

**THE THIRTIETH LEGISLATURE  
APPLICATION FOR GRANTS  
CHAPTER 42F, HAWAII REVISED STATUTES**

Type of Grant Request:

Operating                       Capital

Legal Name of Requesting Organization or Individual: Db: \_\_\_\_\_

Maui Economic Opportunity, Inc.

Amount of State Funds Requested: \$ 335,000

Brief Description of Request (Please attach word document to back of page if extra space is needed):

MEO requests \$335,000 to purchase one electric ten seat ADA bus with three wheelchair positions and one EV ABB-120kW DC Pedestal, 480 Volt/64Amp3/P, Single 20 ft. Cable, 4G 45 min full charge time charging system. MEO will apply for a \$35,000 HI Energy rebate to cover a portion of the cost of the charging system. Award of rebate is not guaranteed.

Amount of Other Funds Available:

State: \$ 0  
Federal: \$ 0  
County: \$ 0  
Private/Other: \$ 35,000

Total amount of State Grants Received in the Past 5 Fiscal Years:

\$ 2,350,732

Unrestricted Assets:

\$ 2,321,126

New Service (Presently Does Not Exist):  Existing Service (Presently in Operation):

Type of Business Entity:

501(C)(3) Non Profit Corporation  
 Other Non Profit  
 Other

Mailing Address:

P.O. Box 2122

City: State: Zip:

Kahului HI 96733

Contact Person for Matters Involving this Application

Name: Debbie Cabebe	Title: Chief Executive Officer
Email: debbie	Phone:

Federal Tax ID#: [REDACTED]	State Tax ID#: [REDACTED]
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Authorized Signature

Debbie Cabebe, CEO

Name and Title

11922

Date Signed



**Maui Economic Opportunity, Inc.**

P.O. Box 2122  
Kahului, HI 96733  
808-249-2990  
Fax: 808-249-2991  
[www.meoinc.org](http://www.meoinc.org)

January 19, 2022

House of Representatives Committee on Finance

Senate Committee on Ways and Means

RE: Grant-in-Aid

Email- [GIATestimony@capitol.hawaii.gov](mailto:GIATestimony@capitol.hawaii.gov)

To Whom it May Concern:

Maui Economic Opportunity (MEO) requests \$335,000 GIA funds to purchase one ten seat ADA electric bus and charging system to support MEO Human Services transportation operations on Maui Island.

While MEO Transportation fills a critical need, MEO is not eligible for federal infrastructure funding because the service we provide is not considered "public transit".

We understand the impact of climate change and the need to align with the State's goal of 100% zero-emission transit buses by 2030. This funding will help us jump start this initiative. We will continue to explore other funding options to upgrade our fleet.

Please see the attached application for your review and consideration.

Sincerely,

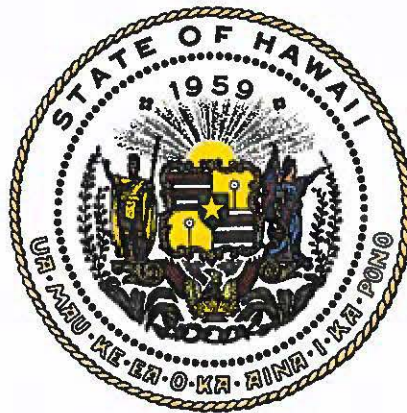
Debbie Cabebe, SHRM-SCP  
Chief Executive Officer

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**The Promise of Community Action**

Community Action changes people's lives, embodies the spirit of hope, improves communities, and makes America a better place to live. We care about the entire community, and we are dedicated to helping people help themselves and each other.





## Department of Commerce and Consumer Affairs

### CERTIFICATE OF GOOD STANDING

I, the undersigned Director of Commerce and Consumer Affairs of the State of Hawaii, do hereby certify that

**MAUI ECONOMIC OPPORTUNITY, INC.**

was incorporated under the laws of Hawaii on 03/22/1965 ;  
that it is an existing nonprofit corporation; and that,  
as far as the records of this Department reveal, has complied  
with all of the provisions of the Hawaii Nonprofit Corporations  
Act, regulating domestic nonprofit corporations.



IN WITNESS WHEREOF, I have hereunto set  
my hand and affixed the seal of the  
Department of Commerce and Consumer  
Affairs, at Honolulu, Hawaii.

Dated: January 14, 2022

Director of Commerce and Consumer Affairs

**DECLARATION STATEMENT OF  
APPLICANTS FOR GRANTS PURSUANT TO  
CHAPTER 42F, HAWAII REVISIED STATUTES**

The undersigned authorized representative of the applicant certifies the following:

- 1) The applicant meets and will comply with all of the following standards for the award of grants pursuant to Section 42F-103, Hawaii Revised Statutes:
  - a) Is licensed or accredited, in accordance with federal, state, or county statutes, rules, or ordinances, to conduct the activities or provide the services for which a grant is awarded;
  - b) Complies with all applicable federal and state laws prohibiting discrimination against any person on the basis of race, color, national origin, religion, creed, sex, age, sexual orientation, or disability;
  - c) Agrees not to use state funds for entertainment or lobbying activities; and
  - d) Allows the state agency to which funds for the grant were appropriated for expenditure, legislative committees and their staff, and the auditor full access to their records, reports, files, and other related documents and information for purposes of monitoring, measuring the effectiveness, and ensuring the proper expenditure of the grant.
- 2) If the applicant is an organization, the applicant meets the following requirements pursuant to Section 42F-103, Hawaii Revised Statutes:
  - a) Is incorporated under the laws of the State; and
  - b) Has bylaws or policies that describe the manner in which the activities or services for which a grant is awarded shall be conducted or provided.
- 3) If the applicant is a non-profit organization, it meets the following requirements pursuant to Section 42F-103, Hawaii Revised Statutes:
  - a) Is determined and designated to be a non-profit organization by the Internal Revenue Service; and
  - b) Has a governing board whose members have no material conflict of interest and serve without compensation.

Pursuant to Section 42F-103, Hawaii Revised Statutes, for grants used for the acquisition of land, when the organization discontinues the activities or services on the land acquired for which the grant was awarded and disposes of the land in fee simple or by lease, the organization shall negotiate with the expending agency for a lump sum or installment repayment to the State of the amount of the grant used for the acquisition of the land.

Further, the undersigned authorized representative certifies that this statement is true and correct to the best of the applicant's knowledge.

Maui Economic Opportunity, Inc.  
(Typed Name of Individual or Organization)  
Debra A. Cabebe 1/18/22  
(Signature) (Date)

Debra A. Cabebe Chief Executive Officer  
(Typed Name) (Title)

## Application Submittal Checklist

The following items are required for submittal of the grant application. Please verify and check off that the items have been included in the application packet.

- 1) Certificate of Good Standing (If the Applicant is an Organization)
- 2) Declaration Statement
- 3) Verify that grant shall be used for a public purpose
- 4) Background and Summary
- 5) Service Summary and Outcomes
- 6) Budget
  - a) Budget request by source of funds ([Link](#))
  - b) Personnel salaries and wages ([Link](#))
  - c) Equipment and motor vehicles ([Link](#))
  - d) Capital project details ([Link](#))
  - e) Government contracts, grants, and grants in aid ([Link](#))
- 7) Experience and Capability
- 8) Personnel: Project Organization and Staffing



Debra A. Cabebe, Chief Executive Officer

1

AUTHORIZED SIGNATURE

PRINT NAME AND TITLE

DATE

## Application for Grants

*If any item is not applicable to the request, the applicant should enter "not applicable".*

### **I. Certification – Please attach immediately after cover page**

#### **1. Certificate of Good Standing (If the Applicant is an Organization)**

If the applicant is an organization, the applicant shall submit one (1) copy of a certificate of good standing from the Director of Commerce and Consumer Affairs that is dated no earlier than December 1, 2021.

#### **2. Declaration Statement**

The applicant shall submit a declaration statement affirming its compliance with [Section 42F-103, Hawaii Revised Statutes](#).

#### **3. Public Purpose**

The applicant shall specify whether the grant will be used for a public purpose pursuant to [Section 42F-102, Hawaii Revised Statutes](#).

### **II. Background and Summary**

This section shall clearly and concisely summarize and highlight the contents of the request in such a way as to provide the State Legislature with a broad understanding of the request. Please include the following:

1. A brief description of the applicant's background;  
**Maui Economic Opportunity, Inc. (MEO) is a private nonprofit community action agency established in 1965 under the economic opportunity act of 1964. MEO operates throughout Maui County under the National Community Action Network Theory of Change, recognizing the complexity of the issues of poverty, building local solutions specific to local needs, supporting family stability as a foundation for economic security, and leveraging state, federal and community resources.**

**MEO transportation began in 1969 in response to a community needs assessment. MEO transportation eliminates mobility barriers for low-income, disadvantaged and disabled individuals, seniors, and youth. This vital service improves their quality of life, eliminates barriers to employment, prevents youth from participating in risk-taking behavior, and leads to economic security for individuals and families.**

**MEO transportation consists of MEO Human Services and Paratransit Services. Paratransit Service is operated complimentary to the Maui Bus fixed routes, providing curb to curb service for disabled individuals living within three quarters of a mile of the fixed route. MEO Human Services provides specialized service, to include door through door service, to the most vulnerable clients and offers rides to individuals who live outside the Paratransit service area.**

**MEO provides rides every day of the year from 4:00 a.m. to 11:00 p.m. Despite the pandemic, MEO transportation provided nearly 289,000 rides for 3,000 individuals in the last fiscal year. MEO employs more than 200 employees, 100 of whom are employed in transportation with eight ASE certified automotive technicians. MEO has more than 100 vehicles in its fleet providing service throughout Maui Island and on the islands of Molokai and Lanai. MEO's fleet travels more than one million miles annually.**

**The MEO Transportation Facility is located on 10 acres in Puunene, Maui, at the central hub of Kuihelani and Maui Veterans Highways. This site houses MEO transportation operations including, administration, reservations, scheduling, dispatch, drivers, safety/training and bus and vehicle storage.**

**MEO Human Services and Paratransit transportation operations combined funding for FY 2022 is \$9,745,312**

2. The goals and objectives related to the request;  
**MEO requests \$335,000 to purchase one electric ten seat ADA bus with three wheelchair positions and one EV ABB-120kW DC Pedestal, 480 Volt/64Amp3/P, Single 20 ft. Cable, 4G 45 min full charge time charging system. MEO will apply for a \$35,000 HI Energy rebate to cover a portion of the cost of the charging system. Award of rebate is not guaranteed.**

