

PURPOSE

SECTION 27. LANGUAGE ALLOWANCE. TRILINGUAL:

Effective as soon as practicable following Union ratification, and approval of the Board of Supervisors, up to three (3) employees in the **Nutrition Services/WIC Unit** of the Public Health Department whose duty assignments require regular and frequent use of trilingual language skills in English, Spanish and Mixtec may be designated by the department head to receive a trilingual allowance. The department head shall designate the employee in writing to the Human Resources Director prior to being effective. The employee shall retain such trilingual designation only until a change in assignments is reported in writing by the department head to the Human Resources Director. Additional compensation for trilingual duties is payable as an allowance and not as part of basic salary, but shall be payable at the same time as a regular compensation. When a full-time employee is assigned by a department head to duties requiring regular and frequent use of bilingual language skills he/she shall receive an allowance of \$135.00 per pay period. When a part-time employee is assigned to bilingual duties, the bilingual allowance shall be prorated and paid on the same basis that the part-time position is filled and compensated

Eligibility	Up to 3 employees in Dept 041, in the Nutrition Services/WIC unit who frequently use English, Spanish and Mixtec
Rate	\$135/PP
FLSA Category	Included wages in FLSA Bonus
Input	HR
Deductions	Subject to all employment taxes
Line item account	6100
Retirement	Eligible for all County retirement plans
Authority	L620 MOU
History	Effective Pay Period 20-2024
Related	BLA, BLB, BLC, BLD, BLP
Restrictions	Dept 041, 3 people max