



CITY OF SACRAMENTO

41

DEPARTMENT OF FINANCE
915 I STREET
ROOM 112

SACRAMENTO, CALIFORNIA 95814
TELEPHONE (916) 449-5736

June 24, 1980

JACK R. CRIST
DIRECTOR OF FINANCE
FRANK MUGARTEGUI
ASSISTANT DIRECTOR

Budget and Finance Committee
City Council
Sacramento, California

Honorable Members in Session:

SUBJECT: VOLUNTEER WORK FORCE

SUMMARY

Staff is proposing that the attached Council Resolution providing Workers' Compensation benefits for volunteers is recommended for adoption declaring volunteers are employees of the City, except persons riding as passengers in City Police vehicles.

BACKGROUND

Effective January 1, 1980, AB 58, Chapter 76, Statute of 1979 Amended Labor Code Section 3352, excluding certain persons (volunteers) from the definition of "employee" for purposes of Workers' Compensation coverage —

"Any person performing voluntary service for a public agency or a private, non-profit organization who receives no remuneration for such services other than meals, transportation, lodging or reimbursement for incidental expenses."

The effect of this legislation is to free the City from Workers' Compensation Liability for volunteer workers, unless the City Council, by resolution, declares that such volunteer workers are employees.

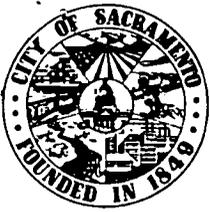
However, if a volunteer is injured "on the job", and the injury is due wholly or in part to negligence on the part of the City, the City's civil liability may exceed the Workers' Compensation Liability if the volunteer was covered. This is due to the fact that a person covered by Workers' Compensation may not sue the employer in a civil action, while one not so covered is entitled to sue the "Employer". (Ref. to Exhibit I).

Throughout the various activities of the City, "Volunteers" are an integral part of the operation, particularly in the Police Department, Community

APPROVED
BY THE CITY COUNCIL

JUL -1 1980

OFFICE OF THE
CITY CLERK



CITY OF SACRAMENTO

41

CITY MANAGER'S OFFICE
RECEIVED
JUN 24 1980

DEPARTMENT OF FINANCE
915 I STREET
ROOM 112
SACRAMENTO, CALIFORNIA 95814
TELEPHONE (916) 449-5736

June 24, 1980

JACK R. CRIST
DIRECTOR OF FINANCE
FRANK MUGARTEGUI
ASSISTANT DIRECTOR

City Council
Sacramento, California

Honorable Members in Session:

SUBJECT: VOLUNTEER WORK FORCE

SUMMARY

The attached report requests that volunteer workers be deemed as employees of the City.

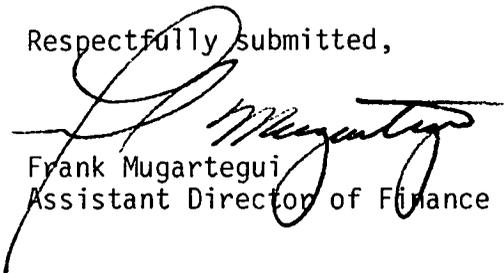
BACKGROUND

At the June 30, 1980 Budget and Finance Committee meeting, the attached report was approved by the Committee and Staff was directed to forward it to the City Council for adoption.

RECOMMENDATION

It is recommended that the City Council adopt the attached Resolution declaring that volunteer workers are employees of the City.

Respectfully submitted,


Frank Mugartegui
Assistant Director of Finance

RECOMMENDATION APPROVED:


Walter J. Slipes
City Manager

All Districts
July 1, 1980

FA:80231:FM/ml
Attachments

cc: Risk Management Committee
W. P. Carnazzo, Deputy City Attorney
D. Heins, Employee Services Officer

Services Department, Library Department, and Planning Department (Ref. to Exhibit II). Any reductions or the elimination of volunteers due to the unwillingness of individuals to continue as volunteers, since they are no longer covered under the City's Workers' Compensation program, would likely reduce services provided to the Citizens of Sacramento.

