



ALASCOE

Alabama Association of County Office Employees



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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 for short (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 handout has been provided in this packet that lists in detail some of these benefits.

It is important that we present a united front and strong membership when NASCOE goes to rally on our behalf to keep these benefits that we have and to strive for our future. We would like to 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.

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 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 sent 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 benefits 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!

Cathy Blackburn

Cathy Blackburn, ALASCOE Past president

Beth Farmer
ALASCOE President



**Your Association—Your Benefits—Your Job
AN ACTIVE MEMBERSHIP IS THE
STRENGTH OF NASCOE**

Membership is Important

**What can I Gain? What could I lose?
What has NASCOE done for me?**

**WHAT COULD 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 even to GS positions
- 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 including our legislative consultant
- Cell phone discounts
- SAMS Club membership discount

**WHAT COULD I LOSE BY
NOT SUPPORTING
MEMBERSHIP?**

- Your Benefits
- Equal/fair treatment
- Jobs, as budget continues to dictate our number of employees to serve our customers FSA and the programs we support for our customers
- Negotiation process with management
- Our united voice for a strong message to management to protect what is needed to serve our customers
- Our retirement benefits as much of the work force gets closer to retirement
- If not NASCOE, who would be there for us?

**WHAT HAS NASCOE DONE
SINCE IT'S FORMATION?**

- Pay and raises each time Congress grants Federal Employees a raise
- Benefits Equal to other Federal Employees
- Grievance Procedure
- Employee/Management agreement
- Reclassification for CED's and PT's
- More grade 8 potential for PT's (Key PT, Lead PT)
- Negotiation process with management
- Strong Legislative Program
- Legal services for our members
- Shared Leave Program
- Scholarship Program
- Credit for years of service for sick leave for FERS employees

**N
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**WHAT CAN I DO
TO HELP—WHAT
CAN I DO THAT
WOULD MAKE A
DIFFERENCE**

- BECOME A MEMBER
- Submit negotiation items
- Contribute to the PAC
- Submit suggestions to improve program efficiency through the program committee
- Offer your input to your leadership boards on how to improve your job and benefits
- Talk to your co-workers about your Employee Association
- Become active in your State Association
- Serve on Special Committees
- Keep informed about your Employee Association
- Come to the NASCOE Convention and to your state and area rallies

**NASCOE Represents
"Loyalty, Service, Courtesy, & Effort"**

Why: NASCOE is our only voice to FSA Management and to congressional leaders on issues that affect our employment

When: NOW

How: By joining your State Association

**There is power in numbers!
Join NASCOE today!**

www.nascoe.org

NASCOE Executive Committee

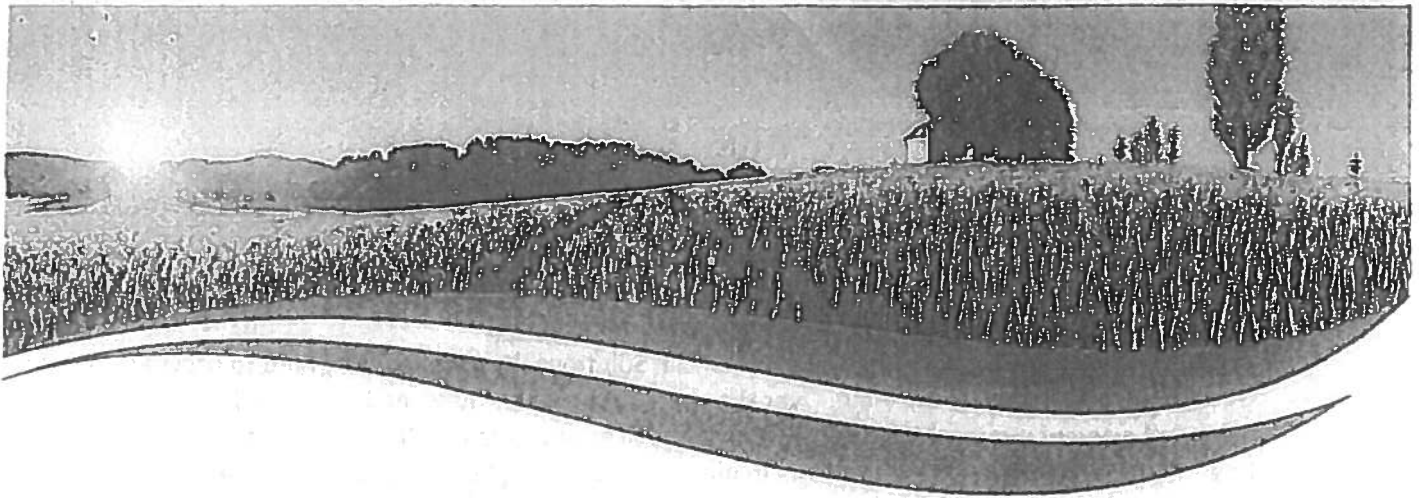
President: Brandon Wilson, KS
Vice-President: Marcinda Kester, FL
Secretary: Richard Csutoras, PA
Treasurer: Curt Houk, IA

