

**3361:30-17-03**

**Compensation: incentive pay, recognition and recruitment incentive programs.**

- (A) The university of Cincinnati supports the establishment of incentive, recognition and recruitment programs designed to motivate and reward current employees and to recruit prospective employees. These programs may be university-wide or unit-based.
- (B) The university, or departments, divisions, or units of the university, may establish incentive, recognition and/or recruitment programs which fall into the following categories:
  - (1) Service awards
  - (2) Suggestion awards
  - (3) Performance-based awards
  - (4) Production-based awards
  - (5) Outstanding achievement awards
  - (6) Recruitment awards
- (C) When incentive, recognition and/or recruitment programs result in monetary rewards, they must be approved by the associate vice president for human resources or his/her designee prior to implementation.
- (D) When an incentive, recognition or recruitment program potentially affects employees covered by a collective bargaining agreement, the university will advise the representative organization about the program prior to its implementation.

Effective: October 20, 1999

Certification: Virginia L. Steiner signature

Virginia L. Steiner  
Executive Secretary and Clerk, Board of Trustees

Date: September 29, 1999

Promulgated under: R.C. Section 111.15  
Rule amplifies: R.C. 3345.31;  
R.C. 3361.03.  
Prior effective date: June 20, 1988  
January 8, 1990