



# GULF COAST CHAPTER NEWS



FEB 09

AMERICAN SOCIETY OF MILITARY COMPTROLLERS

## PRESIDENT'S CORNER

Who can believe that it is already February? Wow! And with February being a short month, that means that we have less than five weeks until the RPDS and the golf tournament. If you haven't already registered for one or both, please take this opportunity to do so. Registration for the golf tournament ends on 13 Feb and the RPDS registration ends on 22 Feb, with a late registration available from 23-27 Feb. Both deadlines are quickly approaching.

We also have a very interesting luncheon offered between now and then however, so don't forget to register for the "Auditors in the Hot Seat" luncheon on 19 Feb as well. It will be a great opportunity to ask an auditor questions for a change instead of the other way around!

I probably sound like a broken record by now but I also can't help but take this opportunity to thank all the volunteers that continue to make our chapter such a huge success. As we progress through the year, it is just amazing to me how many people put so much effort into making each of our chapter events go off without a hitch. It truly is a pleasure to be associated with such a great group of FMers! So thanks to each of you and as always, if anyone has any questions or suggestions, please feel free to let me know.

Thanks,

--Dan

Capt Dan Genest, President

**ASMC, P.O. Box 1756, Eglin AFB FL 32542**

### **Executive Committee**

President	Capt Dan Genest	884-2804
VP-Eglin	Mr Ken Pickler	883-2193
VP-Hurlburt	Ms Lisa Regulus	884-1726
VP-Tenants	Ms Dedra Hickman	883-6411
Secretary	Ms Brenda Dininger	882-3635
Community Service	Ms Vanessa Fuentes	882-9841
Education	Mr John Dininger	883-3542
CDFM	Mr Ron Millis	882-0936
Membership	Ms Woxie Williams	883-3449
	Mr Troy Brown	883-0839
Programs	Ms Leah Hodge	882-3615
	Ms Tammy Robbins	885-4335
Publicity	Ms Pati Galvan	882-5456
Newsletter	Ms Laura Gamble	884-2823
Regional PDI	Ms LaTanya Bryant	882-8964
	Ms Deborah Washington	882-3525 x3175
Treasurer	Ms April Chapel	882-3812
	Capt Tommy Dawson	882-3663
Ways & Means	Ms Jennifer Denega	883-4787
Webmaster	Mr Doug Craighead	882-5296
Eglin Enlisted Advisor	Ms Patricia Brown	883-5820
Hurlburt Enl Advisor	vacant	884-
Awards Committee	Mr Lewis Williams	883-0204

### **Minutes: Executive Council & Regular Meetings**

The ASMC Luncheon Meeting minutes and the Executive committee meeting minutes are now posted on the Gulf Coast Chapter webpage.

To review them, please go to the website <http://www.gulfcoastasmc.org/> and click on the tab marked "Minutes" along the top.

### **RPDS – LaTanya Bryant**

Members should mark their calendars for March 6, 2009, for the RPDS.

Registration to open 20 January. Early registration (through 20 Feb) is \$130. Late registration (23- 27 Feb) is \$150.

### **Treasurer Report**

The checking account balance as of 13 Feb 09 is \$6,578.00

April Chapel

## **Certification**

### Maintaining Professional Certification

You must renew your certification with ASMC every two years. To do this, you must complete 80 hours of Continuing Professional Education (CPE) in every two year period following the issuance of your certification. The anniversary date for measuring the CPE qualification is two years from the date your CDFM certification is issued. One unit of CPE is awarded for each 50 minutes of contact time engaged in activities listed below. You may be asked, as part of the renewal, to provide evidence of your CPE. Renewal cost is \$20.00 and is charged biennially.

Renewal is a personal responsibility. If your certificate is over two years old (date on the certificate) you should fill out the Renewal Coupon (<http://www.asmccertification.com/>) and mail it to the CDFM staff at ASMC Headquarters.

You will not receive an additional notice saying that your payment has been received. Your canceled check or credit card statement is your receipt.

