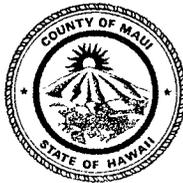


Michael P. Victorino  
Mayor

Sananda K. Baz  
Managing Director



**OFFICE OF THE MAYOR**  
COUNTY OF MAUI  
200 S. HIGH STREET  
WAILUKU, MAUI, HAWAII 96793  
[www.mauicounty.gov](http://www.mauicounty.gov)

2019 MAR 14 PM 2:19

OFFICE OF THE  
COUNTY COUNCIL

GET-2 (5)

RECEIVED

March 14, 2019

Honorable Michael J. Molina, Committee Chair  
Governance, Ethics, and Transparency Committee  
200 South High Street  
Wailuku, Hawaii 96793

Dear Chair Molina:

**SUBJECT: NOMINEES TO BOARDS, COMMITTEES, AND COMMISSIONS (GET-2)**

In accordance with Section 13-2(17) of the Charter of the County of Maui, I am pleased to submit the following nomination, along with their completed application, for your review and consideration:

**Salary Commission**

Vernon Oato (replacing Harold Ames)

Term Expiration 3/31/21

If you have any questions on this matter, please contact Gladys Baisa, Community Liaison, Office of the Mayor, at 270-8211.

Sincerely,

A handwritten signature in black ink that reads "Michael P. Victorino".

MICHAEL P. VICTORINO  
Mayor

Attachments  
MPV:GB/so

# Resolution

No. \_\_\_\_\_

## RELATING TO THE APPOINTMENT OF VERNON OATO TO SALARY COMMISSION FOR THE COUNTY OF MAUI

WHEREAS, by correspondence dated March 14, 2019, Mayor Michael P. Victorino notified the Council he nominated Vernon Oato to the Salary Commission for the County of Maui for a term expiring on March 31, 2021, to fill a vacancy replacing Harold Ames, pursuant to Sections 2.40.210 and 2.42.010, Maui County Code ("MCC"), and Sections 8-17.1 and 13-2, Revised Charter of the County of Maui (1983), as amended ("Charter"); and

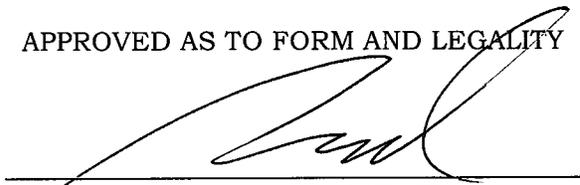
WHEREAS, Charter Section 13-2, requires the Mayor's nominee to be approved by the Council; and

WHEREAS, Charter Section 13-2(17), requires the Council to approve or disapprove the nomination within sixty days after the Mayor submits the name of the nominee to the Council because of the death, resignation, or removal of a member; now, therefore,

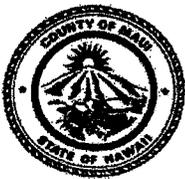
BE IT RESOLVED by the Council of the County of Maui:

1. That it approves the appointment of Vernon Oato to serve on the Salary Commission for the County of Maui for a term expiring March 31, 2021;
2. That the Council expresses its gratitude and appreciation to Vernon Oato for his willingness to be considered for public service and actively participate in County government; and
3. That certified copies of this Resolution be transmitted to the Mayor, the Managing Director, and the Corporation Counsel.

APPROVED AS TO FORM AND LEGALITY



EDWARD S. KUSHI, JR.  
Department of the Corporation Counsel  
County of Maui  
2019-0122  
2019-03-14 SC Oato replace Ames



# BOARD/COMMISSION APPLICATION FORM RECEIVED

2019 FEB 21 PM 2:27

(Please print or type)

Name: Oato (Last) Vernon (First) OFFICE OF THE MAYOR (Full Middle Name)

City of Residence: Kihei Island: Maui

Current Employer & Position: Human Resources Consultant

Business Phone: 808-268-8795 Business Fax: \_\_\_\_\_ Email (optional): oatov001@hawaii.rr.com