FINANCIAL IMPACT

The underlying issue is the financial impact on the City of Sacramento. Including volunteers as employees of the City would minimize the City's financial loss exposure.

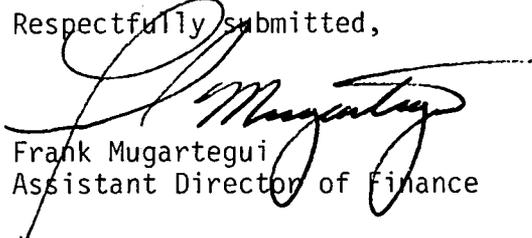
CONCLUSION

Under the current law which excludes volunteers as "employees", an injured volunteer may sue the City in a civil action. An award granted by the civil action could exceed the cost had the volunteer been covered under Workers' Compensation. Therefore, over the long term providing Workers' Compensation coverage for volunteers would be beneficial to the City of Sacramento in two respects - (1) financial, and (2) services provided.

RECOMMENDATION

That the Committee approve this report and direct Staff to submit the attached Resolution to the full City Council for adoption.

Respectfully submitted,



Frank Mugartegui
Assistant Director of Finance

RECOMMENDATION APPROVED:



William H. Edgar
Assistant City Manager

June 30, 1980

FA:80232:FM/ml
Attachments

cc: Risk Management Committee
Wm. P. Carnazzo, Deputy City Attorney
D. Heins, Employee Services Officer

RESOLUTION NO. 80-429

Adopted by The Sacramento City Council on date of

A RESOLUTION DECLARING THAT VOLUNTEER WORKERS
ARE EMPLOYEES OF THE CITY OF SACRAMENTO EXCEPT
FOR PASSENGERS IN POLICE VEHICLES

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SACRAMENTO:

1. Pursuant to the provisions of Labor Code Section 3363.5 and for purposes of that section only, a person who performs voluntary services without pay for the City of Sacramento at the express request of an authorized agent of the City is deemed to be an employee of the City for purposes of Part 2, Division 4 of the Labor Code while performing such service.
2. Provided, however that persons who ride as passengers in City Police vehicles shall not be deemed employees of the City for any purpose whatsoever.

MAYOR

ATTEST:

CITY CLERK

APPROVED
BY THE CITY COUNCIL

JUL -1 1981

OFFICE OF THE
CITY CLERK



CITY OF SACRAMENTO

EXHIBIT I

JAMES P. JACKSON
CITY ATTORNEY

THEODORE H. KOBEY, JR.
ASSISTANT CITY ATTORNEY

LELIAND J. SAVAGE
DAVID BENJAMIN
SAM JACKSON

WILLIAM P. CARNAZZO
SABINA ANN GILBERT
STEPHEN B. NOCITA
DEPUTY CITY ATTORNEYS

DEPARTMENT OF LAW

812 TENTH ST.
SUITE 201

SACRAMENTO, CALIF. 95814
TELEPHONE (916) 449-5346

May 27, 1980

MEMORANDUM

TO: KEN HARRIS, Recreation General Supervisor,
Department of Community Services

FROM: WILLIAM P. CARNAZZO, Deputy City Attorney

RE: VOLUNTEERS -- WORKERS' COMPENSATION

I. INTRODUCTION.

You have provided me with a list of various classifications of volunteers providing services to the Recreation Division, with an inquiry as to the status of each classification under workers compensation law.

Not addressed here, but worthy of examination, are the issues of: (a) City civil liability to an injured volunteer, where negligence, direct or imputed, exists on the part of the City; and (b) City civil liability due to injuries to third persons as a result of the acts of volunteers in the course of their services for the City.

II. DISCUSSION.

A. Labor Code Provisions.

Labor Code § 3352 reads as follows:

3352. "Employee" excludes:

. . . (i) Any person performing voluntary service for a public agency or a private, nonprofit organization who receives no remuneration for such services other than meals, transportation, lodging, or reimbursement for incidental expenses.

