

**CITIZENS COMMISSION ON SALARIES FOR ELECTED CITY OFFICIALS – Residency Requirement**

Authority: City Code, Chapter 3, Sections 3-13 and 3-14

Members: 5

Duties: This Commission conducts a review, every two years, of compensation provided to Mayor and City Council. The Review shall be made for the purpose of recommending adjustments to pay levels to the duties and responsibilities of the positions. The recommendations of the Commission as to salaries must be submitted to the City Clerk, every four years and prior to the primary election.

Liaison: Christine Nickel / Human Resources

Vacant

Reappointment

**CURRENT MEMBERS**

Name	District	Special Criteria	Appointed	Reappt'd	Reappt'd	Reappt'd	Reappt'd	Expiration
Evans, Joan	Ironwood		2/18/2014	2/1/2022				12/31/2023
Huff, Christina	Palo Verde		4/16/2019	10/6/2020				12/31/2024
Jaegge, Julie	Ironwood		6/6/2023					6/30/2025
Sanabria, Ginger	Willow		2/1/2022					6/30/2023
Webber, Reed	Acacia		3/30/2012	11/17/2015	2/18/2020			12/31/2023

**CURRENT AND UPCOMING VACANCIES**

Name	District	Special Criteria	Current Term Expiration	Alternate for Consideration	Future Term Expiration
Sanabria, Ginger	Willow		<b>6/30/2023</b>	No	6/30/2025
Evans, Joan	Ironwood		12/31/2023	No	12/31/2025
Webber, Reed	Acacia		12/31/2023	No	12/31/2025

**DECEMBER 5, 2023 REAPPOINTMENT INTERVIEWS:**

- Ginger Sanabria
- Joan Evans

**CITIZENS COMMISSION ON SALARIES FOR ELECTED OFFICIALS REAPPOINTMENT INTERVIEWS:**

Name	District	Qualification Summary
Sanabria, Ginger	Willow	<p><b>Interest:</b> Peoria is my home, and my kids and grandkids were born and raised here, as well as live here now so I have a vested interest in the city and community. Not to mention the City of Peoria is where I started my government career and I this is one of the ways I can give back. I worked for the city approximately 15 years and I understand some of the greater dynamics of the opportunities we face. I hope to gain a better understanding of the salary structure and how the compensation and classification of elected officials is regulated. Also, what is expected of elected officials.</p> <p><b>Qualifications/Experience:</b> Previously I was an Administrative Manager for a Fire District and ran the Human Resources area. I had to manage the compensation and classification studies for the Fire Department. In addition, I had to do a lot of research for the FLSA 7K exemption to change the work schedule from a 40 hour a week schedule to a 28-day schedule. I also have been managing budgets for several years and own my own businesses. I have 25 years in government, in various division from Fire, Police, Human Services, Community Development and Community Services.</p> <p><b>Member Characteristics:</b> I think to be a productive member of this board you must be willing to listen and participate. Understand that some things that work in other cities may not work here. In addition, look at the big picture and how it affects the city overall. Thinking out of the box and help accomplish multiple goals.</p> <p><b>Salary Data Experience:</b> I have several years of experience reviewing salaries and making recommendations, it was part of my position for almost 6 years. In addition, I kept those skills semi-sharp because whenever I wanted to add a position or reclass a current position, I needed to do the research and find information to support my recommendations and any budget changes.</p> <p><b>Role of Member and Biggest Challenge:</b> The role of a commission member is to meet with other commission members, do research, review the data, ensure the city's best interest is represented. Prepare an organized and clear report for the residents to vote on. I always try to come to a win - win solution in any proposal to ensure all parties are represented well. I understand that you cannot make everyone happy, however a plan that has solid foundation and is logical can usually be accepted. In this board I think the biggest challenge will be individuals that do not believe elected officials should be compensated and will try to force their ideas onto the committee members. Also, people who have had a bad experience in the city may not understand a governmental structure. In all committees there are people who do most of the work and then people who do not, this can also cause some issues. However, nothing that cannot be overcome.</p>
Evans, Joan	Ironwood	<p><b>Interest:</b> Our elected officials have a huge responsibility to the citizens. The job requires lots of hours both in person and behind the scenes to make decisions for Peoria. They deserve a fair compensation.</p> <p><b>Qualifications/Experience:</b> While serving as an administrator in the Peoria Unified School District, I was involved in decisions about salaries and compensation. On the Career Ladder steering committee we made decisions about compensation for teachers. My 8 years on the City Council also provided me with first hand knowledge of the time and energy needed to serve in an elected capacity. Since my years of service, the size of the city and the complexity of issues have grow. Salaries should reflect this growth.</p> <p><b>Member Characteristics:</b> A productive committee member would have the ability to analyze information, listen to others, and work to reach consensus.</p> <p><b>Sala Data Experience:</b> My years on Career Ladder Steering Committee involved creating measurable rubrics for teacher compensation. We analyzed best teaching practices and needs of students to create the requirements for added compensation. We then set the levels of salary enhancement. While serving as an elected official, we reviewed salary data and made recommendations for compensation starting with the City Manager salary.</p> <p><b>Role of Member and Biggest Challenge:</b> My role would be to come to the meeting prepared and knowledgeable and to work collaboratively with other members. The biggest challenge would be to make wise decisions.</p>

