



THE CITY OF SAN DIEGO
REPORT TO THE CITY COUNCIL

DATE ISSUED: April 9, 2013

REPORT NO: #13-35

ATTENTION: Honorable Council President Todd Gloria and Honorable Council Members

SUBJECT: 2012 Citywide Volunteer Activity Status Annual Report

REQUESTED ACTION: Accept the 2012 Citywide Volunteer Activity Status Annual Report.

STAFF RECOMMENDATION: Accept the report.

SUMMARY: Volunteer opportunities connect and engage community members and inspire and revitalize neighborhoods and public areas. They support the efforts and service levels maintained by the City. The City of San Diego greatly appreciates the time and effort volunteers contribute, and the following report summarizes the vast amount of volunteer hours, experience, and service provided to the City. This report has been assembled through an outreach effort to City employees over the past month and provides a view of the City's current status of volunteer activity for Calendar Year 2012.

FISCAL CONSIDERATIONS: None, this is an information report only.

PREVIOUS COUNCIL and/or COMMITTEE ACTION: None.

COMMUNITY PARTICIPATION AND PUBLIC OUTREACH EFFORTS: None.

KEY STAKEHOLDERS AND PROJECTED IMPACTS: All San Diego residents and visitors.

signature on file
Kristina Fraijo
Citywide Volunteer Coordinator

signature on file
Judy von Kalinowski
Acting Human Resources Director

signature on file
Rimah Khouri
Acting Human Resources Deputy Director

signature on file
Scott Chadwick
Interim Chief Operating Officer

Attachment: 2012 Citywide Volunteer Activity Status Annual Report, #13-35

2012 Annual Citywide Volunteer Activity Status Report



**City of San Diego
Human Resources Department
April 2013**

EXECUTIVE SUMMARY

As the eighth largest city in the nation and the second largest city in California, the City of San Diego's population is approximately 1.3 million. Volunteers assist the City's workforce in enhancing services to the public by performing tasks beyond the capacity and scope of current City employees, including fundraising efforts.

Volunteers are found supporting special populations, help with the success of various environmental, library, neighborhood youth and adult programs, and assist with parks and beach beautification projects. The City's volunteers represent the City's diversity; including seniors, minorities, students, professionals, families, active and non-active military, faith-based or community groups, to name a few.

According to the Independent Sector, a national organization that estimates the dollar value of volunteer time, the California value in 2011 was \$24.75 per hour. The total amount of volunteer hours received by the City for Calendar Year 2012 was 667,761 with an estimated dollar value of \$16.5 million citywide.

City departments were requested to provide their current volunteer activity information for Calendar Year 2012. The following departments currently reported volunteer activity and will be further discussed in this report:

Administration	Human Resources
Office of the City Attorney	Library
City Clerk	Park & Recreation
City Comptroller	Police
Commission for Arts & Culture	Public Utilities
Development Services	Public Works
Fire-Rescue	Other Citywide Boards and Commissions

Use of Volunteers

Volunteers are neither intended to supplant current vacant positions nor take on current position responsibilities to produce savings. In Fiscal Year 2013, the City negotiated with each recognized labor organization to include new language agreeing to the existing use of volunteers. The City recognizes that volunteers are not intended to reduce or displace the work performed by bargaining unit employees.

Volunteer Management

In September 2012, the City hired a Citywide Volunteer Coordinator positioned in the Human Resources Department. This position is to review and approve all newly proposed volunteer programs or volunteer opportunities to ensure labor, risk and legal considerations are met. This position is also currently developing increased outreach efforts, updating a Citywide Volunteer Manual, and chairs the City's Volunteer Committee. The Citywide Volunteer office connects potential individual and group volunteers to available opportunities citywide.

Volunteers must be supervised by City staff to ensure safety and adherence to all applicable rules and regulations. Some activities require volunteers to pass a background clearance process and provide proof of personal information or school enrollment if interning prior to volunteering. All department program support volunteers are required to complete a participation agreement.