NASCOE Area Executives

MWA: Jackson Jones, MO
NEA: Lawrence Parker, VT
NWA: Joel Foster, SD
SEA: Beth Farmer, AL
SWA: Marla Hammer, KS

NASCOE Committee Chairs

Awards/Scholarships: Julie Goetzman, TN
Benefits/Emblems: Chris Lany, VT
Co-Legislative: Neil Barnette, SC
Co-Legislative: Clint Bam, TN
Membership: Glenn Thomas, SC
Programs: Chris Hare, IN
Publicity: Teresa Holmquist, MN
SAFE: Denny Green, TN



NASCOE Benefits Included with Your Membership

- 🌐 **DILLARD FINANCIAL SOLUTIONS (DFS)** is the Official Benefits Provider for NASCOE and they offer many products including retirement, insurance and investments. Free retirement and benefits analysis. For all their products visit their website at <http://dillardfinancialsolutionsinc.com/nascoe/benefits/>. DFS can also be found on the NASCOE website under benefits.
- 🌐 **WORKING ADVANTAGE EMPLOYEE DISCOUNT PROGRAM** offers employee discounts to NASCOE members for hotels, theme parks & attractions, movie tickets, water parks, shows, rental cars, gift cards and shopping deals. <https://workingadvantage.com/>. The NASCOE Company Code can be obtained from your National, Area or State Benefits Chair.
- 🌐 **NASCOE EMPLOYEE RELATIONS SERVICES (ERS) - 1 HOUR OF FREE LEGAL COUNSEL** with the NASCOE Attorney. Designed to confidentially assist and guide members that need advice, education, or legal services regarding employment and human relation issues. For more in-depth information, please visit the NASCOE web page and look under Benefits | NASCOE Employee Relations Services. Be sure to follow the proper channels that are listed.
- 🌐 **AIR MED CARE GROUP DISCOUNT.** The application can be found on the NASCOE website at Benefits | Air Med Care | AirMedCare Contract. The current cost is \$65 per year. They have several different policies to choose from and can save you and your family from additional burdens in accident situations.
- 🌐 **SAM'S CLUB \$10 GIFT CARD.** By joining or renewing your Sam's Club membership, you can receive a \$10 gift card. Visit the NASCOE website at <https://nascoe.org/benefits/>.
- 🌐 **JM MARKETING** is another source for long term care, dental, vision, and cancer policies. You can find their information on the NASCOE website under Who Is NASCOE? | NASCOE Affiliates | JM Marketing.



NASCOE BENEFITS

NASCOE members are privileged to a wide variety of benefits. Some of these include the following:

DILLARD FINANCIAL SOLUTIONS (DFS) (mynascoebenefits.com)

As our national benefits provider, Dillard Financial Solutions, has worked very hard to provide us with the best products available. Over the years, DFS owners Steve and Teresa Dillard, have attended many of our local state conventions as well as our Area and National meetings. They have also provided retirement seminars in many states. Throughout all the years, Dillard Financial Solutions have always promoted "Safe Retirement Planning". Some of the services you have heard them speak of are:

- Help start a retirement plan;
- Rollover your IRA or 401K;
- Rollover your TSP and other investments;
- Insure you retirement income;
- As well as Life insurance policies, just to name a few.

In 2014 statistics showed that 60% of the county office staff was eligible to retire within the next 5 years! Each of us need to conduct a self-evaluation and make the most of what we currently have NOW. Dillard Financial Solutions offers a "FREE" Federal Employee Benefit Analysis to each and every NASCOE member. It gives you an overall picture of what "YOUR" federal benefits picture is. It gives you an in-depth insight into what your projected retirement annuity will be, FERS supplement benefit (if applicable) and projected TSP balance based on your retirement date.

