

**October 2025
Issue**

Federal Managers Association

Chapter 19

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Reminders:

This is the election year for 2026-2027. Anyone interested in running for a position on the Executive Board, please notify Varney Range.

Message from the President

Aloha Kakou and “Mahalo” to our FMA Ohana for supporting our efforts to advocate excellence in public service. We, the Executive Board of FMA, are committed to improving the efficiency of our members, the workforce and the shipyard. This team has developed a reputation (Shared Vision) for the viability and future of FMA and Pearl Harbor Naval Shipyard & IMF to ensure we focus and align ourselves with ongoing shipyard initiatives and to improve and sustain the membership for the future.

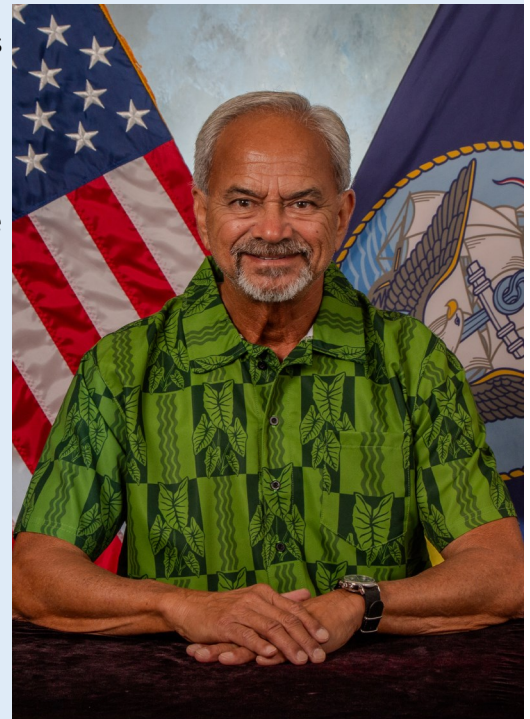
The one thing that remains true is that our Shipyard Ohana always remains our priority, so it means a lot to each and everyone of us to have you by our side in supporting us through these challenging years.

Unfortunately, we have been silent for too long. It’s been a while since we reached out to our membership and informed them about what’s going on in our community, our shipyard, and in Washington D.C. And now more than ever, I feel that now is the best time to re-start the publication of “OUR” NEWSLETTER because it’s the best way to stay in tune and let you know what’s going on in our shipyard and what is affecting you. And I wanted this forum where we can share and dialog ideas for change and things that will affect us.

And now, I’d like to extend a Big Mahalo to Yvonne Young who has stepped up and took on the challenges to publish our latest edition of our newsletter. Yvonne did a remarkable job at such short notice to develop an outline with lots of information and pictures to keep you informed and updated about the future of our shipyard and what may be affecting you. Please enjoy. If you know Yvonne or see her around, please give her a Big Mahalo hug and express your gratitude for a job well done.

Respectfully,

Varney Range – President
FMA Chapter 19



FMA Chapter 19 Newsletter is published Quarterly. Author is Yvonne Young yvonne.y.young.civ@us.navy.mil
Chapter email: email@fmachapter19.org; Website: www.fmachapter19.org
Mailing Address: FMA Chapter 19, PO Box 29579, Honolulu, Hawaii 96820-1979

Legislative Action on the Hill

This year the new administration brought in a lot of changes to the federal workforce, but what does not change is the bipartisan support you get from FMA. We are a diverse group of people who are eager to raise awareness about issues you face. As a member of FMA, you have access to this amazing platform so feel free to reach out to any of our FMA Executive board members with questions or concerns. Hawaii Congressional's supports our ohana so your voice matters.



On Wednesday March 26, Hawaii delegation members from Chapters 19 and 187 headed to Capitol Hill for FMA's 87th Annual National Convention "Day on the Hill" where they walked the halls of Congress. Four delegates from Hawaii (N. Angelo, E. Sabal, Y. Young and G. Todd) presented the following Issue Briefs to Hawaii Members of Congress and their staffers which included Senator Mazie Hirono, Senator Brian Schatz, House Representative Ed Case and House Representative Jill Tokuda.

