

RESOLUTION NO. 2026-\_\_\_\_\_

A RESOLUTION OF THE LODI CITY COUNCIL APPROVING AN ADDENDUM TO THE EMPLOYMENT AGREEMENT FOR THE ELECTRIC UTILITY DIRECTOR

WHEREAS, following the City’s negotiations with various represented bargaining unit employees the Interim City Manager and Jeffrey Berkheimer, Electric Utility Director have negotiated in good faith and reached a tentative agreement on amendments to the Employment Agreement for the Electric Utility Director; and

WHEREAS, the Electric Utility Director will have a single salary similar to all other City Department Directors, and will not have a salary range that was considered in 2025; and

WHEREAS, the Electric Utility Director’s Employment Agreement was amended effective January 6, 2025, providing the Director with an equity wage increase; however, it did not include future wage increases or modifications to benefits as was provided to represented employees; and

WHEREAS, based on those negotiations, it is recommended that Council approve revisions to the Employment Agreement with Jeffrey Berkheimer, Electric Utility Director, to include the following:

- 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 the six percent (6%) employee cost-sharing, 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 Jeffrey Berkheimer, Electric Utility Director, to reflect the salary and benefit updates listed in the recitals above.

Dated: March 4, 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 March 4, 2026, by the following vote:

AYES: COUNCIL MEMBERS –

NOES: COUNCIL MEMBERS –

ABSENT: COUNCIL MEMBERS –

ABSTAIN: COUNCIL MEMBERS –

OLIVIA NASHED  
City Clerk

2026-\_\_\_\_\_