I encourage each of you to take the time and meet with them if you have not done so. It is never too early OR too late to save for tomorrow. As their brochure says "Our smarter retirement strategies won't just get you TO retirement, they'll get you THROUGH retirement."

J.M. Marketing

NASCOE continues to have a good working relationship with JM Marketing and they still offer multiple plans including but not limited to dental, vision, cancer insurance, critical illness and life insurance.

Working Advantage

In June 2015, NASCOE announced a new member benefit. All NASCOE members have exclusive access to the Working Advantage discount network which allows you to save up to 60% 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! In fact my son used this network to purchase tickets to local activities in Savannah.

To receive these savings, you must first be a member of NASCOE. You may then request the NASCOE Company ID# from your State Benefits Committee Chairperson to use when registering to become a member. You can then log into the Working Advantage website at your leisure and create your own id and password. Working Advantage offers 24-hour online shopping and customer support Monday through Friday from 8:30 AM to 6:30 PM Eastern time.

Please contact Lana Atkinson directly for the Members Only Company ID#.

Cell Phone Benefits

The NASCOE Benefits Committee continues to research cell phone discount information for our members. Discounts are available to all government employees, but the information gathered by the Committee is reserved for NASCOE members only. To be eligible for the cell phone discounts, you must be a CURRENT Federal employee. We continue to look into the issue of retirees being ineligible for the discount. If you have any problems receiving your discount, please don't hesitate to let us know.

"Members Only" Items

Information concerning cell-phone discounts, available state AAA discounts and Working Advantage programs are now being provided by your State Benefits Committee Chairperson. We are no longer using the "members only" website as in the past. In order to obtain the members only information, you must first be a member of NASCOE. You must then contact your state benefits chairperson who will verify your membership and then provide you with this information.

Air Evacuation Services

Did you know that the average cost of an emergency evacuation flight is \$20,000? At this time National Benefits Committee Chairperson, Christy Randall, is looking into signing a contract with Air Evacuation Services that would give members of NASCOE a discount on the modest yearly fee for a service that now has over 240 bases in over 32 states. If you become a member and have to use their service, you will not see a bill.

Travel

Book all your travel needs through <http://www.ytbtravel.com/Page/Home/wa=nascoe>. Bookings through this site earn NASCOE a commission.

Negotiations/Programs Submission

If there is anything that you would like NASCOE to look into, please go to the Forms/Downloads section of the NASCOE website. You would use the Negotiations Submission form for Staffing/Personnel, Benefits, Workload, IT/Computer Environment, or anything else of concern not related to Programs. You would use the Programs Submission form to recommend improvements for program delivery.

**Please visit www.nascoe.org and click on "Benefits" on the right pane for additional information.

This form is available electronically.

FSA-444
(06-21-12)

U.S. DEPARTMENT OF AGRICULTURE
Farm Service Agency

**REQUEST FOR OR TERMINATION OF VOLUNTARY ALLOTMENT OF PAY
FOR USDA FSA RECOGNIZED ASSOCIATIONS**

NOTE: The following statement is made in accordance with the Privacy Act of 1974 (5 USC 552a - as amended). The authority for requesting the information identified on this form is 5 USC § 5525 - Allotment and Assignment of Pay. The information will be used to process an employee request to begin or terminate a voluntary allotment of pay. The information collected on this form may be disclosed to other Federal, State, Local government agencies, Tribal agencies, and nongovernmental entities that have been authorized access to the information by statute or regulation and/or as described in applicable Routine Uses identified in the System of Records Notice for GOVT-1, General Personnel Records, USDA/FSA-6, County Personnel Records, and USDA/FSA-7, Employee Resources Master File. Providing the requested information is voluntary. However, failure to furnish the requested information will result in an inability to process an employee request to begin or terminate a voluntary allotment of pay.

The collection of information is completed by current Federal employees and is therefore excluded from the Paperwork Reduction Act Requirement as specified in the 5 CFR 1320.3, and OMB approval is not required for this collection of information.

The provisions of appropriate criminal and civil fraud, privacy, and other statutes may be applicable to the information provided.

