Best Phoenix-Area Places to Work - Extra-Large

Ranked by Category rank, Extra Large

Locally Researched by: Dale Brown, Phoenix Business Journal   Dec 16, 2025, 4:10pm MST

Every year The Phoenix Business Journal and Quantum Workplace team up for their annual Best Places to Work awards, presented in six employment categories.
For the Extra-Large category, companies with 1,000+ employees, the top firms are listed with the following information points: Best Places to Work score, number of local employees, type of business and top local executive.
For information about this and other Phoenix Business Journal Lists, please contact Research Director Dale Brown at dbrown@bizjournals.com or 602-308-6511.
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RA	BUSINESS WEBSITE	ADDRESS PHONE	BPTW SCORE	LOCAL EMPLOYEES	TYPE OF BUSINESS	TOP LOCAL EXECUTIVE
1	DESERT FINANCIAL CREDIT UNION desertfinancial.com	148 N. 48th St. Phoenix, AZ 85034 602-335-5500	89.17323	1,303	Credit union	Jeff Meshey
2	SHAMROCK FOODS CO. shamrockfoods.com	3900 E. Camelback Rd., #300 Phoenix, AZ 85018 602-233-6400	89.09381	2,485	Manufacturer/distributor of food and food-related products	Kent McClelland
3	ACHIEVE achieve.com	2114 E. Achieve Way Tempe, AZ 85288 480-628-8424	86.2639	1,566	Personal finance, debt relief	Heather Marcom
4	BLUE CROSS BLUE SHIELD OF ARIZONA azblue.com	8220 N. 23rd Ave. Phoenix, AZ 85021 602-864-4100	83.15909	3,101	Health insurance provider	Pam Kehaly
5	CITY OF GLENDALE glendaleaz.com	5850 W. Glendale Ave. Glendale, AZ 85301 623-930-2000	81.1661	2,104	Municipal government	Kevin Phelps

Image Credit: PBJ Illustration

City of Glendale

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Company: City of Glendale

Company Leader: Kevin Phelps, City Manager

Type of business and what it does: Government

Have you been a Business Journal Best Places to Work winner in the past and if so, how many times have you won? No

Describe your company culture in one word? Listen

Most successful workplace initiative or perk based on employee feedback: Based on feedback from our employee surveys and focus groups, we saw an opportunity to strengthen our employee recognition efforts. One of our most popular initiatives is the Success Factor Excellence Awards program, which encourages employees--not just management--to nominate coworkers or teams for outstanding performance and for innovative ideas. An employee peer-review committee reviews and scores all nominations. Top scoring nominations are then forwarded to an executive panel for review and scoring. Finalists are then selected and award recipients receive a $1,500 award in recognition of their excellence.

What's a cultural misstep your company has made, and how did you fix it? While senior management acted decisively to implement improvements for how the organization operates, we initially fell short in communicating the "why" behind those changes to our employees. Recognizing this, we established an annual all-employee meeting where the senior management team shares the City's vision and direction — and, more importantly, the reasons behind it. Employee surveys show that this approach has been highly effective in strengthening employee understanding and engagement.

What's a lesson you've learned from a competitor? In 2019, Glendale invited the senior leadership team from the Town of Gilbert to share some of their most innovative strategies, programs, and initiatives across their departments. One presentation highlighted the addition of a data scientist to enhance analytics and optimize data collection efforts. Inspired by this, Glendale's City Manager established the Department of Organizational Performance, which not only includes data analytics experts but also houses the City's strategic planning, Lean Academy, employee engagement, and other performance-focused initiatives.

Two things your company does to attract and/or retain talent: Our most impactful tool for attracting and retaining talent has been the creation of an

employee-focused culture. Over the past eight years, our internal turnover rate has dropped by nearly 75%. In today's competitive job market, experienced candidates often research an organization's culture before applying, and Glendale's strong, employee-centered culture is widely recognized externally. Whereas we once relied on costly recruitment firms to attract qualified candidates, the City's direct recruitment efforts now consistently draw top talent.

How does your company celebrate success? The city has two formal recognition programs, with the largest program being the Success Factor Excellence Awards program. This program encourages employees to nominate their colleagues, both individuals and teams, for exemplary performance in one of the City's eight Success Factors. This past year, more than 140 nominations were submitted. The review and selection process is comprehensive and collaborative. It begins with an employee peer-review committee, whose members independently review and score all nominations. The highest-scoring nominations are then forwarded to an executive panel, which includes an external panel member, for further evaluation and scoring. Finalists are selected based on their demonstrated excellence and receive a $1,500 award in recognition of their outstanding contributions.

One company goal for the year ahead: Based on feedback from our employee surveys, we have set a goal of enhancing the skills of all supervisory personnel. To support this, the City's Human Resources team is launching a comprehensive supervisory training program this year, which will be required for all supervisors, managers, directors, and senior management.

What is your company's superpower when it comes to internal culture? A strong organizational culture starts at the top. Senior management doesn't just hope for a positive culture, it implements deliberate strategies and programs to build one. For example, at bi-monthly senior leadership meetings, each leader does a presentation to the entire executive leadership team about how they are shaping their department's culture. They share successes, challenges, and new initiatives. Glendale doesn't leave culture to chance; it plans and strategizes for it. As the City Manager often emphasizes, he sees his role as being above all - the City's Chief Culture Officer (CCO).

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