

2018

Survey Question: Bilingual Staff Differential 18-7

Good morning,

I would love to survey the group with the following question:

Do you offer a pay differential for bilingual staff members who take patient calls?

Thanks,

Kate

Kate M. Bisping, PHR, CCP | Manager

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Human Resources

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Responses:

1. We offer our translators a differential of \$5 on top of their base pay for every time they translate. Translators earn at least 1 hour each time, regardless. Thanks!

Kelsey Brundage, AVRMC

2. We do not offer differential because we use a third party to do our translating due to the need for medical terminology knowledge.

Shannatay Bergeron, SHRM-SCP Senior Business Partner Vail Health | Human Resources

PO Box 40,000 - Vail, CO 81658 | Mailing address Desk – 970.479.5081 | Cell – 720.648.9500

3. We do not offer a differential for bilingual staff that take patient calls. We do, however, offer staff an extra hour of pay at their base rate for each hour they interpret for patients/families.

Thanks,

Lindsay Meredith *HR Business Partner* San Luis Valley Health 106 Blanca Ave. Alamosa, CO 81101

Phone: 719-587-1419 Fax: 719-587-5716 www.sanluisvalleyhealth.org

4. Yes – we pay a \$1.00 per hour differential.

Karen Oxenford, SPHR, SHRM-SCP Director of People Strategy Panorama Orthopedics & Spine Center (303) 274-7341: Direct Line (720) 979-6121: Cell (303) 233-3937: Direct Fax koxenford@panoramaortho.com www.panoramaortho.com

5. We offer a .75 differential IF they pass the bilingual assessment that is written and oral.

Tina, Imagine Colorado

6. Yes, .75/hr for non RNs. \$1.50/hr for RNs

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Total Responses: 6