

OFFICE OF THE MAYOR
KE KE'ENA O KA MEIA
CITY AND COUNTY OF HONOLULU

530 SOUTH KING STREET, ROOM 300 • HONOLULU, HAWAII 96813
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'24FEB08 PM 2:55 CITY CLERK

RICK BLANGIARDI
MAYOR
MEIA



MICHAEL D. FORMBY
MANAGING DIRECTOR
PO'O HO'OKELE

KRISHNA F. JAYARAM
DEPUTY MANAGING DIRECTOR
HOPE PO'O HO'OKELE

February 8, 2024

The Honorable Tommy Waters
Chair and Presiding Officer
and Members
Honolulu City Council
530 South King Street, Room 202
Honolulu, Hawaii 96813

Dear Chair Waters and Councilmembers:

Pursuant to Section 3-122 of the Revised Charter of the City and County of Honolulu, I hereby appoint, subject to confirmation by your Honorable Body, Ms. Marie Kumabe as a member of the Salary Commission.

Ms. Kumabe will fill a vacant position and serve for a term to expire on January 15, 2028. I would appreciate your favorable consideration of Ms. Kumabe's appointment and request adoption by the City Council in the most expedient manner possible.

I have enclosed Ms. Kumabe's personal information and a draft resolution for your review. For any general inquiries you may have regarding this appointment, please contact my executive assistant, Kevan Wong, at 768-6608.

Sincerely,

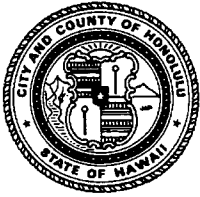
A handwritten signature in black ink that reads "Rick Blangiardi".

Rick Blangiardi
Mayor

Enclosure

cc: Ms. Marie Kumabe
Salary Commission
Ethics Commission

MAYOR'S MESSAGE 28



HONOLULU CITY COUNCIL
KE KANIHELA O KE KALANA O HONOLULU
CITY AND COUNTY OF HONOLULU

No. _____

RESOLUTION

CONFIRMING THE APPOINTMENT OF MARIE KUMABE TO SERVE ON THE
SALARY COMMISSION OF THE CITY AND COUNTY OF HONOLULU.

WHEREAS, Section 3-122, Revised Charter of the City and County of Honolulu 1973 (Amended 2017 Edition), as amended ("Charter"), establishes the Salary Commission; and

WHEREAS, the Salary Commission is responsible for establishing the salaries of elected officers of the City and County of Honolulu ("City"), the Managing Director, the Deputy Managing Director, department heads, deputy department heads, the Band Director, and the salary schedules for deputies of the Corporation Counsel and Prosecuting Attorney; and

WHEREAS, the Salary Commission is composed of seven members, appointed to staggered five-year terms as follows:

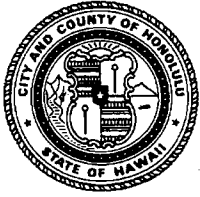
- (1) The Mayor, without necessity of confirmation by the City Council ("Council"), appoints three members;
- (2) The Council appoints three members; and
- (3) The Mayor appoints, subject to Council confirmation, the seventh member; and

WHEREAS, by Mayor's letter dated February 8, 2024, the Mayor has appointed Ms. Marie Kumabe to the Salary Commission to be the Mayor's appointee confirmed by the Council; and

WHEREAS, if confirmed by the Council, Ms. Kumabe will fill a vacant position created by end of term served by Ms. Diane Peters-Nguyen and serve for a term to expire on January 15, 2028; and

WHEREAS, Charter Section 13-103 requires that members of City boards and commissions be duly registered voters of the City; and

WHEREAS, the Council has reviewed Ms. Kumabe's qualifications and character and finds that Ms. Kumabe qualifies to serve on the Salary Commission; now, therefore,



HONOLULU CITY COUNCIL
KE KANIHELA O KE KALANA O HONOLULU
CITY AND COUNTY OF HONOLULU

No. _____

RESOLUTION

BE IT RESOLVED by the Council of the City and County of Honolulu that this body confirms the appointment of Ms. Marie Kumabe to the Salary Commission to serve a term expiring on January 15, 2028; and

BE IT FURTHER RESOLVED that the Council expresses its gratitude and appreciation to Ms. Marie Kumabe for her willingness to be considered for public service and actively participate in city government; and

BE IT FINALLY RESOLVED that copies of this Resolution be transmitted to the Mayor, the Chair of the Salary Commission, and Ms. Marie Kumabe.

