

PHX CONNECT NEWSLETTER

NOVEMBER 4, 2026

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Message from the City Manager



Last month, I had the privilege of speaking at an ASU student recognition luncheon honoring Marvin Andrews and Jane Morris, two outstanding Phoenix managers with public administration scholarships named in their honor.

Marvin Andrews was Phoenix's 6th City Manager, serving from 1976-1990. He led the organization through a period of rapid growth, including the move to a City Council district system in 1984. He was named the nation's outstanding city manager by City and State Magazine and was widely recognized as one of the nation's most innovative and creative managers.

Jane Morris retired as a deputy city manager after 25 years of service and passed away in 2016. Her family established a fellowship in her honor at ASU. In her career at the City of Phoenix, Jane led projects such as the construction of City Hall, restoration of the Orpheum Theatre, and the design and construction of the SkyTrain at Phoenix Sky Harbor International Airport.

Both Jane and Marvin continue to represent the best of City employees – dedicated to innovation, professionalism and service to the residents of Phoenix. There is a Marvin Andrews Plaza outside of City Hall and an Employee Excellence award named in honor of Jane Morris, identifying employees who do great work in project management.

Our legacy of public service doesn't just exist in the past. It is created every day we come to work – today, tomorrow and beyond. As part of our continuing recognition, the 2026 Employee Excellence awards are now open. I invite you to nominate individuals or teams for their work to make Phoenix a better organization and a better city. In addition to the award named for Jane Morris, we have an award recognizing Jerome Miller, who served and mentored many employees as director of the Neighborhood Services Department. There is also an award for an outstanding executive honoring city manager Frank Fairbanks.

Please visit the **Employee Excellence Awards site** on the PHXConnect HUB to see instructions for nominating the next generation of employees who serve like Marvin, Jane, Jerome and Frank.

Thank you for the legacy of service you are creating.

-Ed

EMPLOYEE EXCELLENCE AWARDS

PHX HR
BENEFITS AND WELLNESS

THIS FRIDAY: Annual Open Enrollment Ends

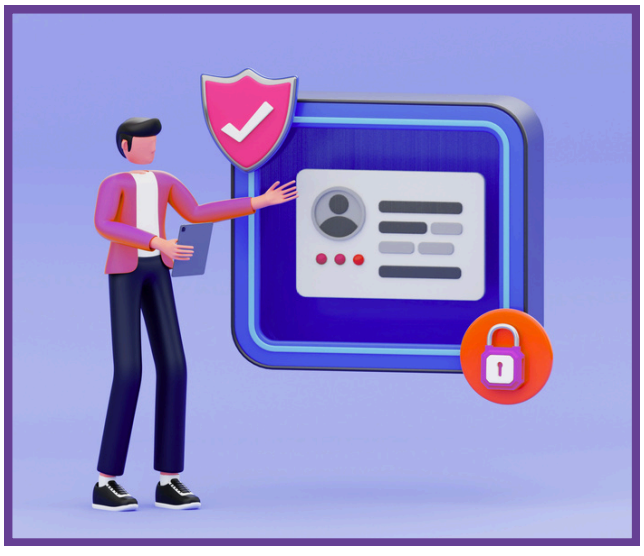
Have you made or reviewed your benefit elections for 2027 yet? If not, time is running out! The window closes this **Friday, Nov. 6 at 11:59 p.m.** Please keep in mind that annual Open Enrollment is the **only time of year** employees can elect, waive, or change benefits and add or remove dependents without a Qualifying Life Event (QLE) such as marriage or having a baby. For a list of Qualifying Life Events, **click here**.

Visit the **City of Phoenix Benefits website** to learn more about your 2027 benefit options. The final benefits information session for active employees is on Thursday. All changes to your benefits must be completed through **eCHRIS**.



Benefits staff are here to guide you through open enrollment and answer your questions until **5 p.m. on Nov. 6**.

For assistance, email **benefits.questions@phoenix.gov** or call (602) 262-4777.



The clock is ticking!

Monday, Nov. 9, is the deadline to complete your **2026 Security Awareness Training** (SAT).

If you haven't finished, make time now to complete all required modules. Training helps City staff recognize scams, protect sensitive information, and keep City services secure.

Avoid an interruption to your network access. Finish your SAT before the deadline.

Campaign Finale

This year's Community Service Fund Drive comes to a close on Friday. Many drawings are wrapping up, but it is certainly not too late to enter for a chance to win. Check out the digital displays throughout the City or use the ***CSFD: The Magazine*** to see what's still available.

It is also not too late to declare a pledge through **eCHRIS**. When you log on, select the CSFD tile and you can pledge a fixed dollar amount to be deducted from your paychecks in 2027. **Even if you choose not to donate money, every employee is asked to log in and fill out the form**.

Shining Star Nominations

The success of the CSFD campaign is heavily dependent on the dozens of volunteers who agree to help while continuing to serve the City with their normal work duties. If you would like to recognize a CSFD volunteer for going above and beyond, **please nominate them** now.

Submit your nomination by 11:59 p.m. on **Friday, Nov. 6**.



