



Mid-Ohio Regional  
Planning Commission

# Annual Salary & Fringe Benefit Survey

2015



**Mid-Ohio Regional Planning Commission**

**2015 Salary & Fringe Benefit Survey**

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# MID-OHIO REGIONAL PLANNING COMMISSION SALARY SURVEY 2015

## **Executive Summary**

The Mid-Ohio Regional Planning Commission (MORPC) Salary Survey for 2015 consists of data from 23 member governments on various positions and descriptions. Salary ranges reported in the survey were received from the participating communities for year 2015. Areas of the survey were left blank if no information was provided for that section.

A copy of benchmark positions is also included in this survey for your review. These benchmark positions are noted on the survey by a number (example: (1) Director, etc.). Some member governments included actual number of employees, and average salaries for positions.

Please contact Deborah Murphy, Director of Human Resources, Administrative Services & Information Technology with any comments or recommendations you would like to see in future MORPC Salary Surveys at 614-233-4106 or [dmurphy@morpc.org](mailto:dmurphy@morpc.org).

## **NOTE OF CAUTION**

Wage and salary surveys provide a valuable tool for use in determining how organizations' pay structure relates to those in a given area. However, survey users should not attempt to use the recorded measures of central tendency (averages, etc.) as absolute compensation standards. Care therefore, should be exercised in utilizing survey data and specific results should be examined in the context of overall survey findings and the general economic situation prevailing at the time of the survey.

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## **Participant Information – Operating Costs**



## 2015 Salary & Fringe Benefit Survey

Participant Information	City of Canal Winchester	City of Columbus	City of Delaware
Total Annual Operating Budget	\$19,558,707	\$813 million	
Total Annual Revenue	\$16,152,069	\$762.9 million (2014)	
Total Number of full-time (non-union)	31	998	84
Total Number of part-time (non-union)	1	938	15
Total Number of full-time (union)	0	7,126	240
Total Number of part-time (union)	0	200	0
Total Staff	32	9,262	339
Annual gross payroll	\$2,326,272	\$588,242,473	
Annual health insurance (employer cost)	\$388,666	\$101,005,771	Self insured
Annual dental insurance (employer cost)	\$36,672	<b>Claims &amp; fees pd by City</b> \$6,857,398	Self insured
Annual life insurance (employer cost)	\$4,976	\$1,081,503	\$25,000
Total Benefit Cost	\$430,314	\$139,121,287 <b>** See Below</b>	Varies
Benefit Cost as a percent of payroll	18.50%		Varies

Comments:



## 2015 Salary & Fringe Benefit Survey

Salary Administration & Incentives	City of Canal Winchester	City of Columbus	City of Delaware
Average percent base pay increase 2015?	3.00%	2.75%	3%
Percent increase to 2015 salary structure?		3%	3%
Anticipated average percent base pay 2016?	3.00%	3%	3%
Factors that determine individual salary inc.	Performance Merit Based	Market & Merit based	Cost of Living
Short-term Incentive Pay (Bonus)	No	No	No

**Notes:**

\*\* Total benefit cost represents the claims and admin fees paid by the City for medical, dental, life, short-term disability, vision and drug plan



## 2015 Salary & Fringe Benefit Survey

Participant Information	City of Gahanna	City of Grandview Heights	City of Grove City
Total Annual Operating Budget	\$52,385,470	\$10,945,290 Gen Fund	\$48,671,812
Total Annual Revenue	\$52,869,571	\$12,223,522 Gen Fund	\$40,589,336
Total Number of full-time (non-union)	46	40	48
Total Number of part-time (non-union)	60	62	158
Total Number of full-time (union)	92	33	96
Total Number of part-time (union)	0	0	0
Total Staff	198	135	302
Annual gross payroll	\$12,419,730	\$5,821,719	\$11,884,774
Annual health insurance (employer cost)	\$2,116,182	\$1,204,524	\$2,134,075
Annual dental insurance (employer cost)	\$145,560		\$148,391
Annual life insurance (employer cost)	\$27,105	\$7,452	\$20,981
Total Benefit Cost	\$2,288,848	\$1,211,976	\$2,303,447
Benefit Cost as a percent of payroll	18%	20.8%	19.4%

Comments:



## 2015 Salary & Fringe Benefit Survey

Salary Administration & Incentives	City of Gahanna	City of Grandview Heights	City of Grove City
Average percent base pay increase 2015?	2%	3.00%	0-6%
Percent increase to 2015 salary structure?	0%		0-6%
Anticipated average percent base pay 2016?	Unknown	Unknown	0-2.75%
Factors that determine individual salary inc.	Merit Based	Performance Based	
Short-term Incentive Pay (Bonus)	No	No	No

Notes:



**2015 Salary & Fringe Benefit Survey**

<b>Participant Information</b>	<b>City of Groveport</b>	<b>City of Marysville</b>	<b>City of Pataskala</b>
<b>Total Annual Operating Budget</b>	\$36,685,775		\$23,171,111
	\$29,325,290		
<b>Total Annual Revenue</b>			\$18,906,020
<b>Total Number of full-time (non-union)</b>	60	98	15
<b>Total Number of part-time (non-union)</b>	150 (seasonal Part-time)	22	6
<b>Total Number of full-time (union)</b>	22	68	32
<b>Total Number of part-time (union)</b>	0	0	0
<b>Total Staff</b>	232	188	53
<b>Annual gross payroll</b>	\$4,926,130	\$10,818,786	\$4,337,366
<b>Annual health insurance (employer cost)</b>	\$1,543,086	\$1,797,102	\$474,630
<b>Annual dental insurance (employer cost)</b>	\$110,832	\$93,964	\$27,045
<b>Annual life insurance (employer cost)</b>	\$9,960	\$16,085	\$6,534
<b>Total Benefit Cost</b>	\$1,663,878	\$1,907,151	\$508,209
<b>Benefit Cost as a percent of payroll</b>	33.77%	17.63%	11.72%

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**Comments:**



## 2015 Salary & Fringe Benefit Survey

Salary Administration & Incentives	City of Groveport	City of Marysville	City of Pataskala
Average percent base pay increase 2015?	4%	1.50%	10.67%
Percent increase to 2015 salary structure?	4%	1.50%	3.00%
Anticipated average percent base pay 2016?	4%	Unknown	3.00%
Factors that determine individual salary inc.	Cost of Living & Perf. Based	Cost of Living	Cost of living and Competency Based
Short-term Incentive Pay (Bonus)	No	No	No

Notes:



## 2015 Salary & Fringe Benefit Survey

<b>Participant Information</b>	<b>City of Pickerington</b>	<b>City of Powell</b>	<b>City of Reynoldsburg</b>
<b>Total Annual Operating Budget</b>	\$28,725,661	\$14,301,813	\$36,440,430
<b>Total Annual Revenue</b>	\$25,381,323	\$11,322,452	\$38,010,248
<b>Total Number of full-time (non-union)</b>	38	21	49
<b>Total Number of part-time (non-union)</b>	13	4	38
<b>Total Number of full-time (union)</b>	48	26	75
<b>Total Number of part-time (union)</b>	0	0	0
<b>Total Staff</b>	99	51	162
<b>Annual gross payroll</b>	\$5,607,364	\$3,400,475	\$9,004,380
<b>Annual health insurance (employer cost)</b>	\$1,022,821	\$450,941	\$1,450,253
<b>Annual dental insurance (employer cost)</b>	\$69,250	\$29,806	\$124,061
<b>Annual life insurance (employer cost)</b>	\$15,025	\$16,774	\$19,759
<b>Total Benefit Cost</b>	\$1,107,096	\$497,521	\$1,680,321
<b>Benefit Cost as a percent of payroll</b>	19.75%	14.63%	20%

Comments:



## 2015 Salary & Fringe Benefit Survey

Salary Administration & Incentives	City of Pickerington	City of Powell	City of Reynoldsburg
Average percent base pay increase 2015?	2.00%	4% non-union	2%
Percent increase to 2015 salary structure?	NA	0.00%	2%
Anticipated average percent base pay 2016?	Unknown	3% non-union	Unknown
Factors that determine individual salary inc.	Market based	Cost of Living & Market Based Adj.	Cost of Living Adjustments
Short-term Incentive Pay (Bonus)	No	No	No

Notes:



## 2015 Salary & Fringe Benefit Survey

Participant Information	City of Upper Arlington	City of Westerville	City of Whitehall
Total Annual Operating Budget	\$37,388,921	\$136,413,326	\$30,804,427
Total Annual Revenue	Approx. \$45 million	\$142,133,312	\$33,308,516
Total Number of full-time (non-union)	88	221	31
Total Number of part-time (non-union)	8	372	37
Total Number of full-time (union)	123	196	108
Total Number of part-time (union)	0	0	2
Total Staff	219	789	178
Annual gross payroll	\$18.2 million	\$23,570,196	\$12,262,355
Annual health insurance (employer cost)	\$2.7 million	\$7,068,449	Self Insured - approximate made from COBRA rates
Annual dental insurance (employer cost)	\$185,000	\$506,033	Self Insured - approximate made from COBRA rates
Annual life insurance (employer cost)	\$22,000	\$72,800	\$100,000/per employee
Total Benefit Cost	\$2,907,000	\$7,647,282	\$7,030,603
Benefit Cost as a percent of payroll	15.97%	32.00%	57%

Comments:



**2015 Salary & Fringe Benefit Survey**

Salary Administration & Incentives	City of Upper Arlington	City of Westerville	City of Whitehall
Average percent base pay increase 2015?	2.5% General employees	3.00%	
Percent increase to 2015 salary structure?		2.25%	
Anticipated average percent base pay 2016?	2% - 2.5%	2.00%	
Factors that determine individual salary inc.	All listed in survey	Merit Based	Cost of Living Adjustment
Short-term Incentive Pay (Bonus)	No	No	No Longevity pay after 5 years

Notes:

**Longevity payments:**

- 5-9 yrs = \$950
- 10-14 yrs = \$1,175
- 15-19 yrs = \$1,550
- 20 or more yrs = \$1,725



## 2015 Salary & Fringe Benefit Survey

<b>Participant Information</b>	<b>City of Worthington</b>	<b>Delaware County</b>	<b>Franklin County Bd. of Commissioners</b>
<b>Total Annual Operating Budget</b>	\$25,470,662	\$239,256,867	\$519,466,561
<b>Total Annual Revenue</b>	\$25,486,812	\$189,891,689	\$662,776,406
<b>Total Number of full-time (non-union)</b>	80	606	426
<b>Total Number of part-time (non-union)</b>	132	154	8
<b>Total Number of full-time (union)</b>	64	461	789
<b>Total Number of part-time (union)</b>	0	50	1
<b>Total Staff</b>	276	1,271	1,224
<b>Annual gross payroll</b>	\$13,283,991	\$53,534,347	\$54,061,733
<b>Annual health insurance (employer cost)</b>	\$2,147,810	\$13,000,000	Bundled
<b>Annual dental insurance (employer cost)</b>	\$173,268	\$170,000	Bundled
<b>Annual life insurance (employer cost)</b>	\$36,223	\$57,000	Bundled
<b>Total Benefit Cost</b>	\$2,357,301	\$13,227,000	\$18,205,213.70
<b>Benefit Cost as a percent of payroll</b>		0.24708%	34%

Comments:



## 2015 Salary & Fringe Benefit Survey

Salary Administration & Incentives	City of Worthington	Delaware County	Franklin County Bd. of Commissioners
Average percent base pay increase 2015?	2%	2.75%	2%
Percent increase to 2015 salary structure?	2%	0%	N/A
Anticipated average percent base pay 2016?	Unknown	Unknown	N/A
Factors that determine individual salary inc.		All factors are used	Cost of living & market
Short-term Incentive Pay (Bonus)	No	No	No

Notes:



## 2015 Salary & Fringe Benefit Survey

Participant Information	Jackson Township Franklin County	Prairie Township Franklin County	Truro Township Franklin County
Total Annual Operating Budget	\$18,453,870	\$12,624,809	\$8,202,694
Total Annual Revenue	\$16,426,880	\$11,348,800	\$7,787,487
Total Number of full-time (non-union)	12	18	49
Total Number of part-time (non-union)	2	3	20
Total Number of full-time (union)	81	27	0
Total Number of part-time (union)	27	35	0
Total Staff	122	83	69
Annual gross payroll	\$7,467,350	\$3,520,102	\$4,096,479
Annual health insurance (employer cost)	\$1,600,000	\$959,111	\$708,475.00
Annual dental insurance (employer cost)	\$143,000	Included in health	\$58,360
Annual life insurance (employer cost)	\$28,000	Included in health	\$6,834
Total Benefit Cost	\$1,771,000	\$959,111	\$773,669
Benefit Cost as a percent of payroll	23.72%		18.89%

Comments:



## 2015 Salary & Fringe Benefit Survey

Salary Administration & Incentives	Jackson Township Franklin County	Prairie Township Franklin County	Truro Township Franklin County
Average percent base pay increase 2015?	2.75%	3%	2%
Percent increase to 2015 salary structure?	2.75%		2%
Anticipated average percent base pay 2016?	Based on CPI%		1 - 2%
Factors that determine individual salary inc.	Cost of living adjustment	Cost of Living	Cost of living & Market
Short-term Incentive Pay (Bonus)	No	No	Yes

### Notes:

#### Fire Department Only:

Medic Bonus - 5% base  
 Fire Insp Cert - \$300  
 EMT Instruct Cert - \$300  
 Fire Prevent. Cert - \$300  
 Arson Invest. Cert - \$300  
 Phone - \$480  
 SCBA Certification - \$300

#### All Employees

After 5 yrs - \$500  
 Add. \$100/yr after 5 years  
 to max of \$2,000



## 2015 Salary & Fringe Benefit Survey

Participant Information	Village of Johnston	Village of Riverlea
Total Annual Operating Budget	\$5,778,866	\$65,000
Total Annual Revenue	\$5,458,200	\$208,000
Total Number of full-time (non-union)	24	0
Total Number of part-time (non-union)	3	10
Total Number of full-time (union)	0	0
Total Number of part-time (union)	0	0
Total Staff	27	10
Annual gross payroll	\$1,160,305	\$24,625
Annual health insurance (employer cost)	\$333,956	\$0
Annual dental insurance (employer cost)	\$25,000	\$0
Annual life insurance (employer cost)	\$1,800	\$0
Total Benefit Cost	\$360,756	\$0
Benefit Cost as a percent of payroll	31%	0%

Comments:



## 2015 Salary & Fringe Benefit Survey

Salary Administration & Incentives	Village of Lockbourne	Village of Riverlea
Average percent base pay increase 2015?	1.5%	0%
Percent increase to 2015 salary structure?	5%	0%
Anticipated average percent base pay 2016?	3%	0%
Factors that determine individual salary inc.		Cost of Living
Short-term Incentive Pay (Bonus)	No	No

Notes:



## **Salaries by Job Title**



## Salaries Broken Down by Title

2015

### Public Works/Public Services

Director	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Director of Public Service	City of Gahanna	\$84,076	\$116,772	\$99,127	Equal to	1
Director of Public Service	City of Whitehall	\$80,144	\$99,607	\$85,675		1
Public Service Director	City of Columbus	\$137,883	\$229,819	\$160,680	Greater than	1
Public Service Director	City of Upper Arlington	\$86,485	\$121,079	\$118,000	Equal to	1
Director	City of Grove City	\$94,473	\$87,360	\$124,800	Equal to	1
Director, Public Facilities Management	Franklin County Board of Commissioners	\$87,672	\$122,741	\$113,672	Equal to	1
Director	City of Reynoldsburg	\$68,523	\$98,882	\$75,643	Equal to	1
Director	City of Worthington			\$106,852		1
Director	City of Delaware	\$61,847	\$123,016	\$109,000	Equal to	1
Director	City of Pataskala	\$70,018	\$100,099		Equal to	1
Director of Environmental Services	Delaware County	\$70,291	\$94,197	\$85,405		1
Parks & Recreation/Public Service Director	City of Powell	\$77,097	\$104,309	\$92,934	Greater than	1
Director of Services	City of Grandview Heights	\$71,700	\$99,600	\$85,010	Equal to	1
Public Service Director	City of Marysville	\$85,000	\$100,000	\$93,237	Equal to	1
Director of Public Service	City of Westerville	\$86,299	\$138,050	\$109,990	Equal to	1
Director, Public Service	City of Canal Winchester	\$70,322	\$97,080	\$83,701	Equal to	1
Director	City of Pickerington	\$54,080	\$93,600	\$93,386	Equal to	1
Services Director	Village of Johnstown	\$52,790	\$89,669	\$72,800	Greater than	1
Street Commissioner	Village of Riverlea			\$1,800	Less than	1
<b>AVERAGES</b>		<b>\$78,747</b>	<b>\$112,699</b>	<b>\$95,095</b>		

Assistant Director	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Public Service Deputy Director	City of Columbus	\$91,416	\$152,339	\$127,025	Greater than	1
Superintendent	City of Delaware		\$77,797	\$77,797	Equal to	2
Deputy Director	City of Gahanna	\$68,881	\$95,668	\$74,237	Equal to	1
Service Superintendent	City of Grove City	\$65,125	\$98,820	\$75,025	Equal to	1
Asst. Parks & Recreation/Public Service Dir.	City of Powell	\$46,015	\$64,531	\$59,446	Greater than	1
Deputy Director	City of Westerville	\$67,350	\$101,088	\$100,672	Less than	1
Sr Administrative Assistant	City of Whitehall	\$40,142	\$52,723	\$44,304		1
Operations Manager	Delaware County	\$57,422	\$76,950	\$68,661		1
Assistant Director, Property Management	Franklin County Board of Commissioners	\$68,640	\$96,117	\$96,096	Equal to	1
<b>AVERAGES</b>		<b>\$63,124</b>	<b>\$90,670</b>	<b>\$80,363</b>		



## Salaries Broken Down by Title

2015

### Public Works/Public Services

Maintenance Supervisor	Government Entity	Salary Range Minimum	Salary Range Maximum	Avg. Annual Salary	Level of Match	# of Incumb
Street, Water and Wastewater Building Maintenance Supervisor	City of Canal Winchester	\$51,433	\$70,924	\$61,179	Equal to	3
Facility Superintendent	City of Columbus	\$39,832	\$59,738	\$51,979	Equal to	8
Utilities Superintendent	City of Delaware		\$47,740	\$46,280	Greater than	1
Public Works Superintendent	City of Gahanna	\$68,881	\$95,668	\$95,448	Equal to	1
Superintendent of Streets	City of Groveport	\$52,707	\$84,718		Equal to	1
Superintendent of Parks & Grounds	City of Marysville	\$65,000	\$75,000	\$65,412	Equal to	1
Street Supervisor	City of Marysville	\$65,000	\$75,000	\$67,870	Equal to	1
Facility Operations Manager	City of Pataskala	\$50,426	\$67,768	\$53,498	Equal to	1
Superintendent	City of Pickerington	\$41,600	\$56,160	\$58,000	Equal to	1
Service Manager	City of Reynoldsburg	\$48,690	\$70,209	\$59,483	Equal to	2
Maintenance Supervisor	City of Upper Arlington	\$62,244	\$87,142		Equal to	Vacant
Maintenance Superintendent	City of Westerville	\$55,682	\$83,408	\$73,667	Equal to	3
Superintendent	City of Worthington	\$72,047	\$90,735	\$90,735		1
Building Manager	Truro Township	\$58,969	\$58,969	\$58,969	Greater than	1
Maintenance Supervisor	Franklin County Board of Commissioners	\$60,715	\$85,010	\$63,253	Equal to	4
	Delaware County	\$44,669	\$54,295	\$58,573		1
<b>AVERAGES</b>		<b>\$55,860</b>	<b>\$72,655</b>	<b>\$64,596</b>		

City Engineer	Government Entity	Salary Range Minimum	Salary Range Maximum	Avg. Annual Salary	Level of Match	# of Incumb
Design & Construction Division Administrator	City of Columbus	\$95,077	\$158,434	\$125,819	Greater than	1
Director of Engineering Services	City of Delaware	\$61,847	\$123,016	\$109,000	Equal to	1
City Engineer	City of Gahanna	\$73,946	\$102,703	\$75,589	Equal to	1
City Engineer	City of Groveport	\$67,412	\$108,347		Equal to	1
City Engineer/Deputy Dir. Public Services	City of Marysville	\$85,000	\$100,000	\$87,753	Equal to	1
City Engineer	City of Pickerington		(contract)	\$91,800	Equal to	1
City Engineer	City of Powell	\$77,097	\$104,309	\$85,010	Equal to	1
City Engineer	City of Upper Arlington	\$75,540	\$105,756	\$90,000	Equal to	1
City Engineer	City of Westerville	\$81,557	\$122,366	\$114,691	Equal to	1
County Engineer	Delaware County			\$95,202		1
<b>AVERAGES</b>		<b>\$77,185</b>	<b>\$115,616</b>	<b>\$97,207</b>		



**Salaries Broken Down by Title**

**2015**

<b>Public Works/Public Services</b>						
<b>Associate Engineer</b>	<b>Government Entity</b>	<b>Salary Range Minimum</b>	<b>Salary Range Maximum</b>	<b>Avg. Annual Salary</b>	<b>Level of Match</b>	<b># of Incumb</b>
Engineer 2	City of Columbus	\$62,691	\$93,995	\$77,979	Equal to	31
Assistant Engineer	City of Delaware		\$80,860	\$80,860	Equal to	1
Water Resources Engineer	City of Gahanna	\$53,180	\$73,861	\$73,861	Equal to	1
Utility Engineer	City of Marysville	\$60,000	\$70,000	\$68,000	Equal to	1
Assistant City Engineer/Staff Engineer	City of Powell	\$39,349	\$75,077	\$57,393	Greater than	2
Assistant City Engineer	City of Upper Arlington	\$65,980	\$92,371	\$72,000	Equal to	1
Engineer	Delaware County	\$43,987	\$58,946			2
Manager of Planning	Franklin County Board of Commissioners	\$60,715	\$85,010	\$67,059	Equal to	1
<b>AVERAGES</b>		<b>\$55,129</b>	<b>\$78,765</b>	<b>\$71,022</b>		
<b>Drafter</b>	<b>Government Entity</b>	<b>Salary Range Minimum</b>	<b>Salary Range Maximum</b>	<b>Avg. Annual Salary</b>	<b>Level of Match</b>	<b># of Incumb</b>
Drafter/CAD Operator	City of Columbus	\$37,045	\$49,462	\$46,467	Equal to	3
Engineering Technician	City of Westerville	\$47,923	\$67,018	\$57,186	Equal to	3
Design Tech	Delaware County	\$32,970	\$44,183			2
<b>AVERAGES</b>		<b>\$39,313</b>	<b>\$53,554</b>	<b>\$51,827</b>		
<b>Supervisor</b>	<b>Government Entity</b>	<b>Salary Range Minimum</b>	<b>Salary Range Maximum</b>	<b>Avg. Annual Salary</b>	<b>Level of Match</b>	<b># of Incumb</b>
Service Department Supervisor	City of Grandview Heights	\$39,800	\$69,500	\$69,493	Equal to	1
Utility Superintendent	City of Pataskala	\$52,358	\$70,365	\$57,242	Equal to	2
Crew Chiefs	City of Whitehall	\$58,240	\$68,640	\$68,640		3
Operations Manager	Delaware County			\$51,834		1
<b>AVERAGES</b>		<b>\$50,133</b>	<b>\$69,502</b>	<b>\$61,802</b>		



## Salaries Broken Down by Title

2015

### Public Works/Public Services

Maintenance Foreman	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Maintenance Technician III	City of Canal Winchester	\$42,182	\$58,282	\$50,232	Equal to	2
Building Maintenance Manager	City of Columbus	\$55,973	\$83,949	\$68,266	Equal to	9
Project Manager	City of Delaware		\$66,327	\$66,327	Greater than	2
Utility Foreman	City of Gahanna	\$47,944	\$59,030	\$60,819	Equal to	2
Service Manager	City of Grove City	\$50,980	\$77,355	\$74,235	Equal to	1
Maintenance Foreman	City of Groveport	\$38,604	\$62,025		Equal to	1
Streets Foreman	City of Marysville	\$45,490	\$54,579	\$54,579		2
Service Foreman	City of Pickerington	\$29,120	\$56,160	\$54,049	Equal to	2
Maintenance Foreman	City of Reynoldsburg	\$40,068	\$57,794	\$54,738	Equal to	1
Maintenance Specialist (Service)	City of Westerville	\$47,362	\$61,568	\$61,568	Equal to	6
Public Service Superintendent	City of Whitehall	\$66,560	\$79,040	\$79,040		1
Maintenance Foreman	Franklin County Board of Commissioners	\$39,312	\$55,037	\$48,506	Equal to	1
Road Superintendent	Jackson Township			\$60,216	Equal to	1
Facilities Maintenance Coordinator	Village of Johnstown	\$29,952	\$39,520	\$37,440	Greater than	2
<b>AVERAGES</b>		<b>\$44,462</b>	<b>\$62,359</b>	<b>\$59,232</b>		

Labor/Crew Leader	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Maintenance Technician III	City of Canal Winchester	\$33,280	\$53,518	\$43,399	Equal to	5
Labor/Crew Leader	City of Delaware			\$54,617	Greater than	5
Maintenance Worker	City of Grandview Heights	\$30,000	\$57,500	\$45,406	Equal to	10
Maintenance Worker I & II	City of Groveport	\$33,904	\$54,496		Equal to	7
Equipment Operator	City of Pataskala	\$34,424	\$49,878	\$37,841	Equal to	7
Parks/Public Service Laborer	City of Powell	\$32,572	\$43,160	\$40,851	Greater than	6
Public Service Supervisor	City of Upper Arlington	\$55,397	\$77,556	\$55,974	Equal to	2
Street Laborers	City of Whitehall	\$49,920	\$60,320	\$60,320		7
Maintenance Supervisor	City of Worthington	\$57,155	\$72,047	\$72,047		4
Garage Crew Leader	Delaware County	\$29,769	\$39,893			1
Maintenance Worker Crew Leader	Franklin County Board of Commissioners	\$31,387	\$37,648	\$33,176	Equal to	2
Service Technician	Jackson Township			\$48,360		2
<b>AVERAGES</b>		<b>\$38,781</b>	<b>\$54,602</b>	<b>\$49,199</b>		



## Salaries Broken Down by Title

2015

### Public Works/Public Services

Building Inspector Administrator	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Construction Services	City of Canal Winchester	\$70,322	\$97,080	\$83,701	Greater than	1
Construction Inspector 1	City of Columbus	\$41,600	\$55,016	\$47,882	Equal to	96
Chief Building Official	City of Delaware	\$61,847	\$123,016	\$97,688	Greater than	1
Chief Building Official	City of Gahanna	\$60,778	\$84,414	\$72,883	Equal to	1
Director of Building & Zoning	City of Grandview Heights	\$71,700	\$99,600		Equal to	0
Chief Building Official	City of Grove City	\$64,480	\$99,840	\$92,539	Equal to	1
Chief Building Inspector	City of Groveport	\$57,408	\$92,268		Less than	1
Chief Building Official	City of Upper Arlington	\$62,244	\$87,142	\$81,814	Equal to	1
Chief Building Official	City of Westerville	\$74,110	\$111,155	\$98,696	Equal to	1
Code Compliance Supervisor	Delaware County	\$57,422	\$76,950	\$82,181		1
Building Plans Examiner	Franklin County Board of Commissioners	\$41,683	\$50,024	\$44,678	Equal to	1
<b>AVERAGES</b>		<b>\$60,327</b>	<b>\$88,773</b>	<b>\$78,007</b>		

