



## Legislation Details (With Text)

**File #:** 18-0429      **Version:** 1      **Name:**

**Type:** Agenda Item      **Status:** Consent Agenda

**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:**

**Code sections:**

**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.