

## GREGORY P. BERNIER, M.A

### EDUCATION

MA, Human Resource Management Webster University, Jacksonville, FL  
BS, Sociology University of the State of New York at Albany, Albany, NY  
Business Major University of Texas at El Paso, El Paso, TX  
AB-I and AB-II, and all required Continuing Education for State Cert. REA.

### EXPERIENCE

Nov 05- Pres. State Certified Residential Real Estate Appraiser. Henderson Appraisal Group, Jacksonville, FL  
Jan 03- Nov 05 State Registered Assistant Real Estate Appraiser Henderson Appraisal Group, Jacksonville, FL  
Completed +/- 1025 Appraisal Reports, under a Supervisor Appraiser, leading to State Certification.  
1999-2002 Human Resources Generalist, PHR, Renaissance Behavioral Health Systems, Inc., Jacksonville, FL  
• Report to Vice President of Human Resources -500 employees, Multiple Locations  
• HRIS Administrator- (ABRA HR, Training, Payroll and Attendance) Saving (403B) and Insurance Benefits, Attendance, FMLA, COBRA, Workers Comp, Unemployment, Salary Administration, Compensation Surveys, Reports, Recruiter for Tech & Support & Administrative Personnel  
1997 - 1999 Instructor/Curriculum Manager (ISD) Patrol Squadron Thirty, Jacksonville, FL  
• Ground, simulator, and flight training/Course curriculum maintenance for replacement flight personnel training squadron during fleet wide avionics system upgrade  
• Conducted research to determine long range manning requirements for fleet-wide avionics system upgrade  
• Developed an entry-level training requirement proposal that was eventually accepted Navy-wide.  
• Conducted statistical research to evaluate prerequisite level of knowledge requirements for entry-level personnel (submitted to commanding officer and graduate school)  
• Sexual Harassment / Fraternization/ Grievance Procedures Facilitator  
1994 - 1997 Drug and Alcohol Program Advisor/ Aviation Warfare System Division Leading Petty Officer Patrol Squadron Four/Seventeen, Barbers Point, HI  
• Substance abuse education, intervention, and treatment: 300 personnel  
• Tests and evaluation procedures management (deployment preparedness): 30-50 personnel  
• Training, scheduling, counseling, performance management and administration:30 personnel  
1991 - 1994 Electronic Warfare Instructor-Master Training Specialist/ Career Counselor Fleet Aviation Specialized Operational Training Group, Jacksonville, FL  
• Curriculum Development and instruction  
• TQM Fundamentals and Team Skills Facilitator  
• Career/Benefits Counseling: 200+ personnel  
• Program/Personnel Management  
1985 - 1991 Division and Training Supervisor Patrol Squadron Forty-Five, Jacksonville, FL  
• In-flight Evaluator and Simulator Instructor/Operator: 50 personnel  
1977 - 1983 Submarine Sonar Supervisor, Advanced Electronics USS Woodrow Wilson SSBN-624, Charleston, SC  
  
**Computers:** Wintotal, MSOffice Suite (Word, PowerPoint, Excel, Publisher), ABRA (HRIS) Suite (HR, Payroll, Attendance & Training), Word & Excel 2000 Expert Training