



2025 NASCOE
National Convention
Whitefish, Montana
June 22, 2025 - June 26, 2025

NASCOE MEMBERSHIP

BREAKOUT SESSION

SCAN FOR
A COPY



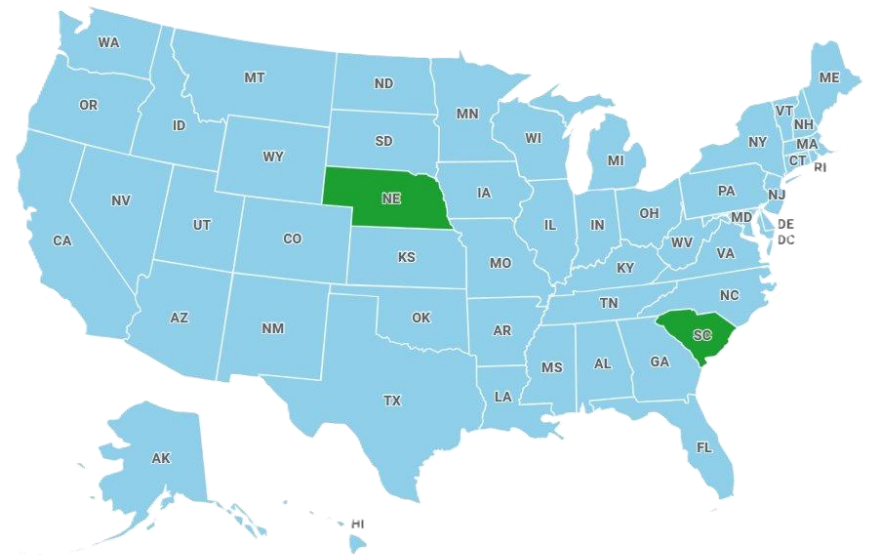
MEMBERSHIP CO-CHAIRS

EMILEE SEIER – NEBRASKA

EMILEE.SEIER@NASCOE.ORG

GLENN THOMAS – SOUTH CAROLINA

GLENN.THOMAS@NASCOE.ORG



MIDWEST AREA - MWA

STEPHANIE KNUTSON – WISCONSIN

STEPHANIE.KNUTSON@NASCOE.ORG

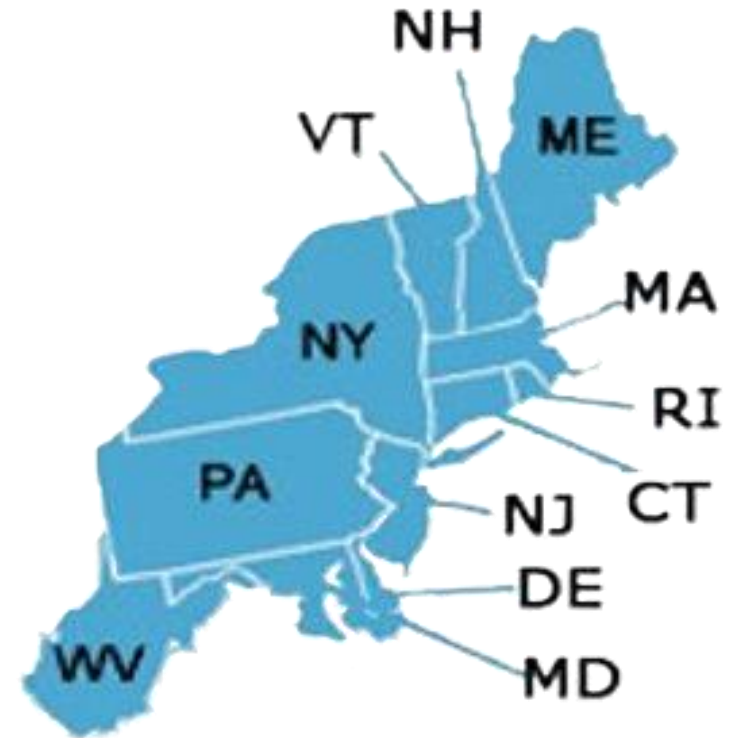


NORTHEAST AREA - NEA

JENNIFER DOTY – NEW YORK

JENNIFER.DOTY@NASCOE.ORG

SYDNEY COOK - MARYLAND



NORTHWEST AREA - NWA

JENNY LEE- MONTANA

JENNY.LEE@NASCOE.ORG

PAIGE ANDERSON – NORTH
