



# AMERICAN SOCIETY OF MILITARY COMPTROLLERS

*To Promote Education, Training and Professional Development in All Aspects of Military Comptrollership*

**January 2017**

## Washington Chapter



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## President's Message

*Mats A. Persson*



Whew! Happy New Year. Hope all is well. Cold, but no real winter yet. As I write this we have inauguration in a few days and the year could not be busier.

I hope most of you paid the membership fees early in December and found a very nice ROI on your investment in ASMC annual dues. As always, on the Executive Board we have a ton of different great projects and are making excellent progress.

We are continuing to look at the scholarship program to ensure it will be benefiting new careerists in our field. We are also working on what is the most cost effective way to deliver training. In the past, many expected classroom training. Today, everything is virtual and we are looking at providing more varied training, on-line, and potentially much beyond the introductory level. All very good paths forward. There is a survey monkey survey coming to every member to provide feedback to ensure we deliver what you want. Also, we are continuing to work the lunch meetings and ensure topics of presentations are exactly what you want to hear. Feedback is always welcomed.

The BIG event is nearly here. I refer, of course, to the annual ASMC-Washington Chapter Regional Professional Development Institute, March 9 (promptly at 8 a.m.) at the Ronald Reagan Building, 1300 Pennsylvania Avenue NW. This event is such a hot ticket that it completely sold out last year and we have every intention of doing so again this year. So if you have not already done so, hurry to get your registration in! Please register now. We can only accept 1,500 attendees. When we hit that number, we will not be able to accept additional members.

We have a guest speaker on January 19. It will be the USMC. We are fortunate to have Asst Deputy Commandant of Programs and Resources and Financial director of the USMC Ann-Cecile McDermott that will visit us at the Westin Hotel in Crystal City. Next luncheon is February 17, when we expect the USCG Assistant Commandant for Resources and CFO RDML Andrew Tiongson. Don't forget that you will earn a continuing professional education credit for attending the luncheon!

Until next time, stay warm and look forward to have another fantastic PDI for 2017.

Sincerely,

Mats

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### November Monthly Meeting Recap



The ASMC Washing Chapter was fortunate to have the Honorable Ricardo A. Aguilera, Assistant Secretary of the Air Force for Financial Management and Comptroller, speak at the November monthly meeting. By sharing his vast experience with the Government Accountability Office (GAO) and the Office of Management and Budget (OMB), we received a valuable perspective on the Federal Budget as the Department prepares for an administration change.

The Hon. Aguilera began with an overview of the Federal Budget and laying a foundational understanding of National Debt, Deficit and the constraints on National Defense. Deficit represents the difference between what we spend (outlays) and dollars brought into the Government (revenues). In the FY17, President's Budget, the United States expects to outlay \$4,149B for Defense, Social Security, Medicare, Medicaid, interest on debt, and other bills. Of the \$4,149B, 30% represents "Discretionary" spending of \$1,239B, which includes funds spent on National Defense (\$619.5B). To offset the outlays, the FY17 President's Budget expects to receive \$3,644B in revenues. With this information, it becomes alarmingly clear there is a gap or debt of \$505B in the FY17 President's Budget. Continuous annual debts create a deficit, thereby decreasing our ability to sustain defense capabilities and leads to National Security concerns. Current Government spending without increased revenue or changes is unsustainable.

Mr-Aguilera emphasized the need to be aware of the problems constraining the Federal budget. A primary problem is to balance the budget and bring down the deficit. With 70% of Government outlays (\$2,910B) as mandatory bills, it is difficult for the United States to balance the budget without significantly increasing revenue. Simply balancing the budget is not sufficient enough to address the ever-growing National Deficit. Another problem for the United States is to establish a surplus to pay debt. Establishing a surplus is important and requires a delicate balance of revenue generation and outlays. However, a third problem is associated to Social Insurance. Social programs such as Social Security and Medicare are costly to maintain and are projected to have diminishing returns resulting in bankruptcy in 2080 and 2050 respectively.

Using the Air Force as an example, he demonstrated the impacts of the National debt and deficit. Two significant budget cuts have limited the Air Force resulting in the loss of capability and delay of critical programs. The FY13 Budget Control Act (BCA), also known as Sequestration, and the FY14/15 Bi-partisan Budget Act (BBA) drove down readiness to the lowest levels since 1980. Air Force capability advantage is shrinking from the impact of cumulative budget cuts and budget uncertainty.

