(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