

# Disclosures



**MESSAGE FROM THE CHAPTER PRESIDENT**



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Greetings,

It is membership renewal season! Have you renewed your membership yet? AGA is now accepting membership renewals online at [www.agacgfm.org](http://www.agacgfm.org). Please consider saving yourself the cost of a stamp by renewing online! This will help keep the Association's printing and mailing costs down too.

The State's Budget Director, John Nixon, will join us at our February 19<sup>th</sup> luncheon to share the latest on the State's budget. I always find John's presentations to be enlightening. I hope you will join us for good food, fellowship, and conversation!

Please mark your calendar for the Spring Professional Development Conference on March 26<sup>th</sup>. The conference will be at Lansing Community College, West Campus and will provide us with 8 hours of CPE. The education co-chairs, Heather Hammond and Anshu Varma, are hard at work planning a great event packed with sessions to help keep us all up to date on the latest issues impacting government accountability. We are all looking forward to this day filled with quality, relevant, and affordable CPE!

*Amy Zimmerman*

February's Quote:  
 "Act if what you do makes a difference. It does."  
*William James, American psychologist and philosopher*

**Vision**

AGA is the premier association for advancing government accountability.

**Mission**

AGA fosters learning, certification, leadership and collaboration for professionals and stakeholders committed to advancing government accountability.

**Core Values**

Service, Accountability, Integrity, Leadership

**Eye Opener**



**- 43**

Wind chill (in Fahrenheit) for Rochelle, Illinois. One of the lowest recorded in the United States.

SOURCE: New York Times | January 7, 2014





**MONTHLY MEETING  
WEDNESDAY  
February 19, 2013  
11:45**  
Capitol View Building  
201 Townsend Street,  
Lansing, Michigan

**STATE OF THE STATE BUDGET**  
1 hour CPE

**REGISTRATION**

Register on-line at [www.aga-lansing.org](http://www.aga-lansing.org).  
Click on events.  
Register before Friday, January 17, 2014

**COST**

\$12 AGA members  
\$16 non-members

Registrants are responsible for payment unless cancellation is received by the registration deadline.

**About the Speaker**

As DTMB director, Nixon heads an agency of nearly 2,700 employees providing a full range of services to Michigan's citizens, businesses, state agencies, state employees and retirees. In this role, Nixon is leading the department's mission of



John E. Nixon

providing vital administrative and technology services to enable Michigan's reinvention, with the vision of making the State of Michigan one of the most innovative and responsive governments in the world.

Nixon is a Certified Public Accountant who came to Michigan from the State of Utah, where he served Governors Jon Huntsman and Gary Herbert as Director of the Governor's Office of Planning and Budget from 2006-2010. Prior to his appointment, he served as the Chief Financial Officer and Deputy Director of the Utah Department of Workforce Services. Nixon also has experience as the CFO of a privately held golf company and was a professional in the financial services industry.

Nixon holds a BS degree in Corporate Finance from Brigham Young University and an MBA with an emphasis in Information Technology from the University of Utah.

**GREATER  
LANSING  
CHAPTER  
SEEKING  
NOMINATIONS  
FOR AWARDS**



The Greater Lansing Chapter is seeking nominations to recognize individuals in the government financial management community for the following award categories:

**Government Financial Manager of the Year**

**Professional Development Award**

**Community Service Award**

See page 14 for award criterion.

Please nominate someone you know who deserves recognition for a job well done.

If you do not know someone maybe a coworker does, so we encourage you to post the criterion on page 9 in your office.

The awards will be presented at the Chapter Spring Conference on March 26, 2014.



Have you renewed your AGA membership? Login with your AGA ID and password to [www.agacgfm.org](http://www.agacgfm.org) and click the green billing button to renew online.



Contact [agamembers@agacgfm.org](mailto:agamembers@agacgfm.org) if you have any questions.



**The Mark of Excellence in  
Federal, State, and Local  
Government**

**March is CGFM Month!**

**Value and Recognition of the CGFM Certification**

The foundation of the CGFM is the requirement for education, experience, and examinations. Building on this foundation, is a Code of Ethics and required continuing professional education (CPE).

This designation is already recognized as a professional standard. Each year more and more federal agencies and state and local governments are realizing the value of the CGFM and are formally embracing the designation. It is often listed as a preferred hiring qualification on federal RFPs.



## Government Needs to Rethink How They Attract IT Talent

Steve Towns is GOVERNING's executive editor and the editor of Government Technology



Source: [governing.com](http://governing.com)

<http://www.governing.com/columns/tech-talk/gov-remaking-your-workforce.html>

### Most government agencies can't match private-sector pay, and government can no longer depend on superior benefits as a recruiting tool.

