

NASCOE MEMBERSHIP

BREAKOUT SESSION



Scan me!

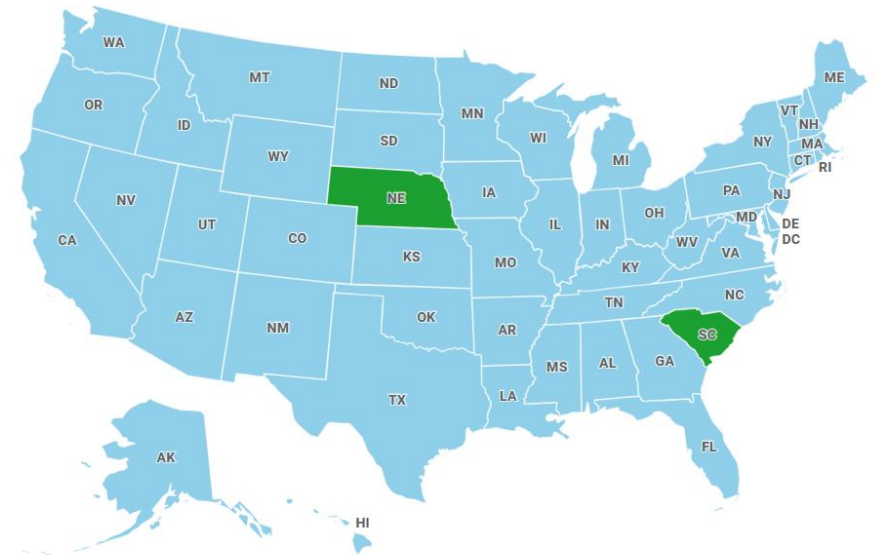
MEMBERSHIP CO-CHAIRS

GLENN THOMAS – SOUTH CAROLINA

GLENN.THOMAS@NASCOE.ORG

EMILEE SEIER – NEBRASKA

EMILEE.SEIER@NASCOE.ORG



MIDWEST AREA - MWA

LEANN OLTMANNS – ILLINOIS

LEANN.OLTMANNNS@NASCOE.ORG

LAUREN SHANK – INDIANA

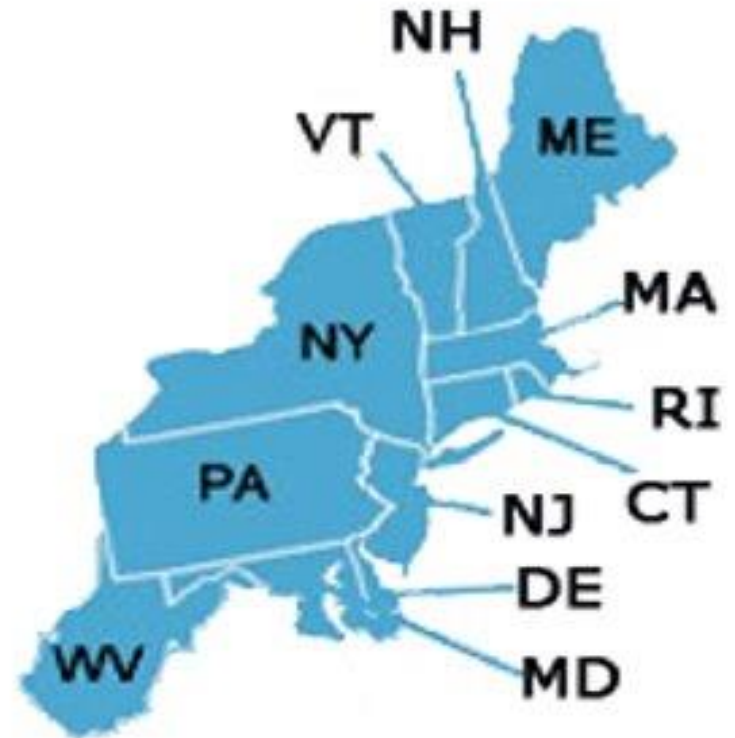
LAUREN.SHANK@NASCOE.ORG



NORTHEAST AREA - NEA

SARAH KUBIK - CONNETICUT

SARAH.KUBIK@NASCOE.ORG



NORTHWEST AREA - NWA

JENNY LEE- MONTANA

JENNY.LEE@NASCOE.ORG



SOUTHEAST AREA - SEA

SARAH SMITH - TENNESSEE

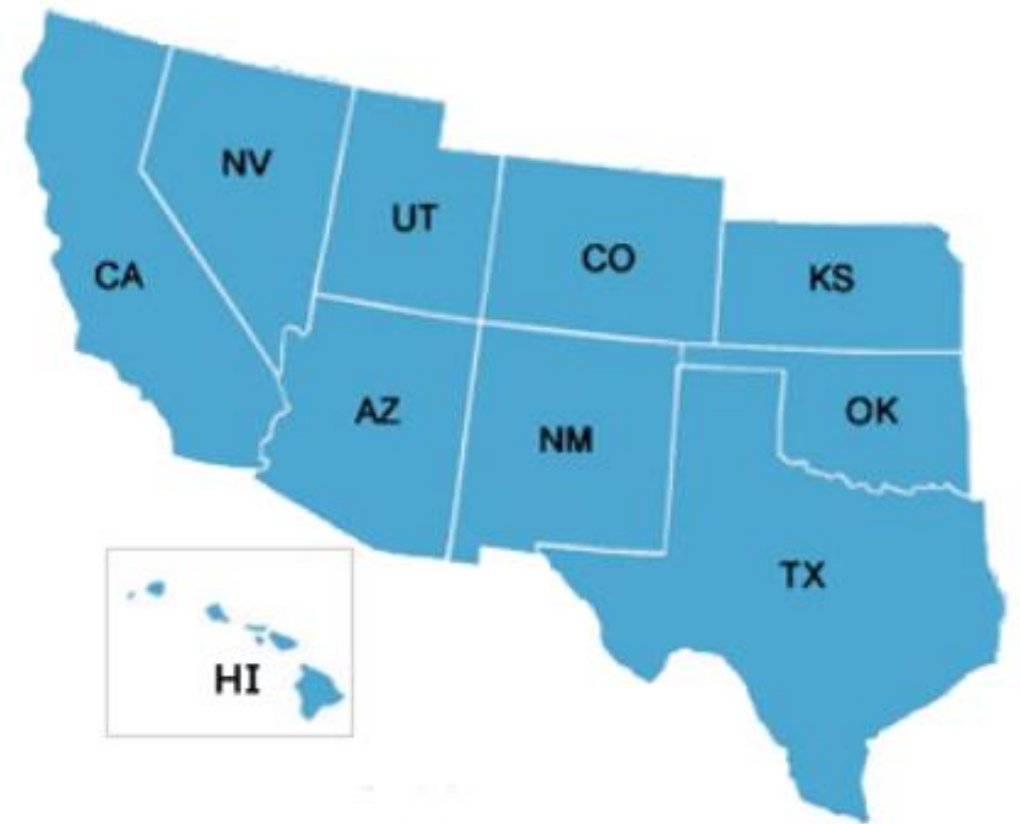
SARAH.SMITH@NASCOE.ORG



SOUTHWEST AREA - SWA

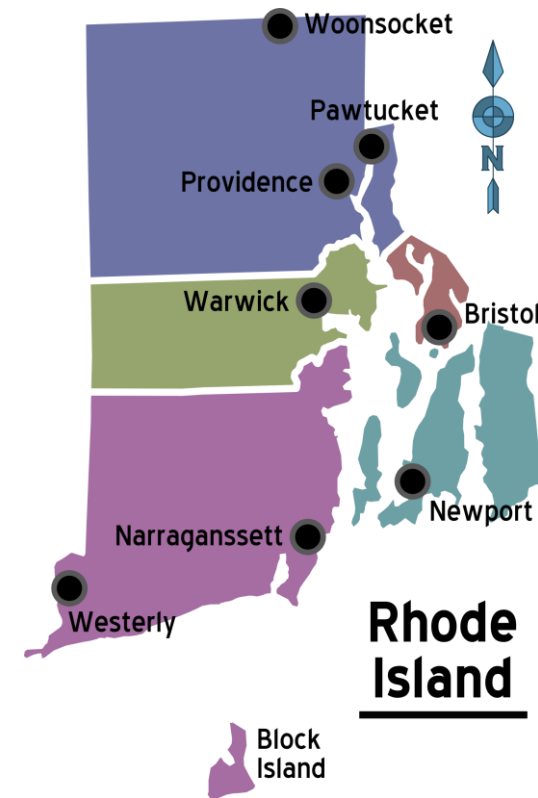
BREEANN FINK - KANSAS

BREEANN.FINK@NASCOE.ORG



100% MEMBERSHIP STATES FOR 2023

RHODE ISLAND – NEA

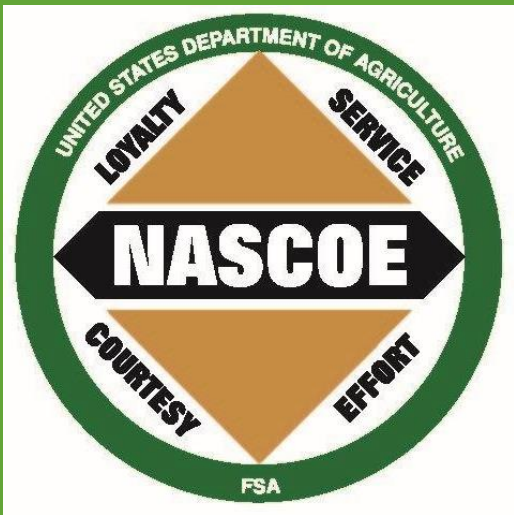


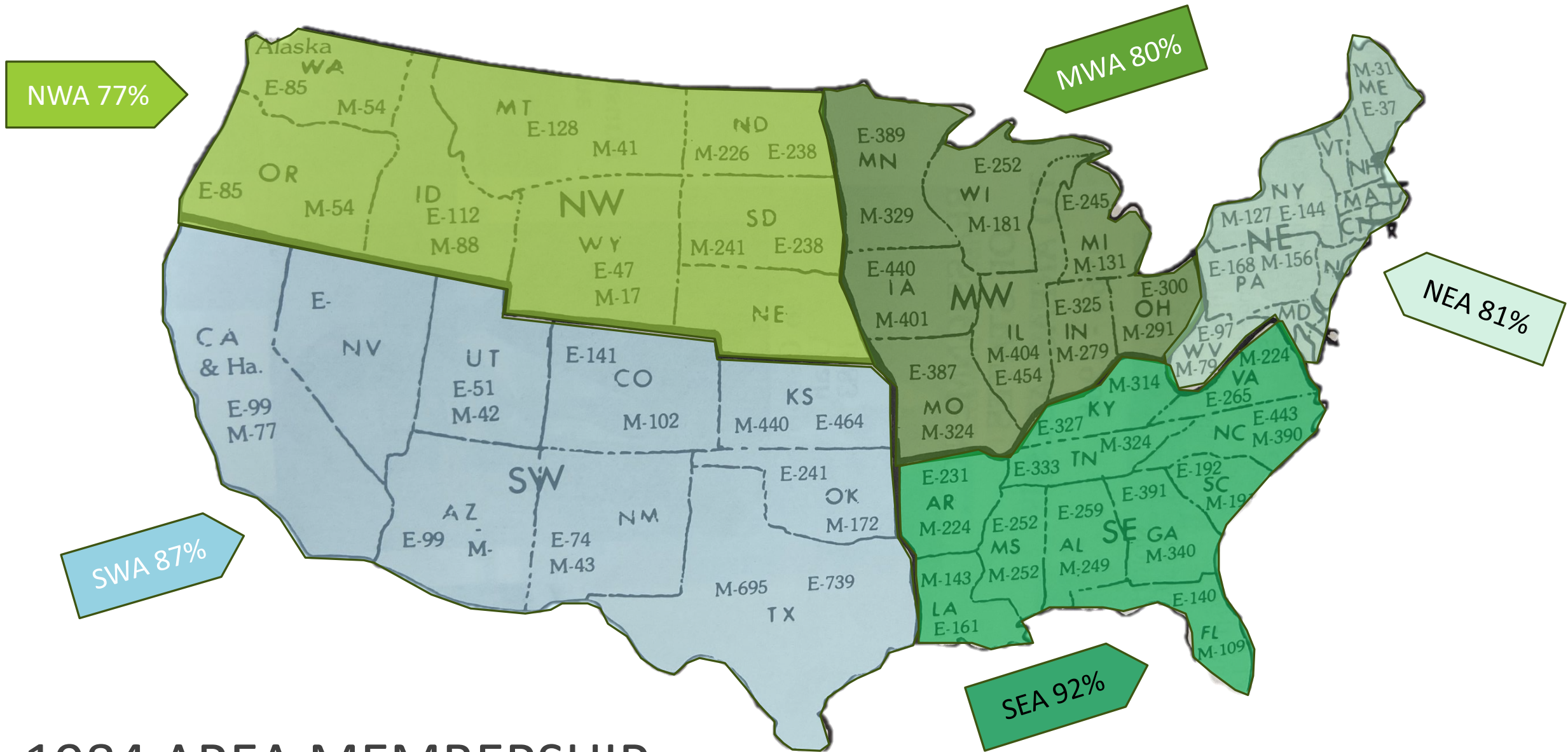
TOPICS TO BE DISCUSSED



- WHERE WE WERE, WHERE WE ARE, WHERE WE ARE GOING
- TREASURER & MEMBERSHIP CHAIRPERSON – WHERE IT ALL BEGINS
- MEMBERSHIP DUES SUBMISSION AND CALCULATION
- NASCOE WEBSITE/APP
- MEMBERSHIP AWARDS
- MEMBERSHIP DRIVES (RECRUITMENT)
- AVAILABLE TOOLS
- JUMP TEAMS

WHERE WE WERE, WHERE WE ARE, WHERE WE ARE GOING...





