

Name	Position	2014 Employer IMRF		2015 Employer IMRF		2016 Employer IMRF		2017 Employer IMRF		2018 Employer IMRF		Other Allowances?	Amount	Bonus Eligible?
		2014 Salary	(Pension) Contribution	2015 Salary	(Pension) Contribution	2016 Salary	(Pension) Contribution	2017 Salary	(Pension) Contribution	2018 Salary	(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
Hugen, Dustin	Director of Parks, Planning & Maintenance							\$ 106,020	\$ 8,556	\$ 116,230	\$ 8,113	Personal Vehicle	\$ 5,590	Yes
Bechtold, Brian	Director of Golf Operations (BPCC)	\$ 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
Hopkins, Nicole	Director of Admin / Finance									\$ 115,000	\$ 8,027			Yes
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
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
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
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
Palmer, Colleen	Superintendent of Recreation							\$ 82,000	\$ 6,617	\$ 84,460	\$ 5,895			Yes
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
Falsetti, William	Supervisor of Parks, Construction & Development	\$ 65,994	\$ 6,415	\$ 67,314	\$ 6,321	\$ 74,328	\$ 6,898	\$ 76,557	\$ 6,178	\$ 77,323	\$ 5,397			Yes
Dubicki, Stanley	GM of ICE Operations (TC)									\$ 75,000	\$ 5,235			Yes
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
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

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 (\$31.55)	\$39.76 (\$13.92)
BCBS PPO - \$1,000.00 Deductible			
Single	\$963.07 (\$134.13)		

Medical Coverage Elected	Annual Vacation Days	Annual Sick Days	Annual Personal Days	Annual Holidays	Loans
Single HMO	28	10	3	11	None
Family HMO	15	10	3	11	None
Single HMO	20	10	3	11	None
Single HMO	15	10	3	11	None
No Medical	20	10	2	11	None
EE+Child HMO	25	10	3	11	None
EE+Child HMO	20	10	3	11	None
Family HMO	20	10	3	11	None
Family HMO	15	10	3	11	None
Single HMO	20	10	3	11	None
EE+Spouse HMO	25	10	3	11	None
EE+Child HMO	15	10	3	11	None
Family HMO	20	10	3	11	None
Family Dental/Vision	20	10	3	11	None