STATEMENT OF BENEFITS

BETWEEN

CITY OF LODI

AND

LODI FIRE MID-MANAGEMENT (LFMM)

Term of Agreement
July 1st, 2025 – June 30th 2028

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This Statement of Benefits (SOB) is entered into on December _____, 2025, by and between the City of Lodi, a municipal corporation ("City"), and the Lodi Fire Mid-Management (LFMM).

FIRE MID-MANAGEMENT CLASSIFICATIONS

- Deputy Fire Chief
- Fire Battalion Chief

ARTICLE I - SALARY

Off Salary Schedule Payment:

Effective July 7, 2025, employees shall receive a 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.

Fire Battalion Chief Adjustments:

As of January 1, 2026, and for the duration that this SOB is in effect, the City will maintain a twenty percent (20%) salary differential between top step base pay of Fire Training/Administrative Captain and top Step base pay of Battalion Chief. The differential shall be calculated by multiplying the Fire Captain salary by 1.20, creating a twenty percent (20%) separation between Fire Captain and Battalion Chief.

In addition, the following cost-of-living adjustments shall apply to base salary:

- Effective July 6, 2026 – 3% Cost of Living Adjustment
- Effective July 5, 2027 – 3% Cost of Living Adjustment

Deputy Fire Chief Adjustments:

As of January 1, 2026, and for the duration that this agreement is in effect, the City will maintain a ten percent (10%) salary differential between top step base pay of Fire Battalion Chief and top Step base pay of Deputy Fire Chief. The differential shall be calculated by multiplying the Fire Battalion Chief salary by 1.10, creating a ten percent (10%) separation between Fire Battalion Chief and Deputy Chief.

Term of Agreement & Survey Provision

The City and the LFMM agree that the term of this SOB is July 1, 2025 to June 30, 2028.

Although the City is not required to perform or act on a salary survey during the term of this SOB, in the event a salary survey is performed, the City and the LFMM agree that the survey comparator cities shall be as follows:

- Chico
- Clovis

- Davis
- Fairfield
- Manteca
- Merced
- Modesto
- Redding
- Roseville
- Stockton
- South County Fire Authority
- Turlock
- Vacaville
- Visalia
- Woodland

ARTICLE II - DEFERRED COMPENSATION

Employees may participate in the City's Deferred Compensation Plan, in accordance with Section 457 of the Internal Revenue Service Code. The City shall match employee contributions up to a maximum of three percent (3.0%) of base salary.

ARTICLE III - FLEXIBLE SPENDING ACCOUNT

Employees may elect to participate in the City's Flexible Spending Account Plan in accordance with Section 125 of the Internal Revenue Service Code. Available options include:

- Premium Only Plan (POP)
- Medical Flexible Spending Account (FSA)
- Dependent Care Flexible Spending Account (DCFSA)

Elections will be made annually each November, or within 30 days of a quality change in family status. Effective in plan year 2018, and the years thereafter, the FSA will include a carryover provision which allows an active participant to automatically carryover up to the IRS limit to the new plan year. For 2025, the carryover limit is six hundred sixty dollars ($660). Amounts exceeding the limit will be forfeited after the final filing date if left unclaimed.

ARTICLE IV – BILINGUAL PREMIUM PAY

Employees designated by the Fire Chief and approved by the City Manager, who pass a City-administered bilingual proficiency examination and who are routinely and consistently required to speak Spanish and/or Punjabi in the scope of their duties, shall receive a bilingual premium pay of two-hundred dollars ($200.00) per month (ninety-two dollars and thirty-one cents ($92.31) per bi-weekly pay period).

ARTICLE V - EDUCATION INCENTIVE PAY

The following educational courses, certificates and degrees enhance the ability of employees represented by this bargaining unit to perform their duties. Accordingly, education incentive pay shall be provided as follows:

Bachelor of Arts Degree: one hundred dollars ($100.00) per month (forty-six dollars and fifteen cents ($46.15) per bi-weekly pay period).

Emergency Medical Technician ("EMT") Pay: two hundred dollars ($200.00) per month (ninety-two dollars and thirty-one cents ($92.31) per bi-weekly pay period) – Additional compensation for safety employees who obtain and maintain an EMT certification as required by the City. Eligible employees must possess and maintain an active EMT certification issued by the State of California or the National Registry of Emergency Medical Technicians, EMT pay is payable only while the certification is valid. This compensation is available to all employees in the LFMM group required to hold and maintain and EMT certification as a condition of employment.

Employees will receive education incentive pay upon completion of the required coursework for the following professional certifications through California State Fire Training:

Chief Fire Officer*	$250.00 or $100.00** per month
Company Officer*	50.00 per month
Fire Investigator	12.50 per month
Instructor Level III*	25.00 per month
Fire Inspector I*	25.00 per month
Community Risk Officer*	12.50 per month

*Certification title changes made by California State Fire Training

**Effective July 1, 2022, employees who complete the Chief Fire Officer Task Book and who obtain the Chief Fire Officer certificate from the Office of the State Fire Marshall (OSFM) will receive an additional $150.00 per month (maximum of $250). Employees who obtained the Chief Fire Officer certification prior to December 30, 2016 (under the prior CAL FIRE certification program) will receive an additional $150.00 per month (maximum of $250). Employees who completed all of the required coursework but do not possess the Chief Fire Officer certificate, and did not complete the Chief Fire Officer Task Book will receive no more than $100.00 per month.

Employees may only receive a maximum of three hundred fifty dollars ($350.00) per month (one hundred sixty-one dollars and fifty-four cents ($161.54) per biweekly pay period) for combined incentives listed in subsection 5.3. However, an additional twenty-five dollars ($25.00) per month (eleven dollars and fifty-four cents ($11.54) per biweekly pay period) may be earned if the employee possesses a Hazardous Materials Specialist or Technician Certificate.

Employees shall not receive this incentive pay until satisfactory evidence of coursework completion is produced. Incentive pay shall be retroactive to the final course completion date up to a maximum of six (6) months from the date Human Resources receives the required documentation.

ARTICLE VI - SPECIAL ASSIGNMENT PAY

Employees who are assigned by the Fire Chief to work on a one-time special or major project shall be paid an additional ten percent (10%) of the employee's regular base salary while working on the project. City Manager approval must be obtained prior to beginning the project.

It is mutually agreed that assignments are at the sole discretion of the Fire Chief, subject to City Manager approval. Employees assigned to such projects, as well as LFMM, acknowledge that employees may be transferred from or removed from the special project on a non-punitive basis and that such action is not subject to appeal.

