



County Administrator

18 North County Street – 9th Floor  
Waukegan Illinois 60085-4334  
Phone 847 377 2250

Fax 847 360 6732

June 6, 2017

Dear Mr. Chris Blanding:

On behalf of the Lake County Board, it is our privilege to offer you employment as Chief Information Officer in Lake County, Illinois. This offer is subject to your acceptance of the terms and conditions as specified in this letter, and subject to successful completion of a County initiated background check and drug screening.

This letter will confirm the offer of employment tendered to you on June 6, 2017, by Lake County, Illinois, for the position of Chief Information Officer, subject to the following provisions:

START DATE:	June 26, 2017
SALARY:	Beginning salary of \$175,000 annually with annual salary adjustments provided for per County policy.
LEAVE:	Mr. Blanding is credited with 13 years of service so he begins accruing at the rate of 4 weeks per year effective immediately.
PRE-PLAN LEAVE:	Per discussion, the week of July 24 – 28 has been approved as unpaid time off. Should you choose to, you will have 12 hours of personal time that can be used to supplement the unpaid vacation time.
HEALTH INSURANCE	Same as all County employees.
DENTAL INSURANCE	Same as all County employees.
DISABILITY INSURANCE	Same as all County employees.
RETIREMENT	Same as all County employees.
ASSOCIATION DUES/ PROFESSIONAL DEVELOPMENT	Lake County to pay normal and reasonable professional dues and seminar and conference fees. The County does not pay for private or civic organizations.
MOVING EXPENSES	Moving cost, payable to a third-party (subject to submission of three (3) bids; temporary housing allowance of \$1,200 per month, up to six (6) months; expenses are for reimbursement of actual expenses. All items are subject to IRS regulations.
PRE-EMPLOYMENT PHYSICAL	Offer of employment is conditioned on the result of the medical examination.
EMPLOYMENT STATUS	This is an At-Will position and serves at the pleasure of the County Administrator in accordance with the Policies and Procedures manual.

All items above are intended to be consistent with County policies and procedures, and are the same as provided by the County to all employees with the exception of: salary, moving expenses, and leave accrual provisions.

We are looking forward to you becoming a member of the County executive management team, and eagerly await the accomplishments that we will achieve together. If you agree to the appointment and to the terms and conditions stated above, please sign and return this letter.

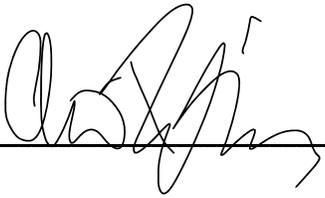
LAKE COUNTY, ILLINOIS by:

\_\_\_\_\_  
Barry Burton  
Lake County Administrator

\_\_\_\_\_  
Date

Accepted by:

\_\_\_\_\_  
Chris Blanding



06.07.17

\_\_\_\_\_  
Date