



CITY OF LODI

COUNCIL COMMUNICATION

AGENDA TITLE: Salary Adjustments for Employees in the Following Units:

- a) Firefighters' Unit
- b) Police Officers' Unit

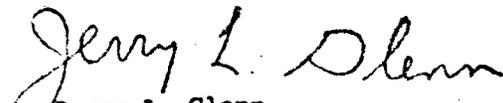
MEETING DATE: December 3, 1992

PREPARED BY: Assistant City Manager

Negotiations were successfully concluded with the Police Officers' Association of Lodi Tuesday and the salary adjustments due the United Firefighters of Lodi were clarified to the satisfaction of both parties.

Appropriate letters of explanation, salary schedules and resolutions will be prepared and delivered prior to the City Council meeting of December 3, 1992.

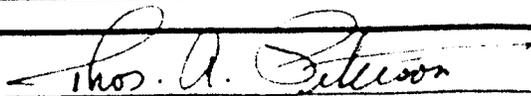
Respectfully submitted,


Jerry L. Glenn
Assistant City Manager

JLG:br

CCCOM665/TYTTA 07A

APPROVED: _____



THOMAS A. PETERSON
City Manager



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CITY OF LODI

COUNCIL COMMUNICATION

AGENDA TITLE: Salary Adjustments for Employees in the Police Officers' Unit
MEETING DATE: December 3, 1992
PREPARED BY: Assistant City Manager

RECOMMENDED ACTION: The City Council accept the changes in the Memorandum of Understanding (MOU) between the City of Lodi the Police Officers' Association of Lodi (POAL). Adopt Resolution No. 92-188 (Exhibit A) which provides for salary adjustments and direct the City Manager to take the necessary administrative steps to implement the provisions of this agreement.

BACKGROUND INFORMATION: Your staff - Assistant City Manager, Police Chief, Police Captain Hansen, and the Personnel Director, have meet each Wednesday since mid-September with representatives of the Police Officers' Association of Lodi.

This agreement is generally expenditure neutral in that the negotiated salary increases are in large measure offset by elimination of the City's contribution to deferred compensation and reductions in certain allowances.

The major provisions of this Agreement are:

1. Clean up and clarification of language.
2. A 2% salary increase retroactive to the pay period beginning October 5, 1992.
3. Eliminate City's contribution to deferred compensation.
4. Two additional vacation days for employees with 12-14 years of service.
5. An additional paid holiday for a total of 12 holidays.
6. Changes in medical insurance to conform with other City employees. The employee will pay \$20 per month for dependent medical.

APPROVED: _____

THOMAS A. PETERSON
City Manager



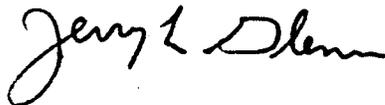
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Salary Adjustments for Employees in the Police Officers' Unit
December 3, 1992
Page Two

7. Redistribute special payments for bilingual pay, overtime for motor officers and K-9 officers, and special assignment so that all are paid equally. Members of the SWAT unit will also be included. In addition Field Training Officers will be designated supervisors and will not receive upgrade pay for incidental occasions.
8. Eliminate education incentive pay for Associate of Arts degree and Intermediate POST certificate and an increase for Bachelor's Degree and an Advanced POST certificate.
9. Establish a catastrophe bank which allows officers to donate time to cover others in case of personal catastrophe.
10. Establish a \$25,000 accidental death benefit.
11. Agree to continue medical insurance to a remarried widows of officers who is killed or dies during the performance of official duties.

FUNDING: Operating Budget

Respectfully submitted,



Jerry L. Glenn
Assistant City Manager

JLG:br

Attachment

RESOLUTION NO. 92-188

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A RESOLUTION OF THE LODI CITY COUNCIL
APPROVING SALARY ADJUSTMENTS FOR
MEMBERS OF THE POLICE OFFICERS' UNIT

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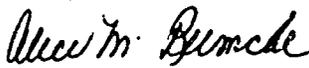
BE IT RESOLVED, that the Lodi City Council hereby approves the salary adjustments for members of the Police Officers' Unit attached hereto as Exhibit A, retroactive to October 5, 1992.