**EMPLOYEE BENEFITS TRUST BOARD** – Residency Requirement w/ Exceptions

Authority: City Code, Chapter 3, Sections 3-21 and 3-22

Members: 5

- Residents of the City (Up to 4)
- Chief Financial Officer of the City or designee (not required to be a resident of the City)
- All trustees must be bonded.

Duties: The Trustees serving on the Employee Benefits Trust Board oversee the management and administration of the Trust and have fiduciary responsibility for the Trust. The purpose of the Trust is to determine the worker's compensation, health, welfare, and related benefit programs offered by the City in accordance with the provisions of Arizona Law and to authorize the management, funding and administration of the fund for direct payment of benefits, losses, claims, or any combination of insurance direct payments for the benefit of Participants and Beneficiaries, in accordance with the Plan.

Liaison: Christine Nickel / Human Resources

Vacant
Reappointment

**CURRENT MEMBERS**

Name	District	Special Criteria	Appointed	Reappt'd	Reappt'd	Reappt'd	Reappt'd	Expiration
Briggs, Will	Mesquite		10/4/2016	11/13/2018	9/13/2022			12/31/2024
Kindell, Sean	N/A	Chief Financial Officer for the City of Peoria	5/18/2021					
Dines, Keith	Palo Verde		6/1/2009	7/1/2010	5/3/2016	5/5/2020		6/30/2024
Ostrander, Colleen	Willow		11/1/2022					6/30/2024
Vacant								

**CURRENT AND UPCOMING VACANCIES**

Name	District	Special Criteria	Current Term Expiration	Alternate for Consideration	Future Term Expiration
Vacant (Was Hale)			6/30/2023	N/A	6/30/2025

**DECEMBER 5, 2023 INITIAL APPOINTMENT INTERVIEWS:**

- Shawn Hutchinson
- Debi Roy

**EMPLOYEE BENEFITS TRUST BOARD INITIAL APPOINTMENT INTERVIEWS:**

Name	District	Qualification Summary
Hutchinson, Shawn	Ironwood	<p><b>Interest:</b> Recently termed out of over 11 years on the City's Planning and Zoning Commission, and would like to continue serving my community in whatever capacity I can. After seeing the opening of this position, I feel I have the experience to effectively serve on this Board.</p> <p><b>Qualifications:</b> I currently serve as a Trustee for our industry's Multi-Employer Defined Benefit/Defined Contribution Trust funds for almost 17 years, and have previously been a Trustee on our Health and Welfare and Training Trusts as well. I currently serve as Director for our Training Trust, and well-versed in ERISA governance over our plans. I have attended the International Foundation for Employee Benefit Plans annual conference every year since 2007, and receive bi-annual training through our industry's Apprenticeship organization on Trust Fund governance, and have gained valuable experience navigating the ups and downs of our market impacts, and changes to the Healthcare laws.</p> <p><b>Characteristics of a productive member:</b> Maintaining your "Trustee hat" while at the table discussing benefit modifications and ensuring the available funds are being utilized in the best interests of the participants of the plan.</p> <p><b>Priorities of this board:</b> Listen to your actuaries and act in the best interests of the participants of the plan.</p> <p><b>Biggest Challenge:</b> Balancing the enhancement of benefits vs. the sustainability of the fund, particularly through down-markets.</p>
Roy, Deborah	Ironwood	<p><b>Interest:</b> I am a long time Peoria resident and interested in serving my city.</p> <p><b>Qualifications:</b> I have been a Human Resources Manager for 20 years. I have extensive experience in managing all types of benefits, medical, workers compensation and health and wellness programs.</p> <p><b>Skills of a productive board member:</b> Someone that can be counted on to attend meetings and have valuable experience that enables them to offer valuable input.</p> <p><b>Priorities of EBTB:</b> To ensure the City of Peoria employees have a robust ealth and wellness program that helps them to attract talent.</p> <p><b>Biggest challenge:</b> The cost of this robust benefit package.</p>

