



COUNTY OF EL DORADO, CALIFORNIA

BOARD OF SUPERVISORS POLICY

Subject: VOLUNTEER POLICY	Policy Number: E-6	Page Number: Page 1 of 5
	Date Adopted: 12/10/2019	Last Revised Date: 09/23/25

I. PURPOSE

The purpose of this policy is to:

- A. Establish guidelines for the purpose of retaining volunteers, together with defining the roles and responsibilities of those with direct responsibility over the volunteers.
- B. Ensure that volunteers are suitably selected, oriented, and trained; written assignments and job duties are developed; supervision is appropriate to the assigned duties; and volunteers are informed of safety and other County policies.
- C. Enable the County to accept volunteers, reduce volunteer risk, and protect the interests of the County, its volunteers, and the community it serves.

II. DEFINITIONS

- A. "Volunteer" shall mean anyone under the direction and supervision of a County department head or designee, who performs services on behalf of the County, without promise, expectation, or receipt of compensation for services rendered, except for reasonable reimbursement of expenses. Individuals shall be considered volunteers only when their services are offered freely and without pressure of coercion, direct or implied, from the County.
- B. "Staff Supervisor" shall mean an employee of the County who is responsible for direct supervision of the volunteer. The Staff Supervisor shall be responsible for the day-to-day management and guidance of the work of the volunteer and shall be available to the volunteer for consultation and assistance.

III. POLICY

- A. To maximize the effectiveness of volunteers, yet limit risk exposure to both volunteers and the County, this policy will apply to all County departments and volunteers. Exceptions to this policy may be presented to the Director of Human Resources or designee for review and approval on a case-by-case basis.
- B. Departments are responsible to create their specific department procedures to coordinate their volunteer program and to meet expectations outlined in this policy.
- C. All volunteer assignments and corresponding durations shall be determined by the department head or designee. The department is responsible for completing a written description of duties and responsibilities for each volunteer opportunity prior to application or assignment. If a department does not already have a written description, a



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sample Volunteer Assignment Description Form is provided on EDCNET. The description shall include the following:

1. Description of the work, including dates, times, and scope.
 2. Department-specific training (ensuring completion of said training will be the responsibility of the department).
 3. Assignment of Staff Supervisor.
 4. Anticipated expenses including equipment, materials, and mileage.
 5. Date, time, and location for an orientation meeting between the assigned Staff Supervisor and the volunteer to provide the volunteer with an overview of the assignment, schedule, duties, and responsibilities.
 6. Attachments including:
 - a) Volunteer Resources and Required Training/Forms document
 - b) Volunteer Agreement and Release document
 - c) Emergency Notification Form
 - d) Volunteer Safety Orientation Checklist
- D. All potential volunteers must submit a Volunteer Application to the department for review. Should a department not have a Volunteer Application, a sample is provided on EDCNET.
- E. Volunteer assignments will require a criminal background check, unless waived by the Director of Human Resources. Background checks for volunteers will be administered or waived consistent with the Board of Supervisors Policy E-4, Pre-Employment Background Check, and applicable law. Volunteers who do not agree to the screening methods (in part or whole) must be refused assignment. Cost of all screening methods will be the responsibility of the department.
- F. For volunteer assignments lasting 30 days or 100 hours or more in a calendar year, the Department of Human Resources shall enroll the volunteer in mandatory County-wide training courses. The department shall ensure the volunteer completes the mandatory Anti- Harassment training within 30 calendar days or the first 100 hours worked, whichever occurs first per Senate Bill No. 1343. Volunteer assignments lasting less than 30 days and fewer than 100 hours in a calendar year (i.e., 12.5 working days) will not be required to complete the Human Resources specific training courses.



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G. Duration of Volunteer Assignment

1. The department head or designee shall have the authority to discontinue any volunteer's service within their department at any time.
2. Volunteers may resign from their volunteer position with the County at any time. It is requested volunteers provide advance notice of their departure when possible.
3. Volunteers who do not adhere to the County's rules and procedures or who fail to satisfactorily perform their volunteer assignment are subject to discontinuation of voluntary service.
4. Department Heads shall advise the Department of Human Resources when the volunteer's service is discontinued. The department will be responsible for submitting to Human Resources the Exiting Volunteer form which can be found on EDCNET.

