

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 _____ day of _____, 2023.

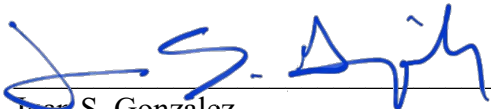
CITY OF EL PASO:

Oscar Leeser
Mayor

ATTEST:

Laura D. Prine
City Clerk

APPROVED AS TO FORM:



Juan S. Gonzalez
Senior Assistant City Attorney

APPROVED AS TO CONTENT:



K. Nicole Cote, Director
Office of Management & Budget