

ASMC

GULF COAST CHAPTER

NEWSLETTER

FEBRUARY 2018



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Executive Committee:

President	Mr Jeffrey DeCocker	882-6780
VP-Eglin	Ms Yolanda Staley	882-1768
VP-Hurlburt	Lt Col Lisa Wildman	884-7643
VP-Tenant	Mr Rob Turpin	883-5332
Secretary	Ms Lindsey Stephan	882-3685
Treasurer	Ms Jenna Hyde	883-7322
2 nd Treasurer	Ms Susan Copeland	884-2821
Reconciler	Ms Megan Liu	883-3452
Programs	Ms Mandy Chapman	882-5754
	Ms Andrea Archer	882-4331
Publicity	Ms Amy Phan	882-1037
	Mr Max Miller	882-6609
RPDI	Ms Brianna Hoppel	883-1748
	Ms Kaci Harris	884-7643
Membership	Ms Ivonne Caridi-Anderson	882-9768
	Ms Kathi Marshall	883-3629
CDFM/Education	Ms Edwina Freeman	883-5317
Enlisted Advisors:	MSgt Johnny Horta - Hurlburt	884-2152
	David Zaun – 7SFG	
Ways & Means	Mika Gellinger	882-8650
	SSgt Crystal Brown	882-0865
Community Service	Ms Sarah Carroll	882-0086
RFL	SSgt Scott Clark	882-2643
Awards	Ms Christina Frisch	882-0083
	Ms Ashley Frish	883-5404
	MSgt Jennifer Britton	884-4053
Webmaster	Mr Jason Guzzardo	882-7595
Newsletter	Ms Brianna Hoppel	883-1748



President's Corner



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ASMC Members,

I recently attended the pilot of a new leadership class the Air Force is considering implementing. The class was titled Leading Effectively through Conflict and Change (LECC). The class was primarily based off the concepts put forward in Dan and Chip Heath's book "Switch: How to Change Things When Change is Hard". The authors teach the concept change through the analogy of the Elephant, the Rider, and the Path they are on. The Rider represents our rational, logical, conscience decision process. The Elephant represents our emotional, intuitive, and often unconscious decision processes. Successfully leading change requires the Rider and the Elephant to be on the same Path. Tell the Rider what to do, provide a good argument and the Rider will do it. The Elephant, on the other hand, represents our emotions, our gut response. The Rider, perched atop the Elephant, appears to be in control. But the Rider's control is precarious because Rider is so small compared to the Elephant. Anytime the Elephant and the Rider disagree about which direction to go the Rider is going to lose. Say, for example, you (the Rider) decide you are going to eat healthier in the New Year. It is easy when making that resolution to picture our future selves – fit and trim! But, if the commitment isn't there it doesn't take long for our inner Elephant decide it is okay to have a piece of birthday cake with your teammates in the office. The weakness of our

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MINUTES: Executive Council

The ASMC Executive Committee meeting minutes are 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.



President's Corner



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emotional and instinctive side (the Elephant) is clear. It is lazy and skittish, often looking for the quick payoff (cake) over the long term payoff (eating healthier/losing weight). The authors suggest that when change efforts fail, it is usually the Elephant's fault, since the kind of change desired typically involves short term sacrifices for long term payoffs. When the Elephant really wants something the Rider usually will find a way to rationalize it. Let's see, I had oatmeal for breakfast and salad for lunch, surely one piece of cake isn't going to hurt, right? The Elephant isn't always the bad guy though. The Elephant is usually the one that gets things done. The Rider will spend all day checking the facts, creating PowerPoint charts, and rationalizing the different courses of action. We are much more motivated to change when we identify at the emotional level with the need to change. The boss (Rider) may give clear direction on the path they would like us follow, but if we can't relate to reasons behind it we are less enthusiastic about implementing and supporting it. Large changes typically fail because the Rider can't keep the elephant on the road long enough to reach the destination. Successfully implementing change requires motivating the Elephant. The authors suggest doing that by presenting a compelling visual postcard of the future state, breaking the change down into manageable chunks front loaded with quick wins and cultivating a sense of identity that empowers and energizes people to take personal pride and ownership. The book teaches these principles through interesting examples of successful changes implemented in private industry and government. I highly encourage you to pick up a copy of the book (or borrow mine) and sign up for the class when Air Force offers it.