**In 2018, Hawaii's Climate Change Mitigation and Adaptation Commission, recognized that ground transportation contributes significantly to Hawaii's share of greenhouse gas emissions. The Commission supports mechanisms to reduce overall vehicle miles traveled as well as converting all remaining vehicle based ground transportation to renewable, zero-emission fuels and technologies**

**Across the full lifecycle of production to disposal, Zero Emission Buses have a significantly lower carbon footprint compared to diesel or CNG (unleaded gas) buses. Battery Electric Buses have also proven to deliver significant savings in operating costs compared to existing diesel or CNG buses.**

**Studies show electric buses produce significantly lower greenhouse gas emissions than diesel, diesel hybrid and natural gas-powered buses. According to Environment America, replacing all of the country's diesel-powered transit**

**buses with electric buses could eliminate more than 2 million tons of greenhouse gas emissions each year.**

**According to a study performed by American Public Power Association, electric buses could provide fuel and maintenance savings of up to \$50,000 a year over fossil fuel powered buses, resulting in a five year payback period. Electric buses have significantly fewer parts than fossil fuel buses. They do not have an exhaust system, their braking systems last longer, and they do not require oil changes.**

**Goals and objectives:**

- **Transition the MEO fleet to e-buses to align with the State's goal of 100% zero-emission public/government-owned transit bus fleets by 2030.**
- **Reduce greenhouse gas emissions and lower carbon footprint.**
- **Reduce operating costs by approximately \$40,000 per year**

3. **The public purpose and need to be served;**

**Transitioning to e-buses is essential to the future of specialized transportation in Maui County as it will lower the carbon footprint of the MEO fleet and reduce operating costs, while ensuring that vulnerable riders have safe and reliable transportation.**

**Nearly 3,000 individuals depend on MEO transportation services. The majority of the riders are low-income, disadvantaged, elderly and/or persons with disabilities.**

**MEO must ensure its fleet is safe, reliable, eco-friendly and cost effective. The impact of MEO transportation service is much greater than the 3,000 individuals who receive direct service. The service impacts other service providers, businesses and the riders' families. Without this service, many families would be forced to take off of work to transport their loved ones to and from programs, such as adult daycare, day health and nutrition programs, dialysis treatment, medical appointments and after-school and summer youth programs and more. This would negatively impact the community because it would add to traffic problems and disrupt the workplace, decreasing productivity. In addition, senior transportation provides seniors with independence and choices and the opportunity to travel with peers to and from different activities and events throughout Maui County. Statistics show this type of mobility independence improves the quality of life for the senior and their family members and participation in youth extracurricular youth activities reduces youth involvement in risk-taking behavior.**



4. Describe the target population to be served; and

**MEO transportation provides rides to individuals with certified disabilities under its Paratransit contract; however this service is only available to individuals living and traveling within three quarter of a mile of the Maui Bus fixed route operations. Persons with disabilities living outside the three quarter mile Paratransit service area and those living in Hana, on Molokai and Lanai rely on MEO Human Services. In addition, MEO Human Services provides service to high needs individuals who participate in programs at Easter Seals and employment and training programs at Kalima O Maui and other specialized programs that serve physically and intellectually challenged individuals. MEO Human Services also provides service to patients throughout the County taking them to and from dialysis treatment facilities, medical appointments, nutrition programs, adult daycare and day health programs. Rural shopping shuttles provide bulk shopping opportunities. Low-income individuals below 125% of the federal poverty level are transported to and from work, thereby eliminating barriers to maintaining employment; seniors are transported to and from club meetings, excursions and events; youth are transported to and from after-school, intersession and summer activities to prevent them from participating in risk-taking behaviors. The demographics range from grade school children as young as three years old to Kupuna well in their 90s. The new e-bus will be used to transport clients on Maui Island.**

5. Describe the geographic coverage.

**MEO provides transportation service countywide on the islands of Maui, Molokai and Lanai. This e-bus will be used on Maui Island. MEO has one e-sedan and charging system on Molokai, which was donated by Maui Electric.**

### **III. Service Summary and Outcomes**

The Service Summary shall include a detailed discussion of the applicant's approach to the request. The applicant shall clearly and concisely specify the results, outcomes, and measures of effectiveness from this request. The applicant shall:

1. Describe the scope of work, tasks and responsibilities;  
**MEO has obtained a preliminary quote as a basis for this request. Upon receipt of an executed GIA contract, MEO shall:**
  - **Prepare a Request for Proposal for purchase of an e-bus and charging system and for the charging system installation.**
  - **Prepare and publish bid notice.**
  - **Review proposals and select vendor(s).**
  - **Issue bid contract(s) for bus and charging station purchase and charging system installation.**
  - **Receive e-bus and charging system.**

- **Install charging system.**
- **Place e-bus into service.**

**The MEO Project Manager and CEO will oversee the progress of the project from start to finish.**

2. Provide a projected annual timeline for accomplishing the results or outcomes of the service;
  - **Prepare a Request for Proposal and prepare and publish a bid notice within 30 days of receipt of executed GIA contract.**
  - **Bid proposals are due within 30 days of the published bid notice.**
  - **Review bids and select and notify the vendor within five days following the close of the bid.**
  - **Issue bid contract(s) to purchase the e-bus and charging system, and install the charging system within 30 days of bid selection.**
  - **Receive e-bus and charging system within six months of vendors Notice to Proceed.**
  - **Installation of charging system within 60 days of receipt of the system.**
  - **E-bus placed in services within 365 days of receipt of the executed GIA contract.**
3. Describe its quality assurance and evaluation plans for the request. Specify how the applicant plans to monitor, evaluate, and improve their results; and

**MEO policies, procedures and practices comply with federal, state and local laws and individual funding contract requirements.**

**Quality Assurance (QA) begins when a possible funding opportunity is identified. Pertinent staff review requirements of the funding source, what gaps in service will be addressed, and whether or not it fits within the agency's mission, etc. The Chief Executive Officer (CEO), Chief Operating Officer (COO), and Chief Fiscal Officer (CFO) make the final determination if it is a good fit for the agency and there are adequate resources to properly manage the program. If required, the CEO will obtain board approval prior to applying for funding.**

**Once the decision to apply for funding is determined, an internal or external team lead is identified to write the proposal in collaboration with the program director and fiscal staff. The COO, CHRO and administrative staff collect documents, provide input and review drafts. The CEO reviews and approves the final proposal.**

**Upon notice of award, the award letter, contract, and program requirements are distributed to the project manager, as well as fiscal, HR and executive staff who review the requirements and schedule a meeting to review the program implementation schedule.**

**The project is implemented in accordance with the terms and conditions as outlined in the contract and monitoring. Tracking systems are implemented.**

**During the course of the funding period, documentation is collected and maintained. This includes but is not limited to documents required by the funding contract. Paper files are kept in locked cabinets. Electronic files are backed up at the close of each business day.**

**Regular staff meetings are held. Progress notes and statistics are shared, and challenges and resolutions are discussed. Recommendations are made and implemented.**

**The CEO, COO, CFO, Assistant CFO, Accounting Manager, project manager and other staff participate in regular fiscal meetings to review project activity, outcome status and project expenditures. These meetings provide an opportunity to identify and resolve project and fiscal challenges in a timely manner. The meetings also allow executive staff the opportunity to monitor the project's effectiveness and ensure financial responsibility.**

**The project manager prepares the quarterly statistical and narrative reports to submit to the CEO. Upon approval, the CEO forwards reports to the Fiscal Department to complete the financial report and then the reports are returned to the CEO for final approval. CEO-approved reports are submitted to the funder/grantor.**

**All reports are assembled into one report for the MEO Board of Directors Program and Evaluation Committee (P&E). The committee reviews program goals, outcomes and financials and, if applicable, the plan of action for improvement. Upon P&E Committee approval, a status report in the form of meeting minutes is prepared to be submitted to the full board of directors.**

**The COO and program directors conduct unannounced quarterly audits of projects to ensure proper documentation is collected and maintained.**

**To provide accurate and auditable records of all financial activities, MEO's books, records, and accounts are maintained in conformity with the Generally Accepted Accounting Principles. MEO adopts the accounting standards set by the Financial Accounting Standards Board (FASB). MEO uses the MIP Fund Accounting Software, which is designed for multi-funded non-profit organizations. The fund accounting principles and concepts are used in the design of its fundamental structure of the software.**

- 4. List the measure(s) of effectiveness that will be reported to the State agency through which grant funds are appropriated (the expending agency). The**

measure(s) will provide a standard and objective way for the State to assess the program's achievement or accomplishment. Please note that if the level of appropriation differs from the amount included in this application that the measure(s) of effectiveness will need to be updated and transmitted to the expending agency.

- **The success of the project will be determined by securing the needed funding and the completion of the project on time and within budget.**
- **MEO will provide quarterly updates and expenditures of the project's progress.**
- **MEO has a proven record of successful project management and sees no reason, if funded, this project cannot be completed as proposed.**
- **Should the granted appropriation be less than is requested, MEO is prepared to revise the scope of the project as needed.**
- **In this case, MEO will submit a modified request working with the funded amount appropriated.**

**IV. Financial**

**Budget**

1. The applicant shall submit a budget utilizing the enclosed budget forms as applicable, to detail the cost of the request.
  - a. Budget request by source of funds (Link)- see attached
  - b. Personnel salaries and wages (Link)- Not applicable
  - c. Equipment and motor vehicles (Link)- See attached
  - d. Capital project details (Link)
  - e. Government contracts, grants, and grants in aid (Link)
  
2. The applicant shall provide its anticipated quarterly funding requests for the fiscal year 2023.

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Grant
83,750 (25%)	50,250 (15%)	33,500 (10%)	167,500 (50%)	335,000

3. The applicant shall provide a listing of all other sources of funding that they are seeking for fiscal year 2023.

**MEO is applying under the Hawaii Energy Charger Incentive Program for a \$35,000 rebate to subsidize the cost of the charger.**

**MEO is also applying for funding for a larger electronic school bus under the VW Diesel Replacement Rebate program and will work with the Weinberg Foundation to cover 30% of the total cost of the bus replacement and charging system.**

4. The applicant shall provide a listing of all state and federal tax credits it has been granted within the prior three years. Additionally, the applicant shall provide a listing of all state and federal tax credits they have applied for or anticipate applying for pertaining to any capital project, if applicable.  
**Not applicable.**
5. The applicant shall provide a listing of all federal, state, and county government contracts, grants, and grants in aid it has been granted within the prior three years and will be receiving for fiscal year 2023 for program funding.  
**See attached.**
6. The applicant shall provide the balance of its unrestricted current assets as of December 31, 2021.

