to the Southwest Area for this event. The motion was seconded. A verbal vote was indecisive, so a division of house was called. The result was Ayes – 18, Nays – 10. Motion carried.

A discussion was held on what can be done to increase membership. One way would be to encourage COC members to join as associate members. Also, Myron announced that JM Marketing is working on being able to offer a free accidental death insurance policy to each NASCOE member. This could be used as an incentive for new employees to join.

KASCOE Conventions – With some interest in doing a convention every year, a discussion was held on whether or not to do another poll to determine if that is what members would like to go back to. It was felt that we need to find out why people are not coming to the conventions. Rosemary Pillar will send suggestions on what should be included in another poll to Sean. He asked that everyone wanting to help with this sign a list after the meeting.

Membership Cards – Everyone felt like the method for issuing the cards worked well this year.

Webmaster – LuAnn Callan has been the KASCOE webmaster since 2002 and is looking for a replacement. Sean asked if there were any volunteers. With there being none, he then announced that Carl Warner had expressed an interest in doing this. The Directors will visit with him on this soon.

Convention Site for 2011 – Hotels in Wichita, Hays, Manhattan and Hutchinson have expressed interest in hosting the 2011 convention. A motion was made to have the next convention in Hays. The motion carried.

Cookbooks – A special price for the convention is \$3 per book. Sean explained that the reason so many cookbooks were ordered is that they were originally to be used as a fundraiser to host a National Convention in Wichita, which didn't work out. Everyone was encouraged to come up with new ways to sell the cookbooks. If any county needs any cookbooks, they should contact their Director.

Other New Business:

A discussion was held on changing KASCOE District lines to match FSA District lines. If that were to be done, a change to the bylaws would be needed. It will be a business item for next year.

Brandon presented Sean with a Past President's pin since he will be stepping down as President in 2010.

There being no further business, Sean asked for a motion to adjourn. The motion was seconded and carried. The meeting was adjourned at 5:00 p.m.

Recording Secretary,

Marsha L. Gerstner