



**Agenda**  
**Public Safety Personnel Retirement System Local Board**  
**Selection Committee**  
**Vultee Conference Room, Sedona City Hall,**  
**106 Roadrunner Drive, Sedona, AZ**  
**Wednesday, May 26, 2021, 10:00 a.m.**

1. Call to Order
2. Roll Call
3. Commission Interviews:
  - a. Peter William Pfeiffer, III 10:00 a.m.
  - b. Anne Khoury 10:30 a.m.
4. Application review of previous Board Member John Martinez.
5. Upon a public majority vote of the members constituting a quorum, the Selection Committee may hold an Executive Session, which is not open to the public, for the following purposes:
  - a. Discussion or consideration of employment, assignment, appointment, promotion, demotion, dismissal, salaries, discipline, or resignation of any public officer, appointee or employee of the City per A.R.S. § 38-431.03(A)(1). Such discussion on this occasion will be related to the following appointee(s): specifically, appointment of members to the Public Safety Personnel Retirement System Local Board.
6. Discussion/possible action regarding a recommendation for the appointment of members to the Public Safety Personnel Retirement System Local Board.
7. Adjournment

Posted: 05/20/21

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Cherise Fullbright, Deputy City Clerk

By: DJ

Note: Pursuant to A.R.S. § 38-431.02 notice is hereby given to the members of the Public Safety Personnel Retirement System Local Board and to the general public that the Public Safety Personnel Retirement System Local Board will hold the above open meeting. Members of the Public Safety Personnel Retirement System Local Board will attend either in person or by telephone, video, or internet communications. Notice is also being given that four or more Councilors and/or Public Safety Personnel Retirement System Local Board Members may be attending this meeting. The Public Safety Personnel Retirement System Local Board Selection Committee may vote to go into executive session on any agenda item, pursuant to A.R.S. § 38-431.03(A)(3) and (4) for discussion and consultation for legal advice with the City Attorney.

Those with needs for special typeface print may request these at the Clerk's Office. All requests should be made forty-eight hours prior to the meeting.



**PUBLIC SAFETY PERSONNEL RETIREMENT SYSTEM (PSPRS) LOCAL BOARD APPLICATION**

RECEIVED

JAN 12 2021

**Thank you for your interest in serving on the City of Sedona Public Safety Personnel Retirement System Local Board** CITY OF SEDONA CITY CLERK'S OFFICE

**Before You Begin.** Please read the following instructions carefully before filling out your application – type or print clearly in ink only. A resume is not required, but you are encouraged to submit one. However, you must complete all questions and furnish all requested information. If an item does not apply to you, or if there is no information to be given write in the letters "NA" for "Not Applicable". Return your completed application to the City Clerk's Office at 102 Roadrunner Drive. Applications will be forwarded to the Mayor and City Council for evaluation and appointment.

All information submitted in this application is public information and subject to disclosure in response to a public records request.

YOUR NAME: Peter William Pfeiffer III

ADDRESS: [Redacted]  
Street Address (No P.O. Boxes) (City) (State) (Zip)

MAILING ADDRESS (if different): \_\_\_\_\_

PHONE: Home N/A Work: N/A Message Phone: [Redacted]

E-MAIL ADDRESS: [Redacted]

Do you live within the incorporated boundaries of the City of Sedona? Yes  No  If so, for how many years? 4 yrs 10 mths

If you live outside the incorporated boundaries of the City of Sedona, are you employed, own a business or have substantial ties (e.g. own property) within the incorporated boundaries of the City of Sedona? Yes  No  If so, please explain.

Have you previously been appointed to any position by the City of Sedona? Yes  No  If so, what and for what length of term? \_\_\_\_\_

In answering the following questions, if more space is required, please attach a separate sheet of paper.

Qualifications – Please indicate your qualifications, experiences, employment history, etc. that you feel are relevant and qualify you for this appointment.

Last job was military. 24 years 7mths. Infantry, Artillery, Logistic's ACO. Haz mat technician. Prior, Busboy, Dishwasher, Pizza cook, Janitor and milkman.

What skills do you feel you possess that would enable you to help to achieve consensus on issues?

Common Sense.

What are your perceptions of the duties, responsibilities, and role of the PSPRS Local Board?

The Board has a lot of responsibilities to ensure employees of the City of Sedona get a fair shake when they submit a claim.

What experience and special skills would you bring that would demonstrate an understanding of law enforcement retirement issues?

24 years 7mths military.

If appointed to the PSPRS Local Board, are you willing to serve the full term of the appointment (4 years)?

Yes.