1. Congress should treat federal employees with dignity and respect, recognize the important work they do on behalf of the American people while embracing targeted cost saving proposals that do not put our country at risk through misguided mass layoffs.
2. Congress should protect federal employees' compensation, health, and retirement benefits.
3. Shipyard Infrastructure Optimization Program (SIOP), updates and change.
4. Continued support in Workforce Development" (WFD), Focusing on Public and Private Partnerships to develop organic programs in our local high schools and community colleges focusing on Surface Ship Repair as well as advance manufacturing.
5. Federal/State funding to support the development of an Industrial Engineering program at the University of Hawaii aimed at benefiting the Pearl Harbor Naval Shipyard, private industries in Hawaii, and the university itself. By applying industrial engineering principles and tools, this initiative seeks to optimize operations, facilities, and equipment while reducing waste and enhancing efficiency.
 - Build industrial engineering knowledge base
 - Reduced operational costs through waste minimization.
 - Enhanced efficiency in defense-related processes.
 - Strengthened collaboration via optimized resource utilization.
6. Retention of PHNSY & IMF employees through the following:
 - Special Rates to assist PHNSY & IMF current employees' cost of living
 - Stop reciprocal lowering of Hawaii COLA in proportion to locality pay increase.
 - WG employees need the ability to maintain a living wage keeping up with inflation to provide for them and their families.



New Members for FMA Chapter 19

Let us give a very warm welcome to our new members who joined in June and July 2025!!

Leslie Bovaird, Code 2310 (Senior Nuclear Engineer)
Greg Horikawa, Code 900T (Nuclear Director)
Edward Moore, Code 970 (Nuclear Director)
Keith Sato, Code 1180 (Program Manager)

Left to Right: Maka Keone (C/1180), Keith Sato, Varney Range (C/701N), Leslie Bovaird, Enrique Sabal (C/990) at the General Board meeting at the Navy League Office on Kamehameha Highway. Not pictured Greg Horikawa and Edward Moore.

FMA 87th National Convention

This year's FMA's 87th Annual National Convention was held on March 23-26, 2025 at Hilton Old Town in Alexandria, VA. On Sunday, March 23, delegates checked in and then attended an evening open House reception at the National Office. The National Executive Board (EB) and National Office Staff met for the day, conducting business, including each chapter's president or voting delegate attendance at the FMA National executive board meeting to share news about their chapters and other concerns. FMA Chapter 19 3rd Vice President Mr. William "Nomana" Angelo, one of three travelers, arrived the morning of 22 March from the Hawaii Chapter and attended Sunday 23 March executive meeting as a voting member. The two New Delegates to attend from FMA Chapter 19 (both Executive Board Directors) were Mr. Enrique Sabal who arrived the morning of 21 March, and Miss Yvonne Young who arrived on the 23 March at the National Convention. In addition, FMA Chapter 187 (NAVFAC Hawaii) President Mr. Glen Todd joined our delegation on 26 March on request and accompanied the FMA Chapter 19 delegation "Day on The Hill". Total travelers from the various FMA Chapters from Maine to Hawaii were (46). Days were packed full of management training, FMA business, activities and networking. On Tuesday afternoon, our group took the metro to DC for a self guided tour of the peoples house: a White House experience. Created by the White House historical Association, this interactive museum tells a story of the executive mansion, it's inhabitants, and the people who have dedicated their careers to its functions. Then during the Region 3 breakout session, Enrique Sabal was nominated to become our elected Region 3 Vice President serving under Doreen England, Region 3 President.

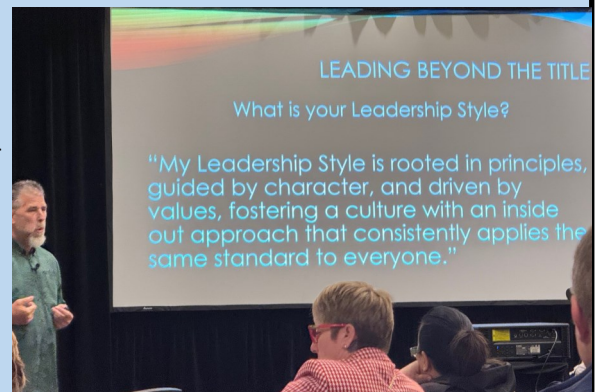
Management Training Seminar

This year's National Convention theme was "**Meeting the leadership challenges of today,**" and Tuesday mornings training seminar addressed these challenges and offered attendee strategies to empower themselves to better meet them in their roles as federal managers. Nomana Angelo (Chapter 19, Pearl Harbor area, Hawai'i) kicked off the training with an engaging presentation entitled

