CITY OF CHULA VISTA PROPOSAL TO IAFF
REGARDING BI-LINGUAL PAY

PROPOSAL #___
DATE: February 19, 2014

PROPOSALS:

The City and IAFF have exchanged proposals on bi-lingual pay. The City submits the following.

CURRENT LANGUAGE:

ARTICLE 2.09 BILINGUAL PAY

Those employees who, upon verification by the Fire Chief and the Director of Human Resources, and who successfully complete a Bilingual Performance Examination for the following languages: Spanish, Tagalog, Vietnamese, and Japanese, who use their bilingual skills will receive $200 per month in addition to their regular pay. In order to continue receiving bilingual pay, employees must successfully complete a Bilingual Performance Examination once every three (3) years.

CONCERN:

The City must be cautious and prudent in its use of public monies. In addition, other City employee's are paid less for similar services.

PROPOSAL:

ARTICLE 2.09 BILINGUAL PAY

Those employees who, upon verification by the Fire Chief and the Director of Human Resources, and who successfully complete a Bilingual Performance Examination for the following languages: American Sign Language ("ASL") Spanish, Tagalog, Vietnamese, and Japanese, who use their bilingual skills will be eligible for bi-lingual pay as follows.

1. If an employee passes an examination showing a basic level of proficiency they shall receive $100 per month in addition to their regular pay. An employee who is at a basic level of proficiency shall have the skills to sufficiently and competently obtain and communicate (speak) basic information with citizens, including, but not limited to, using and understanding greetings, introductions, numbers, addresses and locations, money, days of the week, months of the year, members of the family, knowing body parts, describing and understanding complaints of pain or injury, description of witnesses or other persons, rooms in a building, interrogative words, pronouncing and using names correctly, and giving and following general directions during medical aids, inspections, or

investigation. The communication should of such a nature that the employee is able to speak in complete sentences and is readily understood by the member of the public being communicated with. ~~receive $200 per month in addition to their regular pay.~~ In order to continue receiving bilingual pay at this level, employees must successfully complete a Bilingual Performance Examination once every three (3) years. The Human Resources Department shall develop and administer testing to determine if an employee is at a basis proficiency level. Current bi-lingual pay incumbents shall be assigned and paid at a basic level proficiency, but may test for an advance level once a test is developed and ready for administration.

2. If an employee passes an examination showing an advanced level of proficiency they shall receive $225 per month in addition to their regular pay. An employee who is at advanced level of proficiency shall have the skills to read, write, and speak in any of the above languages at above a high school level, including demonstrating the ability to use medical, legal, and/or technical terminology. The communication should be of such a nature that the communication is at a more detailed and complex level, with little to no difficulty in communication during medical aids, inspections, or investigations. The Human Resources Department shall develop and administer testing to determine if an employee is at an advanced proficiency level. After an employee passes the City administered examination showing an advanced level of proficiency then no further re-testing is required.

RESULTS:

The City is cautious and prudent in the use of public monies. In addition, bi-lingual pay is uniform within the City for routine bi-lingual communications. The City also moves towards IAFF's position that bi-lingual communications in certain situations (complex medical calls and arson investigations) require a greater level of skill.