

# CITY OF PHOENIX BUDGET FOR COMMUNITY REVIEW



City of Phoenix

## FY 2025-2026



# Phoenix Budget for Community Review 2025-26

## Proposed FY 2025-26 City Manager's Trial Budget

The City Manager's Trial Budget for Fiscal Year 2025-2026 is ready for public review and comment. The proposed budget preserves City programs and services and provides additional resources for critical additions to the General Fund (GF) budget for the Phoenix Fire Department and Office of Homeless Solutions. The FY 2025-26 Trial Budget also includes reprioritizing the GF budget by reducing expenditures across multiple departments to create capacity to add these critical supplementals. **Reductions will not impact direct service delivery and does not include eliminating any filled positions.**

The proposed budget also accounts for the use of excise tax proceeds for Public Safety capital and infrastructure needs and increasing the Transaction Privilege Tax (TPT) and Use Tax rate from 2.3% to 2.8% effective July 1, 2025, approved by City Council on March 18, 2025. The increase in revenue will offset the State's actions that reduce ongoing City revenues and provide the resources necessary to help ensure the City's budget can remain balanced into the future. These strategic actions result in an estimated one-time available GF surplus for FY 2025-26 of \$17 million and the City Manager recommends this amount be set-aside to balance the FY 2026-27 budget. The proposed FY 2025-26 Trial Budget also includes additional resources for the Water Services Department to reopen the Cave Creek Water Reclamation Plant. A full list of proposed GF and Non-GF Supplementals and GF Reductions is included starting on page 6.

On March 18, 2025, the City Council approved increasing the Transaction Privilege Tax (TPT) and Use Tax rate from 2.3% to 2.8% effective July 1, 2025, to offset the State's actions that will reduce ongoing City revenues. This includes the impact from SB 1131 passed in 2023, which eliminated residential rental sales tax revenues for cities and towns effective January 2025, and SB 1828 passed in 2021 which lowered the individual income tax rate to the current flat tax of 2.5% and reduces the amount of state shared income tax revenues shared with cities and towns. The elimination of residential rental sales tax impacts the GF and Special Revenue Funds, including the Public Safety Specialty Funds, Parks and Preserves

and Transportation 2050 Funds. The estimated loss to all funds in the current fiscal year is estimated at \$37 million and the annual impact is over \$90 million.

The impact from the flat income tax is the primary reason the City will receive \$108 million less in state shared income tax revenue over FY 2024-25 and FY 2025-26 compared to FY 2023-24. The City has also experienced a significant increase in the cost to deliver services to the community over the past several years, which causes further pressure on the budget. These factors are what primarily contributed to the projected GF budget shortfalls presented to the City Council in the GF Status and Multi-year Forecast on February 25 and March 18 and was the basis for the decision to increase revenues and reprioritize spending to balance the proposed Trial Budget. More information on the GF Status and Multi-year forecast and the strategies to balance the budget is available at [phoenix.gov/budget](http://phoenix.gov/budget).

### Additions to the Budget

The FY 2025-26 Trial Budget proposes critical additions summarized below with more detail starting on page 6:

**Fire Department:** to reduce emergency response times and increase Fire's sworn staffing levels, the Trial Budget includes additional resources to convert 32 grant-funded sworn positions to the GF (**\$2.5 million in FY 2025-26 and \$5 million ongoing**), adding 24 sworn personnel (**\$2.0 million in FY 2025-26 and \$4 million ongoing**) to staff a new Fire Station included in the 2023 voter approved General Obligation Bond Program, and dedicate an ongoing \$25 million in GF resources starting in FY 2025-26 to add 134 sworn and 19 civilian personnel. The additional sworn personnel will staff two new Fire stations and new apparatus to be funded using excise tax proceeds and placed strategically across the City with the highest call volume.

**Office of Homeless Solutions (OHS):** Additional funding is needed in the GF to continue efforts to aid the unsheltered population and address the impacts of homelessness on neighborhoods. GF resources of **\$4.5 million** will be needed in 2025-26 and an estimated **\$26 million** starting in FY 2026-27 going forward due to the expiration of American Rescue Plan Act (ARPA) funding.

# Phoenix Budget for Community Review 2025-26

## Additions to the Budget (continued)

**Water Services Department:** A Non-GF supplemental budget addition of 28.0 new full time positions and other operating costs is proposed to reopen the Cave Creek Water Reclamation Plant, which would allow the City to expand capacity for wastewater treatment and water purification.



## Potential Risks

The City also faces potential economic and legislative risks that could further impact the budget.

**Economic uncertainties:** including potential impacts from new federal policies, national debt, market volatility, and geopolitical conflicts.

**Pending state legislation:** that could further limit local control and reduce City revenues by an estimated \$69 million annually.

More information on economic and legislative risks is detailed in the FY 2025-26 GF Status and Multi-year Forecast and Trial Budget Reports available online at [Phoenix.gov/budget](https://phoenix.gov/budget).



In November 2023, Phoenix voters approved a \$500 million General Obligation (GO) Bond Program. Some of the projects using that funding are now underway. GO Bond projects are paid for with secondary property taxes.

**More information: [Phoenix.gov/bond](https://phoenix.gov/bond)**

**GO PHX**  
GO BOND PROGRAM

## Your Feedback is an Important Part of the Budget Process

Community input on the proposed budget is a priority of the City Council and City Manager. Residents have many ways to provide their feedback:

- Attend any of 12 Community Budget Hearings from April 1-16 (See page 4 for locations)
- Email the *Budget and Research* team [budget.research@phoenix.gov](mailto:budget.research@phoenix.gov)
- Call the Budget and Research team 602-262-4800
- Comment on the City's social media @cityofPhoenixAZ on Facebook, X, and NextDoor using the hashtag #PHXBudget

