'25OCT16 AM 8:58 CITY CLERK

OFFICE OF THE MAYOR
KE KE'ENA O KA MEIA
CITY AND COUNTY OF HONOLULU
530 SOUTH KING STREET, ROOM 300 • HONOLULU, HAWAI'I 96813
PHONE: (808) 768-4141 • FAX: (808) 768-4242 • WEBSITE: honolulu.gov

RICK BLANGIARDI
MAYOR
MEIA

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

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

October 15, 2025

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

Dear Chair Waters and Councilmembers:

Pursuant to Section 13-103(b) of the Revised Charter of the City and County of Honolulu, I hereby appoint, subject to confirmation by your Honorable Body, Ms. Anna Neubauer as a member of the Citizens Advisory Commission on Emergency Management. Ms. Neubauer will replace Joseph Miller and serve for term to expire on March 31, 2030. I would appreciate your favorable consideration of Ms. Neubauer's appointment in the most expedient manner possible.

I have enclosed a draft resolution and Ms. Neubauer's information for your review. For any general inquiries you may have regarding this appointment, please contact my Chief of Staff, Andy Sugg, at 768-5225.

Sincerely,

Rick Blangiardi
Mayor

Enclosures

cc: Ms. Anna Neubauer
Citizens Advisory Commission on Emergency Management
Department of Emergency Management
Ethics Commission

MAYOR'S MESSAGE 156

CITY AND COUNTY OF HONOLULU
NOMINEE/APPOINTEE FORM

1. Position Nominated to: Emergency Management Commission

2. Name: Anna (First) R. (Middle) Neubauer (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 5-10 years
   Are you a registered voter in the City and County of Honolulu? Yes

4. Occupation: Animal Welfare CEO

5. Name and address of employer or firm:
   Hawaiian Humane Society
   2700 Waialae Avenue, Honolulu, HI 96826

6. Does your employer do any business with the City and County of Honolulu? Yes
   If yes, state the nature of business and approximate dollar amount in the last five years:
   We are the service provider for the Animal Services contract with the Department of Customer Service

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? -select-
   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? No
   If yes, provide details:

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:

Bachelors of Science in Biological Sciences- Colorado State University
Masters in Public Administration with a nonprofit concentration- UC Denver
Certified Animal Welfare Administrator, Certified Nonprofit Professional

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):

See resume

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

See resume

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:

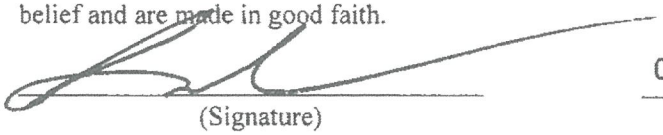
A few trips, but not regularly away

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?

To advise and provide counsel on emergency management and disaster preparedness for our community with a particular focus on animals.

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.



(Signature)

07/03/2025

(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.

Anna R. Neubauer, MPA, CNP, CAWA

SUMMARY

Extensive experience in providing and managing animal welfare organizations, and veterinary services in shelters and veterinary practice settings. Currently, President and CEO for Hawaiian Humane Society. Previously, Vice President of Operations for the Dumb Friends League; Instructor in the Zoo, Aquarium, and Animal Shelter Management professional science master's program at Colorado State University; co-founder and co-director of Fort Collins Cat Rescue; and Clinic Director of the Fort Collins Spay/Neuter Clinic (FCCRSNC). Started Fort Collins Spay/Neuter Clinic to provide critical veterinary services to the Northern Colorado community and to garner funding for FCCRSNC. An experienced professional who leads by both example and by building effective relationships with staff, volunteers, donors, and community members based on trust, respect, and quality operations.
Key skills include:

- Leadership
- Program Development and Management
- Collaboration
- Strategic Vision
- Budgeting
- Staff and Volunteer Development
- Construction Project Management
- Change Management
- Strategic Planning
- Communication
- Community Relations
- Fundraising

PROFESSIONAL HISTORY

President and CEO **2019-Present**
Hawaiian Humane Society, Honolulu, HI

Hawaiian Humane Society, a 501(c)3 nonprofit organization. Established in 1883, Hawaiian Humane is an integral part of our island community for both people and animals. We provide shelter, medical & surgical care, cruelty & neglect investigations, animal rescues, disaster response and planning, education, advocacy, and outreach across the entire island of Oahu. A leader in animal welfare, we take in and care for over 14,000 animals across 2 shelter locations each year.

