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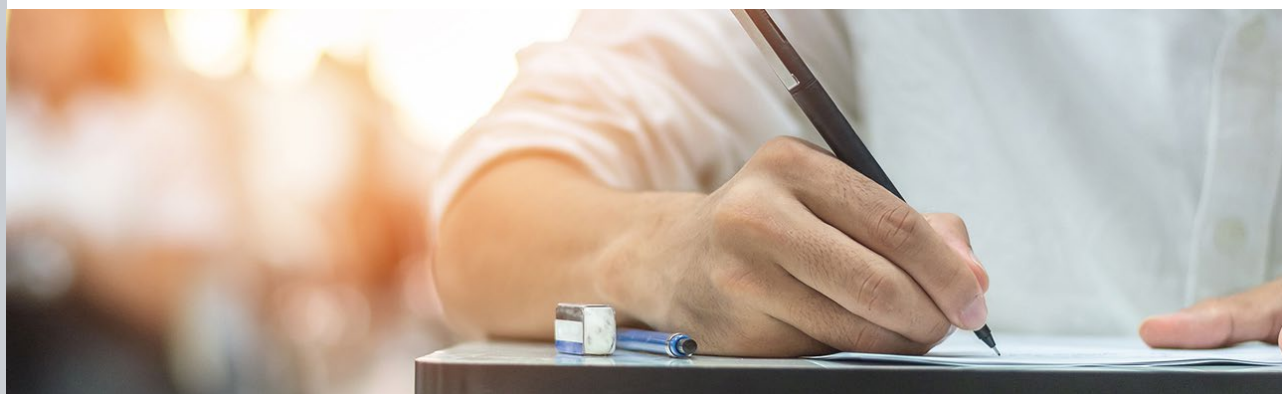
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SPOTLIGHT: AF WANTS TO INVEST IN YOU: TUITION ASSISTANCE!

by Ms. Angela Harris, AFPC



As an Air Force civilian, I have met several types of Financial Managers (FMers). Many of them had earned a college degree. However, others had been working in the FM career field for over 20 years and did not hold an associate's degree—but they were smart as a whip!

Early in my career as a Palace Acquire Intern (PAQ), with innocence and naivete, I asked personal questions—respectfully—to a few of my colleagues. I asked, **"Why didn't you pursue getting a degree throughout your career?"** and **"Are you willing to get a degree now to advance in your career?"** Here are the responses they gave me:

- When I started, a degree was not required to advance. Experience carried more weight
- Life happened...kids, marriage, work
- I could not afford to go to college
- I am no longer interested at this age/stage in my career; I am too close to retirement
- I see unfairness (e.g., nepotism, racism, and sexism) in the hiring process, so even with a degree, what good would it do me?

Those responses were enlightening. Although I am a proponent of education, I respect the life stories and experiences of our FM veterans. Those FMers poured decades of information into me, and I pay that kindness forward by mentoring interns wherever I work. Some of the smartest people I have met did not hold more than a high school diploma, but what if times were different and education were instilled in them early? I wonder, *how far ahead could these individuals be professionally?*

Now that I am an FM Career Broadener, I am even more concerned about the importance of education. If you are anything like me, you may have heard about the tuition assistance program, but do not understand how Air Force (AF) tuition assistance works. Keep reading. I will explain who can participate and why the programs are mutually beneficial to the government and AF civilians.

SPOTLIGHT: AF WANTS TO INVEST IN YOU: TUITION ASSISTANCE! *(cont.)*



CIVILIAN TUITION ASSISTANCE PROGRAM (CTAP)

What is CTAP? It is a voluntary program designed to support AF civilians in their self-development by defraying some or all the cost to earn an associate's, bachelor's, master's, or doctoral degree.* The program funds a portion of tuition, as well as course-related fees, for accredited degree programs. Whether you are just getting started or "life happened" and you are trying to finish a degree, here is what you need to know to become eligible for financial assistance:

First things first. Students must get prior approval from their supervisor before applying for CTAP. Eligibility begins with ensuring the applicant is a full-time, permanent AF civilian. Next, to register for CTAP, the student must first be enrolled in an accredited institution recognized by the Department of Education. That institution must have a Memorandum of Understanding (MOU) with the Department of Defense (DoD). This information can be validated using the [DoD Voluntary Education Partnership MOU Directory](#). Once the first two steps are complete, the registration and log-in process can begin using an online platform called Air Force Virtual Education Center (AFVEC). Applicants must complete *CTAP Annual Virtual Benefits Training* which explains the benefits and repercussions if a course does not result in a satisfactory grade. Yep, you guessed it, you must pay the government back for bad grades.

