

**875—220.11(91D) Volunteer defined.**

**220.11(1)** An individual who performs hours of service for a public agency for civic, charitable, or humanitarian reasons, without promise, expectation, or receipt of compensation for services rendered, is considered to be a volunteer.

**220.11(2)** Individuals are considered volunteers only where their services are offered freely and without pressure or coercion, direct or implied, from an employer.

**220.11(3)** An individual is not to be considered a volunteer if the individual is otherwise employed by the same public agency to perform the same type of services as those for which the individual proposes to volunteer.

SOURCE: 29 CFR 553.101.

[ARC 8755C, IAB 1/8/25, effective 2/12/25]