NOMANA
LIFE LESSON:
"No Matter What You Do In Life
Be The Best."
TRAITS:
• Family First
• Work Hard
• Be On Time



"Authentic Leadership: You Are The Secret Sauce." Nomana tell us, "No matter what you do in life, Be the Best." Next, Tim Winchell, president of job analytics, LLC, spoke on "The Complexity of Productivity Measurement, and the Management of Labor Cost." Rounding out the training, Adam Henckler (Chapter 6, Portsmouth Naval Shipyard, Maine) gave a lively discourse on "Influence in a Changing Workforce." Audience members were encouraged to participate throughout the morning which made for a dynamic session.



2025 Gilbert N. Guidry Memorial Award Winner - Varney Range

It is with great pleasure FMA National Convention recognizes Varney Range, President of chapter 19, Pearl Harbor area, shipyard, Hawai'i, as the winner of the Gilbert N. Guidry Memorial award. This award is presented to outstanding Federal Managers Association Chapter President in memory of the late Gilbert N. Guidry, former President of Chapter 4, Philadelphia Naval shipyard, whose leadership represented the finest tradition of service to the United States of America, and to the principles of FMA. The following is an excerpt from the submission of Chapter 19 nominating party.

"When you consider the mission and purpose of the FMA, Pearl Harbor shipyard and intermediate maintenance facility (PHNSY & IMF) leadership cannot help, but think of Varney Range and consider our shipyard motto 'Keeping Them Fit to Fight.' Since we at PHNSY & IMF work as one team composed of many members, Varney is known for his rallying call for all of us at Pearl, and as a source of material and moral support for the often times very difficult tasks we perform as one at the shipyard."

"In particular, for those who truly want to set up and pursue the difficult path of management, Varney has always been the FMA guy you can turn to for support in networking and building management strength. He has led our FMA chapter over many years as a respected FMA chapter president and board member, consistently following through to ensure we continue to be a sustainable organization with content of character and capability, while also being a personable leader and friend who is there for his shipyard family."

FMA STATEMENT ON PROPOSED PAY RAISE:

PAY PARITY URGED

Alexandria, VA – On Friday, 29 August 2025, President Donald Trump sent an alternative pay plan to Congress, calling for a 1 percent raise for the federal workforce in 2026. Federal Managers Association (FMA) National President Craig Carter made the following comments on this development:

A one percent raise is better than nothing, and given the lack of discussion about pay all year we had been bracing for a pay freeze. Regrettably, a one percent pay raise is nowhere near the rising inflation levels. And it would ensure feds would fall even further behind their private sector counterparts when it comes to compensation, when feds already make almost 25 percent less.”

“FMA strongly supports the 3.8 percent raise for the uniformed military, and argues federal employees deserve the traditional long-established pay parity with military service members.”

“Maintaining the traditional pay parity between federal employees and the uniformed military is essential to ensuring fairness, stability, and the recruitment and retention of a highly skilled civilian workforce. Federal employees take the same oath to the Constitution and work side by side with military personnel in supporting national security, public safety, and critical government services, and their contributions should be valued equally.”

“Breaking the long-standing practice of parity undermines morale and creates unnecessary disparities, sending the wrong message about the worth of civilian service. Upholding this principle not only honors the shared commitment of both groups but also strengthens the government’s ability to attract and retain the talent necessary to meet its mission.”

"Federal managers dutifully spend every day repairing airplanes and ships that protect our national security, processing tax returns and Social Security payments, caring for our veterans, protecting our environment and food supply, and countless other services on behalf of all Americans.”

“Federal employees deserve to be treated with respect for their efforts and the dedicated work they perform. It is not too much to ask that, in return, feds be given the ability to maintain a living wage that keeps up with inflation and that provides for them and their families.”