Please indicate why you are interested in serving and what skills you may have to contribute:  
I am interested in serving on the Salary Commission. I have over 25 years of experience in human resources management and interested in contributing to public service. As a human resources professional, wage and salary administration is one of the disciplines that I have experience with including building wage and salary tables, market research and validation, and merit based compensation. I hold two senior level professional certifications and have instructed in human resources certification courses.

| From      | To       |   |
|-----------|----------|---|
| Jan 2013  | Present  | H.R. Consultant                             |
| June 2015 | Present  | Millennium Green - Human Resources Director |
| Jan 2015  | June     | UH-MC Lecturer                              |
| Jan 2011  | Jan 2013 | Human Resources Director                    |

Political Affiliation: None  
Section 13-2(2) of the Charter, County of Maui, requires that not more than a bare majority of members of a board or commission belong to the same political party; therefore, please indicate if registered/card carrying member of a political party. If not, indicate "None" or "Independent."

Community and Professional Organizations/Activities:  
Society of Human Resources Management, National and State member and past officer.

Previous County Experience (employment or board member):  
None

Educational Background:  
Seattle University - B.A. Economics

Consent to be Nominated and Certification of Truthfulness and Accuracy of Information:  
I declare that the above statements are true and accurate to the best of my knowledge.  
Signature: [Signature] Date: 2/21/19

Most board/commission appointments are subject to confirmation by the Maui County Council. Most of these positions are for five-year terms. If you are selected as a nominee, the information contained on this form will be provided to the public upon request.

Please send completed forms to **OFFICE OF THE MAYOR, 200 SOUTH HIGH STREET, WAILUKU, HAWAII 96793**; or fax to 270-7870. For further information, call 270-7855; on Lana'i, call 1-800-272-0125; on Moloka'i, call 1-800-272-0117.

## RESUME

**Vernon M Oato, SPHR, SHRM-SCP**

140 Uwapo Road #53-202

Kihei, HI 96753

(808) 268-8795

140uwapo@gmail.com

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### SUMMARY OF QUALIFICATIONS

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**Human Resources Management Experience:** 20+ years

**Employment:** Recruitment, interviewing, orientation including pre-opening mass hiring and processing.

**Benefits:** Administration, annual benefits analysis and vendor shopping including 3<sup>rd</sup> party administration and self-insured policies.

**Labor Relations Experience:** 12 years

- Multi-step grievance procedures.
- Seven test of "Just Cause" standard.
- Union relation protocols including Weingarten Rights and protected concerted activity.
- Contract negotiations and interpretation.
- Fact finding, investigations and informal issue resolution.
- Unemployment hearings, fact-finding, pre-finding, and conciliation settlement conferences.

**Compliance:**

- Government EEO investigator. Write legal standard responses to EEOC and HCRC complaints. Experienced in high level harassment cases.
- Disparate (systemic) and adverse impact discrimination.
- Affirmative Action Program development.

**Employee Relations:**

- Able to design and administer corrective action and individualized Performance Improvement Plans.
- Effective coaching, counseling, and mentoring staff.
- Experienced in "interactive dialogue" in ADA accommodation situations.

**Strategic Planning:** Succession planning, organizational development, health and wellness program, labor contingency planning.

**Training**

- Standard training programs: orientation, annual harassment (staff and supervisory), benefits.
- Post incident: sexual harassment, retaliation.
- Supervisory development.
- HRCI Certification Coordinator, trainer, and study group leader.

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### EMPLOYMENT HISTORY

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**MILLENNIUM GREEN:** Director of Human Resources – June 2015 – Present

- Development of human resources fundamentals.
- Monitoring and administration of regulatory rules.

**HUMAN RESOURCES CONSULTING:** January 2013 – Present

**UNIVERSITY OF HAWAII – MAUI COLLEGE:** Lecturer – January 2015

- Lecturer: HOST 101: Introduction to Hospitality and Tourism Industry

**MAUI ECONOMIC OPPORTUNITY:** Director of Human Resources – January 2011 – December 2012

- Oversee the human resources administration of a community action agency.
  - Staff supervision of a staff of three in an employee population of 220.
  - Administer federal (DOT) and state transportation regulations.
  - Administer agency drug testing program.
  - Develop and administer human resources strategic plan.
  - Performance evaluation monitoring and approval.