ARTICLE VII - TEMPORARY UPGRADE PAY

Any employee who is assigned by the Fire Chief, and with the approval of the City Manager, to a higher classification in the absence of the incumbent for a period of three (3) or more consecutive work days, shall receive a ten percent (10%) wage increase while in this status. In no event shall the upgraded hourly pay exceed the top step of the higher classification.

City Manager approval must be obtained prior to the employee working in the higher classification.

To be eligible for temporary upgrade pay, the employee must be relieved of their regular job duties during the assignment. When assigned to temporarily fill a vacant position during recruitment for a permanent appointment, a temporary upgrade assignment shall not exceed nine hundred sixty (960) hours in a fiscal year.

ARTICLE VIII – PARAMEDIC INCENTIVE PAY

Effective January 9, 2023, LFMM employees who are certified by San Joaquin County Emergency Medical Services Agency ("SJCEMSA") as a paramedic and designated as the Battalion Chief paramedic coordinator shall receive a stipend of fifty dollars ($50.00) per month.

Effective January 9, 2023, LFMM members who are licensed Paramedics and actively seeking SJCEMSA accreditation shall receive a stipend of two hundred fifty dollars ($250.00) per month.

Effective January 9, 2023, LFMM members who are accredited by SJCEMSA shall receive a stipend of two hundred fifty dollars ($250.00) per month until the City is approved by SJCEMSA to implement and Advanced Life Support ("ALS") program and;

Upon SJCEMSA approval of the City's ALS program, LFMM members accredited by SJCEMSA as paramedics shall receive an incentive of eleven percent (11%) of their base salary.

The City shall provide for all licensing, accreditation and continuing education fees and costs associated with paramedic licensure and accreditation. The City shall also provide required continuing education for paramedics at no cost to employees. Paramedics shall receive overtime compensation for attending and completing approved continuing education classes outside their normal working hours.

ARTICLE IX - JURY DUTY

All full-time regular employees shall be granted jury duty leave with pay. Any employee summoned for jury service during regular work hours shall receive their regular compensation while actively serving, in addition to any jury duty compensation provided by the court or County.

Employees shall not receive jury duty leave with pay when appearing on their own behalf or as a witness in a personal matter in a court of law.

Employees serving on jury duty who are released for the day after serving less than one half (1/2) of their normal work shift are expected to return to work for the balance of the day. Employees who are seated on a jury shall not be scheduled for regular work during the twelve (12) hours preceding the scheduled time for jury duty.

If an employee covered by this Agreement is required by subpoena to appear in court or to give a deposition as a result of an action taken within the scope of employment with the City, that employee shall receive their full pay while so doing, with no loss of time if they are on regular duty. If the employee is not on duty, the City agrees to compensate that employee at one and one-half times their regular rate of pay, for the time spent in any appearance as required by this Article. The employee shall demand a witness fee and shall reimburse same to the City. As a prerequisite for payment to off-duty employees, the Fire Chief or their designee must be notified in writing of the off-duty appearance within seventy-two (72) hours after the employee is subpoenaed or otherwise notified of the required court appearance.

Voluntary Grand Jury service such as that service in San Joaquin County, is not covered by Jury Duty leave.

ARTICLE X - LONGEVITY PAY

Public Employees Retirement System ("PERS") Reportable Longevity Pay

After completing ten (10) consecutive years of service with the City of Lodi, employees shall receive a longevity incentive equal to two and one-half percent (2.5%) of their base pay.

After completing twenty (20) consecutive years of service with the City of Lodi, employees shall receive a longevity incentive equal to five percent (5.0%) of their base pay.

The applicable longevity incentive shall take effect on the employee's anniversary date marking completion of the qualifying service period. For eligibility purposes, years of service shall be calculated based on the first day of the month in which employment commenced.

Effective December 21, 2025, this percentage-based incentive replaces the prior fixed-dollar longevity pay structure.

Employees with ten (10) or more years of consecutive service as of October 31, 2025, shall receive a lump-sum payment equal to two and one-half percent (2.5%) of their effective base wage as of October 31, 2025.

Employees with twenty (20) or more years of consecutive service as of October 31, 2025, shall receive a lump-sum payment equal to five percent (5.0%) of their effective base wage as of October 31, 2025.

These payments are PERS-reportable, consistent with Title 2, Section 571(a)(1) of the California Code of Regulations, as they represent percentage-based compensation tied to base salary.

CalPERS Reporting and Compliance

The PERS-reportable Longevity Pay described in this Article shall be administered and reported in accordance with Title 2, Sections 571(a)(1) and 571.1(b) of the California Code of Regulations, and the CalPERS Special Compensation Reportability Table.

ARTICLE XI - OVERTIME

Classifications in this bargaining unit are deemed exempt from the overtime requirements of the Fair Labor Standards Act (FLSA).

However, the following contractual overtime provisions apply:

- Battalion Chiefs shall be compensated for contractual overtime at one and one-half times (1.5x) their base rate for time worked due to emergencies.
- For non-shift employees, contractual overtime is time worked in excess of forty (40) hours in a seven (7) day work period.
- For shift employees, contractual overtime is time worked in excess of one hundred eighty-two (182) hours in a twenty-four (24) day work period.

Emergencies shall be determined by the Fire Chief, or his or her designee, and include but are not limited to:

- Major storm damage requiring the dispatching of additional crews;
- The necessity to cover scheduled shifts;
- Direct supervision of crews assigned to work during normal days off to accommodate the public;
- Break down of equipment and/or systems requiring the presence of the mid-manager in order to restore service.

Contractual overtime pay shall not be paid for the following:

- Staff meetings;
- Special projects;
- Conferences and seminars - except as noted below;
- Appearances before City Council and commissions;
- Public information presentations;
- Activities involved with the completion of normal activities or programs such as budgets, inventory, annual financial closings, labor negotiations, and recreation programs.

All overtime must be approved by the Fire Chief. Any deviations from these guidelines must be approved in advance by the Fire Chief and the City Manager.

Battalion Chiefs may accrue compensatory time in lieu of overtime pay. The accrual rate for compensatory time shall be one and one-half (1.5) hours for each hour worked.

No more than one hundred forty-four (144) hours of compensatory time may be carried on the books at any time.

Effective December 1, 2026, and by each December 15th thereafter, Battalion Chiefs may submit an irrevocable election to cash out unused CTO to be earned in the following calendar year, up to a maximum of one hundred forty-four (144) hours. Cash out will occur in April and October of the year following election. Employees who do not submit irrevocable election forms by the December 15th due date will have been deemed to have elected to forgo participation in the annual CTO cash out program.

