

RESOLUTION NO. 2023-060

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CHINO, CALIFORNIA, ADOPTING AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING AND AMENDING PORTIONS OF RESOLUTION NOS. 85-52, 85-53, AND 85-54 AND SUBSEQUENT RESOLUTIONS PERTAINING TO COMPENSATION FOR EMPLOYEE POSITION CLASSIFICATIONS REPRESENTED BY THE CHINO POLICE PROFESSIONAL EMPLOYEES ASSOCIATION; AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES; CHINO CITY HALL CONFIDENTIAL EMPLOYEE ASSOCIATION; TEAMSTERS LOCAL 1932 PROFESSIONAL, TECHNICAL, AND CLERICAL UNIT; EXECUTIVE MANAGEMENT; UNREPRESENTED MANAGEMENT; DEPUTY DIRECTORS; ELECTED OFFICIALS AND PART-TIME EMPLOYEES

WHEREAS, the City Council of the City of Chino adopted Resolution Nos. 85-52, 85-53, and 85-54 and subsequent resolutions to establish changes to salaries, benefits, and terms and conditions of employment for City employees; and

WHEREAS, the wages, hours, and terms and conditions of employment of affected employees are codified in a variety of City Resolutions, Memorandums of Understanding, Summaries of Benefits and Agreements; and

WHEREAS, one or more of the following agreed-upon changes to wages, hours, and terms and conditions of employment may regard subject matter previously set forth in City Resolutions, Memorandums of Understanding Agreements, Summaries of Benefits, and/or have become prevailing practices which have developed over time; and

WHEREAS, to the extent that any of the following changes address subject matters already codified in City Resolutions, Memorandums of Understanding, Agreements, Summaries of Benefits, or defined by prevailing practices, it is the intent of the City that said codified wages, hours, and terms and conditions of employment and those matters defined by prevailing practices, continue in full force and effect subject to modifications described herein.

NOW, THEREFORE BE IT RESOLVED the City Council of the City of Chino does hereby amend Memorandums of Understanding and Summaries of Benefits that have been adopted by City Council on July 18, 2023 which are updated to reflect changes as approved effective with the pay period which includes July 1, 2023. All provisions apply only to those individuals who are employed by the City of Chino on the day following the adoption of this Resolution.

SECTION 1. PROVISIONS APPLICABLE TO CLASSIFICATIONS REPRESENTED BY THE CHINO POLICE PROFESSIONAL EMPLOYEES' ASSOCIATION.

- A) LONGEVITY PAY – Employees are eligible for a one-time lump sum payout upon reaching 10 years of service with the City of Chino, and at each five (5) year interval thereafter until separation.

SECTION 2. PROVISIONS APPLICABLE TO CLASSIFICATIONS REPRESENTED BY THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES.

- A) LONGEVITY PAY – Employees are eligible for a one-time lump sum payout upon reaching 10 years of service with the City of Chino, and at each five (5) year interval thereafter until separation.

SECTION 3. PROVISIONS APPLICABLE TO CLASSIFICATIONS REPRESENTED BY THE CHINO CITY HALL CONFIDENTIAL EMPLOYEE ASSOCIATION.

- A) LONGEVITY PAY – Employees are eligible for a one-time lump sum payout upon reaching 10 years of service with the City of Chino, and at each five (5) year interval thereafter until separation.

SECTION 4. PROVISIONS APPLICABLE TO CLASSIFICATIONS REPRESENTED BY THE TEAMSTERS LOCAL 1932 PROFESSIONAL, TECHNICAL, AND CLERICAL UNIT.

- A) LONGEVITY PAY – Employees are eligible for a one-time lump sum payout upon reaching 10 years of service with the City of Chino, and at each five (5) year interval thereafter until separation.

SECTION 5. PROVISIONS APPLICABLE TO EXECUTIVE MANAGEMENT.

- A) LONGEVITY PAY – Employees are eligible for a one-time lump sum payout upon reaching 10 years of service with the City of Chino, and at each five (5) year interval thereafter until separation.

SECTION 6. PROVISIONS APPLICABLE TO UNREPRESENTED MANAGEMENT CLASSIFICATIONS.

- A) LONGEVITY PAY – Employees are eligible for a one-time lump sum payout upon reaching 10 years of service with the City of Chino, and at each five (5) year interval thereafter until separation.

SECTION 7. PROVISIONS APPLICABLE TO DEPUTY DIRECTOR CLASSIFICATIONS.

- A) LONGEVITY PAY – Employees are eligible for a one-time lump sum payout upon reaching 10 years of service with the City of Chino, and at each five (5) year interval thereafter until separation.

SECTION 7. PROVISIONS APPLICABLE TO ELECTED OFFICIALS.

- A) BENEFIT BANK - The total will be equal to the premium cost of HMO medical (at the rate equal to Kaiser), dental and vision family coverage. Unused portions of the Benefit Bank will be paid out. Benefit Bank change will become effective December 1, 2023, and will be re-evaluated for new rates to become effective December 1, 2024.
- B) BILINGUAL PAY – Effective July 1, 2023, may qualify for up to \$150/month.

- C) LIFE INSURANCE – Modify to \$250,000 coverage.
- D) DISABILITY PROGRAM – Self-funded program to mirror Employee Program not to exceed 5 years of coverage.
- E) LONGEVITY PAY – Eligible for a one-time lump sum payout upon reaching 10 years of service with the City of Chino, and at each five (5) year interval thereafter until separation.
- F) MEDICARE CONTRIBUTION - The City will pay the cost of the deducted portion of the Medicare Tax.
- G) TUITION ADVANCE/ENHANCEMENT – May participate in the City's Tuition Advancement / Enhancement Program.

SECTION 8. PROVISIONS APPLICABLE TO PART-TIME CLASSIFICATIONS.

- A) BILINGUAL PAY – Effective July 1, 2023, an employee may qualify for \$75/month of Bilingual Pay.
- B) LONGEVITY PAY – Employees are eligible for a one-time lump sum payout upon reaching 10 years of service with the City of Chino, and at each five (5) year interval thereafter until separation. Part-time employees are eligible for one-half (1/2) of the full-time employee benefit.

SECTION 9. PROVISIONS APPLICABLE TO ALL CLASSIFICATIONS.

- A) CLEAN UP LANGUAGE – Add/modify language to applicable policies and Memorandums of Understanding for compliance with State and Federal laws and regulations.
- B) SAVINGS CLAUSE - Should any clause in any adopted Memorandum of Understanding or Summary of Benefits be held invalid by law and/or a court of competent jurisdiction, or entity with Legal Standing, then only that clause will be stricken and the remainder of the Memorandum of Understanding or Summary of Benefits will be in full force and effect. The City and the affected employee association will immediately commence to negotiate for the purpose of replacing any invalid or illegal provision. However, no such replacement is mandated.

APPROVED AND ADOPTED THIS 3rd day of October, 2023.

EUNICE M. ULLOA, MAYOR

ATTEST:

NATALIE GONZAGA, CITY CLERK
CITY OF CHINO

ATTACHMENTS:

Amendment 1 of Memorandum of Understanding for:
Chino Police Professional Employees Association
American Federation of State, County and Municipal Employees
Chino City Hall Confidential Employee Association
Teamsters Local 1932 Professional, Technical, and Clerical Unit

Summary of Benefits for:
Elected Officials
Executive Management
Unrepresented Management
Deputy Director
Part-Time

NATALIE GONZAGA, CITY CLERK