



CITY OF SALINAS COUNCIL STAFF REPORT

DATE: DECEMBER 9, 2025

DEPARTMENT: HUMAN RESOURCES

FROM: MARINA HORTA-GALLEGOS, HUMAN RESOURCES DIRECTOR

TITLE: SIDE LETTER AGREEMENT BETWEEN ASSOCIATION OF
MANAGEMENT PERSONNEL OF SALINAS AND THE CITY OF
SALINAS

RECOMMENDED MOTION:

A motion to approve a Resolution authorizing the City Manager to execute and implement a Side Letter Agreement with the Association of Management Personnel of Salinas (AMPS) adding a provision to the Memorandum of Understanding to include a canine premium for a wellness dog handler of five percent (5%) to base pay effective November 12, 2025.

EXECUTIVE SUMMARY:

Staff recommends authorization be provided to the City Manager to execute and implement the Side Letter Agreement between AMPS and the City.

BACKGROUND:

As part of the Police Department's efforts to address Organizational Wellness, the department purchased a wellness dog. The goal of the wellness dog is to augment employee wellness in conjunction with other programs such as the Peer Support Team and Critical Incident Stress Management teams and protocols. The Department solicited applications for a wellness dog handler as a collateral assignment within the Department. An assignment was made in November.

The City has met and conferred with AMPS to discuss the Wellness Dog program and addressed compensation for the wellness dog handler which includes a premium of 5% of base pay and four hours per workweek at one and a half (1 ½) times the employee's hourly rate for off duty care such as walking, grooming/cleaning, feeding, training, and other related care for the canine.

CEQA CONSIDERATION:

Not a Project. The City of Salinas has determined that the proposed action is not a project as defined by the California Environmental Quality Act (CEQA) (CEQA Guidelines Section 15378).

CALIFORNIA GOVERNMENT CODE §84308 APPLIES:

No.

STRATEGIC PLAN INITIATIVE:

The proposed action meets the City Services Council goal.

DEPARTMENTAL COORDINATION:

Human Resources coordinated with the Police Department and the AMPS unit in this effort.

FISCAL AND SUSTAINABILITY IMPACT:

The fiscal impact for the period of mid-November through the end of the fiscal year is approximately \$2,678. The ongoing cost is approximately \$4,590.

Fund	General Ledger Number (Operating/CIP)	General Ledger Account Name	Remaining Budget Appropriation	Amount Requested
1100	40.4130-61.1100	Salaries and Benefits	\$688,387	\$2,678

ATTACHMENTS:

Resolution
Side Letter Agreement

RESOLUTION NO. _____ (N.C.S.)

RESOLUTION AUTHORIZING THE CITY MANAGER TO SIGN THE SIDE LETTER
AGREEMENT BETWEEN THE CITY AND
THE ASSOCIATION OF MANAGEMENT PERSONNEL OF SALINAS

BE IT RESOLVED BY THE CITY COUNCIL OF SALINAS that the City Manager is hereby authorized and directed for and on behalf of the City of Salinas to execute the attached Side Letter Agreement to modify the Memorandum of Understanding for the Association of Management Personnel of Salinas to include a Canine (Wellness Dog) Premium of five percent (5%) for a wellness dog handler and four (4) hours per workweek for off duty care at one and a half (1½) times the employee's hourly rate.

PASSED AND APPROVED this 9th day of December 2025, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

APPROVED:

Dennis Donohue, Mayor

ATTEST:

Patricia M. Soratos, City Clerk