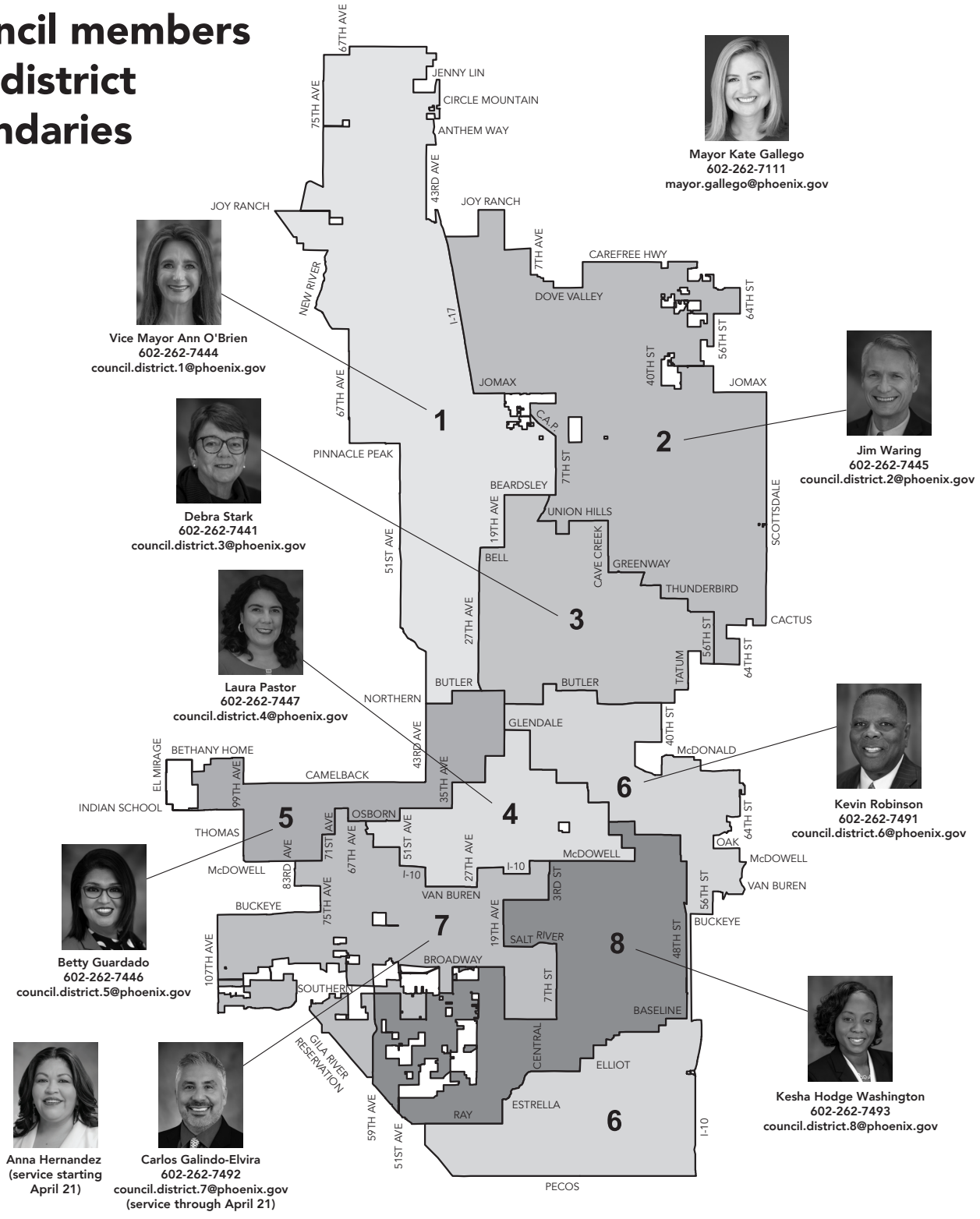
After the community's review, the City Manager will present a proposed budget to the City Council on **May 6, 2025**, and the City Council is expected to make a decision on the budget on **May 21, 2025**. The approved budget will take effect **July 1, 2025**.

# Phoenix Budget for Community Review 2025-26

<b>2025-26 COMMUNITY BUDGET HEARINGS</b>		
DATE/TIME	COUNCIL DISTRICT(S)	LOCATION INFORMATION
<b>Tuesday, April 1, 2025</b> 6:00 pm	Community-wide (virtual/in-person open to all residents)	<b>City Council Chambers</b> 200 W. Jefferson Street <a href="https://phoenix.gov/budget/hearings" style="background-color: black; color: white; padding: 2px;">Phoenix.gov/budget/hearings</a>
<b>Wednesday, April 2, 2025</b> 6:00 pm	D4	<b>Steele Indian School Park Memorial Hall</b> 300 E. Indian School Road
<b>Thursday, April 3, 2025</b> 6:00 pm	Spanish-Language (English interpretation available)	<b>South Mountain Community Center Century Room</b> 212 E. Alta Vista Road
<b>Friday, April 4, 2025</b> 8:00 am	D1	<b>DoubleTree by Hilton Phoenix North</b> Terrace Room 10220 N. Metro Pkwy E
<b>Saturday, April 5, 2025</b> 10:30 am	Community-wide – Bilingual (virtual/in-person open to all residents)	<b>City Council Chambers</b> 200 W. Jefferson Street <a href="https://phoenix.gov/budget/hearings" style="background-color: black; color: white; padding: 2px;">Phoenix.gov/budget/hearings</a>
<b>Monday, April 7, 2025</b> 6:00 pm	D8	<b>South Mountain Community Library Community Room</b> 7050 S. 24th Street
<b>Tuesday, April 8, 2025</b> 6:00 pm	D5	<b>Maryvale Community Center Multipurpose</b> 4420 N. 51st Avenue
<b>Thursday, April 10, 2025</b> 8:30 am	D3	<b>Sunnyslope Community Center Multipurpose</b> 802 E. Vogel Avenue
<b>Thursday, April 10, 2025</b> 6:00 pm	D7	<b>Desert West Community Center Multipurpose</b> 6501 W. Virginia Avenue
<b>Monday, April 14, 2025</b> 8:30 am	D6	<b>Devonshire Senior Center Multipurpose</b> 2802 E. Devonshire Avenue
<b>Monday, April 14, 2025</b> 6:00 pm	D2/D3	<b>Paradise Valley Community Center Multipurpose</b> 17402 N. 40th Street
<b>Wednesday, April 16, 2025</b> 6:00 pm	Spanish-Language (English interpretation available)	<b>Maryvale Community Center Multipurpose</b> 4420 N. 51st Avenue

# Phoenix Budget for Community Review 2025-26

## City of Phoenix Council members and district boundaries



April 2025



The city of Phoenix fully endorses and supports the concept of equal business and employment opportunities for all individuals, regardless of race, color, age, sex, religion, gender identity or expression, national origin, disability, or sexual orientation. For more information, alternative format or reasonable accommodations, call 602-262-4805/voice or 7-1-1 Relay.

# Phoenix Budget for Community Review 2025-26

## 2025-26 PROPOSED SUPPLEMENTALS GENERAL FUND

View the [Inventory of Programs published online](#) for program details.

