

# ASMC

## GULF COAST CHAPTER

### NEWSLETTER

JULY 2015

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#### Executive Committee:

President	Ms Leah Hodge	883-3384
VP-Eglin	Mr Ray Graber	882-8097
VP-Hurlburt	Mr Rick Figueroa	884-2802
VP-Tenant	Ms Rachael Peoples	883-0832
Secretary	Ms Lindsey Stephan	883-4925
Treasurer	Ms Michelle Woolgar	882-6700 x 7800
2 <sup>nd</sup> Treasurer	Ms Mandy Chapman	882-5754
Reconciler	Ms Angela Gilbert	883-3412
Programs	Ms Connie Clay	883-2890
	Ms Gayle Thomas	883-2897
	Ms Kimberly Sypher	882-7682
Publicity	Ms Susan Ashworth	883-0164
	Mr David Herndon	883-5318
Mini-PDI	Mr John Feagin	883-7322
	Ms Michelle Woolgar	882-6700 x 7800
Membership	Ms Heather Long	884-2806
Education/CDFM	Ms Lisa Gamon	883-5336
Enlisted Advisors:		
Hurlburt	MSgt Arnold Soto	884-1548
Eglin	TSgt Kimberly Holen	882-2001
Ways & Means	Mika Gellinger	882-8650
	Ms Jennifer Miller	883-1839
Community Service	Mr Robert Turpin	883-5332
	Ms Kaci Harris	883-3261
Awards	Mr George Joseph	883-2123
	Ms Kristen Pedro	883-2152
Webmaster	Mr Jason Guzzardo	882-7595
Newsletter	Ms Brianna Hoppel	883-4238



# *President's Corner*



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To all of you, hello! As we look into the next few months for the ASMC Gulf Coast Chapter I am truly excited to be serving as your VP - Tenants and to get to work with and get to know so many amazing contributors to the organization and the community. I would like to thank and recognize the chairpersons for the following committees aligned to the VP - Tenants and encourage those of you who would like to get more involved this year to contact your chairpersons directly to ask for ways that you can help.

- Community Service - Rob Turpin & Kaci Harris
- Ways & Means - Mika Gellinger & Jennifer Miller
- Publicity - Susan Ashworth & Dave Herndon
- Awards - Kristen Pedro & George Joseph

I'd like to focus the article today on the Ways & Means committee, giving you a little better idea of what Ways & Means is and does, and report on some of the progress that has been made and plans for the year. The Ways & Means committee is responsible for establishing and coordinating annual fundraising programs to meet the chapter's annual objectives. Since this year we are focusing on improving the chapter's operating budget, this committee is the organization's life blood. It is through the work and dedication of this group, in conjunction with others, that we can do things like put on the mini PDI, offer training and educational opportunities, present awards, and award scholarships.

Ways & Means is chaired this year by Mika Gellinger and Jennifer Miller, who are off to a great start making calls, visits, and establishing relationships within the community in support of the ASMC Gulf Coast Chapter - with total

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# President's Corner



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fundraising of over \$1,000 in just 2 months! Much of this in the form of donations from a number of local and national companies and organizations for mini PDI sponsorships, so there is still a lot of activity and chances to get involved. Mika and Jennifer are in the process of setting up or planning the following events for the year, and invite you to submit other ideas:

- Pizza Sales (Summer)
- Silent Auction (Fall/Winter)
- Gift Wrapping (Winter)
- Golf Tournament (Spring)
- Florist/Fruit Delivery Routes (TBD)

Thanks again for this opportunity to serve, please feel free to contact me if you have any questions or would like to know more about Ways & Means or any of the Gulf Coast Chapter Committees!

- Rachael Peoples

*ASMC Gulf Coast Chapter, VP - Tenants*

## 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.



# Upcoming Events



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## JULY LUNCHEON

When: 29 July 2015 at 11:30am  
Where: Eglin Bayview Club  
Who: Mr. John Odum, AFLCMC/EBB & 96 CPTS/CC fill in  
What: Experience as a CPTS/CC & Career Broadening

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

## VOLUNTEER OPPORTUNITY

What and When: Fudpucker's Run, **July 18th**

This event is a jet ski poker run around Choctawhatchee Bay. Children in Crisis are in need of volunteers. See page 6 for more details.

