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