

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		6/30/2023	No	6/30/2025
Evans, Joan	Ironwood		12/31/2023	No	12/31/2025
Webber, Reed	Acacia		12/31/2023	No	12/31/2025

CITIZENS COMMISSION - PENDING APPLICATIONS

Application Date	Name	District	Qualities/Qualifications Summary
10/24/2021	Booth, Dave	Acacia	<p>Interest: I am interested in serving on the Citizens Commission on Salaries for Elected City Officials. I have been a resident of Peoria for over 20 years and have raised my family here. I look forward to being a part of determining the salaries of our elected officials, as they are representatives of, and act on the behalf of, the citizens of Peoria. I hope to provide a simple perspective as a citizen of Peoria and give back to a great city like Peoria.</p> <p>Qualifications: I have been involved in city government for over 30 years as an employee of the City of Phoenix. I sat on internal CIP panels/committees within the City of Phoenix. I have an understanding of how public dollars are/should be spent for the citizens of Peoria.</p> <p>Characteristics of B/C Member: I believe they must first and foremost listen to other perspectives. They must have a basic understanding of the City of Peoria and how it is run and be aware that general funds should be spent on the items of the greater good of the public.Experience Reviewing Salaries Data: None; however, I would bring a basic citizen perspective to the commission on how tax funds should be spent.</p> <p>Role of Commission Member & Biggest Challenge: The role of the commission member is to represent the citizens of Peoria. The biggest challenge is the ability to listen to other points of view and come to agreement.</p>

Application Date	Name	District	Qualities/Qualifications Summary
12/13/2021	Cook, Clay	Mesquite	<p>Interest: Over the dozen years or so, I have volunteered my time to serve the communities that I have lived in. This is particularly true during my 10.5-year residency in Pueblo West, Colorado, when I served as a Board Member for the Runyon Fields Sports Complex and was also a member of the Colorado Board of Addiction Counselors Examiners. I have also volunteered hundreds of hours as a youth sports coach. I feel it is important to engage positively in the community and I feel that I can bring a balanced perspective to the work of any local board or commission. My family and I recently moved to Peoria (about 18 months ago) and I want to continue to serve the community as much as possible. Currently, I am volunteering as a youth sports coach, but I would also like to expand that volunteerism to ensuring that Peoria City officials receive pay that is commensurate with their positions and importance to the community. I hope to be able to ensure that Peoria remains a vibrant city that is progressing into the future. Qualifications/Experience: I have been a practicing attorney for over thirteen years. I spent 18 months in Washington, D.C., 10.5 years in Colorado, and I have now been in Peoria for the past 18 months. My practice areas have ranged from government contracts, civil rights litigation, and criminal prosecution, to employment law matters, including reviewing internal disciplinary decisions for the Federal Bureau of Prisons. I am able to review complex facts and legal issues, and find a solution that is functional, legal, and balanced. I am able to distill facts in order to find the best possible outcomes. I am also a Department of Justice Mediator with the Department of Justice Mediator Corps Program. In this role, I mediate employment disputes and work to find a negotiated settlement so that the need for litigation does not arise. In the past, I have also served as an Attorney Detailee with the Department of Justice, Office of the Pardon Attorney. I have not attached a resume at this time, but if one is required, please let me know. Characteristics of Member: A member of this commission would need to be well versed in the scope of duties that Peoria City officials have in various work assignments. This will allow the commission member to know whether a pay raise, as applicable, is warranted. One that is attentive to details and able to discern important information from a large swath of facts is also a trait that would be highly prized for this commission.</p> <p>Salary Data Experience: I have no formal experience reviewing salary data, but in my own professional career, I have compared and contrasted salary figures in various fields (government v. private sector) and have conducted my own informal analyses regarding percentages, pay raise figures, COLAs, etc. I like to stay abreast on salary figures across the country as it has, in the past, informed my family and I on different opportunities that may exist in other parts of the country. Admittedly, all of these informal salary data crunching have been for my own selfish benefit or information.</p> <p>Role of Member/Biggest Challenge: The role of the commission member is to assess facts, data, figures, statistics, etc. in a balanced and unbiased manner and reach an outcome that best reflects the facts of the case. Approaching a review of city official salaries in an objective manner puts the commission member in the best position to fully and impartially analyze the data and allows for an informed recommendation.</p> <p>RESUME ON FILE WITH CLERK'S OFFICE.</p>
3/30/2023	Foland, Catherine	Palo Verde	<p>Interest: I have lived in Peoria for 37 years, and am interested in serving on a Peoria commission because I finally have the time. :) I am a retired municipal employee, and believe I can positively contribute. I do not hope to gain anything but the sense of accomplishment and pride in serving my city.</p> <p>Qualifications or Previous Experience: I retired from the City of Glendale in 2016, with a total of 30 years of service. I held a variety of positions in several departments over those years, including serving as a Council Assistant, as well as nine years in the Budget Office. I understand how the city works and am very familiar with the day-to-day obligations of elected officials. Post-retirement, I worked for the City of Peoria for almost two years, from February 2019 to January 2021.</p> <p>Member Characteristics: A productive member will be willing to learn from staff and keep an open mind. They will listen to and respect the opinions of the other commission members. A commission member should openly share their opinions and be willing to explain their positions. It would be helpful to be somewhat knowledgeable about municipal operations and the responsibilities of our elected officials.</p>