## Mini-PDI 2015

Our annual Mini-PDI is fast approaching, and what a treat we have for all. Come out and earn your 5 CPE credits. This year's event will be held in the Enlisted Hall on **16 July 2015**. In order to raise money for scholarships provided by the Chapter, we will have Gift Baskets that will be raffled for donations. Snacks and refreshments will be provided as well! We will not have box lunches this year, however many food establishments are available on the base. A full list of lunch options will be provided during the event. Look forward to seeing you there! If you have questions please contact the chair, John Feagin, [john.feagin@us.af.mil](mailto:john.feagin@us.af.mil) or co-chair Michelle Woolgar, [michelle.woolgar@us.af.mil](mailto:michelle.woolgar@us.af.mil).



# CDFM



## Congratulations to our recent CDFM awardee, Mr. David McNeal!

- 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.
- Register now for the next **EDFMT 3-7 Aug 2015 – only 7 slots available!** This five-day intensive financial management review course is taught in three modules (Resource Management Environment, Budget and Cost Analysis, and Accounting and Finance). The course is provided by the Department of Defense and is licensed and copyrighted by the American Society of Military Comptrollers. If interested, please access <https://www.atrrs.army.mil/edfmt/> to register.
- 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/>
- EDFMT Course Details/Schedule:  
<http://www.asmconline.org/educationtraining/classroom-training/enhanced-defense-financial-management-training-course/>
- We have Module 4 Acquisition Business Management training guides available, contact POCs listed below:

Education /CDFM POC:

Lisa Gamon, [lisa.gamon.1@us.af.mil](mailto:lisa.gamon.1@us.af.mil), 883-5336





# Community Service



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## VOLUNTEER OPPORTUNITIES:

Fudpucker's Run, July 18th - Okaloosa Island. This event is a jet ski poker run around Choctawhatchee Bay. **Children in Crisis** has been requested to provide:

- Registration Volunteers – (Need 5 volunteers for each shift)
  - Shift 1 – Registration 8:30a – 11:00a
  - Shift 2 – Registration 2:00p – 5:30p
- Stops Volunteer Request:
  - Shift 1 Stop Shift: 9:30 – 12:00
  - Shift 2 – Stop Shift: 11:45 – 4:00p
- Stops include:
  - Mango's
  - Northlight
  - Schooners
  - True Blue Pontoon
  - Fudpucker's on Okaloosa Island



At each stop volunteers are asked to stamp each of the poker hand cards and encourage all patrons to come visit your stop location to help bring business to each stop. Please feel free to wear swimsuits, board shorts, flip flops, hats and sunglasses! Come volunteer with CIC and get a tan while making new friends and having fun!

Please contact [Rob Turpin](#) or [Kaci Harris](#), Co-Chairs for the Community Service Committee, if you are interested in serving the community or would like more information. Any and all help is appreciated!



# Community Service



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## ON-GOING EVENTS:

**Fisher House** of the Emerald Coast depends upon donations to continue the work of supporting our military families. Many items can be donated to the Fisher House so that they do not need to be purchased. Please email for current "Needs List". POC: Maika Andrew, [maika.andrew.1@us.af.mil](mailto:maika.andrew.1@us.af.mil)

ASMC cooks for residents in the Fisher House! Pictured is David Herndon, Linda Jennings, Mercedes Suarez, & Maika Andrew



Thank you for your support  
to military families. You are a  
beacon in rough times and we  
truly appreciate you!

Sincerely,  
Emerald Coast  
Fisher House

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





# Community Service



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## ON-GOING EVENTS:

**DEPLOYABLE CARE PACKAGES.** Items requested include reading materials (sports, fitness/health, and car/motorcycle magazines), snacks (nuts, crackers, and cookies etc.), toiletries (travel size, shower gel, shampoo, tooth paste, and foot powder/spray etc.) and 3 in 1 laundry/dryer sheets. Continue to send names of FM troops that are deployed. POC: Patrick DeWitt, [patrick.dewitt.4@us.af.mil](mailto:patrick.dewitt.4@us.af.mil)

Below is a Thank-you card from a deployed ASMC FM'er who received a care package, shipped by Pat!



## MEMBERSHIP

Membership is available to individuals who are actively employed in military comptrollership, as active duty or civilian personnel for DoD or USCG.

Associate membership is available for those who don't meet the qualifications but are currently employed in a defense related financial management field.

Employees of private sector companies who are interested in ASMC membership may join under the corporate membership program.

New military members E1-E4 and civilian GS1-GS7 can be reimbursed for half of their yearly membership fee. \*New members only.\* I will be providing information about upcoming membership drives and other activities as they are planned. To register to become a new member, please visit the ASMC Website (Pg 9).

**Chair: Heather Long**, 884-2806, [heather.long.7@us.af.mil](mailto:heather.long.7@us.af.mil)

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





# 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](mailto: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>.

## 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 2016 - held in Orlando, FL.

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- 2015 recorded sessions, and Armed Forces Comptroller journal articles.