Quarterly Congressional

Federal Managers Association Chapter 19 has resumed the Quarterly Federal Manager Association with our Hawaii state congress to build community outreach in an effort to effectively enhance our collective capability to understand and address the needs and issues of the communities of Pearl Harbor Naval Shipyard and associated activities. As Americans and federal employees, it’s critically important to keep dialog going with our elected officials. This helps to forge relationships and support with the best interest of Hawai’i people in the defense of our nation. On August 14th, 2025, FMA Chapter 19 met with Senator Mazie Hirono Military Affairs Liaison, CAPT (USC) retired Craig O’Brian, at the Navy League Office. Chapter 19 attendees included Varney Range, Yvonne Young, Patrick Morrissey, Enrique Sabal, and Allen Couture. FMA plans to continue building engagement with our Hawaii State Congressionals so feel free to reach out to any of your FMA executive board members. Here are the meeting highlights.

FMA Attendees accomplished the following:

- Provided Mr. O’Brian with details on Chapter membership and shipyard influence as well as community service events such as the highly successful blood drives and Adopt-a-Highway events.
- Informed Mr. O’Brian on issues with Guam housing allowance.

Retired USC CAPT O’Brian accomplished the following:

- Discussed disposition of the local Staffs and issues associated with retention of Staffers.
- Conveyed the fact that Senator Hirono has largest local staff and a dedicated Military Affairs Liaison since she is a member of the Senate Armed services Committee.
- Shared information about a shipyard visit by Senator Hirono and Mr. O’Brian week of 8/1/2025 where Senator Hirono was impressed with the shipyard safety record and was interested in progress with Dry Dock 5 as well as the waterfront production facility.
- No specific requests to the Chapter for any assistance. Mr. O’Brian is open to meeting with the Chapter quarterly.

Your FMA Legislative Active Team in Action—you talked, we listened

In July 2025, one of our FMA Chapter 19 member wage grade (WG) employee informed FMA Chapter 19 he/she had not receive the usual notification regarding the WG pay raise expected to take effect in August 2025. OPM website did not provide any update on the Federal Wage System (FWS) pay table and online searches led to no conclusive results. As a result, FMA Chapter 19 Legislative Action Team (LAT) reached out and communicated with all of our Hawai'i congressional representatives concerning this unannounced WG pay interruption. Greg Stanford at FMA National Office in D.C. was also alerted to keep eyes and ears on this matter and assist in resolving. August came and went and Senator Hirono and Representative Case offices began investigating this unprecedented disruption to our WG employees for answers and resolution as of 09/09. Currently, OPM Web page does have the GS pay scale; however, questionably no FWS scale is available on the OPM Web page.

Every member of our Shipyard Ohana is vital to the success of our mission so there are no matters that are too big or too small for us. FMA Chapter 19 will continue to keep in communication with our elected officials to find resolution on this matter. Please stay tuned for updates and we will disburse information as we receive them.

We appreciate the opportunity to serve our Shipyard Ohana.

Adopt-a-Highway

A big mahalo goes out to all the participants of Cub Scout Pack 147 on May 3, 2025, who assisted the Federal Managers Association, Chapter 19, in its Adopt-a-Highway clean-up Program. Family and friends of FMA and the cub scouts got down and dirty in a clean-up effort at Nimitz Gate of Pearl Harbor Naval Shipyard and Intermediate Maintenance Facility. Thanks to this team, we collected over 20 bags of trash. The photo below shows a fraction of what this crew collected. What a great way to give back to the community! Come out and help us at our next Adopt-a-Highway event on November 1. For more information, reach out to your area coordinator or any of our FMA Executive Board members.



2025 Pearl Harbor Shore Fishing Tournament

This year's Pearl Harbor Shore fishing tournament was held on 7/11-13, 2025. 79 teams signed up to participate in this year's shore line fishing tournament to compete for awards and the coveted bragging rights. FMA Chapter 19 supported this event along with all the many sponsors and volunteers who made this an event to remember. Congratulations to all the winners in the categories below.



