



Legislation Details (With Text)

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File created: 11/27/2018 **In control:** City Council

On agenda: 12/17/2018 **Final action:**

Title: Approval of Administrative Policy 2.0, Section IV Employee Performance Evaluation/Compensation Plan.

Sponsors:

Indexes:

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Attachments: 1. Staff Memo, 2. 2.0-Section IV - Employee Performance Evaluation-Compensation Plan - Bilingual Pay Change - Red Lined, 3. 2.0-Section IV - Employee Performance Evaluation-Compensation Plan

Date	Ver.	Action By	Action	Result
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Approval of Administrative Policy 2.0, Section IV Employee Performance Evaluation/Compensation Plan.

ADMINISTRATIVE COMMENTS:

The policy change allows the City Manager the authority to approve bilingual pay for languages based on the needs of the community. The Human Resources Department would maintain a list of the approved languages and would continue to certify employees’ proficiency in English and the approved language through a testing program. At this time the three languages that would be on the approved list would be Spanish, Burmese and Korean.

RECOMMENDATION:

That the City Council approve the policy as set forth in the caption above.