

# INDIAN WELLS CITY COUNCIL

## November 3, 2022



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**To:** City Council  
**From:** Human Resources Department  
**Prepared by:** Peter Castro, Deputy City Manager  
**Subject:** **Amendment to Employment Agreement for City Manager**

### RECOMMENDED ACTIONS:

Council **APPROVES** Fourth Amendment to the Employment Agreement for City Manager Christopher Freeland.

### DISCUSSION:

On May 2, 2019, the City Council entered into an Employment Agreement (**Attachment # 1**) with Chris Freeland to serve as City Manager, effective May 13, 2019. The Council adopted the First Amendment to the Employment Agreement on June 4, 2020, a Second Amendment on December 17, 2020, and the Third Amendment on December 16, 2021.

Annually, the City Council evaluates the City Manager's performance and determines if any changes to salary and benefits are merited. The Council met individually with the City Manager to review his performance over the past year. The consensus is that the City Manager has done an excellent job managing the City's day-to-day operations.

The Council Personnel Committee consisting of the Mayor and the Mayor Pro Tem, are recommending that the Council approve the Fourth Amendment to Employment Agreement for City Manager. The terms of the Amendment to the Employment Agreement are as follows:

- Extension of Employment Agreement through December 31, 2029.
- Salary increase from \$250,000 to \$262,000 a year retroactive to July 1, 2022, consistent with increases afforded other City staff.
- One-Time Vacation Bank of 40 hours.

**FISCAL IMPACT:**

The fiscal impact of the Third Amendment to the Employment Agreement is \$12,000, shared between the City's General Fund, Fire Services Fund, Golf Resort Fund, and the Housing Authority Fund. The cost to the General Fund is \$6,000, Fire Services Fund is \$600, Golf Resort Fund is \$2,400, and Housing Authority Fund is \$3,000.

**ATTACHMENTS:**

1. Employment Agreement
2. First Amendment
3. Second Amendment
4. Third Amendment
5. Fourth Amendment