

A scenic photograph of a river or canal at sunset. The sky is filled with dramatic, colorful clouds in shades of orange, yellow, and blue. The sun is low on the horizon, casting a bright glow across the water. The water reflects the colors of the sky. The banks are lined with tall reeds and green vegetation.

OCTOBER 7, 2026

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Changes for eCHRIS***

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Starts on Friday***

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Message from the City Manager

It's that time of year: Annual Open Enrollment. The window for 2027 opens **THIS FRIDAY, Oct. 9**, and runs through Nov. 6, at 11:59 p.m. As you evaluate your options, please review the updates carefully and choose the plans that best meet your financial and medical needs.

Due to rising healthcare costs, premiums will increase, though this year's adjustment is the smallest since 2021. We are working hard to keep costs as low as possible.

All medical plan changes and rate increases are explained in [last week's PHXConnect Newsletter](#). You can also find all the details, as well as a list of informational sessions, on [Phoenix.gov/benefits](https://phoenix.gov/benefits).

[Please log into eCHRIS](#) to review your current benefits elections. Benefits staff are here to guide you through open enrollment and answer your questions. For assistance, email benefits.questions@phoenix.gov or call **(602) 262-4777**.

-Ed



Friday: Open Enrollment Begins

It's time to make your health plan selections for 2027! In just two days, you can log in to eCHRIS and select benefits for the next calendar year. We know planning 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.

Important resources to help you make decisions:

- [2027 Benefits Guide](#)
- [Schedule of Information Sessions](#)



PHXHR.



Complete Your Wellness Incentive

All active city employees and their spouse/QDP enrolled in an active City of Phoenix medical plan are eligible to participate in the wellness incentive program. If you want to participate, you are required to complete the Health Assessment, PCP visit, and PCP Visit Attestation by **Dec. 13** in order to receive the incentive starting with the first paycheck in 2027. More information and instructions [here](#).



Employee Health Clinic Closing

As previously announced, the City of Phoenix Employee Health Clinic will close on **Dec. 31, 2026**, when the current contract with Banner Employer Solutions ends. This decision comes after a review showing that employee use of the clinic has remained very low while operating costs have continued to rise.

Because these costs draw directly from the City's Health Care Trust, continuing to fund a low-use service would increase pressure on the health plan and future premiums. Banner has also informed the City that the related urgent care clinic will close on the same date. For more information, [click here](#).

eCHRIS Security Notification

On Tuesday, all City of Phoenix employees were notified via e-mail regarding a security concern involving the eCHRIS system. While the ITS team is working to resolve the situation, please note the following information:

Why is outside access to eCHRIS restricted?

Fraudulent websites mimicking eCHRIS have been discovered. These fake sites trick users into entering City credentials, prompting the temporary shutdown of external access.

Can I still access eCHRIS?

Yes. All eCHRIS features remain available when you are connected to the City network or using VPN.

When will outside access return?

The City expects external access to be restored by Friday, October 9, and no impacts to Open Enrollment are anticipated.

How do I safely reach the real eCHRIS?

Always type *eCHRIS.phoenix.gov* directly into your browser. On the City network: Use the link at the top of the *PHXConnect Hub*. After Friday: A trusted eCHRIS link will also appear at the bottom of *phoenix.gov* pages.

Why am I required to reset my password?

All employees must reset their password during Thursday's login as a precautionary security measure.

Is multi-factor authentication coming?

Yes. MFA will be added soon to provide additional account protection. More details will be shared before rollout.

What if I think I used a fake site?

Contact the Security Operations Center immediately:

 SOC@phoenix.gov

 602-534-8283

If You're Not Sure ...
Don't Click!

Cyber Security Awareness Training

All City of Phoenix employees who have access to the City's network are required to complete the annual Security Awareness Training by **Saturday, Oct. 31**. This includes all full-time, part-time, and seasonal employees, volunteers, interns, and contractors. Without this training completed, an employee can lose 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](#).





Strong Progress

We have reached the half-way point for this year's Community Service Fund Drive (CSFD) and the contributions continue to come in. **To date, the City has raised 59% of its goal of \$703,800.**

How to Donate to CSFD

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

Other Ways to Contribute

Donations via eCHRIS, credit card, cash or check

Purchase an item from various department events

Volunteer your time as each hour raises \$35.27



Save the Date: Oct. 22

This year's **Hands & Hearts Street Fair** is happening on Thursday, Oct. 22 outside Phoenix City Hall. Dozens of booths will be set up to offer food, drinks, drawings, and other items for purchase. All booths will accept cash and debit/credit cards.

In addition to the booths, there will be DJ entertainment, visits from various City mascots, yard games, and space to sit and visit with coworkers you haven't seen in a while.

The event runs from 10 a.m. - 1 p.m. Please talk to your supervisor for approval before attending. FREE parking available at the 305 Parking Garage with your City employee badge. Validation available for part-time employees. **FYI: This event is open only to City of Phoenix employees.**

Latest Events

An UPDATED **CSFD: The Magazine** has been published. **Save this link as the magazine will be updated weekly** with new and fun things to do.



