

## ARTICLE 10.4 (CAMP), 10.2 (AEA), and 10.7 (AMSP) - BILINGUAL PAY

Eligible Employee. An employee must meet at least one of the following eligibility requirements and must be certified as bilingual for oral communication, written translation or sign language duties according to the current established procedure. Before changing the current procedure, the City agrees to discuss any proposed change with the Union.

1. The employee is currently assigned to a position selectively certified based on bilingual ability by the Director of Human Resources, or designee; or
2. The duties currently assigned/currently being performed by an employee have been designated by the Department Director or designee as requiring utilization of a non-English language on a regular basis.

Each full-time employee who meets the above eligibility requirements shall be compensated for performing oral communication or sign language duties at the rate of ~~seventy-nine dollars (\$79) twenty-nine dollars (\$29)~~ per biweekly pay period or for performing written and oral translation duties at the rate of ~~one hundred and ten dollars (\$110) forty dollars (\$40)~~ per biweekly pay period for each pay period actually worked.

Each part-time benefited ~~or unbenefited~~ employee who meets the above eligibility requirements shall be compensated for performing oral communication or sign language duties at the rate of ~~fifty dollars (\$50) nineteen dollars (\$19)~~ per biweekly pay period or for performing written and oral translation duties at the rate of ~~sixty nine (\$69) thirty dollars (\$30)~~ per biweekly pay period for each pay period actually worked.

~~Each part time unbenefited employee who meets the above eligibility requirements shall be compensated for performing oral communication, sign language duties, or performing oral translation duties at the rate of fifteen cents (\$.15) per hour.~~

If an eligible employee is on paid leave for a period of one (1) full pay period or more, the employee will not receive bilingual pay for that period.

If an employee is denied bilingual pay under the requirements set forth in this article, the employee may appeal in writing to the Department Director, or designee, for reconsideration. If the employee is dissatisfied with the decision of the Department Director, or designee, the employee may apply in writing for reconsideration with the Director of Human Resources. The written decision of the Director of Human Resources shall be final, with no process for further appeal.