

## West Virginia Ethics Commission



### Public Employee Recognition Events

The West Virginia Ethics Commission hereby finds that the expenditure of public funds to recognize public employees serves a public purpose of promoting employee morale by recognizing achievement. In accordance with this finding, the Ethics Commission finds that expenditures for this purpose do not violate the Ethics Act's prohibition against use of office for private gain.

The responsibility for deciding whether public funds should be expended for this purpose lies with the head of an agency, elected official or appointed board.

The Ethics Commission hereby finds that the expenditure of public funds for events to recognize employees does not violate the Ethics Act if an agency expends no more than a total of \$25.00 per employee per fiscal year. This amount may be allocated between one or more events or activities which are held to recognize employees and promote employee morale, and it may be used, for example, to purchase light refreshments, meals or mementos of appreciation.

This Guideline recognizes a spending threshold which the Ethics Commission has determined to be acceptable under the general limitations in the Ethics Act against use of public office for private gain. This guidance does not establish or confer any employee benefit. The head of an agency or its governing body must determine whether any such expenditure is consistent with fiscal responsibility and whether appropriated funds are authorized for this purpose.

#### **West Virginia Ethics Commission**

210 Brooks Street, Suite 300  
Charleston, WV 25301-1804  
(304) 558-0664 - FAX (304) 558-2169  
[ethics@wv.gov](mailto:ethics@wv.gov)    [www.ethics.wv.gov](http://www.ethics.wv.gov)