As President and CEO, I am responsible for the strategic direction, oversight, and operations of Hawaiian Humane. Working with the Board of Directors and incredible team, successfully led the organization through significant organizational transformation to become a progressive animal welfare organization,

the COVID-19 pandemic, and the creation, construction, and opening of our second campus in Ewa Beach.

Vice President of Operations **2018-2019**
Dumb Friends League (now Humane Colorado), Denver, CO

Dumb Friends League, a 501(c)3 non-profit organization**.** Established in 1910, the Dumb Friends League is a valued community resource for both animals and people. DFL provides shelter, medical, cruelty, and neglect investigations, education, advocacy, and outreach within the Denver Metro area and beyond. A leader in the animal welfare community, the Dumb Friends League takes in and cares for over 20,000 animals a year.

During my tenure at DFL, I successfully mentored, coached, hired and trained team members to grow into key management and leadership roles. Maintained ongoing development of managers and directors under my supervision. Provided oversight, direction, and support for two DFL locations, which included budgeting, program development, strategic planning, key talent development to grow internal bench strength, had direct responsibility and planning for an over $10 million budget, with seven direct reports and a total staff of 100+.

- Led a team coordinating the logistics to remove and relocate animals from a failing shelter in Pueblo, CO
- Led team that developed relationships and transfer programs to over 30 in-state and more than 20 out-of-state partners resulting in successful programs and animal outcomes
- Administered outreach and close collaboration with other animal welfare organizations in Colorado, Texas, Oklahoma, Kansas, and other areas in need
- Played a key role in the $40 million construction project at the DFL Quebec Shelter
- Conduct direct oversight and standard setting for the euthanasia training and certification program to ensure a consistent application of and standardized approach to euthanasia decision making and euthanasia process
- PACFA regulation and reporting key role, ensuring compliance with state regulations
- Collaborate closely with field services team for case support and management
- Worked with regional and national partners responding to disaster and relocation efforts
- Collaborated, supported, and participated in key fundraising efforts at DFL (Telethon, Furry Scurry, Lulu's BBQ)
- Key role in the acquisition of a $100,000 grant from the Zeger Foundation
- Grant reporting and acquisition roles for Petco and PetSmart foundation grants
- Vendor negotiation and contract execution

Director of Operations, Quebec Street Shelter **2015-2018**
Dumb Friends League (now Humane Colorado), Denver, CO

Provided oversight, direction, and support to six departments, which included, six department managers, seven supervisors, and 69 staff. Created an inclusive and supportive operations team. Generated collaboration amongst all the operations teams. Restructured the management team's interactions and supervisory support. Supported managers with annual plan development, departmental plan development, and strategic plan preparation. Coached management team through changes from the president's succession plan. Participated in the creation of building re-design with executive and management teams. Worked closely with field services teams on cruelty and neglect seizure case management. Worked closely with development and communications teams on special events and fundraisers.

- Animal Care Department (responsible for all animal general care and feeding)
    - Restructured and rebuilt a fragmented and struggling department
    - Hired and developed a new manager
    - Supported collaboration and team building
    - Increased intradepartmental and interdepartmental communications
- Behavior Department (responsible for all behavior enrichment and modification for the animals)
    - Restructured and rebuilt a marginalized team
    - Hired and developed a new manager
    - Supported collaboration and team building
    - Increased interdepartmental communications
    - Conducted program evaluation
- Call Center Department (responsible for all customer communications via phone, email, chat)
    - Supported collaboration and team building
    - Engaged staff and manager in cross-departmental shadowing
    - Oversaw team development
- Customer Care Department (responsible for all adoptions and adoption events)
    - Coached and supported manager on communications and reframing
    - Supported collaboration and team building
    - Mentored manager with volunteer restructuring
- Pet Admissions Department (responsible for intake and evaluation of all animals)
    - Coached and mentored newer manager
    - Supported cross-training
    - Supported collaboration and team building
- Transfer Department (responsible for all incoming and outbound animal transfers)
    - Supported the development of this new team
    - Coached and mentored the new manager
    - Supported collaboration and team building
- Disaster Response
    - Successfully deployed a team to multiple hurricane response efforts over 5 years
    - Led and directed logistics for a struggling shelter in Texas

Director of Veterinary Services **2014-2015**
Dumb Friends League (now Humane Colorado), Denver, CO

Provided oversight, direction, and support to three departments, which included, two department managers, one chief veterinarian, two supervisors, six veterinarians, fourteen CVT's, six veterinary assistants, one community outreach coordinator, and three foster coordinators. Supported managers with annual plan development and departmental plan development. Provided veterinary support with field services seizure case management.

