



AGREEMENT BETWEEN
THE CITY OF LINDSAY
&
LINDSAY MID-MANAGEMENT
JANUARY 1, 2026 - JUNE 30, 2026

RESOLUTION NO. 26-04

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LINDSAY
AUTHORIZING WAGE AND RELATED BENEFITS
FOR EMPLOYEES OF THE MID-MANAGEMENT GROUP**

WHEREAS, the City Council of the City of Lindsay ("City" or "City Council") is authorized to set the terms and conditions of employment for unrepresented employees; and

WHEREAS, the City Council desires to memorialize in a single Resolution the benefits and compensation currently provided to Mid-Management employees ("Mid-Management"); and

WHEREAS, this Resolution is intended to and does supersede all previous resolutions and terms and conditions of employment for Mid-Management employees; and

WHEREAS, this Resolution may be modified, amended, terminated, or superseded by the City Council at any time; and

WHEREAS, this Resolution shall apply to all Mid-Management employees, which include the following positions:

- Public Safety Lieutenant,
- Administrative Supervisor
- HR Manager/City Clerk
- Maintenance Senior III
- City Services Manager/Inspector

NOW, THEREFORE, IT IS HEREBY RESOLVED, that the City Council adopts this Resolution, which shall be effective December and will remain in effect until it is modified, amended, terminated, or superseded by further resolution of the City Council.

SECTION I - INCORPORATION

In the event of a conflict between this Resolution and the City of Lindsay Personnel Rules and Regulations ("Personnel Rules and Regulations"), this Resolution shall prevail. Unless otherwise specified in this Resolution or made inapplicable by the terms of the Personnel Rules and Regulations, the Personnel Rules and Regulations are incorporated in this Resolution.

SECTION II - HOURS OF WORK AND OVERTIME

SECTION 2.1 HOURS OF WORK

The provisions in this section govern the hours of work for employees. These provisions shall not interfere with essential services of any department.

Shifts vary as required to meet the operational requirements of the department where the employee works. When desirable, the City Manager or other working hours for employees whose specific duties require it.

SECTION 2.2 OVERTIME

All Mid-Management employees are classified as exempt employees and are ineligible for overtime pay.

SECTION III - LEAVES

SECTION 3.1 HOLIDAYS

Holiday leave shall be provided in accordance with Rule X of the Personnel Rules and Regulations.

SECTION 3.2 VACATION

Vacation leave shall be provided as follows:

<u>Years of Service</u>	<u>Accrual Hours per pay period</u>	<u>Hours</u>	<u>Days</u>
0-4	3.08	80	10
5-6	3.39	88	11
7-9	4	104	13
10+	4.62	120	15

However, accruals will cap at 300 hours accrued and will cease to accrue until the employee has used vacation and is under the 300-hour cap.

SECTION 3.3 SICK LEAVE

Sick leave shall be provided in accordance with Rule XI of the Personnel Rules and Regulations, 80 hours of sick leave per year, 3.08 hours per pay period for a total of 10 sick days per fiscal year.

SECTION 3.4 ADMINISTRATIVE LEAVE

Mid-Management employees receive 80 hours of administrative leave per year, 3.08 hours per pay period, which is accrued bi-weekly

SECTION 3.5 OTHER LEAVES

Other leaves, including jury leave, military leave, and medical and family leaves shall be provided in accordance with Rule XI of the Personnel Rules and Regulations.

SECTION IV - SPECIAL PAYS

SECTION 4.1 BILINGUAL PAY

The City will provide \$18.46 bi-weekly in compensation for certified translators who utilize their bilingual skills as determined by the City.

SECTION 4.2 LONGEVITY PAY

Mid-Management employees to receive longevity pay as follows:

- a. Upon the anniversary of the completion of ten (10) consecutive years of service with the City, each employee covered by this Resolution will be given 5% longevity compensation.
- b. Upon the anniversary of the completion of fifteen (15) consecutive years of service with the City, each employee covered by this Resolution will be given 2.5% longevity compensation.
- c. Upon the anniversary of the completion of twenty (20) consecutive years of service with the City, each employee covered by this Resolution will be given 2.5% longevity compensation.
- d. Upon the anniversary of the completion of twenty-five (25) consecutive years of service with the City, each employee covered by this Resolution will be given 2.5% longevity compensation.

SECTION 4.3 CELL PHONE STIPEND

Employees may request to receive a \$60 monthly stipend to be used towards payment of their personal cellular telephone account if they agree to allow the City to use their personal cellular telephone number to contact them regarding work related issues. Employees who chose to decline the monthly stipend will be provided a City issued cell phone.

SECTION 4.4 UNIFORM ALLOWANCE

Lieutenants shall receive Public Safety Uniforms.

- a. Upon hire, Lieutenants shall be provided a public safety uniform.

- b. After six months of employment, Lieutenants covered by this resolution will receive a uniform allowance of \$38.46 per payroll period.

City Services Department Mid-Management Group shall receive a Boot Allowance.

- a. Mid-Management Group Managers in the City Services Department who perform field duties shall be eligible for a boot allowance to support compliance with workplace safety requirements.
- b. Eligible managers shall receive a boot allowance of \$150 once every twelve (12) months, to be used for the purchase of approved safety footwear meeting department safety standards.

SECTION V - RETIREMENT BENEFITS

SECTION 5.1 CalPERS DEFINED BENEFIT PLAN

Mid-Management employees are subject to the following retirement contributions based on the appropriate CalPERS contract:

- a. Safety Classic employees who are not defined as "new members" will pay the entire nine percent (9%) employee contribution.
- b. Miscellaneous Classic employees who are not defined as "new members" will pay the entire eight percent (8%) employee contribution.
- c. Employees who are defined as "new members" under PEPRA will be subject to all applicable PEPRA provisions. New members will contribute fifty percent (50%) of the total normal cost of the retirement benefit, as determined by CalPERS.