Upon separation, Battalion Chiefs shall be paid at the employee's current hourly rate or the average of the last three (3) years, whichever is higher for the remaining compensatory balance.

Upon promotion into Deputy Fire Chief, all previously accrued compensatory time must be paid or used prior to the promotion.

Deputy Fire Chief is considered an exempt classification not subject to any of the exceptions for contractual overtime specified in this section. However, for the purposes of and in recognition of San Joaquin County Strike Team Agreements, the Deputy Fire Chief and Battalion Chiefs will be allowed to participate in Strike Team Operations and be eligible for overtime as provided for in said agreements. Expenditures must be mandated for reimbursement to the City.

ARTICLE XII - CATASTROPHIC LEAVE

Employees represented by this bargaining group shall be covered by and subject to the City's Catastrophic Leave Policy set forth in the City's current Administrative Policy Manual.

ARTICLE XIII – WELLNESS PROGRAM INCENTIVE

Employees in the bargaining unit will be eligible for a Wellness Program Incentive of fifty dollars ($50.00) per month, paid in the employee's regular payroll check on a bi-weekly basis, upon successfully passing an annual physical ability examination. The examination will be proctored by Human Resources. The LFMM and City will collaborate on the components of the physical ability exam in order to be equivalent to the entry-level Candidate Physical Ability Test (CPAT) examination.

Employees must successfully pass each ability component within the prescribed time period to be eligible for the incentive. Employees who fail the initial examination will be allowed to re-test one time within 30 days of failing the examination. If the employee fails the re-test, the employee will not be eligible to re-test until the next scheduled annual examination.

Employees who are on vacation, injury leave, or modified duty and are not able to participate in the annual physical ability examination, will be given the opportunity to take the examination within 30 days of returning to full duty.

The first examination will be conducted as soon as administratively possible. The examination will be conducted annually (in November) thereafter, except for re-testing as stated above. Employees who successfully pass the physical ability examination will receive the Wellness Program Incentive, effective the first of the pay period following successful completion of the examination.

Employees who fail the annual testing will lose the incentive until they successfully pass the physical ability examination.

An employee's participation in the Wellness Program Incentive is completely voluntary and optional and shall not be punitive.

ARTICLE XIV - RETIREMENT

The City of Lodi provides retirement benefits through PERS. Employees shall receive the following retirement benefits.

Tier One (Classic) Pension: The following plan is available to employees hired prior to December 22, 2012 and deemed to be "classic" employees by PERS:

- **Safety**
  - 3% @ 50 plan
  - 1957 Survivors Benefit
  - 1959 Survivors Benefit -3rd Level
  - Employee shall pay the full employee share of retirement costs (maximum of 9%) as calculated by PERS in its annual actuarial valuation, plus the 3% cost share referenced in MOU Section 13.5, for a total contribution of 12%.
  - Service Credit for Unused Sick Leave
  - Military Service Credit as Public Service
  - Single Highest Year

Tier Two (Classic) Pension: Employees hired after December 22, 2012 and deemed to be "classic" employees by PERS shall have the following retirement benefit:

- **Safety**
  - 3% @ 55 plan
  - 1957 Survivors Benefit
  - 1959 Survivors Benefit -3rd Level
  - Employee shall pay the full employee share of retirement costs (maximum of 9%) as calculated by PERS in its annual actuarial valuation, plus the 3% cost share referenced in MOU Section 13.5, for a total contribution of 12%.
  - Service Credit for Unused Sick Leave
  - Military Service Credit as Public Service
  - Average of three (3) highest consecutive years

Tier Three (PEPRA) Pension: City agrees to provide the following retirement program for employees deemed to be "new" employees by PERS under the Public Employee's Pension Reform Act of 2013 (PEPRA):

- Safety 2.7% @ 57 plan
- 1957 Survivors Benefit
- 1959 Survivors Benefit – 3rd Level
- Average of three (3) highest consecutive years
- Service Credit for Unused Sick Leave
- Military Service Credit as Public Service
- Employee shall pay the full employee share of retirement costs as calculated by PERS in its annual actuarial valuation, plus the 3% cost share referenced in MOU Section 13.5.

To the extent permitted by PERS law, the parties intend the following items to be considered PERSable compensation:

- Base Salary
- Education/certification incentives
- Uniform allowance (for Classic Members only)
- Longevity pay
- Bilingual pay
- Holiday pay (for shift employees only)

Each employee in this unit shall pay three percent (3%) towards the employer's share of CalPERS normal pension cost (cost-sharing). The parties agree that should the parties negotiate the elimination of the three percent (3%) cost-sharing by the employee, a corresponding three percent (3%) salary adjustment will occur, subject to reduction, elimination or change through the negotiation process.

ARTICLE XV - VACATION LEAVE

Employees shall receive the following vacation benefits:

Employee's assigned to a forty (40) hour work week:

Beginning with:	
Date of Hire:	3.08 hours per pay period
6th year	4.62 hours per pay period
12th year	5.23 hours per pay period
15th year	6.16 hours per pay period
21st year	6.47 hours per pay period
22nd year	6.78 hours per pay period
23rd year	7.09 hours per pay period
24th year	7.40 hours per pay period
25th year	7.71 hours per pay period

Employee's assigned to Shift work (56 hour work week):

Beginning with:	
Date of Hire:	5.54 hours per pay period
6th year	8.31 hours per pay period
15th year	11.08 hours per pay period
21st year	11.65 hours per pay period
22nd year	12.20 hours per pay period
23rd year	12.76 hours per pay period
24th year	13.32 hours per pay period
25th year/above	13.88 hours per pay period

Vacation leave shall be used in increments of not less than quarter (1/4) hours. Maximum vacation accrual (carry over) shall follow the City's Vacation Leave Policy.

Effective December 1, 2026, and before every December 15th thereafter, employees may submit an irrevocable election to cash out unused vacation to be earned in the following calendar year in excess of eighty (80) hours. Cash out will occur in October of the year following election. Employees who do not submit irrevocable election forms by the December 15th due date will have been deemed to have elected to forgo participation in the annual vacation cash out program.

ARTICLE XVI - ADMINISTRATIVE LEAVE

Employees will be given eighty (80) hours of administrative leave (or one hundred twenty (120) hours for shift personnel) per calendar year. Leave shall be taken in increments of not less than quarter (1/4) hours. Balances must be used or cashed out prior to December 30th or they will be lost. The parties expressly agree that Labor Code Section 227.3 does not apply.