Within AFVEC, the student is responsible for creating and uploading their "Education Goal" (degree plan) issued by their institution. The education goal must be approved by the FM Career Field Team (CFT) before a "Funding Request" form may be submitted. Funding requests are submitted through an electronic form that includes the student's name, institution, course title (two courses permitted per semester/quarter), and cost per credit hour. This form must be approved and signed by your first line supervisor before the FM CFT provides final approval for submission. Funding requests can be submitted as early as 45 days prior to the class start date and as late as seven business days before the class begins. Please do not wait until the last minute to submit the paperwork!

Now for the Million Dollar question...

How much money will the AF pay for my courses?

As funds become available each year, CTAP allots \$4,500 per student in AFVEC. The government will pay \$250 per credit hour for a semester hour and \$166 per credit hour for quarter hour programs.

The maximum amount the government will pay is \$750 or 75% per course.

CTAP RESTRICTIONS

1. Tuition assistance does not apply to degrees that are the same as or lower than the educational level of your existing degree (e.g., a 2nd bachelor's degree)
2. Employees receiving federal or state tuition subsidies for courses, such as Veterans Affairs benefits, scholarships, or grants are not eligible for CTAP. There are exceptions to these restrictions; see **Civilian Career Field Management and Force Development** for details
3. Acquisition-coded employees with three or more years of experience are ineligible and should instead email the **FM Acquisition Tuition Assistance Team**
4. Courses must be approved by the FM CFT before the student takes the class; CTAP will not reimburse students for after-the-fact funding requests

Now, you know what CTAP is, who is eligible, where to get started, and how you can take control of your career. It is never too late to start or to finish pursuing a degree...**YOU CAN DO IT!**

** Assistance amounts vary based on rules of the applicant's approved program.*

About the Author

Ms. Angela Harris is a Financial Management Career Field Administrator located at Joint Base San Antonio-Randolph in San Antonio, TX.

More Questions? More Resources

- [CTAP Request Process](#)
- [Applying for Financial Management Career Field Tuition Assistance](#)
- [FM CFT Tuition Assistance Team](#)

Looking Back and Looking Forward: An Exec Session Summary



by Mr. John Pletcher, SAF/FME

If you study American corporations, most successful businesses rely on a board of directors to shape their corporate strategy and guide their future investments. Like these successful businesses, your Air Force financial management (FM) community also has a board of directors. It is chaired by our Secretary of the Air Force for Financial Management and Comptroller (SAF/FM) and the membership includes senior officer, civilian, and enlisted leaders from the Pentagon, Major Commands and select Combatant Commands. **These FM leaders serve as YOUR board of directors.** They meet twice each year at an FM Executive Session to discuss current issues facing the FM career field and to map out a way ahead regarding our more significant strategic challenges.



Photo taken at Fall Executive Session featuring members of the board of directors

The most recent FM Executive Session was held on 25 October at Joint Base San Antonio-Randolph. Mr. Herrera opened the session by providing key insight into the discussions that took place amongst Department of the Air Force (DAF) senior leaders at CORONA the week prior to the exec session. In those CORONA meetings, three messages came across clearly:

1. DAF senior leaders are highly appreciative of all the work done by the FM community every day to make the Air Force and Space Force missions happen
2. While DAF leaders have several goals, Secretary Kendall has set a clear priority on countering the pacing threats—primarily China, then Russia
3. Leaders at every level are expected to continue focusing on strengthening the resilience of our Airmen and Guardians, through better communication and spending more time getting to know their people

With the DAF strategic backdrop established, your board of directors jumped into a discussion on the status of the new SAF/FM Strategic Plan, Human Capital Strategy, and Information Technology (IT)/Data Strategy. Those three documents are all in various stages of completion. But once approved by the new SAF/FM, they will serve as guideposts for our strategic direction over the next five years. Input from across our community helped shape the goals, objectives, and measures of success laid out in those strategic plans, and the accompanying appendices. You will hear more about the details contained in our new strategy documents over the next few months, and **everybody's contributions will be needed to help us achieve those forward-looking goals.**

With agreement on our new strategic direction, your board of directors pivoted their attention to a couple of challenges that have been areas of focus for the FM community for the past few years. They started with a conversation about how to advance our data analytics capabilities and then transitioned to the important conversation on defining and shaping the comptroller squadrons of the future.