As the Department balances readiness, capability, and capacity it is important to understand the budget constraints within the Federal Government and the impacts to the Military Departments. Mr. Aguilera wrapped up his presentation challenging the audience to use this information to shape how we resource the Department and defend our budgets.



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Date	Upcoming Events / Sponsor / Speaker / CPEs	Location
19 Jan 17	Monthly Meeting / USMC / Ann-Cecile McDermott / 1 CPE	Westin, Crystal City
19 Jan 17	Chapter Achievement Awards Submission Deadline	
16 Feb 17	Monthly Meeting / US Coast Guard / Rear Admiral Andrew Tionson, Assistant Commandant for Resources and Chief Financial Officer/ 1 CPE	Westin, Crystal City
27 Feb 17	2017 ASMC Essay Contest Submission Deadline	
9 Mar 17	NCR PDI / 7 CPE credits	Ronald Reagan Building, DC

### January Meeting Guest Speaker



Mrs. Ann-Cecile M. McDermott, **CPA, CDFM** is the Assistant Deputy Commandant, Programs and Resources, Headquarters Marine Corps. In this capacity, she manages the Marine Corps Planning, Programming, Budgeting, and Execution System (PPBES), ensures policy compliance, affordability and funding of priority needs. She also provides advice and assistance to senior leadership and monitors and supports Congressional interest areas. As she assumed her current position, Mrs. McDermott also retained her prior responsibilities as the Fiscal Director of the Marine Corps. As such, she serves as the chief financial advisor for the Commandant of the Marine Corps, acts on his behalf in all matters related to appropriated and non-appropriated funds, and provides strategic leadership and oversight for all financial improvement and financial audit activities.

Mrs. McDermott came to the Marine Corps from the Air Force, where she was the Director, Financial Management and Comptroller for Aeronautical Systems Center at Wright-Patterson Air Force Base, Ohio. In this role, she provided advice and counsel to the Air Force Program Executive Officer for Aircraft, his five acquisition Wing Commanders and staff for all financial and cost matters related to over 300 USAF, Joint and International acquisition programs, projects and activities and Center operations. She was also responsible for career development and training for the 330 financial managers at the Center. Previously, Mrs. McDermott served as the Director for Budget Investment, Office of the Deputy Assistant Secretary (Budget) for the U.S. Air Force. Her responsibilities included the planning, direction and oversight of budget formulation and financial execution of all Air Force research, development, test and evaluation; procurement; military construction; family housing; and Base Realignment and Closure appropriations. She also supervised financial policy development for Air Force security assistance programs.

Mrs. McDermott received her Bachelor of Science degree in business/accounting from the University of Southern California and her Master of Science degree in national resource strategy from the National Defense University. She is a Certified Public Accountant, and she has held Acquisition Professional Certifications of Level III in Financial Management and Level II in Program Management. She is a distinguished graduate from the Industrial College of the Armed Forces and a graduate of the Federal Executive Institute and MIT Seminar XXI.

Mrs. McDermott is a member of the following professional organizations: American Society of Military Comptrollers, Marine Corps Association, and Air Force Association. She has previously served as the National Vice President (Marine Corps) for the American Society of Military Comptrollers.



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## February Meeting Guest Speaker



Rear Admiral Andrew Tionson serves as the Assistant Commandant for Resources and Chief Financial Officer for the U.S. Coast Guard. In this capacity, he is responsible for all budgetary, financial and resource management activities relating to the programs and operations of the Coast Guard. As a component of the Department of Homeland Security, the Coast Guard is comprised of a nearly 60,000 member active duty, reserve and civil servant workforce with an annual budget of \$10 billion.

Rear Admiral Tionson is a career cutterman whose time at sea spans five Coast Guard cutters and one U.S. Navy ship. His afloat career began in 1989 onboard USCGC ESCANABA (WMEC 907). Most recently, in 2015, he commissioned USCGC JAMES (WMSL 754), bringing the Coast Guard's fifth National Security Cutter into service. While serving onboard USS NORMANDY (CG-60) as part of the U.S. Coast Guard - U.S. Navy exchange program, he deployed in support of Operation Desert Storm. He has served in four command cadre positions afloat: Executive Officer onboard USCGC MOHAWK (WMEC 913) and Commanding Officer onboard USCGC NANTUCKET (WPB 1316), USCGC LEGARE (WMEC 912) and USCGC JAMES (WMSL 754).

