

The background of the entire newsletter is a photograph of a desert landscape at sunset. The sky is filled with vibrant orange and yellow clouds, with the sun low on the horizon. The foreground shows a dry, rocky path leading through sparse desert vegetation towards distant mountains.

SEPTEMBER 30, 2026

In This Issue

2027 Benefits
See What's Changing

New Resource
Check out PHXSecure

Get Involved
Paint Phoenix Purple

Message from the City Manager

September 30 marks the official last day of “Monsoon Season,” which began on June 15. When I moved to Phoenix 33 years ago from Kansas, I found the idea of a “monsoon” uniquely fascinating. How could there be a monsoon in a desert? Of course, I quickly found out!

Monsoon season means extra alerts for many City of Phoenix staff, especially in Street Transportation, Parks and Recreation, Public Works, Fire, Emergency Management and Police.

Microbursts, haboobs, lightning, heavy wind and rain events that occur during monsoon season cause damage to streets, signals, trees and city facilities, as well as flooding and drainage issues throughout the city. Our stormwater and floodplain management teams in the City Engineer’s Office, Environmental Programs and Water Services are called into action as well.

If storms hit in the middle of the night, City crews are prepared to be called out of bed and into service to the community. Most times, before the sun is up, these teams have put things back in order. Earlier this summer, at 7:00 on a Sunday morning after an overnight dust storm, a friend of mine texted me a picture of one of our dedicated Street Transportation workers putting the finishing touches on a cleanup to his street by raking remaining debris into a pile to be taken away. What we do gets noticed and makes a difference to our residents!

As we move into (hopefully) calmer weather this fall, I want to say thank you to our City employees who help our residents make it through monsoon season with as little impact as possible.

-Ed



Oct. 31: Security Training Due

October is National Cybersecurity Awareness Month, and each year the City recognizes this month by ensuring employees have the necessary training to defend against cyber attacks. Every day you keep our City safe by identifying and reporting suspicious cyber activity. This annual training is designed to provide the knowledge to continue to serve as the City's first line of defense for cybersecurity.

The 2026 Security Awareness Training campaign begins Oct. 1 and runs through the end of the month. All employees who have access to the City of Phoenix network are required to complete Security Awareness Training. This includes all full-time, part-time, and seasonal employees, volunteers, interns, and contractors.



Training must be completed by Saturday, Oct. 31, to maintain access to the City's computer network. Learn more by visiting the [Annual Security Awareness Training](#) information page. You can [start your Security Awareness Training today](#).

ITS Help Tickets Are Easier To Use

We've made a few helpful updates to the **IT at Your Service Employee Center** to make it easier to follow your tickets and share information with ITS.

Clearer Ticket Details

- When you open a request in [IT At Your Service](#) you'll now see three tabs: Activity, Attachments, and Additional Details. These added details make it easier to see what's happening with your ticket at a glance.

Easier Ways to Share Information

- In the Activity tab, you can now add screenshots, pictures, and links. This makes it simpler to provide context or updates so we can resolve your request faster.

Email Digest for Ticket Updates

- You'll now receive ticket note and comment updates in a summary digest instead of individual emails. This means fewer interruptions while still keeping you informed.



You can always contact the **Enterprise Service Desk at 602-534-4357**. ITS hopes these improvements make managing your requests a little easier.

CyberSecFest

Explore. Experience. Get Cyber Smart.

LEARN | CONNECT | EXPLORE



BOOTHS

Explore.
Meet.
Learn.



WORKSHOPS

Real skills.
Real impact.
Earn credit.



BINGO CARD

Turn in a complete
bingo card for a
chance to win.



FIND THE HACKER

Solve the clues.
Find 5 hackers.
Win.



SUPER SWAG BAG

Visit. Learn.
Get stamped.
Win.



HACKER HOODIES

Find.
Win. Wear.



FOOD

Good Food.
Do some good
with CSFD.

Join the Information Technology Services Department for PHX CyberSecFest, the City of Phoenix's annual cybersecurity fair. Explore, learn and connect with City teams and department partners. Discover simple ways to stay safer at work and at home.



WEDNESDAY, OCT. 7, 2026
9:00 AM - 2:00 PM



CITY HALL ATRIUM
200 W. WASHINGTON ST.

