

Objectives

Serve on Blount County Sheriff Merit Board

Experience

Knox County Human Resource Manager

2011 - Present

Confers with and provides professional advice to management on County policies and procedures, and State and Federal laws and regulations which relate to human resources management activities. Provides timely notification to the County Mayor regarding policy compliance issues and seeks resolution to these issues. Collaborates on strategy and policy development: gathers, interprets, and prepares data for studies, reports and recommendations. Direct the work of subordinate staff in the planning, development and implementation of recruiting, classification, compensation, benefits, ADA & FMLA compliance, and training and wellness programs. Prepares, administers, and monitors the departmental budget.

Support Group Commander, Tennessee Air National Guard

1998 - 2004

Established the initial Family Support program at the 134th Air Refueling Wing. Actively supported Employer support of the Guard and Reserve (ESGR) initiatives. Commanded 400 Military personnel, providing operational support for the 1200 members of the 134th Air Refueling Wing. Integrated functions and resources in Security, Civil Engineering, Communications, Human Resource Management, Services and Logistics. Established successful policies and programs in cooperation with military service retirement center and the Veteran's Administration, ensuring receipt of earned benefits and privileges. Effectively resolved problems and disputes relating to veteran and survivor benefits. Provides oversight for the programming and construction of a 67,000 square yard aircraft parking apron and hydrant fueling system a \$23 million dollar project, resulting in sustaining the very existence of the organization during Base Realignment and Closure (BRAC) initiatives. Coordinated multiple Air shows, resulting in enhanced community relations and increased public awareness of McGhee Tyson Air Base. Implemented and managed security policies exceeding Air Force Standards. Developed a strategic plan resulting in the mobilization of 130 Security Force Personnel and training an augmenting force of more than 80 non-security personnel. Established cooperative agreement with local civilian law enforcement agencies.

Military Personnel Officer, Tennessee Air National Guard

1981 - 1998

Administered military and civilian personnel programs, including recruitment, classification, training, career sustainment and enhancement, separation and retirement. Provided services for veterans and retirees, to

include benefits entitlement and problem resolution. Achieved or exceeded national recruiting, staffing, training and retention goals.

Military Personnel Specialist, Tennessee Air National Guard

1965 - 1981

Supervised and accomplished military personnel activities.

Education

Air War College 2000

Air Command and Staff College 1988

Squadron Officer School 1984

Non-Commissioned Officer Academy 1978

Carson Newman College 2 years 1964

Overview

Extensive experience in organizing and conducting activities related to veterans' program, services and entitlements. Established successful policies and programs in cooperation with military service retirement centers and the Veteran's Administration, ensuring receipt of earned benefits and privileges. Effectively resolved problems and disputes relating to veteran and survivor benefits. Actively involved in the Employer Support of the Guard and Reserve (ESGR) program during my 38 year military career, with continued active participation during my retirement.

More than 38 years of successful leadership and operations management experience, with a verifiable reputation for developing organization capabilities resulting in outstanding efficiency and productiveness.

A proven and multi-faceted record of producing exceptional results in a war-fighting environment constrained by shrinking military appropriations and diminishing staffing resources.

Aggressively managed and annual budget of approximately \$11 million, procuring/maintain state of the art facilities and producing a highly trained and capable operational military force.

References

References and supporting documentation provided upon request.