



President—Eric Armentrout
Vice-President—Darla Norris
Sec/Treasurer—Amy Barber
Website www.inascoe.org

c/o Amy Barber
2103 E Main St
Petersburg, IN 47567

Phone: 812-582-0373
Fax: 812-354-9026
E-mail: abarber3@verizon.net or
amy.barber@in.usda.gov

IASCOE Board of Directors Meeting 2/13/2009 Indiana STO Office Indianapolis, Indiana

The director's meeting of the Indiana Association of FSA County Office Employees was held at 10:00 am, Friday, February 13, 2009 at the Indiana State FSA Office. The following directors, members and guests were present for the meeting:

Jacob Maxwell	Lisa Wooten	Nancy Best	Craig Dishman
Amy Allen	Ken Harden	Janet Ault	Eric Armentrout
Steve Rodenberg	Chris Hare	Amy Barber	Tracy Soliday
Jay Gould	Jim Hudelson	Greg Knowles	Cynthia Carroll
Don Hunton, Acting SED			
Mike Mattingly, Administrative Officer			

President Jacob Maxwell called the meeting to order at 10:00 AM and turned the meeting over to the STO staff for comments and an update.

Acting SED Don Hunton, AO Mike Mattingly:

Current COT class: March 16, ends 1 year training.

There is a potential the STO will advertise another COT class after March 1st. (4 positions?)

Talk of a career day at colleges for COT's/FLM's.

There are 4 counties open and 5 COT's on board. Intent is to advertise all openings for COT's. Openings are Sullivan, Boone, Huntington and Kosciusko.

Rick's position will be filled 2/23/09. This may open another county if a current CED is placed in this position.

Current openings at the STO in the Admin section:

RLPO, Contracting Specialist, and Admin Technician.

Interviews for the RLPO position is Wed? However, it can take up to 6 weeks before the new hire can even sign a paper. Mike and Maureen (AO from MI), will conduct the interviews.

There was much discussion regarding the lease issues. It looks like we may have to go month to month on leases getting ready to expire. There was also discussion regarding the "open concept" floor plan.

With PII it seems that this has been put on the back burner. However, the state is still saying a "common entrance" is ok with separate offices.

Hiring process:

The new process is that ALL hires (including temporary intermittent) must now be reported to WDC through Gloria. WDC must approve the employment before we can even offer the job position to the applicant. Once WDC approves of the appointment, then the CED can offer the job to the applicant. The applicant then must have finger prints and background prior to starting work. (THIS IS GOING TO SLOW THE HIRING PROCESS DOWN!) COC's can contact their congressman regarding this issue.

STO has requested for temporary office help. Approximately 60 FTE positions for temporary help (about what they had in 2002 sign up). The STO requested 84 FTE positions for the year. The STO had to justify this by program and what the employees would be working on. ECP played a part in this due to the number of requests we had.

COMP TIME – NO BUDGET FOR THIS! There is a big problem with comp time not being used. There is no money for OT. **MAKE SURE THAT COMP TIME IS USED 1ST!**

Offices with issues COR clean up issues have eaten our budget up. I made the comment then, we should be investing our time and money into COT's. Don't take any slack from a COT. Make sure we are turning out good CED's to ensure good managers and good office leaders. If there is an issue, DD's must take responsibility and take care of the issue.

Jim Phipps has done a great job with this COT class.

If you have performance issues, deal with them. If you issue an OTI you must follow the current performance plan. Make sure the plans you have set up for employees are correct!

Don mentioned that WDC does not look like it is going to extend the 6/1 deadline. DO IT RIGHT THE FIRST TIME! There are county offices still signing people up with out POA's/ Signature Authority on file. Review COR-107 notice. Right now we can go back and get the signature authority. However, this notice most likely will not be around for ever. Don's feels that WDC will most likely obsolete COR-107 and the producer's will have to start refunding \$\$\$\$! Take the time and do it right the first time when allowing producers to sign up.

CO's can use this as an incentive to use for producers to turn in this information. No papers..... NO PAYMENTS!

SED and STC appointments may be placed by end of March. IL/MN have already named their suggested candidates.

Amy Allen gave her Secretary's Report. Cynthia Carroll made a motion to approve the minutes of the September 17, 2008 meeting and Jim Hudelson seconded the motion. A vote was taken and the report passed unanimously.

