



## National Association of FSA County Office Employees

**President**  
Mark VanHoose  
6155 Nichols Lane  
Johnstown, OH 43031  
(740)670-5340 – Office  
(937)205-1142 – Cell

**Vice President**  
Wes Daniels  
5471 Smithboro Rd.  
Mullins, SC 29574  
(843)774-5122 – Office  
(843)430-2123 – Cell

**Secretary**  
Deb Esselman  
925 Donald St. Rm. 101  
Medford, WI 54451  
(715)7484121 – Office  
(715)613-5556 – Cell

**Treasurer**  
Shelly Odenkirk  
9757 Martin Rd.  
West Salem OH 44287  
(330) 262-1911 - Office  
(330) 464-1475 – Cell

### CONFERENCE CALL WITH MANAGEMENT ON OFFICE STRUCTURE

**By Mark VanHoose, President**

Management held a conference call with association and union leadership on 09/04/2014 to discuss Service Center Structure (SCS). Before moving to SCS, DAFO discussed Farm Bill accomplishments and information:

- The work at all levels on LFP and disaster program amount to 3 years of work crammed into 6-9 months.
- Sequestration will be in effect after October 1<sup>st</sup>. The exception will be for LFP applicants that have an appointment, or have called in or web registered before October 1<sup>st</sup> will not be subject to sequestration. All other programs not completed by October 1<sup>st</sup> will have sequestration reductions applied.
- Encourage producers to use the MPP web tool.
- ARC/PLC training soon.
- NAP changes rolling out this fall.
- CTAP underway.
- Receipt for Service provisions rolling out soon. Required in the Farm Bill.

Each state has their staffing ceilings. FSA is behind in hiring due to additional retirements and the e-recruit software having issues. Also FSA does not enough people to process all the new hiring (welcome to the county office world). DAFO is monitoring to get people on as quickly as possible.

**Workload Model:** Management will send out power points that describe the workload model this week (By September 5<sup>th</sup>). Associations can contact DAFO with questions. Management will not provide each state's staffing numbers to the national associations but each SED can now share workload plans and numbers with their respective state association. I want to encourage each president to request this information and let your area executive know if you have problems. Some states did not follow the workload model and WDC did not look over their shoulder on this. Again let your Exec know if you have concerns.

**SCS:** Juan discussed the new county office structure plan. He noted that while we didn't always agree in the process he felt that management communicated well. Management is still waiting on SED's to offer final input into the plan. Management started this process last year looking for cost savings and to put those funds into employee resources (IT, etc.). The purpose was to evaluate the service delivery structure and not an office closure concept. One emphasis was to look at reducing office space in offices where we once had 5-6 employees and now have 2-3 employees. Juan stated FSA can reduce this extra space. CBS renamed SCS. Focus on cost savings, quality customer services, wellbeing of employees was paramount.

Best utilization of supervisory positions and not a plan to reduce FLM's and CED's.

SCS is an opportunity to specialize for employees.

It has been 20 years since the merger of part of FmHA and ASCS and it is time to cross train.

So this is how the Administrator defined the different offices:

Type 1: Provides full service for FLP and FP and would have minimum of 5 employees. Would have a CED and one employee with Farm Loan approval authority (Does not have to have an FLM). There can be exceptions.

Type 2: Would have at least 3 employees. This office would deliver Farm Programs and CO employees could also accept FLP applications and take FLP payments and send to the Type 1 office (in my mind I wondered about the cross training he mentioned earlier but didn't ask at the time).

Type 3: Basic services on a full or part time basis and maybe only 1 employee. Open certain days of the week or only open by appointment. If open full time has no more than 2 employees. This situation would offer an opportunity for a PT to get a grade 8 since no CED (I asked the question if one of the employees in a type 3 was a CED would that employee have to compete for a job and the answer is that they want to be as employee friendly as possible and will work with NASCOE for solutions—so probably competition at some point but I will be very disappointed if we have to deal with that issue during Farm Bill implementation). Someone asked if grade 8 would be available to FLP PT's serving multiple counties. I don't see that happening but it would blow the doors open for all CO PT's going to grade 8 as I see it.

No major changes to county committee structure and supervision of the CED. NAFEC expressed concern about limitations on the number of county committee members in combinations and concerns about proper representation for all counties.