Application Date	Name	District	Qualities/Qualifications Summary
3/30/2023 (Continued from Previous Page)	Foland, Catherine	Palo Verde	<p>Salary Data Experience: In my career, I worked closely with Human Resources on a few occasions regarding my own positions and those I supervised. These included preparing job descriptions and related salaries. This includes several instances of reclassifying positions based on changes in responsibilities.</p> <p>Biggest Challenge: The role of a commission member is to learn as much as possible about the subject matter, ask as many questions as necessary to gain a full understanding, and make the best recommendation based on facts. Communicating with the other members is key, especially on this commission.</p> <p>The biggest challenge will be to get everyone to agree, because that seems impossible these days. I think setting expectations at the beginning will help ensure that every commission member understands their role, which is serving the City of Peoria and its citizens, rather than any one individual or group.</p>
11/17/2021	Gentry, Brian	Acacia	<p>Interest: I am interested serving because I feel it is important as a resident of a city, a county or even the State you live in, one has a vested interest to be involved in the community they live in. I have always felt that I, on a personal level as a resident, of the community I live in, I have a responsibility to contribute back as a resident. What I hope to gain is a better understanding of how city government works beyond my current understanding of government accounting and how I can contribute to my community with my financial background by promoting good stewardship with taxpayer monies. Qualifications/Experience: In addition to my professional experience as an commercial underwriter and understanding of cash flow, I had the opportunity to serve on a Ohio Revised Code board known as an Mental Health and Recovery Board (MHRB). I was appointed by the county commissioners and served two terms. Our role as board members was to receive agency reports and review board financial reports. I was on the finance committee assisting in creating the annual budget and was involved in discussion regarding the budgets during board meetings. I enjoyed the opportunity and would like to contribute again.</p> <p>Member Characteristics: A productive member is someone who collaborates with fellow board members to achieve the committees goal and obligations while recognizing they must always remember the taxpayers monies that support this budget item.</p> <p>Salary Data Experience: I do not have a human resources background, however, as a member of finance committee of the MHRB I had previously had served on, we did have to review employee salary adjustments and the impact it had on the overall budget. My analysis of financial statements has also taught me to understand how operating expenses impact operating cash flow.</p> <p>Role and Biggest Challenge: The biggest challenge I see as a commission member is being cognizant of the salaries paid to public officials for the responsibilities they must carry out and being sensitive to the taxpayers whose personal incomes support that expense.</p>
10/22/2021	Hoskins, Charles	Palo Verde	<p>Interest: I have been a Peoria resident over 35 years, and would like an opportunity to repay the City with my service.</p> <p>Qualifications: I have over 60 years of service including 20 years as an Air Force fighter pilot and 40 years in several management positions in state and county government. After my military service I managed a statewide administrative property tax appeals program, collected and distributed all state revenues as the Director of the Arizona Department of Revenue. I collected and distributed all Maricopa County revenues as the elected county treasurer. I served several years as a member of the State Board of Equalization and heard over seven thousand cases on property values. These hearings were as a single hearing officers or as a member of a panel. I was a member of the Credit Union West board of directors for two years. I also served as a member of the Peoria Design and Review Board, and am currently a member of the Neighborhood Advisory Committee for the Palo Verde District Councilman.</p> <p>Characteristics of B/C Member: Someone that can be totally objective and make transparent decisions based on the facts and void of any personal agenda.</p> <p>Experience Reviewing Salaries Data: During my years in county and state government I hired several top level managers and determined salary, bonus amounts and promotions. I also negotiated fees for various professional consultants consisting of attorneys, IT providers, CPAs, and university professors.</p>

Application Date	Name	District	Qualities/Qualifications Summary
10/22/2021 (Continued from Previous Page)	Hoskins, Charles	Palo Verde	<p>Role of Commission Member & Biggest Challenge: Members should have a history of objectivity, strive to promote harmony when working with a group, and willing to see all sides of an issue to find the best decision possible. The challenge would be to ensure that the members have complete information regarding salary histories, budget and legal constraints, and history of success in implementing existing and prior city planning programs.</p> <p>RESUME ON FILE WITH CITY CLERK'S OFFICE.</p>
4/11/2022	McMullen, Nicholas	Mesquite	<p>Interest: I am a compensation professional in the technology industry and believe it is important to serve my community using my expertise. I recently moved to the City of Peoria from Anthem and was actively serving as a citizen member on the Certified Staff Performance Pay Committee for Deer Valley Unified School District. Now that I have moved outside of the district, I am searching for another opportunity to give back to the community as a citizen. This commission seems like an exciting opportunity to use my knowledge while getting involved, giving back, and learning more about the city and community.</p> <p>Qualifications/Previous Experience: I have worked in Human Resources my entire career and currently lead the compensation and people analytics function for Rstudio PBC, a small software company based in Boston, MA. Currently, I manage all of the compensation approvals, promotions, and competitive market pricing for our organization using external survey data while also taking into consideration internal equity when making external offers and managing promotions. I am also currently building a global compensation and career framework for the organization and have built automated code-first dashboards to communicate people-related metrics and compensation benchmarks. I previously managed compensation, HR analytics, and HR systems for a local property management company, Alliance Residential. I also hold current Certified Compensation Professional (CCP) and Global Remuneration Professional (GRP) certifications from the world's foremost total rewards association, WorldatWork.</p> <p>Characteristics of Productive Member: A productive member of this commission should be objective and keep the City of Peoria's compensation philosophy and strategy at the forefront of all decisions. They should also not be afraid to speak up when needed, but take a listen-first approach.</p> <p>Salary Data Experience: I have worked in compensation for two organizations of different sizes, one less than 400 employees and another over 3000 employees. In both roles, I analyzed, documented, and evaluated jobs including market pricing against salary survey data. An important part of this process was taking an objective, task-based approach to matching jobs to salary survey data to ensure accurate and consistent benchmarking against the market percentile positioning that aligns with the organization's compensation philosophy.</p> <p>Member Role/Biggest Challenge: The role of a commission member is to bring objective eyes and informed opinions to discussions and review of elected official compensation. A commission member may be involved more deeply in seeking out and validating survey data and benchmarking elected jobs against the market data. They may also have an opportunity to provide opinions on the compensation philosophy and pay plan design for future years. The biggest challenge a commission member may encounter, in my opinion, is the temptation to integrate subjectivity and individualism into decisions around benchmarking, compensation, and pay strategy. I believe it is of the utmost importance for a commission member to evaluate pay using a strictly objective, job-based approach.</p> <p>RESUME ON FILE IN CLERK'S OFFICE.</p>