Rear Admiral Tionson has served in a variety of key staff positions, including two positions in acquisition projects. First, he served as the Assistant Project Officer for the \$30 million Configuration Management Project, transforming shipboard logistics and maintenance management. Later, he served as the Assistant Project Manager for the nearly \$1 billion Rescue 21 project, the largest command and control project in Coast Guard history. Rear Admiral Tionson served two different tours in the Office of Budget and Programs as a Budget Coordinator/Program Reviewer and the Office Chief. He served in the Office of Congressional Affairs as the Senior Policy Advisor on domestic and international drug issues and Veterans' Affairs to the Speaker of the U.S. House of Representatives. He also served as the Executive Assistant to the Vice Commandant of the Coast Guard where he supported the Commandant and Vice Commandant on strategic policy and budget matters.

Rear Admiral Tionson's personal awards include two Legions of Merit, four Meritorious Service Medals, three Coast Guard Commendation Medals, the U.S. Navy Achievement Medal, the Commandant's Letter of Commendation and various Service and unit awards. He is a permanent Cutterman and has earned the U.S. Navy Surface Warfare Officer designation.

Rear Admiral Tionson is a 1989 graduate of the United States Coast Guard Academy where he earned a Bachelor of Science Degree in Electrical Engineering. He holds two Master degrees from The George Washington University: Mechanical Engineering and Environmental and Energy Management. He was also a System Design and Management Fellow at the Massachusetts Institute of Technology (MIT) where he earned a Master of Science in Engineering and Management, a joint degree from MIT's Sloan School of Management and Engineering School. He also completed MIT's one-year Seminar XXI program on foreign politics, international relations and the national interest.



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*Mr. Jonathan Newell serves as the Deputy Director, Administration and Resource Management Division (AR Div) at Headquarters, U.S. Marine Corps. He supports the AR Division Director in providing responsive, customized service solutions to the Headquarters in the areas of Publishing and Logistics Management, Finance, Human Resources, Information Systems, Security, and Manpower.*

**Jonathan Newell**

### Evaluating the Marine Corps Civilian Workforce Strategic Plan

On June 17, 2016, the Marine Corps presented its updated Civilian Workforce Strategic Plan to “provide a framework that identifies specific priorities, objectives, initiatives, and measures that focus on attracting and managing a high performing civilian workforce.” The strategy statement identifies the challenges brought on by the fiscal environment which promises to be further complicated by the incoming administration’s aim to reduce the size of the Defense department’s civilian workforce through attrition. However, when compared to the findings of the Office of Personnel Management (OPM) Federal Employee Viewpoint Survey (FEVS) results, the Marine Corps’ strategic plan appears to overlook a key component of civilian employment.

#### The Marine Corps “Proposition”

The Marine Corps seeks to maximize what it calls its “Employment Value Proposition (EVP)”, which is the value or benefit its civilians gain by working for the Marine Corps instead of working for another Defense or Federal agency. To make this determination, the Corps developed the EVP Framework based on those aspects of employment that Civilian Marines value the most:

- (1) **Rewards and Recognition** – fair and equitable pay, awards based on performance, and recognition for creativity and innovation.
- (2) **Development Opportunities** – formal career and leadership development programs, mentoring, academic degree assistance, and competitive job opportunities based on merit principles.
- (3) **Organization Culture** – commitment and belief in the organization’s mission and values, inclusion and diversity, and respect and trust of senior leaders.
- (4) **People and Relationships** – support from supervisors and managers (i.e., open communication, co-worker collaboration).
- (5) **The Work Experience** – the belief that work is important, employees are empowered, talents are fully utilized, and work/life balance is supported.

The Marines believe that maximizing employee experience in these five areas will establish the Corps as a “best place to work” and allow the organization to attract candidates with superior talent and abilities particularly during the uncertain times ahead. *(continued on next page)*



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**(Continued)** Their beliefs are supported by the Office of Personnel Management's (OPM) Federal Employee Viewpoint Survey (FEVS) results. The survey is designed to evaluate the level of employee engagement, defined as an employee's sense of purpose as illustrated by their display of dedication, persistence and effort in their work or overall attachment to their organization and its mission. OPM sites public- and private-sector research that ties high employee engagement to increased productivity, improved performance, and reduced turnover. For example, the Employee Engagement Index (EEI) number for employees planning to leave their organizations is 47 percent. In contrast, employees planning to stay with their organizations have an EEI of 72 percent.