The tech sector's recovery from the Great Recession is good news everywhere but within government IT departments. When the economy tanked, one of the few bright spots was a surge in the number of skilled technology workers applying for public-sector jobs. But with private companies hiring again, governments are struggling to compete for IT talent.

To make matters worse, a good chunk of the public-sector IT workforce is poised to leave. The sour economy delayed the long-predicted baby boomer retirement wave, but it's still coming. Many state and local IT departments will see a quarter to a third of their employees become eligible for retirement in the next few years—the ratio is as much as half in some places. Financial uncertainty that kept these workers on the job over the past few years is easing, and changes to pensions may help push them out the door (see "The Chatter Effect," page 58).

Once they're gone, they won't be easy to replace. Austin, Texas, CIO Stephen Elkins recently told *Government Technology* (*Governing's* sister publication) that it takes the city an average of 240 days to fill an open technology position. The story is similar in Boston, Nashville, Phoenix and San Antonio.

Luckily, agencies probably won't need to replace retirees one-to-one. Software and systems that used to be created and maintained by teams of government employees now can be purchased as a service from commercial vendors. State and local CIOs are certainly moving to these services where they can.

Still, IT departments need some level of in-house expertise, both to run systems they can't or won't outsource and to keep contractors honest. They'll also need to attract employees with new skill sets, such as data scientists to create insight from the mountains of information collected by public agencies and business analysts to figure out how technology can be used to make government programs work better.

Competing with private industry for these employees can be tough. Most agencies can't match private-sector pay, and governments can no longer depend on superior benefits packages as a recruiting tool. Generous pension and health-care packages are being retooled and vesting

periods are being stretched to a decade or more—far longer than many young IT workers expect to spend at one job. In light of these realities, it is important to consider these questions as you remake your technology workforce

**Are you flexible?** A growing number of jurisdictions have removed IT staff from the civil service system, giving agencies more leeway on pay and job classifications. Some CIOs contend that strict civil service employment rules simply are incompatible with modern IT staffing. The reality may not be quite so dramatic, but implementing merit-based employment certainly makes it easier to build the IT organization you need. Also, highly qualified IT professionals may not want to work full time. How friendly are your policies toward part-time or temporary workers? Do you allow telecommuting? Can your employees use their personal smartphones and other devices at work?

**Are you interesting?** Public agencies can't match the cool factor of Silicon Valley tech giants. But you may be more interesting than you think. Government IT departments tend to be involved in major state- or community-wide projects, offering employees on-the-job experience that may take years longer to acquire in the commercial sector. Don't be shy about publicizing major—and intriguing—initiatives. There may be a fair number of people who'll spend a few years at your agency to build their résumé—just don't expect them to spend a lifetime in government employment.

**Are you connected?** Some agencies are working closely with local colleges on internship programs that create a pipeline of new IT employees. Others are holding "hackathon" events that involve local software developers in solving government or community problems. These events can result in usable applications, but just as important, they can burnish your cool factor and introduce your agency to a creative and skilled group of potential employees. Another interesting tactic comes from the federal government. The Presidential Innovation Fellows program, launched in 2012, brings private-sector technologists to Washington, D.C., for six-month stints to work on government projects. Can you develop your own version?

How state and local IT agencies answer these questions could determine their success—especially as baby boomers leave the public workforce and new technology demands continue to pile up.

## Perspectives: How to Foster a Positive Work Environment



Robert Maitner,  
CGFM, CGFM, PMP  
AGA Washington DC Chapter

I have found that over the years (as both a consultant and a federal employee), a positive and rewarding work environment helps maintain a productive and satisfied organization. A positive work environment also yields stronger results when it comes to mission and goals, and overall happier employees. There are some key ways to help foster a positive work environment:

**Encourage collaboration.** Every member of a team wants to feel like they are contributing to the group's success. Asking for input and ideas throughout any task or project is important, and it makes the team members feel like they are sharing in the success. At the same time, if things go off course, soliciting diverse opinions generates fresh ideas and approaches to make improvements and move things back in the right direction. People who are left out of key decision making processes feel like their efforts are not valued, and in the end may not provide buy-in for the results.

**Understand where the skills reside and leverage them.** Inside of any organization, you are going to have a wide range of skills and experience across your team. This is especially true of a team that has been together for several years, and staff have specialized in particular areas. It is important to understand where the skills are, especially when they are highly specialized and difficult to come by. Allowing employees to assess their skills and communicate this to leadership results in a more comprehensive inventory of an organization's strengths. You may have people with skills you are not aware of, which makes it difficult to assign resources appropriately to meet the mission. Also, skills that are particularly in demand should be cultivated and shared for the next generation of workers – encouraging training and cross pollination of tasks helps keep key skills going, rather than being lost as people retire.