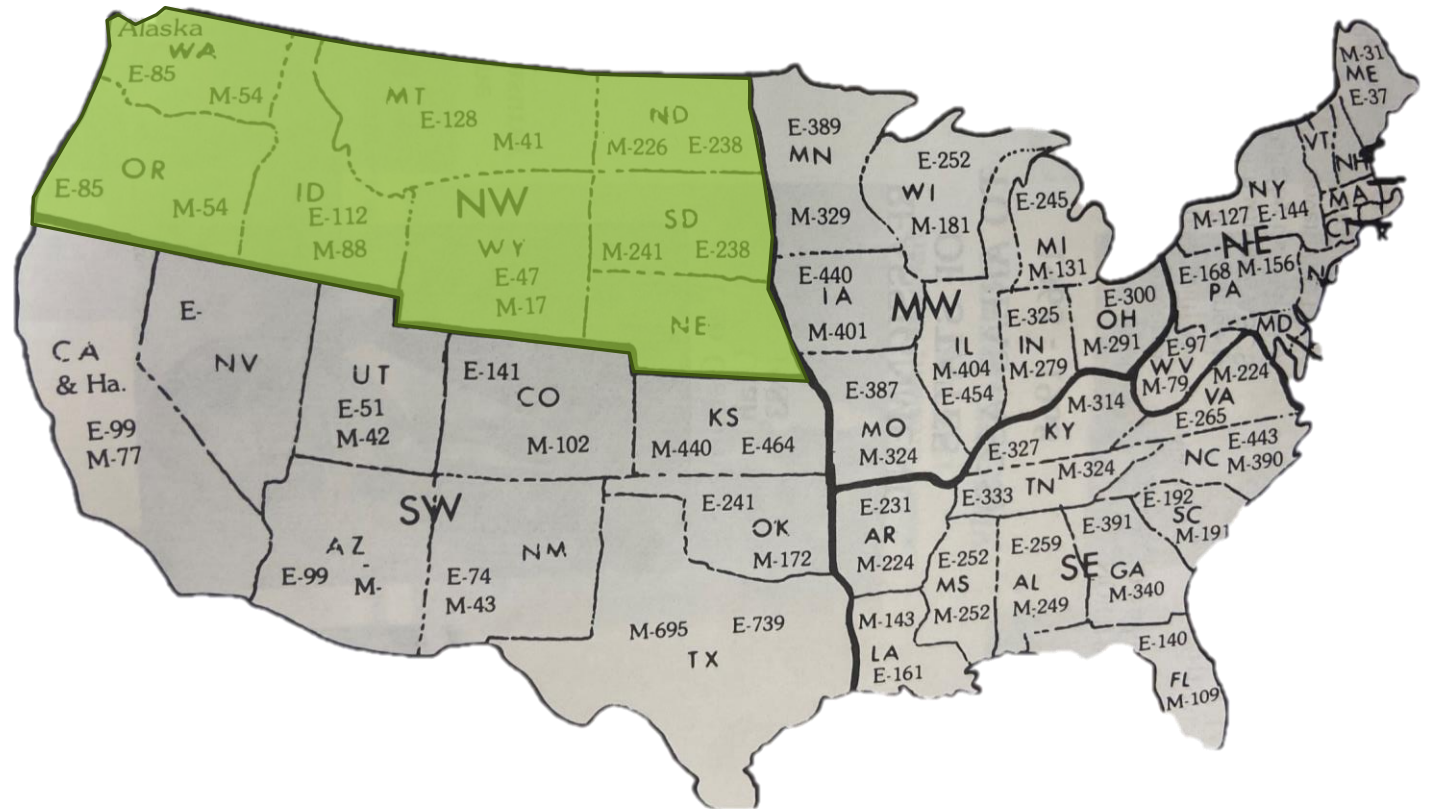
1984 AREA MEMBERSHIP

40 Years Ago

NORTHWEST AREA - NWA

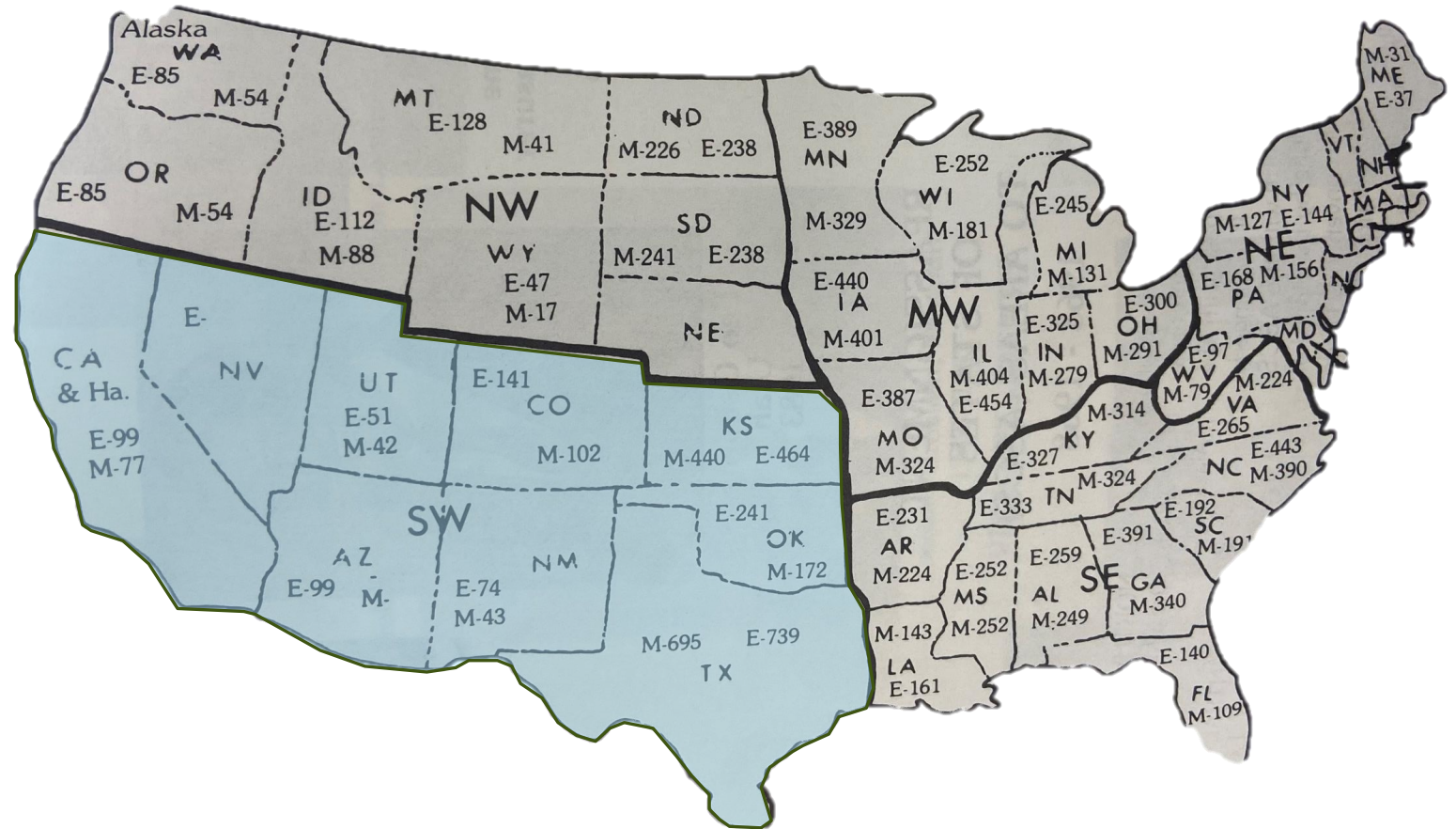
1984 – 77%

2023 – 69%



1984 – 87%

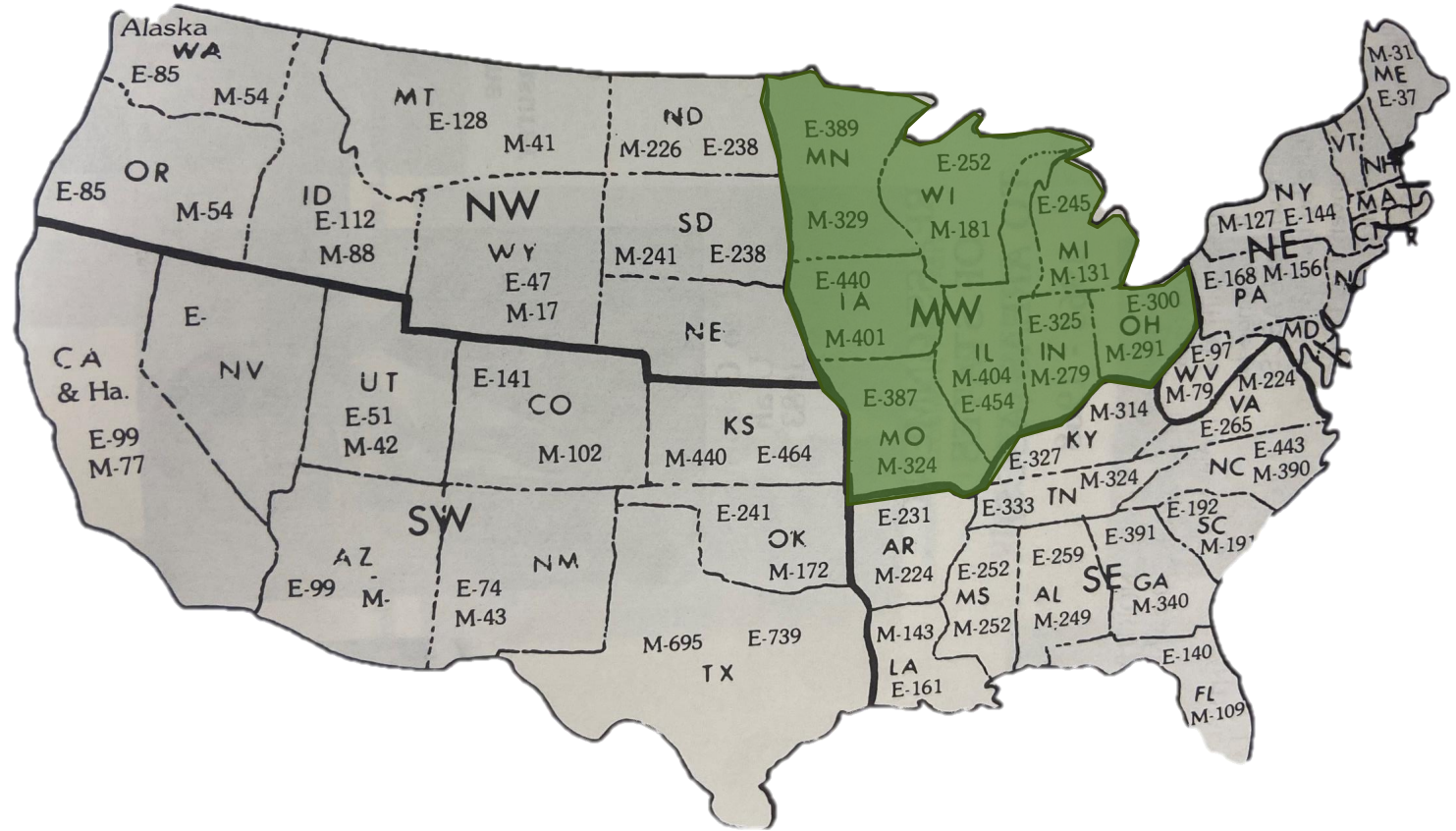
2023 – 67%



MIDWEST AREA - MWA

1984 – 84%

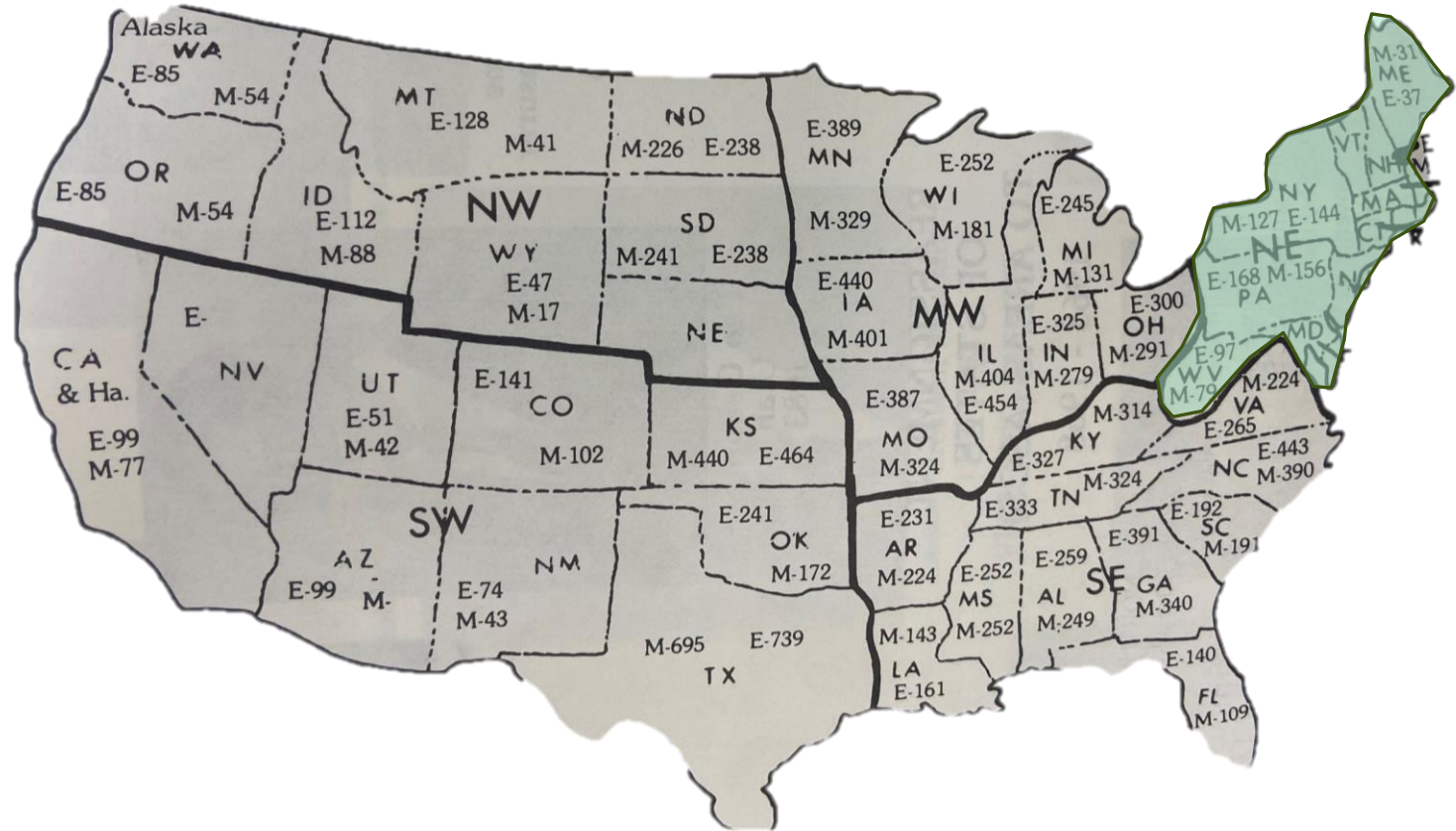
2023 – 67%



NORTHEAST AREA - NEA

