



Legislation Details (With Text)

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**Effective date:**  
**Title:** F/S Directing The Human Resources And Finance And Administrative Departments To Evaluate Bilingual Pay Differential Programs For City Employees (Peña)  
**Sponsors:** Klarissa J. Peña  
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Date	Ver.	Action By	Action	Result
5/3/2023	3	City Clerk	Published	
4/24/2023	3	Mayor	Signed by the Mayor	
4/21/2023	3	City Council	Sent to Mayor for Signature	
4/17/2023	2	City Council	Passed	Pass
4/3/2023	1	City Council	Postponed as Substituted	Pass
4/3/2023	1	City Council	Substituted	Pass
3/20/2023	1	City Council	Accepted with a Recommendation Do Pass	
3/13/2023	1	Finance & Government Operations Committee	Sent to Council with a recommendation of Do Pass	Pass
2/6/2023	1	President	Referred	
2/6/2023	1	City Council	Introduced and Referred	

**CITY of ALBUQUERQUE**  
**TWENTY FIFTH COUNCIL**

COUNCIL BILL NO. F/S R-23-103 ENACTMENT NO. \_\_\_\_\_

SPONSORED BY: Klarissa J. Peña

RESOLUTION

F/S Directing The Human Resources And Finance And Administrative Departments To Evaluate

Bilingual Pay Differential Programs For City Employees (Peña)

DIRECTING THE HUMAN RESOURCES AND FINANCE AND ADMINISTRATIVE DEPARTMENTS TO EVALUATE BILINGUAL PAY DIFFERENTIAL PROGRAMS FOR CITY EMPLOYEES.

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

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

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

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

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

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

SECTION 1. The Human Resources Department, in conjunction with the Department of Finance and Administrative Services, shall evaluate current bi-lingual pay differentials offered to City Employees for sufficiency and consistency, with consideration for the requirements of collective bargaining units. A final report will be provided to the City Council by June 1, 2023, to include recommendations for increasing the benefit, streamlining the program, and provision of related funding.

SECTION 2. SEVERABILITY CLAUSE. If any section, paragraph, sentence, clause, word, or phrase of this resolution is for any reason held to be invalid or unenforceable by any court of competent jurisdiction, such decision shall not affect the validity of the remaining provisions of this resolution. The Council hereby declares that it would have passed this resolution and each section, paragraph, sentence, clause, word, or phrase thereof irrespective of any provisions being declared unconstitutional or otherwise invalid.

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