

Supplemental Pay Policy Crosswalk

Section	Add/Edit/Remove
3.5	<p>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</p> <p>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</p> <p>Removed: "test arranged by HR, at the request of the department" as this information is in the procedures</p>
3.5.1	<p>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</p> <p>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</p>
3.5.2	<p>Edited: "Translation" to "Reading, Writing"</p> <p>Added: "Eligible employees functioning in this category must take a reading and writing proficiency assessment"</p> <p>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</p>

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