

Jeffrey "Scott" Hedrick



**Work Experience:**

**08/2018 - Present: Executive Director,**



**Senior Civilian Advisor:**

- Served as the senior civilian advisor to the Commanding Officer (CO) and Executive Officer (XO) regarding strategic planning, operations management, and personnel issues. Planned, managed, directed and advised command leadership on a variety of subjects to include:

Operations at the Pacific Missile Range Facility with emphasis on management processes of the supply annex for the next BOS/ROS contract solicitation.

Worked with the Labor Management Forum to establish working groups to enhance employee training plans.

I reinvigorated the Barrier Analysis Team and added Union representation and Navy and Air Force military to the team. We held two meetings and outlined command level plans, goals and objectives for addressing our diversity challenges.

Re-established the Federal Employee's Association. In this capacity, I oversaw the turnover of the Chairperson and Funds Administrator. Coordinating multiple meetings with MWR, we put the FEA on good ground and cleared 9 months of a retirement gift backlog.

Initiated and presided over the turnover of the Responsible Inventory Accuracy Officer from NAVSUP Headquarters to our command.

**08/2014 – 07/2018: Business Director,**



**Budgetary Planning and Execution:**

- Directs policy, program planning, and program execution for the organization. Manages, supervises, and coordinates logistical activities for a complex organization. Financial management director, develops command budget plans, monitors budget execution and advises senior military and civilian managers on budgetary controls and practices. This includes oversight of \$34M in labor and \$9M in non-labor funding. In this capacity I make logistic, strategic manpower, and financial decisions for the regional NAVSUP Fleet Logistics Center located at Joint Base Pearl Harbor Hickam. Decisions were made for the entire line of products and services to include:

1. Acquisition / Contracting
2. Fleet Logistics Support
3. Material Management (Air Force and Ocean Terminals)

4. Logistics Readiness Department (a unique skill set given we are the only FLC that owns/operates an Air Force Logistics Readiness Squadron as a result of Joint Base)
5. Fuel Services
6. Transportation / Deployment Function
7. Quality of Life
8. HAZMAT
9. Household Goods
10. Postal
11. Supply Chain

For over 4 years I've been the principal advisor to the CO, XO and Executive Director on logistical operational support and resourcing for all departments. The CO and Executive Director have counted on me to coordinate program matters between all supporting departments, other commands, directorates, and outside agencies to prioritize work by difficulty and capabilities of the work force to ensure effective logistics operations and completion of the mission.

#### Strategic Planning and Systems Integration:

- Manages all resources for labor management and advises the command on where resources should be allocated based on work load analysis and labor funding to include temp, term and over hire positions. In this capacity, I study and provide guidance on all matters relating to reimbursable funding levels and am in charge of the command's civilian human capital strategic plan. This includes workforce planning, recruitment strategies, and all aspects of civilian personnel management.

#### Barrier Analysis Leader and Command Climate Champion:

- I am the leader of the Barrier Analysis Team and responsible for generating the annual MD-715 EEOC report. I'm an expert in EEO compliance and with that a member of the Command Resiliency Team. In the last three years, I've championed 3 special projects associated with the command climate surveys and we have seen significant reductions in complaints in those areas.

#### Analysis in Logistics Management Operations:

- Conducted a business case analysis at the HAZMAT operations on the Navy and Air Force side of the base. The analysis resulted in a consolidated HAZMAT operation and a savings of \$200K per annum.

#### Workforce Manager and Thinker:

- In this capacity, I've built a strong alliance with the Wounded Warrior program, the State of Hawaii Vocational Rehabilitation Office and the Community College Network to promote the hiring of people with disabilities, disabled veterans and recent college graduates. This resulted in the hiring of over 18 vets in FY17, meeting federal goals for hiring people with targeted disabilities and earned recognition as Hawaii's Department of Human Services 2016 Employer of the Year.