Building Inspector	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Building Inspector	City of Canal Winchester	\$37,856	\$53,518	\$45,687	Equal to	1
Building Inspector 1	City of Columbus	\$47,757	\$76,211	\$64,189	Equal to	17
Building Inspector	City of Delaware	\$43,147	\$50,414	\$51,926	Greater than	3
Building and Heating Inspector	City of Gahanna	\$50,648	\$70,344	\$57,962	Equal to	1
Building Inspector	City of Grove City	\$45,032	\$68,328	\$63,242	Equal to	2
Building Inspector I & II	City of Groveport	\$43,284	\$69,596		Equal to	1
Engineering Inspector	City of Marysville	\$45,490	\$54,579	\$54,579	Less than	1
Building Inspector	City of Powell	\$56,579	\$75,077	\$67,080	Greater than	2
Chief Building Inspector	City of Reynoldsburg	\$51,145	\$73,740	\$62,478	Equal to	1
Building Inspector	City of Upper Arlington	\$52,261	\$73,165	\$70,496	Equal to	1
Code Inspector II	City of Westerville	\$55,682	\$83,408	\$75,393	Equal to	3
Chief Building Official	City of Whitehall	\$68,000	\$81,000	\$61,755		1
Chief Building Inspector	City of Worthington			\$91,758		1
Certified Building Inspector	Delaware County	\$35,974	\$48,208			3
Building Inspector	Franklin County Board of Commissioners	\$39,312	\$47,174	\$40,726	Equal to	1
<b>AVERAGES</b>		<b>\$48,012</b>	<b>\$66,054</b>	<b>\$62,098</b>		



# Salaries Broken Down by Title

## 2015

### Public Works/Public Services

Field/Construction Inspector	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Construction Inspector 1	City of Columbus	\$41,600	\$55,016	\$47,882	Greater Than	96
Project Administrator	City of Gahanna	\$53,180	\$73,861	\$54,361		1
Field Inspector	City of Worthington	\$52,960	\$66,745	\$66,746		2
Building Official	Delaware County	\$28,328	\$37,963			1
<b>AVERAGES</b>		<b>\$44,017</b>	<b>\$58,396</b>	<b>\$56,330</b>		

Certified Mechanic	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Automotive Mechanic (Heavy)	City of Columbus	\$44,054	\$53,747	\$51,168	Equal to	67
Certified Mechanic	City of Delaware	\$40,867	\$53,026	\$54,617	Equal to	3
Fleet Technician	City of Gahanna	\$40,997	\$56,784	\$58,490	Equal to	4
Mechanic	City of Grove City	\$45,032	\$68,328	\$65,582	Equal to	1
City Vehicle Mechanic	City of Marysville	\$47,590	\$57,221	\$57,221		1
Mechanic	City of Reynoldsburg	\$40,068	\$57,794	\$46,143	Equal to	1
Fleet Maintenance Technician	City of Upper Arlington	\$46,512	\$65,117	\$58,671	Equal to	4
Fleet Maintenance Supervisor	City of Westerville	\$55,682	\$83,408	\$79,019	Greater than	1
Certified Mechanic	City of Whitehall	\$62,400	\$74,880	\$74,880		2
Mechanic	City of Worthington	\$57,470	\$75,298	\$75,298		1
Mechanic	Delaware County	\$26,430	\$35,419			4
Mechanic	Franklin County Board of Commissioners	\$34,549	\$41,454	\$44,242	Equal to	6
<b>AVERAGES</b>		<b>\$45,138</b>	<b>\$60,206</b>	<b>\$60,485</b>		

Electrical Inspector	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Electrical Inspector 1	City of Columbus	\$47,757	\$76,211	\$72,259	Equal to	9
Electrical Inspector	City of Grove City	\$45,032	\$68,328	\$67,662	Equal to	1
Building Inspector	City of Reynoldsburg	\$40,068	\$57,794	\$49,000	Equal to	1
Electrical Safety Inspector	Delaware County	\$40,538	\$54,325			3
<b>AVERAGES</b>		<b>\$43,349</b>	<b>\$64,165</b>	<b>\$62,974</b>		



## Salaries Broken Down by Title

2015

### Public Works/Public Services

Water Treatment Plant Operator	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Water/Wastewater Operator I, II, III	City of Canal Winchester	\$37,773	\$52,312	\$45,043	Equal to	6
Water Treatment Plant Operations Technician III	City of Columbus	\$45,282	\$55,016	\$53,040	Greater than	10
Utility Maintenance	City of Delaware	\$38,793	\$48,275	\$48,275	Equal to	4
Water Operator/Wastewater Operator	City of Groveport	\$36,254	\$58,260		Equal to	3
Utility Field Technician	City of Marysville	\$39,520	\$52,208			18
Water Treatment Plant Operator 1, 2, 3	City of Pataskala	\$32,094	\$44,678	\$39,360	Equal to	3
Water Operations Superintendent	City of Pickerington	\$37,440	\$52,000	\$47,074	Greater than	6
Operations Supervisor	City of Westerville	\$67,350	\$101,088	\$88,275	Greater than	1
Wastewater Operator 2	Delaware County	\$30,680	\$47,590			3
Chief Water Operator	Franklin County Board of Commissioners	\$37,731	\$52,811	\$46,176	Equal to	1
	Village of Johnstown	\$41,704	\$58,698	\$45,760	Greater than	1
<b>AVERAGES</b>		<b>\$40,420</b>	<b>\$56,631</b>	<b>\$51,625</b>		

Meter Reader	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Technician III	City of Delaware	\$38,793	\$48,275	\$48,275	Greater than	1
Billing Manager	City of Pataskala	\$41,641	\$55,962	\$48,277	Greater than	1
Meter Reader	City of Westerville	\$35,963	\$50,378	\$41,059	Equal to	2
Utility Service Inspector	Franklin County Board of Commissioners	\$34,549	\$48,381	\$42,286	Greater than	1
Meter Reader	Village of Johnstown	\$27,435	\$37,315	\$32,240	Greater than	4
<b>AVERAGES</b>		<b>\$35,676</b>	<b>\$48,062</b>	<b>\$42,427</b>		

Stock Room Clerk	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Utility Clerk	City of Pataskala	\$33,114	\$38,376	\$33,114	Equal to	1
Stock Clerk	City of Westerville	\$35,963	\$50,378	\$47,674	Equal to	1
<b>AVERAGES</b>		<b>\$34,539</b>	<b>\$44,377</b>	<b>\$40,394</b>		



## Salaries Broken Down by Title

2015

### Public Works/Public Services

Equipment Operator	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Equipment Operator 1	City of Columbus	\$38,085	\$50,274	\$49,733	Equal to	36
Equipment Operator	City of Gahanna	\$42,245	\$58,490	\$57,153	Equal to	12
Distribution Utility Operator	City of Marysville	\$41,517	\$49,733			8
Utilities Operator	City of Pataskala	\$38,563	\$44,678	\$42,993	Equal to	2
Maintenance Spec/Equipment Operator	City of Reynoldsburg	\$32,920	\$47,549	\$36,445	Equal to	10
Equipment Operator	City of Westerville	\$39,728	\$55,474	\$47,736	Equal to	1
Operator	Delaware County	\$29,769	\$39,893			14
<b>AVERAGES</b>		<b>\$37,547</b>	<b>\$49,442</b>	<b>\$46,812</b>		

Traffic Signal Technician	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Electronic System Technician	City of Columbus	\$44,054	\$59,030	\$55,390	Equal to	37
Electrician	City of Upper Arlington	\$46,512	\$65,117	\$52,046	Equal to	5
Traffic Signal Technician	City of Westerville	\$47,923	\$67,018	\$61,963	Equal to	1
Traffic Signal Technician	City of Worthington	\$52,960	\$66,746	\$66,746		1
<b>AVERAGES</b>		<b>\$47,862</b>	<b>\$64,478</b>	<b>\$59,036</b>		

Municipal Housing Specialist	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Permit Specialist	City of Whitehall	\$45,760	\$54,080	\$52,000		1
<b>AVERAGES</b>		<b>\$45,760</b>	<b>\$54,080</b>	<b>\$52,000</b>		



# Salaries Broken Down by Title

## 2015

### Public Works/Public Services

Urban Planner	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Associate Planner	City of Delaware	\$47,689	\$77,749	\$77,749	Greater than	1
Senior Planner	City of Upper Arlington	\$70,597	\$98,836	\$89,993	Equal to	1
Sr Program Coordinator	Franklin County Board of Commissioners	\$48,027	\$67,246	\$59,966	Equal to	1
<b>AVERAGES</b>		<b>\$55,438</b>	<b>\$81,277</b>	<b>\$75,903</b>		

### General - Administration

Mayor with no City Manager or City Administrator	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Mayor	City of Canal Winchester			\$87,500	Equal to	1
Mayor	City of Columbus			\$172,972	Equal to	1
Mayor	City of Gahanna			\$103,809	Equal to	1
Mayor	City of Grandview Heights			\$35,000	Equal to	1
Mayor	City of Reynoldsburg			\$97,802	Equal to	1
Mayor	City of Whitehall			\$77,500		1
Mayor	Village of Riverlea			\$6,000	Equal to	1
<b>AVERAGES</b>				<b>\$82,940</b>		



**Salaries Broken Down by Title**

**2015**

**General - Administration (Con't.)**

<b>Mayor with City Manager or City Administrator</b>	<b>Government Entity</b>	<b>Salary Range Minimum</b>	<b>Salary Range Maximum</b>	<b>Avg. Annual Salary</b>	<b>Level of Match</b>	<b># of Incumb</b>
Mayor	City of Delaware			\$7,371	Equal to	1
Mayor	City of Grove City			\$20,000	Equal to	1
Mayor	City of Groveport			\$18,250	No Match	1
Mayor	City of Marysville			\$16,000		1
Mayor	City of Pataskala			\$15,000	Equal to	1
Mayor	City of Pickerington		(Legislated)	\$12,000	Less than	1
Mayor	City of Powell			\$10,800	Equal to	1
Council President	City of Upper Arlington			\$8,400	Equal to	1
Mayor	City of Worthington			\$10,400		1
Mayor	Village of Johnstown			\$3,600		1
<b>AVERAGES</b>				<b>\$12,182</b>		

<b>City Manager</b>	<b>Government Entity</b>	<b>Salary Range Minimum</b>	<b>Salary Range Maximum</b>	<b>Avg. Annual Salary</b>	<b>Level of Match</b>	<b># of Incumb</b>
City Manager	City of Delaware			\$128,544	Greater than	1
City Manager	City of Pickerington		(contract)	\$135,000	Equal to	1
City Manager	City of Powell	\$124,841	\$135,000	\$133,078	Greater than	1
City Manager	City of Upper Arlington			\$190,072	Equal to	1
City Manager	City of Westerville			\$151,000	Equal to	1
City Manager	City of Worthington			\$142,502		1
County Administrator	Delaware County	\$77,736	\$104,174	\$99,445		1
County Administrator	Franklin County Board of Commissioners	\$132,080	\$184,912	\$180,003	Equal to	1
Village Manager	Village of Johnstown			\$86,500	Greater than	1
<b>AVERAGES</b>		<b>\$111,552</b>	<b>\$141,362</b>	<b>\$138,460</b>		



## Salaries Broken Down by Title

2015

### General - Administration (Con't.)

City Administrator	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
City Administrator	City of Grove City			\$125,000	Equal to	1
City Administrator	City of Groveport	\$72,009	\$115,710		No match	1
City Administrator	City of Marysville	\$100,000	\$130,000	\$119,828		1
City Administrator	City of Pataskala			\$93,730	Equal to	1
Township Administrator	Jackson Township			\$88,566	Equal to	1
Township Administrator	Prairie Township			\$102,074		1
Township Administrator	Truro Township	\$66,300	\$66,300	\$66,300	Equal to	1
<b>AVERAGES</b>		<b>\$79,436</b>	<b>\$104,003</b>	<b>\$99,250</b>		

Council Members	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Council Member	City of Canal Winchester	\$6,400	\$6,900	\$6,650	Equal to	7
City Council Members	City of Columbus			\$54,101	Greater than	7
Council Member	City of Delaware			\$6,759	Equal to	6
Council Member	City of Gahanna	\$9,600	\$9,600	\$9,600	Equal to	7
Council Member	City of Grandview Heights	\$3,000	\$3,600	\$3,000	Equal to	7
Council Member	City of Grove City			\$6,000	Equal to	5
Council Member	City of Groveport			\$3,000	No Match	6
Council Member	City of Marysville			\$4,800		7
Council Member	City of Pataskala	\$3,000	\$5,500	\$3,900	Equal to	7
Council Member	City of Pickerington		(legislated)	\$7,200	Equal to	7
Council Member	City of Powell			\$7,200	Equal to	6
City Council Members	City of Reynoldsburg	\$7,500	\$8,400	\$7,500	Equal to	7
Council Member	City of Upper Arlington			\$7,200	Equal to	6
Council Member	City of Whitehall			\$4,600		7
Commissioners	Delaware County			\$65,624		3
Trustees	Truro Township			\$20,568		3
Council Member	Village of Johnstown			\$1,200		6
Council Member	Village of Riverlea			\$450	Equal to	6
<b>AVERAGES</b>		<b>\$5,900</b>	<b>\$6,800</b>	<b>\$12,186</b>		



## Salaries Broken Down by Title

2015

### General - Administration (Con't.)

Controller	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
City Auditor	City of Columbus			\$164,028	Greater than	1
Finance Manager	City of Upper Arlington	\$70,597	\$98,836	\$79,950	Equal to	1
City Treasurer	City of Whitehall			\$7,500		1
Fiscal Services Director	Delaware County	\$70,291	\$94,197	\$84,843		1
<b>AVERAGES</b>		<b>\$70,444</b>	<b>\$96,517</b>	<b>\$84,080</b>		

Finance Director	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Finance Director	City of Canal Winchester	\$70,322	\$97,080	\$83,701	Equal to	1
Finance & Management Director	City of Columbus	\$121,784	\$203,008	\$153,795	Greater than	1
Finance Director	City of Delaware	\$61,679	\$123,016	\$117,792	Greater than	1
Finance Director	City of Gahanna	\$84,076	\$116,772	\$96,239	No match	1
Director of Finance	City of Grandview Heights	\$71,700	\$104,000	\$104,000	Equal to	1
Finance Director	City of Grove City	\$87,360	\$124,800	\$98,592	Equal to	1
Finance Director/Assistant Administrator	City of Groveport		\$62,212	\$99,985	No match	1
Finance Director/Assistant City Administrator	City of Marysville	\$90,000	\$100,000	\$102,089		1
Finance Director	City of Pataskala			\$97,613	Equal to	1
Finance Director	City of Pickerington		(contract)	\$95,758	Equal to	1
Finance Dir/HR Director/Income Tax Admin.	City of Powell	\$77,097	\$106,895	\$104,374	Greater than	1
City Auditor	City of Reynoldsburg	\$78,381	\$78,381	\$78,381	Equal to	1
Finance Director	City of Upper Arlington	\$90,061	\$126,085	\$125,688	Equal to	1
Director of Finance	City of Westerville	\$94,848	\$151,902	\$106,579	Equal to	1
City Auditor	City of Whitehall			\$75,000		1
Finance Director	City of Worthington			\$102,323		1
County Auditor	Delaware County			\$76,752		1
Director, Office of Management & Budget	Franklin County Board of Commissioners	\$100,360	\$140,504	\$105,394	Equal to	1
Finance Director	Truro Township		(elected)	\$28,176	Equal to	1
Finance Director	Village of Johnstown	\$46,176	\$68,300	\$57,000	Greater than	1
Clerk-Treasurer	Village of Riverlea			\$12,000		1
<b>AVERAGES</b>		<b>\$82,603</b>	<b>\$114,497</b>	<b>\$91,487</b>		



## Salaries Broken Down by Title

2015

### General - Administration (Con't.)

Finance Assistant	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Finance Specialist	City of Canal Winchester	\$37,856	\$53,518	\$45,687	Equal to	1
Assistant Auditor 1	City of Columbus	\$40,685	\$61,048	\$52,707	Equal to	5
Deputy Director, Finance	City of Gahanna	\$68,881	\$95,668	\$78,845	Greater than	1
Assistant Director of Finance	City of Grandview Heights	\$50,000	\$74,000	\$73,986	Greater than	1
Sr Accountant	City of Groveport	\$38,604	\$62,025		Equal to	1
Deputy Director of Finance	City of Pickerington	\$62,400	\$81,120	\$81,151	Greater than	1
Assistant Finance Director	City of Powell	\$56,579	\$75,077	\$64,834	Greater than	1
Accounting Manager	City of Reynoldsburg	\$56,371	\$81,317	\$65,928	Equal to	1
Assistant Finance Director	City of Upper Arlington	\$80,828	\$113,159	\$97,375	Equal to	1
Deputy Auditor	City of Whitehall	\$62,608	\$77,813	\$73,549		1
Finance Assistant	City of Worthington	\$57,470	\$75,298	\$75,298		1
Fiscal Services Assistant Admin	Delaware County	\$70,291	\$94,197	\$81,390		1
Benefits Fiscal Assistant	Franklin County Board of Commissioners	\$32,968	\$46,155	\$36,878	Equal to	1
<b>AVERAGES</b>		<b>\$55,042</b>	<b>\$76,184</b>	<b>\$68,969</b>		

Assistant City Manager	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Assistant City Manager	City of Delaware	\$61,679	\$123,016	\$95,275	Greater than	1
Assistant City Manager	City of Upper Arlington	\$90,061	\$126,085	\$111,000	Equal to	1
Assistant City Manager	City of Worthington			\$108,301		1
Assistant County Administrator	Delaware County	\$70,291	\$94,197	\$94,182		1
Deputy County Administrator	Franklin County Board of Commissioners	\$119,392	\$167,149	\$135,990	Equal to	2
Assistant Township Administrator	Jackson Township			\$52,000		1
<b>AVERAGES</b>		<b>\$85,356</b>	<b>\$127,612</b>	<b>\$99,458</b>		



# Salaries Broken Down by Title

## 2015

### General - Administration (Con't.)

Assistant City Attorney	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Deputy City Attorney	City of Columbus	\$121,784	\$203,008	\$168,230	Greater than	1
City Attorney	City of Gahanna	\$65,653	\$65,653	\$65,653	Equal to	1
Assistant City Attorney	City of Reynoldsburg	\$51,146	\$73,740	\$73,740	Equal to	1
Assistant City Attorney	City of Upper Arlington	\$88,295	\$123,613	\$79,701	Equal to	2
City Attorney	City of Whitehall			\$75,000		1
Assistant County Prosecutor	Delaware County	\$57,422	\$76,950	\$66,872		12
<b>AVERAGES</b>		<b>\$76,860</b>	<b>\$108,593</b>	<b>\$88,199</b>		

Manager of Records Retention	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Records Administrator	City of Gahanna	\$37,277	\$51,705	\$43,906	Less than	1
Council Clerk	City of Powell	\$46,015	\$64,531	\$62,878	Greater than	1
Records Clerk	City of Upper Arlington	\$43,879	\$61,431	\$43,879	Equal to	1
Legal Assistant	City of Whitehall	\$43,229	\$61,590	\$61,568		1
Records Coordinator	Delaware County	\$28,547	\$38,256	\$41,704		1
Clerk to the Board of Commissioners	Franklin County Board of Commissioners	\$57,554	\$80,558	\$57,554	Greater than	1
<b>AVERAGES</b>		<b>\$42,750</b>	<b>\$59,679</b>	<b>\$51,915</b>		

Purchasing Manager	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Procurement Manager	City of Columbus	\$79,102	\$118,726	\$92,914	Equal to	1
Purchasing Administrator	City of Upper Arlington	\$58,721	\$82,210	\$78,076	Equal to	1
Procurement Coordinator	City of Westerville	\$55,682	\$83,408	\$62,213	Equal to	1
Sr Fiscal Specialist	Delaware County	\$32,970	\$44,183	\$57,845		1
Director, Planning	Franklin County Board of Commissioners	\$68,640	\$96,117	\$95,035	Equal to	1
<b>AVERAGES</b>		<b>\$59,023</b>	<b>\$84,929</b>	<b>\$77,217</b>		



## Salaries Broken Down by Title

2015

### General - Administration (Con't.)

Grants Coordinator	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Grants Coordinator	City of Columbus	\$69,888	\$104,853	\$94,328	Equal to	1
Grants Coordinator	Franklin County Board of Commissioners	\$51,210	\$71,677	\$59,592	Equal to	4
<b>AVERAGES</b>		<b>\$60,549</b>	<b>\$88,265</b>	<b>\$76,960</b>		

Municipal Tax Assessor	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Income Tax Administrator	City of Delaware	\$52,232	\$63,944	\$63,944	Greater than	1
Tax Accountant	City of Grandview Heights	\$40,000	\$63,500	\$60,008	Less than	1
Assistant Finance Director	City of Marysville	\$65,000	\$75,000	\$74,747		1
Examiner (PT)	City of Upper Arlington			\$17,784	Equal to	1PT
Income Tax Auditor	City of Westerville	\$50,586	\$75,878	\$62,722	Less than	2
Deputy Tax Commissioner	City of Whitehall	\$59,591	\$74,064	\$72,426		1
County Treasurer	Delaware County			\$61,256		1
<b>AVERAGES</b>		<b>\$53,482</b>	<b>\$70,477</b>	<b>\$58,984</b>		

Accountant	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Accountant	City of Delaware	\$63,586	\$77,749	\$77,749	Greater than	1
Finance Coordinator	City of Gahanna	\$41,874	\$58,159	\$51,320	Less than	1
Accountant	City of Grandview Heights	\$40,000	\$63,500	\$63,461	Equal to	1
Accountant	City of Westerville	\$50,586	\$75,878	\$63,177	Equal to	3
Income Tax Specialist	City of Whitehall	\$41,146	\$51,138	\$58,864		1
Accountant	Franklin County Board of Commissioners	\$41,683	\$58,365	\$52,624	Equal to	4
<b>AVERAGES</b>		<b>\$46,479</b>	<b>\$64,132</b>	<b>\$61,199</b>		



## Salaries Broken Down by Title

2015

### General - Administration (Con't.)

Accounting Assistant	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Fiscal Assistant 2	City of Columbus	\$33,051	\$55,016	\$49,721	Equal to	25
Accounting Technician (Part-time)	City of Gahanna			\$16,692	Greater than	1PT
Tax Associate	City of Grandview Heights	\$30,000	\$50,000	\$37,960	Greater than	1
Accounting & Audit Specialist	City of Marysville	\$47,590	\$57,221	\$57,221		1
Finance Manager	City of Pataskala	\$50,636	\$68,074	\$58,722	Equal to	1
Finance Specialist	City of Pickerington	\$41,600	\$56,160	\$54,106	Greater than	1
Deputy Auditor	City of Reynoldsburg	\$42,079	\$60,671	\$51,402	Equal to	1
Accounting Assistant	City of Upper Arlington	\$43,879	\$61,431	\$58,382	Equal to	1
Accounting Assistant	City of Westerville	\$39,728	\$55,474	\$47,179	Equal to	10
Fiscal Technician	City of Whitehall	\$41,146	\$51,138	\$47,382		1
Fiscal Specialist	Delaware County	\$24,707	\$33,110	\$36,338		1
Fiscal Support Analyst	Franklin County Board of Commissioners	\$29,786	\$35,755	\$36,504	Equal to	8
<b>AVERAGES</b>		<b>\$38,564</b>	<b>\$53,095</b>	<b>\$45,967</b>		

Accounting Clerk	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Fiscal Assistant 1	City of Columbus	\$30,222	\$52,374	\$44,117	Equal to	15
Accounting Clerk	City of Delaware	\$45,418	\$54,617	\$54,617	Greater than	1
Account Specialist	City of Grove City	\$32,864	\$57,616	\$57,616	Equal to	1
Accounting Clerk	City of Groveport	\$33,904	\$54,496		Less than	1
Accounting & Audit Clerk	City of Marysville	\$41,517	\$49,733	\$49,733		1
Income Tax Clerk II	City of Pickerington	\$35,360	\$45,760	\$40,789	Equal to	1
Finance Specialist	City of Powell	\$47,965	\$53,236	\$47,965	Greater than	1
Auditor's Secretary	City of Reynoldsburg	\$32,920	\$47,527	\$30,189	Equal to	1PT
Tax & Accounting Clerk	City of Whitehall	\$41,146	\$51,138	\$49,275		1
Fiscal Clerk	Delaware County	\$21,208	\$28,420	\$32,032		1
Account Clerk 1	Franklin County Board of Commissioners	\$26,624		\$30,680	Equal to	14
<b>AVERAGES</b>		<b>\$35,377</b>	<b>\$49,492</b>	<b>\$43,701</b>		



## Salaries Broken Down by Title

2015

### General - Administration (Con't.)

Payroll Clerk	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Payroll/Benefits Clerk	City of Columbus	\$35,568	\$53,373	\$47,882	Equal to	27
Payroll Clerk	City of Delaware		\$46,095	\$46,095	Greater than	1
Payroll Coordinator	City of Gahanna	\$41,874	\$58,159	\$41,874	Equal to	1
Payroll Specialist	City of Grove City	\$45,032	\$68,328	\$57,969	Greater than	1
Payroll Administrator	City of Upper Arlington	\$49,304	\$69,026	\$61,572	Equal to	1
Payroll Specialist	City of Whitehall	\$42,174	\$57,203	\$56,742		1
Finance/Personnel Analyst	City of Worthington	\$47,297	\$59,462	\$49,313		1
Payroll Coordinator	Delaware County	\$38,076	\$51,026	\$51,896		2
Payroll Specialist 3	Franklin County Board of Commissioners	\$34,549	\$48,381	\$37,877	Equal to	2
Payroll Specialist (PT)	Jackson Township			\$16,365	Equal to	1(PT)
<b>AVERAGES</b>		<b>\$41,734</b>	<b>\$56,784</b>	<b>\$46,759</b>		

Executive Secretary	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Executive Secretary 2	City of Columbus	\$40,685	\$61,048	\$53,518	Equal to	18
Executive Secretary	City of Delaware	\$45,419	\$52,367	\$52,367	Greater than	1
Administrative Assistant to the Mayor (PT)	City of Gahanna			\$16,182	Equal to	2PT
Administrative Secretary	City of Grandview Heights	\$35,000	\$66,500	\$66,102	Equal to	1
Executive Assistant	City of Grove City	\$39,582	\$60,049	\$58,947	Greater than	1
Executive Assistant	City of Groveport	\$33,904	\$54,496		Equal to	1
Administration/Communication Assistant	City of Marysville	\$45,000	\$65,000	\$47,639		1
Admin Assistant/Executive Secretary	City of Pickerington	\$29,120	\$52,000	\$46,831	Equal to	2
Executive Secretary/Executive Assistant	City of Reynoldsburg	\$38,145	\$60,671	\$47,622		4
Executive Secretary	City of Upper Arlington	\$46,512	\$65,117	\$60,652	Equal to	1
Administrative Secretary	City of Westerville	\$39,728	\$55,474	\$45,389	Equal to	12
Administrative Assistant to the Mayor	City of Whitehall	\$47,717	\$60,882	\$59,821		1
Secretary to City Manager	City of Worthington			\$58,277		1
Executive Assistant	Franklin County Board of Commissioners	\$44,866	\$62,795	\$47,320	Equal to	2
Executive Assistant	Jackson Township			\$40,914	Equal to	2
<b>AVERAGES</b>		<b>\$40,473</b>	<b>\$59,700</b>	<b>\$50,113</b>		