A Smoke-Free, Vapor-Free Workplace

Smoking and vaping in the workplace – including all City of Phoenix buildings – is prohibited, per [A.R. 2.63](#). Vapor from e-cigarettes sets off fire alarms just like cigarette smoke does. Neither smoking nor vaping is allowed in City vehicles, work areas, auditoriums, employee lounges, restrooms, conference rooms, meeting rooms, classrooms, cafeterias, hallways, stairs, elevators, or private offices.



City employees have the right to a smoke-free and vapor-free work environment. **The Fire Department also reminds everyone of the dangers of other activities which produce smoke, such as burning incense or sage in the workplace, as those are also against City policy.**

Sunday: Phoenix Pride Parade

Walk with the City in the Phoenix Pride Parade and support your LGBTQ+ colleagues, this **Sunday, Oct. 11 at 10 a.m.**

The Parade has a new starting location this year at 3rd Street and E. Portland. Arrive by 9:40 a.m. to get organized.



Register in PHXYou for LEA107 to join us! The parade meets the Community and Organization Awareness PMG goals, so you can support the event, earn PMG credit, and pick up a free t-shirt for walking with us. Come represent the City with pride!

Join the 10th MentorPHX Cohort

For ten years, **MentorPHX** has sparked meaningful connections, elevated careers, and helped employees discover the confidence and clarity to step boldly into their next chapter. And now, it's your turn to join the momentum!

The next **MentorPHX** cohort starts in January, and we're looking for mentors and mentees ready to grow. Whether you want to broaden your network, sharpen your skillset, or shape your professional brand, MentorPHX is one of the most impactful ways to invest in your future.



Be part of the next decade of growth. [Click here](#) to learn more and sign up!

Submit your nominations!



Nominations for the AZMLK Awards are now open! The Phoenix Human Relations Commission, in collaboration with the Phoenix Equal Opportunity Department, the AZ Dr. Martin Luther King Jr. Celebration Committee and the Arizona OIC, recognizes the accomplishments of Phoenix residents who contribute significantly to creating a compassionate and socially just community. Nominations are accepted in the following categories:

- Calvin C. Goode Lifetime Achievement Award
- Dr. Martin Luther King, Jr. Living the Dream Award
- AZMLK "Drum Major for the Community"

Submit your nominations by **Monday, Oct. 12 at 5 p.m.** Learn more: [Nominations for 41st Annual AZMLK Awards Now Open | City of Phoenix](#)

Celebrating Our Sixth Phoenix Supervisor Orientation Cohort



We are proud to celebrate the graduation of our sixth cohort of the Phoenix Supervisor Orientation (PSO) program! 36 supervisors representing 15 City departments and offices completed the eight-week experience designed to strengthen and align leadership across our organization. Newly hired or newly promoted City supervisors are automatically enrolled in PSO, and a new cohort begins each month. If you have questions or would like more information about joining an upcoming cohort, email PSO@phoenix.gov.



GRADUATES:

Haider Alokaidy, Aviation
David Bishop, Aviation
Chad Carroll, Aviation
Ricky Castro, Aviation
De'Ondre Charles, Aviation
Richard Gonzales, Aviation
Brandell Lake, Aviation
Lisa Madison, Aviation
Marlee McCormick, Convention Center
Todd Mills, Fire
Almira Shaw Santos, Government Relations
Ra'Chel'Ni Mar'Na, Housing
KaSondra Bible, Human Services
Alfonso Olivas, Jr, Human Services
Heather Hanks, Municipal Court
Jesus Porras, Municipal Court
Paul Mangan, Office of Arts & Culture
Sierra Hernandez, Parks & Recreation

Matthew Johnson, Parks & Recreation
Garrett Lever, Parks & Recreation
Marcus McGuire, Parks & Recreation
Julia Ruiz, Parks & Recreation
Juan Reyes, Planning & Development
Ginger Bruno, Police
Gianna Gibson, Police
Joe Giddens, Police
Debra Hale, Police
Sierra Stowell, Police
Benjamin Swanholm, Police
Lorena Hall, Public Works
Kristina Pylant, Public Works
Armando Rivas, Public Works
Alicia Cable, Retirement Office
Aaron Pope, Street Transportation
Steve Rodriguez, Water Services
Aaron Torres, Water Services

Volunteer with VITA

The City needs volunteers to help residents with their 2026 taxes. Each year, the Volunteer Income Tax Assistance (VITA) Program prepares free tax returns for low-to-moderate-income individuals and families, but we can't do it without YOU. FREE certified training is provided for basic tax prep assistance.

We also need greeters, screeners, bilingual interpreters and site coordinators. Learn more at phoenix.gov/taxhelp.

