



Policy

Title: Honoraria

The following establishes the California Stormwater Quality Association's policy for providing honoraria. CASQA, as a California non-profit corporation whose members include public agencies, greatly appreciates the time and efforts provided by volunteers. However, CASQA acknowledges that in some cases, honoraria are appropriate. An honorarium is a payment given to a professional person for services for which fees are not legally or traditionally required.

Approval

An honorarium must be requested by a person in order to be considered for approval. The Executive Program Committee (EPC) can approve the commitment to provide honoraria for items that are in the annual CASQA budget. Requests for honoraria for items not in the annual CASQA budget must be made to the Board of Directors. The EPC or Board must receive an honoraria proposal from the Subcommittee or CASQA official planning the CASQA event for which honoraria have been requested. The proposal must be made to the EPC or Board prior to the event and when agreeing to provide services. The proposal must include a description of the requested honorarium, including the amount. Approval must be provided before the services, for which honoraria are provided, are rendered. The approval will include a description of the honorarium, including the amount. Requests for payment of approved honoraria must be made within 90 days after the services were rendered. Payment will be made according to a rate determined by the Board.

Independent Contractors

Individuals or organizations receiving honoraria from CASQA are considered independent contractors and not employees or agents of CASQA in performing the services for which honoraria are provided. Payment of an honorarium is not to be construed as an indication or proof that the individual or organization receiving the honorarium is an employee or agent of CASQA for insurance, benefits, payroll, state or federal tax purposes, or for any other purpose.