

## **FEES AND HONORARIUMS**

If an employee receives an honorarium for a speech or workshop that is done on regular work time for which the employee is also receiving wages or salary, the honorarium is to be turned over to the Bay County Library System. The alternative is to take personal or vacation time for the preparation and time of the speech or workshop. Gratuities or prizes received through time or money expended on behalf of the Bay County Library System will become the property of the Library.