

ASMC/Grant Thornton 2010 Survey

Online Questionnaire for Defense Financial Professionals

Membership in ASMC

1. Are you a current member of the American Society of Military Comptrollers?
 - a) Yes
 - b) No {screen skips to Question 3}

2. ASMC will award \$300 to the local ASMC Chapter that has the highest response rate for this survey and lower amounts to the Chapters with the second and third highest rates. To ensure that your response is counted for your Chapter, please choose the Chapter name from the drop down menu below.

{Drop down menu with Chapter names}

Demographic information

3. Are you currently a:
 - a) Federal civilian employee
 - b) Active duty military {Skip to 5}
 - c) Employee of private organization {Exit}
 - d) Academic {Exit}
 - e) Retired {Exit}
 - f) Other {Exit}

4. Current grade level (select your GS level, NSPS group or other civilian classification below—make only one selection)
 - a) GS-7 or below
 - b) GS-8 to GS-11
 - c) GS-12 or GS-13
 - d) GS-14 or GS-15
 - e) NSPS Professional/Analytical (YA)
 - f) NSPS Technician/Support (YB)
 - g) NSPS Supervisor/Manager (YC)
 - h) NSPS Student (YP)
 - i) Senior Executive Service
 - j) Other (please specify:_____)

{Screen skips to question 6}

5. Current grade level
 - a) Enlisted (E-4 or below)

- b) Enlisted (E-5 or E-6)
- c) Enlisted (E-7 or above)
- d) Officer (O-3 or below)
- e) Officer (O-4 or O-5)
- f) Officer (O-6 or above)
- g) Other (please specify)_____

6. In which component of the Defense community do you serve (department or agency)?

- a) Do not work within the Defense community {Exit}
- b) A federal oversight group, such as OMB, GAO, OPM or a Congressional committee {Exit}
- c) Air Force
- d) Army
- e) Marines
- f) Navy
- g) DFAS
- h) DoD office or agency other than DFAS
- i) Other (please specify)_____

A. PPBE support to the warfighter

With Planning, Programming, Budgeting and Execution (PPBE), the Department of Defense (DoD) increased its emphasis on program performance and results. Budget execution and performance reviews should allow DoD to assess the allocation of resources and determine whether the Department is achieving its planned performance goals against budget estimates.

The following questions will help determine how well ASMC members think PPBE contributes to various functions.

7. How effective is the current PPBE system in supporting to the following tasks of the DoD or Military Services? Please answer on a scale of 0 to 4, with 0 being “not at all effective” and 4 being “very effective.”

(If you do not wish to respond to questions about PPBE, check here to move on to the next section____ {Skip to Section B})

(“NA” means “not applicable to me.”)

Topics	Effectiveness Score					
		Not at all		Somewhat		Very
7.1 Budgeting for joint programming	N A	0	1	2	3	4

Topics	Effectiveness Score					
		Not at all		Somewhat		Very
7.2 Communicating requirements to Congress	N A	0	1	2	3	4
7.3 Controlling cost growth in acquisitions	N A	0	1	2	3	4
7.4 Measuring and reporting performance	N A	0	1	2	3	4
7.5 DoD portfolio management	N A	0	1	2	3	4
7.6 Budgeting for overseas contingency operations (OCO)	N A	0	1	2	3	4
7.7 Execution of funds supporting OCOs.	N A	0	1	2	3	4

8. What do you consider the best attribute of PPBE? What is the worst? (Skip this question if it does not apply to you or if you have no opinion on the answer.)

9. If you could change one thing about PPBE, what would it be? (Skip this question if it does not apply to you or if you have no opinion on the answer.)

B. Transitioning warfighting from supplemental funding to baseline budget

FY 2010 and forward year budget policy is to transition funds used in OCOs from supplemental to base budget funding.

10. What are the lessons learned from the past several years of major supplemental funding for OCOs?

11. From a financial management perspective, what will be the important issues to consider as Defense transitions from supplemental to base funding for OCOs?

