

VOLUNTARY RESIGNATION AGREEMENT

This Voluntary Resignation Agreement ("Agreement") is entered into between Beth Ann Straka ("Employee") and the City of Latrobe ("City").

In consideration of the mutual promises contained herein, Employee and the City agree as follows:

1. **Mutual Parting of Ways.** Employee voluntarily resigns from her employment with the City of Latrobe as Deputy Director of Community Affairs and Police Service, effective August 18, 2026 (the "Resignation Date").

The Parties acknowledge that the employment relationship is ending by mutual agreement and the Parties believe that it is in their respective interests to move forward separately. Employee and the City agree that this Agreement reflects an amicable and mutually agreed-upon parting of ways.

The Parties intend that the employment relationship concludes respectively and professionally with each party free to move forward independently.

2. **Payment of Vacation and Personal Time.** In consideration for Employee's voluntary resignation, pursuant to City policy, and the execution of this Agreement, the City agrees to pay the Employee for:

- (a) 40 hours of vacation time; and
- (b) 93 hours of personal time

The total gross payment for the foregoing time shall be \$4,522.00, less all applicable payroll deductions and withholdings.

The Parties acknowledge that the payment described above includes payment for leave the City has agreed to provide in connection with this Agreement, and pursuant to City policies.

Payment shall be made through the City's regular payroll process as soon as administratively practical following execution of this Agreement.

Employee shall also receive any regular wages earned, if any, through the Resignation Date, otherwise due and payable to her.

Except for the payments specifically identified in this Agreement, and any benefits to which Employee may remain entitled to by law or under the terms of an applicable benefit plan, Employee's employment-related compensation and benefits shall cease as of the Resignation Date.

3. **Return of City Property:** Employee agrees to return to the City all City property in her possession or control, including keys, access cards, equipment, documents, files, electronic information, and any other property belonging to the City.

Employee will be provided any personal property from her office at a mutually agreeable time.

4. **Voluntary Agreement.** Employee acknowledges that she has read this Agreement, understands the terms, and enters into it knowingly and voluntarily. Employee further acknowledges that she has had an opportunity to consult with an attorney or other advisor of her choosing before signing this Agreement.

5. **Entire Agreement.** This Agreement contains the entire understanding between the Employee and the City concerning the Employee's resignation and the payments described herein and supersedes any prior written discussions concerning those matters.

Any modification of this Agreement must be in writing and signed by both Employee and an authorized representative of the City.

6. **Governing Law.** This Agreement shall be governed and construed in accordance with the laws of the Commonwealth of Pennsylvania.

IN WITNESS WHEREOF, the parties knowingly and voluntarily execute this Separation and General Release Agreement as of the dates set forth below.

CITY OF LATROBE

By: 
SUSAN M. TROUT, CITY MANAGER

Date: 8/24/2026

EMPLOYEE


BETH ANN STRAKA

Date: 8.18.26