

# CITY of ALBUQUERQUE

## TWENTY FIFTH COUNCIL

COUNCIL BILL NO. R-23-103 ENACTMENT NO. \_\_\_\_\_

SPONSORED BY: Klarissa J. Peña

1 RESOLUTION

2 DIRECTING THE CITY OF ALBUQUERQUE TO PROVIDE A BILINGUAL PAY  
3 DIFFERENTIAL ELIGIBLE TO CITY EMPLOYEES.

4 WHEREAS, the City enacted R-2022-006 which required significant efforts  
5 by the City to expand language access for City services and resources; and

6 WHEREAS, bilingual City employees help make government services and  
7 resources more easily available and understandable to the diverse residents  
8 of Albuquerque, including non-English speakers and those who use American  
9 Sign Language; and

10 WHEREAS, bilingual employees are often called upon in the workplace to  
11 perform bilingual services beyond their specific job duties, but receive no  
12 compensation for these additional task as compared to similarly positioned  
13 monolingual counterparts; and

14 WHEREAS, offering a bilingual pay differential recognizes the important  
15 contributions bilingual employees make to the City and its residents, and will  
16 help implement the City's existing language access policies; and

17 WHEREAS, a bilingual pay differential may help attract new employees to  
18 the City and retain existing City employees, and may encourage employees to  
19 pursue second languages for the benefit of the City.

20 BE IT RESOLVED BY THE COUNCIL, THE GOVERNING BODY OF THE CITY OF  
21 ALBUQUERQUE:

22 SECTION 1. Beginning in Fiscal Year 2024, each City employee who is or  
23 may be called upon in any form and at any time to apply their skills in any  
24 second language, including American Sign Language, and who makes  
25 themselves available for the same upon request, shall receive a bilingual pay  
26 differential at the rate of a 5% salary increase.

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1 SECTION 2. The Administration shall formulate policies and procedures for  
2 administering the provisions of this resolution. The administration shall  
3 include in its FY 24 staffing budget proposal an amount sufficient to cover this  
4 pay differential.

5 SECTION 3. SEVERABILITY CLAUSE. If any section, paragraph, sentence,  
6 clause, word, or phrase of this resolution is for any reason held to be invalid  
7 or unenforceable by any court of competent jurisdiction, such decision shall  
8 not affect the validity of the remaining provisions of this resolution. The  
9 Council hereby declares that it would have passed this resolution and each  
10 section, paragraph, sentence, clause, word, or phrase thereof irrespective of  
11 any provisions being declared unconstitutional or otherwise invalid.

12 SECTION 4. COMPILATION. This resolution shall be incorporated and  
13 made part of the Code of Resolutions of Albuquerque, New Mexico, 1994, titled  
14 “Bilingual Pay Differential Policy.”

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