**The balance of MEO's unrestricted current assets is \$2,321,126. Please note unrestricted funds are used to cover cash flow fluctuation during the transition period between the end of one grant year and the beginning of the next. At the beginning of each grant period MEO is allotted a 25% cash advance on all County grant funds; however, typically funds are not received until approximately two to three months after the start of the grant. Therefore, MEO must cover operating expenses until grant funds are received. The cash flow crunch is compounded by a delay in the receipt of the final payment, which is received two to three months after the close of the grant year. The reason for this is that the final payment is not made until the final report for the grant - which is prepared at the conclusion of the grant - is submitted and processed. This means MEO must front two quarters of expenses for two to three months before payment is received. MEO uses its unrestricted funds to cover this cash-flow challenge.**

## **V. Experience and Capability**

### **1. Necessary Skills and Experience**

The applicant shall demonstrate that it has the necessary skills, abilities, knowledge of, and experience relating to the request. State your experience and appropriateness for providing the service proposed in this application. The applicant shall also provide a listing of verifiable experience of related projects or contracts for the most recent three years that are pertinent to the request.

**MEO has been providing transportation for residents of Maui County since 1969. During that time MEO has contracted with federal, state, county, and private funders to provide a wide array of services to passengers from all walks of life, including seniors, persons with disabilities, youth, veterans, low-income individuals, and many others.**

**MEO has extensive experience managing all types of grants, with an annual operating budget exceeding \$20 million, operating 40 different programs and using a variety of state, local, federal and private funds ranging from \$500 to \$6 million. In addition, MEO constructed an Administration Building on Maui, an Administration Building and Head Start Preschool Classrooms on Molokai, remodeled a residential transition center in Wailuku, secured land, developed the site and successfully relocated the MEO Transportation Administration building and moved transportation operations and vehicle and bus storage to its current Puunene site on time and within budget.**

**This project will be the responsibility of the CEO with support from the Project Manager, COO, CFO, Transportation Director and Auto Tech Manager. The MEO Board of Directors provides oversight and guidance.**

**MEO also works with numerous industry professionals who provide technical advice and support either pro-bono or at a discounted rate.**

## **2. Facilities**

The applicant shall provide a description of its facilities and demonstrate its adequacy in relation to the request. If facilities are not presently available, describe plans to secure facilities.

**MEO has points of presence in Kaunakakai on Molokai, Lanai City on Lanai, and Lahaina, Hana, Kahului and Puunene on Maui, with its Administration Office in Wailuku on Maui. Transportation base operations are located in Puunene, Maui, with branch operations in Hana, Kaunakakai (Molokai), and Lanai City.**

**The majority of the MEO fleet is stored on Maui Island at its 10 acre Puunene site.**

**MEO's facilities are classified as "Places of Public Accommodation" under the Americans with Disabilities Act (ADA). Along with its equipment and fleet, MEO Transportation facilities are in full compliance with Federal ADA requirements, as well as Federal Transit Administration safety-related requirements on its vehicles as administered by the State of Hawaii Department of Transportation. MEO Transportation has passed every audit conducted by the State and County Department of Transportation and all federal FTA audits.**

**The e-bus will be based at the Puunene site and the charging system will be installed in the base yard near the 300kw Dqdac generator.**

## **VI. Personnel: Project Organization and Staffing**

### **1. Proposed Staffing, Staff Qualifications, Supervision and Training**

The applicant shall describe the proposed staffing pattern and proposed service capacity appropriate for the viability of the request. The applicant shall provide the qualifications and experience of personnel for the request and shall describe its ability to supervise, train and provide administrative direction relative to the request.

#### **Chief Executive Officer**

The CEO has 32 years of management experience, including 22 years working at MEO as the CHRO, COO and CEO. She is well versed in transportation rules and regulations including drug and alcohol program management and is experienced in risk management, strategic planning and management, employee and labor relations and program/project development and implementation. She is a nationally certified Senior Professional in Human Resources, a certified Results Oriented and Accountability trainer and is the Hawaii State Delegate for the National Transportation Association of America. The CEO reports to the MEO Board of Directors.

#### **Project Manager**

The Project Manager has more than 35 years of transportation experience including bus procurement and purchases and project management. He is the former Director of Transportation for the County of Maui and previously worked as MEO's Managing Director. The Project Manager reports to the CEO.

#### **Chief Operating Officer**

The COO has more than 35 years of management, operations and facilities, and risk management experience, working as a regional executive operations manager for a large retailer. She is responsible for program oversight and supporting MEO directors. She acts as the agency's risk manager and is certified as the Designated Employer Representative responsible for oversight and management of MEO Drug and Alcohol testing program. The COO reports to the CEO.

#### **Transportation Director**

The Transportation Director joined MEO in 2013 with a degree in business technology working as a scheduler/planner using the Ecolane transit management system. In 2020, she was promoted to Operations Manager and was promoted to Director of Transportation in May 2021. She is responsible for the management, administration, operation and supervision of the transportation program. The Director reports to the Chief Operating Officer.

### **Auto Tech Manager**

**MEO's Automotive Technician Manager has served in this capacity for 20 years and will assist in ensuring the bus design and construction meet all requirements needed to be a high performing safe vehicle. He is a master mechanic and holds several ASE Master Licenses and is certified to repair standard and motor lifts and accessories. The Auto Tech Manager reports to the Transportation Director.**

## **2. Organization Chart**

The applicant shall illustrate the position of each staff and line of responsibility/supervision. If the request is part of a large, multi-purpose organization, include an organization chart that illustrates the placement of this request.

**Although this request is not for operating funds, MEO is providing organization charts for both the Transportation Department and the agency to demonstrate how the Transportation Department is structured and how it fits within the structure of the entire agency.**

**The Transportation Department is the largest of five MEO program services departments. The Transportation Director is supervised by the Chief Operating Officer (COO) who works closely with the Chief Fiscal Officer (CFO). The COO and CFO report to the Chief Executive Officer (CEO). The CEO reports to the Board of Directors.**

**The Organizational Chart shows the structure support for all operations to include the islands of Molokai and Lanai. Despite the size of MEO, with more than 200 employees, this structure has proven efficient and effective as witnessed by MEO consistently achieving and more often than not, exceeding its program goals and objectives.**

## **3. Compensation**

The applicant shall provide an annual salary range paid by the applicant to the three highest paid officers, directors, or employees of the organization by position title, not employee name.

**CEO - \$115,000.00**

**COO - \$93,283.01**

**CFO - \$87,757.70**



## **VII. Other**

### **1. Litigation**

The applicant shall disclose any pending litigation to which they are a party, including the disclosure of any outstanding judgement. If applicable, please explain.

**MEO is involved in a land dispute regarding its Waiehu property. MEO has filed a civil complaint against the trespassers. The case is being addressed in circuit court.**

### **2. Licensure or Accreditation**

The applicant shall specify any special qualifications, including but not limited to licensure or accreditation that the applicant possesses relevant to this request.

**MEO holds a Certificate of Public Convenience and Necessity issued by the Public Utilities Commission State of Hawaii License #4575-C. This enables MEO to transport ambulatory and non-ambulatory persons throughout the County of Maui.**

### **3. Private Educational Institutions**

The applicant shall specify whether the grant will be used to support or benefit a sectarian or non-sectarian private educational institution. Please see [Article X, Section 1, of the State Constitution](#) for the relevance of this question.

**Not applicable.**

### **4. Future Sustainability Plan**

The applicant shall provide a plan for sustaining after fiscal year 2022-23 the activity funded by the grant if the grant of this application is:

- (a) Received by the applicant for fiscal year 2022-23, but

**No additional funding will be needed. Ongoing maintenance of the e-bus and charging system will be covered under ongoing operations.**

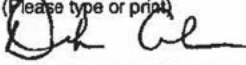
- (b) Not received by the applicant thereafter.

**If funds are not awarded this fiscal year, MEO will apply in the next fiscal year and will continue to look for other sources of funding.**

## BUDGET REQUEST BY SOURCE OF FUNDS

Period: July 1, 2022 to June 30, 2023

Applicant: Maui Economic Opportunity, Inc. (MEO)

BUDGET CATEGORIES	Total State Funds Requested (a)	Total Federal Funds Requested (b)	Total County Funds Requested (c)	Total Private/Other Funds Requested (d)
A. PERSONNEL COST				
1. Salaries				
2. Payroll Taxes & Assessments				
3. Fringe Benefits				
TOTAL PERSONNEL COST				
B. OTHER CURRENT EXPENSES				
1. Airfare, Inter-Island				
2. Insurance				
3. Lease/Rental of Equipment				
4. Lease/Rental of Space				
5. Staff Training				
6. Supplies				
7. Telecommunication				
8. Utilities				
9				
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				
TOTAL OTHER CURRENT EXPENSES				
C. EQUIPMENT PURCHASES	60,000			35,000
D. MOTOR VEHICLE PURCHASES	275,000			
E. CAPITAL				
<b>TOTAL (A+B+C+D+E)</b>	<b>335,000</b>			<b>35,000</b>
<b>SOURCES OF FUNDING</b>		Budget Prepared By:		
(a) Total State Funds Requested	335,000	Debbie Lorenzo, CFO <span style="float: right;">808 249 2980</span>		
(b) Total Federal Funds Requested		Name (Please type or print) <span style="float: right;">Phone</span>		
(c) Total County Funds Requested				
(d) Total Private/Other Funds Requested	35,000	Signature of Authorized Official <span style="float: right;">1/18/2022</span> Date		
<b>TOTAL BUDGET</b>	<b>370,000</b>	Debbie Cabebe, SHRM-SCP, NCRT, Chief Executive Officer Name and Title (Please type or print)		

**BUDGET JUSTIFICATION - PERSONNEL SALARIES AND WAGES**

Period: July 1, 2022 to June 30, 2023

Applicant: Maui Economic Opportunity, Inc. (MEO)

POSITION TITLE	FULL TIME EQUIVALENT	ANNUAL SALARY A	% OF TIME ALLOCATED TO GRANT REQUEST B	TOTAL STATE FUNDS REQUESTED (A x B)
none				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
				\$ -
<b>TOTAL:</b>				

**JUSTIFICATION/COMMENTS:**

## BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES

Period: July 1, 2022 to June 30, 2023

Applicant: Maui Economic Opportunity, Inc. (MEO)

DESCRIPTION EQUIPMENT	NO. OF ITEMS	COST PER ITEM	TOTAL COST	TOTAL BUDGETED
EV ABB-120kW DC Pedestal charging station (includes installation)	1.00	\$60,000.00	\$ 60,000.00	60,000
			\$ -	
			\$ -	
			\$ -	
			\$ -	
<b>TOTAL:</b>	<b>1</b>		<b>\$ 60,000.00</b>	<b>60,000</b>

**JUSTIFICATION/COMMENTS:**

MEO is requesting \$ 60,000 to purchase charging station for electronic bus. Charging station is estimated to cost \$95,000, MEO will apply for \$35,000 HI Energy Credit.

