



AGA

INLAND EMPIRE OF CALIFORNIA CHAPTER



The Bottom Line

Volume LIII, Issue 1, September 2015

The First Professional Development Meeting

“Identity Theft” with Lolita Harper

on September 23, 2015

See details on page 5.

Please visit www.aga-ie.org for more info & updates.

Chapter Awards details on page 3 and raffle prize winners on page 7.

UPCOMING EVENTS:

SEPTEMBER LUNCHEON

Wednesday, Sep 23, 2015

11:30 am - 1:00 pm

Inland Regional Center

1365 S. Waterman Ave,

San Bernardino

OCTOBER LUNCHEON

Wednesday, Oct 14, 2015

11:30 am - 1:00 pm

Inland Regional Center

1365 S. Waterman Ave,

San Bernardino

Inside This Issue:

President's Message	2
Chapter Awards	3
Internet Resources	4
Professional Development Meeting	5
Employment Opportunities	6
Article of Interest	8-9
National and Regional AGA News	10
Volunteer and Community Services	11-12
Nominate Member of the Year	13
Nominate Outstanding Contribution to Government Accounting	14

**Become a Fan of AGA
Inland Empire Chapter
on Facebook**



About The Bottom Line:

AGA Inland Empire Chapter's monthly newsletter, *The Bottom Line*, covers member and AGA activities at both the Chapter and National levels. *The Bottom Line* features Chapter news, developments within the profession and articles of interest to members. Opinions and beliefs expressed in *The Bottom Line* are those of the contributors and do not necessarily reflect those of the AGA.

We welcome and encourage members to send us original or reproduced articles that may be of interest to our members for publication in our newsletter. Articles are due by the end of the second week of each month.

Editorial contributions, ideas, or suggestions should be sent to the Newsletter Chair at events@aga-ie.org.

President's Message

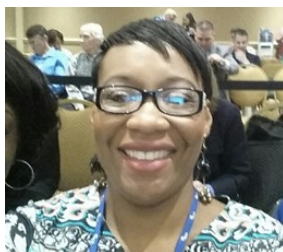
Greetings Fellow Accountability Professionals,

I hope you are ready for a fantastic AGA year! As we gear up for the first professional development meeting (PDM), we would like you to know that your chapter executive committee is committed and working hard to bring you the most relevant and current topics from some of the best speakers around; and most importantly some even better tasting food. :) Like all the prior years, this is going to be a great one!

September is the month to "Dress for Success", your chapter executive committee will be hosting a professional attire charity drive to help promote economic independence of disadvantaged women in the Inland Empire. We will accept slightly used or new professional suits, business clothes and handbags. You may bring your items to the PDM or see your local AGA representative before September 30, 2015. Please help us give back to our community! Your participation is really appreciated.

Our First PDM on September 23, will feature Detective Lolita Harper, a detective at the Chino Hills Police Station where she investigates all crime from identity theft to attempted murder. Lolita will give a presentation on Identity Theft. On October 7th the chapter committee will attend the "Meet the Firms" event hosted by Beta Alpha Psi at Cal State University San Bernardino. This will be a great opportunity to recruit our future accountants and we look forward to attending this great event. October 14th we will host the next PDM with an expert speaker in the field. The topic will be "The Affordable Care Act" and how it has or will affect our County.

Please mark your calendars and make plans to attend these exciting meetings.



I look forward to seeing you. Thank you for your support.

Sakura "Shay" Younger

President, AGA Inland Empire

Annual Training Calendar

Date	Location	Subject	Speaker/Agency
Sep. 23	SB Inland Regional Center	Identity Theft	Lolita Harper
Oct. 14	SB Inland Regional Center	Affordable Care Act	TBA
Nov. 12	SB Inland Regional Center	Forensic Auditing Internal Control	LA County-Seminar Denise Mejico -Lunch

Please check the website (www.aga-ie.org) for location address and directions

The Bottom Line

Chapter Officers:

President

Sakura Younger
Sakura.Younger@atc.sbcounty.gov

Past President

Reginald Arhin, MBA, CGFM
rarhin@co.riverside.ca.us

President-Elect

Position Open

Secretary

Tobi Babalola
Tobi.Babalola@atc.sbcounty.gov

Auditor

Position Open

Treasurer

Sydney Harris
Sydney.Harris@hss.sbcounty.gov

Membership Chair

David Bobbitt, CPA, CGFM
dbobbitt@csusb.edu

CGFM Chair

Reginald Arhin, MBA, CGFM
rarhin@co.riverside.ca.us

Webmaster

Position Open

Hospitality Chair

Linda Tostado
ltostado@hss.sbcounty.gov

Historian

Position Open

Education Chair

Ali Chemkhi, MBA, CPA
Ali.Chemkhi@atc.sbcounty.gov

CHAPTER AWARDS

CONGRATULATIONS!!

The recipients of the 23rd Annual Richard Curtis Memorial Scholarships are:

**Claudia Cisneros and
Karen Kenzie**

Member of the Year :

Gloria Vasquez

Outstanding Contribution to Accounting

Charles Hester

Thank you to all the students for attending our May PDM!

Pedro Aguirre, Chris Anderson, Shelly Carso, Corina Gayton, Xiaoxu Moran, Christopher Thomas-Medina, Enrico Tobing and Bianca Torres

A very special Thank You to all our members!

Raffle prize winners are listed on page 7.

WAY TO GO AGA!!

The Inland Empire Chapter of California was presented with TWO awards at the AGA National Professional Development Training July 12-15, 2015 in Nashville, TN.

IA Chapter Platinum Award

Honorable Mention for Chapter Newsletter

Chapter Officers:

Community Services Chair

Lena Crowley, CPA

Lena.Crowley@atc.sbcounty.gov

Scholarship and Awards Chair

Position Open

Employment Chair

Rhonda Neill

Rhonda.Neill@hss.sbcounty.gov

Newsletter Chair

Linda Tostado

ltostado@hss.sbcounty.gov



[Renew Now!](#)

Don't miss a moment of the
benefits of AGA membership:
trainings, publications, and more...

AGA Regional Representatives:

West Coast Vice President

Al Quint

al5quint@surewest.net

West Coast Vice President Elect

Alexander R. Guiang

agasiliconval@sbcglobal.net

Internet Resources

Local Chapter Website: <http://www.aga-ie.org>

National Website: <http://www.agacgfm.org>

Also, look under "Government Financial Management Resources" on the Internet. This section has links to most of the accounting organizations, standards setting bodies and federal agencies.

Also check out these websites:

<http://www.gfoa.org/>

<http://www.specialdistrictcareers.com>

<http://www.govexec.com/>

<http://www.accountingweb.com/>

<http://www.csac.counties.org/>

<http://www.governing.com>

AGA offers FREE, online ToolKits and guides to help financial professionals working at all levels of government do their jobs better.

[agacgfm.org](http://www.agacgfm.org)

-Fraud Prevention, Risk Assessment, etc...



We are currently seeking a Chapter webmaster!

If you are interested please send an
email to Shay at
Sakura.Younger@atc.sbcounty.gov.

Share the good news! If you or someone in your office has reached a career milestone, completed training or received certification, earned a promotion, or accomplished a personal goal, please forward the information to events@aga-ie.org to be posted in *The Bottom Line*.

Professional Development Meeting

From Linda Tostado

SEPTEMBER LUNCHEON

Wednesday, September 23, 2015

11:30 am - 1:00 pm

Inland Regional Center 1365 S Waterman Avenue, San Bernardino

(Directions on page 11)

“Identity Theft”

Speaker: Lolita Harper, Detective, San Bernardino County Sheriff Department

Menu: Italian

Cost: \$25.00 Members
\$30.00 Non-Members
\$10.00 Student Members
\$14.00 Student Non-Members

Reservations: call (909) 383-9658 or
email events@aga-ie.org

Deadline: Friday, September 18, 2015, 5:00 pm

IMPORTANT:

Please remember if a reservation is made but unattended, then the attendee is responsible for payment. (But if you let me know before the meeting that you will be unable to attend, I might be able to sell your ticket to someone who requests a reservation after the deadline.)

