## Supplemental Pay Policy Crosswalk

<table>
<thead>
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<th>Section</th>
<th>Add/Edit/Remove</th>
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| 3.5     | Edited: ERP to HRIS to use the uniform term from other policies; "pass the proficiency test" to "meet the minimum proficiency level"; "test or testing" to "language proficiency assessment"; "tested" to "assessed"; better defined the stipend effective period and the language skill usage.  
Added: Employees should request the stipend; "Employees occupying positions classified specifically to provide certified interpretation, translation or other language access services are not eligible for the Bilingual Stipend."; American Sign Language where a specific need has been identified and a chart to clarify the categories and stipend amount; "However, employees receiving the Bilingual Stipend may be asked to use their language skills in case of emergency outside of their regular work assignment"; "The type of assessment assigned to the employee may be dependent on the employee’s position. Assessment minimum proficiency levels are outlined in the Bilingual Pay Stipend Procedures."  
request of BOC to consider to change the Category C stipend from $100 to $125 per paycheck  
Removed: "test arranged by HR, at the request of the department" as this information is in the procedures. |
| 3.5.1   | Added "Eligible employees functioning in this category must take an oral proficiency assessment" and removed "Testing requirements: Oral - Level 9 or higher" - this information will be defined in the procedures and may differ depending on the third-party assessments.  
Removed: "to provide simple instructions and directions to customers or clients"; "regular use"; "Note that employees in this conversational category are not interpreting." - this was covered under 3.5; "Stipend: $50 per paycheck" - this was moved to the chart. |
| 3.5.2   | Edited: "Translation" to "Reading, Writing"  
Added: "Eligible employees functioning in this category must take a reading and writing proficiency assessment"  
Removed: "Testing requirements: Translation - Level 10 or higher" - this information will be defined in the procedures and may differ depending on the third-party assessments; "providing non-legal document translation service"; "Stipend: $75 per paycheck" - this was moved to the chart. |
3.5.3 | Edited: "Translation" to "Reading, Writing";

Added: "Eligible employees functioning in this category must take both a written and oral proficiency assessment"

Removed "Testing requirements: Oral - Level 9 or higher, Translation - Level 10 or higher" - this information will be defined in the procedures and may differ depending on the third-party assessments; "providing non-legal document translation service"; "Stipend: $100 per paycheck" - this was moved to the chart

| Definitions | Edited:
5.7 added "Interpreter" and referenced the Language Services Policy
5.11 added "Translation" and referenced the Language Services Policy |