

**RESOLUTION NO. 2025-088**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CHINO, CALIFORNIA, APPROVING THE AMENDED AND RESTATED COMPENSATION AND BENEFITS FOR EXECUTIVE MANAGEMENT EMPLOYEES EFFECTIVE NOVEMBER 18, 2025**

**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 Executive Management Employees with the most recent being Resolution No. 2025-073; and

**WHEREAS**, it is the City Council's desire to clearly and comprehensively repeal all prior resolutions affecting compensation and benefits for Executive Management Employees and replace them entirely with a new, single, comprehensive document that incorporates all prior and current changes including updated compensation and benefits.

**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 Resolution No. 2025-073 and all prior compensation and benefits resolutions adopted by City Council are hereby rescinded and replaced by this Resolution 2025-088, which approves amended and restated compensation and benefits for Executive Management Employees.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. 2025-088, this Resolution shall supersede and prevail over the prior resolution to the extent of the conflict. To the extent this Resolution No. 2025-088 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 Executive Management Employees, which is attached hereto as Exhibit A.

SECTION 4. The City Clerk shall certify the adoption of this Resolution as of November 18, 2025, with an effective date of November 24, 2025.

APPROVED AND ADOPTED THIS 18<sup>th</sup> day of November, 2025.

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EUNICE M. ULLOA, MAYOR

ATTEST:

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NATALIE GONZAGA  
CITY CLERK

ATTACHMENT:

EXHIBIT A. Compensation and Benefit Plan for Executive Management Employees

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 18th day of November 2025 by the following votes:

AYES:            COUNCIL MEMBERS:

NOES:           COUNCIL MEMBERS:

ABSENT:        COUNCIL MEMBERS:

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NATALIE GONZAGA, CITY CLERK