ULUA Category

1st Place Team #17 - East Side, 16.2 lbs , 29-1/2 inches
2nd Place Team #19 - Mosquito Bites, 16.2 lbs , 29-1/8 inches
3rd Place Team #11 - Three Plus (LBS), 12.4 lbs

PAPIO Category

1st Place Team #18 - Kamakaze Casterz, 9.6 lbs
2nd Place Team #41 - Check Bait, 8.6 lbs
3rd Place Team #36 - Kaimalino Kastars, 7.8 lbs
4th Place Team #51 - Part-Time Shore Casters, 6.4 lbs

OIO Category

1st Place Team #55 - Whiskey Business, 8.5 lbs
2nd Place Team #63 - Six60 Apparel, 8.2 lbs
3rd Place Team #62 - NFS, 5.7 lbs

OTHER Category

1st Place Team #76 - Kristen, 26.4 lbs Barracuda
2nd Place Team #15 - Rubbah F, 12.2 lbs Uku

KEIKI Division

1st Place Team #59 - Makoa M, 2.8 lbs O'io
2nd Place Team #39 - Ryan C, 1.6 lbs Papio
3rd Place Team #13 - Dominic A, 1.3 lbs Papio

We regret to inform you that the long standing FMA Annual Shipyard Deep Sea Fishing Tournament has been cancelled indefinitely due to increase in expenses related to law enforcement protection requirements by DLNR, lack of electrical power and no access to harbor office conference room. FMA no longer has the logistics, facility and electrical power to run the scale, hoist, sound system, computer, printer, CB radio for the tournament where we can make sure the staff and weigh-in crew stay safe and maintain communication with boaters to make sure they are safe through out the tournament.

For over 30 years, our ship yarders, friends and families looked forward to this event to build comradery. Mahalo to Thomas Chow, Pat Morrissey and Kimo for your hard work over the years to make this a special event. It is a sad turn of events, but in the best interest and safety of everyone involved, it's the right decision. If you have any ideas for another event that will build our shipyard ohana, please reach out to any of your FMA Executive Board members.



Spectators gathering for the awards ceremony

FMA Chapter 19 Smoke Meat Fundraiser

Supporting Member Scholarships & Executive Board Initiatives

Dear FMA Chapter 19 Members and Supporters,

We are excited to announce our **Smoke Meat Fundraiser**, an opportunity to come together, enjoy delicious smoked meats, and support important causes within our chapter. All proceeds from this event will directly benefit our **members scholarship award program** and help fund initiatives led by our **executive board** to enhance the overall member experience. Your participation will empower deserving members to pursue educational opportunities and assist in advancing key projects that strengthen our Shipyard ohana. Traditional smoked meat is made by marinating pork in a shoyu-based mixture with garlic and ginger, then smoking it low and slow over native Hawaiian woods, like kiawe or guava. The smoked meat is often pan-fried with onions and served with rice, but much better served with poi.

Date: October 1 to 31, 2025.

Cost: \$20 for 1 pound mouth-watering smoked meats.

To purchase tickets, please reach out to your Area Coordinator below or anyone on the FMA executive board.

Code 200-Yvonne Young
Code 300N-Shannon Oyama
Code 700-Jacob Choo
Code 920-Shane Quernado
Code 920-Pernell Aipoalani
Code 930-Jerel Lee
Code 950-Thomas Chow
Code 960-Sean Lorenzo
Code 970-Edward Moore
Code 990-Travis Tandal
Code 900T-Nomana Angelo
Retired members-Eric Kimura



FMA Federal Managers Association
Advocating Excellence in Public Service
Pearl Harbor Chapter 19
www.fmachapter19.org

HAWAIIAN STYLE SMOKED MEAT

1 LB

\$20



We kindly request all members to support this fundraiser to make a meaningful impact to our ohana and future leaders of tomorrow. Whether you purchase, make a donation, or help spread the word, your support matters. Thank you for helping us build a stronger, more vibrant FMA Chapter 19 community!

Warm regards,
Jacob Choo, FMA Chapter 19, 1st Vice President

Supervisor of the Quarter

FMA Chapter 19's "Brendan Cravalho Supervisor-of-Quarter", was created to recognize first-line supervisor's (permanent or temporary) whose contributions to the PHNSY&IMF mission with respect to supervisory abilities, work performance, communications, leadership and innovative thinking exceed normal expectations.

Note: Due to unforeseen circumstances, The announcement of winners for 2024 and 1st Quarter of 2025 were significantly delayed. Request for nominations was also affected. As such, all submission received in CY2024 has been reviewed and considered valid and will be used to award 1st Qtr. 2025.

