

#24-17

EMPLOYMENT AGREEMENT

WHEREAS Marshall County, Illinois, with a principal address of County Courthouse, 122 N. Prairie Street, Lacon, IL 61540, desires to employ Catherine Terando ("Terando"), with a principal address of: 12761 N. 850th Avenue, Granville, IL. 61326 as the Marshall/Putnam Highway Engineer, Marshall County Recycling Coordinator and Catherine Terando agrees to such employment. Therefore, the parties do hereby agree to the following:

1. The hire date shall be January 11, 2024, pending Illinois Department of Transportation ("IDOT") approval as Engineer per Resolution #24-5 dated January 11, 2024.
2. Continued employment of (Terando) is subject to completion of all IDOT requirements for County Engineer.
3. The annual salary of Terando shall be as follows:

January 11, 2024 through November 30, 2024	\$ 100,000
December 1, 2024 through November 30, 2025	\$ 103,000
December 1, 2025 through November 30, 2026	\$ 106,000
December 1, 2026 through November 30, 2027	\$ 116,000
December 1, 2027 through November 30, 2028	\$ 119,500
December 1, 2028 through November 30, 2029	\$ 123,000

4. The Engineer shall have 10 vacation days and 10 sick/personal days for each year. Sick days are not payable if not taken or used.
5. Maternity leave cannot run continuous with vacation. The engineer will have 13 weeks paid Maternity leave upon birth or legal adoption with the following conditions:

WEEKS	TYPES OF COMMUNICATION
1 - 3	BY PHONE FOR EMERGENCIES
4 - 7	AVAILABLE BY PHONE
8 - 10	1 HR ON-LINE OR ON-SITE VISIT
11 - 13	2 HRS ON-LINE OR ON-SITE VISIT

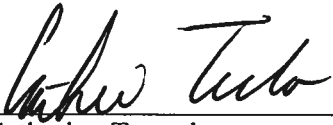
- A. This position is a full-time position and Terando shall not be entitled to compensatory time or overtime pay.
- B. The above annual compensation amounts are dependent upon the continued intergovernmental agreement for County Engineer Services between Marshall County and Putnam County. If the Intergovernmental Agreement is not continued for any reason, Terando 's compensation shall be changed to 95% of the current IDOT recommended county engineer salary.

- C. The above annual compensation amounts are also dependent upon Terando continuing as the Marshall County Recycling then the compensation shall be renegotiated.
- D. Terando's employment shall be full-time and shall comply with the provisions of the Marshall County Employee Policy Manual, unless otherwise stated in this agreement.
- E. Terando shall not perform any engineering services for any party outside of those enumerated in this agreement unless approved by Marshall or Putnam County board. (Examples would include intergovernmental agreements with cities, villages, etc.)
- F. Terando shall have the use of a County vehicle in the performance of her duties and such vehicle may be taken home by Terando each night. (This helps both counties as she is available for whatever work conditions may occur.) Such vehicle shall not be used for personal purposes, other than commuting to and from work. The Engineer shall have a drivers license in good standing in order to use County vehicle.
- G. The Engineer will be provided with an appropriate cell phone the cost of which including monthly service, will be paid by the county.
- H. The option to reexamine/renegotiate the terms of this contract shall be available as needed.

RESPONSIBILITIES

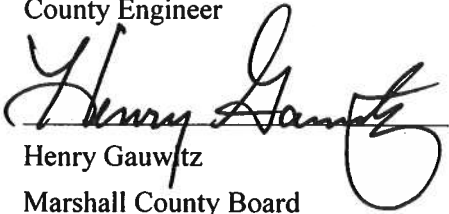
- 1. The Engineer shall be responsible for managing the Marshall County Highway Department, the Putnam County Highway Department, Marshall County Recycling operations including all staff and equipment and other resources to insure the successful and efficient operation of each.
- 2. The Engineer will coordinate with and comply with all requirements, policies, and procedures of IDOT. The Engineer shall supervise staff, and coordinate with property owners, utilities and other governmental agencies and elected officials.
- 3. The Engineer shall assist and work with the township highway commissioners.
- 4. As the Marshall County Recycling Coordinator, the Engineer shall:
 - a. Administer the Marshall County Solid Waste Management Plan and the Marshall County Residential Recycling Ordinance.
 - b. Administer the annual trash hauler license program.
 - c. Prepare/update the annual solid waste and recycling report to the IEPA and the five (5) year updates to the County Solid Waste Management Plan.
 - d. Supervise the policing and maintenance of the recycling center and related equipment.

Signed this 8th day of February 2024.



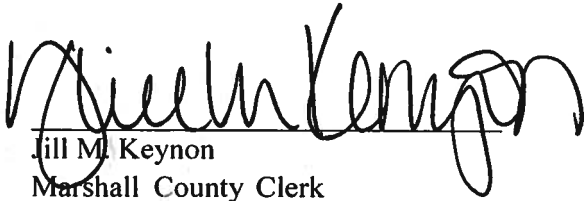
Catherine Terando

County Engineer



Henry Gauwitz

Marshall County Board



Jill M. Keynon

Marshall County Clerk