



September 2019

# Chapter Newsletter

**ASMC – Gulf Coast Chapter**

**P.O. Box 1756**

**Eglin AFB FL 32542**

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<https://m.facebook.com/gulfcoast.asmc>

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<http://www.asmcnline.org>



**Join ASMC Today!!!**

The current fee is \$40 for one year or \$114 for three years. The membership fee is non-refundable and non-transferrable.

**Send your recipes in to the newsletter team so we can share them with our ASMC members!**

ASMC  
Newsletter  
Committee:  
Holly Jordan  
Amy Tolar

## President's Corner

**Maj Andrew D Cipolla, Hurlburt VP**

Hello fellow ASMC Members! I am your Hurlburt Field VP this year, and if I have not met you, I hope to in the near future. I would like to take this opportunity to tell you all a little about myself, and I look forward to learning about each of you as well. My wife, Brittney, and I have been in this area for about two and half years, and we love it. In addition to getting out and taking advantage of the excellent weather, beautiful beaches, and great fishing, we have enjoyed being a part of ASMC and meeting a lot of fantastic people. Brittney and I came here from Travis AFB, CA, and prior to that were stationed at Andrews AFB, MD, and Vance AFB, OK. In the short time we've been here, I have had the great pleasure of getting to work at both Eglin and Hurlburt, getting to see the investment and O&M pots of money. In my free time, I enjoy almost any outdoor activity. Brittney and I like to participate in whatever outdoor activities are close to where we've been stationed. Our favorite activities prior to living in Florida have been snow skiing in California and hiking and kayaking in the DMV area. We both love to fish, which certainly contributes to us enjoying the Gulf Coast, but we also really enjoy paddle boarding and relaxing at the beach.

Aside from outdoor activities, we picked up the Washington Nationals as our baseball team when we lived at Andrews, and we like to watch their games on TV to keep up with them. If you run into Kent Fitzgerald, please be sure to remind him the Nationals swept the Chicago Cubs in Chicago at the end of August. Brittney and I also both come from families with a heavy focus on food, and as an uncle of mine told Brittney early in our marriage, "this family is either eating, cooking, planning what to eat or cook, or talking about eating or cooking." We try to uphold this tradition, usually by planning our meals and grocery lists while paddle boarding or at the beach. I like to cook all different types of foods and enjoy new recipes, but of course, my favorite thing to make is whatever Brittney is asking for at the time; I have no shame in saying I do this to beg Brittney to bring me a few bites of whatever Deborah Washington brings to EBM. As I am writing this, I already have a request to make chicken and dumplings this weekend and to work on getting better at making my grandma's pumpkin bread. I truly look forward to meeting as many of you as I can, and I am definitely interested in swapping recipes.

...“this family is either eating, cooking, planning what to eat or cook, or talking about eating or cooking.”



## Future meeting announcements:

- Sep Professional Development Session - 10-Sep at Pallet Bar and Grill in Ft Walton Beach
- ASMC Executive Council Meeting - via calendar invite
- Fisher House - See dates below
- ASMC Christmas Social - Date TBD

# ASMC SEPTEMBER 2019 LUNCHEON PROFESSIONAL DEVELOPMENT SESSION



SPEAKER: MR. PATRICK COLEY, AFSOC/FMF

TOPIC: IMPROVING AIR FORCE ACCOUNTING

WHEN: 10 SEP 2019 @1100 & WHERE: PALLET BAR AND GRILL

449 EGLIN PKWY NW, FWB

Register via the link below: <https://cs2.eis.af.mil/sites/er/0343/SitePages/Home.asp>



## Programs

**WE NEED YOUR HELP! DO YOU KNOW OF A PERSON THAT WOULD LIKE TO SPEAK AT ONE OF OUR PROFESSIONAL DEVELOPMENT SESSION? IF SO, PLEASE CONTACT RIETTA SYDNOR WITH THEIR CONTACT INFORMATION, TOPIC, MONTH AVAILABLE TO SPEAK AND ANY OTHER INFORMATION THAT COULD BE HELPFUL.**



# Volunteer Opportunities



Thank you  
Team EBD for  
volunteering  
on 13 Aug!