Application Date	Last Name	District	Qualities/Qualifications Summary
12/4/2021	Thomson, Joanne	Mesquite	<p>Interest: I always try to give back to the community. I feel that we need to make sure we pay our elected officials a competitive salary to keep the talent that we need to ensure our community thrives.</p> <p>Qualifications/Previous Experience: I am currently the President/CEO of Benevilla a midsize nonprofit in the area. Being in a nonprofit we need to ensure that every dollar is spent wisely. Our annual budget is around 7 million and salaries are a huge part of that budget. We have done salary compensation studies and strive to pay our employees a competitive wage. Its always important to look at a few different reports and understand where the data is coming from to ensure a fair and reasonable wage.</p> <p>Member Characteristics: The ideal candidate should include someone who does not bring their own agenda to the commission. This person should be able to analyze the reports and provide clear feedback on the proposed salaries. The candidate should be able to listen to others ideas and keep on topic while helping the group come to a decision.</p> <p>Salary Data Experience: Running a non profit with over 100 employees and a 7 million budget with much of that budget going toward salaries is a huge responsibility. We strive to pay our employees a competitive wage especially in the current environment we are in with staffing shortages. Understanding where the data is coming from is very important. If the data is showing information from another state such as California or New York that does not compare to Arizona wages. Because this is public funds we need to make sure we understand the data to make the right decisions for the city.</p> <p>Member Role/Biggest Challenge: My role as a commission member is to provide advise and guidance. To offer a non bias opinion based on the facts presented. I love the city we live in and want to ensure that we have qualified candidates that are paid a competitive wage to ensure our city continues to grow and meet the demands of the future. The biggest challenge may be other members of the commission who may bring their own agenda and not thinking about what is best for the City of Peoria.</p>
1/25/2022	Uchiha, Ryuu	Acacia	<p>Interest: I aspire to run for the city council in the future. So I am interested in these boards and commissions as it will give me experience dealing with city issues.</p> <p>Member Characteristics: A successful member will be in tune with the community and the current political sphere. The success of the board is the combination of the combined knowledge of all its members and what is going on in the community. Thus, understanding the political sphere, the workings of a budget, and how legislation works are the characteristics of a productive /member.</p> <p>Salary Data Experience: I used to work for the scholarships and financial aid department at the University of Arizona. I was a part of the scholarships board. I reviewed the scholarship limits and the amounts requested of donors to replenish those accounts. I had to review countless student accounts to see how the current scholarships are benefiting the students and if any additional need is required.</p> <p>Role of Member and Biggest Challenge: I see the commission members reviewing policies, financial data, spreadsheets, and trajectories. The biggest challenge will be determining what is adequate for raises and the like without the knowledge of that actual job. People have a habit of undervaluing another's labor, more so when they do not know all the details that go into the job.</p> <p>RESUME ON FILE WITH CLERK'S OFFICE.</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