#### Senior Civilian Emergency Manager:

- Designs and implements emergency management plans, continuity of operations plans and responses to manmade and natural disasters. I have detailed knowledge of the Command's

## COOP and Emergency Management Plan.

### Human Resources:

- Manages all aspects of military and civilian personnel management to include civilian human resources support and military reserve operations. I am the approving authority for all human resource actions and have assisted many departments in their organizational design. In this capacity, I've assisted our departments in obtaining Reserve support for a variety of operations.

### Labor Management in Logistics Management Operations:

- One of two senior managers that interact directly with labor unions to resolve command wide problems and negotiate changes to existing collective bargaining agreements. After years of team building, I have gained the trust of labor and the labor unions. My efforts have resulted in resolving complex union issues and establishing trust.

### Public Interface:

- Highly sought after as an advocate for hiring people with disabilities. Recently represented our command as a guest speaker at the Pacific Rim Conference to discuss and answer questions about our highly successful Vocational Rehabilitation Hiring Program. The Pacific Rim Conference encourages and respects voices from "diverse" perspectives across numerous areas, including the voices from persons representing all disability areas and is considered one of the most diverse gatherings in the world. In addition, in 2017 I was invited as a guest speaker at two separate Disability Employment Awareness events at Commander Navy Region Hawaii and Pearl Harbor Naval Shipyard to highlight our success hiring people with disabilities. Recently nominated and selected to the Advisory Board for the Hawaii State Division of Vocational Rehabilitation.

### Leadership Development and Training:

- Sought funding from NAVSUP HQ and piloted a leadership program for non-supervisory personnel. This 6-month program titled "Launching a Leadership Revolution" targeted grades at or below GS-09 and WG-08. Of the 24 graduates, 10 personnel have been promoted. The program resulted in great success and is currently being reviewed as a NAVSUP Best Practice and potential implementation in the entire enterprise. In April 2018, I was awarded the Navy Civilian Meritorious Service Medal for this effort.

### Trust in Management:

- I've developed a broad range and depth of trust here at FLC Pearl Harbor. My peers have confidence in my leadership and lean on me for advice and guidance. Through my mentorship of many of our FLC employees, I've established a strong foundation of trust within the non-supervisory ranks. The unions have faith in my judgement and enter into each negotiation with respect and candor.

### Leadership:

- Supervised 20 personnel GS-13 and below. In this capacity, I oversaw and developed performance standards to successfully evaluate logistics personnel to include creating and advising personnel on logistics program goals and initiatives. I have expert knowledge of performance reviews and performance improvement plans (PIP) and am qualified as a train the

trainer for DPMAP. As a leader, I have delegated authority of programs to subordinate supervisors to include continuous process improvement (CPI), new employee indoctrination, contract management, and a wide variety of other programs. My employees are comfortable in approaching me with issues and I've been successful in identifying solutions for those issues. I've have built a system of collaboration between subordinate supervisors and the workforce to develop and define goals and objectives that meet our mission. My methods have increased buy-in to the mission and vision of the command and have ensured the performance appraisal system is working and healthy.

**10/2010 – 08/2014: Deputy Director, Fuel and Facility Management,** [REDACTED]

**- Inventory and Distribution Logistics Management Operations:**

In this capacity I managed 200M gallons of petroleum representing \$600M in inventory and was responsible for the distribution and storage of all bulk fuel requirements for all DOD customers in Hawaii.

**- Manpower Management and Oversight in Logistics Management Operations:**

I am an expert in human resource/manpower management, workload analysis and strategic planning. I was hand selected to be a panel member on a Chief of Naval Operations Pilot Program that focused on the human resource support center to evaluate how to best implement hiring programs Navy wide.