- Veterinary Services Department (responsible for all medical and surgical care of animals)
- Restructured volunteer veterinarian program
- Mentored and supported supervisor with inventory management modifications
- Mentored management team on restructuring volunteer training
- Restructured and rebuilt Bel-Rea student volunteer program
- Coached and mentored chief veterinarian regarding communication style
- Outreach Department (responsible for all S/N outreach efforts and community efforts)
    - Strategic plan development and implementation for department
    - Supported collaboration and team building
    - Restructured staff scheduling
- Foster Department (responsible for all animals needing foster care)
    - Supported development and implementation of neonatal kitten program
    - Supported collaboration and team building
- Disaster Response Team (responsible for animal disaster response for Douglas County, CO)
    - Supported manager through development and implementation
    - Advised on medical and animal care supply purchasing

Veterinary Services Manager **2010-2014**
Dumb Friends League (now Humane Colorado), Denver, CO

- Managed the daily operations of the veterinary services department, medical management, and medical direction of all shelter animals alongside chief veterinarian
- Managed a staff of over 25 paid employees, including relief veterinarians and technicians, and oversaw 90 volunteers
- Responsible for all employee affairs (hiring, firing, performance reviews, coaching, training, etc.)
- Created and managed departmental budget
- Oversaw inventory management and department's fiscal responsibility
- Created new staff positions within the department to increase efficiency and overall resource diligence
- Created new protocols and procedures to improve medical management of diseases as well as customer service with newly adopted pets

- Implemented and oversaw disease management and coordination between departments
- Responsible for monthly budget variance reporting
- Responsible for departmental reporting on fiscal year goals and progress
- Involved in organizational strategic planning
- Worked collaboratively with all departments and branches of the organization
- Worked with all medical supply and equipment vendors
- Involved in strategic partnership relations to increase our fiscal responsibility
- Created new transfer partnerships with other animal welfare organizations
- Oversaw euthanasia training and certification program

Instructor, Leadership in Animal Organizations **2016-2019**
Professional Science Master's Program
Zoo, Aquarium, and Animal Shelter Management
Colorado State University

Co-Founder & Clinic Director **2006 - 2010**
Fort Collins Cat Rescue & Spay/Neuter Clinic (now Animal Friends Alliance), Fort Collins, CO

Co-founded Fort Collins Cat Rescue, a 501(c)3 non-profit organization. Managed the conception and creation of Fort Collins Spay/Neuter Clinic, part of the Fort Collins Cat Rescue. Since inception FCCRSNC has rescued over 17,500 cats and kittens and has performed over 60,000 spays and neuters.

- FCCRSNC started as a fledgling organization with 17 cats, 450 square feet and two very determined and hard-working individuals.
- Key leadership role in building FCCRSNC into a $500,000 a year organization with many programs and assets which are invaluable to the community of Northern Colorado and Southern Wyoming.

Clinic Director:

- Managed a staff of six, numerous volunteers, and all activities and programs of the spay/neuter clinic.
- Responsible for all employee affairs (hiring, firing, benefits, training, etc.).
- Managed the clinic's budget, assisted with overall organizational budget creation and administration, business relations, and networking.
- Developed a feral cat s/n program to provide free to very low-cost feral cat surgeries.
- Organized and planned Spay Day events during my last three years with the organization.
- Managed all aspects of inventory supplies and equipment needs.
- Established PAL (Prevent A Litter) program to provide free surgeries to qualifying individuals/families. Created a food assistance program for our PAL clients.

- Managed all advertising aspects for the clinic, including quarterly spay/neuter promotions and events.
- Extended outreach by starting vaccination clinics for the general public.
- Established effective relationships with multiple animal welfare organizations and rescues.
- Responsible for >95% of euthanasia decisions and procedures performed.