### Performance Feedback, the Key Component

According to OPM, the FEVS survey describes employee perceptions of workplace conditions that contribute to employee engagement, as well as employee views on organizational practices, policies, behaviors, and attitudes that affect the workplace.

According to the 2016 FEVS, the top five key employee engagement drivers are listed below in order of rankings:

- (1) Performance Feedback** – meaningful, worthwhile, and constructive performance conversations with supervisors.
- (2) Collaborative/Cooperative Management** – a management style that promotes and supports collaborative communication and teamwork in accomplishing goals and objectives.
- (3) Merit System Principles** – practices that support fairness and protect employees from arbitrary actions, favoritism, political coercion, and reprisal.
- (4) Employee Training & Development** – opportunities for employees to improve skills and enhance professional development.
- (5) Work/Life Balance** – supervisor support of employees' needs to balance work and life responsibilities.

For comparison purposes, the FEVS results are demographically broken down by Supervisory Level, Generation (Traditionalist, Baby Boomer, Generation X, or Millennial), Military Service, Agency Tenure (less than 4 years, 4-10 years, or more than 10 years), Telework Status, and Mission Critical Occupations (Auditor, Contract Specialist, Economist, HR Specialist, IT Specialist, or Non-Mission Critical). Surprisingly, the rankings were practically identical across all demographic groups (Table 1). This finding highlights the commonality of employee motivations across multiple demographics. In other words, regardless of age, tenure, occupation, or other demographic, the one component every civilian values the most is open, honest feedback on how well the job was done. This finding offers leaders what they should want above all else: a prioritized checklist for how to improve employee engagement in their organizations and accomplish the mission.

Apparently, the Marine Corps concluded otherwise. It is intriguing that the Marine Corps' EVP Framework factors do not align more closely with OPM's key drivers, given such a strong correlation across demographics in the OPM survey results. The USMC strategy does not provide details about how the list was compiled. Perhaps the USMC conducted independent research or obtained Marine Corps-specific information from the FEVS results. **(continued on next page)**



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(Continued)

Table 1. Key Drivers of Employee Engagement for Selected Groups of Federal Employees

	TOP FIVE KEY DRIVERS GOVERNMENTWIDE				
	Performance Feedback	Collaborative/ Cooperative Management	Merit System Principles	Employee Training & Development	Work/Life Balance
<b>SELECTED GROUPS</b>					
<i>Generations</i>					
Traditionalists	2	1	3	5	3
Baby Boomers	1	1	3	4	5
Generation X	1	2	3	4	5
Millennials	1	2	4	3	5
<i>Supervisory Status</i>					
Non-supervisor	1	2	3	4	5
Supervisor	1	2	3	4	5
Senior Executive	1	2	3	4	NA
<i>Military Service</i>					
No Service	1	2	3	4	5
Some Service	1	2	3	4	5
<i>Agency Tenure</i>					
< 4 years	1	2	3	4	5
4 – 10 years	1	2	3	4	5
> 10 years	1	2	3	4	5
<i>Telework Status</i>					
Telework	1	2	3	4	5
Barrier to Telework	1	2	3	4	5
Choose Not To Telework	1	1	3	4	5
<i>Mission-Critical Occupations</i>					
Auditor	1	2	3	4	6*
Contract Specialist	1	2	4	3	5
Economist	1	2	3	4	4
HR Specialist	2	1	3	4	4
IT Specialist	1	2	3	4	5
Non-MCO	1	2	3	4	5

For instance, Performance Feedback, the single most critical engagement driver across nearly all demographics, is very clearly and concisely defined by OPM. However, it is difficult to locate in the Marine Corps framework. In fact, it can be argued that the EVP Framework lacks a Performance Feedback category altogether. Other areas such as training and work/life balance align more closely to OPM dogma.

(Continued on next page)



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### **(Continued) Evaluation of Strategic Goals**

The 2016 USMC Strategic Plan consists of three goals:

- (1) Attract and retain a highly competent and adaptive civilian workforce;
- (2) Cultivate a learning culture that trains, educates, and develops Civilian Marines to effectively meet evolving mission requirements;
- (3) Provide a positive work environment.

