



July 18, 2025

PRIVATE & CONFIDENTIAL

(Delivered by Email)

Paul Mochrie

Paul:

Re: Termination of Employment – Agreed Terms of Separation

Further to our recent discussions, the following are the agreed terms of separation, including the enhanced severance package discussed.

The terms of this severance package align with Section 23 of your Employment Agreement dated April 16, 2021, with exceptions as noted below.

The effective date of your termination is Tuesday July 22, 2025

1. In accordance with 13 of the Employment Agreement, your annual salary will be adjusted to reflect the 3.0% increase applicable for exempt salary employees, effective April 1, 2025.
2. You will receive a salary continuance for up to a maximum of 24 months' (as adjusted per 1. above) (the "Salary Continuance Period"). The 24 month Salary Continuance Period agreed to, exceeds the strict contractual amount set out in the Employment Agreement.
3. For greater mutual clarity, "Salary Continuance" payments means periodic payments made into the bank account on record for you, and on the same periodic basis as if you continued to be employed, and with the same deductions and withholdings.
4. During the Salary Continuance Period, the City will continue to make its contributions to your municipal pension, in the ordinary course, provided you do the same, per 23(c) of the Employment Agreement.
5. In addition, your coverage for extended health and dental benefits will continue for the duration of the Salary Continuance Period.
6. The Employment Agreement contains a number of obligations on your part:

- a. You should make reasonable efforts to find alternative employment. If you do, you must advise the City, regardless of whether the employment is full or part-time, or as a contractor or consultant.
 - b. If, during the Salary Continuance Period, you do find alternate full-time, indefinite employment, then the Salary Continuance payments will cease, as will coverage for extended health and dental, and all contributions to your pension, and you will receive, at your election, either:
 - i. A lump sum payment equal to 50% of the remaining Salary Continuance payments and City pension contributions that then remain outstanding, or
 - ii. A "top up" payment as described in Section 23(e)(ii) of your Employment Agreement, if applicable.
7. In the event you find part-time employment, your Salary Continuance payments will not cease, but an adjustment to the periodic payments will be made as contemplated and agreed per Section 24 of your Employment Agreement, to reflect the source of income you are receiving from the alternate part-time source.

Paul, in exchange for the discretionary compensation that exceeds the strict terms of your 2021 Employment Agreement, the City will need you to execute a Release of Claims that includes a re-affirmation of the commitments to Confidentiality in the 2021 Employment Agreement.

As we have agreed, a statement will be issued on Tuesday, in the form we have discussed and to be reviewed by yourself. Further, a city-wide email, reviewed in advance by us, from yourself will be sent. We are also grateful for your offer to provide any information as necessary during the transition.

Please make sure that City property is returned over the course of the upcoming week, and that all confidential information in whatever form has been returned or confirmed deleted or destroyed.

Paul, should details of this Severance Agreement need to be discussed or clarified, the City remains at your disposal to do so. Please contact Trevor Ford if there are items you wish to discuss.

The City has greatly benefited from your leadership and skill. We wish you all the best in the future.

Sincerely,

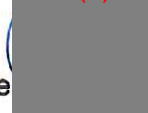
s. 22 (1)



Ken Sim, Mayor

Acknowledged by Paul Mochrie

s. 22 (1)



Date: July 13/25