



# & MARINSHARES & MARINTERNS IMPACT REPORT

FISCAL YEAR 2021-2022



# MarinShares & Marinterns Impact Table FY 2021–2022

DEPARTMENT	VOLUNTEERS		UNPAID INTERNS		PAID INTERNS		HIRED	
	NUMBER	HOURS	NUMBER	HOURS	NUMBER	HOURS	CH*	RH**
Agriculture/Weights & Measures	0	0	0	0	0	0	0	0
Assessor/Recorder/County Clerk	1	0	0	0	0	0	0	0
Board of Supervisors	2	51	31	1,210	0	0	0	0
Community Development Agency	6	180	6	638	1	192	0	0
County Administrator's Office	0	0	0	0	0	0	0	0
County Counsel's Office	0	0	4	546	0	0	0	0
<b>Cultural Services</b>								
Administration	2	152	0	0	0	0	0	0
County Fair <sup>1</sup>	0	0	0	0	0	0	0	0
Docents	13	85	0	0	0	0	0	0
Marin Center Ushers	79	2,762	0	0	0	0	3	0
<b>Totals:</b>	94	2,999	0	0	0	0	3	0
<b>Department of Child Support Services</b>	0	0	0	0	0	0	0	0
<b>Department of Finance</b>	1	0	2	183	1	147	1	0
<b>District Attorney's Office</b>	11	1,246	23	2,574	0	0	0	0
<b>Farm Advisor</b>								
Master Gardeners & 4-H Adult Volunteers	342	3,628	0	0	0	0	0	0
Student Service/Teen Volunteers (4-H) <sup>2</sup>	0	0	63	9,828	0	0	0	0
<b>Totals:</b>	342	3,628	63	9,828	0	0	0	0
<b>Fire Department</b>	58	3,042	8	1,136	1	34	8	0
<b>Health &amp; Human Services</b>								
Behavioral Health & Recovery Services	21	2,361	24	15,744	1	195	0	1
Planning & Administration	2	32	0	0	2	95	0	0
Public Health	7	231	62	10,015	2	300	2	3
Marin Medical Reserve Corps	864	6,259	0	0	0	0	0	0
Social Services	55	3,849	78	9,126	0	0	0	1
<b>Totals:</b>	949	12,732	164	34,885	5	590	2	5
<b>Human Resources</b>	18	514	37	709	1	66	0	0
<b>Information Services &amp; Technology</b>	2	81	4	192	2	166	0	0
<b>Library</b>								
Administration	0	0	0	0	28	5,698	1	0
Bolinas	0	0	0	0	0	0	0	0
California Room	17	840	3	79	0	0	0	0
Civic Center	3	0	1	0	0	0	0	1
Corte Madera	4	96	5	80	0	0	0	0
Fairfax	8	611	10	240	0	0	0	0
Inverness	2	47	0	0	0	0	0	0
Marin City	3	9	1	3	0	0	0	0
Novato	24	358	2	0	0	0	0	0
Point Reyes	3	0	12	242	0	0	0	0
South Novato	5	0	12	321	0	0	0	0

(cont'd)

DEPARTMENT	VOLUNTEERS		UNPAID INTERNS		PAID INTERNS		HIRED	
	NUMBER	HOURS	NUMBER	HOURS	NUMBER	HOURS	CH*	RH**
<b>Library (cont'd)</b>								
Stinson Beach	2	60	0	0	0	0	0	0
Electronic Services	0	0	0	0	0	0	0	0
Library Beyond Walls	16	0	0	0	0	0	0	0
Student Service/Teen Volunteers <sup>2</sup>	0	0	5	284	0	0	0	0
<b>Totals:</b>	<b>87</b>	<b>2,021</b>	<b>51</b>	<b>1,248</b>	<b>28</b>	<b>5,698</b>	<b>1</b>	<b>1</b>
<b>Marin County Parks</b>								
Parks	677	6,891	0	0	1	1,075	2	0
Open Space	1,724	8,279	0	0	0	0	0	0
Student Service/Teen Volunteers <sup>2</sup>	0	0	1,132	8,434	0	0	0	0
<b>Totals:</b>	<b>2,401</b>	<b>15,170</b>	<b>1,132</b>	<b>8,434</b>	<b>1</b>	<b>1,075</b>	<b>2</b>	<b>0</b>
<b>Probation</b>	<b>5</b>	<b>352</b>	<b>5</b>	<b>823</b>	<b>32</b>	<b>1,722</b>	<b>0</b>	<b>1</b>
<b>Public Defender's Office</b>	<b>5</b>	<b>655</b>	<b>30</b>	<b>5,959</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>
<b>Public Works</b>								
Radio Communications	24	2,246	0	0	0	0	0	0
Stormwater Program & Other	2	13	1	90	0	0	0	0
Student Service/Adult Volunteers (STRAW) <sup>3</sup>	155	155	1,321	1,321	0	0	0	0
<b>Totals:</b>	<b>181</b>	<b>2,414</b>	<b>1,322</b>	<b>1,411</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Retirement</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Registrar of Voters</b>	<b>0</b>	<b>0</b>	<b>26</b>	<b>94</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>
<b>Sheriff's Office</b>								
Air Patrol	23	1,509	0	0	0	0	0	0
Cadet Program & Youth Academy	0	0	0	0	4	2,516	0	0
Chaplain	4	100	0	0	0	0	0	0
Coroner	0	0	0	0	0	0	0	0
Office of Emergency Services	3	0	0	0	0	0	0	0
Investigations	2	563	0	0	0	0	0	0
Mounted Posse	14	6,174	0	0	0	0	0	0
RACES/ACS <sup>4</sup>	28	6,100	0	0	0	0	0	0
Search & Rescue	100	29,047	38	9,097	0	0	0	0
<b>Totals:</b>	<b>174</b>	<b>43,493</b>	<b>38</b>	<b>9,097</b>	<b>4</b>	<b>2,516</b>	<b>0</b>	<b>0</b>
<b>All-Department Totals:</b>	<b>4,337</b>	<b>88,578</b>	<b>2,946</b>	<b>78,967</b>	<b>76</b>	<b>11,236</b>	<b>19</b>	<b>9</b>

Calculations do not include volunteer hours by those serving on boards and commissions.

