

Name	Position	2016 Employer IMRF		2017 Employer IMRF		2018 Employer IMRF		2019 Employer IMRF			2020 Employer IMRF		Other Allowances?	Amount	Bonus Eligible?	Medical Coverage Elected	Annual Vacation Days	Annual Sick Days	Annual Personal Days	Annual Holidays Days	Loans
		2016 Salary	(Pension) Contribution	2017 Salary	(Pension) Contribution	2018 Salary	(Pension) Contribution	2019 Salary	(Pension) Contribution	2020 - 3% increase Salary (proposed)	(pension) Contribution	(pension) Contribution									
Talsma, Craig	Executive Director	\$ 136,618	\$ 12,678	\$ 142,082	\$ 11,466	\$ 170,000	\$ 11,866	\$ 175,100	\$ 8,930	\$ 180,353	\$ 13,328	Personal Vehicle	\$ 3,490	Yes	Single HMO	30	10	3	11	None	
Hugen, Dustin	Director of Parks, Planning & Maintenance			\$ 106,020	\$ 8,556	\$ 116,230	\$ 8,113	\$ 122,042	\$ 6,224	\$ 125,703	\$ 9,289	Personal Vehicle	\$ 5,590	Yes	Family HMO	15	10	3	11	None	
Bechtold, Brian	Director of Golf & Facilities	\$ 91,800	\$ 8,519	\$ 95,574	\$ 7,713	\$ 115,000	\$ 8,027	\$ 119,600	\$ 6,100	\$ 123,188	\$ 9,104	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	\$ 122,004	\$ 9,016			Yes	Single HMO	15	10	3	11	None	
Kapusinski, Alisa	Director of Recreation					\$ 110,000	\$ 7,678	\$ 113,300	\$ 5,778	\$ 116,699	\$ 8,624	Vehicle Allowance	\$ 3,600	Yes	No Medical	20	10	2	11	None	
Cotshott, Lynne	Superintendent of Business	\$ 88,038	\$ 8,170	\$ 91,119	\$ 7,353	\$ 94,308	\$ 6,583	\$ 97,137	\$ 4,954	\$ 100,052	\$ 7,394			Yes	EE+Child HMO	25	10	3	11	None	
Agudelo, John	IT Manager	\$ 80,000	\$ 7,424	\$ 82,400	\$ 6,650	\$ 84,872	\$ 5,924	\$ 88,267	\$ 4,502	\$ 90,915	\$ 6,719			Yes	Family HMO	20	10	3	11	None	
Leninger, Eric	Superintendent of HR/Risk Management	\$ 66,963	\$ 6,214	\$ 75,000	\$ 6,053	\$ 77,625	\$ 5,418	\$ 79,954	\$ 4,078	\$ 82,352	\$ 6,086			Yes	Single HMO	20	10	3	11	None	
Falsetti, William	Supervisor of Parks, Construction & Development	\$ 74,328	\$ 6,898	\$ 76,557	\$ 6,178	\$ 77,323	\$ 5,397	\$ 78,482	\$ 4,003	\$ 80,836	\$ 5,974			Yes	EE+Spouse HMO	25	10	3	11	None	
Bodame, Pat	Superintendent of Recreation							\$ 78,000	\$ 3,978	\$ 80,340	\$ 5,937			Yes	Family HMO	15	10	3	11	None	
Dubicki, Stanley	GM of ICE Operations (TC)					\$ 75,000	\$ 5,235	\$ 77,063	\$ 3,930	\$ 79,375	\$ 5,866			Yes	EE+Child HMO	15	10	3	11	None	
Jordan, Randy	Asst. GM Ice Operations (TC)	\$ 69,290	\$ 6,430	\$ 71,368	\$ 5,759	\$ 73,509	\$ 5,131	\$ 75,714	\$ 3,861	\$ 77,985	\$ 5,763			Yes	Family HMO	20	10	3	11	None	
