



PRM-17

Employee assistance fund

Employees of the city of Phoenix, Arizona (1,321,000), generously support the employees' Community Service Flexible Fund through the city's annual United Way/Community Service Fund Drive. The local United Way manages the fundraising program, which typically collects more than its \$60,000 goal (funds exceeding the goal are turned over to the United Way). City employees facing a one-time financial emergency caused by, for example, a medical crisis or death in the family, can apply for grants from the fund, as long as they have not applied during the past 12 months. They must complete a detailed application form listing their monthly expenses. The 60–70 applications received each year are reviewed by a committee that includes representatives from United Way, the city auditor's office, and other city employees. The committee approves approximately half of all requests on the basis of the fund's criteria and the likelihood that a grant will make a difference.

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