

RESOLUTION NO. 2026-_____

A RESOLUTION OF THE LODI CITY COUNCIL APPROVING AN ADDENDUM TO THE EMPLOYMENT AGREEMENT FOR THE CITY CLERK

WHEREAS, following the City Clerk’s annual review process, a representative from the City and Olivia Nashed, City Clerk, have negotiated in good faith and reached a tentative agreement on amendments to the Employment Agreement for the City Clerk; and

WHEREAS, based on those negotiations, it is recommended that Council approve revisions to the Employment Agreement with Olivia Nashed, City Clerk, beyond those previously authorized in Resolution 2022-309, which shall include the following:

- One-time equity adjustment of five-point nine one percent (5.91%) base salary increase to \$162,842 annually, retro-actively applied back to January 5, 2026;
- A three percent (3%) cost-of-living increase effective the first full pay-period in January 2027;
- An additional three percent (3%) cost-of-living increase effective the first full pay-period in January 2028;
- 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;
- Reduce total employee pension contribution by eliminating employee cost-sharing, of six percent (6%), effective July 6, 2026:
 - Classic Contribution seven percent (7%)
 - PEPRA Contribution of 50% of normal cost

NOW THEREFORE BE IT RESOLVED that the Lodi City Council does hereby approve and authorize the Interim City Manager to execute the attached Addendum to the Employment Agreement (Attachment 1) between the City of Lodi and Olivia Nashed, City Clerk, to reflect the salary and benefit updates listed in the recitals above.

Dated: February 18, 2026

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

AYES: COUNCIL MEMBERS –
 NOES: COUNCIL MEMBERS –
 ABSENT: COUNCIL MEMBERS –
 ABSTAIN: COUNCIL MEMBERS –

OLIVIA NASHED
City Clerk

2026-_____