DESCRIPTION OF MOTOR VEHICLE	NO. OF VEHICLES	COST PER VEHICLE	TOTAL COST	TOTAL BUDGETED
Electric ten seat ADA bus with three wheelchair positions	1.00	\$275,000.00	\$ 275,000.00	275,000
			\$ -	
			\$ -	
			\$ -	
			\$ -	
<b>TOTAL:</b>	<b>1</b>		<b>\$ 275,000.00</b>	<b>275,000</b>

**JUSTIFICATION/COMMENTS:**

MEO is requesting \$275,000 to purchase one electric bus to provide safe and reliable rides to low income, disadvantaged and disabled children, youth and teens

## BUDGET JUSTIFICATION - CAPITAL PROJECT DETAILS

Period: July 1, 2022 to June 30, 2023

Applicant: Maui Economic Opportunity, Inc. (MEO)

FUNDING AMOUNT REQUESTED						
TOTAL PROJECT COST	ALL SOURCES OF FUNDS RECEIVED IN PRIOR YEARS		STATE FUNDS REQUESTED	OTHER SOURCES OF FUNDS REQUESTED	FUNDING REQUIRED IN SUCCEEDING YEARS	
	FY: 2020-2021	FY: 2021-2022	FY:2022-2023	FY:2022-2023	FY:2023-2024	FY:2024-2025
PLANS			n/a			
LAND ACQUISITION			n/a			
DESIGN			n/a			
CONSTRUCTION			n/a			
EQUIPMENT			n/a			
<b>TOTAL:</b>			n/a			
<b>JUSTIFICATION/COMMENTS:</b>						

**GOVERNMENT CONTRACTS, GRANTS, AND / OR GRANTS IN AID**

Applicant: Maui Economic Opportunity, Inc. (MEO)

Contracts Total: 69,171,989

	<b>CONTRACT DESCRIPTION</b>	<b>EFFECTIVE DATES</b>	<b>AGENCY</b>	<b>GOVERNMENT ENTITY (U.S./State/Hawaii/ Honolulu/ Kauai/ Maui County)</b>	<b>CONTRACT VALUE</b>
1	Transportation Services for Maui County's youth, elderly, disabled, low-income individuals, persons with special needs and the disadvantaged.	07/01/19-06/30/20	Dept of Transportation	County of Maui	6,872,263
2	Transportation Services for Maui County's youth, elderly, disabled, low-income individuals, persons with special needs and the disadvantaged.	07/01/20-06/30/21 ext 9/30/21	Dept of Transportation	County of Maui	5,672,169
3	Transportation Services for Maui County's youth, elderly, disabled, low-income individuals, persons with special needs and the disadvantaged.	07/01/21-06/30/22	Dept of Transportation	County of Maui	5,800,000
4	Transportation Services for Maui County's youth, elderly, disabled, low-income individuals, persons with special needs and the disadvantaged.	07/01/22-06/30/23	Dept of Transportation	County of Maui	tbd
5	Paratransit – Transportation for ADA paratransit for Maui County	07/01/19-06/30/20	Dept of Transportation	County of Maui	3,945,312
6	Paratransit – Transportation for ADA paratransit for Maui County	07/01/20-06/30/21	Dept of Transportation	County of Maui	3,945,312
7	Paratransit – Transportation for ADA paratransit for Maui County	07/01/21-06/30/22	Dept of Transportation	County of Maui	3,945,312
8	Paratransit – Transportation for ADA paratransit for Maui County	07/01/22-06/30/23	Dept of Transportation	County of Maui	tbd
9	Vehicle Replacement for Transportation Svcs	07/01/18-06/30/20	Dept of Transportation	County of Maui	403,486
10	Vehicle Replacement for Transportation Svcs	07/01/19-06/30/21	Dept of Transportation	County of Maui	570,000
11	Vehicle Replacement for Transportation Svcs	7/1/2021-06/30/23	Dept of Transportation	County of Maui	135,000
12	GIA Vehicle Replacement for Transportation Svcs	01/20 - 12/20	Dept of Labor & Ind. Relations	State of Hawaii	291,000
13	CIP Trans Maintenance Shop	09/19-08/22	Dept of Labor & Ind. Relations	State of Hawaii	500,000
14	Head Start Services - promote school readiness for eligible children .	06/01/19-05/31/20	U.S. Dept of Health & Human Svcs	U.S.	2,207,575
15	Head Start Services - promote school readiness for eligible children .	06/01/20-05/31/21	U.S. Dept of Health & Human Svcs	U.S.	2,309,305

	<b>CONTRACT DESCRIPTION</b>	<b>EFFECTIVE DATES</b>	<b>AGENCY</b>	<b>GOVERNMENT ENTITY (U.S./State/Hawaii/ Honolulu/ Kauai/ Maui County)</b>	<b>CONTRACT VALUE</b>
16	Head Start Services - promote school readiness for eligible children .	06/01/21-05/31/22	U.S. Dept of Health & Human Svcs	U.S.	2,337,067
17	Head Start Services - promote school readiness for eligible children .	06/01/22-05/31/23	U.S. Dept of Health & Human Svcs	U.S.	2,337,067
18	Head Start Services - promote school readiness for eligible children . -Covid	04/01/21-03/31/23	U.S. Dept of Health & Human Svcs	U.S.	65,912
19	Head Start Services - promote school readiness for eligible children . - Ame. Rescue Plan	04/01/21-03/31/23	U.S. Dept of Health & Human Svcs	U.S.	262,034
20	Head Start Services - promote school readiness for eligible children .	06/01/20-05/31/21	U.S. Dept of Health & Human Svcs	U.S.	192,459
21	Summer Head Start Services	05/1/20-07/31/20	Dept of Housing & Human Concerns	County of Maui	189,262
22	Summer Head Start Services	05/1/21-07/31/21	Dept of Housing & Human Concerns	County of Maui	189,262
23	Summer Head Start Services	05/1/22-07/31/22	Dept of Housing & Human Concerns	County of Maui	189,262
24	Summer Head Start Services	05/1/23-07/31/23	Dept of Housing & Human Concerns	County of Maui	tbd
25	Kahi Kamalii -Provide tuition subsidy for infant toddler center for eligible individuals	07/01/19-06/30/20	Dept of Housing & Human Concerns	County of Maui	107,885
26	Kahi Kamalii -Provide tuition subsidy for infant toddler center for eligible individuals	07/01/20-06/30/21	Dept of Housing & Human Concerns	County of Maui	107,885
27	Kahi Kamalii -Provide tuition subsidy for infant toddler center for eligible individuals	07/01/21-06/30/22	Dept of Housing & Human Concerns	County of Maui	107,885
28	Kahi Kamalii -Provide tuition subsidy for infant toddler center for eligible individuals	07/01/22-06/30/23	Dept of Housing & Human Concerns	County of Maui	tbd
29	Head Start Afterschool Program	07/01/19-06/30/20	Dept of Housing & Human Concerns	County of Maui	270,160
30	Head Start Afterschool Program	07/01/20-06/30/21	Dept of Housing & Human Concerns	County of Maui	270,160
31	Head Start Afterschool Program	07/01/21-06/30/22	Dept of Housing & Human Concerns	County of Maui	270,160
32	Head Start Afterschool Program	07/01/22-06/30/23	Dept of Housing & Human Concerns	County of Maui	tbd

	<b>CONTRACT DESCRIPTION</b>	<b>EFFECTIVE DATES</b>	<b>AGENCY</b>	<b>GOVERNMENT ENTITY (U.S./State/Hawaii/ Honolulu/ Kauai/ Maui County)</b>	<b>CONTRACT VALUE</b>
33	Youth Services in school prevention education program and out of school service learning.	07/01/19-06/30/20	Dept of Housing & Human Concerns	County of Maui	217,125
34	Youth Services in school prevention education program and out of school service learning.	07/01/20-06/30/21	Dept of Housing & Human Concerns	County of Maui	221,850
35	Youth Services in school prevention education program and out of school service learning.	07/01/21-06/30/22	Dept of Housing & Human Concerns	County of Maui	221,850
36	Youth Services in school prevention education program and out of school service learning.	07/01/22-06/30/23	Dept of Housing & Human Concerns	County of Maui	tbd
37	Underage Drinking Prevention Program	07/01/19-06/30/20	Dept of Housing & Human Concerns	County of Maui	53,825
38	Underage Drinking Prevention Program	07/01/20-06/30/21	Dept of Housing & Human Concerns	County of Maui	53,825
39	Underage Drinking Prevention Program	07/01/21-06/30/22	Dept of Housing & Human Concerns	County of Maui	53,825
40	Underage Drinking Prevention Program	07/01/22-06/30/23	Dept of Housing & Human Concerns	County of Maui	tbd
41	Best – To provide support services and training for individual reintegrating back into the community	07/01/19-06/30/20	Dept of Housing & Human Concerns	County of Maui	108,150
42	Best – To provide support services and training for individual reintegrating back into the community	07/01/20-06/30/21	Dept of Housing & Human Concerns	County of Maui	108,150
43	Best – To provide support services and training for individual reintegrating back into the community	07/01/21-06/30/22	Dept of Housing & Human Concerns	County of Maui	108,150
44	Best – To provide support services and training for individual reintegrating back into the community	07/01/22-06/30/23	Dept of Housing & Human Concerns	County of Maui	tbd
45	Maui Independent Living Center - to ensure persons with disabilities have access to and receive vital services.	07/01/19-06/30/20	Dept of Housing & Human Concerns	County of Maui	61,800
46	Maui Independent Living Center - to ensure persons with disabilities have access to and receive vital services.	07/01/20-06/30/21	Dept of Housing & Human Concerns	County of Maui	63,200