1984 – 81%

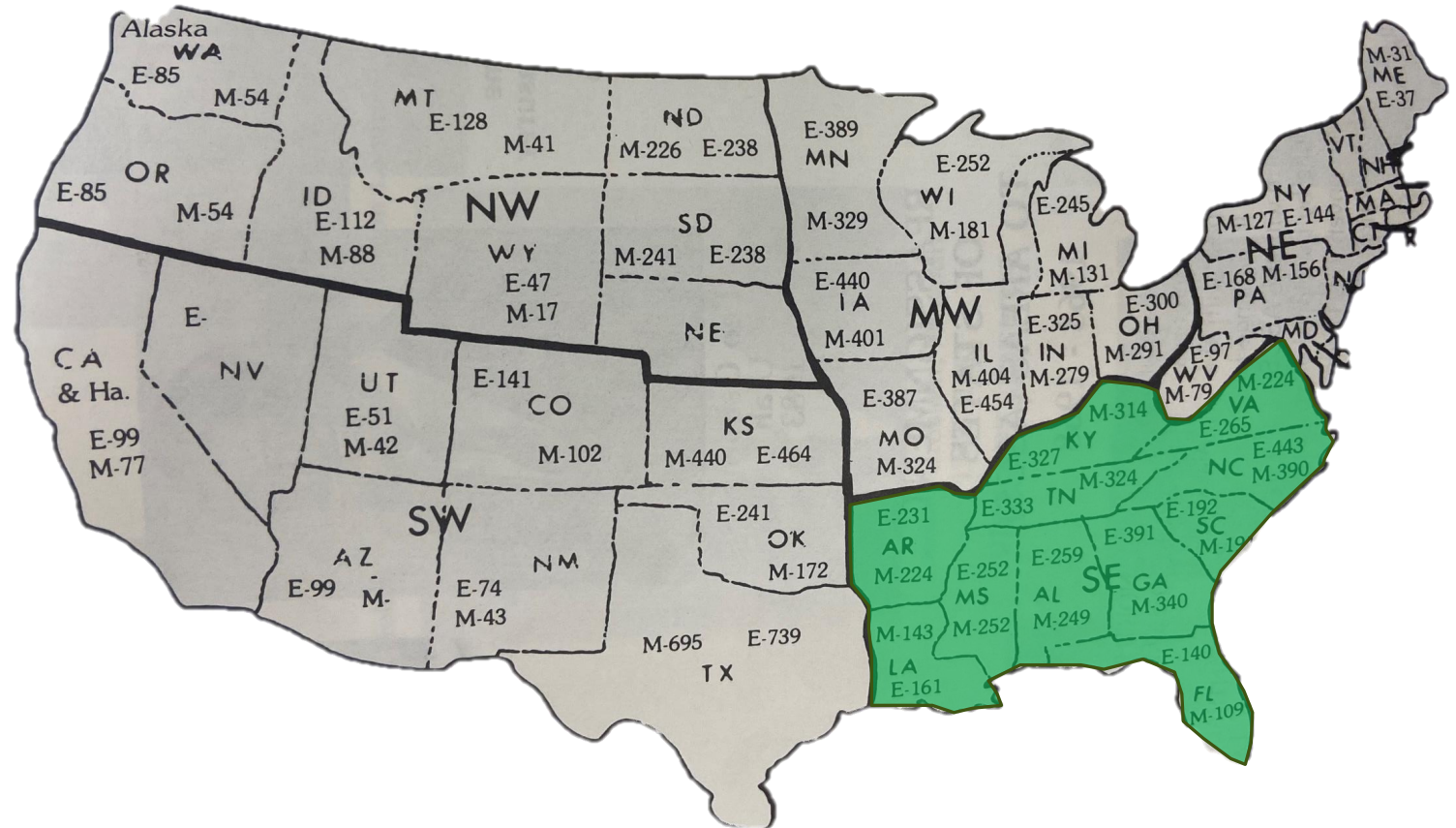
2023 – 71%



SOUTHEAST AREA - SEA

1984 – 92%

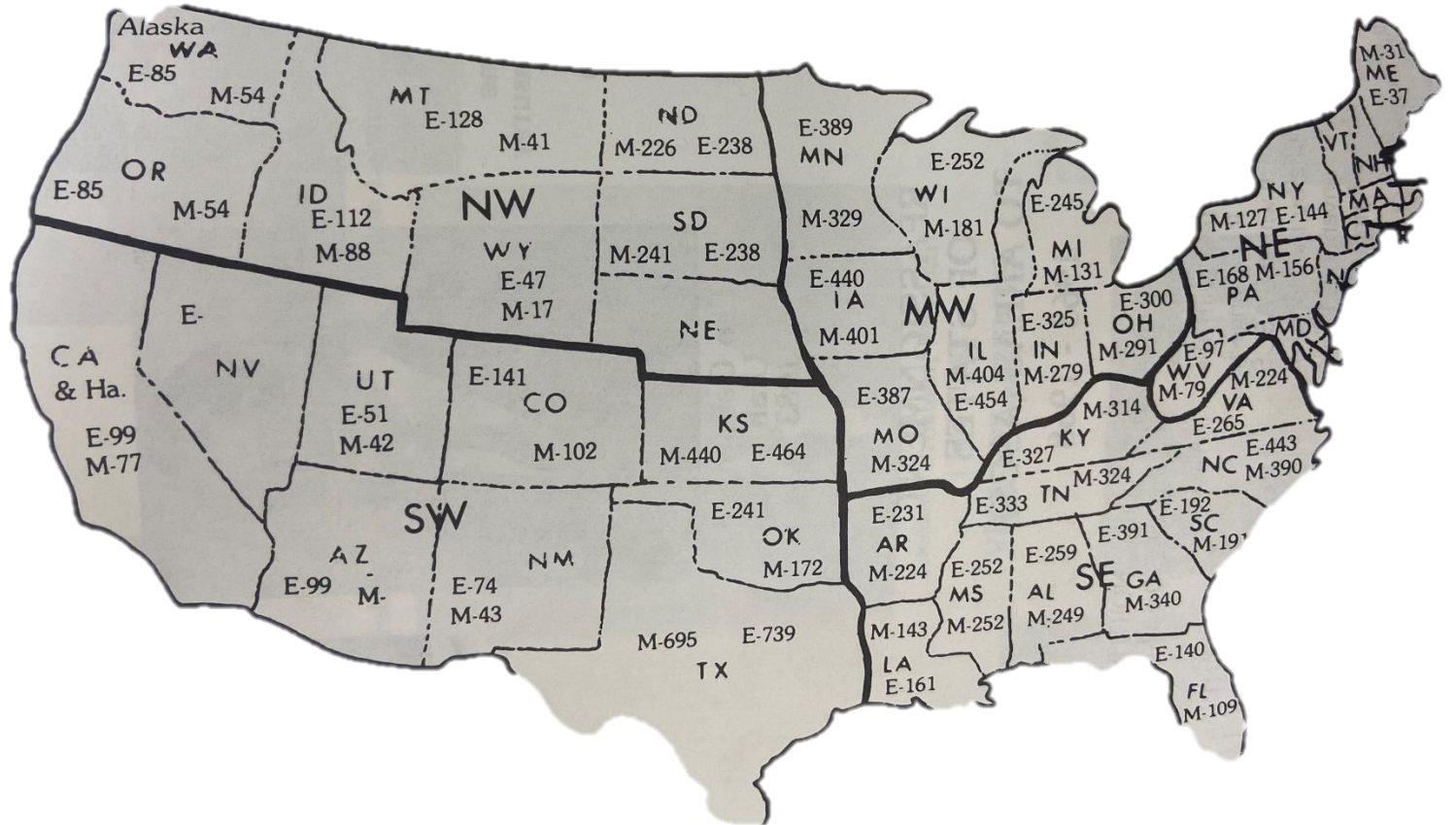
2023 – 78%



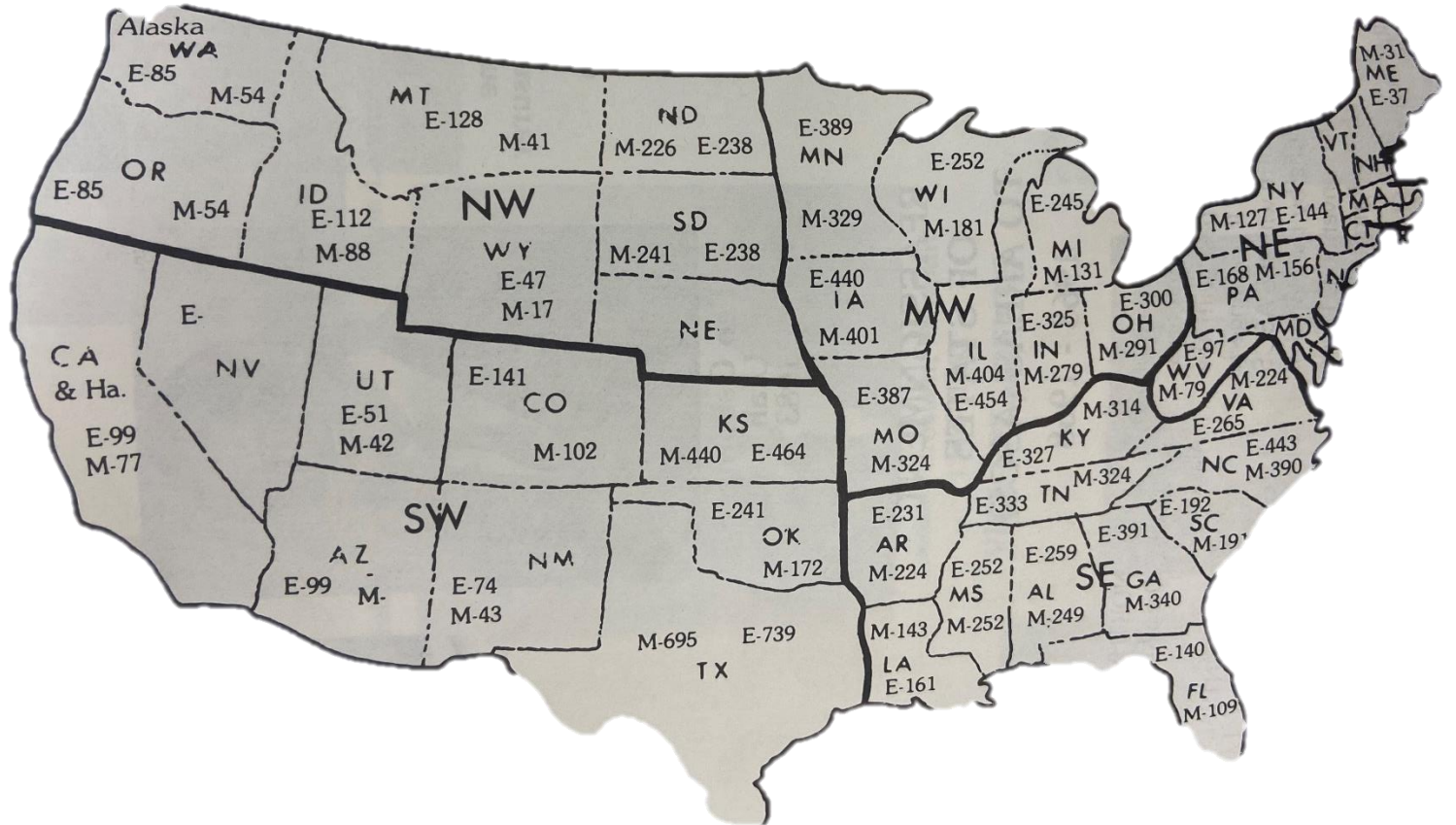
1984 MEMBERSHIP – 86%

EMPLOYEES: 9,546

MEMBERS: 8,205



MEMBERS: 4,739



WHERE WE WERE, WHERE WE ARE, WHERE WE ARE GOING...

