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The Honorable Ron Menor, Chair
 and Members
 Honolulu City Council
 Executive Matters and Legal Affairs Committee
 530 S. King Street
 Honolulu, Hawaii 96813

RE: Letter in Support of Ms. Carolee C. Kubo as Director, Department of Human Resources,
 City and County of Honolulu

Dear Chairman Menor and Council Members:

I am pleased to submit testimony in support of Ms. Carolee C. Kubo, nominee for the position of Director, Department of Human Resources, City and County of Honolulu.

Carolee certainly possesses the work experience that is necessary for the position for which she is being considered. She has broad based knowledge of operating a human resources department with specific expertise in all facets of labor relations. She brings a unique perspective to the job having represented both an employer and a public sector union at the bargaining table. Her familiarity with state and federal labor law, workers compensation, employee rights, discrimination issues, affirmative action, safety in the workplace, and handling grievances will serve her well as Human Resources Director. She has worked in large organizations such as the Hawaii Government Employees Association and the Hawaii Health System Corporation and understands the challenges at hand.

During her career in labor relations and human resource management, Carolee has received excellent education and training in a wide range of human resource topics and issues. I've known Carolee for a number of years, and I have always found her to be well-informed, very professional, and always cordial and respectful. She is well-qualified to handle the responsibilities of the Director of the Human Resources Department.

I respectfully urge the Council to support Ms. Kubo's nomination and confirm her appointment as Director, Department of Human Resources, City and County of Honolulu.

Sincerely yours,

Patrick J. Duarte
 President & CEO