

PHX CONNECT

The Weekly Connection Newsletter for City of Phoenix Employees • June 7, 2023

HAPPY PRIDE MONTH

The LGBTQ Employee Alliance (LGBTQ-EA) would like to invite its members and allies to participate in this year's Pride events to commemorate the anniversary of the Stonewall Uprising. This historic event was a catalyst for the modern-day gay rights movement, worldwide.

In the early morning hours of June 28, 1969, the New York Police Department (NYPD) raided the Stonewall Inn in New York City, a bar that welcomed open members of the gay community. This led to several days of protesting.



Beginning this week, employees are invited to participate in a number of events celebrating LGBTQ activism, culture and support. For a full list of **June Pride Events**, visit the [City's LGBTQ Employee Alliance website](#).

MONSOON CLEAN UP OPTIONS

With the monsoon officially beginning on June 15, we are sharing several options for debris cleanup.



- ◆ If it's your scheduled week for **Bulk Trash Collection**, cut downed branches to 4 feet or shorter and place them out to be collected for free.
- ◆ If debris is small, bag it up and put it in your black garbage bin.
- ◆ Residents can drop off up to one ton (single visit) of debris per calendar month for FREE at either transfer station. Get more details [here](#).

BRING YOUR CHILD TO WORK

The City of Phoenix is bringing back a special day for employees and the children in their lives. City Manager Jeff Barton has announced the return of **Bring your Child to Work Day on Wednesday, June 21**. This national program,



dedicated to helping kids explore future career opportunities, had been on hold at the City throughout the pandemic. Although, it's typically celebrated nationally in April, school districts often request that parents and businesses delay their participation to an alternate date in the summer to reduce student absences in local schools.

Departments may coordinate events and employees may participate in this program with the approval of their supervisor. The suggested age range for child participation is 8-18 years old.

If you have any questions, please contact your department's Human Resources Liaison.

EMPLOYEE RESOURCE GROUP

As we approach a new fiscal year, consider joining an Employee Resource Group (ERG)!



Membership fees are \$10-\$225, and the City offers various payment options depending on the ERG.

Visit the new [City of Phoenix Employee Resource Group website](#) for a summary of each of the organizations and access to their website where you can download a membership application.

FREE VIRTUAL EVENT

Last year, First Place AZ launched the Greater Phoenix Housing Market Analysis, the first-ever study to comprehensively address housing needs of adults living with autism and intellectual and/or developmental disabilities (A/I/DD). Conducted by the First Place Global Leadership Institute Center for Real Estate & Community Development, the analysis reports on market data, barriers and how public, private, nonprofit, and philanthropic sectors can work together to respond to today's and future market demand. Join us to learn more. **Details:**



June 8, noon - 1 p.m.
Register for free event [here](#)

To receive triple diversity points, register at PHXYou, event code **EOD108-VTL-DEI Series MCDI**.

Speaker, Maureen Casey, has worked in the disability community as both a family advocate and professional for the last 20 years.

DID YOU KNOW?



Phoenix Mayor and City Council voted unanimously last Wednesday for the City of Phoenix to move forward

with the implementation of a multi-year classification and compensation study. With this vote, Human Resources staff will now begin the work of moving 10,000+ employees into the new pay structure effective August 7, 2023. **Staff are unable to provide individual pay step calculations for each employee.** [Find employee resources here.](#)


The City understands that the results of the class and comp study may need adjustments after implementation. Human Resources staff will work diligently with department heads on specific department needs. Thank you in advance for your patience and understanding as we work to make this transition as smooth and seamless as possible.

Join the **Conversation**



MESSAGE FROM RETIREMENT



The City has adopted  [Administrative Regulation 2.18](#), which provides

certain criteria for the use of vacation sell-back. Generally, once an employee uses a specific amount of vacation time in a calendar year, they may be allowed to sell-back a portion of the unused vacation time (typically up to 80 hours) for additional compensation. The amounts paid as part of this program have traditionally been considered pensionable pay.

In January of 2021, the City of Phoenix Employee Retirement System (COPERS) Board passed a motion deeming payments under the current vacation sell-back program non-pensionable and phasing out the pensionability of those payments on July 1, 2023.

Payments made after July 1, 2023, under the sell-back program, will no longer be considered pensionable pay and will not be used as part of the calculation of an employee's final average salary at retirement. This motion does not affect other pay items such as overtime. Read more [here](#).

MAKE A PLAN

Many employees will be receiving a wage increase soon. With the right planning, it's possible to treat yourself and still maximize your new financial opportunity. Pre-taxed deferrals will save you on taxes and if you stay the course, you could see a return on your investment.



Increasing contributions to your deferred compensation account is easy. Log in to your [Nationwide Phoenix DCP](#) account today! All deferral changes are effective the first paycheck of the following month.

It can be easy to lose track of a raise if you don't have a plan. Put it to work for your future. That's a plan!