



Language Pay Differential Policy

Portland City Council Session – December 16, 2020

Office of Commissioner Fritz

Foundation of the Policy

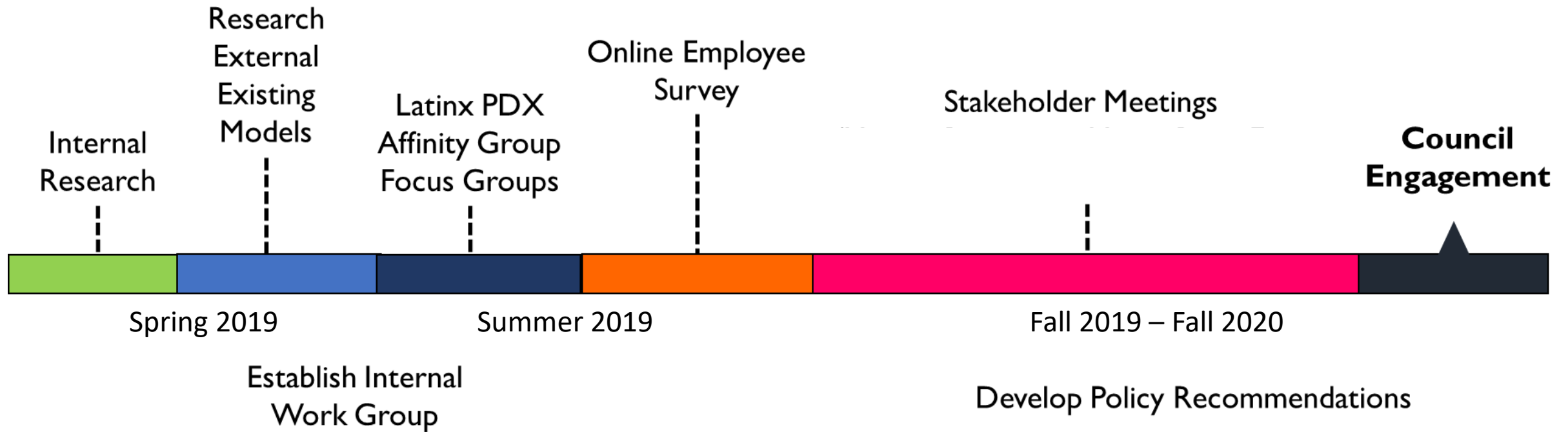
- Title VI of the Civil Rights Act of 1964
- Community Need/Service Delivery
- Workplace Equity
- Employer of Choice

What is a language pay differential?

- Language pay differential is when hourly or weekly additions are made to the pay of employees that speak a second language and their place of employment benefits from the utilization of the language.
- Language pay differential not only benefits employees but also the communities the institution is trying to reach and engage.

Source: Bureau of National Affairs, Inc. (BNA, Inc), Human Resources Library, October 2005.

Policy Development Process



Policy Recommendations

- \$1.00 per hour to base wage of qualifying multilingual City employees
- Pass a verbal proficiency test and meet other testing requirements
- Open to all job types including seasonal, non-represented, represented, limited term, elected officials, and returning retirees
 - Follow City's obligations to give notice of the proposed policy to the unions and negotiate with the unions should they demand to bargain.

Three Pathways

- A. Positions that are public facing, customer service, community engagement, field work, or community outreach, at a minimum should be designated citywide as benefiting from a language skill and be eligible for the language pay differential.
- B. Managers can assign additional positions that they've identified as benefiting from a language skill, based on community need.
- C. Employee-initiated pathway for consideration of the language pay differential.

Total Cost to the City

- City Budget Office estimated a broad range of City employee participation of 3% to 25% which translates into an estimated cost of \$450,390 to \$3,753,247 in a given fiscal year.
- The program shall be implemented on a pilot basis for the FY 2021-22 fiscal year beginning on July 1, 2021.
- Bureaus shall track any additional costs associated with the program and absorb the costs of the initial pilot within their existing FY 2021-22 budgets. If necessary, bureaus may request resources to help pay for program costs on a one-time basis during the FY 2021-22 Spring Budget Monitoring Process.

Guest Speakers

Michelle Kunec-North

311 Program

Jonna Papaefthimiou

PBEM & Emergency Coordination Center

Thank you to all parties involved:

Policy Team

Santos Aguilar
Yesenia Carrillo
Cynthia Castro
John Dutt
Tatiana Elejalde
Caddy Kestell
Irene Konev
Kim McCarty
Andrés Oswill
Huitzi Rios-Martinez

Stakeholders

Jamaal Anthony
Anais Keenon
Uma Krishnan
Michelle Kunec-North
Shawn Rogers
Bureau of Human Resources
Leadership Team
Diverse Empowered Employees of
Portland (DEEP) Executive
Committee
DEEP Leadership Team

Latinx PDX Affinity Group
Hapa, Asian, and Pacific Islander
Affinity Group
Slavic Empowerment Team
Affinity Group
Equity Managers
Labor Representatives
City Attorney's Office
New Portlanders Policy
Commission

QUESTIONS?