

CU 2/21/24

CITY PROPOSAL TO IAFF – HOUSEKEEPING – BILINGUAL PAY

City Proposed Language:

ARTICLE 5 WAGES AND SPECIAL PAY

5.6 Bilingual Premium Pay.

5.6.1 Each full time employee certified ~~Spanish-English or Vietnamese-English~~as bilingual shall be compensated at the rate of 2.5% of top step Fire Fighter per pay period, if ~~he or she~~they meets the following criteria:

5.6.1.1 The employee is certified in English and another language by the Fire Chief and the Department of Human Resources and;

5.6.1.2 The employee's duties require the use of the designated language on a regular basis.

5.6.2 The Department of Human Resources or its designee must certify such employees bilingual. The Fire Chief shall have the authority to require employees receiving bilingual pay to re-certify with the Department of Human Resources as necessary and reasonable.

~~5.6.3 If the Fire Chief determines another Non-English language is required in the department, the Fire Chief may recommend that the language be eligible for the bilingual premium pay to the Director of Human Resources. Eligibility and certification of an additional Non-English language shall be in accordance with the above criteria.~~