



# Board Agenda Item 49

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DATE: May 7, 2019

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: Salary Resolution Amendment to Section 533 - Bilingual Skill Pay

RECOMMENDED ACTION(S):

**Approve the Salary Resolution Amendment to Section 533 - Bilingual Skill Pay, as reflected in Appendix "B", effective May 6, 2019, for Unrepresented classifications.**

Approval of the recommended action would serve to increase Bilingual Skill Pay from \$23.08 per pay period to \$50.00 per pay period, for Unrepresented (UNR) classifications, effective May 6, 2019. This item is countywide.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended action, the existing terms and conditions would remain in effect.

FISCAL IMPACT:

The total estimated cost of the recommended action is approximately \$15,144 (\$9,899 in NCC) and is included in the FY 2018-19 Adopted Budgets and will be included in subsequent budget requests.

DISCUSSION:

Approval of the recommended action would reestablish parity between UNR classifications and their represented peers by increasing the bilingual skill pay of UNR employees to the rate of \$50.00 per pay period, the rate negotiated between County representatives and various Bargaining Units.

ATTACHMENTS INCLUDED AND/OR ON FILE:

Appendix "B"

CAO ANALYST:

Deborah Paolinelli