

Name	Position	2015		2016		2017		2018		2019			Bonus Eligible?	Medical Coverage Elected	Annual Vacation Days	Annual Sick Days	Annual Personal Days	Annual Holidays Days	Loans	
		2015 Salary	2015 (Pension) Contribution	2016 Salary	2016 (Pension) Contribution	2017 Salary	2017 (Pension) Contribution	2018 Salary	2018 (Pension) Contribution	2019 Salary	2019 (Pension) Contribution	Other Allowances?								Amount
Talsma, Craig	Executive Director	\$ 131,363	\$ 12,335	\$ 136,618	\$ 12,678	\$ 142,082	\$ 11,466	\$ 170,000	\$ 11,866	\$ 175,100	\$ 8,930	Personal Vehicle	\$ 3,490	Yes	Single HMO	29	10	3	11	None
Hugen, Dustin	Director of Parks, Planning & Maintenance					\$ 106,020	\$ 8,556	\$ 116,230	\$ 8,113	\$ 122,042	\$ 6,224	Personal Vehicle	\$ 5,590	Yes	Family HMO	15	10	3	11	None
Bechtold, Brian	Director of Golf & Facilities	\$ 90,000	\$ 8,451	\$ 91,800	\$ 8,519	\$ 95,574	\$ 7,713	\$ 115,000	\$ 8,027	\$ 119,600	\$ 6,100	Vehicle Allowance	\$ 3,600	Yes	Single HMO	20	10	3	11	None
Hopkins, Nicole	Director of Finance & Admin							\$ 115,000	\$ 8,027	\$ 118,450	\$ 6,041			Yes	Single HMO	15	10	3	11	None
Kapusinski, Alisa	Director of Recreation	\$ 63,000.00	\$ 5,915.70					\$ 110,000	\$ 7,678	\$ 113,300	\$ 5,778	Vehicle Allowance	\$ 3,600	Yes	No Medical	20	10	2	11	None
Cotshott, Lynne	Superintendent of Business	\$ 85,474	\$ 8,026	\$ 88,038	\$ 8,170	\$ 91,119	\$ 7,353	\$ 94,308	\$ 6,583	\$ 97,137	\$ 4,954			Yes	EE+Child HMO	25	10	3	11	None
Agudelo, John	IT Manager	\$ 76,500	\$ 7,183	\$ 80,000	\$ 7,424	\$ 82,400	\$ 6,650	\$ 84,872	\$ 5,924	\$ 88,267	\$ 4,502			Yes	Family HMO	20	10	3	11	None
Palmer, Colleen	Superintendent of Recreation					\$ 82,000	\$ 6,617	\$ 84,460	\$ 5,895	\$ 86,994	\$ 4,437			Yes	Family HMO	15	10	3	11	None
Leninger, Eric	Superintendent of HR/Risk Management	\$ 64,388	\$ 6,046	\$ 66,963	\$ 6,214	\$ 75,000	\$ 6,053	\$ 77,625	\$ 5,418	\$ 79,954	\$ 4,078			Yes	Single HMO	20	10	3	11	None
Falsetti, William	Supervisor of Parks, Construction & Development	\$ 67,314	\$ 6,321	\$ 74,328	\$ 6,898	\$ 76,557	\$ 6,178	\$ 77,323	\$ 5,397	\$ 78,482	\$ 4,003			Yes	EE+Spouse HMO	25	10	3	11	None
Dubicki, Stanley	GM of ICE Operations (TC)							\$ 75,000	\$ 5,235	\$ 77,063	\$ 3,930			Yes	EE+Child HMO	15	10	3	11	None
Jordan, Randy	Asst. GM Ice Operations (TC)	\$ 67,272	\$ 6,317	\$ 69,290	\$ 6,430	\$ 71,368	\$ 5,759	\$ 73,509	\$ 5,131	\$ 75,714	\$ 3,861			Yes	Family HMO	20	10	3	11	None
Tusa, Christine	GM of The Club	\$ 47,788	\$ 4,487	\$ 50,164	\$ 4,655	\$ 51,668	\$ 4,170	\$ 70,000	\$ 4,886	\$ 72,100	\$ 3,677			Yes	No Medical	20	10	3	11	None
Meyer, William	Golf Course Superintendent					\$ 67,500	\$ 5,447	\$ 69,525	\$ 4,853	\$ 71,611	\$ 3,652			Yes	EE + Spouse HMO	15	10	3	11	None

All full-time employees have the option to participate in HEPD's group health insurance plan. 2019 monthly rates (and employees' per-paycheck contributions) are listed below.

BCBS HMO Illinois	Medical
Single	\$663.86 (\$67.25)
Employee + Spouse	\$1,256.39 (\$139.25)
Employee + 1 Child	\$889.58 (\$95.00)
Family	\$1792.50(\$208.00)
<b>BCBS PPO - \$500.00 Deductible</b>	
Single	\$982.40 (\$141.00)