The first of those challenges was setting a way-forward to mature our data analytics capabilities under the umbrella of the broader concept of Digital Transformation. Brig Gen Mike Greiner collaborated with our SAF/FM Chief Information Officer

Looking Back and Looking Forward: An Exec Session Summary *(cont.)*



(CIO) team to set the stage on where we have been, where we are today, and the future target we need to drive toward. It was clear from the conversation that everybody saw the need for a single, integrated strategy that brings together our data, IT, and analytics goals. A significant amount of highly valuable work has already been done within pockets of our FM community and at SAF/FM level, but efforts were not fully integrated toward a single, DAF-wide “Digital Finance” end state.

To drive toward that Digital Finance end state, our SAF/FM CIO took an action to establish an initial map of the current state and a plan for an integrated way forward. The good news is that our SAF/FM CIO team has already defined an FM IT strategy to reach our Digital Finance end-state by Fiscal Year (FY) 24-25. The FM IT strategy, which aligns with our overall FM Business Strategy, as well as the Department of Defense and DAF IT Strategies, is supported by a 500-day plan identifying quick wins and actions for establishing a solid data foundation, enhanced decisions, innovative applications, and a data-articulate workforce. Achieving this Digital Finance end state will not be simple, but that outcome will strengthen the capabilities of our Airmen and Guardians at every level as they prepare for the challenges of the tomorrow.

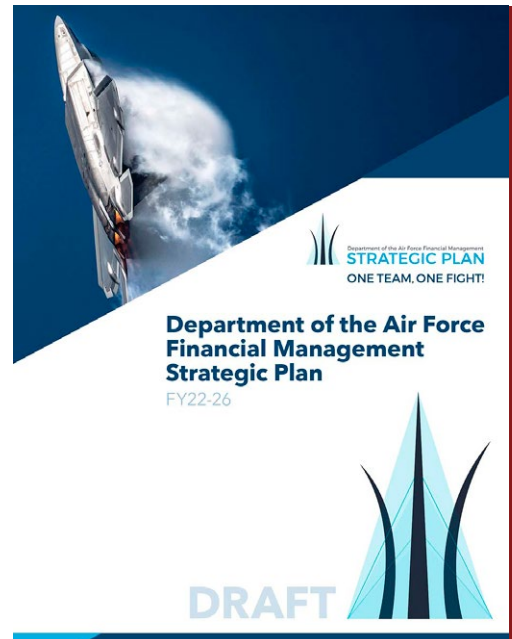
The second key challenge your board of directors addressed at this Exec Session was the need to truly define and shape our comptroller squadron of the future. Thankfully, we are not starting from scratch on this effort either. Maj Gen Peccia’s leadership in advancing our efforts through the three ‘Lines of Effort’ over the past few years has us starting from the 50-yard line. That said, the Board members agreed that we need to re-energize those efforts and re-gain the momentum that was lost when COVID-19 impacted our daily activities.

Col Jack Gardner (ACC/FM) raised his hand to lead a re-established broad “FM of the Future” team. The board of directors tasked that team to begin with defining the competency needs and organizational structure of the future comptroller squadron. That future FM organization must consider several factors influencing the needs of the DAF, including but not limited to, the stand-up of Air Force Integrated Pay and Personnel System (AFIPPS), the sufficiency of our current accounting footprint, any impacts driven by the continuing maturation of the United States Space Force, and the commonly held belief that we must advance our data analytics capabilities to remain relevant in the future. And, as you’d expect, **success in these important efforts will require commitment and contributions from all of us.**

As is always the case, the exec session also presented an opportunity for discussion on several other important topics, including the future of Comparative Analysis and the current state of the AFIPPS transition. Collectively, these meaningful conversations enabled your board of directors to come together as a group, align their collective knowledge about the current and future challenges, and set the strategic direction for the career field to best meet the financial management needs of our future Air and Space Forces. With the FM team’s delivery on the direction set at these exec sessions, our DAF senior leaders will continue to recognize the value of the FM community and the tremendous work all of you do every day! 🏠

About the Author

Mr. John Pletcher is a Kearney and Company consultant supporting Workforce Development under the Workforce Management and Executive Services Directorate, Pentagon, Washington D.C.



