



The Weekly Connection Newsletter for City of Phoenix Employees • December 8, 2021

COVID-19 TESTING & VACCINE

Rapid COVID-19 tests are now available at the Assembly Rooms on the first floor of Phoenix City Hall, on Wednesdays from 8 a.m. - 5 p.m. Employees must schedule appointments for themselves and household family members by calling 602-534-0693 to receive a rapid test, which typically produces results in 15 minutes while you wait. **No walk-ups accepted.**

Employees with symptoms can schedule an appointment online for the city of Phoenix Employee Healthcare Clinic, at 1 N. Central Ave.

This Friday continues the second round of a special COVID pop-up event for city employees. If you recently received the first dose of the COVID-19 vaccine at one of three job site locations, you are now eligible to receive the second dose/booster. **ANY CITY EMPLOYEE MAY ATTEND. Appointments are encouraged, but walk-ins may be available depending on availability.** Here's where the pop-up events will be, all noon - 5 p.m.:



- ◆ **Friday, Dec. 10:** Okemah Service Center
- ◆ **Friday, Dec. 17:** Glenrosa Service Center

Schedule an appointment today.

The city has also partnered with **Healthwaves** to host a vaccine site for **employees** 18 years and older near Sky Harbor Airport at 1615 W. University Dr., Tempe, Suite 137. **Appointments can be scheduled by calling 480-968-1886.**

Visit the **Employee Health Updates** webpage for complete COVID-19 related information.

UPDATE: PAUSE ON FEDERAL VACCINE MANDATE

Last month it was announced that because the City of Phoenix is a Federal contractor, the COVID-19 vaccine would be required for all employees by January 18, 2022 as outlined in Presidential Executive Order 14042. Since then, there have been multiple legal challenges. Tuesday morning, a federal judge issued a nationwide preliminary injunction temporarily halting the COVID-19 vaccine mandate for federal contractors.

While there has not been a final legal decision, **the city is pausing the implementation of this federal vaccine requirement** to allow for more time for the court cases to resolve and to further explore our options regarding implementation of the requirement.

We support the rights of employees to make individual health choices, and we must balance that with the rights of every employee to a safe work environment, as well as with the ability to provide necessary services, some of which are provided through Federal contracts.

We also continue to encourage employees who have a medical or religious reason not to be vaccinated to request a religious or medical accommodation by submitting a completed **religious** or **medical** accommodation form and any required supporting documentation to **vaccine.request@phoenix.gov**. Staff from the Human Resources, Equal Opportunity, and Law departments will continue to evaluate the requests even while implementation is paused.

We will continue to provide updates on the vaccine requirement when there are any new developments. Please reach out to your HR liaison with any questions. Thank you.

VOTING UNDERWAY



Right now, the City of Phoenix Employees' Retirement System (COPERS) Board is holding an election to fill one employee representative vacancy due to a retirement. The position, which will have an interim term beginning on Jan. 1, 2022 through Dec. 31, 2023, will be filled during the Dec. 2021 election. Three candidates, listed in alphabetical order, met the eligibility requirements to run: ***Angelica Gameros, Ron Ramirez and David Urbinato.***

Please look for an e-mail that contains candidate profiles and voting instructions. Voting will close on Thursday, Dec. 16, at 5 p.m. Questions about the election process: [please e-mail Trista Eaden.](#)

LEAVE DONATIONS

The following employees are accepting leave donations. Use eCHRIS to make your donation to any eligible employees. Visit the [Leave Donation website](#) for a complete list.

- ◆ **Erina Gushoney, Public Works**
- ◆ **Mayra Avalos, Finance**

FEATURED JOBS OF THE WEEK

HVAC/Mechanical Systems Tech II \$26.13 - \$31.84/hourly

This position is responsible for the oversight of preventative maintenance programs, operation of the building automation systems for occupied space comfort, completing more difficult technical tasks involved in operating, maintaining, overhauling, and repairing a variety of air conditioning, heating, ventilation, refrigeration and other mechanical equipment in one or more city of Phoenix buildings.

The work requires the ability to lead and give technical direction to employees, prioritize work assignments, and operate equipment according to manuals, directions, specifications, or warning signals, and to interpret performance charts and control panels which reflect the efficiency of each piece of equipment in the system. Responsibilities include work in the field supervising and directing Building Equipment Operators I, Building Maintenance Workers, and other maintenance support employees according to general or specific instructions received from a Building Equipment Supervisor.

Requirements: Two year of journey level experience in the operation, repair and maintenance of large modern refrigeration and heating systems.

For more information about this position, visit the [city's employment website](#) online or log into eCHRIS. [Check out the latest job openings.](#)

DID YOU KNOW?

