



# MACS Newsletter



July 2007

## MACS/MNASCOE Annual Meeting – July 20th

There is still time to attend the annual meeting in Fergus Falls, on Friday, July 20, 2007. Please see the MACS web site for the registration and hotel information. A draft agenda for the MACS portion of the meeting is attached to this newsletter.

Activities will begin Thursday, July 19<sup>th</sup> in the afternoon and evening. On Friday morning a joint session with MNASCOE will be conducted from 8:30 – 11:00 a.m. Following this the two Associations will hold their separate business sessions.

## NACS Convention Info

Lee Crawford, Cindy Vukasin and Mark Drewitz attended the annual NACS convention in Cincinnati, Ohio, June 25-28<sup>th</sup>. No NASE members from Minnesota attended the NASE convention.

A detailed report of the meeting will be put out later this month by NACS so be alert for the next NACS

newsletter. Following is a brief synopsis of the major events of the meeting:

### 1165, FLM and DD Classification

Donald Sanders of HRD was in attendance along with Steven Connelly, Deputy Administrator for Field Operations, Carolyn Cooksie, DAFLP and Glenn Keppy, Associate Administrator. A summary of their presentations, questions and answers is:

- The core work of a Farm Loan Manager, per the 1165 standard, is a grade 11.
- An FLM must spend 25% of their time supervising for that activity to become grade controlling which allows for the grade 12.
- The core work of a District Director, per the classification standard, is a grade 12.
- A DD must spend 25% of their time supervising which then becomes the grade controlling issue to allow for a grade 13. One of these positions must be a position with promotion potential to grade 12, the other two may be grade 11.
- The 25% supervision requirement to move to the next grade level equates to 3 positions for both DD and FLM.
- An FLM will be considered to have earned supervision status of 25% if they achieve 2.75 positions supervised. This is as per an agreement from HRD and management. One of these positions must be a position with promotional potential to grade 11.
- To count a non-line employee against the 2.75 position requirement for an FLM that employee

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must be working a threshold level of 25% FLP.

- The Agency and the Department could request a re-write or updating of the 1165 classification standard but there is no guarantee it would yield the desired result.
- HRD does not audit submissions for a particular grade. The next level management supervisor must certify in writing that the requirements for the grade are met.
- HRD will not be auditing existing positions and existing grade levels. The issues become evident when the position becomes vacant and the certification by the supervisor is required.
- For purposes of classification of the FLM position, a CO employee working 100% FLP will be counted as 1 position supervised. However, DAFO will not support the FLM being this employee's official supervisor of record. Steve Connelly of DAFO questioned why this position would not be turned into a GS FLP PT position.
- There is no other classification standard that is better than the 1165; therefore, HRD believes the standard is the proper one.

- Carolyn Cooksie is examining the classification problems to see if there is something that can be worked out.

### **FLP Issues, Carolyn Cooksie, DAFLP**

- Hasn't been a lot of traction on removing term limits.
- Has testified before Congress concerning FLP issues for the Farm Bill.
- Legislative action is being introduced to allow more farmers into the Pigford lawsuit. Without this consent decree and action is winding down.
- Garcia and Love lawsuits were dismissed, appealed and upheld.
- Considerable time and attention is being paid to the Native American lawsuit (Keepseagle) and believes Agency can and must prevail.
- Funding use has slowed down. Now, don't expect to be as short of some funds, namely D-OL, as once thought.
- Streamlining rules will be issued by November, with a 60 day delay between issuance and effective date. Training may be in Ag Learn due to budgeting issues.

### **2006-07 MACS Board**

**President – Mark Drewitz**  
**Vice President – Lee Crawford**  
**Secretary – Becky Martinson**  
**Treasurer – Sue Westrom**  
**NASE State Contact – Jean Post**  
**Past President – Russell Miller**  
**District 1 Representative - Vacant**  
**District 2 Representative – Jim Velde**  
**District 3 Representative – Mike Smith**  
**District 4 Representative – Kevin Lehman**  
**District 5 Representative – Rick Ray**  
**District 6 Representative – Scott Nordby**  
**District 7 Representative – Cindy Vukasin**  
**District 8 & STO Representative – Kevin Elton**

### **T & A / Work Measurement**

A demonstration was provided on the Star Web 5.0 and work measurement system. In increments of 15 minutes each employee will enter their time and the work activity they were doing for that time. Now going out on pilot. Pilot version has 9 program categories with 20 different work items in each program category. Not all work items apply to each office and 2-3 program areas are applicable to FLP – for the pilot.