DAKOTA



SOUTHEAST AREA - SEA

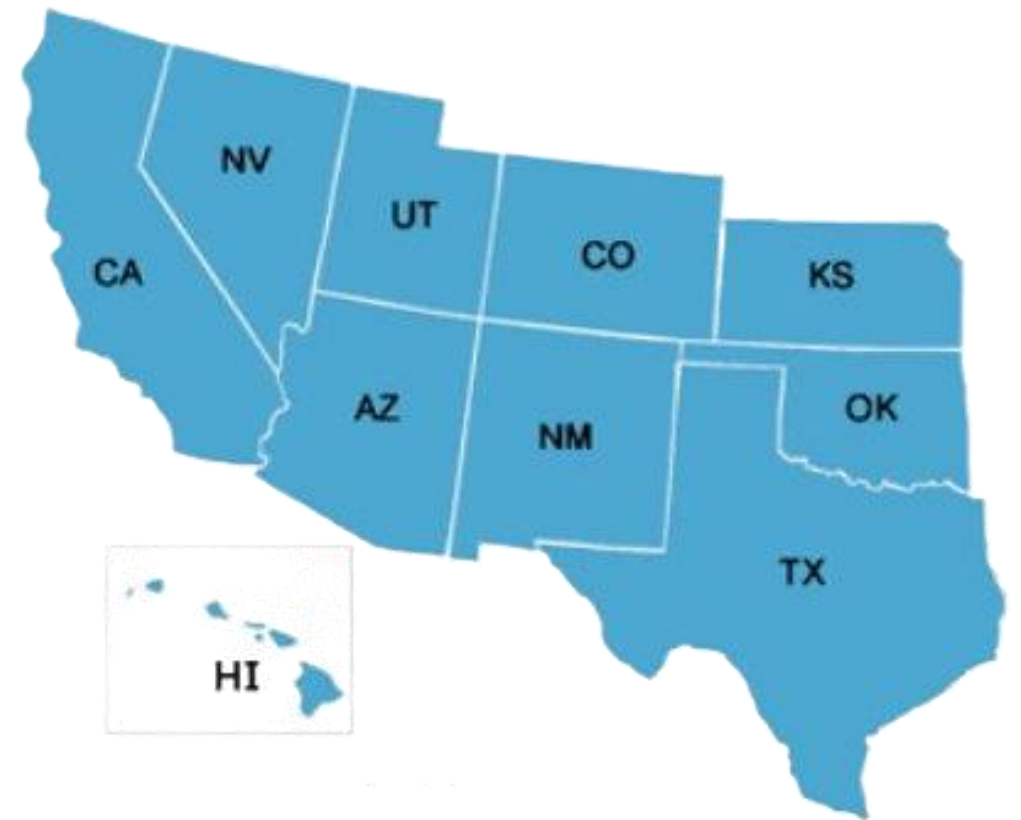
MARIA PETRELLA - GEORGIA

MARIA.PETRELLA@NASCOE.ORG



SOUTHWEST AREA - SWA

ASHLEY PIPKIN – NEW MEXICO
ASHLEY.PIPKIN@NASCOE.ORG

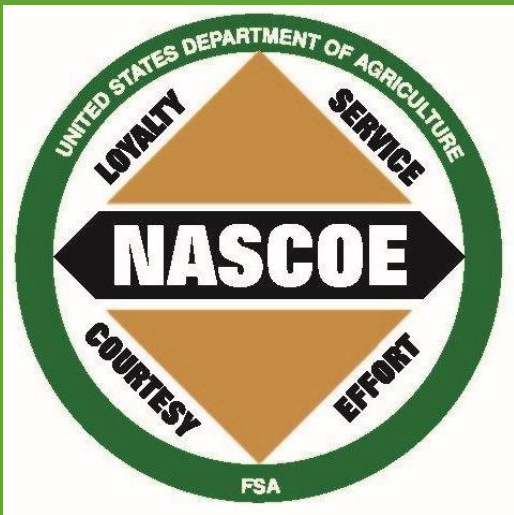


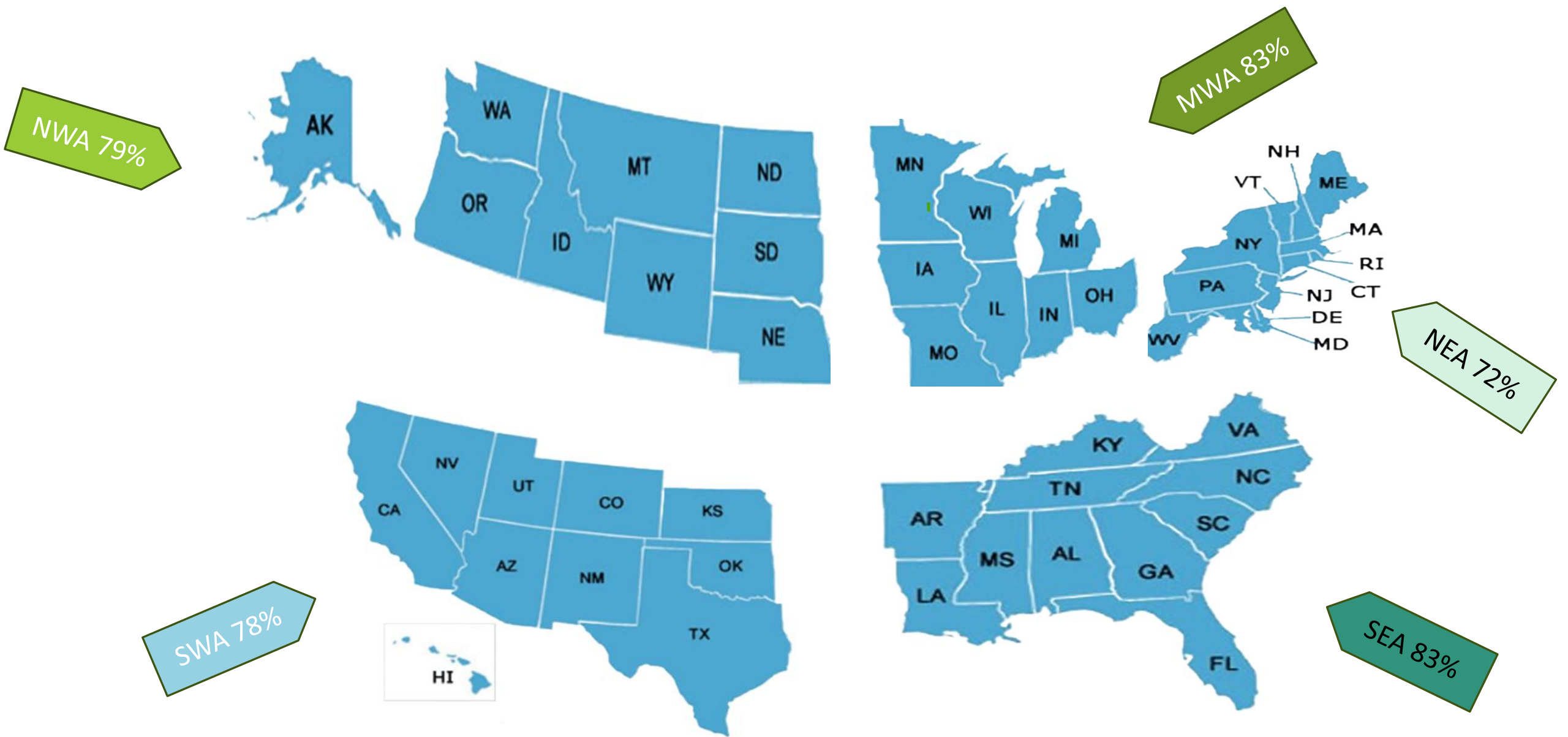
TOPICS TO BE DISCUSSED



- WHERE WE WERE, WHERE WE ARE, WHERE WE ARE GOING
- MEMBERSHIP CHAIRPERSON & TREASURER – TEAMWORK
- MEMBERSHIP DUES SUBMISSION AND CALCULATION
- NASCOE APP & UPADTING INFO
- AVAILABLE MEMBERSHIP TOOLS ON THE WEBSITE
- RECOGNIZING MEMBERS
- RECRUITING AND MAINTAINING MEMBERSHIP
- EXAMPLES OF TOOLS USED BY STATES

