

RESOLUTION NO. 2026-__

A RESOLUTION OF THE LODI CITY COUNCIL APPROVING BENEFIT MODIFICATIONS AND COMPENSATION CHANGES FOR UNREPRESENTED EMPLOYEES

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WHEREAS, representatives from the City and the Unrepresented employees have negotiated in good faith and reached a tentative agreement on compensation and benefit changes; and

WHEREAS, it is recommended that Council approve revisions to the benefits and compensation provided to its Unrepresented employees to include the following:

- Effective January 5, 2026 the City shall implement the January 1, 2026 compensation study by providing equity increases for classifications deemed below market over two years as follows:
 - Year 1: Comp Study Equity Increase: Up to 5% or ½ of equity increase, whichever is greater, pursuant to January 1, 2026 comp study, total compensation;
 - Year 2: Comp Study Equity Increase: Employee shall receive remainder of equity increase, the portion not implemented in year 1;
- Classifications determined to be “over market” pursuant to the January 1, 2026 comp study, total compensation, shall be Y-rated and will not receive an equity increase;
- A one-time Three percent (3%) Off Salary Schedule Payment (OSSP) of base salary, for all unrepresented classifications, paid as soon as administratively possible;
- Three percent (3%) cost-of living increase effective the first full pay-period in January 2027 for positions that are under market median; positions over market (Y-rated) will receive combination of cost-of-living increase/OSSP not to exceed three percent (3);
- Another three percent (3%) cost-of-living increase effective the first full pay-period in January 2028 for positions that are under market median; positions over market (Y-rated) will receive combination of cost-of-living increase/OSSP not to exceed three percent (3);
- Effective December 22, 2025, City shall contribute an amount equal to 90% of the premium cost of the lowest-cost CalPERS HMO plan available in the zip code 95240 toward each eligible employee’s health insurance coverage by enrollment category, employees who select plans that cost more than the City’s contribution shall pay the difference through payroll deduction;
- Implementation of California State Disability (“SDI”) as soon as administratively possible;
- Increase bilingual stipend from \$150 per month to \$200 per month; effective January 5, 2026;
- Increase Notary pay from \$40 per month to \$80 per month; effective January 5, 2026;
- Increase annual maximum benefit from \$1250 per month to \$1500 per month for each family member in the dental plan per calendar year as soon as administratively possible;

- Add Longevity pay – the percentage-based longevity pay incentive would take effect December 21, 2026, and would be paid on a per pay period basis, at the following rates:
 - 10 years - 2.5%
 - 20 years - 5%
- Reduce total employee pension contribution by eliminating employee cost-sharing of six percent (6%), effective July 6, 2026:
 - Classic Contribution seven percent (7%)
 - PEPRA Contribution of 50% of normal cost

WHEREAS, the following Schedule of Benefits represents a listing of benefits for unrepresented employees:

Benefit	Amount
Accidental Death & Dismemberment Insurance – <u>Unrepresented General Services</u>	\$35,000; City pays full premium
Administrative Leave – <u>Unrepresented Mid-Management</u>	80 hours for Mid-Management employees – leave is pro-rated for employees hired mid-year or who separate mid-year.
Bilingual Incentive	\$200 per month.
Chiropractic Coverage	Access to coverage through City plan; City pays full premium.
Deferred Compensation	Participation in any of the plans offered by the city. City match up to 3% of base salary.
Dental and Orthodontia Coverage	Access to coverage through City plan; City pays full premium.
Employee Assistance Program	Access to coverage through City plan; City pays full premium.
Flexible Spending Account (Section 125)	Participation in City provided plan
Holidays (Fixed and Floating)	Employees follow the City's fixed holiday schedule. In addition, each employee shall be granted an additional 36 hours of floating holiday. Holiday leave cannot be carried into the following year. Employees hired or who separate mid-year will receive a pro-rated amount of floating holiday leave.
Life Insurance – <u>Unrepresented General Services</u>	\$25,000; City pays full premium.
Life Insurance – <u>Unrepresented Mid-Management</u>	2x annual base salary up to \$250,000; City pays full premium.
Lodi City Employee's Association (LCEA)	Membership in LCEA is available at the employee's cost.
Long Term Disability	A long-term disability program which, coordinated with other disability benefits, shall provide a benefit of 66-2/3% to a maximum of \$10,000 per month of the employee's basic monthly earnings in the event of disability. This program commences sixty (60) days from the date of disability.
Longevity Pay	Effective December 21, 2026, Longevity Pay would be paid on a per pay-period basis, at the following rates, beginning the first full pay-period

	after qualifying anniversary date: <ul style="list-style-type: none"> • 10 years - 2.5% • 20 years - 5% 								
Medical Insurance	Access to available plans through CalPERS—City contribution capped at 90% of the premium for the lowest cost HMO in zip code 95240. Employee pays 10% of the premium for lowest cost HMO in zip code 95240. If employee elects more expensive medical plan the employee will pay the additional amount through payroll deduction.								
Medical Insurance Opt-Out	If City offered coverage is declined and proof of other group coverage is provided, employee is eligible for payment of \$305.22 for Employee only, \$532.92 for Employee + 1; and \$692.81 for Employee + Family coverage.								
Notary Pay	\$80 per month								
Retirement (CalPERS)	2% at 55 for 'Classic' employees; 2% at 62 for 'New' employees (PEPRA); Classic employees pay employee's share of 7% and PEPRA employees pay 50% of the normal cost as defined by PERS in the annual actuarial report.								
Sick Leave	Employee shall accrue sick leave at the rate of 3.70 hours per pay period. Unlimited accrual.								
State Disability Insurance (SDI)	Unrepresented employees participate in mandatory SDI contributions.								
Travel Insurance-Accidental Death	\$100,000; City pays full premium.								
Tuition Reimbursement	Provided as stated in the City's current Tuition Reimbursement Policy.								
Vacation Leave	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 150px;">Date of Hire</td> <td>3.08 hours per pay period</td> </tr> <tr> <td>6th year</td> <td>4.62 hours per pay period</td> </tr> <tr> <td>12th year</td> <td>5.24 hours per pay period</td> </tr> <tr> <td>15th year</td> <td>6.16 hours per pay period</td> </tr> </table> <p>Maximum accrual 2x annual vacation accrual rate. Hardship vacation cash out: Must be IRS compliant hardship.</p>	Date of Hire	3.08 hours per pay period	6 th year	4.62 hours per pay period	12 th year	5.24 hours per pay period	15 th year	6.16 hours per pay period
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15 th year	6.16 hours per pay period								
Vision Coverage	Access to coverage through City plan. City pays full premium.								
Worker's Compensation	Covered by California Worker's Compensation program; City pays full premium.								

NOW, THEREFORE, BE IT RESOLVED, by the City Council that it does hereby approve compensation and benefit modifications for Unrepresented employees as listed in the recitals above.

Date: February 18, 2026

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I hereby certify that Resolution No. 2026-___ was passed and adopted by the Lodi City Council in a regular meeting held on February 18, 2026, by the following vote:

AYES: COUNCIL MEMBERS –

NOES: COUNCIL MEMBERS –

ABSENT: COUNCIL MEMBERS –

ABSTAIN: COUNCIL MEMBERS –

OLIVIA NASHED
City Clerk

2026-____