Standard rounding for all numbers.

\*CH – Contingent Hire \*\*RH – Regular Hire

<sup>1</sup>2021 County Fair limited by pandemic.

<sup>2</sup>Student Service/Teen Volunteers are middle and high school students fulfilling their community service hours for school.

<sup>3</sup>School project, STRAW stands for Students and Teachers Restoring a Watershed.

<sup>4</sup>Radio Amateur Civil Emergency Service/Auxiliary Communications Service.

7,283  
VOLUNTEERS & UNPAID INTERNS SERVED  
167,545  
HOURS

76  
PAID INTERNS SERVED  
11,236  
HOURS

HIRED THIS FISCAL YEAR  
15<sup>13</sup> VOLUNTEERS  
INTERNS, PAID & UNPAID

# MarinShares & Marinterns: Serving Marin County for 43 Years

## ANNUAL HONOREES

The Board of Supervisors recognized the spirit of service with awards for four outstanding individuals and two exemplary teams. The 2021–2022 Volunteer Team of the Year is the Marin Medical Reserve Corps Covid-19 Field Testing Team from the Health and Human Services Department. The team's 12 medical professionals responded to Covid-19 testing needs during the pandemic, greatly benefiting the community. The Intern Team of the Year is a pair of law school students serving with the Public Defender's Office. They displayed deep dedication to clients while learning about legal careers. Individual honorees are pictured below. For details, see the May, June, and July 2022 [MarinfoNOW](#) newsletters.



Volunteer of the Year  
**Michael Snyard**



Intern of the Year  
**Marise Thadani**



Volunteer Supervisor of the Year  
**Kerry Livingston**



Intern Supervisor of the Year  
**Marsha Grant**

**CHRISTINA CRAMER**  
Human Resources Director

**ANNE STARR**  
Coordinator of Volunteers  
AStarr@marincounty.org

**JOY FOSSETT**  
Student Internships Coordinator  
JFossett@marincounty.org

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Human Resources Department  
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San Rafael, CA 94903  
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## HIGHLIGHTS

**Recovery:** Pandemic dangers began to ease during the fiscal year, prompting positive changes in roles across county departments. Notably, Marin County Parks reopened outdoor opportunities. Residents responded enthusiastically, doubling volunteer rates and quintupling intern participation compared to the previous fiscal year when activities were shut down. The Department of Cultural Services welcomed back tour guides and ushers near the end of 2021–2022, restoring pre-pandemic volunteer head counts. Meanwhile, Health and Human Services (HHS) opportunities shifted. As Covid vaccination goals were met, HHS volunteers and nursing students remained involved, but in lower numbers. HHS volunteer senior peer counselors adjusted to client preferences; some met in person while others continued remotely, counseling clients by phone. This flexibility in scheduling occurred in several departments where roles that were remote during the shutdown remained remote to accommodate volunteer and intern preferences.

**By the numbers:** In fiscal year 2021–2022, some 7,283 volunteers and unpaid interns served 167,545 hours. This represents a robust rise over the previous year when the pandemic shutdown was in effect.

**Intern involvement:** During the fiscal year, the Marin County Fire Department initiated the Fire Foundry program, welcoming 8 students interested in fire and civic service careers. Meanwhile, the Registrar of Voters hosted a team of 26 in its Student Elections Ambassador program, and the Probation Department resumed in-person Career Explorers internships after two years of remote participation due to Covid.

With an emphasis on practical learning and diversity, Marinterns students received an inside look at careers in public health, law, communications, investigations, public safety, human resources, agriculture, engineering, public policy, information technology, and more.

**Volunteer contributions:** Responding to an idea from amateur radio operators, the Department of Public Works began the Radio Communications Volunteer program during the fiscal year. Its 26 volunteers stand ready to connect community-based organizations with information when regular communications are down during emergencies and disasters.

MarinShares volunteers with experience from many walks of life are active in nearly all 22 county departments. Examples of service locations include county offices across Marin, open space trails, Marin Center theaters, libraries, and Sheriff's Office facilities.

**New staff:** During 2021–2022, the County hired 15 student interns and 13 volunteers.

**Staff liaisons:** Volunteers and interns have county staff supervisors and mentors who provide connection and support. During the fiscal year, 130 members of the county staff worked with MarinShares and Marinterns participants across the county organization.

**Recognition:** The volunteer program has served as a model to other public agencies and garnered wide recognition, including the first National Association of Counties Acts of Caring Award and the California Department of Rehabilitation Excellence in Diversability Award for offering opportunities to volunteers and interns living with disabilities.

## HISTORY

**From then to now:** Marin was among the first counties in the U.S. with a centralized volunteer program. The Board of Supervisors founded Civic Center Volunteers in 1979. Residents were invited to offer their highest skills, and the program immediately attracted participants. Our program—now named MarinShares: Marin County Volunteers—offers opportunities to those who wish to share their expertise, connects participants with their county government, and greatly enhances services to Marin residents.

Since the early years, internships have been part of the volunteer program. In 2020, the intern program gained its own identity and brand—Marinterns. The Marinterns program supports internships in which students learn while exploring public service careers.

The MarinShares and Marinterns programs welcome people of all ages and backgrounds.

