



COUNTY OF SAN DIEGO
VOLUNTEER REPORT FORM
PERIOD JULY 1, 2024 - JUNE 30, 2025
Deadline: August 8, 2025

1. DEPARTMENT INFORMATION:

Department:	DAS
Division/Unit:	PSG

2. VOLUNTEER PROGRAM BENEFITS:

- a. GENERAL VOLUNTEERS (this section should include community volunteer, student intern, groups, corporations, etc.)

No. of Volunteers: 330 Hours: 22,732 x \$40.14 = \$ 912,462.48

Types of work performed by GENERAL VOLUNTEERS in this category:

There are three primary groups of volunteers which are the Dog Pals, Cat Crew and Bunny Buddies. Volunteers in these groups are trained and mentored on how to safely interact and engage with the animals. Volunteers provide enrichment to animals throughout the day. Volunteers also give much needed help with daily tasks at the shelter. We also have a group of volunteers that help greet customers, wash dishes, do laundry, and clean the kennels.

DAS Fosters are a part of our general volunteer program. Fosters become a bridge between the shelter and a home environment, taking animals home until permanent placement is found or until weight and age limits are met. DAS placed 915 animals in foster care in fiscal year 2024-2025.

The Dog Day Out program matches shelter dogs with individuals for brief outings, giving the dogs a chance to socialize, exercise, and increase their chances of adoption. Participants receive a backpack with essential supplies and a report card to record the dog's behavior and experiences. A total of 520 Dog Day Out outings took place.

- b. INSTITUTIONAL VOLUNTEERS (this section should include honor camp inmates, PIC/RETC, GAIN, etc.)

No. of Volunteers: NA Hours: x \$40.14 = \$



COUNTY OF SAN DIEGO
VOLUNTEER REPORT FORM
PERIOD JULY 1, 2024 - JUNE 30, 2025
Deadline: August 8, 2025

Types of work performed by INSTITUTIONAL VOLUNTEERS in this category:

DAS did not use Community Service Workers in the fiscal year.

- c. SPECIALIZED VOLUNTEERS (this section should include utilization of Special Volunteers in positions requiring specific skills and/or expertise levels, for example, an attorney, physician, sports figure or celebrity). These specialized positions have verifiable compensation levels (VCL). If you have such a volunteer, please indicate the position, hours and compensation level below.)

Position	Hours	x	VCL	=	Dollar Benefit
Emergency and Disaster Volunteers	215		40.41		8,688.15

No. of Volunteers: 25	Total Hours: 215	Total Value:	= \$ 8688.15
-----------------------	------------------	--------------	--------------

Types of work performed by SPECIALIZED VOLUNTEERS in this category:



COUNTY OF SAN DIEGO
VOLUNTEER REPORT FORM
PERIOD JULY 1, 2024 - JUNE 30, 2025
Deadline: August 8, 2025

Volunteers in this group are highly trained first responders and are permitted to work alongside the Department's Animal Control Officers and animal care staff to learn the most efficient ways to extract animals during disasters, which requires a high level of expertise. The hours listed represent the many classroom and field training sessions performed throughout the year to be a part of this group. They are trained to use specialized equipment and collect and process data/forms used during an emergency to help assist the Department staff.

d. TOTALS OF DEPARTMENT VOLUNTEERS (from above):

	No. of Volunteers	Hours	Dollar Benefit
2a.	330	22,732	912,462.48
2b.	N/A		
2c.	25	215	8,688.15
Total Volunteers	355	Total Hours 22,947	Total Value \$921,150.63

3. DONATIONS TO VOLUNTEER PROGRAM:

Please list all donations to the department's Volunteer Program including monetary donations and tangible/intangible items. Items such as computers, air time, transportation, books, etc. Please assign a fair market value to each and add to the total value of the donations section.

Item		
Donated:	_____	Value: _____
Item		
Donated:	_____	Value: _____
Item		
Donated:	_____	Value: _____



COUNTY OF SAN DIEGO
VOLUNTEER REPORT FORM
PERIOD JULY 1, 2024 - JUNE 30, 2025
Deadline: August 8, 2025

Item	_____	Value:	_____
Donated:	_____	Value:	_____
Item	_____	Value:	_____
Donated:	_____	Value:	_____
Total Value:			\$ _____

4. VOLUNTEER PROGRAM COSTS:

- a. Cost of direct supervision of volunteers (total hours of direct supervision times hourly rate of staff person(s) directly supervising program volunteers.

Hours: 1040 x Rate: \$40.14 = \$41,745.60

- b. Cost of program coordination (total hours of program coordination times hourly rate of coordinator(s)). This section should include coordination of staff, compiling statistics, job description preparation, volunteer placements and recognition, etc.

