

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

530 SOUTH KING STREET, ROOM 300 • HONOLULU, HAWAII 96813
PHONE: (808) 768-4141 • FAX: (808) 768-4242 • WEBSITE: www.honolulu.gov

RICK BLANGIARDI
MAYOR
MEIA

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

IAN SCHEURING
DEPUTY MANAGING DIRECTOR
HOPE PO'O HO'OKELE



September 15, 2026

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 reappoint, subject to confirmation by your Honorable Body, Dr. Richard Kebo as a member of the Ocean Safety Commission. I would appreciate your favorable consideration of Dr. Kebo's reappointment and request adoption by the City Council in the most expedient manner possible.

I have enclosed a draft resolution and Dr. Kebo's personal information for your review. For any general inquiries you may have regarding this appointment, please contact my Chief of Staff, Andy Sugg, at (808) 768-4811.

Sincerely,

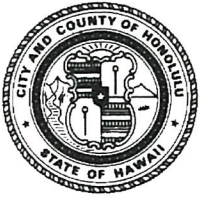
A handwritten signature in dark ink, appearing to be "Rick Blangiardi".

for

Rick Blangiardi
Mayor

Enclosures

cc: Mr. Richard Kebo
Honolulu Ocean Safety Department
Honolulu Ocean Safety Commission
Ethics Commission



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

No. _____

RESOLUTION

CONFIRMING THE REAPPOINTMENT OF DR. RICHARD KEBO TO SERVE ON THE OCEAN SAFETY COMMISSION OF THE CITY AND COUNTY OF HONOLULU.

WHEREAS, Section 6-2005, Revised Charter of the City and County of Honolulu 1973 (Amended 2017 Edition), as amended ("Charter"), establishes an Ocean Safety Commission consisting of five members; and

WHEREAS, Charter Section 6-2006 sets forth the powers, duties, and functions of the Ocean Safety Commission; 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 September 14, 2026 the Mayor has reappointed Dr. Richard Kebo to the Ocean Safety Commission; and

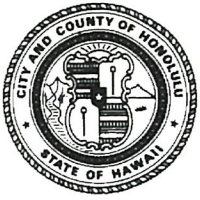
WHEREAS, if confirmed by the Council, Dr. Kebo will serve for a term to expire on June 30, 2031; and

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 has reviewed the qualifications and character of Dr. Kebo and finds that he is qualified to serve on the Commission and deserves confirmation; now, therefore,

BE IT RESOLVED by the Council of the City and County of Honolulu that it confirms the reappointment of Dr. Richard Kebo to the Ocean Safety Commission for a term expiring on June 30, 2031; and

BE IT FURTHER RESOLVED that the Council expresses its gratitude and appreciation to Dr. Richard Kebo for his commitment and willingness to actively participate in city government; 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, The Chair of the Ocean Safety Commission, the Chief of the Department of Ocean Safety, and Dr. Richard Kebo.

INTRODUCED BY:

DATE OF INTRODUCTION:

Honolulu, Hawai'i

Councilmembers

Dr. Richard F. Kebo

ENTREPRENEURSHIP

Kama'aina Surf & Paddle LLC

2024 -current

Manufacturer, distributor, sales and rentals of Stand Up Paddle (SUP) boards, surfboards, ocean accessories.

PROFESSIONAL

Hawaiian Airlines, Honolulu, HI

2023 - 2025

Advisor, Organizational Development

Performance management, Individual and team interventions, Leadership development, and Coaching.

American Savings Bank, Honolulu, HI

2020 - 2023

Vice President, Organizational Development Advisor

Talent management, Individual and team interventions, Change management, Leadership development, Employee engagement, 360 feedback program management, and Compensation, bonus, incentives.

Hawaii Medical Service Association (Blue cross, Blue shield), Honolulu, HI

2018 - 2019

Business Partner, Organizational Development and Effectiveness

Employee engagement, Change management, and Talent management.

Territorial Savings Bank, Honolulu, HI

2017 - 2019

Organizational Development Consultant

Training and Leadership development.

Hawaii Small Business Development Center, Honolulu, HI

2015 - 2018

Senior Business Advisor

Entrepreneur and small business consulting.

