

Amendment to Letter Agreement

The County of Lake (“County”) and William T. Panos (“Panos”) hereby agree to amend their June 24, 2019 letter agreement (Agreement) as follows:

1. The County and Panos (hereinafter occasionally jointly referred to as “the Parties”) agree that Panos’s last day of work for the County shall be September 10, 2019, thereby waiving the 60-day notice requirement under the Agreement. Panos shall be paid his regular salary under the Agreement through September 10, 2019. The County shall continue to provide Panos health insurance through September 30, 2019, after which he shall be entitled to COBRA benefits as for any separated employee from the County.
2. The Parties agree that they will refrain from making or publishing any disparaging statements, oral or written, in public or private, to any third parties, to include, without limitation, communications on social media websites such as Facebook, Twitter or LinkedIn, or on blogs, by text or email or other electronic means, about each other relating to the employment and/or resignation of Panos from the position of County Administrator, except for truthful statements as may be required by law. The Parties further acknowledge that the County, as a public entity, must comply with the Illinois Freedom of Information Act and cannot prevent this Amendment or its terms from being disclosed under that Act and this clause is not intended to prevent any such compliance.
3. The Parties hereby mutually release each other from any and all claims, whether known or unknown, they may have against each other or against any of their officials, employees, or agents.
4. Other than as provided herein the County owes no other salary, severance, compensation, allowance, reimbursement or benefit under the Agreement.
5. In the event of conflict between this Amendment and the Agreement, this Amendment shall control.
6. This Amendment represents the entire agreement of the Parties. There are no other agreements, whether oral or written, between the Parties.

County of Lake

William T. Panos

By: _____

By:  _____

Date: _____

Date: August 26, 2019 _____