



MID-OHIO REGIONAL
MORPC
PLANNING COMMISSION

Annual Salary & Fringe Benefit Survey

2019

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SECTION 1

EXECUTIVE SUMMARY



MID-OHIO REGIONAL
MORPC
PLANNING COMMISSION

Dear Central Ohio communities and residents:

As an association of local government members, the Mid-Ohio Regional Planning Commission (MORPC) is focused on important issues such as transportation, energy, residential programs, land use, the environment, and economic prosperity in the fastest-growing region of the state. MORPC is continuing to develop new and innovative ways for Central Ohio to stand out both nationally and around the world.

We could not do this without the great work performed by our local government members. The cities, villages, townships and counties we serve reflect a vast array of interests, but all of them recognize the benefits that come from joining together as a region and improving the lives of the residents in our 15-county area.

We want to thank the 30 member governments who provided information for the 2019 Salary and Fringe Benefit Survey. Your willingness to participate is not only appreciated by MORPC, but also other communities throughout the region who can learn from your example.

The Salary and Fringe Benefit Survey is just one of many services, programs, and initiatives performed by MORPC's dedicated staff. If we can be of further assistance to you regarding this document or in any other way, please do not hesitate to reach out to us at 614.228.2663.

Kind regards,

William Murdock, AICP
Executive Director

Shawn P. Hufstedler
Chief of Staff & Director of Operations



MID-OHIO REGIONAL PLANNING COMMISSION 2019 SALARY SURVEY

Executive Summary

The Mid-Ohio Regional Planning Commission (MORPC) Salary Survey for 2019 consists of data from 30 member governments on various positions and descriptions. Salary ranges reported in the survey were received from the participating communities for year 2019. 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 the average annual salaries for positions, the level of match of their position to the benchmark position (equal to, greater than, less than, and no match) and actual number of employees (the # of incumbents).

Please contact Shawn Hufstedler, Chief of Staff & Director of Operations, with any comments or recommendations you would like to see in future MORPC salary surveys at 614-233-4136 or shufstedler@morpc.org.

NOTE OF CAUTION

Wage and salary surveys provide a valuable tool for use in determining how organizations' pay structures relate 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. Therefore, care 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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SECTION 2

PARTICIPANT INFORMATION

2019 PARTICIPATING AGENCIES

| | | |
|---------------------------|--|-----------------------------------|
| City of Bexley | City of Marysville | Union County |
| City of Canal Winchester | City of New Albany | Madison Township, Franklin County |
| City of Circleville | City of Pataskala | Mifflin Township, Franklin County |
| City of Columbus | City of Upper Arlington | Violet Township, Franklin County |
| City of Delaware | City of Westerville | Village of Ashville |
| City of Dublin | City of Whitehall | Village of Galena |
| City of Gahanna | City of Worthington | Village of Plain City |
| City of Grandview Heights | Delaware County | Village of Shawnee Hills |
| City of Grove City | Franklin County Board of Commissioners | Village of Sunbury |
| City of Lancaster | Morrow County | Village of West Jefferson |

City Agencies

Bexley

Beecher Hale, Finance Director
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Canal Winchester

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or

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Dublin

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614-481-6213

Grove City

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614-277-3013

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Morrow County

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Union County

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Township Agencies

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Paula Parish, Administrative
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Mifflin

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Violet

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Village Agencies

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740-983-7132

Galena

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Plain City

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Shawnee Hills

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SECTION 3

POSITION DESCRIPTIONS



2019 MORPC Salary & Fringe Benefit Survey Job Descriptions

| Job Code | Public Works/Public Service |
|---------------------------------|--|
| 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. |

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.

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.

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.

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 confidentiality.

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.

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.

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.

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.

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. 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.

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.

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.

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.

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.

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.

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.

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.



SECTION 4

AGENCY OPERATING COST, BUDGET INFORMATION AND SALARY INCENTIVES



2019 Agency Operating Cost & Budget Information

| Participant Information | City of Bexley | City of Canal Winchester | City of Circleville | City of Columbus | City of Delaware | City of Dublin | City of Gahanna |
|---|---|-----------------------------|------------------------|---------------------|---------------------|-------------------|--------------------|
| Total Annual Operating Budget | \$35,785,000 | \$16,121,501 | \$19,916,948 | \$912,000,000 | \$125,899,599 | \$167,138,552 | \$46,257,894 |
| Total Annual Revenue | \$35,700,000 | \$15,518,650 | \$18,980,014 | \$875,300,000 | \$112,813,634 | \$156,454,634 | \$50,312,829 |
| Total Number of full-time (non-union) | 28 | 33 | 31 | 993 | 105 | | |
| Total Number of part-time (non-union) | 200 | 2 | 32 | 505 | 27 | | |
| Total Number of full-time (union) | 63 | 0 | 68 | 7,420 | 192 | | |
| Total Number of part-time (union) | 0 | 0 | 0 | 187 | 0 | | |
| Total Staff | 291 | 35 | 131 | 9,105 | 324 | | |
| Annual gross payroll | \$7,340,000 | \$3,544,303 | \$6,274,599 | \$692,654,648 | \$21,578,987 | \$33,402,060 | \$4,917,300 |
| Non-Union Annual health insurance (employer cost) | \$328,438 | \$613,069 | \$406,635 | | \$1,460,885 | | \$944,140 |
| Union Annual health insurance (employer cost) | \$410,548 | | \$837,008 | | \$2,801,783 | \$5,455,210 | \$1,962,790 |
| Non-Union Annual dental insurance (employer cost) | \$19,685 | \$35,068 | \$15,651 | | | | \$77,900 |
| Union Annual dental insurance (employer cost) | \$24,608 | | \$35,729 | | | | \$141,750 |
| Non-Union Annual life insurance (employer cost) | \$4,200 | \$5,040 | \$995 | | | \$587,935 | \$13,530 |
| Union Annual life insurance (employer cost) | \$6,500 | | \$2,691 | | | \$103,920 | \$26,133 |
| Total Benefit Cost | \$352,323 | \$653,177 | \$1,298,709 | | \$1,460,885 | \$6,147,065 | \$1,035,570 |
| Benefit Cost as a percent of payroll | 5% | 18% | 21% | | 7% | 18% | 21% |
| Comments: | Total staff includes Seasonal employees | | | | | | |

2019 Salary Administration & Incentives

| | City of Bexley | City of Canal Winchester | City of Circleville | City of Columbus | City of Delaware | City of Dublin | City of Gahanna |
|--|-------------------|-----------------------------|------------------------|---|--|---------------------------|--------------------|
| Average % of increase provided for current year base? | | | | | | | |
| Non-Bargaining | 3% | 2% | 3% | 3% | 2% | 2% | |
| Bargaining | 3% | | 3% | 3% | 2% | 2% | 3% |
| Increased % given to current year salary ranges. | | | | | | | |
| Non-Bargaining | 3% | | 3% | 2% | 2% | 2% | |
| Bargaining | 3% | | 3% | 3% | 2% | 2% | |
| Average % of increase anticipate for base pay next yr. | | | | | | | |
| Non-Bargaining | 3% | 2% | 3% | 3% | 2% | 2% | unknown |
| Bargaining | 3% | | 3% | 3% | 2% | 2% | unknown |
| Factors that determine individual salary Inc. | | | | | | | |
| Non-Bargaining | | Performance (Merit) based | | Cost of living , Performance (merit) , competency based | Cost of living , Performance (merit) based | Performance (Merit) Based | Market Based |
| Bargaining | | | | Cost of living , Market based | | Market Based | Market Based |
| Short-term Incentive Pay (Bonus) | No | No | No | No | No | | No |
| Notes: | | | | | | | |



2019 Agency Operating Cost & Budget Information

| Participant Information | City of Grandview Heights | City of Grove City | City of Lancaster | City of Marysville | City of New Albany | City of Pataskala | City of Upper Arlington |
|---|------------------------------|-----------------------|----------------------|-----------------------|-----------------------|----------------------|----------------------------|
| Total Annual Operating Budget | \$36,805,543 | \$62,771,015 | \$153,777,518 | \$65,929,843 | \$35,654,734 | \$20,432,201 | \$46,454,200 |
| Total Annual Revenue | \$36,802,953 | \$62,286,216 | \$142,348,003 | \$66,986,015 | \$83,704,436 | \$15,461,058 | \$58,136,500 |
| Total Number of full-time (non-union) | 45 | 62 | 150 | 111 | 51 | 18 | 95 |
| Total Number of part-time (non-union) | 43 | 186 | 11 | 85 | 0 | 5 | 3 |
| Total Number of full-time (union) | 37 | 101 | 282 | 77 | 37 | 33 | 122 |
| Total Number of part-time (union) | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total Staff | 125 | 349 | 443 | 273 | 88 | 56 | 220 |
| Annual gross payroll | \$7,200,000 | \$16,393,171 | \$28,551,513 | \$13,817,558 | \$7,655,725 | \$3,142,803 | \$22,049,700 |
| Non-Union Annual health insurance (employer cost) | \$957,434 | \$954,411 | \$2,467,707 | \$1,867,450 | \$1,422,372 | \$262,638 | \$1,775,000 |
| Union Annual health insurance (employer cost) | \$672,336 | \$1,558,354 | \$5,010,193 | \$1,182,925 | \$847,433 | \$442,609 | \$1,414,000 |
| Non-Union Annual dental insurance (employer cost) | | \$61,535 | | \$74,208 | | \$16,574 | \$85,000 |
| Union Annual dental insurance (employer cost) | | \$91,268 | | \$57,422 | | \$27,932 | \$101,000 |
| Non-Union Annual life insurance (employer cost) | \$2,322 | \$9,616 | \$10,292 | \$10,757 | | \$6,791 | \$9,200 |
| Union Annual life insurance (employer cost) | \$1,909 | \$15,052 | \$20,895 | \$7,669 | | \$12,761 | \$12,900 |
| Total Benefit Cost | \$959,756 | \$2,690,236 | \$7,509,087 | \$3,200,431 | \$2,269,805 | \$769,305 | \$1,869,200 |
| Benefit Cost as a percent of payroll | 13% | 16% | 26% | 23% | 30% | 24% | 8% |

Comments:

2019 Salary Administration & Incentives

| | City of Grandview Heights | City of Grove City | City of Lancaster | City of Marysville | City of New Albany | City of Pataskala | City of Upper Arlington |
|--|--|-----------------------|--|--|-----------------------|----------------------|------------------------------|
| Average % of increase provided for current year base? | | | | | | | |
| Non-Bargaining | 3% | 2% | 2% | 3% | 3% | 3% | 3% |
| Bargaining | 3% | 3% | 2% | | | 2% | 3% |
| Increased % given to current year salary ranges. | | | | | | | |
| Non-Bargaining | 3% | 2% | 2% | 3% | | 3% | 2% |
| Bargaining | 3% | 3% | 2% | | | 3% | |
| Average % of increase anticipate for base pay next yr. | | | | | | | |
| Non-Bargaining | 3% | 2% | 2% | 3% | | 3% | 3% |
| Bargaining | 3% | 3% | 2% | | | 3% | 3% |
| Factors that determine individual salary Inc. | | | | | | | |
| Non-Bargaining | Cost of living, performance (merit), competency based, | | Cost of living adjustment, Performance (merit) based | Cost of living, market based adjustment, performance | | Cost of living | Cost of living, market based |
| Bargaining | Cost of living, Market based | | | Cost of living | | Cost of living | Cost of living, market based |
| Short-term Incentive Pay (Bonus) | | | | No | | No | |

Notes:

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2019 Agency Operating Cost & Budget Information

| Participant Information | City of Westerville | City of City of Whitehall | City of Worthington | Delaware County | Franklin County Bd. of Commissioners | Morrow County |
|---|------------------------|--|------------------------|--------------------|---|------------------|
| Total Annual Operating Budget | \$214,569,114 | \$32,634,121 | \$30,130,576 | \$289,085,910 | \$766,605,329 | \$47,499,591 |
| Total Annual Revenue | \$181,071,375 | \$41,140,735 | \$29,629,032 | \$250,504,260 | \$741,391,527 | \$35,474,931 |
| Total Number of full-time (non-union) | 215 | 38 | 78 | 530 | 474 | 231 |
| Total Number of part-time (non-union) | 385 | 28 | 237 | 145 | 5 | 81 |
| Total Number of full-time (union) | 200 | 116 | 65 | 597 | 815 | 56 |
| Total Number of part-time (union) | 0 | 8 | 0 | 25 | 1 | 0 |
| Total Staff | 800 | 190 | 380 | 1297 | 1295 | 368 |
| Annual gross payroll | \$61,122,848 | \$15,066,500 | \$14,845,647 | \$63,301,784 | \$62,494,068 | \$12,722,070 |
| Non-Union Annual health insurance (employer cost) | \$8,342,997 | Self- Insured approx. made from COBRA rates | \$3,500,547 | \$15,878,088 | | \$2,160,097 |
| Union Annual health insurance (employer cost) | | Self- Insured approx. made from COBRA rates | | | | \$630,191 |
| Non-Union Annual dental insurance (employer cost) | \$421,424 | Self- Insured approx. made from COBRA rates | \$182,601 | \$170,091 | | |
| Union Annual dental insurance (employer cost) | | Self- Insured approx. made from COBRA rates | | | | |
| Non-Union Annual life insurance (employer cost) | \$73,807 | \$100,000 | \$50,660 | \$80,000 | | \$3,072 |
| Union Annual life insurance (employer cost) | | \$100,000 | | | | \$3,360 |
| Total Benefit Cost | \$8,838,228 | \$6,743,112 | \$3,733,808 | \$16,128,179 | \$23,537,698 | \$2,163,169 |
| Benefit Cost as a percent of payroll | 14% | 45% | 25% | 25% | 38% | 17% |
| Comments: | | | | | | |

2019 Salary Administration & Incentives

| | City of Westerville | City of Whitehall | City of Worthington | Delaware County | Franklin County Bd. of Commissioners | Morrow County |
|--|------------------------|--------------------------|------------------------|--------------------|--|-----------------------------|
| Average % of increase provided for current year base? | | | | | | |
| Non-Bargaining | 2.75% | | 3% | 3% | 2% | |
| Bargaining | 2.75% | | 3% | | 2% | 4% |
| Increased % given to current year salary ranges. | | | | | | |
| Non-Bargaining | 2.5% | | 3% | | | |
| Bargaining | 2.5% | | 3% | | | |
| Average % of increase anticipate for base pay next yr. | | | | | | |
| Non-Bargaining | 2.75% | | | 3% | | |
| Bargaining | 2.75% | | | | 2% | |
| Factors that determine individual salary Inc. | | | | | | |
| Non-Bargaining | Merit based | Cost of living | | | Cost of living, market based, merit based | Cost of living, Merit based |
| Bargaining | Merit based | | | | | |
| Short-term Incentive Pay (Bonus) | | No | | No | No | No |
| Notes: | No | | | | | |
| | | longevity pay after 5yrs | | | | |



2019 Agency Operating Cost & Budget Information

| Participant Information | Madison Township Franklin County | Mifflin Township Franklin County | Violet Township Fairfield County | Village of Ashville | Village of Galena | Village of Plain City |
|---|-------------------------------------|-------------------------------------|-------------------------------------|------------------------|----------------------|--------------------------|
| Total Annual Operating Budget | \$17,686,242 | \$30,596,246 | \$20,800,000 | \$6,661,659 | \$1,746,145 | \$5,600,000 |
| Total Annual Revenue | \$16,244,586 | \$18,781,216 | \$18,157,075 | \$4,298,212 | \$2,753,937 | \$7,000,000 |
| Total Number of full-time (non-union) | 13 | 101 | 18 | 21 | 5 | 25 |
| Total Number of part-time (non-union) | 8 | 20 | 18 | 2 | 4 | 5 |
| Total Number of full-time (union) | 68 | 0 | 52 | 0 | 0 | 0 |
| Total Number of part-time (union) | 0 | 0 | 0 | 0 | 0 | 0 |
| Total Staff | 89 | 121 | 88 | 23 | 9 | 30 |
| Annual gross payroll | \$6,660,992 | \$8,940,182 | \$7,369,000 | \$1,047,966 | \$323,386 | \$1,300,000 |
| Non-Union Annual health insurance (employer cost) | \$291,646 | \$1,840,677 | \$286,155 | \$383,946 | | \$245,520 |
| Union Annual health insurance (employer cost) | \$1,525,536 | | \$1,065,761 | | | |
| Non-Union Annual dental insurance (employer cost) | \$20,317 | \$133,527 | \$13,978 | \$10,246 | | \$18,216 |
| Union Annual dental insurance (employer cost) | \$106,275 | | \$41,339 | | | |
| Non-Union Annual life insurance (employer cost) | \$2,867 | \$26,305 | \$1,733 | \$1,400 | | \$5,760 |
| Union Annual life insurance (employer cost) | \$15,000 | | \$5,123 | | | |
| Total Benefit Cost | \$314,830 | \$2,000,509 | \$301,906 | \$395,593 | | \$269,496 |
| Benefit Cost as a percent of payroll | 5% | 25% | 4% | 38% | | 21% |

Comments:

2019 Salary Administration & Incentives

| | Madison Township Franklin County | Mifflin Township Franklin County | Violet Township Fairfield County | Village of Ashville | Village of Galena | Village of Plain City |
|--|---|-------------------------------------|-------------------------------------|------------------------|----------------------|--------------------------|
| Average % of increase provided for current year base? | | | | | | |
| Non-Bargaining | | 2% | 3% | 3% | 3% | 3% |
| Bargaining | 3% | | 3% | | | |
| Increased % given to current year salary ranges. | | | | | | |
| Non-Bargaining | | 2% | | 3% | | |
| Bargaining | 3% | | | | | |
| Average % of increase anticipate for base pay next yr. | | | | | | |
| Non-Bargaining | | 2% | | 3% | 3% | |
| Bargaining | 3% | | | | | |
| Factors that determine individual salary Inc. | | | | | | |
| Non-Bargaining | | | | Cost of living | Cost of living | |
| Bargaining | Cost of living, market based adjustment | | | | | |
| Short-term Incentive Pay (Bonus) | Yes | Yes | No | No | No | No |

Notes:

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2019 Agency Operating Cost & Budget Information

| Participant Information | Village of Shawnee Hills | Village of Sunbury | Village of West Jefferson |
|---|--------------------------|--------------------|---------------------------|
| Total Annual Operating Budget | \$1,864,649 | \$7,730,602 | \$9,013,053 |
| Total Annual Revenue | \$1,435,837 | \$10,421,300 | \$9,013,255 |
| Total Number of full-time (non-union) | 7 | 28 | 32 |
| Total Number of part-time (non-union) | 6 | 9 | 27 |
| Total Number of full-time (union) | 0 | 0 | 0 |
| Total Number of part-time (union) | 0 | 0 | 0 |
| Total Staff | 13 | 34 | 59 |
| Annual gross payroll | \$420,401 | \$1,722,508 | \$2,413,663 |
| Non-Union Annual health insurance (employer cost) | \$26,239 | \$308,019 | \$373,249 |
| Union Annual health insurance (employer cost) | | | |
| Non-Union Annual dental insurance (employer cost) | \$2,330 | \$20,712 | \$16,117 |
| Union Annual dental insurance (employer cost) | | | |
| Non-Union Annual life insurance (employer cost) | \$677 | \$2,500 | \$1,550 |
| Union Annual life insurance (employer cost) | | | |
| Total Benefit Cost | \$28,569 | \$331,231 | \$390,916 |
| Benefit Cost as a percent of payroll | 7% | 19% | 16% |

Comments:

2019 Salary Administration & Incentives

| | Village of Shawnee Hills | Village of Sunbury | Village of West Jefferson |
|--|--------------------------|--------------------|---------------------------|
| Average % of increase provided for current year base? | | | |
| Non-Bargaining | 4% | 3% | 3% |
| Bargaining | | | |
| Increased % given to current year salary ranges. | | | |
| Non-Bargaining | | 3% | 3% |
| Bargaining | | | |
| Average % of increase anticipate for base pay next yr. | | | |
| Non-Bargaining | 1% | 3% | 3% |
| Bargaining | | | |
| Factors that determine individual salary Inc. | | | |
| Non-Bargaining | | | Cost of living |
| Bargaining | | | |
| Short-term Incentive Pay (Bonus) | No | No | No |

Notes:

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SECTION 5

SALARIES BY JOB TITLE



Salaries Broken Down by Title

| Public Works/Public Services | | | | | | | | | | | | |
|--|--|-------------------------|----------------------------|----------------------------|-------------------|-------------|----------------|----------------------|-----------------|-----------------|-----------------|-------------------|
| Director | Government Entity | Avg. Annual Base Pay | Salary Range Annual Min | Salary Range Annual Max | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Public Service Director | City of Bexley | \$ 97,183 | \$ 94,556 | \$ 110,316 | | Bachelor | 5 | | | 1 | | 1 |
| Director, Public Service | City of Canal Winchester | \$ 91,988 | \$ 75,245 | \$ 108,730 | Equal to | | | | | 1 | | 1 |
| Director of Public Service | City of Circleville | \$ 84,091 | \$ 67,738 | \$ 91,463 | Equal to | Bachelor | 5 | | | 1 | | 1 |
| Public Service Director (U) | City of Columbus | \$ 180,336 | \$ 149,406 | \$ 248,997 | Equal to | | | | | 1 | | 1 |
| Director | City of Delaware | \$ 119,943 | \$ 87,822 | \$ 122,950 | Equal to | | | | | 1 | | 1 |
| Director of Public Works | City of Dublin | \$ 148,694 | \$ 110,600 | \$ 162,100 | Equal to | | | | | 1 | | 1 |
| Director of Public Service & Engineering | City of Gahanna | \$ 105,456 | \$ 91,518 | \$ 128,126 | Equal to | Bachelor | 7 | | | 1 | | 1 |
| Director of Service | City of Grandview Heights | \$ 106,771 | \$ 85,000 | \$ 130,000 | Equal to | | | | | 1 | | 1 |
| Director | City of Grove City | \$ 105,268 | \$ 93,600 | \$ 135,200 | Equal to | Bachelor | 6 | | | 1 | | 1 |
| Director of Public Service | City of Marysville | \$ 106,001 | \$ 90,000 | \$ 120,000 | Equal to | | | | | 1 | | 1 |
| Public Service Director | City of New Albany | | \$ 107,951 | \$ 134,939 | Equal to | | | | | 1 | | 1 |
| Director | City of Pataskala | \$ 89,369 | \$ 84,239 | \$ 113,210 | Equal to | | | | | 2 | | 2 |
| Public Service Director | City of Upper Arlington | \$ 125,000 | \$ 92,763 | \$ 129,868 | Greater than | | | | | 1 | | 1 |
| Director of Public Service | City of Westerville | \$ 124,842 | \$ 91,562 | \$ 146,494 | Equal to | | | | | 1 | | 1 |
| Director of Public Service and Development | City of Whitehall | \$ 85,000 | \$ 80,142 | \$ 102,107 | | | | | | 1 | | 1 |
| Director | City of Worthington | \$ 113,773 | | | Equal to | | | | | 1 | | 1 |
| Director of Environmental Services | Delaware County | \$ 125,653 | \$ 97,760 | \$ 131,976 | Equal to | Bachelor | 10 | | | 1 | | 1 |
| Director, Public Facilities Management | Franklin County Board of Commissioners | \$ 107,120 | \$ 90,667 | \$ 126,942 | Equal to | Master | 7 | | | 1 | | 1 |
| Superintendent | Madison Township | \$ 62,000 | | | Equal to | | | | | 1 | | 1 |
| Public Service Director | Village of West Jefferson | | \$ 78,750 | \$ 90,000 | | | | | | 1 | | 1 |
| AVERAGES | | \$ 109,916 | \$ 92,740 | \$ 129,634 | | | | | | | | |
| Assistant Director | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employees |
| Assistant Service Director | City of Bexley | \$ 82,299 | \$ 74,594 | \$ 86,151 | | Associate | 5 | | | 1 | | 1 |
| Director of Public Utilities | City of Circleville | \$ 73,553 | \$ 60,487 | \$ 81,657 | Less than | Bachelor | 5 | | | 1 | | 1 |
| Department Deputy Director (U) | City of Columbus | \$ 143,624 | \$ 103,002 | \$ 171,642 | Greater than | | | | | 2 | | 2 |
| Superintendent | City of Delaware | \$ 88,650 | \$ 69,555 | \$ 88,650 | Equal to | HS or GED | 3 | | | 2 | | 2 |
| Deputy Director | City of Gahanna | \$ 84,365 | \$ 76,841 | \$ 107,577 | Equal to | Bachelor | 4 - 5 | | | 1 | | 1 |
| Service Superintendent | City of Grove City | \$ 92,476 | \$ 68,390 | \$ 103,771 | Equal to | Bachelor | | | | 1 | | 1 |
| Superintendent | City of Westerville | \$ 93,995 | \$ 70,720 | \$ 107,286 | Less than | | | | | 1 | | 1 |
| Deputy Director Operations | Delaware County | \$ 98,592 | \$ 91,520 | \$ 123,552 | Greater than | Bachelor | 8 | | | 1 | | 1 |
| Chief Operating Officer | Franklin County Board of Commissioners | \$ 100,984 | \$ 84,323 | \$ 118,060 | Equal to | Bachelor | 5 | | | 1 | | 1 |
| AVERAGES | | \$ 95,393 | \$ 77,715 | \$ 109,816 | | | | | | | | |