This Week's Election Results

On Tuesday, Nov. 3, the City of Phoenix held elections for Council offices in Districts 2, 4, 6 & 8. To see updated unofficial election results, visit the City Clerk's Nov. 3, 2026 **Regular Election Information page**.



Thursday: Zoolights Tickets

As part of this year's **Phoenix Best & Brightest** campaign, City employees are invited to join together for a special night at Zoolights at the Phoenix Zoo. **This year, physical tickets will be required**. To claim tickets for you and your family, you will need to request them starting **Thursday, Nov. 5 at 9 a.m.** This event is always in high-demand, so do not wait to sign up.

At 9 a.m. on Thursday, a special link to sign up will be available on the **Best & Brightest website**. Bookmark it now as ticket requests will quickly reach capacity.









ZOOLIGHTS EMPLOYEE NIGHT

Nov. 19 | 5:30 - 10pm | Phoenix Zoo

RSVP Signup Begins Nov. 5 at 9am



EMPLOYEE CELEBRATION

Dec. 17 | 2:30 - 4:30pm | PCH Atrium

Food - Fun - Selfies



KUDOS CARDS

Nov. 9 - 30

Pick up cards at Employee Celebration



DONATION DRIVE

Nov. 2 - Dec. 11

Bring items to PCH Employee Entrance

More Info

A New Class of City Leaders



Congratulations to the graduates of our seventh Phoenix Supervisor Orientation (PSO) cohort!

Over the past eight weeks, these supervisors invested in strengthening their leadership skills, expanding their networks, and building a shared foundation for effective supervision across the City. We are excited to see the impact these leaders will make as they continue serving the residents of Phoenix. For more information about PSO or upcoming cohorts, email **PSO@phoenix.gov**. Here are the graduates:

Melanie Hagedoorn, City Manager's Office
Linda Vassar, Finance
Lope Ribodal, Fire
Tency Castillo, Human Resources
Brittany Lyon, Human Resources
Joanna Mendez, Human Resources
Amanda Keams, Human Services
Russell Saenz, Human Services
Stephanie Varela, Human Services
Christopher Arneson, Information Technology
Karen Stillwell, Law
Carlos Acuna, Library
Jennifer Lewis, Municipal Court
Peter Sarzoza, Municipal Court
Tina Solomon, Municipal Court
Nikki Hicks, Neighborhood Services
Phillip Dunlap, Office of Arts & Culture
Susan Bayer, Parks & Recreation
Andrea Gomez, Parks & Recreation
Robin Kelley, Parks & Recreation
Kacie Howard, Phoenix Police
Erica Rodriguez, Planning & Development
Lyles Viseur, Planning & Development
Ted Crews, Public Defender's Office
Steven Gutierrez, Public Transit
Bevey McCloud, Public Transit
Kelie Timberlake Thomas, Public Transit
Jaime Acevedo, Public Works
Destiny Dominguez, Public Works
Alexis Yaple, Public Works
John Gamble, Retirement Office
Eric Jordan, Street Transportation
Clayton Kelly, Street Transportation
Raul Lugo, Street Transportation
Anatolio Pacheco, Street Transportation
Danny Sanchez, Street Transportation
Cory Seiler, Street Transportation
Jose Sesma, Street Transportation
Julio Sesmas, Street Transportation
Katrina Simpson, Street Transportation
Shawn Swilling, Street Transportation
Diego Gonzalez, Water Services

Family-Friendly Event

Mark your calendars to attend **Nature Fest PHX** - a fun, free event for the whole family! Whether interacting with live wildlife, embracing your creativity in the Art Zone, participating in a cultural exchange with Salt River Pima-Maricopa Indian Community Basket Dancers, planting for pollinators, supporting local food trucks, and so much more!

Find more information at **Phoenix.gov/naturefestphx** and we'll see you there!

WHAT TO KNOW BEFORE YOU GO...

- *Saturday, Nov. 14 | 9 a.m. - 1 p.m.*
- *River Clean up and invasive species pull | 8 a.m.*
- *Rio Salado Habitat Restoration Area, 7th Avenue Trailhead, 2801 S. 7th Avenue*
- *Meets the Community & Organizational Awareness PMG Goals PHXYou:* ***EP-100***

Popular event: Co-op Farm Bags



The time is now to participate in the Sun Produce Co-op Farm Bag Program to get fresh, local produce at City Hall! A standard bag, which costs $20, comes with about five produce types with options to produce additional seasonal produce, dry goods and value-added food products such as bread, dry beans, and salsa!

Details:

- Pickup is every Third Thursday at City Hall.
- Limited spots, sign up now!
- Sign up by Nov. 11
- **Office of Environmental Programs Farm Bag Program**

HR Wellness Sponsored Gift Card Drawing: Farm Bag subscribers can be entered into a drawing for a chance to win a $25 Sprouts Gift Card!

Alzheimer's Awareness Trainings

November is Alzheimer's Awareness Month and Banner Alzheimer's Institute has created 1-hour virtual trainings on Dementia for city employees throughout the month.



