

**CITY OF WHITE SALMON
RESOLUTION NO. 2025-07-628**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF WHITE SALMON,
WASHINGTON, ESTABLISHING A SPANISH LANGUAGE PROFICIENCY BONUS PROGRAM
FOR CITY EMPLOYEES**

WHEREAS, the City of White Salmon is committed to providing high-quality, accessible, and inclusive services to all residents; and

WHEREAS, approximately 14% of White Salmon's population identifies as Hispanic, and many residents speak Spanish as their primary language; and

WHEREAS, ensuring meaningful access to City services for Spanish-speaking residents requires building a workforce that reflects the linguistic diversity of the community; and

WHEREAS, the ability to communicate effectively with Spanish-speaking residents improves public safety, strengthens community trust, and increases the efficiency and impact of City services; and

WHEREAS, offering a Spanish Language Proficiency Bonus recognizes and values the skills of employees who are able to bridge language barriers, and supports the City's efforts to recruit, retain, and develop a multilingual workforce; and


WHEREAS, such a program reinforces the City's broader commitment to fostering a culture of equity, inclusion, and respect, and demonstrates leadership in advancing language access and cultural competency;

NOW, THEREFORE, be it resolved by the City Council of the City of White Salmon:

1. The City of White Salmon hereby establishes a Spanish Language Proficiency Bonus Program, providing a monthly payment of \$200 to eligible City employees who demonstrate conversational fluency in Spanish and utilize that skill in the course of their duties.
2. Eligibility and verification of proficiency shall be determined by administrative policy, which may include testing, certification, or supervisor assessment of language use and impact.
3. The Spanish Language Proficiency Bonus shall be available to employees across all departments who meet the established criteria and whose job responsibilities benefit from bilingual communication.
4. This resolution shall take effect immediately upon passage and shall be incorporated into the City's personnel policies and compensation framework.


ADOPTED BY THE CITY COUNCIL OF THE CITY OF WHITE SALMON THIS 2ND DAY OF JULY 2025.

CITY OF WHITE SALMON, WASHINGTON

DocuSigned by:

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Marla Keethler, Mayor

ATTEST:

DocuSigned by:

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Troy Rosenberg, Deputy Clerk

APPROVED AS TO FORM:

Signed by:

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Shawn MacPherson, City Attorney