Department of the Air Force Financial Management Strategic Plan FY22-26 draft

Former DoD Comptroller Publishes Recommendations on PPBES

by Ms. Johanna Ogden, SAF/FME



The Honorable Robert F. Hale, senior adviser at the Center for Strategic and International Studies, recently published a paper titled, **Financing the Fight: History and Assessment of DoD Budget Execution Processes**. The paper provides a thorough look at the history of budget execution in the Department of Defense (DoD) accompanied by a list of improvements to the Planning, Programming, Budgeting, and Execution System (PPBES) process. A synopsis of the recommendations is included below:

- Effective budget execution depends on its ability to move or reprogram money from lower to higher priorities during budget execution, but the trust that sustains the reprogramming process was damaged in Fiscal Year (FY) 2019 and FY 2020 when DoD moved some funds without congressional approval. The Pentagon needs to work with Congress to bolster support for this critical process.
- Congress should provide DoD with selected added flexibility to execute budgets, especially for software and high-tech initiatives that must adapt to changing technology. Selectively extending the recently approved pilot software program (which provides funds that can be used as needed for research, procurement, and sustainment) to other high-tech projects would help, as would limited portfolio budgeting (which would permit DoD to move funds within the portfolio to meet changing needs).
- DoD should make better use of cost information to help identify efficiencies by, among other approaches, harnessing and improving the power of tools such as DoD's ADVANA, a computer system that identifies large amounts of data and makes that data more understandable and useful.
- Congress should allow DoD to carry over a small portion of its operating appropriations into the second year (perhaps 5 to 10 percent) in order to limit the year-end spending spree and to increase the chances that operating funds support the department's highest-priority needs.
- Congress and the administration should work together to delay the beginning and end of the fiscal year, taking advantage of action-forcing events such as the end of a Congress and the December holiday recess to increase the chances for on-time budgets. However, new start and end dates must be chosen to avoid undue stress on those who manage DoD's budgets.
- Congress needs to reduce the amount of budget guidance provided each year to DoD, taking into account the effects that the current level of guidance has on DoD's support costs and on the speed and flexibility of budget execution.



Financing the Fight: A History and Assessment of Department of Defense Budget Formulation Processes publishing

To read more, Mr. Hale also published a companion paper in April 2021 titled **Financing the Fight: A History and Assessment of Department of Defense Budget Formulation Processes** via the Brookings Institution. 

About the Author

Ms. Johanna Ogden is a Booz Allen Hamilton consultant supporting Workforce Development under the Workforce Management and Executive Services Directorate, Pentagon, Washington D.C.

Taking Colonel Culpepper

by Ms. Kathy Day, ACC



On 9 June 2020, my boss of 10 months, Colonel James "Rob" Culpepper, was diagnosed with Acute Myeloid Leukemia. As any deputy would do, I assumed the reins of the organization inspired by his complete confidence in both me and his recovery. His only direction was to keep the balls in the air until he returned. Sadly, despite a strong fight, he lost his battle on 17 December 2020 just six months after diagnosis. The following three weeks were a blur as I went through all the motions of ensuring the Air Combat Command Financial Management (FM) team was ok and his family had the outstanding support they needed during this tragic time in their life.

One year later, as I reflect on this time, there is one particular activity that will forever be etched in my heart and will likely go down as the most memorable experience of my military career. Shortly after his passing, Col C's spouse, Angela, whom I had formed a bond with through his battle, asked me to be the military escort who would accompany him to his final resting place. I said yes without reservation, but the full magnitude of the responsibility was not yet known. Since military escort duty is rare for an FM officer (even rarer for a FM reserve officer), my hope is you will understand the enormity of the experience through my words.



Maj Kathy Day accepting the flag from the North Carolina Governor's honor guard

First things first, you must be an active military member to accomplish escort duty. This meant I had to be put on orders and carry out the responsibility in my reserve capacity as Major Day. In the days leading up to departure, I was nervous and hungry for information related to performing escort duty. I familiarized myself with the operating instruction and watched the movie, *Taking Chance*, wherein an officer brings a young Marine killed in Iraq back to his family and burial ground in Wyoming. With orders complete, I traveled to Seymour-Johnson Air Force Base (SJAFB), North Carolina (NC) the day prior to receive hands-on training from the SJAFB mortuary affairs team, an outstanding team of AF professionals who ensure every detail is perfect for the fallen and their family.

Escort day started early at 0400. I donned full-service dress and waited for a gentleman from the SJAFB mortuary affairs team to drive me to the Seymour Johnson Funeral Home where I was greeted by the hearse driver, Miriam. The casket had already been loaded. I could see the flag draped over the casket in the shadows of the streetlights. And so began a full day of choking back emotion and presenting the strongest self I could bear. The drive to the Southwest Airlines cargo terminal at the Raleigh-Durham airport was about an hour and a half. There they prepared the casket for travel. When all was secured, I made my way to the Southwest Airlines passenger terminal.