SORRY - NO REFUNDS FOR LUNCH CANCELLATIONS

About Our Speaker

Lolita Harper, a Southern California native, graduated from the University of Southern California with a degree in Print Journalism. She worked as a reporter for five years at the Los Angeles Times and The Sun newspapers. After covering various police departments as a reporter, Harper found her true calling in law enforcement. She was hired by the San Bernardino County Sheriff's Department and graduated from the San Bernardino County Sheriff's Academy in 2005. She worked 5 years on patrol for the Fontana Station and 3 years at the Public Affairs Division before being promoted to the rank of detective. Harper is now a detective at the Chino Hills Station where she investigates all crime from identity theft to attempted murder.

Let us know what you think!!

Share your thoughts with us at our Facebook page:

Association of Government Accountants - Inland Empire Chapter

<http://www.facebook.com/pages/Association-of-Government-Accountants-Inland-Empire-Chapter/242852859088346>.

Employment Opportunities

From Rhonda Neill

Agency: Riverside County
Job Title: Administrative Analyst II (DPSS)
Closing Date: Sep 21, 2015
Salary: \$47,188 to \$74,400 annually
Website: www.rc-hr.com

Agency: Riverside County
Job Title: Senior Accountant
Closing Date: Sep 28, 2015
Salary: \$48,093 to \$75,816 annually
Website: www.rc-hr.com

Agency: Riverside County
Job Title: Principal Accountant
Closing Date: Oct 13, 2015
Salary: \$68,323 to \$109,990 annually
Website: www.rc-hr.com

Agency: City of San Bernardino
Job Title: Accountant III
Closing Date: Until filled
Salary: \$58,368 to \$70,944 annually
Website: www.sbcity.org/jobs

Agency: San Bernardino County Court District
Job Title: Internal Auditor
Closing Date: Until filled
Salary: \$61,963 to \$79,102 annually
Website: www.sb-court.org

Agency: Cal State San Bernardino
Job Title: Administrative Analyst
Closing Date: Until filled
Salary: \$46,764 to \$73,704 annually
Website: www.csusb.edu

Agency: Cal State San Bernardino
Job Title: Senior Budget Analyst
Closing Date: Until filled
Salary: \$55,332 to \$93,012 annually
Website: www.csusb.edu

Agency: Cal State San Bernardino
Job Title: Principal Cost Allocation and Policy Analyst/Budget Office
Closing Date: Until filled
Salary: \$70,0896 to \$120,012 annually
Website: www.csusb.edu



Nominate the next Member of the Year

If you would like to nominate someone for Member of the Year, please complete the form on page 13.



Visit AGA's Career Center at
<http://aga.careerbank.com>



**23rd Annual Richard Curtis
AGATM Scholarship Fundraiser Raffle
INLAND EMPIRE OF CALIFORNIA CHAPTER**

Drawing: 11:30am May 20, 2015

@ The Hotel

WINNERS OF THE PRIZES BELOW ARE:

Apple iPad Air TANYA HARRIS

9.7" display, Silver, 16GB hard drive



Portable Speaker MARY ANNE ELIASZ

\$25 Gift Cards

Bath and Body Works-ESTER MURO, Chilis -MICHEAL ALEXANDER,

Macy's-SANDRA WOOD, Olive Garden-MARY BARBER



2 AMC Movie Tickets -MARY BARBER

See's Candies One Pound Gift Certificate LINDA PRICE

See's Candies One Pound Peppermints

See's Candies One Pound Toffee-ettes TANYA HARRIS

Starbucks Gift Cards \$10 JOON CHO



CONGRATULATIONS TO YOU ALL!!!!

**Thank you for supporting AGA's efforts to provide
scholarships to deserving students.**

(Gift Cards & movie tickets support the fundraising efforts of Aquinas High School)

How Your Firm Can Attract and Keep Millennial Talent

by Robert Cummings, Sheila Grice, and Nicole Modzelewski on Jun 17 2015

Attracting and retaining talent from the millennial generation has been a significant challenge for many organizations. As an employer, it is important to know what will appeal to this generation of employees and adjust your recruiting and training practices accordingly. By adapting to the new way of thinking that millennials bring to the workplace, staying attuned to the things they value, and creating career-long learning opportunities, accounting firms can attract, develop, and retain skilled millennial talent.