EMPLOYEE BENEFITS TRUST BOARD - PENDING APPLICANTS

Application Date	Name	District	Qualification Summary
5/31/2024	Areda, Demelash	Ironwood	<p>Interest: I moved to Peoria in 2020 and currently living here with my family. Prior to this, I lived in Tolleson. I am professionally college professor, currently teaching at Ottawa University, located in Surprise (full time) and Arizona State University and Maricopa Community Colleges (both as part time). By its nature Teaching is a public service and I have a passion for engaging and preparing young generations for 21st century global leadership. I have a passion to service my community and neighborhood. If elected to serve in this position, I hope I will gain an opportunity to serve everyone equally, get to know people in the board better, and additional exercise in serving communities. Qualifications: Academically I have received trainings and worked at various Universities including University of Arizona, Grand Canyon University and University of California, as well as in Europe and African Universities. As I indicated above, I have spent most of my professional time as a teacher serving young generations to excel in science and research. Currently, I service as Board member of HOA (Casa Del Rey Community Association), as well as member of a Grievance committee (OU) and Chair and judge for Arizona Science and Engineering Fair (AzSEF) and grand judge for International Science and engineering Fair. If elected for board member in Employee Benefits Trust Fund, I hope I will do my best to effectively deliver my responsibility and commitment. Characteristics of Productive Member: I believe the characteristics of a productive member of this board or commission are be well aware of his/her role and responsibilities as a member, treating and respecting everyone equally, having proper time and organizational management, and regularly participate in board's meeting and being active participants in activities of the board. Priorities of the Board: Ensuring proper implementation of planned activities of the board. Biggest Challenge for the Board: I don't anticipate any big challenges as long as board members effectively carry out their responsibilities.</p>
1/5/2023	Clure, Joe	Mesquite	<p>Interest: As a resident of the City of Peoria, I am interested in serving on the board as part of my commitment to the City where I reside. I hope to gain the ability to contribute to the management of the important benefits provided to the employees of the City of Peoria and ensure that it is accomplished in a reasonable and fiscally responsible manner.</p> <p>Qualifications/Training/Previous Experience: Served on many similar boards in the City of Phoenix. I served for over 14 years (2002-2016) on the City of Phoenix Healthcare Trust Board sub-committee. Our responsibilities included determining healthcare benefits for City of Phoenix employees, RFPs for healthcare providers, setting premiums for healthcare insurance, and determination of covered benefits. I also served for 14 years, as a fiduciary, on the City of Phoenix 457 Deferred Compensation Board. I served as vice-chairman for many years. The Board was responsible for the management of over one billion dollars in assets. The duties included overall plan design including selection of a record keeper via an RFP, education of plan participants, evaluation/determination of emergency request for withdrawals, and all other aspects of the plan. I also served as chairman of the 457 DCP investment sub-committee which worked with are consultants to determined appropriate investment options available for plan participants. I also served as the Treasurer/Chief Negotiator and President of the Phoenix Law Enforcement Association. My duties included management of multimillion dollar operational and charities budgets. I also negotiated several MOU contracts with the City of Phoenix regarding wages, hours, and working conditions for Phoenix Police Officers. I have also attended numerous training seminars for healthcare, pension, and other employee benefits over the years.</p> <p>Productive Member Characteristics: A commitment to participate. Thoughtful deliberation and execution of your responsibilities. A remembrance you serve ALL of the residence of the City of Peoria and the City. A 100% commitment to your fiduciary responsibility.</p> <p>Priorities for Employee Benefits Trust Board: I believe the priorities of the Employee Benefits Trust Board should be to carry out their duties consistent with the law and provided guidance in the delivery of employee healthcare and workers compensation benefits that fulfill the requirements of the negotiated MOUs between the City and its employees.</p> <p>Biggest Challenge for the Employee Benefits Trust Board: The biggest challenges I believe will be providing these benefits in an ever increasing cost environment. Inflation, employee recruitment/retention competition, and mandated coverage has resulted in expanding benefits in the area of healthcare particularly. This will present a fiscal challenge for the city.</p>

Application Date	Name	District	Qualification Summary
08/01/2023	Coppage, Barbara	Acacia	<p>Interest: I am interested in serving as a board member for a couple of reasons. As the City Auditor for the city of Avondale, this will help me get a better understanding of how other trusts are working and what best practices are used. As a recent resident of the city of Peoria, this will provide me with the means to participate and be involved in my new city.</p> <p>Qualifications: I have 25 years of experience in state and local government as an auditor and management consultant. My experience includes working for the United States Navy, State of California, City of Phoenix, and City of Avondale, where I am currently employed. I have reviewed and worked with staff in Human Resources, finance, payroll, and risk management. In addition to these areas, I have also provided consulting services for all types of local government departments including specialized areas as the City of Phoenix Employee's Retirement System. In my current role as City Auditor for the City of Avondale, I work directly with the City Manager and City Council. I have also served for 10 plus years as a board member and chair for Maricopa County's Citizens Audit Committee Advisory Board. I have also been selected by the Institute of Internal Auditors to be provide feedback on the accuracy and reliability of data provided in their chapter financial statements.</p> <p>Characteristics of a productive member: Some important characteristics of a good board member are to be a good listener, provide feedback, be reliable, and have relevant experience.</p> <p>Priorities of EBTB: Some important goals would include (1) being transparent about the total cost of the program and what these costs include, (2) demonstrating the cost effectiveness of the program, and (3) demonstrating that costs allocated to this program are in the best interest of the City.</p> <p>Biggest Challenge for EBTB: The biggest challenges will probably be the increased costs of providing benefits and mitigating the risk of unexpected program expenses.</p>
1/7/2023	Flowers, Bryan	Other	<p>Interest: If this board has at its core the desire to succeed in helping employees and employers address the benefits that serve both, then I will gain education to maybe assist people providing answering to benefit questions and concerns.</p> <p>Qualifications: I spent eleven months February 2022 to January 2023 in Arizona involved in a worker compensation claim. Submitted more than seventy documents to the ALJ. Attended a Independent Medical Evaluation, determined that it was incorrectly transcribed, then set a course to have it addmened. Communicated with insurance company's adjustors, employers human resource and industrial commission ombudsman. I have additional experience in Washington St.</p> <p>Characteristics: To think critically, be fair and informed with A.R.S. Attened all scheduled meetings. Educate myself with the characteristics of a productive board member. Be committed to the term of service.</p> <p>Priorities: Make recommendations/decisions regarding the use of monies contained in the Employee Benefits Trust Fund, which are not subject to the provisions of A.R.S. Title 42, Chapter 17, Article 3.</p> <p>Biggest Challenge: Determining the workers' compensation, health, welfare and related benefit. Improve relations between the City and employers in accordance with the provisions of Arizona law. Consider 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.</p>

