

RESOLUTION NO. 2026-__

A RESOLUTION OF THE LODI CITY COUNCIL APPROVING THE LODI PROFESSIONAL FIREFIGHTERS MEMORANDUM OF UNDERSTANDING EFFECTIVE JANUARY 1, 2026 THROUGH DECEMBER 31, 2028

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WHEREAS, representatives from the City and the Lodi Professional Firefighters (LPF) 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 the MOU with LPF which provides for the following:

- The term of the MOU shall be from January 1, 2026, through December 31, 2028
- A one-time Three percent (3%) Off Salary Schedule Payment (OSSP) of base salary, for all LPF classifications, paid as soon as administratively possible;
- Three percent (3%) cost-of living increase effective January 4, 2027;
- Three percent (3%) cost-of-living increase effective January 3, 2028;
- Effective December 22, 2025, City shall contribute an amount equal to 90% of the premium cost of the lowest-cost CalPERS HMO plan available in the zip code 95240 toward each eligible employee's health insurance coverage by enrollment category, employees who select plans that cost more than the City's contribution shall pay the difference through payroll deduction;
- Increase bilingual stipend from \$150 per month to \$200 per month; effective the first pay period following council approval of the MOU;
- Increase Longevity pay – the percentage-based longevity pay incentive would take effect December 22, 2025, and would be paid on a per pay period basis, at the following rates:
 - 10 years - 2.5%
 - 20 years - 5%
- Reduce CalPERS employee cost-sharing contribution by three percent (3%), effective July 6, 2026:
 - Classic employee contribution – 12% total (9% employee share + 3% cost-sharing of employer's share)
 - PEPR Contribution – 12% or 50% of normal cost
- MOU Clean Up:
 - Tuition Reimbursement – Amend eligibility period for tuition reimbursement to allow employees to be eligible for tuition reimbursement after six months of full-time employment.
 - Miscellaneous clean up items (PERS language, cafeteria plan, etc.)
- Incorporate Side Letter agreements into MOU:
 - Paramedic Incentive
 - Holiday Leave
 - Department Sanctioned Teams

NOW, THEREFORE, BE IT RESOLVED, that the Lodi City Council does hereby approve the Memorandum of Understanding (included herein as Attachment 1) between the City of Lodi and Lodi Professional Firefighters, effective January 1, 2026 through December 31, 2028, a clean version (redlines accepted) of which shall be executed by the parties.

Date: March 18, 2026

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I hereby certify that Resolution No. 2026-__ was passed and adopted by the Lodi City Council in a regular meeting held on March 18, 2026, by the following vote:

AYES: COUNCIL MEMBERS –

NOES: COUNCIL MEMBERS –

ABSENT: COUNCIL MEMBERS –

ABSTAIN: COUNCIL MEMBERS –

OLIVIA NASHED
City Clerk

2026-__