	<b>CONTRACT DESCRIPTION</b>	<b>EFFECTIVE DATES</b>	<b>AGENCY</b>	<b>GOVERNMENT ENTITY (U.S./State/Hawaii/ Honolulu/ Kauai/ Maui County)</b>	<b>CONTRACT VALUE</b>
47	Maui Independent Living Center - to ensure persons with disabilities have access to and receive vital services.	07/01/21-06/30/22	Dept of Housing & Human Concerns	County of Maui	63,200
48	Maui Independent Living Center - to ensure persons with disabilities have access to and receive vital services.	07/01/22-06/30/23	Dept of Housing & Human Concerns	County of Maui	tbd
49	Senior Community Service Employment Program	07/01/19-06/30/20	State of Hawaii – Dept. of Labor & Ind. Relations	U.S.	180,662
50	Senior Community Service Employment Program	07/01/20-06/30/21	State of Hawaii – Dept. of Labor & Ind. Relations	U.S.	195,989
51	Senior Community Service Employment Program	07/01/21-06/30/22	State of Hawaii – Dept. of Labor & Ind. Relations	U.S.	191,971
52	Senior Community Service Employment Program	07/01/22-06/30/23	State of Hawaii – Dept. of Labor & Ind. Relations	U.S.	tbd
53	National Farmworker Jobs Program	07/01/19-09/30/20	U.S. Dept of Labor-Employment & Training Div	U.S.	301,846
54	National Farmworker Jobs Program	07/01/20-09/30/21	U.S. Dept of Labor-Employment & Training Div	U.S.	322,061
55	National Farmworker Jobs Program	07/01/21-09/30/22	U.S. Dept of Labor-Employment & Training Div	U.S.	312,122
56	National Farmworker Jobs Program	07/01/20-09/30/23	U.S. Dept of Labor-Employment & Training Div	U.S.	tbd
57	Low Income Home Energy Assistance Program	10/1/19-9/30/20	State of Hawaii - Dept. of Human Services	U.S.	40,490
58	Low Income Home Energy Assistance Program	10/1/20-9/30/21	State of Hawaii - Dept. of Human Services	U.S.	40,490
59	Low Income Home Energy Assistance Program	10/1/21-9/30/22	State of Hawaii - Dept. of Human Services	U.S.	52,860
60	Low Income Home Energy Assistance Program	10/1/22-9/30/23	State of Hawaii - Dept. of Human Services	U.S.	tbd

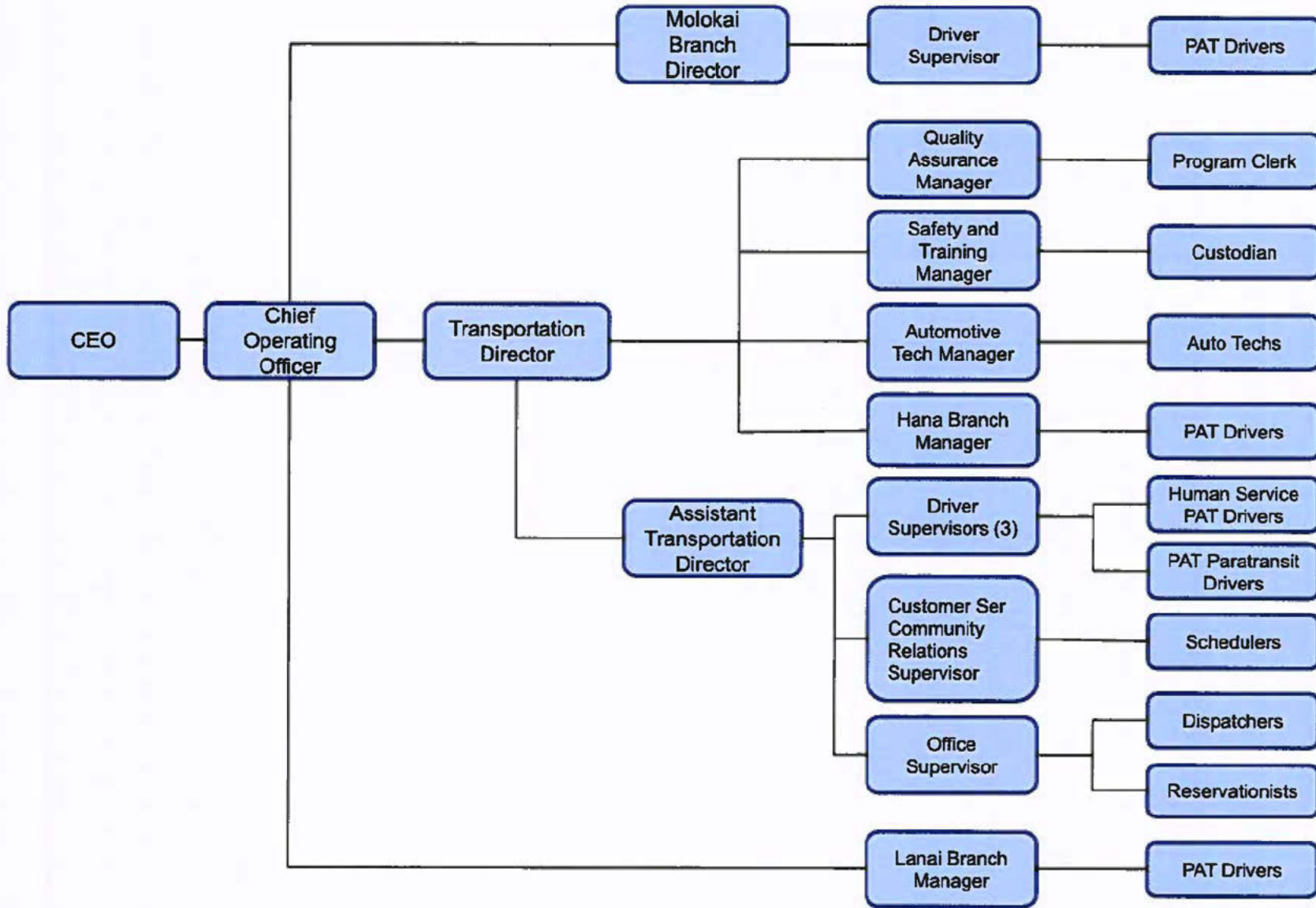
CONTRACT DESCRIPTION		EFFECTIVE DATES	AGENCY	GOVERNMENT ENTITY (U.S./State/Hawaii/ Honolulu/ Kauai/ Maui County)	CONTRACT VALUE
61	Employment Core Services for Low Income Individuals	10/1/19-09/30/21	Dept. of Labor & Ind. Relations	State of Hawaii	244,032
62	Employment Core Services for Low Income Individuals	10/1/21-09/30/22	Dept. of Labor & Ind. Relations	State of Hawaii	127,000
63	Rental Assistance Program	07/01/19-06/30/20	Dept of Housing & Human Concerns	County of Maui	497,462
64	Rental Assistance Program	07/01/20-06/30/21	Dept of Housing & Human Concerns	County of Maui	711,000
65	Rental Assistance Program	07/01/21-06/30/22	Dept of Housing & Human Concerns	County of Maui	1,100,000
66	Rental Assistance Program	07/01/22-06/30/23	Dept of Housing & Human Concerns	County of Maui	tbd
67	Enlace Hispano - Hispanic community assistance program	07/01/19-06/30/20	Dept of Housing & Human Concerns	County of Maui	105,247
68	Enlace Hispano - Hispanic community assistance program	07/01/20-06/30/21	Dept of Housing & Human Concerns	County of Maui	105,247
69	Enlace Hispano - Hispanic community assistance program	07/01/21-06/30/22	Dept of Housing & Human Concerns	County of Maui	105,247
70	Enlace Hispano - Hispanic community assistance program	07/01/22-06/30/23	Dept of Housing & Human Concerns	County of Maui	tbd
71	Weatherization Assistance Program	07/1/19 - 06/30/20	State of Hawaii - Dept. of Human Services	U.S.	31,676
72	Weatherization Assistance Program	07/1/20 - 06/30/21	State of Hawaii - Dept. of Human Services	U.S.	59,450
73	Weatherization Assistance Program	07/1/21 - 06/30/22	State of Hawaii - Dept. of Human Services	U.S.	85,235
74	Weatherization Assistance Program	07/1/22 - 06/30/23	State of Hawaii - Dept. of Human Services	U.S.	tbd
75	Weatherization Assistance Program- LIHEAP	11/1/19-09/30/20	State of Hawaii - Dept. of Human Services	U.S.	51,706
76	Weatherization Assistance Program- LIHEAP	10/1/20-09/30/21	State of Hawaii - Dept. of Human Services	U.S.	50,514
77	Weatherization Assistance Program- LIHEAP	10/1/21-09/30/22	State of Hawaii - Dept. of Human Services	U.S.	62,920

	<b>CONTRACT DESCRIPTION</b>	<b>EFFECTIVE DATES</b>	<b>AGENCY</b>	<b>GOVERNMENT ENTITY (U.S./State/Hawaii/ Honolulu/ Kauai/ Maui County)</b>	<b>CONTRACT VALUE</b>
78	Weatherization Assistance Program- LIHEAP	10/1/22-09/30/23	State of Hawaii - Dept. of Human Services	U.S.	tbd
79	Community Service Block Grant	10/01/18-09/30/19	State of Hawaii – Dept. of Labor & Ind. Relations	U.S.	732,006
80	Community Service Block Grant	10/01/19-09/30/20	State of Hawaii – Dept. of Labor & Ind. Relations	U.S.	736,721
81	Community Service Block Grant	10/01/20-09/30/21	State of Hawaii – Dept. of Labor & Ind. Relations	U.S.	648,404
82	Community Service Block Grant	10/01/21-09/30/22	State of Hawaii – Dept. of Labor & Ind. Relations	U.S.	798,633
83	Community Service Block Grant - Cares Act	10/1/20 - 09/30/23	State of Hawaii – Dept. of Labor & Ind. Relations	U.S.	640,825
84	CDBG Covid 19 Housing Assistance	12/20 - 12/22	County of Maui CDBG Office	U.S.	1,789,670
85	Planning & Coordinating Council -to enhance the quality of life (physically, mentally and socially) for Maui County seniors.	07/01/19-06/30/20	Dept of Housing & Human Concerns	County of Maui	87,075
86	Planning & Coordinating Council -to enhance the quality of life (physically, mentally and socially) for Maui County seniors.	07/01/20-06/30/21	Dept of Housing & Human Concerns	County of Maui	87,075
87	Planning & Coordinating Council -to enhance the quality of life (physically, mentally and socially) for Maui County seniors.	07/01/21-06/30/22	Dept of Housing & Human Concerns	County of Maui	87,075
88	Planning & Coordinating Council -to enhance the quality of life (physically, mentally and socially) for Maui County seniors.	07/01/22-06/30/23	Dept of Housing & Human Concerns	County of Maui	tbd
89	Senior Fair Coordination	08/1/19-12/31/19	Office on Aging	County of Maui	17,520
90	Senior Fair Coordination	08/1/20-12/31/20	Office on Aging	County of Maui	8,635
91	Senior Fair Coordination	08/1/21-12/31/21	Office on Aging	County of Maui	8,210
92	Senior Fair Coordination	08/1/22-12/31/22	Office on Aging	County of Maui	tbd
93	Project Graduation	07/01/19-06/30/20	Dept of Housing & Human Concerns	County of Maui	47,741
94	Project Graduation	07/01/20-06/30/21	Dept of Housing & Human Concerns	County of Maui	47,741

