



CITY OF  
**FORESTPARK**

## City Council Agenda Item

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**Subject:** Council Discussion on Bi-Lingual Pay Incentive – Chief Executive Office

**Submitted By:** Dr. Marc-Antonie Cooper

**Date Submitted:** October 11, 2021

**Work Session Date:** October 11, 2021

**Council Meeting Date:** N/A

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### Background/History:

The purpose of this pay is to provide service to the diverse residential and customer base of the City of Forest Park, Georgia. Bilingual Pay may be received for demonstrated skill in a language used by any group. To receive the incentive employees must be fluent (reading, writing, and speaking) in a non-English language, which could include for the hearing impaired and must agree translate for employees who are not bilingual in the event such services are needed, even if the employee needing assistance is not from the same department or work unit and perform related work as assigned by the Department Director. Employees receiving bilingual pay may be required to report to work during nonscheduled working hours and will have a role in disaster recovery efforts and will be expected to work during periods of emergency response by the city.

The incentive must be approved by the City Manager, only after the appropriate validation test has been administered and successfully completed as describe in the memorandum.

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**Cost: \$**

**Budgeted for:** \_\_\_\_\_ **Yes** \_\_\_\_\_ **No**

### **Financial Impact:**

Cost would be incurred in salaries as an incentive.

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### **Action Requested from Council:**

This is for Council Discussion Only.