



Legislation Text

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**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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