Department/Program	2025-26 Total
<b><u>Set-Aside</u></b>	
1. General Fund set-aside of projected one-time surplus to be carried over and available for potential labor increases, other community and Council priorities or to balance the 2026-27 budget if needed due to economic declines or further reductions to City revenues.	\$17,000,000
<b>Total Set-Aside</b>	<b>\$17,000,000</b>
<b><u>Communications Office</u></b>	
1. <i>Communication Outreach</i>	\$0
Convert a temporary Management Assistant I position to ongoing status. This position provides Spanish-language interpretation services at high-profile City meetings and events and provides Spanish-language media outreach support. Converting this position to ongoing status will provide the City's Spanish-speaking community with high-quality, seamless interpretation services and support.	1.0
<b>Total Communications Office</b>	<b>\$0 1.0</b>
<b><u>Environmental Programs</u></b>	
1. <i>Food Systems</i>	\$0
Convert a temporary Project Management Assistant and a temporary Administrative Assistant I to ongoing status. These positions are needed to administer ongoing food systems programs previously funded by American Rescue Plan Act grants.	2.0
<b>Total Environmental Programs</b>	<b>\$0 2.0</b>
<b><u>Finance</u></b>	
1. <i>Banking and Cashiering</i>	\$0
Convert a temporary Accountant III position to ongoing status in the Treasury Banking & Cashiering Division paid for by the Water Services Department (WSD). The position responsibilities include security administration of payment platforms, ensuring proper integration with financial and customer billing systems used by WSD.	1.0
<b>Total Finance</b>	<b>\$0 1.0</b>

# Phoenix Budget for Community Review 2025-26

## 2025-26 PROPOSED SUPPLEMENTALS GENERAL FUND

View the [Inventory of Programs published online](#) for program details.

Department/Program	2025-26 Total
<b>Fire</b>	
<p><b>1. Fire Emergency Medical Services and Hazardous Incident Response</b></p> <p>Add funding for 32 sworn firefighter positions previously funded by the SAFER 2021 grant. This funding will allow the department to maintain service delivery and reduce the impact to daily constant staffing. Funding for the SAFER 2021 grant is estimated to be fully expended in December 2025 and the full-year ongoing cost is \$4,984,000.</p>	<p>\$2,579,000 0.0</p>
<p><b>2. Fire Emergency Medical Services and Hazardous Incident Response</b></p> <p>Add funding for 24 sworn positions (4 Fire Captains, 4 Fire Engineers, and 16 Firefighters) to provide dedicated staffing for new Fire Station 15, located at 45th Avenue and Camelback Road. Funding for the station is from the 2023 GO Bond Program. Staff costs are anticipated to begin January 2026. The full year ongoing cost is \$4,187,000.</p>	<p>\$2,039,000 24.0</p>
<p><b>3. Various - Note: Items 3 &amp; 4 include ongoing resources totaling \$25 million dedicated to the Fire Department to improve emergency response times.</b></p> <p>Add funding for 134 new sworn positions (29 Fire Captains, 4 Fire Battalion Chiefs, 77 Firefighters, and 24 Fire Engineers) with the goal of reducing emergency response times. Once fully implemented, the estimated impact will be an improvement in localized and citywide fire response times based on 2024 incident data at the 90th percentile. Fire critical emergency medical services (CEMS) response times are projected to improve from 8 minutes and 30 seconds to 4 minutes and 25 seconds in the localized communities where the units will primarily serve. Fire ambulance response times are projected to improve from 10 minutes and 42 seconds to 4 minutes and 44 seconds in the localized communities. Based on the estimated citywide impacts of this budget addition, Fire CEMS response times are projected to improve from 7 minutes and 23 seconds to 7 minutes and 14 seconds. Based on the estimated citywide impacts of this budget addition, Fire ambulance response times are projected to improve from 9 minutes and 38 seconds to 9 minutes and 29 seconds. These response times could vary based on any future adjustments to unit placement and the hours of service to meet the community's needs. The additional sworn personnel will staff new apparatus to be placed in service, and new Fire stations including Station 71 located at 60th St. and Mayo Blvd., and Station 93 at Metrocenter. The additional apparatus and fire stations will be funded by excise tax bond proceeds.</p>	<p>\$22,836,000 134.0</p>
<p><b>4. Various</b></p> <p>Add funding for 19 new civilian positions to support increased sworn Firefighter staffing, facilities and calls for service. Included are one Fire Administrator, one Supplies Clerk II*U2, one Building Maintenance Worker*U2, one Fire Equipment Service Worker, three Human Resources Aides, three Administrative Aides, one Administrative Assistant I, one Accountant I, two User Technology Specialists, one Info Tech Analyst/Programmer II, one Special Projects Administrator, one Fire Communications Shift Supervisor, one Fire Emergency Dispatcher, and one Paramedic Training Coordinator. These positions will ensure the availability of resources for logistical, information technology, and human resources assistance.</p>	<p>\$2,164,000 19.0</p>
<b>Total Fire</b>	<p><b>\$29,618,000</b> <b>177.0</b></p>

# Phoenix Budget for Community Review 2025-26

## 2025-26 PROPOSED SUPPLEMENTALS GENERAL FUND

View the [Inventory of Programs published online](#) for program details.

Department/Program	2025-26 Total
<b><u>Human Resources</u></b>	
<i>1. Labor Relations</i>	
Convert a temporary full-time Deputy Human Resources Director position to ongoing status. This position coordinates and supports citywide labor negotiations, helping to facilitate effective relationships with labor groups and efficient negotiation processes.	\$0 1.0
<b>Total Human Resources</b>	<b>\$0 1.0</b>
<b><u>Human Services</u></b>	
<i>1. Homeless Emergency Services</i>	
Add funding to create an operating reserve for the City-owned low-income senior housing project being constructed along the Black Canyon Freeway. In 2023, the Office of Homeless Solutions purchased a hotel located at 8130 N. Black Canyon Boulevard with the aim of converting the hotel into permanent housing and supportive services for seniors exiting homelessness. The project will generate ongoing revenue through the collection of rents; however, the project requires reserve funds to support operations during initial lease up and until revenue is able to support the cost of operations and supportive services.	\$500,000 0.0
<i>2. Homeless Emergency Services</i>	
Add funding for Office of Homeless Solutions (OHS) shelter operations needed due to expiring American Rescue Plan Act (ARPA) funds. OHS recognizes the need for diverse types of shelters throughout Phoenix to meet the individual needs of people experiencing homelessness. This funding will be utilized to support shelter operations throughout the city as needs are identified. For fiscal year 2025-26, several shelters that were previously supported by expiring ARPA funding will receive support, including: Rio Fresco, which provides 117 units of shelter that can accommodate couples, pets, and individuals with substance use disorder; North Mountain Healing Center, which provides congregate shelter for up to 100 individuals and is limited to people experiencing homelessness within 1.5 miles of the site; and the Washington Shelter, which is a converted City-owned office building that provides a 200-bed congregate shelter and wraparound services, operated and provided by nonprofit partners. The anticipated ongoing GF need to support OHS shelter operations and provide heat relief efforts upon full expiration of ARPA funds is estimated at \$26 million in FY 2026-27.	\$3,926,000 0.0
<i>3. Homeless Emergency Services</i>	
Add funding to support Office of Homeless Solutions (OHS) operations due to the expansion of department services and staffing. OHS has grown from nine to 34 full-time employees, resulting in increased operational expenses. These funds will cover employee supplies and equipment, as well as third-party financial audit costs related to the contracts the department oversees. Currently, OHS is managing 26 American Rescue Plan Act contracts, which require audit services to ensure compliance with federal regulations.	\$150,000 0.0
<b>Total Human Services</b>	<b>\$4,576,000 0.0</b>



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## 2025-26 PROPOSED SUPPLEMENTALS GENERAL FUND

View the [Inventory of Programs published online](#) for program details.

