

City Council Agenda Item

Subject:	Bi-Lingual Pay	Incentive –	Chief Execu	utive Office

Submitted By: Dr. Marc-Antonie Cooper

Date Submitted: October 26, 2021

Work Session Date: November 01, 2021

Council Meeting Date: November 01, 2021

Background/History:

Consideration and approval of \$1.00 per hour Bilingual Pay incentive for speaking and \$1.50 per hour incentive for speaking and writing a non-English 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 to 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.

Cost:	Not to exceed \$218,000 annually (70 staff)	Budgeted for:	Yes _	X	No
Financ	ial Impact:				
Cost wo	ould be incurred in salaries as an incentive.				

Action Requested from Council:

Requested to approve Bi-lingual incentive policy and testing method.