New employees or employees becoming eligible due to a promotion receive administrative leave on a prorated basis, with six and two thirds (6.67) hours granted for each full calendar month remaining in the calendar year with a maximum of eighty (80) hours. Shift employees will be granted ten (10) hours leave for each full calendar month remaining in the calendar year with a maximum of one hundred twenty (120) hours.

Employees separating mid-year will receive a cash payout for unused Administrative Leave on a prorated basis in accordance with this section.

Employees are eligible to cash out all of their current Administrative Leave balance in any calendar year. A request to cash out Administrative Leave must be in writing and submitted to the Finance Division.

ARTICLE XVII - HOLIDAYS

In January, every member will be credited 116 hours (non-shift) or 168 hours (shift) of holiday leave. In January of each calendar year, every member's holiday account will be credited with the appropriate number of holiday hours. Employees hired mid-year or terminating mid-year shall have holiday hours credited or deducted at the rate of 6.0 hours for shift employees and 4.15 hours for non-shift employees per pay period. The City observes 10.5 holidays, in addition to 4 floating holidays. The observed holidays are as follows:

New Year's Day	January 1
Martin Luther King Day	3rd Monday in January
President's Day	3rd Monday in February
Memorial Day	4th Monday in May
Juneteenth	June 19
Independence Day	July 4
Labor Day	1st Monday in September
Thanksgiving Day	4th Thursday in November
Day After Thanksgiving Day	Friday following Thanksgiving Day
Christmas Eve (four hours)	December 24
Christmas Day	December 25

Holiday hours shall be taken in increments of not less than quarter hours and may not be carried into the following calendar year. Each year, the pay period in which December 1 falls, employees will be paid for the unused holidays, of the same calendar year, at the straight-time rate.

Holiday cash out compensation is reportable as earned in compliance with the Public Employee's Retirement Law (PERL) and Government Code Section 20630 for all bargaining unit members classifying as a CalPERS Classic Member. Holiday cash out for CalPERS PEPRA members is not pensionable compensation. Floating holiday hours are considered not pensionable compensation for both Classic and PEPRA members.

Holiday Pay is additional compensation for employees who are required to work on City observed holidays because they work in positions that require scheduled staffing without regard to holidays.

ARTICLE XVIII - LEAVE OF ABSENCE

The City and Fire Mid-Management mutually agree that inability to return to work after an employee's sick leave has been exhausted shall be considered an urgent and substantial reason for the granting of a leave of absence in accordance with the Leave of Absence policy in the City of Lodi Administrative Policy Manual.

The City interprets this Section as providing that the conditions under which an employee shall be restored to employment on the termination of leave of absence shall be stated as clearly as possible at the time by the City in conjunction with the granting of the leave of absence. The City reaffirms its policy that an employee's status as a regular full-time employee is not impaired by such leave of absence.

Employees who are placed in a Leave Without Pay status following the expiration of sick leave, vacation, or compensatory time off, such that the employee is no longer in a pay status shall not receive employer paid employment benefits. However, if the leave is for medical reasons the medical insurance will be carried for three months at the City's expense. Other health benefits may be continued at the employee's expense.

Medical leave shall be in accordance with the Family Medical Leave Act (FMLA), the California Family Rights Act (CFRA), or Pregnancy Disability Leave (PDL) and/or other applicable state and federal laws.

ARTICLE XIX - SICK LEAVE

Sick Leave is earned at the rate of three and seven tenths' (3.70) hours per pay period for employees working a 40-hour work week and five and fifty-four one-hundredths (5.54) hours for shift (56 hour work week) employees. There is no limit on the amount that can be accumulated. Total sick leave accrued is twelve (12) days per year. Sick leave shall be taken in increments of not less than quarter hours.

Sick leave may be used for the following circumstances:

a. Actual illness or injury of the employee.

b. Medical or dental appointments of employee, or employee's immediate family members, when such appointments cannot be arranged during off-duty hours, and when the employee's family member is incapable of independently attending such appointments.

c. Where the employee's medical attention to an immediate family member is required.

d. For an employee who is a victim or whose family member is a victim, as defined in Government Code Section 12945.8(j), the purposes described in Government Code Sections 12945.8(a)(3) and (b) of the Government Code.

Employee's requesting an absence to care for an immediate family member are authorized to use up to seventy-two (72) hours of accumulated sick leave for a family member. Generally, no more than one hundred twenty (120) hours of family sick leave shall be approved in one calendar year.

For the purpose of this article, immediate family means spouse, registered domestic partner, child of any age or dependency status (including a biological, adopted, or foster child, stepchild, legal ward, or a child to whom the employee stands in loco parentis), parent (including biological, adoptive, or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or registered domestic partner, or a person who stood in loco parentis when the employee was a minor child.), grandparent, grandchild, sibling, or a designated person, which, for purposes of this provision, means a person identified by the employee covered by this policy at the time that employee requests paid sick leave. Employees covered by this policy are limited to one such designated person per 12-month period for whom they can use paid sick leave to provide care.

ARTICLE XX - SICK LEAVE CONVERSION

"*Service Credit"*

For an employee hired on or after December 6, 1995, whose effective date of retirement is within four (4) months of separation from employment with the City, accrued and unused sick leave at the time of retirement shall be credited at the member's retirement with 0.004 year of service credit

for each unused day of sick leave certified to CalPERS by the City. It is agreed that eight (8) hours equals one (1) day for purposes of determining days creditable.

A retiree or surviving dependent, upon expiration of City-paid coverage, if any, has the option of purchasing at the prevailing rate additional medical insurance through CalPERS for an unlimited amount of time. The cost will be borne by the retiree or surviving dependent, in addition to the PEMHCA minimum City contribution where applicable.

ARTICLE XXI - SURVIVORS BENEFITS

In accordance with health and dental benefits described in this Statement of Benefits, the City shall provide health and dental benefits for the Surviving spouse or registered domestic partner and any minor children of any employee represented by the LFMM who is killed or dies during the performance of official duties. Premiums will continue to be paid by the City until such time such time as the surviving spouse or registered domestic partner is covered by other insurance or remarries, and for dependent children of the employee killed in the line of duty until such time as either:

- the children reach age 26, or
- the children are covered under other alternative medical coverage provided by and through the surviving spouse/domestic partner or the person who they remarry.