Regards,

*Mr. Jeff DeCocker
ASMC Gulf Coast Chapter, President*

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



Upcoming Events



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FEBRUARY LUNCHEON

When: 28 February
Where: Murphy's Place, Catered by Corner Cafe
What: 7th Special Forces Group Overview

<https://cs3.eis.af.mil/sites/OO-ED-AA-A2/AQ/Registration/Registration/Registration.aspx>

MARCH LUNCHEON

When: 14 March
Where: AJ's on the Bayou
What: David Herndon, AFLCMC/EBJF on his FEMA experience

<https://cs3.eis.af.mil/sites/OO-ED-AA-A2/AQ/Registration/Registration/Registration.aspx>

WAYS AND MEANS

A huge "**Thank you**" to Lisa Gamon, Gretchen Montalto, Ivonne Caridi-Anderson, Serena Nieten, Theresa Proulx, Capt Tiffanie Katz, Esperanza Rosa, Mandy Chapman, Yolanda Staley, Caroline Griffin, SrA Sarah Huggins, Rob Turpin and Mrs. Turpin, Vanessa Fuentes, Susan Ashworth, Sandra Berkley, Briana Ross, Meredith Bynum, Bobbie Jo Szukala and Kerry Young for volunteering at the BX Gift Wrapping Fundraising Event in Dec. We raised **\$300.67**.

Welcome to **AmazonSmile**!

Thank you for supporting Gulf Coast Chapter of ASMC Armament Div Corp Acct. Remember, always start at <https://smile.amazon.com/ch/59-2139423> and Amazon will donate **0.5%** of the price of your eligible AmazonSmile purchases.

POCs: SSgt Crystal Brown, 882-0865, crystal.brown.10@us.af.mil
Mika Gellinger, 882-8650, mika.gellinger@us.af.mil

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Membership



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Hello ASMC Members,

We are spreading the news from ASMC National...

Beginning December 2017, "National" ASMC will launch a membership renewal incentive. They will hold a monthly random drawing of \$50 and \$150 gift cards.

HOW CAN YOU GET YOUR NAME IN THIS ASMC "NATIONAL" RANDOM MONTHLY DRAWING?

Just renew your membership 'any time' before it expires and your name will be entered in the drawing for the month the renewal took place:

- Members who renew their membership on a timely basis for 1 year (Any time before it expires) will be included in the drawing for one of two \$50 gift cards.
- Members who renew on a timely basis for 3 years will be included in a drawing for one \$150 gift card.

"National" ASMC will announce the winners of the gift cards on our website and through social media, and they will contact the winners themselves.

ASMC "NATIONAL" GUIDELINES:

Members may renew at anytime before their membership expires to be included in the random drawings. For example, a member with a current 30 March 2018 paid thru date can renew this December and be included in the drawing among members who renewed in December. Basically the month in which the member renews (provided it is at anytime before their membership expires) determines the month in which they will be entered into the drawing for the \$50 or \$100 dollar gift cards.

Read more about the incentive <http://www.asmconline.org/2017/11/asmc-newsletter-november-2017/>

To find out your membership expiration date, log on to your profile, and while you're there, please review to ensure all data is up to date.

Here is a link to renew: <http://www.asmconline.org/membership/renew/>

On behalf of ASMC National and our Chapter, we thank all the members who renew timely, and also those who keep your profiles up to date. (Don't forget to update your chapter if you have PCS'd.)

If you need membership assistance, contact any of our Membership Committee members: Kathi Marshall, Nicole Allen, or Ivonne Caridi-Anderson.