## Salaries Broken Down by Title

2015

### General - Administration (Con't.)

Administrative Assistant	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Administrative Assistant	City of Canal Winchester	\$33,280	\$45,136	\$39,208	Equal to	1
Office Assistant 2	City of Columbus	\$33,051	\$52,374	\$46,925	Equal to	97
Administrative Assistant	City of Delaware	\$34,279	\$40,208	\$40,208	Greater than	3
Administrative Assistant	City of Gahanna	\$37,227	\$51,705	\$42,071	Equal to	4
Administrative Secretary II	City of Grove City	\$36,130	\$54,828	\$46,508	Greater than	1
Administrative Assistant	City of Groveport	\$29,182	\$46,904		Equal to	2
Administrative Secretary/Receptionist	City of Pataskala	\$37,086	\$49,823	\$37,086	Less than	1
Administrative Secretary	City of Pickerington	\$33,280	\$43,680	\$40,533	Equal to	4
Administrative Assistant	City of Reynoldsburg	\$29,884	\$52,397	\$39,290		5
Administrative Assistant	City of Upper Arlington	\$41,395	\$57,953	\$51,564	Equal to	7
Administrative Assistant	City of Westerville	\$43,597	\$61,152	\$60,091	Equal to	1
Administrative Assistant 1	Franklin County Board of Commissioners	\$34,549	\$48,381	\$36,400	Equal to	5
Administrative Assistant	Jackson Township			\$40,914	Equal to	1
<b>AVERAGES</b>		<b>\$35,245</b>	<b>\$50,378</b>	<b>\$43,400</b>		

Secretary/Administrative Clerk	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Administrative Secretary	City of Columbus	\$39,832	\$59,738	\$53,144	Equal to	23
Secretary/Administrative Clerk	City of Delaware	\$34,279	\$40,208	\$40,208	Equal to	4
Department Secretary	City of Grandview Heights	\$30,000	\$56,000	\$51,000	Equal to	3
Administrative Secretary I	City of Grove City	\$34,008	\$51,604	\$41,350	Greater than	5
Permit Coordinator/Dept Assistant	City of Powell	\$29,277	\$53,236	\$46,446	Greater than	2
City Attorney Clerk	City of Reynoldsburg	\$25,820	\$37,199	\$35,360		1PT
Secretary	City of Westerville	\$35,963	\$50,378	\$46,717	Equal to	3
Administrative Secretary 1	Franklin County Board of Commissioners	\$28,205	\$39,499	\$32,115	Equal to	15
Clerk (PT)	Jackson Township			\$4,934	Equal to	1(PT)
Secretary/Administrative Clerk	Prairie Township	\$24,960	\$29,120	\$19,500		1
<b>AVERAGES</b>		<b>\$31,372</b>	<b>\$46,331</b>	<b>\$37,077</b>		



## Salaries Broken Down by Title

2015

### Court Administration (Con't.)

Receptionist	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Office Assistant 2	City of Columbus	\$33,051	\$52,374	\$46,925	Equal to	97
Receptionist	City of Delaware	\$28,069	\$32,747		Equal to	2
Office Support Worker II	City of Gahanna			\$13,062	Equal to	2PT
Receptionist	City of Groveport	\$16,640	\$24,960		Equal to	2
Customer Support Clerk (PT)	City of Marysville	\$19,565	\$26,880	\$19,565		2PT
Receptionist	City of Pickerington	\$20,800	\$37,440	\$37,409	Equal to	2
Receptionist	City of Powell	\$29,277	\$39,756	\$39,728	Greater than	1
Receptionist	Delaware County	\$32,970	\$44,183	\$32,968		1
Receptionist	Franklin County Board of Commissioners	\$25,043	\$35,048	\$25,626	Equal to	2
<b>AVERAGES</b>		<b>\$25,677</b>	<b>\$36,674</b>	<b>\$30,755</b>		

Clerk Typist	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Office Assistant 1	City of Columbus	\$30,222	\$51,376	\$42,411	Equal to	94
Clerk Typist	Franklin County Board of Commissioners	\$25,043	\$30,035	\$28,413	Equal to	1
<b>AVERAGES</b>		<b>\$27,633</b>	<b>\$40,706</b>	<b>\$35,412</b>		

Mailroom Clerk	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Mail Clerk	City of Columbus	\$29,099	\$46,384	\$40,851	Equal to	8
Mailroom Clerk	Delaware County			\$29,474		1
Mail Processor	Franklin County Board of Commissioners	\$23,000	\$28,142	\$24,294	Equal to	4
<b>AVERAGES</b>		<b>\$26,050</b>	<b>\$37,263</b>	<b>\$31,540</b>		



## Salaries Broken Down by Title

2015

### Court Administration

Clerk of Courts	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Clerk of Court	City of Canal Winchester	\$37,856	\$53,518	\$45,687	Equal to	1
Clerk of Court	City of Gahanna	\$60,778	\$84,414	\$69,570	Equal to	1
Clerk of Court	City of Grandview Heights	\$22,360	\$43,680	\$43,680	Equal to	1
Clerk of Court	City of Grove City	\$32,864	\$58,000	\$57,617	Equal to	1
Clerk of Court	City of Groveport	\$38,604	\$62,025		No match	1
Clerk of Court	City of Pataskala	\$40,378	\$54,265	\$45,448	Equal to	1
Clerk of Court	City of Pickerington	\$39,520	\$60,320	\$54,170	Equal to	1
Clerk of Court	City of Reynoldsburg	\$44,178	\$63,399	\$53,976	Equal to	1
Clerk of Court	City of Upper Arlington	\$52,261	\$73,165	\$62,424	Equal to	1
Clerk of Court	City of Westerville	\$55,682	\$83,408	\$74,797		1
Clerk of Court	City of Whitehall	\$58,138	\$72,257	\$60,320	Equal to	1
Clerk of Court	City of Worthington			\$56,133		1
Clerk of Court	Delaware County			\$61,256		1
Clerk of Court	Village of Johnstown	\$27,040	\$36,400	\$32,240	Equal to	1
<b>AVERAGES</b>		<b>\$42,472</b>	<b>\$62,071</b>	<b>\$55,178</b>		

Probation Officer	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Probation Officer	City of Delaware			\$46,726		4
Criminal Justice Administrator	City of Upper Arlington	\$58,721	\$82,210	\$82,210	Equal to	1
Probation Officer	Delaware County	\$35,485	\$44,304			
<b>AVERAGES</b>		<b>\$47,103</b>	<b>\$63,257</b>	<b>\$64,468</b>		



## Salaries Broken Down by Title

2015

### Court Administration (Con't.)

Clerk of Council	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Clerk of Council	City of Canal Winchester	\$33,280	\$45,136	\$39,208	Equal to	1
Clerk of Council	City of Gahanna	\$68,881	\$95,668	\$78,064	Equal to	1
Clerk of Council	City of Grandview Heights		\$7,932	\$6,610	Equal to	1PT
Clerk of Council	City of Grove City			\$79,099	Equal to	1
Clerk of Council	City of Groveport	\$38,604	\$62,025		No match	1
Clerk of Council	City of Marysville	\$45,000	\$65,000	\$48,880		1
Clerk of Council	City of Pataskala	\$33,301	\$44,754	\$44,102	Equal to	1
City Clerk	City of Pickerington		(contract)	\$71,400	Equal to	1
Clerk of Council	City of Reynoldsburg	\$44,178	\$63,399	\$56,510	Equal to	1
City Clerk	City of Upper Arlington			\$62,500	Equal to	1
Clerk of Council	City of Westerville	\$55,682	\$83,408	\$69,992		1
Clerk of Council (PT)	City of Whitehall		\$73,620	\$60,320		1PT
City Clerk	City of Worthington	\$51,073	\$64,287	\$64,287		1
Clerk of Council	Village of Johnstown	\$27,040	\$35,880	\$27,040	Equal to	1
<b>AVERAGES</b>		<b>\$44,115</b>	<b>\$58,283</b>	<b>\$54,462</b>		

Custodian	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Custodial Worker	City of Columbus	\$33,051	\$42,245	\$37,835	Equal to	77
Facilities Coordinator	City of Gahanna	\$45,947	\$56,784	\$58,489	Greater than	1
Facilities Maintenance	City of Whitehall	\$52,000	\$62,400	\$62,400	Greater than	1
Custodian	City of Worthington	\$38,917	\$48,993	\$38,917		1
Custodian	Delaware County	\$22,422	\$26,603			
<b>AVERAGES</b>		<b>\$38,467</b>	<b>\$47,405</b>	<b>\$49,410</b>		

Deputy Clerk of Council	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Deputy Clerk of Council	City of Gahanna	\$37,227	\$51,705	\$46,935	Greater than	1
Deputy City Clerk	City of Upper Arlington	\$52,261	\$73,165	\$52,261	Equal to	1
Deputy Clerk of Court	City of Whitehall	\$45,760	\$54,080	\$54,080		1
<b>AVERAGES</b>		<b>\$45,083</b>	<b>\$59,650</b>	<b>\$51,092</b>		



# Salaries Broken Down by Title

## 2015

### Development - Planning

Director of Development	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Director of Development	City of Canal Winchester	\$70,322	\$97,080	\$83,701	Equal to	1
Development Director	City of Columbus	\$121,784	\$203,008	\$160,326	Equal to	1
Director	City of Delaware	\$61,847	\$123,016	\$99,500	Equal to	1
Director of Development	City of Gahanna	\$81,036	\$112,551	\$92,760	Equal to	1
Director of Administration	City of Grandview Heights	\$83,500	\$121,000	\$120,973	Greater than	1
Director of Development	City of Grove City	\$87,360	\$124,800		Equal to	1
Director of Planning	City of Pataskala	\$74,483	\$100,099	\$74,483	Equal to	1
Development Services Director	City of Pickerington	\$72,800	\$83,200	\$81,600	Equal to	1
Director of Development	City of Powell	\$77,097	\$104,309	\$94,619	Greater than	1
Development Director	City of Reynoldsburg	\$56,371	\$81,317	\$73,542	Equal to	1
Community & Economic Development Director	City of Upper Arlington	\$86,485	\$121,079		Equal to	Vacant
Planning and Development Director	City of Westerville	\$86,299	\$138,050	\$131,477		1
Director of Development	City of Whitehall	\$62,608	\$83,796	\$85,675		1
Director of Planning & Building	City of Worthington			\$96,473		1
Economic Development Director	Delaware County	\$70,291	\$94,197	\$97,157		1
Director, Economic Development & Planning	Franklin County Board of Commissioners	\$87,672	\$122,741	\$137,176	Equal to	1
<b>AVERAGES</b>		<b>\$78,664</b>	<b>\$114,016</b>	<b>\$102,104</b>		

Zoning/Compliance Officer	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Zoning Enforcement Officer	City of Delaware	\$43,611	\$51,242	\$50,382	Equal to	1
Code Enforcement Officer	City of Gahanna	\$37,066	\$51,584	\$53,144	Equal to	1
Residential Building Inspector	City of Grandview Heights	\$39,800	\$65,000	\$63,045	Greater than	2
Planning & Zoning Coordinator	City of Grove City	\$45,032	\$68,328	\$62,420	Equal to	1
Code Enforcement Officer	City of Marysville	\$35,000	\$52,500	\$38,012		1
Zoning/Compliance Officer	City of Pataskala	\$39,478	\$45,739	\$45,739	Equal to	1
Zoning Officer	City of Pickerington	\$47,840	\$54,080	\$53,502	Equal to	1
Code Compliance Officer	City of Upper Arlington	\$55,397	\$77,556	\$65,060	Equal to	1
Zoning Enforcement Officer	City of Westerville	\$43,597	\$61,152	\$53,737		1
Code Enforcement Officer	City of Whitehall	\$43,229	\$55,151	\$54,080		1
Zoning Enforcement Officer	Franklin County Board of Commissioners	\$36,130	\$43,358	\$37,586	Equal to	2
Field Inspector	Prairie Township	\$33,093	\$40,248	\$45,531		1
Zoning Inspector	Village of Johnstown	\$27,040	\$36,400	\$29,120	Greater than	1
<b>AVERAGES</b>		<b>\$40,486</b>	<b>\$54,026</b>	<b>\$50,104</b>		



# Salaries Broken Down by Title

## 2015

### Development - Planning (Con't.)

Zoning Administrator	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Planning and Zoning Administrator	City of Canal Winchester	\$48,984	\$67,547	\$58,266	Less than	1
Chief Zoning Official	City of Columbus	\$69,888	\$104,853	\$99,237	Equal to	1
Planning & Zoning Administrator	City of Gahanna	\$40,206	\$50,565	\$62,700	Equal to	1
Zoning Administrator	City of Marysville	\$45,000	\$65,000	\$51,587		1
Senior Planner - Planning Zoning Officer	City of Westerville	\$74,110	\$111,155	\$94,869		1
Planning Administrator	Franklin County Board of Commissioners	\$54,371	\$76,128	\$63,939	Equal to	1
Zoning Inspector	Prairie Township			\$64,875		1
Planning Commissioner	Village of Riverlea			\$1,800	Less than	1
<b>AVERAGES</b>		<b>\$55,427</b>	<b>\$79,208</b>	<b>\$62,159</b>		

Planner	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Planner 2	City of Columbus	\$49,941	\$74,942	\$58,635	Equal to	18
Planner	City of Delaware	\$63,586	\$75,486	\$75,486	Equal to	1
Community & Development Director	City of Grove City	\$50,980	\$77,355	\$62,150	Equal to	1
City Planner	City of Marysville	\$60,000	\$70,000	\$66,590		1
Planner II	City of Pickerington	\$54,080	\$64,480	\$59,529	Greater than	1
GIS Planner	City of Powell	\$46,015	\$64,531	\$59,987	Greater than	1
Planning Administrator	City of Reynoldsburg	\$51,146	\$73,740	\$55,000	Equal to	1
Planning Officer	City of Upper Arlington	\$55,397	\$77,556	\$61,879	Equal to	1
Planner	City of Westerville	\$50,586	\$75,878	\$62,192		2
Economic Development Specialist	City of Whitehall	\$45,000	\$55,000	\$48,152		1
Planning Coordinator	City of Worthington	\$57,470	\$75,298	\$75,298		1
Planner	Franklin County Board of Commissioners	\$48,027	\$67,246	\$50,107	Equal to	2
<b>AVERAGES</b>		<b>\$52,686</b>	<b>\$70,959</b>	<b>\$61,250</b>		

Public Info/Special Events Coordinato	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Events and Communications Coordinator	City of Canal Winchester	\$37,856	\$53,518	\$45,687	Equal to	1
Public Info/Special 'Events Coordinator	City of Delaware	\$61,847	\$123,016	\$75,561	Greater than	1
Recreation and Events Coordinator	City of Marysville	\$35,000	\$52,500	\$42,800		1
Zoning Clerk	Prairie Township	\$33,093	\$40,248	\$45,531		1
<b>AVERAGES</b>		<b>\$41,949</b>	<b>\$67,321</b>	<b>\$52,395</b>		



## Salaries Broken Down by Title

2015

### Police Department

Police Chief	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Police Chief	City of Columbus	\$129,958	\$194,938	\$172,598	Equal to	1
Police Chief	City of Delaware	\$61,847	\$123,016		Equal to	1
Chief of Police	City of Gahanna	\$86,862	\$120,641	\$113,257	Equal to	1
Police Chief	City of Grandview Heights	\$71,700	\$102,500	\$97,968	Equal to	1
Police Chief	City of Grove City	\$87,360	\$124,800	\$112,320	Equal to	1
Chief of Police	City of Groveport	\$62,212	\$99,985		Equal to	1
Police Chief	City of Marysville	\$85,000	\$100,000	\$94,423		1
Chief	City of Pataskala	\$76,956	\$103,423	\$84,093	Equal to	1
Police Chief	City of Pickerington	\$79,040	\$104,000	\$102,954	Equal to	1
Police Chief	City of Powell	\$77,097	\$106,895	\$105,560	Equal to	1
Police Chief	City of Reynoldsburg	\$74,660	\$106,724	\$102,518	Equal to	1
Police Chief	City of Upper Arlington	\$86,485	\$121,079	\$116,919	Equal to	1
Police Chief	City of Westerville	\$86,299	\$138,050	\$119,891	Equal to	1
Police Chief	City of Whitehall	\$102,591	\$127,506	\$122,824		1
Police Chief	City of Worthington			\$112,890		1
Police Chief	Delaware County			\$84,531		1
Police Chief	Village of Johnstown	\$52,790	\$89,669	\$69,347	Equal to	1

#### AVERAGES

\$81,390

\$117,548

\$107,473

Police Captain	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Police Commander	City of Columbus			\$127,234	Equal to	17
Police Captain	City of Delaware	\$87,612	\$98,808	\$98,808	Equal to	2
Deputy Chief of Police	City of Gahanna	\$73,946	\$102,703	\$104,491	Equal to	1
Police Captain	City of Grove City	\$87,360	\$124,800	\$112,320	Equal to	1
Captain	City of Groveport	\$57,408	\$92,268		Equal to	1
Deputy Police Chief	City of Marysville	\$70,000	\$90,000	\$87,678		2
Deputy Chief	City of Pataskala	\$69,261	\$93,081	\$73,581	Equal to	1
Police Commander	City of Pickerington	\$74,880	\$89,440	\$87,846	Equal to	2
Deputy Police Chief	City of Powell	\$66,664	\$98,596	\$97,974	Greater than	1
Assistant Police Chief	City of Westerville	\$74,110	\$111,155	\$108,160	Equal to	2
Police Captain	Delaware County			\$79,872		2

#### AVERAGES

\$73,471

\$100,095

\$97,796



## Salaries Broken Down by Title

2015

### Police Department (Con't.)

Police Lieutenant	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	
Police Lieutenant	City of Columbus			\$107,848	Equal to	52
Lieutenant	City of Gahanna	\$100,259	\$107,091	\$106,288	Equal to	3
Police Lieutenant	City of Grove City			\$110,323	Equal to	2
Lieutenant	City of Groveport	\$52,707	\$84,718		Equal to	1
Police Lieutenant	City of Reynoldsburg	\$71,178	\$101,704	\$97,550	Equal to	1
Police Lieutenant	City of Upper Arlington			\$109,680	Equal to	2
Police Lieutenant	City of Westerville	\$109,034	\$110,011	\$106,759	Equal to	3
Police Deputy Chief	City of Whitehall	\$88,464	\$109,947	\$107,744		2
Police Lieutenant	City of Worthington	\$99,020	\$102,784	\$102,784		2
Police Lieutenant	Delaware County			\$74,880		3
Police Lieutenant	Village of Johnstown	\$44,720	\$53,560	\$53,560	Equal to	1
<b>AVERAGES</b>		<b>\$80,769</b>	<b>\$95,688</b>	<b>\$97,742</b>		

Police Sergeant	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	
Police Sergeant	City of Columbus			\$91,374	Equal to	224
Police Sergeant	City of Delaware	\$77,289	\$84,708	\$84,708	Equal to	6
Sergeant	City of Gahanna	\$88,210	\$95,768	\$95,056	Equal to	6
Police Sergeant	City of Grandview Heights	\$89,398	\$89,398	\$89,398	Greater than	4
Police Sergeant	City of Grove City			\$97,905	Equal to	8
Sergeant	City of Groveport	\$48,006	\$77,147		Equal to	4
Police Sergeant	City of Marysville	\$73,784	\$80,586			4
Sergeant	City of Pataskala	\$50,981	\$56,981	\$56,784	Equal to	3
Police Sergeant	City of Pickerington	\$83,200	\$83,200	\$82,243	Equal to	5
Police Sergeant	City of Powell	\$81,266	\$84,594	\$84,594	Equal to	3
Police Sergeant	City of Reynoldsburg	\$89,128		\$93,412	Equal to	6
Police Sergeant	City of Upper Arlington			\$95,307	Equal to	7
Police Sergeant	City of Westerville	\$95,035	\$99,112	\$96,624	Equal to	5
Sergeant	City of Whitehall	\$98,446	\$98,446	\$98,446		8
Police Sergeant	City of Worthington	\$86,106	\$92,740	\$91,414		5
Police Sergeant	Delaware County			\$71,094		7
<b>AVERAGES</b>		<b>\$80,071</b>	<b>\$85,698</b>	<b>\$87,740</b>		



## Salaries Broken Down by Title

2015

### Police Department (Con't.)

Police Officer	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Police Officer	City of Columbus	\$50,586	\$77,459	\$74,610	Equal to	1,575
Police Officer	City of Delaware	\$48,258	\$73,658	\$73,658	Equal to	47
Police Officer	City of Gahanna	\$43,833	\$83,274	\$77,561	Equal to	59
Police Officer	City of Grandview Heights	\$51,813	\$77,875	\$77,875	Equal to	12
Police Officer	City of Grove City	\$48,609	\$84,947		Equal to	49
Patrol Officer	City of Groveport	\$38,604	\$62,025		Equal to	12
Police Officer	City of Marysville	\$45,681	\$66,385			24
Patrol Officer	City of Pataskala	\$36,483	\$46,363	\$43,570	Equal to	13
Police Officer	City of Pickerington	\$47,840	\$70,720	\$65,912	Equal to	20
Police Officer	City of Powell	\$51,104	\$73,880	\$71,490	Equal to	13
Police Officer	City of Reynoldsburg	\$47,699	\$78,523	\$76,446	Equal to	37
Police Officer	City of Upper Arlington	\$52,598	\$82,945	\$79,230	Equal to	32
Patrol Officer	City of Westerville	\$53,602	\$84,198	\$80,991	Equal to	58
Police Officer	City of Whitehall	\$58,198	\$85,426			27
Police Officer	City of Worthington	\$54,192	\$81,144	\$78,516		24
Deputy Sheriff	Delaware County			\$63,482		81
Police Officer	Village of Johnstown	\$32,240	\$39,000	\$36,192	Equal to	6

#### AVERAGES

\$47,584

\$72,989

\$69,195

Police Detective	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Police Detective	City of Delaware	\$48,258	\$73,658	\$73,658	Equal to	4
Detective	City of Gahanna	\$43,833	\$83,274	\$77,561	Equal to	7
Police Detective	City of Grandview Heights	\$51,813	\$77,875	\$77,875	Equal to	1
Detective	City of Groveport	\$40,934	\$65,769		Equal to	2
Police Detective	City of Marysville	\$46,717	\$67,434			2
Detective	City of Pataskala	\$36,483	\$46,363	\$46,363	Equal to	2
Detective	City of Reynoldsburg	\$47,699	\$82,296	\$80,603	Equal to	7
Police Detective	City of Upper Arlington			\$82,945	Equal to	5
Detective	City of Whitehall	\$85,426	\$85,426	\$85,426		6
Police Detective	Delaware County			\$66,560		3

#### AVERAGES

\$50,145

\$72,762

\$73,874



## Salaries Broken Down by Title

2015

### Police Department (Con't.)

<b>Criminal Investigator</b>	<b>Government Entity</b>	<b>Salary Range</b>	<b>Salary Range</b>	<b>Avg. Annual</b>	<b>Level of</b>	<b># of</b>
		<b>Minimum</b>	<b>Maximum</b>	<b>Salary</b>	<b>Match</b>	<b>Incumb</b>
Crime Analyst	City of Gahanna	\$40,263	\$55,921	\$46,088	Less than	1
<b>AVERAGES</b>		<b>\$40,263</b>	<b>\$55,921</b>	<b>\$46,088</b>		

<b>Police Dispatcher</b>	<b>Government Entity</b>	<b>Salary Range</b>	<b>Salary Range</b>	<b>Avg. Annual</b>	<b>Level of</b>	<b># of</b>
		<b>Minimum</b>	<b>Maximum</b>	<b>Salary</b>	<b>Match</b>	<b>Incumb</b>
Police Communications Technician	City of Columbus	\$43,638	\$56,035	\$52,353	Equal to	86
Police Radio Dispatcher	City of Gahanna	\$38,602	\$55,686	\$53,492	Equal to	10
Communications Coordinator	City of Grandview Heights	\$30,000	\$56,000	\$53,976	Greater than	4
Police Dispatcher	City of Grove City	\$40,248	\$56,118		Equal to	12
Communications Dispatch Officer	City of Marysville	\$36,323	\$56,355			6
Public Safety Dispatcher	City of Pickerington	\$37,440	\$52,000	\$47,928	Equal to	8
Police Dispatcher	City of Reynoldsburg	\$39,478	\$51,646	\$49,278	Equal to	8
Communications Operator	City of Upper Arlington	\$44,415	\$57,688	\$54,712	Equal to	5
Communications Technician	City of Westerville	\$43,597	\$61,152	\$53,222	Equal to	13
Police Dispatcher	City of Whitehall	\$43,680	\$58,240		Equal to	8
Communication Technician	City of Worthington	\$47,297	\$59,462	\$53,087		7
Dispatcher	Delaware County	\$40,602	\$44,782			5
Police Dispatcher	Village of Johnstown	\$27,040	\$34,320	\$30,160	Equal to	6
<b>AVERAGES</b>		<b>\$39,412</b>	<b>\$53,806</b>	<b>\$49,801</b>		

<b>Police Records Clerk</b>	<b>Government Entity</b>	<b>Salary Range</b>	<b>Salary Range</b>	<b>Avg. Annual</b>	<b>Level of</b>	<b># of</b>
		<b>Minimum</b>	<b>Maximum</b>	<b>Salary</b>	<b>Match</b>	<b>Incumb</b>
Police Records Technician	City of Columbus	\$33,571	\$48,027	\$43,160	Equal to	31
Police Records Clerk	City of Delaware	\$36,231	\$44,893	\$44,894	Equal to	3
Administrative Assistant	City of Gahanna	\$37,227	\$51,705	\$44,678	Equal to	2
Administration/Records Assistant	City of Marysville	\$35,000	\$52,500	\$35,660		1
Police Clerk (PT)	City of Pataskala	\$13,520	\$13,520	\$13,520	Equal to	2(PT)
Police Clerk	City of Powell	\$29,277	\$39,756	\$36,046	Greater than	2
Clerk Typist	City of Reynoldsburg	\$31,357	\$45,277	\$37,047	Greater than	4
Police Records Clerk	City of Upper Arlington	\$43,897	\$61,431	\$48,115	Equal to	1
Police Records Technician	City of Westerville	\$39,728	\$55,474	\$45,379	Equal to	2
Police Records Clerk	City of Whitehall	\$45,760	\$54,080			4
Secretary	City of Worthington	\$43,732	\$55,070	\$55,070		2
Police Records Clerk	Delaware County	\$22,693	\$30,410			3
<b>AVERAGES</b>		<b>\$34,333</b>	<b>\$46,012</b>	<b>\$40,357</b>		



## Salaries Broken Down by Title

2015

### Police Department (Con't.)

Emergency Evacuation Director	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Director, Emergency Management (PT) EMA Director	City of Gahanna Delaware County	\$63,526	\$85,131	\$36,400 \$63,523	Equal to	1PT 1
<b>AVERAGES</b>		<b>\$63,526</b>	<b>\$85,131</b>	<b>\$49,962</b>		

Emergency Preparedness Coord.	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Emergency Preparedness Chief Deputy Director EMA	City of Columbus Delaware County	\$79,102 \$38,076	\$118,726 \$51,026	\$102,419 \$53,414	Greater than	1
<b>AVERAGES</b>		<b>\$58,589</b>	<b>\$84,876</b>	<b>\$77,917</b>		

Community Service Police Officer	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Community Service Police Officer	City of Delaware	\$48,258	\$73,658	\$73,658	Equal to	1
Police Officer	City of Gahanna	\$43,833	\$83,274	\$77,561	Equal to	3
Community Services Aid	City of Westerville	\$32,718	\$45,843	\$45,053		1
<b>AVERAGES</b>		<b>\$41,603</b>	<b>\$67,592</b>	<b>\$65,424</b>		

