

**AMENDMENT NO. 1 TO THE
MEMORANDUM OF UNDERSTANDING
BETWEEN REPRESENTATIVES OF THE CITY OF CHINO, CALIFORNIA,
AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL
EMPLOYEES (AFSCME DISTRICT COUNCIL 36 – LOCAL 3183)
(A RECOGNIZED EMPLOYEE UNION)
July 1, 2023 – June 30, 2025**

This Amendment No. 1 to the Memorandum of Understanding Between Representatives of the City of Chino, California, and the American Federation of State, County and Municipal Employees (AFSCME) covering the period July 1, 2023, through June 30, 2025, is entered into by and between the City of Chino (“City”) and the AFSCME (AFSCME MOU 2023-2025).

R E C I T A L S:

WHEREAS, AFSCME is the recognized employee organization for all regular, full-time Services employees in the City of Chino, which employees are collectively referred to as “employees” and consist of the classifications found in the current Classification and Compensation Schedule; and

WHEREAS, in the interest of maintaining harmonious relations between the City and the employees, the Longevity Pay section of the CPPEA MOU 2023-2025 shall be updated; and

THEREFORE, in consideration of the mutual covenants contained herein, and subject to City Council approval and adoption of this Amendment No. 1 to the AFSCME MOU 2023-2025 the parties hereto agree to the following updates and/or amendments are made to the current/existing language in the AFSCME MOU 2023-2025 and where there is duplicative language or provisions this Amendment No. 1 language supersedes and governs.

LONGEVITY PAY:

Revise:

- *Employees are eligible for longevity pay as a one-time lump sum payout as follows:*
 - ❖ *10 years of service - \$ 500 paid in a lump sum at time of anniversary.*
 - ❖ *15 years of service - \$1,000 paid in a lump sum at time of anniversary.*
 - ❖ *20 years of service - \$1,500 paid in a lump sum at time of anniversary.*
 - ❖ *25 years of service - \$2,000 paid in a lump sum at time of anniversary.*
 - ❖ *30 years of service - \$2,500 paid in a lump sum at time of anniversary.*
 - ❖ *35 years of service - \$3,000 paid in a lump sum at time of anniversary.*
 - ❖ *40 years of service - \$3,500 paid in a lump sum at time of anniversary.*
 - ❖ *45 years of service - \$4,000 paid in a lump sum at time of anniversary.*

Employees will receive a one-time payment upon adoption of this Memorandum of Understanding if having already reached one of the anniversaries above. For example, if an employee has worked for the City for 26 years, employee would receive a one-time payment of \$2,000. Upon reaching their 30 year anniversary, employee would receive Longevity Pay of \$2,500.

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- A) SAVINGS CLAUSE - Should any clause in this Memorandum of Understanding be held invalid by a court of competent jurisdiction, then only that clause will be stricken, and the remainder of the Memorandum of Understanding will be in full force and effect. The City and the AFSCME MOU 2023-2025 will immediately commence to negotiate for the purpose of replacing any invalid or illegal provision. However, no such replacement is mandated.

Signatures on following page.

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Except as expressly provided for in this Amendment No. 1 to the AFSCME MOU 2023-2025, all other provisions of the AFSCME MOU 2023-2025 shall remain in full force and effect. The parties also acknowledge that this Amendment No. 1 to the AFSCME MOU 2023-2025 shall not be in full force and effect until adopted by resolution by the City Council of the City of Chino.

Alex Banuelos, President
AFSCME Local 3183

Linda Reich, City Manger
City of Chino, California

Date

Date

Gerianne Kingslan, Director of
Human Resources/Risk Management
City of Chino, California

Date