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ASMC Awards



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- Nomination deadline for the local ASMC awards is **23 Feb 2018**. Please forward submission to Ashley Frisch and Christina Frisch. Please visit our website for a copy of the template for submission today!

Relay for Life:

The Theme for Relay for Life this year is "Lights...Camera...RELAY!!". We will be rolling out the Red Carpet for our cancer warriors and caretakers on **11 May 2018** at the Mullet Festival grounds.

Our next Comptrollers for a Cause meeting will be held at Einstein's Bagel in the Mini-Mall on **13 February 2018** at 1130 (look for the RFL Sign on the table).

Upcoming Fundraisers:

McAlister's Deli, 1154 East John Sims Pkwy, Niceville, FL, 32578

- 10% of all sales between the hours of 4pm-8pm

- **12 Feb 2018**

Jersey Mike's, 1384 East John Sims Pkwy, Niceville, FL 32578

- 10% of all sales between the hours of 4pm-8pm

- **20 Feb 2018**

Comptrollers for a Cause has also established a Team Email:

ComptrollerRelay@outlook.com to add to your emailing lists.

POC: SSgt Scott Clark



Community Service



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Fisher House:

Below are the next set of dates our ASMC chapter has committed to serve dinner at the Fisher House. A small team of volunteers (can be 3 or 4) prepares and serves a meal for the Fisher House guests. We volunteer a couple of hours, from 1700 to 1900 approximately. Maika Andrew coordinates with FH on guest count, menu or anything else that arises. This is a great way to give back to our community and can be a great team building activity.

- **27 Feb 18**
- **13 Mar 18**
- **27 Mar 18**
- **10 Apr 18**
- **24 Apr 18**

If anyone is interested in volunteering to provide a dinner with the Fisher House, you may call Maika Andrew at 850-420-8893, email maika.andrew.1@us.af.mil or Mercedes Suarez at 882-0114.



AFRL FM Team!



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



Education/CDFM



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- AFLCMC/EB & EGOL (Eglin) will be hosting the **EDFMT** course for the CDFM Modules 1-3:

Location: Education Training Center (Building 251) classroom 102

When: **14 -18 May 2018**

Time: **0730 - 1600**

If interested in attending the course, please register thru the EDFMT Site at

<https://www.atrrs.army.mil/edfmt/>. Eglin POC for this course is Vanessa Fuentes (vanessa.fuentes@us.af.mil).

For those who are interested in taking the **CDFM exams for Modules 1-3** immediately following the course, testing arrangements will be made through the chapter CDFM and Education Committee. Please contact Edwina Freeman (edwina.freeman.1@us.af.mil) and Jasmine Durm (jasmine.durm@us.af.mil) for further details.

- To view a list of Gulf Coast Chapter CDFM awarded go to <http://www.asmconline.org/certification/cdfm-information/cdfm-awarded/> and search by chapter.
- CDFM Reimbursement: <http://www.gulfcoastasmc.org/cdfm.html>
(New rules and form dated 13 May 2015)
- Purchasing a CDFM Test Module: <http://www.asmconline.org/certification/cdfm-information/testing-resources/>
- Forgot your CDFM Candidate number: <http://www.asmconline.org/certification/get-my-candidate-id/>
- We have Module 4 Acquisition Business Management training guides available, contact POCs listed below:

POC: Edwina Freeman, edwina.freeman.1@us.af.mil, 883-5317

Jasmine Durn, jasmine.durm@us.af.mil, 882-0199



Websites



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We're on FACEBOOK!

We are pleased to announce that our Chapter's **Facebook** page is up and running! We will utilize this venue to share announcements of events and praises going on throughout our chapter. If you would like to submit a picture to share on the Chapter Facebook page, please email it to, gulfcoast.asmc@gmail.com, and be sure to include a caption. Pictures must be related to Chapter members/events. Be sure to like our page! <https://m.facebook.com/gulfcoast.asmc>. Be sure to look at the Facebook Page for the latest Giveaway!!