Fingerprint scanning is performed by the Personnel Department and the cost for each scan is paid for by the City's General Fund. The Police Department fingerprints and performs a more extensive background clearance process for their volunteers. The current cost per scan invoiced by the state is \$35.00 and by the Federal Government \$15.00. It is required by the City that volunteers who engage directly with youth, seniors, persons with disabilities, or who volunteer in a minimally supervised environment are to be fingerprinted.

City's Internship Program

In some cases, program support by volunteers is achieved through the City's Internship Program¹. This program allows for individuals enrolled in a verified school to intern in City departments for no more than one year and not more than 20 hours per week during the academic year. Interns may be paid or unpaid and do not perform on-going work assignments or replace or supplant budgeted vacant positions.

The City's Internship Program is designed to provide students with practical working experience which would complement their academic coursework. The City maintains several partnerships with local universities and high schools. For this report, only unpaid interns have been counted.

Boards and Commissions

The City of San Diego has a variety of boards and commissions which offer an excellent opportunity for individuals to volunteer and provide input, expertise, recommendations and guidance to significant City matters. Boards and commissions may be fiduciary, regulatory, policy-setting or advisory; and in all cases, members' contributions are invaluable to the Mayor, the City Council, and the City. Attachment 2 lists the current boards and commissions of which are reported to be served by volunteers.

Volunteer Support Costs

While volunteer activity is a cost effective effort, it is not cost free and City departments may incur expenses in order to support volunteer efforts. Examples of expenses by City departments may include; fingerprinting, uniforms, books, trainings, office supplies, vehicle maintenance, wireless communication devices (radios), computer stations, personal protective equipment, and costs associated with volunteer recognition.

¹ See Attachment 1 "Internship Program" memo dated October 10, 2012.

DEPARTMENT DETAIL

Based on the information submitted, the total amount of volunteers who served Citywide was 33,505 for a total of 667,761 hours. The following table displays the reported annual volunteers and volunteer hours for Calendar Year 2012 by department.

2012 Annual Volunteer Activity		
City Departments	Number of Volunteers	Number of Volunteer Hours
Administration	22	528
City Attorney	151	56,821
City Clerk	56	5,394
City Comptroller	1	1,000
Development Services	603	17,011
Development Services: Planning	680	23,457
Fire-Rescue	1,554	15,272
Human Resources	55	5,400
Library	3,088	146,586
Parks & Recreation	26,441	216,330
Police	663	172,000
Public Utilities	78	2,599
Public Works: Engineering & Capital Projects	5	3,040
Other Citywide Boards & Commissions	108	2,323
Total	33,505	667,761

Community Services

Parks & Recreation

<i>Annual Number of Volunteers:</i>	<i>26,441</i>
<i>Annual Amount of Hours Volunteered:</i>	<i>216,330</i>

The Park and Recreation Department maintains the highest number of volunteers citywide and has 1.00 FTE position dedicated exclusively as a “Volunteer Coordinator”. The Department’s 26,441 volunteers account for 79 percent of all volunteers citywide for a total of 216,330 hours.²

Also included are volunteers who serve on a park advisory committees such as recreation councils and/or boards and committees. The Department staffs and assists with more than 50 such committees department-wide. Interns assist with recreation program administration of seasonal events and special projects.

Programs in the department involving volunteer program support include community recreational events, senior and therapeutic recreation events, golf marshaling, visitor center docents at regional parks, office interns, open space parks habitat restoration, litter abatement, trail maintenance, athletic, dance, craft, and fitness programs, numerous special events, and court referrals for individuals involved in minor infractions.

The department’s volunteer activity produces numerous partnerships with the City including, environmental preservation groups, friends of parks or canyons foundations, recreation councils, faith-based organizations, dance and youth sports organizations.

Library

<i>Annual Number of Volunteers:</i>	<i>3,088</i>
<i>Annual Amount of Hours Volunteered:</i>	<i>146,586</i>

The majority of Library Department volunteers perform as computer lab assistants, story-time readers, support shelving books, mending books, provide arts and crafts instruction, help with library gifts, and supports the Summer Reading Program.