**- Analysis in Logistics Management Operations:**

In the last ten years I've designed and executed two major organizational shifts within my area of responsibility. The first in 2009 was recognized as a Navy Best Practice and resulted in acquiring funds for a 22% increase in manpower. The second was the result of adding 48 personnel to the department as a function of Joint Base. Within 18 months of Joint Base, we successfully consolidated a department of over 100 personnel resulting in a savings of \$210K per annum through attrition without enacting a reduction in force. The Business Case Analysis I created resulted in the Defense Logistics Agency assuming funding responsibility through the Defense Working Capital Fund for the 48 former Air Force Civilians receiving accolades from the Metal Trades Union and my award of the Navy Meritorious Civilian Service Medal in 2013. My ability to associate positions with mission capability has been recognized.

**- Financial Management in Logistics Management Operations:**

In this position I was responsible for the budget, operating results and readiness of \$3 billion dollars in facilities and the facility maintenance of the command's 50+ buildings. This includes internal oversight and auditing of \$10M in Labor, \$4M in Non-labor, and over \$160M of repair dollars in the last 6 years. In this capacity I made all decisions on resource allocation and orchestrated millions of dollars in needed repair for our non-fuel facilities.

**- Command wide policies, programs, and procedures in Logistics Management Operations:**

I conduct command inspections on a regular basis to assess performance and add goals and objectives to the command's strategic plan to resolve issues and find efficiencies. I develop

policies and short and long range goals for the Command's Safety, Energy Conservation, and Environmental Programs. My efforts to ensure regulatory compliance and environmental sustainability were recognized by being awarded the 2011 CNO, SECNAV, and SECDEF Environmental Quality Team Awards. These are individual awards and recognize impacts on our Command at FLC but also the contributions to Regional Environmental compliance and achievement.

- Command wide program management in Logistics Management Operations:

I have built the Energy, Safety, and Environmental Programs for the Command and since 2009 they have been recognized as either the best in Commander Navy Region Hawaii (CNRH) or best in the Navy.

- Warehousing/Supply/Material Management in Logistics Management Operations:

Managed all warehouses and logistics support for departmental supply requisitioning, issues and storage.

- Supervision:

I manage and supervise the workload of over 100 employees through 5 supervisors GS-13 and below.

- Community Relations:

After a highly publicized leak at the Red Hill Fuel Facility, I quickly coordinated a partnership with the EPA and Hawaii Department of Health. I represented the Navy in public forums to include Civilian Town Halls, briefing the Mayor and many other senior military officers and other elected officials. Through this partnership we were able to maintain the Navy's decorum in the public eye. I am on a first name basis with all regulators associated with the Red Hill Fuel Facility.

**09/2013-01/2014: Deputy Director, Business Operations,** [REDACTED]

- Financial Management and Manpower Expert:

Handpicked to lead the command's furlough and sequestration efforts. Artfully conducted workload analysis, built the furlough list, and managed budget cuts without a reduction in force.

- Logistics Management Operations:

Developed and coordinated the command's strategic planning initiatives in preparation for an Executive Offsite and upon its conclusion implemented those initiatives. The strategic planning initiatives included fully manning the Personal Property Department and gaining approval for the Air Force Logistics Readiness Department to fall under a single Product and Service.

- Analysis in Logistics Management Operations:

Conducted a detailed analysis of the Command's workload by each department in preparation for a workforce end strength cap implemented by DOD. This work included the analysis of trends

specifically related to the type and amount of workload for each product and service, the necessary staffing to meet that workload and the corrective actions associated with aligning overall workforce manning with the end strength controls. Analytics conducted in the following Logistics Management Operational areas:

1. Regional Contracting Department
2. Business Department
3. Operations Department - Fleet Logistics / Transportation / Deployment
4. Fuel Department
5. Air Force Logistics Readiness Department – Deployment Function
6. Personal Property Department
7. Installation Support Department
8. Staff

After completing this detailed analysis the recommended changes in resource allocation was approved.

- Financial Management in Logistics Management Operations:

Monitored the execution of the command's budget (direct/reimbursable funding). In this capacity I kept the chain of command aware of our execution rates, potential problem areas and recommended courses of actions.

- Supervision: Managed and Supervised the work performed by 17 civil service personnel GS-13 and below.