Maintenance Supervisor

| City Engineer | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
|--|--------------------------|--------------------|----------------------|----------------------|----------------|----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| Director, Construction Service | City of Canal Winchester | \$ 91,988 | \$ 75,245 | \$ 108,730 | Equal to | | | | | 1 | | 1 |
| Design & Construction Division Administrator | City of Columbus | \$ 143,624 | \$ 103,002 | \$ 171,642 | Greater than | | | | | 2 | | 2 |
| City Engineer | City of Delaware | \$ 119,943 | \$ 87,822 | \$ 122,950 | Equal to | | | | | 1 | | 1 |
| Director of Engineering | City of Dublin | \$ 124,145 | \$ 91,400 | \$ 134,100 | Greater than | | | | | 1 | | 1 |
| City Engineer | City of Gahanna | Vacant | \$ 72,491 | \$ 101,488 | Equal to | Bachelor | 5 - 7 | | | | | |
| City Engineer | City of Lancaster | \$ 110,198 | \$ 84,302 | \$ 110,198 | Equal to | Bachelor | | | | 1 | | 1 |
| City Engineer/Deputy Dir. Public Services | City of Marysville | \$ 99,766 | \$ 90,000 | \$ 120,000 | Equal to | | | | | 1 | | 1 |
| Engineer | City of New Albany | | \$ 91,758 | \$ 114,939 | Equal to | | | | | 1 | | 1 |
| Deputy Director Public Service - City Engineer | City of Upper Arlington | \$ 125,000 | \$ 92,763 | \$ 129,868 | Greater than | | | | | 1 | | 1 |
| City Engineer | City of Westerville | \$ 104,312 | \$ 79,040 | \$ 118,560 | Equal to | | | | | 1 | | 1 |
| County Engineer | Delaware County | \$ 104,950 | Elected | | Greater than | Bachelor | | | | 1 | | 1 |
| County Engineer | Union County | \$ 94,103 | \$ 94,103 | \$ 94,103 | | | | | | 1 | | 1 |
| | | | | | | | | | | | | |
| | | | | | | | | | | | | |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 111,803 | \$ 87,448 | \$ 120,598 | | | | | | | | |



Salaries Broken Down by Title

| Public Works/Public Services (Con't.) | | | | | | | | | | | | |
|---------------------------------------|--|--------------------|----------------------|----------------------|----------------|-----------|--------------------------------------|-------------------|--------------|--------------|--------------|--------------|
| Associate Engineer | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Engineer I | City of Columbus | \$ 72,390 | \$ 64,839 | \$ 97,235 | Greater than | | Registered Professional Engineer + 5 | | | 15 | | 15 |
| Deputy Engineer | City of Delaware | \$ 95,826 | \$ 81,453 | \$ 95,826 | Equal to | Bachelor | | | | 1 | | 1 |
| Engineering Manager | City of Dublin | \$ 104,681 | \$ 78,100 | \$ 114,500 | Greater than | | | | | 2 | | 2 |
| Water Resources Engineer | City of Gahanna | \$ 80,704 | \$ 64,517 | \$ 90,324 | Equal to | Bachelor | 2 - 3 | | | 1 | | 1 |
| Engineering Specialist | City of Lancaster | \$ 53,955 | \$ 40,747 | \$ 53,955 | Less than | Associate | | | | 1 | | 1 |
| Assistant City Engineer | City of Marysville | \$ 82,588 | \$ 70,000 | \$ 100,000 | Equal to | | | | | 1 | | 1 |
| Assistant City Engineer | City of Upper Arlington | \$ 86,805 | \$ 69,318 | \$ 97,045 | Equal to | | | | | 2 | | 2 |
| Staff Engineer | Delaware County | \$ 78,088 | \$ 62,000 | \$ 101,250 | Equal to | Bachelor | | | | 5 | | 5 |
| Manager of Planning | Franklin County Board of Commissioners | \$ 72,571 | \$ 63,710 | \$ 89,211 | Equal to | Bachelor | 5 | | | 1 | | 1 |
| Project/Design Engineer | Union County | \$ 83,840 | \$ 63,294 | \$ 91,728 | | | | | | 3 | | 3 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 81,145 | \$ 65,798 | \$ 93,107 | | | | | | | | |
| Drafter | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Drafter/CAD | City of Columbus | \$ 55,120.00 | \$ 41,288.00 | \$ 55,120.00 | Equal to | HS or GED | 1 | | | 1 | | 1 |
| Engineering Technician | City of Westerville | \$ 77,074 | \$ 45,966 | \$ 64,258 | Equal to | | | | | 4 | | 4 |
| Engineering Technician | Delaware County | \$ 78,088 | \$ 62,000 | \$ 101,250 | Equal to | Bachelor | | | | 5 | | 5 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 70,094 | \$ 49,751 | \$ 73,543 | | | | | | | | |
| Supervisor | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Service Superintendent | City of Circleville | \$ 68,732 | \$ 45,453 | \$ 59,093 | | HS or GED | 5 | | | 1 | | 1 |
| Utility Superintendent | City of Pataskala | \$ 62,930 | \$ 59,216 | \$ 79,582 | Equal to | | | | | 2 | | 2 |
| Project Manager | City of Westerville | \$ 89,405 | \$ 58,731 | \$ 88,134 | Less than | | | | | 3 | | 3 |
| Collection System Tech | Delaware County | \$ 37,535 | \$ 35,984 | \$ 48,578 | Equal to | HS or GED | | | | 9 | | 9 |
| Assistant Superintendent | Union County | \$ 55,900 | \$ 47,694 | \$ 69,139 | | | | | | 1 | | 1 |
| Service Supervisor | Village of Sunbury | \$ 62,400 | \$ 33,840 | \$ 63,788 | | | | | | 2 | | 2 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 62,817 | \$ 46,820 | \$ 68,052 | | | | | | | | |



Maintenance Foreman

AVERAGES

Government Entity

AVERAGES

Government Entity

AVERAGES



Salaries Broken Down by Title

Public Works/Public Services (Con't.)

| Building Inspector Administrator | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
|----------------------------------|--|--------------------|----------------------|----------------------|----------------|-----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| Director of Building Services | City of Bexley | \$ 84,053 | \$ 76,171 | \$ 99,909 | | Bachelor | | | | 1 | | 1 |
| Construction Inspector I | City of Columbus | \$ 55,245 | \$ 46,384 | \$ 61,318 | Equal to | HS or GED | 1 | | 54 | 15 | | 69 |
| Chief Building Official | City of Delaware | \$ 94,917 | \$ 73,185 | \$ 102,459 | Greater than | Bachelor | 10 | | | 1 | | 1 |
| Senior Building Inspector | City of Dublin | \$ 78,721 | \$ 61,200 | \$ 89,800 | Equal to | | | | | 1 | | 1 |
| Chief Building Official | City of Gahanna | \$ 78,104 | \$ 68,388 | \$ 95,743 | Equal to | Bachelor | 3 -10 | | | 1 | | 1 |
| Chief Building Inspector | City of Grove City | \$ 105,060 | \$ 93,600 | \$ 135,200 | Equal to | Bachelor | 6 | | | 1 | | 1 |
| Chief Building Official | City of Lancaster | \$ 78,561 | \$ 66,830 | \$ 87,360 | Equal to | HS or GED | | | | 1 | | 1 |
| Chief Building Official | City of Upper Arlington | \$ 103,836 | \$ 74,169 | \$ 103,837 | Equal to | | | | | 1 | | 1 |
| Chief Building Official | City of Westerville | \$ 112,154 | \$ 78,645 | \$ 117,936 | Equal to | | | | | 1 | | 1 |
| Chief Building Official | City of Whitehall | \$ 78,775 | \$ 67,995 | \$ 80,995 | | | | | | 1 | | 1 |
| Building Official | Delaware County | \$ 89,981 | \$ 72,800 | \$ 98,280 | Greater than | HS or GED | 5 | | | 1 | | 1 |
| Building Plans Examiner | Franklin County Board of Commissioners | \$ 48,859 | \$ 44,678 | \$ 62,566 | Equal to | HS or GED | 3 | | | 1 | | 1 |
| Chief Building Official | Union County | \$ 91,000 | \$ 70,283 | \$ 101,962 | | | | | | 1 | | 1 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 84,559 | \$ 68,794 | \$ 95,182 | | | | | | | | |

| Building Inspector | Government Entity | Avg. Annual Base Pay | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
|--------------------------------|--|----------------------|----------------------|----------------------|----------------|-----------|--|-------------------|--------------|--------------|--------------|--------------|
| Building Inspector I | City of Columbus | \$ 68,494 | \$ 53,227 | \$ 84,947 | Equal to | | Certified Building Inspector/ Residential Build Inspector +3 | | 1 | 19 | | 20 |
| Building Inspector | City of Delaware | \$ 72,738 | \$ 64,397 | \$ 75,795 | Greater than | HS or GED | 5 | | | 3 | | 3 |
| Building Inspector | City of Dublin | \$ 70,699 | \$ 53,600 | \$ 78,700 | Equal to | | | | | 4 | | 4 |
| Building and Heating Inspector | City of Gahanna | \$ 64,002 | \$ 54,170 | \$ 75,837 | Equal to | HS or GED | 2 - 3 | | | 1 | | 1 |
| Building Inspector Technician | City of Grandview Heights | \$ 73,776 | \$ 50,000 | \$ 87,000 | Greater than | | | | | 2 | | 2 |
| Certified Inspector | City of Lancaster | \$ 58,780 | \$ 44,574 | \$ 58,780 | Equal to | HS or GED | | | | 1 | | 1 |
| Engineering Inspector | City of Marysville | \$ 60,237 | \$ 50,211 | \$ 60,237 | Equal to | | | | | 1 | | 1 |
| Building Inspector | City of New Albany | | \$ 65,017 | \$ 82,068 | Equal to | | | | | 1 | | 1 |
| Building Inspector | City of Upper Arlington | \$ 71,437 | \$ 54,905 | \$ 76,868 | Equal to | | | | | 1 | | 1 |
| Code Enforcement Officer | City of Westerville | \$ 76,715 | \$ 59,093 | \$ 88,504 | Equal to | | | | | 1 | | 1 |
| Code Enforcement Officer | City of Whitehall | \$ 60,000 | \$ 45,760 | \$ 61,485 | | | | | | 1 | | 1 |
| Certified Building Inspector | Delaware County | \$ 63,125 | \$ 52,936 | \$ 71,463 | Greater than | HS or GED | 3 | | | 6 | | 6 |
| Building Inspector | Franklin County Board of Commissioners | \$ 45,364 | \$ 42,307 | \$ 59,238 | Equal to | HS or GED | 3 | | | 1 | | 1 |
| Building Inspector 3 | Union County | \$ 69,493 | \$ 51,272 | \$ 74,339 | | | | | | 2 | | 2 |
| Building Inspector | Violet Township | | | | | | | | | | | |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 65,758 | \$ 52,962 | \$ 73,947 | | | | | | | | |



Salaries Broken Down by Title

| Public Works/Public Services (Con't.) | | | | | | | | | | | | |
|---------------------------------------|---------------------|--------------------|----------------------|----------------------|----------------|-----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| Field/Construction Inspector | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Construction Inspector I | City of Columbus | \$ 55,245 | \$ 46,384 | \$ 61,318 | Equal to | HS or GED | 1 | | 54 | 15 | | 69 |
| Field/Construction Inspector | City of Delaware | \$ 55,120 | \$ 52,874 | \$ 62,275 | | HS or GED | 3 | | | 1 | | 1 |
| Engineering Project Inspector | City of Dublin | \$ 61,057 | \$ 47,500 | \$ 69,600 | Equal to | | | | | 5 | | 5 |
| Project Administrator | City of Gahanna | Vacant | \$ 60,865 | \$ 85,211 | Greater than | Bachelor | 2 - 3 | | | | | 0 |
| Construction Manager | City of Westerville | \$ 86,486 | \$ 34,979 | \$ 97,510 | Equal to | | | | | 1 | | 1 |
| Field Inspector | City of Worthington | \$ 74,214 | \$ 58,887 | \$ 74,214 | | | | | | 1 | | 1 |
| Building Inspector 2 | Union County | \$ 63,367 | \$ 47,694 | \$ 69,139 | | | | | | 3 | | 3 |
| | | | | | | | | | | | | |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 65,915 | \$ 49,883 | \$ 74,181 | | | | | | | | |

| Certified Mechanic | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
|------------------------------|--|--------------------|----------------------|----------------------|----------------|-----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| Auto Mechanic 1 and 2 | City of Bexley | \$ 60,829 | \$ 41,954 | \$ 61,485 | | HS or GED | | | | 2 | | 2 |
| Automotive Mechanic | City of Columbus | \$ 57,429 | \$ 47,674 | \$ 59,904 | Equal to | | 1 | | | 80 | | 80 |
| Technician I, II, III | City of Delaware | \$ 54,371 | \$ 40,165 | \$ 54,371 | Equal to | | | | | 2 | | 2 |
| Fleet Technician | City of Dublin | \$ 65,108 | \$ 44,387 | \$ 62,579 | Equal to | | | | | 6 | | 6 |
| Fleet Technician | City of Gahanna | \$ 64,272 | \$ 46,384 | \$ 64,272 | Equal to | HS or GED | 5 | | | 3 | | 3 |
| Fleet Supervisor | City of Grove City | \$ 72,425 | \$ 53,560 | \$ 81,265 | Equal to | HS or GED | 5 | | | 1 | | 1 |
| Master Mechanic | City of Lancaster | \$ 56,971 | \$ 47,840 | \$ 56,971 | Equal to | HS or GED | | | | 4 | | 4 |
| City Vehicle Mechanic | City of Marysville | \$ 63,149 | \$ 52,541 | \$ 63,149 | Equal to | | | | | 2 | | 2 |
| Fleet Maintenance Technician | City of Upper Arlington | \$ 61,033 | \$ 48,866 | \$ 68,412 | Equal to | | | | | 3 | | 3 |
| Fleet Maintenance Supervisor | City of Westerville | \$ 76,891 | \$ 56,820 | \$ 88,504 | Equal to | | | | | 1 | | 1 |
| Mechanic | City of Whitehall | \$ 72,363 | \$ 63,357 | \$ 75,624 | | | | | | 1 | | 1 |
| Mechanic | Delaware County | \$ 48,610 | \$ 40,290 | \$ 54,391 | Greater than | HS or GED | | | | 1 | | 1 |
| Mechanic | Franklin County Board of Commissioners | \$ 44,345 | \$ 37,544 | \$ 52,582 | Equal to | HS or GED | 3 | | | 3 | | 3 |
| Mechanic 2 | Union County | \$ 48,744 | \$ 38,355 | \$ 55,598 | | | | | | 2 | | 2 |
| | | | | | | | | | | | | |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 60,467 | \$ 47,124 | \$ 64,222 | | | | | | | | |

| Electrical Inspector | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
|-------------------------------------|---------------------|--------------------|----------------------|----------------------|----------------|-----------|---|-------------------|--------------|--------------|--------------|--------------|
| Electrical Inspector I | City of Columbus | \$ 79,165 | \$ 53,227 | \$ 84,947 | Equal to | | Electrical Safety Inspector Certificate | | | 8 | | 8 |
| Electrical Inspector | City of Dublin | \$ 73,204 | \$ 53,600 | \$ 78,700 | Equal to | | | | | 2 | | 2 |
| Inspection Manager | City of Grove City | \$ 81,265 | \$ 53,560 | \$ 81,265 | Equal to | HS or GED | | | | 1 | | 1 |
| Certified Inspector | City of Lancaster | \$ 58,780 | \$ 44,574 | \$ 58,780 | Equal to | HS or GED | | | | 1 | | 1 |
| Code Enforcement Officer/Electrical | City of Westerville | \$ 76,715 | \$ 59,093 | \$ 88,504 | Equal to | | | | | 1 | | 1 |
| Electrical Safety Inspector | Delaware County | \$ 77,681 | \$ 58,760 | \$ 78,853 | Equal to | HS or GED | 3 | | | 3 | | 3 |
| Building Inspector3/Assistant CBO | Union County | \$ 69,493 | \$ 51,272 | \$ 74,339 | | | | | | 2 | | 2 |
| | | | | | | | | | | | | |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 73,757 | \$ 53,441 | \$ 77,913 | | | | | | | | |



Salaries Broken Down by Title

| Public Works/Public Services (Con't.) | | | | | | | | | | | | |
|---------------------------------------|--|--------------------|----------------------|----------------------|----------------|-----------|---|-------------------|--------------|--------------|--------------|--------------|
| Water Treatment Plant Operations | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Water Service Worker | City of Bexley | \$ 59,405 | \$ 32,760 | \$ 59,405 | | HS or GED | | | | 1 | | 1 |
| Water/Wastewater Operator I, II, III | City of Canal Winchester | \$ 46,582 | \$ 38,043 | \$ 55,120 | Equal to | | | | | 6 | | 6 |
| Water Plant Operator | City of Circleville | \$ 52,020 | \$ 35,661 | \$ 52,020 | Equal to | HS or GED | | | | 3 | | 3 |
| Water Plant Operator I | City of Columbus | \$ 59,571 | \$ 50,461 | \$ 61,318 | Greater than | | OH EPA Class I+ Certified Water Supply Operator | | | 10 | | 10 |
| Wastewater Pretreatment Technician | City of Columbus | \$ 56,388.80 | \$ 42,452.80 | \$ 58,385.60 | Equal to | | 1 | | | 2 | | 2 |
| Environmental Plant Operator | City of Delaware | \$ 65,704 | \$ 50,315 | \$ 70,949 | Equal to | HS or GED | 1 | | | 7 | | 7 |
| Water Treatment Plant Operator | City of Lancaster | \$ 54,255 | \$ 41,329 | \$ 54,255 | Equal to | HS or GED | | | | 16 | | 16 |
| Water Operator/Wastewater Operator | City of Marysville | \$ 57,626 | \$ 47,923 | \$ 63,149 | Equal to | | | | | 16 | | 16 |
| Utility Field Technician | City of Pataskala | \$ 36,296 | \$ 36,296 | \$ 50,523 | Equal to | | | | | 1 | | 1 |
| Water Operations Superintendent | City of Westerville | \$ 122,866 | \$ 91,562 | \$ 146,494 | Greater than | | | | | 1 | | 1 |
| Package Plant Opp / Operator | Delaware County | \$ 44,490 | \$ 38,064 | \$ 57,704 | Equal to | HS or GED | | | | 15 | | 15 |
| Waste Water Operator 2 | Franklin County Board of Commissioners | \$ 48,588 | \$ 39,124 | \$ 54,787 | Equal to | HS or GED | 5 | | | 1 | | 1 |
| Wastewater Treatment Operator | Union County | \$ 54,080 | \$ 38,355 | \$ 55,598 | | | | | | 1 | | 1 |
| Chief of Utility Operations | Village of Ashville | \$ 52,616 | \$ 48,041 | \$ 57,192 | Equal to | Associate | 5 | | | 2 | | 2 |
| Operators | Village of Sunbury | \$ 35,769 | \$ 22,880 | \$ 46,946 | | | | | | 3 | | 3 |
| Water/Wastewater Operator Class 1 | Village of West Jefferson | | \$ 40,560 | \$ 50,024 | | | | | | 1 | | 1 |
| Water & Wastewater Superintendent | Village of West Jefferson | | \$ 56,576 | \$ 73,008 | | | | | | 1 | | 1 |
| Wastewater Assistant Superintendent | Village of West Jefferson | | \$ 54,059 | \$ 68,973 | | | | | | 1 | | 1 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 56,417 | \$ 44,692 | \$ 63,103 | | | | | | | | |
| | | | | | | | | | | | | |
| Wastewater Treatment Technician | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Wastewater Plant Operations | City of Circleville | \$ 42,000 | \$ 35,565 | \$ 55,938 | | HS or GED | 0 | | | 4 | | 4 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 42,000 | \$ 35,565 | \$ 55,938 | | | | | | | | |
| | | | | | | | | | | | | |
| Meter Reader | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Maintenance Worker I | City of Circleville | \$ 35,000 | \$ 30,740 | \$ 40,610 | Greater than | HS or GED | 0 | | | 4 | | 4 |
| Technician III | City of Delaware | \$ 49,163 | \$ 40,165 | \$ 54,371 | Equal to | | | | | 5 | | 5 |
| Meter Reader | City of Lancaster | \$ 46,571 | \$ 39,145 | \$ 46,571 | Equal to | HS or GED | | | | 4 | | 4 |
| Billing Manager | City of Pataskala | \$ 56,243 | \$ 47,095 | \$ 63,291 | Greater than | | | | | 1 | | 1 |
| Meter Reader | City of Westerville | \$ 53,768 | | | Equal to | | | | | 1 | | 1 |
| Utility Maintenance Specialist 1 | Franklin County Board of Commissioners | \$ 36,940 | \$ 32,780 | \$ 45,905 | Greater than | HS or GED | 1 | | | 1 | | 1 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 46,281 | \$ 37,985 | \$ 50,150 | | | | | | | | |
| | | | | | | | | | | | | |
| Stock Room Clerk | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Utility Billing Clerk | City of Pataskala | \$ 40,498 | \$ 37,440 | \$ 43,410 | Equal to | | | | | 1 | | 1 |
| Storekeeper | City of Westerville | \$ 62,816 | \$ 46,259 | \$ 64,875 | Equal to | | | | | 3 | | 3 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 51,657 | \$ 41,850 | \$ 54,142 | | | | | | | | |



Salaries Broken Down by Title

| Public Works/Public Services (Con't.) | | | | | | | | | | | | |
|---------------------------------------|--|--------------------|----------------------|----------------------|----------------|-----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| Custodian | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Building and Fleet Maintenance | City of Circleville | \$ 32,152 | \$ 29,326 | \$ 36,686 | Greater than | HS or GED | 0 | | | 1 | | 1 |
| Custodial Worker | City of Columbus | \$ 42,370 | \$ 36,858 | \$ 47,091 | Equal to | | 1 | | 39 | 41 | | 80 |
| Custodial Worker | City of Dublin | \$ 49,194 | \$ 33,448 | \$ 47,284 | Equal to | | | | | 11 | | 11 |
| Custodian | City of New Albany | | \$ 33,404 | \$ 41,775 | | | | | | 1 | | 1 |
| Custodian | Delaware County | \$ 30,308 | \$ 24,544 | \$ 33,134 | Equal to | HS or GED | | | | 10 | | 10 |
| Custodial Worker | Franklin County Board of Commissioners | \$ 30,368 | \$ 28,475 | \$ 39,249 | Equal to | HS or GED | 6 | | | 16 | | 16 |
| Maintenance Worker 1 | Union County | \$ 36,434 | \$ 27,581 | \$ 38,584 | | | | | | 8 | | 8 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 36,804 | \$ 30,519 | \$ 40,543 | | | | | | | | |

| Equipment Operator | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
|-------------------------------|--------------------|--------------------|----------------------|----------------------|----------------|-----------|---|-------------------|--------------|--------------|--------------|--------------|
| EQ 1 and 2 | City of Bexley | \$ 46,030 | \$ 31,907 | \$ 59,405 | | HS or GED | | | | 9 | | 9 |
| Equipment Operator I | City of Columbus | \$ 53,206 | \$ 42,453 | \$ 56,056 | | | Class A or Class B MVO-with air brakes | | | 29 | | 29 |
| Equipment Operator | City of Gahanna | \$ 63,565 | \$ 51,979 | \$ 64,272 | Equal to | HS or GED | 2 - 4 | | | 12 | | 12 |
| Distribution Utility Operator | City of Marysville | \$ 54,891 | \$ 45,822 | \$ 57,637 | Equal to | | | | | 14 | | 14 |
| Utilities Operator | City of Pataskala | \$ 49,046 | \$ 43,618 | \$ 50,523 | Equal to | | | | | 2 | | 2 |
| Service Maintenance | City of Whitehall | \$ 57,845 | \$ 55,411 | \$ 66,123 | | | | | | 6 | | 6 |
| Highway Maintenance Worker 2 | Union County | \$ 41,114 | \$ 33,862 | \$ 47,403 | | | | | | 14 | | 14 |
| | | | | | | | | | | | | |
| | | | | | | | | | | | | |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 52,243 | \$ 43,579 | \$ 57,346 | | | | | | | | |



