



Wisconsin Association of FSA County Office Employees

www.wiwascoe.org

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The current budget crisis has required States to look at reassignments in conjunction with VERAs and VSIP/VERA. It is our goal to provide field office recommendations to aid management in the state of Wisconsin to continue to provide efficient and effective services. WASCOE is committed to maintain a high level of customer service, yet still providing an atmosphere as friendly to employees as possible.

1. When Wisconsin is in the process of right-sizing, provide every employee an opportunity to volunteer for an understaffed office position. Post for volunteers whether in commuting distance or not. This would be our priority.
2. WASCOE understands the physical, mental, and emotional stress of employment in both the overstaffed and understaffed offices at this time of budget cuts. It is with that in mind that WASCOE recommends the following in the advent of the recently announced VERA. If Wisconsin must do reassignments, we request that management alter the timelines established in WI Notice PM-1161. Instead of beginning the timeline on 12/5/2011, begin notifying affected CEDs on January 3-6, 2012. Delay the timeline implementation for no more than 30 days. We also recommend that management review the 4 weeks allowed for volunteers and possibly decrease the time to volunteer so understaffed offices may take action as necessary.
3. As changes in staffing are noted, post as quickly as possible to the field. Keep employees informed. Develop an easily accessible way to do so.
4. Workload from the established team was reviewed and WASCOE would like to see every program included in the workload count. If the work is completed, it should be counted.

WASCOE understands that FSA consists of both CO and GS employees. Our position remains to provide seamless delivery in every county.

WASCOE would support the SED in requesting from Washington that funding not be withdrawn in Wisconsin should we fall below the ceiling. We would request that the SED request to hire, should VERA or other staffing changes cause the state ceiling to fall below the current 263, as quickly as possible. Should FSA be subject to a national hiring freeze, Wisconsin would be crippled in its ability to complete the FSA mission and provide customer service.

WASCOE respectfully submits these recommendations and requests a written response from management. If you have question on our position, please contact me.

Mary Behm
WASCOE President

