Can an Agency Pay for Professional Licenses and Certificates?

Is the position a profession?

YES → Agency can pay.

NO → License required for entry into the profession?

YES → Agency can pay if benefit to the agency.

NO → Is there statutory authority or a collective bargaining agreement allowing payments?

YES → Required for job/position?

YES → Agency can pay as expense without statutory authority.

NO → Agency cannot pay.

NO → Is the license a benefit to the employing agency?

YES → Agency can pay as expense without statutory authority.

NO → Agency cannot pay.