An exception to that rule is created by Labor Code 3363.5(a), which would allow the City Council to adopt a resolution declaring particular volunteers or classifications of volunteers to be "employees" (and thus covered by workers compensation), not withstanding §3352.

Ken Harris
Page Two
May 27, 1980

Several important points deserve mention:

(1) §3352 requires that there be "no remuneration"; meals, transportation, lodging or reimbursement for incidental expenses are allowed. If a person receives any form of compensation, monetary or not, which is not reimbursement for actual expenses incurred in the performance of voluntary services, that person is an "employee" and is covered by worker's compensation.

(2) If a volunteer is injured "on the job", and if the injury is due wholly or in part to negligence on the part of the City, the City's civil liability may exceed worker's compensation liability if the volunteer was covered. This is due to the fact that a person covered by worker's compensation may not sue the employer in a civil action, while one not so covered is entitled to sue the "employer". Section 3352 is a two-edged sword in such cases.

In summary, a volunteer as defined in §3352 is not an employee, unless the City Council by resolution expressly otherwise declares.

B. Implication of Labor Code Provisions.

Of the list of 13 types of volunteers some present little or no question, while other present issues of varying subtlety. Each group will be treated separately.

(1) True volunteers under Labor Code §3352.

(a) A volunteer who transports a group of individuals from one location to another for a recreation activity (your item 1).

(b) Individual who volunteers time and skill to assist with a department program (your item 4).

(c) Individual who volunteers as an instructor or coach (your item 6).

(d) An individual who volunteers time to put on special events, such as art shows, fund raisers, tournaments, etc. (your item 11).

(e) An individual who is asked to help at some task, such as moving a table or piece of equipment (your item 12).

(f) An individual who is a volunteer facility director, and who supervises other volunteers in managing the facility (e.g. Garden & Art Center) (your item 13).

Ken Harris
Page Three
May 27, 1980

Assuming that no remuneration is received by any of the above types of volunteers, they are not "employees". A potential issue exists as to the volunteer's status when the request for services originates with the City. The wording of §3352, defines a volunteer as one "performing voluntary service". If an individual is asked to volunteer, and agrees to do so, that person is "performing voluntary service". Thus, the fact that the City makes the request is insignificant.

(2) Types of Individuals whose Status is Unclear.

(a) A student who volunteers time on a departmental activity as required by a class curriculum (your items 2 and 8). It has been successfully argued that the class credit or training received is "remuneration" and thus the student is an employee. State Compensation Insurance Fund vs. I.A.C. (Hebrich), 22 Cal. Comp. Cases 212; Union Lumber Co. vs. I.A.C., 12 CA2d 588 (1936). Although these cases predate §3352, they may still represent valid precedent inasmuch as they deal with what is or is not "remuneration".

(b) Individual who volunteers time as a "range officer" at the Mangan Rifle Range. According to the description received, a gun club provides a range officer and range supervisor during the hours the range is open to the public. In return for such services, the club is allowed to retain one half of fees collected from persons using the range. Such funds are retained by the club for use according to its purposes; no monies are directly paid to the range officers.

Several issues are present in these facts. First, where the club is an unincorporated association, it has no existence apart from its members. Thus, it can be argued that an injured range officer has received remuneration because he is the association.

Secondly, however, the association (and thus the individual) may be an independent contractor, and if so no employer-employee relationship exists irrespective of remuneration. The "independent contractor" question is complex, however, involving numerous legal and factual issues.

It would be advisable to require evidence of complete insurance coverage (medical and disability), and an indemnity agreement from the club, in order to protect against liability.

(c) Individuals who volunteer time as tour guides on field trips for senior citizens but have their trip paid (your item 5). My understanding is that the travel agency provides the free trip when they arrange the tour.

Ken Harris
Page Four
May 27, 1980

If the free trip is no more than the cost of transportation, lodging, meals and incidental expense reimbursement, the person is a volunteer within \$3352; if the value exceeds those items, it becomes remuneration and the person may be an employee.

(d) Individuals who volunteer as officials or judges of sporting events, contests, scorekeepers, timers, referees, umpires, art judges, etc. (your item 7).