Department/Program	2025-26 Total
<b><u>Law</u></b>	
<i>1. Civil Division</i>	\$0
Convert two temporary Assistant City Attorney IV positions to ongoing status. These positions will be dedicated to matters related to GO Bond projects and the Information Technology Services department	2.0
<b>Total Law</b>	<b>\$0 2.0</b>
<b><u>Neighborhood Services</u></b>	
<i>1. Blight Reduction Program</i>	\$0
Convert a temporary Special Projects Administrator position to ongoing status. This position was created to oversee implementation of the Community Safety Plans approved by Council in 2022 and to facilitate coordination of services between departments. The Community Safety Plans leverage technology and community-based resources to improve the safety and quality of life along the 19th and 27th Avenue and Hatcher and Bell Road corridors.	1.0
<b>Total Neighborhood Services</b>	<b>\$0 1.0</b>
<b><u>Office of Arts and Culture</u></b>	
<i>1. Administration</i>	\$0
Convert a temporary part-time Administrative Assistant I position to ongoing status. This position is the first contact point for customer service and supports Arts and Culture programs by scheduling meetings, creating reports and presentations, and responding to constituent inquiries, as well as supporting the public arts, grants, and cultural facilities teams.	0.6
<b>Total Office of Arts and Culture</b>	<b>\$0 0.6</b>
<b><u>Parks and Recreation</u></b>	
<i>1. Administration</i>	\$0
Convert a temporary Assistant Parks and Recreation Director position to ongoing status. This position is responsible for management of several large department divisions that provide programming to the community. Additionally, this position is responsible for management of capital projects throughout the park system.	1.0
<b>Total Parks and Recreation</b>	<b>\$0 1.0</b>

# Phoenix Budget for Community Review 2025-26

## 2025-26 PROPOSED SUPPLEMENTALS GENERAL FUND

View the [Inventory of Programs published online](#) for program details.

<b>Department/Program</b>	<b>2025-26 Total</b>
<b><u>Police</u></b>	
<i>1. Administration</i>	\$0 1.0
Convert a temporary Senior Public Information Officer to ongoing status. This position is responsible for strategic communications planning related to the Department of Justice (DOJ) report, including collaboration with outside legal counsel. The position also serves as the technical advisor and support for public-facing communication and associated efforts, including support of Police and other City executive staff in public interviews and communications.	1.0
<b>Total Police</b>	<b>\$0 1.0</b>
<b><u>TOTAL PROPOSED GENERAL FUND ADDITIONS</u></b>	<b>\$51,194,000 187.6</b>

# Phoenix Budget for Community Review 2025-26

## 2025-26 PROPOSED SUPPLEMENTALS NON-GENERAL FUND

View the [Inventory of Programs published online](#) for program details.

Department/Program	2025-26 Total
<b>Finance</b>	
<i>1. Water and Wastewater Financial Planning</i>	\$0
Convert a temporary Accountant III position to ongoing status in the Finance Utilities Division paid for by the Water Services Department (WSD). The position responsibilities include reviewing transactions and reports in the customer billing system used by WSD.	1.0
<b>Total Finance</b>	<b>\$0 1.0</b>
<b>Housing</b>	
<i>1. Community Partnerships</i>	\$0
Convert a temporary Project Manager position to ongoing status. This position provides project management and coordination for the implementation of various affordable housing development projects. It also ensures the City meets stringent federal compliance requirements for grants awarded through the U.S. Department of Housing and Urban Development (HUD) HOME Investment Partnerships Program American Rescue Plan (HOME-ARP).	1.0
<i>2. Housing Supportive Services</i>	\$0
Convert two temporary Caseworker II positions to ongoing status. These positions support the Family Self Sufficiency Program, which coordinates public and private resources to help Housing Choice Voucher program participants, public housing tenants, and tenants in the Section 8 Project-Based Rental Assistance program achieve financial independence.	2.0
<b>Total Housing</b>	<b>\$0 3.0</b>
<b>Human Services</b>	
<i>1. Head Start Birth to Five</i>	\$0
Convert multiple temporary Family Resource Centers positions to ongoing status, including one Caseworker III, three Caseworker Aide, and four Caseworker I positions. These positions are funded by the First Things First grant, which the department has received since 2017. The positions work in the department's Education Division, providing early childhood support.	8.0
<b>Total Human Services</b>	<b>\$0 8.0</b>

# Phoenix Budget for Community Review 2025-26

## 2025-26 PROPOSED SUPPLEMENTALS NON-GENERAL FUND

View the [Inventory of Programs published online](#) for program details.

Department/Program	2025-26 Total
<b>Law</b>	
<i>1. Civil Division</i>	\$0
Convert a temporary Assistant City Attorney IV position to ongoing status. This position will be dedicated to matters related to the employee pension fund.	1.0
<b>Total Law</b>	<b>\$0 1.0</b>
<b>Police</b>	
<i>1. Various</i>	\$0
Convert three temporary grant positions to ongoing status, including a Police Research Analyst supported by the Urban Area Security Initiative grant program, and a Criminal Intelligence Analyst and Contracts Specialist I supported by the Internet Crimes Against Children grant program. These positions oversee grant management and administrative responsibilities, including coordinating task force activities, scheduling task processing, collecting data, and submitting reports for grant performance measures.	3.0
<b>Total Police</b>	<b>\$0 3.0</b>
<b>Public Transit</b>	
<i>1. Customer Service Centers</i>	\$0
Convert two Supplies Clerk II positions from temporary to ongoing status. These positions support expanded cash handling operations for public transit regional partners.	2.0
<i>2. Light Rail</i>	\$0
Convert one Administrative Assistant II from temporary to ongoing status. This position in the Light Rail Transit Division is responsible for assuring operational policies and Light Rail facilities are meeting contractual terms.	1.0
<b>Total Public Transit</b>	<b>\$0 3.0</b>

# Phoenix Budget for Community Review 2025-26

## 2025-26 PROPOSED SUPPLEMENTALS NON-GENERAL FUND

View the [Inventory of Programs published online](#) for program details.