The San Diego Adult Literacy Program (READ) has volunteer literacy tutors teaching basic reading skills to English speaking adults on a “one-on-one” basis. In addition, volunteers continue to support the literacy program as family literacy assistants, office assistants, library lab assistants, and support special events.

Volunteer efforts in the department support library literacy programs that benefit persons with physical and mental disabilities, ethnic minorities, seniors, and families and youth from lower income families. The department is also supported by three boards and commission: Friends of READ, the Library Commission, and the Library Foundation Board.

² On April 2, 2013, the Parks and Recreation Department reported to City Council its annual volunteer activity and is attached to this report. The report is based on fiscal year tracking.

Public Safety

Police

<i>Annual Number of Volunteers:</i>	663
<i>Annual Amount of Hours Volunteered:</i>	172,000

The Police Department on average experiences approximately 650 to 700 volunteers annually. The largest program administered is the Retired Senior Volunteer Patrol (RSVP), who are senior citizens (50 years of older). Some of their duties include using the license plate reader to recover stolen vehicles, conduct “You Are Not Alone” (YANA) checks, assist schools with child safety fingerprint programs, and “McGruff Crime Dog Crime Prevention” programs, assist with business security surveys, and conduct vacation house checks and support Speed Surveys and Radar trailers.

The Volunteers In Policing (VIPs) are a community resource available to answer police related questions and to help coordinate the Ride Along Program. Some VIPs have specialized skills and work in specific fields, such as coordinating the department's Speakers Bureau and Crime Prevention Through Environmental Design (CPTED).

Crisis Interventionists are on call 24 hours a day and respond to traumatic incidents to assist officers by comforting distraught family members. They also have the knowledge of additional resources the family may need once the immediate crisis has passed. By interacting with the family, crisis interventionists allow officers to clear scenes and respond to other calls for service more quickly. They also assist during special or large events such as Chargers games or the 4th of July holiday in beach areas to assist with missing children.

Police Reserves are POST trained. They work patrol or other duties alongside paid, sworn officers. Reserves are required to participate and pass department shoots, and to maintain their training levels the same as paid sworn officers. They also have the same powers of arrest as a police officer.

Police Cadets are young volunteers (16-21 years old) who assist officers with a variety of jobs. Cadets attend numerous city events in their official capacity as cadets. They also participate in Ride Alongs with sworn officers and get the opportunity to learn about law enforcement careers. Those who are interested in law enforcement careers use their experiences as Cadets to help them become sworn officers. Additionally, they assist with role play during various police training programs.

Fire-Rescue

<i>Annual Number of Volunteers:</i>	1,554
<i>Annual Amount of Hours Volunteered:</i>	15,272

In 2003, the City implemented a community-based program developed and led by Fire-Rescue Department called Community Emergency Response Teams San Diego (CERT San Diego³).

³ Additional information on CERT San Diego can be located on the City's web site:
<http://www.sandiego.gov/fire/services/cert/>

CERT San Diego volunteers take on leadership roles within their communities to provide assistance to support the Incident Command System to train citizens to get through the first 72 hours when emergency services are overwhelmed. Volunteers complete a six week academy trained by department uniformed personnel in order to serve on a team. Training provided by the American Red Cross, FEMA, and countywide CERT drills supplement the training provided by the department to keep expenses at a minimum to the City.

Chaplain and Crisis intervention volunteers provide aid and comfort to firefighters and lifeguards and their families and to community members and their families after traumatic occurrences.

Coast Guard Auxiliary volunteers support Lifeguard staff with vessel safety inspections and educating the public on safe boating practices.

The San Diego Junior Lifeguard Foundation support the Junior Lifeguard Program by hosting fundraising events which help buy equipment and fund outreach efforts to underprivileged youth throughout San Diego to participate in the youth vocational program.

Internal Support Services

Administration

<i>Annual Number of Volunteers:</i>	<i>22</i>
<i>Annual Amount of Hours Volunteered:</i>	<i>528</i>

Commissioners for Citizens Equal Opportunity Commission assist recruiting competent historically under-represented women and persons with disabilities. They promote the City as an Equal Opportunity Employer of the individuals and firms desiring to contract with the City.