INTRODUCED BY:

DATE OF INTRODUCTION:

Honolulu, Hawai'i

Councilmembers

CITY AND COUNTY OF HONOLULU
NOMINEE/APPOINTEE FORM

1. Position Nominated to: Hawaii Civil Service Commission
2. Name: Marie , H Kumabe
(First) (Middle) (Last)
3. Are you a citizen of the United States? Yes
Are you a resident of the City and County of Honolulu? Yes If yes, how long >20 years
Are you a registered voter in the City and County of Honolulu? Yes
4. Occupation: Business Owner/Human Resources
5. Name and address of employer or firm:
Kumabe HR
3465 Waialae Ave. #230 Honolulu, HI 96821
6. Does your employer do any business with the City and County of Honolulu? No
If yes, state the nature of business and approximate dollar amount in the last five years:

7. Do you or does any member of your immediate family hold office or own stock in any firm?
No
8. Does the firm do business with the City and County of Honolulu? No
If yes, provide details including the name(s) of the firm:

9. Do you have any part-time employment, professional activity, or financial interests other than those indicated in the previous question? Yes
If yes, provide details:
PT position with the University of Hawaii: Faculty Director for HR at Shidller.
10. Do you foresee any possible conflict between your present work, financial investments, business transactions or any other activity which would be incompatible with the proper discharge of your official duties or hinder you from effectively carrying out the duties for which you have been appointed? No
11. Are any members of your family employed by the City and County of Honolulu or any attached agency? No
If yes, please specify the department and division:

12. Are there any incidents in your past that may jeopardize your nomination? No
13. Have you ever been convicted of a felony? No If yes, provide details:

14. Education:

UCLA Bachelors in International Relations/Minor Business

Masters in Human Resource Management from Hawaii Pacific University

15. Provide a summary of major work experience for the last ten (10) years. Begin with your present job including military (attach additional sheets if necessary or resume):

Kumabe HR (Owner)

UH Shidler Masters in HR, Faculty Director

16. Community activities, etc. (also list any service on any other board or commission Federal, State or County):

YMCA Nuuanu Board Member

St. Patrick School Advisory Board

17. Have you ever been a member of a board or commission with the City and County of Honolulu?

No

If yes, provide name(s) of board/commission:

18. Will you be able to commit to the full term of this appointment? Yes

19. Will you be able to commit to meeting dates and times? Yes

20. Are you regularly away from Honolulu? No If yes, please explain:

21. Are you willing to make a confidential financial disclosure to the city Ethics Commission upon appointment and yearly thereafter? Yes

22. What do you understand to be the prime duties of your county appointment?

Attend meetings regularly and reseach and review as appropriate.

Utilize my expertise and knowledge in compensation policy as it pertains to
the duties of the commission.

The above statements made by me are true, complete, and correct to the best of my knowledge and belief and are made in good faith.

Marie Kumabe

(Signature)

11/28/2023

(Date)

The above statements made by me are true, complete, and correct to the best of my knowledge and ***The completed form and any attachment(s) will be posted by the City Clerk and available on the City's DocuShare Website.***

Marie Kumabe

EXPERIENCE:

09/09-Present

KUMABE HR, LLC: Honolulu, HI

Principal. Consult and provide clients with innovative human resource solutions in the areas of training, succession planning, compliance, staff development, performance metrics and other HR executive initiatives. Excel at Executive Recruitment and Staffing. Recognized as one of the 50 fastest growing companies in the state with over 3 million dollars in revenue and 55 employees.

07/09-Present

UNIVERSITY OF HAWAII (UH) SHIDLER COLLEGE OF BUSINESS: Honolulu, HI

Faculty Director Executive Master's Degree in Human Resource Management (RCUH)

Recruit, schedule, and evaluate Faculty for 16-month Executive Master's in Human Resource Program. Serve as Academic Counselor and Advisor for 60 students enrolled in program. Responsible for ensuring accreditation standards are met pertaining to faculty academic and professional qualifications. Assist with student recruitment, and oversee their satisfaction with learning and professional outcomes.

08/10-05/17

UNIVERSITY OF HAWAII (UH) SCHOOL OF TRAVEL INDUSTRY MGMT: HI

Lecturer Human Resource Management

Director of Internship & Career Development (Faculty Position)

11/01-9/09

REMEDY INTELLIGENT STAFFING: Honolulu, HI

Co-Owner. Opened and operated a national staffing franchise specializing in temporary employment and executive placement.

- Remedy grosses over 3 million dollars annually and employs over 100 people.
- Recognized as the 5th fastest growing business in the State of Hawaii by Pacific Business News (PBN).
- Consistently listed as one of the top women owned business in the State by PBN.

Implemented new Human Resource Information System for applicant and employee management. Established all benefits programs, including vendor negotiations. Developed and expanded the executive recruitment division of the business to record profits and client satisfaction. Responsible for staff training, development, and compensation. Provided consulting services to client companies including: outplacement services for both staff and executive positions, executive coaching, and development of behavior-based interview systems.

