

**AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING BETWEEN
REPRESENTATIVES OF THE CITY OF CHINO, CALIFORNIA, AND THE CHINO
CITY HALL CONFIDENTIAL EMPLOYEE ASSOCIATION
JULY 1, 2025 – JUNE 30, 2027**

This Amendment No. 1 to the Memorandum of Understanding between representatives of the City of Chino, California, and the Chino City Hall Confidential Employee Association covering the period of July 1, 2025 through June 30, 2027 (“CCHCEA MOU 2025-27”), is entered into by and between the City of Chino (“City”) and the Confidential Employee Association (“CCHCEA”).

RECITALS:

WHEREAS, CCHCEA is the recognized employee organization for all regular, full-time confidential, non-management employees within City Hall in the City of Chino as identified in the CCHCEA MOU 2025-27; and

WHEREAS, CCHCEA had agreed to defer 1% of its requested cost of living wage (“COLA”) increase from year one to year two of the CCHCEA MOU 2025-27 with the understanding that other bargaining groups were doing the same to relieve the immediate fiscal impact of the wage increases on the City, but other bargaining groups have since received the full 3% COLA in the first year of their labor contracts; and

WHEREAS, the labor representatives of the City and CCHCEA have determined that changing the implementation schedule of Article 10 on cost of living wage adjustments in the CCHCEA MOU 2025-27 would be in the best interests of the City and the parties for uniformity across bargaining units and have met and conferred on this proposed modification and reached a tentative agreement which requires a formal amendment to the CCHCEA MOU 2025-27, signed by the parties and ratified by the union, and approved and adopted by resolution of the City Council before becoming effective; 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 CCHCEA MOU 2025-27, the parties hereto agree to the following updates and/or amendments made to the current/existing language in the CCHCEA MOU 2025-27 and where there is duplicative language or provisions this Amendment No. 1 language supersedes and governs.

ARTICLE 10. COST OF LIVING ADJUSTMENT

Currently reads as follows:

Increases to employees’ base wages/salary ranges for any represented positions are as follows:

- ❖ Effective the first pay period after ratification of the Confidential Unit and approval by the City Council: Two percent (2%)
- ❖ Effective the beginning of the pay period including July 1, 2026: Four percent (4%)

Effective upon approval of the City Council, this Article shall be modified as follows:

Increases to employees’ base wages/salary ranges for any represented positions are as follows:

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- ❖ Effective the first pay period beginning July 21, 2025, a three percent (3%) cost of living adjustment (COLA). The City appreciates the union’s agreement to defer one percent (1%) into the subsequent contract year but given that such deferment was not universal among employee bargaining groups, the parties agree to implement the full COLA in the first year of the contract as described herein.
- ❖ Effective the beginning of the pay period including July 1, 2026: Three percent (3%).

Except as expressly provided for in this Amendment No. 1 to the CCHCEA MOU 2025-2027, all other provisions of the CCHCEA MOU 2025-2027 shall remain in full force and effect. The parties also acknowledge that this Amendment No. 1 to the CCHCEA MOU 2025-2027 shall not be in full force and effect until adopted by resolution by the City Council of the City of Chino.

Sarah Contreras, Employee Representative
CONFIDENTIAL

Linda Reich, City Manager
City of Chino

Date

Date

Rosa Olguin, Employee Representative
CONFIDENTIAL

Terry Doyle, Director of Human
Resources/Risk Management
City of Chino

Date

Date