



The Baltimore Ledger

Association of Government Accountants Baltimore Chapter

JANUARY 2009



BALTIMORE CHAPTER

www.agabaltimore.org

January Training and Luncheon January 15, 2009

Dealing with Difficult People
presented by The Tigrett Corp.

Taking Care of People
presented by Dave Weinberg

GASB Update

Presented by Chris Yother of Ernst & Young

| | | |
|-----------|-----------------------------|--------------------------------|
| 11:30 | Registration and Networking | \$45 Member |
| 12:00 | Lunch | \$95 Nonmember |
| 1:00-4:00 | Presentations | Register online by January 9th |

<http://www.agabaltimore.org/registration>



BWI Comfort Inn
6921 Baltimore-Annapolis
Boulevard

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Upcoming Events

February 19, 2008
February Luncheon
Speaker: Greg Conderacci
Topic: Ethics
Time: 12:00
Place: Radisson Cross Keys

AGA's Professional Development Conference June 21-24, 2009 New Orleans Marriott, New Orleans, LA

This year's PDC will attract more than 1,700 government finance professionals from all 3 levels of government to hear from the best minds in the profession at education sessions, in the Exhibit Hall and at daily social events.

The PDC has long been considered a "must-do" training event, but there's still time to experience the music, culture and fine dining of New Orleans.

[Click here to register today!](#)

JAZZING IT UP.
Best Practices in Government Accountability

June 21-24, 2009
New Orleans Marriott
New Orleans, LA



President's Message



Dear Members,

January is always the time that you reflect on the year past and what you want to accomplish in the year to come. New Year's resolutions are simply goals that you want to achieve which are certainly admirable to set. But I would suggest that unwritten goals have little value. I once

read that a goal without a plan is just a wish. Think about it – this quote is applicable to every aspect of life. Whether you are trying to lose weight or grow within your organization, you can not expect to attain your goals without some form of a plan in place.

In my current candidate development assignment at SSA, I have been in the process of developing such a plan. We are creating a vision, mission, and business outcomes for each of the divisions in the component that I am working for. In the process, I wondered what our chapter's vision was for the future. We have a mission, purpose, and objectives defined in our bylaws and I provided specific goals that I wanted our chapter to achieve when we started the program year. But as a one hundred percent volunteer organization, a clear vision may help us to lead the way into our future, guide the decisions we make today, and give purpose to our volunteers. Therefore at our next Chapter Executive Committee (CEC) meeting, I am going to task our committee members and myself to develop a vision for our chapter. There are many interpretations of what a vision should be, but one that I think is most

applicable to AGA is as follows: A vision is a realistic, credible, attractive future for your organization, yet ambitious enough to force people out of their comfortable routine. It is also an expression of what you and others who share the vision will work beyond expectations to create, because it energizes your skills, talents, and resources to make it happen.

A clear vision will bring us together as an organization with a shared goal of what we want to achieve. I hope to bring all of our various activities into focus and determine if the chapter is spending our valuable resources, people and funds, to the betterment of our vision and mission. I urge each of you to consider a vision for the Baltimore Chapter and submit your suggestions to a member of the CEC.

Finally, as I consider my own New Year's resolutions and goals, I realized that if I had a clear vision of my future with a plan for my written goals, those resolutions may actually come true. So, are you working on a goal, or just wishing something will happen?

Sincerely,

Stephanie Bosworth
President, Baltimore Chapter of the AGA

Staying Connected, Just One Click Away ...

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[AGA D.C.](#)

[AGA Northern Virginia](#)

[AGA Montgomery/PG](#)

[AGA Membership](#)



[ISACA](#)

[AICPA](#)

[MACPA](#)

[CGFM Information](#)

[AGA Mid-Atlantic Region](#)

January Speaker and Presentation Information

EVERETT LADD, JR. is President of Tigrett Corp., its business manager, and a guiding spirit for this unique organization. Formerly President of Northampton (MA) National Bank, he has served on several college boards, chambers of commerce, business and arts groups. He has applied his management expertise in consulting work focusing on productivity improvement and incentive compensation. He co-founded Tigrett Corp. with his wife in 1984, to offer management workshops that teach through historic example.

