

**Human Resources**  
*Helping U Succeed*



# Pinellas County Volunteer Services

January 29, 2013

# Mission

The mission of Pinellas County Volunteer Services is to

*promote, recruit and place*

- citizens in our county government and
- facilitate our employees' volunteering.



# Holiday Lights

- Over 87,000 visitors enjoyed the Holiday Lights this season.
- Over \$117,000 was raised at the gate.
- Volunteers contributed over 3,200 hours.
- Veteran volunteer Chuck Scaffidi led the Florida Botanical Gardens Foundation project.



# Animal Services

- Last year volunteers placed 9,353 dogs and cats in forever homes.
- They walked, groomed, socialized and photographed animals for adoption.
- Volunteers contributed 14,390 hours in 2012.



# Department of Environment and Infrastructure



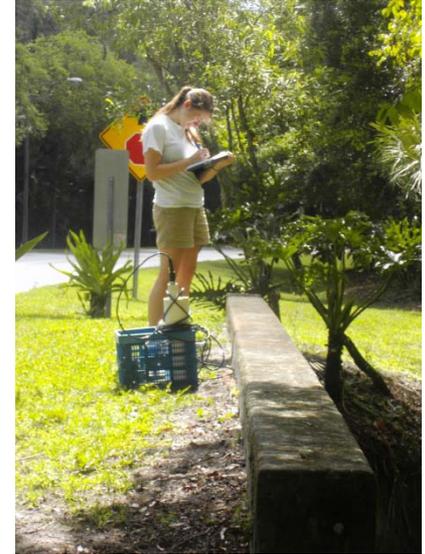
➤ 15,477 volunteer hours in FY 2012

➤ A 631% increase in volunteer hours in the past two years!

➤ Environmental Studies, Civil Engineering, Global Sustainability, Environmental Engineering student interns

➤ Tim Gates, Masters in Engineering

➤ Mike Johnson, over 1,000 hours since Oct 2011



# Parks and Conservation Resources

- 2012 volunteer hours: 85,911
- Over 70 Pinellas Trail Auxiliary Ranger volunteers



“Hawk Eye” &  
“Can Can Girl”



Dan Brown holding  
worn out work gloves



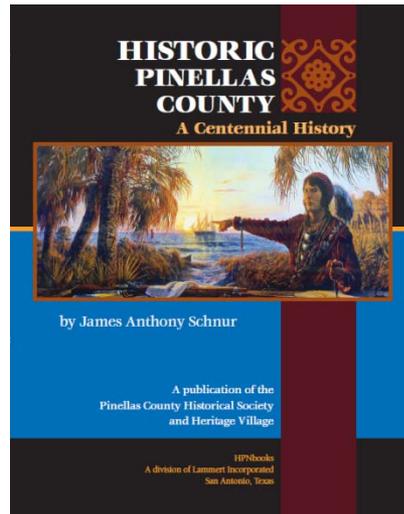
Girl Scouts painted dog  
play tunnel at Ft De Soto  
Dog Park

Sea Oats  
planting  
event with  
over 100  
Kiwanis  
volunteers



Auxiliary Rangers

# Heritage Village/Gulf Beaches Historical Museum



- Totally run by volunteers
- 70 active volunteers served over 3,600 hours last year



- Over 400 volunteers served 34,000 hours in 2012
- 22 active volunteer community civic groups
- Junior Docent Program with Bright Futures Scholarship students

