

**FY 2023-2024 BUDGET QUESTION**  
***Response to Request for Information***

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DEPARTMENT(S): Parks and Recreation Department

CBQ NO.: 152

REQUESTED BY: Vela

DATE REQUESTED: 07/27/2023

DATE POSTED: 08/06/2023

REQUEST: Please provide an explanation of what funding would be required to include public-facing Aquatics employees in the City's Bilingual Pay program.

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**RESPONSE:**

At this time, in accordance with City Human Resources Procedures, only permanent City of Austin employees are eligible for the current Bilingual Pay program. The current Bilingual pay stipend is \$69.24 every two weeks, totaling \$1,800.24 per employee through the 26 pay periods in a calendar year.

Current permanent lifeguards (13 FTEs) and aquatics recreation specialists (9 FTEs) are eligible to participate in the bilingual pay program if they meet the outlined criteria.

[Bilingual Pay Overview:](#)

Only non-sworn, non-temporary employees who are not already eligible for bilingual pay under another program or procedure.

The Bilingual Pay Program does not apply to every employee who is fluent in a language other than English. To qualify for the Bilingual Pay stipend, the employee must be in a position where this language requirement has been identified, and the employee must pass a language skills proficiency test.

The Bilingual Pay Program is unrelated to the Language Access training/program.

The Bilingual Pay allowance is issued on a per pay period basis, following normal payroll practices.

The program applies only to oral skills; written skills are not part of the program.

Only HR staff from a department may contact HRD to schedule a test and initiate BLP stipends. If you are a non-HR City employee and you believe you may be eligible to receive BLP, you will need to contact your supervisor, manager, or department's HR.