

# *Gratitude For You*

**A Special Edition of the  
PHXConnect  
Employee Newsletter**



**NOVEMBER 2024**

# Message from the City Manager



Each City of Phoenix employee represents the best and brightest in public service, and I am grateful for your daily contributions to our community. This year, we faced many challenges and had many great achievements, and I'm proud to work alongside a team with so much dedication to serving our community. As we wrap up the year, I also want to thank my executive and administrative team for their hard work throughout this year as we aim towards *Building the Phoenix of Tomorrow*.

**Jeff Barton**  
City Manager



## Arts + Culture

To the best team in the City! We have grown, expanded, and taken on new work, but you have proven that we are welcoming, resilient, and hardworking through it all. Your talents, creative ideas, and hard work have helped the arts, culture, and education community thrive and significantly contributed to making Phoenix a great place to live, work, and visit. Thank you for your invaluable contributions. I am lucky to work with you and look forward to 2025!

**Mitch Menchaca**  
Arts + Culture Director



# Auditor



I am so grateful to be a part of the City Auditor Department. We have welcomed many new team members this year and it's been great to come together, learn from each other, and tackle difficult and fun projects. We have a great group that works hard to help make the City better and help us serve the Phoenix public better.

**Aaron Cook**  
**City Auditor**



# Aviation

I want to express my deepest thanks and best wishes to all Aviation Department and City employees for the excellent work they do to make our airports extraordinary. Working at the three Phoenix airports can be challenging: long hours, large events, and in the case of Phoenix Sky Harbor, tens of millions of customers each year. It is rewarding to live our brand - America's Friendliest Airport® - through the belief that every customer deserves extraordinary service. Our team turns this vision into reality, and I am grateful to every one of you.

**Chad Makovsky**  
**Aviation Director**

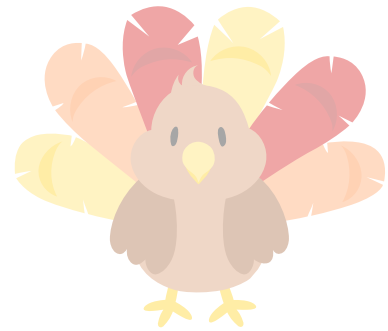


# Budget & Research



I am tremendously grateful to work with a group of talented, smart, dedicated, and kind individuals. Thank you for everything you do to serve our fellow employees, City Council, and Phoenix residents. You are the reason we are successful each fiscal year in accomplishing our mission and objectives. I hope you have a safe and enjoyable Thanksgiving holiday.

**Amber Williamson**  
**Budget & Research Director**



# City Clerk

To my small but MIGHTY City Clerk Team!!! Thank you for the AMAZING and important work you do each day. I am so grateful for your dedication and commitment to excellence and our mission of upholding public trust and providing access to important services and information. The way you show up and work together to get things done is incredible. I appreciate each of you and I am proud and honored to work with such a talented team. Thank you for making City Clerk Team such a wonderful team!

**Denise Archibald**  
**City Clerk**

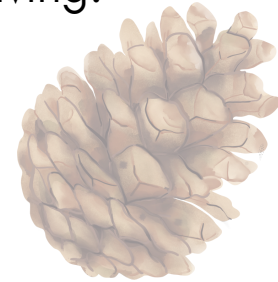


# Communications



Let's feast on gratitude for the incredible Communications team—your hard work is the secret ingredient to our success! Thanks to your creativity, we served up a record 23 Copper Anvil Awards this year. Compiling our Major Accomplishments Memo felt like trying to fit a feast onto one plate—so much delicious success to showcase! I truly appreciate everything you do; your dedication is the backbone of our achievements. Let's keep cooking up great things together—I'm so grateful to have each of you on this team! Happy Thanksgiving!

**Dan Wilson**  
**Communications Director**



# Community & Economic Development

With every year that passes, I can't help but feel even more grateful for every team member in the Community & Economic Development Department. We thank you for your tireless efforts to foster economic growth, promote social stability, and community development that will stand the test of time. You all play a vital role in building a stronger and more resilient future for our businesses and residents. I appreciate all of you more than words can begin to say. I hope the season brings peaceful moments and beautiful memories to you and yours.

