

Name	Position	2014 Employer IMRF		2015 Employer IMRF		2016 Employer IMRF		2017 Employer IM		2018 Employer IMRF				Bonus Eligible?	Medical Coverage Elected	Annual Vacation Days	Annual Sick Days	Annual Personal Days	Annual Holidays Days	Loans
		2014 Salary	(Pension) Contribution	2015 Salary	(Pension) Contribution	2016 Salary	(Pension) Contribution	2017 Salary	(Pension) Contribution	2018 Salary	(Pension) Contribution	Other Allowances?	Amount							
Talsma, Craig	Executive Director	\$ 128,787	\$ 12,518	\$ 131,363	\$ 12,335	\$ 136,618	\$ 12,678	\$ 142,082	\$ 11,466	\$ 170,000	\$ 11,866	Personal Vehicle	\$ 3,490	Yes	Single HMO	28	10	3	11	None
Hugen, Dustin	Director of Parks, Planning & Maintenance							\$ 106,020	\$ 8,556	\$ 116,230	\$ 8,113	Personal Vehicle	\$ 5,590	Yes	Family HMO	15	10	3	11	None
Bechtold, Brian	Director of Golf Operations (BPCC)	\$ 73,585	\$ 7,152	\$ 90,000	\$ 8,451	\$ 91,800	\$ 8,519	\$ 95,574	\$ 7,713	\$ 115,000	\$ 8,027	Vehicle Allowan	\$ 3,600	Yes	Single HMO	20	10	3	11	None
Hopkins, Nicole	Director of Admin / Finance									\$ 115,000	\$ 8,027			Yes	Single HMO	15	10	3	11	None
Kapusinski, Alisa	Director of Recreation	\$ 59,999.89	\$ 5,831.99	\$ 63,000.00	\$ 5,915.70					\$ 110,000	\$ 7,678	Vehicle Allowan	\$ 3,600	Yes	No Medical	20	10	2	11	None
Cotshott, Lynne	Superintendent of Business	\$ 83,798	\$ 8,145	\$ 85,474	\$ 8,026	\$ 88,038	\$ 8,170	\$ 91,119	\$ 7,353	\$ 94,308	\$ 6,583			Yes	EE+Child HMO	25	10	3	11	None
Manisco, Sandra	Superintendent of Comm & Marketing	\$ 83,323	\$ 8,099	\$ 84,989	\$ 7,981	\$ 86,689	\$ 8,045	\$ 89,289	\$ 7,206	\$ 91,968	\$ 6,419			Yes	EE+Child HMO	20	10	3	11	None
Agudelo, John	IT Manager	\$ 75,000	\$ 7,290	\$ 76,500	\$ 7,183	\$ 80,000	\$ 7,424	\$ 82,400	\$ 6,650	\$ 84,872	\$ 5,924			Yes	Family HMO	20	10	3	11	None
Palmer, Colleen	Superintendent of Recreation							\$ 82,000	\$ 6,617	\$ 84,460	\$ 5,895			Yes	Family HMO	15	10	3	11	None
Leninger, Eric	Superintendent of HR/Risk Management	\$ 63,125	\$ 6,136	\$ 64,388	\$ 6,046	\$ 66,963	\$ 6,214	\$ 75,000	\$ 6,053	\$ 77,625	\$ 5,418			Yes	Single HMO	20	10	3	11	None
Falsetti, William	Supervisor of Parks, Construction & Develo	\$ 65,994	\$ 6,415	\$ 67,314	\$ 6,321	\$ 74,328	\$ 6,898	\$ 76,557	\$ 6,178	\$ 77,323	\$ 5,397			Yes	EE+Spouse HMO	25	10	3	11	None
Dubicki, Stanley	GM of ICE Operations (TC)									\$ 75,000	\$ 5,235			Yes	EE+Child HMO	15	10	3	11	None
Jordan, Randy	Asst. GM Ice Operations (TC)	\$ 65,953	\$ 6,411	\$ 67,272	\$ 6,317	\$ 69,290	\$ 6,430	\$ 71,368	\$ 5,759	\$ 73,509	\$ 5,131			Yes	Family HMO	20	10	3	11	None
McBride, Eric	Executive Chef (BPCC)									\$ 70,000	\$ 4,886			Yes	Family HMO	15	10	3	11	None
Tusa, Christine	GM of PSSWC	\$ 46,851	\$ 4,554	\$ 47,788	\$ 4,487	\$ 50,164	\$ 4,655	\$ 51,668	\$ 4,170	\$ 70,000	\$ 4,886			Yes	Family Dental/Visi	20	10	3	11	None

All full-time employees have the option to participate in HEPD's group health insurance plan. 2018 monthly rates (and employees' per-paycheck contributions) are listed below.

BCBS HMO Illinois	Medical	Dental	Vision
Single	\$626.07 (\$62.67)	\$41.19 (\$5.15)	\$14.55 (\$3.64)
Employee + Spouse	\$1,177.00 (\$129.47)	\$76.86 (\$19.22)	\$25.82 (\$7.75)
Employee + 1 Child	\$835.94 (\$87.77)	\$72.06 (\$14.41)	\$25.82 (\$7.75)
Family	\$1,675.47 (\$192.68)	\$105.15 (\$31.54)	\$39.76 (\$13.92)
BCBS PPO - \$1,000.00 Deductible			
Single	\$963.07 (\$134.13)		