



Human Resources and Risk Management

John Light
Director

18 North County Street – 7th Floor
Waukegan, Illinois 80085-4355
Phone 847 377-2700
HR Fax 847 625-7045
Risk Fax 847 377-2182

October 2, 2023

Austin McFarlane
[REDACTED]

SENT VIA EMAIL TO: amcfarlane@lakecountyil.gov

Dear Austin,

It is my privilege to offer you the opportunity to become the next **Director of the Lake County Public Works Department**. This offer is subject to your acceptance of the terms and conditions as specified in this letter, and subject to the terms of the Resolution appointing you. It is also subject to your appointment by the County Board.

This letter will confirm the offer of employment tendered to you and is subject to the following provisions:

SALARY:	Beginning salary of \$185,000 annually . Eligible for a salary adjustment effective December 1, 2024, pursuant to practice.
PAID TIME OFF:	Same as all County Employees
HEALTH INSURANCE:	Same as all County Employees
DENTAL INSURANCE:	Same as all County Employees
LIFE INSURANCE:	Same as all County Employees.
RETIREMENT:	Same as all County Employees
ASSOCIATION DUES/ PROFESSIONAL DEVELOPMENT	Lake County to pay normal professional dues, seminar and conference fees. The County does not pay for private or civic organization memberships.
PRE-EMPLOYMENT PHYSICAL:	As a current employee, this requirement is not necessary.

Note: This letter is not an implied or explicit contract of employment and does not constitute a guarantee of any particular term of employment.

All the items above are intended to be consistent with County Policies and Procedures. As discussed, the starting date of your next position is October 12, 2023.

This position is considered exempt from overtime and you have an "at-will" employment relationship with the County. This means either you or the County Administrator may terminate the working relationship at any time with or without cause.

We look forward to hearing from you about this offer. Please indicate your acceptance by signing and returning this document by email to: jlight@lakecountyl.gov.

Sincerely,



Gary Gibson
County Administrator

I have read and understand the provisions of this offer of employment, and I accept.



Austin McFarlane

10/2/23
Date