

AGA is the premier association for advancing government accountability.



THE SOUNDER Vol. 18 - 2 October 2018

President's Message

Happy Fall, Happy Halloween everyone! I hope you find opportunities to relax, recharge, reconnect your childhood self with family, friends, and colleagues over treats, spooks, and some tricks over the Halloween festivities. This month, the Association of Government Accountants will hold its monthly Board meeting on Tuesday, October 23rd. Among the topics to be discussed is a visit to Seattle by AGA National CEO, Ann Ebberts, during the first half of 2019, and a potential visit by our National President, John Lynskey, to speak at the joint AGA/WSCPA conference in the Spring. The board will also discuss the November and December training luncheon topics.

For our training luncheon in October, we presented a webinar called; "Internal Controls and data analytics can be used by governments in detecting fraud and ensuring payments are properly made for the correct amounts." Payment integrity experts Pajak, Schaedig, and Wiggins discussed how using data analytics can help improve detection and prevention of fraudulent transactions. They demonstrated techniques that can be



Karen Murphy, Chapter President

used to help ensure that federal, state, and local payments are being made to the right recipient and for the right amount. (The webinar aired through AGA National.)

For our September 11th training luncheon, we joined our speakers for a roundtable discussion about how local governments can use intelligent automation to provide better, faster, and more efficient service than ever before. We discussed the article; "Welcome to the New School: How Intelligent Automation is Shifting the Way We View Competencies and Professional Development," by Kaizer, Ponce, and Steinhoff, from the

Welcome New Members

We are pleased to welcome to the Seattle Chapter:
Ms. Vanessa Quiroz Hotz,
Assistant Director, Finance,
University of Washington

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Summer 2018 Issue of The Journal of Government Financial Management. Special focus was on the strengths and weaknesses of the coming wave of automation, and how local governments can best prepare for the future. We welcomed three of our board members to lead the

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AGA Seattle Chapter's Monthly Meeting Schedule for Program Year 2018-2019

Save the dates for our monthly education events for program year 2018-2019! Please join us at these luncheon and brown bag events and help us make this program year a success. Unless otherwise stated, all meetings will be held at the GAO Training Facility on the 37th floor of Columbia Center. Topics will be announced as they are finalized. Please note that these dates are subject to change.

AGA CPE Calendar 2018-2019

Tuesday, September 11, 2018, Roundtable discussion on Intelligent Automation

Wednesday, October 10, 2018, AGA Webinar, *Internal Control: Leveraging IT to Detect Fraud, Waste and Abuse*

Tuesday, November 6, 2018, panel discussion on Year-End Closings in government

Wednesday, December 5, 2018 - AGA Webinar on Internal Control

Tuesday, January 15, 2019 - Annual Tax Update

Tuesday, February 12, 2019

Wednesday, March 27, 2019 - AGA Webinar on Cybersecurity

Monday and Tuesday, April 2019 - Government Accounting and Auditing Conference Dates are to be determined but expected to be in late April or early May.

Tuesday, May 14 or 21, 2019 - Date will depend on when the GAAC is scheduled.



CGFM Corner

Gabrielle Sivage, CGFM Chair

A voucher for the Certified Government Financial Manager exam of someone's choosing is becoming available at no cost. Please email us at the Contact Us link on our chapter website: <https://www.agacgfm.org/Chapters/Seattle>. Be sure to include your name and interest.

If you missed last month's reminder, don't forget that if you need to finish your 80 biennial CPE's by year's end if you earned your CGFM in an odd number year, such as 2015, '13, '11, '09, '07, and so on. More information, including filing for exception or reactivation, is available here: <https://www.agacgfm.org/CGFMCertification/CGFMs/CPE-Requirements/CPERequirement-FAQ.aspx>.

Remember, the AGA Webinar hosted on 10/11/2018 include d2 CPE's that count toward the CFFM requirements.



THE ASSOCIATION OF GOVERNMENT ACCOUNTANTS

November 06, 2018

Speakers

Tony Eayrs, Panel Leader, Business and Finance Officer IV, King County International Airport/Boeing Field, King County Department of Transportation; Bachelor of Arts in Business Administration from U of W Foster School of Business

Katherine King, Moderator, Business Finance Officer III, King County Department of Community & Human Services, Community Services Division; currently an Executive Masters of Public Administration Candidate at U of W Evans School of Public Policy and Governance

Additional panel members to be announced

Topic/Time

12:00 – 12:50 pm

Come join our panel discussion featuring Year-End Closings in government. This panel discussion will center on the processes and procedures that governmental agencies utilize to prepare for their accounting year-end close. The importance of communication is paramount at year-end, with accountants needing to know what deliverables are due when. Differences between the federal fiscal year and state/local calendar fiscal year, adjusting/correcting journal entries, inter-fund transfers, accrual journals and GL account reconciliations are only a small component of the year-end close process. Institutional knowledge plays a vital role during year-end close, as well as an ability to prioritize multiple tasks without feeling overwhelmed. Share your thoughts and ideas with others who've travelled down this road many times before!