Salaries Broken Down by Title

| Public Works/Public Services (Con't.) | | | | | | | | | | | | |
|---------------------------------------|---|--|----------------------|----------------------|----------------|--------------|-------------|-------------------|--------------|--------------|--------------|--------------|
| | | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Traffic Engineer | Government Entity | | | | | | | | | | | |
| | Civil Engineer II | City of Dublin | \$ 81,674 | \$ 61,200 | \$ 89,800 | Greater than | | | | 6 | | 6 |
| | | | | | | | | | | | | |
| AVERAGES | | | \$ 81,674 | \$ 61,200 | \$ 89,800 | | | | | | | |
| | | | | | | | | | | | | |
| | | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Traffic Signal Technician | Government Entity | | | | | | | | | | | |
| | Electronic System Technician | City of Columbus | \$ 62,254 | \$ 49,088 | \$ 65,790 | Equal to | 2 | | | 34 | | 34 |
| | Electrical Inspector | City of Dublin | \$ 61,328 | \$ 37,700 | \$ 55,200 | Equal to | | | | 4 | | 4 |
| | Project Engineer III | City of Delaware | \$ 92,206 | \$ 78,250 | \$ 92,206 | Equal to | Bachelor | 3 | | 1 | | 1 |
| | Signal Technician | City of Lancaster | \$ 55,556 | \$ 43,763 | \$ 55,556 | Equal to | HS or GED | | | 2 | | 2 |
| | Electrician | City of Upper Arlington | \$ 58,724 | \$ 48,866 | \$ 68,412 | Equal to | | | | 4 | | 4 |
| | Traffic Engineer | City of Westerville | \$ 93,246 | \$ 58,731 | \$ 88,134 | Equal to | | | | 1 | | 1 |
| | Traffic Signal Technician | City of Worthington | \$ 71,480 | \$ 56,788 | \$ 71,480 | | | | | 1 | | 1 |
| | Highway Worker III | Delaware County | | | | | | | | | | |
| | | | | | | | | | | | | |
| AVERAGES | | | \$ 70,685 | \$ 53,312 | \$ 70,968 | | | | | | | |
| | | | | | | | | | | | | |
| | | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Urban Planner | Government Entity | | | | | | | | | | | |
| | Development/Neighborhoods Program Coordinator | City of Columbus | \$ 94,786 | \$ 81,306 | \$ 121,959 | Less than | Bachelor | 2 | | | 11 | 11 |
| | Planner II | City of Dublin | \$ 74,544 | \$ 61,200 | \$ 89,800 | Greater than | | | | 2 | | 2 |
| | Planner | City of Westerville | \$ 67,954 | \$ 53,664 | \$ 80,496 | Equal to | | | | 3 | | 3 |
| | Senior Program Coordinator | Franklin County Board of Commissioners | \$ 59,529 | \$ 51,022 | \$ 71,448 | Equal to | Bachelor | 3 | | 2 | | 2 |
| | | | | | | | | | | | | |
| AVERAGES | | | \$ 74,203 | \$ 61,798 | \$ 90,926 | | | | | | | |



Salaries Broken Down by Title

General - Administration

| Mayor with no City Manager or City Administrator | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
|--|---------------------------|--------------------|----------------------|----------------------|----------------|-----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| Mayor | City of Bexley | \$ 116,002 | \$ 116,002 | \$ 116,002 | | HS or GED | | | | 1 | | 1 |
| Mayor | City of Canal Winchester | \$ 95,983 | | | | | | | | 1 | | 1 |
| Mayor | City of Circleville | \$ 40,625 | | | | HS or GED | | | 1 | | | 1 |
| Mayor | City of Columbus | \$ 191,871 | | | | | | | | 1 | | 1 |
| Mayor | City of Grandview Heights | \$ 40,500 | \$ 40,500 | \$ 40,500 | Equal to | | | | | 1 | | 1 |
| Mayor | City of Lancaster | \$ 94,331 | | | | | | | | 1 | | 1 |
| Mayor | City of Whitehall | \$ 82,500 | | | | | | | | 1 | | 1 |
| Mayor | Village of West Jefferson | \$ 14,000 | | | | | | | | 1 | | 1 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 84,476 | \$ 78,251 | \$ 78,251 | | | | | | | | |

| Mayor with City Manager or City Administrator | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
|---|--------------------------|--------------------|----------------------|----------------------|----------------|-----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| Mayor | City of Delaware | \$ 8,760 | | | | | | | | 1 | | 1 |
| Mayor | City of Dublin | \$ 16,065 | \$ 15,750 | \$ 15,750 | Equal to | | | | | 1 | | 1 |
| Mayor | City of Gahanna | \$ 103,809 | \$ 103,809 | \$ 103,809 | Equal to | | | | | 1 | | 1 |
| Mayor | City of Grove City | \$ 40,000 | | | | | | | | 1 | | 1 |
| Mayor | City of New Albany | | \$ 24,121 | \$ 24,121 | | | | | | 1 | | 1 |
| Mayor | City of Pataskala | \$ 15,000 | \$ 15,000 | \$ 15,000 | Equal to | | | | | 1 | | 1 |
| City Council President - Mayor | City of Upper Arlington | \$ 9,240 | \$ 9,240 | \$ 9,240 | Equal to | | | | 1 | | | 1 |
| Mayor | City of Westerville | \$ 12,600 | | | Equal to | | | | | 1 | | 1 |
| Mayor | Village of Ashville | \$ 13,440 | \$ 9,723 | \$ 17,157 | Equal to | Associate | | | 1 | | | 1 |
| Mayor | Village of Galena | \$ 33,475 | \$ 4,944 | \$ 38,419 | Greater than | Bachelor | | | | 1 | | 1 |
| Mayor | Village of Shawnee Hills | \$ 5,000 | | | Equal to | | | | | 1 | | 1 |
| Mayor | Village of Sunbury | \$ 10,000 | \$ 10,000 | \$ 10,000 | | | | | 1 | | | 1 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 24,308 | \$ 24,073 | \$ 29,187 | | | | | | | | |

| City Manager | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
|----------------------|--|--------------------|----------------------|----------------------|----------------|----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| City Manager | City of Delaware | \$ 149,053 | | | | | | | | 1 | | 1 |
| City Manager | City of Dublin | \$ 210,036 | \$ 141,200 | \$ 244,800 | Equal to | | | | | 1 | | 1 |
| City Manager | City of New Albany | | \$ 131,801 | \$ 164,751 | | | | | | 1 | | 1 |
| City Manager | City of Upper Arlington | \$ 141,036 | set by council | | Equal to | | | | | 1 | | 1 |
| City Manager | City of Marysville | \$ 126,909 | \$ 110,000 | \$ 140,000 | Equal to | | | | | 1 | | 1 |
| City Manager | City of Worthington | \$ 158,499 | | | Equal to | | | | | 1 | | 1 |
| County Administrator | Delaware County | \$ 149,053 | | | | | | | | 1 | | 1 |
| County Administrator | Franklin County Board of Commissioners | \$ 199,659 | \$ 135,075 | \$ 189,113 | Equal to | Bachelor | 10 | | | 1 | | 1 |
| County Administrator | Union County | \$ 112,000 | \$ 78,125 | \$ 113,298 | | | | | | 1 | | 1 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 155,781 | \$ 119,240 | \$ 170,392 | | | | | | | | |



Salaries Broken Down by Title

General - Administration

| City Administrator | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
|-------------------------------------|---------------------------|--------------------|----------------------|----------------------|----------------|----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| City Administrator | City of Gahanna | Vacant | \$ 102,830 | \$ 143,962 | Equal to | Bachelor | 5 | | | 1 | | 1 |
| Director of Administration | City of Grandview Heights | \$ 152,309 | \$ 110,000 | \$ 170,000 | Greater than | | | | | 1 | | 1 |
| City Administrator | City of Grove City | \$ 152,000 | \$ 147,000 | \$ 187,000 | Greater than | | 6 | | | 1 | | 1 |
| Director of Administrative Services | City of New Albany | | \$ 131,801 | \$ 164,751 | | | | | | 1 | | 1 |
| City Administrator | City of Pataskala | \$ 104,400 | Contract | Contract | Equal to | Bachelor | | | | 1 | | 1 |
| City Administrator | Delaware County | \$ 156,562 | \$ 120,640 | \$ 162,864 | Greater than | Bachelor | 7 | | | 1 | | 1 |
| Administrator | Madison Township | \$ 77,800 | | | Equal to | | | | | 1 | | 1 |
| Township Administrator | Mifflin Township | \$ 80,000 | \$ 72,450 | \$ 110,000 | | | 5 | | | 1 | | 1 |
| Director of Operations | Violet Township | \$ 144,196 | | | | | | | | 1 | | 1 |
| Village Administrator | Village of Ashville | \$ 65,591 | \$ 43,892 | \$ 87,289 | Equal to | PhD | | | | 1 | | 1 |
| Village Administrator | Village of Shawnee Hills | \$ 26,000 | | | Equal to | | | | 1 | | | 1 |
| Village Administrator | Village of Sunbury | \$ 71,011 | \$ 41,600 | \$ 85,515 | | | | | | 1 | | 1 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 102,987 | \$ 96,277 | \$ 138,923 | | | | | | | | |

| Council Members | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
|----------------------|---------------------------|--------------------|----------------------|----------------------|----------------|-----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| Council Members | City of Bexley | \$ 6,360 | \$ 6,360 | \$ 6,360 | | Associate | | | | 7 | | 7 |
| Council | City of Canal Winchester | \$ 6,921 | \$ 6,592 | \$ 7,251 | | | | | | 7 | | 7 |
| Council Person | City of Circleville | \$ 5,898 | | | | HS or GED | | | 7 | | | 7 |
| City Councilmember | City of Columbus | \$ 58,594 | | | | | | | | 6 | | 6 |
| Council Members | City of Delaware | \$ 8,260 | | | | | | | | 8 | | 8 |
| Council Members | City of Dublin | \$ 11,720 | \$ 11,250 | \$ 12,450 | Equal to | | | | | 5 | | 5 |
| Council Member | City of Gahanna | \$ 9,600 | \$ 9,600 | \$ 9,600 | Equal to | | | | 7 | | | 7 |
| Council Member | City of Grandview Heights | \$ 7,200 | \$ 7,200 | \$ 7,200 | Equal to | | | | | 7 | | 7 |
| Council Member | City of Grove City | \$ 11,000 | | | | | | | | 5 | | 5 |
| Council Member | City of Lancaster | \$ 9,400 | | | | | | | | 9 | | 9 |
| City Council Members | City of Marysville | \$ 7,200 | \$ 7,200 | \$ 7,200 | Equal to | | | | | 7 | | 7 |
| Council Member | City of New Albany | | \$ 11,054 | \$ 11,054 | | | | | | 6 | | 6 |
| Council Member | City of Pataskala | \$ 5,071 | \$ 5,000 | \$ 5,500 | Equal to | | | | | | | 0 |
| Council Member | City of Upper Arlington | \$ 8,203 | \$ 7,920 | \$ 9,240 | Equal to | | | | 7 | | | 7 |
| Council Member | City of Westerville | \$ 9,000 | | | Equal to | | | | | 7 | | 7 |
| Council Member | City of Whitehall | \$ 4,800 | | | | | | | 7 | | | 7 |
| Council Member | City of Worthington | \$ 7,920 | | | Equal to | | | | 7 | | | 7 |
| Trustees | Madison Township | \$ 22,600 | | | Greater than | | | | | 3 | | 3 |
| Trustees | Violet Township | \$ 22,676 | | | | | | | | 3 | | 3 |
| Council Members | Village of Ashville | \$ 4,800 | \$ 3,000 | \$ 7,200 | Equal to | | | | 6 | | | 6 |
| Council Members | Village of Shawnee Hills | \$ 1,200 | | | Equal to | | | | | 6 | | 6 |
| Village Council | Village of Sunbury | \$ 1,900 | \$ 1,900 | \$ 1,900 | | | | | 6 | | | 6 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 10,968 | \$ 7,007 | \$ 7,723 | | | | | | | | |



Salaries Broken Down by Title

General - Administration (Con't.)

| Controller | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
|-----------------------------------|--|--------------------|----------------------|----------------------|----------------|-----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| City Auditor | City of Columbus | \$ 187,304 | | | | | | | | 1 | | 1 |
| Budget Manager | City of Dublin | \$ 97,879 | \$ 78,100 | \$ 114,500 | Equal to | | | | | 1 | | 1 |
| Finance Manager | City of Upper Arlington | \$ 77,908 | \$ 74,169 | \$ 103,837 | Greater than | | | | | 1 | | 1 |
| Deputy City Auditor | City of Whitehall | \$ 80,000 | | | | | | | | 1 | | 1 |
| Finance Administrator | Franklin County Board of Commissioners | \$ 64,022 | \$ 57,366 | \$ 80,329 | Equal to | Bachelor | 3 | | | 5 | | 5 |
| Clerk/Fiscal Officer/Mayors Court | Village of Ashville | \$ 46,897 | \$ 43,466 | \$ 50,329 | Equal to | Associate | | | | 1 | | 1 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 92,335 | \$ 63,275 | \$ 87,249 | | | | | | | | |

| Finance Director | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
|---|--|--------------------|----------------------|----------------------|----------------|-----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| Finance Director | City of Bexley | \$ 101,550 | \$ 84,050 | \$ 105,063 | | Bachelor | | | | 1 | | 1 |
| Finance Director | City of Canal Winchester | \$ 91,988 | \$ 75,245 | \$ 108,730 | Greater than | | | | | 1 | | 1 |
| City Auditor - Elected | City of Circleville | \$ 59,566 | | | | HS or GED | | | 1 | | | 1 |
| Finance & Management Director | City of Columbus | \$ 168,376 | \$ 131,934 | \$ 219,939 | Greater than | | | | | 1 | | 1 |
| Finance Director | City of Delaware | \$ 129,386 | \$ 105,386 | \$ 147,541 | Greater than | | | | | 1 | | 1 |
| Director of Finance | City of Dublin | \$ 149,267 | \$ 110,600 | \$ 162,100 | Equal to | | | | | 1 | | 1 |
| Finance Director | City of Gahanna | \$ 95,202 | \$ 91,518 | \$ 128,126 | Equal to | Bachelor | 7 | | | 1 | | 1 |
| Director of Finance | City of Grandview Heights | \$ 130,978 | \$ 105,000 | \$ 150,000 | Equal to | | | | | 1 | | 1 |
| Finance Director | City of Grove City | \$ 111,404 | \$ 93,600 | \$ 135,200 | Equal to | | 6 | | | 1 | | 1 |
| City Auditor | City of Lancaster | \$ 83,707 | | | | | | | | 1 | | 1 |
| Finance Director | City of Marysville | \$ 100,639 | \$ 90,000 | \$ 120,000 | Equal to | | | | | 1 | | 1 |
| Finance Director | City of New Albany | | \$ 107,951 | \$ 134,939 | | | | | | 1 | | 1 |
| Finance Director | City of Pataskala | \$ 108,417 | Contract | Contract | Equal to | Bachelor | | | | 1 | | 1 |
| Finance Director | City of Upper Arlington | \$ 119,300 | \$ 94,618 | \$ 132,465 | Equal to | | | | | 1 | | 1 |
| City Auditor | City of Whitehall | \$ 80,000 | | | | | | | | 1 | | 1 |
| Fiscal Services Administrator | Delaware County | | | | | | | | | 1 | | 1 |
| Director, Office of Management & Budget Auditor | Franklin County Board of Commissioners | \$ 128,502 | \$ 103,355 | \$ 144,705 | Equal to | Master | 7 | | | 1 | | 1 |
| | Union County | \$ 67,296 | \$ 67,296 | \$ 67,296 | | | | | | 1 | | 1 |
| Fiscal Officer | Madison Township | \$ 31,000 | | | Greater than | | | | | 1 | | 1 |
| Fiscal Officer (part time) | Mifflin Township | \$ 31,064 | \$ 31,064 | \$ 31,064 | | | | | 1 | | | 1 |
| Fiscal Officer | Violet Township | \$ 31,064 | | | | | | | | 1 | | 1 |
| Finance Director | Village of Galena | \$ 36,200 | \$ 30,000 | \$ 36,200 | Greater than | Bachelor | 3 | | | 1 | | 1 |
| Fiscal Officer | Village of Shawnee Hills | \$ 45,094 | | | Greater than | | | | | 1 | | 1 |
| Fiscal Officer | Village of Sunbury | \$ 65,832 | \$ 37,440 | \$ 69,202 | | | | | | 1 | | 1 |
| Finance Director | Village of West Jefferson | | \$ 78,750 | \$ 90,000 | | | | | | 1 | | 1 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 89,356 | \$ 84,577 | \$ 116,622 | | | | | | | | |



Salaries Broken Down by Title

| General - Administration (Con't.) | | | | | | | | | | | | |
|-----------------------------------|--|--------------------|----------------------|----------------------|----------------|-----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| Finance Assistant | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Assistant Finance Director | City of Bexley | \$ 63,913 | \$ 60,936 | \$ 78,797 | | Bachelor | | | | 1 | | 1 |
| Finance Specialist | City of Canal Winchester | \$ 49,681 | \$ 40,498 | \$ 58,864 | Greater than | | | | | 1 | | 1 |
| Deputy Auditor | City of Circleville | \$ 50,272 | \$ 41,711 | \$ 52,122 | Less than | HS or GED | 2 | | | 1 | | 1 |
| Assistant Auditor I | City of Columbus | \$ 50,877 | \$ 44,096 | \$ 66,144 | Equal to | | | | | 5 | | 5 |
| Finance Specialist II | City of Delaware | \$ 97,411 | \$ 89,374 | \$ 100,566 | Equal to | Associate | 7 | | | 6 | | 6 |
| Deputy Director of Finance | City of Dublin | \$ 90,480 | \$ 84,200 | \$ 123,400 | Greater than | | | | | 1 | | 1 |
| Assistant Director of Finance | City of Grandview Heights | \$ 95,187 | \$ 80,000 | \$ 110,000 | Greater than | | | | | 1 | | 1 |
| Acct. Asst/Tax Administrator | City of Grove City | \$ 70,657 | \$ 53,560 | \$ 81,265 | Greater than | | 2 | | | 1 | | 1 |
| Assistant Auditor | City of Lancaster | \$ 67,974 | \$ 52,041 | \$ 67,974 | Equal to | Bachelor | | | | 1 | | 1 |
| Assistant Finance Director | City of Marysville | \$ 71,747 | \$ 65,000 | \$ 80,000 | Equal to | | | | | 1 | | 1 |
| Finance Manager | City of Pataskala | \$ 69,396 | \$ 57,288 | \$ 76,991 | Greater than | | | | | 1 | | 1 |
| Assistant Finance Director | City of Upper Arlington | \$ 88,066 | \$ 84,918 | \$ 118,885 | Equal to | | | | | 1 | | 1 |
| Accounting Assistant | City of Westerville | \$ 50,471 | \$ 42,141 | \$ 58,864 | Greater than | | | | | 7 | | 7 |
| Deputy Auditor | City of Whitehall | \$ 67,750 | \$ 62,608 | \$ 77,813 | | | | | | 1 | | 1 |
| Finance Manager | City of Worthington | \$ 79,181 | | | Equal to | | | | | 1 | | 1 |
| Fiscal Manager | Delaware County | \$ 61,526 | | | Greater than | | | | | 1 | | 1 |
| Benefits Fiscal Assistant | Franklin County Board of Commissioners | \$ 41,308 | \$ 35,963 | \$ 50,356 | Equal to | HS or GED | 2 | | | 1 | | 1 |
| Chief Accounting Officer | Union County | \$ 82,597 | \$ 56,971 | \$ 82,597 | | | | | | 1 | | 1 |
| Assistant Fiscal Officer | Violet Township | \$ 48,410 | | | | | | | | 1 | | 1 |
| Finance Assistant | Village of Galena | \$ 13,500 | \$ 13,500 | \$ 13,500 | Greater than | HS or GED | 3 | | | 1 | | 1 |
| Assistant Finance Director | Village of West Jefferson | | \$ 50,000 | \$ 65,000 | | | | | | | | |
| | | | | | | | | | | | | |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 65,520 | \$ 56,378 | \$ 75,730 | | | | | | | | |

| Assistant City Manager | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
|---|--|--------------------|----------------------|----------------------|----------------|----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| Assistant City Manager | City of Delaware | \$ 110,025 | \$ 87,822 | \$ 122,950 | | | | | | 1 | | 1 |
| Assistant City Manager | City of Dublin | \$ 141,182 | \$ 110,600 | \$ 162,100 | Greater than | | | | | 1 | | 1 |
| Assistant City Manager | City of Upper Arlington | \$ 141,036 | set by council | | Equal to | | | | | 1 | | 1 |
| Assistant City Manager | City of Westerville | \$ 151,382 | \$ 101,774 | \$ 161,179 | Equal to | | | | | 1 | | 1 |
| Assistant City Manager | City of Worthington | \$ 120,420 | | | Equal to | | | | | 1 | | 1 |
| Deputy County Administrator | Franklin County Board of Commissioners | \$ 144,518 | \$ 122,387 | \$ 171,350 | Equal to | Bachelor | 10 | | | 3 | | 3 |
| Assistant County Administrator/Budget Officer | Union County | \$ 78,409 | \$ 63,294 | \$ 91,728 | | | | | | 1 | | 1 |
| Assistant City Manager | Village of Galena | \$ 19,500 | \$ 19,500 | \$ 19,500 | Less than | Bachelor | | | | 1 | | 1 |
| | | | | | | | | | | | | |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 113,309 | \$ 84,230 | \$ 121,468 | | | | | | | | |



Salaries Broken Down by Title

| General - Administration (Con't.) | | | | | | | | | | | | |
|--|--|--------------------|----------------------|----------------------|----------------|-----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| Assistant City Attorney | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Assistant Law Director | City of Circleville | \$ 30,553 | \$ 24,169 | \$ 31,418 | | Bachelor | | | 2 | | | 2 |
| Deputy City Attorney | City of Columbus | \$ 171,642 | \$ 131,934 | \$ 219,939 | | | | | | 1 | | 1 |
| Assistant City Attorney/Assistant Prosecutor | City of Delaware | \$ 57,283 | \$ 55,037 | \$ 64,771 | | | | | | 1 | | 1 |
| City Attorney | City of Gahanna | \$ 65,563 | \$ 65,563 | \$ 65,563 | Equal to | | | | 1 | | | 1 |
| Assistant Law Attorney | City of Marysville | \$ 38,500 | \$ 38,500 | \$ 38,500 | Equal to | | | | | 1 | | 1 |
| Assistant City Attorney | City of Upper Arlington | \$ 80,820 | \$ 79,362 | \$ 111,107 | Equal to | | | | | 2 | | 2 |
| Assistant City Attorney | City of Whitehall | \$ 41,600 | \$ 41,600 | \$ 87,000 | | | | | 1 | | | 1 |
| Assistant Prosecutor | Delaware County | \$ 112,939 | | | | | | | | 1 | | 1 |
| Assistant Prosecuting Attorney | Union County | \$ 74,577 | \$ 63,294 | \$ 91,728 | | | | | | 5 | | 5 |
| AVERAGES | | \$ 74,831 | \$ 62,432 | \$ 88,753 | | | | | | | | |
| Manager of Records Retention | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Director of Court Services | City of Dublin | \$ 97,911 | \$ 84,200 | \$ 123,400 | Greater than | | | | | 1 | | 1 |
| Records Coordinator | City of Gahanna | Vacant | \$ 31,990 | \$ 44,554 | Less than | Associate | 2 | | | 1 | | 1 |
| Records Coordinator | Delaware County | \$ 56,493 | \$ 48,000 | \$ 64,800 | Equal to | Bachelor | 4 | | | 1 | | 1 |
| Clerk to the Board | Franklin County Board of Commissioners | \$ 65,832 | \$ 60,548 | \$ 84,760 | Greater than | Associate | 5 | | | 1 | | 1 |
| Records Manager and Archivist | Union County | | | | | | | | | | | |
| AVERAGES | | \$ 73,412 | \$ 56,185 | \$ 79,378 | | | | | | | | |
| Purchasing Manager | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Procurement Manager | City of Columbus | \$ 104,770 | \$ 85,717 | \$ 128,627 | Equal to | Bachelor | 5 | | | 1 | | 1 |
| Purchasing Administrator | City of Upper Arlington | \$ 86,369 | \$ 61,692 | \$ 86,369 | Equal to | | | | | 1 | | 1 |
| Procurement Coordinator | City of Westerville | \$ 81,910 | \$ 59,093 | \$ 88,504 | Equal to | | | | | 1 | | 1 |
| Director, Purchasing | Franklin County Board of Commissioners | \$ 76,211 | \$ 71,635 | \$ 100,318 | Equal to | Bachelor | 5 | | | 1 | | 1 |
| AVERAGES | | \$ 87,315 | \$ 69,534 | \$ 100,955 | | | | | | | | |



