

**Side Letter Agreement Amending the Memorandum of Understanding
Between the City of Lodi and Lodi Police Mid-Management Organization
July 1, 2025 – June 30, 2028**

This Side Letter Agreement is entered into and effective as of March 4, 2025, between the City of Lodi, a municipal corporation (“City”), and Lodi Police Mid-Management Organization (“LPMO”).

RECITALS

WHEREAS, the Memorandum of Understanding (“MOU”) between LPMO and the City has a term of July 1, 2025 through July 30, 2028 as shown in Attachment 1; and

WHEREAS, Article XXIII of the LPMO MOU provides for Retirement Benefits contracted through CalPERS, including an employee cost-sharing contribution, pursuant to Government Code §20516; and

WHEREAS, during the negotiation process for the successor MOU, the parties agreed to reduce member’s cost-sharing contributions; and

WHEREAS, the contract amendment with CalPERS took longer than anticipated whereby LPMO members continued their cost-sharing contributions longer than expected; and

WHEREAS, the contract amendment with CalPERS for reduction of the cost-sharing percentage became effective February 2, 2026; and

WHEREAS, representatives from the City and LPMO have met and conferred in good faith to discuss a reasonable solution to the lengthy contract amendment with CalPERS resulting in the continuation of cost-sharing contributions beyond the anticipated time period for the contract amendment with CalPERS.

Agreement

NOW THEREFORE, in consideration of the mutual covenants contained herein, the City and LPMO agree as follows:

1. The parties agree to a one-time off salary schedule payment (“OSSP”) in the amount of one-thousand dollars (\$1,000), payable on the March 19, 2026 paycheck or as soon as administratively possible, to compensate the LMPO members for the additional CalPERS cost-sharing contributed through payroll deductions for the period January 1, 2026 – February 1, 2026; and
2. All other provisions of the MOU shall remain in full force and effect.

Clean Copy of Side Letter - Police Mid One Time payment 3.4.26 KL

Final Audit Report

2026-02-27

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