**Christine Mackay**  
**Community & Economic  
Development Director**



# Equal Opportunity Dept.



It has been a busy and fulfilling year for the Equal Opportunity Department. I am grateful for the EOD staff for their continued dedication to serve the City of Phoenix community. Each employee brings valuable talent to the team, and I am proud of the work that they do, day in and day out. It is an honor to lead such a wonderful group of people. Thank you for all that you do!

**Don Logan**

**Equal Opportunity Department Director**



# Finance

I am thankful to each of you for making the Finance Department great. I am incredibly humbled by all the difficult work you perform every day. You all exemplify financial excellence!

I appreciate how you: ensure everyone is paid, buy & sell property, pay bills, procure goods and services, secure insurance, pay claims, invest public funds, finance capital, collect accounts receivables, audit sales tax, account & report financial data, and operate the systems required to do all this. What you do makes a difference! Feeling grateful...

**Kathleen Gitkin**

**Chief Financial Officer**



# Fire



Your unwavering dedication and professionalism are what make the Phoenix Fire Department truly exceptional. Every day, you face challenges that many could never imagine, yet you rise to the occasion with resilience and determination. Your teamwork and commitment to our community do not go unnoticed. It's your efforts and collaboration that keep our city safe and strong. Thank you for your hard work, sacrifice, and the camaraderie you share.

**Chief Mike Duran**  
**Phoenix Fire Department**



# Government Relations

To the entire Government Relations, Grants, & Regional Wireless Cooperative team: Thank you for another excellent year of work. I truly appreciate the long hours, extra days, and extraordinary effort each of you give to our office. I know a lot of our work is in the background, but it doesn't go unnoticed. The tasks you achieve each and every day are protecting the best interests of the City and providing the best opportunities for the residents, businesses, and visitors of Phoenix. I am grateful for this team and for each of you individually.

**Frank McCune**  
**Government Relations Director**



# Housing



I am thankful to work with such dedicated Housing staff who exemplify our mission of "Quality Affordable Housing and a Pathway to Self-Sufficiency" daily. Your work does not go unnoticed, and it is through your passion, creativity, and contributions that our residents' lives are not only positively impacted but significantly improved. Your tireless efforts to better the lives of Phoenix residents are invaluable. I am proud and grateful to work with each of you.

**Titus Mathew**  
**Housing Director**



# Human Resources

To all our HR team members: As I look back on 2024, I want to express my deepest appreciation for your hard work and commitment. This year, we accomplished big projects and overcame challenges, while continuing to deliver excellent customer service. Each of you plays a critical role in our success, and we could not do the work that makes Phoenix work without you. I wish you a joyful holiday season and a Happy New Year! Let's keep raising the bar together in 2025!

**David Mathews**  
**Human Resources Director**





# Human Services



I am grateful for the Human Services Department's dedication to the people we serve. In the short time I have been Director, it's clear HSD is made up of talented professionals. I appreciate the hard work in supporting children's education, providing resources for victims, offering seniors a "home away from home," giving job seekers opportunities, advocating for households, and communities experiencing adversity, and the administration that allows HSD to operate. I am grateful to work alongside HSD staff and be a part of this organization.

**Jacqueline Edwards**  
**Human Services Director**



# Information Technology Services

I am so grateful for our amazing team of IT professionals and support staff who work tirelessly to ensure City IT systems and services are reliable, secure, and available around the clock. Our customers and business partners may not always see your efforts behind the scenes, but I do. Thank you for working to make our customers' lives a little easier, and delivering exceptional customer service along the way. I am truly proud of the "One Team" spirit you exemplify and wish you all the Happiest of Thanksgivings!

**Steen Hambric**  
**Chief Information Officer**



# Law



Thank you to our dedicated civil attorneys, prosecutors, and support staff for tirelessly serving our client departments and ensuring accountability in our justice system. Your valuable work protects the community, and your guidance helps craft meaningful policy, navigate complex litigation, and impacts evolving legislation, elections, investigations, contracts, and employee relations. I am grateful to have such a skilled, compassionate, and professional team. I hope you enjoy Thanksgiving with your family and friends.