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Thank you for your interest to serve on the PSPRS Local Board. Please return your completed application to the City Clerk's office located at 102 Roadrunner Drive, Sedona Arizona. If you have questions about the application and selection process the City Clerk's office is glad to assist you, please call 928-282-3113. For questions about the board, please contact Human Resources at 928-203-5038.



**PUBLIC SAFETY PERSONNEL RETIREMENT SYSTEM (PSPRS) LOCAL BOARD APPLICATION**

RECEIVED  
APR 22 2021  
CITY OF SEDONA  
CITY CLERK'S OFFICE

**Thank you for your interest in serving on the City of Sedona Public Safety Personnel Retirement System Local Board**

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**All information submitted in this application is public information and subject to disclosure in response to a public records request.**

**YOUR NAME:** Anne E. Khoury

**ADDRESS:** [REDACTED]  
Street Address (No P.O. Boxes) (City) (State) (Zip)

**MAILING ADDRESS (if different):** \_\_\_\_\_

**PHONE:** Home [REDACTED] Work: \_\_\_\_\_ Message Phone: \_\_\_\_\_

**E-MAIL ADDRESS:** [REDACTED]

Do you live within the incorporated boundaries of the City of Sedona? Yes  No  If so, for how many years? 5.5 years

If you live outside the incorporated boundaries of the City of Sedona, are you employed, own a business or have substantial ties (e.g. own property) within the incorporated boundaries of the City of Sedona? Yes  No  If so, please explain.

Have you previously been appointed to any position by the City of Sedona? Yes  No  If so, what and for what length of term? Citizen Budget Committee; 2 years

In answering the following questions, if more space is required, please attach a separate sheet of paper.

**Qualifications – Please indicate your qualifications, experiences, employment history, etc. that you feel are relevant and qualify you for this appointment.**

My career in human resource management at Chevron, Livermore National Laboratory, Los Alamos National Laboratory, and Westinghouse, as well as my PhD and MBA in Finance are relevant preparation for this appointment. From this background, I have a practiced understanding of hiring, staffing, and benefit strategies and issues, and understand financials and related documentation. (See Resume)

**What skills do you feel you possess that would enable you to help to achieve consensus on issues?**

See attached

**What are your perceptions of the duties, responsibilities, and role of the PSPRS Local Board?**

Review and approve pension calculations (actuarial report) for retiring Sedona police. Acknowledge retirements and approve new additions to the pension system and service purchase requests. Review and revise, as needed, rules and procedures of the PSPRS Local Board.

**What experience and special skills would you bring that would demonstrate an understanding of law enforcement retirement issues?**

The Security Force at Los Alamos National Laboratory were employees, not a contract force. As the Laboratory Training Director, I provided leadership to the safeguards and security force training and qualification program. This involved multiple layers of qualification given the nature of Laboratory work as a nuclear weapons research and development and production facility. I am well aware of the importance of competitive benefit and pension systems to attract and retain security officers as well as the implications for company current and future financials.

**What skills do you feel you possess that would enable you to help to achieve consensus on issues?**

All of my career positions involved working with teams and consensus building across organizations, both internal and external. For example, in my position with Los Alamos National Laboratory, I led programs that interfaced with the Department of Energy, Department of Defense, University of California, and Laboratory scientific staff. At Chevron, I worked globally, across multiple departments and divisions. Meetings in all of my positions involved multiple perspectives and priorities that needed to be heard and addressed before solutions could move forward. My particular skills in listening, clarifying, and understanding while pressing for consensus and result, have proven helpful throughout my career and in my personal life.

If appointed to the PSPRS Local Board, are you willing to serve the full term of the appointment (4 years)?

**Yes**

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**ANNE KHOURY**

**Sedona, AZ 86336**

## **RESUME**

### **EDUCATION**

PhD Organizational Learning - University of New Mexico

MBA Finance - University of Cincinnati

### **PROFESSIONAL EXPERIENCE**

6/2010 – 2/2016 (Retired)

**Chevron Global Downstream**

**San Ramon, California**

*Manager, Talent Management*

Led the Talent Management division for Chevron Downstream operations. This included initiatives for Manufacturing, Marketing and Sales, Chemical and Lubricant Plants, and Supply and Trading operations. In partnership with HR and business leaders, determined the global Downstream Talent Management Framework and progressed supporting deliverables. Accomplishments highlights included:

- Re-aligned the hiring, promotion and reward structures and established uniform support tools for data management and systematic work control.
- Designed and deployed Core Competency Talent Management Teams (CCTMs) to address competency management and development, including strategic staffing, in key job families across Downstream. Outcomes included expansion of talent sourcing programs for engineers, cross Downstream development programs for sales, engineering, and leaders and strategic staffing strategies for Downstream to supply Upstream with engineers and operations employees.
- Consolidated Graduate and engineering development programs into one Downstream program and established governance structure. Results included a dramatic increase in recruiting leverage and efficiency in job placements upon program completion.
- Expanded new hire and experienced employee development programs and aligned to competency structure and strategic staffing strategy.
- Working through the CCTMs, established competency structure functions to define the core workforce population and aligned with Upstream disciplines. This greatly assisted in understanding strategic staffing direction, staff transfer opportunities, and focusing competency development and hiring on critical need and high attrition risk areas.
- Managed annual Downstream strategic staffing presentations to Chevron CEO and Division Presidents.

11/2008 - 6/2010

**Chevron Global Downstream**

**Richmond California**

*Manager, Global Manufacturing Learning and Development (L&D)*

Established a new global team to standardize manufacturing training and build L&D capability across refineries, in partnership with local refinery L&D managers. Goal accomplishment involved strong project and change management skills and continued stakeholder engagement with refinery management.

Success highlights included:

- Developed and built agreement around a 5-year plan for standardized L&D deliverables that was approved by all levels of management in Chevron refineries world-wide. To address plan deliverables, developed budgets and teams across refineries and won Chevron Chairman's Award in 2013 when a standardized L&D program was in place in Downstream Manufacturing.

Specifically -

- Developed a field and console operations competency framework (hire through senior console operator), mapped available training and assessments to the framework, and identified training gaps.
- To address these gaps, selected a vendor partner to work with the global team and identified refinery SMEs to develop web, classroom, application exercise, and assessments for Global Field Operator, Global Field Operator Advanced Skills, and Global Console Operator curricula.
- To enable manufacturing L&D curriculum management, established a GMfg L&D SharePoint site for global curriculum and document review
- Promoted cross refinery L&D business practices and products by establishing three global task teams: GMfg L&D Leadership Team, the GMTT2 (Ops. Training Supervisors/Trainers), and a GMfg L&D Technology Team.

3/2003 – 11/2008

**Lawrence Livermore National Laboratory**  
**Livermore, California**

*Training & Development Director*

Managed training and development for \$1.6B/10,000 + employee Research & Development nuclear weapons laboratory. Services focused on technical skills training, university partnership degree programs, and leadership and employee development programs. Managed the Laboratory training center and 20 L&D/OD employees, supporting 13 Laboratory directorates.

Success highlights included:

- Established new centralized training and development division with policies, procedures, processes, that reduced L&D costs by approx. \$1million and improved training quality and compliance with requirements.
- Working closely with senior management, led design of a leadership competency framework and the re-design and implementation of leadership/management development programs for each level of Laboratory management. The program included development of succession pools. Program evaluation results were consistently in the 6-7 point range on a 7 point scale.
- Co-led change management process when new company assumed the Laboratory management contract.
- Developed e-learning portal for workforce learning.
- First social scientist elected to the Laboratory Human Subjects Internal Review Board. Here I regularly analyzed research and data results.

1991 - 3/2003

**Los Alamos National Laboratory**

**Los Alamos, New Mexico**

*HR Chief of Staff (2001 – 3/2003)*

As part of a 3 member division management team facilitated strategic direction and management of human resources function including Staffing, Compensation & Benefits, Employee Relations, Training & Development, HR Information Systems, and Distributed HR services with an HR budget of \$23M and HR staff of 140 employees. Led Laboratory strategic staffing initiative and partnered with DOE and the University of California to ensure the nuclear complex had a robust critical skill pipeline for current and future missions. Worked closely with the Department of Energy and the University of California to develop and report on HR performance indicators and metrics, moving the relationship from adversarial to partnership.

*Training Director (1996-2000)*

Provided leadership and administration of the Laboratory training and education including operations training - nuclear facility, technical, quality, safeguards and security, and ES&H (\$8.5M budget with 10 core and 45 deployed employees). Implemented a virtual training/learning center; a training documentation

database to track skills and qualifications and authorize work for 13,000 employees; established training policies and standards; and built Laboratory wide training manager and training coordinator teams to deploy training and development programs with institutional coherence and focus. In support of these strategies and innovations, developed and implemented an annual Laboratory Training Business and Strategic Plan including accomplishment metrics.

*Group Leader, Training & Development (1991-1995)*

Managed work force training and education group providing leadership and management development programs for all levels of management and distance education through UC campuses and targeted universities. Led the re-design of the performance management system and managed the design and deployment of the Laboratory's annual organization climate survey.

