



*Building Rural America*  
**National Association of Credit Specialists**  
of the  
**USDA – Farm Service Agency**  
**Management/Personnel Committee**

**THE MANAGEMENT/PERSONNEL COMMITTEE MET AT THE MENGER HOTEL IN SAN ANTONIO, TX, ON JUNE 25-27, 2018 TO REVIEW RESOLUTIONS SUBMITTED BY THE MEMBERSHIP.**

**Resolution 1**

**CONCERN:** Training courses administered through AgLearn, internet, or Skype may be more efficient and cost effective. However, these benefits may not outweigh the lack of effectiveness and value to the trainee, trainer, and the Agency.

**PROPOSED SOLUTION:** In-person trainings allow for networking, topic comprehension, and better learning opportunities. There are tangible benefits when employees are trained together in person to create relationships and promote additional discussion.

**Resolution 2**

**CONCERN:** The burden for the completion of environmental reviews and compliance is significant for farm loan officials. The time required to complete environmental compliance responsibilities creates an inefficient use of the employee's skills as a loan official.

**PROPOSED SOLUTION:** The staffing model should purposely consider and reflect the time required to complete the scope of this responsibility. FTEs, specifically designated for primary environmental compliance duties, should be added on a state or regional basis where workload justifies the need.

**THE FOLLOWING RESOLUTIONS ARE RECOMMENDED FOR NON-ADOPTION:**

**Resolution 3**

**CONCERN:** Recent announcements of reduction in GS FTEs in many states will cause impact to the delivery of Farm Loan Programs. The workload model used for FTEs is not a reliable tool.

**SOLUTION:** Re-evaluate the workload models using actual FLP workload data instead of or in addition to webTA ARS data.

**EXPLANATION FOR NON-ADOPTION BY THE COMMITTEE:** FLP and NACS-FSA had representation on the staffing model task force. The model was based on actual workload data and complexities agreed upon by the task force.

Respectfully submitted by the 2017/2018, Management/Personnel Committee:

**Oscar Rivera, Zone A**

**Denise Lickteig, Zone B**

**Chairperson**

**Carol Nagel, Zone C**

**Alec Love, Zone D**