WERE: 86%

ARE: 70%

GOING: ??



IT TAKES TEAMWORK



TEAMWORK STARTS: STATE MEMBERSHIP CHAIRPERSON

Responsibilities include:

- Solicits State Membership
- Provides leadership in an effort to promote and maintain high levels of membership in their state Association.
- Works closely with District Chairs to promote the State Association.
- Prepare and maintain a welcome package for new co-workers and non-members to be sent out.
- Communicates with the State Treasurer to maintain the state member's information. Timely submit changes to the Area Membership Chair;
- Communicates with the State Treasurer to monitor biweekly payroll reports from NFC. Also reviews these reports for accuracy.
- Work closely with the State Treasurer to track and request Membership Awards!



WORKING WITH - STATE TREASURER

Responsibilities Include:

- Establishing and maintaining bank accounts as well as all financial records of the Association
- Regular disposition of income and expenses
- Preparing Financial Reports
- Compare and validate current dues withholdings for members
- Work with the State Membership Chairperson to maintain necessary reports (MAR's), receives membership dues and issues payments for the State Association.
- Works closely with the State Membership Chairperson to track and request Membership Awards.



NASCOE DUES

FISCAL YEAR RUNS JULY 1ST – JUNE 30TH

QUARTLEY DUES SUBMISSION DEADLINES



REVIEW MEMBERSHIP CALCULATION GUIDELINES



- **PERMANENT APPOINTMENT** county office employee is defined as a permanent FSA employee whose work performance evaluation rating or reviewing official in the COC or DD, which includes CO and GS employees. COTs (now CEDT's) and FLOTs are also eligible.
- State Associations that allow GS employees to be FULL members, will count all CO members and eligible **GS FULL MEMBERS** in their total count of membership.
- A membership percentage will be calculated by dividing this total by the total number of CO employees only in the state minus any CO employees who perform 100% Farm Loan work. This percentage will be capped at 100%.
- If a CO employee is doing 100% GS work and is a member, then they will be counted in the membership as well as total employees. NASCOE will provide data obtained from WDC as available, but it is up to each state association to verify accuracy.
- States that allow GS members but only charge **ASSOCIATE** members dues those states will only count them as associate members. They will not count in membership or employee total.
- Temporary co-workers are not counted in the membership percentage

CALCULATION EXAMPLE WITH FULL GS CO-WORKERS

TOTAL CO EMPLOYEES: 15

TOTAL GS EMPLOYEES: 8

NASCOE MEMBERS: 7

NASCOE FULL MEMBERS: 2

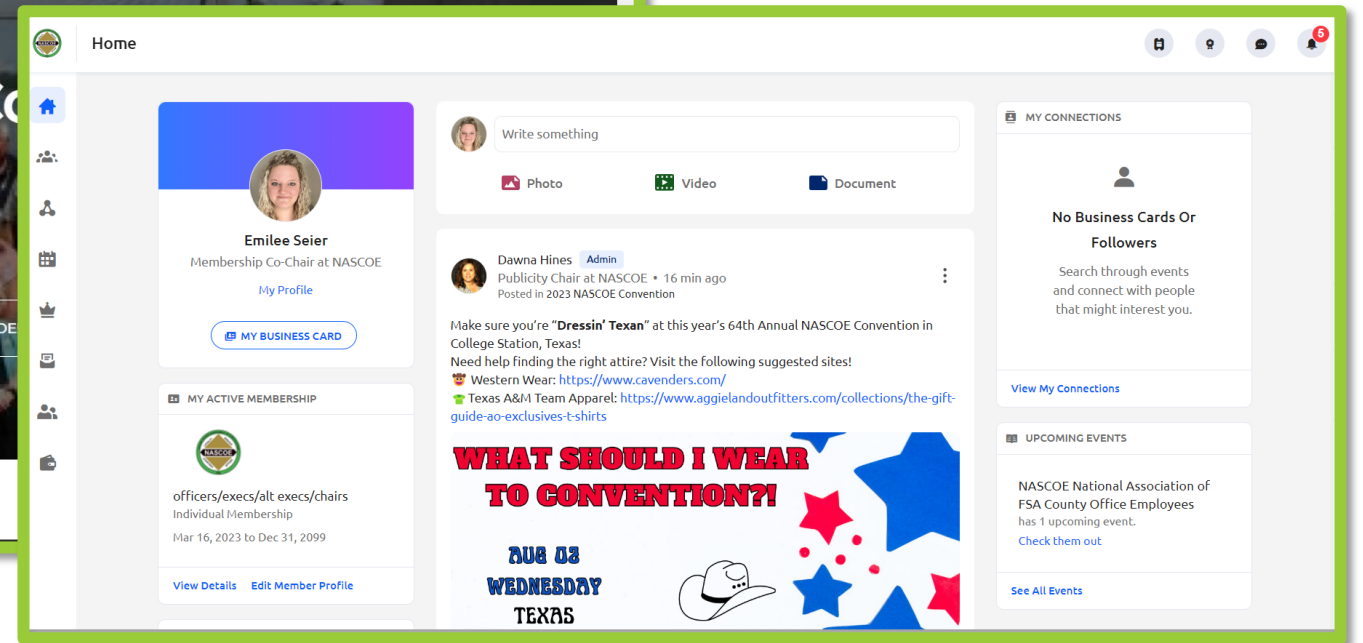
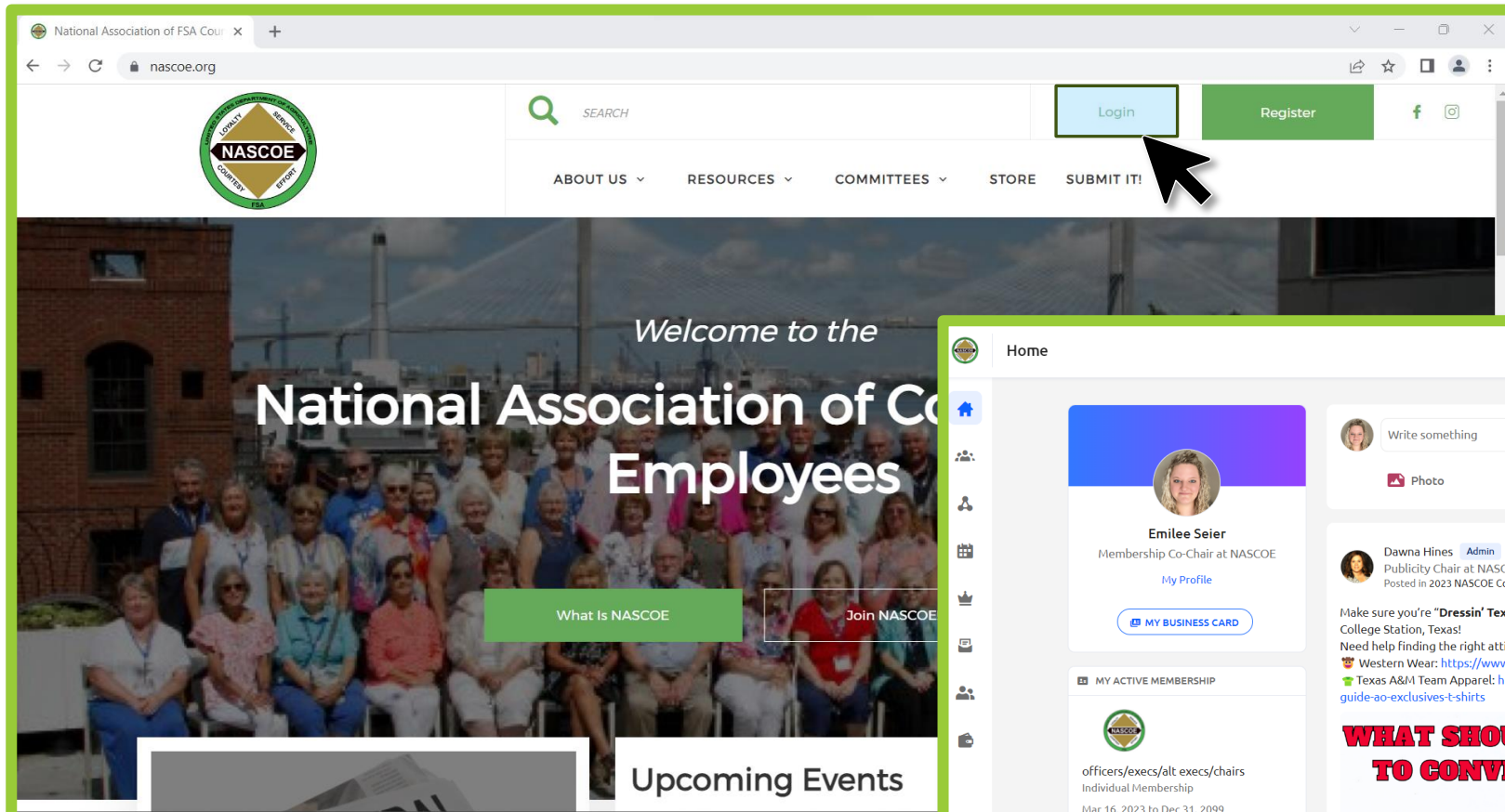
TOTAL NASCOE FULL MEMBERS = (7+2) 9

MEMBERSHIP CALCULATION:

TOTAL CO EMPLOYEES: 15

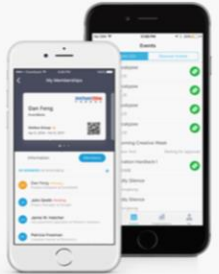
TOTAL FULL MEMBERS (CO & GS): 9

$9/15 = .60 * 100 = 60\%$





WWW.NASCOE.ORG

DOWNLOAD THE NASCOE APP

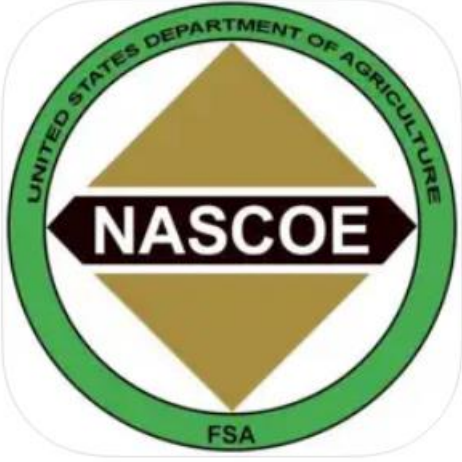


Take your membership anywhere
Maximize your experience with the Glue Up mobile app.

