

RESOLUTION NO. 2026-\_\_

A RESOLUTION OF THE LODI CITY COUNCIL APPROVING THE AFSCME –  
GENERAL SERVICES MEMORANDUM OF UNDERSTANDING EFFECTIVE  
JANUARY 1, 2026 THROUGH DECEMBER 31, 2028

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WHEREAS, representatives from the City and the AFSCME – General Services (AFSCME-GS) 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 AFSCME-GS 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 AFSCME-GS classifications, paid as soon as administratively possible;
- Effective January 5, 2026 the City shall implement the January 1, 2026 compensation study by providing equity increases for classifications deemed below market over two years as follows:
  - Year 1: Comp Study Equity increase: Up to 5% or ½ of equity increase, whichever is greater, pursuant to January 1, 2026 comp study, total compensation;
  - Year 2: Comp Study Equity Increase: Employee shall receive remainder of equity increase, the portion not implemented in year 1;
- Classifications determined to be “over market” pursuant to the January 1, 2026 comp study, total compensation, shall be Y-rated and will not receive an equity increase;
- Three percent (3%) cost-of living increase effective January 4, 2027 or Y-rated employees will receive a combination of COLA/OSSP not to exceed three percent (3%);
- Three percent (3%) cost-of-living increase effective January 3, 2028 or Y-rated employees will receive a combination of COLA/OSSP not to exceed three percent (3%);
- 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 Notary Public incentive to \$80 per month effective the first pay period following council approval of the MOU;
- Employees in the classifications of Permit Technician, Sr. Permit Technician, Community Improvement Officer I/II, Senior Community Improvement Officer are eligible for the following incentives:
  - Residential Building Inspector Certificate (B1) \$40 per month
  - Commercial Building Inspector Certificate (B2) \$60 per month
  - Commercial Plans Examiner (B3) \$60 per month
  - Residential Plans Examiner (R3) \$40 per month
- Employees in the classification of Building Inspector I/II are eligible for the following incentives:
  - Commercial Building Inspector Certificate \$60 per month
  - Residential Plans Examiner Certificate (R3) \$40 per month

- Commercial Plans Examiner Certificate (B3) \$60 per month
- Employees in the classifications of Senior Building Inspector are eligible for the following incentives:
  - Commercial Plans Examiner Certificate (B3) \$60 per month
- Add Longevity pay – the percentage-based longevity pay incentive would take effect December 21, 2026, and would be paid on a per pay period basis, at the following rates:
  - 10 years - 2.5%
  - 20 years - 5%
- Dental and Orthodontia Insurance: Increase the annual maximum benefit from \$1250 to \$1500 for each family member enrolled in the dental plan per calendar year. Orthodontia benefits increase up to a lifetime cap of \$1500 for each person covered under the plan, as soon as administratively possible;
- Eliminate CalPERS employee cost-sharing contribution, effective July 6, 2026;
- MOU Clean Up:
  - Tuition Reimbursement – Amend eligibility period for tuition reimbursement to allow employees to be eligible for tuition reimbursement after six months of employment.
  - Miscellaneous clean up items (PERS language, cafeteria plan, etc.)

NOW, THEREFORE, BE IT RESOLVED, by the City Council does hereby approve the attached Memorandum of Understanding (Attachment 1) between the City of Lodi and AFSCME-GS, effective January 1, 2026 through December 31, 2028.

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-\_\_