Animal Control Police Officer	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Animal Control Officer	City of Westerville	\$39,728	\$55,474	\$54,516		1
Animal Control & Code Enforcement Officer	City of Whitehall	\$43,229	\$53,727	\$45,760		1
Dog Warden	Delaware County	\$34,652	\$46,437	\$46,862		1
Deputy Dog Warden	Franklin County Board of Commissioners	\$31,387	\$37,648	\$34,570	Equal to	14
<b>AVERAGES</b>		<b>\$37,249</b>	<b>\$48,322</b>	<b>\$45,427</b>		



## Salaries Broken Down by Title

2015

### Fire Department

Fire Chief	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Fire Chief	City of Columbus	\$121,181	\$181,771	\$164,237	Equal to	1
Fire Chief	City of Delaware	\$61,847	\$123,016		Greater than	1
Fire Chief	City of Grandview Heights	\$71,700	\$102,500	\$102,482	Greater than	1
Fire Chief	City of Marysville	\$85,000	\$100,000	\$94,423		1
Fire Chief	City of Upper Arlington	\$86,485	\$121,079	\$107,180	Equal to	1
Fire Chief	City of Westerville	\$86,299	\$138,050	\$100,000	Equal to	1
Fire Chief	City of Whitehall	\$102,591	\$127,506	\$122,088	Equal to	1
Fire Chief	City of Worthington			\$112,890		1
Fire Chief	Jackson Township			\$114,691	Equal to	1
Fire Chief	Prairie Township			\$102,050		1
Fire Chief	Truro Township	\$105,423	\$118,073	\$118,073	Equal to	1
<b>AVERAGES</b>		<b>\$90,066</b>	<b>\$126,499</b>	<b>\$113,811</b>		

Fire Captain/Battalion Chief	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Fire Captain/Battalion Chief	City of Columbus			\$97,572	Equal to	58
Fire Captain/Battalion Chief	City of Delaware	\$76,848	\$83,161	\$83,161	Equal to	5
Fire Captain	City of Grandview Heights	\$83,167	\$83,167	\$83,167	Equal to	4
Battalion Chief	City of Marysville	\$70,000	\$90,000	\$89,926		3
Deputy Fire Chief	City of Westerville	\$74,110	\$111,155	\$100,152	Greater than	2
Fire Captain/Battalion Chief	City of Whitehall	\$74,880	\$108,160		Equal to	4
Fire Captain/Battalion Chief	City of Worthington	\$80,586	\$85,237	\$85,237		3
Battalion Chief	Jackson Township			\$93,616	Equal to	4
Captain	Jackson Township			\$87,936		3
Fire Captain/Battalion Chief	Prairie Township			\$86,158		1
Assistant Chief & Battalion Chief	Truro Township	\$84,042	\$94,127	\$94,127	Equal to	4
<b>AVERAGES</b>		<b>\$77,662</b>	<b>\$93,572</b>	<b>\$90,105</b>		



## Salaries Broken Down by Title

2015

### Fire Department (Con't.)

Fire Lieutenant	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Fire Lieutenant	City of Columbus			\$82,680	Equal to	196
Firefighter Lieutenant	City of Marysville	\$70,803	\$77,484			3
Fire Lieutenant	City of Upper Arlington			\$82,062	Equal to	6
Fire Lieutenant	City of Westerville	\$83,157	\$87,762	\$84,872	Equal to	12
Fire Lieutenant	City of Whitehall	\$66,560	\$95,680		Equal to	3
Fire Lieutenant	City of Worthington	\$74,026	\$77,488			0
Lieutenant	Jackson Township			\$76,634	Equal to	12
Fire Lieutenant	Prairie Township			\$81,281		1
Fire Lieutenant	Truro Township	\$75,038	\$75,038	\$75,038	Equal to	6
<b>AVERAGES</b>		<b>\$73,917</b>	<b>\$82,690</b>	<b>\$80,428</b>		

Fire Fighter	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Fire Fighter	City of Columbus	\$45,718	\$70,075	\$66,747	Equal to	1,265
Fire Fighter	City of Delaware	\$48,258	\$73,658	\$73,658	Equal to	10
Firefighter Lieutenant	City of Marysville	\$48,711	\$64,407			8
Fire Captain	City of Upper Arlington			\$97,598	Equal to	6
Fire Fighter	City of Westerville	\$56,583	\$77,008	\$73,054	Equal to	31
Assistant Chief of Fire	City of Whitehall	\$92,942	\$115,514	\$113,192		1
Firefighter	Jackson Township			\$58,185	Equal to	7
Firefighter	Prairie Township	\$48,737	\$72,573			
Firefighter (PT)	Prairie Township	\$21,362	\$23,504			PT
<b>AVERAGES</b>		<b>\$51,759</b>	<b>\$70,963</b>	<b>\$80,406</b>		

Fire Technician	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Fire Technician (PT)	Jackson Township			\$18,840		25(PT)
<b>AVERAGES</b>				<b>\$18,840</b>		



## Salaries Broken Down by Title

2015

### Fire Department (Con't.)

Fire Inspector	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Fire Fighter	City of Columbus	\$45,718	\$70,075	\$66,622	Equal to	1,221
Fire Inspector	City of Delaware	\$48,258	\$73,658	\$73,658	Equal to	1
Fire Inspector	City of Grandview Heights	\$48,776	\$72,344	\$72,344	Equal to	1
Firefighter Lieutenant/Prevention	City of Marysville	\$52,762	\$78,119			2
Fire Inspector	City of Westerville	\$62,398	\$85,020	\$82,946	Equal to	3
Fire Inspector	City of Whitehall	\$58,240	\$85,280	\$85,280	Equal to	1
Fire Inspector Lieutenant	City of Worthington	\$74,026	\$77,488	\$77,488		1
Inspector	Jackson Township			\$72,987	Equal to	3
Fire Inspector	Prairie Township			\$76,426		1
Fire Prevention Lieutenant	Truro Township	\$75,038	\$75,038	\$75,038	Equal to	1
<b>AVERAGES</b>		<b>\$58,152</b>	<b>\$77,128</b>	<b>\$75,865</b>		

Fire Fighter/Paramedic	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Fire Fighter	City of Columbus	\$45,718	\$70,075	\$66,622	Equal to	1,221
Fire Fighter/Paramedic	City of Delaware	\$48,258	\$73,658	\$73,658	Equal to	35
Fire Fighter/Paramedic	City of Grandview Heights	\$48,766	\$72,344	\$72,344	Equal to	11
Firefighter EMT-Paramedic	City of Marysville	\$52,127	\$67,713			19
Fire Fighter/Paramedic	City of Upper Arlington			\$72,298	Equal to	41
Fire fighter/Medic	City of Westerville	\$59,488	\$81,062	\$77,994	Equal to	30
Fire Fighter/Paramedic	City of Whitehall	\$41,600	\$58,240		Equal to	27
Fire Fighter/Paramedic	City of Worthington	\$51,388	\$69,185	\$68,041		24
Paramedic	Jackson Township			\$61,376	Equal to	67
Fire Fighter/Paramedic	Prairie Township	\$48,737	\$72,573			
Firefight Paramedic	Truro Township	\$39,124	\$65,656	\$62,889	Equal to	30
<b>AVERAGES</b>		<b>\$48,356</b>	<b>\$70,056</b>	<b>\$69,403</b>		



# Salaries Broken Down by Title

## 2015

### Fire Department (Con't.)

Fire Emergency Medical Coord.	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Emergency Medical Services Coordinator	City of Columbus	\$121,784	\$203,008	\$165,443	Equal to	1
Fire Administrative Assistant	City of Marysville	\$35,000	\$52,500	\$35,307		1
Administrative Assistant	City of Whitehall	\$43,229	\$56,594	\$53,914		1
EMS Training Captain	Jackson Township			\$90,022	Equal to	1
EMS Coordinator	Truro Township	\$75,038	\$75,038	\$75,038	Equal to	1
<b>AVERAGES</b>		<b>\$68,763</b>	<b>\$96,785</b>	<b>\$83,945</b>		

Dispatchers	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Dispatcher	Prairie Township			\$43,846		3
Dispatcher (PT)	Prairie Township	\$20,800	\$24,960			3
<b>AVERAGES</b>		<b>\$20,800</b>	<b>\$24,960</b>	<b>\$43,846</b>		

Head Dispatcher	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Head Dispatcher	Prairie Township			\$51,896		1
<b>AVERAGES</b>				<b>\$51,896</b>		





## Salaries Broken Down by Title

2015

### Parks & Recreation (Con't.)

Senior Citizen Coordinator	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Community Center Coordinator	City of Canal Winchester	\$37,856	\$53,518	\$45,687	Equal to	1
Aging Programs Care Coordinator	City of Columbus	\$39,832	\$59,738	\$49,670	Equal to	156
Senior Center Supervisor	City of Gahanna	\$45,076	\$62,606	\$62,605	Equal to	1
Recreation Supervisor	City of Grandview Heights	\$35,000	\$64,600	\$60,902	Equal to	1
Recreation Coordinator	City of Grove City	\$39,582	\$60,049	\$56,243	Equal to	1
Sr. Citizen Coordinator	City of Groveport	\$36,254	\$58,260		Equal to	1
Senior Center Director	City of Reynoldsburg	\$44,178	\$63,399	\$53,969	Equal to	1
Senior Center Manager	City of Westerville	\$61,256	\$91,894	\$76,190	Equal to	1
Senior Center Manager	City of Worthington	\$57,470	\$75,298	\$75,298		1
Senior Center Manager (PT)	Prairie Township	\$23,941	\$29,099	\$27,706		1
<b>AVERAGES</b>		<b>\$42,045</b>	<b>\$61,846</b>	<b>\$56,474</b>		

Fitness Supervisor	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Fitness Supervisor	Prairie Township	\$39,000	\$59,000	\$45,000		1
<b>AVERAGES</b>		<b>\$39,000</b>	<b>\$59,000</b>	<b>\$45,000</b>		

Aquatics Manager	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Aquatics Manager	Prairie Township	\$45,000	\$65,000	\$65,000		1
<b>AVERAGES</b>		<b>\$45,000</b>	<b>\$65,000</b>	<b>\$65,000</b>		

Recreation Director	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Recreation Director	Prairie Township	\$39,000	\$59,000	\$42,000		1
<b>AVERAGES</b>		<b>\$39,000</b>	<b>\$59,000</b>	<b>\$42,000</b>		



# Salaries Broken Down by Title

## 2015

### Parks & Recreation (Con't.)

<b>Front Desk Coordinator</b>	<b>Government Entity</b>	<b>Salary Range Minimum</b>	<b>Salary Range Maximum</b>	<b>Avg. Annual Salary</b>	<b>Level of Match</b>	<b># of Incumb</b>
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Front Desk Coordinator	Prairie Township	\$28,000	\$48,000	\$35,500		1
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<b>AVERAGES</b>		<b>\$28,000</b>	<b>\$48,000</b>	<b>\$35,500</b>		
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<b>Front Desk Attendant</b>	<b>Government Entity</b>	<b>Salary Range Minimum</b>	<b>Salary Range Maximum</b>	<b>Avg. Annual Salary</b>	<b>Level of Match</b>	<b># of Incumb</b>
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Front Desk Attendant	Prairie Township	\$20,800	\$27,044			8
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<b>AVERAGES</b>		<b>\$20,800</b>	<b>\$27,044</b>			
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<b>Child Care Attendant</b>	<b>Government Entity</b>	<b>Salary Range Minimum</b>	<b>Salary Range Maximum</b>	<b>Avg. Annual Salary</b>	<b>Level of Match</b>	<b># of Incumb</b>
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Child Care Attendant	Prairie Township	\$17,035	\$20,446			8
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<b>AVERAGES</b>		<b>\$17,035</b>	<b>\$20,446</b>			
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<b>Recreation Leader</b>	<b>Government Entity</b>	<b>Salary Range Minimum</b>	<b>Salary Range Maximum</b>	<b>Avg. Annual Salary</b>	<b>Level of Match</b>	<b># of Incumb</b>
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Recreation Leader	Prairie Township	\$19,136	\$22,173			
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<b>AVERAGES</b>		<b>\$19,136</b>	<b>\$22,173</b>			
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<b>Fitness Attendant</b>	<b>Government Entity</b>	<b>Salary Range Minimum</b>	<b>Salary Range Maximum</b>	<b>Avg. Annual Salary</b>	<b>Level of Match</b>	<b># of Incumb</b>
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Fitness Attendant	Prairie Township	\$18,096	\$26,000			4
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<b>AVERAGES</b>		<b>\$18,096</b>	<b>\$26,000</b>			
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<b>Fitness Instructor</b>	<b>Government Entity</b>	<b>Salary Range Minimum</b>	<b>Salary Range Maximum</b>	<b>Avg. Annual Salary</b>	<b>Level of Match</b>	<b># of Incumb</b>
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Fitness Instructor	Prairie Township	\$27,040	\$31,200			4
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<b>AVERAGES</b>		<b>\$27,040</b>	<b>\$31,200</b>			
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# Salaries Broken Down by Title

## 2015

### Parks & Recreation (Con't.)

<b>Life Guard</b>	<b>Government Entity</b>	<b>Salary Range Minimum</b>	<b>Salary Range Maximum</b>	<b>Avg. Annual Salary</b>	<b>Level of Match</b>	<b># of Incumb</b>
Life Guard	Prairie Township	\$18,096	\$22,880			15
<b>AVERAGES</b>		<b>\$18,096</b>	<b>\$22,880</b>			
<b>Head Guard</b>	<b>Government Entity</b>	<b>Salary Range Minimum</b>	<b>Salary Range Maximum</b>	<b>Avg. Annual Salary</b>	<b>Level of Match</b>	<b># of Incumb</b>
Head Guard	Prairie Township	\$22,880	\$31,200			3
<b>AVERAGES</b>		<b>\$22,880</b>	<b>\$31,200</b>			
<b>Swim Instructor</b>	<b>Government Entity</b>	<b>Salary Range Minimum</b>	<b>Salary Range Maximum</b>	<b>Avg. Annual Salary</b>	<b>Level of Match</b>	<b># of Incumb</b>
Swim Instructor	Prairie Township	\$22,880	\$31,200			3
<b>AVERAGES</b>		<b>\$22,880</b>	<b>\$31,200</b>			
<b>Summer Camp Director</b>	<b>Government Entity</b>	<b>Salary Range Minimum</b>	<b>Salary Range Maximum</b>	<b>Avg. Annual Salary</b>	<b>Level of Match</b>	<b># of Incumb</b>
Summer Camp Director	Prairie Township	\$21,112	\$24,482			1
<b>AVERAGES</b>		<b>\$21,112</b>	<b>\$24,482</b>			
<b>Summer Camp Assistant Director</b>	<b>Government Entity</b>	<b>Salary Range Minimum</b>	<b>Salary Range Maximum</b>	<b>Avg. Annual Salary</b>	<b>Level of Match</b>	<b># of Incumb</b>
Summer Camp Assistant Director	Prairie Township	\$19,032	\$22,069			1
<b>AVERAGES</b>		<b>\$19,032</b>	<b>\$22,069</b>			



## Salaries Broken Down by Title

2015

### Parks & Recreation (Con't.)

<b>Job Title</b>	<b>Government Entity</b>	<b>Salary Range Minimum</b>	<b>Salary Range Maximum</b>	<b>Avg. Annual Salary</b>	<b>Level of Match</b>	<b># of Incumb</b>
<b>Birthday Party Attendant</b>						
Birthday Party Attendant	Prairie Township	\$17,368	\$20,134			2-4
<b>AVERAGES</b>		<b>\$17,368</b>	<b>\$20,134</b>			
<b>Camp Leader</b>						
Camp Leader	Prairie Township	\$17,472	\$20,238			6
<b>AVERAGES</b>		<b>\$17,472</b>	<b>\$20,238</b>			
<b>Water Fitness Instructor</b>						
Water Fitness Instructor	Prairie Township	\$33,280	\$52,000			2
<b>AVERAGES</b>		<b>\$33,280</b>	<b>\$52,000</b>			
<b>Swim Lesson Coordinator</b>						
Swim Lesson Coordinator	Prairie Township	\$27,040	\$35,360			1
<b>AVERAGES</b>		<b>\$27,040</b>	<b>\$35,360</b>			
<b>Parks Superintendent</b>						
Recreation Administrative Manager	City of Columbus	\$49,941	\$74,942	\$66,560	Equal to	12
Parks Superintendent	City of Delaware		\$70,574	\$70,574	Equal to	1
Parks & Facilities Superintendent	City of Gahanna	\$57,486	\$79,842	\$67,775	Equal to	1
Parks Superintendent	City of Groveport	\$38,604	\$62,025		Equal to	1
Parks and Facilities Superintendent	City of Westerville	\$74,110	\$111,155	\$86,258	Equal to	1
Recreation Superintendent	City of Worthington	\$72,047	\$90,735	\$90,735		1
Parks Superintendent	Delaware County			\$42,890		3
<b>AVERAGES</b>		<b>\$58,438</b>	<b>\$81,546</b>	<b>\$70,799</b>		



# Salaries Broken Down by Title

## 2015

### Parks & Recreation (Con't.)

Parks Maintenance Supervisor	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Park Maintenance Supervisor	City of Columbus	\$41,600	\$51,376	\$48,318	Equal to	13
Parks Maintenance Supervisor	City of Delaware		\$51,417	\$51,417	Equal to	1
Maintenance Worker	City of Grandview Heights	\$30,000	\$57,500	\$57,366	Equal to	1
Park Maintenance Supervisor	City of Grove City	\$45,032	\$68,328	\$53,435	Equal to	1
Park Maintenance Supervisor	City of Pickerington	\$29,120	\$52,000	\$52,000	Equal to	1
Parks Maintenance Superintendent	City of Reynoldsburg	\$40,068	\$57,794	\$47,277	Greater than	1
Parks and Facilities Administrator	City of Westerville	\$61,256	\$91,894	\$76,190	Equal to	1
Parks Manager	City of Worthington	\$62,839	\$78,154	\$78,154		1
<b>AVERAGES</b>		<b>\$44,274</b>	<b>\$63,558</b>	<b>\$58,020</b>		

Park Foreman	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Parks Foreman	City of Gahanna	\$49,400	\$60,819	\$60,819	Equal to	2
Groundskeeper/Maintenance Worker	City of Grandview Heights	\$30,000	\$57,500	\$40,456	Equal to	2
Crew Chief	City of Whitehall	\$49,920	\$60,320	\$60,320		1
Park Ranger	Delaware County			\$34,694		7
<b>AVERAGES</b>		<b>\$43,107</b>	<b>\$59,546</b>	<b>\$49,072</b>		

Recreation Coord/Supervisor	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Recreation Supervisor	City of Columbus	\$39,832	\$59,738	\$50,024	Equal to	35
Recreation Supervisor	City of Gahanna	\$45,076	\$62,606	\$48,492	Equal to	1
Recreation Supervisor	City of Grandview Heights	\$35,000	\$64,600	\$58,677	Equal to	1
Recreation Coordinator	City of Groveport	\$36,254	\$58,260		Equal to	1
Recreation/Events Coordinator	City of Marysville	\$35,000	\$52,500	\$42,800		1
Recreation Coordinator	City of Pickerington	\$39,520	\$45,760	\$42,500	Less than	1
Recreation Superintendent	City of Reynoldsburg	\$40,068	\$57,794	\$52,000	Equal to	1
Recreation Superintendent	City of Upper Arlington	\$58,721	\$82,210	\$64,000	Equal to	1
Administrative Assistant	City of Whitehall	\$39,520	\$52,000	\$49,920		1
Recreation Supervisor	City of Worthington	\$52,960	\$66,745	\$63,549		6
<b>AVERAGES</b>		<b>\$42,195</b>	<b>\$60,221</b>	<b>\$52,440</b>		



# Salaries Broken Down by Title

## 2015

### Parks & Recreation (Con't.)

Horticulturist	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Urban Forester	City of Canal Winchester	\$42,182	\$58,281	\$50,232	Equal to	1
Horticulturist	City of Columbus	\$49,941	\$74,942		Equal to	Vacant
Forestry Technician	City of Gahanna	\$47,341	\$58,490	\$58,490	Greater than	1
Urban Forester	City of Grove City	\$45,032	\$68,328	\$67,059	Equal to	1
Landscaper	City of Marysville	\$41,517	\$49,733	\$49,733		1
Horticulturist	City of Reynoldsburg	\$28,457	\$41,038	\$38,759	Equal to	1
Horticulturist	City of Upper Arlington	\$52,261	\$73,165	\$55,301	Equal to	1
Landscape Foreman	Franklin County Board of Commissioners	\$39,312	\$55,037	\$48,506	Equal to	1
<b>AVERAGES</b>		<b>\$43,255</b>	<b>\$59,877</b>	<b>\$52,583</b>		

Road Superintendent	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Road Superintendent	Prairie Township			\$70,886		1
<b>AVERAGES</b>				<b>\$70,886</b>		

Road Laborer	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Road Laborer	Prairie Township	\$32,219	\$50,856	\$58,157		5
<b>AVERAGES</b>		<b>\$32,219</b>	<b>\$50,856</b>	<b>\$58,157</b>		

Road Laborer (Seasonal)	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Road Laborer (Seasonal)	Prairie Township			\$16,995		1
<b>AVERAGES</b>				<b>\$16,995</b>		



# Salaries Broken Down by Title

## 2015

### Human Resources

HR VP or Director of HR	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Human Resources Director	City of Columbus	\$107,598	\$179,338	\$143,166	Equal to	1
Human Resources Specialist	City of Delaware		\$71,070	\$71,070	Greater than	1
Director, HR	City of Gahanna	\$73,946	\$102,703	\$84,643	Equal to	1
Human Resources Director	City of Marysville	\$70,000	\$90,000	\$82,268		1
Human Resources Director	City of Pickerington	\$68,640	\$85,280	\$85,000	Equal to	1
Director, HR	City of Reynoldsburg	\$53,692	\$77,429	\$70,000	Equal to	1
HR Manager	City of Upper Arlington	\$65,980	\$92,371	\$73,800	Equal to	1
HR Manager	City of Westerville	\$74,110	\$111,155	\$92,914	Equal to	1
Director, HR	City of Whitehall	\$80,144	\$99,007	\$82,992	Equal to	1
Director, HR	City of Worthington			\$90,076		1
HR Manager	Delaware County	\$63,526	\$85,131	\$63,523		1
Director, HR	Franklin County Board of Commissioners	\$87,672	\$122,740	\$106,413	Equal to	1
<b>AVERAGES</b>		<b>\$74,531</b>	<b>\$101,475</b>	<b>\$87,155</b>		

Assistant HR Manager	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Deputy Director	City of Columbus	\$95,077	\$158,434	\$123,614	Equal to	9
HR Coordinator	City of Gahanna	\$52,167	\$72,454	\$61,504	Equal to	1
HR Coordinator	City of Grove City	\$50,980	\$77,355	\$68,931	Greater than	1
Personnel Coordinator	City of Groveport	\$38,604	\$62,025		No Match	1
HR Coordinator	City of Westerville	\$50,586	\$75,878	\$52,083	Equal to	2
Sr Hr Administrator	Franklin County Board of Commissioners	\$57,554	\$80,558	\$60,778	Equal to	1
<b>AVERAGES</b>		<b>\$57,495</b>	<b>\$87,784</b>	<b>\$73,382</b>		

Training Manager	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Training Manager	City of Columbus	\$67,205	\$100,818	\$89,710	Equal to	1
Employee Development Administrator	Franklin County Board of Commissioners	\$54,371	\$76,128	\$58,344	Equal to	1
<b>AVERAGES</b>		<b>\$60,788</b>	<b>\$88,473</b>	<b>\$74,027</b>		



## Salaries Broken Down by Title

2015

### Human Resources (Con't.)

<b>Employee Benefits Administrator</b>	<b>Government Entity</b>	<b>Salary Range</b>	<b>Salary Range</b>	<b>Avg. Annual</b>	<b>Level of</b>	<b># of</b>
		<b>Minimum</b>	<b>Maximum</b>	<b>Salary</b>	<b>Match</b>	<b>Incumb</b>
Employee Benefits Risk Manager	City of Columbus	\$79,102	\$118,726	\$99,445	Equal to	1
Insurance Risk Tech	Delaware County	\$24,258	\$32,507	\$40,830		1
Director, Benefits & Risk Management	Franklin County Board of Commissioners	\$87,672	\$122,740	\$117,894	Greater than	1
<b>AVERAGES</b>		<b>\$63,677</b>	<b>\$91,324</b>	<b>\$86,056</b>		

<b>HR Administrative Assistant</b>	<b>Government Entity</b>	<b>Salary Range</b>	<b>Salary Range</b>	<b>Avg. Annual</b>	<b>Level of</b>	<b># of</b>
		<b>Minimum</b>	<b>Maximum</b>	<b>Salary</b>	<b>Match</b>	<b>Incumb</b>
HR Coordinator (PT)	City of Canal Winchester	\$37,856	\$53,518	\$45,687	Greater than	1
Chief Information Officer	City of Delaware	\$61,847	\$120,000	\$97,843	Equal to	1
HR Assistant	City of Gahanna	\$37,227	\$51,705	\$37,502	Equal to	1
Human Resource Assistant	City of Marysville	\$35,000	\$52,500	\$44,528		1
Human Resources Generalist	City of Whitehall	\$51,385	\$63,864	\$55,940	Equal to	1
HR Administrative Assistant	Delaware County	\$32,970	\$44,183	\$36,941		1
Administrative Assistant 2	Franklin County Board of Commissioners	\$39,312	\$55,037	\$44,741	Equal to	1
<b>AVERAGES</b>		<b>\$41,222</b>	<b>\$54,361</b>	<b>\$45,874</b>		

### Information Technology

<b>Director of Information Technology</b>	<b>Government Entity</b>	<b>Salary Range</b>	<b>Salary Range</b>	<b>Avg. Annual</b>	<b>Level of</b>	<b># of</b>
		<b>Minimum</b>	<b>Maximum</b>	<b>Salary</b>	<b>Match</b>	<b>Incumb</b>
IT Coordinator	City of Canal Winchester	\$55,067	\$76,852	\$65,960	Equal to	1
Technology Director/CIO	City of Columbus	\$121,784	\$203,008	\$164,507	Equal to	1
Director of Information Technology	City of Delaware		\$68,000	\$68,000	Greater than	1
Director of Information Technology	City of Gahanna	\$84,076	\$116,772	\$87,812	Equal to	1
Director of Information Technology	City of Grove City	\$87,360	\$124,800	\$98,384	Greater than	1
IT Manager	City of Marysville	\$70,000	\$90,000	\$72,725		1
Director of Computer Services	City of Reynoldsburg	\$53,692	\$77,429	\$65,597	Equal to	1
Director of Information Technology	City of Upper Arlington	\$75,540	\$105,756	\$100,732	Equal to	1
Information Systems Director	City of Westerville	\$86,299	\$138,050	\$112,133		1
Director of Information Technology	City of Whitehall	\$80,144	\$99,607	\$96,491	Equal to	1
Information Technology Director	City of Worthington			\$82,089		1
Data Center Director	Delaware County	\$70,291	\$94,197	\$97,781		1
Chief Information Officer	Franklin County Board of Commissioners	\$74,984	\$104,998	\$94,266	Equal to	1
Network Administrator	Jackson Township			\$49,005	Equal to	1
<b>AVERAGES</b>		<b>\$78,112</b>	<b>\$108,289</b>	<b>\$89,677</b>		