**Value diversity.** This one is often tossed about, but it is not always played out in real situations. People bring a host of different perspectives to a job, and life experiences that put them in their current position. By diversity, I include several aspects of a team's membership, to include culture, age, race/ethnicity, educational background, work experiences, etc. An organization with a diverse employee base results in more and better ideas in any situation, that can be applied to team projects, organizational goals, and results in stronger retention and employee satisfaction. Groups that are not especially diverse miss out on the real world experiences of a variety of cultures and

experiences, resulting in a limited perspective on their customer base.

**Be creative with rewards and incentives.** In times of limited budgets and dwindling financial resources, organizations must move away from just the traditional monetary rewards that have been ingrained in the workplace for decades. It is just natural that employees will work harder and smarter when they know there will be some form of reward, and of course this has typically meant a bonus or raise at the end of the year. This continues to be a critical component of overall employee satisfaction (reward for a job well done), and will continue to be. However, when financial awards are less than they were in previous years, or in some cases eliminated altogether, leaders need to turn to more creative methods to recognize and reward employees. One of the most effective, I have found, is recognizing employees in front of their peers. It costs nothing to mention at a team meeting that a certain employee has done a good job. And be specific, explaining what the employee did well and what the positive effect is on the organization. Also, share the wealth, and praise different people accordingly for doing an especially good job. We all want to feel like the work we do contributes to team success. The changing workplace also provides new opportunities to reward employees, which should also be considered. For example, allow employees flexibility in how they do their work – modern technology has brought us new ways of working that did not exist in the past, such as telework, flexible hours, job sharing, and more. Allowing employees to adapt to new ways of working has proven to be highly effective in maintaining morale and worker satisfaction, resulting in higher productivity.

**Respect your employees and treat them as professionals.** I am going to end with some obvious pointers that we should always follow. A productive work environment is one where employees are respected as professionals, and valued for their opinions and experience. We have all been in situations with deadlines looming and pressures to successfully complete a project where professionalism is lost, tempers increase, and people do not feel respected. Maintaining professional decorum and a positive attitude will always produce stronger results than a negative tone in the workplace. Leaders should keep a watchful eye for this, and help maintain a positive and productive environment. Something as simple as walking around the office to say good morning to your team is just one example of many that we should all do.

# CHAPTER EDUCATIONAL EVENTS



You can register for all chapter events at [www.aga-lansing.org](http://www.aga-lansing.org). Click on events.

Check the chapter website and upcoming newsletters for more information.

~~**September 24, 2013**  
**Professional Development Conference**  
Government Accountability  
Library of Michigan  
4 hours CPE~~

~~**January 29, 2014**  
**Webinar Conference**  
Tackling Improper Payments  
Ottawa Building, Conference Room 3  
2 hours CPE~~

~~**October 28, 2013**  
**Monthly Luncheon Meeting**  
Effective Speaking  
Capitol View Building  
1 hour CPE~~

**February 19, 2014**  
**Monthly Luncheon Meeting**  
Budget Update  
Capitol View Building  
1 hour CPE

~~**November 6, 2013**  
**Webinar Conference**  
Data Analytics  
Ottawa Building, Conference Room 3  
2 hours CPE~~

**March 26, 2014**  
**Professional Development Conference**  
Government Accountability  
LCC West Campus  
8 hours CPE

~~**November 13, 2013**  
**Webinar Conference**  
Grants Management Reform Update  
Grand Tower  
2 hours CPE~~

**April 9, 2014**  
**Webinar Conference**  
Fraud Detection and Prevention  
Constitution Hall, ConCon A  
2 hours CPE

~~**November 18, 2013**  
**Monthly Luncheon Meeting**  
Student Externship Program Opportunities  
Capitol View Building  
1 hour CPE~~

**April 22, 2014**  
**Monthly Luncheon Meeting**  
Michigan League for Public Policy  
Capitol View Building  
1 hour CPE

**December 11, 2013**  
**Webinar Conference**  
Ethics – Taking the High Road  
Constitution Hall, Brake Room  
2 hours CPE

**May 20, 2014**  
**Monthly Luncheon Meeting**  
To Be Determined  
Capitol View Building  
1 hour CPE

~~**January 22, 2014**  
**Monthly Luncheon Meeting**  
Income Tax Update  
Joint Meeting with SAAABA  
Capitol View Building~~