COURSE INFORMATION:

- POL-CIT-Dementia Friend
- POL-CIT-Behaviors & Communication: The Language of Dementia
- POL-CIT-Home Safety: Providing a Safe Environment for People with Dementia

The Trainings, which are available in collaboration with Phoenix Police's Crisis Intervention Team, are available to all employees. Register now in PHXYou.

Employee Trauma Training!



Please join us for a free, employees-only **Stop the Bleed® Trauma Training**. Equip yourself with critical skills that empower you to respond effectively when every second matters. Don't miss this opportunity to gain valuable skills and knowledge to help your co-workers, family and friends in case of an emergency. **Details:**

- Tuesday, Nov. 10 | 9 a.m. - noon
- Fire Administration, 150 S. 12th St.
- Register in PHXYou: *Course OEM100-ILT-ResilientPHX: Trauma Bleeding Control Training*

Building Brain Healthy Habits



Don't miss the *Building Brain Healthy Habits* discussion brought to you by the Phoenix LGBTQ Employee and Allies and presented by the Alzheimer's Association, Desert Southwest Chapter.

This program provides research-backed guidance on brain health and the importance of taking action to protect your brain at every age. Join us to learn how you can take positive steps to help you live better now and protect your memory and thinking as you get older.

INFO:

- Nov. 9 | Noon
- PHXYou: LEA110-VTL
- Meets the PMG goal for Community & Organizational Awareness

Free Concerts in Downtown PHX

The downtown Phoenix scene has a lot to offer during the nights and wekeneds - and even during your lunch hour. Did you know... there's a free, monthly outdoor pop-up concert series that brings live music right to your doorstep, giving Downtowners a chance to step outside, grab lunch, and break up the workday?!?

Downtown Phoenix Inc.
DTPHX.ORG



EVENT DETAILS:

- *Wednesday, Nov. 18 | 11 a.m. - 1 p.m. at Mortgage Matchup Center, featuring Notes from Neptune*
- *Wednesday, Dec. 16 | 11a.m. - 1 p.m. at Patriots Square at CityScape, artist to be announced*
- *For more information, please visit **dtphx.org***

Time to Celebrate

Employee Resource Group *Phoenix Asian League* invites you to celebrate Diwali with a fun diya (small clay oil lamps) decorating activity and presentation on the significance of this festival of lights. Bring your lunch and we'll take care of the sweet treats! Reserve your space now **by completing this form**.



INFO:

- *Monday, Nov. 9 | noon -1 p.m.*
- *Melrose Training Room, Calvin C. Goode, 10th Fl*
- *Guest speaker: Antara Chaughule, Parks Recreation leader & PAL member*





Management Fellowship Program

Interested in growing your career in local government? Join a virtual webinar on Thursday, Dec. 3 at 3 p.m. to hear from former **Management Fellows** about their experiences, career paths and the opportunities available through the City of Phoenix's nationally recognized **Management Fellowship Program**.

Applications for the one-year paid fellowship open on Friday, Nov. 6. Employees who hold a master's degree, or who will complete all master's coursework by the end of June, are encouraged to learn more.

Register for the webinar through **Cisco Webex Meetings**.

PHX FELLOWS

Employee Leave Request

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

- Alicia Barr | Public Works
- David Gilstad | Fire
- Joe Marquez | Public Works
- Sheri Thomas | Police
- Landrow Tsosie | Human Services
- Veronica Uballe | Water



Complete list of eligible employees: **Leave Donation website**.

EMPLOYEE EXCELLENCE AWARDS

DEADLINE TO NOMINATE: DEC. 6 AT 11:59PM

Visit "Employee Excellence Awards" on InsidePHX for details about the nomination process.

Featured Job of the Week

Crisis Intervention Specialist
Phoenix Fire Department

Close Date: Nov. 12, 2026

Step into one of the most impactful roles in the City of Phoenix with the Community Assistance Program's Crisis Intervention Specialist position where every shift offers a chance to make a real difference.

Working alongside Fire and Police as part of a two-person crisis response team, you'll be on the front lines providing calm, compassion, and critical support during 9-1-1 calls involving behavioral health concerns, traumatic events, and community emergencies. Whether de-escalating tense situations, offering emotional support, or connecting individuals to life-changing resources, your work directly strengthens community safety and well-being.

Beyond responding in the moment, Crisis Intervention Specialists also engage in short-term case management to ensure continuity of care for high-needs community members.

This role is ideal for someone who thrives in dynamic environments, values collaboration, and brings strong communication and trauma-informed care skills. If you're looking for a meaningful career where your expertise touches lives every day, this may be the opportunity that inspires you.

SALARY DETAILS:

Pay Range:
$28.04 to $45.67/HR.
Hiring Range:
$28.04 to $37.58/HR.

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

DID YOU KNOW?

Preparing a few thoughtful questions for your interviewer can significantly elevate how engaged and prepared you appear. Intentional questions show curiosity, strategic thinking, and a genuine interest in understanding the role and organization beyond the job posting.

Even better, these questions help you assess whether the role truly fits your goals. Asking about team dynamics, success metrics, growth opportunities, or challenges the team is facing can give you deeper insight into daily realities of the job.

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Join the Conversation

Cover Photo: Encanto 18 Golf Course **Photo Taken**: January 2022