

RESOLUTION NO. 2026-15

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COACHELLA APPOINTING GABRIEL GONZALEZ AS INTERIM CITY MANAGER PURSUANT TO GOVERNMENT CODE SECTION 21221(h)

WHEREAS, Government Code section 21221(h) addresses the temporary employment of retirees in accordance with the Public Employees' Retirement Law, as administered by the California Public Employees' Retirement System (CalPERS), and permits the City Council to appoint a retired annuitant to a vacant position requiring specialized skills during recruitment for a permanent appointment, and provides that such appointment will not subject the retired person to reinstatement from retirement or loss of benefits so long as it is a single appointment that does not exceed 960 hours in a fiscal year; and

WHEREAS, the position of City Manager will be vacant effective March 18, 2026, following the departure of its current City Manager; and

WHEREAS, the City Council desires to appoint Gabriel Gonzalez as an interim appointment retired annuitant to the vacant position of City Manager under Government Code section 21221(h), effective March 18, 2026, to provide the leadership, managerial and organizational skills necessary to manage the City of Coachella effectively and efficiently; and

WHEREAS, Gabriel Gonzalez has extensive experience in managing, directing, and overseeing the operations of a city, given his decades of experience in local government and prior employment as city manager across various cities, prior to his retirement; and

WHEREAS, an appointment under Government Code section 21221(h) requires an active, publicly posted recruitment for a permanent replacement; and

WHEREAS, the City's active recruitment process was established prior to March 18, 2026, when the process to begin selecting a permanent replacement to the City Manager position was initiated by the City Council. The Council engaged Koff & Associates, who is providing on-going recruitment services for the position of City Manager; and

WHEREAS, it is understood by the City and Gabriel Gonzalez that he will serve as City Manager on an interim basis; and

WHEREAS, this Government Code section 21221(h) appointment shall only be made once and therefore will end on the date immediately preceding the date on which the permanent appointment to the vacant position of City Manager commences his or her employment or, if earlier, the date that this appointment is terminated by the City or Gabriel Gonzalez; and

WHEREAS, it is understood by the City and Gabriel Gonzalez that the combined total hours to be served by Gabriel Gonzalez in any fiscal year, for all positions and for all CalPERS employers combined, shall not exceed the 960-hour limitation set forth in California Government

Code Sections Section 7522.56(d) and 21221(h); and

WHEREAS, the compensation paid to retirees cannot be less than the minimum nor exceed the maximum monthly base salary paid to other employees performing comparable duties, expressed as a hourly rate ; and

WHEREAS, the hourly rate for the City Manager position is \$137.98; and

WHEREAS, the hourly rate that shall be paid to Gabriel Gonzalez for his services as City Manager on an interim basis is \$137.98, which is not less than the minimum or in excess of the maximum hourly rate paid to other employees performing comparable duties, subject to any subsequent adjustment to the payrate as adopted by the City Council and reflected on a publicly available pay schedule; and

WHEREAS, Gabriel Gonzalez has not and will not receive any other benefit, incentive, compensation in lieu of benefit or any other form of compensation in addition to the hourly pay rate, unless required by federal or state law; and

WHEREAS, the entire employment agreement between Gabriel Gonzalez and the City of Coachella has been reviewed by this body and is attached hereto as **Exhibit A**; and

WHEREAS, pursuant to Government Code section 7522.56(e)(1), Gabriel Gonzalez must certify in writing to the City, upon accepting an offer of employment, that he has not received any unemployment insurance compensation arising out of prior employment with a public employer that is subject to section 7522.56 during the 12-month period preceding the effective date of this appointment.

NOW, THEREFORE, BE IT RESOLVED, by the Council of the City of Coachella, California as follows:

Section 1. The Council has considered the full record before it, which may include but is not limited to such things as the staff report, testimony by staff and the public, and other materials and evidence submitted or provided to it. Furthermore, the recitals set forth above are found to be true and correct and are incorporated herein by reference.

Section 2. Gabriel Gonzalez has the specialized skills needed to perform the work required of fulfill the responsibilities of the vacant position of City Manager on an interim basis until a permanent City Manager is appointed and thereafter begins his or her service, unless sooner terminated by the City or Gabriel Gonzalez.

Section 3. The Council hereby appoints Gabriel Gonzalez as City Manager on an interim basis effective March 18, 2026, pursuant to the authority provided under Government Code section 21221(h), during the recruitment, selection and employment of a permanent City Manager to provide the critically-needed, specialized skills necessary to manage the City.

Section 4. The employment agreement with Gabriel Gonzalez, a copy of which is incorporated herein as **Exhibit A**, is approved by the City Council, effective March 18, 2026.

Section 5. The Mayor is authorized to execute said agreement on behalf of the City, with such technical amendments as may be deemed appropriate by the Mayor and City Attorney.

PASSED, APPROVED and ADOPTED this 11th day of March 2026.

Steven A. Hernandez
Mayor

ATTEST:

Angela M. Zepeda
City Clerk

APPROVED AS TO FORM:

BEST, BEST & KRIEGER

City Attorney

STATE OF CALIFORNIA)
COUNTY OF RIVERSIDE) ss.
CITY OF COACHELLA)

I HEREBY CERTIFY that the foregoing Resolution No. 2026-15 was duly adopted by the City Council of the City of Coachella at a regular meeting thereof, held on the 11th day of March 2026, by the following vote of Council:

AYES:

NOES:

ABSENT:

ABSTAIN:

Delia Granados
Deputy City Clerk