Salaries Broken Down by Title

| General - Administration (Con't.) | | | | | | | | | | | | |
|-----------------------------------|--|--------------------|----------------------|----------------------|----------------|----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| Grants Coordinator | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Grants Management Coordinator | City of Columbus | \$ 79,477 | \$ 75,733 | \$ 113,610 | Equal to | Bachelor | 4 | | | 1 | | 1 |
| Grants Coordinator | Franklin County Board of Commissioners | \$ 61,609 | \$ 54,204 | \$ 75,878 | Equal to | Bachelor | 5 | | | 3 | | 3 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 70,543 | \$ 64,969 | \$ 94,744 | | | | | | | | |
| | | | | | | | | | | | | |
| Municipal Tax Assessor | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Income Tax Administrator | City of Delaware | \$ 78,374 | \$ 75,317 | \$ 88,650 | Greater than | Bachelor | 3 | | | 1 | | 1 |
| Income Tax Administrator | City of Grandview Heights | \$ 72,560 | \$ 70,000 | \$ 81,000 | Greater than | | | | | 2 | | 2 |
| Income Tax Administrator | City of Marysville | \$ 59,598 | \$ 55,000 | \$ 70,000 | Equal to | | | | | 1 | | 1 |
| Income Tax Administrator | City of Westerville | \$ 94,931 | \$ 71,469 | \$ 107,286 | Equal to | | | | | 1 | | 1 |
| Deputy Tax Commissioner | City of Whitehall | \$ 79,747 | \$ 59,592 | \$ 79,768 | | | | | | 1 | | 1 |
| Tax Administrator | Village of Ashville | \$ 37,523 | \$ 29,099 | \$ 45,947 | Equal to | Bachelor | | | 1 | | | 1 |
| Income Tax Clerk | Village of West Jefferson | | \$ 35,173 | \$ 43,410 | | | | | | 1 | | 1 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 70,456 | \$ 56,521 | \$ 73,723 | | | | | | | | |
| | | | | | | | | | | | | |
| Accountant | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Accountant | City of Delaware | \$ 88,650 | \$ 75,317 | \$ 88,650 | Greater than | Bachelor | 3 | | | 1 | | 1 |
| Accounting Specialist | City of Dublin | \$ 58,751 | \$ 37,700 | \$ 55,200 | Equal to | | | | | 2 | | 2 |
| Finance Coordinator | City of Gahanna | \$ 52,094 | \$ 48,211 | \$ 67,495 | Less than | Bachelor | 1 | | | 2 | | 2 |
| Accountant | City of Grandview Heights | \$ 67,225 | \$ 60,000 | \$ 76,000 | Greater than | | | | | 1 | | 1 |
| Accountant | City of Westerville | \$ 78,239 | \$ 53,664 | \$ 80,496 | Equal to | | | | | 1 | | 1 |
| Accountant I & II | Delaware County | \$ 72,509 | | | Equal to | | | | | 2 | | 2 |
| Accountant | Franklin County Board of Commissioners | \$ 51,251 | \$ 44,678 | \$ 62,566 | Equal to | Bachelor | 2 | | | 5 | | 5 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 66,960 | \$ 53,262 | \$ 71,734 | | | | | | | | |



Salaries Broken Down by Title

| General - Administration (Con't.) | | | | | | | | | | | | |
|-----------------------------------|--|--------------------|----------------------|----------------------|----------------|-----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| Accounting Assistant | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Account Clerk 1 | City of Circleville | \$ 14,996 | \$ 12,656 | \$ 15,152 | Equal to | HS or GED | 2 | | 1 | | | 1 |
| Fiscal Assistant II | City of Columbus | \$ 53,643 | \$ 36,858 | \$ 61,318 | Equal to | HS or GED | 4 | | 4 | 21 | | 25 |
| Accounting Assistant | City of Dublin | \$ 59,111 | \$ 37,700 | \$ 55,200 | Equal to | | | | | 1 | | 1 |
| Finance Specialist | City of Lancaster | \$ 47,736 | \$ 36,088 | \$ 47,736 | Equal to | HS or GED | | | | 2 | | 2 |
| Fiscal Manager | City of New Albany | | \$ 59,810 | \$ 83,734 | | | | | | 1 | | 1 |
| Fiscal Technician | City of Upper Arlington | \$ 47,302 | \$ 43,490 | \$ 60,886 | Equal to | | | | | 1 | | 1 |
| Accounting Assistant | City of Westerville | \$ 50,471 | \$ 42,141 | \$ 58,864 | Equal to | | | | | 7 | | 7 |
| Accounting and Tax Clerk | City of Whitehall | \$ 44,803 | \$ 22,880 | \$ 39,520 | | | | | | 1 | | 1 |
| Admin of Fiscal Serv | Delaware County | \$ 111,675 | | | | | | | | 1 | | 1 |
| Fiscal Support Analyst | Franklin County Board of Commissioners | \$ 38,688 | \$ 32,780 | \$ 45,905 | Equal to | Associate | 2 | | | 7 | | 7 |
| Chief Budgetary Officer | Union County | \$ 69,139 | \$ 47,694 | \$ 69,139 | | | | | | 1 | | 1 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 53,756 | \$ 37,210 | \$ 53,745 | | | | | | | | |

| Accounting Clerk | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
|---------------------------------------|--|--------------------|----------------------|----------------------|----------------|-----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| Account Clerk II | City of Circleville | \$ 36,452 | \$ 33,229 | \$ 43,919 | Equal to | HS or GED | 2 | | | 1 | | 1 |
| Fiscal Assistant I | City of Columbus | \$ 51,210 | \$ 33,696 | \$ 58,386 | Equal to | HS or GED | 2 | | | 13 | | 13 |
| Accounting Specialist II | City of Delaware | \$ 47,653 | \$ 44,158 | \$ 51,688 | Greater than | HS or GED | 5 | | | 1 | | 1 |
| Accounting Assistant | City of Dublin | \$ 59,111 | \$ 37,700 | \$ 55,200 | Equal to | | | | | 1 | | 1 |
| Office Support Worker III (Part-time) | City of Gahanna | \$ 36,899 | \$ 31,990 | \$ 44,554 | Equal to | HS or GED | 1 - 2 | | 1 | 0 | | 1 |
| Account Specialist | City of Grove City | \$ 63,440 | \$ 36,920 | \$ 63,440 | Equal to | | 4 | | | 1 | | 1 |
| Accounting & Audit Clerk | City of Marysville | \$ 54,891 | \$ 45,822 | \$ 54,891 | Greater than | | | | | 1 | | 1 |
| Accounts Payable Technician | City of New Albany | | \$ 48,578 | \$ 60,752 | | | | | | 1 | | 1 |
| Accounting Clerk | City of Pataskala | \$ 41,246 | \$ 41,241 | \$ 55,425 | Equal to | | | | | 1 | | 1 |
| Accounting Specialist | City of Whitehall | \$ 47,900 | \$ 41,142 | \$ 51,147 | | | | | | 1 | | 1 |
| Finance Analyst | City of Worthington | \$ 59,158 | \$ 52,590 | \$ 66,116 | Equal to | | | | | 1 | | 1 |
| Payroll Coordinator/Senior Specialist | Delaware County | \$ 41,933 | | | Equal to | | | | | 1 | | 1 |
| Account Clerk 1 | Franklin County Board of Commissioners | \$ 32,843 | \$ 29,619 | \$ 41,475 | Equal to | HS or GED | 2 | | | 17 | | 17 |
| Budgetary Officer | Union County | \$ 78,409 | \$ 63,294 | \$ 91,728 | | | | | | 1 | | 1 |
| Water/Sewer Clerk | Village of West Jefferson | | \$ 35,173 | \$ 43,410 | | | | | | 1 | | 1 |
| | | | | | | | | | | | | 0 |
| | AVERAGES | \$ 50,088 | \$ 41,082 | \$ 55,866 | | | | | | | | |



Salaries Broken Down by Title

| General - Administration (Con't.) | | | | | | | | | | | | |
|-----------------------------------|--|--------------------|----------------------|----------------------|----------------|-----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| Payroll Clerk | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Account Clerk III | City of Circleville | \$ 46,944 | \$ 35,378 | \$ 46,944 | | HS or GED | 2 | | | 1 | | 1 |
| Payroll/Benefits Clerk | City of Columbus | \$ 55,141 | \$ 41,191 | \$ 61,822 | Equal to | HS or GED | 4 | | 1 | 24 | | 25 |
| Financial Specialist II | City of Delaware | \$ 55,120 | \$ 52,874 | \$ 62,275 | Greater than | Bachelor | 5 | | | 1 | | 1 |
| Financial Specialist I | City of Delaware | \$ 97,411 | \$ 89,374 | \$ 100,566 | Equal to | Associate | 7 | | | 6 | | 6 |
| Payroll Specialist | City of Dublin | \$ 69,412 | \$ 53,600 | \$ 78,700 | Greater than | | | | | 2 | | 2 |
| Payroll Coordinator | City of Gahanna | \$ 48,214 | \$ 48,211 | \$ 67,495 | Equal to | HS or GED | 3 | | | 1 | | 1 |
| Payroll Specialist | City of Grove City | \$ 68,931 | \$ 53,560 | \$ 81,265 | Equal to | | 4 | | | 1 | | 1 |
| Payroll Specialist | City of Lancaster | \$ 47,736 | \$ 36,088 | \$ 47,736 | Equal to | HS or GED | | | | 1 | | 1 |
| Payroll Specialist | City of New Albany | | \$ 56,638 | \$ 71,574 | | | | | | 1 | | 1 |
| Payroll Administrator | City of Upper Arlington | \$ 70,339 | \$ 51,799 | \$ 72,518 | Equal to | | | | | 1 | | 1 |
| Payroll Specialist | City of Whitehall | \$ 61,900 | \$ 42,182 | \$ 64,979 | | | | | | 1 | | 1 |
| Finance/Personnel Analyst | City of Worthington | \$ 71,480 | \$ 56,787 | \$ 71,480 | Greater than | | | | | 1 | | 1 |
| Payroll Clerk | Delaware County | \$ 41,933 | | | Equal to | | | | | 1 | | 1 |
| Payroll Specialist 3 | Franklin County Board of Commissioners | \$ 40,164 | \$ 37,544 | \$ 52,582 | Equal to | HS or GED | 3 | | | 4 | | 4 |
| Budgetary Officer | Union County | \$ 69,139 | \$ 47,694 | \$ 69,139 | | | | | | 1 | | 1 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 60,276 | \$ 50,209 | \$ 67,791 | | | | | | | | |

| Executive Administrative Assistant | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
|---------------------------------------|--|--------------------|----------------------|----------------------|----------------|-----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| Administrative Assistant | City of Circleville | \$ 41,230 | \$ 38,985 | \$ 48,734 | Equal to | HS or GED | 4 | | | 1 | | 1 |
| Executive Secretary II | City of Columbus | \$ 60,070 | \$ 44,096 | \$ 66,144 | Equal to | | | | | 16 | | 16 |
| Executive Assistant | City of Delaware | \$ 57,325 | \$ 52,874 | \$ 62,275 | Greater than | Associate | 5 | | | 1 | | 1 |
| Administrative Support III | City of Dublin | \$ 61,286 | \$ 47,500 | \$ 69,600 | Equal to | | | | | 9 | | 9 |
| Administrative Assistant | City of Gahanna | \$ 43,108 | \$ 38,187 | \$ 53,462 | Equal to | Associate | 3 - 5 | | | 2 | | 2 |
| Executive and Commissions Assistant | City of Grove City | \$ 74,235 | \$ 53,560 | \$ 81,265 | Greater than | | | | | 1 | | 1 |
| Administrative Secretary | City of Grandview Heights | \$ 81,187 | \$ 50,000 | \$ 84,000 | Equal to | | | | | 1 | | 1 |
| Executive Assistant | City of Lancaster | \$ 50,856 | \$ 38,251 | \$ 50,856 | Equal to | HS or GED | | | | 1 | | 1 |
| Sr. Executive Assistant | City of Marysville | \$ 61,964 | \$ 55,000 | \$ 70,000 | Equal to | | | | | 1 | | 1 |
| Administrative Services Coordinator | City of New Albany | \$ 60,603 | \$ 75,791 | | | | | | | 1 | 1 | 1 |
| Executive Secretary | City of Upper Arlington | \$ 67,769 | \$ 48,866 | \$ 68,412 | Equal to | | | | | 1 | | 1 |
| Administrative Assistant to the Mayor | City of Whitehall | \$ 66,300 | \$ 47,715 | \$ 67,995 | | | | | | 1 | | 1 |
| Clerk to Board of Commission | Delaware County | \$ 53,227 | \$ 43,992 | \$ 59,389 | Greater than | Associate | 5 | | | 1 | | 1 |
| Executive Assistant | Franklin County Board of Commissioners | \$ 54,995 | \$ 47,860 | \$ 66,996 | Equal to | Associate | 5 | | | 2 | | 2 |
| Clerk to the Board/Office Assistant | Union County | \$ 43,758 | \$ 41,246 | \$ 59,800 | | | | | | 1 | | 1 |
| Executive Assistant II | Madison Township | \$ 43,100 | | | Equal to | | | | | 1 | | 1 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 57,563 | \$ 48,262 | \$ 64,923 | | | | | | | | |



Salaries Broken Down by Title

| General - Administration (Con't.) | | | | | | | | | | | | |
|---|--|--------------------|----------------------|----------------------|----------------|-----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| Administrative Assistant | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Executive Assistant | City of Bexley | \$ 52,453 | \$ 57,782 | \$ 68,291 | | | | | | 1 | | 1 |
| Administrative Assistant | City of Canal Winchester | \$ 42,401 | \$ 35,610 | \$ 49,192 | Equal to | | | | 1 | 1 | | 2 |
| Secretary III | City of Circleville | \$ 44,965 | \$ 34,077 | \$ 44,965 | Equal to | HS or GED | 2 | | | 2 | | 2 |
| Office Assistant II | City of Columbus | \$ 52,166 | \$ 36,858 | \$ 58,386 | Equal to | HS or GED | 3 | | 10 | 89 | | 99 |
| Administrative Assistant | City of Delaware | \$ 44,788 | \$ 38,813 | \$ 46,280 | Equal to | HS or GED | 2 | | | 4 | | 4 |
| Administrative Support II | City of Dublin | \$ 52,513 | \$ 41,900 | \$ 61,400 | Greater than | | | | | 12 | | 12 |
| Office Support Worker III (Part-time) | City of Gahanna | \$ 35,506 | \$ 31,990 | \$ 44,554 | Equal to | HS or GED | 1 - 5 | | 3 | | | 3 |
| Administrative Secretary II | City of Grove City | \$ 52,582 | \$ 37,939 | \$ 57,574 | Greater than | | 2 | | | 1 | | 1 |
| Administrative Assistant | City of Lancaster | \$ 47,736 | \$ 35,380 | \$ 49,150 | Equal to | HS or GED | | | | 10 | | 10 |
| Administrative Assistant | City of Upper Arlington | \$ 50,885 | \$ 43,490 | \$ 60,886 | Equal to | | | | | 11 | | 11 |
| Administrative Assistant | City of Westerville | \$ 53,388 | \$ 42,141 | \$ 58,864 | Equal to | | | | | 12 | | 12 |
| Administrative Assistant | City of Whitehall | \$ 44,179 | \$ 40,144 | \$ 54,059 | | | | | 1 | 4 | | 5 |
| Assistant Clerk to BOC | Delaware County | \$ 41,226 | \$ 32,970 | \$ 44,509 | Greater than | Associate | | | | 1 | | 1 |
| Administrative Assistant 1 | Franklin County Board of Commissioners | \$ 39,270 | \$ 37,544 | \$ 52,582 | Equal to | Associate | 3 | | | 4 | | 4 |
| Administrative Assistant | Union County | \$ 41,187 | \$ 30,555 | \$ 45,011 | | | | | | 3 | | 3 |
| Administrative Assistant | Madison Township | | \$ 20,800 | \$ 32,000 | Equal to | | | | | 1 | | 1 |
| Administrative Assistant/Mayors Court Clerk | Village of Sunbury | \$ 48,984 | \$ 20,800 | \$ 48,984 | | | | | | 1 | | 1 |
| Village Administrative Clerk | Village of West Jefferson | | \$ 34,320 | \$ 43,181 | | | | | 1 | | | 1 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 46,514 | \$ 36,284 | \$ 51,104 | | | | | | | | |

| Secretary/Administrative Clerk | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
|--|--|--------------------|----------------------|----------------------|----------------|-----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| Secretary | City of Circleville | | | | | | | | | | | |
| Administrative Secretary | City of Columbus | \$ 57,741 | \$ 46,127 | \$ 69,190 | Equal to | | 5 | | 1 | 21 | | 22 |
| Admin Assistant | City of Delaware | \$ 44,788 | \$ 38,813 | \$ 46,280 | Equal to | HS or GED | 2 | | | 4 | | 4 |
| Department Secretary | City of Grandview Heights | \$ 47,000 | \$ 37,200 | \$ 68,000 | Equal to | | | | | 5 | | 5 |
| Administrative Secretary I | City of Grove City | \$ 47,873 | \$ 35,713 | \$ 54,184 | Greater than | | 2 | | | 5 | | 5 |
| Administrative Secretary/Receptionist | City of Pataskala | \$ 44,491 | \$ 41,942 | \$ 56,367 | Equal to | | | | | 1 | | 1 |
| Administrative Support | City of Westerville | \$ 49,080 | \$ 38,168 | \$ 53,456 | Equal to | | | | | 5 | | 5 |
| Tax Clerk (PT) | City of Whitehall | \$ 44,803 | \$ 22,880 | \$ 39,520 | | | | | | 1 | | 1 |
| Permit Clerk | Delaware County | \$ 41,933 | | | Equal to | | | | | 1 | | 1 |
| Administrative Secretary 1 | Franklin County Board of Commissioners | \$ 34,694 | \$ 31,200 | \$ 43,700 | Equal to | HS or GED | 1 | | | 13 | | 13 |
| Administrative Assistant | Union County | \$ 41,187 | \$ 30,555 | \$ 45,011 | | | | | | 3 | | 3 |
| Administrative Specialist/Administrative Support | Madison Township | | \$ 20,800 | \$ 32,000 | Equal to | | | | | 1 | | 1 |
| Utility Clerk | Village of Ashville | \$ 29,120 | \$ 20,925 | \$ 37,294 | Equal to | Associate | | | | 1 | | 1 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 43,883 | \$ 33,120 | \$ 49,546 | | | | | | | | |



Salaries Broken Down by Title

| General - Administration (Con't.) | | | | | | | | | | | | |
|-------------------------------------|--|--------------------|----------------------|----------------------|----------------|-----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| Receptionist | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Receptionist | City of Bexley | \$ 36,072 | \$ 34,146 | \$ 45,703 | | | | | | 1 | | 1 |
| Secretary I | City of Circleville | \$ 14,314 | \$ 12,656 | \$ 15,152 | Greater than | HS or GED | 2 | | 1 | | | 1 |
| Office Assistant I | City of Columbus | \$ 48,526 | \$ 33,696 | \$ 57,262 | Greater than | HS or GED | 1 | | 13 | 76 | | 89 |
| Receptionist | City of Delaware | \$ 31,290 | \$ 30,493 | \$ 35,672 | Equal to | HS or GED | | | 3 | | | 3 |
| Administrative Support I | City of Dublin | \$ 44,888 | \$ 33,700 | \$ 49,400 | Equal to | | | | | 2 | | 2 |
| Office Support Worker I (Part-time) | City of Gahanna | \$13.64/hour | \$ 25,668 | \$ 35,755 | Equal to | HS or GED | 1 - 2 | | 2 | | | 2 |
| Customer Service Representative | City of Marysville | \$ 29,848 | \$ 29,162 | \$ 35,027 | Equal to | | | | | 1 | | 1 |
| Staff Assistant | Delaware County | \$ 39,728 | \$ 38,085 | \$ 51,414 | Equal to | Bachelor | 3 | | | 1 | | 1 |
| Receptionist | Franklin County Board of Commissioners | \$ 29,036 | \$ 28,475 | \$ 39,249 | Equal to | HS or GED | 6 mos. | | | 1 | | 1 |
| Administrative Support | Union County | \$ 36,317 | \$ 29,037 | \$ 40,622 | | | | | | 1 | | 1 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 34,447 | \$ 29,512 | \$ 40,526 | | | | | | | | |
| Clerk Typist | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Office Assistant II | City of Columbus | \$ 52,166 | \$ 36,858 | \$ 58,386 | Equal to | HS or GED | 3 | | 10 | 89 | | 99 |
| Clerk | City of New Albany | | \$ 51,414 | \$ 64,564 | Less than | | | | | 1 | | 1 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 52,166 | \$ 44,136 | \$ 61,475 | | | | | | | | |
| Mailroom Clerk | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Mail Clerk | City of Columbus | \$ 46,322 | \$ 32,448 | \$ 51,709 | Equal to | HS or GED | | | | 7 | | 7 |
| Mailroom Clerk | Delaware County | \$ 29,182 | \$ 23,795 | \$ 32,124 | Equal to | HS or GED | | | | 1 | | 1 |
| Mail Processor | Franklin County Board of Commissioners | \$ 30,118 | \$ 28,475 | \$ 39,249 | Equal to | HS or GED | 1 | | | 3 | | 3 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 35,207 | \$ 28,239 | \$ 41,027 | | | | | | | | |



Salaries Broken Down by Title

| Court Administration | | | | | | | | | | | | |
|--------------------------------|---------------------------|--------------------|----------------------|----------------------|----------------|-----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| Clerk of Courts | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Clerk of Court | City of Bexley | \$ 64,351 | \$ 44,652 | \$ 68,291 | | | | | | 1 | | 1 |
| Clerk of Court | City of Canal Winchester | \$ 49,681 | \$ 40,498 | \$ 58,864 | Equal to | | | | | 1 | | 1 |
| City Council Clerk | City of Circleville | \$ 7,962 | \$ 12,656 | \$ 15,152 | Less than | HS or GED | | | 1 | | | 1 |
| Clerk of Court | City of Delaware | \$ 117,980 | | | | | | | | 1 | | 1 |
| Court Clerk | City of Dublin | \$ 48,672 | \$ 41,900 | \$ 61,400 | Equal to | | | | | 1 | | 1 |
| Director of Court Services | City of Gahanna | \$ 74,568 | \$ 68,388 | \$ 95,743 | Equal to | Associate | 4 - 5 | | | 1 | | 1 |
| Clerk of Court | City of Grandview Heights | \$ 54,600 | \$ 40,000 | \$ 65,000 | Equal to | | | | | 1 | | 1 |
| Account Specialist | City of Grove City | \$ 63,440 | \$ 36,920 | \$ 63,440 | Equal to | | 2 | | | 1 | | 1 |
| Clerk of Court | City of New Albany | | \$ 51,414 | \$ 64,564 | Less than | | | | | 1 | | 1 |
| Clerk of Court | City of Pataskala | \$ 54,529 | \$ 45,667 | \$ 61,373 | Equal to | | | | | 1 | | 1 |
| Clerk of Court | City of Upper Arlington | \$ 69,748 | \$ 54,905 | \$ 76,868 | Equal to | | | | | 1 | | 1 |
| Clerk of Court | City of Westerville | \$ 91,416 | \$ 59,093 | \$ 88,504 | Equal to | | | | | 1 | | 1 |
| Clerk of Court | City of Whitehall | \$ 68,000 | \$ 58,136 | \$ 72,238 | | | | | | 1 | | 1 |
| Clerk of Court | City of Worthington | \$ 62,414 | | | Equal to | | | | | 1 | | 1 |
| Clerk of Court | Delaware County | \$ 67,525 | Elected | | | | | | | 1 | | 1 |
| Clerk of Court | Union County | \$ 49,813 | \$ 49,813 | \$ 49,813 | | | | | | 1 | | 1 |
| Clerk of Court | Village of Shawnee Hills | \$ 18,533 | | | Equal to | | | | 1 | | | 1 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 60,202 | \$ 46,465 | \$ 64,712 | | | | | | | | |
| | | | | | | | | | | | | |
| Probation Officer | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Probation Officer | City of Circleville | | | | | | | | | | | |
| Community Control Officer | City of Delaware | \$ 41,522 | \$ 34,000 | \$ 58,240 | | Associate | 3 | | | 4 | | 4 |
| Probation Officer | City of Lancaster | \$ 47,736 | \$ 36,088 | \$ 47,736 | Equal to | HS or GED | | | | 9 | | 9 |
| Probation Officer | City of New Albany | | \$ 56,638 | \$ 71,574 | Equal to | | | | | 1 | | 1 |
| Criminal Justice Administrator | City of Upper Arlington | \$ 91,552 | \$ 65,394 | \$ 91,552 | Equal to | | | | | 1 | | 1 |
| Probation Officer | Delaware County | \$ 43,705 | | | Equal to | | | | | 10 | | 10 |
| Probation Officer | Union County | \$ 43,080 | \$ 30,555 | \$ 42,786 | | | | | | 6 | | 6 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 53,519 | \$ 44,535 | \$ 62,378 | | | | | | | | |