FMA Chapter 19, would like to proudly present the winners of this prestigious award for the following quarters of CY2024 and 1st Quarter of 2025.

2nd Quarter 2024---Daniel Cristobal, Code 700, X98

3rd Quarter 2024 —Rachel Waialeale, Code 103.3

4th Quarter 2024—Jerry Neumann, Code 930, X38

1st Quarter 2025—Lee Yoshikawa, Code 930, X38

Congratulations Winners!!!!

You will receive a Certificate & Monetary Award in the amount of \$100.

FMA will coordinate with winner's respectful Shop Superintendent and their team to present the award.



Every federal employee has some level of liability exposure, but federal managers may be at a greater risk than they realize. Even if the allegations are ultimately baseless, the cost of defending against an adverse administrative action, disciplinary proceeding, or civil lawsuit can be devastating. However, professional liability insurance (PLI) from FEDS Protection is available to help protect federal managers and supervisors when the unexpected happens.

In today's federal workforce, there is often widespread misunderstanding about what kinds of professional exposures federal managers are vulnerable to and how PLI helps provide protection. In addition to the exposure inherent in dealing with the public as a federal employee, federal managers also have workplace exposures stemming from their role in supervising other federal employees. Most often, PLI coverage comes into play for a manager facing a harassment/EEO, retaliation, hostile work environment, discrimination, wrongful termination, or whistleblower reprisal claim arising from actions taken in the scope of their employment. FEDS Protection provides coverage for each of these types of exposure. Federal managers are often the subject of administrative investigations and disciplinary actions for actions taken while rendering their professional service. These administrative investigations and complaints from employees have, unfortunately, become the "cost of doing business" for many managers and supervisors in the federal government.

FEDS Protection will provide an attorney to represent you for civil suits, administrative actions, and criminal investigations arising from acts, errors, or omissions made in the scope of your federal employment. FEDS offers federal employee PLI policies with \$1 million, \$2 million, or \$3 million in coverage for civil suits, \$200,000 in coverage for administrative matters, and \$100,000 in coverage for criminal defense. You don't have to wait for an open enrollment period to secure coverage with FEDS. Like other insurance policies, you must have FEDS coverage in place prior to any allegations – so enroll today!

WHY CHOOSE FEDS?



AFFORDABLE

Peace of mind with FEDS Protection is available for as little as \$290* annually. Managers and supervisors are eligible for a reimbursement of up to 50% of the cost of their PLI policy through their agency.

*Plus applicable taxes and fees



SUPERIOR LEGAL DEFENSE

The quality of legal representation and counsel that you can expect as a FEDS member is one of the main reasons the leading federal employee associations endorse us. Our panel of law firms has over 30 years of specific experience in representing federal employees.



COMMITMENT, KNOW-HOW, AND CUSTOMER SERVICE

FEDS President and Founder Tony Vergnetti is a former federal attorney who has continually demonstrated his understanding of and commitment to the entire federal community. FEDS representatives are dedicated to providing you with timely services and personalized attention.



EMPLOYMENT PRACTICES COVERAGE

Managers can invoke their policy benefits for EEO, whistleblower retaliation, HR, and wrongful termination investigations, along with various other administrative and disciplinary matters. Unlike some other policies, coverage for employment practices is included in your policy at no additional cost.

"In today's challenging workplace, federal managers confront a wide array of decisions requiring split-second responses in a 'do more with less' environment. The purchase of professional liability coverage, as offered by FEDS, can provide those managers with a safety net should their decisions lead to forms of legal review. I recommend any manager with the potential of such review to secure a policy of this type for their financial protection."

Todd V. Wells, Executive Director, Federal Managers Association

For questions or to enroll, call 866.955.FEDS or visit www.fedsprotection.com

Nothing contained in this flyer is intended to alter or replace the contents of the FEDS Protection Master Policies. Please refer to the full Terms & Conditions of the FEDS Protection Master Policies at www.fedsprotection.com. Discounts are not available for payroll deduction orders.

