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City of Yuba City
And
Confidential Employees
One-Time Bilingual Pay Stipend
Effective July 1, 2023

The City wants to pay employees who are bilingual for their skills and service to the community while maintaining compliance with CalPERS and the FLSA.

The City now pays bilingual pay as a percentage of base pay rather than a flat dollar amount see Section 1.3 Bilingual Pay. Due to the reduction in bilingual pay for some employees, the City will provide a one-time stipend for those employees taking a reduction in bilingual pay.

Current Resolution Language:

1.3 Bilingual Pay

Employees listed in Appendix "D" Bilingual Classifications who are proficient in speaking a foreign language, as determined by the City, receive bilingual pay in the amount of one-point four percent (1.4%) of their base rate of pay.

New Non-Resolution Language:

Due to the change in how bilingual pay is paid and the adverse impact on the employees with the lowest wages, Maria Darwazeh will receive a one-time bilingual pay stipend in the amount of \$202.

The above language revisions are the only amendments to the current Resolution. This Side Letter Agreement does not change, modify, or otherwise alter any other terms or conditions of the current Resolution between the City and Confidential employees.

For the City of Yuba City:

Date: Feb 8, 2024

Michael W. Jarvis
Michael W. Jarvis (Feb 8, 2024 11:37 PST)
Michael W. Jarvis
Chief Spokesperson