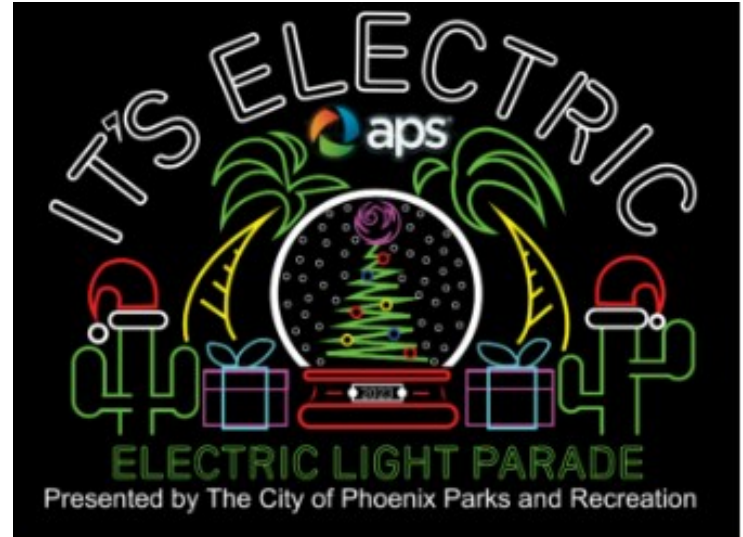




# PHX CONNECT

The Weekly Connection Newsletter for City of Phoenix Employees • November 29, 2023



Join us this weekend for the APS electric light parade.

#### Details:

- ◆ Saturday, Dec. 2 at 7 p.m.
- ◆ Starting location: Central Ave. and Montebello Ave.
- ◆ Ending location: 7th St. and Indian School Rd. \*Parade run-time varies
- ◆ Day of Parade Road Closures - 5 to 11 p.m.: Central Ave: Camelback Rd. to Bethany Home Rd. 7th St.: Indian School Rd. to Osborn Rd. Camelback Rd.: 1st Ave. to 7th St.

For those planning to attend this year's parade, visit [Parks & Recreation's website](#) for helpful tips.



EMPLOYEE APPRECIATION

# Holiday Party

JOIN US!  
**1** DECEMBER

2:00 - 4:00 PM

CITY HALL ATRIUM  
200 W WASHINGTON STREET

PLEASE JOIN US FOR  
COOKIES, RAFFLES,  
AND GENERAL  
MERRIMENT TO THANK  
YOU FOR YOUR  
DEDICATION TO THE  
CITY!



NOMINATION  
DEADLINE:  
DEC. 8, 2023

## EMPLOYEE EXCELLENCE AWARDS

[CLICK HERE](#)

# New Shoes, New Socks - Steps in a New Direction



Looking for a way to donate to a good cause this holiday season? Consider donating to the Healthy Giving Council's Shoe and Sock Drive for people experiencing homelessness. New and/or gently used shoes and new socks will be collected and donated to the Human Services Campus.

Drop off your donations in the collection boxes near the City Hall employee entrance or by the elevators on the 4th and 17th floors through Dec. 15. Learn more about healthy giving at [givesmartaz.org](https://givesmartaz.org).

## PHN BROWN BAG SESSION



Join PHN, Gil Bivens and Irma Payan with Arizona Barrio Stories, and the Native American Network (NAN) on **Thursday, Nov. 30** from 11:30 a.m. to 12:30 p.m. in the Lower Council Chambers.

Bring your lunch and learn about some Phoenix history and how the Arizona Barrio Stories paved the way for native Phoenicians to share their barrio stories, preserve family pictures, and connect with others.

Register on PHXYou using **Course Code: PHN105** to earn triple cultural competency points.



## Join the Conversation



# City of Phoenix AZ



The City of Phoenix has teamed up with the Fiesta Bowl Organization to give you access to tickets for the Vrbo Fiesta Bowl and Guaranteed Rate Bowl at the best internal prices with reduced fees through Dec. 15.

The Vrbo Fiesta Bowl on Jan. 1, 2024, features a matchup between two highly-ranked teams and Bowl Season's only Big Ten vs. Big 12 matchup is in the Guaranteed Rate Bowl on Dec. 26, 2023.

