

## DOSH Personnel Receiving Bilingual Pay

March 2023

Language	Field Enforcement CSHOs	Field Consultation & Other Non-Enforcement Field	Managers, Supervisors and Administrative
Spanish	14	11	14
Cantonese	1		
Mandarin		1	
Vietnamese	1		
<b>Grand Totals = 42</b>	<b>16</b>	<b>12</b>	<b>14</b>

Source: "DOSH Employees Receiving Bilingual Pay – as of 3-14-23" chart.

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>

It is likely that some DOSH personnel who qualify for the bilingual pay – they speak languages other than English in the performance of their assigned tasks – are not receiving bilingual pay. But the number of any field DOSH employees in this status would be very small, likely less than a half-dozen.

This means, for example, that Cal/OSHA has 14 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 field inspector for every 357,000 Spanish-speaking workers in California.