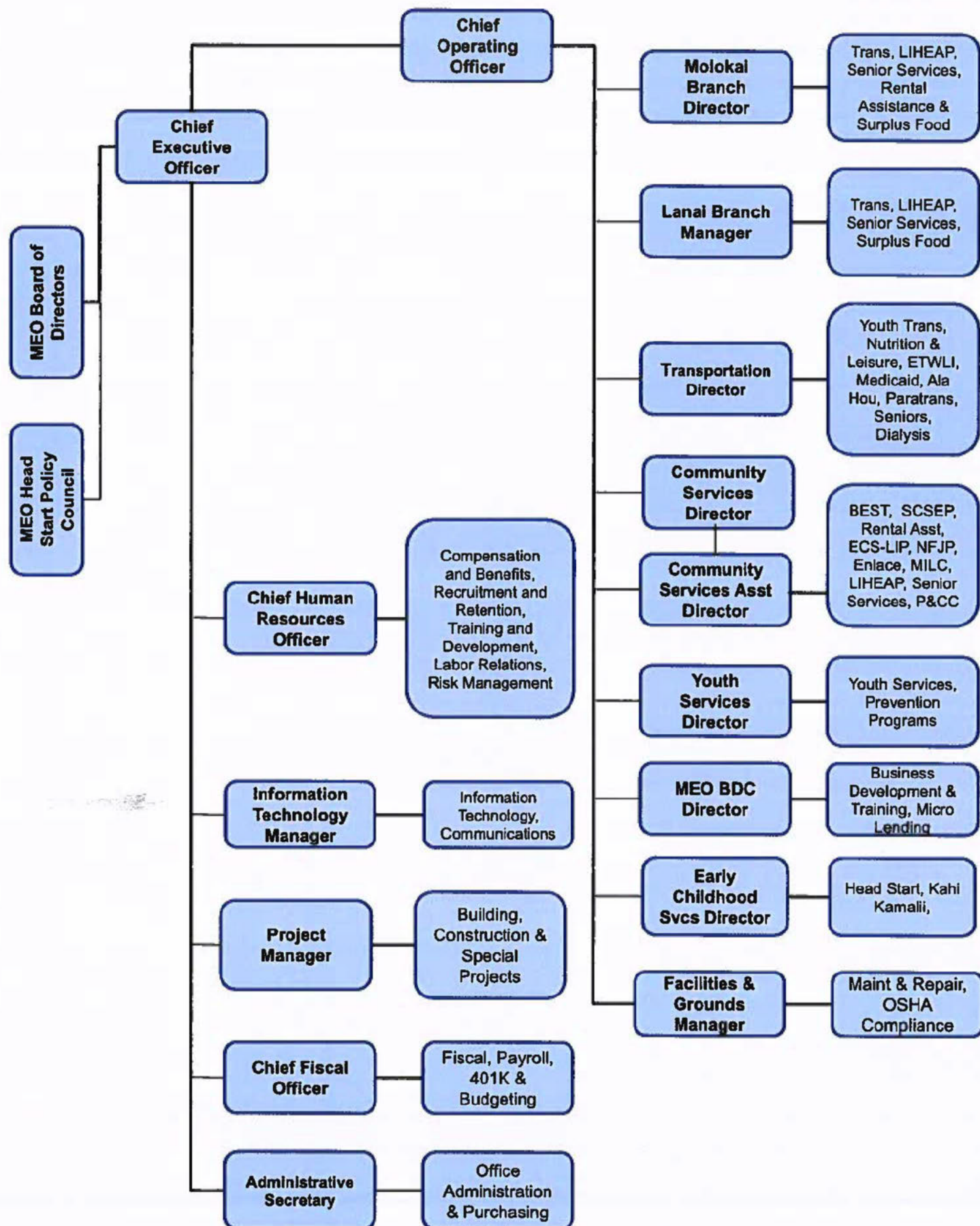
	<b>CONTRACT DESCRIPTION</b>	<b>EFFECTIVE DATES</b>	<b>AGENCY</b>	<b>GOVERNMENT ENTITY (U.S./State/Hawaii/ Honolulu/ Kauai/ Maui County)</b>	<b>CONTRACT VALUE</b>
95	Project Graduation	07/01/21-06/30/22	Dept of Housing & Human Concerns	County of Maui	47,741
96	Project Graduation	07/01/22-06/30/23	Dept of Housing & Human Concerns	County of Maui	tbd
97	Senior Farmers' Market Nutrition Program	02/01/19-10/31/19	State of Hawaii-Dept Housing & Human Concerns	U.S./State HI-Dept of Agriculture	62,788
98	Senior Farmers' Market Nutrition Program	02/01/20-10/31/20	State of Hawaii-Dept Housing & Human Concerns	U.S./State HI-Dept of Agriculture	51,828
99	Senior Farmers' Market Nutrition Program	02/01/21-10/31/21	State of Hawaii-Dept Housing & Human Concerns	U.S./State HI-Dept of Agriculture	67,394
100	Senior Farmers' Market Nutrition Program	02/01/22-10/31/22	State of Hawaii-Dept Housing & Human Concerns	U.S./State HI-Dept of Agriculture	72,511
101	Microenterprise Program - Business Development Center	10/01/19-09/30/20	Office of Economic Development	County of Maui	278,250
102	Microenterprise Program - Business Development Center	10/01/20-09/30/21	Office of Economic Development	County of Maui	278,250
103	Microenterprise Program - Business Development Center	10/01/21-09/30/22	Office of Economic Development	County of Maui	284,920
104	Microenterprise Program - Business Development Center	10/01/22-09/30/23	Office of Economic Development	County of Maui	tbd
105	USDA Child Nutrition Program	10/01/19- 09/30/20	State of Hawaii - Dept. of Education	U.S.	104,216
106	USDA Child Nutrition Program	10/01/20- 09/30/21	State of Hawaii - Dept. of Education	U.S.	75,925
107	USDA Child Nutrition Program	10/01/21- 09/30/22	State of Hawaii - Dept. of Education	U.S.	tbd
108	USDA Child Nutrition Program -Emergency Operational Cost	2021	State of Hawaii - Dept. of Education	U.S.	21,564
109	Agricultural Micro Grant Program	10/1/20 - 10/5/21	Office of Economic Development	County of Maui	2,500,000

	<b>CONTRACT DESCRIPTION</b>	<b>EFFECTIVE DATES</b>	<b>AGENCY</b>	<b>GOVERNMENT ENTITY (U.S./State/Hawaii/ Honolulu/ Kauai/ Maui County)</b>	<b>CONTRACT VALUE</b>
110	Agricultural Micro Grant Program	10/1/20 - 9/30/22	Office of Economic Development	County of Maui	1,500,000
111	Microenterprise Program - Core Four Scholarship program	2021	Office of Economic Development	County of Maui	75,000
112	Adaptability Fund- Maui County recovery & resilience program	09/20-12/20	Office of Economic Development	County of Maui	185,000
113	Head Start ECCS Impact 2019	2019	Dept of Health	State of Hawaii	14,400
114	Head Start Community Based Profiles	5/18-9/18	Dept of Health	State of Hawaii	11,500
115	HELP (Hawaii Emergency Lauima Program)Assistance Program	04/01/20-11/30/20	Dept of Housing & Human Concerns	County of Maui	8,000,000

# Transportation Organization- January 2022



# MEO Organization - 2022



## **Debra A. Cabebe, SHRM-SCP, NCRT**

### **SUMMARY QUALIFICATIONS**

- CEO of a 21 million dollar nonprofit community action agency overseeing more than 35 funded programs and 225 employees.
- Nationally certified Results Oriented Management and Accountability (ROMA) Trainer and Senior Professional in Human Resources (SPHR and SHRM-SCP).
- Experienced executive and manager with expertise in strategic planning, program management and development, grants management and compliance, project and fiscal management, and labor and human relations.
- Well versed in contract negotiation and compliance and collective bargaining.
- Broad knowledge of federal and state nonprofit and employment and discrimination laws and transportation regulations.
- Confident speaker and community leader.
- Excellent written and oral communications and computer skills.

### **PROFESSIONAL EXPERIENCE**

#### **CHIEF EXECUTIVE OFFICER**

*Maui Economic Opportunity, Inc. April 2017 to present*

- Lead, support and guide the organization's mission as defined by the Board of Directors.
- Communicate effectively with the Board and provide timely and accurate information necessary for the Board to function properly and to make informed decisions; oversee organization Board and committee meetings.
- Responsible for fiscal management and integrity; operating within approved budget; ensuring of maximum resource utilization, and maintenance of the organization in a positive financial position.
- Responsible for fundraising and developing other resources necessary for operations.
- Establish and update employment and administrative policies and procedures for all functions and for the day-to-day operations.
- Establish and maintain relationships with various organizations throughout the state and utilize those relationships to strategically enhance MEO's mission.
- Supervise, collaborate with organization staff.
- Community Needs Assessment and Community Action Plan and Strategic planning and implementation.
- Ensure program outcomes are met or exceeded.
- Oversee marketing and other communication efforts and serve as MEO's primary spokesperson.
- Effect legislation through written and public testimony and community involvement.

#### **CHIEF OPERATING OFFICER**

*Maui Economic Opportunity, Inc. 2011 to 2017*

- Supported the CEO in the achievement of the organization's mission, strategic goals and objectives.



