



April, 2016

NEBRASCOE Newsletter

NEBRASKA ASSOCIATION OF FSA COUNTY OFFICE EMPLOYEES

Officers:

President ~ Jessi Colgrove
Vice President ~ Ann Kurpgeweit
Secretary ~ Diane Hidy
Treasurer ~ Shanna Waterman

Board Members:

District 1:
Jessi Colgrove
Amy Vitosh
District 2:
Joni Johnson
Sharon Blue
District 3:
Shanna Waterman
Lisa Wiese
District 4:
Tansy Sack
Niki Dittmer
District 5:
Linda Fegler
Diane Hidy
District 6:
Larry Steinbrecher
Heather Amateis
District 7:
Lorrie Robinson
Ann Kurpgeweit

Websites:

<http://nebrascoe.com>

<http://nascoe.org>

E-mail address:
nebrascoe@yahoo.com

Upcoming events:

2016 State Convention
Norfolk, NE
April 23

2016 All West Rally
San Diego, CA
May 12-14

2016 National Convention
Cedar Rapids, Iowa
August 2-6



2016 NEBRASCOE STATE

CONVENTION IS COMING

Greetings! The 2016 NEBRASCOE State Convention is coming up April 22 and 23, and we would like to remind you that on April 23 in Norfolk at the Divot's Center, we will draw the names of two members who will each receive a Samsung Galaxy Tab 4 7.0"! Each of these is valued at over \$150! One tablet will go to a brand new member and one will go to a current, existing member. It's not too late to join in order to receive all the benefits of membership, plus a chance to win a great prize!

The upcoming convention promises to be packed full of great information and fun too. On Friday, April 22: *Please join us for a tasting of Divots craft brews. The head brew master will provide information on each brew. Afterwards, all are welcome to have dinner at the Veranda. Following dinner, NEBRASCOE will have a social with mini golf, outdoor games (weather permitting), and indoor games available. All functions are on site. No driving necessary.*

Meeting Information

Saturday, April 23rd ~ Norfolk Lodge & Suites (aka Divots): 4200 W. Norfolk Avenue, Norfolk, NE.

Lodging Information

Group Rate: \$83.00 + tax
To reserve your room, ask for the NEBRASCOE group rate **Hotel has complimentary breakfast for hotel guests.**

Call: 402-379-3833 or
<http://www.divotslodge.com/>

Send Registration Forms by April 15th to: Shanna Waterman
54137 858 Rd
Osmond, NE 68765



Like us on FACEBOOK

If you all have Facebook, I would like to encourage you to go on and "Like" the NWA/SWA Joint Area Rally Event. Val Dolcini has the rally penciled in and NASCOE President Wes Daniels, VP Dennis Ray, Legislative Chair Jackson Jones, Scholarship/Emblems/Awards Chair Micki Crider, Publicity Chair Kristal Rater, NAFEC Chair Billy Denison, and possibly Membership Chair Samantha Garrison and Benefits Chair Christy Randall will be in attendance. This will be a Rally that you don't want to miss!

It is being held in San Diego, CA this year & everyone is invited.

Don't forget NEBRASCOE has a Facebook page too. Keep up to date with deadlines and events.



2016 Elections

This year Districts 4, 5, 6, and 7 will be holding elections for new board members. A PT and CED will be elected in each district to hold a 2 year term on the NEBRASCOE board. County Offices should have received their nomination ballots and will shortly be followed up by ballots. This process will be completed prior to the state convention in April and new board members will be announced at the convention

"Do more than belong, participate. Do more than care, help. Do more than believe: practice. Do more than be fair; be kind. Do more than forgive: forget. Do more than dream: work." William Arthur Ward



IASCAOE Raffle Tickets Available

The 2016 NASCOE National Convention will be held in Cedar Rapids IA this year. You can purchase IASCOE Raffle tickets for \$20 each. The Grand Prize is a \$4000 travel voucher to the destination of your choice or \$2500 cash. Other prizes include a Remington Model 870 Wingmaster 12-Gauge, Browning A-Bolt Hunter 270 Win Glock 42 in. 380 Auto, PSE Surge Hunting Bow Package and \$500 cash. The winner is responsible for all applicable taxes, licenses and fees. The drawing will be held August 6, 2016 and you need not be present to win. **Please contact you district representative for tickets.**

NEW MEMBER BENEFIT!!!

NASCOE is pleased to announce a new member benefit. All members now have exclusive access to the Working Advantage discount network which allows you to save up to 60 percent on ticketed events and online shopping. Through Working Advantage you can save on: **Movie Tickets, Theme Parks, Ski Tickets, Broadway Shows, Sporting Events, Hotels and Travel, Health and Fitness, Museums and City Passes, Merchant Gift Certificates, Online Shopping...and much more!**

To subscribe, please access the Working Advantage website at www.workingadvantage.com. When opening an individual account you will need the NASCOE member ID number 146590089.

Working Advantage offers 24-hour online shopping and customer support Monday through Friday from 8:30 a.m. to 6:30 p.m. Eastern time. If you have specific questions regarding the site, please contact Working Advantage at 800-565-3712.

2016 Legislative Update

Recently the Legislative Committee had a conference call to outline plans for upcoming Legislative Conference. States will be sent registrations and agenda to outline what to expect in the near future.

Hunter Morehead was on part of the call and stated that right now there wasn't much going on, on the hill. At the moment the Presidential election is taking most of the oxygen. And there isn't much going on in the Ag world at the moment either.



