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