ANTIGONI LADD is Academic Director of Tigrett Corp., developing and instructing leadership workshops. Prior to co-founding Tigrett Corp. with her husband, Antigoni was Senior Vice President of the Consumer Bankers Association, and served for 15 years as Director of the Graduate School of Retail Bank Management at the University of Virginia. She has more than 30 years' experience in leadership education, as both program designer and instructor.

What lessons can Lincoln offer today's harried, over-worked managers? Take a look at the times in which Lincoln operated and examine the working relationships he built in order to run a country at war.

Through the use of story-telling, we step back into the 1860s—the Civil War—and examine Lincoln's management behaviors. In particular, we will analyze the way he built and led his Cabinet—a group of strong-willed

individuals, many of them Lincoln's political rivals, but all in positions of incredible responsibility, having to work together to run a nation torn apart by war. Lincoln's example offers us insights into great leadership that can apply to our own stressful times.

James Getty, historian, interprets our sixteenth president with a depth and understanding of the complexity of this unique leader. Mr. Getty appears throughout the United States in concerts and schools, from theaters to television, sharing the story of Abraham Lincoln. Since 1978 he has run his company, *A. Lincoln's Place*, in historic Gettysburg, Pennsylvania, and adds a special touch to Tigrett workshops, helping participants analyze Lincoln's leadership challenges with his Cabinet and his generals.



Col (ret) Dave Weinberg is currently a Senior Associate with Booz Allen Hamilton, in McLean, VA. He works to support the Air Force Financial Management Transformation and leads business development for Air Force Financial Management in the Region. Mr. Weinberg was formerly the Comptroller, Headquarters Air Education and Training Command, Randolph Air Force Base, Texas.

He was responsible for providing the \$4 billion financial resources required to recruit and assess Air Force personnel and provide them military, technical and flying training to replenish Air Force combat capability.

A veteran of Operation Iraqi Freedom and Operation Enduring Freedom, he served as the A-8, Director, supporting the warfighters and responsible for the \$1.5 billion spent throughout the 38 sites within the area of responsibility.

He has a BS in Accounting from Clemson University, SC and a MA in Public Administration from Troy State University, AL. His comptroller assignments include nine years in finance, ten years in budget, five years as a commander, and five years as a comptroller at all levels of staff. He's been honored with many awards, including Command Accounting and Finance Officer of the Year s, Air Force Accounting and Finance Officer of the Year, and Command Comptroller of the year once. He is also an active member of the American Society of Military Comptrollers and has a CDFM.

Taking Care of People...The resource that really matters is people. You know we have to take care of people, but do you really know what that means? The challenges of today make it more important than ever, so listen, learn and laugh with this high-energy presentation that will leave you wanting more!

Taking Care of Customers...Customers are people too...and if you think about it, they are the reason you exist! But when has anyone ever trained you to deal with them? Take a moment to learn some elements of what it means to take care of customers with more stories and more energy that'll give you something to think about!

December Training Recap

Our speaker for the joint meeting with the Information Systems Audit and Control Association (ISACA) was Scott Klososky. Scott is a former CEO of three successful startup companies. One of the companies, Webcasts.com, was a pioneer in the production of webcasted media, ranging from corporate and government communications, to sporting events and entertainment. Today Scott shares his unique perspectives on technology, business culture and the future with audiences and organizations all over the world.

Scott began by pointing out that the internet created and changed industries. First of all, we now have Internet Security which employs thousands of people. An industry that has changed is advertising. It used to be that most advertising was done on TV, the radio, and mail. Today a lot of advertising is done on the internet. The advertising can even be tailored to the individual internet user. Advertisers can view your Facebook and build a profile on how to advertise to you. There is also proximity based advertising which means that the advertisements are for companies and products in your neighborhood.

Another example is the music download industry. Apple is the number one retailer of this and provides downloads of about 16 million songs a day. Finally, a fourth industry is the online travel industry, such as Expedia.com. Because the mainstream industries did not pay attention to users, they lost much of their market share to these new internet companies. Travel Agencies decreased from about 7500 to about 2500 in about a year, due to the new internet travel agencies.

We can learn from this. There are three leverage points that organizations must improve upon. The first point is that the companies need to see into the future better. The travel and music industry does not see into the future well enough to realize that the internet would be a big source of business. Another example, although not related to the internet, is the American car companies and the current crisis they're facing. Many companies just look at the current quarter's performance and do not look long term.