Persons who perform these services without remuneration are true volunteers. However, as to those who are paid, they may be employees.

It is my understanding that the City and the Sacramento Metropolitan Officials Association have entered into an agreement whereunder the association provides officials to certain athletic contests, with a fee schedule under which the official is paid directly by the City. The "association" question discussed in connection with the rifle range applies here, as does the discussion concerning "independent contractors". The fact that the compensation is paid directly to the official, although nominal in amount (see, for example Tolerton vs. SCIF, 14 I.A.C. 16; where a rancher was appointed game warden for one year), will likely result in a finding that remuneration was paid, and \$3352 does not apply.

Thus, it is advisable to require evidence of full insurance coverage (medical and disability) and an indemnity agreement from the association to insulate the City from liability.

(e) Individuals who perform work for the City as part of the "Alternative Sentencing Program" (your item 9). These persons are performing work in lieu of fines; as such, they can hardly be considered to be working "voluntarily". They receive remuneration in the form of credit for a fine, which is analogous to receipt of training in the case of a student teacher. For example in Pruitt vs WCAB, 261 C.A.2nd 546 (1968), a county jail inmate's injury was held compensable where he was "loaned" to the City by the County to work at a municipal sewage plant under the direction and control of the City, and was given a five day reduction in his sentence for each thirty days' work. Such credit, then, has been considered "remuneration", and the injured person may be an employee.

Under certain specific circumstances incarcerated prisoners are statutorily declared to be employees. See Labor Code §§ 3364.55, 3364.6, 3307; Penal Code §§ 4017, 4017.5, and 4125.1.

Ken Harris
Page Five
May 27, 1980

(f) "Friends of Camp Sacramento" who pay for a weekend stay at the camp during the annual work weekend and work doing repairs to the camp (your item 10).

If these persons merely receive "lodging" at the camp, and nothing more, then they are not employees. If the unincorporated association known as "Friends of Camp Sacramento" receives remuneration, the issues associated with the rifle range discussed above are present.

Each case must be judged on its own facts, as can be seen from the above discussion. No clear conclusion can be reached in any case not involving a "true" volunteer; in questionable cases it will be a factual question to be decided by the workers compensation judge if an application for benefits is filed. In cases involving associations, adequate verified insurance coverage should exist, and an indemnification agreement obtained. In some cases, a policy question exists as to whether the Council should by resolution declare certain types of volunteers to be employees.

Should you have questions on this subject, please contact me.

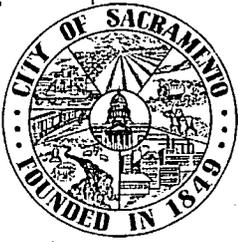
Very truly yours,


WILLIAM P. CARNAZZO
Deputy City Attorney

WPC:KMF

EXHIBIT II

- A. Police Department
- B. Community Services Department
- C. Library Department
- D. Planning Department



CITY OF SACRAMENTO

DEPARTMENT OF POLICE
HALL OF JUSTICE
813 - 6TH STREET
SACRAMENTO, CALIFORNIA 95814
TELEPHONE (916) 449-5121

CITY MANAGER'S OFFICE
RECEIVED
MAY 8 1980

JOHN P. KEARNS
CHIEF OF POLICE

TO: WALTER J. SLIPE
CITY MANAGER

Date: May 5, 1980

FROM: JOHN P. KEARNS
CHIEF OF POLICE

Ref: 5-10

SUBJECT: VOLUNTEER PROGRAM OBSTACLES

This memorandum is a followup to our recent conversation in which I indicated the Department has developed some obstacles in the path of our volunteer program. As you will recall, a Police Cadet who volunteered his time to assist the Department in the training of a canine unit was bitten by one of the dogs. We were informed that the City would not bear responsibility for his medical bills. Subsequently, the City has indicated that they would pay any medical bills for that employee. The City's position was based upon recent legislation which went into effect on January 1, 1980 (See attached memo).