Department/Program	2025-26 Total
<b>Retirement</b>	
<b>1. Retirement Member Services</b>	\$0
Add funding for a Retirement Assistant position to handle increasing workload and continuing complexity of retirement program law. With 34% of active employees reaching retirement eligibility in the next five years, this position will support general City retirement by handling counseling appointments and retirement estimates and processing retirement documents. The cost of this position will be paid by the City of Phoenix Employees' Retirement System trust.	1.0
<b>2. City of Phoenix Employees' Retirement System (COPERS) Investment Management</b>	\$0
Add funding for an Investment Manager position to provide guidance and oversight of pension investments. This position will strengthen the COPERS investment program, continuing to build a strong investment portfolio that will meet funding requirements for long-term retirement plan protection. The cost of this position will be paid by the COPERS trust.	1.0
<b>3. Retirement Member Services</b>	\$0
Add funding for a Curriculum and Training Coordinator position to review, assess, and develop training and communication strategies to improve retirement readiness information. This position will enhance efforts to communicate to all members the importance and value of retirement benefits in a more transparent, easy to understand, and accessible way. The cost of this position will be paid by the COPERS trust.	1.0
<b>Total Retirement</b>	<b>\$0 3.0</b>
<b>Street Transportation</b>	
<b>1. Administration</b>	\$0
Convert a temporary Special Projects Administrator position to ongoing status. This position supports the Street Transportation Director's Office, providing strategic oversight, project management, and coordination of departmental initiatives, and serves as a critical liaison with internal stakeholders, government agencies, and community partners.	1.0
<b>2. Administration</b>	\$0
Convert a temporary Accountant II position to ongoing status. This position supports, invoices, and reconciles various revenue sources in the Street Transportation Department, assisting with the oversight and generation of invoices related to revenues collected from a variety of sources, including damage claims, revocable permits, and fees for new programs.	1.0

# Phoenix Budget for Community Review 2025-26

## 2025-26 PROPOSED SUPPLEMENTALS NON-GENERAL FUND

View the [Inventory of Programs published online](#) for program details.

Department/Program	2025-26 Total
<i>STREET TRANSPORTATION CONTINUED</i>	
<b><u>Street Transportation</u></b>	
<b>3. Administration</b>	\$0
<p>Convert a temporary Accountant II position to ongoing status. This position supports and manages various grants and federal aid-funded projects, many of which require quarterly reporting and other mandatory documentation of activities. Duties handled by this position are expected to increase with the recent passage of the Proposition 479 transportation initiative, which provides regional transportation funds over the next 20 years.</p>	1.0
<b>4. Transportation Planning</b>	\$0
<p>Convert a temporary Management Assistant II position to ongoing status. This position plays a crucial role in supporting the department's local, state, and federal competitive grant applications and submissions. Grant opportunities have increased in recent years, resulting in increases in grant planning efforts, Council action requests, interdepartmental collaboration, and grant agreement coordination.</p>	1.0
<b>Total Street Transportation</b>	<b>\$0 4.0</b>
<b><u>Water Services</u></b>	
<b>1. Wastewater Treatment</b>	\$5,578,000
<p>Add funding for twenty-eight new positions, plus related vehicles, equipment, contractual services, and commodities needed to re-open and expand the City's Cave Creek Water Reclamation Plant. This addition would allow the City to expand capacity for wastewater treatment and water purification, maintain environmental and safety standards, and uphold technological process control and security standards.</p>	28.0
<b>2. Administration</b>	\$0
<p>Convert two temporary full-time positions to ongoing status, including an Administrative Assistant I and an Accountant I. The Administrative Assistant I provides critical services to ensure compliance with Occupational Safety and Health Administration (OSHA) requirements and Department of Transportation Commercial Drivers License federal regulations. The position also helps coordinate department-wide Safety Standard Operating Procedures and Environmental Compliance Procedures (ECP). The Accountant I assists with City incentive programs for residents to install low-flow toilets, smart irrigation controllers, and to replace turf with xeriscape landscaping. The position also provides budget development support and produces regular position and financial reporting for management.</p>	1.0
<b>Total Water Services</b>	<b>\$5,578,000 29.0</b>
<b><u>TOTAL PROPOSED NON-GENERAL FUND ADDITIONS</u></b>	<b>\$5,578,000 55.0</b>

# Phoenix Budget for Community Review 2025-26

## 2025-26 PROPOSED REDUCTIONS GENERAL FUND

View the [Inventory of Programs published online](#) for program details.

Department/Program	2025-26 Total
<b><u>Budget and Research</u></b>	
1. <i>Centralized Budget and Position Control</i>	\$(158,000) (1.0)
Eliminate one vacant Budget and Research Analyst position which conducts detailed forecasting, position control, and revenue estimates. Responsibilities of this position have been assigned to other department analysts.	
<b>Total Budget and Research</b>	<b>\$(158,000) (1.0)</b>
<b><u>City Auditor</u></b>	
1. <i>Audits</i>	\$(73,000) 0.0
Reduce funding for the use of outside consultants to conduct specialized audits resulting in one to two fewer specialized audits annually.	
<b>Total City Auditor</b>	<b>\$(73,000) 0.0</b>
<b><u>City Clerk</u></b>	
1. <i>Official Records / Records Management / Various</i>	\$(201,000) 0.0
Eliminate funding not used by the department for the acquisition and implementation of a new Records Management System and reduce funding for computer hardware maintenance, office equipment replacement and official records and elections shredding services.	
<b>Total City Clerk</b>	<b>\$(201,000) 0.0</b>
<b><u>City Manager's Office</u></b>	
1. <i>Administration of Policies and Objectives Set by Mayor and Council; Oversight of Departments</i>	\$(99,000) (1.0)
Eliminate one vacant Management Fellow position. The City Manager's Office would have three management fellow positions remaining to rotate through various departments and assist with Council meetings and special projects.	
2. <i>Administration of Policies and Objectives Set by Mayor and Council; Oversight of Departments</i>	\$(35,000) 0.0
Allocate partial costs for one Support Services Aide position to the Public Works Solid Waste Division, allowing the PHX311 Information Center to continue to timely respond to a high volume of resident inquiries and requests.	

# Phoenix Budget for Community Review 2025-26

## 2025-26 PROPOSED REDUCTIONS GENERAL FUND

View the [Inventory of Programs published online](#) for program details.