Salaries Broken Down by Title

| Court Administration (Con't.) | | | | | | | | | | | | |
|-------------------------------|---------------------------|--------------------|----------------------|----------------------|----------------|-----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| Clerk of Council | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Auditor/Clerk of Council | City of Bexley | \$ 26,000 | \$ 26,000 | \$ 26,000 | | | | | 1 | | | 1 |
| Clerk of Council | City of Canal Winchester | \$ 43,077 | \$ 35,610 | \$ 50,544 | Equal to | | | | | | | |
| Council Clerk | City of Circleville | \$ 7,962 | \$ 12,656 | \$ 15,152 | Less than | HS or GED | | | 1 | | | 1 |
| City Clerk | City of Columbus | \$ 145,558 | \$ 97,074 | \$ 145,558 | | | | | | 1 | | 1 |
| Clerk of Council | City of Delaware | \$ 50,003 | | | | | | | | 1 | | 1 |
| Clerk of Council | City of Dublin | \$ 99,996 | | | Equal to | | | | | 1 | | 1 |
| Clerk of Council | City of Gahanna | Vacant | \$ 72,491 | \$ 101,488 | Equal to | Associate | 5 | | | | | |
| Clerk of Council | City of Grandview Heights | \$ 9,742 | | | Equal to | | | | 1 | | | 1 |
| Clerk of Council | City of Grove City | \$ 89,256 | NA | NA | | | | | | 1 | | 1 |
| Clerk of Council | City of Marysville | \$ 52,275 | \$ 50,000 | \$ 65,000 | Equal to | | | | | 1 | | 1 |
| Clerk of Council | City of New Albany | | \$ 56,638 | \$ 71,574 | Equal to | | | | | 1 | | 1 |
| Clerk of Council | City of Pataskala | \$ 50,616 | \$ 37,663 | \$ 50,616 | Equal to | | | | | 1 | | 1 |
| City Clerk | City of Upper Arlington | \$ 81,931 | Set by council | | Equal to | | | | | 1 | | 1 |
| Clerk of Council | City of Westerville | \$ 84,510 | \$ 59,093 | \$ 94,058 | Equal to | | | | | 1 | | 1 |
| Clerk of Council | City of Whitehall | \$ 59,509 | \$ 52,000 | \$ 73,611 | | | | | | 1 | | 1 |
| Clerk of Council | Village of West Jefferson | | \$ 36,483 | \$ 45,947 | | | | | 1 | | | 1 |
| | AVERAGES | \$ 61,572 | \$ 48,701 | \$ 67,232 | | | | | | | | |

| Deputy Clerk of Council | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
|-------------------------|-------------------------|--------------------|----------------------|----------------------|----------------|-----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| Deputy City Clerk | City of Columbus | \$ 86,632 | \$ 85,717 | \$ 128,627 | | | | | | 1 | | 1 |
| Deputy Clerk of Counsel | City of Dublin | \$ 70,075 | \$ 47,500 | \$ 69,600 | Equal to | | | | | 2 | | 2 |
| Deputy Clerk of Court | City of Whitehall | \$ 61,000 | \$ 50,107 | \$ 59,509 | | | | | | 1 | | 1 |
| Deputy Clerk of Council | City of Gahanna | \$ 61,318 | \$ 51,103 | \$ 71,545 | Greater than | Associate | 2 | | | 1 | | 1 |
| Deputy City Clerk | City of Upper Arlington | \$ 58,436 | \$ 54,905 | \$ 76,868 | Equal to | | | | | 1 | | 1 |
| | AVERAGES | \$ 67,492 | \$ 57,867 | \$ 81,230 | | | | | | | | |



Salaries Broken Down by Title

| Development - Planning | | | | | | | | | | | | |
|--|--|--------------------|----------------------|----------------------|----------------|-----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| Director of Development | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Development Director | City of Canal Winchester | \$ 91,988 | \$ 75,245 | \$ 108,730 | Equal to | | | | | 1 | | 1 |
| Development Director | City of Columbus | \$ 180,794 | \$ 131,934 | \$ 219,939 | | | | | | 1 | | 1 |
| Director of Development | City of Delaware | \$ 112,570 | \$ 87,822 | \$ 122,950 | Equal to | Master | 5 | | | 1 | | 1 |
| Director of Development | City of Dublin | \$ 156,731 | \$ 110,600 | \$ 162,100 | Equal to | | | | | 1 | | 1 |
| Director of Planning and Development | City of Gahanna | \$ 99,424 | \$ 76,841 | \$ 107,577 | Equal to | Master | 7 - 10 | | | 1 | | 1 |
| Director of Building and Zoning | City of Grandview Heights | \$ 106,771 | \$ 85,000 | \$ 130,000 | Greater than | | | | | 1 | | 1 |
| Director of Development | City of Grove City | \$ 104,208 | \$ 93,600 | \$ 135,200 | Equal to | | 5 | | | 1 | | 1 |
| Director of Community Development | City of New Albany | | \$ 107,951 | \$ 114,939 | Greater than | | | | | | | |
| Director | City of Pataskala | \$ 89,369 | \$ 84,239 | \$ 113,210 | Equal to | | | | | 1 | | 1 |
| Community & Economic Development Director | City of Upper Arlington | \$ 108,777 | \$ 84,918 | \$ 118,885 | Equal to | | | | | 2 | | 2 |
| Director of Development | City of Westerville | \$ 146,494 | \$ 91,562 | \$ 146,494 | Equal to | | | | | 1 | | 1 |
| Director of Development | City of Whitehall | \$ 85,000 | \$ 80,142 | \$ 102,107 | | | | | | 1 | | 1 |
| Planning Director | City of Worthington | \$ 107,268 | | | Equal to | | | | | 1 | | 1 |
| Director of Economic Development | Delaware County | \$ 120,515 | \$ 97,760 | \$ 131,976 | Greater than | Master | 5 | | | 1 | | 1 |
| Director, Economic Development & Planning | Franklin County Board of Commissioners | \$ 153,670 | \$ 90,667 | \$ 126,942 | Equal to | Master | 7 | | | 1 | | 1 |
| Economic Development Director | Union County | \$ 98,241 | \$ 70,283 | \$ 101,962 | | | | | | 1 | | 1 |
| Director of Development | Violet Township | \$ 85,696 | | | | | | | | 1 | 1 | 1 |
| | AVERAGES | \$ 103,993 | \$ 81,983 | \$ 108,656 | Equal to | | | | | 1.0830902 | | 1.08309016 |
| Zoning/Compliance Officer | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Zoning Inspector (part-time) | City of Circleville | | | | | | | | | | | |
| Zoning/Compliance Officer | City of Delaware | \$ 51,230 | \$ 46,342 | \$ 54,558 | Equal to | Bachelor | 1 | | | 1 | | 1 |
| Zoning Inspector/Code Enforcement Officer | City of Dublin | \$ 54,690 | \$ 41,900 | \$ 61,400 | Equal to | | | | | 5 | | 5 |
| Code Enforcement Officer | City of Gahanna | \$ 58,365 | \$ 46,384 | \$ 58,365 | Equal to | HS or GED | | | | 1 | | 1 |
| Building Inspector Tech | City of Grandview Heights | \$ 73,776 | \$ 50,000 | \$ 87,000 | Greater than | | | | | 2 | | 2 |
| Planning & Zoning Coordinator | City of Grove City | \$ 71,760 | \$ 47,300 | \$ 71,760 | | | | | | 1 | | 1 |
| Building Administrator | City of Lancaster | \$ 66,497 | \$ 50,980 | \$ 66,497 | Equal to | HS or GED | | | | 1 | | 1 |
| Code Enforcement Officer | City of Marysville | \$ 58,209 | \$ 50,000 | \$ 65,000 | Equal to | | | | | 1 | | 1 |
| Zoning Officer | City of New Albany | | \$ 51,141 | \$ 64,564 | Equal to | | | | | 1 | | 1 |
| Zoning Inspector | City of Pataskala | \$ 46,426 | \$ 44,678 | \$ 51,730 | Equal to | | | | | 1 | | 1 |
| Code Compliance Officer | City of Upper Arlington | \$ 72,693 | \$ 58,200 | \$ 81,480 | Equal to | | | | | 2 | | 2 |
| Enforcement Supervisor | City of Westerville | \$ 90,438 | \$ 71,469 | \$ 107,286 | Equal to | | | | | 1 | | 1 |
| Code Enforcement Officer | City of Whitehall | \$ 60,000 | \$ 45,760 | \$ 61,485 | | | | | | 1 | | 1 |
| Zoning Enforcement Officer | Franklin County Board of Commissioners | \$ 41,953 | \$ 39,124 | \$ 54,787 | Equal to | Associate | 3 | | | 2 | | 2 |
| Zoning/Compliance Officer | Violet Township | \$ 77,376 | | | | | | | | 1 | | 1 |
| Building/Planning & Zoning/Information Coordinator | Village of Ashville | \$ 37,523 | \$ 29,099 | \$ 45,947 | Equal to | Bachelor | | | | 1 | | 1 |
| Zoning/Compliance Officer | Village of Galena | \$ 40,752 | \$ 40,752 | \$ 38,500 | Greater than | Bachelor | 10 | | | 1 | | 1 |
| Zoning/Compliance Officer | Village of Shawnee Hills | \$ 38,979 | | | Equal to | | | | | 1 | | 1 |
| Zoning and Code Enforcement Inspector | Village of West Jefferson | | \$ 38,272 | \$ 44,200 | | | | | | 1 | | 1 |
| | AVERAGES | \$ 58,792 | \$ 46,963 | \$ 63,410 | | | | | | | | |



Salaries Broken Down by Title

| Development - Planning (Con't.) | | | | | | | | | | | | |
|-----------------------------------|--|--------------------|----------------------|----------------------|----------------|----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| Zoning Administrator | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Planning and Zoning Administrator | City of Canal Winchester | \$ 63,358 | \$ 52,413 | \$ 74,302 | Equal to | | | | | 1 | | 1 |
| Chief Zoning Official | City of Columbus | \$ 113,589 | \$ 75,733 | \$ 113,610 | Equal to | Bachelor | 8 | | | 1 | | 1 |
| Zoning Administrator | City of Delaware | \$ 88,650 | \$ 75,317 | \$ 88,650 | | Master | 5 | | | 1 | | 1 |
| Planning & Zoning Administrator | City of Gahanna | \$ 67,205 | \$ 60,865 | \$ 85,211 | Equal to | Bachelor | 4 - 5 | | | 1 | | 1 |
| Zoning Administrator | City of Marysville | \$ 63,728 | \$ 55,000 | \$ 70,000 | Equal to | | | | | 1 | | 1 |
| Senior Planner | City of Upper Arlington | vacant | | | Equal to | | | | | | | |
| Code Inspector II | City of Westerville | \$ 76,715 | \$ 59,093 | \$ 88,504 | Equal to | | | | | 1 | | 1 |
| Planning Administrator | Franklin County Board of Commissioners | \$ 73,756 | \$ 57,366 | \$ 80,329 | Equal to | Bachelor | 5 | | | 2 | | 2 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 78,143 | \$ 62,255 | \$ 85,801 | | | | | | | | |
| Planner | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Planner II | City of Columbus | \$ 64,501 | \$ 57,845 | \$ 86,803 | Equal to | Bachelor | 2 | | | 25 | | 25 |
| Planner | City of Delaware | \$ 88,650 | \$ 75,317 | \$ 88,650 | Equal to | Master | 5 | | | 1 | | 1 |
| Planner I | City of Dublin | \$ 58,280 | \$ 53,600 | \$ 78,700 | Greater than | | | | | 3 | | 3 |
| Planner | City of Grove City | \$ 56,118 | \$ 47,300 | \$ 71,760 | | | 2 | | | 1 | | 1 |
| City Planner | City of Marysville | \$ 74,854 | \$ 65,000 | \$ 80,000 | Equal to | | | | | 1 | | 1 |
| Planner | City of Pataskala | \$ 54,902 | \$ 54,902 | \$ 73,784 | Equal to | | | | | 1 | | 1 |
| Planning Officer | City of Upper Arlington | \$ 73,397 | \$ 58,200 | \$ 81,480 | Equal to | | | | | 1 | | 1 |
| Planner | City of Westerville | \$ 67,954 | \$ 53,664 | \$ 80,496 | Equal to | | | | | 1 | | 1 |
| Planning Coordinator | City of Worthington | \$ 83,724 | | | Equal to | | | | | 1 | | 1 |
| Planner | Franklin County Board of Commissioners | \$ 55,078 | \$ 51,022 | \$ 71,448 | Equal to | Bachelor | 3 | | | 3 | | 3 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 67,746 | \$ 57,428 | \$ 79,236 | | | | | | | | |

53



Salaries Broken Down by Title

| Police Department (Con't.) | | | | | | | | | | | | |
|----------------------------|---------------------------|--------------------|----------------------|----------------------|----------------|-----------|---|-------------------|--------------|--------------|--------------|--------------|
| Police Lieutenant | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Police Lieutenant | City of Columbus | \$ 121,992 | \$ 121,992 | \$ 121,992 | Equal to | | 1 as permanent appointee as Police Sergeant | | | 57 | | 57 |
| Police Lieutenant | City of Dublin | \$ 119,984 | \$ 91,400 | \$ 134,100 | Equal to | | | | | 2 | | 2 |
| Lieutenant | City of Gahanna | \$ 116,179 | \$ 108,756 | \$ 116,179 | Equal to | HS or GED | 1 | | | 1 | | 1 |
| Police Lieutenant | City of Grove City | \$ 119,683 | NA | NA | Equal to | | 1 | | | 3 | | 3 |
| Police Lieutenant | City of Lancaster | \$ 89,477 | | | Equal to | HS or GED | | | | 4 | | 4 |
| Police Lieutenant | City of Upper Arlington | \$ 122,847 | \$ 122,847 | \$ 122,847 | Equal to | | | | | 1 | | 1 |
| Police Lieutenant | City of Worthington | \$ 109,456 | \$ 107,415 | \$ 111,498 | Equal to | | | | | 2 | | 2 |
| Lieutenant | Union County | \$ 83,897 | \$ 56,971 | \$ 82,597 | | | | | | 3 | | 3 |
| Police Lieutenant | Mifflin Township | | | | | | | | | | | 0 |
| Police Lieutenant | Village of Ashville | \$ 26,518 | \$ 1,888 | \$ 51,147 | Equal to | Bachelor | | | | 1 | | 1 |
| Police Lieutenant | Village of Shawnee Hills | \$ 41,246 | | | Equal to | | | | | 1 | | 1 |
| Police Lieutenant | Village of West Jefferson | | \$ 54,850 | \$ 65,645 | | | | | | 1 | | 1 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 95,128 | \$ 83,265 | \$ 100,751 | | | | | | | | |

| Police Sergeant | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
|-----------------|---------------------------|--------------------|----------------------|----------------------|----------------|-----------|--------------------|-------------------|--------------|--------------|--------------|--------------|
| Police Sergeant | City of Bexley | \$ 107,869 | \$ 107,869 | \$ 107,869 | | HS or GED | | | | 5 | | 5 |
| Police Sergeant | City of Circleville | \$ 60,465 | \$ 58,364 | \$ 60,465 | Equal to | HS or GED | 3 | | | 4 | | 4 |
| Police Sergeant | City of Columbus | \$ 103,376 | \$ 103,376 | \$ 103,376 | Equal to | | 3 + Police Officer | | | 225 | | 225 |
| Police Sergeant | City of Delaware | \$ 92,914 | \$ 86,403 | \$ 92,914 | Equal to | HS or GED | 2 | | | 6 | | 6 |
| Police Sergeant | City of Dublin | \$ 111,097 | \$ 108,123 | \$ 108,123 | Equal to | | | | | 6 | | 6 |
| Sergeant | City of Gahanna | \$ 103,882 | \$ 95,692 | \$ 103,882 | Equal to | HS or GED | | | | 6 | | 6 |
| Police Sergeant | City of Grandview Heights | \$ 101,355 | \$ 101,355 | \$ 101,355 | Greater than | | | | | 5 | | 5 |
| Police Sergeant | City of Grove City | \$ 106,204 | NA | NA | Equal to | | 5 | | | 1 | | 1 |
| Police Sergeant | City of Lancaster | \$ 78,463 | | | Equal to | HS or GED | | | | 4 | | 4 |
| Police Sergeant | City of Marysville | \$ 89,167 | \$ 89,167 | \$ 89,167 | Equal to | | | | | | | |
| Police Sergeant | City of New Albany | | \$ 91,839 | \$ 108,610 | Greater than | | | | | 1 | | 1 |
| Sergeant | City of Pataskala | \$ 64,655 | \$ 58,282 | \$ 65,520 | Equal to | | | | | 5 | | 5 |
| Police Sergeant | City of Upper Arlington | \$ 106,746 | \$ 106,746 | \$ 106,746 | Equal to | | | | | 7 | | 7 |
| Police Sergeant | City of Whitehall | \$ 108,680 | | \$ 108,680 | | | | | | 8 | | 8 |
| Police Sergeant | Madison Township | | \$ 79,000 | \$ 80,000 | Equal to | | | | | 3 | | 3 |
| Police Sergeant | Village of Ashville | \$ 42,848 | \$ 36,899 | \$ 48,766 | Equal to | Bachelor | | | | 2 | | 2 |
| Sergeant | Village of Sunbury | \$ 57,200 | \$ 34,320 | \$ 65,104 | | | | | | 1 | | 1 |
| Police Sergeant | Village of West Jefferson | | \$ 51,584 | \$ 62,899 | | | | | | 3 | | 3 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 88,995 | \$ 80,601 | \$ 88,342 | | | | | | | | |



Salaries Broken Down by Title

| Police Department (Con't.) | | | | | | | | | | | | |
|----------------------------|---------------------------|--------------------|----------------------|----------------------|----------------|-----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| Police Officer | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Police Officer | City of Bexley | \$ 87,745 | \$ 55,162 | \$ 93,350 | | HS or GED | | | | 21 | | 21 |
| Police Officer | City of Circleville | \$ 50,600 | \$ 40,913 | \$ 54,454 | Equal to | HS or GED | | | | 16 | | 16 |
| Police Officer | City of Columbus | \$ 83,762 | \$ 57,221 | \$ 87,610 | Equal to | HS or GED | | | | 1612 | | 1612 |
| Police Officer | City of Delaware | \$ 77,591 | \$ 57,990 | \$ 80,808 | Equal to | HS or GED | | | | 41 | | 41 |
| Police Officer | City of Dublin | \$ 95,362 | \$ 57,474 | \$ 92,810 | Equal to | | | | | 57 | | 57 |
| Police Officer | City of Gahanna | \$ 86,778 | \$ 47,541 | \$ 90,344 | Equal to | HS or GED | | | 1 | 37 | | 38 |
| Police Officer | City of Grove City | | \$ 52,731 | \$ 92,149 | Equal to | | | | | | | |
| Police Officer | City of Grandview Heights | \$ 82,091 | \$ 58,758 | \$ 88,282 | Equal to | | | | | 12 | | 12 |
| Police Officer | City of Lancaster | \$ 68,829 | \$ 49,968 | \$ 68,829 | Equal to | HS or GED | | | | 55 | | 55 |
| Police Officer | City of Marysville | \$ 74,099 | \$ 48,007 | \$ 74,099 | Equal to | | | | | | | |
| Police Officer | City of New Albany | | \$ 57,799 | \$ 87,114 | | | | | | | | |
| Officer | City of Pataskala | \$ 47,579 | \$ 41,288 | \$ 52,957 | Equal to | | | | 1 | 13 | | 14 |
| Police Officer | City of Upper Arlington | \$ 85,746 | \$ 58,913 | \$ 92,903 | Equal to | | | | | 33 | | 33 |
| Police Officer | City of Whitehall | \$ 94,286 | \$ 64,230 | \$ 94,286 | | | | | | 37 | | 37 |
| Police Officer | City of Worthington | \$ 79,267 | \$ 58,787 | \$ 88,024 | Equal to | | | | | 26 | | 26 |
| Deputy Sheriff | Union County | \$ 94,037 | \$ 63,294 | \$ 91,728 | | | | | | 1 | | 1 |
| Police Officer | Madison Township | | \$ 36,100 | \$ 68,000 | Equal to | | | | | 12 | | 12 |
| Police Officer | Village of Ashville | \$ 38,210 | \$ 32,278 | \$ 42,141 | Equal to | Associate | | | | 5 | | 5 |
| Police Officer | Village of Shawnee Hills | \$ 29,120 | | | Equal to | | | | | 3 | | 3 |
| Police Officer | Village of Sunbury | \$ 45,760 | \$ 29,120 | \$ 59,634 | | | | | 3 | 10 | | 13 |
| Patrolman | Village of West Jefferson | | \$ 47,570 | \$ 58,906 | | | | | | 8 | | 8 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 71,815 | \$ 50,757 | \$ 77,921 | | | | | | | | |

| Police Detective | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
|------------------|---------------------------|--------------------|----------------------|----------------------|----------------|-----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| Detective | City of Bexley | \$ 93,350 | \$ 93,350 | \$ 93,350 | | HS or GED | | | | 3 | | 3 |
| Police Detective | City of Delaware | \$ 82,826 | \$ 57,990 | \$ 92,914 | Equal to | | | | | 6 | | 6 |
| Police Officer | City of Dublin | \$ 95,362 | \$ 55,935 | \$ 90,326 | Equal to | | | | | 5 | | 5 |
| Detective | City of Gahanna | \$ 91,575 | \$ 47,541 | \$ 90,344 | Equal to | HS or GED | | | 1 | 8 | | 9 |
| Police Detective | City of Grandview Heights | \$ 82,282 | \$ 58,758 | \$ 88,282 | Equal to | | | | | 2 | | 2 |
| Police Officer | City of Marysville | \$ 74,099 | \$ 48,007 | \$ 74,099 | Equal to | | | | | | | |
| Detective | City of Pataskala | \$ 52,957 | \$ 41,288 | \$ 52,957 | Equal to | | | | | 2 | | 2 |
| Police Detective | City of Upper Arlington | \$ 92,902 | \$ 58,913 | \$ 92,903 | Equal to | | | | | 6 | | 6 |
| Police Detective | Madison Township | | \$ 68,800 | \$ 69,500 | Equal to | | | | | 2 | | 2 |
| Police Detective | Village of Ashville | \$ 35,630 | \$ 29,099 | \$ 42,141 | Equal to | Bachelor | | | | 1 | | 1 |
| Detective | Village of Sunbury | \$ 52,000 | \$ 34,320 | \$ 65,104 | | | | | | 1 | | 1 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 75,298 | \$ 54,000 | \$ 77,447 | | | | | | | | |



Salaries Broken Down by Title

Police Department (Con't.)

| Criminal Investigator | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
|------------------------------|--------------------------|---------------------------|-----------------------------|-----------------------------|-----------------------|-----------------|--------------------|--------------------------|---------------------|---------------------|---------------------|---------------------|
| Crime Analyst | City of Gahanna | \$ 49,400 | \$ 45,482 | \$ 63,675 | Less than | Associate | 2-3 | | | 1 | | 1 |
| Crime Analyst | City of Whitehall | \$ 61,194 | \$ 47,923 | \$ 68,702 | | | | | | 2 | | 2 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 55,297 | \$ 46,703 | \$ 66,188 | | | | | | | | |

| Police Dispatcher | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
|---|---------------------------|---------------------------|-----------------------------|-----------------------------|-----------------------|-----------------|--------------------|--------------------------|---------------------|---------------------|---------------------|---------------------|
| Police Dispatcher | City of Bexley | \$ 67,267 | \$ 47,819 | \$ 67,267 | | HS or GED | | | | 4 | | 4 |
| Police Dispatcher | City of Circleville | \$ 44,865 | \$ 35,505 | \$ 44,865 | Equal to | HS or GED | | | | 5 | | 5 |
| 911 Emergency Dispatcher | City of Columbus | \$ 60,840 | \$ 49,088 | \$ 6,433 | Equal to | HS or GED | 2 | | | 74 | | 74 |
| Communication Technician | City of Dublin | \$ 68,034 | \$ 49,931 | \$ 64,598 | Equal to | | | | | 24 | | 24 |
| Police Radio Dispatcher | City of Gahanna | \$ 57,117 | \$ 42,619 | \$ 61,464 | Equal to | HS or GED | | | | 11 | | 11 |
| Communications Coordinator | City of Grandview Heights | \$ 56,059 | \$ 42,500 | \$ 69,000 | Greater than | | | | | 4 | | 4 |
| Police Dispatcher | City of Grove City | | \$ 44,096 | \$ 61,494 | | | | | | 13 | | 13 |
| Communication Technician | City of Lancaster | \$ 49,231 | \$ 39,536 | \$ 49,231 | Equal to | HS or GED | | | | 12 | | 12 |
| Communications Dispatch Officer | City of Marysville | \$ 56,963 | \$ 39,317 | \$ 56,963 | Equal to | | | | | | | 0 |
| Police Dispatcher | City of New Albany | | \$ 51,141 | \$ 64,564 | | | | | | 7 | | 7 |
| Communications Technician | City of Westerville | \$ 61,630 | \$ 46,259 | \$ 64,875 | Equal to | | | | | 13 | | 13 |
| Police Dispatcher | City of Whitehall | \$ 63,324 | \$ 47,973 | \$ 63,324 | | | | | 2 | 8 | | 10 |
| Police Dispatcher | City of Worthington | \$ 65,302 | \$ 61,232 | \$ 66,116 | Equal to | | | | | 6 | | 6 |
| Chief Dispatcher/TAC Officer Chief Dispatcher or Dispatcher | Village of West Jefferson | | \$ 31,845 | \$ 48,069 | | | | | 2 | 3 | | 5 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 59,148 | \$ 44,919 | \$ 56,305 | | | | | | | | |

| Police Records Clerk | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
|-----------------------------|--------------------------|---------------------------|-----------------------------|-----------------------------|-----------------------|-----------------|--------------------|--------------------------|---------------------|---------------------|---------------------|---------------------|
| Secretary II | City of Circleville | \$ 40,525 | \$ 30,627 | \$ 40,525 | Equal to | HS or GED | 2 | | | 1 | | 1 |
| Police Records Technician | City of Columbus | \$ 47,923 | \$ 38,688 | \$ 58,386 | Equal to | HS or GED | 1 | | | 33 | | 33 |
| Police Records Clerk | City of Delaware | \$ 48,679 | \$ 41,995 | \$ 49,691 | Equal to | HS or GED | | | | 3 | | 3 |
| Records Technician II | City of Dublin | \$ 51,156 | \$ 41,900 | \$ 61,400 | Equal to | | | | | 4 | | 4 |
| Secretary | City of Gahanna | \$ 53,976 | \$ 41,954 | \$ 53,976 | Equal to | HS or GED | 1 - 3 | | | 1 | | 1 |
| Police Records Clerk | City of Grove City | \$ 63,086 | \$ 41,579 | \$ 63,086 | | | | | | 1 | | 1 |
| Clerk | City of Pataskala | \$ 29,120 | \$ 29,120 | \$ 29,120 | Equal to | | | | 2 | | | 2 |
| Records Clerk | City of Marysville | | \$ 38,043 | \$ 45,822 | Equal to | | | | | 1 | | 1 |
| Police Records Clerk | City of Upper Arlington | vacant | \$ 46,099 | \$ 64,539 | Equal to | | | | | 1 | | 1 |
| Records Technician | City of Westerville | \$ 50,268 | \$ 42,141 | \$ 58,864 | Equal to | | | | | 4 | | 4 |
| Police Records Clerk | City of Whitehall | \$ 54,392 | \$ 50,107 | \$ 59,509 | | | | | 2 | 4 | | 6 |
| Secretary | City of Worthington | \$ 61,232 | \$ 48,625 | \$ 61,232 | Equal to | | | | | 1 | | 1 |
| Administrative Assistant | Madison Township | | \$ 34,300 | \$ 41,700 | Greater than | | | | | 2 | | 2 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 50,036 | \$ 40,398 | \$ 52,912 | | | | | | | | |



