

# Michael R. Ben, SPHR

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<b>Education</b>	1967	Roosevelt High School	Honolulu, Hawai'i
	1971	Pacific University BA in History Secondary Major in Education	Forest Grove, Oregon
<b>Professional Experience</b>	<b>1992 – 2009</b>	<b>County of Hawai'i</b>	<b>Hilo, Hawai'i</b>
		<b>Director of Human Resources</b>	
		Chief executive for human resource management in Hawai'i County government, responsible for formulating and implementing the County's HR policies and procedures and its human resources management program involving strategic planning, recruitment, compensation, personal and organizational development, employee relations, labor relations, and, health and safety. Also responsible for ensuring Hawai'i County's compliance with Title VI and VII of the Civil Rights Act, as well as Titles I and II of the Americans with Disabilities Act.	
	Served as the County's chief negotiator for collective bargaining with four Unions representing seven bargaining units covering 1800+ County employees. Served as Chief Spokesperson for the public employer group when directed by the Governor's Chief Negotiator;		
	Administered the County's self-insured workers' compensation program.		
	<b>1988 – 2002</b>	<b>County of Hawai'i</b>	<b>Hilo, Hawai'i</b>
		<b>Deputy Director of Personnel</b>	
		Provided professional and administrative support to the Director of Human Resources in HR management for Hawai'i County.	
		Served as the County's chief negotiator for collective bargaining with four unions representing seven bargaining units covering 1800+ employees. Served as Chief Spokesperson for the public employer group when directed by the Governor's Chief Negotiator;	
	<b>1981 – 1988</b>	<b>State of Hawai'i</b>	<b>Honolulu, Hawai'i</b>
		<b>Personnel Program Officer</b>	
		Served as senior staff for public sector collective bargaining contract administration.	
		<ul style="list-style-type: none"><li>• Advised and assisted line departments on all contract administration matters;</li><li>• Developed and implemented workshops on grievance handling, discipline, promotions, and other contract administration topics;</li><li>• Resolved employee grievances;</li><li>• Advocated grievance arbitration cases for the State;</li><li>• Provided staff support to the State's collective bargaining team; served as chief spokesperson for the public employer group when directed by the Governor's Chief Negotiator;</li><li>• Provided staff support to the attorney general's office on</li></ul>	

- arbitration and Hawai'i Labor Relations Board matters;
- Developed and maintained the State's personnel rules (Title 14, Hawai'i Administrative Rules.

**1980 – 1981 Neighborhood Justice Center**

Trained and volunteered as a mediator for the NJC.

**1974 – 1981 State of Hawai'i Honolulu, Hawai'i  
Personnel Management Specialist**

Served as staff specialist performing the duties immediately listed above, under the immediate supervision of the Labor Relations Division Chief for the State of Hawai'i.

**Professional  
Activities**

- Society for Human Resource Management (SHRM)-Hawaii State Board Member responsible for 2008 State Human Resource Conference;
- Human Resources Certification Institute task force to define the body of knowledge for human resources for the purposes of validating national certification examination for human resource management. (1999-2000)
- SHRM Area VI (Southeast U.S., Hawai'i, and Guam) Board, in various capacities (1996-1999);
- SHRM Hawai'i State Council 1990-2000 in various capacities, including Hawai'i State Council Director in 1996 and immediate past Hawai'i State Council Director in 1997;
- Society for Human Resource Management (SHRM) Hawai'i Island Chapter President 1990.

**Professional  
Memberships**

- Society for Human Resource Management (SHRM);

**Volunteer  
Experience**

- Founding Board of Directors, Holualoa Foundation for Culture and Art (1994-1999), Served on Board again for 2006-2008;
- Moku O Hawai'i Outrigger Canoe Racing Association Race Official, 1990-1996, 1999-to date;
- International Va'a Federation Race World Sprints Official 2004, 2006;
- Various coaching positions with Keaukaha Canoe Club and Kamehameha Canoe Club (Hilo) and the Hui Lanikila Canoe Club, and Healani Canoe Club (Honolulu) (1985-2003);
- Treasurer, Hawai'i Bicycling League, 1983, 1984; member of the organizing group of the annual bicycle event formerly known as the HBL/Honolulu Advertiser Century Bike Ride;
- Various fund raising activities for the Mental Health Association in Hawai'i (1981-1988).

**FEES**

**Hourly rate** \$200 per hour  
**Cancellation Fee<sup>1</sup>** \$400

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<sup>1</sup> Cancellation fee applies if hearing is cancelled by either party less than 48 hours prior to scheduled hearing time.

**Travel Costs<sup>2</sup>**

Regular Coach Fare  
Daily Car Rental (intermediate car)  
Hotel accommodations  
\$100 per diem  
Airport parking (Hilo)

**Other**

Parking on island where hearing is held  
Parties shall be responsible for any penalty fees incurred as a result of any rescheduling or cancellation of a hearing.

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<sup>2</sup> All incurred travel costs and penalties for changes made in travel arrangement shall be on a reimbursement basis.