[VISIT CyberSecFest](#)

Welcome to **PHXSecure**

YOUR CYBERSECURITY RESOURCE

Your one-stop resource for cybersecurity - at work and at home.

PHXSecure brings easy-to-understand cybersecurity information, practical guidance and trusted resources together in one place. Whether you want to protect yourself, support the City or get involved, **PHXSecure** make it easy to find what you need.



Protect My Life

Learn how to protect your identity, money, kids, parents, home technology and yourself while traveling.

Practical guidance to recognize threats, report suspicious activity and use AI safely to protect City information.



Protect the City



SAT Hub

Your home for Security Awareness Training, including training access, resources and important updates.

Stay connected to Information Security through CyberSecFest and other opportunities to learn and get involved.



Events

2027 Benefits Information



It's time to start reviewing your health benefits options for 2027. The open enrollment period opens **Oct. 9** and runs through **Nov. 6 at 11:59 p.m.** This message provides an overview of some of the changes for 2027, and access to resources so you can make an informed decision about the plans that work best for you, your healthcare needs, and your budget.

BCBS Saver's Choice + HSA Plan Increases

The BCBS Saver's Choice Plan remains the lowest premium option

Monthly Premiums	Individual: \$8.72 / month	Family: \$28.44 / month
Annual Deductibles	Individual: \$2,000	Family: \$4,000

Banner | Aetna HMO Increases

The HMO Plan provides access to medical coverage with fixed copay and no deductible

Monthly Premiums	Individual: \$15.21 / month	Family: \$48.29 / month
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BCBS PPO Increases

The PPO plan includes out-of-network coverage. It is the highest cost option with a separate out-of-network deductible and higher copays.

Monthly Premiums	Individual: \$49.12 / month	Family: \$155.96 / month
Out-of-pocket Maximum	Individual: \$1,500 In-network \$3,000 Out-of-Network	Family: \$4,500 In-Network \$9,000 Out-of-Network



Click [here](#)
for the 2027
Benefits
Guide.

We know planning ahead is essential to getting through the open enrollment period with ease.

Please keep in mind that **open enrollment is the only time of year** current employees can adjust benefits and add or remove dependents without a qualifying life event (QLE) such as marriage or having a baby.

Health Savings Account (HSA) Enrollment

You will **NOT** be automatically enrolled in the HSA when you elect the Saver's Choice Plan. To receive the employer HSA contribution, you **MUST** elect (if eligible) to enroll in the HSA during open enrollment.

Your voluntary contribution amounts must also be elected each year. The City will continue to contribute \$1,125 for individual plans and \$2,250 for family plans to your HSA account in 2027.

Health FSA and Dependent Care FSA

MUST be re-elected each year. Don't miss your opportunity during Open Enrollment.

Wellness Incentive

Complete the Health Assessment and PCP Visit Attestation by visiting the Personify Health portal and clicking on the rewards section under the Home Tab on Personify Health.

The Health Assessment must be completed before Dec. 13 to receive your wellness incentive on your first paycheck in Jan. 2027.

Log into eCHRIS to review your current benefits elections, then visit the City of Phoenix Benefits website to learn more about 2027 benefits options or register to attend a [live Virtual Open Enrollment Information Session](#).

Benefits staff are here to guide you through open enrollment and answer your questions.

For assistance, email [**benefits.questions@phoenix.gov**](mailto:benefits.questions@phoenix.gov) or call **(602) 262-4777**.

Open Enrollment Scavenger Hunt

Get ready to explore, click, and win! Employees enrolled in a City medical plan can join our [Open Enrollment Scavenger Hunt](#) for a chance to earn \$25 Pulse Cash.



Just log in to your Personify Health account, follow the homepage announcement, complete the scavenger hunt survey, and hit submit—you're in! It's quick, fun, and a great way to engage with your benefits. Don't miss out!

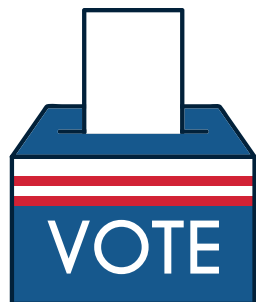


Scott Steventon, Retirement Administrator, is retiring after more than 30 years!

