

**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  
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 American Federation of State, County and Municipal Employees covering the period of July 1, 2025 through June 30, 2027 representing the regular, full-time Chino Public Works Services Unit (“AFSCME MOU 2025-27”), is entered into by and between the City of Chino (“City”) and American Federation of State, County and Municipal Employees (“AFSCME”).

RECITALS:

WHEREAS, AFSCME is the recognized employee organization for all regular, full-time Chino Public Works Services Unit employees in the City of Chino as identified in the AFSCME MOU 2025-27; and

WHEREAS, the labor representatives of the City and AFSCME have determined that Exhibit A, Uniforms, of the AFSCME MOU 2025-27 must be updated to reflect the current job titles for positions represented by AFSCME and provided the benefits outlined therein; and

WHEREAS, pursuant to the Meyer-Millias-Brown Act (“MMBA”) (Gov’t Code Section 3500-3511) the labor representatives of the City and AFSCME jointly created and approved the updated Exhibit A, Uniforms, of the AFSCME MOU 2025-27 attached hereto; and

THEREFORE, in consideration of the above recitals, and subject to City Council approval and adoption of this Amendment No. 1 to the AFSCME MOU 2025-27 by resolution, the parties hereto agree to supersede and replace the existing Exhibit A to the AFSCME MOU 2025-27 with the Exhibit A attached hereto effective upon City Council approval.

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

*[Signatures on following page.]*

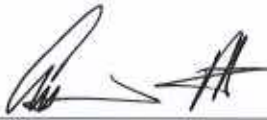
American Federation of State, County and Municipal Employees  
Amendment No. 1 to Memorandum of Understanding  
July 1, 2025 – June 30, 2027



Alex Banuelos, President  
AFSCME Local 3183

3-12-26

Date



Antoinette McDaniel  
AFSCME D.C. 36 Representative

3/12/26

Date



Linda Reich, City Manager  
City of Chino

3/12/2026

Date



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

3-12-2024

Date

**EXHIBIT A - UNIFORMS FOR AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME)**

Eligible Positions	Cross Connection Specialist Grounds Maint. Worker Streets Maint. Worker Wastewater Maint. Worker Water Distribution Operator Water Quality Technician Water Treatment Operator	Grounds Maint. Lead Worker Maintenance Coordinator Recycled Water Coordinator Streets Maint. Lead Worker Wastewater Maint. Lead Worker Water Distribution Lead Operator Water Treatment Lead Operator	Equipment Lead Mechanic Equipment Mechanic	Water Meter Lead Technician Water Meter Technician	Facilities Maintenance Supervisor Facilities Maint. Lead Technician Facilities Maint. Technician Facilities Worker
Description of Required Uniforms	Combination of up to 10 shirts or button up rental uniform shirts; duty personnel may have up to 12 shirts and 1 extra jacket. Combination of up to 10 shorts/long pants; 1 regular hat; 1 summer hat; 1 sweatshirt; 1 jacket. Color to be determined by department.	Combination of up to 10 shirts or button up rental uniform shirts; duty personnel may have up to 12 shirts and 1 extra jacket. Combination of up to 10 shorts/long pants; 1 regular hat; 1 summer hat; 1 sweatshirt; 1 jacket. Color to be determined by department.	Combination of up to 10 shirts or button up rental uniform shirts; combination of up to 10 shorts/long pants; 1 regular hat; 1 sweatshirt; 1 jacket. Color to be determined by department.	Combination of up to 5 polo shirts (long sleeve and short sleeve button down shirts or other City approved shirts) with logo on left sleeve, first name on right lapel and title on left lapel. Combination of up to 5 shorts/long pants; 1 straw hat or hat per fiscal year to be replaced upon supervisor's approval; 1 sweatshirt; 1 jacket with City logo on left sleeve and color to be determined by department.	Combination of up to 5 shirts or 9 rental shirts (which include polo shirts or rental uniform shirts) with logo on left sleeve, first name on right lapel, and title on left lapel. Combination of up to 9 flat front Dickie or similar style shorts, uniform long pants or cargo shorts for work-related purposes; up to 4 hats; 1 sweatshirt and 1 jacket with City logo on left sleeve and color to be determined by department.
T-Shirt Long Sleeve or Short Sleeve (City-owned)	Up to 10* per fiscal year	Up to 9* per fiscal year	Up to 10 per fiscal year	N/A	Up to 10 grey shirts per fiscal year
Button Up Uniform Shirt	Up to 10* per fiscal year	At least 1 and up to 10* per fiscal year	Up to 10 per fiscal year	N/A	Up to 9 per fiscal year
Polo Shirt (City-owned)	Up to 5 per fiscal year	N/A	N/A	Up to 5 per fiscal year	Up to 5 per fiscal year
Combination Pants/Shorts	Up to 10 per fiscal year	Up to 10 per fiscal year	Up to 10 per fiscal year	Up to 5 per fiscal year	Up to 9 per fiscal year
Hats	2 per fiscal year	2 per fiscal year	1 as needed	1 per fiscal year	Up to 4 per fiscal year
Sweatshirt (City-owned)	1 per fiscal year	1 per fiscal year	1 per fiscal year	1 as needed	1 as needed
Jackets (City-owned)	1 as needed	1 as needed	1 as needed	1 as needed	1 as needed
Short-Sleeve Button Down Shirts	N/A	N/A	N/A	Up to 5 per fiscal year	N/A
Long-Sleeve Button Down Shirts	N/A	N/A	N/A	Up to 5 per fiscal year	N/A
Grey T-Shirt Short Sleeve	N/A	N/A	N/A	Up to 5 per fiscal year	N/A
Grey T-Shirt Long Sleeve	N/A	N/A	N/A	Up to 5 per fiscal year	N/A
Raingear, gloves, safety glasses and safety sunglasses (Non-PERSable)	1 of each per fiscal year	1 of each per fiscal year	1 of each per fiscal year	N/A	1 of each per fiscal year

\*Duty Personnel may have up to a total of 12 shirts (t-shirts and uniformed shirts combined) and 1 jacket.