At the passenger terminal, I was met by the NC governor's honor guard and the NC United Service Organization (USO). These awesome organizations composed of primarily volunteers ensure a dignified transfer of fallen service members. While we waited for the packaged casket to arrive at the aircraft, we practiced the ceremony that would take place on the tarmac. Once the casket arrived, the USO introduced me to my fellow Southwest passengers as the escort for a fallen Air Force colonel and described the ceremony that was about to happen on the tarmac. By chance, there happened to be two U.S. Air Force Academy (USAFA) cadets who were traveling on the flight returning to USAFA from the holidays. The cadets were invited to participate in the ceremony reflecting Col C's Air Force beginning as a proud USAFA-commissioned officer.

The ceremony started with me walking forward and rendering a salute to the flag covered casket and retreating to the side. The NC governor's honor guard then came forward to remove the flag to perform a traditional flag folding ceremony. I was presented the flag by the honor guard. I tucked the flag under my left arm and saluted smartly as the casket was then loaded



on to the aircraft. Before entering the plane, I was greeted by the pilot who told me that in his 27-year flying career he had never experienced a ceremony like this. It was amazing to see the support. All Southwest Airlines crew members stopped and removed their hats. The terminal windows were filled with on-lookers. In these moments, nothing else mattered as strangers paid respect.

What came next was the hardest part of the day for me. Col C and I traveled from Raleigh-Durham airport to Chicago Midway to Dallas Love to Birmingham on the same aircraft with different pilots. On each of the three legs, the pilot would announce they had the honor of transferring the remains of a fallen AF colonel. With this announcement and the fact that I was in service dress, other travelers on the plane and inside the terminals knew why I was there. There were so many random, thankful, great Americans who wanted to pass their condolences to his loved ones, who thanked me for his service, who thanked me for my service, and so on. It was overwhelming. I was thankful I could hide some of my emotions behind my mask; it was a long, emotional day.




Maj Kathy Day, a USO representative and two USAFA cadets paying respect as the casket was loaded on the aircraft



Maj Kathy Day with the first Southwest Airlines pilot of the three-leg journey

When we arrived in Birmingham, Col C and I were met by another hearse driver to make the two-and-a-half-hour trek to our destination, a funeral home in Meridian, Mississippi. It was here that I was relieved to meet a familiar face, CMSgt Kaci Duhart. After ensuring Col C was secure, CMSgt Duhart took me to the hotel to prepare for the funeral. At this point, my escort duties were essentially over. However, I did visit the funeral home one last time to ensure everything was perfect for transport to the church.

To this day, I continue to reflect on this experience as one of the most meaningful of my career. It was an incredible honor to fulfill this role for Col C, Angela, and their daughter, Caitlin. 

About the Author

Ms. Day is the Deputy Director, Financial Management Directorate for Air Combat Command at Langley Air Force Base, Hampton, VA.

Remembrance Run

Honor Col Culpepper by participating in a 2nd Annual Col Culpepper Remembrance 5K run/walk on Col C's birthday, 27 January. In lieu of a race fee, you may donate to Tragedy Assistance Program for Survivors (TAPS) in his honor by clicking [here](#). For more information on the run, email **Capt Anthony Paglialonga** or **Ms. Kathy Day**.



Thinking, Fast and Slow

by Daniel Kahneman


Reviewed by: Lt Col Joel McKowan, FMAIH



The Air Combat Command Financial Management book club read the *New York Times* bestseller **Thinking, Fast and Slow** by Daniel Kahneman, winner of the Nobel Prize in Economics. We found this book to be very insightful with some good nuggets of wisdom based on psychological research. It is quite in-depth with specific examples, and it challenges the reader to grasp these concepts, which are not common sense or intuitive.

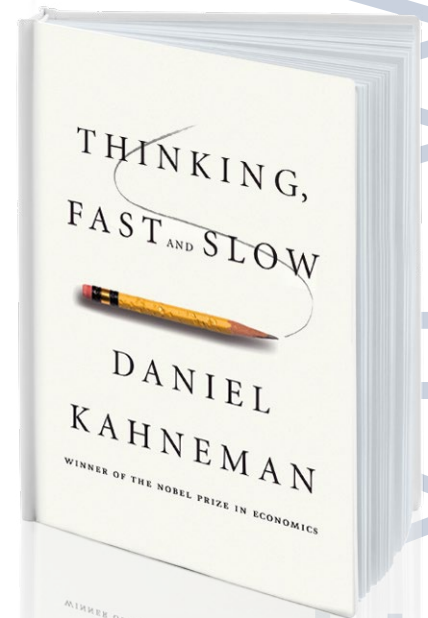
Kahneman explains how we have two distinct systems of thinking: System One, which is fast, and System Two, which is slow. System One is based on instinct and accumulated experiences that we can use to make quick reactions when necessary. Due to the fast and loose nature of System One, it gets the job done most of the time to help us survive, but often has limitations resulting in poor or incorrect decisions. For example, would you rather hold your hand in painful cold water for 60 seconds followed by 30 seconds in slightly warmer (but still cold) water, or just 60 seconds in painful cold water? On the surface you'd think the experiment patients would prefer the second option because it's a shorter timeframe and therefore less cumulative pain overall. However, after experiencing both scenarios, patients were given the option to choose which one to repeat, and most of them chose the first (longer) option. System One judges each experience afterwards by the most memorable parts (peaks) or how it ended (most recent), not taking into account the total amount of pain throughout the experience.

