



County Administrator

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

August 24, 2018

Via Electronic Mail
James Hawkins
Jdhawkins91@gmail.com

Dear Mr. Hawkins:

On behalf of the Lake County Board, it is our privilege to offer you employment as the Regional 911 Consolidation Project Manager in Lake County, Illinois. This offer is subject to your acceptance of the terms and conditions as specified in this letter.

This letter will confirm the offer of employment tendered to you on August 24, 2018 by Lake County, Illinois, subject to the following provisions:

SALARY: Beginning salary of \$150,000 annually with annual salary adjustments eligibility beginning December 1, 2019.

LEAVE: Mr. Hawkins is credited with 5 years of service, so he begins accruing at the rate of 3 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.

EXEMPT AND AT WILL Your employment with Lake County as a full-time regular employee, working on a special project, may be continued as long as program implementation efforts for the consolidated 911 center are on-going and supported by a sufficient number of Municipal partners that justifies the continuation of said implementation efforts. You will be considered an at-will employee and may be terminated at any time with or without cause.

PRE-EMPLOYMENT PHYSICAL

Offer of employment is conditioned on the result of the medical examination.

POLICY COMMITTEE:

Offer of employment is conditioned on the approval by the Regional 911 Consolidation Project Policy Committee at their September 6, 2018 meeting.

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, leave accrual provisions and at will status. As discussed, your start date will be September 12, 2018.

We are looking forward to you becoming a member of the 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 scan the letter and return it to shernandez@lakecountyil.gov.

LAKE COUNTY, ILLINOIS by:

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

Date

Accepted by:

James Hawkins

Date

August 29, 2018