## Salaries Broken Down by Title

### Information Technology (Con't.)

Director of Information Technology	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Project Manager	City of Columbus	\$79,102	\$118,726	\$93,330	Equal to	4
Applications Manager	City of Westerville	\$81,557	\$122,366	\$94,245		1
System Administrator	City of Whitehall	\$45,471	\$56,447	\$62,400		1
Network Admin	Delaware County	\$43,987	\$58,946	\$75,005		1
IT Project Manager	Franklin County Board of Commissioners	\$57,554	\$80,559	\$58,635	Equal to	3
<b>AVERAGES</b>		<b>\$61,534</b>	<b>\$87,409</b>	<b>\$76,723</b>		

Manager Data Processing	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Programmer/Data Base Administrator	City of Westerville	\$67,350	\$101,088	\$78,104		2
Project Manager	Delaware County			\$80,184		1
<b>AVERAGES</b>		<b>\$67,350</b>	<b>\$101,088</b>	<b>\$79,144</b>		

Sr. Systems Programmer	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Senior Programmer Analyst	City of Columbus	\$62,691	\$93,995	\$77,605	Equal to	21
Systems Administrator	City of Gahanna	\$45,076	\$62,606	\$52,167	Equal to	1
IT Systems Engineer	City of Upper Arlington	\$62,244	\$87,142	\$70,657	Equal to	2
Systems Engineer	City of Westerville	\$67,350	\$101,088	\$67,600		2
System Analyst	Delaware County	\$43,987	\$58,946	\$55,286		1
Programmer/Analyst 5	Franklin County Board of Commissioners	\$60,715	\$85,010	\$65,229	Equal to	2
<b>AVERAGES</b>		<b>\$57,011</b>	<b>\$81,465</b>	<b>\$64,757</b>		

Database Analyst	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
GIS/IT Analyst	City of Marysville	\$60,000	\$70,000	\$67,131		1
Network Administrator	City of Reynoldsburg	\$51,146	\$73,740	\$57,783	Equal to	1
PC Admin	Delaware County			\$36,504		1
<b>AVERAGES</b>		<b>\$55,573</b>	<b>\$71,870</b>	<b>\$53,806</b>		



## Salaries Broken Down by Title

### Information Technology (Con't.)

<b>Data Processing/Help Desk Spec.</b>	<b>Government Entity</b>	<b>Salary Range Minimum</b>	<b>Salary Range Maximum</b>	<b>Avg. Annual Salary</b>	<b>Level of Match</b>	<b># of Incumb</b>
Technology Service Desk Representative	City of Columbus	\$39,832	\$59,738	\$48,963	Equal to	5
IT Technician	City of Gahanna	\$37,227	\$51,705	\$41,330	Equal to	1
Information Manager	City of Marysville	\$41,517	\$49,733	\$49,733		1
<b>AVERAGES</b>		<b>\$39,525</b>	<b>\$53,725</b>	<b>\$46,675</b>		

<b>Programmer</b>	<b>Government Entity</b>	<b>Salary Range Minimum</b>	<b>Salary Range Maximum</b>	<b>Avg. Annual Salary</b>	<b>Level of Match</b>	<b># of Incumb</b>
Programmer Analyst	City of Columbus	\$55,973	\$83,949	\$61,880	Equal to	1
Senior Web Developer	Delaware County			\$49,837		1
Programmer/Analyst 3	Franklin County Board of Commissioners	\$54,371	\$76,128	\$62,982	Equal to	2
<b>AVERAGES</b>		<b>\$55,172</b>	<b>\$80,039</b>	<b>\$58,233</b>		

<b>Database Manager</b>	<b>Government Entity</b>	<b>Salary Range Minimum</b>	<b>Salary Range Maximum</b>	<b>Avg. Annual Salary</b>	<b>Level of Match</b>	<b># of Incumb</b>
Database Administrator	City of Columbus	\$70,200	\$105,290	\$89,336	Equal to	4
Network Administrator	City of Gahanna	\$57,486	\$79,842	\$67,775	Equal to	1
Network Operations Manager	City of Westerville	\$81,557	\$122,366	\$97,178	Greater than	1
Systems Administrator	City of Worthington	\$57,155	\$72,047	\$72,047		1
Security Administrator	Franklin County Board of Commissioners	\$41,683	\$58,365	\$41,683	Equal to	1
<b>AVERAGES</b>		<b>\$61,616</b>	<b>\$87,582</b>	<b>\$73,604</b>		

### Public Affairs/Communication

<b>Director Public Affairs</b>	<b>Government Entity</b>	<b>Salary Range Minimum</b>	<b>Salary Range Maximum</b>	<b>Avg. Annual Salary</b>	<b>Level of Match</b>	<b># of Incumb</b>
Community Affairs Director	City of Groveport	\$48,006	\$77,147		Less than	1
Community Affairs Director	City of Upper Arlington	\$65,980	\$92,371	\$91,215	Equal to	1
Deputy Director, CA/CE	Franklin County Board of Commissioners	\$63,898	\$89,440	\$89,440	Equal to	1
<b>AVERAGES</b>		<b>\$59,295</b>	<b>\$86,319</b>	<b>\$90,328</b>		



## Salaries Broken Down by Title

2015

### Public Affairs/Communication (Con't.)

Director, Public Relations	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Community and Business Relations Manager	City of Grove City	\$65,124	\$98,820	\$92,518	Equal to	1
Community Affairs Administrator	City of Westerville	\$67,350	\$101,088	\$83,158	Equal to	1
Director, Public Affairs	Franklin County Board of Commissioners	\$68,640	\$96,117	\$86,674	Equal to	1
<b>AVERAGES</b>		<b>\$67,038</b>	<b>\$98,675</b>	<b>\$87,450</b>		

Public Information Director	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Public Information Manager	City of Gahanna	\$57,486	\$79,842	\$65,150	Equal to	1
Public Information Officer	City of Worthington			\$67,431		1
Communications Employee Relations Manager	Delaware County	\$57,422	\$76,950	\$66,144		1
<b>AVERAGES</b>		<b>\$57,454</b>	<b>\$78,396</b>	<b>\$66,242</b>		

Community Relations Specialist	Government Entity	Salary Range	Salary Range	Avg. Annual	Level of	# of
		Minimum	Maximum	Salary	Match	Incumb
Community Relations Coordinator	City of Columbus	\$44,595	\$66,851	\$56,368	Equal to	5
Community Relations Coordinator	City of Grove City	\$39,582	\$60,049	\$54,870	Equal to	1
Community Affairs Coordinator	City of Upper Arlington	\$46,512	\$65,117	\$47,000	Equal to	1
Community Affairs Coordinator	City of Whitehall	\$52,670	\$64,461	\$53,851		1
Community Relations Manager	Franklin County Board of Commissioners	\$48,027	\$67,246	\$58,323	Equal to	1
<b>AVERAGES</b>		<b>\$231,386</b>	<b>\$323,724</b>	<b>\$270,412</b>		



## Salaries Broken Down by Title

2015

### Public Affairs/Communication (Con't.)

<b>Public Information Representative</b>	<b>Government Entity</b>	<b>Salary Range Minimum</b>	<b>Salary Range Maximum</b>	<b>Avg. Annual Salary</b>	<b>Level of Match</b>	<b># of Incumb</b>
Public Relations Specialist 1	City of Columbus	\$39,832	\$59,738		Equal to	Vacant
Public Information Officer 1	Franklin County Board of Commissioners	\$48,027	\$67,246	\$56,805	Equal to	2
<b>AVERAGES</b>		<b>\$87,859</b>	<b>\$126,984</b>	<b>\$56,805</b>		

<b>Graphic Designer</b>	<b>Government Entity</b>	<b>Salary Range Minimum</b>	<b>Salary Range Maximum</b>	<b>Avg. Annual Salary</b>	<b>Level of Match</b>	<b># of Incumb</b>
Graphic Designer	City of Columbus	\$39,832	\$59,738	\$46,238	Equal to	2
Graphics Designer	Franklin County Board of Commissioners	\$36,130	\$50,586	\$39,707	Equal to	1
<b>AVERAGES</b>		<b>\$75,962</b>	<b>\$110,324</b>	<b>\$85,945</b>		



## **Benchmark Job Descriptions**



## 2015 MORPC Salary & Fringe Benefit Survey Job Descriptions

Job Code	Public Works/Public Service
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**1 Director**

This position is an advanced professional and administrative position working in planning, organizing, coordinating, and directing the administration, operation, and development activities related to the assigned functional areas of responsibility inherent to the division. The nature of this classification requires the incumbent to exercise independent judgment and discretion in managing the various organizational and functional areas of responsibility. The incumbent directly supervises staff and provides leadership and guidance to the entire divisional staff. Work also includes developing program ideas, program standards, policies and procedures.

**2 Assistant Director**

This position is responsible for supervision and administrative work directing public service operations including the Division of Streets and Utilities with responsibility for ( streets, utility collection/distribution system, solid waste, fleet management) and Grounds and Facilities (park facilities and cemetery grounds and maintenance), Division of Parks and Recreation. Responsibilities involve the planning, organizing, directing and prioritizing work, developing budgets, capital improvements, lone and short-range maintenance and replacement. Serves as City's liaison on Service Department matters before City Council, boards, committees, and other official bodies.

**3 Maintenance Supervisor**

This position is responsible for the supervision; logistical and administrative support tasks required to carry out the operational mission of the Services Department, either Division of Streets and Utilities or the Division of Grounds and Facilities.

**4 City Engineer**

Administers and manages the functions of the Division of Engineering; directs all civil engineering functions of the City which include, but are not limited to, the development, programming, design, and inspection of public improvement/construction projects (i.e. sanitary and storm sewers, streets, waterlines, etc.) and the design of sanitary and storm sewers, waterlines, traffic control and street lighting systems, and a variety of engineering -related public and private activities.

**5 Associate Engineer**

Responsible for performing routine engineering work and for occasionally handling minor engineering projects; assists in various phases of major projects. Assists in the development of engineering plans and designs in a particular field for a specific area. Assists in the investigation and analysis of new materials, equipment invoices and engineering practices. Analyzes costs for work projects.



## 2015 MORPC Salary & Fringe Benefit Survey Job Descriptions

### 6 Drafter

Lays out complete products and prepares assembly and detail drawings, following the general instructions and directions of a designer. Makes various calculations such as strength of materials, weights, simple forces, and stresses, frequently using charts and tables. Prepares bills of material specifications. Analyzes various design requirements and recommends possible solutions or alternate constructions. Makes orthographic or isometric illustrations required for sales aids.

### 7 Maintenance Foreman

This is advanced skilled and lead work in the construction, maintenance, and repair of public streets, buildings, grounds, parks, and utility collection/distribution systems. Work involves responsibility for assigning, instructing, and guiding and participating in the activities of maintenance crews in the Division of Streets and Utilities and/or the Division of Grounds and Facilities. Work includes maintaining time and activity work sheets, work-order data entry, determining essential equipment for each job, and operating public works equipment and vehicles. Work also involves assisting with special municipal events. Foremen are subject to call-in emergencies, may work irregular shifts during emergencies, and are subject, on a rotating basis, to be on standby to respond to and supervise emergency maintenance activities.

### 8 Building Inspector Administrator

Positions assigned to this class conduct inspections of public improvement/construction projects (i.e. sanitary and storm sewers, streets, roads, waterlines, etc.) to ensure compliance with approved plans and all applicable construction regulations, standards, specifications, codes, and ordinances. Incumbent also performs other civil engineering construction related inspections at residential and commercial building construction sites (i.e. sanitary sewer line taps, sidewalks, driveway approaches, engineering finals) to ensure compliance with all applicable standards, regulations, specifications, codes and ordinances.

### 9 Building Inspector

Position assigned to this class conducts regular and periodic inspections of commercial and residential building construction to determine and ensure compliance with approved plans, the Ohio Basic Building Code (OBBC), the Council of American Building Officials (CABO) Building Code, and other applicable codes, regulations, and ordinances. Activities do not include inspection of electrical systems.

### 10 Certified Mechanic

Performs skilled and semi-skilled mechanical work in the maintenance and repair of a variety of automotive and construction equipment. Work includes responsibility for performing repairs or service on all city vehicles and equipment such as small engines, automobiles, trucks, sweepers, front-end loaders, mowers, and related public works and utility related construction and maintenance equipment. Supervision may be exercised over an automotive service worker.



## 2015 MORPC Salary & Fringe Benefit Survey Job Descriptions

### **11 Electrical Inspector**

Inspects commercial and residential buildings for compliance with applicable building codes and National Electric Code. Issue permits for all electrical work performed by contractors and builders. Work requires constant alertness to protect the City and its citizens from the serious consequences, which might result from infractions of electrical codes.

### **12 Water Treatment Plant Operator**

To administer, operate, and monitor the mechanical and analytical systems pertinent to water treatment and control at the central municipality facility. Operates and maintains water treatment and waste equipment, ensuring compliance with state and federal environment protection limits. Activates municipal emergency procedures in the event of overflow or spill of chemicals or unpurified water. Shuts off all power, puts on personal protective equipment, and evacuates the facility, notifying local emergency responders. Monitors and samples well and groundwater on entry to the municipal system. Adjusts treatment levels when below-standard variances are detected.

### **13 Traffic Engineer**

To perform professional traffic engineering, office and field work in investigating and analyzing vehicular and pedestrian traffic conditions; to prepare traffic plans, reports, and specifications and present these to governmental and public groups as appropriate. Studies traffic patterns, investigates and prepares engineering recommendations to improve traffic control, reduce accidents, and increase ease of flow and safety in problem areas.

### **14 Traffic Signal Technician**

Under the direction of the maintenance department, performs craftsman-type labor involving a high degree of technical skill in traffic signal, street lighting and general electronics maintenance as required. Performs testing and inspection, field and bench repairs and record keeping on traffic signal and street lighting systems.

### **15 Municipal Housing Specialist**

To process applications for public housing accommodations and rental assistance programs. To administer and carry out the policies and procedures established for the municipal housing authority, and to maintain records and furnish reports on these activities. Interview applicants to determine eligibility and assist applicants in filling out forms properly. Prepares contract files, acquired contract signatures, and oversees actual settlement of clients within housing units. Develops public relations program, distributes literature, and delivers talks to community groups to develop public awareness of the program and its eligibility requirements and benefits.



## 2015 MORPC Salary & Fringe Benefit Survey Job Descriptions

### 16 Urban Planner

To develop comprehensive plans and programs, both short and long term for the development, growth, and revitalization of the urban and suburban environment to maximize quality of life for the community and its residents. Studies redevelopment plans of other cities to analyze strengths and weaknesses of similar programs and possible adaptation for local use. Oversees and audits public development projects to ensure compliance with specifications and financial accountability.

### General - Administration

### 17 Controller

To provide the management teams with relevant financial data necessary for budgetary and financial decisions. To oversee the efficient and timely performance of the accounting department. Directs the financial affairs of the agency within scope of responsibility delegated by the director and board of directors. Directly supervises and coordinates activities of employees in the accounting department, ensuring that standard accounting principles are followed in keeping the agency's financial records.

### 18 Finance Director

This is managerial and administrative work serving as the City's Chief Financial Officer directing the activities of the Department of Finance and administering the City's financial affairs. Work involves responsibility for the collection, disbursement, and investment of all city funds; preparation of financial reports, administration of the annual operating and capital budgets; and management of the City's debt financing and establishment of financial policies and controls. Work includes coordinating the annual audit and managing the City's data processing function.

### 19 Finance Assistant

Balances daily collections with receipts, prepares tax reports and reconciles cash records with control accounts. Maintains general and subsidiary revenue and expenditure records, posting entries from supporting records, making adjustment entries, balancing against other records. Prepares monthly and other reports as directed. Performs a wide variety of clerical-accounting related tasks.

### 20 Manager, Records Retention

To recommend retention periods for public records in line with policy and regulatory requirements. To oversee the effective retention of these records and the designated cycle for disposal. Prepares awareness training seminar for managers and staff to make them cognizant of changes in policy, retention periods, and disposal cycle for non-retained records.



## 2015 MORPC Salary & Fringe Benefit Survey Job Descriptions

### **21 Purchasing Manager**

Responsible for the management of the procurement functions of the company and/or city. Establishes practices and procedures to be followed by buyers and other personnel. Selects vendors, assesses vendor capabilities, develops alternate sources, and evaluates vendor performance, negotiates price and delivery. Assures department records are maintained and that purchase are followed up or expedited when required.

### **22 Grants Coordinator**

Under general direction, prepares and submits annual entitlement grants; prepares contracts, contract billings, project amendments, and related reports; serves as liaison between City, federal agencies, and the general public. Assesses federal rules and regulations pertaining to community development; serves as liaison between City and representative of Housing and Urban Development; coordinates monitoring and visits and prepares formal responses to monitoring reports.

### **23 Municipal Tax Assessor**

To direct the municipal department staff in the development preparation, and tabulation of technical information involved in the assessment of property on the municipality's list. Inspects or directs the inspections of new construction sites, renovations, additions, and demolitions of buildings. Inspects, measures, and collects assessment information on buildings, furniture, machinery, equipment, and accepted principles, state law, and municipal policies and objectives. Acts as liaison between the Board of Assessment and the Board of Appeals.

### **24 Accounting Assistant**

Performs a variety of paraprofessional accounting and accounting assistance tasks, predominately bookkeeping, auditing and accounting tasks. Employees assigned to positions in this class carry out bookkeeping and time tracking duties at the division/department level or entry-level auditing and accounting functions in the finance department. Work includes processing invoices, time records and expenses; verifying financial and time records for accuracy; receipting and posting funds; auditing of non-cash tax returns; and the maintenance of all related financial records and documents.

### **25 Accounting Clerk**

Performs paraprofessional technical accounting tasks involving bookkeeping, accounting, auditing, clerical and related functions. Duties include processing and verifying financial transactions, receipting and posting funds, processing payments or refunds, maintaining all related records and documents, and verifying that transactions are in compliance with policies and procedures. Employee must be able to balance a variety of accounts in a timely manner, communicate regularly with the public, vendors, and other employees, and maintain confidentially.



## 2015 MORPC Salary & Fringe Benefit Survey Job Descriptions

### **26 Executive Secretary**

This is executive secretarial and administrative work performing difficult administrative, secretarial, and public contact work in the City Manager's, the Assistant City Manager's/Development Director and Service Director's office which are the focal points of the city government and the central point of contact with the general public. Work with considerable independence in preparing correspondence, giving information, receiving complaints, scheduling appointments, and in general handling office management functions. Work requires the exercise of initiative, independent judgment, and advanced secretarial skills to handle a wide range of work situations often involving highly sensitive and confidential information.

### **27 Administrative Assistant**

Performs work as administrator, specific duties vary depending on department assignment. General assists superior, with limited supervision, by performing a variety of duties. Assists with coordination and reporting of information and completes special projects of a difficult nature. This position is usually a higher level non-exempt clerical position.

### **28 Secretary/Administrative Clerk**

Responsible work providing a variety of administrative and secretarial support services to a department or a division director and serving as office manager/lead secretary to a division or finance department. Work involves performing diverse administrative, secretarial, and support activities such as preparing and composing correspondence and reports; answer phones, schedule appointments, distribute documents and information, arranging meetings, etc.

### **29 Receptionist**

Answers telephone and routes calls promptly; greets visitors; takes coats; notifies person(s) being visited. Distributes incoming mail; maintains filing systems for reports and other documents as request; maintains visitor logs; applications, etc.

### **30 Clerk Typist**

Responsible for secretarial and clerical work performing a variety of journey-level specialized non-routine clerical support functions for the department. Work involves typing; transcribing meeting minutes; producing material through the use of a personal computer; maintain complex or specialized tracking systems; processing monthly status reports, etc.

### **31 Mailroom Clerk**

Responsible for the timely and accurate distribution and dispatching of incoming, outgoing, and department mail. Additionally responsible for all department's photocopying and distribution as instructed. This position is responsible for handling and processing all mail. This includes sorting incoming mail, interdepartmental mail, notices, and memorandums for accurate and timely distribution.



## 2015 MORPC Salary & Fringe Benefit Survey Job Descriptions

### Court Administrator

#### 32 Clerk of Courts

This is administrative support for the members of Council. Work involves documenting the legislative actions of City Council, creating and maintaining the legislative record, and providing notice of regular and special meetings of Council to its members and the public as mandated by the Charter, Rules of Council, or ordinances or resolutions of Council. Ensures compliance with all legal requirements of the Clerk of Council position as provided under the City Charter, the Codified Ordinances and laws of the State of Ohio.

### Development - Planning

#### 33 Zoning/Compliance Officer

Performs on-site field inspections to ensure compliance with applicable zoning ordinances, codes, and regulations. On a sporadic, occasional basis, however, the incumbent also reviews site plans and blueprints for compliance with applicable ordinances, codes, and regulations.

#### 34 Zoning Administrator

This is advanced professional, administrative, and managerial work directing the city planning, zoning and related community development activities. Work involves responsibility for planning, organizing, and directing all division personnel and activities, ensuring sound urban planning, land use management, and community and economic development programs for the city.

#### 35 Planner

Performs responsible professional work in planning, zoning, and community development. Specific areas of responsibilities include data collection; field assessment; preparation of detailed reports, budgets and plans; public presentations; implementation of city codes and plans; assessment of development proposals; writing codes, legislation, contracts and reports; and assembling and maintaining permanent records.

#### 36 Public Information/Special Events Coordinator

This professional and managerial position works directing the public information/special events division of the city. The incumbent oversees the coordination and implementation of city-sponsored events, internal and external communications and publications, media relations, and crisis communication. Work includes developing programs, standards, policies and procedures to promote special events and a positive image for the city.



## 2015 MORPC Salary & Fringe Benefit Survey Job Descriptions

### Police Department

#### 37 Police Chief

This is managerial and administrative work directing the activities of the city's Police division. Work involves responsibility for planning, organizing, and managing the efficient and effective operation of the city's Police division; assuring that laws and ordinances are enforced, that criminal offenders are identified and apprehended, that measures are implemented to prevent crimes and to protect lives and property. Work includes determining overall plans and policies to be followed in conducting police operations, manpower planning and deployment, division budgeting and goal and objective setting.

#### 38 Police Captain

This is highly responsible administrative and specialized law enforcement work in planning, organizing, and managing the activities within the police division. Work includes directing, coordinating, supervising operations and administrative work as well as managing critical incidents and special events. Work includes all aspects of personnel management and development, specialized law enforcement actions, and implementation of programs. In the absence of the Chief of Police, the incumbent oversees all sections of the division.

#### 39 Police Sergeant

Under the administrative direction and supervision of a Lieutenant and/or the Chief of Police, a Sergeant supervises and directs the activities of a group of Police Officers on an assigned shift. A Sergeant also performs regular patrol duties and/or related tasks and assignments as required and directed by a Lieutenant and/or the Chief of Police. A Sergeant receives general instruction from a Lieutenant and/or the Chief of Police regarding assignments to be accomplished and procedures to be followed. The duties and assignments of a Sergeant are quite varied in nature.

#### 40 Police Officer

Under the direct supervision of a Sergeant, a Police Officer patrols a designated area ensuring compliance with all applicable State Laws and City Ordinances; answers calls when a crime is suspected or an emergency exists; takes such actions as are necessary to prevent crime, to apprehend a criminal, to maintain emergency situations; and performs other related duties, tasks, and assignments as required and directed by a Sergeant, Lieutenant, or the Chief of Police.

#### 41 Police Detective

Attempts to clear general assignment cases in addition to cases within own specialty area. Investigates all serious crimes as assigned in such manner that upholds the laws, ordinances, policies, and procedures of the City, State, and Department. Investigation entails such duties as making arrests, assisting the prosecution, releasing fugitives to the proper authorities, and preparing reports.



## 2015 MORPC Salary & Fringe Benefit Survey Job Descriptions

### **42 Criminal Investigator**

Learns to conduct investigations of the Uniform Controlled Substances Act, the Alcohol Beverage Control Act, and other criminal and civil violations of the state, and to perform related work. Incumbents serve in a training capacity concentrating efforts in one investigative specialty, but also investigate a variety of cases. Incumbents are exposed to weather extremes and physical danger, including raids, surveillance, and vehicular pursuits over all types of terrain. Night, weekend, and holiday work is required. Begins and conducts covert and overt investigations of criminal, civil, administrative, and regulated activities including suspected crimes in narcotics, fraud, alcohol beverage control, arson, embezzlement, forgery, or any other area of illegal activity. Gathers, prepares, and presents evidence in court and testifies as an expert witness; prepares reports.

### **43 Police Dispatcher (Communications Technician)**

Under the general direction of the Service Bureau Commander and the direct supervision of the Chief Communications Technician, a communications technician performs a variety of duties involving radio, telephone, automated data communications system with the Division of Police. A communications technician operates base radio console equipment and acts as a central dispatch/control or relay point to receive and transmit information to safety (Police & Fire) service, and other appropriate personnel; operates computer CAD terminals to record calls for service from the public and track police unit activity; answers inquiries from the public, directs them to the appropriate personnel within the Division of Police as well as other Divisions; and operates emergency equipment including 911 and the Outdoor Early Warning/Public Address System.

### **44 Police Records Clerk**

Responsible clerical work involving moderately complex and varied work methods and procedures in the Records Division of the Police Department. Employees are responsible for the maintenance of all records, criminal case files and department documents within the Records Division. Work review and supervision is received from supervisor of the Records Division. Stores records; seals and expunges all police records as ordered by the court; and prepares statistical reports.

### **45 Emergency Evacuation Director**

To direct the city's chain of command for emergency evacuation procedures at the local site in line with policies and procedures as well as federal and state regulations. In consultation with line and staff management, develops emergency escape procedures and emergency escape routes. Coordinates development of written emergency evacuation plan as well as helps each department develop procedures to account for all employees after emergency evacuation has been completed. Coordinates effort with community emergency preparedness personnel to protect public safety and property and provide full information to community leaders.



## 2015 MORPC Salary & Fringe Benefit Survey Job Descriptions

### 46 Emergency Preparedness Coordinator

To coordinate emergency preparedness procedures for the facility and, in the absence of the facility manager, to determine when partial or complete evacuation of the facility should occur during an emergency. Assesses a work situation to determine whether an emergency exists that requires activating emergency procedures. Authorizes outside emergency services, such as community fire departments and medical aid, to be summoned if necessary. Directs all emergency efforts and discusses the necessity of complete or partial evacuation with the facility manager, in the absence of the manager, determines necessity of evacuating personnel. Arranges training of rescue of medical staff and conducts mock evacuations to ready them for the real thing.

## Fire Department

### 47 Fire Chief

This is a technical and administrative position that directs the activities and personnel of the municipal fire department. Responsible for the protection of life and property through the direction of fire fighting activities, including the direction of a training program and fire prevention and inspection activities. Administrative duties include the recommendation of purchase of supplies, equipment, preparation of annual budget and effecting efficient use of personnel and equipment in carrying out fire protection activities.

### 48 Fire Captain/Assistant Chief

Supervises and coordinates activities of Lieutenants and Fire Fighters. Determines work procedures, prepares work schedules, and expedites workflow. Studies and standardizes procedures to improve efficiency of subordinates. Assign duties and examines work for exactness, neatness, and conformance to policies and procedures of the department. Maintains harmony among workers and resolve grievances. Responds to alarms, evaluates situation at scene and assigns personnel and equipment as needed.

### 49 Fire Lieutenant

Supervises and coordinates activities of Fire Fighters. Determines work procedures, prepares work schedules, and expedites workflow. Studies and standardizes procedures to improve efficiency of subordinates. Assigns duties and examines work for exactness, neatness, and conformance to policies and procedures of the department. Maintains harmony among workers and resolve grievances. Responds to alarms, evaluates situation at scene and assigns personnel and equipment as needed.



