

RESOLUTION NUMBER R- **316276**

DATE OF FINAL PASSAGE **JUN 23 2025**

A RESOLUTION OF THE COUNCIL OF THE CITY OF  
SAN DIEGO AUTHORIZING A SETTLEMENT AGREEMENT  
WITH LORETTA GRAHAM AND RATIFYING THE  
ASSOCIATED PAYMENT.

RECITALS

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

- A. Article 21(D) of the Memorandum of Understanding (MOU) between the City of San Diego (City) and the San Diego Municipal Employees Association (MEA), titled Registration Pay, lists the add-on pays associated with specific job classifications. Employees are eligible for these add-on pays upon submitting proof of valid registration or certification (licensure) issued by the appropriate State of California agency.
- B. To facilitate this process, City departments created an add-on pay request form for employees to submit proof of licensure. However, the form specified that employees would not receive add-on pay for periods before the form was submitted and approved by a payroll specialist.
- C. MEA maintained that Article 21(D) did not include any forfeiture provision that would negate an employee's entitlement to add-on pay due to delays in submitting proof of licensure.
- D. As a result of late form submissions, employees were denied add-on pay for periods in which the City had no proof of their licensure, even if they later submitted documentation confirming they had been licensed all along.

E. City employee Loretta Graham did not receive add-on pay during the period in which the City had no proof of licensure. She has claimed her eligibility for retroactive compensation for that period (Claim).

F. In closed session on June 2, 2025, the City Council authorized the settlement of the Claim and ratified payment in an amount consistent with the amount set forth below. The decision was made by the following vote: Yeas - Districts 1, 5, 6, 8, and 9; Nays - None; Absent - Districts 2, 3, 4, and 7.

G. 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 Mayor or his designee is authorized to enter into a settlement agreement with City employee Loretta Graham, ratifying the payment of \$55,307.23 associated with the Claim.

APPROVED: HEATHER FERBERT, City Attorney

By

  
\_\_\_\_\_  
Miguel Merrell  
Deputy City Attorney

MM:jvg  
May 28, 2025  
Or.Dept: Human Resources  
Doc. No. 4076276

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

JUN 17 2025

DIANA J.S. FUENTES  
City Clerk

By Kristell Medina  
Deputy City Clerk

Approved: 6/23/25  
(date)

Todd Gloria  
TODD GLORIA, Mayor

Vetoed: \_\_\_\_\_  
(date)

\_\_\_\_\_  
TODD GLORIA, Mayor

**JUN 17 2025**

Passed by the Council of The City of San Diego on \_\_\_\_\_, by the following vote:

Councilmembers	Yeas	Nays	Not Present	Recused
Joe LaCava	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jennifer Campbell	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input 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 **JUN 23, 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:

TODD GLORIA

Mayor of The City of San Diego, California.

(Seal)

DIANA J.S. FUENTES

City Clerk of The City of San Diego, California.

By *Ginda Krueger*, Deputy

Office of the City Clerk, San Diego, California

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