ARTICLE XXII - EXECUTIVE PHYSICAL EXAMINATION

Employees may elect to receive an executive physical examination in accordance with the provisions of the City's medical insurance plan to include any and all of the following procedures as applicable and as deemed necessary by the employee's physician:

- A complete office examination
- Urinalysis
- Pap smear
- EKG (resting)
- An executive blood panel
- Mammogram
- Chest X-ray

Employees shall be reimbursed for costs not covered by the medical insurance for the procedures referenced in this section. Any additional tests judged necessary shall be the responsibility of the employee. Employees must submit all related receipts, attached to a claim voucher, to the Finance Department for reimbursement.

ARTICLE XXIII – CAFETERIA PLAN

City Contribution

The City shall contribute an amount equal to ninety percent (90%) of the premium cost of the lowest-cost CalPERS Health Maintenance Organization ("HMO") plan available within ZIP Code 95240 toward each eligible employee's health insurance coverage by enrollment category.

This contribution shall be adjusted annually, effective the first pay period in January, based on CalPERS premium rates.

Employees who select plans costing more than the City's contribution shall pay the premium cost difference through payroll deductions.

Eligibility

Regular full-time employees are eligible to participate in the Cafeteria Plan beginning the first day of the month following hire.

Employee's eligible dependents may be enrolled in accordance with CalPERS and the employee's selected plan rules.

Changes in health insurance coverage may occur only during the City's open enrollment period or following a qualifying event as defined under Internal Revenue Service Code Section 125.

Health Insurance coverage ends the last day of the month in which employment terminates, unless continued under Consolidated Omnibus Budget Reconciliation Act (COBRA).

Eligible Benefits

City contributions under this Article may be applied to the following benefits:

- Medical Insurance – see Article XXII – Health Insurance
- Vision Insurance – see Article XXIV – Vision Insurance
- Chiropractic Services – see Article XXV – Chiropractic Services

Administration and Opt-Out

The Cafeteria Plan shall be administered in accordance with Internal Revenue Service Code Section 125 and applicable CalPERS regulations.

Employees providing proof of alternate qualifying medical coverage may opt out of City-provided medical insurance and will receive the applicable opt-out or cash-in-lieu benefit as described in Article XXII – Health Insurance.

All employees are offered medical insurance for themselves and their eligible dependents through CalPERS medical plans.

ARTICLE XXIV - HEALTH INSURANCE:

Effective January 1, 2026, the City shall contribute an amount equal to ninety percent (90%) of the premium, by enrollment category, for the lowest-cost HMO plan available in ZIP code 95240. Employees shall be responsible for the difference between the City's contribution and the premium of the plan the employee selects. Employee contributions shall be collected through payroll deductions. Employees may elect to have premium deductions withheld from pre-tax wages through the City's Flexible Spending Account benefits Premium Only Plan (POP) as described in Article III.

The City's ninety percent (90%) contribution and corresponding ten percent (10%) employee contribution shall be reviewed annually and any necessary adjustments would be implemented at the first pay period in January to reflect any changes in premium rates for the lowest-cost HMO plan available in ZIP code 95240. The City's contribution percentage shall not be reduced below ninety percent (90%) without mutual agreement between the City and the LMPO bargaining unit.

Employees who elect to waive medical insurance coverage through the City shall receive an additional "cash in lieu" of medical benefits amount as follows:

- $692.81 per month for family coverage
- $532.92 per month for employee + one dependent coverage
- $305.22 per month for single coverage

The monthly cash-in-lieu amounts shall be divided equally between the two pay periods each month and paid, at the employee's option, either as a flat taxable cash amount or as a contribution to the employee's deferred compensation account. To be eligible for cash-in-lieu, an employee must provide the City with proof of other qualifying group medical insurance coverage.

Eligibility

Employees shall become eligible for medical insurance on the first day of the month following the date on which they become full-time regular employees of the City.

ARTICLE XXV – DENTAL / ORTHODONTIA INSURANCE

Coverage

Employees shall be provided fully paid family dental insurance. The City shall pay the full cost of the dental insurance premium for the employee and all eligible dependents.

The City reserves the right to select or change the dental insurance administrator or plan provider, provided that the level of benefits remains substantially equivalent to those provided under the existing plan.

Benefits

Maximum dental benefits shall be one thousand two hundred fifty dollars ($1,250) per calendar year for each family member enrolled in the dental plan. A twenty-five dollar ($25) deductible and applicable co-insurance provisions shall apply.

The City shall provide orthodontia benefits with a lifetime maximum benefit of one thousand two hundred fifty dollars ($1,250) for each eligible family member covered under the dental plan.

Continuation of Coverage

The City's contribution toward group dental, orthodontia, chiropractic, and vision insurance shall continue only while the employee remains in paid status or during periods of legally protected leave, including the Family and Medical Leave Act (FMLA), the California Family Rights Act (CFRA), and Pregnancy Disability Leave (PDL).

ARTICLE XXVI – VISION CARE INSURANCE

The City shall contribute to the Cafeteria Plan a dollar amount equal to the premium necessary to provide employees with vision care insurance through the Vision Service Plan (VSP) by enrollment category (Employee, Employee +1 or Family). The services covered and the amount of coverage shall be as outlined in the VSP Summary of Benefits.

The City reserves the right to select or change the vision insurance carrier, provided that the level of benefits remains substantially equivalent to those provided under the existing plan.

Employees may opt out of City provided Vision Care and apply the City contribution towards medical premiums.

ARTICLE XXVII – CHIROPRACTIC SERVICES

The City shall contribute to the Cafeteria Plan a dollar amount equal to the premium, by enrollment category (Employee, Employee +1 or Family), necessary to provide employees and their eligible dependents chiropractic services under the City's Chiropractic benefit program. This benefit allows for up to a maximum of forty (40) visits per calendar year.

A co-payment of ten dollars ($10.00) per visit shall apply for each covered chiropractic service.

Employees may opt out of City provided Chiropractic Care and apply the City contribution towards medical premiums.

ARTICLE XXVIII - LIFE INSURANCE

Employees are provided with term life and accidental death/dismemberment insurance with a maximum pay out of twenty-five thousand dollars ($25,000). This benefit decreases after age seventy (70) on a sliding scale, depending on age.

Employees are provided with accident insurance with a maximum payout of one hundred thousand dollars ($100,000) that applies while traveling on City business outside the City limits. Spouses and registered domestic partners are only covered while accompanying the City employee on City business, or while conducting business on behalf of the City.

Employees are also provided with a twenty-five thousand dollar ($25,000) accidental death policy in the event of death resulting from a line-of-duty injury.