Based on a number of surveys of millennials carried out by prominent global accounting and advisory firms, a number of trends and best practices can be identified and leveraged.

It All Starts with Effective Recruiting

Establishing your practice as an attractive destination is an important first step to recruiting millennial talent. Millennials want you to give them a reason to be interested in your business – preferring to join organizations they see as benefiting society and the environment, not just their checkbooks. Being involved in charitable activities, cultural sponsorships, and networking events are all key to attracting millennial talent. Highlighting your environmental and social obligations also makes your brand more desirable. Social media, such as LinkedIn, Facebook, and Twitter, are all important tools for developing your practice's brand.

Millennials also expect honesty and openness in the workplace. Transparency is crucial, beginning with the interview process. Businesses

that insist on the “need to know” style of communication will find their pool of millennial talent drying up fast.

In certain instances, millennials may also appear to emphasize their personal development over the short-term organizational needs of the company. This is not necessarily an egocentric view, as it may derive from a belief that these actions will allow them to have a direct, positive impact on the organization in the long-term.

Millennials also desire flexibility in terms of where, when, and how they work. They tend to prefer organizations that allow them to leverage technology to perform their duties in a nontraditional or tailored manner. A business that can offer them opportunities for career growth, along with flexibility on the means of achieving it, will have a major advantage in recruiting and retaining the best talent.

How to Retain and Develop Millennial Talent

Like any other employee, newly hired millennials receive orientation and onboarding. However, millennials have higher expectations when it comes to professional development than previous generations. They believe that training should be focused, customized, and directed toward their career advancement and personal development. Individual growth plans are key to developing talent in a manner that is mutually beneficial to the individual and the organization. Creating such plans collaboratively with a coach or mentor enables the individual to take control of their career development, while ensuring that it aligns with *(continues on next page)*

How Your Firm Can Attract and Keep Millennial Talent

Continues from page 8

organizational goals. It is also necessary to include substantive milestones, such as obtaining an industry certification or advanced degree, that align to the individual's career development.

Millennials, generally, prefer to learn by doing. Therefore, interactive training and real-world problem-solving experience appeals to them. Pairing inexperienced millennials with seasoned executives, who can provide guidance and regular feedback, is an effective development technique.

Millennials want to clearly understand how the work they are doing impacts their organization as a whole, and how their ideas can be communicated to management and potentially implemented. Helping individuals understand larger organizational goals requires employers to offer a diversified work experience that promotes interaction with colleagues in other functional roles. Millennials thrive on this type of broad work experience and collaborative action. Rotation programs that provide exposure to multiple functional areas and working in cross-disciplinary, multilevel teams enhance the work experience and may improve the retention level of millennial talent.

Also, while it is unnecessary – and quite impractical – to include all resources in high-level organizational decisions, it is important to provide a clear and concise rationale for these decisions. This will increase organizational buy-in and prepare your team for the tough decisions they will need to make as the next generation of leaders.

Finally, annual reviews are no longer sufficient. Organizations that provide regular, timely, and detailed feedback are very attractive to millennials as it allows them to course-correct as needed. Feedback should be a combination of informal, on-the-job discussion and coaching, as well as more formal milestone- or project-based reviews. It is important to understand that it is not only the substance of the feedback, but also the delivery of it, that will make an impression. Informative feedback that takes into account big-picture decision-making will have the most impact.

In conclusion, attracting and retaining millennial talent requires a significant shift in the way organizations view younger resources. Millennials view more experienced colleagues not only as potential mentors, but also as peers, and they want to be treated as such. Effectively communicating organizational goals and how the individual fits into them is a great first step in attracting talent. Allowing millennials to develop through individualized career tracks with support and guidance from organizational leaders will keep them vested in growth – both the organization's and that of their own careers.

Developing these individuals into the next generation of organizational leaders is a tremendous task, but you may find that their perspective and the insights they bring are key to propelling your organization to future success.