**03/2008 - 09/2010: Regional Fuel Director, (Active Duty) Hours per week: 55**

[REDACTED]

- Logistics Management Operations:

Served as the Regional Program Manager for Fuel Operations at Commander Navy Region Hawaii. In this capacity I managed 200M gallons of petroleum representing \$600M in inventory and am responsible for the distribution and storage of all bulk fuel requirements for all DOD customers in Hawaii.

- Integrated Logistics Support Plan:

After a site visit from the Secretary of the Navy in 2007, Red Hill was named the worst operation in Navy in terms of operations and maintenance. I came to FLC Pearl Harbor when the sitting CDR and sitting Deputy were relieved. I quickly had to build an integrated logistics support plan to develop materiel and a support strategy to optimize functional support, leverage existing resources, and quantify our processes. In August of 2008 the Secretary of the Navy made an unheard of re-inspection. We did very well on the inspection and received recognition from SECNAV for a job well done. Through my ability to recognize the key aspects of logistics management operations, supportability, and reliability our fuel facility has won 4 American Petroleum Institute Awards for Best Navy Fuel Operation since the SECNAV visit.

- Program Management in Logistics Management Operations:

Significant experience in interpreting laws, regulations and instructions to include oversight of the Command's Safety, Energy Conservation, and Environmental Programs. Oversaw, developed, and implemented the Commands' program policies and strategic planning, short and long term goals, and objectives for multiple programs. This includes performing complex assessments of compliance, efficiency and effectiveness of programs and managerial oversight to ensure mission execution of a large logistics operation. My abilities have resulted in the award of the 2009 CNO Safety Award, the 2010 CNO Environmental Sustainability Award and multiple Regional Energy Conservation Awards.

- Strategic Planning in Logistics Management Operations:

Specifically developed and delivered briefings to the Secretary of the Navy, the Under Secretary of Defense for Installations, the Assistant Secretary of Defense for Energy, the Assistant Secretary of the Navy for Installations and multiple Assistant and Deputy Secretaries for DoD and Navy, numerous 3 and 4 star military officers, foreign officials, and other federal agencies. These presentations display my ability to gather, analyze and present strategic planning at the highest levels in DoD.

- Inventory and Storage in Logistics Management Operations:

I received recognition from the Naval Audit Service and experts in industry for the development of a fuel auditing system ensuring accountability of \$700M in fuel inventory. This system was exported to all bulk fuel terminals in Navy and displays my knowledge of the theories, principles, and practices of solving big Navy problems from the installation level.

- Analysis in Logistics Management Operations:

Provided logistics process improvements, leveraging continuous process improvement efforts that complement the command's long range plan. I championed a Lean Six Sigma Event that resulted in \$10M in Total Ownership Cost (TOC) savings and receipt of the 2010 DoD Value Engineering Award. Using significant ability in qualitative and quantitative methods this project built a feedback loop into the operations manual for the facility that bench marked the procedure for future updates and set the standard for DoD.

- Command wide policies, programs and procedures in Logistics Management Operations:

Designed, developed, and implemented the department's strategic plan to define budget targets. My initiatives have resulted in 5 Navy Best Practices in the past 10 years and were exported to all NAVSUP facility operations in Navy. My management procedures have resulted in accounting grades of outstanding during the last 2 Inspector General Inspections including special recognition for my ability to commit manpower and obtain funding for specific courses of actions in my area of responsibility. Please note this is representative of hundreds of millions of dollars in inventory and budget that covers highly complex functions.

- Financial Management in Logistics Management Operations:

In these duties I was responsible for the financial condition, operating results and readiness of \$3 billion dollars in facilities and the facility maintenance of the command's 50+ buildings. This includes internal oversight and auditing of \$10M in Labor, \$4M in Non-labor, and over \$50M of

repair dollars in the last 2 years.