Salaries Broken Down by Title

| Police Department (Con't.) | | | | | | | | | | | | |
|---|--|--------------------|----------------------|----------------------|----------------|-----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| Emergency Evacuation Director | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Law Enforcement Planner/Emergency Mgmt. Coord | City of Dublin | \$ 82,146 | \$ 61,200 | \$ 89,800 | Equal to | | | | | 1 | | 1 |
| | AVERAGES | \$ 82,146 | \$ 61,200 | \$ 89,800 | | | | | | | | |
| | | | | | | | | | | | | |
| Emergency Preparedness Coordinator | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Emergency Preparedness Chief | City of Columbus | \$ 101,150 | \$ 85,717 | \$ 128,627 | Greater than | Bachelor | 5 | | | 1 | | 1 |
| | AVERAGES | \$ 101,150 | \$ 85,717 | \$ 128,627 | | | | | | | | |
| | | | | | | | | | | | | |
| Community Service Police Officer | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Community Service Police Officer | City of Delaware | \$ 49,691 | \$ 41,995 | \$ 49,691 | Equal to | HS or GED | 1 | | | 1 | | 1 |
| Police Officer | City of Gahanna | \$ 86,778 | \$ 47,541 | \$ 90,344 | Equal to | HS or GED | | | 1 | 37 | | 38 |
| Police Officer | City of Marysville | \$ 74,099 | \$ 48,007 | \$ 74,099 | Equal to | | | | | | | |
| | AVERAGES | \$ 70,189 | \$ 45,848 | \$ 71,378 | | | | | | | | |
| | | | | | | | | | | | | |
| Animal Control Officer | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Community Service Officer | City of Delaware | \$ 49,691 | \$ 41,995 | \$ 49,691 | Greater than | HS or GED | 1 | | | 1 | | 1 |
| Animal Control Officer | City of Bexley | \$ 64,771 | \$ 64,771 | \$ 64,771 | | HS or GED | | | | 1 | | 1 |
| Animal Control Officer | City of Westerville | \$ 61,152 | \$ 42,141 | \$ 58,864 | Equal to | | | | | 1 | | 1 |
| Animal Control & Code Enforcement Officer | City of Whitehall | \$ 52,675 | \$ 43,222 | \$ 53,726 | | | | | | 1 | | 1 |
| Deputy Dog Warden | Franklin County Board of Commissioners | \$ 38,313 | \$ 34,382 | \$ 48,131 | Equal to | HS or GED | 2 | | | 14 | | 14 |
| | AVERAGES | \$ 53,320 | \$ 45,302 | \$ 55,037 | | | | | | | | |
| | | | | | | | | | | | | |



Salaries Broken Down by Title

| Fire Department | | | | | | | | | | | | |
|-----------------|---------------------------|--------------------|----------------------|----------------------|----------------|-----------|---|-------------------|--------------|--------------|--------------|--------------|
| Fire Chief | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Fire Chief | City of Circleville | \$ 60,487 | \$ 60,487 | \$ 83,981 | Equal to | HS or GED | 1 | | | 1 | | 1 |
| Fire Chief | City of Columbus | \$ 185,203 | \$ 128,606 | \$ 192,899 | Equal to | Bachelor | 1 as Fire Asst. or 5+ as Fire Asst. Chief, Fire Deputy Chief, and/or Fire Battalion Chief | | | 1 | | 1 |
| Fire Chief | City of Delaware | \$ 121,461 | \$ 105,386 | \$ 147,541 | Greater than | | | | | 1 | | 1 |
| Fire Chief | City of Grandview Heights | \$ 127,281 | \$ 85,000 | \$ 140,000 | Equal to | | | | | 1 | | 1 |
| Fire Chief | City of Lancaster | \$ 114,108 | | | Equal to | HS or GED | | | | 1 | | 1 |
| Fire Chief | City of Marysville | \$ 107,349 | \$ 90,000 | \$ 120,000 | Equal to | | | | | 1 | | 1 |
| Fire Chief | City of Upper Arlington | \$ 125,600 | \$ 90,861 | \$ 127,205 | Equal to | | | | | 1 | | 1 |
| Fire Chief | City of Westerville | \$ 124,530 | \$ 91,562 | \$ 146,494 | Equal to | | | | | 1 | | 1 |
| Fire Chief | City of Whitehall | \$ 140,920 | | \$ 140,920 | | | | | | 1 | | 1 |
| Fire Chief | City of Worthington | \$ 125,522 | | | Equal to | | | | | 1 | | 1 |
| Fire Chief | Madison Township | \$ 125,000 | | | Equal to | | | | | 1 | | 1 |
| Fire Chief | Violet Township | \$ 146,918 | | | | | | | | 1 | | 1 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 125,365 | \$ 93,129 | \$ 137,380 | | | | | | | | |

| Fire Captain/Assistant Chief | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
|------------------------------|-------------------------|--------------------|----------------------|----------------------|----------------|-----------|--|-------------------|--------------|--------------|--------------|--------------|
| Fire Captain | City of Circleville | \$ 57,999 | \$ 56,653 | \$ 57,999 | Equal to | HS or GED | 1 | | | 3 | | 3 |
| Fire Assistant Chief | City of Columbus | \$ 169,770 | \$ 113,214 | \$ 169,770 | Equal to | Bachelor | Permanent status in the class of Fire Deputy Chief or Fire Battalion Chief | | | 5 | | 5 |
| Assistant Fire Chief | City of Lancaster | \$ 106,704 | | | Equal to | HS or GED | | | | 1 | | 1 |
| Assistant Fire Chief | City of Upper Arlington | \$ 116,554 | \$ 84,918 | \$ 118,885 | Equal to | | | | | 1 | | 1 |
| Fire Captain/Assistant Chief | City of Westerville | \$ 114,421 | \$ 78,645 | \$ 117,936 | Equal to | | | | | 1 | | 1 |
| Assistant Fire Chief | City of Whitehall | \$ 125,050 | | \$ 125,050 | | | | | | 1 | | 1 |
| Assistant Fire Chief | City of Worthington | \$ 109,715 | \$ 103,505 | \$ 109,715 | Equal to | | | | | | | |
| Assistant Chief | Mifflin Township | | | | | | | | | | | |
| Deputy Chief | Mifflin Township | | | | | | | | | | | |
| Assistant Chief | Violet Township | \$ 138,520 | | | | | | | | 1 | | 1 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 117,341 | \$ 87,387 | \$ 116,559 | | | | | | | | |



Salaries Broken Down by Title

| Fire Department | | | | | | | | | | | | |
|------------------------------|---------------------------|--------------------|----------------------|----------------------|----------------|-----------|---|-------------------|--------------|--------------|--------------|--------------|
| Fire Captain/Battalion Chief | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Fire Captain | City of Columbus | \$ 114,763 | \$ 114,763 | \$ 114,763 | Equal to | | 1 year of continuous accredited service as a permanent appointee as Fire Lieutenant | | | 67 | | 67 |
| Fire Captain | City of Grandview Heights | \$ 94,058 | \$ 94,058 | \$ 94,058 | Equal to | | | | | 4 | | 4 |
| Fire Captain | City of Lancaster | \$ 89,705 | | | Equal to | HS or GED | | | | 1 | | 1 |
| Battalion Chief | City of Marysville | \$ 99,260 | \$ 70,000 | \$ 100,000 | Equal to | | | | | 3 | | 3 |
| Fire Captain | City of Upper Arlington | \$ 113,576 | \$ 109,104 | \$ 120,286 | Equal to | | | | | 5 | | 5 |
| Deputy Fire Chief | City of Westerville | \$ 96,124 | \$ 64,979 | \$ 97,510 | Equal to | | | | | 3 | | 3 |
| Fire Captain | City of Whitehall | \$ 119,092 | | \$ 119,101 | | | | | | 4 | | 4 |
| Fire Captain | City of Worthington | \$ 95,142 | \$ 91,617 | \$ 96,905 | Equal to | | | | | 3 | | 3 |
| Battalion Chief | Madison Township | | \$ 71,500 | \$ 73,100 | Equal to | | | | | 3 | | 3 |
| Fire Captain | Mifflin Township | \$ 91,105 | \$ 87,487 | \$ 91,105 | | | 10 | | | 4 | | 4 |
| Battalion Chief | Mifflin Township | \$ 99,896 | \$ 95,171 | \$ 99,896 | | | 10 | | | 3 | | 3 |
| Fire Captain/Battalion Chief | Violet Township | \$ 108,803 | | | | | | | | 3 | | 3 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 101,957 | \$ 88,742 | \$ 100,672 | | | | | | | | |

| Fire Lieutenant | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
|-----------------|-------------------------|--------------------|----------------------|----------------------|----------------|-----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| Fire Lieutenant | City of Circleville | \$ 54,905 | \$ 53,558 | \$ 54,905 | Equal to | HS or GED | 4 | | | 3 | | 3 |
| Fire Lieutenant | City of Delaware | \$ 84,436 | \$ 80,590 | \$ 90,682 | Equal to | Associate | 5 | | | 13 | | 13 |
| Fire Lieutenant | City of Columbus | \$ 97,256 | \$ 97,256 | \$ 97,256 | Equal to | | | | | | | |
| Lieutenant | City of Lancaster | \$ 80,094 | | | Equal to | HS or GED | | | | 9 | | 9 |
| Fire Lieutenant | City of Upper Arlington | \$ 93,162 | \$ 88,465 | \$ 101,816 | Equal to | | | | | 4 | | 4 |
| Fire Lieutenant | City of Whitehall | \$ 105,906 | | \$ 105,914 | | | | | | 3 | | 3 |
| Fire Lieutenant | City of Worthington | \$ 87,533 | \$ 84,160 | \$ 88,096 | Equal to | | | | | 7 | | 7 |
| Fire Lieutenant | Madison Township | | \$ 55,000 | \$ 63,000 | Equal to | | | | | 9 | | 9 |
| Fire Lieutenant | Mifflin Township | \$ 84,378 | \$ 81,029 | \$ 84,378 | | | 5 | | | 8 | | 8 |
| Fire Lieutenant | Violet Township | \$ 92,770 | \$ 88,091 | \$ 92,796 | | | | | | 9 | | 9 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 86,716 | \$ 78,519 | \$ 86,538 | | | | | | | | |

| Code Enforcement/Fire Inspector | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
|---------------------------------|-------------------|--------------------|----------------------|----------------------|----------------|-----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| Code Enforcement/Fire Inspector | City of Bexley | \$ 59,361 | \$ 56,734 | \$ 72,493 | | HS or GED | | | | 1 | | 1 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 59,361 | \$ 56,734 | \$ 72,493 | | | | | | | | |



Salaries Broken Down by Title

| Fire Department (Con't.) | | | | | | | | | | | | |
|--------------------------|---------------------------|------------|------------|------------|-----------|-----------|--|--|--|-----------|--|------------|
| Fire Fighter | City of Circleville | \$ 46,467 | \$ 42,785 | \$ 50,149 | Equal to | HS or GED | | | | 9 | | 9 |
| Fire Fighter | City of Columbus | \$ 53,772 | \$ 82,421 | Equal to | HS or GED | | | | | 1 | | 1 |
| Fire Fighter | City of Delaware | \$ 70,490 | \$ 59,761 | \$ 77,875 | Equal to | HS or GED | | | | 13 | | 13 |
| Fire Medic | City of Grandview Heights | \$ 75,297 | \$ 55,183 | \$ 81,827 | Equal to | | | | | 14 | | 14 |
| Firefighter | City of Lancaster | \$ 71,513 | \$ 54,479 | \$ 71,513 | Equal to | HS or GED | | | | 55 | | 55 |
| Firefighter | City of Marysville | \$ 71,091 | \$ 53,659 | \$ 71,091 | Equal to | | | | | 4 | | 4 |
| Fire Captain | City of Upper Arlington | \$ 113,576 | \$ 109,104 | \$ 120,286 | Equal to | | | | | 5 | | 5 |
| Firefighter | Madison Township | | \$ 31,000 | \$ 103,000 | Equal to | | | | | 7 | | 7 |
| | | \$ 105,599 | \$ 62,758 | \$ 50,149 | Equal to | HS or GED | | | | 14.571429 | | 14.5714286 |
| | AVERAGES | \$ 114,063 | \$ 63,138 | Equal to | HS or GED | | | | | 14.809524 | | 14.8095238 |

| Fire Inspector | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
|---|--------------------|--------------------|----------------------|----------------------|----------------|-----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| Code Enforcement/Fire Inspector | City of Bexley | \$ 59,361 | \$ 56,734 | \$ 72,493 | | HS or GED | | | | 1 | | 1 |
| Fire Fighter | City of Columbus | | \$ 53,772 | \$ 82,421 | Equal to | HS or GED | | | | 1 | | 1 |
| Fire Inspector | City of Delaware | \$ 80,001 | \$ 62,749 | \$ 90,682 | Greater than | | | | | 3 | | 3 |
| Fire Prevention Lt./Fire Prevention Firefighter | City of Marysville | \$ 85,526 | \$ 58,238 | \$ 85,526 | Equal to | | | | | 3 | | 3 |
| Fire Inspector | Madison Township | | \$ 21,400 | \$ 55,400 | Equal to | | | | | 3 | | 3 |
| Fire Prevention Officer | Violet Township | \$ 107,527 | \$ 100,195 | \$ 109,506 | | | | | | 2 | | 2 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 83,104 | \$ 58,848 | \$ 82,671 | | | | | | | | |

| Fire Fighter/Paramedic | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
|------------------------|-------------------------|--------------------|----------------------|----------------------|----------------|-----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| Fire Fighter | City of Columbus | \$ 53,772 | \$ 82,421 | Equal to | HS or GED | | | | | 1 | | 1 |
| Fire Fighter/Paramedic | City of Delaware | \$ 78,693 | \$ 62,749 | \$ 81,769 | Equal to | HS or GED | | | | 31 | | 31 |
| Firefighter-Paramedic | City of Lancaster | \$ 71,513 | \$ 54,479 | \$ 71,513 | Equal to | HS or GED | | | | 55 | | 55 |
| Firefighter EMT-P | City of Marysville | \$ 74,741 | \$ 57,537 | \$ 74,741 | Equal to | | | | | 26 | | 26 |
| Fire Fighter/Paramedic | City of Upper Arlington | \$ 78,787 | \$ 60,414 | \$ 78,478 | Equal to | | | | | 32 | | 32 |
| Fire Fighter/Paramedic | City of Whitehall | \$ 90,627 | \$ 64,958 | \$ 93,496 | | | | | | 31 | | 31 |
| Fire Fighter/Paramedic | City of Worthington | \$ 75,609 | \$ 58,423 | \$ 78,657 | Equal to | | | | | 24 | | 24 |
| Fire Fighter/Paramedic | Madison Township | | \$ 33,400 | \$ 56,600 | Equal to | | | | 9 | 28 | | 37 |
| Fire Fighter/Paramedic | Mifflin Township | \$ 78,129 | \$ 58,514 | \$ 78,129 | | | 1 | | | 53 | | 53 |
| Fire Fighter/Paramedic | Violet Township | \$ 76,806 | \$ 55,191 | \$ 81,397 | | | | | | 36 | | 36 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 75,408 | \$ 58,809 | \$ 77,198 | | | | | | | | |



Salaries Broken Down by Title

| Fire Department (Con't.) | | | | | | | | | | | | |
|--|-------------------|--------------------|----------------------|----------------------|----------------|----------|---|-------------------|--------------|--------------|--------------|--------------|
| Fire Emergency Medical Coordinator | Government Entity | Salary | Minimum | Maximum | Match | Educ | Exp | Employee | Employee | Employee | Appr. | Employs |
| Emergency Medical Services Coordinator | City of Columbus | \$ 186,576 | \$ 131,934 | \$ 219,939 | Equal to | | Valid license to practice medicine in the State of Ohio | | | 1 | | 1 |
| Firefighter (40hrs.) | City of Whitehall | \$ 90,627 | \$ 64,958 | \$ 93,496 | | | | | | 31 | | 31 |
| Community Paramedic/CPR | Mifflin Township | \$ 78,125 | \$ 78,125 | \$ 78,125 | | | 10 | | | 1 | | 1 |
| Community Medic | Violet Township | \$ 109,506 | \$ 100,195 | \$ 109,506 | | | | | | 1 | | 1 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 116,208 | \$ 93,803 | \$ 125,266 | | | | | | | | |
| | | | | | | | | | | | | |
| Fire Dispatcher-Lieutenant | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Fire Dispatcher- Lieutenant | Mifflin Township | \$ 84,378 | \$ 81,029 | \$ 84,378 | | | 5 | | | 8 | | 8 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 84,378 | \$ 81,029 | \$ 84,378 | | | | | | | | |
| | | | | | | | | | | | | |
| Fire Dispatcher-Captain | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Fire Dispatcher-Captain | Mifflin Township | \$ 91,105 | \$ 87,487 | \$ 91,105 | | | 10 | | | 4 | | 4 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 91,105 | \$ 87,487 | \$ 91,105 | | | | | | | | |
| | | | | | | | | | | | | |



Director

Deputy Recreation Director
Recreation and Parks Assistant Director
Director of Parks Operations
Parks Superintendent
Deputy Director of Parks and Recreation (Vacant)
Recreation Superintendent
Recreation Superintendent
Deputy Director

| | | | | | | | | | | | |
|----------|-----------|-----------|------------|--|--|--|--|--|--|--|--|
| AVERAGES | \$ 89,306 | \$ 76,074 | \$ 107,444 | | | | | | | | |
|----------|-----------|-----------|------------|--|--|--|--|--|--|--|--|

Senior Citizen Coordinator
Community Center Coordinator
Aging Programs Care Coordinator
Senior Center Supervisor
Recreation Programmer II
Recreation Supervisor
Program Manager
Senior Center Manager

| | | | | | | | | | | | | |
|----------|-----------|-----------|-----------|--|--|--|--|--|--|--|--|--|
| AVERAGES | \$ 62,449 | \$ 50,005 | \$ 74,467 | | | | | | | | | |
|----------|-----------|-----------|-----------|--|--|--|--|--|--|--|--|--|



Salaries Broken Down by Title

| Parks & Recreation (Con't.) | | | | | | | | | | | | |
|-------------------------------------|---------------------------|--------------------|----------------------|----------------------|----------------|-----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| | | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Parks Superintendent | | | | | | | | | | | | |
| Recreation Administrative Manager | City of Columbus | \$ 73,736 | \$ 57,845 | \$ 86,803 | Equal to | Bachelor | 3 | | | 12 | | 12 |
| Parks Superintendent | City of Delaware | \$ 81,890 | \$ 69,555 | \$ 81,890 | Equal to | Associate | 3 | | | 1 | | 1 |
| Director of Park Operations | City of Dublin | \$ 103,379 | \$ 84,200 | \$ 123,400 | Equal to | | | | | 1 | | 1 |
| Parks & Facilities Superintendent | City of Gahanna | \$ 72,488 | \$ 72,491 | \$ 101,488 | Equal to | Bachelor | 5 | | | 1 | | 1 |
| Parks Maintenance Supervisor | City of Grandview Heights | \$ 66,144 | \$ 50,000 | \$ 78,000 | Equal to | | | | | 1 | | 1 |
| Parks Superintendent | City of Lancaster | \$ 59,966 | | | Equal to | HS or GED | | | | 1 | | 1 |
| Superintendent of Parks & Grounds | City of Marysville | \$ 75,415 | \$ 65,000 | \$ 80,000 | Equal to | | | | | 1 | | 1 |
| Parks & Forestry Superintendent | City of Upper Arlington | \$ 91,522 | \$ 58,200 | \$ 81,480 | Equal to | | | | | 1 | | 1 |
| Parks Superintendent | City of Westerville | \$ 105,934 | \$ 78,645 | \$ 117,936 | Equal to | | | | | 1 | | 1 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 81,164 | \$ 66,992 | \$ 93,875 | | | | | | | | |
| | | | | | | | | | | | | |
| | | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Parks Maintenance Supervisor | | | | | | | | | | | | |
| Park Maintenance Supervisor | City of Bexley | \$ 68,291 | \$ 57,784 | \$ 73,544 | | HS or GED | | | | 1 | | 1 |
| Park Maintenance Supervisor | City of Columbus | \$ 56,451 | \$ 46,384 | \$ 57,262 | Equal to | | 1 | | | 15 | | 15 |
| Division Supervisor | City of Delaware | \$ 62,275 | \$ 52,874 | \$ 62,275 | Equal to | HS or GED | 3 | | | 1 | | 1 |
| Operations Administrator | City of Dublin | \$ 77,900 | \$ 61,200 | \$ 89,800 | Equal to | | | | | 1 | | 1 |
| Park Maintenance Supervisor | City of Grove City | \$ 70,657 | \$ 53,560 | \$ 81,265 | Equal to | | 3 | | | 1 | | 1 |
| Parks Maintenance Supervisor | City of Grandview Heights | \$ 66,144 | \$ 50,000 | \$ 78,000 | Equal to | | | | | 1 | | 1 |
| Facility Supervisor | City of Lancaster | \$ 71,843 | \$ 55,036 | \$ 71,843 | Equal to | HS or GED | | | | 1 | | 1 |
| Parks & Forestry Supervisor | City of Upper Arlington | \$ 57,058 | \$ 58,200 | \$ 81,480 | Equal to | | | | | 1 | | 1 |
| Parks Maintenance Supervisor | City of Westerville | \$ 76,891 | \$ 59,093 | \$ 88,504 | Equal to | | | | | 2 | | 2 |
| Parks Manager | City of Worthington | \$ 83,724 | \$ 63,900 | \$ 83,724 | Equal to | | | | | 1 | | 1 |
| Operations Manager | Delaware County | \$ 67,874 | \$ 50,691 | \$ 76,037 | | | 5 | | | 1 | | 1 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 69,010 | \$ 55,338 | \$ 76,703 | | | | | | | | |
| | | | | | | | | | | | | |
| | | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Park Foreman | | | | | | | | | | | | |
| Parks/Forestry Supervisor | City of Bexley | \$ 71,793 | \$ 63,038 | \$ 76,171 | | Associate | | | | 1 | | 1 |
| Crew Supervisor | City of Dublin | \$ 64,528 | \$ 47,500 | \$ 69,600 | Greater than | | | | | 6 | | 6 |
| Parks Foreman | City of Gahanna | \$ 66,789 | \$ 54,246 | \$ 66,789 | Equal to | Associate | 4 - 6 | | | 1 | | 1 |
| Parks & Grounds Foreman | City of Marysville | \$ 60,237 | \$ 50,211 | \$ 60,237 | Equal to | | | | | 1 | | 1 |
| Maintenance Specialist | City of Westerville | \$ 68,307 | \$ 52,541 | \$ 68,307 | Equal to | | | | | 13 | | 13 |
| Parks Crew Chief | City of Whitehall | \$ 65,562 | \$ 54,870 | \$ 65,562 | | | | | | 1 | | 1 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 66,203 | \$ 53,735 | \$ 67,778 | | | | | | | | |