Please join us at 11:30 a.m. for lunch and networking prior to the panel discussion. Bring your own lunch or order from the menu choices below from Specialties:

- Club box \$15
- Vegetarian box \$15
- Smoked ham box \$15

Place

GAO Training Room
701 – 5th Ave., Floor 37
Seattle, WA 98104

CPE/Cost

1 CPE awarded and the cost to MEMBERS-\$0 / NON-MEMBERS-\$0

RSVP Required

Please RSVP if you plan to attend and provide your choice of lunch by **Friday, November 2, 2018** to Karen Murphy joujie@comcast.net.

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roundtable discussion: Dr. Kenneth Smith, Professor, Central Washington University; John Kurpierz, PhD Candidate, Schulich School of Business at York University; and Gabrielle Sivage, Master of Science, CGFM, Grant Oversight Manager, City of Seattle.

A note from National Our first step toward governance modernization will become effective January/February 2019. At that time, each chapter must select one individual to serve as its representative on the National Council of Chapters. The Governance Committee and NEC will be providing guidance in December 2018, including position descriptions and traits that the individual should possess – so stay tuned!

Thank you to Karyn Angulo and Tim Dobler for completing and submitting our first Chapter Citizen Report to AGA's National office. You can go to national's website to check out what your colleagues have done! All reports will be reviewed in the coming weeks and comments/awards will be sent. I want to say thank you to Dr. Kenneth Smith, John Kurpierz, and Gabrielle Sivage for heading up our training roundtable. Thank you to Sam Lord for organizing and reporting our Chapter Recognition Report by the September 30th deadline. Thank you to Gabrielle Sivage who attended the joint chapter CGFM review course in October. The training was organized and promoted by the Northern Utah chapter. The second review course will take place November 27-29. Thank you to Katherine King and Gabrielle Sivage for organizing our first community service activity for the Seattle Chapter. This is a great volunteer opportunity with the United Way of King County: Free Tax Preparation Campaign. Please read the Community Service article in this newsletter.

Finally, I want to express my gratitude to our current committee chairs, co-chairs, and members for the time they contribute to AGA, Seattle. These volunteers provide yeoman's service to the organization. They commit their time, creative energies, and reflective analytical skills to address issues of concern to AGA. Thank you.



Volunteer Opportunity

The Seattle AGA Board is proud to sponsor this great volunteer opportunity with the United Way of King County: Free Tax Preparation Campaign. Over the past few years, the Free Tax Preparation Campaign has helped thousands of families file their taxes and get connected to resources because of volunteers. This unique volunteer opportunity is a great way to get involved and give back to your community because it has a direct impact on families and individuals. With a number of changes anticipated to this year's tax code, volunteers, especially those with accounting knowledge, are needed now more than ever! For more information and to sign up to volunteer, click [here](#).

Please reach out to a Seattle AGA Board Member if you sign up to volunteer or if you would like to learn more about the program!

Katherine King, Community Service Co-Chair

2019 AGA National Awards

Message from Sandra Starnes, Regional Vice President

Please consider nominating someone for a National Leadership Award by the deadline of November 30, 2018. AGA gives two federal, three state/local and two private sector awards. Click here to [view criteria and make a nomination](#). Honorees will be recognized at AGA's [National Leadership Training](#) in Washington, DC February 27-28, 2019.

To date we hardly have any nominations so please honor your leaders and nominate them before the deadline. Please feel free to contact your NW Regional Vice President, Sandra Starnes, if you have any questions.

aganwregion@gmail.com

sandra@pgst.nsn.us

Below are the National Leadership Awards to be presented in Washington, DC, February 27-28, 2019. These awards, presented annually at AGA's National Leadership Training (NLT), primarily recognize individuals for their contribution to the government financial management profession. Nomination forms are [online](#) and are due Nov. 30, 2018.

- ⊙ Elmer Staats Award (federal)
- ⊙ Distinguished Federal Leadership Award (federal)
- ⊙ Excellence in Government Leadership Award (state/local)
- ⊙ William R. Snodgrass Distinguished Leadership Award (state)
- ⊙ Distinguished Local Government Leadership Award (local)
- ⊙ Andy Barr Award (private sector)
- ⊙ Private Sector Financial Excellence Award (private sector)

Summary of Nomination Information

Nominations are open and are due November 30, 2018.

AGA chapters, individuals or government units may make nominations. An AGA chapter may only nominate one individual for each award.