ASMC WEBSITES

ASMC National Headquarters website is: <http://www.asmconline.org/>
Gulf Coast Chapter website is: <http://www.gulfcoastasmc.org/>

We are looking for new ideas to include on our webpage. Please contact our webmasters Jason Guzzardo (882-7595) if you have any questions, comments, or suggestions on chapter website issues.

NATIONAL NEWS

National PDI 2018 - held in Denver, CO.

Please take advantage of other opportunities to fulfill your required CDFM CPEs to include local chapter training events, programs offered through the Online Learning Center, PDI 2011- 2016 recorded sessions, and Armed Forces Comptroller journal articles.

Use the link found on www.asmconline.org to register and take tests as applicable to get your credit.



Workforce Plan Stresses Pay for Performance, OPM Nominee Advances, and More

By Erich Wagner, 14 Feb 17, govexec.com



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The Office of Personnel Management joined President Trump's call for pay-for-performance in the federal civil service when it released its five-year strategic plan last week.

The quadrennial [Federal Workforce Priorities Report](#) listed a number of priorities for agencies in the realm of workforce management, particularly succession planning, improved technology, and better employee development and recognition of top performers. It also stressed enhancing productivity by encouraging physical activity among employees to improve their health.

The report said OPM plans to introduce programs that "appropriately recognize and reward employees who demonstrate high levels of performance," specifically citing the White House's agency reorganization plans and management agenda, which is slated to be released next month, as avenues to achieve better retention of high-performing feds.

"Employee recognition programs encourage sustained excellence and productivity and help retain top talent, which becomes increasingly important as the workforce is streamlined," OPM wrote. "Recognizing high performers is highlighted in both the Office of Management and Budget's agency reform memo and OPM's workforce reshaping guidance. It is a proactive and accountability-based practice that can help avoid performance problems and conduct issues.

OPM also suggested a number of specific ways agencies could encourage workers to stay active and healthy.

"The workplace benefits that employee health can provide, especially in light of the relatively low investment costs, can be a valuable tool for organizations that are called upon to do more with less," the report said.

Among the ideas floated for agencies are installing standing desks, encouraging employees to exercise during their breaks, and creating opportunities to play sports recreationally.

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By Erich Wagner, 14 Feb 17, govexec.com



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Over on Capitol Hill, a Senate panel finally moved forward with the nomination of Jeff Pon to lead OPM, after months of stalling over a request for documents from the agency.

The Homeland Security and Governmental Affairs Committee on Wednesday morning approved Pon's nomination and that of deputy director nominee Michael Rigas to advance to the full Senate. The appointments had been held up by Chairman Sen. Ron Johnson, R-Wis., as the latest spat in a years-long saga by Republican lawmakers seeking information about OPM's decision in 2013 to allow congressional employees to purchase insurance on the D.C. Small Business Health Options Plan and receive an employer subsidy, rather than the individual market.

Since Trump's inauguration last January, Kathleen McGettigan has led the agency on an acting basis. Trump's first pick for the federal government's top HR official, George Nesterchuk, withdrew his name from consideration for the post in July, following outcry from labor groups regarding his role in the creation of a failed performance-based pay program at the Defense Department, as well as his past work as an adviser for the Ukrainian government.

Meanwhile, OPM on Tuesday announced that it is seeking nominations for the fiscal 2018 Presidential Rank Awards, the most prestigious internal award available to career federal employees. The awards were established as part of the 1978 Civil Service Reform Act and are open to senior professionals and members of the Senior Executive Service.

Agencies may nominate up to 9 percent of their career SES and SL/ST workforces for the rank awards. Additionally, agency inspectors general may nominate individuals separately from their parent agencies.

OPM instructed agencies to conduct due diligence with each candidate, including any past conduct issues; whether they have paid their taxes; and any findings of misconduct related to discrimination, office of the inspector general proceedings, or other potential blemishes on their record.