

**CITY OF PALM DESERT
EMPLOYMENT AGREEMENT TO SERVE AS INTERIM CITY MANAGER**

1. PARTIES AND DATE.

This Employment Agreement (“Agreement”) is made and entered into this 24th day of March 2025 (“Effective Date”), by and between the City of Palm Desert, a municipal corporation (“City”), and Christopher Escobedo (“Employee”). City and Employee are sometimes individually referred to herein as “Party” and collectively as “Parties.”

2. RECITALS.

2.1 Interim Assignment. The City Council appointed Employee to serve as the Interim City Manager for the City, effective March 24, 2025.

2.2 Employment Agreement. City and Employee now desire to establish an Employment Agreement to set the terms of Employee’s employment while he serves as the Interim City Manager, which role shall cease at the discretion of Council. This appointment is temporary and at-will, and after termination of the Interim appointment, Employee shall return to his regular position with the City.

3. TERMS.

3.1 Temporary Duties. Employee shall perform the duties of the City Manager, as specified in the laws of the State of California and the ordinances and resolutions of the City of Palm Desert, on an Interim basis until such time as the City Council terminates the appointment and this Agreement shall be of no further force and effect.

3.1.1 Interim City Manager. City temporarily appoints Employee as Interim City Manager to perform the functions and duties in accordance with applicable state law, the City’s Municipal Code, as well as the approved City job description for the position. Employee shall also perform other legally permissible and proper duties and functions as the City Council shall from time-to-time assign.

3.1.2 Control and Supervision. Employee shall serve at the will and pleasure of the City Council.

3.1.3 City Council Meetings. Employee shall attend all City Council meetings, unless excused or directed otherwise.

3.2 Temporary Compensation. Employee’s annual base salary, effective March 24, 2025, shall be temporarily increased to the total amount of \$270,000 and will not be eligible for the July 1, 2025 cost of living adjustment (COLA), until such time as the City Council terminates the appointment. Thereafter, Employee’s salary shall revert to that of his regular position, and this provision shall be of no further force and effect.

IN WITNESS WHEREOF, City and Employee have signed and executed this Agreement effective the date first above written.

CITY

EMPLOYEE

By: _____
Jan C. Harnik
Mayor

By: _____
Christopher Escobedo

ATTEST:

By: _____
Anthony J. Mejia
City Clerk

APPROVED AS TO FORM:

By: _____
Isra Shah
City Attorney