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





2019 AREA MEMBERSHIP %

6 Years Ago

MIDWEST AREA – THEN AND NOW

2019 – 83%

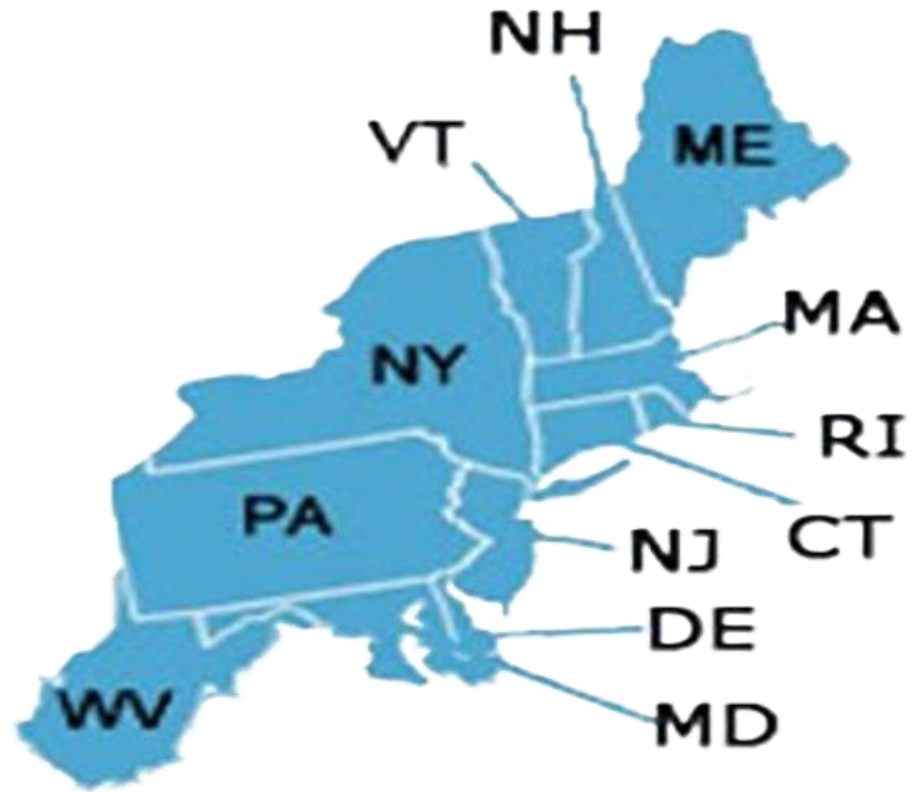
2025 – 68%



NORTHEAST AREA – THEN AND NOW

2019 – 72%

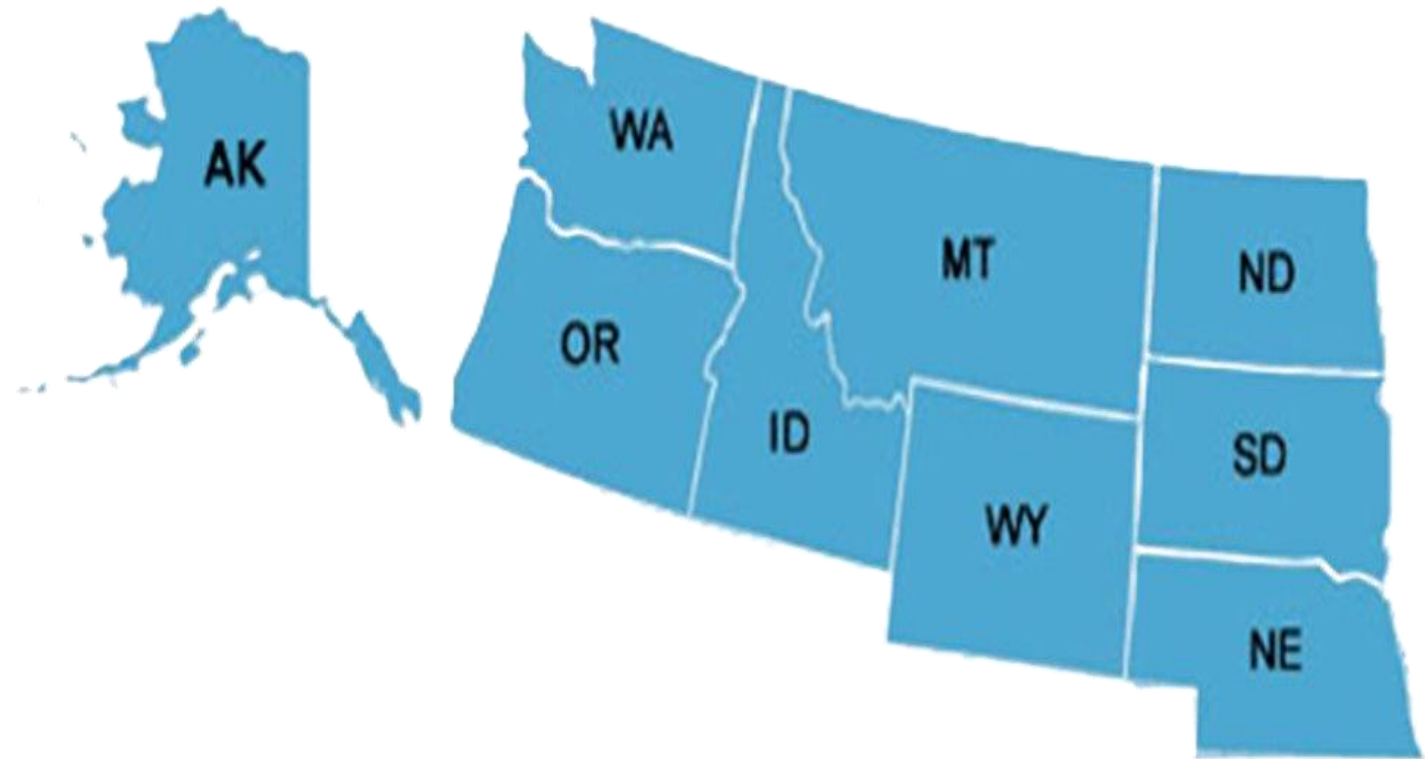
2025 – 62%



NORTHWEST AREA – THEN AND NOW

2019 – 79%

2025 – 70%



SOUTHEAST AREA – THEN AND NOW

2019 – 83%

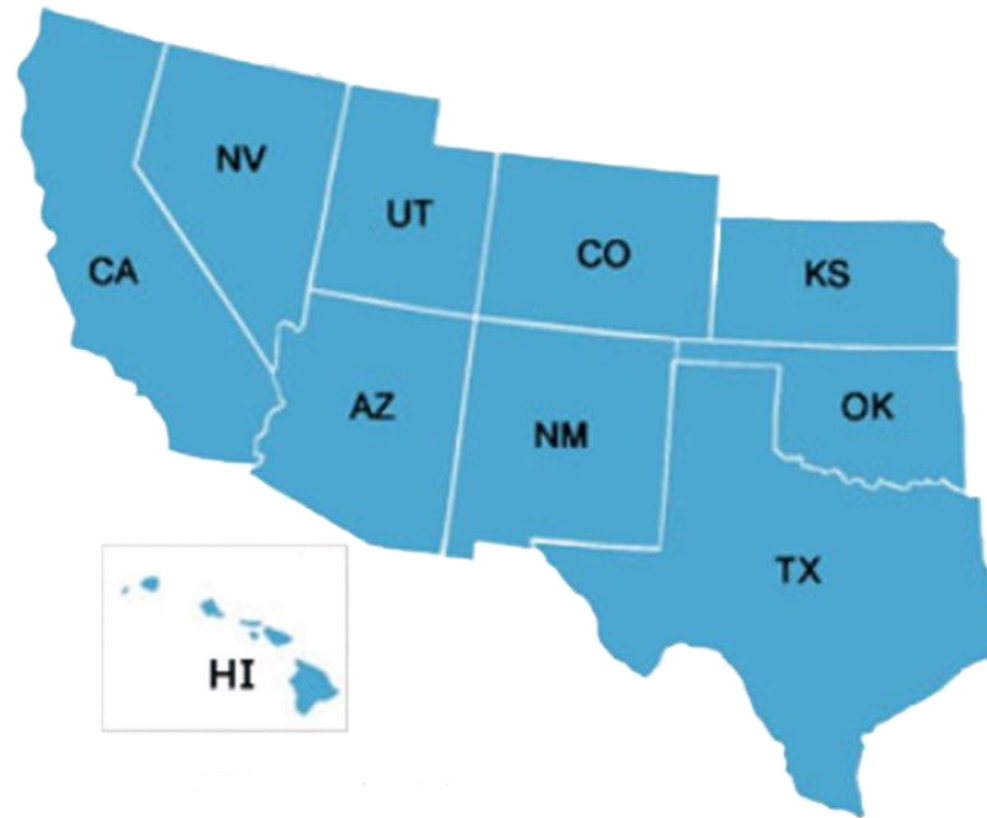
2025 – 83%



SOUTHWEST AREA – THEN AND NOW

2019 – 78%

2025 – 65%



2019 MEMBERSHIP – 81%



IT TAKES TEAMWORK – ALL OF US WORKING TOGETHER



2025 MEMBERSHIP GOAL – WAS 72%



2025 MEMBERSHIP – 72%



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

WERE: 81%

ARE: 72%

GOING: ??



2026 MEMBERSHIP GOAL – 75%



STATE MEMBERSHIP CHAIRPERSON & TREASURER - TEAMWORK

STATE MEMBERSHIP Responsibilities include:

- Provides leadership to PROMOTE AND GROW membership in their state Association.
- Works closely with District Chairs/State Leadership to promote the State Association and grow membership.
- Prepare and maintain a welcome package for new co-workers and non-members to be sent out.
- Help members gain access to the **NASCOE APP** – All NASCOE news and updates are sent to members through the APP.
- Communicates with the State Treasurer to:
 - Maintain the state membership information and provide accurate numbers for dues transmittal.
 - Share members information with NASCOE.
 - Monitor and review biweekly payroll reports from NFC and/or State Office.
 - Track and request membership awards.



REVIEW MEMBERSHIP CALCULATION GUIDELINES



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

CALCULATION EXAMPLE WITH FULL GS CO-WORKERS

TOTAL CO CO-WORKERS: 15

TOTAL GS CO-WORKERS: 8

NASCOE MEMBERS: 7

GS FULL MEMBERS: 2

TOTAL NASCOE FULL MEMBERS = (7+2) 9

MEMBERSHIP CALCULATION:

TOTAL CO CO-WORKERS: 15

TOTAL FULL MEMBERS (CO & GS): 9

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

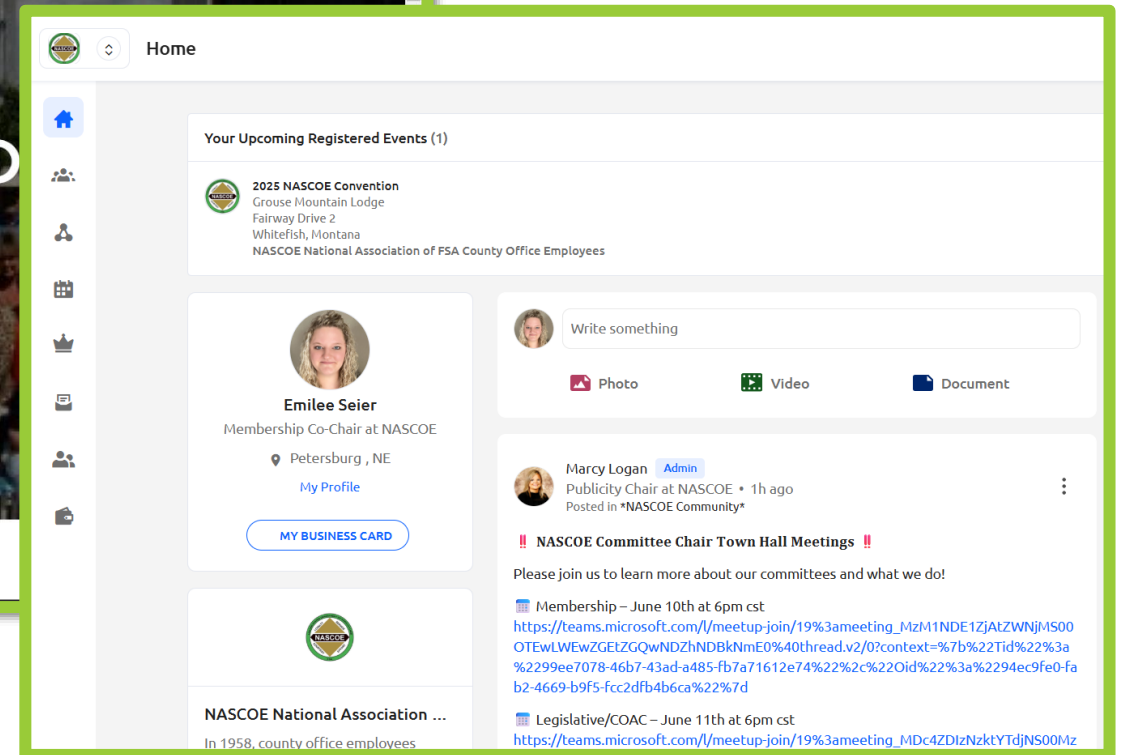
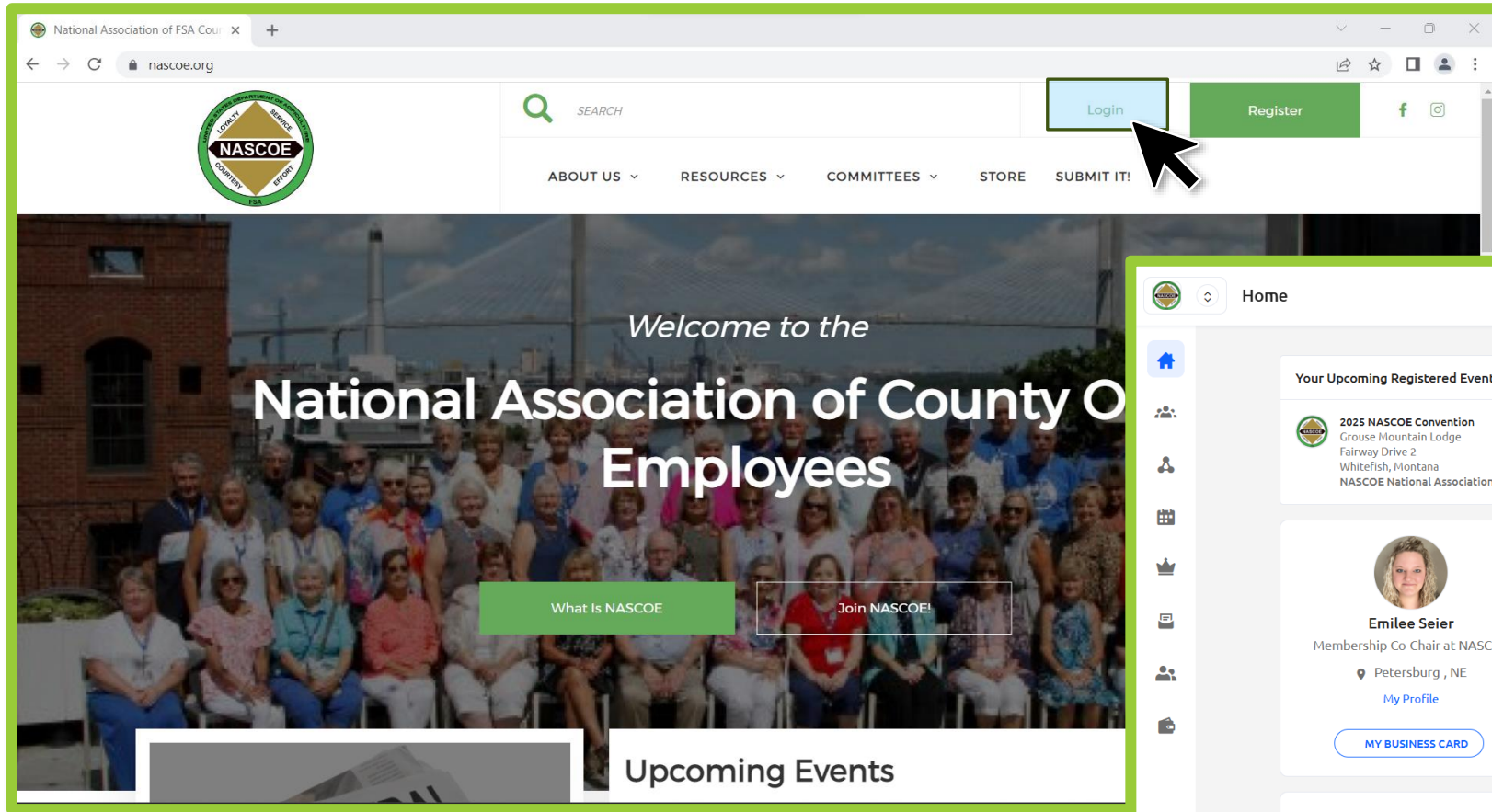
NASCOE DUES

FISCAL YEAR RUNS JULY 1ST – JUNE 30TH

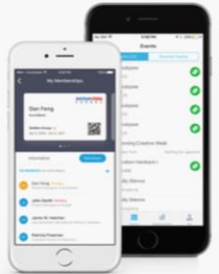
QUARTLEY DUES SUBMISSION DEADLINES




LOGIN FROM THE WEBSITE: WWW.NASCOE.ORG




DOWNLOAD THE NASCOE APP

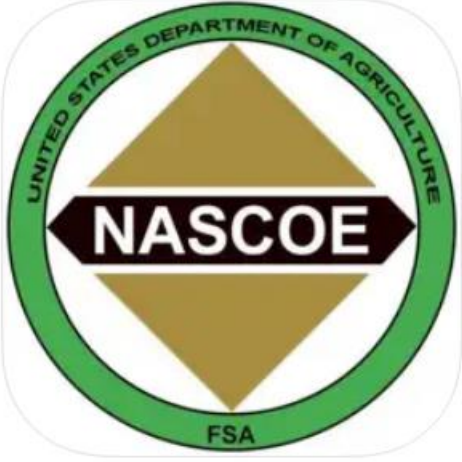


Take your membership anywhere
Maximize your experience with the Glue Up mobile app.

 [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 | **E** Everyone ⓘ

[Install](#)



www.nascoe.org/nascoe-app

The NASCOE APP

Your One-Stop Shop for Members-Only Updates and MORE!