**PARKS, RECREATION AND COMMUNITY FACILITIES BOARD** – Residency Required

Authority: City Code, Chapter 3, Sections 3-6 and 3-31 and 3-32

Members: 7

- Individual with a specific interest in public library services (2)
- Individual with a specific interest in park, trails and recreation services (2)
- Resident of Peoria (3)

Duties: The Board develops advisory recommendations for recreational facilities and services, renders advisory opinions on grant applications, licenses and permits for recreational facilities. The Board also renders advisory opinions on matters relating to operating hours, amounts to be charged for overdue books, library programs, and promotion of library services.

Liaison: Chris Calcaterra / Parks, Recreation and Community Facilities

Vacant
Reappointment

**CURRENT MEMBERS**

Name	District	Special Criteria	Appointed	Reappt'd	Reappt'd	Reappt'd	Reappt'd	Expiration
Graves, Matt	Ironwood	Peoria resident	3/2/2021	8/23/2022				6/30/2024
Johnson, Jerry	Ironwood	Interest in city parks	11/12/2019	8/23/2022				6/30/2024
Parafinik, Aminda	Willow	Peoria Resident	8/17/2021					6/30/2023
Paz, Christine	Willow	Interest in City Parks & Rec Services	11/15/2022					12/31/2024
Raftery, Sonia	Acacia	Interest in Library Services	11/15/2022					6/30/2023
Romijn, Katrina	Ironwood	Interest in library services	11/12/2019	8/17/2021				12/31/2023
Taylor, Brent	Mesquite	Peoria resident	11/12/2019	8/18/2020				6/30/2024

**CURRENT AND UPCOMING VACANCIES**

Name	District	Special Criteria	Current Term Expiration	Alternate for Consideration	Future Term Expiration
Parafinik, Aminda	Willow	Peoria Resident	6/30/2023	No	6/30/2025
Raftery, Sonia	Acacia	Interest in Library Services	6/30/2023	No	6/30/2025
Romijn, Katrina	Ironwood	Interest in library services	12/31/2023	No	12/31/2025

**DECEMBER 5, 2023 REAPPOINTMENT INTERVIEWS:**

- Aminda Parafinik
- Sonia Raftery

**PARKS, RECREATION, AND COMMUNITY FACILITIES BOARD REAPPOINTMENT INTERVIEWS:**

Name	District	Qualification Summary
<b>Parafinik, Aminda</b>	<b>Willow</b>	<p><b>Qualities:</b> Organized, effective writer and researcher, event and project management experience; <b>Interest:</b> My children and I spend a lot of our time enjoying Peoria's city parks. I would like to contribute my time to maintaining our beautiful open spaces</p> <p><b>Professional Experience:</b> MBA from Thunderbird School of Global Management, Adjunct Professor at Grand Canyon University, former HR Communications and Technology specialist for Washington Elementary School District, former Program Manager for the Thunderbird School of Global Management; church children's volunteer; some involvement with Washington Elementary School District Employee Committee.</p>
<b>Raftery, Sonia</b>	<b>Acacia</b>	<p><b>Interest:</b> I have been involved with city organizing through a Bond Advisory Board and learned much about Peoria and the governmental structure. I am now attending the Leadership Institute and would like to continue serving our city. I have acquired valuable experience in my Administrative career that would benefit Peoria Boards and Commissions. Being involved would benefit me greatly as well.</p> <p><b>Experience:</b> I have always been a library card holder in every place I have lived and have introduced my children and grandchildren to the benefits of utilizing the library. I'm familiar with library structure and services.</p> <p><b>Participation in Programs or Use of Facilities/Describe Experience:</b> I make it a point to visit the library with my grandkids at least once a week in the summer and frequently during the school year. I utilize the magazine and video areas as well as the children's section. In my opinion we have the best library in our area.</p>

**PUBLIC SAFETY RETIREMENT BOARD - FIRE/MEDICAL AND POLICE - Residency Requirement w/Exceptions**

Authority: City Code, Chapter 3, Sections 3-38 and 3-39

Members: 5

- Mayor or designee (1)
- Elected PSPRS members (2)
- Residents of the City (2)