- Analysis in Logistics Management Operations:

Hand selected to represent NAVSUP in the negotiations to transfer the aviation fuel operations from CNIC to NAVSUP in 2010. Wrote the master CNIC/NAVSUP MOA that was implemented to transfer barge operations from CNIC to NAVSUP in FY13.

- Manpower and Workload Analysis in Logistics Management Operations:

Constructed a High Performing Organization (HPO) that was lauded for its application to manpower and human resources management.

**01/2007 – 03/2008: MBA Student, Naval Postgraduate School,** [REDACTED]

2007 - 2008: Student Naval Post Graduate School. Program focused on Logistics Management Operations. Thesis Project work obtained \$150K in grants for the Naval Postgraduate School. This project was sponsored by NAVAIR and analyzed how to construct the maintenance manpower requirement for the P-8A aircraft. My thesis work was used to brief SECNAV and my manpower framework was implemented for the lifecycle of the aircraft.

**03/2005 - 12/2006: Supply Officer, Presidential Retreat at Camp David,** [REDACTED]

- Business Systems and Executive Management:

Senior Logistician, Comptroller, Senior Contracting Officer, and Senior Watch Officer at the Presidential Retreat at Camp David. The significant supply experience I gained from this position represents special skills associated with developing recommendations and resolving issues that affect the logistics support of a large command.

- Analysis in Logistics Management Operations:

Applied a wide range of analysis to include qualitative and quantitative methods for the assessment and improvement of the command, specifically targeting controls for financial systems to include contracting, purchase card, and the execution of the command budget. The command level audit programs that I implemented was recognized by an external auditing agency as the best they had seen and used my methodology to export to other Navy Commands.

- Command policies, process and procedures in Logistics Management Operations:

Developed and published SOPs, short and long term goals and participated in the strategic planning of the Command specifically tied to my role as the senior logistician. Programs were managed to ensure cost effectiveness, regulatory compliance, profitability and responsiveness to the needs of the market served and made sure organizational objectives were met.

- Budgetary Planning and Execution:

Naval Station Comptroller. Developed, briefed, and awarded approval for the Naval Station's out year budget for the FYDP through FY11. This includes the development and execution of the Command's annual product and services plan. Monitored the execution of reimbursable and



mission funding and in this capacity kept the Commanding Officer and Congressional Staff aware of requirements, the resource allocation plan and potential problem areas. Ensured that the command successfully met logistics funding targets and executed budgetary requirements.

**- Contracting in Logistics Management Operations:**

As a Warranted Contracting Officer I awarded all contracts for supplies, services and base utilities to include electricity, water, and sewage.

**- Supply/Warehousing/Material Management in Logistics Management Operations:**

Managed all supply and logistics support at the command to include oversight of all supply storage facilities, warehouses and distribution centers. Assigned as the command's inventory manager and designated as the warehouse manager for controlled items from the Presidential Residence, Smithsonian Museum and Library of Congress. Managed the purchase, receipt, storage and issue of all parts and supplies for the installation.

**- Senior Level Briefings:**

Personally briefed the President, First lady, and many other senior officials on operations and budget.

**11/2002 - 012/2004: Supply Officer,** [REDACTED]  
[REDACTED]

**- Logistics Management Operations:**

Senior Logistics Management Specialist onboard. Develops and executes funding requirements for a logistics program. Normal duties included financial management, awarding contracts, and managing the day to day supply operations of a guided missile destroyer.

**- Postal Services in Logistics Management Operations:**

Supervised and managed the Post Office supporting over 300 customers.

**- Warehousing, Inventory and Material Management in Logistics Management Operations:**

Managed, distributed, requisitioned and maintained the inventory of all supply stock onboard the ship. In this capacity I managed all warehouses (storage rooms) aboard the ship.

