

Name	Position	2016		2017		2018		2019		2020		Other Allowances?	Amount	Bonus Eligible?	Medical Coverage Elected	Annual Vacation Days	Annual Sick Days	Annual Personal Days	Annual Holidays Days	Loans
		Employer IMRF		Employer IMRF		Employer IMRF		Employer IMRF		Employer IMRF										
		2016 Salary	(Pension) Contribution	2017 Salary	(Pension) Contribution	2018 Salary	(Pension) Contribution	2019 Salary	(Pension) Contribution	2020 Salary	(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	\$ 122,003	\$ 9,016			Yes	Single HMO	15	10	3	11	None
Kapusinski, Alisa	Director of Recreation					\$ 110,000	\$ 7,678	\$ 113,300	\$ 5,778	\$ 117,832	\$ 8,708	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
Bodame, Pat	Superintendent of Recreation							\$ 78,000	\$ 3,978	\$ 80,340	\$ 5,937			Yes	Family HMO	15	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	\$ 79,630	\$ 5,885			Yes	EE+Spouse HMO	25	10	3	11	None
Dubicki, Stanley	GM of ICE Operations (TC)					\$ 75,000	\$ 5,235	\$ 77,063	\$ 3,930	\$ 78,218	\$ 5,780			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	\$ 77,228	\$ 5,707			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	\$ 74,984	\$ 5,541			Yes	Single HMO	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
Bessette, 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	\$ 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	\$ 57,257	\$ 4,231			Yes	Family HMO	15	10	3	11	None
Johnson, Michael	The Club - Lead Custodian					\$ 52,500	\$ 3,665	\$ 53,550	\$ 2,731	\$ 55,692	\$ 4,116			Yes	Family HMO	10	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	\$ 55,681	\$ 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	\$ 53,180	\$ 3,930			Yes	Family HMO	15	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)