

A.9.5 Bilingual Skill Pay

An employee in Unit Z, who meets specified conditions, shall be paid a bilingual skill pay differential as provided for in the applicable memorandum of understanding.

To be designated as “bilingual,” a position shall require the use of a second language on the average of at least ~~twenty-thirty-three~~ percent (~~2033~~%) of the time. In addition, up to a total of five (5) positions of Communications Dispatcher may be designated bilingual skill pay eligible by the department head.

An employee in Units D, E, or X, upon assignment by the Department Head, approval of the County Administrative Officer and successfully passing a proficiency test, shall be eligible for bilingual pay in the amount of twenty dollars (\$20) per pay period. Pursuant to the NMC HR MOU Regarding Delegation of HR Functions, the NMC Chief Executive Officer may approve such action for employees employed by Natividad Medical Center.