

My name is Tatiana Elejalde and I am the City's Language Access advisor. One of the policies I have brought to City Council is the Language Pay Differential Policy. I was the co-lead during the policy development period since 2019, co-developed the implementation processes, and now serve as the lead advisor for the implementation of the policy City-wide.

This policy was developed by a multi-bureau policy design team and each policy recommendation was a result of subcommittee work which entailed a significant amount of research including high-level meetings with city leadership and experts, and with the workforce and community. Each policy recommendation was a data-driven decision. Making data-driven decisions is one of the city's goals and strategies based on the citywide racial equity goals and strategies adopted by Council in 2015.

I worked with and was included in some of the meetings of the subcommittee that made the policy recommendation of the \$1.00 per hour for the pay differential. After many meetings with the manager of Pay Equity, the Attorneys, BHR leadership and researching 13 different municipalities, it was recommended that a percent-based approach would be inequitable because employees who had higher salaries would be paid more for providing language assistance than, for example, seasonal parks employees who would be eligible for the differential.

The language pay differential policy's purpose is to remedy existing workforce inequities and to remove barriers for community, thus increasing equitable access to government.

The salary commission's recommendation to apply a different formula to City Council members' compensation is not in alignment with City policy and is inequitable. The city workforce must abide by an established formula for the pay differential. There are power inequities with using a percent applied to those with the most authority and high salaries.

Since the \$1.00 per hour solution was based on extensive research and data collection, City employees and the community deserve to see what data, research, and process the commission used to justify implementing a policy that differs from the established policy under which the rest of the City's workforce must follow.

The expansion of City Council and the creation of districts are based on increasing equity. Using a separate policy for City Council members contradicts the intent of furthering our commitment to our Core Value of Equity.

I recommend the commission engage with the city's affinity groups to hear their opinions on the matter. The language pay differential policy was developed with their input and who's lived experienced of using their language ability to provide access to community (and doing so without compensation) helped inform the policy through surveys and other data collection methods.

The city's workforce will be negatively impacted if the policy is not applied consistently and equitably.