Department/Program	2025-26 Total
<i>CITY MANAGER’S OFFICE CONTINUED</i>	
<b><u>City Manager’s Office</u></b>	
3. <i>Administration of Policies and Objectives Set by Mayor and Council; Oversight of Departments</i> Reduce the Office of Innovation discretionary budget designated for expanding the office and various programs.	\$(31,000) 0.0
4. <i>Administration of Policies and Objectives Set by Mayor and Council; Oversight of Departments</i> Reduce Office of Accountability and Transparency (OAT) special contractual services funding for future OAT expansion.	\$(175,000) 0.0
<b>Total City Manager’s Office</b>	<b>\$(340,000)</b> <b>(1.0)</b>
<b><u>Communications Office</u></b>	
1. <i>Communication Outreach</i> Reduce contractual funding for marketing and citizen outreach. This reduction would result in less available resources to conduct marketing efforts such as promoting City employment opportunities.	\$(122,000) 0.0
<b>Total Communications Office</b>	<b>\$(122,000)</b> <b>0.0</b>
<b><u>Community and Economic Development</u></b>	
1. <i>Business Development</i> Eliminate one vacant Protocol Program Administrator position. Eliminating this position will require the department to forego adjustments to staff responsibilities in the Business Development Program aimed at improving project staff and department efficiency and effectiveness.	\$(182,000) (1.0)
2. <i>Business Retention and Expansion</i> Eliminate one vacant Deputy Economic Development Director position. The reduction requires the department to shift retention and expansion efforts to another middle manager position.	\$(228,000) (1.0)
3. <i>Business Development</i> Reallocate an Aviation Marketing Supervisor position to an Economic Development Specialist resulting in savings for the cost of the position. Due to challenges filling this position, the department moved position responsibilities to an Economic Development Program Manager.	\$(22,000) 0.0



# Phoenix Budget for Community Review 2025-26

## 2025-26 PROPOSED REDUCTIONS GENERAL FUND

View the [Inventory of Programs published online](#) for program details.

Department/Program	2025-26 Total
<i>COMMUNITY AND ECONOMIC DEVELOPMENT CONTINUED</i>	
<b><u>Community and Economic Development</u></b>	
4. <i>Various</i>	\$(72,000)
Reduce funding for professional services, including Council-requested market-area studies, due-diligence research for site acquisitions/dispositions, unplanned special-event services and economic policy research. This reduction slightly impacts the department's ability to respond to unforeseen needs.	0.0
<b>Total Community and Economic Development</b>	<b>\$(504,000) (2.0)</b>
<b><u>Equal Opportunity Department</u></b>	
1. <i>Small and Disadvantaged Business Enterprise (S/DBE) Programs</i>	\$(46,000)
Increase Small and Disadvantaged Business Enterprise Program allocations to the Aviation and Street Transportation Departments, generating savings to the General Fund. These allocations are based on additional work Equal Opportunity Department staff will provide to support the economic growth of local businesses through administration of the Small Business Enterprise (SBE), Disadvantaged Business Enterprise (DBE), and Airport Concessions Disadvantaged (ACDBE) Business Enterprise programs.	0.0
<b>Total Equal Opportunity Department</b>	<b>\$(46,000) 0.0</b>
<b><u>Finance</u></b>	
1. <i>Financial Accounting and Reporting</i>	\$(164,000)
Increase a flat rate assessment from the General Fund to the Sports Facility Fund for financial reporting and oversight. Due to the Class and Comp Study, the assessment increased by 20%. Additionally, due to organizational structure changes, the assessment adds 20% of an Assistant Director and Fiscal Manager position costs to the assessment.	0.0
2. <i>Banking and Cashiering</i>	\$(22,000)
Reduce banking services not needed due to higher than anticipated credits from favorable Federal Reserve interest rates.	0.0
3. <i>Debt and Investment Management</i>	\$(226,000)
Eliminate one vacant Deputy Finance Director, in the Treasury and Debt Management Division, that has management and financial oversight over all City banking activities; all City investment activities; and all City debt issuances, monitoring, accounting, and reporting. Eliminating the position will require other Deputy Finance Directors to oversee the area of Treasury and Debt Management.	(1.0)

# Phoenix Budget for Community Review 2025-26

## 2025-26 PROPOSED REDUCTIONS GENERAL FUND

View the [Inventory of Programs published online](#) for program details.

Department/Program	2025-26 Total
<i>FINANCE CONTINUED</i>	
<b>Finance</b>	
<b>4. Sales Tax Licensing and Accounting</b>	\$(154,000)
Eliminate one vacant Senior Tax Auditor in the Tax Compliance and Education Audit Team. The position requires specialized knowledge of complex tax regulations. Responsibilities would be assigned to other staff on the team increasing respective workloads.	(1.0)
<b>5. Goods &amp; General Services Procurement and Contract Management</b>	\$(107,000)
Eliminate one vacant Buyer position in the Central Procurement Division. The position is tasked with researching procurement matters, assisting with the administration of contracts, and handling small dollar purchases and informal procurements. Responsibilities would be assigned to other staff in the division increasing respective workloads.	(1.0)
<b>6. Banking and Cashiering</b>	\$(77,000)
Eliminate one vacant Account Clerk III in the Treasury and Debt Management division. The position serves as a Cashier in the 305 Finance Payment Center. The position provides payment acceptance services to City residents and businesses by accepting payments for City departments in-person, over-the-phone, and by mail, in addition to providing Spanish language translation services for customers. Responsibilities would be assigned to other staff in the division increasing respective workloads.	(1.0)
<b>7. Acquisition, Relocation and Title</b>	\$(112,000)
Eliminate one vacant Property Specialist, in the Real Estate Division, tasked with leasing City properties for all departments. The position negotiates lease terms, monitors compliance, and facilitates amendments and renewals. Responsibilities would be assigned to other staff in the division increasing respective workloads.	(1.0)
<b>8. Financial Accounting and Reporting</b>	\$(109,000)
Eliminate one vacant Accountant II, in the Financial Accounting and Reporting Division, tasked with processing fixed assets and encumbrances citywide. Responsibilities would be assigned to other staff in the division increasing respective workloads.	(1.0)
<b>9. Risk Management</b>	\$(119,000)
Eliminate one vacant Accountant II in the Revenue & Risk Management division. The division processes property/liability claims filed against the City, purchases commercial insurance, and provides risk related consulting services to departments. Responsibilities would be assigned to other staff in the division increasing respective workloads.	(1.0)
<b>Total Finance</b>	<b>\$(1,090,000)</b> <b>(7.0)</b>

# Phoenix Budget for Community Review 2025-26

## 2025-26 PROPOSED REDUCTIONS GENERAL FUND

View the [Inventory of Programs published online](#) for program details.