**COMMUNITY CLINIC OF MAUI: Director of Human Resources – February 2001 – April 2007**

- Develop, implement, and administer the human resources function for a primary care community health clinic.
  - Establish the human resources fundamentals for the organization.
  - Developed policies and procedures, compensation program, worker's compensation/safety/OSHA reporting, benefit programs, performance reviews and merit increase program, and development of the employee handbook.
  - Conducted provider credentialing.
  - Development of HIPAA procedures and handbook.

**WESTIN HOTELS AND RESORTS: February 1982 – January 2000 (18 years)**

The Westin Maui/Kapalua Bay Hotel – Director of Human Resources/H.R. Manager (9 years)

- Member of resort executive team. Staff supervision of eight in an employee population of 600+.
- Conducted second and third step grievances.
- Participated in multi-employer contract negotiations and member of hotel council.
- Hotel management representative to union pension trust fund and trust co-chairperson.
- Prepared, monitored, and forecasted annual human resources budget.
- Wage and salary administration, performance reviews, and merit increase calculations.

The Westin Kauai – Assistant Director of Human Resources (3 years)

- Department head to a human resources staff of 12 in an employee population of 1,600.
- Conducted over 100 first step grievances.
- Supervisory counseling on labor/employee relations, and disciplinary action.
- Advisor to the Employee Relations Committee.
- Certified trainer for Interaction Management (supervisory skills development)

The Westin Seattle – Employment Supervisor, Benefits Coordinator (7 years)

- Benefits Coordinator: Managed worker's compensation, safety, recognition, and salaried benefits programs. OSHA reporting. Instituted MSDS communication program. Active claims management of self-insured workers' compensation plan.
- Employment Supervisor: Interviewed, screened, and referred applicants to department for hiring decision.
  - Hired for the hotel expansion of the new North Tower. Corporate selection to assist with the opening of The Westin Vail and The Westin Tabor Center (Denver).
  - Corporate selection to join the executive team to recruit management trainees at Washington State University.

**STATE OF WASHINGTON: (4+years)**

Human Rights Commission – Civil Rights Investigator II, Pasco, WA, Field Office

- Intake, investigation, and resolution of discrimination complaints in employment, public accommodation, insurance, credit, and housing.
- Opened new office in Pasco, WA. Investigated, wrote investigative findings, conducted fact-finding and conciliation conferences, and wrote settlement agreements on over 125 discrimination complaints.

**DSHS - Division of Vocational Rehabilitation – Affirmative Action Officer II**

- Implement corrective steps from an Office of Civil Rights compliance review.
  - Recruitment and hiring bilingual/bicultural staff.
  - Community outreach and liaison to minority community service organizations.
  - Translation and distribution of bilingual program service brochures.
  - Establishment of a staff relations committee.

**Employment Security Department – Employment Interviewer II**

- Interview, screen, and refer job applicants to businesses with job openings.
- Supervised staff of five Employment Interviewers.

**HUMAN RESOURCES CONSULTING**

- Audit, evaluate, and recommend human resources fundamentals development, correction, and enhancement.
  - Hawaii Primary Care Association
  - Honu’apo Facilities Management
  - Hawaii Pacific Parks Association
  - West Hawaii Community Health Ctr.
  - Koolauloa Community Health Ctr.
  - Community Workday Program
  - Maui Economic Opportunity
  - Employers Option

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**EDUCATION**

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High School: Leilehua High School  
College: Seattle University, B.A. Economics  
College: City University, MBA Program (18 credit hours)

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**PROFESSIONAL CERTIFICATIONS**

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Senior Professional in Human Resources (SPHR)  
SHRM – Senior Certified Professional

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**PROFESSIONAL ASSOCIATIONS**

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SHRM National - Active Member  
SHRM Maui – Active; Past 2 term Board Treasurer

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**PROFESSIONAL ACHIEVEMENTS/RECOGNITIONS**

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- Employee of the Month – The Westin Seattle (twice)
- Manager of the Quarter – The Westin Kauai
- Westin Hotels and Resorts Corporate Distinguished Service Award – Westin Global Human Resources Conference