A portrait of Scott Steventon, a man with dark hair, wearing a dark suit jacket over a blue and white checkered shirt. He is smiling slightly and looking towards the camera.

Join us in celebration of Scott on Wednesday, Oct. 14, 2-4 p.m. in the City Hall Assembly Rooms

Upcoming Election Information



The next regularly scheduled candidate election for Council Districts 2, 4, 6, and 8 is Nov. 3. Please make sure that you're familiar with [A.R. 2.16](#) related to Political Activity and the Campaign Information Policy that provides guidelines for responding to information and research requests made by candidates.

For more visit www.phoenix.gov/elections or contact City Clerk Elections.

Making Progress to Our Goal!

The 2026 Community Service Fund Drive (CSFD) is now in its 3rd week - and the contributions made so far are impressive. **To date, the City has raised 51% of its goal of \$703,800.**

Please continue to make your pledge declarations in eCHRIS - and attend events to help continue to raise money for many worthy causes.



Latest Events

An UPDATED **CSFD: The Magazine** has been published. Inside, you will find information to:

- Make your pledge declaration
- Get information about tax credits
- Find a virtual showcase to attend
- Learn about department-sponsored events and opportunities.

Save this link as the magazine will be updated weekly with new and fun things to do.

CSFD Digital Payment Fees

Purchases made using a credit or debit card, ACH, Venmo, or PayPal will incur a processing fee (deducted from purchase amount) to cover the use of digital payment systems.

To avoid these fees, consider paying with cash or check.

Sample Purchase: \$10

Platform Fee (1.38%)

\$0.14

Processing Fees (2.4% avg. + \$0.30)

**\$0.24 + \$0.30
= \$0.54**

Total Donation Received: \$9.32

Mark Your Calendars!

This year's **Hands & Hearts Street Fair** is happening on Thursday, Oct. 22 outside Phoenix City Hall. More details to come...



Domestic Violence Awareness Month

During the month of October, the City of Phoenix recognizes Domestic Violence Awareness Month through its 14th annual **Paint Phoenix Purple Campaign**.

The City will be providing resources throughout the month, including an employee seminar on **Oct. 8**. Register in PHXYou HSD138-ILT. Also, look for details about our “Wear Purple” day on Thursday, Oct. 15.

For more information or how you can get involved, please visit PaintPhoenixPurple.org.



Go For a Spin: Electrifying Phoenix

On **Wednesday, Oct. 14**, the Office of Sustainability is hosting Electrifying Phoenix, a Ride & Drive event celebrating National Drive Electric Month, and the City's progress toward its electrification goals.

From 10 a.m. to 2 p.m. on 3rd Avenue between Adams & Monroe Streets, employees are invited to test drive an electric vehicle, get a close-up look at the City's own electric fleet, including an electric bus.

There will also be a speaking program at noon from City leadership about what's next for electrification in Phoenix. Register [here](#)! Come out, explore, and be part of building a more sustainable Phoenix.



Diabetes Prevention & Management

Join us for an informative session on diabetes prevention and management, focusing on how family history can affect your overall health. In this webinar, presented by Blue Cross Blue Shield, they'll discuss key risk factors, early warning signs, and practical strategies to help you better understand and manage blood glucose levels. You'll also receive useful tools, nutrition tips, and guidance to support healthier habits and long-term wellness.

Details:

- Wednesday, Oct. 7 | noon
- Register [here](#)
- Visit [PhxHR](#) for more info



Your Vote Needed to Break a Tie



The Offices of Environmental Programs and Public Health are launching a campaign to increase access to healthy, inclusive food options at City events and programs. The campaign will share tips and tricks to make menus more accessible for all Phoenix residents, and it will include hands-on training for City staff who purchase food using City funds.

We need your help to break the four-way tie for the name of our Healthy Food Campaign. Please take a moment to vote for your favorite name [here](#). Voting closes on **Oct. 6**.

Employee Leave Request

The following employees are accepting leave donations. If you would like to help, use eCHRIS.

- Lupe De La Cruz | Parks & Recreation
- Rebecca Domigan | Library
- Sarah Goldberg | Police
- Erin Hickson | Police
- Leticia Tidmore | Public Works
- Erlinda Santos | Police

Complete list of eligible employees: [Leave Donation website](#).

