

**RESOLUTION**

**WHEREAS**, on August 23, 2022, pursuant to Section 7.3 of the City of El Paso municipal code, the City Council approved the FY2023 City budget by resolution (“Budget Resolution”); and

**WHEREAS**, the Budget Resolution may be amended by approval of the City Council for the City of El Paso; and

**WHEREAS**, the City Council wishes to initiate a program to incentivize City Employees to provide Fostering services to canines in the care of the City of El Paso Animal Services Department.

**BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF EL PASO:**

1. **THAT**, the City Manager or his designee is authorized to establish a monthly incentive and bonus incentive to City employees as part of the Furry Canine Foster Program incentive pilot as follows:
  - a. A \$200 monthly incentive for all full-time, part-time, and temporary positions, to be distributed as follows:
    - i. Monthly payment of \$200 once a foster program has been established and the employee takes possession of the foster canine and maintains possession; and
  - b. An additional, one-time payment of \$100 to be disbursed once their foster canine is adopted to a “forever home”.
  - c. This policy does not apply to the following:
    - i. Subcontractors and/or independent consultants;
    - ii. Elected Officials
  - d. The Furry Canine Foster Program pilot shall be effective from May 15, 2023 through November 15, 2023.
  - e. The Foster incentive monthly payment shall be paid bi-weekly. The incentive will take effect in a pay period following the employee’s having met the criteria designated in this Resolution and in accordance with the process established by the City’s Human Resources Department.
  - f. The Foster incentive one-time payment shall be paid in a pay period following the employee’s having met the criteria designated in this Resolution and in accordance with the process established by the City’s Human Resources Department.
  - g. Employee must be an active employee on the date of payment.
  - h. This Foster incentive payment will not be considered earned wages or compensation for purposes of pensionability.

- i. This Foster incentive payment shall be subject to taxes, the availability of funds and other management factors as determined by the City Manager.
2. **THAT**, the City Manager, or designee, be authorized to effectuate any budget transfers and execute any contracts and/or related documents necessary to ensure that the funds are properly expended for such purpose.

APPROVED this 9<sup>th</sup> day of May, 2023.

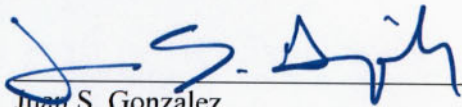
**CITY OF EL PASO:**

  
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Oscar Leeser  
Mayor


**ATTEST:**  
  
\_\_\_\_\_  
Laura D. Prine  
City Clerk



**APPROVED AS TO FORM:**

  
\_\_\_\_\_  
Juan S. Gonzalez  
Senior Assistant City Attorney

**APPROVED AS TO CONTENT:**

  
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K. Nicole Cote, Director  
Office of Management & Budget