Amy Allen gave her final Treasurer's Report.

**IASCOE TREASURER'S REPORT
02/13/2009**

2008-2009 Year

Checking

Balance as of 7/1/2008 **\$5,398.27**

Total Income **\$17,586.02**
(this does include the starting balance)

Actually deposited **\$12,187.75**

Total Expense **\$ 9,241.69**

Balance as of 02/13/2009 **\$8,344.33**

Savings

Balance as of 7/1/2008 **\$3,436.83**

Interest Deposits **\$ 10.75**

Total Income **\$ 0.00**

Total Expense	\$	0.00
Service Charges	\$	0.00

Balance as of 02/13/2009 **\$ 3,447.58**

Certificate of Deposit (13 Month)

Opening Balance (09/19/2008) **\$10,354.89**

Matures on 10/19/2009

Interest Rate 4.16%

Annual Percentage Yield 4.25%

Tracy Soliday made a motion to approve the Treasurer's Report and Jay Gould seconded it. A vote was taken and the report passed unanimously.

COMMITTEE REPORTS

MEMBERSHIP: Chris Hare

Current Dues are \$156 for CED's, \$78 for PT's.

Chris feels that since we can not communicate using the government PC's, and our website is down, this is hurting our membership.

Currently we have 236 Members out of 330 employees (71.52%). Chris will double check these numbers because he noticed names missing off the list that should be on there.

THERE ARE SOME SUCCESS STORIES OUT THERE!!!! WE are down to only 1 office in the state without any representation, Harrison/Crawford/Floyd. Henry County, Sullivan County, have increased memberships!!!! WELCOME!

Chris has asked Nicole Davidson to help him with combining Membership and Publicity. Currently we don't have a publicity chair. Chris feels this can be combined with **membership**.

BENEFITS: Craig Dishman

All the benefits are listed on the nascoe.org website. Too many good deals to report.

LEGISLATIVE: Jacob Maxwell

Capwiz: Haven't had much activity lately.

Jacob Maxwell talked about the up coming fly in legislative trip in March 17-19, 2009. It is not as crucial as it once was now that Colin Peterson has pulled re-organization of USDA is off the table now for another year. Jacob is potentially putting a team of people to go out to WDC for the fly in. The following were approved to attend: Joyce Schmitt (Gibson Co.), Morgan Thornburg (St. Joseph Co.), Wilma Keiper (Jasper Co.), and Steve Thurnall (Ripley Co.) with alternates of Mike Kohlsdorf and Susan Allen. These are just perspectives at this time. Each state will be reimbursed by NASCOE \$900 for the first person attending and will need to cover the costs for the rest of people attending. Jim Hudelson made a motion to pay per diem per federal regulations to the attendees and it was seconded by Lisa Wooten with the motion unanimously passing. They **MUST** attend all meetings in order to be reimbursed.

PROGRAMS: OPEN

Nancy Best has resigned from being this chairperson. However, she feels this would be a great position for a PT. This person accepts suggestions or ideas from fellow employees across the state, to make our jobs easier. Over the past couple of years, Indiana has submitted the most suggestions, some of which have been implemented nationally. I asked Nancy how much time was involved and she mentioned it wasn't time consuming at all.

IF YOU ARE INTERESTED, PLEASE CONTACT ERIC ARMENTROUT, OR DARLA NORRIS!

AWARDS: OPEN

IF YOU ARE INTERESTED, PLEASE CONTACT ERIC ARMENTROUT, OR DARLA NORRIS!

SCHOLARSHIP: Lisa Wooten

There will be 2 \$500 scholarship awards for children of employees. There have been 5 applications submitted so far. 5 directors had volunteered to serve on this committee to review and rank these applications.

Silent auction will also go for the scholarship fund. We discussed financially the 50-50 raffle since time is running out for the wooden items we usually have donated not depending on them this year.

The silent auction has been a money maker for Indiana. 2008 raised - \$ 895.00 2007 raised - \$ 1,100.00

WEBMASTER: Amy Barber & Jim Hudelson

Jim and Amy are looking into what our best option is for rebuilding our website. The cost will be about \$5 per month or \$60 per year, which IASCOE will reimburse to the credit card holder whose credit card is used. Jim is only looking at web hosts that are American. Jim mentioned about using "Frontpage." There also happens to be training in Aglearn for using Frontpage. Allow at least 3 people to have access to update this new website. A target date of 3/27/09 is planned for the new website at the convention.