 [Download the iOS App](#)



 [Download the Android app](#)

If you have any issues, please contact
info@nascoe.org



NASCOE 4+
EventBank
Designed for iPhone
Free

NASCOE
Glue Up
National Association of FSA County Office Employees

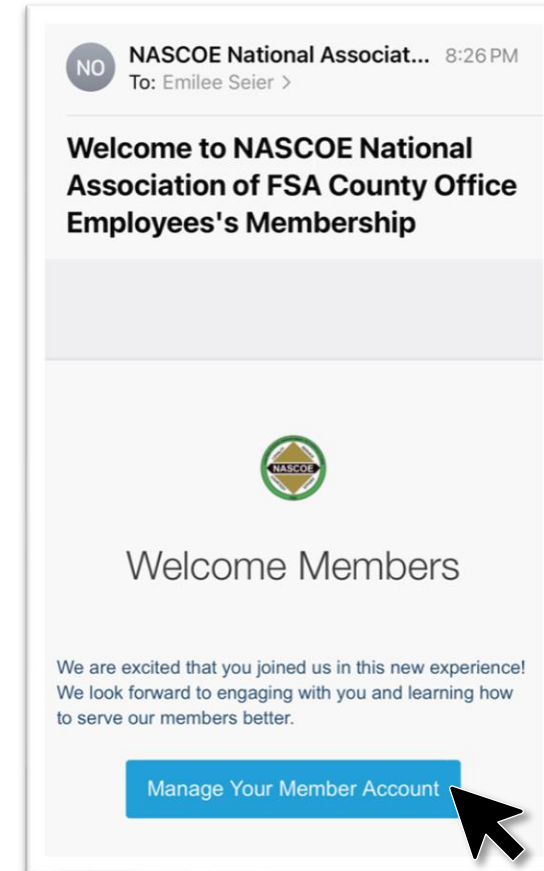
 100+ Downloads |  Everyone ⓘ

[Install](#)

NASCOE APP/WEBSITE ACCESS

INFORMATION STATE MEMBERSHIP CHAIRS
NEED TO SEND TO AREA MEMBERSHIP CHAIRS
FOR NEW MEMBERS OR EXISTING MEMBERS
WITHOUT ACCESS :

- MEMBER FIRST AND LAST NAME
- STATE ASSOCIATION
- PERSONAL E-MAIL ADDRESS
(NO .GOV E-MAIL ADDRESSES CAN BE USED)
- MEMBERSHIP TYPE
(FULL REGULAR/ASSOCIATE/HONORARY LIFE)



NASCOE APP/WEBSITE UPDATES

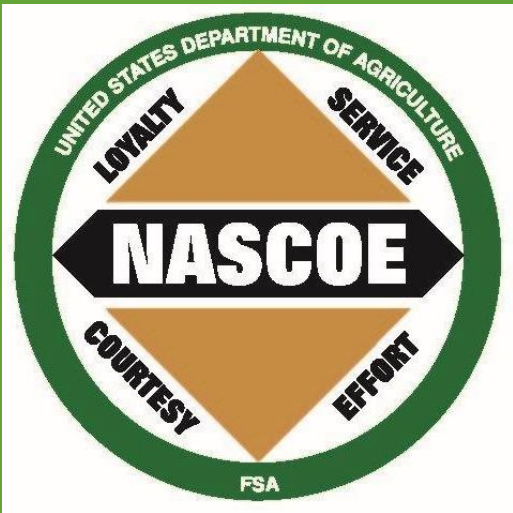
MEMBERS CAN UPDATE THEIR PROFILE INFORMATION THEMSELVES: NAME, E-MAIL ADDRESS, ETC.

STATE MEMBERSHIP CHAIRS NEED TO NOTIFY

AREA MEMBERSHIP CHAIRS OF CHANGES:

- CHANGE FROM FULL REGULAR MEMBER TO AN ASSOCIATE OR HONORARY LIFETIME MEMBER (HLM)
- CO-WORKER LEAVES AGENCY/RETIRES – NO LONGER MEMBER/ASSOCIATE/HLM
 - ASSOCIATE MEMBER CHANGES TO FULL REGULAR MEMBER
- CO-WORKER CHANGES STATES – LET NEW STATE MEMBERSHIP CHAIR KNOW

MEMBERSHIP DRIVES & RECRUITMENT



QUESTION 1 : IDENTIFY FOUR DIFFERENT WAYS YOUR STATE ENGAGE WITH ITS MEMBERS?

- DIRECT MAILINGS
- EMAIL DATABASE
- NEWSLETTERS
- NETWORKING
- PHONE CALLS
- MONTHLY ASSOCIATION CALLS
- WRITE UPS FROM THOSE WHO ATTEND RALLYS/CONVENTIONS
- SOCIAL MEDIA ENGAGEMENT
- MEMBERSHIP PACKETS
- COF/CED DIRECT CONTACT
- INVITE CO-WORKERS TO CONVENTIONS
- ONLINE SCHOLARSHIP AUCTIONS
- FOSTERING FIRST TIMERS
- AREA ACTIVITIES
- INCENTIVES

Question 2 - Identify 4 things that you feel are the top reasons that being a member of NASCOE is important.

- NASCOE IS OUR UNITED VOICE
- STRENGTH IN NUMBERS
- ACCESS TO NATIONAL OFFICE
- NETWORKING
- FRIENDSHIP
- INFORMATION SHARING
- SUPPORT SYSTEM
- BENEFITS
- PROGRAM & NEGOTIATIONS
- SUPPORTING AGRICULTURE INDUSTRY
- LEADERSHIP OPPORTUNITIES
- VOICE TO CONGRESSIONAL MEMBERS
- JOB SECURITY

Question 3 - Identify 4 things that cause struggles with promoting, retaining or engaging with members in your states?

- LOSS OF NASCOE HISTORY/KNOWLEDGE
- LACK OF SUPPORT FROM UPPER MANAGEMENT
- TRAVEL RESTRICTIONS/ISOLATION
- LACK OF IN-PERSON TRAINING
- WORKLOAD
- GENERATIONAL GAP
- MISCONCEPTIONS OF WHAT NASCOE DOES
- ENTITLEMENT – ASSUME BENEFITS ARE AUTOMATIC
- ISSUES WITH NASCOE DECISIONS
- NATIONAL OFFICE RECOGNITION
- LACK OF REGULAR COMMUNICATION
- PERSONS THINK NASCOE IS A UNION
- LACK OF UNDERSTANDING OF PAC

Question 4 - Identify the top 3 items that you feel should be priorities for NASCOE.

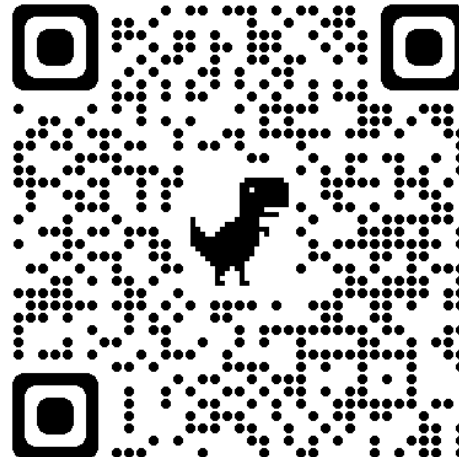
- TRANSPARENCY FROM NATIONAL OFFICE
- HIRING & EMPLOYEE DEVELOPMENT/MENTORSHIP
- STAFFING
- CLEAR UNDERSTANDING OF WHEN IT'S APPROPRIATE TO TALK ABOUT NASCOE
- MEMBERSHIP INVOLVEMENT
- VISION OF COUNTY OFFICE STRUCTURE
- ADDRESSING EMPLOYEE BURNOUT
- WORK ENVIRONMENT/EXPECTATIONS
- QUARTERLY NEWSLETTERS
- PERSONAL TOUCH
- REGULAR MESSAGES FROM LEADERSHIP – PRESIDENTS, OFFICERS, CHAIRS
- SETTING PRIORITIES AND SHOWING HOW NASCOE IS WORKING TOWARDS THEM



WWW.NASCOE.ORG

The screenshot shows the NASCOE website. The top navigation bar includes a search bar, a 'Login' button, and a 'Register' button. Below the navigation bar is a large banner image of a group of people. Overlaid on the banner is the text 'Welcome to the National Association of County Office Employees'. A green box highlights the 'COMMITTEES' link in the top navigation bar. A black arrow points to this link. A second, larger green box highlights the 'MEMBERSHIP' link in the dropdown menu that appears when 'COMMITTEES' is clicked. Another black arrow points to the 'MEMBERSHIP' link. The dropdown menu also includes links for 'AWARDS & SCHOLARSHIPS', 'PUBLCITY', 'LEGISLATIVE', 'BENEFITS & EMBLEMS', 'COUNTY OFFICE ADVOCACY', and 'PROGRAMS & NEGOTIATIONS'. A 'JOIN NASCOE!' button is visible to the right of the dropdown menu.

Membership



WWW.NASCOE.ORG/COMMITTEE/MEMBERSHIP

YOUR ASSOCIATION | YOUR BENEFITS | YOUR JOB | YOUR VOICE



MEMBERSHIP IS THE STRENGTH OF NASCOE



WWW.NASCOE.ORG

What can I do?

- [BECOME A MEMBER](#)
- [SUBMIT NEGOTIATION ITEMS](#)
- CONTRIBUTE TO THE PAC
- [SUBMIT PROGRAM SUGGESTIONS](#)
- OFFER YOUR INPUT TO LEADERSHIP
- PROMOTE NASCOE
- BECOME ACTIVE IN STATE ASSOCIATION
- SERVE ON SPECIAL COMMITTEES
- KEEP INFORMED
- [ATTEND CONVENTIONS AND AREA RALLIES](#)

WHAT CAN I GAIN BY BECOMING A MEMBER?

BEING PART OF THE TEAM THAT WORKS FOR PROTECTING OUR JOBS, BENEFITS AND FAIR TREATMENT OF COUNTY OFFICE EMPLOYEES

ABILITY TO WORK WITH MANAGEMENT THROUGH OUR NEGOTIATION PROCESS

UPWARD MOBILITY FOR ALL CO EMPLOYEES

CLOSE FELLOWSHIP WITH OTHER COUNTY OFFICE EMPLOYEES FOR A VAST NETWORK OF SUPPORT

VOICE IN FORMULATION OF PROGRAMS AND BENEFITS WITH CONGRESS THROUGH A STRONG LEGISLATIVE PROCESS/LEGISLATIVE CONSULTANT

TRAVEL AND EVENT DISCOUNTS

WHAT HAS NASCOE DONE? PAY AND RAISES EACH TIME CONGRESS GRANTS FEDERAL EMPLOYEE RAISES | EQUAL BENEFITS TO OTHER FEDERAL EMPLOYEES | GRIEVANCE PROCEDURE | EMPLOYEE/MANAGEMENT AGREEMENT | RECLASSIFICATION FOR COUNTY EXECUTIVE DIRECTOR AND PROGRAM TECHNICIAN POSITIONS | MORE GRADE 8 POTENTIAL FOR PROGRAM TECHNICIANS - KEY PROGRAM TECHNICIANS/LEAD PROGRAM TECHNICIANS | NEGOTIATION PROCESS WITH MANAGEMENT | STRONG LEGISLATIVE PROGRAM | LEGAL SERVICES FOR MEMBERS | SHARED LEAVE PROGRAM | SCHOLARSHIP PROGRAM | CREDIT FOR YEARS OF SERVICE FOR SICK LEAVE FOR FERS EMPLOYEES | PAID PARENTAL LEAVE | PARENTAL BEREAVEMENT LEAVE | **AND SO MUCH MORE!**

NASCOE OFFICERS

PRESIDENT: MARCINDA KESTER, FL
marcinda.kester@nascoe.org
VICE-PRESIDENT: JOEL FOSTER, SD
joel.foster@nascoe.org
SECRETARY: TAYLOR STUCKI, OK
taylor.stucki@nascoe.org
TREASURER: JESSI COLGROVE, NE
jessi.colgrove@nascoe.org
PAST SECRETARY: RICK CSUTORAS, PA
richard.csutoras@nascoe.org

AREA EXECUTIVES

MWA: KAYLA MATTON, MN
kayla.mattson@nascoe.org
NEA: TINA WILLIAMS, NY
tina.williams@nascoe.org
NWA: LACEY ORCUTT, MT
lacey.orcutt@nascoe.org
SEA: DONNY GREEN, TN
donna.green@nascoe.org
SWA: TRACY WILSON, OK
tracy.wilson@nascoe.org

COMMITTEE CHAIRS

AWARDS/SCHOLARSHIPS: HEIDI CLINKINGBEARD, KS
BENEFITS/EMBLEMS: TRAVIS EISLE, IL
COAC: JEANNINE WENDALL, TX
CO-LEGISLATIVE: CLINT BAIN, TN
DAVID MCBRYDE, NC
CO-MEMBERSHIP: GLENN THOMAS, SC
EMILEE SEIER, NE
CO-PROGRAMS/NEGOTIATIONS: CHRISTA KRAATZ, TX; JENNIE BUDAH, SD
PUBLICITY: DAWNA HINES, TX
TECHNOLOGY COORDINATOR: CAL SHERRHOUSE, FL

What could I lose by not supporting membership?

* YOUR EMPLOYMENT BENEFITS * EQUAL/FAIR TREATMENT * JOBS * NEGOTIATION PROCESS WITH MANAGEMENT * YOUR UNITED VOICE * YOUR RETIREMENT BENEFITS

NASCOE Membership Drive Contest

[Annual NASCOE Membership Drive Contest](#) — Dues deadline July 10, 2023

Honorary Life Membership Requirements

[Honorary Life Membership Requirements](#)

[Honorary Life Membership Submission Form](#)

NASCOE Membership Awards

[2023 NASCOE Membership Consecutive Year County Award Submission form](#) -- Deadline June 15, 2023

[2023 NASCOE Membership Consecutive Year Individual Award Submission form](#)

NASCOE Memorial Submission Form

[2023 NASCOE Memorial Submission Form](#) — Deadline July 1, 2023

Membership Toolkit

[NASCOE Membership Flyer](#) – Updated September 1, 2022

[NASCOE Letter from the President](#) – Updated April 2023

[FSA-444, Dues Withholding Form](#)

[NASCOE Membership Booklet](#)

[Membership Training PowerPoint](#) – Updated October 10, 2022

NASCOE MEMBERSHIP DRIVE CONTEST

Dillard Financial Solutions, Inc., our Benefits Provider, is offering a special membership drive for 2016 and beyond. The state with the highest increase in new members, including associate membership, from July 1 to June 30 of each year will receive a \$1,000 award sponsored by Dillard Financial Solutions, Inc. The state president will receive a plaque on behalf of his or her state association, presented by the NASCOE President at the National Convention. A traveling trophy will also be presented to the state to have for a year. Each year the winning state will have their name engraved on the trophy. States are ineligible for the contest in any dues year in which they received a NASCOE Jump Team assistance with their membership drive. The percentage of increased new membership will be calculated as followed. Each regular member will earn one point. Each associate member will earn half a point.

