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RNPA Proposal 28, January 11, 2023 (revised)

ARTICLE 8 - HOURS OF WORK, OVERTIME, PREMIUM PAY

Section 8.16 - Bilingual Pay

On recommendation of the appointing authority and the Director of Personnel, the County ~~may~~ **shall** approve payments of ~~one~~ **two** hundred dollars ~~(\$170.00)~~ **(\$200)** per month to a bilingual nurse whose abilities have been determined by the Director of Personnel as qualifying to fill positions requiring bilingual speaking and/or writing ability. In order to determine whether a nurse is eligible for bilingual pay, the County will provide the nurse with an opportunity to take an in-person translation exam. If the nurse prefers to take the exam remotely or by phone, a remote or phone exam will be available.

Bilingual skill payments will be made when:

- a) Public contact requires continual eliciting and explaining information in a language other than English; or
- b) Where translation of written material in another language is a continuous assignment; or
- c) The position is the only one in the work location where there is a demonstrated need for language translation in providing services to the public.

The County shall review positions covered by this Agreement not less than annually to determine the number and location of positions to be designated as requiring bilingual abilities. The County will post the names and language skills by work unit of those employees who are being paid a bilingual differential.

Differential may be removed when the criteria ceases to be met.