**May 21, 2014**  
**Webinar Conference**  
Ethics  
Constitution Hall, ConCon A  
2 hours CPE



## MEMBER NEWS

### ANNIVERSARIES

John Daly, CGFM	18 years
Janet Luplow, CGFM	17 years
Beth Colosimo, CGFM	16 years
Linda deBourbon	13 years
Wanda Clavon Jones	7 years
MaBlanche Quirante	7 years
John Stark	7 years
Marion Hart	6 years
Jennifer Gibson	4 years
Dolores Midkiff-Powell	3 years

### NEW MEMBER

Corazon Schimanksi  
Michigan Department of Treasury, Trust Accounting



### CHAPTER FINANCES

#### Balance Sheet at December 31, 2013

Assets	
Current Assets:	
Checking Account	\$ 4,493
Accounts Receivable	\$ -0-
Total Assets	\$ 4,493
Liabilities and Net Assets	
Unrestricted Begin Fund Balance	\$ 4,380
Income [Loss]	\$ 113
Total Liabilities and Net Assets	\$ 4,493

## OTHER EDUCATIONAL OPPORTUNITIES



### West Michigan AGA

To register for events, visit  
[www.agawestmichigan.org/home/events](http://www.agawestmichigan.org/home/events)

#### February 18, 2014

Webinar  
Affordable Care Act for Governments Update  
1 hour CPE

### National AGA

To register for events, visit [www.agacgfm.org](http://www.agacgfm.org)



#### February 11-12, 2014

Ronald Regan Building and  
International Trade Center  
Washington, D.C.  
14 hours CPE



#### May 6-7, 2014

Government Performance Summit  
Washington D.C.  
14 hours CPE



#### July 13-16, 2014

Professional Development Training  
Orlando, Florida  
24 hours CPE



#### September 15-16, 2014

Internal Control and Fraud Prevention  
Washington D.C.  
14 hours CPE

### Western Michigan Chapter ISACA

To register for events, visit  
<http://www.isaca.org/chapters2/Western-Michigan/events/Pages/Calendar.aspx>

#### February 6, 2014

Chapter Meeting  
Kalamazoo, Michigan

"Never become such an expert that you stop gaining expertise. View life as a continuous learning experience." *Denis Waitley*





## CHAPTER EXECUTIVE COMMITTEE MEETING MINUTES

December 11, 2013

CEC Members Present: Chris Bayley, Deb Christopherson, Linda deBourbon, Heather Hammond, Wanda Jones, Cindy Osga, Charlotte Roper, Susan Saari, Corey Sparks, Karen Stout, Anshu Varma, Dan Wawiernia, Amy Zimmerman

CEC Members Not Present: Kenji Griffith, Dan Jaroche

Call to Order and Acceptance of Agenda: Amy called the meeting to order at 12:00pm. A motion to accept the agenda was seconded and approved.

Minutes: Corey reported the minutes from the November CEC minutes were approved by email on December 3, 2013. Corey will not be attending January, February, and possibly March meetings. Someone will minutes in his absence.

Budget and Financials: Dan W. distributed the November 2013 financial statements. A motion to approve the November 2013 financial statements and November disbursements of \$1,301.84 was seconded and approved.

President's Update: Amy had her monthly phone call with National.

Chapter Recognition Program: Chris is working on entering the quarterly report. We have attained 59% of our goal points. We are on track to meet our goal.

Website: The new website is up and running. We need to add the registration and payment functionality. Chris will be working with Mark, the website developer, to get this done. Once this is done, security will be given to some board members to set up events and user other functionality.

Membership: Amy reported that one new member has joined the chapter.

Education: Heather will set up a meeting in January to begin planning the Spring PDC. LCC is changing the company who provides catering. A new menu will be available. Send any ideas for speakers and topics to Heather.

Program Luncheons: January 22 is the joint luncheon with SAAABA. Ron Foss from SAAABA was in attendance to sign the agreement. SAAABA will be ordering the food. The luncheon will be held at the Capital View Building. The topic is Federal and State Tax Updates. Carrie Hindeman is the speaker from Andrews Cooper and Pavlic. Ron will send Karen's bio to Karen.

CGFM and CPE Events: Twenty-eight people have registered for today's webinar. It will be held at Constitution Hall, Brake Conference Room.

Community Service: Charlotte is checking to see if VITA needs people. VITA training is usually in January. Charlotte will set VITA information out at the January luncheon.

Communications/CCR: Cindy completed the December newsletter. Chris will have Mark post it to the website. Send January newsletter items to Cindy before the holidays. The Chapter received a Certificate of Excellence from National for our Citizen Centric Report.

Awards Update: Wanda reported next month grant award notifications will be sent out. Linda will get the addresses of not-state entities to contact.

Old Business: None.

New Business: None.

