

City of Chino
AFSCME Compensation Plan and Salary Schedule
Effective 07/01/2025 (3% COLA)

Classification Title	Range	Step A			Step B			Step C			Step D			Step E		
Cross Connection Specialist	35	Hourly	\$	35.43	\$	37.20	\$	39.06	\$	41.01	\$	43.06				
		Monthly	\$	6,140.75	\$	6,447.83	\$	6,770.17	\$	7,108.75	\$	7,464.17				
		Annually	\$	73,689.00	\$	77,374.00	\$	81,242.00	\$	85,305.00	\$	89,570.00				
Equipment Lead Mechanic	36	Hourly	\$	36.31	\$	38.13	\$	40.04	\$	42.04	\$	44.14				
		Monthly	\$	6,294.25	\$	6,609.00	\$	6,939.42	\$	7,286.42	\$	7,650.75				
		Annually	\$	75,531.00	\$	79,308.00	\$	83,273.00	\$	87,437.00	\$	91,809.00				
Equipment Mechanic	30	Hourly	\$	31.31	\$	32.88	\$	34.52	\$	36.25	\$	38.06				
		Monthly	\$	5,427.58	\$	5,698.92	\$	5,983.83	\$	6,283.08	\$	6,597.25				
		Annually	\$	65,131.00	\$	68,387.00	\$	71,806.00	\$	75,397.00	\$	79,167.00				
Facilities Maintenance Supervisor	44	Hourly	\$	44.24	\$	46.46	\$	48.78	\$	51.22	\$	53.78				
		Monthly	\$	7,668.92	\$	8,052.42	\$	8,455.00	\$	8,877.83	\$	9,321.67				
		Annually	\$	92,027.00	\$	96,629.00	\$	101,460.00	\$	106,534.00	\$	111,860.00				
Facilities Maintenance Lead Technician	32	Hourly	\$	32.90	\$	34.54	\$	36.27	\$	38.08	\$	39.99				
		Monthly	\$	5,702.33	\$	5,987.42	\$	6,286.75	\$	6,601.08	\$	6,931.25				
		Annually	\$	68,428.00	\$	71,849.00	\$	75,441.00	\$	79,213.00	\$	83,175.00				
Facilities Maintenance Technician	26	Hourly	\$	28.37	\$	29.79	\$	31.28	\$	32.84	\$	34.48				
		Monthly	\$	4,917.08	\$	5,163.00	\$	5,421.08	\$	5,692.08	\$	5,976.75				
		Annually	\$	59,005.00	\$	61,956.00	\$	65,053.00	\$	68,305.00	\$	71,721.00				
Facilities Worker	19	Hourly	\$	23.86	\$	25.06	\$	26.31	\$	27.63	\$	29.01				
		Monthly	\$	4,136.58	\$	4,343.42	\$	4,560.58	\$	4,788.67	\$	5,028.00				
		Annually	\$	49,639.00	\$	52,121.00	\$	54,727.00	\$	57,464.00	\$	60,336.00				
Grounds Maintenance Lead Worker	30	Hourly	\$	31.31	\$	32.88	\$	34.52	\$	36.25	\$	38.06				
		Monthly	\$	5,427.58	\$	5,698.92	\$	5,983.83	\$	6,283.08	\$	6,597.25				
		Annually	\$	65,131.00	\$	68,387.00	\$	71,806.00	\$	75,397.00	\$	79,167.00				
Grounds Maintenance Worker	24	Hourly	\$	27.00	\$	28.35	\$	29.77	\$	31.26	\$	32.82				
		Monthly	\$	4,680.17	\$	4,914.17	\$	5,159.83	\$	5,417.92	\$	5,688.75				
		Annually	\$	56,162.00	\$	58,970.00	\$	61,918.00	\$	65,015.00	\$	68,265.00				
Maintenance Coordinator	31	Hourly	\$	32.10	\$	33.70	\$	35.39	\$	37.15	\$	39.01				
		Monthly	\$	5,563.17	\$	5,841.42	\$	6,133.50	\$	6,440.17	\$	6,762.08				
		Annually	\$	66,758.00	\$	70,097.00	\$	73,602.00	\$	77,282.00	\$	81,145.00				
Recycled Water Coordinator	34	Hourly	\$	34.56	\$	36.29	\$	38.11	\$	40.01	\$	42.01				
		Monthly	\$	5,991.00	\$	6,290.58	\$	6,605.08	\$	6,935.33	\$	7,282.08				
		Annually	\$	71,892.00	\$	75,487.00	\$	79,261.00	\$	83,224.00	\$	87,385.00				
Streets Maintenance Lead Worker	30	Hourly	\$	31.31	\$	32.88	\$	34.52	\$	36.25	\$	38.06				
		Monthly	\$	5,427.58	\$	5,698.92	\$	5,983.83	\$	6,283.08	\$	6,597.25				
		Annually	\$	65,131.00	\$	68,387.00	\$	71,806.00	\$	75,397.00	\$	79,167.00				
Streets Maintenance Worker	24	Hourly	\$	27.00	\$	28.35	\$	29.77	\$	31.26	\$	32.82				
		Monthly	\$	4,680.17	\$	4,914.17	\$	5,159.83	\$	5,417.92	\$	5,688.75				
		Annually	\$	56,162.00	\$	58,970.00	\$	61,918.00	\$	65,015.00	\$	68,265.00				
Wastewater Maintenance Lead Worker	30	Hourly	\$	31.31	\$	32.88	\$	34.52	\$	36.25	\$	38.06				
		Monthly	\$	5,427.58	\$	5,698.92	\$	5,983.83	\$	6,283.08	\$	6,597.25				
		Annually	\$	65,131.00	\$	68,387.00	\$	71,806.00	\$	75,397.00	\$	79,167.00				
Wastewater Maintenance Worker	24	Hourly	\$	27.00	\$	28.35	\$	29.77	\$	31.26	\$	32.82				
		Monthly	\$	4,680.17	\$	4,914.17	\$	5,159.83	\$	5,417.92	\$	5,688.75				
		Annually	\$	56,162.00	\$	58,970.00	\$	61,918.00	\$	65,015.00	\$	68,265.00				
Water Distribution Lead Operator	35	Hourly	\$	35.43	\$	37.20	\$	39.06	\$	41.01	\$	43.06				
		Monthly	\$	6,140.75	\$	6,447.83	\$	6,770.17	\$	7,108.75	\$	7,464.17				
		Annually	\$	73,689.00	\$	77,374.00	\$	81,242.00	\$	85,305.00	\$	89,570.00				
Water Distribution Operator	29	Hourly	\$	30.55	\$	32.08	\$	33.68	\$	35.36	\$	37.13				
		Monthly	\$	5,295.17	\$	5,559.92	\$	5,837.92	\$	6,129.75	\$	6,436.33				
		Annually	\$	63,542.00	\$	66,719.00	\$	70,055.00	\$	73,557.00	\$	77,236.00				

