

TENTATIVE AGREEMENT

COUNTY PROPOSAL #

ARTICLE 13: COMPENSATION BENEFITS

13.13 Bilingual Premium

When a Department Head designates a position within the Bargaining Unit which requires bilingual skills on the average of at least ten percent (10) of the employee's work time, an employee in the designated position shall first demonstrate a language proficiency of job-related terminology acceptable to the Department Head and the Human Resources Director. Thereafter, ~~the an~~ employee in a designated basic position shall be entitled to the payment of one dollar and fifteen cents (\$1.15) per hour.

Effective the pay period following ratification and adoption of this agreement, the County shall pay an employee in a designated fluent position a premium of one dollar and fifty cents (\$1.50) per hour.

~~The b~~Bilingual pay differentials shall be paid for all hours the employee is in pay status, excluding overtime.



County Signature



ESC Signature

Date: 5/2/2023