Dated: December 3, 1992

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I hereby certify that Resolution No. 92-188 was passed and adopted by the Lodi City Council in an adjourned regular meeting held December 3, 1992 by the following vote:

- Ayes:** Council Members - Pennino, Sieglock, Snider and Pinkerton (Mayor)
- Noes:** Council Members - None
- Absent:** Council Members - Hinchman


Alice M. Reimche
City Clerk

SALARY SCHEDULE
POLICE UNIT
EFFECTIVE OCTOBER 5 1992

POLICE OFFICER	\$2,807.47	\$2,947.84	\$3,095.23	\$3,249.99	\$3,412.49
POLICE OFFICER TRAINEE	\$2,425.19	\$2,546.45	\$2,673.77	\$2,807.46	\$2,947.83
POLICE OFFICER TRAINEE II	\$2,425.19	\$2,546.45	\$2,673.77	\$2,807.46	\$2,947.83
POLICE SERGANT	\$3,331.24	\$3,497.80	\$3,672.69	\$3,856.33	\$4,049.14
POLICE LIEUTENANT	\$3,856.33	\$4,049.14	\$4,251.60	\$4,464.18	\$4,687.39
POLICE CAPTAIN	\$4,464.18	\$4,687.39	\$4,921.76	\$5,167.85	\$5,426.24



CITY OF LODI

COUNCIL COMMUNICATION

AGENDA TITLE: Salary Adjustments for Employees in the Firefighters' Unit

MEETING DATE: December 3, 1992

PREPARED BY: Assistant City Manager

RECOMMENDED ACTION: The City Council adopt the attached salary schedule for classifications represented by the United Firefighters of Lodi (UFL) retroactive to October 5, 1992.

BACKGROUND INFORMATION: The Memorandum of Understanding (MOU) with the UFL calls for a general salary increase of firefighter employees based on a salary survey and an adjustment based on the cost of the single highest year. It has taken some time to agree on the salary increase for October 1992. We have reached an agreement with the firefighters on that salary increase. Council is requested to adopt Resolution 92-187 (Exhibit A) which includes these salary adjustments.

There is a provision in the MOU which is in dispute relative to an additional adjustment for the single highest year. On November 24 I met with the representatives of the UFL and reached an agreement on an additional adjustment. Monday, November 30, 1992, I received a telephone call from their representative that the United Firefighters of Lodi (UFL) had additional questions. Today, December 2, 1992 I received a telephone call from the Vice President of the UFL that the membership did not agree with the agreement reached at the table.

Rather than hold up the known amount, I am recommending we grant that salary increase now and with the disputed numbers at a later date.

APPROVED: _____

THOMAS A. PETERSON
City Manager



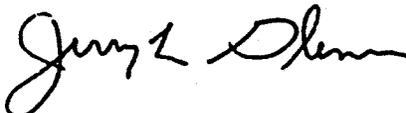
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Salary Adjustments for Employees in the Firefighters' Unit
December 3, 1992
Page Two

The City Council is requested to adopt the attached salary schedule for the fire unit retroactive to October 5, 1992.

FUNDING: Operating Budget

Respectfully submitted,



Jerry L. Glenn
Assistant City Manager

JLG:br

Attachment

RESOLUTION NO. 92-187

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A RESOLUTION OF THE LODI CITY COUNCIL
APPROVING SALARY SCHEDULE FOR
MEMBERS OF THE FIREFIGHTERS UNIT

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BE IT RESOLVED, that the Lodi City Council hereby approves the salary schedule for members of the Firefighters Unit attached hereto as Exhibit A, retroactive to October 5, 1992.

Dated: December 3, 1992

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I hereby certify that Resolution No. 92-187 was passed and adopted by the Lodi City Council in an adjourned regular meeting held December 3, 1992 by the following vote:

Ayes: Council Members - Pennino, Sieglock, Snider and
Pinkerton (Mayor)

Noes: Council Members - None

Absent: Council Members - Hinchman

Alice M. Reimche

Alice M. Reimche
City Clerk

SALARY SCHEDULE
 FIRE UNIT
 EFFECTIVE OCTOBER 5 1992

CLASSIFICATION	RANGE				
	A	B	C	D	E
FIRE CAPTAIN	\$3,044.00	\$3,196.20	\$3,356.01	\$3,523.81	\$3,700.00
FIRE ENGINEER	\$2,629.52	\$2,761.00	\$2,899.05	\$3,044.00	\$3,196.20
FIRE ENGINEER (80 HOURS)	\$2,629.52	\$2,761.00	\$2,899.05	\$3,044.00	\$3,196.20
FIREFIGHTER I	\$2,163.31	\$2,271.48	\$2,385.05	\$2,504.31	\$2,629.52
FIREFIGHTER I (112 HOURS)	\$2,163.31	\$2,271.48	\$2,385.05	\$2,504.31	\$2,629.52
FIREFIGHTER II	\$2,385.05	\$2,504.31	\$2,629.52	\$2,761.00	\$2,899.05
FIRE INSPECTOR	\$2,761.00	\$2,899.05	\$3,044.00	\$3,196.20	\$3,356.01