

South Dakota State SDASCOE Convention-2021

May 13, 2021-Deadwood

The 2021 SDASCOE Convention opened with President Mary Jane West welcoming us to Deadwood. The General Session was called to order. President West visited with the attendees on the COVID precautions and welcomed the members attending via Teams. 25 people were on Teams. The National Anthem was played and we recited the pledge of allegiance.

President West introduced our acting SED Jamie White.

Jamie was joining the meeting via TEAMS. Jamie stated to the group in the trying time we have had to remember the positive in Life. Jamie indicated that SD-FSA was the best place to work and DAFO highlighted SD national. Jamie visited with the group about COVID. SD is at 50% vaccinated at this time. We haven't moved back to traditional work yet. STO still hasn't moved any people in office. Jamie indicated that county offices had moved to 1 customer at a time in the offices. She also stated that the virtual environment has been a good thing. Jamie said it's the hard work we do in the office that makes FSA great. WHIP+ was a challenging program but it did pay out 65 million statewide to our SD producers. Jamie did touch on the ARC/PLC program. At this time we have 60,000 contracts and this was up 7.5% from last year. Conservation signups for 53 & 54 we talked about. Jamie stated that more goes into contracts than just loading them. PT's talk & visit with the producers to know what the producer wants to accomplish with their land in CRP. TEAMS is a good tool for office hours and being able to train all the new employees throughout the state. BOX has been another tool for county offices to use. Jamie visited about the KEY PT positions we have in SD. We were able to hire three new KEY PTS this spring. These are the current Key PT's for South Dakota:

- GIS-Teri Roth
- Farm Records- Danielle Ellsworth
- PL-Ashley Yackley
- NAP-Nila Woodward
- CRP-Leslie Heyden
- FL programs-Kathy Buchholz

We have 4-new CED's in training and 5 COT's with FSA

We have hired 47-CO permanent PT's in the last 12 months.

Reemployed employees-brought back retirees to help w/overloaded counties.

2021 FY staff ceiling reduction: 2020 we were at 250, 2021 we are at 241.

Dashboard is our tool for the staffing. All programs factor into the dashboard. At this time we are 3 people over on staffing @244. COT's come from our ceiling.

Best maximize of management: eligible items for referral for new job, always review the application. The most recent SF-50 must be used and your most recent performance review must be signed. Traci nor Jamie can see what you have uploaded.

Max telework option is up to the Manager. When traveling talk to your supervisor. If quarantined minimum is 7 days with test and 10 days without test.

Jamie thanked the employees for a job well done and reminded us to take time for our family and ourselves as well.

President Mary Jane West presented the 2020 and 2021 Distinguished Service Awards.

2020 Outstanding Service to NASCOE: Jim Anderson (NW Area Winner as well)

2020 Community Award: Nicole Cunningham

2021 Distinguished Service to Ag: Kathy Zilverberg (NW Area Winner as well)

Scholarship Awards:

2020 Tradition award: Erin Moncur-Hand

2021 Open Continued Award: Erin Moncur-Hand

2021 Traditional Award: Jayme Jensen-Belle Fourche

Mary Johnson Memorial Fund: Jayme Jensen

Session 2:

President Mary Jane West started session 2 with opening remarks. Mary Jane stated that SDASCOE had purchased the virtual equipment that had been approved by the board. We were using it for the convention this year. President Mary Jane visited with the group about why new members of FSA were not electing to be members of SDASCOE. A discussion by the group present was wondering if CED's were not talking to the new employees about the benefits that SDASCOE has fought for the county office employees. 60 years ago we had no benefits. Now we have Key PT positions, leave sharing, paid parental leave to name a few. President Mary Jane also indicated that we needed fellow members to step up to chair a committee and get active in SDASCOE. For the most part, it doesn't take a lot of extra time on the member's part.

SDASE

President of SDASE Tanya McIlravy had President Mary Jane read her remarks that she sent to Mary Jane. At this time Tanya is moving to FPAC Business Center so this would be her last report. Tanya was unable to attend the convention. Please see the attachment for Tanya's report.

RASCOE

Becky Zirpel , RASCOE president, visited with the group about how they support NASCOE & SDASCOE. Becky stated that she has never missed a SDASCOE convention. Becky reminded the group that benefits are not a given and through the hard work of past retirees, we have the benefits we have today because of them. She also stated we get to keep our insurance into retirement. This is always a huge concern to members as they move into retirement. They are working on the pre-tax benefit yet. To date, RASCOE members don't have this benefit right now. RASCOE will be doing a 50/50 drawing for \$1.00 a ticket. Drawing will end at noon on May 13th. Becky said that Membership dues were \$30.00 for members and Associate dues for RASCOE are \$20.00.