The second leverage point is that we should build sophisticated "digital plumbing." In order to do this, we must see into the future beyond the current thinking of 12 to 15 months and look ahead 4 to 5 years. This needs to be as accurate as possible, especially concerning skills and equipment needed. Next year China will have a larger economy than the United States. Right now the U.S. is 21st in bandwidth speed. The digital plumbing model is the infrastructure of an organization's business intelligence and includes communication, hardware, databases, and applications on a rules based platform. A rules based platform is a logical automation of actions that trigger on prescribed events.

Finally, we need to invest in professional security and disaster recovery. Over 245 million personal data records have been breached. There are three costs associated

with poor security: damage to constituent relationships, damage to overall credibility, and legal ramifications.

Next Scott gave us trends to watch. They are: walled gardens, using YouTube, Time based internet searches, 3D virtualization of data, online reputation management, crowd-sourcing, virtual worlds, gesture control, and Brain computer Interface (BCI). Walled gardens will provide more security to chat rooms and other groups. Eventually the internet may become the commodity internet (which will be more dangerous) and the walled gardens. In the future the President may use YouTube instead of TV for his weekly address. Time-based searches would allow the user to see what a search would have looked like in the past, such as a year ago. Companies are beginning to hire personnel to monitor their company's reputation. Crowd-sourcing can be used as a wonderful marketing tool. As an example, Dell has a web site where people can post ideas and vote on ideas. Also, Google has a game where people describe pictures. Google uses the words in its search references.

Next, Scott talked about cloud computing. This is similar to the old time service bureau sharing of computer services. An organization can rent computer service over the internet. The service company provides software, storage and disaster recovery. Scott expects most companies to opt for this service in the next five years. Right now Microsoft offers Azure and Mesh, and IBM offers Blue Cloud. Google is developing an operating system to interface with cloud computing called Chrome. Also, should you have unique software, you can load it into cloud computing.

So what is on the horizon? A single point communication manager. This will tell everyone how the person wants to be contacted, i.e. phone, e-mail, and if the person is available or unavailable. The manger will also have links to other information about the person.



January Speaker Information Continued

Chris Yother, is a Senior Client Serving Associate with Ernst & Young LLP's public sector group. He is responsible for developing and implementing both financial and Single Audit procedures for many of E&Y's state and local government clients.

Mr. Yother is a member of the American and Pennsylvania Institutes of Certified Public Accountants and the National Association of Certified Fraud Examiners. Mr. Yother graduated from the Pennsylvania

State University- Capital Campus with a BS in Professional Accountancy. He and his wife are the owners of Yother Educational Services LLP, and run early childhood development centers in Central Pennsylvania.

Mr. Yother will present a GASB update covering the relevant points of GASBs 50, 51, and 52. The discussion will also briefly touch upon GASB Concepts Statement 4, covering the elements of the financial statements and proposed GASB exposure drafts.

2008-2009 Training Schedule

| Date | Location | Topic/Speaker | CPE's | Member Cost | Non-Member Cost |
|----------------------|---------------------------|--|-------|-------------|-----------------|
| 2/19/09 Thursday | Radisson Cross Keys | Ethics Greg Conderacci—Business Learning Institute | 4 | \$60 | \$95 |
| 3/19/09 Thursday | Rolling Road Golf Club | Early Careers Focus Career Development Speaker TBD | 2 | \$30 | \$95 |
| 4/29/09 Wednesday | Maritime Institute | Annual Fraud Conference Fraud Issues, Internal Controls Jeffery Gross—Computer Forensic Associates Other Speakers TBD | 8 | \$160 | \$200 |
| 5/21/09 Thursday | Rolling Road Golf Club | Annual Awards Meeting Mary Glenn-Croft, Chief Financial Officer SSA | 1 | \$15 | \$35 |

GASB Issues Two Documents

In mid-December the Governmental Accounting Standards Board (GASB) issued two final documents that, respectively, amend Concepts Statement No. 2, *Service Efforts and Accomplishments Reporting*, and provide guidance regarding calculation of the annual required contribution (ARC) adjustment relating to pensions and other postemployment benefits (OPEB). Concepts Statement No. 5, *Service Efforts and Accomplishments Reporting* (an amendment of Concepts Statement 2) was developed based on the results of research conducted by the GASB and others and monitoring of practice over the 14 years since the issuance of Concepts Statement 2. Concepts Statement 5 does not establish accounting and

financial reporting standards. The new Technical Bulletin, *Determining the Annual Required Contribution for Postemployment Benefits*, clarifies that the use of actual known amounts for purposes of calculating the ARC adjustment relating to pensions and OPEB is consistent with the intent of existing standards. For additional information, please visit www.gasb.org.



