

**ATTACHMENT #2**  
**CITY OF INDIAN WELLS**  
**SIXTH AMENDMENT TO EMPLOYMENT AGREEMENT**

This Sixth Amendment amends the Employment Agreement – City Manager (this “Sixth Amendment”), effective July 1, 2024 (“Effective Date”), is between the City of Indian Wells (the “City”) and Chris Freeland (the “Employee” or “Manager”).

Except as modified in this Sixth Amendment and the preceding First, Second, Third, Fourth, and Fifth amendments, the Employment Agreement dated May 2, 2019 (“Agreement”) between the City and the Employee remains in full force and effect.

For mutual consideration, hereby acknowledged, the parties to this Sixth Amendment agree to the following changes:w

1. Because Manager has obtained a master’s degree from an accredited university, Manager’s base pay, as established by the Fifth Amendment, is hereby increased by an additional 5 percent.

2. Because Manager is about to obtain a doctorate degree from an accredited university, Manager’s base pay, as increased under section 1 above, is hereby increased an additional 5 percent, effective when Manager obtains the doctorate degree or January 1, 2025, whichever occurs later.

3. In addition to what Manager has accrued under the Agreement and previous amendments, Manager is hereby granted an additional one-time addition of 120 hours to the Manager’s accrued vacation-time bank, effective July 1, 2024.

4. Section 8.F of the Agreement authorizes and encourages Manager to seek professional development at City’s expense. This Sixth Amendment hereby expressly authorizes Manager to attend senior executive leadership programs, such as Harvard’s Senior Executive in State or Local Government program or the Local Government Institute at Stanford, at City expense.

(Signatures on following page)

IN WITNESS WHEREOF, the parties have executed this Agreement on the \_\_\_\_ day of July 2023.

CITY OF INDIAN WELLS

CHRISTOPHER FREELAND

\_\_\_\_\_  
By: Greg Sanders, Mayor

\_\_\_\_\_  
By: Christopher Freeland

ATTEST:

\_\_\_\_\_  
Angelica Avila, MMC  
City Clerk

APPROVED AS TO FORM:

\_\_\_\_\_  
Todd R. Leishman, for  
Best Best & Krieger, LLP  
City Attorney