As a result of this decision, the Police Cadet Post has temporarily terminated all volunteer support to the Police Department. It should be noted that the Cadets devote several hundred hours to the Department each month. The Police Cadets man the Public Counter on Saturday and Sunday from 10:00 a.m. to 4:00 p.m. They also perform numerous tasks for the Department. We should also note that the Department makes extensive use of Student Interns from the local colleges. They work in several units within the Department providing assistance in Identification, Crime Alert Programs, Audio-Visual and numerous others.

As I mentioned before, the Police Department is also in the process of establishing a civilian volunteer program. We have identified over thirty positions in the Department in which we could use volunteer support. The next step in the program is the actual contact with community organizations to recruit the volunteers. I am hesitant to undertake this step if I have to advise volunteers that the City will not be responsible for an accident which could occur while they are devoting their time to the Department.

MEMORANDUM

Walter J. Slipe
Page 2

May 5, 1980

It is my personal opinion that the continued use and expansion of the volunteer program is extremely beneficial to the Police Department, the City and the services rendered to this community.

Labor Code Section 3363.5(a) authorizes the City Council to pass a resolution to permit volunteers to be covered by Workers Compensation. If you approve, I will prepare a report to the City Council requesting the passage of such a resolution.

If you have any questions, please do not hesitate to contact me.

Respectfully submitted,


JOHN P. KEARNS
CHIEF OF POLICE

APPROVED:



WALTER J. SLIPE
CITY MANAGER

JPK:RCB:ad
attachment



CITY OF SACRAMENTO

DEPARTMENT OF COMMUNITY SERVICES

3520 FIFTH AVENUE
(916) 449-5200

SACRAMENTO, CA 95817

SOLOM WISHAM, JR.
DIRECTOR

CROCKER ART MUSEUM DIVISION
GOLF DIVISION
METROPOLITAN ARTS DIVISION
MUSEUM AND HISTORY DIVISION
RECREATION DIVISION
PARKS DIVISION
ZOO DIVISION

May 29, 1980

MEMO TO: Frank Mugartegui

SUBJECT: Volunteers & Worker's Compensation

Attached are memos from Zoo and Recreation Divisions. The following is the information for the other Divisions.

GOLF - No volunteers

PARKS

1. C.C.C. Crews - they are paid by the State and covered by the State
2. Crews from Juvenile Hall - not covered by County. Individuals and parents sign waivers with the County.
3. College interns at Landscape Architect's Office and City Nursery - they are covered by the schools.
4. Boy Scout groups (Let's-clean-up-the-park-projects) - these are not covered.

CROCKER ART MUSEUM

1. Docents - approximately 125 - not covered
2. Service League - 50 members - not covered
3. Interns - 4 people - covered by the colleges
4. Volunteer 8 individuals - not covered

METROPOLITAN ARTS COMMISSION

College interns - covered by the colleges

MUSEUM & HISTORY

1. Commissioners - 9 appointed by the City and County

Frank Mugartegui
Page Two
May 29, 1980

2. History Center, Inc. Members - 9 people - not covered
3. Friends of the Museum - 350 members - not covered.
4. College interns - 10 people - covered by the colleges.
5. "Warm Hands" - Mentally handicapped group - 5 individuals - not covered
6. Volunteer Bureau - 10 people - not covered
7. Geniological Society members - 20 people - not covered.

Garrett D. Crispell / ket
GARRETT D. CRISPELL
Administrative Assistant I

GDC:ket

Enclosures



CITY OF SACRAMENTO

DEPARTMENT OF COMMUNITY SERVICES

ZOO DIVISION

3930 W. LAND PARK DRIVE

TELEPHONE (916) 447-5094

SACRAMENTO, CA 95822

WILLIAM E. MEEKER

ZOO SUPERINTENDENT

May 27, 1980

MEMO TO: Gary Crispell

SUBJECT: Volunteer Use At Sacramento Zoo

Regarding Mr. Mugartegui's request for information on our volunteers, we have several categories which I will list with information on each:

- 1.) Docent Council - Approximately 75 volunteer, trained guides to tour school groups requesting service. Also they provide slide shows at the schools. They are covered by Zoological Society Blanket Coverage.
- 2.) College Interns - Works at the Zoo under the formal agreement with the school in question. They are covered by School Insurance. We have no more than six at any one time.
- 3.) High School Interns - Same as above.
- 4.) Individual Volunteers - Not under any organized, formal agreement. Numbers 2, 3 & 4 all sign Department Waivers.