## 2015 MORPC Salary & Fringe Benefit Survey Job Descriptions

### 50 Fire Fighter

Under immediate supervision, controls and extinguishes fires, protects life and property, and maintains equipment. Responds to fire alarms and other emergency calls. Selects hose and/or nozzle, depending on type of fire, and directs stream or chemicals onto fire. Administers Basic Life Support to injured persons and those overcome by fire and smoke. Communicates with superiors via two-way radio. Maintains apparatus, quarters, buildings, equipment, grounds, and hydrants.

### 51 Fire Inspector

Inspects premises to detect and eliminate fire hazards; investigates the causes and origins of fires. Inspects fire extinguishing and fire protection equipment is operable and prepares reports listing repairs and replacement needed. Reports on areas and notes and investigates unsafe conditions and practices which might or increase fire hazards. Witnesses test on fire protection equipment in buildings where explosive or flammable materials are processed.

## Parks and Recreation

### 52 Parks Superintendent

This is advanced professional and administrative work in planning, organizing, coordinating, and directing the administration, operation, and development activities related to the assigned functional areas of responsibility inherent to the division. The nature of this classification requires the incumbent to exercise independent judgment and discretion in managing the various organizational and functional areas of responsibility. The incumbent directly supervises staff and provides leadership and guidance to the entire divisional staff. Work also includes developing program ideas and program standards, policies, and procedures and considerable coordination with other departments and divisions.

### 53 Parks Maintenance Supervisor

This position involves assisting in the coordination and supervision of the park maintenance employees. Must have the ability to deal effectively with the public and make appropriate decisions regarding prioritizing work projects, maintenance emergencies and disciplinary actions in compliance with city policy. Assures all vehicles in the fleet of the department are properly maintained, scheduled for maintenance by the city mechanic and that all-basic maintenance on vehicles is performed on a daily and weekly basis.



## 2015 MORPC Salary & Fringe Benefit Survey Job Descriptions

### 54 Recreation Coordinator/Supervisor

This is supervisory and administrative work planning and developing recreational programs, services, and activities and supervising part-time, seasonal and contract staff providing a variety of recreational and instructional programs. Incumbents assigned to positions in this class are usually assigned to supervise a specific recreation/leisure time activity for a general or special population (e.g., adult recreation, adult sports, youth recreational programs and instructional classes, fitness and wellness programs, summer playground and camp programs and/or aquatic programs). Work involves responsibility for managing financial aspects of assigned programs; planning and developing programs and activities and services; administrative and personnel functions such as recommending for hiring, scheduling, and evaluating staff; safety; and recreation activity promotion.

### 55 Horticulturist

The incumbent in this position works alone or in a crew situation and carries out the installation and maintenance of plant material in the city's park and in the city's street right-of-ways. The Horticulturist initiates and develops projects and provides guidance and direction to a crew of assigned employees involved in planting and maintenance operations.

## Human Resources

### 56 Director of Human Resources

This position develops human resources policies and programs for the entire municipality. Plans, organizes, and controls all activities of the department. The major areas covered are organizational planning, organization development, employment, indoctrination and training, employee relations, compensation, benefits, safety and health, and employee services. Develops, recommends, and implements personnel policies and procedures. Prepares and maintains handbook on policies and procedures. Also performs benefits administration to include claims resolution, change reporting, approving invoices for payment. Monitors annual re-evaluation of policies for cost effectiveness, information activities program, and cash flow for said program. Originates human resources practices and objectives that will provide a balanced program throughout all divisions. Assists and advises management staff on human resources issues.

### 57 Assistant Human Resources Manager

Assists the Director of HR in planning, organizing, and controlling all activities of the department. Assists with developing department goals, objectives, and systems with Director of HR, and recommends necessary changes. Rewrites job descriptions as necessary ; conducts annual salary surveys and analyzes compensation; monitors performance evaluation program and revises as necessary. Assists the Director of HR with the preparation and maintenance of the handbook of policies and procedures. Conducts recruitment efforts for all exempt and nonexempt personnel, conducts new hire orientations; employee relations counseling, and exit interviewing.



## 2015 MORPC Salary & Fringe Benefit Survey Job Descriptions

### 58 Training Manager

To provide a service to all departments concerned with organization and implementation of all training programs undertaken. Develops, writes and coordinates training materials working with specialists for specific details. Prepares training videotapes and/or films and maintains library of video and film training aids. Schedules training sessions with individual training programs ensuring facility setup, audiovisual setup and employee notification. Develops a means of measuring the effectiveness of divisional and/or departmental training programs through testing, etc.

### 59 Employee Benefits Administrator

Responsible for administration of employee benefits in all operations. As needed, provides special guidance and assistance to all locations on various employee benefit plans. Surveys industry and/or community to determine company's competitive position in employee's benefits. Develops, recommends, and installs approved, new, or modified plans and employee benefit policies, and supervises administration of existing plans. Develops cost control procedures to assure maximum coverage at the least possible cost to the organization and employee.

### 60 HR Administrative Assistant

Responsible for all administrative tasks pertaining to Personnel office function. Opens, scans, and distributes mail to department. Assists employees with problems with benefits and payroll questions. Provides information on work related injuries. Proofreads all correspondence from the HR department. Monitors telephone traffic for Director of HR as well as helps to schedule appointments.

## Information Technology

### 61 Director of Information Technology

Responsible to ensure the development and implementation of cost effective systems and efficient computer operations to meet current and future decision making requirements. This incumbent provides companywide direction in areas of policy and planning for data processing and related functions within the company. Makes sure the latest and greatest software and technology is used when budget allows.

### 62 Project Leader

Assists in planning and coordinating systems analysis design and implementation projects. Such projects involve the development of new data processing applications systems or the substantial modification of existing systems. Projects may also involve major changes in data processing resources (equipment, staff, organization) and basic changes in methods and techniques employed.

### 63 Manager - Data Processing

Directs and manages the scheduling and operation of computer processing production and provides efficient, effective, and timely services to users in the organization. Also directs and manages the technical support efforts which includes responsibility for all system software, hardware, and database administration.



## 2015 MORPC Salary & Fringe Benefit Survey Job Descriptions

### **64 Senior Systems Programmer**

This position supports the software necessary to operate the organization's computer database and telecommunications system in a reliable and efficient manner. This position individually performs or participates with others in performing technical services projects. Such projects produce new (or modifications to existing) operating, database, and data communications systems. This position provides information, direct assistance, and technical resources to other data processing staff.

### **65 Database Analyst**

Assists in planning, designing, and implementing the database of the organization. Such activities involve interaction with development and end-user personnel to determine application data access requirements, transaction rates, volume analysis, and other pertinent data required to develop and maintain integrated databases.

### **66 Supervisor, Data Entry**

This position is accountable for quality, productivity, cost effectiveness, and timeliness of work to ensure efficient and effective conversion and verification of data into computer-readable form, and the proper utilization of external data conversion services. To maintain and improve this section, this individual must work independently devising new methods, and modifying methods and procedures to predict and meet changes in internal and external requirements and conditions, as well as approve changes to schedules, methods, and procedures requested by other departments.

### **67 Data Processing, Help Desk Specialist**

Improve the level of service to staff by establishing a central point that users can contact to report problems or address questions and requests related to Information Technology issues. This individual is responsible for assisting users with data processing inquiries and providing solutions to the problems. The major challenge facing the incumbent in effectively evaluating user problems is keeping up-to-date with MIS equipment, system software, and production jobs. This position has the authority to evaluate users' problems, determine if the problems are the user, software, or equipment related, and then assign the problems to the appropriate MIS area for problem resolution.

### **68 Programmer**

Performs maintenance and modifications of programs currently in production to keep them responsive to user needs and to assure efficient operation in the production environment. This individual is responsible to plan, design, and install integrated data processing systems to support management control and decision-making activities. This individual is responsible for analyzing existing program logic to determine last method of accomplishing required changes or causes of program malfunction.



## 2015 MORPC Salary & Fringe Benefit Survey Job Descriptions

### 69 Database Manager

To design, maintain, and control the organization's database. To analyze all informational requirements, develop database specifications, and enforce all database standards. Establishes, maintains, and controls the organization's data directory, develops, documents, and enforces the standards, security procedures, and controls for access to ensure integrity of the database system. Interacts with technical support team and vendors to schedule upgrades, modifications, and required maintenance. This position is responsible for the supervision of the data entry personnel and analysis.

## Public Affairs/Communications

### 70 Director of Public Affairs and Information

Incumbent responsible for leading, directing and managing the Public Affairs Department in accordance with the mission, objectives, and policies of the organization. Creates and implements comprehensive programs for the dissemination of information about and promotion of the organization's programs. Responds to all press inquiries and serves as public spokesperson for the organization. Participates in community activities, professional meetings, and conferences as required.

### 71 Director, Public Relations

Incumbent is responsible for developing, coordinating, directing and administering policies relating to all phases of public relations. Evaluates existing programs, services, techniques, and procedures, and establishes methods for installation of new or improved programs. Organizes and establishes continuing internal communication as well as develops rapport with media. Develops long-range plan of the organization in relation to the public relations requirement.

### 72 Public Information Director

Incumbent is responsible for the recruitment, placement, and exit of all volunteers. Arranges the training for the volunteers. Schedules agency films and programs for presentation to community groups and organizations. Gathers and edits information for new releases and agency newsletter. Maintains a current inventory of agency service brochures and mailing inserts. Maintains an inventory of agency audiovisual equipment and maintains the maintenance of these items.

### 73 Graphics Manager

Directs the production of artwork and printing. Coordinates between all departments, assuring the customer requirements are met in conjunction with art specifications. Prioritize workflow of art and printing needs. Provides staff assistance to all production departments concerning technical printing problems. Works directly with outside vendors ensuring the quality of the printing and artwork requested is maintained.



## 2015 MORPC Salary & Fringe Benefit Survey Job Descriptions

### 74 Community Relations Specialist

Implements and supervises programs designed to advance the objectives of the agency. Reports directly to the director of public relations department. Supervises ongoing community relations projects and develops appropriate problem-solving actions. Plans and executes special events, provides creative support for departmental and agency publications. Works directly with members of the public and community groups on projects, which enhance the image of the organization and advance its objectives.

### 75 Public Information Representative

Serves as a resource to the staff as requested by the direction of the immediate supervisor which is usually at the director level. Updates and implements the public information plans. Acts as liaison staff member with outside organizations. Coordinates community education activities, seeks maximum constructive publicity through the news media. Organizes and distributes an agency newsletter and develops appropriate brochures and promotional materials. Recommends and maintains organization's mailing list.

## Marketing

### 76 Marketing Manager

Plans, organizes, directs, controls, and provides the leadership to achieve the organization's short-range and long-range business objectives in the various market segments. Analyzes and defines the market for growth within the market segment. Provides data to prepare, update, and control forecasts covering projected new business. Develops marketing plans, business plans, sales strategies, schedules, and action plans.

### 77 Marketing Coordinator

Is responsible for the coordination of the preparation and procurement of advertising materials required for packaging, advertising, and promotion of the organization's service or product. Undertakes specific studies and investigates in support of advertising and marketing efforts and produces required reports, summaries, and recommendations.



**Insurance Plans  
(Health, Dental, Vision, RX)**



## 2015 Health & Dental Plans

	City of Canal Winchester	City of Columbus	City of Delaware
Do you offer medical coverage to your employees?	Yes	Yes	Yes
What type of plan do you offer?	High Deductible w/HAS	PPO	PPO
How many employees are enrolled in medical plan?	30	7,600	275
Funding type?	Member of Central Ohio Health Care Consortium	Self Insured	Self insured
<b>Monthly Premiums: Total Monthly Premium</b>			
Employee Only	\$497.36	\$782.26	NA
Employee & Spouse			
Employee & Children			NA
Employee & Family	\$1,287.96	\$2,033.85	
<b>Monthly Premiums: Total Employer Cost</b>			
Employee Only	\$497.36	\$692.14	Varies
Employee & Spouse			NA
Employee & Children			NA
Employee & Family	\$1,287.96	\$1,808.51	Varies
<b>Monthly Premiums: Total Employee Cost</b>			
Employee Only	0	\$90.12	8%
Employee & Spouse			NA
Employee & Children			NA
Employee & Family	0	\$225.34	8%
<b>In Network Deductible:</b>			
Individual deductible	\$2,500	\$200	\$700
Family deductible	\$5,000	\$400	\$1,200
Coinsurance (e.g., 80/20, 70/30, etc.)		<b>See Notes Below</b>	80/20
Lifetime maximum for medical plan		NA	\$0
Office co-payment (Primary Care Physician)		\$15	\$10
Office co-payment (Specialist)		\$25	\$10
Co-payment or co-insurance (Emergency room)		80/20 co-insurance	\$50
Co-payment or co-insurance (Urgent Call)		80/20 co-insurance	\$10
Co-payment or co-insurance generic drugs (retail)		\$5	80/20



## 2015 Health & Dental Plans

	City of Canal Winchester	City of Columbus	City of Delaware
<b>In Network Deductible: (Con't.)</b>			
Co-payment or co-insurance preferred brand (retail)		\$10	80/20
Co-payment or co-insurance non-preferred drugs (retail)		\$25	70/30
Co-pay or co-insurance generic drugs (mail order- 3 mos)		\$10	90/10
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)		\$20	90/10
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos)			80/20
<b>Out-of-Network Deductible:</b>			
Individual deductible	\$5,000	\$200	\$5,000
Family deductible	\$10,000	\$400	\$25,000
Coinsurance (e.g., 80/20, 70/30, etc.)		<b>See Notes Below</b>	80/20
Lifetime maximum for medical plan		NA	\$0
Office co-payment (Primary Care Physician)		\$15	\$10
Office co-payment (Specialist)		\$25	\$10
Co-payment or co-insurance (Emergency room)		80/20 co-insurance	\$50
Co-payment or co-insurance (Urgent Call)		80/20 co-insurance	Total
Co-payment or co-insurance generic drugs (retail)		\$5	80/20
Co-payment or co-insurance preferred brand (retail)		\$10	80/20
Co-payment or co-insurance non-preferred drugs (retail)		\$25	70/30
Co-pay or co-insurance generic drugs (mail order- 3 mos)		\$10	90/10
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)		\$20	90/10
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos)			80/20
Do you provide a credit to employees who opt out of medical coverage?	Yes	No	Yes
If yes, how much do you pay the employee monthly?	Single \$95.73/month Family \$248.06 per mo.		
<b>Dental Coverage:</b>			
Do you offer Dental coverage to your employees?	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	No
If yes, per person lifetime maximum?	\$1,500 per person	\$1,850	
If yes, what age group is covered?	To age 19	Under age 19	



## 2015 Health & Dental Plans

	City of Canal Winchester	City of Columbus	City of Delaware
<b>Monthly Dental Premiums if not bundled with medical plan</b>			
<b>Total Monthly Premium</b>			
Employee only	\$107.91	Bundled with medical	Varies
Employee & Spouse	\$107.91		NA
Employee & Child(ren)	\$107.91		NA
Employee & Family	\$107.91	Bundled with medical	Varies
<b>Monthly Employer Cost</b>			
Employee only	\$107.91	Bundled with medical	Varies
Employee & Spouse	\$107.91		NA
Employee & Child(ren)	\$107.91		NA
Employee & Family	\$107.91	Bundled with medical	Varies
<b>Monthly Employee Cost</b>			
Employee only	0	Bundled with medical	80/20
Employee & Spouse	0		NA
Employee & Child(ren)	0		NA
Employee & Family	0	Bundled with medical	80/20
<b>Vision Coverage:</b>			
Do you offer vision coverage to your employees?	Yes	Yes	No
Is your vision bundled with your medical plan?	No	Yes	
Please provide information below if not bundled with medical		Bundled with medical	
<b>Total Monthly Premium</b>			
Employee only	\$22.00	Bundled with medical	
Employee & Spouse	\$22.00		
Employee & Child(ren)	\$22.00		
Employee & Family	\$22.00	Bundled with medical	
<b>Monthly Employer Cost</b>			
Employee only	\$22.00	Bundled with medical	NA
Employee & Spouse	\$22.00		NA
Employee & Child(ren)	\$22.00		NA
Employee & Family	\$22.00	Bundled with medical	NA



## 2015 Health & Dental Plans

	City of Canal Winchester	City of Columbus	City of Delaware
<b>Monthly Employee Cost</b>			
Employee only	0	Bundled with medical	NA
Employee & Spouse	0		NA
Employee & Child(ren)	0		NA
Employee & Family	0	Bundled with medical	NA NA

**Notes:**

**In-network  
Coinsurance:**  
20 of \$1500; Family:  
80/20

**Out of network  
Coinsurance:**  
40 of \$1,500; Family:  
60/40 of \$2,000





## 2015 Health & Dental Plans

	City of Gahanna	City of Grandview Heights	City of Grove City	City of Groveport
<b>Do you offer medical coverage to your employees?</b>	Yes	Yes	Yes	Yes
<b>What type of plan do you offer?</b>	PPO	PPO	High deductible with HAS	PPO
<b>How many employees are enrolled in medical plan?</b>	127	71	135	84
<b>Funding type?</b>	Self Insured	Other	Self Insured	Fully Insured
<b>Monthly Premiums: Total Monthly Premium</b>				
Employee Only	\$710.16	\$1,561.00	\$580.31	\$629.00
Employee & Spouse	\$1,331.53			
Employee & Children	\$1,469.62			
Employee & Family	\$2,090.99	\$1,561.00	\$1,502.97	\$1,987.00
<b>Monthly Premiums: Total Employer Cost</b>				
Employee Only	\$603.64	\$1,445.00	\$522.28	\$570.00
Employee & Spouse	\$1,131.80			
Employee & Children	\$1,249.18			
Employee & Family	\$1,777.34	\$1,445.00	\$1,352.67	\$1,785.00
<b>Monthly Premiums: Total Employee Cost</b>				
Employee Only	\$106.52	\$116.00	\$58.03	\$59.00
Employee & Spouse	\$199.73			
Employee & Children	\$220.44			
Employee & Family	\$313.65	\$116.00	\$150.30	\$202.00
<b>In Network Deductible:</b>				
Individual deductible	\$200	\$200	\$2,600	\$3,000
Family deductible	\$600	\$500	\$5,000	\$6,000
Coinsurance (e.g., 80/20, 70/30, etc.)	90/10	0%	NA	0
Lifetime maximum for medical plan		None		
Office co-payment (Primary Care Physician)	\$15	\$20	NA	\$0
Office co-payment (Specialist)	\$15	\$20 - \$40	NA	\$0
Co-payment or co-insurance (Emergency room)	\$150	\$150		\$0
Co-payment or co-insurance (Urgent Call)	10% after deductible	\$25		\$0
Co-payment or co-insurance generic drugs (retail)	\$7.50	\$5		\$0



## 2015 Health & Dental Plans

	City of Gahanna	City of Grandview Heights	City of Grove City	City of Groveport
<b>In Network Deductible: (Con't.)</b>				
Co-payment or co-insurance preferred brand (retail)	\$20	\$25		\$0
Co-payment or co-insurance non-preferred drugs (retail)	\$35	\$50		\$0
Co-pay or co-insurance generic drugs (mail order- 3 mos)	\$10	\$13		\$0
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$30	\$63		\$0
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos)	\$50	\$125		\$0
<b>Out-of-Network Deductible:</b>				
Individual deductible	\$400	\$400	\$5,000	
Family deductible	\$1,200	\$1,000	\$10,000	
Coinsurance (e.g., 80/20, 70/30, etc.)	30/70	80/20	NA	
Lifetime maximum for medical plan		None		
Office co-payment (Primary Care Physician)	0	20% co-ins after deduct		
Office co-payment (Specialist)	0	20% co-ins after deduct		
Co-payment or co-insurance (Emergency room)				
Co-payment or co-insurance (Urgent Call)				
Co-payment or co-insurance generic drugs (retail)				
Co-payment or co-insurance preferred brand (retail)				
Co-payment or co-insurance non-preferred drugs (retail)				
Co-pay or co-insurance generic drugs (mail order- 3 mos)				
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)				
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos)				
Do you provide a credit to employees who opt out of medical coverage?	Yes	No	Yes	Yes
If yes, how much do you pay the employee monthly?				\$100
<b>Dental Coverage:</b>				
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	Yes	Yes
If yes, per person lifetime maximum?	\$1,500	\$1,500	\$1,500	\$2,000
If yes, what age group is covered?	Age 19	Under age 19	Under age 19	Age 19



## 2015 Health & Dental Plans

	City of Gahanna	City of Grandview Heights	City of Grove City	City of Groveport
<b>Monthly Dental Premiums if not bundled with medical plan</b>				
<b>Total Monthly Premium</b>				
Employee only	\$109.30	Included in medical	\$109.30	\$32.43
Employee & Spouse	\$109.30			\$59.88
Employee & Child(ren)	\$109.30			
Employee & Family	\$109.30	Included in medical	\$109.30	\$111.92
<b>Monthly Employer Cost</b>				
Employee only	\$109.30	Included in medical	\$98.37	\$32.43
Employee & Spouse	\$109.30			\$59.88
Employee & Child(ren)	\$109.30			
Employee & Family	\$109.30	Included in medical	\$98.37	\$111.92
<b>Monthly Employee Cost</b>				
Employee only	\$0	Included in medical	\$10.93	0
Employee & Spouse	\$0			0
Employee & Child(ren)	\$0			0
Employee & Family	\$0	Included in medical	\$10.93	0
<b>Vision Coverage:</b>				
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	No	Yes	No	0
Please provide information below if not bundled with medical				
<b>Total Monthly Premium</b>				
Employee only	\$27.80	Included in medical	\$23.97	\$8.75
Employee & Spouse	\$27.80			\$17.50
Employee & Child(ren)	\$27.80			
Employee & Family	\$27.80	Included in medical	\$23.97	\$28.17
<b>Monthly Employer Cost</b>				
Employee only	\$27.80	Included in medical	\$21.57	\$8.75
Employee & Spouse	\$27.80			\$17.50
Employee & Child(ren)	\$27.80			
Employee & Family	\$27.80	Included in medical	\$21.57	\$28.17



## 2015 Health & Dental Plans

	City of Gahanna	City of Grandview Heights	City of Grove City	City of Groveport
<b>Monthly Employee Cost</b>				
Employee only	\$0	Included in medical	\$2.40	\$0
Employee & Spouse	\$0			\$0
Employee & Child(ren)	\$0			\$0
Employee & Family	\$0	Included in medical	\$2.40	\$0

Notes:

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## 2015 Health & Dental Plans

	City of Marysville	City of Pataskala	City of Pickerington	City of Powell
<b>Do you offer medical coverage to your employees?</b>	Yes	Yes	Yes	Yes
<b>What type of plan do you offer?</b>	PPO & High deductible with HAS	High deductible with HAS	High deductible	High deductible
<b>How many employees are enrolled in medical plan?</b>	140	39	90	46
<b>Funding type?</b>		Fully insured Consortium - OPEC - HC	Fully Insured	Fully Insured
<b>Monthly Premiums: Total Monthly Premium</b>				
Employee Only	\$837.13	\$500.66	\$461.21	\$482.79
Employee & Spouse		\$996.24	\$1,505.14	\$1,013.72
Employee & Children		\$967.45	\$1,505.14	\$917.18
Employee & Family	\$2,187.07	\$1,448.87	\$1,505.14	\$1,447.43
<b>Monthly Premiums: Total Employer Cost</b>				
Employee Only	\$669.70	\$450.59	\$401.25	\$434.53
Employee & Spouse		\$896.62	\$1,309.46	\$912.36
Employee & Children		\$870.71	\$1,309.46	\$825.48
Employee & Family	\$1,749.66	\$1,303.98	\$1,309.46	\$1,302.69
<b>Monthly Premiums: Total Employee Cost</b>				
Employee Only	\$167.43	\$50.07	\$59.96	\$48.26
Employee & Spouse		\$99.62	\$195.68	\$101.36
Employee & Children		\$96.74	\$195.68	\$91.70
Employee & Family	\$437.41	\$144.89	\$195.68	\$144.74
<b>In Network Deductible:</b>				
Individual deductible	\$100	\$1,500	\$1,500	\$2,600
Family deductible	\$200	\$3,000	\$3,000	\$5,000
Coinsurance (e.g., 80/20, 70/30, etc.)	80/20	100%	\$1,000/\$2,000Rx	
Lifetime maximum for medical plan	Unlimited			
Office co-payment (Primary Care Physician)	\$15	Ded then 100%	\$0	
Office co-payment (Specialist)	\$15	Ded then 100%	\$0	
Co-payment or co-insurance (Emergency room)	\$100	Ded then 100%	Full negotiated rate	
Co-payment or co-insurance (Urgent Call)	\$25	Ded then 100%	Full negotiated rate	
Co-payment or co-insurance generic drugs (retail)	\$10	Ded then 100%	Full negotiated rate	



## 2015 Health & Dental Plans

	City of Marysville	City of Pataskala	City of Pickerington	City of Powell
<b>In Network Deductible: (Con't.)</b>				
Co-payment or co-insurance preferred brand (retail)	\$25	Ded then 100%	Full negotiated rate	
Co-payment or co-insurance non-preferred drugs (retail)	\$40	Ded then 100%	Full negotiated rate	
Co-pay or co-insurance generic drugs (mail order- 3 mos)	\$10	Ded then 100%	Full negotiated rate	
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$65	Ded then 100%	Full negotiated rate	
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos)	\$120	Ded then 100%	Full negotiated rate	
<b>Out-of-Network Deductible:</b>				
Individual deductible	\$200	\$3,000	\$5,000	\$2,600
Family deductible	\$400	\$6,000	\$10,000	\$5,000
Coinsurance (e.g., 80/20, 70/30, etc.)	60/40	80/20		
Lifetime maximum for medical plan	Unlimited			
Office co-payment (Primary Care Physician)	Ded & Co Ins	Ded then coinsurance	\$0	
Office co-payment (Specialist)	Ded & Co Ins	Ded then coinsurance	\$0	
Co-payment or co-insurance (Emergency room)	\$100	Ded then coinsurance	Billable Rate	
Co-payment or co-insurance (Urgent Call)	Ded & Co Ins	Ded then coinsurance	Billable Rate	
Co-payment or co-insurance generic drugs (retail)	50% Co Ins	Ded then coinsurance	Billable Rate	
Co-payment or co-insurance preferred brand (retail)	50% Co Ins	Ded then coinsurance	Billable Rate	
Co-payment or co-insurance non-preferred drugs (retail)	50% Co Ins	Ded then coinsurance	Billable Rate	
Co-pay or co-insurance generic drugs (mail order- 3 mos)	Not Covered	Ded then coinsurance	Billable Rate	
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	Not Covered	Ded then coinsurance	Billable Rate	
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos)	Not Covered	Ded then coinsurance	Billable Rate	
Do you provide a credit to employees who opt out of medical coverage?	Yes	Yes	Yes	Yes
If yes, how much do you pay the employee monthly?	\$208.33 monthly	\$1,000 - single; \$2,000 emp & spouse; \$3,000 family - annually	\$250 monthly	\$130 monthly
<b>Dental Coverage:</b>				
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	No	Yes	No
If yes, per person lifetime maximum?	\$1,000		\$1,250	
If yes, what age group is covered?	up to age 19		Up to age 19	