Each goal has an objective followed by multiple initiatives designed to achieve the objective, along with numerous measures of effectiveness. For example, the strategic objective of Goal 3 is to “further policies and programs that support employee diversity, work/life balance, and meaningful performance.” There are three initiatives associated with the objective and six measures identified to track the progress of the initiatives.

Interestingly, “performance” is addressed last (though it is most important to civilian employees), and it is mentioned as a sub-component of policies and programs, not as part of performance feedback specifically. This mischaracterization of performance feedback hints that the Marine Corps may have misinterpreted OPM’s survey results.

Another indicator of a possible misinterpretation is the way the Marine Corps intends to measure progress in performance. The performance measures identified around performance include “Performance Management Reports”, “Performance Award Distribution Reports”, “FEVS Employee Engagement Index”, and “FEVS Results Oriented Performance Index”. Unless one is a Human Resource Specialist, it is unclear how these “reports” can validate that knowledge and communication of performance management program requirements and responsibilities has occurred. Not to mention that the goal is likely ineffective in the first place.

### **Conclusion**

OPM and others have researched, tested, and determined that employee engagement is directly linked to superior civilian performance and reduced turnover. Performance feedback is overwhelmingly the most critical aspect of employee engagement. To maximize success, the USMC strategic plan must align more closely to OPM’s engagement drivers and incorporate more of the clear and concise language used in the FEVS.

The Marine Corps Civilian Workforce Strategic Plan is comprehensively a sound strategic instrument, despite overlooking the importance of performance feedback. Other areas such as training and work/life balance are clearly defined, well aligned, and have adequate measures of effectiveness.

Too often the proverbial “wheel” is re-invented. The Marine Corps should just use the plan that has already been developed.

**Just a reminder that the upcoming Essay topic will be announced in an upcoming newsletter - probably 4th quarter - with a February 2017 deadline. For more information, please contact Wendy Pouliot at [wendy.pouliot.civ@mail.mil](mailto:wendy.pouliot.civ@mail.mil), 703-697-0156.**



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## Attention Members:

Early in 2017 we will ask you to participate in a Survey Monkey Opportunity focusing on training. Be on the lookout. We want your input!

### Some of the items we want your feedback on:

*What professional development, training and education opportunities do you want/need?*

*Our Regional PDI is our premier professional development event **that provides up to 7 CPE/CET credits free for ASMC government members.** Have you attended, how often and why? If not, why?*

*Considering that we are the largest chapter in ASMC, our monthly chapter ~~lunches~~ meetings provide 1 CPE and are not well attended—how can we improve this?*

*Chapter sponsored free mini courses have small numbers of members registering. If you have attended did the course(s) meet you training objectives and if not why?*

*Past sponsored webinars have had limited success. If you have enrolled in a webinar was it beneficial and if you have not participated why?*

*What type of training do you prefer? Please specify: Classroom, Online, Lecture, etc.*



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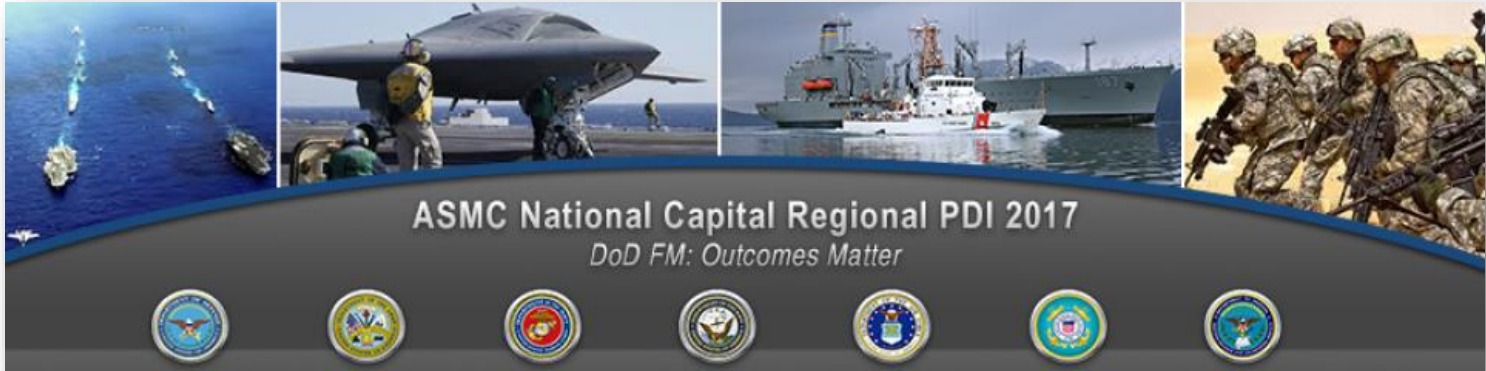
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### DoD FM: Outcomes Matter

