

# CITY OF PALM DESERT STAFF REPORT

---

MEETING DATE: April 10, 2025

PREPARED BY: Andrea Staehle, Director of Human Resources  
Isra Shah, City Attorney

SUBJECT: CONSIDERATION OF APPROVING AN INTERIM CITY MANAGER  
EMPLOYMENT AGREEMENT

---

## **RECOMMENDATION:**

Approve the Interim City Manager Employment Agreement with Christopher Escobedo, effective March 24, 2025.

## **BACKGROUND/ANALYSIS:**

City Manager Todd Hileman submitted his resignation, effective March 21, 2025. In response, during the closed session held on February 27, 2025, the City Council voted to appoint Christopher Escobedo, Assistant City Manager, to serve as Interim City Manager.

Subsequently, during the March 27, 2025 closed session, the City Council discussed the terms of an employment agreement for Mr. Escobedo's interim appointment. It is a standard practice for the City to enter into an employment agreement with an Interim City Manager to establish compensation, duties, and conditions regarding the employee's return to their prior position. The City Council directed staff to prepare an agreement formalizing these terms.

Under the Brown Act, the City is required to provide an oral report before final action is taken on local agency executive compensation, including salary, schedules, or compensation paid in the form of fringe benefits. The key terms of the agreement are as follows:

- The compensation for Mr. Escobedo will be \$270,000 annually, paid on a pro-rata basis.
- Mr. Escobedo will continue to receive health and other benefits consistent with those received in his role as Assistant City Manager, without change.

## **Legal Review:**

This report has been reviewed by the City Attorney's Office.

## **FINANCIAL IMPACT:**

The City Manager position is a regularly budgeted position within the City's operating budget. The costs associated with appointing an interim City Manager are included within the existing budget appropriation and will be part of the FY 2025-26 Annual Budget request.

**ATTACHMENT:**

Interim City Manager Employment Contract