## 2015 Health & Dental Plans

	City of Marysville	City of Pataskala	City of Pickerington	City of Powell
<b>Monthly Dental Premiums if not bundled with medical plan</b>				
<b>Total Monthly Premium</b>				
Employee only	\$27.73	\$25.07	\$77.43	\$28.27
Employee & Spouse		\$67.20	\$77.43	\$75.34
Employee & Child(ren)		\$67.20	\$77.43	\$75.34
Employee & Family	\$81.43	\$67.20	\$77.43	\$75.34
<b>Monthly Employer Cost</b>				
Employee only	\$22.18	\$22.56	\$67.37	\$27.27
Employee & Spouse		\$60.48	\$67.37	\$74.34
Employee & Child(ren)		\$60.48	\$67.37	\$74.34
Employee & Family	\$65.15	\$60.48	\$67.37	\$74.34
<b>Monthly Employee Cost</b>				
Employee only	\$5.55	\$2.51	\$10.06	\$1.00
Employee & Spouse		\$6.72	\$10.06	\$1.00
Employee & Child(ren)		\$6.72	\$10.06	\$1.00
Employee & Family	\$16.28	\$6.72	\$10.06	\$1.00
<b>Vision Coverage:</b>				
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	No	No	No	No
Please provide information below if not bundled with medical				
<b>Total Monthly Premium</b>				
Employee only	\$5.40	\$20.34	\$7.18	\$10.37
Employee & Spouse		\$20.34	\$16.26	17.46
Employee & Child(ren)		\$20.34	\$16.26	17.83
Employee & Family	\$12.22	\$20.34	\$16.26	\$28.73
<b>Monthly Employer Cost</b>				
Employee only	\$5.40	\$18.31	\$6.24	\$0.00
Employee & Spouse		\$18.31	\$14.14	0
Employee & Child(ren)		\$18.31	\$14.14	0
Employee & Family	\$9.78	\$18.31	\$14.14	\$0.00



## 2015 Health & Dental Plans

	City of Marysville	City of Pataskala	City of Pickerington	City of Powell
<b>Monthly Employee Cost</b>				
Employee only	\$0	\$2.03	\$0.94	\$10.37
Employee & Spouse		\$2.03	\$2.12	\$17.46
Employee & Child(ren)		\$2.03	\$2.12	\$17.83
Employee & Family	\$2.40	\$2.03	\$2.12	\$28.73

Notes:

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## 2015 Health & Dental Plans

	City of Reynoldsburg	City of Upper Arlington	City of Westerville	City of Whitehall
Do you offer medical coverage to your employees?	Yes	Yes	Yes	Yes
What type of plan do you offer?	High Deductible	PPO & High Deductible	High Deductible	PPO
How many employees are enrolled in medical plan?		208		
Funding type?	Fully Insured	Self Insured	Self Insured	Self Insured
<b>Monthly Premiums: Total Monthly Premium</b>		<b>PPO Rates</b>		
Employee Only	\$509.54	\$507.03	\$511.83	\$60-\$86
Employee & Spouse		\$861.95		\$80-\$110
Employee & Children		\$1,064.76		\$95-\$125
Employee & Family	\$1,375.73	\$1,419.68	\$1,577.34	\$95-\$145
<b>Monthly Premiums: Total Employer Cost</b>				
Employee Only	\$453.15	\$507.03	\$445.07	Self insured
Employee & Spouse		\$861.95		Self insured
Employee & Children		\$1,064.76		Self insured
Employee & Family	\$1,221.79	\$1,419.68	\$1,371.60	Self insured
<b>Monthly Premiums: Total Employee Cost</b>				
Employee Only	\$56.44	\$0.00	\$66.76	\$60-\$86
Employee & Spouse		127.77		\$80-\$110
Employee & Children		103.43		\$95-\$125
Employee & Family	\$153.94	\$170.36	\$205.74	\$95-\$145
<b>In Network Deductible:</b>				
Individual deductible	\$2,000	\$200	\$2,000	\$150-\$250
Family deductible	\$4,000	\$400	\$4,000	\$400-\$700
Coinsurance (e.g., 80/20, 70/30, etc.)	100% after deductible	20%	\$100	90/10 or 70/30
Lifetime maximum for medical plan	Unlimited	0		
Office co-payment (Primary Care Physician)	100% after deductible	\$20		\$10-\$20
Office co-payment (Specialist)	100% after deductible	\$50		\$25
Co-payment or co-insurance (Emergency room)	100% after deductible	\$100		\$50-\$75
Co-payment or co-insurance (Urgent Call)	100% after deductible	\$25		\$25-\$50
Co-payment or co-insurance generic drugs (retail)	\$10	\$10		\$8-\$10



## 2015 Health & Dental Plans

	City of Reynoldsburg	City of Upper Arlington	City of Westerville	City of Whitehall
<b>In Network Deductible: (Con't.)</b>				
Co-payment or co-insurance preferred brand (retail)	\$30	\$30		\$25-\$35
Co-payment or co-insurance non-preferred drugs (retail)	\$50	\$50		\$50-\$75
Co-pay or co-insurance generic drugs (mail order- 3 mos)	\$20	\$25		\$16-\$20
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$60	\$75		\$50-\$70
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos)	\$100	\$125		\$100-\$150
<b>Out-of-Network Deductible:</b>				
Individual deductible	\$4,000	\$400	\$4,000	\$500-\$1,000
Family deductible	\$8,000	\$800	\$8,000	\$1,000-\$3,000
Coinsurance (e.g., 80/20, 70/30, etc.)		30%	\$80	80/20 or 50/50
Lifetime maximum for medical plan	Unlimited	0		
Office co-payment (Primary Care Physician)	20% after deductible	30%		
Office co-payment (Specialist)	20% after deductible	30%		
Co-payment or co-insurance (Emergency room)		\$100		
Co-payment or co-insurance (Urgent Call)	20% after deductible	30%		
Co-payment or co-insurance generic drugs (retail)	Not covered	\$10		\$10
Co-payment or co-insurance preferred brand (retail)	Not covered	\$30		\$30
Co-payment or co-insurance non-preferred drugs (retail)	Not covered	\$50		\$60
Co-pay or co-insurance generic drugs (mail order- 3 mos)	Not covered			\$20
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	Not covered			\$60
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos)	Not covered			\$150
Do you provide a credit to employees who opt out of medical coverage?	Yes	No	Yes	No
If yes, how much do you pay the employee monthly?	\$1,500/\$2,500 annually			
<b>Dental Coverage:</b>				
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	No	Yes	Yes
If yes, per person lifetime maximum?	1500			\$1,500
If yes, what age group is covered?	age 19		Prior to age 26	under age 19



## 2015 Health & Dental Plans

	City of Reynoldsburg	City of Upper Arlington	City of Westerville	City of Whitehall
<b>Monthly Dental Premiums if not bundled with medical plan</b>				
<b>Total Monthly Premium</b>				
Employee only	\$93.15	\$36.73	\$34.07	Bundled with medical
Employee & Spouse				
Employee & Child(ren)				
Employee & Family	\$93.15	\$82.10	\$99.83	
<b>Monthly Employer Cost</b>				
Employee only	\$86.39	\$36.73	\$34.07	
Employee & Spouse				
Employee & Child(ren)				
Employee & Family	\$86.39	\$82.10	\$99.83	
<b>Monthly Employee Cost</b>				
Employee only	\$6.76	\$0.00	\$0.00	
Employee & Spouse				
Employee & Child(ren)				
Employee & Family	\$6.76	\$0.00	\$0.00	
<b>Vision Coverage:</b>				
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	No	No	No	Yes
Please provide information below if not bundled with medical				Bundled with medical
<b>Total Monthly Premium</b>				
Employee only	\$18.36	\$5.63	\$6.96	
Employee & Spouse		\$10.71		
Employee & Child(ren)		\$11.27		
Employee & Family	\$18.36	\$16.57	\$20.07	
<b>Monthly Employer Cost</b>				
Employee only	\$17.07	\$0.00	\$6.96	
Employee & Spouse				
Employee & Child(ren)				
Employee & Family	\$17.07	\$0.00	\$20.07	



## 2015 Health & Dental Plans

	City of Reynoldsburg	City of Upper Arlington	City of Westerville	City of Whitehall
<b>Monthly Employee Cost</b>				
Employee only	\$1.29	\$5.63	\$0.00	
Employee & Spouse		\$10.71		
Employee & Child(ren)		\$11.27		
Employee & Family	\$1.29	\$16.57	\$0.00	

**Notes:**

**Different rates for High deductible insurance with HSA. Can provide if needed by contacting Deborah Murphy [dmurphy@morpc.org](mailto:dmurphy@morpc.org)**



## 2015 Health & Dental Plans

	City of Worthington	Delaware County	Franklin County Board of Commissioners	Jackson Township Franklin County
<b>Do you offer medical coverage to your employees?</b>	Yes	Yes	Yes	Yes
<b>What type of plan do you offer?</b>	PPO & High Deductible with HSA	PPO	PPO	PPO
<b>How many employees are enrolled in medical plan?</b>			6,389	93
<b>Funding type?</b>	Self Insured	Self Insured	Self Insured	High deductible HRA with employer funding HRA component
<b>Monthly Premiums: Total Monthly Premium</b>				
Employee Only	\$837.15	\$616.00	\$1,404	\$398.88
Employee & Spouse			\$1,404	\$991.58
Employee & Children			\$1,404	\$991.58
Employee & Family	\$2,168.00	\$1,620.00	\$1,404	\$991.58
<b>Monthly Premiums: Total Employer Cost</b>				
Employee Only	\$736.68	\$569.80	\$1,294	\$368.96
Employee & Spouse			\$1,179	\$917.21
Employee & Children			\$1,204	\$917.21
Employee & Family	\$1,907.85	\$1,498.50	\$1,179	\$917.21
<b>Monthly Premiums: Total Employee Cost</b>				
Employee Only	\$100.47	\$46.20	\$110	\$29.92
Employee & Spouse			\$225	\$74.37
Employee & Children			\$110	\$74.37
Employee & Family	\$260.15	\$121.50	\$225	\$74.37
<b>In Network Deductible:</b>				
Individual deductible	\$200	\$100	\$200	\$7,500
Family deductible	\$600	\$200	\$500	\$15,000
Coinsurance (e.g., 80/20, 70/30, etc.)	90/10	90/10	100%	100%
Lifetime maximum for medical plan			NA	Unlimited
Office co-payment (Primary Care Physician)	\$15	\$15	\$20	deduct then 100%
Office co-payment (Specialist)	\$15	\$15	\$20-\$40	deduct then 100%
Co-payment or co-insurance (Emergency room)	\$150	\$200	\$150	deduct then 100%
Co-payment or co-insurance (Urgent Call)	Ded. Then 10%	\$35	\$25	deduct then 100%
Co-payment or co-insurance generic drugs (retail)	15%	\$15	\$5	deduct then 100%



## 2015 Health & Dental Plans

	City of Worthington	Delaware County	Franklin County Board of Commissioners	Jackson Township Franklin County
<b>In Network Deductible: (Con't.)</b>				
Co-payment or co-insurance preferred brand (retail)	25%	\$30	\$25	
Co-payment or co-insurance non-preferred drugs (retail)	35%	\$50	\$50	
Co-pay or co-insurance generic drugs (mail order- 3 mos)	15%	\$30	\$12.50	
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	25%	\$60	\$62.50	
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos)	35%	\$90	\$125.00	
<b>Out-of-Network Deductible:</b>				
Individual deductible	\$400	\$200	\$400	\$10,000
Family deductible	\$1,200	\$400	\$1,000	\$20,000
Coinsurance (e.g., 80/20, 70/30, etc.)	70/30	70/30	80/20	70/30
Lifetime maximum for medical plan			NA	Unlimited
Office co-payment (Primary Care Physician)		\$30	\$20	deduct then 100%
Office co-payment (Specialist)		\$30	\$20-\$40	deduct then 100%
Co-payment or co-insurance (Emergency room)	\$150	\$200	\$150	deduct then 100%
Co-payment or co-insurance (Urgent Call)	Deduct. Then 30%	\$50	\$25	deduct then 100%
Co-payment or co-insurance generic drugs (retail)			NA	deduct then 100%
Co-payment or co-insurance preferred brand (retail)			NA	deduct then 100%
Co-payment or co-insurance non-preferred drugs (retail)			NA	deduct then 100%
Co-pay or co-insurance generic drugs (mail order- 3 mos)			NA	deduct then 100%
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)			NA	deduct then 100%
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos)			NA	deduct then 100%
Do you provide a credit to employees who opt out of medical coverage?	Yes	No	No	Yes
If yes, how much do you pay the employee monthly?	\$350			
<b>Dental Coverage:</b>				
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	Yes	Yes
If yes, per person lifetime maximum?	\$1,500	\$1,000	\$1,500	\$2,000
If yes, what age group is covered?	Up to age 19	Up to age 19	Up to age 19	Up to age 19



## 2015 Health & Dental Plans

	City of Worthington	Delaware County	Franklin County Board of Commissioners	Jackson Township Franklin County
<b>Monthly Dental Premiums if not bundled with medical plan</b>			Bundled with medical	
<b>Total Monthly Premium</b>				
Employee only	\$109.30	\$19.39	Bundled with medical	\$35.77
Employee & Spouse	\$109.30	\$38.78	Bundled with medical	\$67.54
Employee & Child(ren)	\$109.30		Bundled with medical	\$122.03
Employee & Family	\$109.30	\$66.18	Bundled with medical	\$122.03
<b>Monthly Employer Cost</b>				
Employee only	\$109.30	\$19.39	Bundled with medical	\$33.09
Employee & Spouse	\$109.30	\$19.39	Bundled with medical	\$62.47
Employee & Child(ren)	\$109.30		Bundled with medical	\$112.88
Employee & Family	\$109.30	\$19.39	Bundled with medical	\$112.88
<b>Monthly Employee Cost</b>				
Employee only	Included in medical	\$0.00	Bundled with medical	\$2.68
Employee & Spouse	Included in medical	\$19.37	Bundled with medical	\$5.07
Employee & Child(ren)	Included in medical		Bundled with medical	\$9.15
Employee & Family	Included in medical	\$46.79	Bundled with medical	\$9.15
<b>Vision Coverage:</b>				
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	Yes	No	Yes	No
Please provide information below if not bundled with medical			Bundled with medical	
<b>Total Monthly Premium</b>				
Employee only	\$27.80	\$7.32	Bundled with medical	\$21.44
Employee & Spouse	\$27.80	\$14.64	Bundled with medical	\$21.44
Employee & Child(ren)	\$27.80		Bundled with medical	\$21.44
Employee & Family	\$27.80	\$23.54	Bundled with medical	\$21.44
<b>Monthly Employer Cost</b>				
Employee only	\$27.80	\$7.32	Bundled with medical	\$19.83
Employee & Spouse	\$27.80	\$14.64	Bundled with medical	\$19.83
Employee & Child(ren)	\$27.80		Bundled with medical	\$19.83
Employee & Family	\$27.80	\$23.54	Bundled with medical	\$19.83



## 2015 Health & Dental Plans

	City of Worthington	Delaware County	Franklin County Board of Commissioners	Jackson Township Franklin County
<b>Monthly Employee Cost</b>				
Employee only	Included in medical	\$7.10	Bundled with medical	\$1.61
Employee & Spouse	Included in medical	\$14.20	Bundled with medical	\$1.61
Employee & Child(ren)	Included in medical		Bundled with medical	\$1.61
Employee & Family	Included in medical	\$22.84	Bundled with medical	\$1.61

**Notes:**

**Different rates for High deductible insurance with HSA. Can provide if needed by contacting Deborah Murphy [dmurphy@morpc.org](mailto:dmurphy@morpc.org)**



## 2015 Health & Dental Plans

	Prairie Township Franklin County	Truro Township Franklin County	Village of Johnstown	Village of Riverlea
Do you offer medical coverage to your employees?	Yes	Yes	Yes	No
What type of plan do you offer?	PPO	High Deductible	PPO	
How many employees are enrolled in medical plan?	53	46	23	
Funding type?	Self Insured	Self Insured	Fully Insured	
<b>Monthly Premiums: Total Monthly Premium</b>				
Employee Only	\$1,567.00	\$481.13	\$351.82	
Employee & Spouse	\$1,567.00	\$957.12	\$696.42	
Employee & Children	\$1,567.00	\$685.70	\$783.55	
Employee & Family	\$1,567.00	\$1,062.66	\$1,128.15	
<b>Monthly Premiums: Total Employer Cost</b>				
Employee Only	\$1,472.98	85%	\$351.82	
Employee & Spouse	\$1,472.98	85%	\$696.42	
Employee & Children	\$1,472.98	85%	\$783.55	
Employee & Family	\$1,472.98	85%	\$1,128.15	
<b>Monthly Premiums: Total Employee Cost</b>				
Employee Only	\$94.02	15%	0%	
Employee & Spouse	\$94.02	15%	0%	
Employee & Children	\$94.02	15%	0%	
Employee & Family	\$94.02	15%	0%	
<b>In Network Deductible:</b>				
Individual deductible	\$200	\$2,000	\$2,000	
Family deductible	\$400	\$4,000	\$5,000	
Coinsurance (e.g., 80/20, 70/30, etc.)	100/0	0% after deductible	100/0	
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)	\$20	NA	NA	
Office co-payment (Specialist)	\$20-\$40	NA		
Co-payment or co-insurance (Emergency room)	\$150	NA		
Co-payment or co-insurance (Urgent Call)	\$25	NA		
Co-payment or co-insurance generic drugs (retail)	\$5			



## 2015 Health & Dental Plans

	Prairie Township Franklin County	Truro Township Franklin County	Village of Johnstown	Village of Riverlea
<b>In Network Deductible: (Con't.)</b>				
Co-payment or co-insurance preferred brand (retail)	\$25	0% after deductible		
Co-payment or co-insurance non-preferred drugs (retail)	\$50	0% after deductible		
Co-pay or co-insurance generic drugs (mail order- 3 mos)	\$13	0% after deductible		
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$63	0% after deductible		
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos)	\$125	0% after deductible		
<b>Out-of-Network Deductible:</b>				
Individual deductible	\$500	\$5,000	\$4,000	
Family deductible	\$1,000	\$10,000	\$10,000	
Coinsurance (e.g., 80/20, 70/30, etc.)	80/20	60/40	60/40	
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)		0% after deductible	NA	
Office co-payment (Specialist)		0% after deductible		
Co-payment or co-insurance (Emergency room)		0% after deductible		
Co-payment or co-insurance (Urgent Call)		0% after deductible		
Co-payment or co-insurance generic drugs (retail)		0% after deductible		
Co-payment or co-insurance preferred brand (retail)		0% after deductible		
Co-payment or co-insurance non-preferred drugs (retail)		0% after deductible		
Co-pay or co-insurance generic drugs (mail order- 3 mos)		0% after deductible		
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)		0% after deductible		
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos)		0% after deductible		
Do you provide a credit to employees who opt out of medical coverage?	Yes	No	No	No
If yes, how much do you pay the employee monthly?				
<b>Dental Coverage:</b>				
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	No
Do you offer orthodontic benefits?	Yes	Yes	Yes	
If yes, per person lifetime maximum?	\$1,500	\$2,000		
If yes, what age group is covered?	19 and under	Up to age 19		



## 2015 Health & Dental Plans

	Prairie Township Franklin County	Truro Township Franklin County	Village of Johnstown	Village of Riverlea
<b>Monthly Dental Premiums if not bundled with medical plan</b>				
<b>Total Monthly Premium</b>				
Employee only	Franklin Co. Cooperative	\$32.43	\$32.43	
Employee & Spouse		\$61.93	\$59.88	
Employee & Child(ren)			\$111.92	
Employee & Family		\$119.53	\$111.92	
<b>Monthly Employer Cost</b>				
Employee only		100%	\$32.43	
Employee & Spouse		100%	\$59.88	
Employee & Child(ren)			\$111.92	
Employee & Family		100%	\$111.92	
<b>Monthly Employee Cost</b>				
Employee only		0%	0%	
Employee & Spouse		0%	0%	
Employee & Child(ren)			0%	
Employee & Family		0%	0%	
<b>Vision Coverage:</b>				
Do you offer vision coverage to your employees?	Yes	Yes	Yes	No
Is your vision bundled with your medical plan?	Yes	No	No	
Please provide information below if not bundled with medical				
<b>Total Monthly Premium</b>				
Employee only		\$8.75	\$4.94	
Employee & Spouse		\$17.50	\$9.87	
Employee & Child(ren)			\$0.00	
Employee & Family		\$28.17	\$15.89	
<b>Monthly Employer Cost</b>				
Employee only		100%	\$0	
Employee & Spouse		100%	\$0	
Employee & Child(ren)			\$0	
Employee & Family		100%	\$0	



## 2015 Health & Dental Plans

	Prairie Township Franklin County	Truro Township Franklin County	Village of Johnstown	Village of Riverlea
<b>Monthly Employee Cost</b>				
Employee only	Franklin Co. Cooperative	0%	\$4.94	
Employee & Spouse		0%	\$9.87	
Employee & Child(ren)			\$0.00	
Employee & Family		0%	\$15.89	

### Notes:

Part of the Franklin County Cooperative Plan and pay contributions that include medical, dental, life and vision

\*Additional rates for health coverage broken out by number of children is available thru Deborah Murphy.





## **Disability Plans**



## 2015 Disability Plans

	City of Canal Winchester	City of Columbus	City of Delaware	City of Gahanna
<b>Short-Term Disability (other than sick leave)</b>				
Do you offer a short-term disability plan?	No	Yes	No	No
Does the employee pay any portion of the premium?				
If yes, how much of the premium?				
What percent of the premium does the company pay?		100%		
What is the waiting period (# of work days) before benefit starts?		14		
What is the benefit as a percent of salary?		81%		
What is the cost per \$100 of payroll?				
What is the maximum time-off for STD?		26 weeks		
<b>Long-Term Disability</b>				
Do you offer a long-term disability plan?	No	No	No	No
If yes, how much of the premium?				
What percent of the premium does the company pay?				
What is the waiting period (# of work days)?				
What is the benefit as a percent of regular salary?				
What is the cost per \$1,000 of payroll?				
What is the maximum time-off for LTD?				



## 2015 Disability Plans

	City of Canal Winchester	City of Columbus	City of Delaware	City of Gahanna
<b>Sick Leave (other than short-term disability)</b>				
Number of hours accrued/credited per year	120	72 - 96 hours depending on union	120	144
Maximum sick leave balance (hours)		No maximum	Varies	NA
<b>Sick Leave Cash-Out Plan</b>				
Do you offer a sick leave cash-out plan?	No	Yes	Yes	Yes - at termination
If yes, what employee groups are eligible?		Full time employees	All	Exempt & non-exempt
Are annual cash-outs allowed?	No	Yes	Yes	No
If yes, at what rate?		50%	50%	
Do you have a cash-out limit?	No	Yes	Yes	Yes
If yes, please explain:		Cannot exceed 80 hours provided they maintain a minimum of 60 hours	Varies	% may decrease over certain limits upon termination



## 2015 Disability Plans

	City of Grandview Heights	City of Grove City	City of Groveport	City of Marysville	City of Pataskala
<b>Short-Term Disability (other than sick leave)</b>					
Do you offer a short-term disability plan?	Yes	No	No	Yes	No
Does the employee pay any portion of the premium?	Yes			No	
If yes, how much of the premium?	100%				
What percent of the premium does the company pay?	0%			0%	
What is the waiting period (# of work days) before benefit starts?	14 days			Probationary period	
What is the benefit as a percent of salary?	60%			67%	
What is the cost per \$100 of payroll?	Varies			\$0	
What is the maximum time-off for STD?	26 weeks			13 weeks	
<b>Long-Term Disability</b>					
Do you offer a long-term disability plan?	Yes	Yes	No	No	No
If yes, how much of the premium?	100%				
What percent of the premium does the company pay?	0%				
What is the waiting period (# of work days)?	180 days				
What is the benefit as a percent of regular salary?	60%				
What is the cost per \$1,000 of payroll?	Varies				
What is the maximum time-off for LTD?	Greater of SS Normal retirement age or B				

960 hours (Union)



## 2015 Disability Plans

	City of Grandview Heights	City of Grove City	City of Groveport	City of Marysville	City of Pataskala
<b>Sick Leave (other than short-term disability)</b>					
Number of hours accrued/credited per year	120	120 hours	144 hours	119.6 hours	3.076 hours
Maximum sick leave balance (hours)	NA	NA	No maximum	NA	800 hours (Non-union)
<b>Sick Leave Cash-Out Plan</b>					
Do you offer a sick leave cash-out plan?	Yes	Yes		Yes	Yes
If yes, what employee groups are eligible?	All full time w/sick leave	All fulltime employees		Fulltime	All employees
Are annual cash-outs allowed?	Yes	Yes		Yes	Yes
If yes, at what rate?	100%	50%		100%	25%
Do you have a cash-out limit?	Yes	Yes		Yes	Yes
If yes, please explain:	Based on the number of hours used in the prior year. Max varies from 48-90 hours.	Must maintain 360 hours		40 hours, retain min of 240 hours	200 hours (max cash out = 800 hours)



## 2015 Disability Plans

	City of Pickerington	City of Powell	City of Reynoldsburg	City of Upper Arlington	City of Westerville
<b>Short-Term Disability (other than sick leave)</b>					
Do you offer a short-term disability plan?	No	Yes	Yes	Yes	No
Does the employee pay any portion of the premium?		No	No	No	
If yes, how much of the premium?					
What percent of the premium does the company pay?			100.0%	100%	
What is the waiting period (# of work days) before benefit starts?		1st day for accidents; 8th day for sickness	14 days	45 days	
What is the benefit as a percent of salary?		60%	0.6%	60%	
What is the cost per \$100 of payroll?		0.03	0.248	N/A - Self Insured	
What is the maximum time-off for STD?		26 weeks	11 weeks	180 days	
<b>Long-Term Disability</b>					
Do you offer a long-term disability plan?	No	No	Yes	No	No
If yes, how much of the premium?					
What percent of the premium does the company pay?			0.06%		
What is the waiting period (# of work days)?			14 days		
What is the benefit as a percent of regular salary?					
What is the cost per \$1,000 of payroll?			.221 of \$100 monthly		
What is the maximum time-off for LTD?			24 months		



## 2015 Disability Plans

	City of Pickerington	City of Powell	City of Reynoldsburg	City of Upper Arlington	City of Westerville
<b>Sick Leave (other than short-term disability)</b>					
Number of hours accrued/credited per year	80.6 hours	120	119.6		104
Maximum sick leave balance (hours)	No limit	1,040	Unlimited		Unlimited
<b>Sick Leave Cash-Out Plan</b>					
Do you offer a sick leave cash-out plan?	Yes	Yes	No	Yes	Yes
If yes, what employee groups are eligible?	All fulltime, variations for contracts	All employees with balance over 1040 hrs			Both exempt & non-exempt
Are annual cash-outs allowed?	Yes	Yes	No		Yes
If yes, at what rate?	33%	50%			50%
Do you have a cash-out limit?	Yes	Yes	No		Yes
If yes, please explain:	240 hrs cashed in/year with min balance 480 hrs	Only the balance in excess of 104 hours may be cashed out.			Not to exceed \$20,500



## 2015 Disability Plans

	City of Whitehall	City of Worthington	Delaware County	Franklin Co. Board of Commissioners	Jackson Township Franklin County
<b>Short-Term Disability (other than sick leave)</b>					
Do you offer a short-term disability plan?	No	No	No	Yes	No
Does the employee pay any portion of the premium?				Yes	
If yes, how much of the premium?				100%	
What percent of the premium does the company pay?				0%	
What is the waiting period (# of work days) before benefit starts?				14 days	
What is the benefit as a percent of salary?				60% weekly	
What is the cost per \$100 of payroll?					
What is the maximum time-off for STD?				26 weeks	
<b>Long-Term Disability</b>					
Do you offer a long-term disability plan?	No	No	No	Yes	No
If yes, how much of the premium?				100%	
What percent of the premium does the company pay?				0	
What is the waiting period (# of work days)?				180 days	
What is the benefit as a percent of regular salary?				60% monthly	
What is the cost per \$1,000 of payroll?					
What is the maximum time-off for LTD?				To normal retirement or eligibility for SS or OPERS	



## 2015 Disability Plans

	City of Whitehall	City of Worthington	Delaware County	Franklin Co. Board of Commissioners	Jackson Township Franklin County
<b>Sick Leave (other than short-term disability)</b>					
Number of hours accrued/credited per year	0.518	120 hours	4.6 hours per day	120	4.6/pay 120 year
Maximum sick leave balance (hours)	Unlimited	NA	None	NA	No maximum
<b>Sick Leave Cash-Out Plan</b>					
Do you offer a sick leave cash-out plan?	Yes	Yes	Yes	Yes	Yes
If yes, what employee groups are eligible?		Employees with 15+ continuous yrs of service	All at retirement and 10 years service	Exempt & non-exempt	All employees
Are annual cash-outs allowed?	Yes	No	No	No	Yes
If yes, at what rate?					50%
Do you have a cash-out limit?	Yes		Yes	Yes	Yes
If yes, please explain:	Upon return may cash out 1 for 6 up to 480 hours		1/4 value with a max of 60 days	Once, only upon termination paid at 25% after 8 years of service; 50% after 18 years of service	80 hours max per year @ 50%



## 2015 Disability Plans

	Prairie Township Franklin County	Truro Township Franklin County	Village of Johnstown	Village of Riverlea
<b>Short-Term Disability (other than sick leave)</b>				
Do you offer a short-term disability plan?	No	No	No	No
Does the employee pay any portion of the premium?				
If yes, how much of the premium?				
What percent of the premium does the company pay?				
What is the waiting period (# of work days) before benefit starts?				
What is the benefit as a percent of salary?				
What is the cost per \$100 of payroll?				
What is the maximum time-off for STD?				
<b>Long-Term Disability</b>				
Do you offer a long-term disability plan?	No	No	No	No
If yes, how much of the premium?				
What percent of the premium does the company pay?				
What is the waiting period (# of work days)?				
What is the benefit as a percent of regular salary?				
What is the cost per \$1,000 of payroll?				
What is the maximum time-off for LTD?				