ARTICLE XXIX - UNIFORM ALLOWANCE

The uniform allowance shall be nine hundred fifty dollars ($950.00) per year, paid bi-weekly in the employee's regular payroll check in the amount of thirty-six dollars and fifty-four cents ($36.54).

For classic CalPERS members, the City will report to CalPERS the uniform allowance provided.

ARTICLE XXX - TUITION REIMBURSEMENT

Training and Tuition Reimbursement shall follow the City's Tuition Reimbursement Policy.

In addition to the City's Tuition Reimbursement Policy, individuals enrolling in courses offered by recognized professional organizations which are not accredited through a college or university shall be eligible for up to a maximum of three hundred dollars ($300) per fiscal year, to be paid upon the satisfactory completion of course work. Any expenses are subject to the advance approval of the Fire Chief.

ARTICLE XXXI - 56-HOUR WORK WEEK

The regular work schedule will be a schedule of "56 hours per week" with two on-duty shifts in six 24-hour periods. For purposes of the FLSA, it is mutually understood the City has declared a 24-day work cycle.

If an employee assigned to a 56-hour work week schedule terminates their employment in the middle of a two-week payroll cycle, the employee's pay for that cycle shall be computed by multiplying the number of days between the first day of the payroll cycle and the last shift worked by eight (8) hours or the number of actually worked in that payroll cycle, whichever is greater.

It is agreed that if the work schedule of a Fire Mid-Management employee is a 40-hour week, then all holiday, vacation, and sick leave benefits are based on a 40-hour week rather than a 56-hour week.

In order to convert the accruals for employees that move from a 40-hour work week to a 56-hour work week or from a 56-hour work week to a 40-hour work week, the following formulas will be applied:

For conversion from 40 to 56 hours, multiply by 1.4
(i.e., hours accrued as a 40-hour employee and used as a 56-hour employee)

For conversion from 56 to 40 hours, multiply by 0.7143
(i.e., hours accrued as a 56-hour employee and used as a 40-hour employee)

Thereafter, accruals shall be earned based on the assigned work schedule.

ARTICLE XXXII - PERSONAL LIABILITY

Employees shall be indemnified and held harmless by the City against all costs, legal expenses, and liability arising out of decisions made in their capacity for the City of Lodi and/or from any cause of action for property damage, or damages for personal injury, including death, sustained by person(s) as a result of a decision made in their capacity, except that:

a. The City is not required to but may provide for the defense of an action or proceeding brought against an employee or former employee if the City determines that:

    1. The act or omissions was not within the scope of their employment; or

2. They acted or failed to act because of actual fraud, corruption, or actual malice; or
3. The defense of the action or proceeding by the City would create a conflict of interest between the City and the employee or former employee.

b. The City is not required to but may pay any claim of judgment for punitive or exemplary damages under the following circumstances:

1. The judgment is based on an act or omission of an employee or former employee acting within the course and scope of their employment as an employee of the City.
2. At the time of the act giving rise to the liability, the employee or former employee acted, or failed to act, in good faith, without actual malice and in the apparent best interests of the City.
3. Payment of the claim of judgment would be in the best interests of the City.

ARTICLE XXXIII - GRIEVANCE PROCEDURE

Disputes involving the following subjects shall be determined by the Grievance Procedures established herein:

a. Interpretation or application of any of the benefits listed herein.

b. Disputes as to whether a matter is proper subject for the Grievance Procedure.

c. Disputes which may be of a "class action" nature filed by an affected employee, or their union representative, on behalf of other similarly situated employees.

Class action Grievances shall be submitted in writing to the City Manager.

STEP ONE
Discussion between the employee and the immediate supervisor. This discussion shall occur within thirty (30) work days of the date of the action complained of, or the date the grievant became aware of the incident which is the basis of the grievance. The supervisor shall then answer in writing within fifteen (15) work days.

STEP TWO
If a grievance is not resolved in step one, or if no answer is received after 15 days, the employee may escalate the grievance to step two. Step two shall be a discussion between the employee and the Department Head, and shall occur within fifteen (15) work days of the date of the immediate supervisor's answer in step one, or the expiration of the 15 day time for response in the event a response is not received. Following the discussion, the Department Head shall provide a response in writing within fifteen (15) work days.

STEP THREE
If a grievance is not resolved in step two, the employee may present the grievance, in writing to the City Manager. Presentation to the City manager shall be made within 15 days of receiving an answer in Step Two, or within 15 days of the deadline to answer in step

two, if no answer is received. The City Manager shall respond in writing within fifteen work days of receipt of the grievance, and the City Manager's decision shall be final and binding.

STEP FOUR
If a grievance is not resolved by the City Manager or designee, mediation may be requested (and the City will enter into) by LFMM, upon which costs will be equally borne between the City and the LFMM.

As used in this procedure the term "work days" refers to Monday through Friday, excluding City-recognized holidays and regularly scheduled days off.

ARTICLE XXXIV - DISCIPLINARY PROCEDURE

Persons Authorized to Take Disciplinary Action: Employee discipline may be initiated by the City department head for cause against any employee under their supervision. Disciplinary actions in the form of termination or discharge shall be subject to final approval from the City Manager.

Pre-Disciplinary Notice (except in the case of oral or written reprimand): Notice of Intended Disciplinary Action shall be prepared in writing by the department head proposing the discipline and shall be served on the employee in person or by registered or certified mail. Notice shall be served prior to the action becoming effective; however, where circumstances require immediate removal of the employee from the workplace, notice shall be provided within two (2) working days from the date the employee is removed from the workplace. Employees so removed shall be placed on paid leave pending imposition of discipline. A copy of the Notice of Intended Disciplinary Action shall also be filed with the Human Resources Director. The written Notice of Intended Disciplinary Action shall contain the following information:

1. The specific type of disciplinary action;
2. The effective date of the action;
3. The specific reason(s) or cause(s) for the actions;
4. Citation to the rules, regulations, policies, and/or statutes that have been violated;
5. Copies of all materials that were relied upon to support the proposed discipline; and
6. Notice that the employee has the right to respond orally or in writing within ten (10) days to the department head initiating the disciplinary action. No hearing before the City Manager is available to review oral or written reprimands.

An employee who responds orally or in writing to the department head shall be entitled to meet in an informal conference with the Fire Chief and shall be given the opportunity to rebut the charges against them or to state any mitigating circumstances.