State of Hawaii, Office of Hawaiian Affairs (OHA), Honolulu, HI

2010 - 2011

Research Analyst, Strategic Performance Manager

Strategic planning, Change management, and Performance management.

City of Sacramento, Sacramento, CA

2007 - 2010

Organizational Development Consultant

Succession planning and Leadership development.

Kaiser Permanente, Fresno, CA

2007 - 2008

Organizational Development Consultant

Diversity training and Leadership development.

Kamehameha Schools, Honolulu, HI

2005

Research Analyst

Strategic planning.

Kebo Academy, Inc., Honolulu, HI

Small family business.

ACADEMIA

Hawaii Pacific University 2026 - current
Adjunct Professor

University of Maryland Global Campus 2020 - current
Adjunct, Full Professor
Undergraduate online courses in business, technology, and healthcare.

Saylor Academy 2020 - 2023
Consulting Professor
Curriculum development for undergraduate and master's courses.

Argosy University Hawaii 2012 - 2017
Faculty
Undergraduate, Graduate and Doctoral courses. Chair and Member for master's thesis and doctoral dissertations.

SERVICE

Honolulu Ocean Safety 2025 - current
Commissioner

Seton Hall University, Stillman School of Business 2024 - 2025
Advisory Council Member

State of Hawaii Commission on Fatherhood, Department of Human Services 2017 - 2019
Chairman, Oahu Commissioner

Lei Pauku at Hoakalei Resort Homeowners Association 2017 - 2023
President, Vice President, Treasurer

EDUCATION

Doctor of Psychology, Organizational Development 2009
Alliant University, Fresno, CA

Master of Business Administration 2006
University of Phoenix

BA Psychology 2004

BA Public Administration 2004
University of Hawaii at West Oahu, Kapolei, HI

AAS Administration of Justice 2003
Honolulu Community College, Honolulu, HI

CERTIFICATION

DiSC personality assessment 2021

Insights Discovery personality assessment 2024

Emotional Intelligence - Blue EQ 2024

Team Effectiveness - The Grove 2024

RECOGNITION

Employee of the year 1997
Waikiki Trader Group, Honolulu, HI

CITY AND COUNTY OF HONOLULU
NOMINEE/APPOINTEE FORM

1. Position Nominated to: Ocean Safety Commission (OSC)
2. Name: Richard F. Kebo
(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, manufacturer of surfboards and stand up paddle boards
5. Name and address of employer or firm:
Kama'aina Surf & Paddle LLC
524 Keawe St. #241 Honolulu, HI 96813
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:
n/a
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:
n/a
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:
n/a
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:
n/a
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:
n/a

14. Education:

Doctor of Psychology - Organizational Development. Alliant International University

Master of Business Administration (MBA). University of Phoenix

BA Psychology, BA Public Administration. University of Hawaii at West Oahu

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):

Manufacturer of surfboards and stand up paddle boards. 20 years experience as an Organizational Development

14 years as Academic professor

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

Advisory Council Member - Seton Hall University

Commissioner - Hawaii State Commission on Fatherhood, Department of Human Services

Board Member - Lei Pauku at Hoakalei Resort Homeowners Association

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

Yes

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

Commissioner, Honolulu Ocean Safety Department

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:

n/a

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

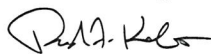
22. What do you understand to be the prime duties of your county appointment?

Support the Commissions Power, Duties, and Functions as outlined in the City Charter, and

reviewing the department's operations and advising on recommendations,

evaluating the performance of the Ocean Safety Chief, and facilitating community concerns

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)

8/28/26

(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.

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

Voter Certificate

I, Chadd Kadota, Acting City Clerk of the City & County of Honolulu, State of Hawaii do hereby certify that,

RICHARD F. KEBO

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

Precinct, 06 Representative District, 39 State of Hawaii

Voter ID No: 1474083 Registration Date: 01/27/1997

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 August 31, 2026.*

Signature Block

Signature of Elector



*Chadd Kadota, Acting City Clerk
City and County of Honolulu
State of Hawaii*