If you are making the nomination on behalf of a chapter, you must be authorized to do so as a representative of the chapter.

Nominations for individual awards must include a high-resolution photo of the nominee. The photo must be submitted electronically with your nomination.

All applicants will be notified of the National Awards Committee's decision approximately 6-8 weeks after the deadline.

Please create an account to access AGA's National Leadership Awards nomination form. This will allow you to save your entry and log back in to complete your form at a later time. At any time during the submission process, you may click the Save & Logout button, located at the top of the screen. Please contact awards@agacgfm.org should you require assistance.

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The Future is Now: Attracting and Keeping Talent in Government Financial Management

by Gabrielle Sivage

The AGA Journal of Government Financial Management, Summer 2018 Vol. 67, N. 2, page 33 features the compelling article, "Building the Workforce & Workplace in Government Financial Management." The retirement wave, as footnoted in the article, is advancing on government entities and to a degree the non-governmentals that must administer federal, state and local financial management requirements in earning and expending grant awards to execute their public mission, whether it's serving meals to the elderly in a metropolis or providing a free clinic in rural America. There are three major factors to bluntly address: 1. there has not been effective partnership between the government financial management industry and education until recently; 2. the application process is still wieldy and the gap between application to offer date is generally too long; and 3. managers have expectations of new staff to staff to serve but it appears that managers have forgotten the inspiration of the helpful adage "be a leader who serves."

While the article focuses on the classic millennial talent pool, that is not who is in the graduation pipeline. To capture that pool, start working with are undergraduate and graduate programs to educate them on the Government Financial Management jobs becoming available in the state every 5 years, and the core course and skillset needed. It is also key to publicize the valued subset skills needed: Strategic planning, evaluation, audit skills, program set-up, policy planning and advising, grant management and portfolio oversight, and budgeting. There are a lot of niche areas that can draw interest. Also, make internship programs available; or find out what is available and use them. Sometimes offering a rotational program through many units is what triggers a deeper interest in a student or recent graduate.

In addressing the application process, this requires a tough internal conversation and possible change management. A fit-gap analyses of how long each phase takes, how long your agency would like each phase to take, and identifying the missing resource or training needed to get to your present state is needed. Then advertise the overhaul online at the application site and at College and job fairs. Also, take a tough look. Did your organization develop a reputation for bias hiring and it did not work in you favor? Host special hiring events to make it clear you are looking with open minds.

Are you a leader who knows when to serve? New employees statistically want mentors and I have seen chronic attrition occur at public agencies for what the new hire would call a poor to non-existent on-boarding process, even though Human Resources would not share that opinion with all the work they put into it. According to the article, employees under 35, preferred have access to face-to-face training in leadership skills, critical and strategic thinking, presentation skills, and networking. When AGA did ask young government leaders what they want from employers top answers were: 1. leadership training; 2. assignments that stretch them; and 3. formal career mentoring. Regardless of age, there is a trend in what staff, those under 35 as the classic millennial, or those slightly over 35 want as support in career growth.

As the article claims the Future is Now, but it is also yesterday. My colleagues are retiring one by one and they are not entirely replaceable. To quote the article, "The need exists, and the resources are available to restructure both the workplace and the workforce. The workplace must adapt, where possible, to the demands, of the public and the workforce, who seeks greater flexibility to access and work/life balance, must adapt to the reality that some assignments in government are not flexible because of law and policy requirements."

What younger staff bring to the workplace with their moniker of "digital natives," if in deed they are, is that they tend to be creative and collaborative thinkers with an entrepreneurial spirit. Some workplaces are already embracing this added skillset and have workrooms in the cloud and have co-located staff even if all staff primarily

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Important Note: You must fully complete and submit your first nomination form before you can start additional nominations. Once you have fully submitted one entry, you are able to start and save multiple nominations and work on them concurrently.

Nomination award forms can be found on [AGA's Award Overview Page](#).

The National Awards Committee will use the following criteria to evaluate and rank nominees. Therefore, for each key factor listed below, describe in specific terms, the work or contribution that justifies the nomination. It is very important to write a description under each key factor 1 through 3 listed below.

1. Significant contribution to excellence in government management and sound financial management regulations, practices, legislation, policies and systems (worth 40 points) (5000 Character Limit)
2. Individual's demonstration of leadership, advocacy, interest and initiative in improving government financial management matters (worth 30 points) (5000 Character Limit)
3. Results of individual's outstanding government service (savings, increased productivity, service improvements) (worth 30 points) (5000 Character Limit)



Continued from page 6, The Future is Now

work at one location most of the week.