Thank you to all the volunteers this year that have supported Fisher House. The Fisher House provides military & veteran families with no cost lodging while their loved one receives medical treatment in the Eglin area. This can be stressful enough without worrying about what to cook for dinner. You can help by volunteering to prepare and serve dinner to the current guests. Opportunities are twice monthly, from 1600-1900 hours. If your team would like to volunteer, please contact Arielle MacKendree. Tues night open dates: 19 Nov/ 3 Dec / 17 Dec



We appreciate all the  
teams who have already  
signed up to help! 96  
CPTS, 53 WG, AFLCMC/  
EBY, EBZ, and Hurlburt  
Field

*Volunteer Volunteer Volunteer Volunteer*



# Volunteer Opportunities

The Ways and Means committee is dedicated to helping our chapter achieve annual charitable objectives. The committee hosted a second Chick-Fil-A fundraiser in buildings 349, 350, 351 & 11 on 21 August. This time we sold 250 sandwiches in record time!! The funds collected will go to local charities, provide scholarships to college students seeking degrees in financial disciplines, and support our annual professional development event. Thank you to all the members who again volunteered or participated and made the event a great success!



Thank you to all member  
who volunteered for  
fundraiser!



# Membership



We randomly selected a new ASMC member and we asked that person to share a little bit of information with us. Please welcome SSgt Fomby to ASMC!

## Q&A with SSgt Daryl Fomby Jr.

**Where do you work?** I currently work at Hurlburt Field, AFSOC HQ in FM.

**What do you do?** I'm a Budget Analyst/Resource Advisor. Primarily handle the POTFF program for AFSOC, manage Prior Year funds, Deployed Ops for AFSOC billeted positions downrange, and SME in travel for AFSOC.

**What are your hobbies?** My hobbies include reading, boating, watching movies, and currently indulging in Real Estate.

**Why is ASMC important to you?** ASMC is important to me because of the collaboration. You find yourself needing assistance from other comptrollers/bases more than expected and it's a great thing knowing you have options other than reaching out to a help box. The certifications are a nice perk too ☺.

**What's your favorite FM tip for someone?** As far as a tip, I was always told to learn what you can when you can. Working in Finance isn't always a happy trail but having an extensive knowledge on it definitely makes it smoother.

**What is your favorite thing about working at Eglin?** My favorite thing working at \*Hurlburt Field is the Sound side area. Not every base has a beach and boats that you can rent when you get off work!





# Continuing Education & Certification!

## Crunch Time! By Amy Tolar

"Oh no, I need 20 Continuous Learning Points (CLP) and they are due in 30 days! What do I do?" Did you get a reminder that it is time for your Continuous Learning (CL) points to be done by a certain date? Have you been too busy at work or just said, "I'll get to it later"? Well, now it is later! What can you do to get those points? I interviewed Ms. Vanessa Fuentes to get some good suggestions to earn those points!

Ms. Fuentes, works on Eglin, AFLCMC/EGOL (EB) and is the Chief of Operations. She has many hats when it comes to her responsibilities at work and has a wealth of knowledge when it comes to training requirements. When taskers come down from HQ, she is the go-to person (e.g. FM Audit's, CSR overages, Continuing Resolution, Program Objective Memorandum (POM), closeout guidance and much more). In addition, she is the liaison between the vendor (instructor) and Eglin FM community to help us out with added training opportunities here on Eglin Air Force Base, Florida.

During the recent interview, I asked Ms. Fuentes what training areas she recommends for someone who needs over 20 hours of training. She recommended FM Online and Advance Distributed Learning System (ADLS) as her top two choices because individuals can complete them online for convenience. She said there are so many other ways to receive credits that include the following: Defense Acquisition University (DAU) courses in residence or online, Air Force Institute of Technology (AFIT) school, SAF FM Online Newsletter, FM training at your unit, monthly ASMC professional development events. Individuals can also write and submit an article, attend FM or leadership courses offered on base, as well as, the PDI or RPDS - if you receive the opportunity to attend.

