

RECOMMENDATION SUBMISSION AND RESPONSE FORM

2018 Diversity #16

DISCUSSED BY SCPRC		APPROVED AND IMPLEMENTED	X	PENDING FURTHER REVIEW	
RECEIVED BY SPD	12/31/2018	APPROVED AND PENDING		SPD UNABLE TO IMPLEMENT	
RETURNED TO SCPRC	05/31/2023	PARTIAL IMPLEMENTATION		DENIED	

SCPRC RECOMMENDATION

Improving community relations

Changes to Existing Policy(s): Provide better incentive pay to bilingual officers and reduce the burdens involved in the certification process.

SCPRC RECOMMENDATION RATIONALE

According to the SacBee, six languages are spoken at home in Sacramento by at least 1 percent of the population: Spanish; Russian; Hmong; Vietnamese; Tagalog and Chinese. Ensuring that peace officers are able to communicate with the communities they serve is key in developing those community relationships.

SPD RESPONSE

All three labor groups representing the groups of Sacramento Police Department (SPD) staff are offered bilingual incentive pay. As of January 2023, the SPD has 60 employees receiving bilingual incentive pay and are certified in the following languages:

- Chinese (Cantonese)
- Chinese (Mandarin)
- Dari
- Farsi (Persian)
- German
- Hmong
- Korean
- Punjabi
- Russian
- Spanish

The SPD supports increasing the incentive for certified-bilingual employees, but contractual modifications would be necessary to implement.

OTHER CITY DEPARTMENTS

City of Sacramento Human Resources
<https://www.cityofsacramento.org/HR>

City of Sacramento Labor Groups
<https://www.cityofsacramento.org/HR/Divisions/Labor-Relations/Labor-Agreements>

APPENDIX