To conclude, AGA National in September 2017 approved the charter of the new Higher Education Committee, tasked with igniting student interest in careers in our field. Also, for almost 10 years, AGA also has the Government Finance Case Challenge, where students analyze a real-world problem for a governmental entity and issue a report with date. Plus, over 5 years ago, AGA began the National Collegiate Leadership Program (NCLP) to send undergraduates to AGA's National Leadership Training event annually in Washington, D.C. According to a student participating in the NCLP, being exposed to the world in governmental accounting this way was her window into the field.

For readers without access to the AGA article, here are the listing of the most notable footnoted references for the retiring population, workforce interest, and other core ideas:

2. GAO High Risk List (2017) Government Accountability Office. Retrieved, Feb 24, 2018, from https://www.gao.gov/highrisk/strategic_human_Management/why_did_Study
3. Federal Employee Viewpoint Survey Results (2017). Office of Personnel Management. Retrieved, March 4, 2018, from <https://www.opm.gov/fevs/reports/governmentwide-reports/>
4. AGA (2013) NASACT-AGA 2013 Survey of State and Local Financial Executives. Association of Government Accountants, Alexandria, VA.
5. Miller, Gerald and Van Diniker, Relmond (1999) Trends in Government Accounting Education Approaching the New Millennium. The Governments Accountants Journal, Association of Government Accountants, Alexandria, VA.
6. Miller, Gerald (2006). Trends and Challenges in Governmental Accounting Education. Journal of Governmental Financial Management, Association of Government Accountants, Alexandria, VA.
10. AGA (2015). Millennial Leadership – Attracting and Retaining Qualified Professionals – A Going Concern. Association of Government Accountants, Alexandria, VA. Retrieved, Feb 23, 2015, from <http://agacgfm.org>.

Financial Condition as of September 30, 2018

Checking - .10% interest	\$ 1,835.19
Savings -.10% interest	\$ 6,781.52
12-Month CD - .35% interest	<u>\$ -0-</u>
Total Assets	\$ 8,616.71
Liabilities	\$ 0.00
Members' Equity	<u>\$ 8,616.71</u>
Liabilities & Members' Equity	\$ 8,616.71

Cash Flow Report, Month Ending September, 2018

Beginning Cash Balances	\$ 8,987.45
Board Dinner (including spouses)	\$ 371.02
Cash Expended	\$ 371.02
AGA Dues Received	
Interest Income	\$ 0.28
Subtotal Cash Deposits	<u>\$.28</u>
Net Cash Change	<u>\$ 370.74</u>
Ending Cash Balance	<u>\$ 8,616.71</u>

1st Quarter AGA Seattle Chapter Recognition Program Points

Chapter Goal: 25,000

Chapter Recognition Categories	June-Sept. 2018	Points Available	Percent Earned
Section I – Chapter Leadership, Planning, & Participation	2,575	5,000	52%
Section II – Education & Professional	600	4,000	15%
Section III – Certification	350	4,000	9%
Section IV – Communications	1,386	3,000	46%
Section V – Membership with a Focus on Young Professional and Student Members	525	4,000	13%
Section VI – Accountability	400	2,000	20%
Section VII – Community Service	100	2,000	5%
Section VIII – Awards	200	1,000	20%
Total as of September 2018	6,136	25,000	25%

Recognition Levels:

A **Bronze Chapter Designation** will be presented to any chapter that attains between 12,000 and 14,500 credits for the year. The chapter president's plaque will include recognition that the chapter has achieved Bronze status.

A **Silver Chapter Designation** will be presented to any chapter that attains between 14,501 and 17,000 credits for the year. The chapter president's plaque will include recognition that the chapter has achieved Silver status.

A **Gold Chapter Designation** will be presented to any chapter that attains between 17,001 and 19,500 credits for the year. The chapter president's plaque will include recognition that the chapter has achieved Gold status.

The **Platinum Chapter Designation** will be presented to any chapter that attains between 19,501 and 25,000 credits for the year. The chapter president's plaque will include recognition that the chapter has achieved Platinum status.



The Sounder

WE'RE ON THE WEB:
WWW.AGASEATTLE.ORG

AGA serves government accountability professionals by providing quality education, fostering professional development and certification, and supporting standards and research to advance government accountability.

The purpose of the Association and the Chapter is to be an international, professional organization dedicated to the advancement of government financial management. The Association shall serve its members by providing or sponsoring appropriate educational programs, encouraging professional development, influencing governmental financial management policies and practices, and serving as an advocate for the profession. The Association shall serve government officials and the public by sponsoring efforts to ensure full and fair accountability for all public monies, and by providing a variety of pro bono services throughout the United States and its territories that support that end.

AGA Seattle Chapter Board Members Program Year 2018-2019

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This newsletter was produced by board member Karyn Angulo with the assistance of Michael Angulo. Masthead photo submitted by Michael Angulo.