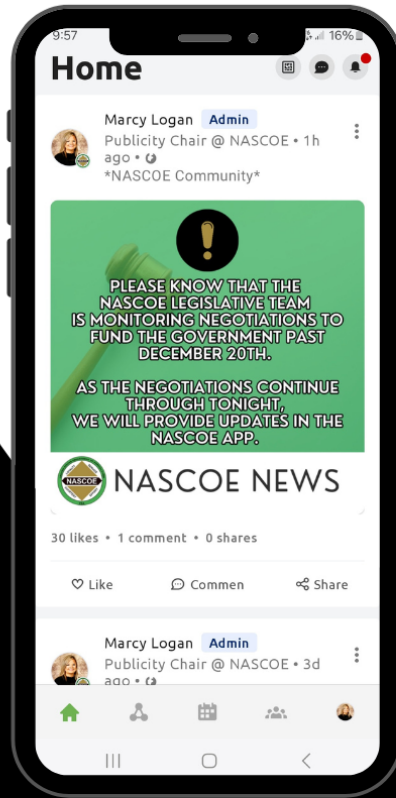
nascoe.org



DOWNLOAD THE NASCOE APP



**National Association of FSA
County Office Employees**



.....
**Download The
Members-Only
NASCOE App**

iPhone



Android



----> Search "NASCOE" in your Apple
or Google Play Store.

----> Once downloaded, you must register
your account with a non-USDA email.




**App only works with verified
membership on file.**

For Troubleshooting Email:

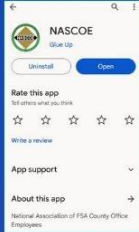
marcy.logan@nascoe.org
dawn.hines@nascoe.org



These “Activation” instructions
are found on the NASCOE
Website under “Resources”
and click on “NASCOE APP”
(Click the text above for a direct link)




HOW TO ACTIVATE YOUR MEMBERSHIP ACCOUNT – IN THE NASCOE APP –




1 Download the App!
Open the app store on your device and search for “NASCOE” to find and download the app.

- iPhone Users: App Store
- Android Users: Google Play




2 Begin the Registration Process
Upon opening the app for the first time, click “Register Now” and follow the steps.




3 Enter Your PERSONAL Membership Email
Very Important! Please enter your personal email address used for membership purposes.

USDA.GOV emails are invalid for this action .




4 Enter Your Name
Enter your first and last name as requested.

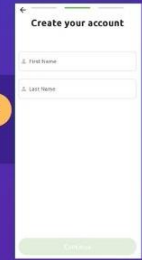


5 Establish a Secure Password
Pay attention to password requirements, and make sure this is a password you can **remember**.


6 Verify Your Account/Log In
You will get a notification to confirm your account via email from “Glue Up.” Verify your account and log into the app and follow any additional prompts as applicable.



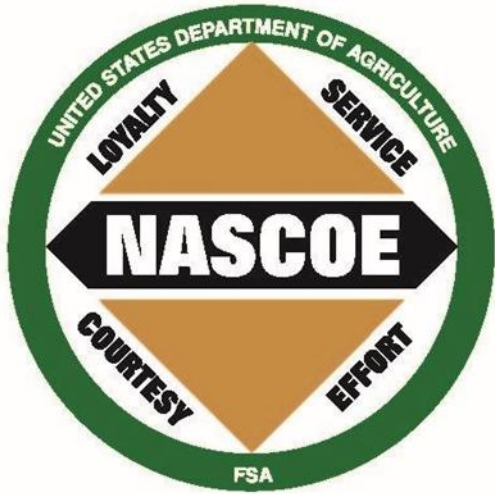
Engage Better
Transform your event and membership experience.



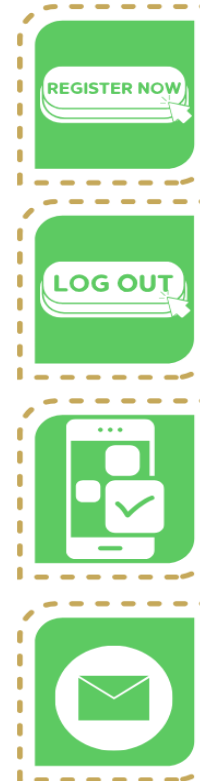
Create your account



Enter your password



These “Tech Tips” are
Found on the NASCOE
Website under
“Resources”
and click on “NASCOE APP”



NASCOE APP

TECH TIPS



Did You Register Your Account?

Once you’ve downloaded the app, you must register your account with your personal email. Then the Membership Committee can verify your membership status so you can begin seeing content.

Log Out and Back In

This solves 99% of app issues. If you’re having trouble seeing posts now but you’ve seen posts before, try this step first before moving on to the next tip.

Check for App Updates

Best practice is to either make sure your apps automatically update OR regularly check for updates in your app store. Updates mean things are *improving*.

Reach Out for Help

Contact Technology Coordinator Dawna Hines
dawna.hines@nascoe.org and CC
marcy.logan@nascoe.org for assistance.

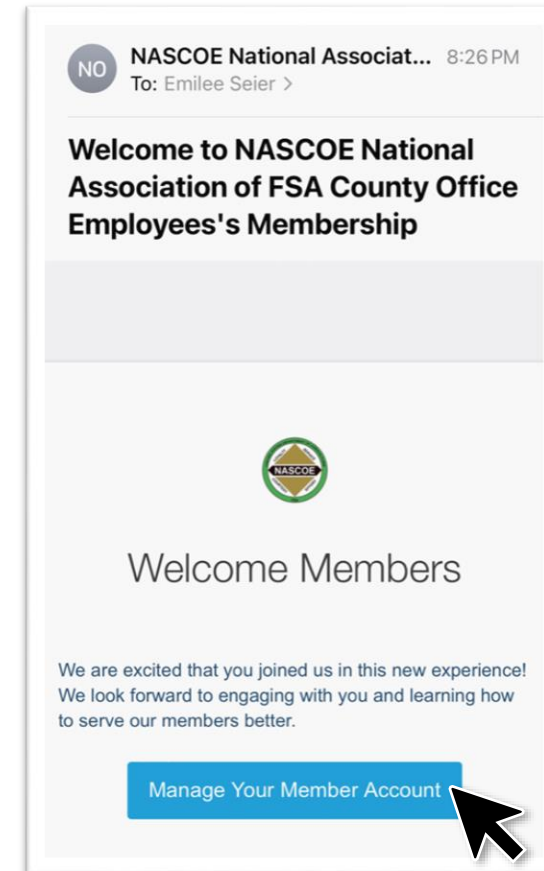
How to Log Out and Back into the APP:

