

RESOLUTION NO. 2025-\_\_\_\_\_

A RESOLUTION OF THE LODI CITY COUNCIL APPROVING THE  
MEMORANDUM OF UNDERSTANDING WITH LODI POLICE DISPATCHERS  
ASSOCIATION EFFECTIVE JULY 1, 2025 THROUGH JUNE 30, 2028

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WHEREAS, representatives from the City of Lodi ("City") and the Lodi Police Dispatchers Association (LPDA) have bargained in good faith and reached a tentative agreement on a successor Memorandum of Understanding (MOU); and

WHEREAS, it is recommended that Council approve revisions to the MOU with LPDA to include the following:

- The term of the MOU shall be from July 1, 2025 through June 30, 2028.
- 11.82% wage adjustment over the term of the contract as follows:
  - 5.82% equity adjustment effective July 7, 2025;
  - 3% equity adjustment effective December 22, 2025;
  - 3% cost-of-living adjustment effective July 5, 2027.
- City shall pay up to 90% of the medical premium, by enrollment category, for the lowest cost HMO plan available in the zip code 95240, effective January 1, 2026, or the first pay period following City Council approval of the MOU, whichever is later.
- Reduce total employee pension contribution by 3% effective July 6, 2026
- Add Graveyard incentive, 2.5% effective the first pay period following City Council approval of the MOU.
- Increase bilingual incentive to \$200 per month, effective the first pay period following City Council approval of the MOU.
- Add Wellness Incentive of \$50 per month to be paid on a per pay period basis, upon successfully passing a physical agility examination on an annual basis.
- Add Training Incentive Side Letter from 2023 into the MOU.
- Add eligibility for Property and Evidence Technician training incentive of 5% effective December 22, 2025, following City Council approval of the MOU.
- Roll uniform allowance into base pay effective the first pay period following City Council approval of the MOU.
- Increase Longevity pay –This longevity incentive will take effect December 22, 2025, and be paid on a per pay period basis starting the first full pay period in January 2026, as follows:
  - 10 years – 2.5%
  - 20 years – 5%
  - Eligible employees shall receive longevity pay for 2025, and retroactive amounts owed for 2025 will be paid in the pay period beginning December 22, 2025.
- MOU Clean Up:
  - Tuition Reimbursement – Clarify definition for “regular employee for 6 months” (not on probation).
  - Add Holiday Side Letter to MOU.

NOW THEREFORE BE IT RESOLVED that the Lodi City Council does hereby find and declare that the recitals listed above are true and timelines agreed between the City and LPDA,

and hereby approves the attached Memorandum of Understanding (Attachment 1) between the City of Lodi and LPDA, effective July 1, 2025 through June 30, 2028.

Dated: December 17, 2025

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I hereby certify that Resolution No. 2025-\_\_\_\_\_ was passed and adopted by the City Council of the City of Lodi in a regular meeting held December 17, 2025, by the following vote:

AYES: COUNCIL MEMBERS –

NOES: COUNCIL MEMBERS –

ABSENT: COUNCIL MEMBERS –

ABSTAIN: COUNCIL MEMBERS –

OLIVIA NASHED  
City Clerk

2025-\_\_\_\_\_