

SEPARATION AGREEMENT, GENERAL RELEASE, AND WAIVER

This Separation Agreement, General Release, and Waiver ("Agreement") is entered between Nate Brooksby ("Brooksby") and Washington County, a political subdivision of the State of Utah ("the County"), referred to collectively as the "Parties."

RECITALS

- A. Brooksby is currently the elected sheriff of Washington County;
- B. Washington County has received allegations of misconduct on the part of Brooksby;
- C. Brooksby denies all wrongdoing; and
- D. The Parties now desire to compromise and settle all matters between them in connection with Brooksby's employment.

NOW, THEREFORE, in consideration of the foregoing Recitals and the terms and conditions set forth herein, and for good and valuable consideration as described below, the Parties hereto agree as follows:

AGREEMENT TERMS

1. **Brooksby's Resignation.** Brooksby hereby resigns effective as of March 27, 2026. Brooksby will sign and submit the letter attached to this Agreement as **Exhibit A**.
2. **County Commitments.** Within 14 calendar days of the date that Brooksby resigns as required under Paragraph 1 above, the County will pay \$100,000.00 to Brooksby. The County will also refrain from any further investigation into the allegations referred to in the recitals above.
3. **Waiver of Any Further Process.** Brooksby agrees that, in exchange for the County's commitments made in Paragraph 2 above, he will refrain from and hereby waives any further right to any judicial or administrative processes related to his employment with the County. Brooksby agrees that he is not entitled to any other compensation, payments, expense reimbursements, raises, bonuses, wages, salary, benefits, or remuneration of any kind from the County.
4. **General Release.** Brooksby, for himself, his heirs, and/or personal representatives, hereby waives and releases the County and any official, employee, person or entity acting on its behalf from any and all charges, claims, causes of action, suits, and actions, known or unknown, arising out of or related to his employment or the events that led to his separation from County employment. Brooksby acknowledges that this no-fault separation from the County is adequate and sufficient consideration for this waiver of claims.
5. **Return of County Property.** On or before March 29, 2026, Brooksby will return any and all County property to the County, other than his county-provided cell phone, which he is authorized to keep. Brooksby will remove all of his personal belongings from county buildings on or before March 29, 2026. Starting on March 30, 2026, Brooksby may not enter any secured area of any county building.

6. **Open Record Requirements.** The Parties acknowledge and agree that if Brooksby's employment records, or records detailing the circumstances leading to his separation from employment, fall within the scope of any legally valid record request, the County may comply with the request as required by law.

7. **Legal Advice.** The Washington County Attorney's Office represents only Washington County government, and does not represent Brooksby. Brooksby is specifically advised of his opportunity to consult with private legal counsel of his choosing. By signing below, Brooksby represents that he has either consulted with a private attorney, or he specifically waives the right to do so.

8. **No Admission.** This Agreement is entered into by the Parties solely to avoid further disagreements, and does not constitute and shall not be construed as an admission by either Party of any violation of policy or law, or of any wrongdoing toward each other, or any other person, including any alleged breach of policy or violation of any federal, state, or local law, regulation, or ordinance.

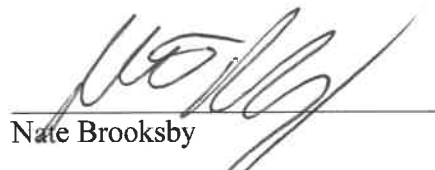
9. **Counterparts.** This Agreement may be executed in any number of counterparts, each of which when executed and delivered shall be an original, but all such counterparts shall constitute one and the same instrument.

10. **Entire Agreement.** This Agreement sets forth the entire agreement between the Parties and fully supersedes any and all prior agreements or understandings between them.

11. **Choice of Law.** This Agreement shall be interpreted and construed under the laws of the State of Utah.

Dated this 28 day of March, 2026.

Dated this ___ day of March, 2026.


Nate Brooksby

WASHINGTON COUNTY, UTAH

Adam Snow, Chair
Washington County Commission

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Dated this ____ day of March, 2026.

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WASHINGTON COUNTY, UTAH

Nate Brooksby


Adam Snow, Chair
Washington County Commission

EXHIBIT A

March 27, 2026

VIA HAND DELIVERY

Washington County Commission
111 East Tabernacle
St. George, Utah 84770

Re: Irrevocable Letter of Resignation

Dear Washington County Commission:

I hereby resign from my position as the Washington County Sheriff, effective immediately. This resignation is irrevocable.

Respectfully,



Nate Brooksby

Received:



Adam Snow

Chair

Washington County Commission