



## National Association of FSA County Office Employees

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## INTRODUCTION TO NASCOE

The National Association of Farm Service Agency County Office Employees (NASCOE) is an organization that represents county level employees of the Farm Service Agency (FSA). We are a professional trade association representing the interests of all county office employees of the FSA, regardless of membership. We also enjoy the strong support of many associate members who come from the ranks of general service (GS) employees who work in FSA state and county offices.

NASCOE was chartered in 1959 to provide a nationwide, nonprofit, nonpartisan, and nongovernmental association supporting County Committee supervision of employees of the Agriculture Stabilization and Conservation Service (ASCS), now FSA, to effectively and efficiently deliver programs and excellent customer service to rural America. After USDA's reorganization in 1995, NASCOE was granted exclusive recognition to represent FSA county office employees in negotiations with FSA Management. All officers, executive committee members, and standing committee members are full time FSA employees who perform their NASCOE duties on unofficial time. Travel and business expenses are paid from membership dues.

NASCOE membership is strictly voluntary. Approximately 81% of all eligible county FSA employees are members. Each state has the ability to charter their own state association and all state associations are affiliated with the national organization (NASCOE).

NASCOE provides a national medium for the exchange of ideas and information to facilitate closer cooperation in identifying mutual concerns and solutions. NASCOE also provides leadership training and development for county level employees by seeking opportunities for high achieving FSA employees to effect change on a national level through negotiations, collaboration, and involvement on various committees and task forces. We typically are privileged to represent our members on state and national work groups, task forces, committees, and boards. NASCOE and its state affiliates work to develop and maintain labor-management agreements.

Our objectives are: (1) To assist in every way possible to assure successful operation of the Farm Service Agency in advancing the Agency's mission and objectives; (2) To cooperate and partner with common interest groups and organizations to conserve and improve our nation's natural resources; (3) To secure fair and equitable salaries, working conditions, and retirement benefits for all county office employees; and, (4) To promote professionalism in our employees.

The Farm Service Agency has proven track records for trusted, accountable, efficient, and effective federal farm program delivery and customer service. From our beginning, as Agricultural Adjustment Administration (AAA) to our current identity as FSA, we take great pride in our unique ability to implement farm programs through locally-elected county committees. This delivery system is widely known and accepted as the most effective and efficient delivery model among all federal agencies. NASCOE strives to work with partners and stakeholders to ensure integrity, accountability, and efficiency in promoting rural economic stability, development, and prosperity.