



July 8, 2016

Dear Mr. Dacey:

On behalf of the Lake County Board, it is our privilege to offer you employment as Emergency Management Coordinator in Lake County, Illinois. This offer is subject to your acceptance of the terms and conditions as specified in this letter and the passage of your appointment by the Lake County Board at their next meeting on August 9, 2016.

This letter will confirm the offer of employment tendered to you on July 8, 2016, by Lake County, Illinois, for the position of Emergency Management Coordinator, subject to the following provisions:

SALARY:	Beginning salary of \$90,000 annually with eligibility for annual salary adjustments as outlined in the personnel policies.
LEAVE:	Will accrue 3 weeks per year; and thereafter, in conformance with the personnel policy. Contingent upon Finance and Administration Committee approval on August 3, 2016.
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.
PRE-EMPLOYMENT PHYSICAL	Offer of employment is conditioned on the result of the medical examination.

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: starting salary and pre-arranged vacation. As discussed, your start date will be July 25, 2016.

We are looking forward to you becoming a member of the Lake County team, and eagerly await the accomplishments that we will generate together. If you agree to the appointment and to the terms

and conditions stated above, please sign and return this letter to [Amcewan@lakecountyil.gov](mailto:Amcewan@lakecountyil.gov) and [shernandez@lakecountyil.gov](mailto:shernandez@lakecountyil.gov).

LAKE COUNTY, ILLINOIS by:

\_\_\_\_\_  
Amy J. P. McEwan  
Lake County, Deputy County Administrator

\_\_\_\_\_  
Date

Accepted by:

  
\_\_\_\_\_  
Michael Dacey

\_\_\_\_\_  
Date

7-13-2016