**08/2001 - 08/2002: Supply Officer,** [REDACTED]  
[REDACTED]

Senior Supply Officer, Logistician, and Financial Manager

**- Logistics Management Operations:**

I served as the Senior Supervisory Logistics Management Specialist directing and coordinating all air and fleet logistics support for 7 allied defense forces in support of operations over Afghanistan. In this position I also coordinated the mobilization support for the 13th Air Force during Operation Enduring Freedom. Gained significant knowledge and skills in logistics support working with large multi-national, U.S Navy and U.S. Air Force task forces. This provides me with the ability and understanding to provide all FLC departments the necessary

logistics support for peacetime operations, contingencies, and RIMPAC.

- Supply/Contracting in Logistics Management Operations:

Managed 10 supply annexes of a BOS Contract giving me special skills associated with supply and logistics support, fuel operations and contracting oversight of the BOS/ROS Contract at the Pacific Missile Range Facility (PMRF) on the neighboring island of Kauai.

- Cargo and Personnel Transportation in Logistics Management Operations:

Managed a Navy Station's Ocean Terminal Operation directly providing logistics support for receipt and distribution of supplies, ammunition and personnel. In this capacity I managed the transportation of cargo and personnel to include 180 Canadian Soldiers and 230 breakbulk vehicles and heavy equipment in transit from Afghanistan to Canada.

- Analysis in Logistics Management Operations:

Conducted a Business Case Analysis to study the manpower requirements for bulk cargo offload at our Ocean Terminals Operation which resulted in 100% faster turn-around time, improved readiness and a cost savings of one less supply ship transit per year.

- Cargo and Personnel Transportation in Logistics Management Operations:

Managed a Navy Station's Air Terminal directly providing logistics support for the receipt and distribution of supplies, ammunition and personnel. In this capacity I managed the transportation of thousands of personnel and all incoming and outgoing cargo.

- Fuel Operations in Logistics Management Operations:

Managed the bulk fuel terminal and air fuel operations of an Air Force and Navy Flight line.

- Warehousing and Material Management in Logistics Management Operations:

Managed all supply warehouses and distribution centers for the command. Gained significant logistical support experience in inventory and material management. This included managing all supply inventories and Hazardous Material (HAZMAT) for a Navy Facility to include transitioning to Navy CHRIMP. In this position I oversaw all aspects of material management at the command to include all supply stock and parts inventory.

- Financial Management in Logistics Management Operations:

In this position I supervised and managed the comptroller office. In this capacity I developed and executed the annual budget (product and services plan) for the command. This budget was developed based on submissions from all departments and sound financial management was conducted to ensure that resources were aligned and allocated to meet customer and organization driven requirements (to include logistics program funding targets).

- Postal Services in Logistics Management Operations:

Managed the operations of two post offices servicing more than 1800 customers.

- Personal Property in Logistics Management Operations:  
Managed the personal property shipping and storage management operation for the installation.

- Supervision:  
Managed and supervised the work performed by 50 military, 8 civil service and COR oversight of 600 contractors.

**EDUCATION:**

**Naval Postgraduate School** Monterey, CA United States

Master's Degree 03/2008

**GPA:** 3.9 of a maximum 4.0

**Credits Earned:** 60 Semester hours

**Major:** MBA **Minor:** Logistics, Transportation, Supply Chain

**Saint Leo University** Saint Leo, FL United States

Bachelor's Degree 05/1997

**GPA:** 3.9 of a maximum 4.0

**Credits Earned:** 120 Quarter hours

**Major:** Business Administration **Minor:** Human Resources **Honors:** Summa Cum Laude

**JOB RELATED TRAINING:**

- Currently hold a secret clearance investigation dated March 2015.