Application Date	Name	District	Qualification Summary
9/20/2026	Hutchinson, Shawn	Ironwood	<p>Interest: 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>Qualifications: 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.</p> <p>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>Characteristics of a productive member: 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>Priorities of this board: Listen to your actuaries and act in the best interests of the participants of the plan.</p> <p>Biggest Challenge: Balancing the enhancement of benefits vs. the sustainability of the fund, particularly through down-markets.</p>
11/12/2022	Long, Christine	Ironwood	<p>Interest: I have been interested in volunteering for awhile. I am a trauma case manager at BTMC. I have experience with workmans comp and other insurance plans. This would be an interesting opportunity.</p> <p>Qualifications: Nurse Case Manager for trauma pts at BTMC.</p> <p>Characteristics: Listen, bring ideas forward, productive discussion.</p> <p>Priorities: A robust benefit package for employees. A workmans comp program that supports employees regaining their ability to work and live productive lives.</p> <p>Challenges: It seems easy to make recommendations but hard to finance them.</p>
8/7/2023	Ray, Michael	Mesquite	<p>Interest: I have lived in the City of Peoria since 2003. I am interested in supporting my community with volunteer work. This board is one that perhaps uniquely leverages my skills and experience. I am not looking for any gain aside from the opportunity to serve the city of Peoria, my community, and the experience to learn, to grow and meet other Peoria residents working toward an important outcome for the city.</p> <p>Qualifications: I have twenty-five years of experience in the Human Resources/Global Talent space in senior leadership roles. My career focus has been on Global Talent Mobility, but my career journey has taken me through Total Reward and Benefits, with an emphasis on Governance and Compliance. Although I consult with some of the worlds leading companies in the areas of Global Mobility, Compensation, Relocation and Global Talent, it's not any subject matter expertise, but rather the analytical skills coupled with a deep understanding of organizational decision-making in the HR, Benefits and Talent space that is meaningful. www.linkedin.com/in/michael-d-ray</p> <p>Characteristics: I have twenty-five years of experience in the Human Resources/Global Talent space in senior leadership roles. My career focus has been on Global Talent Mobility, but my career journey has taken me through Total Reward and Benefits, with an emphasis on Governance and Compliance. Although I consult with some of the world's leading companies in the areas of Global Mobility, Compensation, Relocation and Global Talent, it's not any subject matter expertise, but rather the analytical skills coupled with a deep understanding of organizational decision-making in the HR, Benefits and Talent space that is meaningful. www.linkedin.com/in/michael-d-ray</p> <p>Skills and Characteristics: I bring to the table the following Five elements:</p> <ol style="list-style-type: none"> 1. Financial and Analytical Skills and a Fiscal Orientation. Understanding of budgeting, financial forecasting 2. A working knowledge of Employee Benefits: I want to be clear, I do not have deep subject matter experience in the area of employee benefits and workers' compensation. However, I do have extensive experience in Human Resources, and the challenges of this function and the benefits landscape. 3. Deep Experience in Strategic Planning and Oversight, geared to good business decision-making 4. A Team orientation, and strong Communication Skills: I have the interpersonal skills to effectively collaborate with other board members and

Application Date	Name	District	Qualification Summary
8/7/2023 (continued from previous page)	Ray, Michael	Mesquite	<p>city officials, and the ability to understand and communicate complex financial and benefits information. 5. Experience and Knowledge of Governance Models and standards.</p> <p>Priorities of the board: My understanding is that the Board's priority is to safeguard the financial health of the Trust while ensuring that City employees receive the benefits they are entitled to, and in a manner consistent with best practices and legal requirements. There are many priorities for the Board. Future planning, Collaboration with other departments & legal resources, Program determination. No priority, however, is more critical than the Fiduciary Duty and Responsibility to act in the best interests of the Trust's participants and beneficiaries, to ensure that all decisions made regarding the Trust's assets are prudent, well-informed, and not influenced by conflicts of interest.</p> <p>Challenges: The number one issue with all civic boards today is ensuring transparency and effective communication with the community and stakeholders. This board in particular deals with complex, multi-faceted topics, within a challenging legal and compliance landscape. In short, not an exciting topic until decisions are made that may negatively impact customers or stakeholders. This board must work hard to ensure clarity of communication and absolute transparency, leading to a high degree of public trust.</p>
9/6/2023	Roy, Deborah	Ironwood	<p>Interest: I am a long time Peoria resident and interested in serving my city.</p> <p>Qualifications: 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>Skills of a productive board member: Someone that can be counted on to attend meetings and have valuable experience that enables them to offer valuable input.</p> <p>Priorities of EBTB: To ensure the City of Peoria employees have a robust health and wellness program that helps them to attract talent.</p> <p>Biggest challenge: The cost of this robust benefit package.</p>
7/20/2023	Wallace, Jhamie	Acacia	<p>Interest: I am interested in this volunteer opportunity to become more familiar with Peoria and my surrounding community. I would also like to serve and have a better understanding of the needs of local government.</p> <p>Qualifications: My education and service in local, state and federal government have provided me with a wealth of knowledge that would allow me to enhance this board or commission.</p> <p>Member characteristics: I think a board member should be able to collaborate and communicate with diverse groups of the community. Observe the current state of the community and understanding of the past development, to ensure the city is prepared for tomorrow. Forecasting and planning are important to sustain a robust community..</p> <p>Priorities for board: The Employee Benefits Trust Board should be integrous stewards of this board.</p> <p>Biggest Challenge: Funding and proper stewardship may be the biggest challenges.</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