Ms. Fuentes suggested keeping an eye out for openings to register for Fiscal Law, Appropriation Law, FM Boot Camp, EDFMT or 96 FSS leadership courses. If individuals have the FM level II certificate already, there are hundreds of courses on FM Online that someone can register for. Taking an accredited education class can earn 10 points per Semester Hour. Do you mentor? People can receive 5 points as an active mentor per year. Just be sure to update the records in My Vector for your records!

Further, did you know that people can get CL points for being a part of an Integrated Project Team (IPT)/Special project team lead? I had no idea! Individuals can get 15 per year and team members get 10 points per year! Have you recently been selected to be on a rotation or career broadening assignment? If you have, you can earn up to 40 points per year and this includes Deployment or Reserve Military Activations.

Ms. Fuentes provides people with clear directions and guidance for their required training program. For her, helping a person, like a new Palace Acquire PAQ intern, is rewarding. For instances, she was able to tell the PAQ interns that their "original guidance" stays with them all the way through their contract, with the exception of DAU/APDP/FM Certification course changes. This was important information for PAQ interns - as they have specific requirements and deadlines for training.

I asked Ms. Fuentes what is the best experience she had in helping someone with training. Her response was that she loves helping people and knowing that someone had that "ah ha" moment when the light comes on with understanding what they are learning in their new job. It is when the individual is deep in training, especially with accounting, and she gets that call, "Ms. Fuentes, I GOT IT, I understand it now!"

Ms. Fuentes mentioned writing an article can also earn CL points, so here are the amount of points individuals could receive for publications: consulting (10-15), patents (15-40), Technical papers, monographs (10-25), and text (25-40). However, know that Publications can only be credited the year it was published, so if you need points this year, get busy writing!

Is it crunch time and you need those points now? For further guidance on what you can earn for CL points, I would recommend visiting myFMCareer, DAU Continuous Learning Center, or FM Online. These sites have in-depth resources for policies, guides, course catalogs, or requirements for recording your points and retaining your records. Lastly, I have attached a document from DAU that list ways to earn those points! Happy learning!

# Continuing Education & Certification!



## Recommended Continuous Learning Point Awards

Updated April 18, 2016

CREDITABLE ACTIVITIES	POINT CREDIT (see note)
<b>Training Activities Courses/Modules</b>	
DAU Courses/Modules	10 per CEU (see DAU catalog) or: .5 point per hour of instruction
• Awareness Briefing/Training — no testing or assessment associated	
• Continuous Learning Modules — testing or assessment associated	1 point per hour of instruction
Other Functional Training	1 point per hour of instruction
Leadership or Other Training	1 point per hour of instruction
Equivalency Exams	Same points as awarded for the course
<b>Educational Activities</b>	
Quarter Hour	10 per Quarter Hour
Semester Hour	15 per Semester Hour
Continuing Education Unit (CEU)	10 per CEU
Equivalency Exams	Same points as awarded for the course
<b>Experience</b>	
On-the-Job Experiential Assignments	Maximum of 20 points per year
AWQI areas of proficiency	1-3 points per associated task
Rotational Assignments	Maximum of 40 points per year
Training With Industry	Maximum of 40 points per year
IPT/Special Project Leader	Maximum of 15 points per year
IPT/Special Project Member	Maximum of 10 points per year
Mentor	Maximum of 5 points per year
Rotational Assignments or Training with Industry	Recommended Points
12 Months	80
9 Months	60
6 Months	40
3 Months	15
2 Months	10
1 Month	5
<b>Professional Activities</b>	
Professional Exam/License/Certificate	10-30 points
Teaching/Lecturing	2 points per hour; maximum of 20 points per year
Symposia/Conference Presentations	2 points per hour; maximum of 20 points per year
Workshop Participation	1 point per hour; maximum of 8 points per day and 20 points per year
Symposia/Conference Attendance	.5 point per hour; maximum of 4 points per day and 20 points per year
Publications	10 to 40 points

Note: All activities may earn points only in the year accomplished, awarded or published. It is expected that supervisors will use the Guidelines and their own professional judgment in arriving at points to be awarded for any activity undertaken to meet the standards. While supervisors have the authority to establish points for activities, any concerns of employees or disputes may be addressed through applicable dispute resolution procedures.