With the expansion of the College Football Playoff to 12 teams in 2024-25, the Vrbo Fiesta Bowl will stage a host game between two highly-ranked teams this season, the first-ever CFP Quarterfinal on Dec. 31, 2024, and a CFP Semifinal on Jan. 8, 2026. By purchasing tickets for this year's Vrbo Fiesta Bowl or the Guaranteed Rate Bowl, **you will establish priority access to tickets for the expanded College Football Playoff beginning next year.**

Take advantage of this special opportunity for City of Phoenix employees by purchasing [Vrbo Fiesta Bowl tickets](#) and [Guaranteed Rate Bowl tickets](#).

If you have any questions, please contact [tickets@fiestabowl.org](mailto:tickets@fiestabowl.org) or call (480) 350-0911.

## WELLNESS DRAWING

Employees who get two dental cleanings between Jan. 1 and Dec. 31 will automatically be entered in the 2023 Dental Drawing for a chance to win prizes like gift cards or a Sonic electric toothbrush!



Employees do not need to provide proof of visit. HR Benefits and Wellness will contact Cigna, our dental provider, for a list of employees who have completed two dental cleanings in this timeframe. View this [flyer](#) for more information or visit our [Wellness Website](#).

## PAID PARENTAL LEAVE

Are you growing your family? If so, you may qualify for up to 480 hours of Paid Parental Leave (PPL).

**Who is eligible for this program:** Employees must have a had a qualifying event within the last 12 months *and* meet all the program requirements below:

### Qualifying Events

- ◆ Has given birth to a child
- ◆ Be a spouse or partner of someone who has given birth to a child
- ◆ Has adopted a child
- ◆ Received placement of a foster child



### Program Requirements

- ◆ Have been employed with the City of Phoenix for at least 12 months prior to the requested date of leave
- ◆ Have worked at least 1,250 hours during the 12 months preceding the date the leave would begin

**How to get started:** At least 30 days prior to birth or adoption / foster care placement, contact FMLASource (the City's FMLA and PPL vendor) to verify your eligibility for the program and begin the application process. You may apply [online](#), by phone at 1-855-749-3652, or via Mobile App: FMLASource NOW. For more information, visit the [PPL website](#).

## LEAVE REQUESTS

The following employee is accepting leave donations.

- ◆ **Katina Castillo, Planning & Development**
- ◆ **John Haynes, Water Services**
- ◆ **Daniel Martinez, Aviation**

Use eCHRIS to make your donation to any eligible employees. See the full leave donation list here. [Leave Donation website](#) for a complete list.



We all know how great a fireplace can be on cool winter nights, especially during the holidays. However, during the winter Maricopa County has a problem with smoke. If the issue is not corrected and the smoke levels remain near the federal health standards, Maricopa County could face burdensome federal regulations, possible fines, and a substantial health risk for our residents. Please "Burn Cleaner, Burn Better," and on No Burn Days, don't burn wood.

If possible, use a gas or electric fireplace, convert your wood-burning fireplace to natural gas, or retrofit your fireplace with an air pollution reduction device. Maricopa County Air Quality Department offers a free fireplace retrofit program. For more information call 602-372-WOOD (9663) or visit [Maricopa.gov/AQ](http://Maricopa.gov/AQ).

## PHX COLLEGE INFO SESSIONS

Advance your education by earning an associate degree (AAS) through a unique program that's been developed especially for you. The City of Phoenix partnership with Phoenix College gives you the ability to start or continue an AAS degree without commuting to campus. These 8-week classes are held once a week at the Calvin C. Goode Building.

If you have questions about this program, the City and Phoenix College will be hosting informational sessions. You can join the sessions at any point within the scheduled time to ask questions or to speak with an academic advisor.



Session times and links:

- [Session # 1 Meeting Link](#): Dec. 5 from 10-11 a.m.
- [Session # 2 Meeting Link](#): Dec. 5 from 2-3 p.m.
- [Session # 3 Meeting Link](#): Dec. 12 from 2-3 p.m.
- [Session # 4 Meeting Link](#): Dec. 19 from 10-11 a.m.

For more information or questions, please contact Quentin Colter at [quentin.colter@phoenix.gov](mailto:quentin.colter@phoenix.gov).