PARKS, RECREATION AND COMMUNITY FACILITIES BOARD - PENDING APPLICANTS

Application Date	Name	District	Qualification Summary
5/11/2022	de la Montaigne, J.P.	Palo Verde	<p>Interest: I am very interested in providing open space, quality park space opportunities and walkable space for all residents in every square mile. I have experience and vision and would like to share with leadership</p> <p>Experience: Have 40 years parks and recreation service. Including involvement in design and development of over 50 parks</p> <p>Participation/Use of Facilities: I am an avid user of park and trail facilities in Peoria including the neighborhood park by my house, community parks, dog parks and trails both biking and hiking.</p>

Application Date	Name	District	Qualification Summary
9/10/2021	Eckenrode, Rick	Mesquite	<p>Interest: I currently serve on the resident board of directors of Vistancia Village A as the board president. I enjoy serving my community and am interested in serving on a board with a wider reach while improving open space in and near Vistancia.</p> <p>Experience: The Vistancia Village A BOD has deliberated and approved many improvements to open space and amenities here in Vistancia. As always, residents are invited to participate in the process. I have learned changes always bring positive and negative feedback and is part of the role as a board member.</p> <p>Department Experience: In 2020 I presented to the Neighborhood Enhancement Grants Committee for funds to enhance common areas in Vistancia with benches so residents could relax and enjoy the beauty of our open spaces.</p>
3/1/2023	Good, Donald	Mesquite	<p>Interest: I am very pleased with the parks, trails and facilities opportunities that Peoria offers it's residents and guests. I hike the north Peoria trails frequently and walked Paloma Park frequently with my wife. I am totally impressed that the Peoria Sports Complex falls under its supervision. I would like to give back to my community and advocate for outdoor recreation access and programming for all our residents and guests. I think it would be enjoyable to work with like-minded citizens in support of current offerings and future strategic planning for open space. Member: (o) Individual with a specific interest in the City's parks, trails, and recreation services and facilities (2)</p> <p>Experience: I am a retired facility and maintenance engineer for Abbott Laboratories with experience in public places, ADA, egress and landscaping. I have managed employees and contractors in maintenance and facility management and have worked alongside Housekeeping, Security, Cafeteria and Human Resources. I enjoy raising the esteem of valuable team members. I am a former park district ball sport athlete and coach, yes, and have chalked many a base path and consider myself a pitcher "moundologist. I am an avid hiker and nature lover. I enjoy visiting recreational facilities, parks, state and National Parks. I can't but observe best practices and note deficiencies and safety issues with a view toward continuous improvement.</p> <p>Participation: The northern Peoria Four Peaks and Lake Pleasant are my go to hiking trails. I have walked the path and ride my bike in the desert east of Paloma Park. I appreciate the new bike paths cut into Calderwood Butte and believe the trail deserves better signage and a Jomax Rd trailhead so more residents will enjoy this treasure. I have looked into signing up for pickleball leagues at Paloma. Registration details could be posted at the courts. I have looked into activities at the Rec Centers to help me navigate the HOT summers.</p>
10/14/2022	McKelvey, Ed	Mesquite	<p>Interest in board: I love our trails and parks here in Peoria; It's one of the main reasons we chose Peoria when we moved here over 5 years ago. I'm committed to having great outdoor spaces our whole community can enjoy. I have a background in construction (civil work, in grading, and facilities from my previous career) and feel I have a broad understanding of the things our citizens and guest would benefit from.</p> <p>Members on board: (o) Individual with a specific interest in the City's parks, trails, and recreation services and facilities (2)</p> <p>Experience or interest: My primary interest is in trails and being an avid cyclist (both road and mountain) and a hiker. I understand the unique desires of both groups. I have a cautious mindset in evaluating risk in our open spaces which I feel would help the city mitigate risk to users and lower potential liability to the city. I've played most sports and have a broad understanding for what's needed on our courts and field including irrigation systems and drainage/ erosion issues (previously SWEP certified in California).</p> <p>Participation in programs: I don't recall participating in any programs</p>
10/16/2022	Nichols, Leslie	Willow	<p>Interest: I am interested in being an active member of the community. I served on a number of boards before in the west valley and nationally look forward to bringing those experiences to Peoria. Members consist of the following: (o) Individual with interest in bettering the City through parks, recreation, and community facilities (3)</p> <p>Experience: I am and have had extensive experience in management roles for the past 20 years. I believe in collaboration to attain goals for the betterment of all that use our services.</p> <p>Participation in programs: Yes. I think they have been worthwhile and successful. This is a very family oriented community and that is something I can greatly appreciate.</p>