The Senior Affairs Advisory Board advises the City on issues relating to transportation, home security, and improved intergenerational interaction. The Board provides recommendations for improving communications with senior community, reviews City employment policies, performs studies, and helps prepare the annual "State of the Seniors" Report.

Office of the City Attorney

<i>Annual Number of Volunteers:</i>	<i>151</i>
<i>Annual Amount of Hours Volunteered:</i>	<i>56,821</i>

Volunteers consist of law library assistants, attorneys, legal interns supporting civil litigation, investigative interns in partnership with SDSU's Criminal Justice Program, and interns supporting paralegal and administrative activities. The department's majority of volunteers are attorneys in the Criminal Division who are seeking experience in criminal prosecution of misdemeanors and community justice.

Legal interns are supervised by Deputy City Attorneys and assist in drafting pleadings and research. Investigative interns assist with obtaining cases, support minor transcriptions, and observing trials, motions, and interviews. The USD Paralegal Intern Program provides interns to learn basic paralegal duties under the supervision of Paralegals. Student interns routinely come to

the department through various schools, USD, SDSU, San Diego High School, Crawford High School, and TRACE, an adult program for mentally and physically challenged adults.

Office of the City Clerk

Annual Number of Volunteers: 56
Annual Amount of Hours Volunteered: 5,394

The City Clerk manages volunteers who support data entry of archival or inactive materials, prepare and shred eligible confidential materials, assist with folders following imaging, and help prepare photos of Mayoral artifacts to be uploaded to the City’s web site.

These volunteers primarily come to the City Clerk’s office through various partnerships and non-profit organizations such as SDSU, Senior Employment Community Service Program, Point Loma Nazarene College, UCSD, and local high schools.

City Comptroller

Annual Number of Volunteers: 1
Annual Amount of Hours Volunteered: 1,000

In partnership with the UCSD Academic Internship Program, the City Comptroller currently has one volunteer intern that supports Capital Assets section of the department and is responsible for the support of accounting related to fixed assets and capital improvement projects.

Development Services

Annual Number of Volunteers: 1,283
Annual Amount of Hours Volunteered: 40,468

The department is supported by several hundred volunteers that serve as members on various boards and commissions throughout the City as identified below:

- | | |
|---|---|
| Business Improvement Districts | La Jolla Shores Advisory Board |
| Business Improvement Districts Councils | Maintenance Assessment Districts |
| Community Forest Advisory Board | Old Town Design Review Board |
| Community Planning Committee | Parking Advisory Board |
| Community Planning Groups | Planning Commission |
| Historical Resources Board | Property & Business Improvement Districts |
| International Affairs Board | Small Business Advisory Board |

Human Resources

Annual Number of Volunteers: 55
Annual Amount of Hours Volunteered: 5,400

The Human Resources Department currently manages student interns who support the Human Relations Commission and the Citizens’ Review Board on Police Practices. Interns support the commissioners and board members and assist with plan development, tracking of state and

national legislation acts, helping with processing discrimination complaints, and supporting case management statistics, reports, and training coordination.

Public Utilities

Annual Number of Volunteers: 78
Annual Amount of Hours Volunteered: 2,599

City’s reservoir volunteers assist with litter abatement and general upkeep of the facilities in partnership with I Love A Clean San Diego and the Friends of Lake Murray. Hunt Master volunteers assist Lake Sutherland Reservoir employees with event day support by providing participation rules and locations for seasonal wild turkey hunts. The department also is supported by the Independent Rates Oversight Committee which serves as an advisory body to the Mayor and City Council on policy issues relating to Department operations.

Public Works- Engineering & Capital Projects

Annual Number of Volunteers: 5
Annual Amount of Hours Volunteered: 3,040

Volunteers assist Engineers with special assignments related to Right of Way and Architectural Engineering and Parks activities engaged in a variety of activities including research of capital improvement projects, financial reports, and records filing. These volunteers also assist Engineers with in-house designs and with preparing exhibits and displays for community meetings.

