

City of Alexandria, Virginia
FY 2023 Proposed Operating Budget & CIP
Budget Questions & Answers

April 12, 2022

Question: How much would it cost to expand the current language stipend pilot in DCHS to all City departments and staff?

Response: The City currently has a pilot multilingual pay program in the Department of Community and Human Services with the original intent of a City-wide implementation. This program provides \$1.15 per hour worked (not applied to leave, holidays, etc.) and is calculated at 1.5x for overtime hours worked. It would cost an estimated \$0.7 million to expand the current language stipend pilot in DCHS to all City departments and staff. This estimate assumes a total of between 2,425 and 2,450 regular employees at any given time and that approximately 15 percent of employees (365) would qualify for multilingual pay based on the percentage of DCHS employees who currently meet requirements in the existing pilot program. The actual number of eligible employees would differ based on participation and qualification, which would require employees to be certified as meeting demonstrated proficiency levels in non-English language skills and/or American Sign Language (ASL) by an approved City vendor.