

SIDE LETTER TO MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF SALINAS AND
ASSOCIATION OF MANAGEMENT PERSONNEL OF SALINAS

The City of Salinas and the Association of Management Personnel of Salinas (AMPS) hereby agree to add the following provision to the Memorandum of Understanding, effective November 12, 2025.

The City will pay a Canine (Wellness Dog) Premium of 5% of base pay to a member of AMPS who is routinely and consistently assigned as a Wellness Dog handler.

The City and the Association reasonably approximate that the Wellness Dog handler will spend four (4) hours per workweek, while otherwise off duty, walking, grooming/cleaning, feeding, training, and otherwise caring for and maintaining the canine. Four (4) hours per workweek at one and a half (1½) times the employee's hourly rate is paid for such time, in addition to the 5% premium described above. This additional compensation is intended to compensate for all off-duty care of the canine and related activity; payment will be processed automatically during the assignment, without a need for overtime slips. In the event of a medical emergency or other unusual circumstance requiring extraordinary care for the canine, the handler must notify a supervisor as soon as possible of any additional time required. In addition, veterinarian fees, food costs, and other reasonable expenses for the upkeep of the Wellness Dog are reimbursed upon proper request for reimbursement.

Date: _____

Date: _____

Rene Mendez, City Manager

Juliane Sharpe, President