

FSU-4.065 Employee Recognition Program.

- (1) The Florida State University Employee Recognition Program provides for recognition of eligible employees.
 - (2) The University is authorized to expend State funds for recognition and awards to employees in compliance with this regulation rule. Any award will be contingent upon the availability of funds. Nothing in this regulation rule is intended to govern the expenditure of private funds to which the University may have access.
 - (3) The awards provided for herein shall acknowledge employee achievement in the following two components:
 - (a) Superior Accomplishment – Exemplary performance by faculty members, or Administrative and Professional (A&P), Executive Service (AEX) or USPS employees, that is deemed to have significantly contributed to their respective field, thereby reflecting positively on the caliber of the University. Such recognized accomplishments may be either tangible ones promoting savings or revenue generation or intangible ones promoting other desired improvements without a fixed monetary benefit.
 - (b) Service – Sustained satisfactory service with the University by faculty members, A&P, AEX or USPS employees.
 1. Eligible employees may be recognized for service upon retirement.
 2. Eligible employees may also be recognized upon achieving increments of five continuous years of satisfactory service at the employing university.
 - (4) Superior Accomplishment:
 - (a) Awards for superior accomplishment may be presented to eligible employees on an individual basis or collectively for outstanding group performance.
 - (b) No cash award granted under the superior accomplishment component shall exceed a net of \$1,000. Savings Bonds or other items in lieu of cash may be awarded, provided the cost of such item does not exceed a net of \$1,000.
 - (c) The University may award certificates, pins, plaques, letters of commendation, or other appropriate tokens of recognition for superior accomplishment, provided that the cost of the token does not exceed \$10050.
 - (5) Service Award:
 - (a) The University may recognize retiring employees whose service has been satisfactory. Awards for retirees may take the form of suitable framed certificates, pins, or other tokens of recognition and appreciation, provided such awards do not cost in excess of \$10050 each.
 - (b) The University may recognize employees who have attained continuous satisfactory service in increments of five continuous years. Awards for satisfactory service may take the form of suitable framed certificates, pins, or other tokens of recognition, provided such awards do not cost in excess of \$10050 each.
- Specific Authority BOG Regulation 1.001(3)(j), 1.001(5)(a), Reg. Procedure July 21, 2005. Law Implemented 110.1245 240.2111 FS. History–New 3-20-88, Amended 9-24-98, _____