RESOLUTION NO. 2025-____

A RESOLUTION OF THE LODI CITY COUNCIL APPROVING THE LODI FIRE MID-MANAGEMENT STATEMENT OF BENEFITS EFFECTIVE JULY 1, 2025 THROUGH JUNE 30, 2028

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WHEREAS, representatives from the City and the Lodi Fire Mid-Management Organization (LFMM) have bargained in good faith and reached a tentative agreement on a successor Statement of Benefits (SOB); and

WHEREAS, it is recommended that Council approve revisions to the SOB with LFMM to include the following:

- The term of the SOB shall be from July 1, 2025 through June 30, 2028.
- Effective July 7, 2025 - One-time, off-schedule payment equivalent to three percent (3%) of base wages earned for the period of July 7, 2025 through December 21, 2025. This payment shall not affect salary range placement.
- Twenty percent (20%) salary separation from Battalion Chief top step to top step Fire Training/Administrative Captain rate effective December 22, 2025 or the first pay period following City Council approval of SOB, whichever is later.
- Ten percent (10%) salary separation from Deputy Chief top step to top step Battalion Chief rate, effective December 22, 2025 or the first pay period following City Council approval of SOB, whichever is later.
- Three percent (3%) cost-of-living increase effective July 6, 2026.
- Three percent (3%) cost-of-living increase 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 SOB, whichever is later.
- Increase Longevity pay –The percentage-based longevity pay incentive would take effect December 21, 2025, and would then be paid on a per pay period basis starting the first full pay period in January 2026 at the following rates:
    - 10 years – two and a half percent (2.5%)
    - 20 years – five and a half percent (5%)
- SOB Clean Up:
    - Tuition Reimbursement – Clarify definition for “regular employee for 6 months” (not on probation).
    - Add Holiday Side Letter to SOB.
    - Add EMT Side Letter.
    - Add Physical Fitness Side Letter.
    - Add Paramedic Side Letter.

NOW THEREFORE BE IT RESOLVED that the Lodi City Council does hereby approve the attached Statement of Benefits (Attachment 1) between the City of Lodi and LFMM, 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-_____