

Name	Position	2017		2018		2019		2020		2021		Other Allowances	Amount	Bonus Eligible?	Medical Coverage Elected	Annual Vacation Days	Annual Sick Days	Annual Personal Days	Annual Holidays	Loans
		Employer Salary	Employer IMRF (Pension)	Employer Salary	Employer IMRF (Pension)	Employer Salary	Employer IMRF (Pension)	Employer Salary	Employer IMRF (Pension)	Employer Salary	Employer IMRF (Pension)									
Talsma, Craig	Executive Director	\$ 142,083	\$ 11,466	\$ 170,000	\$ 11,866	\$ 175,100	\$ 12,222	\$ 180,353	\$ 13,328	\$ 180,353	\$ 13,761	Personal Vehicle	\$ 3,490	Yes	EE+Child	30	10	3	11	None
Hugen, Dustin	Director of Parks, Planning & Maintenance	\$ 106,020	\$ 8,556	\$ 116,231	\$ 8,113	\$ 122,042	\$ 8,519	\$ 125,702	\$ 9,289	\$ 125,702	\$ 9,591	Personal Vehicle	\$ 5,590	Yes	Family	15	10	3	11	None
Bechtold, Brian	Director of Golf & Facilities	\$ 95,574	\$ 7,713	\$ 115,000	\$ 8,027	\$ 119,600	\$ 8,348	\$ 123,188	\$ 9,104	\$ 123,188	\$ 9,399	Vehicle Allowance	\$ 3,600	Yes	None	25	10	3	11	None
Hopkins, Nicole	Director of Finance & Admin			\$ 115,000	\$ 8,027	\$ 118,450	\$ 8,268	\$ 122,003	\$ 9,016	\$ 122,003	\$ 9,309			Yes	Single	15	10	3	11	None
Kapusinski, Alisa	Director of Recreation			\$ 110,000	\$ 7,678	\$ 113,300	\$ 7,908	\$ 117,832	\$ 8,708	\$ 117,832	\$ 8,991	Vehicle Allowance	\$ 3,600	Yes	None	20	10	3	11	None
Cotshott, Lynne	Superintendent of Business	\$ 91,119	\$ 7,353	\$ 94,308	\$ 6,583	\$ 97,137	\$ 6,780	\$ 100,051	\$ 7,394	\$ 100,051	\$ 7,634			Yes	Family	25	10	3	11	None
Agudelo, John	IT Manager	\$ 82,400	\$ 6,650	\$ 84,872	\$ 5,924	\$ 88,267	\$ 6,161	\$ 90,915	\$ 6,719	\$ 90,915	\$ 6,937			Yes	Family	20	10	3	11	None
Bodame, Patrick	Superintendent of Recreation					\$ 78,000	\$ 5,444	\$ 80,340	\$ 5,937	\$ 80,340	\$ 6,130			Yes	Family	15	10	3	11	None
Falsetti, William	Supervisor of Playgrounds, Development & Construction	\$ 76,558	\$ 6,178	\$ 77,323	\$ 5,397	\$ 78,482	\$ 5,478	\$ 79,630	\$ 5,885	\$ 79,630	\$ 6,076			Yes	EE+Spouse	25	10	3	11	None
Dubicki, Stanley	GM of ICE Operations (TC)			\$ 75,000	\$ 5,235	\$ 77,063	\$ 5,379	\$ 78,218	\$ 5,780	\$ 78,218	\$ 5,968			Yes	EE+Child	15	10	3	11	None
Tusa, Christine	GM of The Club	\$ 51,669	\$ 4,170	\$ 70,000	\$ 4,886	\$ 72,100	\$ 5,033	\$ 74,984	\$ 5,541	\$ 74,984	\$ 5,721			Yes	Single	20	10	3	11	None
Meyer, William	Golf Course Superintendent	\$ 67,500	\$ 5,447	\$ 69,525	\$ 4,853	\$ 71,611	\$ 4,998	\$ 73,759	\$ 5,451	\$ 73,759	\$ 5,628			Yes	Single	15	10	3	11	None
Hansen, Bradley	Supervisor of Mechanics	\$ 63,315	\$ 5,110	\$ 65,214	\$ 4,552	\$ 67,170	\$ 4,688	\$ 69,185	\$ 5,113	\$ 69,185	\$ 5,279			Yes	Single	25	10	3	11	None
Bessette, Stephen	Supervisor of Park Grounds	\$ 56,375	\$ 4,549	\$ 58,066	\$ 4,053	\$ 65,000	\$ 4,537	\$ 66,950	\$ 4,948	\$ 66,950	\$ 5,108			Yes	Family	10	10	3	11	None
Logan, Monica	Executive Assistant					\$ 60,000	\$ 4,188	\$ 61,800	\$ 4,567	\$ 64,896	\$ 4,952			Yes	Family	15	10	3	11	None
Haizel, Mitch	Supervisor of Aquatics & Buildings	\$ 43,264	\$ 3,491	\$ 55,000	\$ 3,839	\$ 56,650	\$ 3,954	\$ 58,349	\$ 4,312	\$ 64,189	\$ 4,898			Yes	Family	15	10	3	11	None
Cabral, Sergio	Executive Chef			\$ 60,000	\$ 4,188	\$ 60,000	\$ 4,188	\$ 61,800	\$ 4,567	\$ 61,800	\$ 4,715			Yes	Family	15	10	3	11	None
Weir, Daniel	Equipment Manager - Bridges	\$ 56,027	\$ 4,521	\$ 57,708	\$ 4,028	\$ 59,438	\$ 4,149	\$ 61,221	\$ 4,524	\$ 61,221	\$ 4,671			Yes	EE+Spouse	10	10	3	11	None
Bell, Robert	Mechanic	\$ 54,668	\$ 4,412	\$ 56,308	\$ 3,930	\$ 57,997	\$ 4,048	\$ 59,736	\$ 4,414	\$ 59,736	\$ 4,558			Yes	EE+Spouse	20	10	3	11	None
Meschewski, Brittany	Business Applications Manager	\$ 45,437	\$ 3,667	\$ 50,128	\$ 3,499	\$ 51,632	\$ 3,604	\$ 53,180	\$ 3,930	\$ 55,848	\$ 4,261			Yes	Family	15	10	3	11	None
Johnson, Michael	Building Maintenance Supervisor			\$ 52,500	\$ 3,665	\$ 53,550	\$ 3,738	\$ 55,692	\$ 4,116	\$ 55,692	\$ 4,249			Yes	Family	10	10	3	11	None

All full-time employees have the option to participate in HEPD's group health insurance plan. 2021 monthly rates (and employees' per-paycheck contributions) are listed below.

BCBS HMO Illinois	Medical
Single	\$694.27 (\$33.00)
Employee + Spouse	\$1,355.42 (\$94.00)
Employee + 1 Child	\$946.15 (\$66.00)
Employee + 2 Children	\$1,298.75 (\$90.00)
Family	\$1,953.61(\$181.00)