Methods of obtaining Continuing Professional Education include:

- \* Attendance at relevant formal training courses
- \* Attendance at relevant college courses
- \* Attendance at briefing or lectures on relevant subjects
- \* Attendance at professional conferences
- \* Teaching and course preparation for relevant subject matter
- \* Preparation and delivery of briefing and work-related documents outside of the scope of routine business
- \* Reading of articles in professional journals
- \* Preparation and publishing articles in professional journals

### Recording and Documenting Your CPE

Individuals are responsible for documenting their own CPE. We recommend you record your continuing professional education units in a log which is readily accessible. You must provide your log on request to ASMC National Headquarters. CPE policy document can be downloaded by clicking on the fourth item on the ASMC Document Library <<http://www.asmccertification.com/library.html>> . This document includes instructions for the conversion of CLUs and CEUs to CPE.

## ***ASMC Scholarships***

ASMC's National Scholarship Program entry deadline is March 31, 2009. The application has to be at National by that date, and it must be mailed, so time is of the essence. The scholarship application needs to be endorsed by our chapter president, also. The national scholarships are given to outstanding high school seniors who are entering a field of study related to finance/resource management. I'm sure our chapter membership knows of some deserving high school students. Whitney Schmieder (Marty Schmieder's daughter) was a \$1000 winner last year. More information can be found at: <http://www.asmconline.org/files/nspform.doc>.

ASMC also offers a Continuing Education Program that provides financial assistance for ASMC members who are pursuing higher education goals. This is the program that Jennifer Sizemore spoke of at the last luncheon. The deadline for this program is also March 31, 2009. Again, the application has to be at National by that date, it must be mailed, and it has to be endorsed by the chapter president, so time is of the essence. I know there are many members of our chapter that are working on degree programs and could use any help that's available. More information can be found at: <http://www.asmconline.org/files/memcefrm.rtf>.

John Dininger

## ***Ways & Means***

### **Ways and Means Projects**

- Care Package Project: Next batch Feb 09 – Newly deployed Fmers
- RPDS: Please e-mail me if you would like to help with the RPDS raffle for charity

Thank you to all who volunteer for our Ways and Means Projects.  
Please contact Jennifer Denega if you would like to volunteer:  
[jennifer.denega@eglin.af.mil](mailto:jennifer.denega@eglin.af.mil) or call at 883-4787

Your suggestions are always welcome for the Ways and Means Committee.  
Many Blessings for a beautiful Winter!

## ***Education Committee***

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<http://www.asmconline.org/files/memcefrm.rtf>.

Our chapter's high school scholarship campaign has just kicked off. 2 \$1000 and 4 \$500 scholarships will be awarded. Applications are available on our chapter's website,

<http://www.gulfcoastasmc.org/education.html>. If you know of any high school student who is pursuing a degree related to financial/resource management, let them know about this opportunity. Application deadline is 31 Mar 2009.

Again, I appreciate the support I receive from the chapter membership. If you have any questions or concerns, please call me at 883-3542 or email at [john.dininger@eglin.af.mil](mailto:john.dininger@eglin.af.mil)

## ***Community Service – Vanessa Fuentes***

- 1) I'm putting together an ASMC team for the Relay for Life event on 1-2 May 2009
- 2) Regional PDI – we're sponsoring Shelter House and Brilliant Minds as our charities for the day.
- 3) Outreach into the community by sponsoring youth for Feb for Valentine's by making baskets and in Jul, Back School Supplies (24 teenagers) for the Florida Baptist Home.
- 4) Making Baskets for fundraising for the Relay for Life - more information to come.

For any questions, please call me at 882-9841 or email  
[Vanessa.fuentes@eglin.af.mil](mailto:Vanessa.fuentes@eglin.af.mil)

## **Squadron Commander and SAF/FM Announcements**

The Honorable John H. Gibson, SAF/FM, recently announced the results of the board that selects our Comptroller Squadron Commanders. He also announced the officers who were selected for Air Staff assignments.