About the authors: Robert Cummings, CPA, is a partner, Sheila Grice, CPA, is a manager, and Nicole Modzelewski, EA, is a senior tax accountant at WeiserMazars LLP.

National and Regional AGA News

AGA is Celebrating 65 years!

Help us congratulate these four chapters with milestone anniversaries this month.

Sept. 1: Guam - 45 years

Sept. 8: Virginia Peninsula - 55 years

Sept. 13: Central Pennsylvania - 55 years

Sept. 14: Washington, D.C. - 65 years

Government Finance Case Challenge

Student teams will collaboratively analyze data for a specified U.S. state, city or county government and develop a Citizen-Centric Report (CCR). **Register by Sept. 28.** [Read more](#)

AGA & Industry News

[Skyrocketing Court Fines Are Major Revenue Generator for Ferguson](#) — Mike Maciag, *Governing*

[19 agencies receive accountability awards](#) (May 21, 2015)
— Jory Heckman, Federal News Radio

[AOC congratulates Architect of the Capitol, FTC, SEC and USPTO for winning the Association of Government Accountants' CEAR award](#) (May 21, 2015) — AOC Solutions, AOC Solutions Press Release

[Council Trying to Create a Performance Culture Snowball Effect](#) (May 06, 2015) — Jason Miller, Federal News Radio

[Ann Ebberts, CEO, AGA on Federal News Radio](#) (May 04, 2015) — Federal News Radio

AGA Calendar:

Internal Control & Fraud Prevention Training

Sep. 15-16, 2016

Washington, D.C.

Federal Financial Systems Summit

Jan. 19, 2016

Washington, D.C.

National Leadership Training

Feb. 23-24, 2016

Washington, D.C.

Professional Development Conference

July 17 - 20, 2016

Anaheim, CA



Are you prepared for AGA's CGFM Exams?

The CGFM Training Series

Consists of three courses, offered throughout the U.S.

- ★ Develop a broad base of knowledge in government auditing, accounting, financial management and budgeting
- ★ Get up-to-date information on the latest policies and procedures
- ★ Discover how to work more effectively in government environments and on related projects



Upcoming Audio/ Web Conferences 2015-2016

- Sep 23 Ensuring a High-Quality Financial Management Workforce for the Future
- Oct 7 Government Innovation: an imperative, not an oxymoron
- Oct 21 Fraud Prevention
- Nov 4 OMB Uniform Guidance: impact on the grant community

The audio/web conferences are held on
Wed 2–3:50 p.m. ET

Volunteer and Community Services

Members interested in helping the community are encouraged to participate in a community event of their choice and provide information to the chapter for inclusion in the newsletter.

Please donate whole blood, plasma, or platelets. It's the gift of life!

Our chapter has an ongoing blood drive with the Blood Bank of San Bernardino and Riverside Counties for the community blood plan. Please write "GCAG" in the donor group. If you have questions, donor centers are located in San Bernardino (909-885-6503), Riverside (951-687-2530), Ontario (909-987-3158), and High Desert (760-949-6344), Upland (909)920-0625.

Nominate the next Outstanding Contribution to Government Accounting Award

If you would like to nominate someone for this award, please complete the form on page 14.

2015 - 2016 Chair Members Nominations

If you would like additional information or would like to nominate someone for the following positions please contact Sakura.Younger@atc.sbcounty.gov

The following are open Chapter Officer positions:

Board Positions

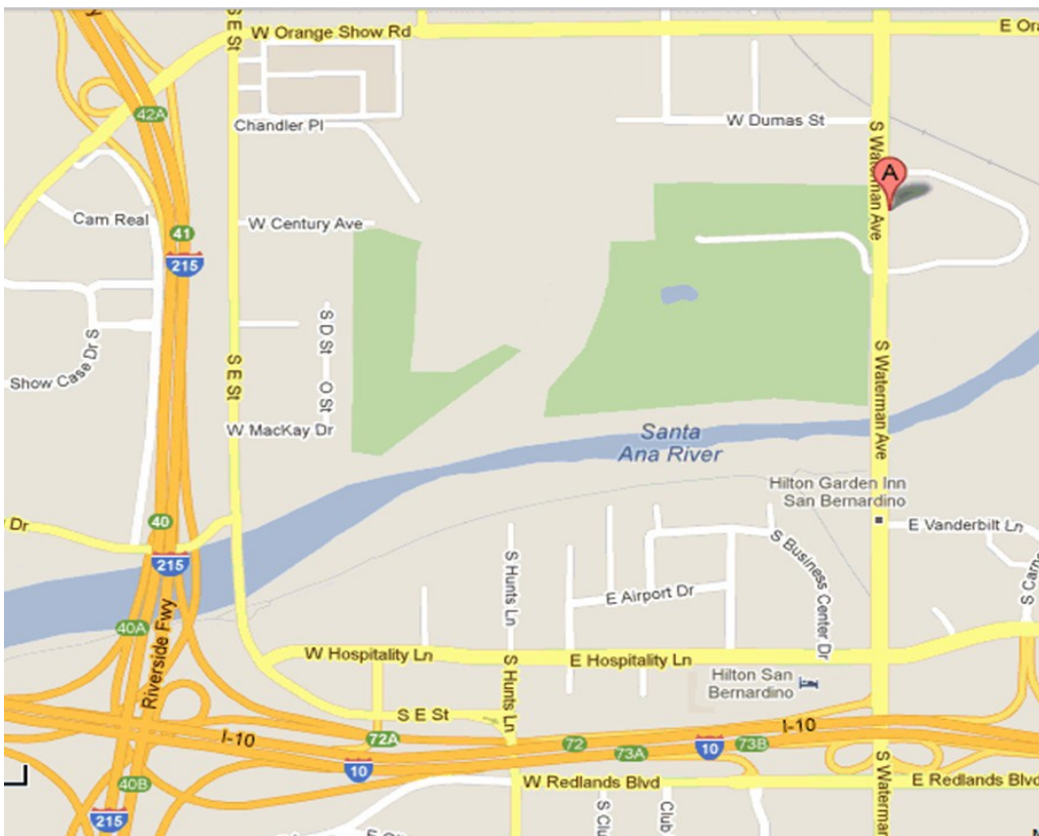
-President-Elect

Chapter Chair Positions

-Awards/Scholarship –Webmaster

-Accountability –Early Careers

–Historian –Research



Professional Development Meeting

Inland Regional Ctr
1365 S. Waterman Ave
San Bernardino, CA

From the I-215 FWY,
East on I-10, North on
S. Waterman Ave

On east side of street

Volunteer and Community Services



DRESS FOR SUCCESS®

Going Places. Going Strong.

YOUR LOCAL AGA CHAPTER IS HOSTING A “DRESS FOR SUCCESS”- PROFESSIONAL ATTIRE CHARITY DRIVE

Let's help promote the economic independence of disadvantaged women in the Inland Empire! Will accept suits, business clothes, unused makeup, handbags etc.

All articles of professional clothing will be donated to the Dress for Success Riverside affiliate.

If you would like to participate, please give slightly used or new women's professional attire to your local AGA representative before **September 30, 2015**

If you have any questions,
please contact Lena Crowley at:

Lena.Crowley@atc.sbcounty.gov or (909) 386-8659



NOMINATION FORM: MEMBER OF THE YEAR

Date: _____

To: AGA CEC, PO Box 692, San Bernardino, CA 92402-0692 or e-mail events@aga-ie.org.

Nominator: _____

Contact Info: _____ (email address)

_____ (phone - optional)

Nominee's Name: _____

Nominee's Employer: _____

Department: _____

Job Title: _____

Email: _____

Phone Number: _____

Reason(s) for Nomination:

NOMINATION FORM: OUTSTANDING CONTRIBUTION TO GOVERNMENT ACCOUNTING

Date: _____

To: AGA CEC, PO Box 692, San Bernardino, CA 92402-0692 or e-mail events@aga-ie.org.

Nominator: _____

Contact Info: _____ (email address)

_____ (phone - optional)

Nominee's Name: _____

Nominee's Employer: _____

Department: _____

Job Title: _____

Email: _____

Phone Number: _____

Reason(s) for Nomination:
