

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS
ACTION AGENDA SUMMARY

DEPT: Chief Executive Office

BOARD AGENDA # *B-9

Urgent

Routine

AGENDA DATE November 4, 2014

CEO Concurs with Recommendation YES NO
(Information Attached)

4/5 Vote Required YES NO

SUBJECT:

Approval of Increase in Bilingual Pay for All Extra Help and Unrepresented Confidential Employees

STAFF RECOMMENDATIONS:

Approve an increase in bilingual compensation for extra help and unrepresented Confidential employees from \$.69 to \$.85 per hour effective November 1, 2014.

FISCAL IMPACT:

The fiscal impact for the additional bilingual compensation for Confidential employees will be approximately \$2,995 per year. If the extra help employees each average 20 work hours per week, the additional cost for bilingual compensation would be approximately \$9,200. Departments will make any required budget adjustments during the 2014-2015 Fiscal Year.

BOARD ACTION AS FOLLOWS:

No. 2014-554

On motion of Supervisor Withrow, Seconded by Supervisor Chiesa
and approved by the following vote,

Ayes: Supervisors: O'Brien, Chiesa, Withrow, Monteith, and Chairman De Martini

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

- 1) Approved as recommended
- 2) Denied
- 3) Approved as amended
- 4) Other:

MOTION:

ATTEST:


CHRISTINE FERRARO TALLMAN, Clerk

File No.

Approval of Increase in Bilingual Pay for All Extra Help Employees and Unrepresented Confidential Employees

DISCUSSION:

The Board of Supervisors recently approved an increase in the bilingual compensation from \$.69 to \$.85 per hour for employees represented by AFSCME Local 10 as part of the County's new four year agreement with this group. A separate four year agreement with SEIU Local 521 is recommended for approval today and includes an increase in bilingual compensation for employees represented by this organization. It is recommended this same increase also be provided to extra help and confidential employees as they have many comparable duties and work assignments. Currently there are nine confidential and 55 extra help employees who are receiving compensation for using their bilingual skills. All employees receiving bilingual pay are tested prior to being granted this pay to ensure they have the language skills needed to successfully perform the additional duties required for receiving this pay. It is recommended that this increase be effective the start of the first full pay period on or after November 1, 2014 to coincide with the AFSCME increase in bilingual pay.

Confidential employees last received an increase in bilingual pay in 2001 from \$.48 an hour to \$.69 an hour in order to recognize the increases granted to AFSCME and SEIU at that time. Extra help employees were authorized to receive bilingual pay in 2007 at the then-current rate of \$.69 per hour.

POLICY:

The Board of Supervisors should consider the effect of the recommended increases on the fiscal direction, policy direction and priorities for the organization.

STAFFING IMPACT:

There is no impact on staffing resulting from this recommendation.

CONTACT PERSON:

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