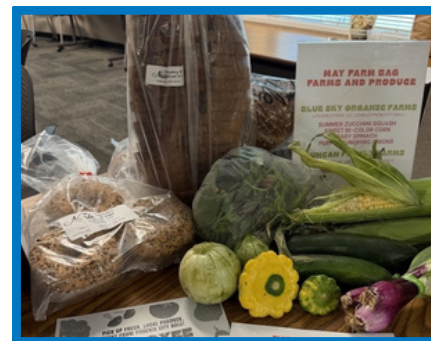
Please refer to [AR 2.145](#) for volunteering with internal city opportunities and ensure your direct supervisor has approved your volunteer time.



Time to Snag a Co-op Farm Bag

Sign up for the Sun Produce Co-op Farm Bag Program to get fresh, local produce at City Hall! \$20 for a Standard Bag with ~5 produce types with options to purchase additional seasonal produce, dry goods and value-added food products such as bread, dry beans, and salsa! New add-on options have been added!

HR Wellness Sponsored Gift Card Drawing: Farm Bag Subscribers can be entered into a drawing for a chance to win a \$25 Sprouts Gift Card!



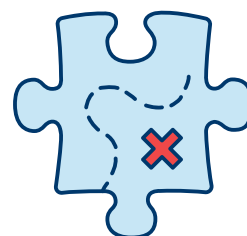
Pickup is every Third Thursday monthly at City Hall. Limited spots, sign up now!

Sign up by Thursday, Oct. 8 at noon to receive the Oct. 15 Farm Bag. Learn more by clicking on [Office of Environmental Programs Farm Bag Program](#)

Win in Open Enrollment Style!

Employees enrolled in a City medical plan can join our Open Enrollment Scavenger Hunt for a chance to earn \$25 Pulse Cash through **Oct. 31**. How to participate:

- Log in to your [Personify Health account](#)
- Follow the homepage announcement
- Complete the scavenger hunt survey
- Hit submit!



Effective Communication

Our ability to connect with others shapes both personal and professional success. Strong communication skills help us build meaningful relationships, navigate challenges, and work together effectively.

This workshop, presented by ComPsych, offers a welcoming space to explore practical interpersonal techniques that support clear understanding and positive, productive interactions.

COMPSYCH®
— The GuidanceResources Company —



DEETS:

- Wednesday, Oct. 14 | 12-1 p.m.
- Register [here](#)

Quick Reset: Fitness Friday



Looking for a refreshing midday reset? Join us for Seated Yoga & Stretch this Friday! This 30-minute session is perfect for all levels—no equipment needed.

Let instructor Rebecca guide you through relaxing stretches that help reduce tension and boost well-being. Happening live on Zoom on **Friday, Oct. 9 at 10 a.m.**—save your spot today by registering [here](#)!

Employee Leave Request

The following employee is accepting leave donations. If you would like to help, use eCHRIS.

- Leonidez Lopez | Street Transportation

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

Featured Job of the Week

Wastewater Treatment Utility Helper Water Services Department

Close Date: Oct. 13, 2026

The Water Services Department is hiring a Utility Helper at the 91st Ave Wastewater Treatment Plant. As one of the largest water and wastewater utilities in the country, Phoenix Water provides essential services to millions of residents.

The Utility Helper supports daily plant operations by assisting technicians with equipment repairs, operating machinery, performing routine cleaning, and helping maintain safe, efficient facilities.

This role is perfect for someone who enjoys hands-on work, wants to develop mechanical skills, and is motivated to contribute to critical public services that keep our city running.

SALARY DETAILS:

Pay Range:
\$20.92 - \$30.92/HR.
Hiring Range:
\$20.92 - \$25.43/HR.

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

DID YOU KNOW?



The **Tres Rios Wetlands** bring nearly 700 acres of restored habitat back to life along the Salt River - home to more than 150 species of birds and wildlife! This lush oasis is sustained by reclaimed water and offers a one-of-a-kind outdoor experience. Even better, you can explore it yourself with a free six-month permit with unlimited visits between sunrise and sunset, 365 days per year. Want to learn more or plan a visit? Check out the details and start exploring this hidden gem!

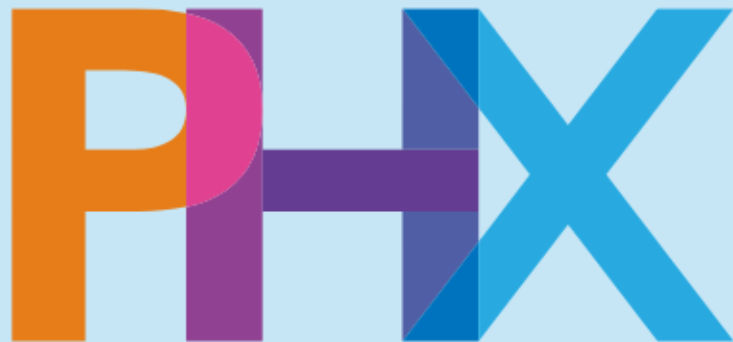


EMPLOYEE EXCELLENCE AWARDS

**DEADLINE TO
NOMINATE:**

Dec. 4 at 11:59pm

Visit *"Employee Excellence Awards"* on PHXConnect Hub for details about the nomination process.



 **CONNECT**
NEWSLETTER



Join the Conversation