

FLORIDA ATLANTIC UNIVERSITY
NOTICE OF PROPOSED NEW REGULATION

Date: October 15, 2021

REGULATION TITLE AND NUMBER: Employee Bonus Plans (5.016).

SUMMARY : The University seeks approval of the proposed new Regulation 5.016, Employee Bonus Plans. This proposed new Regulation is a conversion and expansion of the lump sum/bonus payments provisions of FAU's existing Personnel Policy (Policy 7.5), as required by proposed new Board of Governor's Regulation 9.015, University Bonus Plans. The proposed new University Regulation identifies the categories of employees who are eligible to receive bonuses, and the criteria that must be used and procedures that must be followed in the award of any bonus payment.

FULL TEXT OF THE AMENDED REGULATION: The full text of the proposed amended regulation is attached to this notice below and is posted on FAU's website at www.fau.edu/regulations

Florida Atlantic University

Regulation 5.016

Employee Bonus Plans

Provost or unit Vice President
Provost or unit Vice President,
President or designee

(2) Definition: Bonuses are limited to the amount that will not be included in the employee's annual salary and FICA withholding as required by law. Bonuses above these limits must include the signature of the President or designee.

(3) Criteria for Awarding Bonus Payment:
a. Successful completion of a major project
b. Successful completion of a major project
c. Temporary or permanent assignment to a position that does not require a change in position
d. Specific achievements or assignments and performance under unique assignments

(4) Criteria for Awarding Bonus Payment:

a. Candidates with desirable skills and experience that are a University need or that are not currently in the University, or
b. Documented market conditions that justify a recruitment award.

(5) Criteria for Awarding Bonus Payment:

a. Countering verified offers of employment from other departments should submit a written report to the Provost or designee which is being countered;
b. Addressing market conditions that justify a recruitment award and the current salary;

c. Ameliorating salary compression or inversion