IRS Reminds Taxpayers to Take Advantage of Recent Tax Changes for 2008

Tax year 2008 has come to an end and the Internal Revenue Service (IRS) is reminding taxpayers to avoid putting off important financial tasks until the last minute. The IRS urges taxpayers as part of their year-end tax planning to be aware of recent tax changes as well as recently reinstated tax deductions. Some tax breaks and a review of your current tax situation may result in a bigger refund or less taxes to be paid come tax time.

The IRS offers these tax tips for you to consider—

First-Time Homebuyers Tax Credit—First time homebuyers should begin planning now to take advantage of a new tax credit available for a limited time. The credit applies to primary home purchases between April 9, 2008 and June 30, 2009. Normally, this tax credit must be paid back in equal payments over 15 years. The credit is 10 percent of the purchase of the home, with a maximum available credit of \$7,500 for either a single taxpayer or a married couple filing jointly. First time homebuyers are those who have not owned a home in the three years prior to purchase.

Real Estate Tax Deduction—There is an additional standard deduction for those who don't itemize their deductions, but pay real estate taxes. The additional deduction amount is equal to the amount of real estate taxes paid up to \$500 for single filers or up to \$1,000 for joint filers. This deduction is available for the 2008 and 2009 tax years and increases your standard deduction.

Tuition and Fees Deduction—You may be able to deduct qualified tuition and required enrollment fees up to \$4,000 that you pay for yourself, your spouse or your dependent. However, a taxpayer cannot take both the tuition and fees deduction and education credits for the same student in the same year. Income limits and other special rules apply to each of these provisions. To determine whether your expenses qualify, refer to IRS Publication 970, Tax Benefits for Education.

Educator's Out of Pocket Expense Deduction—The educator expense deduction allows teachers and other educators to deduct the cost of books, supplies, equipment and software used in the classroom. Eligible educators include those who work at least 900 hours during a school year as a teacher, instructor, counselor, principal or aide in a public or private elementary or secondary school. Worth up to \$250, the educator expense deduction is available whether or not the educator itemizes deductions on Schedule A.

Recovery Rebate Credit—If you did not qualify or did not receive the maximum amount for the 2008 economic stimulus package payment you may be entitled to a recovery rebate credit when you file your 2008 tax return.

Review the tax filing instructions including the recovery rebate credit worksheet. You need to know the amount of the payment you received in 2008, which can be found on your Economic Stimulus Payment Notice #1378. Two on-line tools on IRS.gov will be available soon—the Recovery Rebate Credit Calculator will help taxpayers figure the amount they should claim on their 2008 tax return and How Much Was My 2008 Stimulus Payment? helps you determine what your payment was.

New Rules for "Cash" Charitable Contributions—Since tax year 2007, to deduct any charitable donation of money, you must have a bank record, credit card statement or a written communication from the recipient showing the name of the organization and the date and amount of the contribution. In determining what may be deducted as a charitable contribution, see IRS Publication 526 for 2008 to be released in the near future.

Earned Income Tax Credit— This credit is offered by the federal government to working families and individuals. You may qualify for the earned income credit if you worked, but did not earn a lot of money. EITC is a refundable tax credit meaning you could qualify for a tax refund even if you did not have federal income tax withheld. If you qualify, the amount of your EITC will depend on whether you have children, the number of children you have and the amount of your wages and income.

Retirement Savings—Taxpayers have various options to save for retirement. You need to be mindful of their contribution deadlines and limits. For example, December 31st was the deadline for contributions to a 401(k) plan, while April 15th is the deadline for IRA contributions.

New Children—If you had or adopted a child in 2008, you should get a Social Security number for that child as soon as possible to ensure that you can include the child as a dependent on your 2008 return. Also, having or adopting a child in 2008 may mean you will receive a larger recovery rebate credit.

Electronic Filing—The IRS encourages taxpayers to consider e-filing their returns this year. E-Filing is safe, easy and accurate. The fastest way for you to receive a tax refund is to use e-file and choose direct deposit.

