

Commonly Asked Questions Concerning Honoraria

All of your employees are covered irrespective of whether they have been designated as policymakers for the purpose of financial disclosure. See 930.2 (f). Even employees who are exempted from restrictions on honoraria (certain employees who also held academic positions) must still nonetheless report their honoraria.

Many state agencies send an annual notice to all employees reminding them of their obligation to seek approval of honoraria.

An honorarium is generally a speaking fee or compensation received from writing an article, or reimbursement for travel expenses not related to official duties. [See 930.2 (c).] The key is that the service provided is not job related. In making this determination, the agency must consider whether it would make the employee available on State time to provide the service.

Agency heads or their designees are authorized by the Commission's regulations to approve an employee's request for honoraria. Agency heads, however, may not approve their designees' requests for honoraria.