# “Let It Ride!” by Dane Manfredi

Greetings ASMC Gulf Coast Chapter! I am sure you all are now in full swing riding the “waves” that each new school year brings. Whether it is actually getting your kids off to school or just once again dealing with the “fun” Highway 98 traffic, we all know the ups and downs this time of year brings. Just remember, as John Wooden says, “Be Quick, but Don’t Hurry.”

Speaking of riding waves and not having a hurried mindset, I wanted to provide my thoughts on navigating through the latest market swings we have had this year and the opportunity we all have to teach our youth as the market goes every which way. Whether it is a breaking news events or a Tweet here and there from our POTUS, the market has had its share of crazy swings this year. So what is one to do? Well, in my opinion the best route to take in any investment is the long-term strategy or what I like to call, “Let it Ride!”

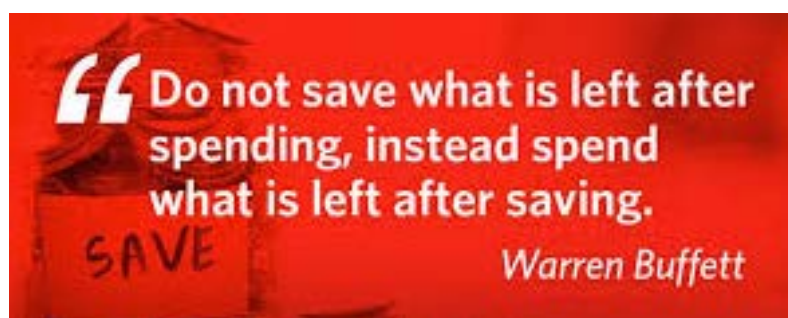
Now let me be clear, due to my age and current life situation, my strategy may be far different than someone that is close to retirement age. However, what the years of market fluctuations have always shown us is that the market curve will never fail to eventually rise in its Northeasterly fashion. Hence, let your investments ride the waves.

Thinking of investing but just not sure where to start? Well first and foremost you should take advantage of the Thrift Savings Plan (TSP) and invest in the funds that plan has to offer. At the very least, try to invest 5% of your income into the TSP because the government will match up to 5%. That’s like....free money! Then once you contribute to the TSP, look at the investing options the TSP offer. Investing strategies within the TSP include the L funds where based on an investors projected retirement date, the L fund invests into holdings suitable in risk and return for that projection. For example, younger employees tend to accept higher risk for potential greater returns, where as investors closer to retirement may want to lock down that well-earned nest egg and move into lower risk asset that produce a lower return typically.

Another investing option is to invest in individual stocks, but more so a stock Electronic Traded Fund (ETF) that tracks to an index. Why do I like ETF investing? Well investing in just one stock holding puts your eggs in one basket. Rather, investing in an S&P 500 index fund will enable an investor to “claim” ownership to a multitude of holdings that compile within that ETF. Further, you will enable yourself to seek a return based on how the market is doing in any given fiscal year and not miss out on investment growth by going into that one stock that is tanking (i.e. I am looking at you Kraft-Heinz)

As you know, there are far more ways to invest your hard earned dollars and I just give two examples I like within this short article. However, my main intent in bringing this article to you at this time of year is that the kids are starting school once again. I find that investing discussions are limited in schools today and I encourage you all to take time with your kids or our youth and teach them the value of the dollar. Now I am not saying to teach them to put every penny towards investing and not enjoy life, but it is good to establish an investing mindset as anyone goes through life. With that mindset in place, our youth will know to invest wisely but also live for the present, after all each day we live is just that, “a present.”

