



Legislation Details (With Text)

File #: 23-637 **Version:** 2 **Name:**
Type: Other Business **Status:** Agenda Ready
File created: 5/2/2023 **In control:** City Council
On agenda: 5/9/2023 **Final action:**
Title: 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.

Sponsors:

Indexes:

Code sections:

Attachments: 1. Department Head's Summary Form for 5.1.23 for Furry Fitness Program and Dog Fostering Program (002), 2. FY23_Budget_Amendment_Reso_Furry Foster Incentive (rev 20230502_0900), 3. CC 22 - Furry Canine Presentation, 4. 5-9-23 FULLY EXECUTED - FURRY CANINE FOSTER

Date	Ver.	Action By	Action	Result
------	------	-----------	--------	--------

CITY OF EL PASO, TEXAS LEGISTAR AGENDA ITEM SUMMARY FORM

DISTRICT, DEPARTMENT, CONTACT INFORMATION:

*Please choose District and Department from drop down menu. Please post exactly as example below.
No Title's, No emails. Please use ARIAL 10 Font.*

All Districts

Human Resources, Araceli Guerra, (915) 212-1241

AGENDA LANGUAGE:

This is the language that will be posted to the agenda. Please use ARIAL 11 Font.

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.