

RESOLUTION NO. 2026-_____

A RESOLUTION OF THE LODI CITY COUNCIL APPROVING AN ADDENDUM # 2 TO THE EMPLOYMENT AGREEMENT FOR THE ECONOMIC DEVELOPMENT DIRECTOR

WHEREAS, following the City’s negotiations with various represented bargaining unit employees the Interim City Manager and Luis Aguilar, Economic Development Director have negotiated in good faith and reached a tentative agreement on amendments to the Employment Agreement for the Economic Development Director; and

WHEREAS, based on those negotiations, it is recommended that Council approve revisions to the Employment Agreement with Luis Aguilar, Economic Development Director to include the following:

- A five percent (5%) equity adjustment, retro-active to January 5, 2026, bringing the annual salary to \$198,198;
- A two-point five percent (2.5%) equity adjustment effective the first full pay-period in January 2027;
- 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;
- Reduce total employee pension contribution by eliminating the six percent (6%) employee cost-sharing, effective July 6, 2026:
 - Classic Contribution seven percent (7%)
 - PEPRA Contribution of 50% of normal cost

NOW THEREFORE BE IT RESOLVED that the Lodi City Council does hereby approve and authorize the Interim City Manager to execute the attached Addendum # 2 to the Employment Agreement (Attachment 1) between the City of Lodi and Luis Aguilar, Economic Development Director, to reflect the salary and benefit updates listed in the recitals above.

Dated: February 18, 2026

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

2026-_____