- Administered a delivery system of comprehensive services in accordance with state, federal, and county governments, and private funding agencies.
- Implemented and facilitated Community Service Block Grant Results-Oriented Management and Accountability (ROMA) process; ensured program objectives were met, and administered the community needs assessment.
- Directly supervised five program directors, two managers, and the human resources support staff.
- Provided oversight of agency programs, to include program and fiscal monitoring, evaluation, reporting, and quality assurance.
- Provided oversight and support for human resources.
- Improved data collection, tracking and reporting to meet and exceed projected outcomes.
- Promoted community mobilization through education and advocacy.

### **CHIEF HUMAN RESOURCES OFFICER**

*Maui Economic Opportunity, Inc. 2000 to 2011*

- Provided leadership in setting and achieving HR goals in alignment with the agency's goals and stated mission.
- Reduced staff turnover by 20%, implemented updated staff orientation, management support, and training.
- Responsible for the areas of labor relations, performance evaluation, corrective action, mediation of disputes and conflict resolution, benefits administration and risk management.
- Acted as the Agency's HIPAA Privacy Officer and the DOT Designated Employer Representative overseeing the drug and alcohol testing program.
- Established and administered various training programs and developed a Health and Safety Program creating a safety culture which lowered the agency's workers' compensation experience rating from 1.59 to .92.
- Managed Money Purchase Pension Plan conversion to a 401k plan reducing plan fees by 10%, and expanding investment options; acted as the plan fiduciary.

### **PROFESSIONAL DEVELOPMENT**

Strategic Planning; Grants Management; Contract Compliance; Essential Governance Policies; Sustainability; Federal Fair Housing Law; Community Action Partnership Law; Annual Labor Law Updates; Recruitment and Retention; EEOC Compliance; Violence In the Workplace; Harassment Education and Prevention; American's With Disabilities Act; Advanced Disability Compensation Programs; Workers' Compensation; FLSA, State and Federal Wage and Hour Compliance; Developing a Compensation Program; USERRA; ERISA; Family Medical Leave Act (FMLA); COBRA; Community Transportation Association of America- Service design and delivery, safety and security, fleet management, customers service and managing performance; Federal Alcohol and Substance Abuse Management; Federal Motor Carrier and Department of Transportation Recordkeeping, Compliance and Safety Regulations; OSHA, certified Workplace Communications Skills trainer; trained mediator; Results Oriented Management and Accountability (ROMA) Train the Trainer; Microsoft Word, Excel, Outlook, Time IPS and MIP.

### **PROFESSIONAL AFFILIATIONS**

- National Community Action Foundation-Member
- National Association of Certified ROMA Trainers- Member
- Society for Human Resource Management (SHRM)- Hawaii Educational Foundation, Maui District-Member
- SHRM National Member
- Maui Chamber of Commerce- Member
- Maui Native Hawaiian Chamber- Member
- Maui Nonprofit Directors Association- Member
- Maui Reentry Council-Facilitator
- Maui County Committee on the Status of Women- former Commissioner
- National Safety Council- Member
- Maui Homeless Alliance- Member
- Paratransit Advisory Council- Member
- Maui Disability Alliance- Member
- Maui Liquor Commission Small Business Review and Advisory Committee-Member
- Hawaii Association of Nonprofit Organizations- Member
- Community Transportation Association of America- State Delegate

### **COMMUNITY RELATIONS**

*Association of Farmworkers Opportunity Program (AFOP)-Board Member-2017 to present*  
*Rocky Mountain High-Board Member and Treasurer-2017 to present*  
*Community Transportation Association of America- State Delegate- 2021 to present*  
*Hawaii Community Action Program Directors Association- Secretary and past president-2017 to present*  
*Hawaii Association of Nonprofit Organizations- 2021 to present*  
*Maui County Council on Aging- Commissioner- 2019 to present*  
*Workforce Investment Board- Board Member and Program Evaluation Chair-2017 to present*  
*Friends of the Children's Justice Center- Board Member-2018 to present*  
*Maui Nonprofit Directors Association- Board Member, Legislative Chair and Past President- 2011-2021*  
*Mediation Services of Maui, Mediator 2006 to 2013; Board Member 2012 to 2013*  
*SHRM Maui Educational Foundation- Board member, Legislative Chair; Secretary; Vice President; President- 2003-2016*

### **DISTINCTIONS**

*Pacific Business News Women Who Mean Business Honoree- 2019*  
*Maui Nonprofit Directors- Executive Director of the Year- 2019*

# MEDEIROS, DONALD

DonM51@hotmail.com 808-243-9729

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## EXPERIENCE

**JANUARY 2019 – PRESENT**

**PROJECT MANAGER, MAUI ECONOMIC OPPORTUNITY**

- Manages and administers all construction related projects.
- Provides leadership, direction and project oversight.
- Drafts and reviews request for proposals, memoranda of agreements, and other documents relating to projects.

**JANUARY 2002 - DECEMBER 2018**

**DIRECTOR OF DEPARTMENT OF TRANSPORTATION, COUNTY OF MAUI**

- Planned and implemented all modes of transportation in Maui County, including air, water and land.
- Oversight of the entire budgeting process, from proposal to expense control.
- Ensures compliance with all federal and state regulations.

**APRIL 1989 – DECEMBER 2001**

**MANAGING DIRECTOR, MAUI ECONOMIC OPPORTUNITY, INC.**

- Assisted executive director with management and oversight of agency, to include Transportation, Community services, Youth Services, Early Childhood Services and the Business Development Center.
- Procurement and oversight of MEO bus fleet.
- Worked with Program Directors, CEO and CFO to develop program budgets.
- Developed, directed and implemented special projects as needed.

**NOVEMBER 1985 - MARCH 1989**

**SALES MANAGER, MAUI OIL COMPANY**

- Exceeded sales goals and improved profitability by aligning sales strategies and business plans.
- Maintained professional network of potential clients and business opportunities.

**FEBRUARY 1982 – NOVEMBER 1985**

**OPERATIONS MANAGER, MAUI ECONOMIC OPPORTUNITY, INC.**

- Directed day-to-day operations by spearheading implementation of short-term and long-term strategies.
- Managed company operations responsible for the profit and loss, scheduling, and training.
- Collaborated with staff to maximize customer satisfaction, streamline procedures and improve bottom-line profitability.

## **EDUCATION & CERTIFICATION**

- **ASSOCIATE OF ARTS, MAUNAOLU COLLEGE**
- **CCTM – Certified Community Transit Manager**

**GAY M.  
SIBONGA**



gay.sibonga@meoinc.org



808-249-2990

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**Summary of Qualifications**

- Chief Operating Officer of Maui County's nonprofit community action agency.
- Experienced executive and district manager overseeing operations, safety management, and program and grants management.
- Certified Designated Employer Representative for the Drug and Alcohol Program.

**Professional Experience**

March 2017 to present | Maui Economic Opportunity, *Chief Operating Officer*

- Partners with Executives to develop, update and meet objectives of MEO's mission, strategic plan and core values.
- Effectively coordinates, manages, and fosters the development of the Transportation, Community Service, Youth Services, Early Childhood Services and Business Development Center Programs.
- Supports Chief Executive Officer with the management and oversight of the agency.
- Program administrator of Senior Farmers' Market Nutrition Program and Project Graduation.
- Ensures that all programs deliver a high level of customer service to clients.
- Promotes and maintains safety culture for staff and clients.

July 2011 to March 2017 | Macy's Hawai'i District, *Multistore Operations Manager*

- Managed operations at multiple locations on Maui, O'ahu, and Hawai'i Island.
- Ensured efficiency and achievement of sales and profit goals in expense management, shortage prevention, staffing, customer service, equipment maintenance, and safety standards.
- Recruit and train team members as part of succession planning.
- Planned, budgeted, and staffed the opening of the new Ka Makana Ali'i location.

August 2001 to June 2011 | Macy's Ka'ahumanu, Kahului, HI, *Merchandise Team Manager*

- Trained and supervised the merchandising, receiving, signing, and price change teams.
- Maintained shortage and safety programs.
- Planned and executed budget and payroll plans, achieved productivity goals

Feb 1998 to August 2001 | Liberty House Ka'ahumanu, Kahului, HI, *Operations Manager*

Feb 1983 to January 1998 | Liberty House Ka'ahumanu, Kahului, HI, *Sales Manager*

**Education**

B.S., Fashion Design and Merchandising  
University of Hawai'i at Mānoa

**Advanced Training & Professional Development**

Certified Designated Employer Representative for Drug & Alcohol Program

Certified National Results Oriented Implementer

**Safety Training**

- Asbestos Management
- Hazardous Waste Disposal
- Bloodborne Pathogen

- Active Shooter

**Management Training**

- Conflict Resolution
- Diversity and Harassment
- Creative Problem Solving
- Building Business Partners

**Professional Affiliations**

Hawai'i Community Action Program Directors Association – *Member*

Maui Chamber of Commerce – *Member*

Maui Homeless Alliance – *Treasurer*

Maui Disabilities Alliance – *Member*

Maui Non-Profit Directors – *Member*

Maui Reentry Hui – *Member*

Paratransit Advisory Council – *Facilitator*

Maui Metropolitan Planning Organization – *Member*

**Debra K.Y. Lorenzo**  
29 Ili Kupono Street Wailuku, HI 96793  
(808) 242-7099 [tklorenzo@msn.com](mailto:tklorenzo@msn.com)

### Summary of Qualifications

Thirty years of experience in nonprofit accounting and five years in public accounting.

### Education

**1980 – 1984**      **B.A Business Administration – Accounting**  
Seattle University, Seattle, WA

### Professional Experience

- 2007 – Present**      **Chief Fiscal Officer**  
*Maui Economic Opportunity, Inc., Wailuku, HI*  
Plans, directs, coordinates, and implements all fiscal activities and functions. Ensures that proper accounting procedures are maintained and followed in accordance with federal, state, and local regulations for forty plus grants and programs. Manages and directs the activities for nine fiscal staff.
- 1991 – 2007**      **Assistant Fiscal Director**  
*Maui Economic Opportunity, Inc., Wailuku, HI*  
Assisted with the planning, direction, coordination and implementation of all fiscal activities and functions. Assisted with the budget planning development and management. Ensured that proper accounting procedures were in compliance with federal, state, and local regulations.
- 1985 – 1991**      **Staff Accountant**  
*Coopers & Lybrand, Wailuku, HI*  
Preparation of unaudited financial statements which included reviews and compilations. Management of ten clients to include monthly preparation of financial statements. Preparation of individual, partnership, and corporate tax returns.
- 1985**      **Personnel Clerk**  
*Hawaiian Commercial and Sugar Co., Kahului, HI*  
Temporary position to assist programmer with data input of personnel records.
- 1984 – 1985**      **Bookkeeper**  
*Cascade Property Management, Seattle, WA*  
Duties included cash disbursements, cash receipts, bank reconciliation and general clerical tasks.