Application Date	Name	District	Qualification Summary
10/20/2021	Pistor, Steve	Willow	As a retired Peoria citizen, wanting to give back to my community is a high priority for me. The parks and recreation facilities are an important part of Peoria citizens community experience. Giving my time with others to make this experience as rewarding as possible would be something that would benefit all involved.
2/21/2023	Pitts, Thomas	Ironwood	<p>Interest: As a 40-year, lifelong Peoria resident I've had the opportunity to experience everything that our libraries and park system has to offer. I have four children, 3 to 12, and my goal is to improve and maintain our city for their generation and generations to come.</p> <p>Members: (0) Individual with interest in bettering the City through parks, recreation, and community facilities (3)</p> <p>Experience: I am interested in parks, rec, and community facilities (as notated) but have interest in any open position on the Parks, Rec, and Community Facilities board. As a young man I was a referee for the Glendale/Peoria YMCA (1995 to 2002). Upon graduating from college, I moved back to Peoria and have raised a family here. Professionally, I am a Marketing Manager for Blue Cross Blue Shield of Arizona. Our team regularly works with the Phoenix Suns, Arizona Coyotes, and overall health and wellness is a top priority for BCBSAZ.</p> <p>Participation: I have used both the Sunrise and Peoria main library. My children have taken classes at Rio Vista. My daughter is currently playing basketball, 11/12 girls. I've visited every large community park dozens of times (including Paloma) and dozens of community parks. Overall, incredible experiences across the board. There's improvements to be made, efficiencies, etc. But there's a reason why people come back to the parks, rec leagues, etc. The city does a great job of fostering community.</p>
7/12/2022	Shumaker, Erica	Willow	<p>Interest: I enjoy living in Peoria and the amenities we have available to us. I would like to be an active member of my community and contribute to the quality of life for all residents in Peoria.</p> <p>Experience Related to Board's Mission: I have been a West Valley resident for 15 years, spending the past six years living in Peoria's beautiful Sonoran Mountain Ranch community. I have 15 years of experience in public education where I developed and managed community education programs for K-12 students and managed the school district's communications department. I currently serve as the Communications Officer for the Town of Carefree, Arizona where I manage Town communications and organize community events.</p> <p>Participation in Programs/Facilities: I have raised three children in Peoria and all of them have taken recreation classes or sports program through the City of Peoria's Parks & Recreation programs. These are great, affordable programs to keep kids engaged and try out new hobbies. We've spent lots of time at the Rio Vista Recreation Center for baseball and softball, and enjoy the new Paloma Park amenities and fishing. We greatly enjoy having access to lakes and green space here in our Town.</p>
3/4/2023	Swerzenski, Jared	Willow	<p>Interest: Looking back over the years, I am proud of what I have accomplished but there is one missing part that holds an important piece of my heart. The Parks and Recreation division of my hometown helped shape my life, future friendships, and professional career. I have always wanted to be involved again with the Parks and Recreation in my home city again. I served on the Parks and Recreation board for the City of Worcester MA for 8.5 years. I want to serve on a board again.</p> <p>Member: (0) Individual with interest in bettering the City through parks, recreation, and community facilities (3)</p> <p>Experience: I bring twenty years of managing experience in athletic directing, health, fitness, athletic programming, campus recreation, wellness initiatives, summer camps and programming, conference services/student activities, and facilities operations. I have been involved in nearly every aspect of a collegiate setting. For the last five years, I have been fortunate to work at Arizona State University directing and managing their Sun Devil Fitness Complex west campus. I also created and negotiated a new Service Level Agreement between Sun Devil Fitness Center and University Facilities. This agreement was for all four campuses and has an annual renewal of 2.6 million dollars a year. Working at ASU has shaped me into a more well-rounded manager and provided opportunities I could never have imagined gaining. Arizona State University never stops and if you are not organized, determined to succeed, and creative you will be left behind. I believe I bring a unique skill set to the table.</p>

Application Date	Name	District	Qualification Summary
3/4/2023 (Continued from Previous Page)	Swerzenski, Jared	Willow	<p>Participation: Associate Director Sun Devil Fitness Center March 2019-November 2022 Arizona State University, Glendale AZ; Manage a 62,000-square-foot building that is open over 105 hours per week with two basketball courts, a competitive pool, two racquetball courts, and two wellness studios; Direct report for over 85 part-time employees including front desk, lifeguards, personal trainers, wellness ambassadors, and group exercise instructors. Direct report for four full-time professional staff; Responsible for maintaining a local yearly budget of \$800,000 and assisting in managing a four-campus facilities annual budget of \$3.6 million; Director-Fitness and Wellness Center June 2015-Jan 2018 Mount Wachusett Community College, Gardner MA; Managed a 65,000-square-foot building open over 120 hours per week with three basketball courts, a 25-yard competitive pool, two racquetball courts, and a yoga studio; Direct report for over 90 part-time employees including front desk, child care, lifeguards, personal trainers, and group exercise instructors. Direct report for four full-time employees; Responsible for maintaining a yearly budget of \$725,000; Set maintenance plans and produce weekly, monthly, and yearly payroll reports and budget projections; Coordinate events in the facility such as Relay for Life, Graduation, Regional College Fairs, MIAA State Cross Country Meet, and many more; Increased membership by 23% in just over 18 months; Responsible for weekly payroll and approval of time for entire part-time and full-time staff; Involved in all student intramural and student life events at the college.</p>
10/13/2022	Teitel, Lawrence	Mesquite	<p>Interest and goals: Peoria resident 3 years and Az resident 40 years. Recently retired so wish to serve in community activities. Goal is to maintain and improve services for all Peoria residents. Volunteer is such a means for those goals.</p> <p>Seven members of board: Not answered</p> <p>Experience or related interest: Public library is a necessary service for school age children and adults, providing both reading materials, internet access and support at little cost to residents, a necessary supplement to public education. For many years I have enjoyed trail hiking and support such facilities for young and old</p> <p>Participation in any related programs: Not applicable</p>
9/16/2020	Vollmer, Daniel	Ironwood	<p>Interest: I am interested in getting more involved in the community in which I live and being considered a valuable asset to the community. I would like to gain more knowledge of the different boards or commissions of the city of Peoria and hope to one day maybe become a political leader for the city of Peoria.</p> <p>Experience: I am the Vice President of a security company here in the valley that provides services to apartment communities and HOA's all across the valley. I am the Vice President of my local HOA and the Treasurer of the Master HOA in my community. I am also a member of the Arizona Multi-housing Association where I Co-Chair the Social Responsibility Committee and I am an active member of many of the other committee's with in the AMA.</p> <p>Participation in Program/Facilities: I have used many different parks all across Peoria.</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

PSPRS LOCAL FIRE/MEDICAL AND POLICE BOARD - PENDING APPLICANTS

Application Date	Name	District	Qualification Summary
8/3/2023	Bruno, Jeff	Willow	<p>Interest: I am interested in this position because of my background in Public Safety for 29 years in the Fire Service back in Illinois. I hope to gain a working relationship with all, and to assist in serving this community.</p> <p>Qualifications: Previous Deputy Fire Chief Served on Pension Board for 18 years in Illinois- Past President</p> <p>Approving/Denying retirements: I have had many years of experience in granting & declining pension benefits to Fire Personnel.</p> <p>Background: 29 years of experience in the Fire Department arena. Climbed through the ranks, and retired as Deputy Chief in 2019 (Kankakee Fire, IL). Licensed EMT-Paramedic until Oct 2023. Fire Officer II, Instructor II.</p> <p>Challenges: Wellness & Safety challenges - Mental Health issues & burnout- Recruitment & Retention- Community Partnerships.</p>
8/12/2023	Clure, Joe	Mesquite	<p>Interest: 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>Qualifications: 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>Background: 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>Significant Challenges: Recruitment and retention of police officers and firefighters is currently the biggest challenge we face.</p>
8/7/2023	Greener, Sarah	Acacia	<p>Interest: I am interested in contributing to the City of Peoria and assisting in the direction of Peoria's fiscal and personnel responsibility.</p> <p>Qualifications: I am a 25 year State employee, closely working with and coordinating efforts with multiple Stakeholders.</p> <p>Approval/Denial of retirement: None. I have been a litigation paralegal for almost 30 years, have participated in dozens of civil litigation jury trials and am a current Arizona State Retirement member.</p> <p>Background: I am currently employed as the Attorney General Liaison for the Arizona Department of Corrections, Rehabilitation and Reentry.</p> <p>Challenges: Personal Safety and Health</p>

Application Date	Name	District	Qualification Summary
11/7/2023	Lovell, Timothy	Acacia	<p>Interest: I am interested in serving on this board to help my communities first responders in the way I know best, retirement planning. I am a financial advisor at a local firm in Peoria and would love the opportunity to show some of my expertise in this area of the community.</p> <p>Qualifications: I have 9 years of finance experience, 3 of which are as an advisor specializing in retirement, I also have 4 years of financial compliance experience, and the rest in management. I am currently a Financial Advisor at Merrill Lynch, and have worked for Vanguard, and Morgan Stanley as well in my time. My current position has really given me a passion for helping other succeed financially, and I feel I may be able to add value to the retirement of our local first responders.</p> <p>Experience with retirement boards: I normally help a wide range of individuals with their retirement. I am consistently having the hard conversation of explaining why someone is not in the place financially they thought they were for retirement. I am able to navigate those conversations in a positive way and I always end those on a positive note by helping those individuals.</p> <p>Background: While I was not a Police Officer or a Firefighter in the past, I have had both as clients before and was able to help them navigate their clearly unique retirement planning obstacles. With the dangers of their job, making sure their families are taken care of is always one of the most important things to a first responder.</p> <p>Challenges Public Safety Employees will face: I think the biggest challenge public safety will face in the future is Pay. A lot of first responders feel underpaid currently, and without guidance, most will feel that way in the future as well. Creating a solid team around first responders retirement is something that is important to me as a person of our community.</p>
11/25/2023	Shedler, John	Willow	<p>Interest: Public service is the cornerstone of a well functioning society, and ensuring that its servants are well looked after in their retirement is not just a duty but a privilege. I am ready to dedicate my skills and energy to ensure that our public safety employees are represented fairly and legally. Joining the Public Safety Pension board would allow me to bridge my professional expertise with my profound respect for the public and public safety personnel. I am eager to contribute to the boards noble mission and help safeguard those all involved and effected by decisions made by the board.</p> <p>Qualifications: 39 years in Emergency services, 24 years in Arizona public safety retirement system. 34 years in Arizona EMS system. Board Member of Pre hospital care committee.</p> <p>Experience of approval and denial of retirement: More than adequate knowledge of how the public safety retirement system works. Above average knowledge of the workings of qualifying or not qualifying for all of the above types of retirements and how to go about conducting research into the rules and how to make these important decisions.</p> <p>Background: 39 years in Emergency services, 24 years in Arizona public safety retirement system. 34 years in Arizona EMS system. Board Member of Pre hospital care committee</p> <p>Significant Challenges: with out a doubt Pay, Benefits, Retirement Benefits.</p>