Department/Program	2025-26 Total
<b>Fire</b>	
<i>1. Various</i>	\$(5,000,000)
Reduce funding for various non-personal services items including contractual services, commodities, and capital outlay items. This reduction includes less resources for emergency repairs, minor capital projects, technology equipment replacements, and employee training and travel. While these reductions impact the department by reducing budgeted resources, the impact is minimal and will not impact fire service delivery.	0.0
<b>Total Fire</b>	<b>\$(5,000,000)</b> <b>0.0</b>
<b>Government Relations</b>	
<i>1. Federal, State, Regional and Tribal Programs</i>	\$(88,000)
Reduce funding for business travel and a lobbying firm contract that provides supplemental support for federal legislative matters.	0.0
<b>Total Government Relations</b>	<b>\$(88,000)</b> <b>0.0</b>
<b>Human Resources</b>	
<i>1. Safety &amp; Workers Compensation</i>	\$(147,000)
Generate savings to the General Fund by allocating the cost of a Program Manager position in the Human Resources Safety Division to the Workers' Compensation Trust fund. By charging this position to the trust, a portion of its costs will be assessed to non-General Fund funding sources.	0.0
<i>2. Benefits &amp; Wellness</i>	\$(200,000)
Reduce planned funding for an emergency back-up care program. This program was planned to be added beginning in July 2025 to provide full-time employees with up to five days of childcare assistance if their normal childcare was unavailable.	0.0
<i>3. Organizational &amp; Learning Development</i>	\$(30,000)
Reduce funding for the implementation of components of the City's Learning Management System, PHXYou. This reduction would delay the migration of Police, Fire, and other departments away from their internal learning systems to PHXYou.	0.0
<i>4. Labor Relations</i>	\$(30,000)
Reduce funding for labor negotiation training. City code requires staff to participate in labor negotiations with labor groups on a routine basis. This reduction would decrease the amount of training able to be provided to City staff on labor law and negotiations processes.	0.0

# Phoenix Budget for Community Review 2025-26

## 2025-26 PROPOSED REDUCTIONS GENERAL FUND

View the [Inventory of Programs published online](#) for program details.

Department/Program	2025-26 Total
<i>HUMAN RESOURCES CONTINUED</i>	
<b><u>Human Resources</u></b>	
<b>5. Talent Acquisition &amp; Management</b> Eliminate a vacant part-time Senior Human Resources Clerk position. Responsibilities would be assigned to other staff increasing respective workloads.	\$(32,000) (0.7)
<b>6. Talent Acquisition &amp; Management</b> Reduce funding for advertising services for applicant recruitment. This would reduce resources used for paid search engine optimization, banner ads, paid social media ads, outdoor billboards, and other advertising functionality to attract job applicants.	\$(50,000) 0.0
<b>7. Classification and Compensation</b> Eliminate one vacant Human Resources Supervisor position. This position oversees a team of employees responsible for reviewing position classifications, pay step placements, special merit recommendations, and classification and compensation studies. Responsibilities would be assigned to other staff increasing respective workloads.	\$(188,000) (1.0)
<b>Total Human Resources</b>	<b>\$(677,000)</b> <b>(1.7)</b>
<b><u>Human Services</u></b>	
<b>1. Strategic Initiatives</b> Eliminate a vacant Secretary III position from the Strategic Initiatives Division. This position provides administrative support within the division. Responsibilities would be assigned to other staff increasing respective workloads.	\$(76,000) (1.0)
<b>Total Human Services</b>	<b>\$(76,000)</b> <b>(1.0)</b>
<b><u>Information Technology Services</u></b>	
<b>1. Various</b> Reduce funding for various non-personal service items including primarily staff augmentation working to support technology modernization efforts, server and storage environment, SharePoint migration, technical writing, service delivery, projects for small departments, and other initiatives, telecommunications network power supply and fiber management, and technology software and licensing for management of mobile performance and implementing enhancements and/or automation of software integration.	\$(5,000,000) 0.0
<b>Total Information Technology Services</b>	<b>\$(5,000,000)</b> <b>0.0</b>

# Phoenix Budget for Community Review 2025-26

## 2025-26 PROPOSED REDUCTIONS GENERAL FUND

View the [Inventory of Programs published online](#) for program details.

Department/Program	2025-26 Total
<b>Law</b>	
1. <i>Various</i>	\$(242,000) (3.0)
Eliminate one vacant Legal Secretary*Lead and two Court/Legal Clerk II positions. The Legal Secretary*Lead position provides secretarial support for three attorneys within the Community Prosecution and Appeals bureaus. The Court/Legal Clerk II positions ensure files are complete, motions are filed, and work requested by a Prosecutor or Legal Assistant is completed timely. Responsibilities would be assigned to other staff increasing respective workloads.	
<b>Total Law</b>	<b>\$(242,000) (3.0)</b>
<b>Library</b>	
1. <i>Various</i>	\$(249,000) 0.0
Reduce non-personal services funding for library materials and information technology needs. This reduction would result in fewer new materials being purchased, more wear and tear on current physical collections, and gradual degradation of the audio visual capabilities of library public meeting room spaces.	
<b>Total Library</b>	<b>\$(249,000) 0.0</b>
<b>Municipal Court</b>	
1. <i>Criminal and Civil Case Adjudication</i>	\$(106,000) (0.5)
Eliminate one vacant part-time pro tem City Judge position. This position makes judicial decisions in a criminal courtroom. This elimination would result in more cases being moved to existing courtrooms and be scheduled further into the future.	
2. <i>Interpreter Services - Management Services Division</i>	\$(7,000) 0.0
Reduce funding for interpreter and translation services, which is used for services for non-English speaking court participants.	
3. <i>Administration</i>	\$(86,000) 0.0
Reduce funds for information technology training for staff and communications equipment in courtrooms. This reduction will impact the team's ability to assist its technical staff in keeping their skills current with the evolving technical toolsets they must employ as part of their daily activities.	
<b>Total Municipal Court</b>	<b>\$(199,000) (0.5)</b>

# Phoenix Budget for Community Review 2025-26

## 2025-26 PROPOSED REDUCTIONS GENERAL FUND

View the [Inventory of Programs published online](#) for program details.

Department/Program	2025-26 Total
<b><u>Neighborhood Services</u></b>	
<i>1. Targeted Neighborhood Revitalization Programs</i>	\$(741,000)
Replace funding in the General Fund for the Gated Alley Program with Neighborhood Block Watch Program (NBWP) funds. In December 2024, the City Council approved the use of \$3 million in available NBWP funds for the program. It is anticipated NBWP funds will be available going forward to continue the Gated Alley Program as planned. Future use of additional funds will be brought to the City Council for approval as needed.	0.0
<i>2. Targeted Neighborhood Revitalization Programs</i>	\$(74,000)
Reduce funding for landscape maintenance. This service is scheduled monthly for multiple city-owned properties located throughout Phoenix and ensures they remain blight free and in compliance with City Code. With this reduction, landscape maintenance will be completed 7 times per year, rather than 12 times per year and is not expected to have a material impact.	0.0
<i>3. Blight Reduction Program</i>	\$(150,000)
Reduce funding for the Private Property Cleanup Program. The costs of the program are less than originally estimated and the reduction is not expected to result in adverse impacts to residents or service levels.	0.0
<b>Total Neighborhood Services</b>	<b>\$(965,000)</b> 0.0
<b><u>Office of Arts and Culture</u></b>	
<i>1. Public Art Program and Cultural Facilities Development and Property Management Services</i>	\$(175,000)
Reduce funding for maintenance of the City's Municipal Arts Collection and for facility maintenance for the Children's Museum of Phoenix, Phoenix Art Museum and Phoenix Theatre.	0.0
<b>Total Office of Arts and Culture</b>	<b>\$(175,000)</b> 0.0
<b><u>Parks and Recreation</u></b>	
<i>1. Various</i>	\$(2,000,000)
Reduce various non-personal services items primarily including park maintenance and capital equipment replacement funding. This funding supports general park and facility maintenance needs and also funds the replacement of aging or broken equipment. While these reductions impact the department by reducing budgeted resources it is not expected to impact park service delivery.	0.0
<b>Total Parks and Recreation</b>	<b>\$(2,000,000)</b> 0.0