JOINT CONVENTION

Chris discussed the upcoming joint Indiana/Illinois State Convention on March 27 at the Holiday Inn at US 41 and I-70. There will be a meeting at 10 a.m. for the directors. In the afternoon a retirement speaker will be there from 1-3:30. There will be bowling Friday night. This way all members of a family can participate. Chris thinks we should get a list of the people interested in bowling, then mix up the teams by drawing names out of a hat. This is a great way to mix with people we don't normally talk to.

If we fill all 80 rooms reserved, the \$350 meeting room charge will be waived for Friday. If we have at least 120 people eat for lunch, the \$350 meeting room charge will be waived for Saturday. (Both Tammy and Chris are nervous we may not make this goal.) It won't break us though. \$125 per state.

There will be 3 tables of emblems till 3:30 the first day, and all day Saturday. We need to buy 50-50 raffle tickets. Directors Meeting at 10:00 a.m. in Terre Haute at the Holiday Inn. Linda Trice, Acting Deputy Secretary will be attending as guest.

ELECTIONS:

Jacob Maxwell opened the floor for nominations for the office President. Jay Gould made a motion for ERIC ARMENTROUT which was seconded by Ken Harden. Lisa Wooten made a motion to close nominations for President and Jay Gould seconded. A vote was take and Eric Armentrout was elected President unanimously. The floor was opened for nominations for the office of Vice President. Chris Hare nominated Darla Norris and Janet Ault seconded. Jim Hudelson made a motion to close nominations and Lisa Wooten seconded. A vote was take and Darla Norris was elected Vice President unanimously. The floor was opened for nominations for the office of Secretary/Treasurer. Janet Ault nominated Amy Barber and Jay Gould seconded the nomination. Chris Hare made a motion to close nominations which was seconded by Ken Harden. A vote was take and Amy Barber was elected Secretary/Treasurer unanimously. The 2009 duly elected officers are as follows:
PRESIDENT: ERIC ARMENTROUT (WABASH COUNTY)
VICE PRESIDENT: DARLA NORRIS (DAVIESS/MARTIN)
SEC./TREASURER: AMY BARBER (PIKE /DUBOIS COUNTY)

NATIONAL CONVENTION:

Eric mentioned he has looked into getting a 55 person bus to take Indiana, Illinois, Iowa, Wisconsin, and Michigan attendees to Gatlinburg for this year's National Convention AUGUST 11-16. The price for the bus would be \$5,200. This is only \$100 per person. Jacob Maxwell made a motion that Eric Armentrout and Craig Dishman serve as the voting delegates from Indiana with Lisa Wooten seconding the motion. A vote was taken and the motion passed unanimously. The 2 delegates will be the official Indiana vote during the convention. The delegate's transportation and lodging will be paid by IASCOE. Ken Harden made a motion to name Chris Hare as the National Convention Alternate Delegate with Tracy Soliday seconding. A vote was take and the motion passed unanimously.

RASCOE: Betty Craig

Betty wants the list of names of all retirees. If there are any employees who have retired in their county, please email Chris Hare their names, addresses, and email address. Chris will forward to Betty.

MidWest Area Rally

IASCOE pays for 2 delegates to attend the Mid-West Rally (transportation & lodging paid by IASCOE). This year the rally will be held on April 3-4, 2009 in Des Moines, Iowa. Steve Rodenberg made a motion that Chris Hare and Eric Armentrout would be the delegates with Janet Ault seconding. A vote was take and the motion passed unanimously.

Chris Hare made a motion that Amy Allen be given a plaque in recognition of all of her years of service as Sec/Treasurer and have her registration and lunch fee be paid for the Joint convention with Cynthia Carroll seconding the motion. A vote was taken and the report passed unanimously.

Jacob thanked everyone for letting him serve as President. He has enjoyed the time he has served.

Jim Hudelson made a motion for adjournment and Chris Hare seconded it. The meeting adjourned.

Respectfully Submitted:

Amy Barber,
2009 IASCOE Secretary

