



BRIAN BOWMAN
MAYOR • MAIRE

PERSONAL AND CONFIDENTIAL

May 28, 2019

Mr. Paul Olafson
[REDACTED]

Dear Mr. Olafson:

RE: Interim Chief Financial Officer

On May 7, 2019 Council concurred in the recommendation of the Executive Policy Committee and adopted that you will be appointed as the interim Chief Financial Officer, effective as of 4:30 p.m. on May 24, 2019. The terms of your interim appointment are outlined below. An employment contract will follow.

I would appreciate your written acceptance of the position and these terms by signing both copies of this letter and returning one copy to me by end of business day, Tuesday, May 28, 2019.

Terms and Conditions of Employment:

Start Date: Friday, May 24, 2019 at 4:30 p.m.

Contract Term: Until 8:30 a.m. on the date on which a new Chief Administrative Officer commences employment; or on such earlier date that may be determined by Council in its sole discretion, or on such earlier date as requested by you with appropriate notice and for compelling reason. Upon the end your appointment as Interim Chief Financial Officer you will be returned to your former position as Corporate Controller.

Reporting: As an interim Statutory Officer you will report to the Interim Chief Administrative Officer/Mayor and Council and will be subject to the instruction, direction, and control of the Mayor and Council. In addition, be subject to performance reviews by the Performance Review Committee.

Salary: The salary for this position is \$214,999.99 per year less statutory and other deductions, paid on a bi-weekly basis. The salary will be subject to the same general wage increases as those applied to the Senior Management team.

Fiduciary responsibilities and duties of loyalty: as appropriate to the position.

All other benefits currently in place will remain the same.

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Professional Development and Professional Fees or Dues: At the discretion of the Chief Administrative Officer, you shall receive sufficient and adequate resources for your ongoing professional development and professional fees or dues.

Statement of Assets and Interests: A Statement of Assets and Interests, on the City's standard form, must be completed and must be satisfactory to the City who will assess real or potential conflicts of interest.

If you have any questions regarding this matter, please call my Chief of Staff, Jason Fuith directly at 204-806-2570.

I look forward to working with you as a member of the senior management team.

Yours sincerely,

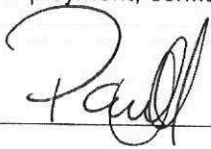


Brian Bowman
Mayor
City of Winnipeg

cc. Krista Boryskavich, Director, Legal Services
Jordana Greenberg, Manager Campus Human Resources
Personnel File

I, Paul Olafson, have read, understand, and accept the offer of employment as outlined above. I agree to keep all information that is not public information and is obtained through my employment, including the terms of my employment, confidential at all times including post-employment.

Signature



Date

MAY 28/19