CONCLUSION

The Citywide Volunteer Office will continue to work with City departments in incorporating appropriate volunteer opportunities and enhance outreach efforts to further engage with communities, local organizations, as well as individuals. Future goals include launching a centralized web site for volunteers to learn of opportunities and connect them with City departments and programs and also develop and provide training for City employees who supervise or interact with volunteers to ensure safe and positive experience.

Volunteer programs provide a framework to engage residents in positively impacting neighborhoods and public areas and compliment the efforts and service levels maintained by City employees. Volunteering improves relationships and connections between community members, creating mutually supportive exchanges. This report evidences the extensive amount of support by volunteers citywide. The City of San Diego greatly appreciates all of the time and effort volunteers contribute.

Attachments:

1. Attachment 1: Memo City Intern Program Memo dated October 10, 2012
2. Attachment 2: 2012 Boards and Commissions with reported volunteers
3. Attachment 3: Memo from Stacey LoMedico, Park & Recreation Department Director dated April 1, 2013
4. Attachment 4: 2012 Volunteer Activity Program Titles



**THE CITY OF SAN DIEGO
M E M O R A N D U M**

DATE: October 10, 2012
TO: Department Directors
FROM: Hadi Dehghani, Personnel Director and Scott Chadwick, Human Resources Director
SUBJECT: City Internship Program

The goal of the City Internship Program has been to provide students with practical working experience to complement academic coursework. This program does not bypass the Classified Service merit system and shall not be used for that purpose. To appoint an Intern, Mayoral departments should submit and complete the attached form to the Human Resources Department. In order to hire a paid intern, which are unclassified, limited, and hourly status, Departments should submit a Personnel Change Request Form (and Position Action Request Form if the position does not exist) to the Personnel Department. The paid intern must comply with the hiring requirements of the Personnel Department.

***IT IS THE RESPONSIBILITY OF THE APPOINTING AUTHORITY TO ENSURE
CONFORMANCE TO ESTABLISHED GUIDELINES***

CITY INTERN PROGRAM GUIDELINES

Internship Appointments

- May last no longer than one (1) year from first date of appointment
- May not replace the work of budgeted vacant positions
- May not perform on-going work assignments
- Must be approved by the Human Resources Department prior to appointment (Mayoral)

Interns (volunteer or paid)

- Must be enrolled in a verified school
- May be appointed at any step in the adopted salary scale per the Appointing Authority (paid)
- May work up to 20 hours/week during the academic year and 40 hours/week during summer vacations and holiday academic breaks
- Work performed should be short term projects with an end date

Should you have further questions regarding the Intern Program, please contact the Human Resources Department, Labor Relations Office at 619-236-6313 or email at HumanResources@san Diego.gov

SIGNATURE ON FILE

Hadi Dehghani
Personnel Director

SIGNATURE ON FILE

Scott Chadwick
Human Resources Director

Attachment 2: 2012 Boards and Commissions Volunteer Reported Activity

Other Boards and Commissions	Annual Numbers of Volunteers	Annual Number of Volunteer Hours
Airports Advisory Committee	9	100
Commission for Arts & Culture	15	260
Board of Building Appeals & Advisors*	-	-
Civil Service Commission	5	1,200
Convention Center Corporation	8	90
Ethics Commission	7	40
Funds Commission	3	10
Commission on Gang Prevention & Intervention	21	225
Local Enforcement Agency Hearing Panel*	3	-
Public Facilities Financing Authority	3	7
Qualcomm Stadium	7	49
San Diego Regional Airport Authority Board of Directors	18	180
Youth Commission	3	6
Wetlands Advisory Board	9	162
Totals	111	2,329

* While volunteers were assigned to this activity, no appeals were reported to have been heard in calendar year 2012.