System Two is based on deliberate, rational thought where you take time to figure things out thoroughly and double check your work to make sure it's right. While this provides more accurate decision making, it also consumes more cognitive resources. As a result, we tend to be lazy and avoid using System Two to its fullest extent. Sometimes, this mental laziness comes from a perceived need for expediency. Sometimes it comes from an unwillingness to exert the required energy. For example, while System One can quickly and easily judge another person's mood based on their facial expressions, it cannot quickly and easily answer a question about statistical probabilities. System Two is required for that, but often people will answer intuitively with System One instead and get the wrong answer. For example, if Jack likes to drive fast would he be more likely to buy a Dodge Charger or a Dodge Charger Hellcat? Most people will key in on the emotional response they have by noticing he likes to drive fast, and Hellcats are fast, so they will answer Dodge Charger Hellcat. However, the correct answer is Dodge Charger because it has a higher probability.

Overall, I recommend reading this book because it gives us tools to check our thinking and try to make it more objective. It can also help us influence others. The author emphasized that people feel losses more severely than they do gain, and it causes biases in our decision making. For example, imagine you own a gas station where it costs less to pay cash than to pay by credit card. If you tell people the standard price is the cash price with an extra surcharge required to pay by credit, people will be upset and feel like they spent too much (experienced a loss) when they pay by credit. If you tell people the standard price is the credit price with a potential discount if you pay by cash, then people will not feel bad about using credit because they simply missed a discount (gain). In either case the prices are the same. The only difference is that it was System One at work when they should have used System Two to realize both situations are the same. If these insights sound interesting or useful to you, then you will appreciate this book! 

About the Author

Lt Col Joel McKowan is an Individual Mobilization Augmentee assigned to the Financial Management Directorate Air Combat Command at Langley AFB, Hampton VA.



BOOK REVIEW



DEAMS Celebrates New Opportunities in the New Year

by Mr. Todd M. Baker, DEAMS Functional Management Office

HAPPY NEW YEAR, FROM THE DEAMS FMO!

This is really the non-FMer new year, since our new year started back on 1 October, and we are already well on our way to meeting goals for both Fiscal Year 22 and Calendar Year 22.

Agile Software Development

In last month's article, I announced many system updates installed since the beginning of the fiscal year, designed to improve performance, interface and reporting accuracy, and overall auditability for the Air Force and its business partners. The Defense Enterprise Accounting and Management System (DEAMS) program continued to install software updates in December. Most notably for Airmen, was the resolution of a funds check issue with Defense Travel Service funds for Transportation Working Capital Fund (TWCF) travel orders. Additional December updates corrected errors users received when making corrections to Prior Year Agreements. For our Defense Accounting and Finance Service (DFAS) partners, we have automated the process which generates Defense Departmental Reporting System (DDRS) files, eliminating a time-consuming manual process. Additionally, updates to data records for several interfaces and code tables reduced transaction rejects, also eliminating the need for manual intervention.



In 2020, Congress identified DEAMS as an Air Force pilot program for the application of Agile software development processes. Since this designation, the DEAMS Functional Management Office, the DEAMS Program Management Office, the System Integrator, the Air Force Accounting Operations Center, and other stakeholders, have been applying Agile software development concepts to the development, testing, and installation of DEAMS system updates.

When applying Agile concepts, DEAMS system updates are organized, developed, and managed on 12-week cycles, referred to as Program Increments (PI), which coincide with our fiscal quarters. To strategize and prioritize requirements, DEAMS stakeholders participate in PI Planning Events in the last month of each quarter. The most recent PI Planning Event occurred in December 2021 for PI 10, which began 1 January 2022. Approved, prioritized requirements are then distributed to four Agile teams to begin their development and testing. The primary focus for three of those teams is on (1) mandated Reporting requirements, (2) Treasury Direct Disbursing, and (3) G-Invoicing. These requirements were directed by the Office of the Secretary of the Air Force for Acquisition in January 2021. The fourth team focuses on mitigating backlogs, correcting defects, and implementing system enhancements.