04/97-11/01

UH SCHOOL OF TRAVEL INDUSTRY MANAGEMENT: Honolulu, HI

Director of Internship & Career Development. Responsible for overseeing the mandatory internship program for 325 students. This included working with the business community regarding program development and placement, teaching 4 internship courses per semester, preparing students for national and international internship programs, and advising students in developing their job search and preparation skills. Other duties included: coordinating alumni association, writing and publishing the TIM Newsletter, coordinating the production of the TIM Marketing video, managing the on-campus recruiting programs, functioning as a liaison with the community colleges, and teaching the TIM Human Resource course. Re-structured the scholarship and national recruiting program.

08/95-04/97

NORTHWEST AIRLINES: Honolulu, HI

Flight Attendant Manager. Responsible for managing, training, and motivating 600 international Flight Attendants. Conducted service training and oversaw the employee recognition and safety program. Worked on special projects with Labor Relations and interacted extensively with the Teamsters Union. Re-organized the occupational injury program for the Honolulu station resulting in substantial cost saving and lost time reduction. Responsible for delivering food service, safety, and customer service training.

Marie Kumabe

Page 2 of 2

02/94-07/95

AMERICAN HAWAII CRUISES: Honolulu, HI

Director of Human Resources. Developed national and local recruiting programs including the staffing of a reconfigured ship. Responsible for recruiting all front line and senior management staff. Handled union grievances and labor relations issues. Developed internal transfer, training, and promotion policies. Designed curriculum and provided management training in the areas of Discipline Assessment, Sexual Harassment, and Performance Management. Computerized and oversaw the scheduling process for over 1,100 employees. Interfaced with government regulatory agencies including: U.S. Coast Guard, U.S. Immigration, and D.O.T. Re-structured corporate management compensation programs, including bonus and incentive structure.

11/84-12/93

02/91-12/93

CONTINENTAL AIRLINES, INC. Honolulu, HI

Manager of Inflight Services. Managed a staff of 10 Inflight Supervisors, 45 International Service Managers, and 500 Flight Attendants. Responsible for hiring, training and evaluating the supervisors. Successfully recruited 1,200 Flight Attendants and functioned as Benefits/Human Resource Liaison. Handled customer complaints and Flight Attendant grievances. Involved with curriculum development for cultural, leadership, service, and safety training.

06/89-02/91

Supervisor Inflight Services. Supervised over 600 Flight Attendants; directly supervised the International Service Managers. Administered the Inflight Recognition and Communication Programs. Implemented a college internship program. Recognized as Continental's Outstanding Supervisor for the Year in 1990.

07/87-06/89

Director of Passenger Service. International purser responsible for management of personnel, passengers, and international procedures for all international flights.

11/86-07/87

Passenger Service Representative. Los Angeles, CA

OTHER ACTIVITIES:

2004-Present

University of Hawaii at Manoa: Honolulu, HI

UH School of Nursing – Lecturer, HRM for the Master's in Nursing Online Course.
Shidler College of Business – Lecturer, Staffing for the Executive Master's Degree in HRM.
School of TIM – Lecturer, Human Resources and TIM 101.

2005-Present

Junior League of Honolulu - Co-Chairperson for Her Story Conference featuring Lisa Ling.
Girl Scouts Hawaii - Troop Leader.

2003-Present

2006-2009

Saint Patrick's School - PTA Board President (2 years); *Vice President.*

2000-Present

UH School of TIM Alumni Association - Board Member.

2007-Present

Big Brothers & Big Sisters of Honolulu – Gala Dinner Committee.

1997-Present

Society for Human Resource Managers-Chair, Programs & College Relations Committees

EDUCATION:

1996

HAWAII PACIFIC UNIVERSITY: Honolulu, HI

Master of Arts in Human Resource Management. G.P.A. 3.85. Course of study included: Compensation, Benefits, Labor Relations, Arbitration, Information systems, Training & Development, Law, Occupational Safety & Health, and Organizational Behavior.

1985

UNIVERSITY OF CALIFORNIA, LOS ANGELES: Los Angeles, CA

Bachelor of Arts in International Relations/Business Emphasis.

Office of the City Clerk
CITY AND COUNTY OF HONOLULU
STATE OF HAWAII

Voter Certificate

I, Glen I. Takahashi, City Clerk of the City & County of Honolulu, State of Hawaii do hereby certify that,

MARIE H. KUMABE

a resident of the City and County of Honolulu, State of Hawaii is a duly registered elector (voter) of

Precinct Q2, Representative District 19, State of Hawaii

Voter ID No: 1517011

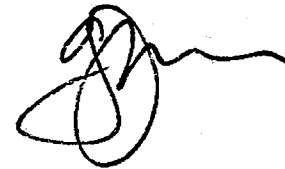
Registration Date: 05/24/1992

Date of Birth:

In Witness Whereof, I have hereunto set my hand and caused the Seal of the City and County of Honolulu to be affixed on January 29, 2024.

Signature Block

Signature of Elector



Glen I. Takahashi, City Clerk
City and County of Honolulu
State of Hawaii