

RESOLUTION NO. 2008-06

A RESOLUTION OF THE LODI CITY COUNCIL
AMENDING THE MEMORANDUM OF UNDERSTANDING
WITH THE POLICE OFFICERS ASSOCIATION OF LODI

=====

WHEREAS, representatives from the City of Lodi and Police Officers Association of Lodi (POAL) have bargained in good faith for the purpose of amending certain articles of the Memorandum of Understanding (MOU).

NOW, THEREFORE, BE IT RESOLVED by the Lodi City Council that it does hereby amend the MOU as follows:

Article I-Salary

1.1 Removed and relsaced as follows:

Effective October 9, 2008, employees shall receive increases of 10.0%.

1.2 Removed and relsaced as follows:

Effective October 9, 2008, employees shall receive an additional percentage (in addition to the amount determined by applying Article 1.1) that shall be determined by comparing the Police Officer's salary with the salary for Sergeant's salary (as surveyed and compared to salaries of comparable agencies) as of October 9, 2008, and reducing the amount (as calculated for the Sergeant position) by 20%.

1.3 Removed and replaced as follows:

Effective October 9, 2009, employees shall receive an amount that shall be determined by comparing the Police Officer's salary with the salary for Sergeants salary (as surveyed and compared to salaries of comparable agencies) as of **October 9, 2009, and reducing the amount (as calculated for the Sergeant position) by 20%**. If General Fund Revenues **do not increase by at least 1%** (using audited revenues for the **year** ended June 30, 2008, in comparison with audited revenues for the year ended June 30, 2009), then POAL and the City of Lodi will reopen negotiations with regard to salary and benefits.

1.4 Added:

Effective October **9**, 2010, employees shall receive an amount that shall be determined by comparing the Police Officer's salary with the salary for Sergeants salary (as surveyed and compared to salaries of comparable agencies) as of October 9, 2010, and reducing the amount (as calculated for the Sergeant position) by 20%. If General Fund Revenues do not increase **by** at least 1% (using audited revenues for the year ended June 30, 2009, in comparison with audited revenues for the year ended June 30, 2010), then POAL and the City of Lodi will reopen negotiations with regard to salary and benefits.

Article XVI ~~Performance Incentive Bonus~~ Additional Compensation/Loyalty Program

Remove and replace as follows:

After completing 10 years of service with the Lodi Police Department, employees will receive an annual loyalty compensation amount of \$1,500 in November of the year following completion of 10 years of service and each year thereafter until completing 20 years of service with the Lodi Police Department. Employees who have completed 20 years of service with the Lodi Police Department will receive an annual loyalty compensation amount of \$3,000 on November of the year following completion of 20 years of service and each year thereafter.

For purposes of this article, all employees who as of October 31st meet the service level requirements (either 10 full years or 20 full years from the first day of the month in which they started their employment with the City of Lodi Police Department) will receive the loyalty awards associated with their years of service with the Lodi Police Department.

Article V Compensatory Time

5.2 is amended as follows:

No more than ~~100~~ 240 hours of compensatory time may be carried on the books at any time.

Article XXXIV

34.1 is amended as follows:

If an employee elects not to be covered by medical insurance, an additional \$100 amount will be added to the employee's deferred compensation account to equal one-half of the medical insurance premium that would have been paid by the City of Lodi (had insurance coverage been provided to the employee).

Article XLI Association Time

41.1

The amount of association time that may be contributed by members is amended to a maximum of 800 hours.

Article LII-Term

52.1 is removed and replaced as follows:

The terms and conditions of this MOU shall continue in effect during the term of this MOU. The City of Lodi and POAL agree that the term is October 9, 2007 through October 8, 2011.

Date: January 16,2008

I hereby certify that Resolution No. 2008-06 was passed and adopted by the Lodi City Council in a regular meeting held January 16, 2008, by the following vote:

AYES: COUNCIL MEMBERS – Hansen, Johnson, Katzakian, and
Mayor Mounce

NOES: COUNCIL MEMBERS – Hitchcock

ABSENT: COUNCIL MEMBERS – None

ABSTAIN: COUNCIL MEMBERS – None



RANDI JOHL
City Clerk