A couple of the updates users can expect to see in the next three months will be solutions to properly account for Prior Year Adjustment (PYA) upward and downward adjustments, and the ability to submit "blue dot" changes and approve requisitions without running into unclearable system errors causing delays and potential resubmission of documents. Another priority in the works is to improve Civilian Pay Accounting processing times. This issue has been a real struggle in recent months and is an essential fix needed for our next round of deployments.

Our DFAS partners will continue to see improvements to interfaces as we automate more of the processes currently requiring manual involvement. DEAMS interfaces and processes will also be updated to comply with a government-wide mandate to implement GSA's Unique Entity Identifier as a replacement for the Data Universal Numbering System (DUNS) vendor identification code. We will continue to make progress towards the completion of phase one of Treasury Direct Disbursing,



DEAMS Celebrates New Opportunities in the New Year (cont.)

implementing Oracle® Business Intelligence Enterprise Edition (OBIEE) Reports, and putting the structure in place to support G-Invoicing. Many of these efforts are codependent on each other, and it can be a delicate balance to keep the system operational and performing at full capacity while making updates to provide new and/or improved capabilities to users.

Miscellaneous Payments Implementations Continue

Implementation of the Miscellaneous Payments process barely slowed down for the holidays as the Deployment/Training team completed classroom and on-the-job training (OJT) for ten Air National Guard (ANG) bases in December. As of early January 2022, 2.3K users at 109 units have been trained on miscellaneous payments transactions in DEAMS since October 2020. Continuing in January, the team will train users

Recent and Upcoming ANG Miscellaneous Payments Implementations

December 2021	January 2022	February 2022
103 FW, Bradley, CT	117 ARW, Birmingham, AL	146 AW, Channel Islands, CA
158 FW, Burlington, VT	145 AW, Charlotte, NC	147 FW, Ellington, TX
130 AW, Charleston, WV	188 FW, Ft Smith, AR	144 FW, Fresno, CA
132 FW, Des Moines, IA	CRTC, Gulfport, MS	125 FW, Jacksonville, FL
122 FW, Ft Wayne, IN	134 ARW, Knoxville, TN	150 FW, Kirtland AFB, NM
179 AW, Mansfield, OH	169 FW, Columbia, SC	123 AW, Louisville, KY
193 SOW, Middletown, PA	186 ARW, Meridian, MS	163 AW, March AFB, CA
166 AW, New Castle, DE	159 FW, New Orleans, LA	129 RQW, Moffett Field, CA
106 RQW, Suffolk, NY	139 AW, St Joseph, MO	152 ARW, Reno, NV
CRTC, Volk Field, WI		138 FW, Tulsa, OK

Recent and Upcoming ANG Miscellaneous Payments Implementations

at nine more ANG units and begin preparing another ten ANG units for February. Simultaneously, we are preparing for the USAFE implementations, with training scheduled for late February and early March at eight bases. As I write this article, most bases are open for onsite classroom and OJT, with only one base currently closed due to COVID-19 restrictions, but understand that can change. The Deployment/Training team monitors Health Protection Condition (HPCON) status at implementation locations daily, and is ready to adjust schedules as necessary.

Miscellaneous Payments Training Opportunities

On a monthly basis, the DEAMS Deployment/Training Team offers *Train It* sessions to any user who wants to brush up on their skills. *Train It* sessions are offered over the course of four days with a two-hour class each day on varying topics. The upcoming *Train It* schedule is pictured to the right.

If you are a new Miscellaneous Payments user, consider attending the two-day DEAMS Miscellaneous Payment Course. This course is typically offered during the third week of the month running from 1000-1600 Eastern Time (ET). Visit the [FM Systems Training](#) page to find details on the next available offering.

Train It Schedule (1100-1300 ET)

24-27 Jan	21-24 Feb	21-24 Mar
Day	Topics	Duration
1	Supplier & Vendor	2 hrs
2	Purch Requests & Purch Orders	2 hrs
3	Receipts & Invoices	2 hrs
4	DAO Review/Approval	2 hrs

Train It training schedule

For more information on DEAMS Agile software development activities, or the DEAMS miscellaneous payments implementations or training, please contact the DEAMS Strategic Communications Team at SAF.DEAMS.StratComms@us.af.mil.