You still have time to complete the two steps to qualify for the Wellness Incentive for 2022, even if you missed the Nov. 12 deadline. **Step 1** - Schedule an appointment to see your Primary Care physician, **Step 2** - Complete your online "Real Age Test" using your biometric data. **Wellness Incentive Amounts:**

- ◆ Receive \$40/month when you **OR** an enrolled spouse/qualified domestic partner (QDP) qualify.
- ◆ Receive \$60/month when you **AND** your enrolled spouse or qualified domestic partner (QDP) qualify.

For more detailed information and steps to qualify, please review the informational flyer [here.](#)



Everyone is invited to the next LGBTQ film discussion! *All of Us* is an investigation of rising HIV cases among African-American women.

A young doctor in the South Bronx embarks on a project to find out why African-American women are becoming infected with HIV at alarming rates. Dr. Mehret Mandefro takes us into the lives and relationship histories of her patients to find out what social factors are putting them at risk. When she expands her research to include women across boundaries of race, class and country, she discovers a dangerous power imbalance that all heterosexual women face in the bedroom, but rarely discuss. All Of Us is about HIV/AIDS but it is not a tragedy. It is a story of resilience, courage and activism.

Participants are encouraged to watch the film prior to film discussion. Details:

- ◆ Thursday, Dec. 16
- ◆ Noon
- ◆ Virtual Meeting Room—link will be sent prior to the event
- ◆ Register in eCHRIS using Course Number: **LGBT20**
- ◆ Earn 3 Diversity credits with attendance

MEMBERSHIP MEETING



Phoenix LGBTQ Employee Alliance will be hosting a quarterly membership meeting. Items to be discussed are committee updates, LGBTQ film discussions, AIDS Walk 2022 and more. **Details:**

- ◆ Wednesday, Dec. 15
- ◆ Noon - 1 p.m.
- ◆ **Meeting Link**
- ◆ Join by phone: 1-415-655-0001
access code: 245 829 92225
- ◆ **Email the EA** with any questions

HIV/AIDS AWARENESS MONTH

Please join this upcoming webinar: ***Voices of Hope: Ending HIV Stigma***. Participants will listen to personal stories from three individuals living with HIV and hear about their experiences around the HIV epidemic and HIV-related stigma. Participants will learn about the importance of recognizing and eliminating HIV-related stigma and obtain an overview of stigma issues that were identified in the 2019 Fast Track Cities People Living with HIV/AIDS Survey Report. **Details:**

- ◆ Thursday, Dec. 16
- ◆ 10 - 11:30 a.m.
- ◆ **Link for virtual event**
- ◆ Meeting number: 2459 232 1070
- ◆ Password: EndStigma



EMERGING LEADER EXPERIENCE GRADUATES ITS FIRST CLASS!

On Nov. 23, 30 employees from 14 different departments graduated from the updated Emerging Leader's class, the **Emerging Leaders Experience** or **ELX**. This course is for individual contributors that aspire to take on a supervisory role at the city of Phoenix. It provides leadership concepts and self-awareness activities to support their development and ongoing effectiveness. The goal is to have a better understanding of the skills and motivation to be in a leader role, while encouraging leadership behaviors as an individual contributor.

In addition to the various activities and guest speakers, the program has been changed to include a new leadership model, Ken Blanchard's *Self-Leadership*®. This interactive online program helps participants gain the mindset and skillset to take initiative and proactively seek the direction and support needed to be successful in their current role and beyond.

The course helps employees identify and evaluate one's motivation for becoming a leader while discovering and demonstrating behaviors and strategies to enhance team and individual communication skills. It also explores the various city of Phoenix departments and evaluates resilience in the face of change and changing priorities.

A special thanks to Linda Higuera and Steve Alvarez, two participants that provided inspiring messages during the graduation ceremony and a special thank you to Mr. Ken Blanchard, from *The Ken Blanchard Companies*® that was our guest speaker.

Congratulations to the Graduating Class:

- ◆ Ricky Gomez, Siera Hodges—Aviation
- ◆ Richard Smith—Finance
- ◆ Catherine Logan, Corey Kludt—Fire
- ◆ Yvette Carrola—Housing
- ◆ Vanessa Quintana—Human Services
- ◆ Venessa Jones—Law
- ◆ Christy Blake, Doug Mings, Steve Alvarez—NSD
- ◆ Martin Rodriguez, Natasha Hughes, Sara Magdaleno—Parks
- ◆ Linda Higuera, Patrick Drake—PCC
- ◆ Juan Flores, Logan Wood—Planning & Development
- ◆ Cheryl Prendergast, Courtney Wahl, Kristin Jones, Sarah Williams—Police
- ◆ Ariel LeBarron, David Daley, Julianna Ochoa, Katrina Pym, Stephon Toles—Public Works
- ◆ Anthony Middaugh, Elizabeth Martinez—Streets
- ◆ Kirk Johnson, Michael Campbell, Pedro Diaz—Water



Join the **Conversation**



 **City of PhoenixAZ**