Tusa, Christine	GM of The Club	\$ 50,164	\$ 4,655	\$ 51,668	\$ 4,170	\$ 70,000	\$ 4,886	\$ 72,100	\$ 3,677	\$ 74,263	\$ 5,488			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	\$ 73,759	\$ 5,451			Yes	EE + Spouse HMO	15	10	3	11	None	
Burgess, Katie	C&M Manager							\$ 65,000	\$ 3,315	\$ 70,000	\$ 5,173			Yes	No Medical	10	10	3	11	None	
Hansen, Bradley	Supervisor of Mechanics	\$ 61,471	\$ 5,705	\$ 63,315	\$ 5,110	\$ 65,214	\$ 4,552	\$ 67,170	\$ 3,426	\$ 69,185	\$ 5,113			Yes	Single HMO	25	10	3	11	None	
Besette, Steve	Supervisor of Park Grounds	\$ 55,000	\$ 5,104	\$ 56,375	\$ 4,549	\$ 58,066	\$ 4,053	\$ 65,000	\$ 3,315	\$ 66,950	\$ 4,948			Yes	Family HMO	10	10	3	11	None	
Logan, Monica	Executive Assistant		\$ -		\$ -		\$ -	\$ 60,000	\$ 3,060	\$ 61,800	\$ 4,567			Yes	Family HMO	10	10	3	11	None	
Cabral, Sergio	Executive Chef	\$ 40,800	\$ 3,786	\$ 47,500	\$ 3,833	\$ 48,450	\$ 3,382	\$ 60,000	\$ 3,060	\$ 61,800	\$ 4,567			Yes	Family HMO	10	10	3	11	None	
Weir, Dan	Equipment Manager - Bridges			\$ 56,027	\$ 4,521	\$ 57,707	\$ 4,028	\$ 59,438	\$ 3,031	\$ 61,221	\$ 4,524			Yes	EE+Spouse HMO	10	10	3	11	None	
Bell, Robert	Mechanic	\$ 53,076	\$ 4,925	\$ 54,668	\$ 4,412	\$ 56,308	\$ 3,930	\$ 57,997	\$ 2,958	\$ 59,737	\$ 4,415			Yes	EE+Spouse HMO	20	10	3	11	None	
Haizel, Mitch	Supervisor of Aquatics & Buildings	\$ 41,600	\$ 3,860	\$ 43,264	\$ 3,491	\$ 55,000	\$ 3,839	\$ 56,650	\$ 2,889	\$ 58,350	\$ 4,312			Yes	Family HMO	10	10	3	11	None	
Fong, Gary	Facility & Ice Operations Manager (TC)	\$ 38,220	\$ 3,547	\$ 47,500	\$ 3,833	\$ 48,450	\$ 3,382	\$ 56,135	\$ 2,863	\$ 57,819	\$ 4,273			Yes	Family HMO	15	10	3	11	None	
Fuller, Jennifer	Sales & Catering Supervisor - Bridges	\$ 45,556	\$ 4,228	\$ 47,500	\$ 3,833	\$ 53,000	\$ 3,699	\$ 54,060	\$ 2,757	\$ 55,682	\$ 4,115			Yes	EE+Child HMO	20	10	3	11	None	
Meschewski, Brittany	Accounting Manager	\$ 44,114	\$ 4,094	\$ 45,437	\$ 3,667	\$ 50,128	\$ 3,499	\$ 51,632	\$ 2,633	\$ 53,181	\$ 3,930			Yes	Family HMO	15	10	3	11	None	
Johnson, Michael	The Club - Lead Custodian					\$ 52,500	\$ 3,665	\$ 53,550	\$ 2,731	\$ 55,157	\$ 4,076			Yes	Family HMO	10	10	3	11	None	

All full-time employees have the option to participate in HEPD's group health insurance plan. 2020 monthly rates (and employees' per-paycheck contributions) are listed below.

BCBS HMO Illinois	Medical
Single	\$663.86 (\$70.25)
Employee + Spouse	\$1,256.39 (\$144.85)
Employee + 1 Child	\$889.58 (\$99.00)
Employee + 2 Children	\$1,254.22 (\$150.00)
Family	\$1,861.79(\$217.25)