<https://youtube.com/shorts/Pm55XBZMKPY?si=uYsWw691piY20yN1>

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 THESE 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

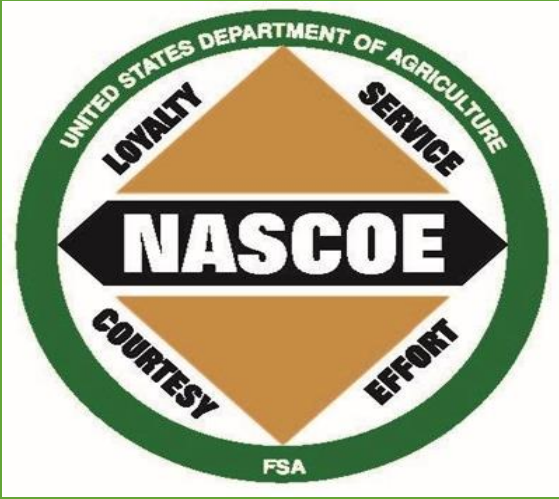


WWW.NASCOE.ORG

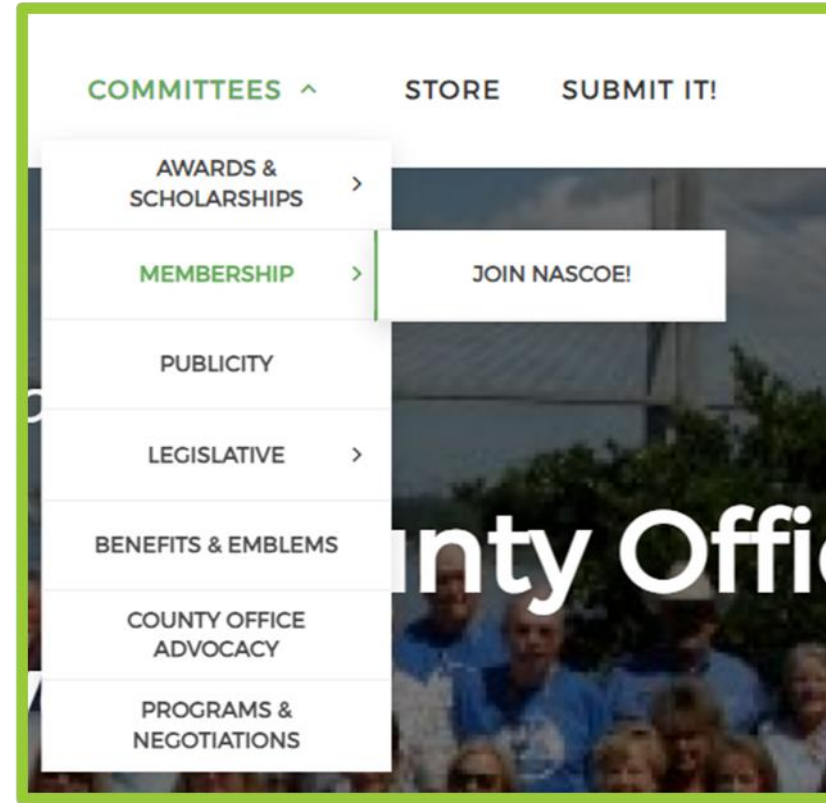
MEMBERSHIP PAGE

The screenshot shows the NASCOE website (nascoe.org) with a navigation bar. The 'COMMITTEES' link is highlighted with a green box and a mouse cursor. A dropdown menu is open, showing options: 'AWARDS & SCHOLARSHIPS', 'MEMBERSHIP' (highlighted with a green box and a mouse cursor), 'PUBLICITY', 'LEGISLATIVE', 'BENEFITS & EMBLEMS', 'COUNTY OFFICE ADVOCACY', and 'PROGRAMS & NEGOTIATIONS'. A QR code is overlaid on the bottom left of the screenshot, and a 'JOIN NASCOE!' button is visible on the right.

SCAN THE QR CODE FOR A DIRECT LINK TO THE MEMBERSHIP PAGE



“JOIN NASCOE” BUTTON CLARIFICATION



Selecting the “JOIN NASCOE” Icon **DOES NOT** Sign Up a New Member into their State or National Association. This needs to be shared with your Membership. This icon sends information to the AREA Workflow and the AREA Membership chairs then reaches out to the states to let them know they have a co-worker interested in joining.

Membership Toolkit

[NASCOE Membership Flyer](#) – Updated September 2024

[NASCOE Letter from the President](#) – Updated November 2024

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

[NASCOE Membership Brochure](#) – Updated October 2023

[Membership Training PowerPoint](#) – Updated 2024

[Unions vs. Employee Association Fact Sheet](#)

NASCOE MEMBERSHIP VIDEO

Do not watch during
government time!

Membership



UPDATED
ANNUALLY

NASCOE FLYER & BROCHURE

UPDATED
VERSION

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: JOEL FOSTER, SD
joel.foster@nascoe.org
VICE-PRESIDENT: KAYLA MATTSON, MN
kayla.mattson@nascoe.org
SECRETARY: TAYLOR STUCKI, OK
taylor.stucki@nascoe.org
TREASURER: JESSI COLGROVE, NE
jessi.colgrove@nascoe.org

AREA EXECUTIVES

MWA: JANICE ACREE, IN
janice.acree@nascoe.org
NEA: SANDRA SCOTT, NY
sandra.scott@nascoe.org
NWA: MATT WEDDINGFELD, NE
matt.weddingfeld@nascoe.org
SEA: NEIL BURNETTE, NC
neil.burnette@nascoe.org
SWA: TERRY CATER, NM
terry.cater@nascoe.org

COMMITTEE CHAIRS

AWARDS/SCHOLARSHIPS:
[HEIDI CLINKINGBEARD, KS](#)
BENEFITS/EMBLEMS: [TRAVIS FRIELE, IL](#)
COAC: [BRIAN GOULD, MD](#)
CO-LEGISLATIVE: [DAVID WAYNE, KY](#)
[AMANDA AHRENS, KS](#)
CO-MEMBERSHIP: [GLENN THOMAS, SC](#)
[EMILEE SEIER, NE](#)
CO-PROGRAMS/NEGOTIATIONS:
[CHRISTA KRAATZ, TX](#); [SARAH HOUJINAL](#)
PUBLICITY: [MADRY LOGAN, TX](#)
TECHNOLOGY COORDINATOR :
[DAWNA HINES, TX](#)

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

NATIONAL ASSOCIATION OF COUNTY OFFICE EMPLOYEES


WHAT YOU NEED TO KNOW




NASCOE.ORG

UNIONS VS EMPLOYEE ASSOCIATION FACT SHEET

UNIONS VS. EMPLOYEE ASSOCIATION




NASCOE ASSOCIATIONS




HOW ARE UNIONS FORMED?

