

DECEMBER 3, 2025

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Holiday Celebration

NEW:
Leadership Training

HELP:
*Nominate Employees
for Excellence Awards*

Save the Date: Employee Celebration

We hope to see you all at next week's Employee Celebration on **Wednesday, Dec. 10, 2:30-4:30 p.m.** in the Phoenix City Hall Atrium. There will be treats to eat and drink, a selfie station set up to take pictures with friends, and lots of holiday cheer.

Please check with your supervisor before going. If you are offsite, you can use the 305 garage to park for free with your employee ID. Check out and [share the celebration flyer](#) for more information.



Bonus Chance to Send a Kudos Card

This year's chance to send real Kudos Cards has passed - but if you didn't get to write yours, there's a digital opportunity just for you. Starting on **Dec. 10**, you can fill out a card that will be sent to your recipient via email.

Look for that link at the Employee Celebration or in next week's PHXConnect newsletter.



Can You Be a Mentor?

Every employee remembers the person who helped them grow. Now it's your turn.

MentorPHX is seeking mentors for the January - June 2026 cohort. All it takes is:

- **Four mentor sessions**
- **Flexible check-ins with your mentee**
- **A heart for supporting others**



Mentorship strengthens our teams, our culture, and our City. Email MentorPHX@phoenix.gov and join MentorPHX today.

Deadline Extended for Employee Excellence Awards

There's still an opportunity to nominate an individual or team for the 2025 City Manager's Employee Excellence Awards. The **nomination window has been extended and now closes on Friday, Dec. 12, at midnight.**

These awards highlight people and groups who demonstrate creative ideas, cost-effective solutions, and outstanding service. If someone made a meaningful impact on the City during the 2025 calendar year, **please submit a nomination** of up to 300 words before the deadline.



Honorees will be celebrated at a spring ceremony, receiving an award plaque and eight hours of performance recognition leave. Details on categories and how to submit can be found on the **Employee Excellence Awards webpage**.

Developing the Leader Within

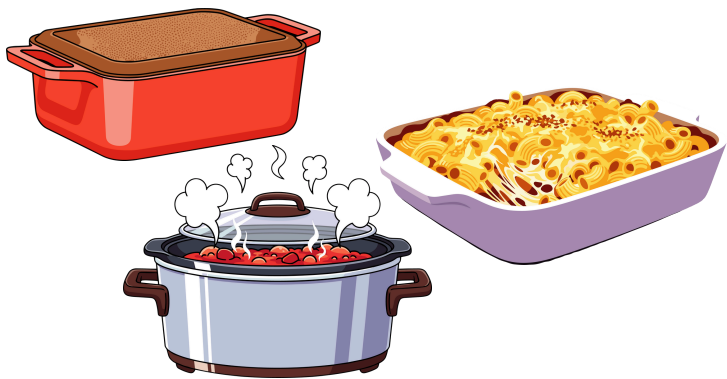


If you're looking to strengthen your leadership abilities, develop a personal leadership philosophy, and enhance your self-awareness, consider joining the **Emerging Leader Experience!** It is designed for individuals who are not yet supervisors but seek to develop essential skills to prepare for future leadership opportunities.

This is a longer commitment, meeting twice a month, working with colleagues who are similarly motivated individuals at your level. To apply, go to PHXYou and search "**HRS299: Phoenix Leadership Program Application**" and select "Launch" to complete the application.

End of the Year Celebration

Let's come together for a heartwarming evening filled with delicious food, games and good company. The employee resource group, **Disabled Employees, Allies & Leaders (DEAL)**, invites City employees and their families to this event. This is a potluck dinner – so please bring a dish to share. Trivia starts at 5:30 p.m.



DETAILS

- Friday, Dec. 5 | 4 - 7 p.m.
- South Mountain Visitor Center
- 10409 S. Central Ave.
- Phoenix, AZ 85042
- RSVP:
Athena.Sanchez@Phoenix.gov



Film Discussion: LGBTQ Film Series

In observance of World AIDS Day, the Phoenix LGBTQ Employees and Allies have partnered with the City of Phoenix Fast-Track Cities Initiative for a discussion about the documentary ***HIV Presentation & Ending HIV in America***.

Participants are **encouraged to watch the film prior to the film discussion**. Before the discussion, a local health expert will offer information on the basics of HIV, prevention efforts, treatment options, the role of stigma, and more.

FYI: Films are not shown during the discussion session.



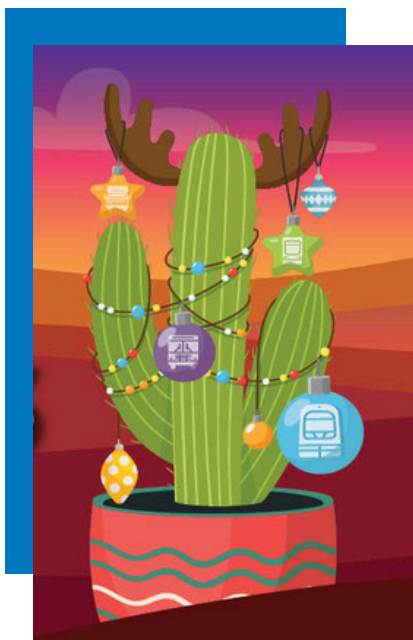
IF INTERESTED:

- Thursday, Dec. 4 | Noon
- Virtual event via PHXYou: **LEA100-VLT-LGBTG Film**
- Earn 3x Community & Organizational Awareness Points

Check Out the Indian Market

[S'edav Va'aki Museum](#) is hosting its 48th Annual Indian Market on Saturday, Dec. 13 and Sunday, Dec. 14 from 9 a.m.-4 p.m. Attendees will be able to learn about Native American culture, enjoy cultural food like fry bread and Navajo tacos, crafts, watch performances, experience art and more.

