



UNIVERSITY PARK CITY COUNCIL AGENDA MEMO

Meeting Date:
1/20/2026

Item Type:
Consent Agenda

Subject: Approval to amend FY26 Pay Plan to authorize Canine Handler Pay for one (1) position in the Police Department for management of a therapy dog.

Prepared By: Talia Gregory, Director of Human Resources

Background:

The Highland Park Independent School District has received a grant for two (2) therapy dogs to be deployed for the benefit of students in the district. One (1) of the dogs will be handled and housed by the University Park Police Officer who is assigned to Highland Park High School as the School Resource Officer.

All costs related to the program are funded by a local non-profit, and a four-thousand dollar (\$4,000.00) annual stipend has been included to compensate the canine handler for time spent off-duty caring for the dog. A Memorandum of Understanding (MOU) between the City and the HPISD has been drafted to outline responsibilities and provisions.

Fiscal Impact:

- ☒ Not Applicable
- ☐ Budget Amendment Required
- ☐ Proposed Revenue
- ☐ Proposed Expenditure

Funding Source:

Master Plan Goal:

Please check the associated Theme and provide the corresponding action item number.



	Theme	Action Item(s)
<input type="checkbox"/>	Affirming Sense of Place	
<input type="checkbox"/>	Assuring Connectivity	
<input type="checkbox"/>	Innovative Governance	
<input type="checkbox"/>	Technological Integration	
<input type="checkbox"/>	Preparing for the Future	
<input checked="" type="checkbox"/>	Not Applicable	

Recommendation:

Staff recommends Council approval an amendment to the FY2026 Pay Plan to provide \$4000 annual Canine Handler Pay to paid in equal amounts per pay period to the HPHS School Resource Officer as compensation for time spent off-duty caring for the animal.

Committee Review (optional):**Attachments:**

Ordinance amending the FY2026 Pay Plan
FY2026 Pay Plan