Use the link found on [www.asmconline.org](http://www.asmconline.org) to register and take tests as applicable to get your credit.



# The GS System Cannot Be Fixed

by Howard Risher, June 26, [execgov.com](http://execgov.com)



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*The General Schedule salary system has become an impediment to good government. The annual analysis to compare federal and nonfederal salaries has lost credibility. No president has accepted and approved the increases to close the pay gap since the Federal Employee Pay Comparability Act was enacted in 1990. Salaries for high-demand, critical occupations are not competitive. And in light of the budget battles, there is no reason to believe government will ever fund the classification system at the level to administer it as expected when the Classification Act of 1949 was enacted.*

*No component of the GS system is functioning today as originally intended. Bureau of Labor Statistics pay surveys do not make it possible to state that a job is paid at market, above market, or below market. Nor can the Office of Personnel Management assure employees they are paid fairly relative to others working in the same office (that is to say, each job is in the correct grade). The funding is not adequate to study these issues. The anecdotal evidence makes it clear the components of the system deter applicants and impede agency operations.*

*When FEPCA was enacted, the expectation was that the gaps across the country would be closed, but it never happened. Originally the analysis was based on pay for similar jobs (e.g., federal engineer salaries were compared with private sector engineer salaries). That's no longer true. The BLS surveys no longer show whether computer engineers or any specific jobs are competitively paid.*

*What is clear, however, is that federal salaries for high-demand, high-pay jobs along with the inflexible, tenure-based administration of the GS system make it difficult to recruit and retain highly qualified specialists. Agencies need to be able to employ critical specialists. Perhaps future cybersecurity threats could be avoided or mitigated by adding qualified experts.*

*The system should be scrapped and replaced. There is no realistic reason to think those issues will ever be resolved and the system will again be defensible. If anything, the problems will continue and are likely to get worse.*

*The 1 percent increase this year is not competitive for large companies and the proposed 1.3 percent increase for next year is below anticipated increases. Budgeted increases by other employers in the Washington area and across the country have been 3 percent or so for several years.*

*Yes, the 1.3 percent means the pay gap will increase. Even the BLS surveys show higher increases. The Employment Cost Index for the quarter that ended in March shows the annualized increase in wages and salaries for nonfederal workers was 2.6 percent.*



# The GS System Cannot Be Fixed

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*Let's have a show of hands for those who think Congress will approve the increase authorized by FEPCA.*

*Alternatives to the GS system are very limited, and every model involves breaking up the one-size-fits-all schedule of salary grades. Years ago the decision was made to pay medical care specialists under a separate system. The financial regulatory agencies have a separate pay authority for essentially the same reason -- to be competitive. In 1991, the CIO Council asked the National Academy of Public Administration to develop recommendations for a separate IT system. It no doubt would have been approved, but the idea was forgotten after the 9/11 terrorist attacks. Companies always have separate systems for office support jobs and for nonexempt technicians. No one argues the separate Federal Wage System is a bad idea. Government would survive the breaking up of the GS system.*

*A practical idea would be to adopt the corporate model and create separate local salary systems for office support and other nonexempt jobs. These workers live and are hired locally. As with FWS jobs, market pay rates are determined by local supply and demand. The advantage is that it would take the pay increases out of the national spotlight.*

*The biggest hurdle for a new salary system for professionals and managers would be the transition to pay for performance. Its unlikely Congress would approve a new program that perpetuates step increases. It's universal for professionals in other sectors. Millennials expect it. Even the critics in the academic world are rewarded for their performance. A starting point would be to adopt the philosophy for managers. The president of the Federal Managers Association, Patricia Neuhaus, has stated her support for the policy change. But it would require an investment in adequate training to prepare managers. The key is the performance management process and procedures to assure ratings are fair. There are success stories.*

*Nothing can happen governmentwide until Congress agrees to replace the GS system. Perhaps the next step should be new demos to reconfirm agencies can manage pay. Building a qualified workforce is essential for good government, and pay is a central issue.*

*As a tongue-in-cheek suggestion, perhaps the most acceptable plan would be to outsource all federal work, and contract with private employers. The pay gaps could then be closed. Contractors maintain competitive salary systems and their pay practices are rarely ever questioned.*

*Final note: The reported 3.6 percent increase in federal pay is dangerously misleading. It reflects the starting salaries of new hires, the subtraction of salaries of employees who left government, along with all promotional increases. It also includes the step increases plus the 1 percent adjustment. Yes, an average salary of \$103,238 is higher than the private sector average, but it does not suggest federal employees are overpaid.*