The Navy Supply Corps offers multiple logistics qualification designators that recognize experience, education, or combination of both. This should display my experience and knowledge of management in a logistics management setting. In my military career I was awarded the following Navy Additional Qualification Designators:

\*Accounting and Fiscal - PPBS experience

\*Procurement Management

\*Petroleum Logistics

\*Ocean Terminal Management

\*Aviation Support

\*International Logistics

\*Contract Administration

\*Property Disposal

**FORMAL TRAINING:**

Certified Mediator with the Department of the Army and currently on the Mediation Registry with the Federal Executive Board

DoD Comptroller Course, Maxwell AFB - PPBS experience

Navy Comptroller Course, Monterey, CA - PPBS experience

Defense Acquisition Courses

- \*CON 110 (Contracting)
- \*CON 111 (Contracting)
- \*CON 112 (Contracting)
- \*CON 237 (Contracting)
- \*LOG 101 (Logistics)
- \*LOG 201 (Logistics)
- \*LOG 204 (Logistics)
- \*ACQ 201 (Acquisition)
- \*ACQ 101 (Acquisition)
- \*LOG 301 (Logistics)
- \*LOG 302 (Logistics)
- \*PMT 101 (Program Management)
- \*PMT 201 (Program Management)

Incident Command Systems (ICS) Training

- ICS 100, 200, 300, 400, 700
- I am a qualified Incident Commander for manmade and natural disasters

Gas Free Engineering Course, Navy Course K-495-0051

Facility Planner Course, Navy Course A-4A-0016

Environmental Protection Course, Navy Course A-4A-0036

Economic Analysis, Navy Course A-4A-0020, 2000

Task Based Curriculum Development, Navy Course A-012-0052

DAWIA Level II in Life Cycle Logistics.

A member of the Defense Acquisition Community (Corps) since 2008.

**REFERENCES:**

RADM John Polowczyk, Vice Director for Logistics

[REDACTED]

[REDACTED]

Mona Yamada, NAVSUP FLC Pearl Harbor Executive Director (Retired),

[REDACTED]

[REDACTED]

CAPT Ken Epps, Professor, NDU,

[REDACTED]

[REDACTED]

**RECOGNITION / AWARDS:**

1993 Awarded the William O. Florstedt Award for Instructor Excellence  
1995 Navy Atlantic Fleet Instructor of the Year  
1996 Navy Fleet Training Center Norfolk Instructor of the Year  
1997 Winner of the Saint Leo University's Scholarship for Navy Leaders  
1998 Runner-up for the Navy's NEY Competition for Food Service Excellence  
1998 Winner of the Navy's Best Ship Store Competition  
2001 Winner of API Award for Best Navy Bulk Fuel Terminal  
2002 Winner Navy Fuel Officer of the Year  
2002 Runner-up API Award for Best Navy Bulk Fuel Terminal  
2004 Winner of the Navy's Retail Excellence Award  
2004 Runner-up for the Navy's NEY Competition for Food Service Excellence  
2008 Hawaii Federal Executive Board Leader of the Year  
2009 Runner-up API Award for Best Navy Bulk Fuel Terminal  
2009 Chief of Naval Operations Safety Award  
2010 Winner of API Award for Best Navy Bulk Fuel Terminal  
2010 Winner Navy Fuel Officer of the Year  
2010 Winner Chief of Naval Operations Environmental Sustainability Award  
2011 Winner Chief of Naval Operations Environmental Quality Award  
2011 Winner Secretary of the Navy Environmental Quality Award  
2011 Winner Department of Defense Environmental Quality Award  
2011 Winner API Award for Best Navy Airfield Refueling Operation - First year after Joint Base (Hickam Field) and recognized as the best air station refueling operation in Navy  
2012 Runner-up API Award for Best Navy Airfield Refueling Operation  
2013 Department of Navy Meritorious Civilian Service Medal  
2013 Winner API Award for Best Navy Fuel Bulk Terminal  
2013 Winner Secretary of the Navy Environmental Quality Award  
2013 Winner Hawaii Federal Executive Board Mentor of the Year  
2016 Winner Hawaii Department of Health and Human Services Employer of the Year for People with Targeted Disabilities  
2018 Department of Navy Meritorious Civilian Service Medal  
2014 to 2018 Awarded Annual 40 Hour Time Off Awards

1987 - 2010 Awarded (2) Navy Meritorious Service Medals, (5) Navy Commendation Medals, and (5) Navy Achievement Medals.

\*\*API = American Petroleum Institute