City of Chino
AFSCME Compensation Plan and Salary Schedule
Effective 07/01/2025 (3% COLA)

Classification Title	Range		Step A	Step B	Step C	Step D	Step E
Water Meter Lead Technician	32	Hourly	\$ 32.90	\$ 34.54	\$ 36.27	\$ 38.08	\$ 39.99
		Monthly	\$ 5,702.33	\$ 5,987.42	\$ 6,286.75	\$ 6,601.08	\$ 6,931.25
		Annually	\$ 68,428.00	\$ 71,849.00	\$ 75,441.00	\$ 79,213.00	\$ 83,175.00
Water Meter Technician	26	Hourly	\$ 28.37	\$ 29.79	\$ 31.28	\$ 32.84	\$ 34.48
		Monthly	\$ 4,917.08	\$ 5,163.00	\$ 5,421.08	\$ 5,692.08	\$ 5,976.75
		Annually	\$ 59,005.00	\$ 61,956.00	\$ 65,053.00	\$ 68,305.00	\$ 71,721.00
Water Quality Technician	34	Hourly	\$ 34.56	\$ 36.29	\$ 38.11	\$ 40.01	\$ 42.01
		Monthly	\$ 5,991.00	\$ 6,290.58	\$ 6,605.08	\$ 6,935.33	\$ 7,282.08
		Annually	\$ 71,892.00	\$ 75,487.00	\$ 79,261.00	\$ 83,224.00	\$ 87,385.00
Water Treatment Lead Operator	40	Hourly	\$ 40.08	\$ 42.09	\$ 44.19	\$ 46.40	\$ 48.72
		Monthly	\$ 6,947.67	\$ 7,295.08	\$ 7,659.83	\$ 8,042.83	\$ 8,445.00
		Annually	\$ 83,372.00	\$ 87,541.00	\$ 91,918.00	\$ 96,514.00	\$ 101,340.00
Water Treatment Operator	34	Hourly	\$ 34.56	\$ 36.29	\$ 38.11	\$ 40.01	\$ 42.01
		Monthly	\$ 5,991.00	\$ 6,290.58	\$ 6,605.08	\$ 6,935.33	\$ 7,282.08
		Annually	\$ 71,892.00	\$ 75,487.00	\$ 79,261.00	\$ 83,224.00	\$ 87,385.00

City of Chino
AFSCME Compensation Plan and Salary Schedule
Effective 07/01/2026 (3% COLA)