Five current and former AFSOC FMers and one former Eglin officer were on the commanders list:

Lt Col Terri Sheppard was selected as the 1 SOCPTS/CC, Hurlburt (currently deployed)

Maj Steve Clark was selected as the 27 SOCPTS/CC, Cannon (currently deployed)

Maj Jonathan Jehn was selected as 23 CPTS/CC, Moody (currently Grand Forks)

Lt Col Louise Shumate, was selected as 305 CPTS/CC, McGuire (currently deployed)

Lt Col(s) William Martin, was selected as 316 CPTS/CC, Andrews

Maj(s) Johnny Bevers, was selected as 5CPTS/CC, Minot (currently USAFA)

Two current and former AFSOC FMers are bound for SAF/FMC

Lt Col Randy Toris (27 SOCPTS/CC, Cannon)

Lt Col Derron Mirro (former AFSOC CPTS/CC, currently at Osan)

A big congratulations to all these fine officers!

## **Programs – Leah Hodge & Tammy Robbins**

Please register for the RPDS on 6 March. Jointly sponsored with NCMA and SCEA, the program line up promises to be interesting and engaging.

Also, don't you want to hear about auditors and the hot seat – join us for our 19 Feb luncheon at the Eglin Enlisted Club to hear Ms. Luvenia Shuman, Chief, AFAA local office speak on the subject.

Is there a subject you wish to hear about at one of our luncheons – the Programs Co-chairs Tammy Robbins and Leah Hodge are waiting for your suggestions – thanks for your support!

## **Pay-for-Performance Pointers**

By Brittany R. Ballenstedt, Government Executive (from website)

It's unclear how President Obama will approach pay for performance, but a group representing federal managers has some advice.

In a recent position paper on the Pentagon's National Security Personnel System, the Federal Managers Association acknowledged that agencies must move toward performance-based compensation to recognize outstanding employees and compete with the private sector for talent. "The time for rewarding employees simply for longevity has passed," the association stated. "Many of the hard-working federal managers entering NSPS want to be rewarded for the job they do, and they are excited to finally have this opportunity. However, the system is not without its flaws."

The biggest cause for concern is the distribution of the NSPS pay pool, according to FMA. In 2007, for example, lawmakers said Defense must grant no less than 60 percent of the General Schedule raise -- and the full locality pay adjustment -- to employees who earned satisfactory performance ratings (a 2 or higher on the NSPS scale). The department was free to allocate the remaining 40 percent of the GS hike to the pay pools.

But FMA said all employees who received a rating of "valued performer" (a 3 on the scale) or better should have been guaranteed the full congressionally approved pay increase at a minimum. "Issues of fairness and low morale would certainly surface if a valued performer were to receive less than the GS raise," the association noted. "Employees who are considered valued performers but receive less than they would have under the General Schedule have no confidence in the system."

The group also cited concerns that compensation beyond the required raise would be distributed in the form of bonuses, which would not count toward basic pay for retirement purposes, and that the pay pools would not be large enough to grant employees the boost they had earned.

And FMA voiced concerns about the potential for a bell curve distribution of pay hikes, noting that managers and supervisors have reported extreme pressure from higher-ups to maintain a specified distribution of funds or performance ratings within each pay pool. "There is severe danger of ratings being deflated or inflated to accommodate a small section of the

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## **Pay-for-Performance Pointers**

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population," the association said. "Forced distribution does nothing but contradict a pay-for-performance system."

Additionally, many managers believe the pay pool panel is out of touch with the objectives and functions of the employees they are rating, according to FMA. The panel should give employees an explanation and justification whenever it decides to override their direct supervisor's ratings, the paper stated.

Meanwhile, managers are having a difficult time filling critical positions with highly qualified in-house personnel, largely because movement within the department is considered a reassignment, not a promotion. That translates into a 5 percent maximum salary increase, according to FMA. "Qualified employees may be unwilling to take on the added responsibility associated with mission-critical positions if they are not adequately compensated," the association noted.

