

ORDINANCE NO. _____

An ordinance amending Section 4.84 of the Los Angeles Administrative Code, pertaining to Premium Pay for Persons Possessing Bilingual Skills, to provide clarifying and updated language.

**THE PEOPLE OF THE CITY OF LOS ANGELES
DO ORDAIN AS FOLLOWS:**

Section 1. Subsections (b) and (c) of Section 4.84 of the Los Angeles Administrative Code are amended to read as follows:

(b) After authorizing payment of a bilingual premium, the administrative head of the department shall certify to the Controller the name of any person eligible for a bilingual premium, and the Personnel Department shall certify to the Controller that the employee has qualified under its standards of fluency and proficiency for said language. Upon a position being filled with an employee possessing the applicable bilingual skills, the bilingual premium payment for such employee shall be effective the first day of the pay period in which the employee is certified by the Personnel Department as being proficient in said language. If the employee was previously certified by the Personnel Department as proficient for said language prior to occupying the position, then the bilingual premium payment will commence upon assignment to the position.

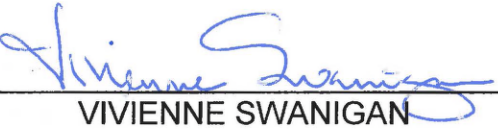
(c) Persons in classifications compensated by a 5-step, 12-step, or 15-step salary plan who are employed in such positions and certified as being qualified by the Personnel Department shall receive a bilingual premium of one premium level rate for duties requiring that they converse fluently in a language other than English, or two premium level rates for duties requiring that they interpret another language other than English, in addition to conversing fluently in that language. Persons in classifications not compensated by a 5-step, 12-step, or 15-step salary plan who are employed in such positions and certified as being qualified by the Personnel Department shall receive a bilingual premium of 2 3/4 percent of their salary or wages for duties requiring that they converse fluently in a language other than English, or of 5 1/2 percent of their salary or wages for duties requiring that they interpret and write a language other than English, in addition to conversing fluently in that language.

Sec. 2. This ordinance shall be operative upon publication, pursuant to Charter Section 252(g).

Sec. 3. The City Clerk shall certify to the passage of this ordinance and have it published in accordance with Council policy, either in a daily newspaper circulated in the City of Los Angeles or by posting for ten days in three public places in the City of Los Angeles: one copy on the bulletin board located at the Main Street entrance to the Los Angeles City Hall; one copy on the bulletin board located at the Main Street entrance to the Los Angeles City Hall East; and one copy on the bulletin board located at the Temple Street entrance to the Los Angeles County Hall of Records.

Approved as to Form and Legality

MICHAEL N. FEUER, City Attorney

By 
VIVIENNE SWANIGAN
Assistant City Attorney

Date 9/10/19

File No. _____

m:\muni counsel\cao ordinances\laac ord amend 4.84 bilingual.docx

The Clerk of the City of Los Angeles hereby certifies that the foregoing ordinance was passed by the Council of the City of Los Angeles.

CITY CLERK

MAYOR

Ordinance Passed _____

Approved _____