

CITY of ALBUQUERQUE

TWENTY FIFTH COUNCIL

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

SPONSORED BY: Klarissa J. Peña

1 RESOLUTION

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

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

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

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

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

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

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

23 SECTION 1. The Human Resources Department, in conjunction with the
24 Department of Finance and Administrative Services, shall evaluate current bi-
25 lingual pay differentials offered to City Employees for sufficiency and
26 consistency, with consideration for the requirements of collective bargaining

1 units. A final report will be provided to the City Council by June 1, 2023, to
2 include recommendations for increasing the benefit, streamlining the
3 program, and provision of related funding.

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