We have had no problem with change in the Labor Code because all of our people are covered by other Insurance Programs.

Respectfully,


WILLIAM E. MEEKER
Suprintendent
Sacramentø Zoo

WEM/sm



AAZPA ACCREDITED INSTITUTION



CITY OF SACRAMENTO

DEPARTMENT OF COMMUNITY SERVICES

RECREATION DIVISION

3520 FIFTH AVENUE

SACRAMENTO, CA

TELEPHONE (916) 449-5200

LOU EDGAR

RECREATION SUPERINTENDENT

May 28, 1980

MEMO TO: Garry Crispell, Administrative Assistant

SUBJECT: Use of Volunteers - Recreation Division

The Recreation Division utilizes numerous volunteers in a variety of ways. Due to the overall program diversity volunteers are used either on a continuing basis or for a short period of time.

The utilization of volunteers in the division are as follows:

Community Recreation Services

- 1) Eight to ten volunteers each Saturday and daily during the summer within the handicapped program. These people are usually regulars and supplemented by people who come in for one or two days. They work four to six hours per day.
- 2) Young teenagers (14-16) who assist in playground programs as junior leaders with activities. Could be considered a participant.
- 3) Volunteers (usually seniors) who assist with various senior programs and activities, such as crafts, social events, nutrition program. Some regularly, others for specific events. Often these people are regular participants in the program.
- 4) Volunteer hostesses. They act as tour hostesses on senior trips of from one to twenty days, including both domestic and international travel. They receive no pay but all trip expenses are covered.
- 5) College students, receiving college credit, conduct special programs or serve/assist at any number of our programs. Usually one day events or once a week (ten weeks).
- 6) Volunteer parents are used to chaperone activities (teen dances, playground field trips, etc.) often providing transportation in their private vehicles for participants.

Special Recreation Services

- 1) Three to ten individuals who volunteer their time and skill to assist with programs and activities at Fairytale Town.
- 2) Numerous range officers at James Mangan Rifle & Pistol Range assist with day to day activities, tournaments, rifle matches, etc.
- 3) Five individuals who volunteer throughout the summer months and assist the Camp Sacramento staff with a variety of tasks.
- 4) Members from "Friends of Camp Sacramento" volunteer their time and skills to improve operations of camp, conduct maintenance activities, etc. Two-hundred to three-hundred participants are involved per weekend for two weekends during the summer.
- 5) Students who receive college credit for volunteering his/her time as an intern with our department.

Sports and Aquatic Services

- 1) Twenty-five volunteers per swim meet (20 meets) used as meet officials: i.e. timers, judges, scorekeepers, etc.
- 2) Twenty to thirty volunteers used as swim and water safety instructors.
- 3) Five to six volunteers per swim team used to transport team members to swim meets.
- 4) Three to six volunteers who are used as swim team coaches.
- 5) One to five volunteers (field work students from local colleges) used in all program areas.
- 6) Thirty to fifty volunteers (youngsters) used around the pools doing clean-up and helping set-up and running of activities.
- 7) Twenty to thirty volunteers (parents) who help with fund raising activities.
- 8) One-hundred to three-hundred volunteers (participants) who help raise funds for their swim teams.

With regards to effect brought about by change in city policy - volunteers/Worker's Compensation, it is too premature to give a valid response. However, we do utilize volunteers extensively in our programs. Some programs would not be possible without volunteers (handicapped, senior tours, etc.). I do feel that they should be covered by Workman's Compensation as they provide a service to the city, often performing the same duties as a salaried employee.