DEAMS Users Group on milBook: Hot Hits

by Ms. Jeannette "Jenny" Beer, AFAOC

The Defense Enterprise Accounting and Management System (DEAMS) Users Group on **milBook** has increased in popularity and user engagement in the last year and for good reason. The fact is, you can find something new every day on the platform from Air Force Accounting Operations Center (AFAOC) and DEAMS Subject Matter Experts (SMEs) who regularly share crucial information and provide answers to both common and difficult questions. Let's take a closer look at some recent posts attracting attention in the DEAMS Users Group.

UPDATED CONTRACT PTEO REQUEST FORM

In the October 2021 Monthly Users Forum, Ms. Casey Jo Langbehn, Defense Accounting and Financial Services (DFAS), DEAMS Functional Management Office (FMO), presented an in-depth video series providing an overview of changes to the Contract Project, Task, Expenditure Type, and Expenditure Organization (PTEO) form and process implemented 1 November 2021. Each video details the following: Form Overview, Customer Overview, Requestor Information and Project Type/Template, Project Information Section, Task Overview, Communication from DFAS, and Considerations for Existing Projects. The post has been viewed over 1,500 times.

NOVEMBER 2021 ANALYTICS APP INTRODUCTION

In late November 2021, the Data Analytics team made significant changes to the AFAOC Analytics Application hosted in PowerBI. In this introductory video, Mr. Joshua Johnson, AFAOC Data Analytics SME, walks users through the new application layout and explains the changes, updates, and way ahead. The team updated the backend data modeling process for faster refreshes and future expansion, which resulted in an overhaul of the front end (user view). Notable changes include visualizations, additional filters, DEAMS ticket search by description, consolidation, and so much more!

GOVERNMENT PURCHASE CARD (GPC)


AFAOC is keeping a close eye on GPC issues this fiscal year, and here are two of the most popular GPC-related posts.

- **How to Decrease GPC Purchase Orders**

Mr. Al Castaneda, Major Command SME (MCSME) for Air Education and Training Command, details how to decrease purchase orders in DEAMS. Links to relevant job aids are included and updates to the post have been made to reflect process improvements over time. The post was originally published in September 2020 and is still one of our most popular posts with over 3,500 hits.

- **Validating GPC Balance**

Mr. Antonio Hamilton, MCSME for U.S. Air Force in Europe, asks the question, "Do you have enough funding on your Calendar Year GPC Air Force (AF) Form 4009 to cover this billing cycle's charges?" in his December 2021 post showing how to validate GPC balances prior to the GPC Billing Cycle closing on the 19th of each month. By reviewing the balance ahead of the statement/bill, DEAMS users do not need to wait to act until they have been notified that their GPC account's AF Form 4009 is on the DEAMS GPC Releases Erred report.

This is just a sample of the wealth of information available on the DEAMS Users Group every day. If you perform a search and do not find what you are looking for, post a question to the group and a team member will assist you. Continue to visit the **DEAMS Users Group** for regular announcements, helpful information, and answers to your financial system questions. 



Big, Big, Huge Changes Coming for Individual Development Plans (IDPs)

There are BIG changes coming for IDPs this year! Beginning in April 2022, IDPs will be completed in **myVector**. If you previously used myFMCareer for your IDP and would like a copy to help with updating myVector, log in to **myFMHub** to download your historical IDPs from your dashboard now. myFMHub IDP functionality will sunset on 31 March 2022.

While you are there check out the latest updates on myFMHub:

- Updated **CDE toolkit** from the our FM Civilian Career Field Team
- Fiscal Year 2021 FM and Comptroller **Awards** winners
- FM specific Teams and MilSuite links on the **Collaboration** page

Haven't taken the education and training survey yet? Don't miss out—take it before 15 February 2022 at <https://go.usa.gov/xMHG2> or from the top of the myFMHub home screen today!

Looking for a guided tour through the site? We've got you! Sign up for a demo and learn about myFMHub's functionality, along with tips and tricks for navigation. Sign-ups are located at: <https://go.usa.gov/xMfgY>.

Looking for FM Training?

The new fmVisionExchange (previously known as Brown Bag Training) provides a variety of Financial Management and Leadership-focused courses each month. Check out the full schedule and registration details for these trainings by clicking on the fmVisionExchange training tab on the **FM Online CET Resources page**.



- Courses are open to active members of the DoD FM Certification Program
- Common Access Card access is required for training registration
- Students will receive one credit for each completed training session toward their initial certification or Continuing Education Training (CET) requirement

Questions? Please contact the **DoD fmVisionExchange Training Program Team**.

Listen Up!

By most accounts, China is our primary pacing threat. Follow the conversation with the **ChinaPower Podcast** hosted by Bonnie S. Glaser, Director of the Center for Strategic and International Studies. The China Power Project dissects critical issues underpinning China's emergence as a global power.