H. Minors under the age of 18 must obtain a parent/ guardian's written permission and signature to volunteer for the County. This permission shall be on a form prepared by the Department of Human Resources, and such form shall address, but not necessarily be limited to, consent for medical treatment and responsibility for personal injury and property damage.

I. Persons with disabilities may be required to be accompanied/monitored by a supervising or responsible party. Reasonable accommodations may be made in consultation with Human Resources/Risk Management for individuals on a case-by-case basis.

J. Volunteers should receive formal or informal periodic reviews of their work. The purpose of the reviews is to provide ongoing feedback to the volunteer and to discuss any concerns the volunteer may have regarding the duties or project to which the volunteer is assigned.

K. All volunteers performing work requiring license, credential, or certification shall possess such license, credential, or certification. Prior to operating a motor vehicle in the course and scope of County business, the volunteer must complete an online driver training course from a Department of Human Resources approved vendor. Minors shall not be permitted to operate a motor vehicle in the course and scope of their volunteer work.

L. All volunteers and department heads or designees must adhere to the County's Board of Supervisors Policy D-4, Vehicle Use - Privately Owned and County Owned Vehicles.

M. Each volunteer shall be capable of safely completing the work assigned according to the assignment description and/or direction provided by the assigned supervisor.



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- N. Volunteers are eligible for reimbursement of reasonable expenses incurred while undertaking County business (this includes mileage reimbursement) in accordance with the County's Reimbursement Policy. Refer to Board of Supervisors Policy D-1, Travel. Department approval must be granted for any expenditure reimbursement.
- O. Access to any County facility shall only be allowed under the supervision of a County employee, unless otherwise approved by the department head. No volunteer shall be given keys to any County facility unless specifically authorized by the department head and the County's Facilities Division.
- P. All records pertaining to volunteer services shall be maintained by the department in accordance with the Department of Human Resources Retention Policy. The departments will maintain a record of current volunteers and their number of hours volunteering, and such will be provided to the Department of Human Resources - Risk Management Division upon request.
- Q. In compliance with the Fair Labor Standards Act, no employee of the County shall:
1. Serve as a volunteer in a department where they are currently employed, except:
 - a. Health and Human Services Agency employees volunteering to care for animals (defined as feeding, walking, grooming, playing with, petting, cleaning up after, and related activities) with Animal Services, unless (2) applies below; or
 - b. Chief Administrative Office employees volunteering for park and trail clean up and maintenance projects, unless (2) applies below.
 - c. Chief Administrative Office employees volunteering for cemetery clean up and maintenance projects or special events, unless (2) applies below.
 - d. Sheriff's Office employees volunteering for the Search and Rescue (SAR) program, unless (2) below applies;
 - e. An employee who accompanies their minor child dependent for the sole purpose of supervising their child volunteer for the child's safety and behavior, and who is not performing any direct or indirect services themselves.
 2. Volunteer to perform the "same type of services" as those that the volunteer is employed by the County to perform.
- CalPERS retired annuitants may be restricted from volunteer service with the County if prohibited by applicable law, regulations, or applicable guidance issued by CalPERS.
- R. Volunteers shall not:
1. Enter any contract on behalf of the County.
 2. Perform cash handling duties without the direct supervision of an assigned County employee.



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3. Work with hazardous materials or waste.
4. Work with infectious or potentially infectious agents, including human blood, unless properly trained as determined by the department head or designee.
5. Participate in media interviews without permission of the volunteer's supervisor.
6. Be supervised by a member of the volunteer's immediate family as defined in the County's Personnel Rules, Section 1108, Nepotism.

IV. RESPONSIBLE DEPARTMENT

Department of Human Resources

Issue Date:	12/10/2019	Sunset Review Date:	12/10/2023
Revision Date:	8/27/2024	Sunset Review Date:	7/16/2028
Revision Date:	9/23/2025	Sunset Review Date:	9/23/2029