Final Notice of Disciplinary Action: Following review of the Fire Chief's recommendation and the determination by the City Manager, the City Manager shall prepare a Final Notice of Disciplinary Action, advising the employee of the action to be taken, its effective date, and the employee's appeal rights.

1. Disciplinary action shall become effective on the date stated in the Final Notice of Disciplinary Action, unless the date is otherwise extended by the City Manager.
2. The City Manager shall file a copy of the Final Notice of Disciplinary Action with the Human Resources Director. The Final Notice of Disciplinary Action shall be delivered personally to the employee or shall be sent by registered or certified mail.

Post-Disciplinary Appeal of Punitive Action Not Involving Demotion, Suspension, Reduction in Base Salary or Dismissal:

Pursuant to Government Code Section 11445.20, the following informal hearing procedure shall be utilized for an appeal by a Firefighter of a punitive action not involving a discharge, demotion, suspension, or reduction in base salary (examples: written reprimand, transfer for purposes of punishment).

a. Notice of Appeal: Within five (5) calendar days of receipt by a Firefighter of notification of punitive action as set forth above, the Firefighter shall notify the Fire Chief in writing of the Firefighter's intent to appeal the punitive action. The notice of appeal shall specify the action being appealed and the substantive and procedural grounds for the appeal.
b. Presiding Officer: In an informal hearing, the Fire Chief or designee shall be the presiding officer. The Fire Chief or designee shall conduct the informal hearing in accordance with these procedures. The determination of the Fire Chief shall be final and binding. If the Fire Chief cannot serve as the hearing officer because of actual bias, prejudice or interest as defined by Government Code Section 11425.40, then the City Manager or designee shall serve as the Presiding Officer. In such cases, the determination of the City Manager shall be final and binding.

c. Burden of Proof: The employer shall bear the burden of proof at the hearing.
   1) If the action being appealed does not involve allegations of misconduct by the employee, the limited purpose of the hearing shall be to provide the Presiding Officer the opportunity to establish a record of the circumstances surrounding the action. The Department's burden of proof shall be satisfied if the Department establishes by a preponderance of the evidence that the action was reasonable. The Department's burden of proof may be satisfied even though reasonable persons may disagree about the appropriateness of the action.
   2) If the punitive action involves charges of misconduct, the Department shall have the burden of proving by a preponderance of the evidence the facts which form the basis for the charge and that the punitive action was reasonable under the circumstances.

d. Conduct of Hearing:
   1) The formal rules of evidence do not apply, although the Presiding Officer shall have discretion to exclude evidence which is incompetent, irrelevant or cumulative, or the presentation of which will otherwise consume undue time.
   2) The parties may present opening statements.

3) The parties may present evidence through documents and testimony.
   i. Witnesses shall testify under oath.
   ii. Subpoenas may be issued pursuant to Government Code Sections 11450.05 – 11450.50.
   iii. Unless the punitive action involves a loss of compensation, the parties shall not be entitled to confront and cross examine witnesses.
4) Following the presentation of evidence, if any, the parties may submit oral and/or written closing arguments for consideration by the hearing officer.

d. Recording of the Hearing: If the punitive action involves the loss of compensation, then the hearing shall be transcribed by a certified court reporter. Otherwise, the hearing may be tape recorded. The per diem cost of the court reporter shall be equally borne by the parties. The cost to receive a transcript of the hearing shall be borne by the party requesting the transcript.

e. Representation: The Firefighter may be represented by an association representative or attorney of their choice at all stages of the proceedings. All costs associated with such representation shall be borne by the Firefighter.

f. Decision: The decision shall be in writing pursuant to Government Code Section 11425.50. The decision shall be served by first class mail, postage prepaid, upon the Firefighter as well as their attorney or representative, shall be accompanied by an affidavit or certificate of mailing, and shall advise the Firefighter that the time within which judicial review of the decision may be sought is governed by Code of Civil Procedure Section 1094.6.

Post-Disciplinary Appeal of Demotion, Suspension or Dismissal: In the event of a demotion, suspension, reduction in base salary, or dismissal, and the affected employee is not satisfied with the decision rendered by the Fire Chief, the employee may appeal the decision. The employee may appeal disciplinary decisions by filing a written appeal with the Human Resources Director within fifteen (15) work days following service of the Final Notice of Disciplinary Action. The written appeal shall contain a written reply to the charges against the employee and written request for an appeal hearing.

If an employee submits an appeal, Pursuant to Government Code Section 11512, appeals shall be presided over by an administrative law judge on staff of the State Office of Administrative Hearings, hereinafter referred to as the "ALJ". The ALJ shall preside at the appeal hearing, rule on the admission and exclusion of evidence and determine and rule on all matters of law, both procedural and substantive. In conducting the appeal hearing the ALJ shall follow the provisions set forth in section 11513 of the California Government code.

The selected hearing officer shall adhere to the following standard of review and hearing procedures, which the City and LFMM stipulate to as being in accordance with Chapter 5, (commencing with Section 11500) of Part 1 of Division 3 of the California Government Code and otherwise satisfying the administrative appeal right established under Section 3250 of the California Government Code:

1. Notice of Discipline as Accusation: The final notice of discipline which may be issued at the conclusion of any pre-disciplinary procedures shall serve as the Accusation as described in Government Code Sections11500, et seq. Pursuant to Government Code Section 3254, subsection (f), the discipline shall not be effective sooner than 48 hours of issuance of the final notice of discipline. The notice shall be prepared and served in conformity with the requirements of Government Code Sections 11500, et seq. The Accusation shall include or be accompanied by a statement to the employee that advises him or her of the right to request a hearing by filing a Notice of Appeal as provided in Government Code Section 11506. A copy of Chapter 5 (commencing with Section 11500) of Part 1 of Division 3 of Title 2 of the California Government Code shall be provided to the Firefighter concurrently with the notice of discipline.
2. Notice of Appeal: In accordance with Government Code Section 11506, within fifteen (15) calendar days after service of the Accusation on the Firefighter as set forth above, the Firefighter shall notify the Human Resources Manager in writing of the Firefighter's intent to appeal the punitive action by filing a Notice of Appeal. The Notice of Appeal must be signed by either the Firefighter or on his or her behalf, and must include the mailing address of the employee and/or his representative. Failure to file a timely Notice of Appeal constitutes a waiver of the employee's right to a hearing.
3. Pursuant to Government Code Section 11507 and 11516, at any time before or after the case is submitted for decision, the department may file an amended or supplemental Accusation. All parties must be notified of the amended or supplemental Accusation.
4. Time and Place of Hearing: Pursuant to Government Code Section 11508, unless otherwise decided by the Fire Chief or his/her designee, a hearing shall be conducted at City Hall at a time to be determined by the Fire Chief or his/her designee in coordination with the employee and his/her representative.
5. Notice of the Hearing: Notice of the hearing shall be provided to the parties pursuant to Government Code Section 11509.
6. Findings: The appeal proceedings shall be reported by a stenographic reporter. However, upon the consent of all the parties, the proceedings may be reported electronically. Within 30 days after the case is submitted to him or her, the ALJ shall prepare a proposed written decision to be submitted to the City Manager. Within 60 days of receipt by the City Manager of the ALJ's proposed decision, the City Manager may take any of the following actions:
    a. Adopt the proposed decision in its entirety.
    b. Reduce or otherwise mitigate the proposed penalty and adopt the balance of the proposed decision.
    c. Make technical or other minor changes in the proposed decision and adopt it as the decision. Action by the City Manager under this paragraph is limited to a clarifying change or a change of a similar nature that does not affect the factual or legal basis of the proposed decision.
    d. Reject the proposed decision and refer the case to the same ALJ if reasonably available, otherwise to another ALJ, to take additional evidence. If the case is referred to the ALJ pursuant to this subparagraph, he or she shall prepare a revised

