

	Regular	Term	Extra-help	Fellow	Paid/Unpaid Intern	Contractor	Volunteers
Type of Work	Work involves: <ul style="list-style-type: none"> Organizational risk Policy level work Critical decision-making 	Work involves: <ul style="list-style-type: none"> Intermittent/seasonal assignments Special projects/pilot programs Implementation of new organizational/technological changes. 	Work involves: <ul style="list-style-type: none"> Intermittent/seasonal assignments Temporary peak workload Temporary backfill for regular staff 	Work involves: <ul style="list-style-type: none"> Concentrated central project/initiative or rotational assignment Shared commitment to development and networking opportunities Policy work, critical decision-making, and organizational risk Work cannot solely be to backfill for regular staff 	Work involves: <ul style="list-style-type: none"> Low financial or organizational risk Assignments are project-based or seasonal 	Work involves: <ul style="list-style-type: none"> Assignments that require expertise available in private market Assignments in which outside organizations are more able to deliver work effectively and efficiently 	Work involves: <ul style="list-style-type: none"> Low financial or organizational risk Assignments not budgeted for Opportunities for citizens to engage with the County Work cannot replace existing staff
Span of Work	<ul style="list-style-type: none"> Permanent status 	<ul style="list-style-type: none"> At least 6 months; maximum of 3 years 	<ul style="list-style-type: none"> Length of assignment may vary; maximum of 1040 hours 	<ul style="list-style-type: none"> Length of assignment may vary; 1 to 2 years 	<ul style="list-style-type: none"> Length of assignment may vary 	<ul style="list-style-type: none"> Length of assignment defined by terms of contract 	<ul style="list-style-type: none"> Length of service may vary depending on volunteer assignment
Benefits & Compensation	<ul style="list-style-type: none"> Salary defined by position classification Full health benefits Defined benefit retirement plan Retiree health benefits 	<ul style="list-style-type: none"> Salary defined by position classification Full health benefits Defined contribution retirement plan Can participate in VTO No retiree health benefits No tuition reimbursement 	<ul style="list-style-type: none"> Salary based on an hourly rate Health benefits only if employed 30 hours or more per week No retirement benefits included 	<ul style="list-style-type: none"> Salary defined by fellow classification Health and retirement benefits same as term employee Possible assistance with relocation and living expenses for out-of-area candidates 	Paid Interns: <ul style="list-style-type: none"> Salary based on hourly rate; cannot exceed 40 hrs/week Unpaid Interns: <ul style="list-style-type: none"> No compensation Can receive academic credit Can receive other incentives such as training, awards, luncheons, etc. 	<ul style="list-style-type: none"> Compensation based on scope of work Contractors are self-insured 	<ul style="list-style-type: none"> No compensation Volunteers may receive other incentives such as training, awards, luncheons, etc.
Example	<ul style="list-style-type: none"> Social Worker in Child Protective Services Personnel Payroll Specialist 	<ul style="list-style-type: none"> Capital Projects Manager in DPW to address project backlog HR Technicians to augment/backfill new resource requirements 	<ul style="list-style-type: none"> Extra-Help HR Technician to provide administrative support on Countywide initiatives 	<ul style="list-style-type: none"> CMO's Policy, Innovation and Engagement Fellowship for creating strategies to improve community participation and enhance social media outreach 	<ul style="list-style-type: none"> Health System interns who may assist in plan analysis and development for emergency preparedness 	<ul style="list-style-type: none"> Contractor for landscape maintenance at outlying County facilities 	<ul style="list-style-type: none"> Parks volunteers who assist in trail maintenance, visitor center support, etc. District Attorney's Office volunteer attorneys who are carrying full caseloads