

RESOLUTION NUMBER R- 316204

DATE OF FINAL PASSAGE MAY 22 2025

A RESOLUTION OF THE COUNCIL OF THE CITY OF
SAN DIEGO APPROVING AN AGREEMENT BETWEEN THE
CITY AND THE SAN DIEGO MUNICIPAL EMPLOYEES
ASSOCIATION, TO AMEND ARTICLE 21 OF THE
MEMORANDUM OF UNDERSTANDING RELATED TO
REGISTRATION PAY.

RECITALS

The Council of the City of San Diego (Council) adopts this Resolution based on the following:

A. The Council adopted Resolution R-314970 (June 12, 2023), approving a Memorandum of Understanding (MOU) between the City and the San Diego Municipal Employees Association (MEA), which established terms and conditions of employment for employees represented by MEA for fiscal years 2024 through 2026.

B. Under Article 21(D) of the MOU, titled "Registration Pay," employees in designated classifications are eligible for additional pay (add-on pay) upon providing valid documentation of a license, registration, certification, or in-training status (or waiver) issued by an authorized regulatory body of the State of California.

C. Historically, the City required employees to submit proof of valid registration or licensure, and in some cases, to sign a departmental form waiving retroactive payment for late submissions. MEA raised concerns about the City's implementation of this form, citing the absence of the meet and confer process required under the MMBA.

D. To resolve this dispute, the City and MEA met and conferred in good faith and reached an agreement to provide retroactive payments to eligible employees who experienced gaps in add-on pay during the claim period, spanning December 1, 2020 to May 31, 2025. These

payments will be administered through either settlement agreements or administrative corrections, as applicable.

E. Additionally, the City has committed to implementing programming adjustments to help reduce errors and processing delays, as well as administrative improvements to ensure that eligible employees receive guidance on how to establish and maintain eligibility for add-on pay.

F. The parties also agreed to amend Article 21(D), outlining clear procedures to establish and maintain eligibility for add-on pay (Agreement). These procedures include the timely submission of the required form and valid proof of registration or licensure to prevent loss of add-on pay moving forward.

G. The Agreement is on file in the Office of the City Clerk as Document No. RR- **316204**.

H. This item requires the approval of a two-thirds majority vote of the Council in accordance with San Diego Charter section 11.2.

I. The Office of the City Attorney prepared this Resolution based on the information provided by City staff, including information provided by affected third parties and verified by City staff, with the understanding that this information is complete and accurate.

ACTION ITEMS

Be it resolved by the Council of the City of San Diego:

1. The Council approves the Agreement between the City and MEA to amend Article 21 of the MOU related to Registration Pay, on file in the Office of the City Clerk as Document No. RR- 316204.

APPROVED: HEATHER FERBERT, City Attorney

By 
Miguel Merrell
Deputy City Attorney

MM:jvg
April 23, 2025
Or.Dept: Human Resources
Doc. No. 4034390

I certify that the Council of the City of San Diego adopted this Resolution at a meeting held on MAY 13 2025.

DIANA J.S. FUENTES
City Clerk

By 
Deputy City Clerk

Approved: 5/22/25
(date)


TODD GLORIA, Mayor

Vetoed: _____
(date)

TODD GLORIA, Mayor

Passed by the Council of The City of San Diego on **MAY 13 2025**, by the following vote:

Councilmembers	Yeas	Nays	Not Present	Recused
Joe LaCava	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Jennifer Campbell	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Stephen Whitburn	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Henry L. Foster III	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marni von Wilpert	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Kent Lee	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Raul A. Campillo	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vivian Moreno	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sean Elo-Rivera	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Date of final passage **MAY 22 2025**.

(Please note: When a resolution is approved by the Mayor, the date of final passage is the date the approved resolution was returned to the Office of the City Clerk.)

AUTHENTICATED BY:

(Seal)

TODD GLORIA

Mayor of The City of San Diego, California.

DIANA J.S. FUENTES

City Clerk of The City of San Diego, California.

By *Linda Irwin*, Deputy

Office of the City Clerk, San Diego, California

Resolution Number R- **316204**