LUMP SUM BONUS REQUEST FORM
MUS MAP PAY RULE

(Refer to MAP Implementation and Pay Rules, Section 7.0, available at http://www.umt.edu/hr, MAP)

All requests must include complete explanation of justification for lump sum bonus payment.

Recipients must be permanent staff members who have successfully completed their probationary period and are subject to MAP. Requests shall be in accordance with MAP Pay Policy #7.0.

Requesting Department: _______________________________________________________

Name of Employee to Receive Payment: __________________________________________

Employee’s ID Number: _________________________________________________________

Union Affiliation: ____________________________________________________________

Has funding been identified for this bonus? Yes ☐  No ☐

Contact, if Questions: ___________________

Justification for Lump Sum Bonus Payment: Describe, in an attachment, event/actions taken by employee that greatly exceed regular expectations and are considered extraordinary. Include timeframe during which job performance occurred or will occur. Follow the specific format outlined on the reverse side.

Required Signatures:

Immediate Supervisor: __________________________________________ Date:________

(Required for all requests $100 - $1,000)

Dean/Director: __________________________________________ Date:________

(Required for all requests $100 - $1,000)

Vice Chanc Admin & Finance: ____________________________ Date:________

(Required for payments of $350 and higher)

Chancellor: ____________________________ Date:________

(Required for payments of $750 and $1,000)
Refer to section 7.3 of MAP Implementation and Pay Rules for additional information and a description of the relevant criteria.

To qualify for a lump sum bonus, the employee must have demonstrated exceptional performance in all of criteria 1, and at least one of criteria 2. Provide details for each applicable criterion. Requests with insufficient details and/or those submitted in an incorrect format will be returned to the supervisor without approval.

1A. **Effort** – the work must greatly exceed expectations/

   **AND**

1B  **Consistency** – be of noteworthy duration and superior performance level/

   **AND**

1C. **Quality** – have a significant positive effect on The University/

   **AND**

2A. **Quantity** – the amount of work exceeds standard expectations of others in similar positions.

   **OR**

2B. **Originality** – the work is exceptionally creative and innovative.

   **OR**

2C. **Cost Savings/Revenue Generation** - the work creates a substantial cost-saving or revenue-generating effort.

   **OR**

2D. **Efficiency** – the work measurably enhances University operations.

   **OR**

2E. **Life Safety/Safety of Working Conditions** – the work prevents serious property damage or physical injury.

*Please return signed form to Vice Chancellor of Administration & Finance.*