Total Regular Members as of June 30th (100)	100
Total Associate Members as of June 30th (21)	10.5
Additional Regular Members gained July 1st to June 30th (5)	5
Additional Associate Members gained July 1st to June 30th (2)	1
	<hr/> 116.5

Total additional member points (6) divided by total points on June 30th (110.5) times 100 = 5.43% increase for contest consideration. Dues must be postmarked by July 10th of the current year to be eligible for the contest.

NASCOE HONORARY LIFE MEMBERSHIP

A person is eligible for Honorary Life Membership if the person was a member of his or her state association since the second year of formation or from the first full membership year of employment until retirement and an annuity is earned.

Honorary Life Membership for RIF'ed employees is limited to those retaining their Civil Service Retirement Rights. States must certify to the above at the time a request is submitted to the National Membership Chairperson for recognition as an Honorary Lifetime Member. NASCOE will send an Honorary Lifetime Membership Certificate to the recipient.

If any state has a person they would like to be recognized with Honorary Life Membership and the person does not meet the present requirements, the state may request a **waiver** through the NASCOE Membership Committee Chairperson, with the proposed lifetime member's knowledge and consent, detailing the person's membership history and listing the reasons they feel the person should be an Honorary Life Member. This request for waiver will be acted upon by the Executive Committee at their next scheduled board meeting and the state will be notified of approval or disapproval.

NASCOE CONSECUTIVE YEAR AWARDS

COUNTY: Membership awards are available for **counties** that have maintained 100% **cumulative** membership in NASCOE for 25 - 30 - 35 - 40 - 45 - 50 - 55 and 60 years. These awards will be presented at the 2023 NASCOE convention in College Station, TX. Deadline for the applicable state Secretary/Treasurer to certify and submit eligible individuals is **July 1, 2023**.

These awards are for county offices that have maintained 100% membership in NASCOE for **cumulative** years.

These are one-time awards. Counties that have already been recognized for a specific time period cannot be recognized again. These awards are based on 5-year increments.

If a county office was eligible in one of the last 4 years for the 40 - 45 - or 50-year award and was previously missed being recognized, it is not too late to submit the county.

NASCOE CONSECUTIVE YEAR AWARDS

INDIVIDUAL: Membership awards are available for individual members that have maintained 100% **continuous** membership in NASCOE for 25 - 30 - 35 - 40 - 45 - 50 - 55 and 60 years. These awards will be presented at the 2023 NASCOE convention in College Station, TX. Deadline for the applicable state Secretary/Treasurer to certify and submit eligible individuals is **July 1, 2023**.

These awards are for individual members that have maintained 100% membership in NASCOE for **consecutive** years.

These are one-time awards. Members that have already been recognized for a specific time period cannot be recognized again. These awards are based on 5-year increments.

The members must have reached their specific year award while serving in an active-duty status as a **permanent**, dues-paying member. Associate membership years do NOT count towards the consecutive year membership period.

If an individual member was eligible in one of the last 4 years for an award and was previously missed being recognized, it is not too late to submit the individual.

NASCOE MEMORIAL PRESENTATION

Several years ago, at our NASCOE Convention, a tradition was begun that has become a special part of the convention agenda. In honor of our deceased NASCOE members, we pause at the National Convention to remember those who have passed away in the last year.

This very special service is a time that we pay tribute to those who were dedicated members of NASCOE and who promoted and supported our employee organization during their lifetime.

During this special observance, we recognize our deceased members with a touching PowerPoint presentation set to special music. We ask that you help us honor the deceased members from your state by submitting their information and a photo, if available, so they may be memorialized in this service.

Andrea Stafford, Program Technician from Tennessee, has volunteered to put the memorial service presentation together for the convention in August 2023.

Please send your submission as soon as possible, but no later than **July 1, 2023**.



RECRUITMENT

The State Membership Chairperson (with the help of your State Membership Drive team members) should monitor state vacancy announcements and USAJOBS website for job openings within their state.

(Initial contact) Reach out to the county office prior to hiring. Provide your state as well as national membership materials to the CED of the office for the new co-worker or non-member. Do not use government supplies or mailing in doing this!

(Second Contact) Within 2 weeks after the hire is made, make an initial contact with the new co-worker to introduce yourself and ask if they have any questions. Personal calls work best in most situations (Know your audience). Make use of your membership drive team members in the district/area.

(Third contact) Within 1 month, follow up with a personal e-mail or call to the potential member. This should come from a member of the state leadership or a member of the membership drive team. Then follow-up with a card or personal thank you letter. Communication is Key!

It takes all of us to grow our membership!

MEMBERSHIP PACKET EXAMPLES

INFORMATIONAL
ATTACHMENTS



NASCOE FLYER_Updated_04122...
402 KB



Current NEBRASCOE Dues Rate...
64 KB



NASCOE Membership booklet...
5 MB

Hi Danielle,

Congrats on your new position with FSA!

I'm reaching out to you as the NEBRASCOE membership chair.

In case you don't know, NASCOE is **YOUR** association – the National Association of County Office Employees. By becoming a member of your state association, NEBRASCOE, you also become a member of the National Association NASCOE.

NASCOE is **YOUR UNITED VOICE**, but our membership is the strength of NASCOE. I can tell you firsthand that FSA National Leadership sees the commitment and dedication that your county office co-workers are putting into NASCOE, **but we need YOUR help to increase our membership numbers.**

We need to show FSA leadership that we believe in our association and grow our membership so that all will see our commitment to NASCOE. By doing so, we can bring even greater attention to the many important matters that affect all county office employees. **The stronger our membership, the more opportunities we have as an organization to make an impact and be heard.**

NEBRASCOE recognizes how important it is for all employees to become members. We believe in our Association so much that for new members that join NEBRASCOE, we cover the cost of your dues for the first year you enroll!

The completed FSA-444 form can be returned to emilee.seier@usda.gov, so you are counted as a member right away, even though dues won't start processing until PP10 of 2024!

A few other important things among the many, that I would like to highlight that NASCOE has done for you:

- Paid Parental Leave
- Shared Leave Program
- Key Program Technician Positions
- Lead Program Technician Positions
- Opportunity to submit program suggestions and negotiation items
- Working to maintain and strengthen our County Committee System

If you have any questions about NEBRASCOE or NASCOE, please don't hesitate to reach out to me, or any of the other board members.

You can also ask anyone in your County office as they are all members....by becoming a member you will help the office maintain their **14th YEAR of continuous 100% MEMBERSHIP!!!**

More information can be found at nascoe.org and by reviewing the attached materials.

I look forward to hearing from you!

Emilee

WELCOME
E-MAIL

HIGHLIGHT 100%
MEMBERSHIP
COUNTY OFFICES!

This form is available electronically.

FSA-444
(06-21-12)

U.S. DEPARTMENT OF AGRICULTURE
Farm Service Agency

**REQUEST FOR OR TERMINATION OF VOLUNTARY ALLOTMENT OF PAY
FOR USDA FSA RECOGNIZED ASSOCIATIONS**

NOTE: The following statement is made in accordance with the Privacy Act of 1974 (5 USC 552a - as amended). The authority for requesting the information identified on this form is 5 USC § 552a - Allotment and Assignment of Pay. The information will be used to process an employee request to begin or terminate a voluntary allotment of pay. The information collected on this form may be disclosed to other Federal, State, Local government agencies, Tribal agencies, and non-governmental entities that have been authorized access to the information by statute or regulation and/or as described in applicable Routine Uses identified in the System of Records Notice for GOVT-1, General Personnel Records, USDA/FSA-6, County Personnel Records, and USDA/FSA-7, Employee Resources Master File. Providing the requested information is voluntary. However, failure to furnish the requested information will result in an inability to process an employee request to begin or terminate a voluntary allotment of pay. The collection of information is completed by current Federal employees and is therefore excluded from the Paperwork Reduction Act Requirement as specified in the 5 CFR 1320.3, and OMB approval is not required for this collection of information.

The provisions of appropriate criminal and civil fraud, privacy, and other statutes may be applicable to the information provided.

1. Name of Employee (Last, First, Middle)	2. Last 4 Digits of SSN
3. Home Address of Employee (including Zip Code)	4. Name of USDA Agency (including Division/Branch) Farm Service Agency
	5. State/County of Employment

6. Association (Check One):
☒ NASCOE ☐ NAFEC ☐ NASE ☐ NACS ☐ Other: _____

7. Type of Allotment (Check one) Note: A separate FSA-444 must be filed out for each type of allotment. Select Current Grade: _____
☒ **ASSOCIATION DUES**
I hereby authorize the Farm Service Agency (FSA) all of the following:
• to deduct from my pay on a biweekly basis the amount certified as the regular dues of the Association or state affiliate beginning PP 10 of CY 2024.
• to make any changes in the amount which is certified by the Association or the state affiliate as an uniform change in its dues structure.
• to remit the dues withheld to the Association in accordance with its arrangements with FSA.
☐ **SUPPLEMENTAL INSURANCE COVERAGE**
State: _____ Association: _____
I hereby authorize the Farm Service Agency (FSA) all of the following:
• to deduct from my pay on a biweekly basis the amount certified by me as the premium for insurance elected by me through the NASCOE authorized carrier beginning PP _____ of CY _____.
• premiums withheld will be remitted to the NASCOE carrier in accordance with the agreement between NASCOE and FSA. I understand that if my pay is insufficient to withhold the premium due, I am responsible for paying such premiums directly to the NASCOE carrier if I want to continue my insurance coverage.

I understand this authorization must be filed with the State FSA Office at least 3 days before the end of the pay period in which the first deduction will be made. I further understand this authorization will be terminated at any time I give written notice or in case of my separation for any reason. In either case, such termination will be effective only to prohibit further withholdings.

8. Signature of Employee Requesting Allotment	9. Date (MM-DD-YYYY)
---	----------------------

10. Termination of Allotment (Check One):
State: _____ Association: _____
I request payroll deduction for the following allotment be terminated on the first day of Pay Period _____
☐ NASCOE Dues ☐ Supplemental Insurance Coverage ☐ NAFEC ☐ NASE Dues ☐ NACS Dues ☐ Other: _____

11. Signature of Employee Terminating Allotment _____

13. State Office Action (Check **NFC** tables to determine current PP dues, or supplemental amount)
A. Date Received (MM-DD-YYYY) _____ B. Effective Date (MM-DD-YYYY) _____
D. Name of Employee Updating Request _____ E. Signature of Employee _____

The U.S. Department of Agriculture (USDA) provides documentation in all of its programs and activities on the basis of race color national origin sex disability and where appropriate ethnicity and limited English proficiency information to all persons who are participants in its programs and activities. USDA is an equal opportunity provider and employer.

Personal Email Address: _____

COLLECT
PERSONAL EMAIL
ADDRESS!

MEMBERSHIP PACKET EXAMPLES

APPLICATION FOR MEMBERSHIP

APPLICATION FOR MEMBERSHIP IN THE CONNECTICUT ASSOCIATION OF FSA COUNTY OFFICE EMPLOYEES - CASCOE

Name _____

I am applying for membership as a:

_____ Regular County Office Employee (CO Grade _____)

_____ Associate Member (GS employees only) -- \$50.00

As a member of this worthy Association, I promise to abide by its Constitution and By-Laws and honor its officers.

Dues for Regular Members for 2021:

For lump sum amount- multiply annual salary x .0035

For biweekly deductions from paycheck- divide number from above by 26

Date _____ Signature _____

Personal Email address: _____

Cell Phone for Text Messaging: _____

CHECKS SHOULD BE MADE PAYABLE TO: CASCOE

Return completed forms to: Sarah Kubik
238 West Town Street
Norwich, CT 06360

INSTRUCTIONS FOR COMPLETING FSA-444

New Enrollee/Change in Dues

All employees must complete sections 1-5 of the FSA-444 form. Please be sure to also complete the following:

- Check the "NASCOE DUES" in section 6
- In Section 7, enter the number of the next full pay period, and "21" for the calendar year (CY) in the "ASSOCIATION DUES"
- Beside the CY, write in your payroll deduction amount per pay period based on your Grade/Step as of July 1, 2021 (see enclosed TASCOE dues table)
- Sign/Date Section 8 & 9

PAYING DUES WITH A CHECK INFORMATION

KASCOE DUES FORM

* During the February 27, 2020 Directors meeting the Officers and Directors made the decision to update the dues structure to a flat rate based on your position. This dues structure will be in effect from April 1, 2020 forward.