Inventory Manager/ Senior Veterinary Technician **1999-2007**
South Mesa Veterinary Hospital, Fort Collins, CO

Head Veterinary Technician/Inventory Manager **1996-1998**
Berkeley East Bay Humane Society, Berkeley, CA

EDUCATION AND PROFESSIONAL DEVELOPMENT

MPA, Nonprofit Management	University of Colorado Denver	2016
Pi Alpha Alpha	Public Affairs Honor Society	2016
BS, Biological Sciences	Colorado State University	2003
Fellow	Hawaii Alliance of Nonprofit Organizations	2024
CNP	Nonprofit Leadership Alliance	2016
CAWA	Society of Animal Welfare Administrators	2016
CVT	CO Assoc. of Certified Veterinary Technicians	2008

VOLUNTEER POSITIONS

Foster Parent	DFL (now Humane Colorado)	2010-2019
Foster Parent	FCCRSNC	2006-2010
Human-Animal Therapy Team	HABIC	2004-2006
Lead Anesthesia Technician	RAVS (now HSVMA)	2004
Animal Caretaker	Colorado Division of Wildlife	1999

HONOLULU CITY COUNCIL

KE KANIHELA O KE KALANA O HONOLULU

CITY AND COUNTY OF HONOLULU

No._____

RESOLUTION

CONFIRMING THE APPOINTMENT OF ANNA NEUBAUER TO SERVE ON THE CITIZENS ADVISORY COMMISSION ON EMERGENCY MANAGEMENT OF THE CITY AND COUNTY OF HONOLULU.

WHEREAS, Section 6-104, Revised Charter of the City and County of Honolulu 1973 (Amended 2017 Edition), as amended ("Charter"), establishes a Citizens Advisory Commission on Emergency Management consisting of five members; and

WHEREAS, Charter Section 6-104 sets forth that the Citizens Advisory Commission on Emergency Management shall advise the Mayor, the Council, and the Director of Emergency Management on matters pertaining to emergency management, and promoting community understanding and interest in such matters; and

WHEREAS, pursuant to Charter Section 13-103, the members of the commission are appointed by the Mayor and confirmed by the City Council ("Council") and serve for staggered five-year terms; and

WHEREAS, by Mayor's letter, dated March 25, 2025, the Mayor has appointed Ms. Anna Neubauer to the Citizens Advisory Commission on Emergency Management; and

WHEREAS, if confirmed by the Council, Ms. Neubauer will replace Joseph Miller and serve for a term to expire on March 31, 2030; and

WHEREAS, Charter Section 13-103, which applies to the Commission, requires that appointees to all City boards and commissions be registered voters of the City; and

WHEREAS, the Council of the City and County of Honolulu has reviewed Ms. Neubauer's qualifications and character and finds that she qualifies to serve on the Citizens Advisory Commission on Emergency Management and deserves confirmation; now, therefore,

BE IT RESOLVED by the Council of the City and County of Honolulu that it confirms the appointment of Ms. Anna Neubauer to the Citizens Advisory Commission on Emergency Management for a term expiring on March 31, 2030; and

BE IT FURTHER RESOLVED that the Council expresses its gratitude and appreciation to Ms. Neubauer for her willingness to serve the City and County of Honolulu; and

HONOLULU CITY COUNCIL

KE KANIHELA O KE KALANA O HONOLULU

CITY AND COUNTY OF HONOLULU

No._____

RESOLUTION

BE IT FINALLY RESOLVED that copies of this Resolution be transmitted to the Mayor, Chair of the Citizens Advisory Commission on Emergency Management, the Director of the Department of Emergency Management, and Ms. Anna Neubauer.

INTRODUCED BY:

_____

_____

_____

_____

_____

_____

DATE OF INTRODUCTION: _____

_____

_____ _____

Honolulu, Hawai'i Councilmembers

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,

ANNA NEUBAUER

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

Precinct: 04, Representative District: 22, State of Hawaii

Voter ID No: 1920091 *Registration Date: 06/13/2020*

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 October 14, 2025.

Signature Block

Signature of Elector

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

This certificate expires at the earlier of either the date the named elector relinquishes the voter residence associated with this certificate or after the next scheduled Hawaii General election after the affixed issuance date.