



Farm Production  
and Conservation

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**TO:** State Executive Directors (SEDs)

**FROM:** Peggy S. Browne /s/ Peggy S. Browne  
Deputy Administrator for Field Operations

**SUBJECT:** **REVISED:** Excused Absence for NASCOE General Membership  
and Agency Employees to Attend 2019 National Convention

The purpose of this memo is to notify your office that consistent with DAFO's issued memo of January 31, 2014, FSA Employee Association Meetings Attendance and Information, excused absence (administrative leave) for association general members and employees attending this year's NASCOE National Convention in Manhattan, Kansas is being granted.

After review of the agenda I approve 4.5 hours of excused absence (administrative leave) related to the dedicated time on the agenda for state and agency management officials to make presentations and participate in meetings (3.75 hours) on *August 1, 2019* and (0.75 hours) for TSP Benefits Training for those attending a session on *Friday August 2, 2019*. There is no agency mileage or per diem travel reimbursement authorized for this meeting.

Official time and authorized excused absences granted for association officers, area committee members and delegates to attend this year's conferences and meetings will remain consistent with agreements already set forth in handbooks 3-PM, 22-PM and NASCOE consultative agreement.

In addition, SEDs are encouraged to continue to have a liberal policy established for authorizing and approving employee's requests for the use of annual leave, compensatory time, credit hours, time-off-awards or leave without pay, to attend employee association conventions or conferences.

DAFO appreciates the goodwill, support and recognition SEDs continue to provide to our employees for their dedication and service to the agency.

Questions on this approval can be directed to Kara Napier with the Office of DAFO at [kara.napier@wdc.usda.gov](mailto:kara.napier@wdc.usda.gov) or 202-720-1481.