# Phoenix Budget for Community Review 2025-26

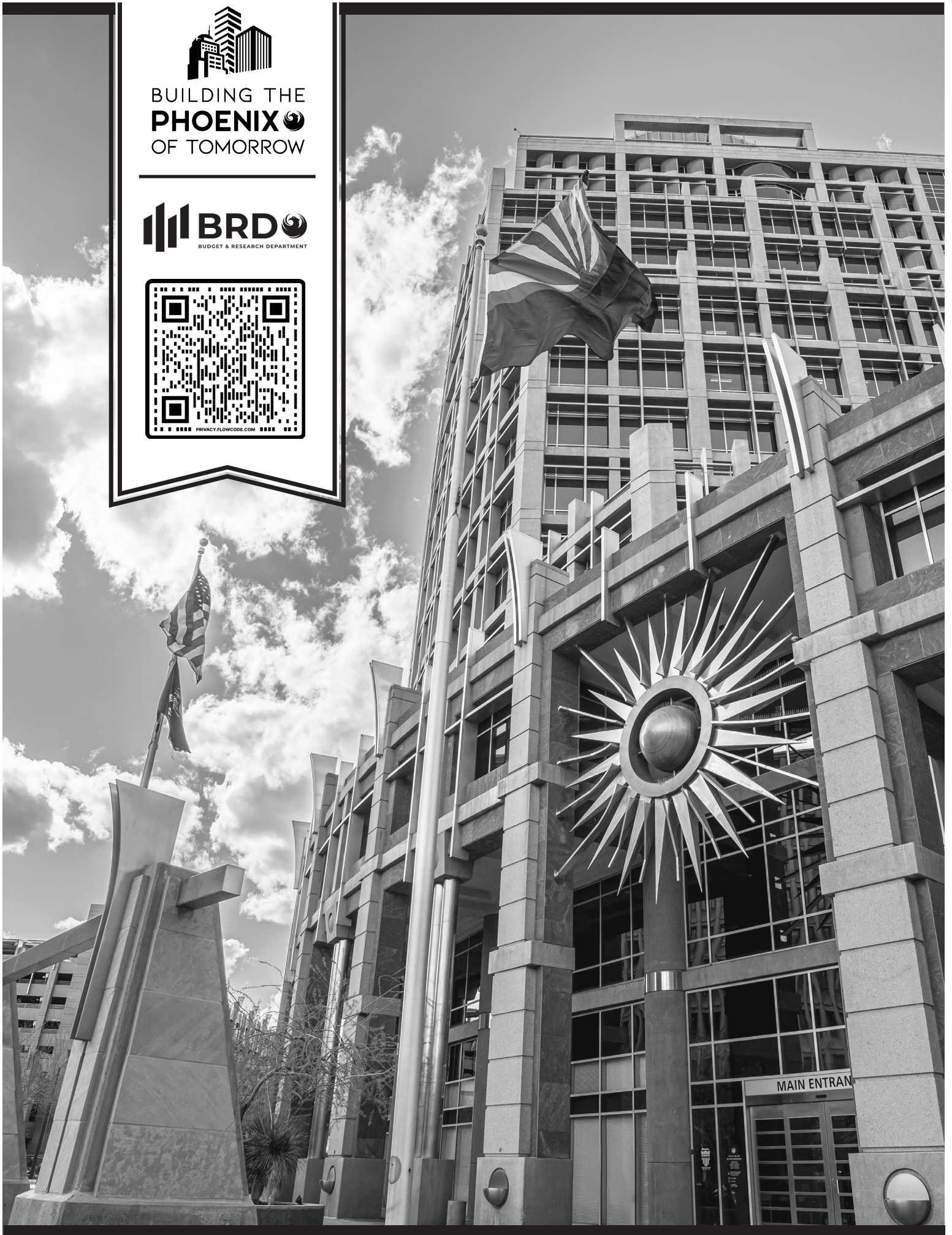
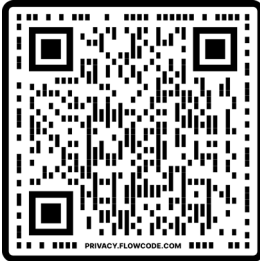
## 2025-26 PROPOSED REDUCTIONS GENERAL FUND

View the [Inventory of Programs published online](#) for program details.

Department/Program	2025-26 Total
<b><u>Phoenix Convention Center</u></b>	
<i>1. General Fund Garages</i>	\$(208,000)
Reduce funding for re-stripping of parking stalls at the 305, Adams Street, and 2nd Avenue Garages.	0.0
<b>Total Phoenix Convention Center</b>	<b>\$(208,000)</b> <b>0.0</b>
<b><u>Police</u></b>	
<i>1. Various</i>	\$(6,000,000)
Reduce various non-personal services items primarily including approximately \$1.5 million in funding no longer needed due to the planned rollout of the new Records Management System (RMS) beginning in June 2025. It also includes reductions to training, technology, various police equipment, maintenance, and supplies. While these reductions impact the department by reducing budgeted resources, the impact is minimal and will not impact police service delivery.	0.0
<b>Total Police</b>	<b>\$(6,000,000)</b> <b>0.0</b>
<b><u>Public Works</u></b>	
<i>1. Facilities Management and Maintenance</i>	\$(500,000)
Eliminate non-critical minor maintenance projects for city facilities including asphalt reconstruction, carpet replacement and flooring repair, illuminated strip replacement, landscaping regrading and gravel replacement.	0.0
<b>Total Public Works</b>	<b>\$(500,000)</b> <b>0.0</b>
<b><u>Street Transportation</u></b>	
<i>1. On-Street Parking Program</i>	\$(87,000)
Eliminate one vacant Parking Meter Repair Supervisor position. This position has been vacant for an extended period of time due to hiring challenges, and its elimination would have limited impact on current daily operations.	(1.0)
<b>Total Street Transportation</b>	<b>\$(87,000)</b> <b>(1.0)</b>
<b><u>TOTAL PROPOSED GENERAL FUND REDUCTIONS</u></b>	<b>\$(24,000,000)</b> <b>(18.2)</b>



BUILDING THE  
**PHOENIX**  
OF TOMORROW



MAIN ENTRANCE