Unions are typically formed in response to poor working conditions or low wages and are designed to give workers a collective voice in negotiations with their employers. They negotiate collective bargaining agreements that cover issues such as wages, benefits, and working conditions. Unions are typically run by elected officials and may have paid staff to assist with their operations.



WHAT IS AN ASSOCIATION?

An Association is a group of individuals or businesses that come together to achieve a common goal, and that goal could be anything within our job. Associations have employees that volunteer time to achieve those many goals. Goals as in better wages, software, and benefits that we may not have had in the past.




WHAT CAN UNIONS DO?

A Union is an organization that represents workers in collective bargaining with employers, and members of a union have the legal right to engage in collective bargaining with an employer. The employer is also legally obligated to bargain with the union.


ASSOCIATIONS CAN'T STRIKE!

Since June 12, 1962, NASCOE has exclusive rights to represent all county office employees in consultations and negotiations with management of FSA and USDA under the Labor Management Relations Agreement. Employees covered by this agreement do not have any rights to individually or collectively to strike, cease work, or otherwise interfere by concerted action, in any way at any time with the expeditious accomplishment of assigned work.



Want more information?

Scan the QR code to visit our website and find out more information and how to get involved!



<https://nascoe.org>

UPDATED
VERSION
COMING SOON

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



DON'T FORGET TO RECOGNIZE MEMBERS

NASCOE Membership Drive Contest

[Annual Membership Drive Contest](#) – Dues deadline May 15, 2025

Honorary Life Membership Requirements

[Honorary Life Membership Requirements](#)

[Honorary Life Membership Submission Form](#) - Updated 11/04/2024

NASCOE Membership Awards

[2025 NASCOE Membership Consecutive Year County Award Submission form](#) - Deadline May 15, 2025

[2025 NASCOE Membership Consecutive Year Individual Award Submission form](#)

NASCOE Memorial Submission Form

[2025 NASCOE Memorial Submission Form](#) – Deadline May 15, 2025

ANNUAL NASCOE MEMBERSHIP DRIVE CONTEST

Dillard Financial Solutions, Inc., our Benefits Provider, is once again offering its own special membership drive. The state with the highest increase in new members, including associate membership, from July 1, 2024 to April 10, 2025, 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. Each year the winning state will have their name engraved on a trophy. States are ineligible for the contest in any dues year in which they receive NASCOE Jump Team assistance with their membership drive. The percentage of increased new membership will be calculated as follows. Each regular member will earn one point. Each associate member will earn half a point.

Total Regular Members as of June 30, 2024 (100)	100 points
Total Associate Members as of June 30, 2024 (21)	10.5 points
Additional Regular Members gained July 1st to April 10th (5)	5 points
Additional Associate Members gained July 1st to April 10th (2)	1 point

Total additional member points (6) divided by total points on June 30, 2024, (110.5) times 100 = 5.43% increase for contest consideration. Dues must be postmarked by May 15, 2025, 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 Members. 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 CUMULATIVE YEAR AWARD - (COUNTIES)

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 2025 NASCOE convention in Whitefish, MT. Deadline for the applicable state Secretary/Treasurer to certify and submit eligible individuals is **May 15, 2025**.

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 – (INDIVIDUALS)

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 2025 NASCOE convention in Whitefish, MT. Deadline for the applicable state Secretary/Treasurer to certify and submit eligible individuals is **May 15, 2025**.

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

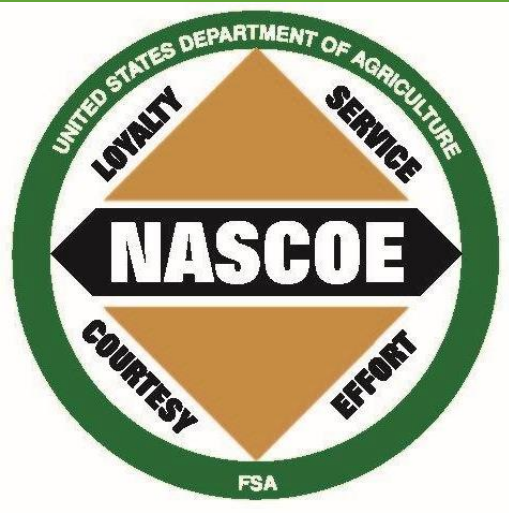
Several years ago, at our NASCOE Convention, a tradition was begun that has become a special part of the convention agenda. In honor of our deceased NASCOE members, we pause at the National Convention to remember those who have passed away in the last year.

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.

Morgan Carlson, Program Analyst from Nebraska, has volunteered to put the memorial service presentation together for the convention in June 2025.

RECRUITING AND MAINTAINING MEMBERSHIP



AVAILABLE COMMUNICATION TOOLS

- NASCOE WEBSITE/STATE WEBSITE
- EMAIL
- PERSONAL CALLS AND TEXTS
- SOCIAL MEDIA
- MICROSOFT TEAMS
- FACE TO FACE “TELL YOUR NASCOE STORY”

COMMUNICATE WITH ALL

- RECRUIT NON-MEMBERS:
 - REACH OUT TO NEW AND EXISTING CO-WORKERS
 - JUMP TEAMS – MANY DIFFERENT OPTIONS
- MAINTAIN
 - KEEP CURRENT MEMBERS INFORMED ON WHAT'S GOING ON, GET THEM INVOLVED, OPEN COMMUNICATION

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

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



ALASCOE

Alabama Association of County Office Employees



President

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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 handbook is provided in this packet that lists in detail some of these benefits.

It is important that we present a united front and strong membership on our behalf to keep these benefits that we have and to strive to improve them. We 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.

WELCOME
LETTER

State Officers.pdf
33 KB

INFORMATIONAL
ATTACHMENTS

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 you send it 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 25th 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

LET'S GROW NASCOE TOGETHER



Ya'll got any questions?