ICYMI: Menopause Series

Our popular, evidence-based wellness series is now live online—making it easier than ever to join, connect, and thrive from anywhere. This empowering program is designed to help you feel your best as you navigate perimenopause, menopause, and beyond.



Don't miss this chance to invest in your health, gain meaningful support, and build lasting habits—all on your own timeline. All 5 sessions are posted along with the PDFs for each session on [PhxHR](#).

Each session dives into some important aspects of health:

- *Eating*
- *Sleep*
- *Exercise and pelvic health*
- *Stress-management tools*
- *Building supportive relationships*

Candle Making Class

Looking for a fun, hands-on creative break? Join us for a Candle Making Class where you'll learn to make two custom soy candles, blend your own scents, and follow step-by-step guidance from an expert instructor.

This event is limited to just 30 participants, so be sure to reserve your spot and submit your information by **Oct. 1**. Don't miss out on a relaxing and engaging experience!



Details:

- Tuesday, Oct. 20 | 6 p.m.
- Register [here](#) by Oct. 1
- Find more info on [PhxHR](#)



Featured Job of the Week

Application Support Analyst Fire Department

Close Date: Oct. 6, 2026

The Phoenix Fire Department's (PFD's) Technical Services team supports technology solutions for PFD and 29 partner agencies in the valley. This role helps bridge communication between the Business Solutions team and internal/external stakeholders, analyzing applications, documenting requirements, and providing user training. The position also supports critical public safety systems through troubleshooting, configuration, reporting, and collaboration with various technical teams.

Key Responsibilities:

- Build relationships across PFD to understand needs and recommend technical solutions.
- Support, configure, and troubleshoot critical Fire Department applications and user access.
- Evaluate system capabilities across devices and assist with application setup.
- Develop queries, scripts, reports, and Power BI dashboards.
- Provide end user training and create clear documentation.
- Collaborate with programming and technology teams to clarify requirements.

The ideal candidate brings strong analytical skills to evaluate systems and improve processes, communicates clearly with both technical and non technical audiences, and works collaboratively to build and maintain effective relationships.

SALARY DETAILS:

Pay Range:

\$76,294.40 - \$112,715.20 annually

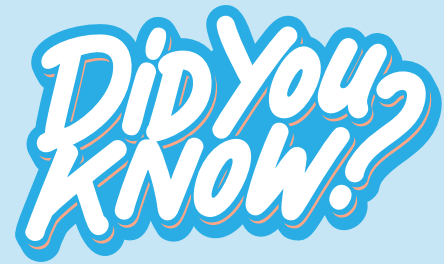
Hiring Range:

\$76,294.40 - \$107,348.80 annually

Pay Range Explanation:

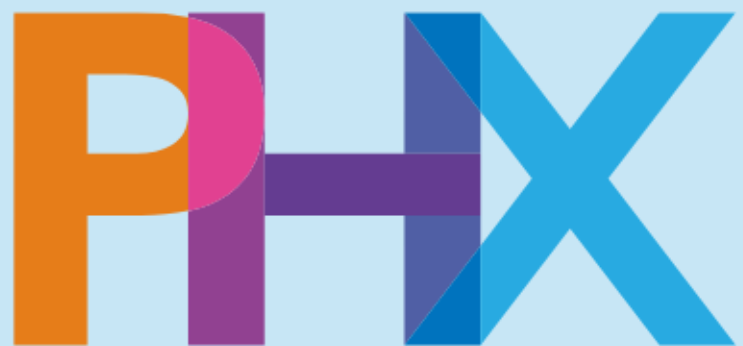
- *Pay range is the entire compensation range for the position classification.*
- *Hiring range is an estimate of where you can receive an offer. The actual salary offer will carefully consider a wide range of factors, including your skills, qualifications, experience, education, licenses, training, and internal equity.*

Learn about role responsibilities and more information at phoenix.gov/jobs or log into eCHRIS



The Phoenix Fire Department is excited to partner with **Public Safety Answers** to bring you online testing. All fire fighter recruits will now be able to take their testing online; **there will be no in person testing option.**

For more information, dates and to begin your process please go to Publicsafetyanswers.com/phoenix



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NEWSLETTER



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