1984 – 1991

**Westinghouse Materials Company of Ohio**

**Cincinnati, Ohio**

*Centralized Training Manager*

Managed technical, safety, security, and development training including audio/video, records management, and computer based training support for nuclear plant (5000+ employees). This included supervision of 15 centralized staff and 65 distributed training staff. Worked closely with 4 major unions and operations staff to develop and implement job required training and development programs serving as human factors sign-off on all equipment and process upgrades. After a four-month strike, introduced workforce to a new mission (shift from nuclear operations to waste management mission) and implemented a comprehensive training program to assure worker compliance with health and safety standards. Worked closely with the senior executive team to develop site closure plan.

**ADDITIONAL INFORMATION**

**Publications:**

- Khoury, A.E. (January, 2020) Messages from the Menagerie: Lessons in Love and Wisdom. Sedona, AZ.
- Khoury, A. E. & Zheng, (March 2007) *Leading Innovation: How Leaders Create an Innovation-Fostering Culture in Research Teams*. Human Resource Development International.
- Khoury, A. E. (February 2006). Effective Leadership of the Knowledge Worker: Research-Practice Overview. *Academy of Human Resource Development 2005 International Conference Proceedings*, 225 - 234.
- Khoury, A. E. (June 2005). *Character and Effective Leadership of the Knowledge Worker*. UCRL-TA-211921, Lawrence Livermore National Laboratory.
- Khoury, A. E. (March 2001). The Hidden Dimensions of Leadership: Leadership Credibility and Self-Efficacy. *Academy of Human Resource Development 2001 Conference Proceedings*, 303 – 309.
- Khoury, A. E., Johnston, J., Pantano, J., and Strong K. (November 2001). *Maintaining Critical Skills: The Current State of Recruitment, Development, and Retention*. LA-UR-01-6151, Los Alamos National Laboratory.
- Khoury, A. E. (2000). The Hidden Dimension of Leadership Success: Implications for Building Effective Leaders. *Management Development Forum*, 3 (2), 141 – 154.
- Khoury, A, E. (1998). *A Graded and Systematic Approach to a Qualified Workforce*. LIR 300.0004.0, Los Alamos National Laboratory.

**Affiliations:**

- Technology Committee, Yavapai Community College Sedona Campus (3/2020 to Present)
- Founding member, Sedona Pen & Brush, Sedona, AZ (12/2019 to Present)
- Adjunct Professor College of Business, Las Positas College (Retired in 2/2016)

RECEIVED

MAR 30 2021

CITY OF SEDONA  
CITY CLERK'S OFFICE



# PUBLIC SAFETY PERSONNEL RETIREMENT SYSTEM (PSPRS) LOCAL BOARD APPLICATION

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**YOUR NAME:** John Martinez

**ADDRESS:** [Redacted] Sedona AZ 86336  
Street Address (No P.O. Boxes) (City) (State) (Zip)

**MAILING ADDRESS (if different):** \_\_\_\_\_

**PHONE:** Home [Redacted] Work: \_\_\_\_\_ Message Phone: [Redacted]

**E-MAIL ADDRESS:** [Redacted]

Do you live within the incorporated boundaries of the City of Sedona? Yes  No  If so, for how many years? 14 years

If you live outside the incorporated boundaries of the City of Sedona, are you employed, own a business or have substantial ties (e.g. own property) within the incorporated boundaries of the City of Sedona? Yes  No  If so, please explain.

Have you previously been appointed to any position by the City of Sedona? Yes  No  If so, what and for what length of term? Budget Oversight Commission, 2 years

In answering the following questions, if more space is required, please attach a separate sheet of paper.

**Qualifications – Please indicate your qualifications, experiences, employment history, etc. that you feel are relevant and qualify you for this appointment.**

**Past member of the City Council as Vice Mayor, and Chair of the PSPRS Board.**

**What skills do you feel you possess that would enable you to help to achieve consensus on issues?**

**Patience and understanding of the PSPRS Board as past Chair.**

**What are your perceptions of the duties, responsibilities, and role of the PSPRS Local Board?**

**The PSPRS board shall have such powers as may be necessary to discharge the duties assigned the board in Arizona Revised Statutes, including: deciding all questions of eligibility and service credits and any benefits under the system. The board also makes a determination as to the right of any claimant to a benefit and to afford any claimant the right to a rehearing on the original determination.**

**What experience and special skills would you bring that would demonstrate an understanding of law enforcement retirement issues?**

**Past chair of the PSPRS Board.**

If appointed to the PSPRS Local Board, are you willing to serve the full term of the appointment (4 years)?

**YES**

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