

DOSH Personnel Receiving Bilingual Pay

December 2016

| Language | Field Enforcement CSHOs | Field Consultation & Other Non-Enforcement Field | Managers, Supervisors and Administrative |
|--------------------------|--------------------------------|---|---|
| Spanish | 28 | 12 | 16 |
| Cantonese | 1 | | 1 |
| Mandarin | 1 | 1 | |
| Korean | | 1 | |
| Vietnamese | 1 | | |
| Grand Totals = 62 | 31 | 14 | 17 |

Source: “DOSH Employees Receiving Bilingual Pay – as of 12/1/16” chart – plus 7 Spanish speakers who were on previous pay rosters but not on the December 2016 roster.

According to California government personnel procedures:

A salary differential is paid when an employee uses their bilingual skills an average of 10% or more of their total work time. (Time should be an average of the time spent on bilingual activities during a given fiscal year.)

In order to receive bilingual pay, the employee must successfully participate in a Bilingual Fluency Examination administered by the State Personnel Board (SPB).

If the position meets the criteria, and the employee has proof of fluency, then the position is eligible to be considered for the Bilingual Differential Pay (\$100 monthly).

<http://www.calhr.ca.gov/state-hr-professionals/pages/pay-differentials.aspx>

Although it may be possible that some DOSH personnel who qualify for the bilingual pay in terms of the time they speak languages other than English in the performance of their assigned tasks, and they have passed the fluency exam, are not receiving bilingual pay – but the number of any such DOSH employees would be very small.

This means, for example, that Cal/OSHA has 28 field inspectors fluent in Spanish for a statewide workforce where an estimated 5 million workers speak Spanish, with many being monolingual Spanish speakers. This generates a ratio of 1 Spanish-speaking inspector for every 178,500 Spanish-speaking workers in California.