Hours: 1040 x Rate: \$40.14 = \$41,745.60

- c. Other program costs (volunteer training materials/supplies, recognition costs, etc.):

<u>Item</u>	<u>Cost</u>
Aprons	1071.00
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

TOTAL OF OTHER PROGRAM COSTS

\$1071.00



COUNTY OF SAN DIEGO
VOLUNTEER REPORT FORM
PERIOD JULY 1, 2024 - JUNE 30, 2025
Deadline: August 8, 2025

d. **TOTAL OF VOLUNTEER PROGRAM
COST** (Sum of 4a, 4b and 4c)

\$84,562.20

5. **NET BENEFIT TO DEPARTMENT FROM VOLUNTEER PROGRAM:**

- | | |
|--|-----------------|
| a. Total Dollar Benefits of Volunteers, Item 2d (Page 2) | \$ \$921,150.63 |
| b. Total of Donations to Volunteer Program, Item 3 (Page 2) | \$ |
| c. Subtract Total of Volunteer Program Costs, Item 4d (Page 3) | \$ 84,562.20 |

TOTAL PROGRAM BENEFIT

\$836,588.43

6. **RECRUITING:**

Please describe your recruiting programs:

To grow its volunteer and foster network, DAS recruited through social media, word of mouth, and events. New Volunteer and Foster Orientations were held to introduce potential Dog Pals, Cat Crew members, and Fosters to the program. Most recruitment came through the department's website and referrals from current volunteers. Interested individuals were interviewed, attended orientation, and began the necessary training for their specific roles. As a result, the volunteer program expanded with more trained and active participants, including those supporting both the Foster program and the Dog Day Out initiative.

7. **SPECIAL VOLUNTEER PROGRAM ACTIVITIES/ACHIEVEMENTS:**

Please describe any special activities and/or achievements your program was involved in during the period of this report:



COUNTY OF SAN DIEGO
VOLUNTEER REPORT FORM
PERIOD JULY 1, 2024 - JUNE 30, 2025
Deadline: August 8, 2025

During this reporting period, our program achieved several significant milestones and implemented meaningful activities that enhanced both volunteer engagement and community impact:

Volunteer-Led Training and Pack Walks:

Volunteers led approximately five regular training sessions and organized about seven pack walks, improving socialization for shelter dogs and providing hands-on experience for our volunteer team.

Revamped Animal Control Reserve Program:

We updated and relaunched our Animal Control Reserve Program, resulting in two volunteers whose consistent involvement has made them key contributors to shelter support.

Community Outreach Events:

Every Wednesday over the past couple of months, a volunteer has set up and staffed pop-up tables at local pet stores and markets, expanding our reach and public engagement.

Disaster Preparedness Education:

We conducted four disaster preparedness education sessions for staff, volunteers, and the community, helping ensure that residents and their pets are ready for emergencies. Volunteers were also equipped with tools and training to respond effectively during such events.

Specialized Volunteer Training:

On the first Saturday of each month, DAS hosts specialized training sessions for volunteers, focusing on enhancing public interaction skills and teaching dog playgroup facilitation. These sessions enrich the shelter experience for both animals and volunteers.

Holiday Staff Appreciation Program:

Volunteers led a holiday season staff appreciation initiative, including the Adopt-an-ACA program. They created and delivered care packages and gave staff members Christmas Day off by volunteering to walk dogs and clean kennels—demonstrating their deep commitment and support for shelter staff.

Impact:

These efforts have not only increased volunteer participation and improved animal care but have also strengthened connections among staff, volunteers, and the broader community.



COUNTY OF SAN DIEGO
VOLUNTEER REPORT FORM
PERIOD JULY 1, 2024 - JUNE 30, 2025
Deadline: August 8, 2025

8. VOLUNTEER PROGRAM GOALS FOR FISCAL YEAR 2021 -22:

Please describe your program goals. Include activities, number of volunteers, recruitment, training, recognition and other goals:

For the 2025–2026 fiscal year, Animal Services has established three primary goals to strengthen our volunteer program and increase community engagement.

The first goal is to increase volunteer-led adoption events. We aim to empower volunteers to take a leading role in planning and staffing more off-site adoption events throughout the year. This effort will be supported through weekly meetings and a volunteer newsletter to keep participants informed and engaged. To achieve this, we will provide training in event coordination, offer logistical and promotional support, and build stronger partnerships with local pet stores, markets, and community organizations to host regular pop-up adoption events.

The second goal is to expand department representation at community information fairs and special events. Our objective is to increase Animal Services' visibility and presence at local fairs, school events, and public gatherings, with a target of participating at least twice each month. Volunteers will be trained to represent the department at booths and community events, where they will share educational materials, promote animal welfare, and increase awareness of our adoption and foster programs.

The third goal is to establish more training opportunities for volunteers. We want to ensure all volunteers are confident, knowledgeable, and well-equipped to support our mission. To do this, we plan to expand our training program by adding one to two additional sessions each month. These sessions will cover advanced dog-handling techniques, customer service skills, playgroup facilitation, disaster preparedness, and leadership development for volunteer leads.

Together, these goals are designed to grow our volunteer base, improve retention, and deepen our connection with the community—ultimately enhancing the quality of care we provide to animals and increasing adoption and foster outcomes.

9. GENERAL INFORMATION:

Name of Person Completing Report:	Manny Salazar		
Phone Number:	619-681-2870	Mail Stop:	S152



COUNTY OF SAN DIEGO
VOLUNTEER REPORT FORM
PERIOD JULY 1, 2024 - JUNE 30, 2025
Deadline: August 8, 2025

Email:	Manny.salazar@sdcounty.ca.gov
--------	-------------------------------

Volunteer Coordinator:	Manny Salazar
------------------------	---------------

Phone Number:	619-681-2870
---------------	--------------

Mail Stop:	S152
------------	------

Email:	Manny.salazar@sdcounty.ca.gov
--------	-------------------------------

10. DEPARTMENT CERTIFICATION:

DEPARTMENT HEAD SIGNATURE

DATE