Classification Title	Range	Step A		Step B		Step C		Step D		Step E	
Cross Connection Specialist	35	Hourly	\$ 36.49	\$ 38.31	\$ 40.23	\$ 42.24	\$ 44.35				
		Monthly	\$ 6,325.00	\$ 6,641.25	\$ 6,973.25	\$ 7,322.00	\$ 7,688.08				
		Annually	\$ 75,900.00	\$ 79,695.00	\$ 83,679.00	\$ 87,864.00	\$ 92,257.00				
Equipment Lead Mechanic	36	Hourly	\$ 37.40	\$ 39.27	\$ 41.24	\$ 43.30	\$ 45.46				
		Monthly	\$ 6,483.08	\$ 6,807.25	\$ 7,147.58	\$ 7,505.00	\$ 7,880.25				
		Annually	\$ 77,797.00	\$ 81,687.00	\$ 85,771.00	\$ 90,060.00	\$ 94,563.00				
Equipment Mechanic	30	Hourly	\$ 32.25	\$ 33.86	\$ 35.56	\$ 37.34	\$ 39.20				
		Monthly	\$ 5,590.42	\$ 5,869.92	\$ 6,163.33	\$ 6,471.58	\$ 6,795.17				
		Annually	\$ 67,085.00	\$ 70,439.00	\$ 73,960.00	\$ 77,659.00	\$ 81,542.00				
Facilities Maintenance Supervisor	44	Hourly	\$ 45.57	\$ 47.85	\$ 50.24	\$ 52.75	\$ 55.39				
		Monthly	\$ 7,899.00	\$ 8,294.00	\$ 8,708.67	\$ 9,144.17	\$ 9,601.33				
		Annually	\$ 94,788.00	\$ 99,528.00	\$ 104,504.00	\$ 109,730.00	\$ 115,216.00				
Facilities Maintenance Lead Technician	32	Hourly	\$ 33.89	\$ 35.58	\$ 37.36	\$ 39.23	\$ 41.19				
		Monthly	\$ 5,873.42	\$ 6,167.00	\$ 6,475.33	\$ 6,799.08	\$ 7,139.17				
		Annually	\$ 70,481.00	\$ 74,004.00	\$ 77,704.00	\$ 81,589.00	\$ 85,670.00				
Facilities Maintenance Technician	26	Hourly	\$ 29.22	\$ 30.68	\$ 32.21	\$ 33.82	\$ 35.52				
		Monthly	\$ 5,064.58	\$ 5,317.92	\$ 5,583.75	\$ 5,862.83	\$ 6,156.08				
		Annually	\$ 60,775.00	\$ 63,815.00	\$ 67,005.00	\$ 70,354.00	\$ 73,873.00				
Facilities Worker	19	Hourly	\$ 24.58	\$ 25.81	\$ 27.10	\$ 28.46	\$ 29.88				
		Monthly	\$ 4,260.67	\$ 4,473.75	\$ 4,697.42	\$ 4,932.33	\$ 5,178.83				
		Annually	\$ 51,128.00	\$ 53,685.00	\$ 56,369.00	\$ 59,188.00	\$ 62,146.00				
Grounds Maintenance Lead Worker	30	Hourly	\$ 32.25	\$ 33.86	\$ 35.56	\$ 37.34	\$ 39.20				
		Monthly	\$ 5,590.42	\$ 5,869.92	\$ 6,163.33	\$ 6,471.58	\$ 6,795.17				
		Annually	\$ 67,085.00	\$ 70,439.00	\$ 73,960.00	\$ 77,659.00	\$ 81,542.00				
Grounds Maintenance Worker	24	Hourly	\$ 27.81	\$ 29.20	\$ 30.66	\$ 32.19	\$ 33.80				
		Monthly	\$ 4,820.58	\$ 5,061.58	\$ 5,314.67	\$ 5,580.42	\$ 5,859.42				
		Annually	\$ 57,847.00	\$ 60,739.00	\$ 63,776.00	\$ 66,965.00	\$ 70,313.00				
Maintenance Coordinator	31	Hourly	\$ 33.06	\$ 34.71	\$ 36.45	\$ 38.27	\$ 40.18				
		Monthly	\$ 5,730.08	\$ 6,016.67	\$ 6,317.50	\$ 6,633.33	\$ 6,964.92				
		Annually	\$ 68,761.00	\$ 72,200.00	\$ 75,810.00	\$ 79,600.00	\$ 83,579.00				
Recycled Water Coordinator	34	Hourly	\$ 35.60	\$ 37.38	\$ 39.25	\$ 41.21	\$ 43.27				
		Monthly	\$ 6,170.75	\$ 6,479.33	\$ 6,803.25	\$ 7,143.42	\$ 7,500.58				
		Annually	\$ 74,049.00	\$ 77,752.00	\$ 81,639.00	\$ 85,721.00	\$ 90,007.00				
Streets Maintenance Lead Worker	30	Hourly	\$ 32.25	\$ 33.86	\$ 35.56	\$ 37.34	\$ 39.20				
		Monthly	\$ 5,590.42	\$ 5,869.92	\$ 6,163.33	\$ 6,471.58	\$ 6,795.17				
		Annually	\$ 67,085.00	\$ 70,439.00	\$ 73,960.00	\$ 77,659.00	\$ 81,542.00				
Streets Maintenance Worker	24	Hourly	\$ 27.81	\$ 29.20	\$ 30.66	\$ 32.19	\$ 33.80				
		Monthly	\$ 4,820.58	\$ 5,061.58	\$ 5,314.67	\$ 5,580.42	\$ 5,859.42				
		Annually	\$ 57,847.00	\$ 60,739.00	\$ 63,776.00	\$ 66,965.00	\$ 70,313.00				
Wastewater Maintenance Lead Worker	30	Hourly	\$ 32.25	\$ 33.86	\$ 35.56	\$ 37.34	\$ 39.20				
		Monthly	\$ 5,590.42	\$ 5,869.92	\$ 6,163.33	\$ 6,471.58	\$ 6,795.17				
		Annually	\$ 67,085.00	\$ 70,439.00	\$ 73,960.00	\$ 77,659.00	\$ 81,542.00				
Wastewater Maintenance Worker	24	Hourly	\$ 27.81	\$ 29.20	\$ 30.66	\$ 32.19	\$ 33.80				
		Monthly	\$ 4,820.58	\$ 5,061.58	\$ 5,314.67	\$ 5,580.42	\$ 5,859.42				
		Annually	\$ 57,847.00	\$ 60,739.00	\$ 63,776.00	\$ 66,965.00	\$ 70,313.00				
Water Distribution Lead Operator	35	Hourly	\$ 36.49	\$ 38.31	\$ 40.23	\$ 42.24	\$ 44.35				
		Monthly	\$ 6,325.00	\$ 6,641.25	\$ 6,973.25	\$ 7,322.00	\$ 7,688.08				
		Annually	\$ 75,900.00	\$ 79,695.00	\$ 83,679.00	\$ 87,864.00	\$ 92,257.00				
Water Distribution Operator	29	Hourly	\$ 31.47	\$ 33.04	\$ 34.69	\$ 36.43	\$ 38.25				
		Monthly	\$ 5,454.00	\$ 5,726.75	\$ 6,013.08	\$ 6,313.67	\$ 6,629.42				
		Annually	\$ 65,448.00	\$ 68,721.00	\$ 72,157.00	\$ 75,764.00	\$ 79,553.00				

