

RESOLUTION NO. 2026-003

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CHINO,
CALIFORNIA, APPROVING THE AMENDED AND RESTATED
COMPENSATION AND BENEFITS FOR UNREPRESENTED 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 Management Employees, with the most recent being Resolution No. 2025-091; and

WHEREAS, the Human Resources/Risk Management Department recently completed a compensation review to ensure internal equity and market competitiveness; and

WHEREAS, the review identified several classifications requiring salary adjustments, including the Parks and Facilities Manager and Public Safety Dispatch Supervisor; and

WHEREAS, it is the City Council's desire to amend the Compensation and Benefit Plan for Unrepresented Management Employees to incorporate salary adjustments for the Parks and Facilities Manager and Public Safety Dispatch Supervisor classifications.

**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 Resolution No. 2025-091 and all prior compensation and benefits resolutions adopted by City Council are hereby rescinded and replaced by this Resolution 2026-003, which approves amended and restated compensation and benefits for Unrepresented Management Employees.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. 2026-003, this Resolution shall supersede and prevail over the prior resolution to the extent of the conflict. To the extent this Resolution No. 2026-003 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 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 20th day of January, 2026.

ATTEST:

EUNICE M. ULLOA, MAYOR

NATALIE GONZAGA, CITY CLERK

ATTACHMENT:

EXHIBIT A. Compensation and Benefit Plan for Unrepresented 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 20th day of January 2026 by the following votes:

AYES: COUNCIL MEMBERS:

NOES: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

NATALIE GONZAGA, CITY CLERK