Position	Amount
County Executive Directors	\$156.00
Program Technicians	\$78.00
Associate Members	\$25.00

Name of Office: _____

Name: _____ Position: _____ Amount \$: _____

Name: _____ Position: _____ Amount \$: _____

Name: _____ Position: _____ Amount \$: _____

Name: _____ Position: _____ Amount \$: _____

Name: _____ Position: _____ Amount \$: _____

Name: _____ Position: _____ Amount \$: _____

Name: _____ Position: _____ Amount \$: _____

Scholarship Donations \$ Amount: _____

Total \$ Amount Enclosed: _____

County Membership % _____

MAIL WITH CHECK MADE PAYABLE TO KASCOE

Mail To:

Katie Taylor, KASCOE Treasurer
1458 Fallen Timber Rd.
New Castle, KY 40050

2020 - 2021 TASCOE DUES July 1, 2020 - June 30, 2021 Membership Dues = July 1 Salary x .0025										
Grade	1	2	3	4	5	6	7	8	9	10
4	78.02 3.00	80.62 3.10	83.22 3.20	85.82 3.30	88.42 3.40	91.02 3.50	93.62 3.60	96.22 3.70	98.82 3.80	101.42 3.90
5	87.29 3.35	90.20 3.46	93.11 3.58	96.02 3.69	98.93 3.80	101.84 3.91	104.75 4.02	107.66 4.14	110.57 4.25	113.48 4.36
6	97.30 3.74	100.54 3.86	103.79 3.99	107.03 4.11	110.27 4.24	113.52 4.36	116.76 4.49	120.00 4.61	123.25 4.74	126.49 4.86
7	108.12 4.15	111.73 4.29	115.33 4.43	118.93 4.57	122.54 4.71	126.14 4.85	129.74 4.99	133.34 5.12	136.95 5.26	140.55 5.40
8	119.74 4.60	123.74 4.75	127.73 4.91	131.72 5.06	135.71 5.21	139.70 5.37	143.69 5.52	147.68 5.68	151.68 5.83	155.67 5.98
9	132.26 5.08	136.67 5.25	141.08 5.42	145.48 5.59	149.89 5.76	154.30 5.93	158.71 6.10	163.12 6.27	167.53 6.44	171.94 6.61
10	145.65 5.60	150.50 5.78	155.36 5.97	160.21 6.16	165.07 6.34	169.92 6.53	174.78 6.72	179.71 6.91	184.49 7.09	189.35 7.28
11	160.02 6.15	165.35 6.35	170.69 6.56	176.02 6.77	181.35 6.97	186.69 7.18	192.02 7.38	197.35 7.59	202.69 7.79	208.02 8.00
12	191.80 7.37	198.19 7.62	204.59 7.86	210.98 8.11	217.38 8.36	223.77 8.60	230.17 8.85	236.56 9.10	242.95 9.35	249.35 9.59

Bi-weekly payroll deduction indicated in italics
If payroll deduction begins after PP-13, re-compute by subtracting deductions taken since PP-13 from total dues, then divide by number of pay periods remaining through PP-12

DUES CHART

MEMBERSHIP PACKET EXAMPLES

APPLICATION FOR MEMBERSHIP

INFORMATIONAL ATTACHMENTS

WELCOME LETTER



ALASCOE

Alabama Association of County Office Employees



President

Jennifer Stanley
102 Liberty St
Evergreen, AL 36401
(251) 578-1520 Office
(251) 359-7122 Cell
Jennstanley@usda.gov
Jennstanley87@gmail.com

President-Elect

Kimberly Rice
600 South 7th Street, Suite 3
Opelika, AL 36801
(334) 745-4791 Office
(256) 252-2258 Cell
Kimberly.rice@usda.gov
Kimberlyrice80@gmail.com

Past-President

Beth Farmer
1460 West Main St., Suite J-1
Centre, AL 35960
(256) 927-8732 Office
(256) 557-5224 Cell
Elizabeth.farmer@usda.gov
bfarmer6@gmail.com

Secretary/Treasurer

Judy Rudd
1001-A 25th Avenue
Phenix City, AL 36869
(334) 408-3481 Office
(706) 570-3125 Cell
Judith.Rudd@usda.gov
jrudd69@gmail.com

Welcome to the Farm Service Agency

We are happy that you have joined our workforce and would like to introduce you to our employee association, NASCOE.

NASCOE is short for the National Association of County Office Employees. Our association here in Alabama is called ALASCOE short for (Alabama Association of County Office Employees).

The objectives of our employee association are to assist in every way possible to assure successful operation of FSA, cooperate with other groups and organizations to conserve and improve our natural resources and to secure equitable salaries, working conditions, and retirement provisions for all county office employees. NASCOE/ALASCOE works/lobbies on our behalf to ensure that we receive the same benefits and provisions that other federal employees receive. Since, as County Office (CO) employees, we are not actually federal employees (GS), NASCOE rallies on our behalf and ensures that we receive the same benefits and treatment as an actual GS federal employee does.

Federal benefits that we have today, we owe the accomplishment to NASCOE. A handout has been provided in this packet that lists in detail some of these benefits.

It is important that we present a united front and strong membership when NASCOE goes to rally on our behalf to keep these benefits that we have and to strive for our future. We would like to invite you to join us and everything you need is in this packet.

Dues are due and payable July 1st of each year and are as follows:

Grade 10 and above dues are: \$130
Grade 9 and below dues are: \$ 78
Associate dues are: \$ 40

All employees working in a county office can be full members. (This includes federal employees employed at county level) STO, STC, COC, retirees, etc. are considered associate members.



State Officers.pdf
33 KB



Invitation to Join NASCOE from...
60 KB

Consider signing up for payroll deductions for paying your dues. This would only take \$3.00 or \$5.00 from your check each pay period. To get payroll deductions started complete form FSA-444 and send to Debra Jenkins, debra.jenkins@usda.gov, in the STO. If you are going to pay your dues annually, you will need to fill out the ALASCOE dues form and include it with your check when sent to ALASCOE Treasurer, Judy Rudd. Your paid dues make you a member of both NASCOE, the national association and ALASCOE, our state association.

Members of ALASCOE/NASCOE also have special benefits, which include being eligible for some free JM Marketing insurances. You may be sent more information on these insurances at your request. You also have the right to an hour of consultation with NASCOE's attorney should this benefit ever be necessary. Go on NASCOE.ORG for a listing of all benefits that are available or contact our Alabama Benefits Chairperson.

Please consider taking a stand with us and joining our association. If you have any questions, please feel free to contact your ALASCOE director (a listing has been enclosed) or your CED should be able to answer or direct you to the right person.

Thanks so much for your consideration!

Jennifer Stanley, ALASCOE President



ALASCOE

Alabama Association of County Office Employees
Employees Application for Membership



TYPE of Membership seeking (check one)	Method of Dues Payment (check one)
<input type="checkbox"/> Regular Member Grade 10 and above dues are: \$130 Grade 9 and below dues are: \$ 78	<input type="checkbox"/> Check (annual Dues)- Payable to ALASCOE Mail this form and dues to: ALASCOE Secretary/Treasurer Judy Rudd 1001-A 25 th Avenue Phenix City, AL 36869
<input type="checkbox"/> Associate Member: \$40.00	<input type="checkbox"/> FSA-444 Dues Withholding Complete FSA-444 form and email the original to Debra Jenkins, debra.jenkins@usda.gov and email this form to jrudd69@gmail.com .

New Member ☐ Yes ☐ No

Member Name: _____

Home Address: _____

City: _____ State: _____ Zip: _____

Personal Phone: _____

Personal Email: _____

☐ Please send me email notification from ALASCOE/NASCOE

☐ Do NOT send email notifications from ALASCOE/ NASCOE

FSA County Office _____

ALASCOE/ NASCOE BENEFITS AVAILABLE TO ALL MEMBERS:
Scholarship and Awards, AirMedCare Group discount, Working Advantage Discount Program, Health Insurance, Cancer Insurance, Accidental Medical Insurance, Life Insurance/Estate Planning, Long Term Care Insurance, Retirement Saving Investments, Legal Services, Cell Phone Discounts and Identity Theft Protection.
For More information on these benefits, please visit the NASCOE Membership and Benefits pages at www.NASCOE.org or contact your ALASCOE officers or Directors.

Member's Signature _____

Date _____

AVAILABLE TOOLS

- NASCOE Website – The Membership section of the website has many tools (such as the NASCOE membership video, Membership handouts, dues withholding form, etc.).
- State Membership Emails - State membership chairs, along with their respective state treasurers, should maintain personal contact information for membership; When making contact on joining, DO NOT make use of government e-mail.
- Personal calls and texts. Co-workers love to hear from others especially those who are newly hired;
- SOCIAL MEDIA – NASCOE APP and STATE WEBSITE (IF APPLICABLE)
- Microsoft Teams – easy to have one-on-one or group conversations. Can even use for district and state planning sessions between state conventions.
- “Tell your NASCOE Story” - What has worked for your state?

NASCOE MEMBERSHIP VIDEO

CTRL + CLICK
TO WATCH
VIDEO!

Membership



NASCOE TOUCH CARD



How We Started

When the Dust Bowl and the Great Depression devastated family farms during the late 1920s and early 1930s, President Roosevelt's response was to pass the Agricultural Adjustment Act of 1933 and form the Agricultural Adjustment Administration, the precursor to the Farm Service Agency. The "Triple A's" purpose was to create a safety net for farmers and stabilize farm prices. From the beginning, local farmers served on committees that guided program implementation and employees came from the rural areas they served. Though our name has changed, our main priority has and always will be service to American agriculture and our producers.

NASCOE was formed with the goal of supporting the American farmer and promoting and protecting the employees that served them. Before NASCOE, county office employees had no leave, retirement, benefits, health or life insurance and significant pay differences when compared to GS counterparts. Since 1962, NASCOE has been granted exclusive recognition to represent all full-time county office employees in negotiations with management and the National office. Basic employee benefits, both then and now, must be negotiated annually. NASCOE gives employees this voice.

www.nascoe.org



NASCOE is Working for YOU!



Join us! Annual dues are affordable. Sign up for bi-weekly withdrawals from your paycheck, often costing less than a cup of coffee or a quick lunch.
What does NASCOE do for you?

- **LEGISLATIVE**

Our legislative team works to ensure job security and employee benefit entitlements through legislation using established Congressional relationships.

- **PROGRAMS**

Do you have a program or software improvement suggestion? NASCOE takes your ideas, submitted through nascoe.org, directly to FSA Program Directors in the National Office.

- **SCHOLARSHIPS**

Available to members, their children and grandchildren for continued education!

- **BENEFITS**

Member discounts available for theme parks, livestream fitness, rentals and more!

Be a part of our team! Help us protect our jobs and benefits. Can you afford not to? Simply scan the QR code and fill out the applicable form!



@nascoe_news



@NASCOE News



NASCOE FLYER & BROCHURE

UPDATED
VERSION
COMING SOON!

YOUR ASSOCIATION | YOUR BENEFITS | YOUR JOB | YOUR VOICE



MEMBERSHIP

IS THE STRENGTH OF NASCOE

WWW.NASCOE.ORG



What can I do?

- [BECOME A MEMBER](#)
- [SUBMIT NEGOTIATION ITEMS](#)
- CONTRIBUTE TO THE PAC
- [SUBMIT PROGRAM SUGGESTIONS](#)
- OFFER YOUR INPUT TO LEADERSHIP
- PROMOTE NASCOE
- BECOME ACTIVE IN STATE ASSOCIATION
- SERVE ON SPECIAL COMMITTEES
- KEEP INFORMED
- [ATTEND CONVENTIONS AND AREA RALLIES](#)

WHAT CAN I GAIN BY BECOMING A MEMBER?

BEING PART OF THE TEAM THAT WORKS FOR PROTECTING OUR JOBS, BENEFITS AND FAIR TREATMENT OF COUNTY OFFICE EMPLOYEES

ABILITY TO WORK WITH MANAGEMENT THROUGH OUR NEGOTIATION PROCESS

UPWARD MOBILITY FOR ALL CO EMPLOYEES

CLOSE **FELLOWSHIP** WITH OTHER COUNTY OFFICE EMPLOYEES FOR A VAST NETWORK OF SUPPORT

VOICE IN FORMULATION OF PROGRAMS AND BENEFITS WITH CONGRESS THROUGH A STRONG LEGISLATIVE PROCESS/LEGISLATIVE CONSULTANT

TRAVEL AND EVENT DISCOUNTS

WHAT HAS NASCOE DONE?

PAY AND RAISES EACH TIME CONGRESS GRANTS FEDERAL EMPLOYEE RAISES | EQUAL BENEFITS TO OTHER FEDERAL EMPLOYEES | GRIEVANCE PROCEDURE | EMPLOYEE/MANAGEMENT AGREEMENT | RECLASSIFICATION FOR COUNTY EXECUTIVE DIRECTOR AND PROGRAM TECHNICIAN POSITIONS | MORE GRADE 8 POTENTIAL FOR PROGRAM TECHNICIANS - KEY PROGRAM TECHNICIANS/LEAD PROGRAM TECHNICIANS | NEGOTIATION PROCESS WITH MANAGEMENT | STRONG LEGISLATIVE PROGRAM | LEGAL SERVICES FOR MEMBERS | SHARED LEAVE PROGRAM | SCHOLARSHIP PROGRAM | CREDIT FOR YEARS OF SERVICE FOR SICK LEAVE FOR FERS EMPLOYEES | PAID PARENTAL LEAVE | PARENTAL BEREAVEMENT LEAVE | **AND SO MUCH MORE!**

NASCOE OFFICERS

PRESIDENT: MARCINDA KESTER, FL
marcinda.kester@nascoe.org
VICE-PRESIDENT: JOEL FOSTER, SD
joel.foster@nascoe.org
SECRETARY: TAYLOR STUCKI, OK
taylor.stucki@nascoe.org
TREASURER: JESSI COLGROVE, NE
jessi.colgrove@nascoe.org
PAST SECRETARY: RICK CSUTORAS, PA
richard.csutoras@nascoe.org

AREA EXECUTIVES


MWA: KAYLA MATTON, MN
kayla.matton@nascoe.org
NEA: TINA WILLIAMS, NY
tina.williams@nascoe.org
NWA: LACEY ORCUTT, MT
lacey.orcutt@nascoe.org
SEA: DONNY GREEN, TN
donna.green@nascoe.org
SWA: TRACY WILSON, OK
tracy.wilson@nascoe.org

COMMITTEE CHAIRS

AWARDS/SCHOLARSHIPS:
HEIDI.CUSACK@BARD.US
BENEFITS/EMBLEMS: TRAVIS EUBLE, IL
COAC: JEANNINE WENDALL, TX
CO-LEGISLATIVE: CLINT BAIN, TN
DAVID BARRY, NC
CO-MEMBERSHIP: GLENN THOMAS, SC
EMILIE SEIER, NE
CO-PROGRAMS/NEGOTIATIONS:
CHRISTA KOSATZ, TX; JENNIFER BURNELL, SD
PUBLICITY: DAWN HINES, TX
TECHNOLOGY COORDINATOR:
CAL SHERROUSE, FL

What could I lose by not supporting membership?