The **2017 Washington-ASMC National Capital Region PDI** will be held at the Ronald Reagan Building and International Trade Center (1300 Pennsylvania Avenue NW, Washington, DC 20004) on Thursday, March 9, 2017

Our 2017 American Society of Military Comptrollers' National Capital Region PDI is a vibrant collaborative partnership across key ASMC Washington metropolitan area chapters (Washington, Potomac, Mount Vernon) – to optimize DoD education and professional development, dialogue, networking, as well as fund-raising for charities and scholarships.

Over the last three years our event has **sold out**, with over 1,500 government and industry professionals attending this worthwhile conference to learn, share insights, and help advance critical business outcomes needed for our warfighters.

The DoD Financial Management triumvirate – military, civilian, and contractor professionals – has been challenged by DoD Leaders to cut spending, smartly modernize, accelerate audit, and enhance professional advancement. We must embrace the real change -- essential to reform our business environment faster, cheaper, and with less risk -- in order to achieve operating effectiveness, auditability, and reprogram critical funds for national security.

**Registration** for event is complementary to all Gov't/Military ASMC Active Members and only \$40.00 to Non-Members. Cost to Corporate/Retired Active Members is \$229.00 and \$279.00 for Non-Members.

PLEASE join us on Thursday March 9, 2017 at the Ronald Reagan Center in Washington D.C. for a terrific day of learning, dialogue, collaboration, networking, and certification [7 CPEs].

**Don't delay, registration is filling quickly!**



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## Community Service Opportunity

**ASMC YOUNG PROFESSIONALS**  
WREATH CLEAN UP

**ARLINGTON NATIONAL CEMETERY**

**JANUARY 28, 2017**  
**8:30AM\***  
**\*WEATHER PERMITTING**

We will meet at the Women's Memorial at 8:20am  
Bagels, donuts & coffee will be provided upon arrival!  
Please RSVP to Sarah Mazur at [smazur@kpmg.com](mailto:smazur@kpmg.com)  
Free parking will be available until 2:00pm



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### Corporate Member of the Month

**MORGANFRANKLIN**  
CONSULTING

MorganFranklin Consulting (MFC), an ASMC Corporate Gold Member and headquartered in the Washington, D.C., area, is a strategy and execution-focused business consulting firm and professional advisor. MFC provides strategic thinking and hands-on support to help their clients comply with and adapt to changes in laws and regulations, optimize resources, minimize and mitigate risk, and maximize performance.

MFC has provided technical and project management support to Headquarters Marine Corps (HQMC) Programs and Resources (P&R) since 2011. This overarching support includes audit liaison support detailed status reporting and analysis, notification of findings and recommendations (NFRs) evaluation, Managers Internal Control Program/OMB Circular A-123 support, information technology (IT) systems support, and documentation management.

The MFC team has worked side by side with the Marine Corps through all phases of the audit and financial statement cycles from initial phases of going under audit through now supporting the full financial statement audit for FY2017. As accountability is a foundational principle of the Marine Corps, the MFC team worked to establish the audit infrastructure and framework used to track, respond to, and report on all audit requests. This infrastructure allowed for real-time status reporting and data metrics to provide senior leadership with a clear understanding of the Marine Corps open items as well as the auditor's status.

MFC also developed and provided robust training tailored to stakeholder needs in relation to "Audit 101," CFO Act Audit readiness requirements, internal controls, financial reporting, testing methodologies, and the DoD FIAR plan to further engage the business process owners and support effective knowledge transfer to government personnel.

#### Corporate Headquarters

Tysons Tower  
7900 Tysons One Place  
Suite 300  
McLean, VA 22102  
office: 703.564.7525

***For more information, go to their web site:***

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# AMERICAN SOCIETY OF MILITARY COMPTROLLERS

To Promote Education, Training and Professional Development in All Aspects of Military Comptrollership

January 2017

## Washington Chapter



### ASMC National News



### American Society of Military Comptrollers

To promote education, training and professional development in all aspects of military comptrollership.

