

Amendment #2 To The
Original Employment
Agreement

This Amendment relates to the Agreements made between the County of Lake, Illinois, a body politic and corporate, ("Employer") and Gary Gibson ("Employee"), (together referred to as the "Parties), dated February 11, 2020 ("Original Employment Agreement") and Amendment #1 to the Agreement, dated November 9, 2021 ("Amendment 1") and shall become effective upon the signatures of both parties pursuant to Section 21 of the Original Employment Agreement.

RECITALS

WHEREAS, the Employee gave notice on September 5, 2023 that he will be retiring at the end of the contract; and

WHEREAS, the Employer is interested allowing for the appointment of the new County Administrator on January 1, 2024; and

WHEREAS, the Employer is interested having Employee continue to serve Lake County through the remainder of his current contract in another role; and

WHEREAS, the remainder of the terms and conditions as stated in the Original Employment Agreement and Amendment #1, between the Employer and Employee are to be renewed and carried forward with the amendments below; and

NOW, THEREFORE, the Parties agree to amend the Original Employment Agreement and Amendment #1 as follows:

- (2) Employee Duties. As of January 1, 2024, Employee will voluntarily resign from the position of County Administrator. Through the remainder of his contract, he will serve as Consultant, a position within the County Administrator's Office. He will perform such duties as lawfully assigned by the County Administrator.
- (3) Hours of Work. Employee's hours of work will be at the direction of the County Administrator.
- (4) Employee's Salary. The Employee will continue to receive an annual salary of \$247,000 that will be pro-rated for the period commencing January 1, 2024-February 16, 2024.

(16) Severance Pay. In the event the Employer terminates Employment, pursuant to the terms of the Original Employment Agreement, severance pay for such termination shall be limited to the pay Employee would have received, absent termination, prior to February 16, 2024.

(17) Termination by Employee. Employee may terminate this Agreement at any time by giving fourteen (14) days written notice to the County Board Chair.

The remainder of all terms and conditions as stated in the Original Employment Agreement are to be renewed and enforceable for the remaining period of employment until February 16, 2024.

This Amendment shall be binding upon each of the Parties upon it being executed by all parties below:

Adopted this ____ day of _____, 2023.

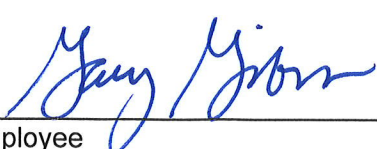
ATTEST:

Lake County Clerk



Lake County Board Chair

ACCEPTED BY:



Employee