



County Administrator

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

May 24, 2017

Dear Mr. Worden:

On behalf of the Lake County Board, it is our privilege to offer you employment as Director of Public Works 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. As discussed, you start date will be August 21, 2017.

This letter will confirm the offer of employment tendered to you on May 24, 2017, by Lake County, Illinois, for the position of Director of Public Works, subject to the following provisions:

SALARY:	Beginning salary of \$165,000 annually with annual salary adjustments provided for per County policy.
LEAVE:	Mr. Worden is credited with 13 years of service so he begins accruing at the rate of 4 weeks per year effective immediately.
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; reimbursement for travel expenses for two (2) house hunting trips prior to your move. 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.
EMPLOYEMENT 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.

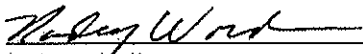
We are looking forward to you becoming a member of the County executive management team, and eagerly await the accomplishments that we will achieve together. If you agree to the appointment and to the terms and conditions stated above, please sign and return this letter.

LAKE COUNTY, ILLINOIS by:


Barry Burton
Lake County Administrator

May 30, 2017
Date

Accepted by:


Rodney Worden

30 May 2017
Date