

RESOLUTION NO. 2026-\_\_

A RESOLUTION OF THE LODI CITY COUNCIL APPROVING THE LODI CITY  
MID-MANAGEMENT ASSOCIATION MEMORANDUM OF UNDERSTANDING  
EFFECTIVE JANUARY 1, 2026 THROUGH DECEMBER 31, 2028

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WHEREAS, representatives from the City and the Lodi City Mid-Management Association (LCMMA) have bargained in good faith and reached a tentative agreement on a successor Memorandum of Understanding (MOU); and

WHEREAS, it is recommended that Council approve the MOU with LCMMA which provides for the following:

- The term of the MOU shall be from January 1, 2026 through December 31, 2028
- A one-time Three percent (3%) Off Salary Schedule Payment (OSSP) of base salary, for all LCMMA classifications, paid as soon as administratively possible;
- 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 and equity increase;
- Three percent (3%) cost-of living increase effective January 4, 2027 or Y-rated employees will receive a combination of COLA/OSSP not to exceed three percent (3%)
- Three percent (3%) cost-of-living increase effective January 3, 2028 or Y-rated employees will receive a combination of COLA/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 the first pay period following council approval of the MOU;
- Temporary Upgrade Pay – 10% or Step 0 of the range for the classification they are filling, whichever is greater;
- Add Longevity pay – the percentage-based longevity pay incentive would take effect December 22, 2025, and would be paid on a per pay period basis, at the following rates:
  - 10 years - 2.5%
  - 20 years - 5%
- Eliminate CalPERS employee cost-sharing contribution, effective July 6, 2026:
- MOU Clean Up:

- Tuition Reimbursement – Amend eligibility period for tuition reimbursement to allow employees to be eligible for tuition reimbursement after six months of full-time employment.
- Miscellaneous clean up items (PERS language, cafeteria plan, etc.)

NOW, THEREFORE, BE IT RESOLVED, by the City Council does hereby approve the bluesheet attached Memorandum of Understanding (Attachment 1) between the City of Lodi and LCMMA, effective January 1, 2026 through December 31, 2028.

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-\_\_