THE CITY OF SAN DIEGO

M E M O R A N D U M

DATE: April 2, 2013

TO: Honorable Council President Todd Gloria and Members of the City Council

FROM: Stacey LoMedico, Park and Recreation Director

SUBJECT: Park and Recreation Department Volunteer Program

With April being Volunteer Recognition Month, once again I would like to highlight the committed Park and Recreation Department volunteers who assist us in delivering our vision **“Enriching Lives Through Quality Parks and Programs”** to the millions of residents and visitors who visit the City of San Diego parks each year.

In Fiscal Year 2012, the Park and Recreation Department received assistance from 26,591 dedicated volunteers who donated in excess of 200,300 hours to the City’s parks, pools, recreation centers including the programs, activities, and events offered throughout the facilities. These dedicated volunteers saved the City of San Diego more than \$4,364,994*.

Listed below are the volunteer service based upon the category of their service.

<u>Categories of volunteer’s</u>	<u>Number of volunteers</u>
Volunteers in Groups	12,096
Individual volunteers	9,219
Park Advisory Boards/Recreation Councils	3,850
Court Referrals	846
Interns	89
Welfare/Gain Program Volunteers	181
Senior Aide Volunteers	23
Urban/Americorp Program Volunteers	281

The Park and Recreation Department continues to benefit from the contributions of dedicated volunteers who serve in various capacities throughout the City’s park system. These volunteers perform a variety of duties including:

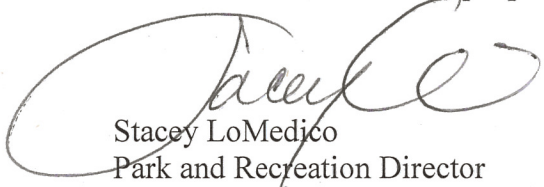
- Contributing to the beautification of a community, neighborhood, regional or an open space park.

April 2, 2013

- Helping to restore a native environment, improve wildlife habitat and native plant materials.
- Assisting people with disabilities so they can take part in sports, recreation, and leisure activities.
- Escorting seniors on day trips, assist during special events and at monthly dances.
- Helping educate the public by leading historical, interpretive, and educational tours of parks and preserves.
- Assisting in offices with such tasks as answering phones, arranging files and greeting visitors.
- Assisting with various special events such as swim meets, water polo tournaments, and teen dances.

The Department has a proactive recruitment program and recruits volunteers through the City's web site, recreational facilities, special events and volunteer/personnel recruitment fairs.

The dedication of these individuals is an enormous benefit to the City's park system by their assistance in donating thousands of hours to their community's recreational and leisure needs, which enriches the lives of people of all ages, abilities and income each day.



Stacey LoMedico
Park and Recreation Director

cc: Scott Chadwick, Interim Chief Operating Officer
Francisco Estrada, Director of Council Affairs
David Monroe, Deputy Director, Park and Recreation
Don Crockett, District Manager, Park and Recreation
Kristina Fraijo, Citywide Volunteer Coordinator
Saunia Kammerer, Volunteer Coordinator (OCA)

