

**AMENDMENT AND MODIFICATION TO EMPLOYMENT AGREEMENT
LAKE COUNTY ADMINISTRATOR**

This Amendment and Modification to the Employment Agreement is entered into this 8th day of April, 2025 by and between COUNTY OF LAKE, ILLINOIS, a body politic and corporate, hereinafter referred to as the “Employer,” and Patrice Sutton, hereinafter referred to as the “Administrator” and both together referred to as “Parties”.

RECITALS

WHEREAS, on November 14, 2023, an Employment Agreement was entered into with the current County Administrator, Patrice Sutton; and

WHEREAS, Section 8 of the Employment Agreement, General Terms and Conditions, Subsection F – Amendment or Modification allows for a change; and

WHEREAS, that change must be reduced to writing and signed by both the County and County Administrator; and

WHEREAS, the Lake County Board Chair, Sandra Hart, submits this Amendment and Modification to Section 3 of the Employment Agreement with the County Administrator for approval of the County Board; and

WHEREAS, if approved, Patrice Sutton would accept this Amendment and Modification to the Employment Agreement in accordance with the terms and conditions contained herein; and

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the Parties agree as follows:

SECTION 3. SALARY.

In consideration of the Employee’s performance of her duties, the Employer shall modify the pay of the Employee to an annual salary of \$296,853.00 effective the first payroll following the approval of this amendment and modification. Any increase in salary will be based on performance evaluations and meeting goals and objectives set out in the annual evaluations or other criteria as recommended by the Chair and approved by the County Board. Salary increases may occur at any time during the fiscal year, at the recommendation of the Chair and upon approval by the County Board. This compensation will be subject to income tax, payroll taxes and other required withholding and will be paid in bi-weekly installments.

Adopted this 8th day of April, 2025.

ATTEST:

Lake County Clerk

Lake County Board Chair

ACCEPTED BY:

County Administrator