RESOLUTION NO. 2025-____

A RESOLUTION OF THE LODI CITY COUNCIL APPROVING THE POLICE OFFICER ASSOCIATION OF LODI MEMORANDUM OF UNDERSTANDING EFFECTIVE JULY 1, 2025 THROUGH JUNE 30, 2028

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WHEREAS, representatives from the City of Lodi ("City") and the Police Officers Association of Lodi (POAL) have bargained in good faith and reached a tentative agreement on a successor Memorandum of Understanding (MOU); and

WHEREAS, it is recommended that the City Council approve revisions to the MOU with LPMO to include the following:

- The term of the MOU shall be from July 1, 2025 through June 30, 2028.
- 6.5% wage adjustment over the term of the contract
    - 3.5% equity adjustment effective December 22, 2025;
    - 3% cost of living adjustment effective July 5, 2027.
- Off salary schedule payment of seven thousand six hundred ninety-six dollars and eighty-one cents ($7,696.81) to be paid December 22, 2025 pay period, after City Council approval of the MOU.
- 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 MOU, whichever is later.
- Add Graveyard incentive, 2.5% effective the first pay period following City Council approval of the MOU.
- Increase bilingual incentive to $200 per month effective the first pay period following City Council approval of the MOU.
- Increase Longevity pay –The longevity incentive will become effective the pay period beginning December 22, 2025, and be paid on a per pay period basis starting the first full pay period in January 2026 as follows:
    - 7 years – Three thousand ($3,000) per year
    - 15 years – Six thousand ($6,000) per year
    - Eligible employees owed a retroactive longevity amount for 2025, will be paid in a lump sum on the pay period beginning December 22, 2025.
- MOU Clean Up:
    - Tuition Reimbursement – Clarify definition for "regular employee for 6 months" (not on probation).
    - Add Holiday Pay Cash Out Side Letter to MOU.

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