Beware of Bogus Emails—The IRS does not send unsolicited emails about your taxes. If you get an email that appears to be from the IRS, it may be an attempt to steal your private information. Don't click on any links in the message, but rather forward the email to phishing@irs.gov using the instructions at www.irs.gov.

Happy filing!

Intergovernmental Cooperation Focus of AGA's Second Radio Show 'Your Money, Your Government' on WFED AM 1500

On Jan. 13 at 12:05 p.m. EST, AGA will host its second radio show about *Intergovernmental Cooperation*. The show's host AGA Executive Director, **Relmond Van Daniker, DBA, CPA**, will interview a panel of government financial management experts involved in AGA's Partnership for Intergovernmental Management and Accountability. Guests include: **Martin J. Benison, CGFM**, Comptroller, Commonwealth of Massachusetts; **David R. Bennett, CGFM, CPA**, Director of Accounts and Budgets, Assistant County Mayor, Blount County, TN, and AGA Immediate Past National Treasurer; **Thomas N. Cooley**, Chief Financial Officer, National Science Foundation; **Jeanette Franzel, CGFM, CPA**, Director, Financial Management and Assurance, Government Accountability Office.

AGA established the Partnership for Intergovernmental Management and Accountability (Partnership) to open the lines of communication among governments with the goal of improving performance and accountability. Comprised of high-ranking officials from the federal, state and local levels of government and higher education, the Partnership is dedicated to identifying and solving some of the most vexing management and accountability issues facing governments today. AGA provides staff support to the Partnership and serves as a neutral third party in fostering cooperation and communication among different levels of government.

[Listen to the shows online](#) and check out the upcoming show and speaker schedule. **Tune in on Tuesday, Jan. 13.**

Registration Now Open for AGA's Seventh Annual National Leadership Conference to be held February 19-20, 2009 in Washington, D.C.

Information about the conference agenda, speakers and sessions are coming soon. Stay tuned to the website, www.agacgfm.org/nlc, for more information. But don't wait. Show your commitment to excellence--register today!

- [Register Online and Save!](#)
- [Download Registration Form](#)



Take the CGFM Examinations before the NLC

Don't miss the opportunity to take the CGFM Examinations and earn your CGFM before the annual NLC. AGA is offering a two-day Intensive Review Course on Monday, February 16, and Tuesday, February 17, 2009 and an opportunity to take CGFM Examinations on February 18-19, 2009. The cost of the course is only \$249 for qualified participants, and it offers 18 CPE hours. Special Bonus: the CGFM Examinations are offered at no cost to course attendees.

AGA Audio Conference Opportunity

January 21, 2009 2:00-3:50

How XBRL Can Enable Improved Financial and Performance Reporting

Cost is \$249 per site 2 CPEs



With new data comes the opportunity to break old paradigms. In the third in a series of audio conferences on the AGA-sponsored research on Performance Based Management (PBM), participants report on the new perspectives brought about by integrated financial and non-financial information. PBM delivers what one pilot test participant calls "integrated awareness," the big picture information that decision-makers need to keep their organizations steering in the right strategic direction. It also provides the data managers need to detect and solve performance problems. All this, plus PBM shows taxpayers both the how and what of their return on investment in government.

To share their expertise and experiences in PBM reporting are **Clifton A. Williams, CGFM, CPA**, Partner, Grant Thornton LLP; and **James Brimson, MS**, founder of Activity Based Management Institute.

The 30 Best Careers for 2009

U.S. News's annual list of 30 Best Careers gets updated for a rapidly changing economy.

By [Liz Wolgemuth](#), www.usnews.com

If you've recently been laid off, you've probably had someone tap you on the shoulder and tell you something like: "Out of crisis comes opportunity," or "When one door closes, another opens." It probably feels a little pat, but the truth is that many workers will use the downturn to switch out of a slow-growth career—and into work with a much more promising future.

The financial crisis and economic recession have made quick work of an expected gradual evolution in our economy. In the next few years, it could look very different—a shrunken Wall Street will force bankers to find jobs in other industries, a massive green-energy effort could create jobs that are barely on the map today, and an expanding healthcare sector could offer new opportunities for a broad swath of workers. So whether you're out of work or you're gainfully employed, you should keep on eye on the changing nature of our job market.

