

FY 2023-2024 BUDGET QUESTION
Response to Request for Information

DEPARTMENT(S): Communications and Public Information, Human Resources Department

CBQ NO.: 148

REQUESTED BY: Vela

DATE REQUESTED: 07/27/2023

DATE POSTED: 08/04/2023

REQUEST: Is funding available in the proposed budget to study potential changes or additions to the Bilingual Pay Program to enable employees to use language skills by demonstrating qualifications through methods other than the current test?

RESPONSE:

The Communications and Public Information Office (CPIO) will work with the Human Resources Department to evaluate the current Bilingual Pay Program. Once the program assessment is complete, CPIO's budget includes \$20,000 to develop and implement a new training program that complements the Bilingual Pay Program's current bilingual interpretation test.

To complete the recommendations referenced in the 2016 and 2022 audits, CPIO anticipates needing a full-time position (\$100,000) to perform the language access data and research. This position would work with an existing staff member, potentially in the Communications and Technology Management Department, who is skilled in developing dashboards. Currently, this position is not funded as part of the proposed budget for FY 2024.