

**COMPENSATION**

**1.4.9**

**I. BILINGUAL COMPENSATION**

The City shall provide additional compensation to employees for the performance of bilingual skills.

Compensation for bilingual pay shall be established by a Memorandum of Understanding approved by the City Council. The Department Head may recommend that an employee be considered for bilingual pay based on the needs of the department. The employee must demonstrate their bilingual

skills through a verbal competency exam created and administered by the Office of Human Resources.

The City shall determine the number of employees to receive bilingual pay and the languages for which testing shall be conducted.

If an employee receiving bilingual pay receives a change in assignment, classification, job duties, or is transferred or promoted, the Department Head may determine that bilingual skills are no longer required for the position and the compensation will be removed from the employee with no right of appeal.