FMA recommended that Defense provide better training to employees on writing self-assessments and streamline the ratings process. And it advised Defense officials to ensure the department's varying pay systems -- NSPS, Wage Grade and the General Schedule -- are cohesive and foster a greater sense of equality across the workforce.

Despite these concerns with NSPS, FMA President Darryl Perkinson said he was not aware of any employees in his division at the Norfolk Naval Shipyard who received less than the General Schedule pay boost in 2009. "It's hard for us to say a system is not working, or is a detriment to us if our people are saying that they're getting pay increases larger than what the General Schedule got," he said.

Still, NSPS' future under the new administration is uncertain. In a Sept. 16, 2008, letter to the International Federation of Professional and Technical Engineers, Obama expressed concerns with NSPS and said he planned to revise the system or consider a complete repeal.

Union officials have said they would lobby for a complete repeal of the system. Regulations implemented in the final days of the Bush

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## **Pay-for-Performance Pointers**

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administration limited collective bargaining and advanced a range of flawed hiring and promotion rules, they said.

Terry Rosen, a labor relations specialist for the American Federation of Government Employees, said the union would contest the new labor relations and hiring regulations in court. Defense officials announced in September that they would halt plans to convert bargaining unit employees to NSPS, meaning any labor relations rules would apply only to employees who form a bargaining unit after converting to the system. But, Rosen said, AFGE has a stake in contesting the new rules, because about 300 Defense employees nationwide formed bargaining units with AFGE after switching to the system.

"It's not a moot point for us," Rosen said. "We don't know what's going to happen, and certainly, we would like to see it go away. We think it's a bad system."

## **Membership**

The Gulf Coast Chapter is actively trying to increase our membership numbers for the current year. Listed below are our three goals for the 2009 calendar year. If you have any questions or comments, please contact Woxie Williams or Troy Brown.

1. 100% Contact of FM non-members - The membership committee will be making every effort to contact non-members via e-mail to inform them of the benefits of ASMC membership. To read all about the membership benefits, please visit the chapter website under Membership and see our New Member Information Tri-fold.
2. Top recruiter award - Starting 1 Mar, the chapter will buy lunch each month for the top recruiter from the previous month. The membership committee will track the number of new members recruited and announce each month's winner at our monthly luncheon.
3. 10% Increase to membership for 2009 - The chapter's goal is to increase our membership by 10% during calendar year 2009. Since we started this year with 317 members, our goal is to add 32 new members throughout the year. Periodic updates will be announced throughout the year.

## ***Current & Next Meetings and other ASMC events***

### **UPCOMING ASMC LUNCHEONS –**

Mark your calendars:

19 FEB 09: Auditing (Ms Luvenia Shuman)

6 MAR 09: RPDS

Please contact our Program Chairs, Leah Hodge (x2-3615) or Tammy Robbins (x5-4335), if you have any questions, comments, or suggestions on program issues.

## ***ASMC Websites***

ASMC National Headquarters website is <http://www.asmconline.org/>

Our chapter website is <http://www.gulfcoastasmc.org/>

We are looking for new ideas to include on our webpage. Please contact our webmaster, Doug Craighead at 850- 882-5296 if you have any questions, comments, or suggestions on chapter website issues.

## ***National News***

For more details, see [www.asmconline.org](http://www.asmconline.org).

Earn CPE credits by listening to or watching taped workshops and Service Day sessions from PDIs 2007 and 2008. You can access selected sessions online at

<http://www.asmconline.org/development/extendedlearning.shtml>

PDI 2009 will be held in San Antonio, May 26-29, with a theme of *Building the Stars of Tomorrow*. The registration fee for PDI is \$615; ASMC Members receive a \$100 discount.

***Remember our local website is <http://www.gulfcoastasmc.org/>  
And ASMC national is <http://www.asmconline.org/>***

***ASMC, P.O. Box 1756, Eglin AFB FL 32542***