

## RESOLUTION NO. 2025-092

### **A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CHINO, CALIFORNIA, APPROVING THE AMENDED AND RESTATED COMPENSATION AND BENEFITS FOR UNREPRESENTED SWORN MANAGEMENT EMPLOYEES**

**WHEREAS**, Section 36506 of the California Government Code requires the City Council of the City of Chino to fix the compensation for all employees through a resolution or ordinance; and

**WHEREAS**, the City Council of the City of Chino previously adopted resolutions establishing compensation and benefits for Unrepresented Sworn Management Employees, with the most recent being Resolution No. 2025-089; and

**WHEREAS**, the current plan provides that any general salary increase, cost-of-living adjustment (COLA), or other across-the-board base salary increase granted to employees represented by the Chino Police Managers Association (CPMA) shall be applied concurrently to the Unrepresented Sworn Management group; and

**WHEREAS**, it is the City Council's desire to revise this provision to ensure continued alignment and equity in total compensation by including other forms of compensation adjustments such as increases to deferred compensation contributions, uniform allowances, specialty pays, and other monetary benefits.

**NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF CHINO, CALIFORNIA, DOES HEREBY RESOLVE AS FOLLOWS:**

SECTION 1. The foregoing recitals are true and correct and are incorporated herein by this reference.

SECTION 2. Resolution No. 2025-089 and all prior compensation and benefits resolutions adopted by City Council are hereby rescinded and replaced by this Resolution 2025-092, which approves amended and restated compensation and benefits for Unrepresented Sworn Management Employees. In the event of conflict between this Resolution and any prior City Council resolution relating to the subject matter of this Resolution No. 2025-092, this Resolution shall supersede and prevail over the prior resolution to the extent of the conflict. To the extent this Resolution No. 2025-092 provides benefits in excess or is different from the benefits provided in any prior City Council resolution, the provisions of this Resolution shall control.

SECTION 3. The City Council hereby approves and adopts the amended and restated Compensation and Benefit Plan for Unrepresented Sworn Management Employees, which is attached hereto as Exhibit A.

SECTION 4. The City Clerk shall certify the adoption of this Resolution.

APPROVED AND ADOPTED THIS 16<sup>th</sup> day of December, 2025.

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EUNICE M. ULLOA, MAYOR

ATTEST:

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NATALIE GONZAGA  
CITY CLERK

ATTACHMENT:

EXHIBIT A. Compensation and Benefit Plan for Unrepresented Sworn Management

State of California                    )  
County of San Bernardino    ) §  
City of Chino                        )

I, NATALIE GONZAGA, City Clerk of the City of Chino, do hereby certify that the foregoing Resolution was duly adopted by the City Council at a regular meeting held on the 16th day of December 2025 by the following votes:

AYES:               COUNCIL MEMBERS:

NOES:              COUNCIL MEMBERS:

ABSENT:           COUNCIL MEMBERS:

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NATALIE GONZAGA, CITY CLERK