



University Staff (non-bargaining unit faculty and employees)

SUBJECT (R*)	EFFECTIVE DATE (R*)	POLICY NUMBER (O*)
OPERATIONAL EXCELLENCE/SERVICE AWARD (OE/SA)	July 2005	1710.225

POLICY STATEMENT (R*)

The OESA is recommended for employees who have demonstrated continuous outstanding performance, have made a significant contribution to the department’s mission or strategic plan and/or have provided consistent support to the department’s objectives.

The OESA Process will be monitored and approved by the Division of Human Resources. The OESA amount may be added to the employee’s base salary.

REASON FOR POLICY (O*)

To encourage excellence in performance and recognize exceptional individual performance.

HISTORY (R*)

Effective Date: July 2005; Revision Date: September 11, 2007.

<p>RESPONSIBLE UNIVERSITY DIVISION/DEPARTMENT (R*)</p> <p align="center">Division of Human Resources Florida International University</p> <p>RESPONSIBLE ADMINISTRATIVE OVERSIGHT (R*)</p> <p align="center">Employee and Labor Relations Florida International University 11200 S.W. Eighth Street - PC 236 Miami, Florida 33199 Telephone: (305) 348-2079</p>	<p>The University Policies and Procedures Library is updated regularly. In order to ensure a printed copy of this document is current, please access it online at http://policies.fiu.edu/.</p> <p>For any questions or comments, the “Document Details” view for this policy online provides complete contact information.</p>
---	--

***R = Required *O = Optional**