In closing, I hope you all have a wonderful end to your summer and are gearing up for closeout season. I wish you all many blessings and hope to see you at an ASMC event soon. Now go and enjoy yourself in the summer days and ride those waves on the beach and in your investing decision. Just don’t forget to tie in the kiddos on your thoughts!





# OPEN BOOK

## Review

Are you excited to be a leader? Whether you answered Yes or No - everyone is called to be a leader! Even if you're not a supervisor, you have an opportunity to lead/mentor people at home, work, or in your community.

I was recently asked, "What's your leadership philosophy?" This question requires a lengthy answer if you explore all the qualities of a leader. For me, the answer is "Servant Leadership," which means putting the needs of others first and helping them develop/perform to their highest potential. Honestly, this isn't easy because my natural inclination is to be selfish; however, with practice and focus, you too can develop servant leadership skills.

I recently read Brene Brown's book, "Dare to Lead." I encourage you to read her book, listen to one of her podcasts, or check out her new Netflix special, "The Call to Courage." She has spent two decades researching courage, vulnerability, shame, and empathy. Her message is that daring leadership doesn't mean we have all the answers but that we stay curious and ask the right questions. We don't hoard power; we share it with others. We don't avoid difficult conversations/situations, but we lean into vulnerability when necessary to do good work.

As we move into a future where machines can learn and do things better/faster than humans, it's important that we invest in developing the hearts and minds of leaders. One memorable quote from "Dare to Lead," came from Minouche Shafik, Director, London School of Economics, "In the past, jobs were about muscles, now they're about brains, but in the future, they'll be about the heart."

Brene Brown's book will convince you it's time to take off the heavy armor, i.e., needing to always be right, and have the courage to embrace empathy, connection, and vulnerability. Daring leadership practices gratitude and celebrates victories both large and small. The human heart is our most powerful tool and will never be replaced by machines!

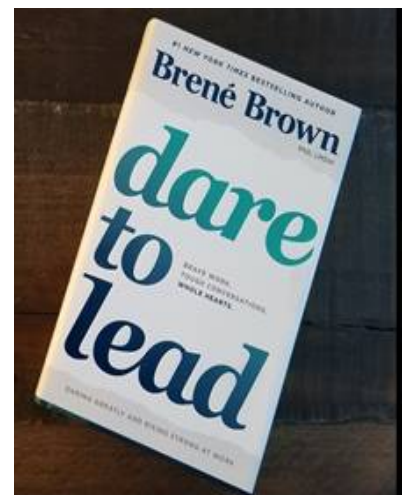
### REVIEWER BIO:

Denise Wagner is the Chief of the Financial Management Division for the Munitions Directorate, Air Force Research Laboratory, Eglin Air Force Base. The Munitions Directorate leads the discovery, development and integration of affordable warfighting conventional air-launched weapon technologies for the U.S. Air Force. The activities of the Munitions Directorate include research on missile seekers, navigation and control, image processing, munitions integration, warheads, fuzing, explosives and technology assessment methodology.

Ms. Wagner began her career in 1989 as a Financial Management Analyst for the Air Force Services Agency at Randolph Air Force Base, San Antonio, Texas. She had an 18 month career broadening opportunity as a Financial Analyst at United States Air Force Europe Command, Sembach Air Base, Germany. Ms. Wagner returned stateside in 1998 to become the Non-appropriated Air Force Financial Analyst at Eglin Air Force Base. Since joining the Eglin Financial Management community, she has served in numerous organizations within the Air Armament Center, including a career broadening position as a Cost Analyst for the Weapons System Program Office and as a Financial Management Officer and supervisor for the Advanced Medium-Range Air-to-Air Missile Wing. Ms. Wagner currently serves as the Comptroller for Air Force Research Laboratory managing a team of 18 financial managers with an annual RDT & E budget of \$550M.