Duties: There are two separate Boards – one representing Fire and the other Police employee’s pension matters. The same two citizens are appointed to serve on both Boards. Meetings are held a minimum of once per year, and questions of eligibility, service credits, pension amount, and manner and time of payment of any benefit under the Public Safety Retirement System are decided by this Board, Claimants and/or the fund managers are entitled to a re-hearing in original determinations made by the Board

Liaison: Christine Nickel / Human Resources

Vacant

Reappointment

**CURRENT MEMBERS – FIRE/MEDICAL**

Name	District	Special Criteria	Appointed	Reappt'd	Reappt'd	Reappt'd	Reappt'd	Expiration
Beck, Jason	Mayor	Mayor	01/03/2023					
Champion, Joshua	Pine	Peoria Resident	2/6/2018	4/16/2019				6/30/2023
Clare, Hunter	N/A	Elected Position	6/2/2020					6/30/2024
VACANT		Peoria Resident						6/30/2023
Pool, Michael	N/A	Elected Position	6/5/2018	6/7/2022				6/30/2026

**CURRENT MEMBERS - POLICE**

Name	District	Special Criteria	Appointed	Reappt'd	Reappt'd	Reappt'd	Reappt'd	Expiration
Bacon, Norman	N/A	Elected Position	7/5/2016	6/2/2020				6/30/2024
Beck, Jason	N/A	Mayor	01/03/2023					
Champion, Joshua	Pine	Peoria Resident	2/6/2018	4/16/2019				6/30/2023
Griffin, Michael	N/A	Elected Position	6/7/2022					6/30/2026
VACANT		Peoria Resident						6/30/2023

**CURRENT AND UPCOMING VACANCIES – FIRE/MEDICAL AND POLICE**

Name	District	Special Criteria	Current Term Expiration	Alternate for Consideration	Future Term Expiration
Johnson, George	Mesquite		6/30/2023	N/A	6/30/2025
Champion, Joshua	Pine		6/30/2023	N/A	6/30/2025

**DECEMBER 5, 2023 REAPPOINTMENT INTERVIEWS:**

- Joshua Champion

**DECEMBER 5, 2023 INITIAL APPOINTMENT INTERVIEWS:**

- Joe Clure

**PUBLIC SAFETY RETIREMENT BOARD REAPPOINTMENT INTERVIEWS:**

Name	District	Qualification Summary
Champion, Joshua	Pine	Highly intelligent, fact based, impartial person who thrives in high stress situations. Highly organized with excellent critical thinking. Interested in public service and politics. BA in Political Science for UofA. Former educational leadership consultant and retail sales experience, current Phoenix police officer. 2016 Peoria Leadership Institute.

**PUBLIC SAFETY RETIREMENT BOARD INITIAL APPOINTMENT INTERVIEWS:**

Name	District	Qualification Summary
Clure, Joe	Mesquite	<p><b>Interest:</b> As a Peoria resident, my interest in serving on the PSPRS local retirement board is to fulfill the statutory requirements of determining public safety pension applications. As a citizen with experience and knowledge of ARS 38-800 I believe I could be an asset to this board.</p> <p><b>Qualifications:</b> I am a retired Phoenix police officer with 34 years of service and a PSPRS member. I have on numerous occasions assist officers in the application/appeal process for a PSPRS pension. I have received significant training in public safety retirement systems including investment practices, benefit calculations/determination, differences between accidental verse ordinary medical/disability retirement, fiduciary obligations. Etc. from PSPRS and the National Association of Police Organizations (NAPO). I am also on the Ad-HOC committee for PSPRS to look at issues of recruitment and retention challenges for police and fire agencies. I am a current member of the PSPRS 457 Deferred Compensation Board which over sees the management of approx. \$650 million in Tier 2 and 3 members assets.</p> <p>Approving or denying retirements: As the Treasurer and President of the Phoenix Law enforcement Association for over 2 decades, one of my primary responsibilities was to assist officers in the application process for retirement. As stated above, I have attended numerous conferences, training classes, and countless meetings with attorneys in discussions ref retirement issues.</p> <p><b>Background:</b> I am a retired Phoenix Police Officer with 34 years of services. I was also the Treasurer and President of the Phoenix Law Enforcement Association (PLEA). I am currently the executive director of the Arizona Police Association.</p> <p><b>Significant Challenges:</b> Recruitment and retention of police officers and firefighters is currently the biggest challenge we face.</p>