1. Name of Employee (Last, First, Middle)	2. Last 4 Digits of SSN
3. Home Address of Employee (Including Zip Code)	4. Name of USDA Agency (Including Division/Branch) USDA/FSA
	5. State/County of Employment

6. Association (Check One):

NASCOE NAFEC NASE NACS Other: _____

7. Type of Allotment (Check one) Note: A separate FSA-444 must be filled out for each type of allotment.

ASSOCIATION DUES
I hereby authorize the Farm Service Agency (FSA) all of the following:

- to deduct from my pay on a biweekly basis the amount certified as the regular dues of the Association or state affiliate beginning PP ___ of CY ____.
- to make any changes in the amount which is certified by the Association or the state affiliate as an uniform change in its dues structure.
- to remit the dues withheld to the Association in accordance with its arrangements with FSA.

SUPPLEMENTAL INSURANCE COVERAGE
State: _____ Association: _____
I hereby authorize the Farm Service Agency (FSA) all of the following:

- to deduct from my pay on a biweekly basis the amount certified by me as the premium for insurance elected by me through the NASCOE authorized carrier beginning PP ___ of CY ____.
- premiums withheld will be remitted to the NASCOE carrier in accordance with the agreement between NASCOE and FSA. I understand that if my pay is insufficient to withhold the premium due, I am responsible for paying such premiums directly to the NASCOE carrier if I want to continue my insurance coverage.

I understand this authorization must be filed with the State FSA Office at least 3 days before the end of the pay period in which the first deduction will be made. I further understand this authorization will be terminated at any time I give written notice or in case of my separation for any reason. In either case, such termination will be effective only to prohibit further withholdings.

8. Signature of Employee Requesting Allotment	9. Date (MM-DD-YYYY)
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10. Termination of Allotment (Check One):

State: _____ Association: _____

I request payroll deduction for the following allotment be terminated on the first day of Pay Period _____ of CY ____.

NASCOE Dues Supplemental Insurance Coverage NAFEC Dues
 NASE Dues NACS Dues Other: _____

11. Signature of Employee Terminating Allotment	12. Date (MM-DD-YYYY)
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13. State Office Action (Check NFC tables to determine current PP dues, or supplemental amount):

A. Date Received (MM-DD-YYYY)	B. Effective Date (MM-DD-YYYY)	C. Date Updated (MM-DD-YYYY)
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D. Name of Employee Updating Request	E. Signature of Employee Updating Request
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The U.S. Department of Agriculture (USDA) prohibits discrimination in all of its programs and activities on the basis of race, color, national origin, age, disability, and where applicable, sex, marital status, familial status, religion, sexual orientation, political beliefs, genetic information, reprisal, or because all or part of an individual's income is derived from any public assistance program. (Not all prohibited bases apply to all programs.) Persons with disabilities who require alternative means for communication of program information (Braille, large print, audiotape, etc.) should contact USDA's TARGET Center at (202) 720-2600 (voice and TDD). To file a complaint of discrimination, write to USDA, Assistant Secretary for Civil Rights, Office of the Assistant Secretary for Civil Rights, 1400 Independence Avenue, S.W., Stop 8410, Washington, DC 20250-9410, or call toll-free at (866) 632-6692 (English) or (800) 877-8330 (TDD) or (866) 377-8642 (English Federal-relay) or (800) 845-8136 (Spanish Federal-relay). USDA is an equal opportunity provider and employer.

ALASCOE Dues Form

Return with Check Made Payable to ALASCOE

Dues are due and payable July 1st of each year and are as follows:

Grade 10 and above:	\$130
Grade 9 and below:	\$ 78
Associate Dues:	\$ 40

Name of County _____

Name _____, CED Amount \$ _____

Name _____, PT Grade _____ Amount \$ _____

Name _____, PT Grade _____ Amount \$ _____

Name _____, PT Grade _____ Amount \$ _____

Name _____, PT Grade _____ Amount \$ _____

Mail to: ALASCOE Secretary/Treasurer
Judy Rudd
1001-A 25th Avenue
Phenix City, AL 36869

2020/2021 ALASCOE Officers

President	Beth Farmer
Past President	Cathy Blackburn
President-elect	Jennifer Stanley
Secretary/Treasurer	Judy Rudd

ALASCOE Board of Directors

District I **Belinda Woods - Director**
Gina Harris - Director
Tina Holcombe – Alternate

District II **Hannah Barton – Director**
Misty Norris - Director
Amanda Gore– Alternate
Angela Jones – Alternate

District III **Bridget Byrd – Director**
Renee Hamrick - Director

District IV **Drew Roney - Director**
Susan Tranum - Director
Olivia McCray - Alternate
Rachel Proveaux – Alternate