THE BOATHOUSE AT HERITAGE VILLAGE

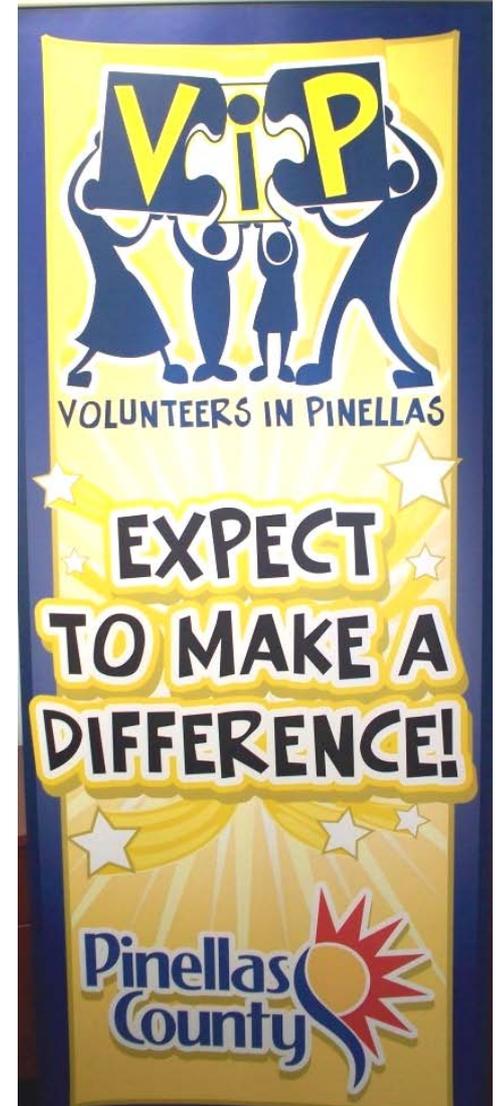
HOFFMAN UNIVERSITY



# Recruitment



- [www.pinellascounty.org/volunteer](http://www.pinellascounty.org/volunteer)
- Printed Materials/Social Media
- VolunteerMatch.com
- Public Service Announcements
- Community Outreach



# Community Partners

- **Educational Internships:**
  - Eckerd College
  - St. Petersburg College
  - University of South Florida
  - University of Phoenix
  
- **AARP**
  
- **United Way HandsOn Suncoast**
  
- **Groups donating their time and resources:**
  - Businesses
  - Scouts
  - “Friends” Groups
  - Historical Society
  - Other community groups



# Government Partners

- Succession Management participants
- Pinellas County Sheriff's Office
- Job Corps
- Pinellas County Schools
  - Pinellas Technical Education Centers (PTEC)
  - Public Works Academy
  - Bright Futures
  - Richard L. Sanders Horticulture Program



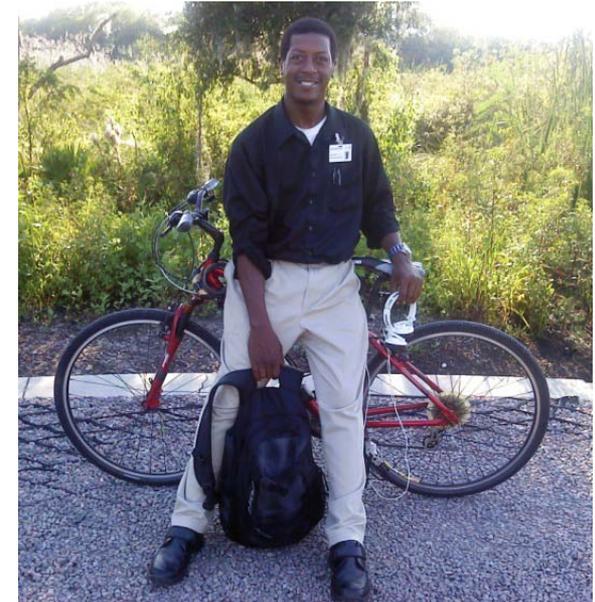
# Retention

- Incentive/Milestone Awards
- Recognition events/celebrations
- Site visits
- Site Coordinator education
- Training for employees working with volunteers
  - Videos featuring Bob LaSala and Paul Valenti
  - Four Generations in the Workplace



# Needs Assessment Focused on Core Mission

- Individual meetings with Appointing Authorities, directors and managers
- Ultimate Goal: Vertical integration within organization
- Professional Sources:
  - WorkNet Professional & Executive Networks
  - Non-traditional sources
- Examples of new ways to serve:
  - Housing Program Assistant
  - Graphic Designer
  - Mediation/Conflict Resolution
  - Software Development
  - Curriculum Development/Facilitation



# We've Come A Long Way

## Since FY2011 Expansion

- Overall value\* for FY 2011 and FY2012:
  - \$7.95 Million (372,407 hours)
- Value of volunteer hours for FY2012:
  - \$4.48 Million (209,806 hours)
- Percentage increase in hours since expansion:
  - 112%



\* 2011/2012 Independent Sector per hour value (including benefits): \$21.36



# Moving Forward

- Goal for next 2 years: \$10 Million contribution in service hours
- New ways to get employees hooked on volunteers
- Creative ways to maximize the use of volunteers at all levels of the organization