[Click here to access the National ASMC home page](#)

**ASMC Membership Dues Increase:** To continue providing you with the level of quality service you expect and deserve, and to strengthen and expand the programs ASMC provides, **effective 1 January 2017** annual membership dues increased from \$26 to \$40 and three-year membership dues increased from \$75 to \$114.

#### ASMC Online Learning Center

Members earn continuing professional education credits by viewing and testing recorded educational sessions and the Armed Forces Comptroller.



### Upcoming Training Events

#### [Enhanced Defense Financial Management Training Course \(EDFMTTC\)](#)

**January 23 2017**

Oklahoma City, OK (ARNG)

#### [Enhanced Defense Financial Management Training Course \(EDFMTTC\)](#)

**January 23 2017**

Ft Meade, MD (DW-DISA)

#### [CDFM Module 1 Onsite Refresher](#)

**January 30 2017**

Tyson's Corner, VA

#### [CDFM Module 2 Onsite Refresher](#)

**February 01 2017**

Tyson's Corner, VA

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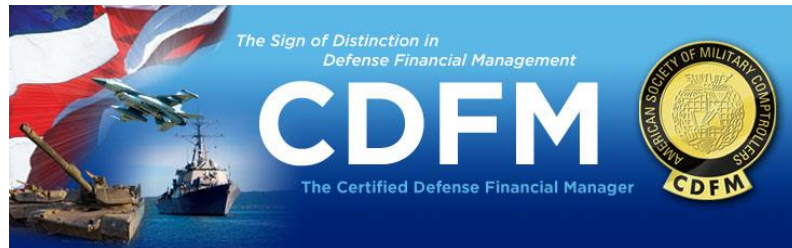
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ASMC offers the Certified Defense Financial Manager (CDFM) educational program and certification designation to those persons desiring to demonstrate proficiency in the core aspects of Defense Financial Management.

For more information, visit: <http://www.asmconline.org/certification/cdfm-information/>

## Congratulations!

Kristie Behling  
Elizabeth Boyd  
Michelle Brown  
Andy Cha  
Caitlin Coleman  
Sylvia Deloatch  
Gerald Gordon  
Peter Hart



Ronette Hinson  
Kendra Markovs  
Kate Nazareth  
Ashley Petak  
Belleine Pyrus  
Joseph Rollins  
John Ssemenda  
Russell Zimmermann

While most candidates in the CDFM program are civilian or military/reserve members of the Department of Defense, U.S. Coast Guard, U.S. Army, U.S. Air Force, U.S. Navy, U.S. Marine Corps or employees of defense contractors or suppliers, the CDFM program is open to all candidates who have a high school diploma (or equivalent) and meet the following work experience qualifications:

Have the required number of years of defense-related financial management experience outlined below:

- **Two (2) years if you hold an Associate's degree or higher;** or
- **Three (3) years if you do not have a degree.**

OR

Do not have defense-related financial management experience, but can meet the following criteria outlined below:

- **Four (4) years of Federal government-related financial management experience;** and
- **An Associate's degree or higher.**

**There are three steps involved with earning your CDFM:**

- 1. Enroll in the CDFM Program.** Your enrollment is valid for two (2) years, during which time you must take, and successfully pass, the three CDFM module examinations.
- 2. Submit Your Verification of Financial Management Experience Form.** This form, which must be signed by a supervisor who can verify your work experience, must be returned to ASMC after enrolling in the CDFM program. You do not have to submit this form prior to taking a CDFM examination, but it is required prior to the awarding of the CDFM designation.
- 3. Purchase and Schedule the CDFM Examinations.** Be sure to carefully – and completely – read the criteria associated with each testing option for the CDFM examinations. Failure to do so can result in the purchase of the wrong CDFM examination and/or the inability to test at your preferred location



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**Chair: Terry Placek and Millie Thompson**

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Wendy Pouliot	Awards/Essay Chair	<a href="mailto:wendy.pouliot.civ@mail.mil">wendy.pouliot.civ@mail.mil</a>	703-697-0156
Janice Hill	Scholarship	<a href="mailto:Janice.hill@usmc.mil">Janice.hill@usmc.mil</a>	571-256-8810
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**Chair: Deb Delmar**

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Deb Delmar	Regional PDI		

#### Outreach and Publicity

**Chair: Wayne Whiten and Jeff Norris**

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