**Julie Kriegh**  
**City Attorney**



# Library

In 2024, Phoenix Public Library staff went above and beyond to deliver excellent services. From navigating a transition in leadership to launching a Bookmobile for the first time in decades, they exceeded community expectations. I'm also grateful they stepped up to connect residents to respite during record-breaking summer heat. At every juncture, they asked what more could be done to help our residents succeed. Thank you for your daily tireless work to make our libraries more inviting and a treasure for Phoenix customers.

**Erin MacFarlane**  
**Library Services Director**

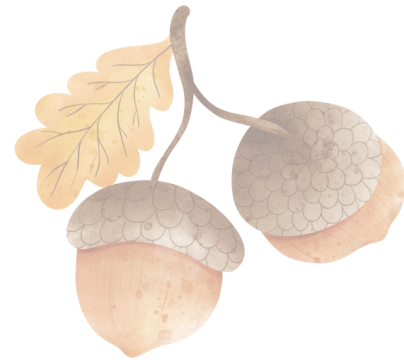


# Municipal Court



In the spirit of Thanksgiving, I would like to express my deepest gratitude to the men and women of the Phoenix Municipal Court for each and everyone's initiative, hard work, and dedication. An organization is only as good as its employees and all of you strive to help the Court successfully provide "Justice Through Excellence" to the members of our community. Phoenix is a better place because of you. Happy Thanksgiving to all and enjoy a festive and safe holiday with friends and family.

**B. Don Taylor III**  
**Phoenix Municipal Court**



# Neighborhood Services

Thank you to the dedicated members of the NSD family. Your work impacts so many people, with our grant programs, code enforcement, graffiti removal, and economic development programs. Through our community engagement we help neighborhoods overcome challenges, build infrastructure and amenities to create safe communities that have a strong sense of pride. You inspire me to keep working on new and better ways we can serve Phoenix neighborhoods, and I appreciate you.

**Spencer Self**  
**Neighborhood Services Director**



# Office of Accountability and Transparency (OAT)

What an amazing year we've had at OAT! All thanks to a team dedicated to the success of OAT and OAT's mandate to serve our community. We've seen significant changes and challenges this year, and you have shown determination, diligence, and commitment through it all. I am deeply grateful for your perseverance, humor, and grace as we navigated this last year and as we continue to navigate OAT's expansion in the years to come.

**Shannon Johanni**  
**Office of Accountability &  
Transparency Director**



# Office of Environmental Programs

It's that time of year when we are asked to count our blessings & be thankful for what we have. It's so easy to be overwhelmed with daily activities that we tend to lose sight of the little things, like being able to drive, watch a video, read a book, walk down the street, speak, or go out to lunch. I know because earlier this year life gave me unripe persimmons. Wonderful OEP staff carried on, continuing to make magic like they do without any bumps or hiccups. Words cannot express my feelings for these people who are my colleagues and friends.

**Nancy Allen**  
**Environmental Programs Administrator**





# Office of Heat Response and Mitigation

Thank you for making our third year our best one yet! It continues to be a joy and honor to witness your dedication and passion every day as you work to make Phoenix a more resilient community. This year, I'm especially grateful for the extra care you've shown in fostering a welcoming, supportive environment for the many volunteers, interns, fellows, and partners who joined our journey. Your commitment has inspired them and amplified our impact. Cheers to a great 2024!

**David Hondula**  
**Heat Office Director**



# Office of Homeless Solutions

I am so deeply grateful for this team. Thank you for bringing positivity, dedication, and compassion to the work you do every day to help the people who need it most. Whether you work on the administrative side of the team or in the field, your work stretches far beyond City Hall. Your collective work can be seen throughout the city, in every neighborhood where you go above and beyond, always saying "yes" to helping people and responding to community concerns. Your hard work saves lives every day and is truly appreciated.

**Rachel Milne**  
**Office of Homeless Solutions Director**



# Office of Innovation



I am grateful to the mighty Office of Innovation team (including AmeriCorps VISTAs and Management Fellows) for leading with data, evidence, and the spirit of collaboration. You inspired 500 residents to hack solutions to City priorities at InnovatePHX Challenge hackathons, supercharged the City Manager's Performance Dashboard, led Phoenix to achieve What Works Cities Platinum certification, and secured grant funding to advance the Chilled Drinking Water Initiative. Thank you department leadership and staff who said yes, let's do this together!