U.S. News has plowed through hundreds of careers, looking for the jobs with the best outlook in this recessionary economy (and beyond), the highest rates of job satisfaction, the least difficult training necessary, the most prestige, and the highest pay. These careers have staying power: They're smart moves now, and they'll be smart moves for years to come.

The aging of the baby boomer generation promises to place major demands on the healthcare system. There will be more need for [physical therapists](#) as active seniors work their way back from hip and knee replacements. A couple of national surveys also found that physical therapists rank high in job satisfaction. [Registered nurses](#), [biomedical equipment technicians](#), and [physician assistants](#) will also be in hot demand. Equipment technicians install, train, calibrate, and maintain a cadre of fast-evolving medical equipment, such as PET/CT scanners and robotic radiosurgery units. Computer systems know-how is increasingly useful, and you can be an everyday hospital hero after only a two-year associate's degree. Physician assistants need two or three years of postgraduate education. Then they can do about 80 percent of what physicians do, and their salaries can reach six figures.

It's also important to consider the effect of an Obama presidency on the labor market. The president-elect has indicated that healthcare reform will be a priority for his administration. Overhauling our existing system to make way for universal healthcare will require the hard work of many [health policy specialists](#), who will be called upon to examine, analyze, or advise on everything from economic approaches to ethical outcomes of policy changes. Schools like Harvard, Penn, and Johns Hopkins offer interdisciplinary health policy programs, but there will be

good job opportunities for people with primary expertise in economics, politics, medicine, accounting, management, and ethics, as well.

Some best careers may surprise you. Did you know that [hair stylists](#) rank among the most satisfied with their jobs? (No need to fear that your work will be outsourced, either.) [Pharmacists](#) are increasingly in demand as medical advisers, thanks to soaring physicians' costs and appointment delays. [Firefighter](#) is among the most prestigious careers, as ranked by the public in a Harris poll. It ranks behind scientist and physician—two careers that require much bigger investments in higher education. The [veterinarian](#) career—long a favorite for kids who love pets—is a surprisingly smart adult choice, with plenty of opportunities in the field, a variety of work environments, and, although it can be stressful, great reward for your labor.

Some careers fly well under the radar, so competition is less intense, even if job satisfaction runs high. Have you ever thought of a job as an [audiologist](#)? Probably not, but this career lets you work closely with the rapidly improving technology of hearing aids, and you spend lots of time out of the office—working one-on-one with patients in clinics or hospitals.

Workers who crave job security may find their last bastion of hope in the federal government. Government can always raise taxes or print more money—and it still offers full-time, well-paying positions with generous benefits, including ample holidays, sick days, and vacation days. More good news: There will be plenty of jobs to choose from, as a big chunk of federal employees become eligible for retirement over the next decade. Opportunities for a [government manager](#) abound—in everything from human resources to finance, research to public relations, and technology to art, with jobs throughout the United States and the world.

Our full list of Best Careers 2009 :

- [Audiologist](#)
- [Biomedical equipment technician](#)
- [Clergy](#)
- [Curriculum/training specialist](#)
- [Engineer](#)
- [Firefighter](#)
- [Fundraiser](#)
- [Genetic counselor](#)
- [Ghostwriter](#)
- [Government manager](#)
- [Hairstylist/Cosmetologist](#)

Continued on Page 9

The 30 Best Careers for 2009—Continued

- [Health policy specialist](#)
- [Higher education administrator](#)
- [Landscape architect](#)
- [Librarian](#)
- [Locksmith/Security system technician](#)
- [Management consultant](#)
- [Mediator](#)
- [Occupational therapist](#)
- [Optometrist](#)
- [Pharmacist](#)
- [Physical therapist](#)
- [Physician assistant](#)
- [Politician/Elected official](#)
- [Registered nurse](#)
- [School psychologist](#)
- [Systems analyst](#)
- [Urban planner](#)
- [Usability/User experience specialist](#)
- [Veterinarian](#)



THRIFT SAVINGS PLAN

Returns and Share Prices as of January 2, 2009

| | G Fund | F Fund | C Fund | S Fund | I Fund |
|----------------------|-----------------|---------------|---------------|---------------|---------------|
| December 2008 | 0.24% | 3.73% | 1.07% | 4.68% | 7.66% |
| Year to Date | 3.75% | 5.45% | (36.99%) | (38.32%) | (42.43%) |
| 12 Month | 3.75% | 5.45% | (36.99%) | (38.32%) | (42.43%) |
| | | | | | |
| | L Income | L 2010 | L 2020 | L 2030 | L 2040 |
| December 2008 | 1.21% | 1.66% | 2.82% | 3.24% | 3.36% |
| Year to Date | (5.09%) | (10.53%) | (22.77%) | (27.5%) | (31.53%) |
| 12 Month | (5.09%) | (10.53%) | (22.77%) | (27.5%) | (31.53%) |

Percentages in () are negative.

