



STAFF REPORT
5/26/2021

TO: Honorable Mayor and City Council Members

FROM: Best Best & Krieger, LLP, City Attorney

SUBJECT: Employment Agreement between the City of Coachella and Dr. Gabriel Martin as City Manager for the City of Coachella

STAFF RECOMMENDATION

Staff recommends that the City Council consider the approval of the City Manager Employment Agreement between the City of Coachella and Dr. Gabriel Martin as City Manager for the City of Coachella.

BACKGROUND

The City of Coachella is a general law city that operates under the council-manager form of government. Under this form of government, the City Council acts as the board of directors and sets policy for the City, while the City Manager acts as the chief executive officer of the organization and carries out the policies of the governing body.

The City Manager implements the decisions of the City Council, manages the day-to-day operations of the City, ensures municipal services are delivered efficiently and effectively, hires and fires employees and works to protect the health, safety and welfare of the City.

William Pattison retired as City Manager effective December 30, 2020. He was subsequently appointed as interim City Manager by the City Council pending the recruitment for a permanent City Manager. The City has completed the recruitment process for a new City Manager.

DISCUSSION

Dr. Martin is currently the City of Coachella's Economic Development Director. Previously, he was the City's Economic Development Manager. Prior to Dr. Martin's employment with the City he previously served as a Project Manager, Program Manager, Administrative Services Analyst, and Industry Sectors and Community Liaison for various governmental organizations such as the County of San Bernardino, City of Redmond, Riverside County Flood Control and Water Conservation District and Riverside County Economic Development Agency.

Dr. Martin holds a Doctorate in Public Administration; a Master's degree in Public Administration; and a Bachelor's degree in Economics and Business Administration. Dr. Martin has also

completed a Project Management Certification Program and has acquired over thirteen years of work experience in the public sector.

The proposed Employment Agreement with Dr. Martin is attached to the Staff Report. The term of the Employment Agreement is for two years with two optional one year extensions. Other terms of the proposed Employment Agreement include the following:

- Two (2) year term commencing May 28, 2021 and continuing through May 28, 2023 with two (2) optional one (1) year extensions upon the same terms.
- Annual salary of 230,000.00.
- Health, retirement, insurance and other benefits will be the same as provided to executive-level employees.
- Vehicle allowance of \$500 per month.
- Reimbursement for any reasonable and necessary travel and business expenses.
- For Termination Without Cause: 9 months of base annual salary as severance.

FISCAL IMPACT

The Annual Salary of \$230,000.00. Benefits are outlined in the Employment Agreement.

ALTERNATIVE(S)

Provide alternative direction.

ATTACHMENT

City Manager Employment Agreement Between the City of Coachella and Dr. Gabriel Martin.