

RESOLUTION NO. 2026-_____

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

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WHEREAS, following the City’s negotiations with various represented bargaining unit employees the Interim City Manager and Ricardo Garcia, Police Chief have negotiated in good faith and reached a tentative agreement on amendments to the Employment Agreement for the Police Chief; and

WHEREAS, based on those negotiations, it is recommended that Council approve revisions to the Employment Agreement with Ricardo Garcia, Police Chief to include the following:

- An equity increase of one-point two one percent (1.21%) retro-active to January 5, 2026 for an annual salary of \$269,921;
- 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;
- Effective July 6, 2026, the Employee’s cost-sharing contribution (pursuant to California Government Code section 20516) shall be reduced from nine percent (9%) to three percent (3%).

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 Ricardo Garcia, Police Chief, to reflect the salary and benefit updates listed in the recitals above.

Dated: February 18, 2026

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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