

Councilmember

Matt Bullock
Mesquite District

Councilmember

Jon Edwards
Willow District

Councilmember

Michael Finn
Palo Verde District

Council Boards and Commissions Subcommittee Meeting Notice & Agenda

Tuesday, February 3, 2026
Pine Conference Room
8401 West Monroe Street
Peoria, AZ 85345



Regular Meeting 5:30 PM

Convene

Roll Call

Final Call to Submit Speaker Request Forms

NOTE: The City of Peoria Boards and Commissions may go into Executive Session at any time during this meeting pursuant to A.R.S. 38-431.03(A)(2) for the purpose of discussion or consideration of records exempt by law from public inspection, including the receipt and discussion of information or testimony that is specifically required to be maintained confidential by state or federal law, and pursuant to A.R.S. 38-431.03(A)(3) for the purpose of discussion or consultation for legal advice with the attorney or attorneys of the public body.

Consent Agenda

CONSENT AGENDA: All items listed on the Consent Agenda are considered to be routine or have been previously reviewed by the Council Subcommittee, and will be enacted by one motion. There will be no separate discussion of these items unless a Subcommittee member so requests; in which event the item will be removed from the General Order of Business, and considered in its normal sequence on the Agenda.

Consent

1 C. Minutes

Discussion and possible action to approve the December 9, 2025 Boards and Commissions Subcommittee Meeting minutes.

Regular Agenda

New Business

2 R. Election of Chair

Discussion and possible action to elect the Chair for the Council Boards and Commissions Subcommittee.

3 R. Board and Commission Interviews

Conduct candidate interviews for possible appointment to the Citizens Commission on Salaries for Elected City Officials.

4 R. Authorization to Hold an Executive Session

Discussion and possible action to authorize the holding of an Executive Session pursuant to A.R.S. 38-431.03 (A)(1) through (3), for the purpose of discussions regarding:

- (a) Citizens Commission on Salaries for Elected City Officials

Executive Session

Ironwood Conference Room, City Hall

Under the provisions of A.R.S. 38-431.02 there will be a **CLOSED EXECUTIVE SESSION**.

Executive Session

5. Pursuant to A.R.S. 38-431.03 (A) (1) through (3), the Subcommittee may convene in Executive Session, which will not be open to the public, for the purpose of discussion or consideration of appointments (A.R.S. 38-431.03(A)(1)); or discussion or consideration of records exempt by law from public inspection (A.R.S. 38-431.03(A)(2)); or discussion or consultation for legal advice with the attorney or attorneys of the public body (A.R.S. 38-431.03(A)(3)) regarding board or commission member vacancies on the following:

- (a) Citizens Commission on Salaries for Elected City Officials

Only those persons who are:

- Members of the Public Body, or
- Officers of the City that are required to attend, or
- Those individuals whose presence is reasonably necessary for the Public Body to carry out its

Executive Session responsibilities as determined by the City Attorney may be present during the Executive Session.

All persons who remain present during the Executive Session are reminded that the business conducted in Executive Session, including all discussion taking place herein, is confidential and may not be disclosed to any person, except as permitted by law.

New Business - Continued

6 R. Board and Commission Vacancies

Discussion and possible action to make appointment recommendations, schedule interviews for, and/or recruit for the Citizens Commission on Salaries for Elected City Officials.

7 R. 2026 Board and Commission Appreciation Event

Discussion and possible action regarding the 2026 Board and Commission Appreciation Event.

Call To The Public (Non-Agenda Items)

If you wish to address the Council Subcommittee, please complete a Speaker Request Form and return it to the clerk before the call to order for this meeting. The Council Subcommittee is not authorized by state law to discuss or take action on any issue raised by public comment until a later meeting.

Updates from Staff:

City Staff will update the Council Boards and Commissions Subcommittee on the status of relevant events and activities, including, but not limited to, updates on programming, special events, calendars and upcoming meetings. These items are for information only - no action will be taken.

Council Boards and Commissions Updates and Report of Current Events:

Council Boards and Commissions Subcommittee members will give updates on relevant events and activities they have attended since the last meeting. These items are for information only - no action will be taken.

Adjournment

NOTE: Documentation (if any) for items listed on the Agenda is available for public inspection, a minimum of 24 hours prior to the Council Subcommittee meeting, at any time during regular business hours in the Office of the City Clerk, 8401 W. Monroe Street, Room 150, Peoria, AZ 85345.