## FEATURED TITLE:

### Dare to Lead



**HAVE YOU READ A  
GOOD BOOK?**

Share your review! Submit the  
book title, your reviewer bio,  
and book review to the  
Newsletter team,  
[holly.jordan.2@us.af.mil](mailto:holly.jordan.2@us.af.mil) and  
[amy.tolar@us.af.mil](mailto:amy.tolar@us.af.mil).

August 29, 2019

## Turning On Your Retirement Benefits

### Making the most of the flexibility of FERS.

Reference: <https://www.govexec.com/pay-benefits/2019/08/turning-your-retirement-benefits/159532/>

By Tammy Flanagan, Retirement Counseling and Training, [www.retirefederal.com](http://www.retirefederal.com)

One of the great things about a three-part retirement plan like the Federal Employees Retirement System is its flexibility. Under FERS, there are three distinct benefits that can be “turned on” at different times:

- FERS Basic Retirement Benefit (also known as your government pension or annuity)
- Social Security
- Thrift Savings Plan

Among the advantages of this three-tiered plan is that all of your retirement eggs aren't in one basket. Changes that occur in one of the benefits will not affect the other two. Each of the three parts of FERS can provide a lifetime stream of income, but the eligibility rules, tax implications and cost of living protections differ based on the laws that govern these payments.

Although having three sources of retirement income can be more complicated than the simple single-benefit Civil Service Retirement System, it can be an advantage for those people who don't spend their entire careers in federal civilian employment. And even for those who do, the three parts of FERS can replace an employee's salary to adequately provide financial security in retirement.

During FERS employees' federal service, the TSP provides an automatic agency contribution of 1% of salary, and matching contributions for employees who save up to 5% of their basic pay (up to a certain dollar limit). The traditional TSP allows you to save money on a pre-tax basis. (You'll pay taxes on those earnings when you withdraw the money.) The Roth TSP option allows you to save after-tax dollars, so there are no taxes due when you retire.

It's up to you to determine how much to save during your career and how to invest those savings. That means it's important to understand at an early age the value of compound interest and how to balance your investments between stocks and bonds. Saving for retirement requires knowledge and discipline.

When the time comes to retire, federal employees can make a clean break or move on in stages. Some are eligible to retire at younger ages, such as law enforcement officers, foreign service officers and firefighters. All federal workers covered under FERS can retire at their minimum retirement age (55-57, depending on year of birth) if they have completed 30 years of creditable service, or a minimum of 10 years of service for a reduced benefit. For those who entered federal service later in life, an unreduced benefit is payable at age 60 with at least 20 years of service and at 62 with a minimum of five years of service.

Some federal employees retire from government and start a second career in the private or nonprofit sector. Others return to federal service under a [reemployed annuitant](#) program or continue working part time under [phased retirement](#) regulations.

You can claim your Social Security retirement benefit and begin taking TSP withdrawals at the same time as when you apply for your FERS retirement benefit. Or you might decide to stagger these benefits for various reasons.

A [reduced Social Security retirement](#) is payable as young as age 62. You can delay taking it until as late as age 70 to get a bigger payout. FERS employees who retire younger than 62 with an unreduced immediate benefit are eligible for a supplement designed to bridge the time between retirement and qualifying for Social Security benefits at age 62.

Withdrawals from the TSP are the most flexible of the three benefits of FERS, and the options for withdrawing from your TSP will be [further liberalized next month](#) when new regulations take effect. Separated TSP participants will be able to choose monthly, quarterly or annual withdrawals. In addition, partial lump sum payments can be made as needed while taking monthly payments.

You can also choose a life annuity option, providing a monthly benefit. Multiple annuity purchases will be allowed under the new withdrawal program.

Are you ready to take charge of your future? There's a lot to learn about how the three parts of FERS retirement mesh together, but knowing how they work can reveal the secrets to a financially secure retirement.