Salaries Broken Down by Title

| Parks & Recreation (Con't.) | | | | | | | | | | | | |
|------------------------------|---------------------------|--------------------|----------------------|----------------------|----------------|-----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| Recreation Coord/Supervisor | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Rec. Supervisor Tier 1 and 2 | City of Bexley | \$ 54,004 | \$ 46,218 | \$ 65,665 | | Bachelor | | | | 4 | | 4 |
| Recreation Supervisor | City of Columbus | \$ 56,139 | \$ 46,127 | \$ 69,190 | Equal to | Bachelor | 1 | | | 42 | | 42 |
| Recreation Supervisor | City of Dublin | \$ 64,528 | \$ 47,500 | \$ 69,600 | Greater than | | | | | 6 | | 6 |
| Recreation Supervisor | City of Gahanna | \$ 55,474 | \$ 51,103 | \$ 71,555 | Equal to | Bachelor | 3 - 4 | | | 2 | | 2 |
| Recreation Programmer I | City of Grandview Heights | \$ 44,015 | \$ 40,000 | \$ 78,000 | Equal to | | | | | 2 | | 2 |
| Recreation Supervisor | City of Lancaster | \$ 53,393 | \$ 45,468 | \$ 59,363 | Equal to | HS or GED | | | | 1 | | 1 |
| Recreation & Events Manager | City of Marysville | \$ 60,113 | \$ 5,000 | \$ 650,000 | Equal to | | | | | 1 | | 1 |
| Recreation Superintendent | City of Upper Arlington | \$ 64,504 | \$ 51,799 | \$ 72,518 | Equal to | | | | | 3 | | 3 |
| Parks and Rec Technician | Madison Township | \$ 47,800 | | | Equal to | | | | | 1 | | 1 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 55,552 | \$ 41,652 | \$ 141,986 | | | | | | | | |

| Recreation Program Coordinator | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
|--------------------------------|-------------------|--------------------|----------------------|----------------------|----------------|----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| Recreation Program Coordinator | City of Bexley | \$ 34,671 | \$ 34,671 | \$ 50,956 | | Bachelor | | | | 2 | | 2 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 34,671 | \$ 34,671 | \$ 50,956 | | | | | | | | |

| Horticulturist | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
|---|--|--------------------|----------------------|----------------------|----------------|-----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| Urban Forester | City of Canal Winchester | \$ 54,622 | \$ 45,135 | \$ 64,109 | Greater than | | | | | 1 | | 1 |
| Horticulturist | City of Columbus | | \$ 57,845 | \$ 86,803 | Equal to | Bachelor | 3 | | | 1 | | 1 |
| City Horticulturist | City of Dublin | \$ 68,083 | \$ 53,600 | \$ 78,700 | Greater than | | | | | 1 | | 1 |
| Forester | City of Lancaster | \$ 50,252 | \$ 45,593 | \$ 54,255 | Equal to | HS or GED | | | | 1 | | 1 |
| Park Coordinator Level 1/Horticulture (Part-time) | City of Gahanna | Vacant | \$ 37,544 | \$ 52,291 | Equal to | HS or GED | 5 - 7 | | | | | |
| Urban Forestry Supervisor | City of Grove City | \$ 72,425 | \$ 53,560 | \$ 81,265 | Equal to | | | | | 1 | | 1 |
| Urban Forester | City of Marysville | \$ 60,237 | \$ 50,211 | \$ 60,237 | Equal to | | | | | 1 | | 1 |
| City Forester | City of New Albany | | \$ 56,638 | \$ 71,574 | | | | | | 1 | | 1 |
| Parks Manager | City of Pataskala | \$ 45,239 | \$ 43,922 | \$ 59,027 | Equal to | | | | | 1 | | 1 |
| Horticulturist | City of Upper Arlington | \$ 64,596 | \$ 54,905 | \$ 76,868 | Equal to | | | | | 1 | | 1 |
| Parks Manager | City of Westerville | \$ 83,450 | \$ 64,979 | \$ 97,510 | Equal to | | | | | 2 | | 2 |
| Natural Resources Manager | Delaware County | \$ 66,500 | \$ 50,691 | \$ 76,037 | | | 3 | | | 1 | 2 | 1 |
| Landscape Foreman | Franklin County Board of Commissioners | \$ 42,307 | \$ 42,307 | \$ 59,238 | Equal to | HS or GED | 3 | | | 1 | | 1 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 60,771 | \$ 50,533 | \$ 70,609 | | | | | | | | |



Salaries Broken Down by Title

| Human Resources | | | | | | | | | | | | |
|--|--|--------------------|----------------------|----------------------|----------------|----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| HR VP or Director of HR | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Director of Human Resources | City of Circleville | \$ 63,499 | \$ 53,999 | \$ 70,201 | Equal to | Bachelor | 5 | | | 1 | | 1 |
| Human Resources Director | City of Columbus | \$ 161,450 | \$ 116,584 | \$ 194,293 | Equal to | | | | | 1 | | 1 |
| Human Resources Manager | City of Delaware | \$ 78,832 | \$ 66,893 | \$ 78,832 | Greater than | Bachelor | 7 | | | 1 | | 1 |
| Director of Human Resources | City of Dublin | \$ 120,890 | \$ 91,400 | \$ 134,100 | Equal to | | | | | 1 | | 1 |
| Director or Human Resources | City of Gahanna | \$ 100,000 | \$ 86,338 | \$ 120,873 | Equal to | Bachelor | 7 | | | 1 | | 1 |
| HR Coordinator | City of Lancaster | \$ 71,843 | \$ 55,036 | \$ 71,843 | Equal to | Bachelor | | | | 1 | | 1 |
| Human Resources Director | City of Marysville | \$ 93,530 | \$ 90,000 | \$ 120,000 | Equal to | | | | | 1 | | 1 |
| HR Officer | City of New Albany | \$ 91,758 | \$ 114,698 | | | | | | | | 1 | |
| HR Director | City of Upper Arlington | \$ 96,000 | \$ 74,169 | \$ 103,837 | Equal to | | | | | 1 | | 1 |
| HR Manager | City of Westerville | \$ 103,792 | \$ 78,645 | \$ 117,936 | Less than | | | | | 1 | | 1 |
| Director, HR | City of Whitehall | \$ 90,000 | \$ 80,142 | \$ 99,590 | | | | | | 1 | | 1 |
| Personnel Director | City of Worthington | \$ 100,156 | | | Equal to | | | | | 1 | | 1 |
| Asst County Administrator/Director of Admin Serv | Delaware County | \$ 156,562 | \$ 120,640 | \$ 162,864 | Greater than | Bachelor | 7 | | | 1 | | 1 |
| Director, Human Resources | Franklin County Board of Commissioners | \$ 128,564 | \$ 90,667 | \$ 126,942 | Greater than | Master | 7 | | | 1 | | 1 |
| Human Resources Director | Union County | \$ 89,224 | \$ 63,294 | \$ 91,728 | | | | | | 1 | | 1 |
| Director, HR (Part-Time) | Mifflin Township | \$ 37,231 | \$ 32,500 | \$ 40,690 | | | 5 | | 1 | | | 1 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 98,958 | \$ 81,000 | \$ 109,552 | | | | | | | | |

| Assistant HR Manager | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
|-------------------------------------|--|--------------------|----------------------|----------------------|----------------|-----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| Human Resources Assistant | City of Circleville | \$ 52,788 | \$ 45,448 | \$ 59,092 | Equal to | HS or GED | 4 | | | 1 | | 1 |
| Deputy Director | City of Columbus | \$ 134,597 | \$ 103,002 | \$ 171,642 | Equal to | | | | | 1 | | 1 |
| HR Manager | City of Dublin | \$ 95,131 | \$ 78,100 | \$ 114,500 | Greater than | | | | | 1 | | 1 |
| HR Administrator | City of Gahanna | \$ 58,094 | \$ 57,420 | \$ 80,388 | Equal to | Bachelor | 4 - 5 | | | 1 | | 1 |
| HR Coordinator | City of Grove City | \$ 78,000 | \$ 53,560 | \$ 81,265 | Greater than | | 2 | | | 1 | | 1 |
| Human Resource Assistant | City of Marysville | \$ 61,304 | \$ 55,000 | \$ 70,000 | Equal to | | | | | 1 | | 1 |
| HR Specialist | City of Upper Arlington | \$ 56,678 | \$ 48,866 | \$ 68,412 | Equal to | | | | | 1 | | 1 |
| HR Generalist | City of Westerville | \$ 67,319 | \$ 53,664 | \$ 80,496 | Equal to | | | | | 2 | | 2 |
| Human Resources Generalist | City of Whitehall | \$ 60,000 | \$ 51,376 | \$ 65,458 | | | | | | 1 | | 1 |
| HR Manager | Delaware County | \$ 70,034 | \$ 60,320 | \$ 81,432 | Greater than | Bachelor | 5 | | | 1 | | 1 |
| Assistant Director, Human Resources | Franklin County Board of Commissioners | \$ 87,609 | \$ 71,635 | \$ 100,318 | Greater than | Bachelor | 9 | | | 1 | | 1 |
| Human Resources Coordinator | Union County | \$ 46,350 | \$ 44,366 | \$ 64,314 | | | | | | 1 | | 1 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 72,325 | \$ 60,230 | \$ 86,443 | | | | | | | | |

| Training Manager | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
|---|--|--------------------|----------------------|----------------------|----------------|----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| Training Manager | City of Columbus | \$ 103,709 | \$ 75,733 | \$ 113,610 | Equal to | Bachelor | 5 | | | 1 | | 1 |
| Talent Development and Training Manager | City of Dublin | \$ 79,498 | \$ 70,400 | \$ 103,200 | Equal to | | | | | 1 | | 1 |
| Senior HR Administrator | Franklin County Board of Commissioners | \$ 65,187 | \$ 60,548 | \$ 84,760 | Greater than | Bachelor | 6 | | | 2 | | 2 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 82,798 | \$ 68,894 | \$ 100,523 | | | | | | | | |



Salaries Broken Down by Title

| Human Resources (Con't.) | | | | | | | | | | | | |
|---|--|--------------------|----------------------|----------------------|----------------|-----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| Employee Benefits Administrator | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Employee Benefits Risk Manager | City of Columbus | \$ 92,310 | \$ 85,717 | \$ 128,627 | Equal to | Bachelor | 5 | | | 1 | | 1 |
| Risk & Wellness Coordinator | Delaware County | \$ 67,000 | \$ 48,000 | \$ 64,800 | Greater than | Associate | 4 | | | 1 | | 1 |
| Assistant Director, Benefits & Wellness | Franklin County Board of Commissioners | \$ 91,624 | \$ 77,979 | \$ 109,200 | Greater than | Bachelor | 5 | | | 1 | | 1 |
| AVERAGES | | \$ 83,645 | \$ 70,565 | \$ 100,876 | | | | | | | | |
| HR Administrative Assistant | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| OA II | City of Columbus | \$ 52,125 | \$ 36,858 | \$ 58,386 | Equal to | HS or GED | 3 | | 10 | 87 | | 97 |
| HR Administrative Services Specialist | City of Delaware | \$ 48,360 | \$ 46,342 | \$ 54,746 | Greater than | Bachelor | 3 | | | 1 | | 1 |
| Administrative Support II | City of Dublin | \$ 55,073 | \$ 41,900 | \$ 61,400 | Less than | | | | | 1 | | 1 |
| HR Assistant | City of Gahanna | \$ 40,851 | \$ 38,187 | \$ 53,462 | Equal to | Associate | 2 | | | 1 | | 1 |
| Human Resource Clerk | City of Marysville | \$ 40,019 | \$ 40,019 | \$ 47,923 | Equal to | | | | | 1 | | 1 |
| Administrative Assistant | City of Whitehall | \$ 45,000 | | | | | | | | 1 | | 1 |
| Administrative Assistant 2 | Franklin County Board of Commissioners | \$ 53,123 | \$ 47,860 | \$ 66,996 | Equal to | Associate | 5 | | | 1 | | 1 |
| HR Assistant | Union County | \$ 42,484 | \$ 41,246 | \$ 59,800 | | | | | | 1 | | 1 |
| AVERAGES | | \$ 47,129 | \$ 41,773 | \$ 57,530 | | | | | | | | |
| HR Generalist | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| HR Coordinator | City of Canal Winchester | \$ 49,681 | \$ 40,498 | \$ 58,864 | Equal to | | | | 1 | | | 1 |
| AVERAGES | | \$ 49,681 | \$ 40,498 | \$ 58,864 | | | | | | | | |



Salaries Broken Down by Title

Information Technology

| Director of Information Technology | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
|------------------------------------|--|--------------------|----------------------|----------------------|----------------|----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| Technology Coordinator | City of Canal Winchester | \$ 75,572 | \$ 58,922 | \$ 92,222 | Greater than | | | | | 1 | | 1 |
| Technology Director/CIO | City of Columbus | \$ 167,856 | \$ 131,934 | \$ 219,939 | Equal to | | | | | 1 | | 1 |
| Chief Information Officer | City of Delaware | \$ 119,954 | \$ 87,822 | \$ 122,950 | Greater than | Bachelor | 7 | | | 1 | | 1 |
| Director of Information Technology | City of Dublin | \$ 125,271 | \$ 91,400 | \$ 134,100 | Equal to | | | | | | | |
| Director of Information Technology | City of Gahanna | \$ 112,528 | \$ 91,518 | \$ 128,126 | Equal to | Bachelor | 10 - 15 | | | 1 | | 1 |
| Director of Information Technology | City of Grove City | \$ 110,406 | \$ 93,600 | \$ 135,200 | Greater than | | | | | 1 | | 1 |
| Chief Information Officer | City of Lancaster | \$ 87,360 | \$ 66,830 | \$ 87,360 | Equal to | Bachelor | | | | 1 | | 1 |
| Director of Information Technology | City of Westerville | \$ 129,293 | \$ 91,562 | \$ 146,494 | Equal to | | | | | 1 | | 1 |
| IT Director | City of Marysville | \$ 88,092 | \$ 90,000 | \$ 120,000 | Equal to | | | | | 1 | | 1 |
| Director of Information Technology | City of Upper Arlington | \$ 111,106 | \$ 79,362 | \$ 111,107 | Equal to | | | | | 1 | | 1 |
| Director of Information Technology | City of Whitehall | \$ 74,375 | \$ 80,142 | \$ 100,006 | | | | | | 1 | | 1 |
| Director | City of Worthington | \$ 126,690 | | | Equal to | | | | | 1 | | 1 |
| Chief Tech Officer | Delaware County | \$ 124,384 | | | | | | | | 1 | | 1 |
| Chief Information Officer | Franklin County Board of Commissioners | \$ 103,001 | \$ 84,323 | \$ 118,060 | Equal to | Bachelor | 5 | | | 1 | | 1 |
| IT Director | Union County | \$ 91,728 | \$ 63,294 | \$ 91,728 | | | | | | 1 | | 1 |
| | AVERAGES | \$ 109,841 | \$ 85,439 | \$ 123,638 | | | | | | | | |

| Project Leader | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
|-----------------------------------|--|--------------------|----------------------|----------------------|----------------|----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| Technology Project Manager | City of Columbus | \$ 106,829 | \$ 85,717 | \$ 128,627 | Equal to | Bachelor | 4 | | | 6 | | 6 |
| Project Manager/Senior Programmer | Delaware County | \$ 111,469 | | | | | | | | 1 | | 1 |
| IT Project Leader | City of Dublin | \$ 90,114 | \$ 70,400 | \$ 103,200 | Greater than | | | | | 3 | | 3 |
| IT Project Manager | Franklin County Board of Commissioners | \$ 66,705 | \$ 60,548 | \$ 84,760 | Equal to | Bachelor | 5 | | | 2 | | 2 |
| Network Administrator | Union County | \$ 74,391 | \$ 51,272 | \$ 74,339 | | | | | | 1 | | 1 |
| | AVERAGES | \$ 89,902 | \$ 66,984 | \$ 97,732 | | | | | | | | |

| Manager Data Processing | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
|-------------------------|--------------------|--------------------|----------------------|----------------------|----------------|-----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| IT Specialist | City of Lancaster | \$ 38,251 | \$ 38,251 | \$ 50,856 | Equal to | Associate | | | | 1 | | 1 |
| IT Manager | City of New Albany | | \$ 59,810 | \$ 83,734 | Greater than | | | | | 1 | | 1 |
| Systems Analyst | Delaware County | \$ 68,717 | | | | | | | | 1 | | 1 |
| | AVERAGES | \$ 53,484 | \$ 49,031 | \$ 67,295 | | | | | | | | |

| Sr. Systems Programmer | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
|---------------------------|--|--------------------|----------------------|----------------------|----------------|-----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| Senior Programmer Analyst | City of Columbus | \$ 82,451 | \$ 64,839 | \$ 97,235 | Equal to | Bachelor | 2 | | | 5 | | 5 |
| Systems Administrator | City of Gahanna | \$ 70,637 | \$ 57,420 | \$ 80,388 | Equal to | Associate | 3 | | | 1 | | 1 |
| IT Systems Administrator | City of Marysville | \$ 75,209 | \$ 65,000 | \$ 80,000 | Equal to | | | | | 1 | | 1 |
| IT Systems Engineer | City of Upper Arlington | \$ 81,235 | \$ 65,394 | \$ 91,552 | Equal to | | | | | 2 | | 2 |
| Applications Manager | City of Westerville | \$ 110,240 | \$ 86,528 | \$ 129,854 | Equal to | | | | | | | 1 |
| Systems Administrator | City of Whitehall | \$ 62,733 | \$ 60,008 | \$ 71,739 | | | | | | 1 | | 1 |
| Programmer/Analyst 5 | Franklin County Board of Commissioners | \$ 70,720 | \$ 63,710 | \$ 89,211 | Equal to | Bachelor | 5 | | | 4 | | 4 |
| | AVERAGES | \$ 79,032 | \$ 66,128 | \$ 91,426 | | | | | | | | |



Salaries Broken Down by Title

| Information Technology (Con't.) | | | | | | | | | | | | |
|--|--|--------------------|----------------------|----------------------|----------------|-----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| Database Analyst | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Systems Analyst | City of Westerville | \$ 78,333 | \$ 71,469 | \$ 107,286 | Equal to | | | | | 2 | | 2 |
| Building/Planning & Zoning/Information Coordinator | Village of Ashville | \$ 37,523 | \$ 29,099 | \$ 45,947 | Equal to | Bachelor | | | | 1 | | 1 |
| | AVERAGES | \$ 57,928 | \$ 50,284 | \$ 76,617 | | | | | | | | |
| Supervisor, Data Entry | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Data Management Coordinator | City of Columbus | \$ 86,819 | \$ 67,454 | \$ 101,234 | Greater than | Bachelor | 5 | | | 5 | | 5 |
| | AVERAGES | \$ 86,819 | \$ 67,454 | \$ 101,234 | | | | | | | | |
| Data Processing/Help Desk Spec. | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Technology Service Desk Representative | City of Columbus | \$ 55,973 | \$ 46,127 | \$ 69,190 | Equal to | Associate | 1 | | | 3 | | 3 |
| Desktop Technician | City of Delaware | \$ 43,482 | \$ 38,813 | \$ 45,843 | Greater than | HS or GED | 2 | | | 2 | | 2 |
| IT Support Services Analyst | City of Dublin | \$ 57,943 | \$ 47,500 | \$ 69,600 | Greater than | | | | | 2 | | 2 |
| Information Technology Support Specialist | City of Gahanna | \$ 53,310 | \$ 42,907 | \$ 60,070 | Equal to | Associate | 1 - 2 | | | 1 | | 1 |
| IT Network Technician | City of Marysville | \$ 56,594 | \$ 55,000 | \$ 70,000 | Equal to | | | | | 2 | | 2 |
| Help Desk Technician | City of Upper Arlington | \$ 59,745 | \$ 51,799 | \$ 72,518 | Equal to | | | | | 1 | | 1 |
| User Support Analyst | City of Westerville | \$ 47,840 | \$ 46,259 | \$ 64,875 | Equal to | | | | | 1 | | 1 |
| Information Technology Technician | City of Whitehall | \$ 58,178 | \$ 47,507 | \$ 64,085 | | | | | | 2 | | 2 |
| Information Systems Technician | Delaware County | | \$ 37,440 | \$ 52,000 | | | | | | 1 | | 1 |
| Help Desk Supervisor | Franklin County Board of Commissioners | \$ 62,358 | \$ 57,366 | \$ 80,329 | Equal to | Bachelor | 3 | | | 1 | | 1 |
| IT Application Support Specialist | Union County | | \$ 41,246 | \$ 59,800 | | | | | | 1 | | 1 |
| | AVERAGES | \$ 55,047 | \$ 46,542 | \$ 64,392 | | | | | | | | |
| Programmer | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Programmer Analyst | City of Columbus | \$ 67,059 | \$ 64,839 | \$ 97,235 | Greater than | Associate | 1 | | | 4 | | 4 |
| Information Technology Technician | City of Whitehall | \$ 58,178 | \$ 47,507 | \$ 64,085 | | | | | | 2 | | 2 |
| Programmer/Analyst 3 | Franklin County Board of Commissioners | \$ 70,720 | \$ 63,710 | \$ 89,211 | Equal to | Bachelor | 5 | | | 4 | | 4 |
| Programmer - GIS | Union County | \$ 69,139 | \$ 47,694 | \$ 69,139 | | | | | | 1 | | 1 |
| | AVERAGES | \$ 66,274 | \$ 55,938 | \$ 79,918 | | | | | | | | |
| Database Manager | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Database Administrator | City of Columbus | \$ 102,939 | \$ 81,306 | \$ 121,959 | Equal to | Bachelor | 3 | | | 2 | | 2 |
| Network Administrator | City of Gahanna | \$ 74,069 | \$ 68,388 | \$ 95,743 | Equal to | Bachelor | 5 | | | 1 | | 1 |
| Network Operations Manager | City of Westerville | \$ 117,062 | \$ 86,528 | \$ 129,854 | Equal to | | | | | 1 | | 1 |
| Security Administrator | Franklin County Board of Commissioners | \$ 48,110 | \$ 44,678 | \$ 62,566 | Equal to | HS or GED | 3 | | | 1 | | 1 |
| | AVERAGES | \$ 85,545 | \$ 70,225 | \$ 102,530 | | | | | | | | |



Salaries Broken Down by Title

| Public Affairs/Communication | | | | | | | | | | | | |
|--|--|--------------------|----------------------|----------------------|----------------|----------|-------------|-------------------|--------------|--------------|--------------|--------------|
| Director Public Affairs | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Director,, Public Affairs | City of Delaware | \$ 88,650 | \$ 75,317 | \$ 88,650 | Equal to | Bachelor | 3 | | | 1 | | 1 |
| Community Relations Director | City of Dublin | \$ 115,533 | \$ 91,400 | \$ 134,100 | Greater than | | | | | 1 | | 1 |
| Chief Communications & Marketing Officer | City of New Albany | | \$ 91,758 | \$ 114,715 | | | | | | 1 | | 1 |
| Community Affairs Director | City of Upper Arlington | \$ 107,425 | \$ 79,362 | \$ 111,107 | Equal to | | | | | 1 | | 1 |
| Community Affairs Director | City of Westerville | \$ 97,739 | \$ 71,469 | \$ 107,286 | Equal to | | | | | 1 | | 1 |
| Economic Dev Admin | Delaware County | \$ 80,000 | \$ 79,997 | \$ 100,000 | Greater than | Bachelor | 6 | | | 1 | | 1 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 97,869 | \$ 81,550 | \$ 109,310 | | | | | | | | |
| | | | | | | | | | | | | |
| Director, Public Relations | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Community Relations Director | City of Dublin | \$ 115,533 | \$ 91,400 | \$ 134,100 | Greater than | | | | | 1 | | 1 |
| Business and Community Relations Officer | City of Grove City | \$ 103,771 | \$ 68,390 | \$ 103,771 | Equal to | | | | | 1 | | 1 |
| Director, Public Affairs | Franklin County Board of Commissioners | \$ 93,516 | \$ 71,635 | \$ 100,318 | Equal to | Bachelor | 7 | | | 1 | | 1 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 104,273 | \$ 77,142 | \$ 112,730 | | | | | | | | |
| | | | | | | | | | | | | |
| Public Information Director | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Community Relations Director | City of Dublin | \$ 115,533 | \$ 91,400 | \$ 134,100 | Greater than | | | | | 1 | | 1 |
| Public Information Manager | City of Gahanna | Vacant | \$ 68,388 | \$ 95,743 | Equal to | Bachelor | 6 | | | | | |
| Public Information Officer | City of New Albany | | \$ 60,603 | \$ 75,791 | Less than | | | | | 1 | | |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 115,533 | \$ 73,464 | \$ 101,878 | | | | | | | | |
| | | | | | | | | | | | | |
| Community Relations Specialist | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
| Events and Communications Coordinator | City of Canal Winchester | \$ 49,420 | \$ 40,506 | \$ 58,335 | Equal to | | | | | 1 | | 1 |
| Community Relations Coordinator | City of Columbus | \$ 62,421 | \$ 51,647 | \$ 77,423 | Greater than | Bachelor | 2 | | | 6 | | 6 |
| Public Information Officer | City of Dublin | \$ 66,766 | \$ 53,600 | \$ 78,700 | Equal to | | | | | 3 | | 3 |
| Community Relations Coordinator | City of Grove City | \$ 62,400 | \$ 47,300 | \$ 68,390 | Equal to | | | | | 1 | | 1 |
| Community Affairs Manager | City of Upper Arlington | \$ 55,113 | \$ 51,799 | \$ 72,518 | Equal to | | | | | 1 | | 1 |
| Promotions Coordinator | City of Westerville | \$ 58,933 | \$ 50,856 | \$ 71,094 | Equal to | | | | | 1 | | 1 |
| Community Relations Manager | City of Whitehall | \$ 59,815 | \$ 52,666 | \$ 66,061 | | | | | | 1 | | 1 |
| Community Relations Manager | Franklin County Board of Commissioners | \$ 53,560 | \$ 51,022 | \$ 71,448 | Equal to | Bachelor | 3 | | | 1 | | 1 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 58,554 | \$ 49,924 | \$ 70,496 | | | | | | | | |



