

**CITY OF EL PASO, TEXAS  
AGENDA ITEM  
DEPARTMENT HEAD'S SUMMARY FORM**

**DEPARTMENT:** Human Resources

**AGENDA DATE:** May 9, 2023

**PUBLIC HEARING DATE:** May 9, 2023

**CONTACT PERSON NAME  
AND PHONE NUMBER:** Araceli Guerra, Managing Director, 915-212-1241

**DISTRICT(S) AFFECTED:** All

**STRATEGIC GOAL:** Goal 6: Set the Standard for Sound Governance and Fiscal Management

**SUBGOAL:** 6.2 Implement employee benefits and services that promote financial security

**SUBJECT:** Furry Fitness Program and Furry Canine Dog Foster Program

**BACKGROUND / DISCUSSION:**

1. Presentation and discussion on Furry Fitness Program

Presentation, discussion, and action related to:

2. A resolution authorizing the City Manager or his designee to approve 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.

**PRIOR COUNCIL ACTION:**

N/A

**AMOUNT AND SOURCE OF FUNDING:**

ALL

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\*\*\*\*\*REQUIRED AUTHORIZATION\*\*\*\*\*

**DEPARTMENT HEAD:**

Mary Michel for Araceli Guerra  
Araceli Guerra, Managing Director Human Resources Department