



County Administrator

18 North County Street – 9th Floor  
Waukegan Illinois 60085-4334  
Phone 847 377 2250  
Fax 847 360 6732

July 24, 2017

Dear Mr. Schneider:

On behalf of the Lake County Board Chairman and the Lake County Board, it my privilege to offer you employment as the Director of Transportation/County Engineer for 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, approval from IDOT following an exam, and approval by the County Board.

This letter will confirm the offer of employment tendered to you on July 18, 2017, by Lake County, Illinois, for the position subject to the following provisions:

SALARY:	Beginning salary of \$175,000 annually with annual salary adjustments provided for per County policy.
LEAVE:	Mr. Schneider is credited with 13 years of service so he begins accruing at the rate of 4 weeks per year effective immediately. He is also credited with 2 weeks of accrued leave upon hire.
HEALTH INSURANCE	Same as all County employees.
DENTAL INSURANCE	Same as all County employees.
DISABILITY INSURANCE	Same as all County employees.
RETIREMENT	Per IMRF policy.
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.
Car Allowance:	This position is expected to be active in regional and state-wide organizations. In lieu of a county car for travel purposes you will be provided a \$400 per month car allowance.
Employment Status:	By statue this is a Board appointed position and serves at the pleasure of the County Board through the County Administrator in accordance with the Policies and Procedures manual. As such, in accordance with county policy, this position

is provided severance in the amount of 1 month of pay for every year of service up to a maximum of 6 months should the County terminate your employment.

Start Date:

As discussed, you will begin employment on August 21, 2017. Should you need to move that date please contact me.

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 except: 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

\_\_\_\_\_  
July 25, 2017

Date

Accepted by:



\_\_\_\_\_  
Shane Schneider

\_\_\_\_\_  
7/24/2017

Date