proposed decision based on the additional evidence and the transcript and other papers that are part of the record of the prior appeal hearing. A copy of the revised proposed decision shall be furnished and the decision shall be served to each party and his or her attorney.

e. Reject the proposed decision, and decide the case upon the record, including the transcript, or upon an agreed statement of the parties, with or without taking additional evidence. By stipulation of the parties the City Manager may decide the case upon the record without including the transcript.

Any decision of the City Manager will be reduced to writing shall be final and binding.

The City Manager's written decision shall be served on the parties in accordance with Code of Civil Procedure Section 1094.6 and judicial review of any decision rendered under this section shall be governed by Code of Civil Procedure Section 1094.5

ARTICLE XXXV – CITY RIGHTS

It is further understood and agreed between the parties that nothing contained in this SOB shall be construed to waive or reduce any rights of the City, which include but are not limited to, the exclusive rights to:

- Determine the mission of its constituent departments, commissions, and boards
- Set standards of service
- Determine the procedures and standards of selection for employment
- Direct its employees
- Maintain the efficiency of governmental operations
- Determine the methods, means, and personnel by which government operations are conducted
- Take all necessary actions to carry out its mission in emergencies
- Exercise complete control and discretion and the technology of performing its work.

City Rights also include the right to determine the procedures and standards of selection for promotion, to relieve employees from duty because of lack of work or other legitimate reasons, to make and enforce standards of conduct and discipline, and to determine the content of job classifications.

ARTICLE XXXVI – COMPLETE STATEMENT OF BENEFITS

The parties acknowledge that during the negotiations which resulted in this SOB, each had the unlimited right and opportunity to make demands and proposals with respect to any subject matter not removed by law from the scope of negotiations, and that the understandings arrived at by the parties after the exercise of that right and opportunity are set forth in this SOB. Any other prior existing understanding or agreements by the parties, whether formal or informal, regarding such matters are hereby superseded or terminated in their entirety.

ARTICLE XXXVII – SEVERABILITY

In the event any provision of this SOB is found by a court of competent jurisdiction to be invalid, all other provisions shall be severable and shall continue in full force and effect.

TO EFFECTUATE THIS MOU, the Parties have caused their duly authorized representatives to execute this MOU as of the date first written above.

Lodi Police Mid-Management Organization

Signature: _____
Michael Alegre - President, LFMM

Signature: _____
Timothy Ortegel - Vice President, LFMM

Signature: _____
Roger Varwig - Member, LFMM

City of Lodi, a municipal corporation

Signature: _____
James Lindsey - Interim City Manager

Signature: _____
Patrick Clark - Chief Negotiator

Signature: _____
Cristina Gonzales - Interim Human Resources Manager

APPROVED AS TO FORM:

Signature: _____
Katie Lucchesi - City Attorney KL

ATTEST:

Signature: _____
Olivia Nashed - City Clerk

SCHEDULE A

FIRE MID-MANGEMENT SALARY SCHEDULES

Effective July 7, 2025	20% Differential bewteen Battalion Chief and Administrative Fire Captain					
Title	Job Class	Step 0	Step 1	Step 2	Step 3	Step 4
Fire Battalion Chief - 80	6100	$152,113.98	$159,719.68	$167,705.67	$176,090.95	$184,895.50
Fire Battalion Chief - 112	6101	$154,930.91	$162,677.46	$170,811.33	$179,351.89	$188,319.49
Deputy Fire Chief	6120	$167,325.38	$175,691.65	$184,476.23	$193,700.05	$203,385.05
Effective July 6, 2026	3% Cost of Living Adjustment					
Title	Job Class	Step 0	Step 1	Step 2	Step 3	Step 4
Fire Battalion Chief - 80	6100	$156,677.40	$164,511.27	$172,736.84	$181,373.68	$190,442.36
Fire Battalion Chief - 112	6101	$159,578.84	$167,557.78	$175,935.67	$184,732.45	$193,969.07
Deputy Fire Chief	6120	$172,345.14	$180,962.40	$190,010.52	$199,511.05	$209,486.60
Effective July 5, 2027	3% Cost of Living Adjustment					
Title	Job Class	Step 0	Step 1	Step 2	Step 3	Step 4
Fire Battalion Chief - 80	6100	$161,377.73	$169,446.61	$177,918.94	$186,814.89	$196,155.63
Fire Battalion Chief - 112	6101	$164,366.20	$172,584.51	$181,213.74	$190,274.43	$199,788.15
Deputy Fire Chief	6120	$177,515.50	$186,391.27	$195,710.84	$205,496.38	$215,771.20

Signature:
Katie Lucchesi (Dec 12, 2025 11:07:36 PST)

Email: klucchesi@lodi.gov

FMM - Statement of Benefits

Final Audit Report 2025-12-12

Created:	2025-12-12
By:	Olivia Nashed (onashed@lodi.gov)
Status:	Signed
Transaction ID:	CBJCHBCAABAA5uP5s7T8aT2sV28xKZDLKLUxN6FxaqGh

"FMM - Statement of Benefits" History

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Document e-signed by Katie Lucchesi (klucchesi@lodi.gov)
Signature Date: 2025-12-12 - 7:07:36 PM GMT - Time Source: server

Agreement completed.
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