



## Ohio Administrative Code

### Rule 3361:30-17-03 Compensation: incentive pay, recognition and recruitment incentive programs.

Effective: October 20, 1999

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(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.



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