Member News

Congratulations to **Chris Dipple** of the Social Security Administration and his wife Betty on the birth of their daughter, Lily Noelle, on December 26, 2008.



Public Service

By Felicita Sola-Carter, Assistant Deputy Commissioner for Human Resources
Social Security Administration

Our work in public service is a privilege. “Se servicial” was one of my late mother’s guiding principles. In our public service careers, it is an essential value. In doing our best, we also serve the best. Excellence, then, is not just a theme, but a life pursuit. In the spirit of excellence, I offer you the following:

1. *Take charge.* Your career belongs to you. Typically we spend more time planning our vacations than we do our careers! Prepare for your career destination. Where are you headed? How will you get there, and why do you wish to reach a particular goal? Recognize who you are, identify strengths, and connect with the values and ethics that are important to you.
2. *Identify your passion.* What excites you? Are you ready for new challenges? When you objectively assess your resume, what gaps must you fill?
3. *Visualize success.* Is there a particular job and/or grade level that you aspire to? What do you need to do to prepare for that role? Thoughtful planning and an open mind to possibilities are essential. “If you think it, it’s a dream. If you write it down, it’s a plan.”
4. *Embrace continuous learning.* Read to gain knowledge and expand your knowledge base. Ask about current and future changes in your component, agency, government and field at large. Think creatively and learn from unexpected places and circumstances. Earn academic credentials. There are online universities, community, and weekend college options.
5. *Network.* Extend your knowledge base to include the experiences, insights, and expertise of others. Make the time to meet new people, discuss mutual interests, and build a resource for personal and professional activities. Nurture and grow your network—a full rolodex does not constitute a network. Relationships matter and they take time to develop.
6. *Get a mentor and be a mentor.* None of us achieves success on our own. Form your personal “Board of Directors”.



7. *Seek opportunities.* Participate in Advisory Councils, the Combined Federal Campaign and in community activities. Volunteer for details. Explore leadership and development programs at the national, regional and component levels. Do not despair if you are not selected for a position! Approach your manager and/or mentor to tactfully inquire what you need to do differently. Invest in the Individual Development Plan and take advantage of IVTs, VODs and SSA Go Learn opportunities.
8. *Remain flexible.* Be willing to go where the work is and to take on new assignments. To quote Dr. Spencer Johnson, “We overestimate what we lose and underestimate what we gain” when change occurs.
9. *Take a calculated risk.* Do not be afraid to make a mistake; just be sure to learn from it. The biggest risk of all is not taking any.
10. *Be the best at what you do.* Others will notice. If you want to stand out from the crowd, do more than the crowd. To use a sports analogy, do I want you on my “All Star Team”?
11. *Reflect the image of success.* Sometimes the image we present to the world is not the one we intend. Be cognizant of how your demeanor, actions and words project to others.
12. *Monitor impressions.* You rarely get a second chance to make a first impression. You are always on display. Be sure to dress, not only for success, but for the position to which you aspire.
13. *Share credit.* There is no end to what we can accomplish when we credit others for their contributions.
14. *Attitude is contagious.* Do I want to catch yours? We cannot control what happens to us, but we can control how we react.

Remember, excellence is doing the ordinary in an extraordinary way!

This article taken from the December 2008 issue of the Adelante newsletter.

The CGFM Continuing Professional Education (CPE) Requirements Have Been Updated



While there have not been any major changes to the CPE policies, a number of provisions were clarified, modified or updated. [The updated document is available on AGA website.](#) Here is the summary of main updates (with references to the specific sections of the CPE Requirements document):

- **Section 2**—clarified the applicability of CPE requirements to all active CGFMs and the fact that there is no minimum number of hours required each year.
- **Section 3**—updated the section on retired status to reflect the recent changes to the retired status definition.
- **Section 4**—clarified circumstances warranting an exception.
- **Sections 7 and 12**—addressed the topic of taxation.
- **Section 9**—added clarification on criteria used to determine if programs qualify for CPE hours.
- **Section 10**—provided additional guidance on internal training programs; added additional examples of applicable activities such as web-based programs and audio conferences.
- **Section 11**—included specific questions to ask when making the determination of applicability of the hours.
- **Section 12**—updated the examples of topics and subjects list.
- **Section 13**—clarified applicability of basic or elementary courses and repeated courses or presentations.
- **Section 14**—explained the calculation of partial hours and updated the calculation of hours for self-study programs.
- **Section 15**—specified how CPE hours are awarded for course development.
- **Section 16**—updated the acceptable CPE documentation guidelines.

