CITY OF DECATUR Texas	**CITY OF DECATUR PERSONNEL POLICY**		
Chapter 03	**Compensation**		
Section 13	**Bilingual Pay**		
Revised By:	**Nate Mara, City Manager**	**Revised Date:**	**October 27, 2025**
Approved By:	**City Council**	**Effective Date:**	**January 1, 2026**

03.13 - Bilingual Pay

To accommodate the needs of our non-English-speaking citizens, the City will offer bilingual pay to employees. To qualify for bilingual pay, the employee must test orally and in writing to assess proficiency in translation from English to the other language and the other language to English.

Qualifying levels of bilingual pay are as follows:

BILINGUAL PAY

Certification	Amount	Pay Frequency
Bilingual – Alta Certified	$50 per month	Annually