In Memory of Pierre Charles Apisaloma

May 5, 1942—June 13, 2025

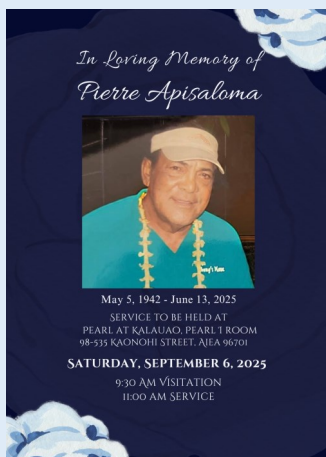
Pierre will be missed. He was a PHNSY retired x51 General Foreman who was a charming, witty and playful young man. He valued spending time with friends and family and especially enjoyed singing karaoke and playing music. He cultivated many relationships throughout his life and had many life long friends from Kamehameha schools. His friends and family appreciated his ono cooking too.

US Army: July 11, 1960 – July 2, 1963

Honorable Discharged: June 30, 1966

PHNSY: February 3, 1964 – June 1, 1996

Retired X51 General Foreman



Upcoming events

9/9—General meeting

9/12-14— FMA Region 3 & 4 Conference
Shelton, WA

9/18-19—Blood Drive

11/1—Adopt-a-Highway

11/17-18—Blood Drive

11/20—General meeting

12/5 —Toys for Tots Golf Tournament

12/12—Hickam Tower Lighting and FMA
Fundraiser

12/19—FMA Holiday Social

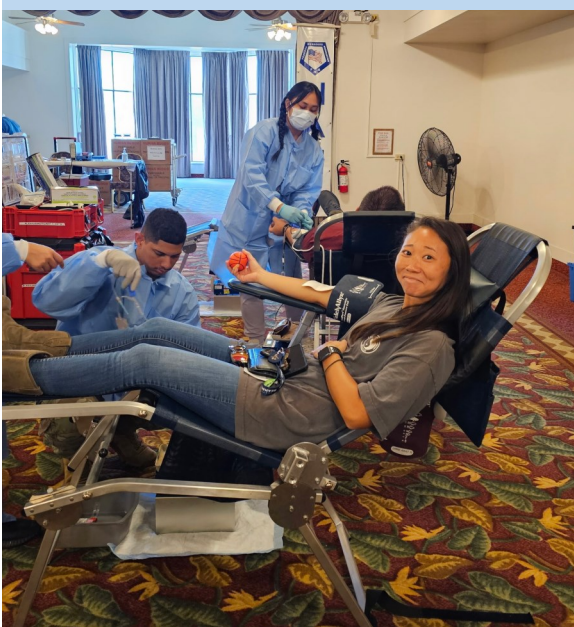
Blood Drive

The Shipyard blood drive was held on July 2 and 3, 2025. A big thank you goes out to all who participated in making this event a great success. Tripler Army Medical Center (TAMC) collected 41 whole blood units, which helped them save \$29,520 from paying out of pocket to provide and support the training exercises, and other requests.

- The Blood Drives supports the Armed Services Whole Blood Processing Laboratory (ASWBPL) CONUS which plays an important part within the military's blood supply chain by processing and distributing to various military locations. Also, the blood collected supports training exercise like Balikatan/Salaknib, Talisman Saber, and Keris Strike.

- The efforts of the shipyard, in coordination with the TAMC, plays a vital role in meeting the blood supply demands within Hawaii and supporting the U.S. military's operational needs in the region. Immediately after this blood drive, TAMC performed a life saving procedure using our donor's blood to save a pregnant women in her fight to survive childbirth.

- The next scheduled Shipyard blood drive is September 18 & 19. Please reach out to Enrique Sabal to find out how you can contribute.



FMA Executive Board Members

President	Varney Range	368-0319
1st Vice President	Jacob Choo	368-0539
2nd Vice President	Melissa Lamerson	726-0690
3rd Vice President	Nomana Angelo	368-0432
Treasurer	Henry "Kaipo" Kanahale	738-6580
Recording Secretary	Vacant	Vacant
Corresponding Secretary	Patrick Morrissey	389-3162
Sergeant at Arms	James Andrade	382-2662
Director	Eric Kimura	840-3044
Director	Yvonne Young	763-0220
Director	Sean Lorenzo	389-0345
Director	Allen Couture	472-1711
Director	Thomas Chow	368-0207
Director	Enrique Sabal	368-0881