If you have any questions on the CPE Requirements update, please contact [Katya Silver](#) at 800.AGA.7211, ext. 305.

Take the CGFM Exam Now! Don't Wait!
<http://www.agacgfm.org/cgfm/cgfmdefault.aspx>

GAO Issues Interim Guidance on Internal Control



The United States Government Accountability Office has posted the document "Internal Guidance on Reporting Deficiencies in Internal Control for GAGAS Financial Audits and Attestation Engagements (November 2008) on the Yellow Book web page at www.gao.gov/govaud/ybk01.htm.

In October 2008, the Auditing Standards Board of the American Institute of Certified Public Accountants issued a new auditing standard, Statement of Auditing Standard 115, and a revised attestation standard, SSAE 15, which have resulted in differences between the definitions of material weaknesses and significant deficiencies used in

Government Auditing Standards and those in the new AICPA auditing and attestation standards.

To facilitate reporting of internal control deficiencies identified in engagements performed under GAGAS and the new AICPA standards, and to assist auditors in complying with GAGAS until the next update, GAO has issued interim guidance for complying with the GAGAS internal control reporting requirements. The direct link to the interim guidance is www.gao.gov/govaud/icguidance0811.pdf.

If you have any questions about the interim guidance, please call Michael Hrapsky of the GAO staff at (202) 512-9535 or send an email to yellowbook@gao.gov.

Creating Successful Resolutions for the New Year by John Grobe at Fedsmith.com

New Year's resolutions mainly have to do with items such as health and relationships. Sometimes they also have to do with our careers. However, we often find that our career related resolutions suffer the same fate as many of the others we make: that is – they fall by the wayside.

To make all of your resolutions more successful, break your broad resolutions down into easily achievable steps, monitor the completion of those steps and celebrate your small successes. Here are suggestions you can use for small resolutions that will help you move toward the larger goal of finding a better job.

1. *Improve your paperwork.* These days, "paperwork" is a term used by those who chronologically resemble me to describe the data you submit when applying for a job. Whether your paperwork is really on paper, or whether it is submitted electronically, its quality has a big effect on the success of your job search efforts. This is especially true in the federal job application process. Review your resume or application form as well as your KSA statements. Make sure they have the right keywords, showcase your accomplishments and are grammatically correct. Have others, including perhaps a career advisor, review your paperwork/data.
2. *Focus on your immediate career goal,* not just on the fact that a job has a higher grade or that it is different from your current situation. Do you have a specific job you want to move to? Or, are you simply interested in moving from the job you now have? The more focused you are on where you want to go; the easier it will be for you to get there. Investigate opportunities within your organization, focusing on the skills required, the working conditions and the satisfaction you will receive.
3. *Improve your qualifications.* If you need further education or certification in order to qualify for the job you are seeking, take the necessary steps to get it. Each year (or semester) you delay keeps you from getting any closer to your goal. Many years ago a lady wrote Ann Landers, questioning whether or not she should go back to school and get her degree. She worried about being 45 years old with a degree. Ann's answer was that she would be a lot better off than being 45 years old without a degree – which is where she would be if she didn't go back to school.
4. *Hone your interviewing skills.* How you present yourself in an interview can make you stand out from the crowd in the promotion process. Participate in mock interviews and anticipate the questions you will be asked.
5. *Maintain a positive attitude.* If you visualize your success, you will be more likely to achieve it than if you don't. Realize that finding a new and better job is not an overnight event and plan your job search accordingly.

Follow these suggestions and you have a great chance to be successful in 2009.

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To all of the members who submitted articles for the monthly newsletter, we say Thank You! For **February**, please make any submissions by **January 23, 2008** by contacting the Editorial Committee, Newsletter@agabaltimore.org.