



Approval of Perquisites # 1710.030

INITIAL EFFECTIVE DATE: July 2005	LAST REVISION DATE: May 7, 2025	RESPONSIBLE UNIVERSITY DIVISION/DEPARTMENT Division of Human Resources Compensation Administration
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POLICY STATEMENT

Perquisites may be furnished to University employees in those specific instances where Human Resources determines that the furnishing of such is in the best interest of the University, and/or is justified by the requirement of the position.

Perquisites may be considered as part of the employee’s total compensation; therefore, the kind and value of Perquisites shall be as uniform and practical in similar situations. The value of Perquisites shall not be used to compute the employee’s rate of pay. There may be federal income tax consequences of such Perquisites in accordance with the Internal Revenue Code.

This policy does not apply to those benefits which are by law required to be bargained in good faith.

Florida International University, as a member of the State University System of Florida, is an Equal Opportunity, Equal Access Affirmative Action Employer. FIU prohibits discrimination based on race, color, national origin, sex, sexual orientation, gender identity, gender expression, pregnancy, religion, age, disability, marital status, veteran status, and other protected categories. The University’s commitment extends to its programs and activities, applicants, students, and employees.

SCOPE

This policy applies to all employees.

REASON FOR POLICY

To establish a policy relating to the approval of Perquisites for University employees.



DEFINITIONS	
TERM	DEFINITIONS
Perquisites	Means those things, use of, or services which carry a monetary value for which the employee benefits

ROLES AND RESPONSIBILITIES

Supervisor will consult with Compensation Administration before committing to the employees. Compensation Administration will provide guidance and approval of such requests.

RELATED RESOURCES

N/A

CONTACTS

Florida International University
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Compensation Administration, PC 226
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HISTORY

Initial Effective Date: July 2005
Review Dates (*review performed, no updates*): February 1, 2024
Revision Dates (*updates made to document*): March 31, 2021; May 7, 2025.