**Michael Hammett**  
**Chief Innovation Officer**



# Office of Public Health

I am grateful to the Office of Public Health. Our second year has continued to bring a lot to celebrate. With the launch of the City's first Phoenix Substance Use and Overdose Dashboard, we are saving lives and helping to reverse opioid overdoses. I am truly thankful for your collaboration and hard work and so proud to have people on my team who are committed to making positive changes for public health and our community. I look forward to seeing my team continue to flourish as we continue making a lasting impact. You're appreciated!

**Yanitza Soto**  
**Office of Public Health**



# Parks and Recreation



Team, as the year comes to a close, I want to take a moment to express my heartfelt gratitude. Your hard work, dedication, and passion for our community truly shine through in everything we do. Whether you were organizing events, maintaining our parks, or engaging with the community, your efforts have made an impact. It's inspiring to see how our teamwork and commitment enhance the quality of life for residents. I am proud to work alongside such a dedicated team. Here's to all that we've accomplished and the exciting opportunities ahead.

**Cynthia Aguilar**  
**Parks and Recreation Director**



# Phoenix Convention Ctr.

As Thanksgiving approaches, I want to give thanks for all of you. You have worked so hard to make our facilities best in class. Your work and effort are always noticed and appreciated. This year we hosted 276 total events, including the NCAA Men's Final Four and the WNBA All-Star fan events. Without all of you, those events would not have been the successes they were. I'm grateful to you all for the way you show up and ensure that Phoenix is a top destination. I hope you all have a Happy Thanksgiving!

**Jerry Harper**  
**Phoenix Convention Center Director**



# Planning & Development



Team, I want to take a moment to express my sincere gratitude for your hard work & dedication. You play a crucial role in making our department successful, and I am continually impressed by your commitment and creativity. Together, we have made significant strides in helping to preserve, shape and build a safe and well-designed City. Thank you for your contributions and for supporting one another. I'm proud to lead such a dedicated and talented group, and I look forward to all we will accomplish together in the coming year.

**Joshua Bednarek**  
**Planning & Development Director**



# Police

As we approach Thanksgiving, this is a wonderful time to express my gratitude to the sworn and professional staff of the Phoenix Police Department. Your dedication and resilience, during a very challenging year, are to be commended. I also want to thank all the incredible people in departments across this City who partner with us and support our mission. I am so grateful that we live, work and serve such a vibrant, diverse, and engaged community. Wishing all a blessed Thanksgiving and holiday season.

**Acting Chief Michael Sullivan**  
**Phoenix Police**





# Public Defender's Office

We have a deep sense of gratitude and admiration for the extraordinary work you do. Each of you embodies the mission and values of this office. The dedication you demonstrate is a testament to the power of public service and the crucial role it plays in ensuring our society remains just and equitable. Please know that your hard work does not go unnoticed. We are here to support you in every way possible, and we remain steadfast in our commitment to strengthening and empowering our office together. With deep appreciation...

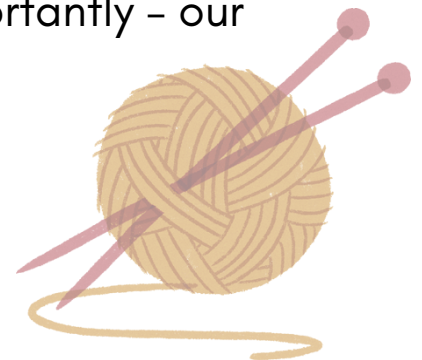
**David Ward & Ted Crews**  
**Public Defender's Office**



# Public Transit

2024 has been full of various hard-won successes. PTD has rolled out hybrid buses, assisted with the region's Smart Fare launch, scored some hefty grants, continued adding shade at bus stops, and much, much more. These achievements are possible only because each of you reach your accomplishments in commendable ways. Thank you to all of you for the work you do every single day. It does not go unnoticed, and it is appreciated by our leadership and most importantly - our customers. Keep up the amazing work.

**Jesus E. Sopian**  
**Public Transit Director**





# Public Works

I want to express my sincere gratitude to this amazing department. Each of you plays a vital role in keeping our city running smoothly. Your work in the field, garages, shops, mechanical rooms, & throughout so many City buildings deserves high praise. Thank you for your resilience with major projects like 100 W. Washington, Appointment-Based Bulk Trash, Security Access Control, and improvements to budget & procurement processes. I am truly grateful for the difference you make for our entire city.