Attachment 4: Department Volunteer Activity Programs

Department	Program Title	Annual Numbers of Volunteers	Annual Number of Volunteer Hours
Administration	Citizens' Equal Opportunity Commission	11	264
	Senior Affairs Advisory Board	11	264
Administration Total		22	528
City Attorney	Legal Interns, Post-Bar Clerks, and Volunteer Attorney Program	24	5,634
	Civil Division Paralegal Interns	2	125
	Criminal Division Volunteer Attorneys	38	36,480
	Investigator Interns - Criminal Division	4	768
	Law Library Assistants	2	734
	Student Interns Criminal Division	81	13,080
City Attorney Total		151	56,821
City Clerk	City Clerk Volunteer Program	56	5,394
City Clerk Total		56	5,394
City Comptroller	Capital Assets	1	1,000
City Comptroller Total		1	1,000
Development Services	Business Improvement Districts (BIDs)	304	10,098
	Business Improvement Districts Council (BID Council)	16	640
	Code Monitoring Team (CMT)	14	672
	Community Forest Advisory Board (CFAB)	14	300
	Community Parking District Advisory Boards	65	873
	Consolidated Plan Advisory Board (CPAB)	9	2,475
	Economic Development & Tourism Support (EDTS)	9	180
	International Affairs Board (IAB)	9	9
	Maintenance Assessment Districts (MADs) and Property and Business Improvement Districts (PBIDs)	118	400
	Parking Advisory Board	11	198
	Planning Commission	7	650
	Small Business Advisory Board (SBAB)	11	132
	Technical Advisory Committee (TAC)	16	384
Development Services Total		603	17,011
Development Services: Planning	Community Planners Committee (CPC)	25	897
	Community Planning Groups (CPG)	630	19,960
	Historical Resources Board (HRB)	11	1,900
	La Jolla Shores Advisory Board (LJSAB)	7	420
	Old Town Design Review Board (OTDRB)	7	280
Development Services: Planning Total		680	23,457
Fire-Rescue	CERT San Diego	1,436	12,578
	Chaplain Services	5	50
	Coast Guard Auxiliary	8	200
	Crisis Intervention	2	300
	Landscaping Volunteer	1	100
	San Diego Junior Lifeguard Program, SDJG Foundation	85	884
	San Diego Lifeguard Association	17	1,160
Fire-Rescue Total		1,554	15,272
Human Resources	Citizens' Review Board on Police Practices	30	4,400
	Human Relations Commission	25	1,000
Human Resources Total		55	5,400
Library	Friends of READ	6	652
	Friends of the San Diego Public Library	511	26,690
	Library Commission	7	350
	Library Foundation Board	27	3,715
	Library Volunteer	2,212	97,320
	READ/San Diego Literacy Tutor	325	17,859
Library Total		3,088	146,586

Department	Program Title	Annual Numbers of Volunteers	Annual Number of Volunteer Hours
Parks & Recreation	Beautification Clean ups	5,290	20,605
	Court Referrals	653	5,415
	Debris and Trash Removal in Otay Valley Regional Park	140	560
	Disabled Services Advisory Council and Recreation Councils	4,020	6,519
	Golf Marshalls and Divoters	155	8,643
	Habitat and Trail Restoration Work Parties (Crew Support)	1,892	51,916
	Interns	89	3,792
	Litter Abatement	1,739	1,522
	Mission Bay Park and Famosa Slough Assistance	3,492	10,248
	Office Assistance	244	12,100
	Otay Valley Regional Park Habitat Restoration Support	120	480
	Recreation Program Assistance	2,289	16,289
	San Diego Civic Dance Association Assistance	500	20,000
	San Diego Parks & Recreation Board	11	264
	Scorekeepers, Officials, Timers	447	2,300
	Seasonal Sport Coaches	623	13,775
	Senior Citizen Services Assistance	860	7,200
	Special Event Assistance	1,151	7,650
	The Rock Church Supports Golf Division	49	179
	Trees for Health, Rose Garden, Friends of Balboa Park	496	9,877
Twilight Concerts in the Park Support	22	3,000	
Visitor Center, Trail Guide, and Park Patrol Support	1,894	13,163	
Wellness and Fitness Instructors	265	833	
Parks & Recreation Total		26,441	216,330
Police	Cadet Program	59	10,000
	Crisis Intervention	99	8,000
	Police Reserves	24	6,000
	Retired Senior Volunteer Patrol	372	120,000
	Volunteers In Policing	109	28,000
Police Total		663	172,000
Public Utilities	"City-10" (San Diego County Water Authority Board)	10	900
	Creek to Bay Volunteer Clean Up with "I Love a Clean San Diego"	35	105
	Hunt Masters	20	34
	Independent Rates Oversight Committee	13	1,560
Public Utilities Total		78	2,599
Public Works: E&CP	Volunteer Engineer for Field Engineering Division	1	540
	Volunteer Engineer in AEP Division	1	960
	Volunteer in Right of Way Design Division	1	540
	Volunteer Projects Implementation Division	2	1,000
Public Works: E&CP Total		5	3,040