

Name	Position	2014		2015		2016		2017		2018		Other Allowances?	Amount	Bonus Eligible?	Medical Coverage Elected	Annual Vacation Days	Annual Sick Days	Annual Personal Days	Annual Holidays Days
		2014 Salary	2014 (Pension) Contribution	2015 Salary	2015 (Pension) Contribution	2016 Salary	2016 (Pension) Contribution	2017 Salary	2017 (Pension) Contribution	2018 Salary	2018 (Pension) Contribution								
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
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
Bechtold, Brian	Director of Facilities	\$ 73,585	\$ 7,152	\$ 90,000	\$ 8,451	\$ 91,800	\$ 8,519	\$ 95,574	\$ 7,713	\$ 115,000	\$ 8,027	Vehicle Allowance	\$ 3,600	Yes	Single HMO	20	10	3	11
Hopkins, Nicole	Director of Admin / Finance									\$ 115,000	\$ 8,027			Yes	Single HMO	15	10	3	11
Kapusinski, Alisa	Director of Recreation	\$ 59,999.89	\$ 5,831.99	\$ 63,000.00	\$ 5,915.70					\$ 110,000	\$ 7,678	Vehicle Allowance	\$ 3,600	Yes	No Medical	20	10	2	11
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 HMC	25	10	3	11
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 HMC	20	10	3	11
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
Palmer, Colleen	Superintendent of Recreation							\$ 82,000	\$ 6,617	\$ 84,460	\$ 5,895			Yes	Family HMO	15	10	3	11
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
Falsetti, William	Supervisor of Parks, Construction & Developm	\$ 65,994	\$ 6,415	\$ 67,314	\$ 6,321	\$ 74,328	\$ 6,898	\$ 76,557	\$ 6,178	\$ 77,323	\$ 5,397			Yes	EE+Spouse HN	25	10	3	11
Dubicki, Stanley	GM of ICE Operations (TC)									\$ 75,000	\$ 5,235			Yes	EE+Child HMO	15	10	3	11
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
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	No Medical	20	10	3	11

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 - \$500.00 Deductible			
Single	\$963.07 (\$134.13)		

