

VOLUNTEER IMPACT PROGRAM (VIP)

VOLUNTEER IMPACT PROGRAM DEFINITION

The Volunteer Impact Program (VIP) is designed to allocate a certain number of hours for employees to volunteer in the Denton community. The intention of the Volunteer Impact Program is to create community engagement opportunities for City of Denton employees that are especially meaningful by helping those in need.

RESEARCH

The VIP project team has identified opportunities in the community and assessed the viability of the program through research of the US Census Bureau data along with surveys of staff, local organizations, and Fortune 500 corporations. Existing employee volunteer programs in other cities were also identified and researched.

CRITERIA

The VIP project team has established eligibility criteria for employees and organizations wishing to participate in the program. In order to maintain a satisfactory level of City service, a certain amount of personnel must be present during the work day to complete daily tasks and maintain an effective workflow. Department leaders will determine the resources needed to maintain this acceptable level of service.

FISCAL INFORMATION/PROGRAM INVESTMENT

The VIP project team is seeking to allow employees up to 24 hours of volunteer time each year, which amounts to 1.2% of a full time employee's annual work time. VIP will require no new staff or funds for the program, but rather a reallocation of employee's time when serving as a volunteer.

MANAGEMENT

The program will be managed by a staff member in the Human Resources Department.

RECOMMENDATION

Approve the implementation of the Volunteer Impact Program effective October 1, 2017. Members of the VIP team will work with Human Resources on program training and implementation.

The foundation for the City of Denton Strategic Plan is five long-term Key Focus Areas (KFAs). VIP will help contribute to the accomplishment of each KFA, including:

- Developing a high-performance workforce
- Achieving high level of customer satisfaction
- Making Denton a destination for visitors
- Seeking clean and healthy neighborhoods in Denton
- Providing support to citizens in need through social service agencies and programs

The Volunteer Impact Program offers many benefits to our organization and community:

- Encouraging new levels of dedication to our community from employees
- Increased levels of employee engagement and boost productivity

- Decreased need within the community
- Increased awareness of the City of Denton's dedication to its citizenry
- Networking, team building and improved morale
- Reinforcement of this organization's core values as a "service organization"