



City of Phoenix

To: Employee Parking Stakeholders at
Phoenix Sky Harbor International Airport

Date: April 3, 2026

From: Chad R. Makovsky, A.A.E. 
Aviation Director

Subject: MODIFICATIONS TO THE SUPPLEMENTAL EMPLOYEE PREMIUM PARKING DISCOUNT PROGRAM

The City of Phoenix Aviation Department will be making changes to the supplemental employee premium parking discount program effective Tuesday, April 28, 2026 to ensure ongoing compliance with Phoenix City Code, and to ensure public parking facilities are prioritized for the traveling public.

Beginning in December 2025, Aviation Department staff issued an employee survey and held numerous meetings with affected companies, labor leaders, and other stakeholders to receive feedback about the proposed changes. We are grateful to the many stakeholders who provided constructive feedback over the last several months.

As a result of the feedback we received, on March 1, 2026, the Aviation Department implemented a blackout-period policy for public parking facilities, covering five seasonal peak periods: Spring Break, Independence Day, Fall Break, Thanksgiving Holiday, and Winter Break. Significant parking demand at the airport's public parking facilities continues to necessitate additional adjustments to this employee discount program.

Effective midnight on the morning of Tuesday, April 28, 2026, parking cashiers will no longer be authorized to accept physical employee identification at public parking facility exits to provide employee discounts, and the Aviation Department will be transitioning this program to an automated self-service model described in more detail below:

For based employees who are enrolled in the Airport Employee Parking Program and assigned a home parking lot:

- The public facility parking discount will be adjusted to 40% off the current daily rate, excluding blackout periods. The discount will only apply when the full daily rate has been reached (typically a minimum of 5.5 hours of parking in terminal garages and 3-3.5 hours in the economy lots). Partial day rates are not discounted.
- Employees must use their issued employee parking access card to enter and exit public parking facilities. The total fee will automatically be calculated and paid at exit. No refunds or adjustments will be granted after a parking transaction is completed.
- An employee reporting a lost or stolen card will be subject to the full daily rate.

- The Aviation Department will closely monitor public parking facility occupancy levels over the subsequent three-month period, and will announce the implementation of another reduction to the eligible discount rate should either of the following conditions be met:
 - Any public parking facility is required to be closed to the general public due to occupancy levels.
 - The three-month average occupancy level of any public parking facility exceeds 75%.
- A new three-month evaluation period utilizing the same criteria will commence following each parking discount adjustment.

For non-based airline employees:

- Non-based airline employees will be eligible to enroll in the Airline Corporate Parking Reservation Program.
- This program will provide employees with a 15% discount at public parking facilities, while also earning other benefits such as free parking days.
- Please see your company Parking Coordinator or contact the Airport Parking Office at (602) 273-4545 for further details.

As a reminder, the supplemental employee discount parking program is for the employee’s use only and is non-transferable. The program may only be used for official business and may not be used for personal travel.

These program adjustments will assist the Aviation Department with providing an amenity that we understand is valued by employees, while also prioritizing the traveling public’s use of public parking facilities.

We very much appreciate the productive meetings and feedback we’ve received from employees and other stakeholders over the last several months. The airport has implemented several enhancements to the employee parking program in response to this feedback, including reopening the West Lobby at the 44th Street SkyTrain Station and adding additional parking lot safety and security measures.

I encourage all employees and stakeholders to regularly visit <https://skyharbor.com/employees> to learn more about the many employee resources available at Phoenix Sky Harbor.

2026 Blackout Dates

Peak Travel Event	Blackout Dates
Spring Break	March 4, 2026 – March 23, 2026
Independence Day	July 1, 2026 – July 6, 2026
Fall Break	Sept. 30, 2026 – Oct. 19, 2026
Thanksgiving Holiday	Nov. 22, 2026 – Nov. 30, 2026
Winter Break	Dec. 20, 2026 – Jan. 4, 2027