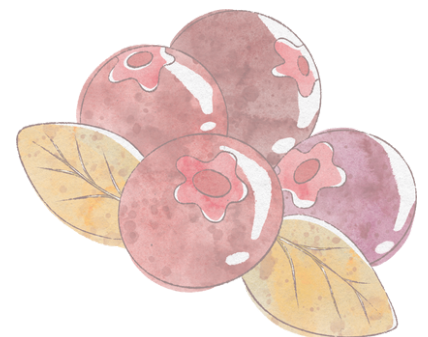
**Felipe Moreno**  
**Public Works Director**



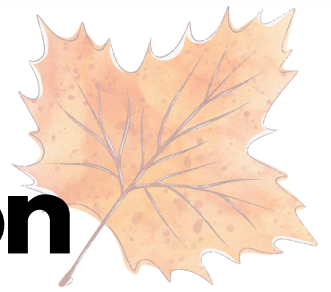
# Retirement

As we wrap up another successful year, I want to take a moment to express my heartfelt gratitude to each of you. Your hard work, dedication, and teamwork have made a significant impact on our members and retirees. It's your passion and effort that drive us forward. Thank you for everything you do!

**Scott Steventon**  
**Retirement Program Administrator**



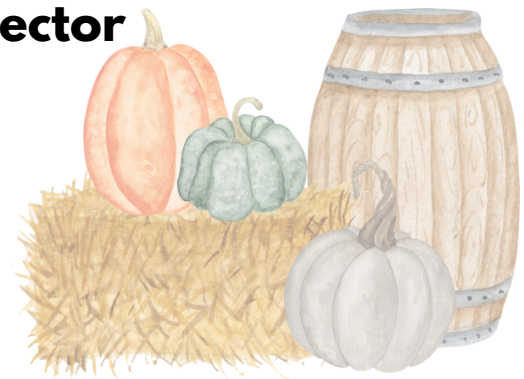
# Street Transportation



Thank you to each and every member of the StreetsPHX team for your unwavering commitment and consistent efforts to ensure the department continues to push the boundaries of excellence. Your dedication, creativity, and hard work have not only driven our projects forward but have also fostered a safe and efficient environment for the residents we serve. It is my privilege to work alongside such talented individuals. Wishing you all a wonderful Thanksgiving season of health and happiness.

**Brandy Kelso**

**Interim Street Transportation Director**

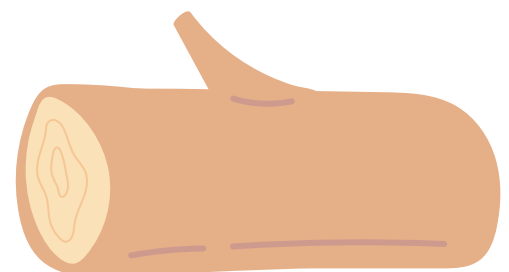


# Sustainability

To the entire Sustainability team: Thank you for an amazing year of remarkable accomplishments. I have heartfelt gratitude for each of you—your talent, professionalism, and skill, and most of all, your kindness to others in the process that makes an impact on people's lives. It's truly inspiring to see how we support one another and our mission. Thank you for your hard work, dedication, and the compassion you bring to your roles every day. I so appreciate being part of such an incredible team.

**Mark Hartman**

**Chief Sustainability Officer**



# Volunteer



I have a small, but mighty team! I'm so proud of all the hard work that my team has put into working with various City departments to help recruit volunteers for all of our amazing programs and initiatives. I couldn't do it without you. Thank you for all that you do, and I look forward to seeing what more we accomplish next year!

**Yvonne Pastor**  
**Chief Service Officer**



# Water Services

This holiday season, as we come together to celebrate with family, friends, and colleagues, let's appreciate the opportunity we are granted during these festive months, to slow down and reflect on the moments that have shaped the past year. I would like to express my heartfelt gratitude for your consistent teamwork and commitment to our community. We each play an important role in providing essential services to our city. But together, we make Phoenix Water successful. Wishing you all a joyful and restful holiday season with your loved ones.

**Troy Hayes**  
**Water Services Director**