Accommodations for Individuals with Disabilities. Alternative format materials, sign language interpretation and assistive listening devices are available upon 72 hours advance notice through the Office of the City Clerk, 8401 West Monroe Street, Peoria, Arizona 85345 - Phone: (623) 773-7340 or FAX (623) 773-7304. To the extent possible, additional reasonable accommodations will be made available within the time constraints of the request. The City has a TDD line where accommodations may be requested at: (623) 773-7221.

Public Notice

In addition to the Council Subcommittee members noted above, one or more members of the Peoria City Council or various other Boards and Commissions may be present to observe the Council Subcommittee meeting as noticed on this agenda.

**COUNCIL BOARDS AND COMMISSIONS
SUBCOMMITTEE COMMUNICATION**

Agenda Item: 1C.

Date Prepared: 1/28/2026

Council Meeting Date: 2/3/2026

TO: Council Boards and Commissions Subcommittee

SUBJECT: Minutes

Narrative:

Staff Recommendation:

Discussion and possible action to approve the December 9, 2025 Boards and Commissions Subcommittee Meeting minutes.

ATTACHMENTS:

December 9, 2025 Minutes

**CITY OF PEORIA, ARIZONA
PINE CONFERENCE ROOM
December 9, 2025**

A **Regular Meeting** of the **Council Boards and Commissions Subcommittee** of the City of Peoria, Arizona, was convened by Subcommittee in an open and public session at 8401 W. Monroe Street, Peoria, Arizona on December 9, 2025 at 5:30 p.m.

Members Present: Subcommittee Member Edwards and Subcommittee Member Finn.

Members Absent: Subcommittee Chair Beck

Other Municipal Officials Present: Chris Jacques, Planning and Community Development Director; Christine Nickel, Human Resources Director; Breanne Nelson, Human Resources Deputy Director; Emily Jurmu, City Attorney; Kyana Hayes, Deputy City Clerk.

Note: The order in which items appear in the minutes is not necessarily the order in which they were discussed in the meeting.

CONSENT AGENDA

1 C. Minutes

Approved the minutes of September 9, 2025, Council Boards and Commissions Subcommittee meeting as part of the consent agenda.

Motion was made by Subcommittee Member Edwards, seconded by Subcommittee Member Finn, to approve the consent agenda.

Upon vote, the motion carried unanimously 2-0.

REGULAR AGENDA

NEW BUSINESS

2 R. Board and Commission Interviews

The Subcommittee interviewed Shawn Hutchinson for possible appointment to the Planning and Zoning Commission.

The Subcommittee interviewed Joe Clure for possible reappointment to the Public Safety Retirement Boards.

3 R. Authorization to Hold an Executive Session

Motion was made by Subcommittee Member Edwards, seconded by Subcommittee Member Finn, to authorize the holding of an Executive Session pursuant to A.R.S. 38-431.03 (A)(1) through (3), for the purpose of discussions regarding:

- (a) Arts and Culture Commission
- (b) Board of Adjustment
- (c) Citizens Commission on Salaries for Elected City Officials
- (d) Construction Board of Appeals
- (e) Historic Preservation Commission
- (f) Parks and Recreation Board
- (g) Personnel Board
- (h) Planning and Zoning Commission
- (i) Public Safety Retirement Board – Fire/Medical
- (j) Public Safety Retirement Board – Police
- (k) Volunteer Firefighter Pension Board

Upon vote, the motion carried unanimously 2-0.

Subcommittee Member Finn recessed the meeting to go into Executive Session at 5:40 p.m.

EXECUTIVE SESSION

- 4. Pursuant to A.R.S. 38-431.03 (A)(1) through (3), an Executive Session was convened for the purpose of discussion or consideration of appointments; or discussion or consideration of records exempt by law from public inspections; or discussion or consultation for legal advice with the attorney or attorneys of the public body regarding board or commission member vacancies on the following:**

- (a) Arts and Culture Commission
- (b) Board of Adjustment
- (c) Citizens Commission on Salaries for Elected City Officials
- (d) Construction Board of Appeals
- (e) Historic Preservation Commission
- (f) Parks and Recreation Board
- (g) Personnel Board
- (h) Planning and Zoning Commission
- (i) Public Safety Retirement Board – Fire/Medical
- (j) Public Safety Retirement Board – Police
- (k) Volunteer Firefighter Pension Board

Subcommittee Member Finn, reconvened the meeting in an open and public session at 5:46 p.m.

