

## 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	12/13/2023	12/16/2025		12/31/2027
Gutierrez, Giovanni	Acacia		12/17/2024					12/31/2026
Vacant (Was Jaegge)								6/30/2027
McMullen, Nicholas	Mesquite		9/16/2025					6/30/2027
Vacant (was Webber)								12/31/2025

### Interview for Initial Appointment:

- Machakaire, Admire

Name	District	Qualities/Qualifications Summary
Machakaire, Admire	Pine	<p><b>Interest:</b> As a Peoria resident and public-sector finance professional currently serving as an Accountant with the City of Phoenix Employees’ Retirement System, I am eager to contribute my expertise in fiduciary oversight of employee benefits and retirement programs to the Employee Benefits Trust Board. I am passionate about ensuring the long-term sustainability of municipal benefit trusts, which directly support workforce stability and public fiscal health in growing communities like Peoria. Through service on this Board, I hope to apply my governance-focused experience to real-world trust administration while gaining deeper insights into self-funded workers’ compensation, safety, and wellness strategies, further enhancing my professional development and commitment to Arizona’s public sector. I am particularly interested in providing data-informed, independent oversight to ensure effective, sustainable management of trust resources. <b>Qualifications:</b> My current role at the City of Phoenix Employees’ Retirement System provides direct experience in a public retirement and benefits environment, including financial reporting, compliance, and fiduciary oversight in a highly regulated setting emphasizing transparency and long-term sustainability. Additional qualifications include:- Public-sector and quasi-public financial management- Budgeting, reconciliations, and internal controls- ERP and systems support aligned with GAAP and public-sector reporting standards- CPA candidacy (Chartered Accountants Ireland Flexible Route)- Master’s in Global Management (Arizona State University) and PhD in Financial Inclusion (researching institutional sustainability, governance frameworks, and equitable access to benefits)These experiences equip me to enhance the Board’s quarterly trust reviews, annual budget processes, and evaluation of risk mitigation strategies. <b>Characteristics of a Productive Member:</b> A productive member of this board demonstrates independence, sound judgment, and a strong commitment to serving the public interest. They approach their responsibilities with an open mind, rely on objective data, and are willing to evaluate issues thoughtfully rather than arriving with predetermined conclusions. Key characteristics include the ability to analyze complex information, ask informed and respectful questions, and distinguish between facts, assumptions, and opinions. A productive member understands that compensation review is not about advocacy, but about balance, carefully weighing market data, fiscal conditions, and community expectations. Equally important is professionalism. This includes preparedness for meetings, respect for differing viewpoints, and the ability to collaborate constructively with fellow commission members, staff, and the public. Productive members listen actively, communicate clearly, and contribute to discussions in a way that advances understanding rather than conflict. Finally, integrity and discretion are essential. A productive commission member recognizes the sensitivity of compensation matters involving elected officials and maintains confidentiality, neutrality, and transparency throughout the process. By acting ethically and consistently, they help preserve public trust in both the commission’s work and the City’s governance. <b>Experience:</b> I have experience reviewing and analyzing compensation and financial data in public-sector and institutional settings where accuracy, comparability, and transparency are critical. My background includes evaluating payroll and benefits data, reconciling compensation-related expenditures, and analyzing budgetary impacts within regulated environments. In my professional accounting work, I routinely assess salary and benefit costs in relation to approved budgets, funding constraints, and compliance requirements. This includes reviewing historical trends, identifying variances, and assessing sustainability over time rather than focusing on single-year outcomes. I am particularly attentive to ensuring that recommendations are supported by objective data, clearly documented assumptions, and appropriate benchmarks. From an analytical standpoint, I am comfortable working with comparative compensation data, cost-of-living adjustments, peer-city comparisons, and broader fiscal indicators. When forming recommendations, I prioritize fairness, fiscal responsibility, and public accountability, recognizing that compensation decisions in government must balance competitiveness with stewardship of taxpayer resources. While I approach compensation analysis from a technical and data-driven perspective, I also understand the importance of presenting findings clearly and neutrally so that decision-makers and the public can understand the rationale behind any recommendation. <b>Role of Commission Member:</b> I view the role of a commission member as serving the public interest through independent, objective, and well-reasoned analysis. Commission members are entrusted to evaluate compensation matters without political bias, personal interest, or external pressure, and to base their recommendations solely on credible data, established criteria, and the long-term health of the city. A key responsibility of the commission is to ensure that the process is transparent, defensible, and aligned with community expectations. This includes carefully reviewing relevant data, asking the right questions, understanding fiscal constraints, and ensuring that recommendations can withstand public and ethical scrutiny. I believe the biggest challenge facing commission members is balancing competing considerations—such as market competitiveness, cost-of-living changes, fiscal sustainability, and public perception—while maintaining independence and trust. Compensation for elected officials is inherently sensitive, and even well-supported recommendations may face public skepticism. Another challenge is avoiding short-term thinking. Commission members must look beyond current economic or political cycles and consider long-term implications for governance, precedent, and public confidence. Maintaining objectivity while operating in a highly visible and scrutinized environment requires discipline, integrity, and a strong commitment to civic responsibility.</p>