The Potential Effect Is:

- 1) Difficult to recruit "volunteers" if they are told they are not covered.
- 2) Morale factor/public relations/image of city if a volunteer, particularly a regular on-going one is injured while "working" for the city and has to pay own medical bills.

Respectfully submitted,



LOU EDGAR
Recreation Superintendent

LE/es



Sacramento
Public
Library System
MEMORANDUM

Date: May 30, 1980

To: Frank Mugartegui, Assistant Director of Finance
From: H. D. Martelle, Jr., City-County Librarian
Subject: VOLUNTEER PROGRAMS

Attached is the information you requested in your memorandum of May 15, same subject, prepared by the current Library Volunteer Coordinator for our department, Janet Larson. Please feel free to contact her at 440-5926, if additional information is required.

A handwritten signature in cursive script, appearing to read "H. D. Martelle, Jr.".

H. D. Martelle, Jr.
City-County Librarian

HDM:ms

Attachment A/S

cc: J. Larson

100

100

100



Sacramento
Public
Library System
MEMORANDUM

Date: May 22, 1980

To: H. D. Martelle, Jr., City-County Librarian

From: Janet Larson, Library Volunteer Coordinator

Subject: VOLUNTEER PROGRAM

Purpose of Library Volunteer Program

The purpose of the Library Volunteer Program is to supplement our regular staff to provide better public library service. Our volunteers perform routine tasks which allow staff members more time to spend in public service or performing more complicated tasks. Branches are not allowed to become dependent on volunteers for day to day operation, but volunteers have been very helpful in emergencies for sick or vacation leaves. Our volunteers are over 16 years old. Many are retired; some are retired staff. We gear the job assignments to the physical abilities, interests and capabilities of the volunteer. We do turn down inappropriate volunteers. Although we try to provide interesting and meaningful work, volunteers do not displace or supplant established positions. Most of our volunteers are extremely dedicated and regular in attendance. We treat them as much like regular staff as possible, and they enjoy it as a privilege. Without them, it is likely that library service in Sacramento would suffer.

Inventory of Duties

Most volunteers shelve books or shelf-read as a regular assignment. Other duties may include checking in and shelving magazines; retrieving magazines for patrons; maintaining map, pamphlet, and picture files; helping during story hours; making displays and maintaining bulletin boards; typing and filing, other clerical duties; processing new books, gifts; mending books, replacing covers; charging and discharging materials. Assignments are based on interests, skills, experience and physical abilities.

Effect of Change in Workers' Compensation

The statement in our Manual for Volunteers reads, "Volunteers are covered by City and County liability insurance. Volunteers in City units only are covered by Workers' Compensation." The second sentence has been deleted. We have never emphasized Workers' Compensation in our orientation. The volunteers were apprised of the change; (So far there have been no inquiries or complaints and no one has stopped working because of the change. We have no record of any claim having been initiated by a volunteer for injuries sustained while volunteering.

Attachment: 1979/80 Sacramento Public Library Volunteer Program (City)
(July '79 - May '80)



CITY OF SACRAMENTO

CITY PRESERVATION BOARD

725 "J" Street

SACRAMENTO, CALIF. 95814

TELEPHONE (916) 449-5604

MEMORANDUM

TO: Frank Mugartegui
Assistant Director of Finance

FROM: Cynthia St. Louis
Assistant Planner

SUBJECT: Volunteers

The Preservation Section of the Planning Department is currently conducting a Cultural Resources Survey of non-residential structures within the Central City. The Preservation Section will coordinate a volunteer program for the twelve month duration of the survey project. Volunteers will be trained as researchers to compile research data required for the purposes of identifying resources that are architecturally, culturally and historically significant.

Staff has informed all volunteers that the City does not regard volunteers as employees and will not provide workers compensation. Some volunteers have shown concern, but none have stated that they would not be interested in the project because of the lack of coverage. One may, therefore, conclude that the City's workers compensation policy has had no effect on our section's effort to enlist the help of volunteers.

Our section does not anticipate the need for volunteers beyond the scope of the survey project.

Cynthia St. Louis
Cynthia St. Louis
Assistant Planner

CSL:jb