NEW BUSINESS – CONTINUED

5 R. Board and Commission Vacancies

Discussion and possible action to appoint, reappoint, schedule interviews for, or recruit for the following board and commission vacancies:

- (a) Arts and Culture Commission
- (b) Board of Adjustment
- (c) Citizens Commission on Salaries for Elected City Officials
- (d) Construction Board of Appeals
- (e) Historic Preservation Commission
- (f) Parks and Recreation Board
- (g) Personnel Board
- (h) Planning and Zoning Commission
- (i) Public Safety Retirement Board – Fire/Medical
- (j) Public Safety Retirement Board – Police
- (k) Volunteer Firefighter Pension Board

A motion was made by Subcommittee Member Edwards and seconded by Subcommittee Member Finn to:

- Reappoint Christopher Vigil as a regular member to the Arts and Culture Commission with a term to expire December 31, 2027,
- Reappoint Malina Blaise as a regular member to the Board of Adjustment with a term to expire December 31, 2027,
- Reappoint Joan Evans as a regular member to the Citizens Commission on Salaries for Elected City Officials with a term to expire December 31, 2027,
- Reappoint Harold Gribow as a regular member to the Construction Board of Appeals with a term to expire December 31, 2027,
- Reappoint John De La O and Mike Fusco as regular members to the Historic Preservation Commission with terms to expire December 31, 2027,
- Reappoint Katrina Romijn as a regular member to the Parks and Recreation Board with a term to expire December 31, 2027,
- Reappoint Jane Cicinelli as a regular member to the Personnel Board with a term to expire December 31, 2027,
- Appoint Shawn Hutchinson and reappoint Anthony Feiter as regular members to the Planning and Zoning Commission with terms to expire December 31, 2027,
- Reappoint Joshua Champion and Joe Clure as regular members to the Public Safety Retirement Board - Fire/Medical with terms to expire December 31, 2027,
- Reappoint Joshua Champion and Joe Clure as regular members to the Public Safety Retirement Board - Police with terms to expire December 31, 2027, and
- Reappoint John Albright and Brenda Rehnke as regular members to the Volunteer Firefighter Pension Board with terms to expire December 31, 2027.

Upon vote, the motion carried unanimously 2-0.

Call to the Public (Non-Agenda Items): None.

Updates from Staff:

Kyana Hayes, Deputy City Clerk, gave a brief update on the 2026 Board and Commission Appreciation Event.

Reports from Subcommittee: None.

ADJOURNMENT:

There being no further business to come before the Subcommittee, the meeting was duly adjourned at approximately 5:50 p.m.

Jason Beck, Subcommittee Chair

Kyana Hayes, Deputy City Clerk

kh

**COUNCIL BOARDS AND COMMISSIONS
SUBCOMMITTEE COMMUNICATION**

Agenda Item: 3R.

Date Prepared: 1/29/2026

Council Meeting Date: 2/3/2026

TO: Council Boards and Commissions Subcommittee

SUBJECT: Board and Commission Interviews

Staff Recommendation:

Conduct candidate interviews for possible appointment to the Citizens Commission on Salaries for Elected City Officials.

ATTACHMENTS:

Interviews

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>Interest: 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. Qualifications: 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. Characteristics of a Productive Member: 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. Experience: 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. Role of Commission Member: 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>

**COUNCIL BOARDS AND COMMISSIONS
SUBCOMMITTEE COMMUNICATION**

Agenda Item: 6R.

Date Prepared: 1/28/2026

Council Meeting Date: 2/3/2026

TO: Council Boards and Commissions Subcommittee

SUBJECT: Board and Commission Vacancies

Staff Recommendation:

Discussion and possible action to make appointment recommendations, schedule interviews for, and/or recruit for the Citizens Commission on Salaries for Elected City Officials.

ATTACHMENTS:

Vacancies

CITIZENS COMMISSION - PENDING APPLICATIONS

Application Date	Name	District	Qualities/Qualifications Summary
1/5/2026	Machakaire, Admire	Pine	<p>Interest: 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. Qualifications: 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. Characteristics of a Productive Member: 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. Experience: 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.</p> <p>Role of Commission Member: 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</p>

		<p>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>
--	--	--