### **NACS and FMA**

A constitutional change was put forward to make membership in FMA voluntary instead of required as it

now is. The concern of the members putting this forward was the dollars sent to FMA and the level of activity and support from FMA for NACS issues. There was a considerable amount of discussion on this. The change was referred to a committee to examine options of what would replace the activity and support that FMA is now providing.

### **NACS Resolutions**

Resolutions for policy, program improvement, legislative issues, etc., from the members are reviewed by Committee's who then revise and clarify the submissions and then make recommendations for adoption or non adoption. During the meeting members may attend the committee meetings to provide their input on resolutions under submission. This year IT, Legislative and Management/Personnel committee's were attended by the MACS delegates. These reports will be on the NACS web site shortly.

### **NACS Board Elections**

Mike Gibbs of Georgia was elected to succeed Darren Metzger as NACS President. He was Vice President for 2006-07. Mr. Gibbs is presently a Farm Loan Officer and a previous FLM.

Stu Skidmore of Washington State was elected Vice President. He was Zone A representative for 2005-2007 and is an FLM in Washington.

Randy Milloy of Texas was elected Secretary. He has previously served on Committee's, Task Forces, and other positions.

Jon Vogt of Kansas was re-elected Treasurer. He has served as treasurer since 2006 and has previously been Zone B representative and served on various committee's.

Zone A representative is Chris Reninger of Idaho. She served as Zone A representative alternate for 2006-07.

Zone B representative is Mark Drewitz of Minnesota. The Zone B alternate from 2006-07 was not available for this position.

Zone C representative is Chuck Lipscomb of WV. He served as Zone C representative alternate for 2006-07.

Zone D representative is Priscilla Howell of Arkansas. She served as alternate for Zone D representative for 2006-07.

All Board members elected were unopposed.

### **Upcoming NACS Conventions**

The 2008 convention will be held in Lincoln, Nebraska. A bid was entered by Georgia to host the 2009 convention in Atlanta.

## Congressional visits

Russell Miller attended the fundraising event for Congressman and Ag Committee Chairman Collin Peterson on July 1st in Detroit Lakes, MN. MACS/NACS issue briefs with an emphasis on term limits were again discussed with the Congressman as a follow up to the discussion held this spring while attending the FMA meetings in Washington, D.C. The term limit issue is currently lacking the consensus and support needed to effect a change in the current farm bill. It will take some additional support if this change is to happen.

Russell also attended a meeting with Republican Senator Norm Coleman on Monday, July 2<sup>nd</sup> in Warren, MN. The MACS/NACS issues were discussed again at this meeting, with Coleman staff Member, Carl Kuhl. Our message was well received by the Senator's staff.

Both parties look at letters and phone calls received as a barometer of how to support or not support issues. Change in current farm bill language may not only require our MACS/NACS membership action, but customer/farmer action and involvement also.

FMA PAC funds will again be made available to attend the annual golf fund raising event for Congressman Peterson on August 10, 2007. As in the past, a four person team of MACS members will be sent to this event. Historically, this event has proven to be an effective tool, keeping the door of communication open for MACS/NACS issues.

## FMA Information

The FMA Washington Report newsletter is located at:

<http://www.fedmanagers.org/public/washingtonreport.cfm>.

Members are encouraged to monitor the FMA site to keep abreast of the latest events with FMA and legislative actions in Washington.

## Upcoming Meetings

**Zone B Meeting** – Sioux Falls, South Dakota,  
February 1& 2, 2008.

NACS/NASE Annual Convention – Lincoln, Nebraska,  
June 2008.

## NACS/NASE Information

Newsletters are available at their respective web sites:

NACS – [www.nacsfsa.org](http://www.nacsfsa.org)

NASE – [www.nasefsa.org](http://www.nasefsa.org)

Links to these sites as well as FMA are maintained on the MACS web site under “Links”.



## MACS Business Meeting Agenda July 20, 2007



Roll Call

Reading, correction, approval of minutes of last meeting

Reports of officers

Treasurer  
Secretary  
Vice President  
NASE State Contact  
Past President  
President

Reports of committees

Farm Loan Program – *Kevin Hagan, Bev Turner, Doug Kunde, Rod DeGraaf*  
Management / Personnel – *Gary Schommer, Jim Velde, Kevin Elton, Randy Dufner*  
**Options for FLP Staffing, Program Delivery in the 1165 environment**  
IT – *Keith Hobbie, Cindy Vukasin*  
Legislative – *Lee Crawford*  
Farm Program –

Old Business

New Business

2009 Zone B Meeting – Minnesota  
Other New Business

Election of Officers

Miscellaneous Business

Installation of new officers and board members

Adjournment