

RESOLUTION NO. 2025-069

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CHINO, CALIFORNIA, ADOPTING AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING BETWEEN REPRESENTATIVES OF THE CITY OF CHINO, CALIFORNIA, AND THE CHINO POLICE OFFICERS ASSOCIATION FOR THE PERIOD JULY 1, 2025 THROUGH JUNE 30, 2027

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 classifications, including those represented by the Chino Police Officers Association (“CPOA”); and

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

WHEREAS, the latest Memorandum of Understanding between representatives of the City of Chino, California, and the Chino Police Officers Association covering the period of July 1, 2025 through June 30, 2027 (“CPOA MOU 2025-27”) was approved and adopted by Resolution No. 2025-039; and

WHEREAS, the labor representatives of the City and CPOA have determined that revising the language of Article 15 on cost of living wage adjustments in the CPOA MOU 2025-27 would be in the best interests of the City and the parties for maintaining sworn personnel at number three among the Council-approved comparison agencies and have met and conferred on this proposed modification and reached a tentative agreement which requires a formal amendment to the CPOA 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

WHEREAS, the labor representatives of the City and CPOA have also determined that revising the language of Article 19 on deferred compensation in the CPOA MOU 2025-27 would be in the best interests of the City and the parties to increase the City’s deferred compensation contribution and have met and conferred on this proposed modification and reached a tentative agreement which requires a formal amendment to the CPOA 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

WHEREAS, the labor representatives of the City and CPOA have also determined that combining and updating the language of Articles 29, 44, and 45 on the Fair Labor Standard Act and Overtime Compensation in the CPOA MOU 2025-27 would be in the best interests of the City and the parties to provide clarification on the calculation of overtime and have met and conferred on this proposed modification and reached a tentative agreement which requires a formal amendment to the CPOA 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

WHEREAS, the labor representatives of the City and CPOA have also determined that revising the language of Article 50 on recruitment incentive in the CPOA MOU 2025-27 would be in the best interests of the City and the parties to correct the recruitment incentive amounts for lateral sworn hires and have met and conferred on this proposed modification and reached a tentative agreement which requires a formal amendment to the CPOA 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

WHEREAS, the labor representatives of the City and CPOA have also determined that updating the language of Article 52 on the retention of documents in the CPOA MOU 2025-27 would be in the best interests of the City and the parties so that applicable documents in an employee's personnel file and other City files will be purged in accordance with the City's Retention Policy and the minimum requirements of the California Penal Code and any other applicable state or federal law and have met and conferred on this proposed modification and reached a tentative agreement which requires a formal amendment to the CPOA 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

WHEREAS, the labor representatives of the City and CPOA have further determined that revising the language of Article 68 on uniform cleaning/clothing allowance in the CPOA MOU 2025-27 would be in the best interests of the City and the parties to update the payment method for uniform cleaning/clothing allowance and address reporting requirements to CalPERS and have met and conferred on this proposed modification and reached a tentative agreement which requires a formal amendment to the CPOA 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.

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, with a true and correct copy of the previously adopted CPOA MOU 2025-27 being attached hereto as Exhibit A.

SECTION 2. The City Council hereby approves and adopts the Amendment No.1 to the Memorandum of Understanding between representatives of the City of Chino, California, and the Chino Police Officers Association covering the period of July 1, 2025 through June 30, 2027, a signed copy of which is attached hereto as Exhibit B.

SECTION 3. The City Clerk shall certify the adoption of this resolution effective November 4, 2025.

APPROVED AND ADOPTED THIS 4th day of November, 2025.

EUNICE M. ULLOA, MAYOR

ATTEST:

NATALIE GONZAGA
CITY CLERK

ATTACHMENTS:

- EXHIBIT A. Memorandum of Understanding between representatives of the City of Chino, California, and the Chino Police Officers Association covering the period of July 1, 2025 through June 30, 2027

- EXHIBIT B. Amendment No. 1 to the Memorandum of Understanding between representatives of the City of Chino, California, and the Chino Police Officers Association covering the period of July 1, 2025 through June 30, 2027

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 4th day of November 2025 by the following votes:

AYES: COUNCIL MEMBERS:

NOES: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

NATALIE GONZAGA, CITY CLERK