12. What can the Defense financial community do to ease the transition from supplemental to base funding for OCOs?

13. What can the Defense financial community do to enhance support to uniformed and civilian financial personnel deployed in OCOs?

C. People supporting the warfighter

14. The financial workforce

14.1 Mixed workforce. At this time, the Defense financial community is a mixed workforce that includes uniformed personnel, civilian employees and contractors.

14.1.1 Does your financial organization contract out financial management work to the private sector?

- Yes
- No (skip to question xxx)
- Other _____
- Don't know/does not apply (skip to question)

14.1.2 Has your financial organization contracted out too much of its financial management work?

- Yes
- No
- Other _____
- Don't know/does not apply

14.1.3 What effect do you expect that recent initiatives to insource or hire more financial personnel will have on the financial workforce in your organization?

14.2 21st century financial workforce. Much has been said about developing a modern financial management workforce within the Defense community.

14.2.1 What do you think will differentiate the 21st century Defense financial professional from the 20th century Defense financial professional?

14.2.1.1 What new financial skills will this professional need?

14.2.1.2 What new non-financial skills will this professional need?

14.2.2 What areas of technical training are most needed in your organization’s financial management workforce now and in 2015? Please select the top three skills by putting a check mark in the blank space to the left of a topic. *Do not check more than three topics in each column.*

	Topic	Need now	Need in 2015
a)	Auditing		
b)	Budget analysis		
c)	Budget planning and formulation		
d)	Budget trends and processes		
e)	Controls (internal, management, funds, etc.)		
f)	Cost accounting		
g)	Cost/price analysis		
h)	Economic analysis		
i)	Financial accounting		
j)	Financial management systems		
k)	Financial services		
l)	Forensics		
m)	Internal audit		
n)	IT systems management		
o)	Management (general management skills)		
p)	Performance improvement methods (to increase productivity, efficiency, & effectiveness)		
q)	Procurement & contract management		
r)	Program performance measurement & evaluation		
s)	Risk management		
t)	Strategic planning		
u)	Other (please specify)		

	Topic	Need now	Need in 2015
v)			
w)	Other (please specify)		

14.2.3 In your financial organization, are there initiatives underway to ensure that financial personnel will have the three most important skills they need now, as you listed in the previous question? Are the initiatives effective? Which initiatives should be continued or discontinued? What new initiatives should your organization introduce?

14.3 Non-financial personnel: What areas of financial training are most needed by your organization’s non-financial managers? Please select the top two skills by putting a check mark in the blank space to the left of a topic. *Do not list more than three topics.*

- a) Budgeting
- b) Cost accounting
- c) Cost analysis
- d) Measuring program performance
- e) Risk management
- f) Other (please specify)

14.4 Personnel systems. The Defense Authorization Act of 2010 effectively ended the National Security Personnel System (NSPS). Why do you think that NSPS did not succeed for the financial (0500) series of civilian job classification? Are there positive aspects to NSPS that should be carried over to future personnel systems for the 0500 series?

14.5 Career paths

14.5.1 Does your financial organization have a formal mentor system (or related program) to help prepare financial professionals for the future?

- Yes
- No
- Other _____
- Don't know/does not apply

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14.5.2 Do financial personnel in your organization have clear career paths for professional advancement?

Yes

No

Other _____

Don't know/does not apply

14.5.3 Do you have a clear path for your own professional advancement?

- Yes
- No
- Other _____
- Don't know/does not apply

D. Information technology

15. What would you like the leaders and managers of DoD and Military Service management information systems and services to know about your information needs?

E. Top concerns

16. Taking into account both your job's professional aspects and effects of it on your personal life, how much do you enjoy your current job?

- j) Enjoy it a lot
- k) Enjoy it most of the time
- l) Mixed feelings about my job
- m) Most of the time do not enjoy it
- n) Do not enjoy it at all

17. What are your top three concerns about financial management in government in the future?

1.

2.

3.