

2016 NASCOE National Convention August 5th Benefits Committee Action Report and Recommendations By Larry Olsen, Interim Benefits Chairperson

The NASCOE Benefits Committee met for a break out session during the 57th Annual NASCOE National Convention in Cedar Rapids, IA on Friday August 5, 2016 at 9:00 AM in the Exhibit Hall C of the Double Tree Hilton Hotel.

Larry Olsen, Interim Benefits Chairperson presided over the meeting.

Brenda Ferias, CA will be the new NASCOE National Benefits Chairperson beginning in September, 2016

Christy Randall was the NASCOE Benefits Chairperson, but tragedy fell on her family. Christy's brother was diagnosed with Category IV Glioblastoma brain cancer. Christy is his sole caregiver.

Christy felt horrible about not being able to continue as NASCOE Benefits Chairperson. We need to keep Christy's brother in our thoughts and prayers.

1. Administration

- A. Chairperson Larry Olsen took notes of the meeting.
- B. There were 21 present, which included 3 Area Chairs;
 - SEA Glenn Thomas, SC
 - MWA Jon Williams, WI
 - NWA Deana Tranby, ND
 - All Areas were represented by Membership

2. NASCOE Benefits Provider

- A. Teresa Dillard from Dillard Financial Solutions (NASCOE Benefits Provider) was our guest speaker and gave a very good rundown of what Dillard Financial has provided to NASCOE throughout the past year.
- B. Discussion
 - This is Dillard Financials 3rd year and they have put on Federal Benefit and Retirement Training in many of our Association States through the State Association request or the State FSA Office. We should encourage our STOs to put on Benefits training sessions.
 - Dillard Financial is an OPM approved vendor for providing Federal Benefits/Retirement training.
 - Benefits Chairperson Larry Olsen stated that Dillard Financial has many very good products in addition to some very good and (Safe) retirement products. Cancer ins., Accident/disability ins., Life lock ID protection, and many more. We (NASCOE) need to encourage the State Associations to make Dillard Financial their exclusive provider also.
 - The TSP Board if asked, will come to a meeting and give a talk and presentation. The only requirement is that the expense of them coming out would have to be covered.
 - The Social Security Office will also give a talk and presentation if asked. Not clear if travel costs would have to be covered.
 - When the L-funds were added to the TSP, there was a mandate written in along with. Benefits and retirement training is required for every Federal Employee on a yearly basis.

3. Individual State Association Benefits
 - A. Christy had a conference call with all of the Area Chairs around the end of February and they were to gather a list of all benefits that their states were using. There may be a Benefit that an individual State is offering that could be made available to all our Membership.
 - B. Discussion
 - In order to be a NASCOE Benefit, it must be made available to all NASCOE membership, which is what the bylaws state that in order for a benefit to be considered a NASCOE benefit. If it cannot be provided to all of the Membership of NASCOE, then it would be managed by the individual State Association Benefits Chairperson.

4. Membership Cards
 - A. Samantha Garrison and Christy Randall had brought up the possibility of getting each member of NASCOE an ID card.
 - B. Discussion.
 - Dillard Financial agreed that they could make these.
 - What information could or should be on them such as the person's name & State
 - Code for **Working Advantage**.
 - Membership Card should have a place where the State Association is listed along with a place for the State Association Sec or possibly State Membership Chair would sign.

5. NASCOE Website Benefits Page
 - A. There have been some concerns about information missing from the website.
 - B. Discussion
 - With the changes to the website, it was decided that the website will no longer be a "member's only website." So some of the State specific stuff will no longer be on there.
 - Kristal Rater sent out a tutorial on navigating the website and we may need to ask her to do it again. Jon Williams stated that he had the tutorial and would send it out to anyone who wanted it at the meeting.
 - Possibly put in a more prominent place.

6. Discount offerings
 - A. Cell Phone discount.
 - The only discount available for cell phones are the Government Employee one.
 - B. Sam's Club.
 - This was a work in progress and will likely be one of Brenda Ferias to work on item. Christy and Debra Holmes both were working with the Sam's Corporate Office on this.
 - C. Gas Station discount.
 - Again Debra Holmes was working on this and was told it would have to be done at the State level, because of all of the different Stations throughout the Country and would not be able to get a one size fits all to offer to all NASCOE Membership.
 - D. Gym Membership discount.
 - Again there are so many different ones and it would be very hard to come up with one that would be available to all NASCOE Members as the bylaws require if it is a NASCOE benefits offering.

- MWA Benefits Chairperson Jon Williams, WI stated that most of our FEHB policies offer discounts for gym membership.
7. Benefits Brochure.
 - A. Discussion.
 - All previous Benefits Chairpersons have worked on a “Benefits Brochure” and will likely be one Brenda Ferias’s list in September.
 - Teresa Dillard showed a template of what has been done so far. Very nice.
 - This would probably fall under the Membership Committee also.
 8. NASCOE Credit Card
 - A. This was a discussion item in the past. Teresa Dillard has been researching this for us.
 - B. Discussion.
 - Credit card for NASCOE Members and Associate Members and/or family.
 - Get money back on purchases.
 - NASCOE would receive proceeds from purchases also
 9. Benefits Committee Recommendations
 - A. The Benefits Committee Members decided to come up with four main recommendations to be taken to the Area Breakout meeting for discussion and each Area would report back what their Area had decided.
 1. Pamphlet/Brochure to be completed listing all NASCOE Membership Benefits.
 2. Membership Card for NASCOE Members. Discussion from the Areas on this to get a consensus.
 3. Move the Benefits page to a more prominent place on the NASCOE Website.
 4. Pursue the NASCOE credit card if it can be implemented to NASCOE Membership benefit.
 10. Final NASCOE Benefit Report and Recommendation
 - A. Consensus from each of the Areas on the possible recommendations from the Benefits Committee to the NASCOE Areas.
 1. SEA Glen Thomas Area Chairperson reporting.
 - Yes on Pamphlet/Brochure
 - Yes on having a more prominent place on the website for NASCOE Benefits.
 - Unsure on membership card. Needs more discussion.
 - Yes on pursuing NASCOE Credit Card.
 2. MWA Jon Williams Area Chairperson reporting.
 - Yes on Pamphlet/Brochure
 - Yes on having a more prominent place on the website for NASCOE Benefits.
 - OK on membership card, but should have a place for State Association, Should be yearly
 - Yes on pursuing NASCOE Credit Card.
 3. NWA Deana Tranby Area Chairperson reporting.
 - Yes on Pamphlet/Brochure
 - Yes on having a more prominent place on the website for NASCOE Benefits.
 - OK on membership card, but should have a place for State Association, Should be yearly

- Yes on pursuing NASCOE Credit Card.
4. NEA
 - Yes on Pamphlet/Brochure
 - Yes on having a more prominent place on the website for NASCOE Benefits.
 - No on membership card at this time.
 - Yes on pursuing NASCOE Credit Card.
 5. SWA
 - Yes on Pamphlet/Brochure
 - Yes on having a more prominent place on the website for NASCOE Benefits.
 - More discussion needed on membership card, but should have a place for State Association, Should be yearly
 - Yes on pursuing NASCOE Credit Card.
- B. Based on the input from each of the areas, this is the final recommendation to the NASCOE Executive Committee to pursue the recommended NASCOE Benefit items;
1. Pamphlet/Brochure listing all NASCOE Membership Benefits.
 2. Table the Membership Card for NASCOE Members until further details are worked on and can be brought up again.
 3. Move the Benefits page to a more prominent place on the NASCOE Website.
 4. Pursue the NASCOE credit card for NASCOE Membership benefit, NASCOE receive proceeds from transactions to be used exclusively in the NASCOE general fund budget, and individual Members using the card receive proceeds or similar benefit (example: airplane miles).
11. NASCOE Benefits Committee Budget for FY 2016/2017.
- A. This issue and recommendation should be left up to the new NASCOE Benefits Committee Chairperson Brenda Ferias, CA. Brenda will likely get input from the former Benefits Chairperson.
12. Adjournment
- A. The NASCOE Interim Benefits Chairperson, Larry Olsen requested that this report be filed.
 - B. The 2016 NASCOE Benefits Committee is adjourned.

Special Thanks to NASCOE President Wes Daniels for allowing me the privilege of serving as NASCOE Interim Benefits Chairperson!

Respectfully submitted,

Larry Olsen, NASCOE Interim Benefits Chairperson