### Skills & Software Programs

**Computer Skills:** Microsoft Word, Excel, Outlook, Grants Management Systems Nonprofit Accounting and Revolving Loans Servicing System, MIP Nonprofit Accounting, QuickBooks.

**Kamehameha Schools Maui High School**  
*Administrative Coordinator*

August 2010 – March 2011  
Pukalani, HI

- Collected and reviewed bi-monthly time sheets & issued payroll accordingly.
- Organized files, developed spreadsheets, faxed/scanned reports & documents.
- Dispersed incoming mail to intended recipients throughout various departments.
- Evaluated departmental needs; prepared annual budget.
- Coordinated travel arrangements for HS Principal, faculty & staff; processed travel & per diem reimbursements.
- Compiled complex data for periodic & annual reports.
- Accepted cash, check & charge payments; created invoices; disseminated receipts.

**US Department of Interior**  
**Kalaupapa National Historical Park**  
*Facilities Management Clerk*

July 2009 – July 2010  
Kalaupapa, HI

- Properly routed contracts, agreements, & invoices through the signature process.
- Conducted bi-monthly payroll; maintained employee leave records.
- Coordinated & managed annual departmental budget.
- Developed various spreadsheets, memos, charts, & graphs.

**State of Hawaii Department of Health**  
*Business Services Supervisor III (TA)*

October 2005 – July 2009  
Kalaupapa, HI

- Coordinated hiring & training of administrative office staff; completed incremental job performance appraisals.
- Maintained detailed inventory records; preparing quarterly & annual reports.
- Prepared employee travel benefits; processed travel & per diem reimbursements.
- Organized logistics (air, meals, & transportation) for contractors, presenters, & speakers.
- Documented & prepared patient death certificates & wills.

**State of Hawaii Department of Health**  
*Office Assistant IV*

March 2004 – July 2009  
Kalaupapa, HI

- Managed time sheets & prepared bi-monthly payroll.
- Compiled employee leave requests; processing annual audit of employee leave balances.
- Accurately recorded, transcribed, and distributed minutes of monthly public meetings.
- Maintained a vast volume of accounts receivable & accounts payable vendor files; meticulously verifying invoices & processing payments.
- Received, recorded, & correctly dispersed varying types of work orders: carpentry, electrical, housekeeping, and plumbing, etc.
- Performed daily general office operations.

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## **Extracurricular**

- Member, Kaunakakai School Community Board 2019 - Present
- Member, State Commission on the Status of Women 2019 - 2021
- AYSO Soccer Coach, U8 Division 2017 - Present
- Secretary - Kaunakakai Elementary School PSO 2018 - Present
- Vice President - Kualapuu Elementary School PSO 2016 - 2018

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## **Professional Skills**

Microsoft Office Suite: Advanced  
Hawaii State Notary: Renewable upon employment

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# Patty-Ann Copperfield

patty.copperfield@meoinc.org | 808-281-8000

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## Summary of Qualifications

- Transportation Director of Maui County's nonprofit community action agency.
- Experienced transportation executive administrator overseeing operations, safety programs, partner agency programs, and grant reporting.

## Professional Experience

Maui Economic Opportunity, Inc (MEO, Inc.)

May 2021 to present | *Transportation Director*

- Provide an active role in community outreach with partner agencies and government officials to facilitate transportation program needs for Maui County.
- Oversee the department's management, administration, operation, and supervision of the transportation program and staff for operations that operate 365 days a year with almost ninety active reporting staff that services the needs of our community.
- Maintain quality delivery of service for both County and Federally funded programs that specialize in assisting low-income workers, senior citizens, dialysis patients, persons with disabilities, youth, and disadvantaged individuals.
- Actively facilitate necessary communication and meetings with the Pu'unene reporting Passenger Assistance Technicians' established union business agent.
- Responsibly manage and track effective use of Fiscal appropriated funds throughout the Fiscal Year.
- Uphold strict safety protocol, safety measures, and training certifications for the safe transport of our public transit service programs.
- Promotes and maintains a safe, happy and healthy environment for staff and clients.

August 2020 to May 2021 | MEO, Inc., *Operations Manager*

- Managed operations and the supervisory team for the transportation department.
- Participated in partner agency and community outreach related to the transportation needs of the community.
- Ensured quality customer service to clients.
- Actively provided the Transportation Director with administrative support.

September 2017 to August 2020 | MEO, Inc., *Customer Service & Community Relations Supervisor*

- Oversaw the training and supervision for fleet scheduling of client transportation.

October 2015 to September 2017 | MEO, Inc., *Scheduler/Planner*

November 2014 to October 2015 | Hired through Employers Options for MEO Inc., *Scheduler/Planner*

- Implemented fleet scheduling for driving staff.

September 2013 to April 2014 | MEO, Inc., *Dispatcher*

- Operated the dispatching of driving staff for on-time client service of programs.

# Patty-Ann Copperfield

November 2011 - November 2017 | Meyer Computer, Inc., *Social Media Account Manager*

- Maintained and engaged client connections socially on social media platforms like Facebook, Twitter, Google Plus, LinkedIn, Luxury Real Estate Lounge, and much more.
- Worked in tandem with a team of online marketers to boost client rankings on the internet, within search sites like Google and Bing.
- Website maintenance, social media marketing, and software testing during developmental phases for in-house programmer/developer.
- Facilitated community fundraising with Maui United Way and business events coordinating with Google Partners pilot program.

September 2009 to November 2011 | Meyer Computer, Inc., *Maui Information Specialist*

- Curated content for countywide information for the general public on client websites
- Answered phones, relayed messages, and scheduled appointments
- General maintenance to keep the office environment clean and organized
- Print designs for company brochures, business cards

## Education

Business Technology | University of Hawai'i (UH) Maui College 2008-2010

Moloka'i High School | 2008

## Advanced Training & Professional Development

### Safety Training

- First Aid & Cardiopulmonary Resuscitation (CPR)
- Fire Extinguisher
- Hazardous Waste Disposal
- Bloodborne Pathogen
- Reasonable Suspicion (in accordance with FTA requirements)
- Drug & Alcohol
- Mandated Reporting for Children and Adults
- Fixed Object Collision
- Defensive Driving; Master Night Driving; Safe Driving; School Bus Driver's Series I, II, and III
- Wheelchair Safety
- OSHA 10 Safety Course

### Management Training

- Dale Carnegie: Develop Your Leadership Potential
- Results Oriented Management and Accountability (ROMA )
- Fundamentals of Supervision and Management II, UH Maui College
- National Rural Transit Assistance Program (RTAP) Customer Service Driven Training
- Rutgers - Assault Awareness and Prevention for Transit Operators

# KAMAKA FREITAS

736 Onipaa Place • Makawao, Hawaii 96768 • 808-870-4209

## EMPLOYMENT HISTORY

AUTOMOTIVE TECHNICIAN SUPERVISOR 2001-PRESENT  
*Maui Economic Opportunity, Inc. Kahului, Maui, Hawaii*

Develops, plans, implements, and maintains a repair and maintenance system, and establishes policies and procedures to ensure all operating equipment are safe. Performs skilled mechanical repairs on all types of gasoline and diesel driven automotive equipment.

HEAVY EQUIPMENT AND AUTO REPAIR TECH SUPERVISOR 1996-2001  
*PD's Repair Service Kahului, Maui, Hawaii*

Maintains a repair and maintenance system, and establishes policies and procedures to ensure all maintenance operations are performed safely. Performs mechanical repairs on all types of gasoline and diesel driven automotive equipment.

AUTOMOTIVE TECHNICIAN VARIOUS  
*Goodyear Commercial, Firestone Kahului, Maui, Hawaii*

Performs mechanical repairs on all types of gasoline and diesel driven automotive equipment.

AUTOMOTIVE TECHNICIAN 1989-1990, 1995-1997, 2000-2001  
*Maui Economic Opportunity, Inc. Kahului, Maui, Hawaii*

Performs mechanical repairs on all types of gasoline and diesel driven automotive equipment.

## EDUCATION

CERTIFICATE OF ACHIEVEMENT, AUTOMOTIVE 1992-1995  
*Maui Community College Kahului, Hawaii*

## ASE CERTIFICATIONS

### MASTER AUTOMOBILE TECHNICIAN

- Engine Repair
- Automatic Trans/Transaxle
- Manual Drive Train and Axles
- Suspension and Steering
- Brakes
- Electrical/Electronic Systems
- Heating and Air Conditioning
- Engine Performance

### MASTER MEDIUM/HEAVY TRUCK TECHNICIAN

- Gasoline Engines
- Diesel Engines
- Drive Train
- Brakes
- Suspension and Steering
- Electrical/Electronic Systems
- Heating, Ventilation, & A/C
- Preventive Maintenance Inspection

#### MASTER SCHOOL BUS TECHNICIAN

- Body Systems & Spec Equipment
- Diesel Engines
- Drive Train
- Brakes
- Suspension and Steering
- Electrical/Electronic Systems
- Air Conditioning Systems

#### OTHER CERTIFICATIONS

##### AUTOMOTIVE TRAINING GROUP TECHNICAL TRAINING SEMINAR

- Ford 6.0L & 7.3L Direct Injection Diesels Diagnostic and Repair

##### FORD TECHNICAL SUPPORT

- Ford Basic Electrical

##### INTERNATIONAL ADVANCED BRAKE TRAINING

- 2006 Air System Brake Training

##### GM FLEET AND COMMERCIAL SERVICE TRAINING

- 6.6 Liter Duramax Diesel Electronic Engine System
- EL-1 Electrical Principles: Battery, Alternator and Circuit Testing
- EL-2 Intermediate Automotive Electrical
- EL-2 Advance Electrical Principles: Electronic and Transistor Operation
- FC-12 General Motors On-Board Diagnostics II
- SP-1.01 General Motors Service Programming System

#### SKILLS

- Current Hawaii CDL type B license, P/S endorsements
- Self-Propelled Vertical Elevating Work Platform Operator
- Forklift Operator