## 2015 Disability Plans

	Prairie Township Franklin County	Truro Township Franklin County	Village of Johnstown	Village of Riverlea
<b>Sick Leave (other than short-term disability)</b>				
Number of hours accrued/credited per year		120 hours	120.12 hours	No
Maximum sick leave balance (hours)		No maximum	960 hours	
<b>Sick Leave Cash-Out Plan</b>				
Do you offer a sick leave cash-out plan?	Yes	No	Yes	Yes
If yes, what employee groups are eligible?	Fulltime		All employees	All employees
Are annual cash-outs allowed?	Yes	No	Yes	Yes
If yes, at what rate?	32 hours *		50%	50%
Do you have a cash-out limit?	Yes	No	No	No
If yes, please explain:	32 hours cash out provided the program requirements are met annually			



## **Retirement Benefits**



## 2015 Retirement Plans

	City of Canal Winchester	City of Columbus	City of Delaware	City of Gahanna
<b>Defined Benefit (DB) Plan</b>				
Do you offer a defined benefit plan?	Yes	Yes	Yes	No
Do employees contribute?	Yes	Yes	Yes	No
If employees contribute, what percentage of base pay do they contribute?	10%			
What is your benefit formula?	OPERS	OPERS and Ohio Police and Fire Pension Plan		
<b>Defined Contribution (DC) Plan</b>				
Do you offer a defined contribution plan?	Yes	No		Yes
If yes, is it a pre or post-tax plan?	Pre-tax	NA		Pre-tax
If yes, what type of plan(s) do you offer?	Deferred Comp (457)	NA		Deferred Comp (457)
Is there an employer match to the plan(s)?	No	NA		No
If yes, what is the maximum percent of the employer match?		NA		
Is there an employer contribution to the plan that is not a match?	No	NA		No
If yes, what is the amount as a pay of last year's contribution?		NA		



## 2015 Retirement Plans

	City of Grandview Heights	City of Grove City	City of Groveport	City of Marysville	City of Pataskala
<b>Defined Benefit (DB) Plan</b>					
Do you offer a defined benefit plan?	Yes	Yes	Yes	Yes	No
Do employees contribute?	Yes	Yes	Yes	Yes	
If employees contribute, what percentage of base pay do they contribute?	10% OPERS 11.5% OP&F	10%	7%	10%	
What is your benefit formula?	OPERS/OP&F	OPERS & OP&F		OPERS	
<b>Defined Contribution (DC) Plan</b>					
Do you offer a defined contribution plan?	No	Yes	Yes	Yes	No
If yes, is it a pre or post-tax plan?		Pre-tax	Pre-tax	Pre-tax	
If yes, what type of plan(s) do you offer?		Deferred Comp (457 plan)	Deferred Comp	Deferred Comp	
Is there an employer match to the plan(s)?		No	No	No	
If yes, what is the maximum percent of the employer match?			NA	NA	
Is there an employer contribution to the plan that is not a match?		No	No	No	
If yes, what is the amount as a pay of last year's contribution?			NA	NA	



## 2015 Retirement Plans

	City of Pickerington	City of Powell	City of Reynoldsburg	City of Upper Arlington	City of Westerville
<b>Defined Benefit (DB) Plan</b>					
Do you offer a defined benefit plan?	Yes	Yes	Yes	No	Yes
Do employees contribute?	Yes	Yes	Yes		Yes
If employees contribute, what percentage of base pay do they contribute?	10%	10%/11.5%	10%		10%
What is your benefit formula?	OPERS/OP&F Determined by State Pension Fund Systems	OPERS & OP & FP			OPERS formula
<b>Defined Contribution (DC) Plan</b>					
Do you offer a defined contribution plan?	Yes	Yes	Yes	No	Yes
If yes, is it a pre or post-tax plan?	Pre-tax	Pre-tax	Both		Pre-tax
If yes, what type of plan(s) do you offer?	Deferred Comp	Deferred Comp Other	Deferred Comp (457)		Deferred Comp (457 plan)
Is there an employer match to the plan(s)?	No	Yes	Yes		No
If yes, what is the maximum percent of the employer match?		14%/19.5%	14.5 and 19%		
Is there an employer contribution to the plan that is not a match?	No	No	No		No
If yes, what is the amount as a pay of last year's contribution?					



## 2015 Retirement Plans

	City of Whitehall	City of Worthington	Delaware County	Franklin Co. Board of Commissioners	Jackson Township Franklin County
<b>Defined Benefit (DB) Plan</b>					
Do you offer a defined benefit plan?	No	Yes	Yes	No	Yes
Do employees contribute?	No	Yes	Yes	No	Yes
If employees contribute, what percentage of base pay do they contribute?		Varies	10%		0%
What is your benefit formula?			OPERS pays 14% and employee pays 10%		Years of service x final avg salary x benefit factor of 2.2 percent (OPERS)
<b>Defined Contribution (DC) Plan</b>					
Do you offer a defined contribution plan?	Yes	No	No	No	Yes
If yes, is it a pre or post-tax plan?	Pre-tax				Pre
If yes, what type of plan(s) do you offer?	Deferred Comp (457)		Deferred Comp		Deferred Comp
Is there an employer match to the plan(s)?	No	Yes	No		No
If yes, what is the maximum percent of the employer match?		Varies			
Is there an employer contribution to the plan that is not a match?	No		No	No	No
If yes, what is the amount as a pay of last year's contribution?			NA		



## 2015 Retirement Plans

	Truro Township Franklin County	Village of Johnstown	Village of Riverlea
<b>Defined Benefit (DB) Plan</b>			
Do you offer a defined benefit plan?	Yes	No	No
Do employees contribute?	Yes	No	
If employees contribute, what percentage of base pay do they contribute?	OPF - 2.5% of employee		
What is your benefit formula?			
<b>Defined Contribution (DC) Plan</b>			
Do you offer a defined contribution plan?	No	Yes	No
If yes, is it a pre or post-tax plan?		Both Pre & Post	
If yes, what type of plan(s) do you offer?		OPERS/OP&F	
Is there an employer match to the plan(s)?		Yes	
If yes, what is the maximum percent of the employer match?		14%	
Is there an employer contribution to the plan that is not a match?			
If yes, what is the amount as a pay of last year's contribution?			



**Paid Time Off**



## 2015 Paid Time Off

	City of Canal Winchester	City of Columbus	City of Delaware	City of Gahanna	City of Grandview Heights
<b><u>Vacation</u></b>					
What is the maximum number of hours per year accrued at the highest level?	216 hours	480 hours	Varies	200 hours	216 hours
How many years of services does it take to get to the maximum accrual level?	25 years	25 years	15 years	20 years	22 years
What is the maximum number of hours of carry-over allowed?	324 hours	Varies depending on YOS	All	240 hours	648 hours
Do employees have option in lieu of taking or forfeiting unused vacation hours on an annual basis?	Yes Employee can convert up to 40 hrs of vacation at the end of the last pay period of the year	Yes	Yes	No	No
<b><u>Vacation hours accrued per year</u></b>					
1 year service	96 hours	160 hours	Varies per contract	104 hours	96
5 years service	96 hours	256 hours	Varies per contract	136 hours	116
8 years service	144 hours	368 hours	Varies per contract	152 hours	138
10 years service	144 hours	368 hours	Varies per contract	152 hours	138
15 years service	176 hours	416 hours	Varies per contract	176 hours	176
25 years service	216 hours	480 hours	Varies per contract	200 hours	216
<b><u>Other forms of paid leave</u></b>					
Are employees eligible for other forms of paid leave?	Yes	Yes		No	Yes
If yes, what type?	Personal days - 2 days or 16 hours				Personal leave 8 hours
Do you allow cash-out of personal days?	No	No		No	No



## 2015 Paid Time Off

	City of Canal Winchester	City of Columbus	City of Delaware	City of Gahanna	City of Grandview Heights
<b>Holidays/Personal Days</b>					
Total number of Holidays per year	11 days	10 days		12 days	10 days
Total number of Personal days	2 days	2 days		0 days	1 day

**Comments:**





## 2015 Paid Time Off

	City of Grove City	City of Groveport	City of Marysville	City of Pataskala	City of Pickerington
<b><u>Vacation</u></b>					
What is the maximum number of hours per year accrued at the highest level?	240 hours	200 hours	240 hours	200 hours	176 hours
How many years of services does it take to get to the maximum accrual level?	18 years	21 years	20+ years	20 years	15 years
What is the maximum number of hours of carry-over allowed?	720 hours	200 hours%	480 hours	240 hours	264 hours
Do employees have option in lieu of taking or forfeiting unused vacation hours on an annual basis?	Yes Ability to convert vacation hours to pay at hourly rates. Must maintain 80 hrs.	No	No No carry-over allowed above the max; hours are forfeited	Yes	No
<b><u>Vacation hours accrued per year</u></b>					
1 year service	80 hours	80 hours	96 hours	80 hours	96 hours
5 years service	120 hours	80 hours	96 hours	80 hours	96 hours
8 years service	120 hours	120 hours	144 hours	120 hours	120 hours
10 years service	160 hours	120 hours	144 hours	120 hours	136 hours
15 years service	200 hours	160 hours	192 hours	160 hours	176 hours
25 years service	240 hours	200 hours	240 hours	200 hours	176 hours
<b><u>Other forms of paid leave</u></b>					
Are employees eligible for other forms of paid leave?	Yes	Yes	Yes	No	Yes
If yes, what type?	8 hours for birthday	1 personal day	Jury duty, Admin, Court leave		Wellness day - 1 per yr for using less than 2 sick days per year
Do you allow cash-out of personal days?	No	No	No	No	No



## 2015 Paid Time Off

	City of Grove City	City of Groveport	City of Marysville	City of Pataskala	City of Pickerington
<b>Holidays/Personal Days</b>					
Total number of Holidays per year	12 days	10 days	11 days	10 days	10 days
Total number of Personal days	0 days	1 day	4 days	0 days	4 days

### Comments:





## 2015 Paid Time Off

	City of Powell	City of Reynoldsburg	City of Upper Arlington	City of Westerville	City of Whitehall
<b><u>Vacation</u></b>					
What is the maximum number of hours per year accrued at the highest level?	200 hours	200 hours		240 hours	224 hours
How many years of services does it take to get to the maximum accrual level?	25 years	16 years		after 24 years	26+ years
What is the maximum number of hours of carry-over allowed?	1.5X accrual rate	240 hours	3X Annual Accrual	<b>See Below</b>	850 hours
Do employees have option in lieu of taking or forfeiting unused vacation hours on an annual basis?	Yes Police Union Only can elect to cash out vac under certain criteria**	No	No based on the bargaining unit contract	Yes <b>See Below</b>	No
<b><u>Vacation hours accrued per year</u></b>					
1 year service	80 hours	80 hours	80 hours	80 hours	88 hours
5 years service	120 hours	80 hours	120 hours	80 hours	112 hours
8 years service	120 hours	120 hours	120 hours	120 hours	112 hours
10 years service	140 hours	120 hours	120 hours	120 hours	144 hours
15 years service	160 hours	160 hours	120 hours	160 hours	160 hours
25 years service	200 hours	200 hours	120 hours	240 hours	200 hours
<b><u>Other forms of paid leave</u></b>					
Are employees eligible for other forms of paid leave?	Yes	Yes	No	Yes	Yes
If yes, what type?	2 personal days/year	Injury leave or personal leave		Funeral, Military, Personal, Injury	Personal, sick and holidays
Do you allow cash-out of personal days?	No	No	No	No	No



**2015 Paid Time Off**

	City of Powell	City of Reynoldsburg	City of Upper Arlington	City of Westerville	City of Whitehall
<b>Holidays/Personal Days</b>					
Total number of Holidays per year	10 days	12 days	9 days	7 days	7 days
Total number of Personal days	2 days	1 day	5 for general employees; others based on their bargaining unit contract	6 days	5 days

**Comments:**

\*anyone else above the max accrual forfeits that amount

**Max vacation carry-over**

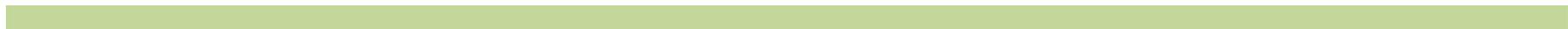
No more than 2X their annual accumulation rate

**Forfeited vacation hours**

Employees who accrue at least 3 weeks of vacation per year may request pay in lieu of vacation. They must take 5 consecutive vacation days and have scheduled another 5 vac. days prior to the request.

Employees accruing 3 weeks may receive payment for up to 2 wks.

Employees accruing 4 wks. or more may receive payment for up to 3 wks.





## 2015 Paid Time Off

	City of Worthington	Delaware County	Franklin Co. Board of Commissioners	Jackson Township Franklin County	Prairie Township Franklin County
<b><u>Vacation</u></b>					
What is the maximum number of hours per year accrued at the highest level?	216 hours	200 hours	200 hours	240 hours	360 hours
How many years of services does it take to get to the maximum accrual level?	21 years	25 years	20 years	25 years	25 years
What is the maximum number of hours of carry-over allowed?	288 hours	No limit	600 hours	600 hours	32 hours
Do employees have option in lieu of taking or forfeiting unused vacation hours on an annual basis?	Yes Cash in lieu up to 40 hours after 120 hours are used	No	No	Yes	No
<b><u>Vacation hours accrued per year</u></b>					
1 year service	96 hours	80 hours	80 hours	96 hours	80 hours
5 years service	104 hours	80 hours	119 hours	136 hours	120 hours
8 years service	144 hours	120 hours	119 hours	136 hours	120 hours
10 years service	168 hours	120 hours	161 hours	160 hours	160 hours
15 years service	200 hours	160 hours	179 hours	200 hours	200 hours
25 years service	216 hours	200 hours	200 hours	240 hours	250 *Union 40 hour
<b><u>Other forms of paid leave</u></b>					
Are employees eligible for other forms of paid leave?	Yes	No	Yes	Yes	Yes
If yes, what type?	FLSA, Kelly days, Comp time		Bereavement & Personal leave (only eligible through wellness incentive)	16 hours personal leave	Funeral/Bereavement; Military, Personal, Sick
Do you allow cash-out of personal days?	No	No	No	No	No



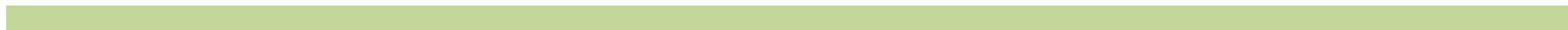
## 2015 Paid Time Off

	City of Worthington	Delaware County	Franklin Co. Board of Commissioners	Jackson Township Franklin County	Prairie Township Franklin County
<b>Holidays/Personal Days</b>					
Total number of Holidays per year	12 days	13 days	10 days	11 days	8 days
Total number of Personal days	1 day	2 days	0	2 days	1 day

### Comments:

#### **Union - 56 hour week**

144 hours  
192 hours  
216 hours  
264 hours  
336 hours  
360 hours





## 2015 Paid Time Off

	Truro Township Franklin County	Village of Johnstown	Village of Riverlea
<b><u>Vacation</u></b>			
What is the maximum number of hours per year accrued at the highest level?	216 (40 hr) 456 (56 hr)	200 hours	None
How many years of services does it take to get to the maximum accrual level?	20 years	21 years	
What is the maximum number of hours of carry-over allowed?	24 hours	80 hours	
Do employees have option in lieu of taking or forfeiting unused vacation hours on an annual basis?	No	No	
<b><u>Vacation hours accrued per year</u></b>			
	<b>40 hour week</b>		
1 year service	96 hours	80 hours	
5 years service	96 hours	80 hours	
8 years service	136 hours	120 hours	
10 years service	136 hours	120 hours	
15 years service	176 hours	160 hours	
25 years service	216 hours	200 hours	
<b><u>Other forms of paid leave</u></b>			
Are employees eligible for other forms of paid leave?	Yes	Yes	No
If yes, what type?	Comp time, lieu of OT	Personal leave - 3 days	
Do you allow cash-out of personal days?	No	No	No



## 2015 Paid Time Off

	Truro Township Franklin County	Village of Johnstown	Village of Riverlea
<b>Holidays/Personal Days</b>			
Total number of Holidays per year	10 days	10 days	0 days
Total number of Personal days	2 days	3 days	0 days

### Comments:

#### **56 hour week**

240 hours

240 hours

312 hours

312 hours

384 hours

456 hours





## **Life Insurance Benefits**



## 2015 Life Insurance and Miscellaneous

	City of Canal Winchester	City of Columbus	City of Delaware	City of Gahanna
<b>Life Insurance</b>				
Do you offer basic group term life insurance?	Yes	Yes	Yes	Yes
Do you offer voluntary supplemental group term life insurance?	Yes	Yes	No	Yes
Do you offer accidental death and dismemberment (AD&D) insurance?	Yes	No	Yes	Yes
Do you offer dependent life insurance?	Yes	No	No	Yes
<b>Basic Insurance</b>				
Amount of coverage	\$50,000	1.5X salary rounded to next higher multiple of \$1,000. Min - \$27,000	Varies	2X annual salary
Percent company pays	100%			100%
Cost per \$1,000 or unit	\$0.27			\$0.10
Maximum dollar amount of coverage	\$50,000	Max - \$200,000		\$220,000
<b>AD&amp;D Insurance</b>				
Amount of coverage	\$50,000	\$200,000		2X annual salary
Percent company pays		100%		100%
Cost per \$1,000 or unit		0.12		\$0.02
Maximum dollar amount of coverage	\$50,000	\$200,000		\$220,000



## 2015 Life Insurance and Miscellaneous

	City of Canal Winchester	City of Columbus	City of Delaware	City of Gahanna
<b>Miscellaneous</b>				
Company vehicle	No	No	No	No
EAP	Yes	Yes	Yes	Yes
AFLAC	Yes	No	No	Yes
Cell phone - Depending on position	Yes	No	No	No
Car allowance	Yes	No	No	No
Tuition reimbursement	Yes	Yes	Yes	Yes
Long-term care insurance	No	No	No	No
457B	Yes	No	No	Yes
Prepaid legal	No	No	No	No
Professional association membership dues	Yes	No	Yes	Yes
Club membership dues	No	No	No	No



## 2015 Life Insurance and Miscellaneous

	City of Grandview Heights	City of Grove City	City of Groveport	City of Marysville	City of Pataskala
<b>Life Insurance</b>					
Do you offer basic group term life insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer voluntary supplemental group term life insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer accidental death and dismemberment (AD&D) insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer dependent life insurance?	Yes	Yes	No	Yes	Yes
<b>Basic Insurance</b>					
Amount of coverage	\$75,000	\$75,000	1X salary	1.5X salary	\$100,000
Percent company pays	100%	90%	100%	100%	90%
Cost per \$1,000 or unit	\$0.10000	\$0.14	\$10.80	\$0.139	\$0.130
Maximum dollar amount of coverage	\$75,000	\$75,000		\$50,000	\$100,000
<b>AD&amp;D Insurance</b>					
Amount of coverage	\$75,000			1.5X salary	\$100,000
Percent company pays	100%			100%	90%
Cost per \$1,000 or unit	\$0.02000			0.027	\$0.130
Maximum dollar amount of coverage	\$75,000			\$50,000	\$100,000
-					



## 2015 Life Insurance and Miscellaneous

	City of Grandview Heights	City of Grove City	City of Groveport	City of Marysville	City of Pataskala
<b>Miscellaneous</b>					
Company vehicle	No	No	No	No	No
EAP_	Yes	Yes	Yes	Yes	No
AFLAC	Yes	No	No	Yes	Yes
Cell phone - Depending on position	Yes	Yes	Yes	Yes	Yes
Car allowance	No	No	No	No	No
Tuition reimbursement	Yes	Yes	Yes	Yes	Yes
Long-term care insurance	No	No	No	No	No
457B	Yes	Yes	No	No	Yes
Prepaid legal	No	Yes	No	No	No
Professional association membership dues	Yes	Yes	Yes	No	Yes
Club membership dues	No	No	Yes	No	No



## 2015 Life Insurance and Miscellaneous

	City of Pickerington	City of Powell	City of Reynoldsburg	City of Upper Arlington	City of Westerville
<b>Life Insurance</b>					
Do you offer basic group term life insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer voluntary supplemental group term life insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer accidental death and dismemberment (AD&D) insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer dependent life insurance?	No	Yes	No	Yes	Yes
<b>Basic Insurance</b>					
Amount of coverage	Salary*	1X salary	1X salary or for Law Enforcement \$100,000	Salary + flat dollar	<b>See Below</b>
Percent company pays	100%	100%			100%
Cost per \$1,000 or unit	\$0.135	\$0.02			
Maximum dollar amount of coverage	\$125,000	\$75,000	1X salary or for Law Enforcement \$100,000	\$250,000	\$100,000
<b>AD&amp;D Insurance</b>					
Amount of coverage	Salary*	Varies			
Percent company pays	100%	0%	1.00%		
Cost per \$1,000 or unit	\$0.025	Varies	0.17		
Maximum dollar amount of coverage	\$125,000	\$500,000	1X salary or for Law Enforcement \$100,000		

Salary\* - some exceptions  
with contract labor

**Basic Life**  
Under age 65 - \$100,000  
Age 65 - 69 65% benefit  
Age 70+ -35% benefit



**2015 Life Insurance and Miscellaneous**

	City of Pickerington	City of Powell	City of Reynoldsburg	City of Upper Arlington	City of Westerville
<b>Miscellaneous</b>					
Company vehicle	Yes	No	No	No	No
EAP_	Yes	Yes	Yes	Yes	Yes
AFLAC	Yes	Yes	No	No	Yes
Cell phone - Depending on position	Yes	Yes	Yes	Yes	Yes
Car allowance	No	Yes (For one employee)	No	No	Yes
Tuition reimbursement	Yes	Yes	Yes	No	Yes
Long-term care insurance	No	No	No	No	No
457B	No	No	No	Yes	Yes
Prepaid legal	No	No	No	No	No
Professional association membership dues	Yes	Yes	Yes	Yes	Yes
Club membership dues	No	No	No	No	No



## 2015 Life Insurance and Miscellaneous

	City of Whitehall	City of Worthington	Delaware County	Franklin Co. Board of Commissioners	Jackson Township Franklin County
<b>Life Insurance</b>					
Do you offer basic group term life insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer voluntary supplemental group term life insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer accidental death and dismemberment (AD&D) insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer dependent life insurance?	Yes	Yes	Yes	Yes	No
<b>Basic Insurance</b>					
Amount of coverage	\$100,000	Fire \$75,000, \$100,000		\$50,000	\$100,000
Percent company pays	100%	100%	0%	100%	100%
Cost per \$1,000 or unit		0.195		\$0.10	\$0.11
Maximum dollar amount of coverage	\$300,000			\$50,000	\$100,000
<b>AD&amp;D Insurance</b>					
Amount of coverage	\$100,000	Fire \$75,000, \$100,000		\$50,000	100000
Percent company pays	100%		0%	100%	100%
Cost per \$1,000 or unit		0.025		\$0.20	\$0.02
Maximum dollar amount of coverage	\$300,000			\$50,000	\$100,000
-					



## 2015 Life Insurance and Miscellaneous

	City of Whitehall	City of Worthington	Delaware County	Franklin Co. Board of Commissioners	Jackson Township Franklin County
<b><u>Miscellaneous</u></b>					
Company vehicle	Yes	Yes	Yes	No	Yes
EAP_	Yes	Yes	Yes	Yes	Yes
AFLAC	No	Yes	Yes	Yes	Yes
Cell phone - Depending on position	Yes	Yes	Yes	Yes	Yes
Car allowance	No	Yes	No	No	No
Tuition reimbursement	Yes	Yes	Yes	Yes	Yes
Long-term care insurance	No	No	Yes	No	No
457B	No	Yes	No	Yes	Yes
Prepaid legal	Yes	No	No	No	No
Professional association membership dues	Yes	Yes	Yes	Yes	Yes
Club membership dues	No	No	Yes	No	No



## 2015 Life Insurance and Miscellaneous

	Prairie Township Franklin County	Truro Township Franklin County	Village of Johnstown	Village of Riverlea
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### Life Insurance

Do you offer basic group term life insurance?	Yes	Yes	Yes	No
Do you offer voluntary supplemental group term life insurance?	Yes	Yes	Yes	No
Do you offer accidental death and dismemberment (AD&D) insurance?	Yes	Yes	Yes	No
Do you offer dependent life insurance?	Yes	No	Yes	No

### Basic Insurance

Amount of coverage	\$50,000	Flat	\$25,000
Percent company pays	100%	100%	100%
Cost per \$1,000 or unit	*included in med/dental	\$10.35	\$4.50
Maximum dollar amount of coverage		\$50,000	

### AD&D Insurance

Amount of coverage	\$100,000	Flat	\$25,000
Percent company pays	100%	0%	100%
Cost per \$1,000 or unit	*included in med/dental		\$1.00
Maximum dollar amount of coverage			



## 2015 Life Insurance and Miscellaneous

Prairie Township Franklin County	Truro Township Franklin County	Village of Johnstown	Village of Riverlea
-------------------------------------	-----------------------------------	-------------------------	------------------------

### Miscellaneous

Company vehicle	No	No	Yes	No
EAP	Yes	Yes	No	No
AFLAC	Yes	Yes	No	No
Cell phone - Depending on position	Yes	Yes	Yes	No
Car allowance	No	No	No	No
Tuition reimbursement	Yes	Yes	Yes	No
Long-term care insurance	Yes	No	No	No
457B	Yes	Yes	No	No
Prepaid legal	No	No	No	No
Professional association membership dues	Yes	Yes	Yes	No
Club membership dues	No	No	No	No

-



Mid-Ohio Regional  
Planning Commission

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