

The logo for PHX CONNECT features a stylized star on the left composed of four overlapping triangles in blue, green, and red. To the right, the word "PHX" is in a dark red serif font, with a circular icon containing a white 'X' inside the 'H'. The word "CONNECT" is in a large, bold, blue sans-serif font.

The Weekly Connection Newsletter for City of Phoenix Employees • September 5, 2018

9/11 MEMORIAL

Members of the public and city of Phoenix employees are invited to attend the 17th Annual September 11 Memorial Ceremony. **Details:**

- ◆ Tuesday, Sept. 11
- ◆ 8:30 a.m.
- ◆ Phoenix City Hall Atrium

The event is in memory of the lives lost during the terrorist attacks on our nation on September 11, 2001. The ceremony will include the posting of an American flag that flew over Ground Zero during the rescue and recovery operation at the World Trade Center.

On September 11, 2001, four airplanes bound for the west coast were hijacked by terrorists. In the worst terrorist attack in U.S. history, a total of 2,977 people were killed in New York City, Washington, D.C., and outside of Shanksville, Pennsylvania. On the 17th Anniversary of the atrocity, city of Phoenix employees will honor and remember those lost.

SAVE THE DATE

The City of Phoenix Employees for Christ (COPEFC) will be holding their fall kickoff luncheon on Thursday, Sept. 27 at noon on the 10th floor of the Calvin Goode Building. Mark your calendars.



MESSAGE FROM CITY MANAGER

Today we are introducing a new employee-focused campaign called PHXRespect. This follows up on the city's ROCK Customer Service Program. You may recall that for the past two years, employees have learned about and participated in ROCK which stands for:

- **Remember** how you made them feel
- **Own** the customer, own the solution
- **Consider** everyone our customer
- **Know** the answer or know where to find it



Now we are adding PHXRespect, an internal campaign based on respect in the workplace for employees. PHXRespect is based on a commitment from each one of us to be civil, inclusive, kind and respectful to each other. You may have seen signs with the new PHXRespect logo displayed around city facilities.

What does respect in the workplace mean to you? How do we treat each other with respect and civility? Employees may not always see eye-to-eye on various topics. It may come down to our work styles, the best way to tackle a big project, or something as simple as how we greet each other in the hallway. How do we all respect our differences and work together to serve the people of Phoenix?

I invite you to [watch this short four-minute video](#) created by a few of our outstanding employees who volunteered to share their feelings, some of them very personal, about respect at work.

This is just the start of the conversation. In the coming months, you will hear more about PHXRespect. I encourage you to find ways each day to remember our message of respect, inclusion, civility and kindness.

Sincerely, -Ed



*Helpful information for COPERS members every other week this summer.
Brought to you by the City of Phoenix Retirement Office.*

LEAVING THE CITY?

Are you leaving the city of Phoenix? If so, you may have questions about what happens to your benefits.

When am I vested?

COPERS members vest their benefit with five years of service. When you are “vested,” it means you have earned enough service to guarantee a retirement benefit, even if you leave covered employment. In addition, upon reaching normal retirement age, you are guaranteed a monthly retirement benefit if you leave your contributions in your account. Often, your vested benefit is more valuable than the amount of your actual contributions. Your account will continue to earn annual interest in the meantime, and you can withdraw at any time if you change your mind.

For those employees leaving employment with less than five years of service, your account will go into an inactive status until you contact COPERS to make a decision on what to do with the funds. Funds held by COPERS for non-vested employees do not accrue annual interest earnings.

Both vested and non-vested employees can apply to withdraw their contributions any time after separating employment. If you withdraw, you will give up all retirement system rights, benefits and service.

What to do with your benefits?

You can receive your contributions as a direct payment or roll over the amount into an eligible retirement plan. The decision to withdraw could affect your financial future, especially if you have many years of public service and accumulated contributions. Seek professional tax advice before withdrawing. Keep in mind that if you take a cash refund, that refund will be subject to a 10% additional income tax on early distributions if under age 59 ½, 20% federal income tax, and 5% Arizona state income tax.

For More Info:
Phoenix.gov/copers
602-534-4400



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JOB OF THE WEEK

Featured Listing: Administrative Secretary, Mayor’s Office, \$17.56 - \$26.15/hour.

“Ensures all administrative functions of the Mayor’s Office are executed with a high level of quality and professionalism. Oversees office operations, including facilities management; manages IT systems and serves as the telecommunication liaison; oversees purchasing, print shop orders, staff travel, employee reimbursements, parking validation and billing review. Ideal candidate must be able to meet and deal tactfully and effectively with the public, elected officials, senior staff. Must be a city employee at the time of application. Requires progressively responsible secretarial experience. Apply by Sept. 17.

Each Monday, the city posts jobs available for current employees to consider. [Here’s the link](#) to the most recent job opportunities.

LEAVE DONATIONS

The following employee is accepting leave donations. If you’d like to help, use eChris to make your donation:

- ◆ Susan Beitler, administrative assistant II, Public Transit