

### Termination Agreement

1. Thornbury resigns as City Manager effective close of business May 7, 2021.
2. On an on-call basis, Thornbury agrees to assist the interim/City Manager and will answer to the interim/City Manager in all matters to include the preparation of the 2021 Budget, the seven Transportation Improvement Projects, the National Park Service Conversion requirements, and other transition matters and any other ongoing projects where Thornbury's knowledge or expertise would be of advantage to the City.
3. On an on-call basis, Thornbury agrees to continue Commercial building inspections for the City until either another inspector is hired or certified to conduct such inspections.
4. Thornbury's final day of obligation to the City for the on-call services listed above is March 31, 2022.
5. In return for these services, and in consideration of Thornbury's 35 years loyal service to the City, Thornbury will continue to receive his current level of compensation as provided in Section 3 of his Employment Agreement dated November 6, 2018 (compensation as automatically amended), the insurance and retirement benefits as provided in Section 4 of said Agreement, the vacation and sick leave as provided in Section 5 of said Agreement, and the automobile allowance as provided in Section 6 of said Agreement. These payments and benefits will cease as of March 31, 2022, except that Thornbury will be entitled to receive any and all benefits accorded by the City to retired employees. Accumulated and unused vacation time will be compensated at normal rates and accumulated unused sick leave will be reported to the TCRS, all as provided in Section 5 of the Employment Agreement.
6. The parties may amend this Agreement in a writing approved by the Commission at a duly advertised and conducted public meeting.

*Jim Thornbury*  
4/16/2021