Meeting adjourned at 12:49 pm.

Next Meeting: January 8. Charlotte will be hosting at the Treasury/Austin Building.

### It Happened in February

02-01-1969 John DeLorean becomes GM of Chevrolet  
 02-02-1925 Sears Roebuck opens its first store  
 02-03-1921 Banks go bust during Wall Street crash  
 02-04-1938 Snow White and Seven Dwarfs released  
 02-05-1922 Readers Digest first published  
 02-06-1926 First donut making machine  
 02-07-1962 U.S. embargo ordered against Cuba  
 02-08-1910 Boy Scouts of America was incorporated  
 02-06-1961 Congress asked to approve Medicare  
 02-10-1996 IRA bomb Docklands in London  
 02-11-1979 Ayatollah Khomeini took control of Iran  
 02-12-1924 First presidential radio address by Coolidge  
 02-13-1975 British coal miners get 35% pay increase  
 02-14-1912 Arizona becomes 48<sup>th</sup> state of the union

02-15-1965 Canada adopts maple leaf for its flag  
 02-16-1959 Fidel Castro sworn in as Cuba president  
 02-17-2008 Kosovo declares independence  
 02-18-2001 Dale Earnhardt died in Daytona 500  
 02-19-2004 Jeffrey Skilling, Enron CEO, is charged  
 02-20-1933 Repeal of the 18<sup>th</sup> Amendment  
 02-21-1965 Malcom X is assassinated  
 02-22-1979 First Woolworth store opened  
 02-23-1954 Polio vaccines start in United States  
 02-24-1972 Pres. Nixon visits Great Wall of China  
 02-25-1913 16<sup>th</sup> Amendment (income tax) ratified  
 02-26-1919 Grand Canyon National Park established  
 02-27-1938 Los Angeles flood begins  
 02-28-1991 Gulf War ends



## Chapter Executive Committee 2013-2014

Platinum  
Chapter

### President

Amy Zimmerman, CPA  
Community Health  
zimmermana5@michigan.gov  
517-335-1681

### President Elect

Christopher Bayley, CPA  
State Budget Office  
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### Treasurer

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### Secretary

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### Education

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### Programs

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### Community Service

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### CGFM, Audio Conferences

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### Awards

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### Past President

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### Great Lakes Regional Vice President

Caren Murdock, CPA, CIA, CISA  
Central Ohio Chapter  
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See the Chapter's Annual Citizen Centric Report on the website.

[www.lansing-aga.org](http://www.lansing-aga.org)

Greater Lansing AGA  
PO Box 12159  
Lansing, MI 48901

## CALL FOR CHAPTER AWARD NOMINATIONS

The Greater Lansing Chapter of the Association of Government Accountants (AGA) is seeking nominations for its annual (1) Government Financial Manager of the Year Award, (2) Professional Development Award, and (3) Community Service Award. The Chapter's Awards and Nominations Committee is seeking the nominations of individuals whom you believe deserves to be recognized with these prestigious awards. Nominations should include the name and position held by the nominee, the award for which they are being nominated, and a brief description of the person's recent accomplishments for the award category. Recipients will be recognized by their peers in May 2014.

Please refer to the following criteria when submitting your nomination:

### Government Financial Manager of the Year Award

This award was established in 1996 to recognize outstanding achievement as a government financial manager. The award criteria include the following:

1. The nominee must be employed in government, holding a management position involving one or more disciplines of government financial management.
2. The nominee does not need to be a member of AGA.

The nominee must be personally responsible for leading extraordinary initiatives in the course of their employment throughout the last year that have made a significant and lasting contribution to the quality, efficiency, and/or effectiveness of government financial management.

### Professional Development Award

The Professional Development Award is presented to an individual, either an AGA member or nonmember, to recognize extraordinary efforts in providing and promoting continuing education and professional development leadership for government professionals and others, demonstrating the importance of a lifelong commitment to learning.

### Community Service Award

The Community Service award is presented to an AGA member to recognize exceptional personal commitment to community service activities sponsored by AGA and other organizations.

**Nominations must be received by Friday, February 28, 2014  
to submit a nomination**

send an email or write a brief letter with the information requested above  
(feel free to nominate yourself)

completed nominations may be emailed to [AGAGreaterLansingAwards@gmail.com](mailto:AGAGreaterLansingAwards@gmail.com).  
or mailed to PO Box 12159, Lansing, MI 48901

AGA is a national professional association of 16,000 members who represent every level of government financial management. Since 1950, AGA has been dedicated to serving those who are faced with the challenge of using every government financial resource in the most effective manner possible and has been the vanguard organization addressing the issues and challenges facing government financial managers.