SECTION 5.2 DEFINED CONTRIBUTION PLAN

The defined contribution deferred compensation plan is a voluntary retirement program. Mid-Management employees determine how much of their pay is to be contributed to the deferred compensation plan. The City will match the employee's contribution up to 6% of the employee's total annual income.

SECTION VI - HEALTH AND WELFARE BENEFITS

SECTION 6.1 HEALTH, VISION, AND DENTAL

During the period this Resolution remains in effect, the City will contribute 100% of the premium for health, vision, and dental for the employee-only plan and 50% of the premiums for health, vision, and dental for dependents.

Mid-Management employees who retire from the City with 15 or more years of continuous service with the City will receive a 3.5% employer contribution of the employee-only premium for each year of service in the plans offered by the City until the retiree reaches the age of Medicare eligibility. For example, an employee with 16 years of continuous service will receive a contribution of 56% of the employee-only premium. The retiree will no longer receive any contribution upon reaching Medicare eligibility. The City may modify, amend, or terminate the retiree benefit at any time.

SECTION 6.2 LIFE INSURANCE

City employees are covered under the term life insurance program. An optional employee paid group supplemental life insurance program is also available to City employees. The employee paid term life insurance policy covers the employee and dependents and is portable (may be continued after individual is not employed by the City).

The City of Lindsay has also adjusted the benefit associated with the Basic Life benefit. Mid-Management employees receive one and one-half of the employee's salary up to \$225,000.

SECTION 6.3 EMPLOYEE ASSISTANCE PROGRAM

The City offers an Employee Assistance Program ("EAP").

SECTION 6.4 OTHER BENEFITS

Mid-Management employees are eligible to participate in all City-wide employee benefit and assistance plans. Please see the relevant plans and the Benefits Summary for additional information.

SECTION VII - IRC SECTION 125 PLAN

SECTION 7.1 The City offers an IRC Section 125 plan to employees.

SECTION VIII- COMPENSATION

SECTION 8.1 SALARY & COST OF LIVING INCREASE

The City agrees to adjust the current classification and salary schedule for all members of the bargaining unit as follows:

- a. Effective the first day of the pay period following City Council approval of the agreement, a 4.0% base wage increase.

AGREEMENT BETWEEN THE CITY OF LINDSAY AND CITY OF LINDSAY MID-MANAGEMENT

The provisions of this Agreement between the City of Lindsay and Lindsay Mid-Management shall commence on the first day of the pay period following City Council approval and remain in effect through June 30, 2026, or until the new agreement is signed.

 1-14-26

City Manager

Date



Public Safety Lieutenant

Date



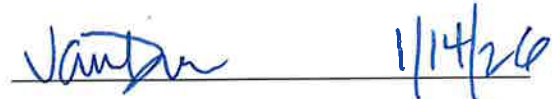
Public Safety Lieutenant

Date

 1-14-26

Administrative Supervisor

Date

 1/14/26

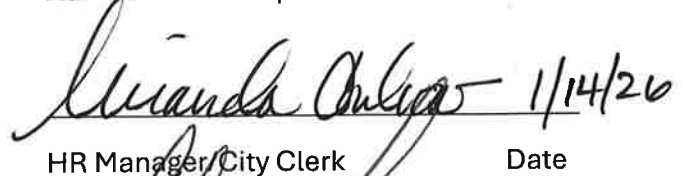
Administrative Supervisor

Date

 1/14/26

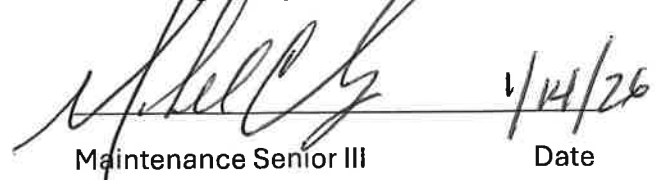
Administrative Supervisor

Date

 1/14/26

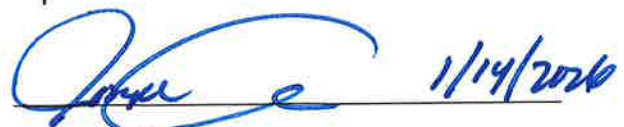
HR Manager/City Clerk

Date

 1/14/26

Maintenance Senior III

Date

 1/14/2026

City Services Manager/Inspector

Date



A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LINDSAY

PASSED AND ADOPTED by the City Council of the City of Lindsay as follows:

MEETING DATE	January 13, 2026
MOTION	Soria
SECOND MOTION	Sanchez
AYES	Flores, Villarreal, Soria, & Sanchez
ABSENT	
ABSTAIN	Nave
NAYS	


CERTIFICATION OF THE FOREGOING RESOLUTION AS FULL, TRUE, PASSED AND ADOPTED BY THE CITY COUNCIL OF THE CITY OF LINDSAY AS DETAILED.



Misty Villarreal, Mayor

CERTIFICATE OF ATTESTING OFFICER

The undersigned, Miranda Cordova, City Clerk of the City of Lindsay does hereby attest and certify that the foregoing Resolution is a true, full and correct copy of a resolution duly adopted at a meeting of the City of Lindsay which was duly convened and held on the date stated thereon, and that said document has not been amended, modified, repealed or rescinded since its date of adoption and is in full force and effect as of the date thereof.

ATTEST: 

Miranda Cordova, City Clerk