## COPERS BOARD ELECTION



Beginning on Monday, Dec. 4, the City of Phoenix Employees' Retirement System (COPERS) Board will hold an election to fill three employee representative vacancies. The positions, which will have a term beginning on January 1, 2024 through December 31, 2026, will be filled during the December 2023 election. The following five candidates met the eligibility requirements, (listed in alphabetical order) Aaron Avila, Walter Barbee, Brett Hutchison, Matthew S. Smith, and Stephen Vital.

Please look for an email communication from [COPERS@PHOENIX.GOV](mailto:COPERS@PHOENIX.GOV) which will contain candidate profiles and voting instructions. Voting will close on Friday, Dec. 15 at 5:00 pm.

If you have questions regarding the election process, please contact Trista Eaden at [trista.eden@phoenix.gov](mailto:trista.eden@phoenix.gov).

## PAINT PHX PURPLE CAMPAIGN



The Strategic Initiatives Section wants to thank the departments and individuals who contributed to the Paint Phoenix Purple Domestic Violence Campaign! More than 19,000 items, valued at \$25,000, were collected and donated to the "Arizona Coalition to End Sexual and Domestic Violence" which distributed the items among 12 local shelters. NSD won the "donating drive challenge" by collecting 12,268 of those items!

Thank you also, to Aviation, Budget & Research, City Clerk's Office, Housing, Human Services, Parks & Recreation, Police, Public Works, Streets, Transportation and Water Services!

## VACATION CARRYOVER

The City has updated **A.R. 2.18**, reinstating the standard vacation carryover tables to reflect the current vacation amounts eligible for carryover each year. View the [carryover tables here](#) for vacation amounts eligible for carryover into 2024. (You will be required to login using your City credentials.)

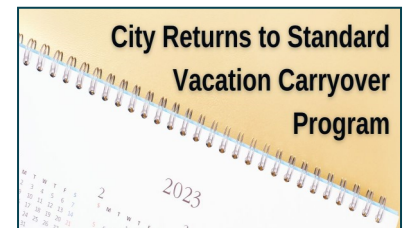
Please note the following:

- ◆ There is a separate table for employees in Units 3, 4, and 6
- ◆ There are no changes to the monthly accrual rate or the maximum accrual compensated at separation

Employees are encouraged to take their vacation whenever possible.

Taking vacation leave

is an important benefit for health, productivity, personal development, and life enjoyment. Please review the revised **A.R. 2.18** as soon as possible to determine the best options for excess vacation time. Contact your HR liaison with any questions.



## BENEFITS SCAVENGER HUNT

Employees enrolled in a City medical plan have an opportunity to win \$25 Virgin Pulse cash\* by completing an online scavenger hunt! Virgin Pulse is the City's health and wellness portal. The City is using Virgin Pulse to communicate wellness events, challenges, and benefits updates, and it is also where employees complete their health assessment and primary care physician (PCP) visit attestation for the wellness incentive.

Benefits Scavenger Hunt  
**Details:**

- ◆ Complete before Friday, Dec. 15
- ◆ [Virgin Pulse Online Platform](#)
- ◆ Win \$25 Virgin Pulse Cash! Pulse Cash can be redeemed for health and wellness items, gift cards, and more. *\*While supplies last.*



## FEATURED JOB OF THE WEEK

**2024-25 Management Fellowship Program**  
**Salary: \$27.49 per hour / \$57,179.20**  
**annually and a comprehensive benefits**  
**package**

The **City of Phoenix Management Fellowship Program** is now open for applications! The Fellowship Program is a nationally recognized program that has been training future municipal leaders since 1950. More than 210 former participants have achieved success in all levels of government, as well as in the private sector.

The City's one-year, full-time program is designed to attract, develop, and retain talented individuals with an interest in a local government management career. Fellows perform a wide variety of duties, including studying organizational and administrative processes; analyzing statistical and program information; attending City Council meetings and management meetings; and staffing administrative and community committees.

The program is open to individuals holding a master's degree OR those who will have satisfactorily completed all coursework for master's degree by June 24, 2024. Be sure to read and thoroughly follow all instructions!

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

## DID YOU KNOW

Did you know these current employees got their start in the Management Fellowship Program (previously called the Management Intern Program)? Click the images to watch their videos!



LISTEN OR WATCH  
NEW EPISODES:

an employee podcast

RAISING  
THE BAR  
WITH HR



DO WORK THAT MAKES  
**PHOENIX**  
**WORK**