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| Block IOWA logo in gold on a white background | Exceptional Performance Award Nomination Form for P&S, SEIU and Merit Staff*Submission of this nomination indicates the University’s Flexible Pay Policy has been reviewed and all required award nomination criteria has been confirmed.* |
| The Exceptional Performance Award recognizes the special achievements of Professional and Scientific staff in the form of a lump sum monetary payment. This will be awarded for extra-meritorious performance that may include rewarding a variety of outcomes and behaviors e.g., project completion, sustained higher level performance, exceptional achievement, contribution, or revenue generation, etc. This award should not be used as a substitute for providing ongoing base adjustments that assure equitable and competitive salaries. Exceptional performance awards cover *P&S and SEIU staff employed at the University of Iowa in a regular position for 6 months or longer* and *Merit staff with permanent status having a current performance appraisal with a cumulative performance evaluation exceeding standards and no individual rating below satisfactory.*For more detail and/or exceptions related to the P&S and SEIU Exceptional Performance Award please review the policy at <https://hr.uiowa.edu/pay/compensation-classification/professional-scientific-compensation/flexible-pay-exceptional-performance>. See <https://hr.uiowa.edu/pay/merit-compensation/pay-exceptional-performance> for more information on Merit Pay for Exceptional Performance. |

# AWARD INFORMATION

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| Date | 3/29/2022 |
| Award Nominee Name | Enter Full Name |
| Job Title, Classification and Pay Level | Enter Title, Classification and Pay Level |
| Org./Dept. Name | Enter Org. and Dept. name |
| University ID | Enter University ID |
| Date of Last Performance Evaluation | Enter Date of Last Performance Evaluation |
| Performance Rating for P&S and SEIU (Exceeds Expectations or Outstanding) | YES [ ]  NO [ ]  (If NO indicated, explain exception below) |
| Exception (if needed) | Enter reason for exception |
| Merit Cumulative rating exceeding standards and no individual rating below satisfactory | YES [ ]  NO [ ]  |
| Employee base salary | Enter Base Salary |
| Award % of base salary | Enter Award % of base salary |
| Has employee received a previous award during the current fiscal year? Note: SEIU and P&S Staff-twice/fiscal year, total maximum 10% of base salary; Merit staff- multiple awards/fiscal year, cumulatively not to exceed 10% of current annual salary. | YES [ ]  NO [ ]   |
| Awarded Amount | Enter Award Amount |
| Award Funding MFK |

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# AWARD JUSTIFICATION/ACCOMPLISHMENT/ACHIEVEMENT (describe below or add attachment)

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| **SIGNATURE APPROVALS** |
| Signature of Supervisor and Date | Enter supervisor Signature | Enter Date |
| Signature of Sr. HR Leader/Mgr. and Date | Enter Sr. HR Leader/Mgr. Signature | Enter Date |
| Signature of DEO/Admin/AVP and Date | Enter DEO/Admin/AVP Signature | Enter Date |