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Effective 07/01/2026 (3% COLA)

Classification Title	Range		Step A	Step B	Step C	Step D	Step E
Water Meter Lead Technician	32	Hourly	\$ 33.89	\$ 35.58	\$ 37.36	\$ 39.23	\$ 41.19
		Monthly	\$ 5,873.42	\$ 6,167.00	\$ 6,475.33	\$ 6,799.08	\$ 7,139.17
		Annually	\$ 70,481.00	\$ 74,004.00	\$ 77,704.00	\$ 81,589.00	\$ 85,670.00
Water Meter Technician	26	Hourly	\$ 29.22	\$ 30.68	\$ 32.21	\$ 33.82	\$ 35.52
		Monthly	\$ 5,064.58	\$ 5,317.92	\$ 5,583.75	\$ 5,862.83	\$ 6,156.08
		Annually	\$ 60,775.00	\$ 63,815.00	\$ 67,005.00	\$ 70,354.00	\$ 73,873.00
Water Quality Technician	34	Hourly	\$ 35.60	\$ 37.38	\$ 39.25	\$ 41.21	\$ 43.27
		Monthly	\$ 6,170.75	\$ 6,479.33	\$ 6,803.25	\$ 7,143.42	\$ 7,500.58
		Annually	\$ 74,049.00	\$ 77,752.00	\$ 81,639.00	\$ 85,721.00	\$ 90,007.00
Water Treatment Lead Operator	40	Hourly	\$ 41.29	\$ 43.35	\$ 45.52	\$ 47.79	\$ 50.18
		Monthly	\$ 7,156.08	\$ 7,513.92	\$ 7,889.67	\$ 8,284.08	\$ 8,698.33
		Annually	\$ 85,873.00	\$ 90,167.00	\$ 94,676.00	\$ 99,409.00	\$ 104,380.00
Water Treatment Operator	34	Hourly	\$ 35.60	\$ 37.38	\$ 39.25	\$ 41.21	\$ 43.27
		Monthly	\$ 6,170.75	\$ 6,479.33	\$ 6,803.25	\$ 7,143.42	\$ 7,500.58
		Annually	\$ 74,049.00	\$ 77,752.00	\$ 81,639.00	\$ 85,721.00	\$ 90,007.00