NWA executive Joel Foster talked to the group next. Joel talked about the Leadership Conference held in Oct. 2019. SDASCOE had 6 people attend the conference. They worked on the workload matrix and Joel said that county offices need to make sure the right data is being loaded into WEBTA to make this work properly. Employees need to put the activities into the program areas instead of just using ADMIN. CED's should be looking at the dashboard and showing to their PT's. The dashboard is a tool that is used to fund the budget for FSA. So it truly is important to load your WEBTA properly. We were able to bring on 24 new PT's while our neighbor North Dakota was able to bring only 1 new hire on due to budget in 2020. DD's should be showing the CED's and staff the dashboard as well and visiting with them about it. Joel said the SDASCOE is at 86% membership. We need to educate the new employees of what SDASCOE does for them. NASCOE helps to secure our benefits, they are not just a given. Joel told the group that he was going to run for NASCOE Vice President and would like the support of SDASCOE. He also stated that Becky Zirpel was running for RASCOE National Vice President as well.

Recognition of Dillard's and Blue Cross /Blue Shield was done at this time. Teresa Dillard visited with the group and indicated that they had their booth for anyone to come and visit with them.

Approval of the 2019 SDASCOE minutes were done. All minutes have been put on the website for all members to view and read. Joel Foster made a motion to approve the minutes and Marlene Reuman 2nd the motion. All present voted aye. Motion carried.

SDASCOE Committee Reports:

Treasurer's Report:

President Mary Jane presented the group with our Treasurer Report that Desiree King emailed to her. Mary Jane discussed the report with the group. Donald McManus made a motion to accept the Treasurer report and Kristen Miles 2nd the motion. All present voted aye. Motion carried.

Legislative Report:

Keri Niederman, legislative chair presented the Legislative report to the attendees. Please see the attached report that Keri's notes.

There were no reports from Ways and Means, Publicity, Benefits, or Membership

Sara Holland made a motion to accept the reports and Keri Niederman seconded the motion. All present voted aye. Motion carried.

Roll call was completed with 53 in attendance.

- Regular-18
- Retirees-18
- Guests-13

President Mary Jane recognized Paula Gregg as a SDASCOE First Time Attendee.

Election of Officers was held at this time:

Treasurer: Courtney Hansen nominated Desiree King for SDASCOE Treasurer. Jim Anderson seconded the motion and moved that all nominations cease and the secretary cast a unanimous ballot for Desiree. All voted aye.

Secretary: Joel Foster nominated Karen LaFurge for SDASCOE Secretary. Shelley Moncur seconded the motion and moved that all nominations cease and the secretary cast a unanimous ballot for Karen. All voted aye.

There were no nominations for Vice President or President. President Mary Jane visited with the group and voiced her concern as to where this would lead SDASCOE. SDASCOE has always been a leading group for the NWA and NASCOE. But members are retiring and new employees are not stepping up to the leadership roles. This is a big concern for our organization.

NASCOE Convention Delegates:

At this time we do not have a delegate going to the NASCOE convention. The convention is August 3rd through August 7th. Please visit around with offices employees and see if anyone would be interested. Courtney Hansen will be our delegate for the NWA rally this weekend.

SDASCOE old Business: There was no old business to discuss

SDASCOE New Business:

- CD's: The group visited about putting some of the SDASCOE funds back into CD's. The group discussed going with Dillard's with the new CD's. There is no administrative fee and the CD's are a fixed rate. The interest is at 1.75% for a three year CD and 2.25% for a 5 year CD. Shelley Moncur made a motion for us to go have one three year CD and one five year CD each for \$10,000. Karen LaFurge seconded the motion. All voted aye. Motion carried.
- SDASCOE chairperson/director position needs: President Mary Jane encouraged the group to start talking to other PT's and getting them involved with SDASCOE. Ask them to be on a committee with SDASCOE. It doesn't take a lot of your time to be on a committee. We need to educate people on Chairperson duties.
- Membership: Leslie Heyden-Gregory said she would be interested in chairing this committee
- Legislative/PAC/COAC/Outreach-Dawn Nagel-Mary Jane has been visiting with Dawn about chairing this committee
- Awards/Scholarship/Fundraising/Ways & Means-Courtney will continue to be a chair until we can find a replacement
- Publicity-Shana will continue until someone steps up. Dillard's did indicate to the group that they could have a person manage our website if needed.
- Benefits/Program/Emblems-We need someone for this committee

We visited about aligning with NASCOE on the Chair programs. It would be less people we would need for chairpersons. Joel Foster made a motion that SDASCOE align with NASCOE with program committees as follows:

- Membership
- Legislative/NAFEC
- Publicity

Except these two below:

- Emblems-Benefits-Programs
- Awards-Scholarship-Fundraising

Donnie McManus seconded the motion. All voted ayes. Motion carried.

President Mary Jane stated that the convention for 2022 may be in Chamberlain. James Anderson and Donnie McManus would head this for SDASCOE. More details needed to be gathered before a decision was made. With no further business, Marlene Reuman made a motion to adjourn the meeting and Courtney Hansen Seconded. All voted aye. Motion carried.

Dillard's Financial Services did a small presentation on retirement for the members present at the convention and on TEAMS.

Respectfully submitted by,

Karen LaFurge, secretary