

ADDENDUM TO THE BARGAINING AGREEMENT BETWEEN LANCASTER COUNTY AND FRATERNAL ORDER OF POLICE, LODGE #32, 2024-2026

The addendum is made by and between Fraternal Order of Police, Lodge #32 (hereby referred to as the "FOP 32") and Lancaster County, Nebraska (hereby referred to as the "County.") FOP 32 and the County are collectively referred to herein as the "Parties."

WHEREAS, the Parties wish to amend the 2024-2026 Bargaining Agreement between the County and FOP 32 under County Contract Number C-24-0669 (hereinafter the "Bargaining Agreement") to provide additional compensation as bilingual pay.

NOW, THEREFORE, in consideration of the mutual covenants contained in the Bargaining Agreement, and hereinafter, FOP 32 and the County agree as follows:

1. The Parties agree to incorporate Lancaster County Bilingual Pay Policy Number 2024-8 ("Bilingual Pay Policy") attached as Exhibit "A" and incorporated herein by this reference.
2. Incorporation of the Bilingual Pay Policy shall remain in full force and effect until August 31, 2026, and shall terminate on August 31, 2026 regardless of automatic renewal of the Bargaining Agreement.

IN WITNESS WHEREOF, the parties hereunto set their hands this 18TH day of February 2025.

FRATERNAL ORDER OF POLICE,
Lodge 32

BY: Dilga

COUNTY OF LANCASTER,
NEBRASKA

BY:

Christa Pakum
Rick Aved
[Signature]

SCHULTE VOTED NO

ATTEST:

LANCASTER COUNTY CLERK

[Signature]
Matt Hansen

APPROVED AS TO FORM THIS

25th day of February 2025.

[Signature]
Deputy County Attorney
For PAT CONDON, Lancaster County Attorney

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Exhibit "A"
Number: 2024-8
Date: December 17, 2024

Reference:	Title:
	Bilingual Pay Policy

I. PURPOSE

This policy outlines the provisions for bilingual pay for covered County employees proficient in a language other than English and whose skills are utilized in their job responsibilities.

II. DEFINITIONS

- A. Bilingual Pay: Additional compensation provided to employees who are proficient in a language other than English and are required to use these skills in their job.
- B. Proficiency Test: A test designated by the County's Human Resource Department to assess an employee's proficiency in a language other than English.
- C. Interpretive Services: Services that involve translating spoken or written language from one language to another.
- D. Covered County employees:
 - 1. all unrepresented, full-time and part-time County employees in the classified service who are scheduled to work at least 20 hours or more, excluding temporary employees, seasonal employees, on-call employees, probationary employees, and interns;
 - 2. all union-represented employees covered by a collective bargaining agreement that incorporates this bilingual pay policy; and all currently eligible unrepresented employees who form a new bargaining unit and who have not yet finalized the terms of a collective bargaining agreement.

III. POLICY

Covered County employees who speak a language other than English, with proficiency as determined by a test designated by the Human Resource Department, and whose essential functions do not include interpretive services shall receive bilingual pay in the amount of \$100 per month. This bilingual pay is contingent upon the Agency Head specifically assigning and requiring the use of such language skills. The Agency Head may reevaluate, modify, suspend, or revoke the decision at any time for any reason, and this decision is not grievable.

IV. ELIGIBILITY

To be eligible for bilingual pay, a covered County employee must meet the following

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criteria:

1. Successfully pass a proficiency test.
2. The employee's essential job functions must not include interpretive services.
3. The Agency Head must specifically assign and require the use of the employee's bilingual skills.

V. PROCEDURES

- A. Covered County employees who wish to receive bilingual pay must notify the Agency Head and request to schedule a proficiency test.
- B. This bilingual pay will continue as long as the employee is approved by their Agency Head and is required to use their bilingual skills as part of their job responsibilities.


Barb McIntyre
Human Resources Director

12/18/2024
Date


Sean Flowerday
Chair, Board of County Commissioners

Date