* YOUR EMPLOYMENT BENEFITS * EQUAL/FAIR TREATMENT * JOBS * NEGOTIATION PROCESS WITH MANAGEMENT * YOUR UNITED VOICE * YOUR RETIREMENT BENEFITS



NASCOE:

What You Need To Know

NASCOE.ORG

TIPS FOR MEMBER RECRUITMENT



1

1. Use the personal touch. If possible, visit in person with potential members. If you can't visit in person, then call them.



2

2. Be prepared to provide handouts "Welcome Packet" that will give information for your State Association along with NASCOE.



3

3. Be prepared to explain why we as a county office employee need NASCOE. Examples are recent NASCOE wins and negotiations with FSA management.

TIPS FOR MEMBER RECRUITMENT



4

4. Discuss the difference between an employee association (NASCOE) and a union. Inform them that NASCOE IS NOT a union, nor do we operate like one.



5

5. Get the application for membership and FSA-444 completed and signed BEFORE you leave the office. Ask if they would like for you to send the form to the STO for them? If questions/concerns about joining, ask how you can help!



6

6. As mentioned before, be prepared to answer their questions. You be the change needed to help strengthen your Association.

STRATEGY FOR MEMBERSHIP VISITS



- Take a friend. There is power in numbers.
- Plan your visit to the COF. Contact CED and DD and explain your mission in visiting with potential new members and sharing the importance of NASCOE with all COF co-workers. Get their blessing.
- When you get to the COF, introduce yourself and your friend and ask everyone if it is a good time to visit. Keep the mood casual and friendly.
- Hand out your welcome packets to everyone in the office, both members and non-members. Discuss the material in the packet and mention that there is more information on the NASCOE.org website. Take time to explain how important NASCOE is to not only our jobs but also the producers we serve.
- Share with everyone your personal experience with your state association and NASCOE. Make sure to emphasize the benefits you/others have enjoyed/enjoy because of the work NASCOE is doing behind the scenes all the time.

NASCOE JUMP TEAMS

Important – In the NASCOE Constitution and By- Laws it is noted that “States cannot be an affiliate of NASCOE and be afforded the rights, privileges, etc. of a state affiliate unless the state has in excess of 50% of its eligible members as members of the state association.” With this, NASCOE “Jump Teams” can be requested when a states membership percentage drops to 60% or lower if the need is sufficient.

Jump teams require a great deal of planning with the help of the requesting state. Jump teams make use of selected members from around the nation to come in and make physical visits to as many counties as possible to help “jump-start” membership in the state.

Coming out of 2023, NASCOE has 14 states that are at the 60% threshold.

Jump teams have been used this past year with great success.



WORKING TOGETHER



Members & Non-Members Interests

Identify	Identify training programs that are of interest to Members such as: Thrift Saving Plan (TSP).
Invite	Invite Blue Cross and Blue Shield-FEP State and National Representatives to State and National Events.
Schedule	Schedule Virtual or “Working Lunch” Training sessions on Retirement or Investment topics.
Conduct	Conduct TEAMS District Officer, Committee Chair training sessions.

How Can YOU Add Value to YOUR Association?

Understand Purpose
and Mission of
NASCOE

Be Able to Explain
Membership Benefits

Identify What
Members & Non-
Members Expect

Establish
Relationships-
Association &
SED/STC/STO

Engage in Recruitment
of Association
Members

Be Prepared to Apply
Social Networking
Skills

Identify & Utilize
Skills/Talents/Abilities
of Members

Delegation of
Responsibilities Can
Empower Members

Develop Goals

WHERE DO WE GO FROM HERE?

- Incorporate new ideas you learn.
- Look for opportunities to be more involved.
- Identify & prioritize goals to help YOUR Association.
- Delegate responsibilities to accomplish goals.
- Train Officer, Committee Chair & Director replacements. Help State Associations remain strong!
- Encourage Members & Non-Members to attend events. Invite STO/STC employees to events & ask SED'S to speak at conventions.
- Never miss an opportunity to promote the Association (i.e. request time at state training, manager meetings, etc.).
- Utilize non-government communications to distribute information.



STATES PERCENTAGE OF MEMBERSHIP — 1965-1966 thru 1974-1975

STATE	65-66	66-67	67-68	68-69	69-70	70-71	71-72	72-73	73-74	74-75
AL	98	97	99	99	99	99	97	99	100	99
AZ	100	100	92	94	87	100	100	98	97	87

STATES PERCENTAGE OF MEMBERSHIP — 1965-1966 thru 1974-1975

STATE	65-66	66-67	67-68	68-69	69-70	70-71	71-72	72-73	73-74	74-75
AL	98	97	99	99	99	99	97	99	100	99
AZ	100	100	92	94	87	100	100	98	97	87
AR	100	100	100	100	100	100	100	96	96	97
CA-HI	78	77	95	93	92	88	91	74	81	77
CO	97	91	91	92	97	94	90	94	97	90
CT	100	100	100	100	100	100	100	100	100	100
DE-MD	92	85	87	100	100	100	100	100	100	100
FL	100	100	100	100	100	100	96	100	100	100
GA	98	98	99	98	99	100	96	99	99	98
ID	86	82	93	94	91	90	92	93	95	82

NM	88	100	100	100	100	100	98	100	100	94	94
NY	97	95	92	96	94	98	96	95	94	89	89
NC	95	100	99	98	99	98	99	100	99	93	93
ND	97	100	100	100	100	100	100	100	100	100	99
OH	100	100	100	100	100	100	100	99	98	97	99

STATES PERCENTAGE OF MEMBERSHIP — 1965-1966 thru 1974-1975

STATE	65-66	66-67	67-68	68-69	69-70	70-71	71-72	72-73	73-74	74-75
AL	98	97	99	99	99	99	97	99	100	99
AZ	100	100								

STATES PERCENTAGE OF MEMBERSHIP — 1965-1966 thru 1974-1975

STATE	65-66	66-67	67-68	68-69	69-70	70-71	71-72	72-73	73-74	74-75
IL	85	97	86	88	92	92	95	92	96	98
IN	90	92	92	91	95	94	94	100	96	96
IA	94	96	97	96	97	100	99	99	99	97
KS	93	96	98	99	98	99	99	99	99	98
KY	77	78	80	80	84	98	100	99	10	99
LA	80	100	99	96	96	95	97	94	95	99
ME	100	78	100	100	100	100	100	100	100	100
MA-RI	93	96	100	95	100	100	100	100	100	100
MI	99	97	100	100	100	98	98	99	98	97
MN	99	100	100	100	100	100	100	100	100	100

NM	88	100	100	100	100	96	100	100	94	91
NY	97	95	92	96	94	98	96	95	94	89
NC	95	100	99	98	99	98	99	100	99	93
ND	97	100	100	100	100	100	100	100	100	99
OH	100	100	100	100	100	100	99	98	97	99

STATES PERCENTAGE OF MEMBERSHIP — 1965-1966 thru 1974-1975

STATE	65-66	66-67	67-68	68-69	69-70	70-71	71-72	72-73	73-74	74-75
AL	98	97	99	99	99	99	99	99	99	99

STATES PERCENTAGE OF MEMBERSHIP — 1965-1966 thru 1974-1975

STATE	65-66	66-67	67-68	68-69	69-70	70-71	71-72	72-73	73-74	74-75
MS	100	100	100	100	100	100	100	100	100	100
MO	86	94	97	94	97	99	99	99	100	100
MT	71	71	81	87	86	88	88	92	88	83
NE	100	100	100	97	100	100	100	100	100	100
NV	100	100	100	100	100	100	41	100	-	55
NH	88	88	94	94	100	91	92	92	62	73
NJ	100	100	100	100	100	100	100	100	100	100
NM	88	100	100	100	100	96	100	100	94	91
NY	97	95	92	96	94	98	96	95	94	89
NC	95	100	99	98	99	98	99	100	99	93

NM	88	100	100	100	100	100	100	100	100	100
NY	97	95	92	96	94	98	96	95	94	89
NC	95	100	99	98	99	98	99	100	99	93
ND	97	100	100	100	100	100	100	100	100	99
OH	100	100	100	100	100	100	100	99	98	97

STATES PERCENTAGE OF MEMBERSHIP — 1965-1966 thru 1974-1975

STATE	65-66	66-67	67-68	68-69	69-70	70-71	71-72	72-73	73-74	74-75
AL	98	97	99	99	99	99	99	99	99	99

STATES PERCENTAGE OF MEMBERSHIP — 1965-1966 thru 1974-1975

STATE	65-66	66-67	67-68	68-69	69-70	70-71	71-72	72-73	73-74	74-75
ND	97	100	100	100	100	100	100	100	100	99
OH	100	100	100	100	100	100	99	98	97	99
OK	100	100	100	100	99	100	99	100	100	94
OR	85	87	96	94	98	100	100	95	95	81
PA	86	95	95	96	97	95	98	98	97	99
SC	98	95	94	98	98	100	100	100	100	100
SD	100	99	99	99	99	98	99	99	99	99
TN	93	94	96	95	97	99	100	99	100	100
TX	99	96	99	99	99	99	99	99	99	98
UT	93	100	100	100	100	100	100	100	100	100

NM	88	100	100	100	100	96	100	100	94	91
NY	97	95	92	96	94	98	96	95	94	89
NC	95	100	99	98	99	98	99	100	99	93
ND	97	100	100	100	100	100	100	100	100	99
OH	100	100	100	100	100	100	99	98	97	99

STATES PERCENTAGE OF MEMBERSHIP — 1965-1966 thru 1974-1975

STATE	65-66	66-67	67-68	68-69	69-70	70-71	71-72	72-73	73-74	74-75
AL	98	97	99	99	99	99	97	99	100	99
AZ	100	100	92	94	87	100	100	98	97	87
AR	100	100	100	100	100	100	100	96	96	97
CA-HI	78	77								

STATES PERCENTAGE OF MEMBERSHIP — 1965-1966 thru 1974-1975

STATE	65-66	66-67	67-68	68-69	69-70	70-71	71-72	72-73	73-74	74-75
VT	91	100	100	100	100	100	100	100	100	94
VA	80	77	82	83	88	87	92	90	100	97
WA-AK	88	90	97	82	85	84	85	68	80	84
WV	100	100	100	100	100	100	100	100	98	94
WI	67	86	85	81	86	90	85	95	91	86
WY	100	100	100	96	99	95	95	93	97	91
NATIONAL	97*	97*	96	97	97	98	98	98	98	97

* ESTIMATED NO RECORDS AVAILABLE IN EARLY YEARS

NJ	100	100	100	100	100	100	100	100	100	100
NM	88	100	100	100	100	96	100	100	94	91
NY	97	95	92	96	94	98	96	95	94	89
NC	95	100	99	98	99	98	99	100	99	93
ND	97	100	100	100	100	100	100	100	100	99
OH	100	100	100	100	100	100	99	98	97	99

LET'S GROW NASCOE TOGETHER



YOU CAN BE THE ROCK STAR



Ya'll got any questions?



QUESTIONS FOR AREAS

1. A QUESTION HAS BEEN BROUGHT UP CONCERNING THE CURRENT ASSOCIATE MEMBERS DUES BEING COLLECTED BY STATES.

WITH THE NEW NASCOE APP, SOME DUES CAN BE COLLECTED THROUGH THE NEW SOFTWARE AND WOULD GO DIRECTLY TO NASCOE. IN ORDER TO MAKE USE OF THIS TOOL, STATES WOULD NEED TO BE UNIFORM IN THE AMOUNT THEY CHARGE ASSOCIATE MEMBERS AS THERE IS NO WAY FOR STATES TO RECOUP THE EXTRA AMOUNT THEY NORMALLY CHARGE. THE CURRENT AMOUNT THAT GOES TO NASCOE FROM ASSOCIATE DUES IS \$25.

WOULD STATES BE WILLING TO ONLY CHARGE \$25 FOR ASSOCIATE DUES AND THESE FUNDS GO DIRECTLY TO NASCOE. THESE MEMEBRS WOULD BE RECOGNIZED BY STATE, BUT THE FUNDS WILL GO DIRECTLY TO NASCOE?