All of the House is up for re-election and ½ of the Senate is up. This will make the Ag Appropriations process move quickly. We are hoping to see a funding piece in the next few weeks.

Current year spending should be ok. Hunter was informed by an area chair that their state office had limited COC meetings and another committee member on the call stated that their state was reporting that CO travel was almost nonexistent while GS travel was adequate. The concern was that CO Managers who did not have AOV's or GOV's available couldn't travel to shared management operations. The consultant was surprised by both of these revelations considering the appropriations. He stated that he would touch base with the administrator and get an answer back to the chair.

The consultant stated that on the House side, there have been several oversight hearings for educational purposes. These hearings are only an exercise to inform members of the House on what each agency within the department does. There will be further hearings in the future to drill down deeper into exactly what each agency does.

The consultant stated that the OPM breach is still an ongoing issue. He stated that he was personally aware of a former federal employee who was a victim of the breach and had \$60,000 debited from her personal banking accounts and the loss was being attributed to the data breach. So our membership should continue to be vigilant.

We need to stay in touch with County Offices to make sure they know NASCOE will look into issues affecting them and their jobs. If any of these items of concerns noted by Hunter are being seen in your state to let us know so we can get the concern addressed by the National Office.

Linda Fegler
NW Area Leg.

SICK LEAVE AWARDS

Those individuals with sick leave hours ranging from 1,000 to 2,000 shall receive a certificate. These awards will be presented at the state convention in April. Listed below are the employees, their county and the sick leave that has been accumulated. Congratulations!!

Teresa Cole-Phelps county-1000 hours

Annie Ten Eyck-Cuming county-1000 hours

Lily Ulrich-Cuming county-1000 hours

Lorrie Ulrich-Cuming county-1500 hours

Rona Vandell-Phelps county-1000 hours

Submitted by Sharon Blue, Awards chairwoman



FILL OUT A FSA-444 FOR MEMBERSHIP DUES

As our loyal members begin to retire, we have continued our outreach efforts in an attempt to secure new members. Maintaining membership is always a concern, as we must maintain a 50% membership rate to be recognized as a State Association. This year we have worked with NASCOE National Leadership and the Nebraska State Office to simplify the use of 444's for membership dues and it is our hope that the increased use of the payroll deduction will help to keep our membership more consistent. The number one reason that employees chose to write a check to pay their dues is because completing the NE-FSA-51 and the FSA-444 each year was cumbersome and confusing. We hear you and we agree. Starting with the new dues year in July, 2016 we will be encouraging the use of a 444 that can be filled out one time and rolled over from year to year. The STO has affirmed their support of NASCOE/NEBRASCOE and is willing to work with us in order to reach our membership goals.

So how did we accomplish a 444 that can be rolled over? After months of research, the NEBRASCOE board has decided to implement a fixed rate dues structure based on 0.02% of the employee's salary at Step 5 of their current Grade. For example, all Grade 7 PT's will pay dues at a Grade 7, Step 5 rate. This same rate will stay in effect until the Board votes to adjust dues to accommodate for COLI's, etc. The STO will adjust dues for members who receive promotions but that is the only time you're your dues will increase. One of our concerns is keeping our dues income consistent and as seasoned employees are replaced with new employees, our association income will decrease. We believe that going with Step 5 will help to equalize this amount. As you can see from the chart below, this will mean a very small increase for some employees and a small decrease for others.



Please, do not hesitate to contact a board member if you have any concerns or questions. That's what we are here for, to represent and serve you.



| | | |
|---|----------------------|------------------|
| Grade 4 | \$65.47/year | \$2.52/PP |
| Current range \$2.20 - \$2.86/PP | | |
| Grade 5 | \$73.25/year | \$2.82/PP |
| Current range \$2.46 - \$3.19/PP | | |
| Grade 6 | \$81.66/year | \$3.14/PP |
| Current range \$2.74 - \$3.56/PP | | |
| Grade 7 | \$90.74/year | \$3.49/PP |
| Current range \$3.04 - \$3.96/PP | | |
| Grade 8 | \$100.49/year | \$3.86/PP |
| Current range \$3.41 - \$4.43/PP | | |
| Grade 9 | \$110.99/year | \$4.27/PP |
| Current range \$3.72 - \$4.84/PP | | |
| Grade 11 | \$134.29/year | \$5.17/PP |
| Current range \$4.50 - \$5.86/PP | | |
| Grade 12 | \$160.96/year | \$6.19/PP |
| Current range \$5.40 - \$7.02/PP | | |

Our dues remain among the lowest in the nation and we are committed to continuing cookbook and shirt sales in order to keep them low. You can help us now by completing an FSA-444 form. Scan a copy to Tracy Hoffman-Ideus at the STO and to Joni Johnson, our NEBRASCOE Membership Chair. This will become effective for PP 13. If we sent the 444's now, it will allow the STO time to process them as they come in rather than dealing with 200+ in July.

Are you thinking about retiring soon? Good for you! Even though your time with the agency may be drawing to a close, we encourage you to continue your membership and a 444 is the most economical way to do that. The FSA-444 terminates after your last pay period so you and your office get credit for your membership but you only pay dues for the pay periods you worked!

This is a lot of information and we understand that there may be questions. Please feel free to contact me or your district board member if you have any concerns, questions, or would like assistance on completing the forms. Thank you for your continued support!

Jessi Thiede Colgrove, NEBRASCOE President



