

**WORKERS' COMPENSATION
COVERAGE FOR LONG TERM VOLUNTEERS**

Summary: Staff recommends extension of workers' compensation coverage for long-term volunteers.

Location: Anywhere the Conservancy conducts program work, meetings, or support activities

Fiscal Summary: Minor increase in monthly service fee for covered long term volunteers if there is an open claim associated with a long term volunteer in the previous nine months. Calendar year 2013 service fee was approximately \$190 per month. Payout of insured long term volunteer claims dependent on nature of claim.

Recommended Action: Adopt Resolution 14-03-03 (Attachment 1)

Background

Volunteers are important to the Conservancy and the implementation of its Strategic Plan. Volunteers assist with improving communication so that the public may fully understand Conservancy work accomplishments, priorities and promote stewardship of the Lake Tahoe Basin's natural and recreation assets. The Conservancy currently utilizes 15-20 volunteers on an annual basis.

The Conservancy established two types of volunteers based on service length.

- Long-term volunteers: Individuals volunteer hours for a job duty is greater than or equal to 24 hours over the course of a fiscal year.
- Short-term volunteers: Individuals volunteer hours for a job duty is less than 24 hours over the course of a fiscal year.

The Conservancy proposes to extend workers' compensation coverage to long term volunteers. This coverage would entitle long term volunteers to the same benefits as paid staff for on the job injuries.

Description

The expense to the Conservancy to cover long term volunteers would be from an open workers' compensation claim. The amount of the claim is dependent on the type of injury. From calendar year 2010 through 2012 the Conservancy incurred the following costs related to service fees and payout of claims from workers compensation insurance.

Workers Compensation Insurance Costs			
	2010	2011	2012
Monthly Service Fees	\$17,759	\$7,229	\$2,879
Payout of Insured Claims	23,105	14,133	8,055
Total	\$40,865	\$21,362	\$10,934

Volunteer activities that are defined as short term and performed by organized groups are not covered by workers compensation insurance due to the presence of a blanket waiver, individual waivers, or the requirement for insurance.

Implementation

If adopted by the Board, extension of workers compensation coverage to long term volunteers will become effective immediately.

Evaluation

The Conservancy believes from a financial perspective it is reasonable and prudent to extend workers compensation benefits to long-term volunteers. Volunteer Guidelines have been adopted to manage the program and minimize risk. California State Parks has a similar classification of short and long term volunteers and extension of coverage is made to long term volunteers.

Legal Authority

Adoption of Workers Compensation for Long Term Volunteers is authorized under Labor Code section 3363.5 where public employers may choose to extend workers' compensation coverage to volunteers that perform services for the organization.

Compliance with the California Environmental Quality Act

The proposed action is not an activity which has the potential of causing either a direct physical change in the environment or a reasonable foreseeable indirect physical change in the environment. Accordingly, the action is not a "project" within the meaning of CEQA, and thus does not fall within the purview of CEQA. Therefore, no CEQA analysis is required.

List of Attachments:

Attachment 1 – Resolution 14-03-03

Conservancy Staff Contact:

Kevin Prior

(530) 543-6016

kevin.prior@tahoe.ca.gov

ATTACHMENT 1

California Tahoe Conservancy
Resolution
14-03-03
Adopted: March 20, 2014

WORKERS' COMPENSATION COVERAGE TO LONG TERM VOLUNTEERS

Staff recommends the California Tahoe Conservancy adopt the following resolution:

"The California Tahoe Conservancy hereby authorizes extension of workers' compensation coverage to long term volunteers."

I hereby certify that the foregoing is a true and correct copy of the resolution duly and regularly adopted by the California Tahoe Conservancy at a meeting thereof held on the 20th day of March 2014.

In WITNESS THEREOF, I have hereunto set my hand this 20th day of March 2014.

Patrick Wright
Executive Director