Museum access is also included in admission so guests can enjoy learning about the history of the O'odham people.



FREE Holiday Family Event

Valley Metro and the Phoenix Transit Department invite everyone to a [FREE holiday event](#) to enjoy visits with Santa, hot cocoa, cookies, info booths, and ornament decorating!

It's happening on Sunday, Dec. 7, from 1 - 3 p.m., at the Thelda Williams Transit Center. Bring your family - it will be lots of fun!

Employee Leave Requests

The following employees are accepting leave donations. If you would like to help, use eCHRIS.

Complete list of eligible employees: [Leave Donation website](#).

LEAVE DONATIONS:

- *Brett Goetz - Fire*
- *Christy Henry - Water Services*
- *Jai Pogue - Fire*
- *Jesus Rodriguez - Street Transportation*
- *Jennifer Way - Law*

Congrats on Sustainability Award

The City of Phoenix has been recognized by Salt River Project (SRP) with the prestigious **Champions of Sustainability Award** for its leadership in advancing clean energy, electrification, and equitable climate solutions across city operations.

Phoenix is the state capital of Arizona and, with over 1.6 million residents, ranks as the fifth-most populous city in the United States. It is recognized as a growing center for technology and high-tech manufacturing, alongside strong sectors in finance, retail, distribution and healthcare.



The City of Phoenix, in collaboration with SRP, is actively pursuing a more sustainable future by participating in and undertaking various renewable energy and energy efficiency initiatives including lighting, HVAC, Business Demand Response, Solar Choice Select and participate in Sustainable Energy Offering, in the Biomass Power Partnership.

Special Tour of Sky Harbor

Recently, the Office of Government Relations, in coordination with the Aviation Department, hosted members of the Arizona State Legislature for a tour of Sky Harbor International Airport. The visit offered legislators a behind-the-scenes look at the operations that keep one of the nation's busiest airports running efficiently.



The tour also highlighted Sky Harbor's vital role as a major economic driver, demonstrating its significant impact not only on the City but on the entire state.

Featured Job of the Week

Office of Customer Advocacy Project Manager Planning & Development

(Close Date: 12/8/2025)

The Planning and Development Department (PDD) plays a vital role in guiding the city's growth, preserving historic sites, planning new developments, and ensuring safe construction. Within PDD, the Office of Customer Advocacy (OCA) supports small businesses navigating the land development and permitting process.

Office of Customer Advocacy is currently seeking a Project Manager. This position focuses on helping small businesses with commercial redevelopment, adaptive reuse projects, and navigating city processes. The Project Manager will also promote the OCA's services to entrepreneurs, community groups, and developers, while collaborating with city departments to streamline support.

Ideal candidates will bring knowledge of urban planning, economic development, and construction codes, along with strong communication, problem-solving, and relationship-building skills.

SALARY DETAILS:

Pay Range:

\$69,492.80 - \$131,040.00 annually

Hiring Range:

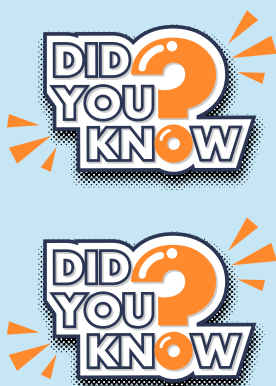
\$69,492.80 - 97,780.80 annually

Pay Range Explanation:

- **Pay range** is the entire compensation range for the position classification.
- **Hiring range** is an estimate of where you can receive an offer. The actual salary offer will carefully consider a wide range of factors, including your skills, qualifications, experience, education, licenses, training, and internal equity.

Learn about role responsibilities and more information at phoenix.gov/jobs or log into eCHRIS

[Check out all current job openings here](#)



The City of Phoenix [AI Hub](#) offers employees resources for learning how to use artificial intelligence (AI) to save time, enhance communication, and explore innovative solutions to everyday challenges. Whether you're looking to streamline tasks or boost creativity, the AI Hub offers tools, tips, and training to help you work more efficiently and effectively.

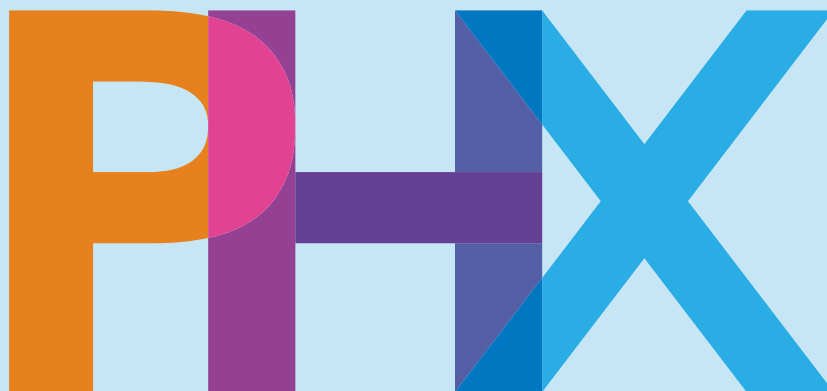
Sound interesting? Make sure to subscribe to receive updates whenever new resources, tools, or learning opportunities are added to the AI Hub.



Congratulations!

Jessica Allis from Water Services Department is the lucky winner of the Community Service Fund Drive (CSFD) participation drawing!

Enjoy your American Airlines gift card, Jessica!



Join the Conversation