Salaries Broken Down by Title

Public Affairs/Communication (Con't.)

| Graphic Designer | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
|------------------------------|--|---------------------------|-----------------------------|-----------------------------|-----------------------|-----------------|--------------------|--------------------------|---------------------|---------------------|---------------------|---------------------|
| Graphic Designer | City of Columbus | \$ 65,915 | \$ 46,127 | \$ 69,190 | | Bachelor | 3 | | | 1 | | 1 |
| Communications Web Developer | City of Upper Arlington | \$ 68,075 | \$ 51,799 | \$ 72,518 | Greater than | | | | | 1 | | 1 |
| Graphics Designer | Franklin County Board of Commissioners | \$ 43,388 | \$ 39,124 | \$ 54,787 | Equal to | Bachelor | 3 | | | 1 | | 1 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 59,126 | \$ 45,683 | \$ 65,498 | | | | | | | | |

| Public Information Representative | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
|--|--|---------------------------|-----------------------------|-----------------------------|-----------------------|-----------------|--------------------|--------------------------|---------------------|---------------------|---------------------|---------------------|
| Public Relations Specialist 1 | City of Columbus | | \$ 46,127 | \$ 69,190 | Equal to | Bachelor | | | | 1 | | 1 |
| Public Information Officer | City of Dublin | \$ 66,766 | \$ 53,600 | \$ 78,700 | Equal to | | | | | 3 | | 3 |
| Public Information & Community Relations | City of Worthington | \$ 74,977 | | | Equal to | | | | | 1 | | 1 |
| Public Information Officer 1 | Franklin County Board of Commissioners | \$ 54,766 | \$ 51,022 | \$ 71,448 | Equal to | Bachelor | 3 | | | 2 | | 2 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 65,503 | \$ 50,250 | \$ 73,113 | | | | | | | | |

| Public Information/Spec Events Coord. | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
|--|--------------------------|---------------------------|-----------------------------|-----------------------------|-----------------------|-----------------|--------------------|--------------------------|---------------------|---------------------|---------------------|---------------------|
| Events Manager | City of Dublin | \$ 103,504 | \$ 61,200 | \$ 89,800 | Greater than | | | | | 1 | | 1 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 103,504 | \$ 61,200 | \$ 89,800 | | | | | | | | |

Marketing

| Marketing Coordinator | Government Entity | Avg. Annual Salary | Salary Range Minimum | Salary Range Maximum | Level of Match | Min Educ | Yrs. of Exp | Seasonal Employee | P/T Employee | F/T Employee | Intern Appr. | # of Employs |
|---|--------------------------|---------------------------|-----------------------------|-----------------------------|-----------------------|-----------------|--------------------|--------------------------|---------------------|---------------------|---------------------|---------------------|
| Office Supp Wkr III/Public Info Marketing Coord (P/T) | City of Gahanna | \$ 68,390 | \$ 68,388 | \$ 95,743 | Equal to | Bachelor | 1 - 2 | | | | | 1 |
| Economic Development Coordinator | Delaware County | \$ 54,184 | \$ 48,000 | \$ 64,800 | Greater than | Bachelor | 3 | | | | | 1 |
| | | | | | | | | | | | | |
| | AVERAGES | \$ 61,287 | \$ 58,194 | \$ 80,271 | | | | | | | | |



SECTION 6

MEDICAL, DENTAL & VISION PLANS NON-BARGAINING & BARGAINING

2019 Health, Dental & Vision Plans
NON-BARGAINING

| | City of Bexley | City of Canal Winchester | City of Circleville |
|--|---|---|------------------------|
| If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.) | AFSCME, FOP & Non-Bargaining | | |
| Do you offer medical coverage to your employees? | Yes | Yes | Yes |
| What type of plan do you offer? | HSFA | | POS |
| How many employees are enrolled in medical plan? | 75 | | 82 |
| Funding type? | Self-Insured | Self-Insured | Fully-Insured |
| If other, please describe: | High Deductible Health Plan w/H.S.A. | High Deductible-Health Savings Account | |
| Monthly Premiums: Total Monthly Premium | | | |
| Employee Only | \$547 | \$674 | \$854 |
| Employee & Spouse/Domestic Partner | \$1,073 | \$1,745 | \$1,708 |
| Employee & Children | \$1,229 | \$1,745 | \$1,707 |
| Employee & Family | \$1,760 | \$1,745 | \$2,391 |
| Monthly Premiums: Total Employer Cost | | | |
| Employee Only | \$109 | \$674 | \$683 |
| Employee & Spouse/Domestic Partner | \$215 | \$1,745 | \$1,366 |
| Employee & Children | \$246 | \$1,745 | \$1,366 |
| Employee & Family | \$352 | \$1,745 | \$1,913 |
| Monthly Premiums: Total Employee Cost | | | |
| Employee Only | \$438 | | \$171 |
| Employee & Spouse/Domestic Partner | \$858 | | \$342 |
| Employee & Children | \$983 | | \$342 |
| Employee & Family | \$1,408 | | \$478 |
| In Network Deductible: | | | |
| Individual deductible | \$1,350 | \$2,700 | \$5,000 |
| Family deductible | \$2,700 | \$5,000 | \$10,000 |
| | | | |
| Coinsurance (e.g., 80/20, 70/30, etc.) | 50 / 50 | 100 | 80 / 20 |
| Lifetime maximum for medical plan | | | |
| Office co-payment (Primary Care Physician) | | | \$35 |
| Office co-payment (Specialist) | | | \$70 |
| Co-payment or co-insurance (Emergency room) | | | \$30 |
| Co-payment or co-insurance (Urgent Care) | | | \$75 |
| Co-payment or co-insurance generic drugs (retail) | | | \$10 |

2019 Health, Dental & Vision Plans
NON-BARGAINING

| | City of Bexley | City of Canal Winchester | City of Circleville |
|---|-------------------|-----------------------------|------------------------|
| In Network Deductible: (Con't.) | | | |
| Co-payment or co-insurance preferred brand (retail) | | | \$30 |
| Co-payment or co-insurance non-preferred drugs (retail) | | | \$60 |
| Co-pay or co-insurance generic drugs (mail order- 3 mos.) | | | \$25 |
| Co-pay or co-insurance preferred drugs (mail order - 3 mos.) | | | \$75 |
| Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.) | | | \$150 |
| Out-of-Network Deductible: | | | |
| Individual deductible | \$2,650 | \$5,000 | \$500 |
| Family deductible | \$5,300 | \$10,000 | \$10,000 |
| Coinsurance (e.g., 80/20, 70/30, etc.) | 50 / 50 | | 80 / 20 |
| Lifetime maximum for medical plan | | | |
| Office co-payment (Primary Care Physician) | | | 30% co-ins |
| Office co-payment (Specialist) | | | 30% co-ins |
| Co-payment or co-insurance (Emergency room) | | | 30% co-ins |
| Co-payment or co-insurance (Urgent Care) | | | 30% co-ins |
| Co-payment or co-insurance generic drugs (retail) | | | \$10 |
| Co-payment or co-insurance preferred brand (retail) | | | \$30 |
| Co-payment or co-insurance non-preferred drugs (retail) | | | \$60 |
| Co-pay or co-insurance generic drugs (mail order- 3 mos.) | | | \$10 |
| Co-pay or co-insurance preferred drugs (mail order - 3 mos.) | | | \$30 |
| Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.) | | | \$60 |
| Do you provide a credit/incentive to employees who opt out of medical coverage? | Yes | Yes | No |

2019 Health, Dental & Vision Plans
NON-BARGAINING

| | City of Bexley | City of Canal Winchester | City of Circleville |
|---|-------------------|-----------------------------|------------------------|
| Dental Coverage: | | | |
| Do you offer Dental coverage to your employees? | Yes | Yes | Yes |
| Do you offer orthodontic benefits? | Yes | Yes | Yes |
| If yes, per person lifetime maximum? | 1200 | \$1,500 | \$1,500 |
| If yes, what age group is covered? | No age limit | To age 19 | To age 19 |
| Monthly Dental Premiums if not bundled with medical plan | | | |
| Total Monthly Premium | | | |
| Employee only | \$38 | \$97 | \$23 |
| Employee & Spouse/Domestic Partner | \$72 | \$97 | \$44 |
| Employee & Child(ren) | \$85 | \$97 | \$90 |
| Employee & Family | \$131 | \$97 | \$90 |
| Monthly Employer Cost | | | |
| Employee only | \$19 | \$97 | \$18 |
| Employee & Spouse/Domestic Partner | \$36 | \$97 | \$35 |
| Employee & Child(ren) | \$43 | \$97 | \$72 |
| Employee & Family | \$65 | \$97 | \$72 |
| Monthly Employee Cost | | | |
| Employee only | \$19 | | \$5 |
| Employee & Spouse/Domestic Partner | \$36 | | \$9 |
| Employee & Child(ren) | \$43 | | \$18 |
| Employee & Family | \$65 | | \$18 |

2019 Health, Dental & Vision Plans
NON-BARGAINING

| | City of Bexley | City of Canal Winchester | City of Circleville |
|--|-------------------|-----------------------------|------------------------|
| Vision Coverage: | | | |
| Do you offer vision coverage to your employees? | Yes | Yes | Yes |
| Is your vision bundled with your medical plan? | No | No | No |
| Please provide information below if not bundled with medical | | | |
| Total Monthly Premium | | | |
| Employee only | \$9 | \$22 | \$7 |
| Employee & Spouse/Domestic Partner | \$18 | \$22 | \$14 |
| Employee & Child(ren) | \$18 | \$22 | \$25 |
| Employee & Family | \$30 | \$22 | \$25 |
| Monthly Employer Cost | | | |
| Employee only | \$5 | \$22 | |
| Employee & Spouse/Domestic Partner | \$9 | \$22 | |
| Employee & Child(ren) | \$9 | \$22 | |
| Employee & Family | \$15 | \$22 | |
| Monthly Employee Cost | | | |
| Employee only | \$5 | | \$7 |
| Employee & Spouse/Domestic Partner | \$9 | | \$14 |
| Employee & Child(ren) | \$9 | | \$25 |
| Employee & Family | \$15 | | \$25 |

Notes:

This is for both Bargaining
and Non-Bargaining

2019 Health, Dental & Vision Plans
NON-BARGAINING

| | City of Columbus | City of Delaware | City of Dublin |
|--|---------------------|---|-------------------|
| If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.) | | | |
| Do you offer medical coverage to your employees? | Yes | Yes | Yes |
| What type of plan do you offer? | PPO | PPO | PPO, DCFSA |
| How many employees are enrolled in medical plan? | 1,066 | 271 | 408 |
| Funding type? | Self-Insured | Self-Insured | Self-Insured |
| If other, please describe: | | | |
| Monthly Premiums: Total Monthly Premium | | | |
| Employee Only | \$193 | \$753 | \$873 |
| Employee & Spouse/Domestic Partner | \$481 | \$2,258 | |
| Employee & Children | \$481 | \$2,258 | |
| Employee & Family | \$481 | \$2,258 | \$1,994 |
| Monthly Premiums: Total Employer Cost | | | |
| Employee Only | | \$648 | \$873 |
| Employee & Spouse/Domestic Partner | | \$1,945 | |
| Employee & Children | | \$1,945 | |
| Employee & Family | | \$1,945 | \$1,994 |
| Monthly Premiums: Total Employee Cost | | | |
| Employee Only | \$193 | \$104 | |
| Employee & Spouse/Domestic Partner | \$481 | \$313 | |
| Employee & Children | \$481 | \$313 | |
| Employee & Family | \$481 | \$313 | |
| In Network Deductible: | | | |
| Individual deductible | \$300 | \$0 | \$2,500 |
| Family deductible | \$600 | \$0 | \$5,000 |
| | | EE: 10% of \$1,000, 20% of \$3,000, Fam:10% of \$2,000, 20% of \$5,000 | |
| Coinsurance (e.g., 80/20, 70/30, etc.) | 80 / 20 | | 85 / 15 |
| Lifetime maximum for medical plan | | | |
| Office co-payment (Primary Care Physician) | \$20 | \$10 | |
| Office co-payment (Specialist) | \$30 | \$10 | |
| Co-payment or co-insurance (Emergency room) | \$75 | | |
| Co-payment or co-insurance (Urgent Care) | \$30 | | |
| Co-payment or co-insurance generic drugs (retail) | \$5 | \$0 | |

2019 Health, Dental & Vision Plans
NON-BARGAINING

| | City of Columbus | City of Delaware | City of Dublin |
|---|-----------------------------|----------------------|-------------------|
| In Network Deductible: (Con't.) | | | |
| Co-payment or co-insurance preferred brand (retail) | \$15 | \$25 co-pay then 50% | |
| Co-payment or co-insurance non-preferred drugs (retail) | \$30 | \$25 co-pay then 50% | |
| Co-pay or co-insurance generic drugs (mail order- 3 mos.) | \$13 | 10% | |
| Co-pay or co-insurance preferred drugs (mail order - 3 mos.) | \$25 | 25% | |
| Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.) | \$60 | 25% | |
| Out-of-Network Deductible: | | | |
| Individual deductible | \$800 | \$500 | \$5,000 |
| Family deductible | \$1,600 | \$1,000 | \$10,000 |
| Coinsurance (e.g., 80/20, 70/30, etc.) | 60 / 40 | 50 / 50 | 60 / 40 |
| Lifetime maximum for medical plan | | | |
| Office co-payment (Primary Care Physician) | \$0 co-pay, 60% of eligible | 50% | |
| Office co-payment (Specialist) | \$0 co-pay, 60% of eligible | 50% | |
| Co-payment or co-insurance (Emergency room) | \$75 | 50% | |
| Co-payment or co-insurance (Urgent Care) | \$30 | 50% | |
| Co-payment or co-insurance generic drugs (retail) | \$5 | | |
| Co-payment or co-insurance preferred brand (retail) | \$15 | | |
| Co-payment or co-insurance non-preferred drugs (retail) | \$30 | | |
| Co-pay or co-insurance generic drugs (mail order- 3 mos.) | \$13 | | |
| Co-pay or co-insurance preferred drugs (mail order - 3 mos.) | \$25 | | |
| Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.) | 60 | | |
| Do you provide a credit/incentive to employees who opt out of medical coverage? | No | Yes | No |

2019 Health, Dental & Vision Plans
NON-BARGAINING

| | City of Columbus | City of Delaware | City of Dublin |
|--|---------------------|---------------------|---------------------|
| Dental Coverage: | | | |
| Do you offer Dental coverage to your employees? | Yes | Yes | Yes |
| Do you offer orthodontic benefits? | Yes | No | Yes |
| If yes, per person lifetime maximum? | \$1,850 | | \$2,000 |
| If yes, what age group is covered? | Up to age 26 | | All |
| Monthly Dental Premiums if not bundled with medical plan | | | |
| Total Monthly Premium | | | |
| Employee only | | \$48 | |
| Employee & Spouse/Domestic Partner | | \$106 | |
| Employee & Child(ren) | | \$106 | |
| Employee & Family | | \$106 | |
| Monthly Employer Cost | | | |
| Employee only | | \$42 | Included in medical |
| Employee & Spouse/Domestic Partner | | \$92 | Included in medical |
| Employee & Child(ren) | | \$92 | Included in medical |
| Employee & Family | | \$92 | Included in medical |
| Monthly Employee Cost | | | |
| Employee only | | \$7 | |
| Employee & Spouse/Domestic Partner | | \$15 | |
| Employee & Child(ren) | | \$15 | |
| Employee & Family | | \$15 | |

2019 Health, Dental & Vision Plans
NON-BARGAINING

| | City of Columbus | City of Delaware | City of Dublin |
|--|---------------------|---------------------|---------------------|
| Vision Coverage: | | | |
| Do you offer vision coverage to your employees? | Yes | Yes | Yes |
| Is your vision bundled with your medical plan? | Yes | No | Yes |
| Please provide information below if not bundled with medical | | | |
| Total Monthly Premium | | | |
| Employee only | | \$6 | |
| Employee & Spouse/Domestic Partner | | \$12 | |
| Employee & Child(ren) | | \$13 | |
| Employee & Family | | \$19 | |
| Monthly Employer Cost | | | |
| Employee only | | | Included in medical |
| Employee & Spouse/Domestic Partner | | | Included in medical |
| Employee & Child(ren) | | | Included in medical |
| Employee & Family | | | Included in medical |
| Monthly Employee Cost | | | |
| Employee only | | \$6 | |
| Employee & Spouse/Domestic Partner | | \$12 | |
| Employee & Child(ren) | | \$13 | |
| Employee & Family | | \$19 | |

Notes:

\$50 then 10% co-ins,
co-pay waived if
admitted

2019 Health, Dental & Vision Plans
NON-BARGAINING

| | City of Gahanna | City of Grandview Heights | City of Grove City |
|--|----------------------|------------------------------|-----------------------|
| If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.) | | | |
| Do you offer medical coverage to your employees? | Yes | Yes | Yes |
| What type of plan do you offer? | PPO | PPO | HSFA |
| How many employees are enrolled in medical plan? | 44 | 73 | 150 |
| Funding type? | Self-Insured | Fully-Insured | Self-Insured |
| If other, please describe: | | | |
| Monthly Premiums: Total Monthly Premium | | | |
| Employee Only | \$850 | \$2,056 | \$736 |
| Employee & Spouse/Domestic Partner | \$1,594 | \$2,056 | \$1,906 |
| Employee & Children | \$1,759 | \$2,056 | \$1,906 |
| Employee & Family | \$250,294 | \$2,056 | \$1,906 |
| Monthly Premiums: Total Employer Cost | | | |
| Employee Only | \$723 | \$1,909 | \$626 |
| Employee & Spouse/Domestic Partner | \$1,355 | \$1,681 | \$1,620 |
| Employee & Children | \$1,495 | \$1,681 | \$1,620 |
| Employee & Family | \$2,128 | \$1,681 | \$1,620 |
| Monthly Premiums: Total Employee Cost | | | |
| Employee Only | \$128 | \$147 | \$110 |
| Employee & Spouse/Domestic Partner | \$239 | \$375 | \$286 |
| Employee & Children | \$264 | \$375 | \$286 |
| Employee & Family | \$375 | \$375 | \$286 |
| In Network Deductible: | | | |
| Individual deductible | \$200 | \$400 | \$2,700 |
| Family deductible | \$600 | \$1,000 | \$5,000 |
| Coinsurance (e.g., 80/20, 70/30, etc.) | | | |
| Lifetime maximum for medical plan | 90 / 10 | 100 | |
| Office co-payment (Primary Care Physician) | \$15 | \$20 | |
| Office co-payment (Specialist) | \$15 | \$20 - \$40 | |
| Co-payment or co-insurance (Emergency room) | \$150 | \$150 | |
| Co-payment or co-insurance (Urgent Care) | 10% after deductible | \$25 | |
| Co-payment or co-insurance generic drugs (retail) | \$8 | \$5 | |

2019 Health, Dental & Vision Plans
NON-BARGAINING

| | City of Gahanna | City of Grandview Heights | City of Grove City |
|---|--------------------|------------------------------|-----------------------|
| In Network Deductible: (Con't.) | | | |
| Co-payment or co-insurance preferred brand (retail) | \$20 | \$25 | |
| Co-payment or co-insurance non-preferred drugs (retail) | \$35 | \$50 | |
| Co-pay or co-insurance generic drugs (mail order- 3 mos.) | \$10 | \$13 | |
| Co-pay or co-insurance preferred drugs (mail order - 3 mos.) | \$30 | \$63 | |
| Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.) | \$50 | \$125 | |
| Out-of-Network Deductible: | | | |
| Individual deductible | \$400 | \$800 | \$50,000 |
| Family deductible | \$1,200 | \$2,000 | \$10,000 |
| Coinsurance (e.g., 80/20, 70/30, etc.) | 70 / 30 | 80 / 20 | |
| Lifetime maximum for medical plan | | | |
| Office co-payment (Primary Care Physician) | 30% co-ins | 20% | |
| Office co-payment (Specialist) | 30% co-ins | 20% | |
| Co-payment or co-insurance (Emergency room) | \$150 + 10% | 20% | |
| Co-payment or co-insurance (Urgent Care) | 30% co-ins | 20% | |
| 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/incentive to employees who opt out of medical coverage? | Yes | No | Yes |

2019 Health, Dental & Vision Plans
NON-BARGAINING

| | City of Gahanna | City of Grandview Heights | City of Grove City |
|--|--------------------|------------------------------|---------------------------------------|
| Dental Coverage: | | | |
| Do you offer Dental coverage to your employees? | Yes | Yes | Yes |
| Do you offer orthodontic benefits? | Yes | Yes | Yes |
| If yes, per person lifetime maximum? | \$1,500 | \$1,500 | \$1,500 |
| If yes, what age group is covered? | To age 19 | To age 19 | To 25th birthday (end of cal. Yr.) |
| Monthly Dental Premiums if not bundled with medical plan | | | |
| Total Monthly Premium | | | |
| Employee only | \$28 | | \$97 |
| Employee & Spouse/Domestic Partner | \$28 | | \$97 |
| Employee & Child(ren) | \$28 | | \$97 |
| Employee & Family | \$28 | | \$97 |
| Monthly Employer Cost | | | |
| Employee only | \$28 | | \$83 |
| Employee & Spouse/Domestic Partner | \$28 | | \$83 |
| Employee & Child(ren) | \$28 | | \$83 |
| Employee & Family | \$28 | | \$83 |
| Monthly Employee Cost | | | |
| Employee only | | | \$15 |
| Employee & Spouse/Domestic Partner | | | \$15 |
| Employee & Child(ren) | | | \$15 |
| Employee & Family | | | \$15 |

2019 Health, Dental & Vision Plans
NON-BARGAINING

| | City of Gahanna | City of Grandview Heights | City of Grove City |
|--|--------------------|------------------------------|-----------------------|
| Vision Coverage: | | | |
| Do you offer vision coverage to your employees? | Yes | Yes | Yes |
| Is your vision bundled with your medical plan? | No | Yes | No |
| Please provide information below if not bundled with medical | | | |
| Total Monthly Premium | | | |
| Employee only | \$28 | | \$24 |
| Employee & Spouse/Domestic Partner | \$28 | | \$24 |
| Employee & Child(ren) | \$28 | | \$24 |
| Employee & Family | \$28 | | \$24 |
| Monthly Employer Cost | | | |
| Employee only | \$28 | | \$20 |
| Employee & Spouse/Domestic Partner | \$28 | | \$20 |
| Employee & Child(ren) | \$28 | | \$20 |
| Employee & Family | \$28 | | \$20 |
| Monthly Employee Cost | | | |
| Employee only | | | \$4 |
| Employee & Spouse/Domestic Partner | | | \$4 |
| Employee & Child(ren) | | | \$4 |
| Employee & Family | | | \$4 |

Notes:

2019 Health, Dental & Vision Plans
NON-BARGAINING

| | City of Lancaster | City of Marysville | City Of New Albany |
|--|----------------------|-----------------------|-----------------------|
| If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.) | | | FOP, USW |
| Do you offer medical coverage to your employees? | Yes | Yes | Yes |
| What type of plan do you offer? | PPO | PPO, HSFA, DCFSA | PPO, HSFA, DCFSA |
| How many employees are enrolled in medical plan? | 358 | 30, 63, 0 | 85 |
| Funding type? | Self-Insured | Fully-Insured | Self-Insured |
| If other, please describe: | | | |
| Monthly Premiums: Total Monthly Premium | | | |
| Employee Only | \$770 | \$936 | \$830 |
| Employee & Spouse/Domestic Partner | | \$2,446 | \$1,530 |
| Employee & Children | | \$2,446 | \$1,799 |
| Employee & Family | \$2,058 | \$2,144 | \$2,411 |
| Monthly Premiums: Total Employer Cost | | | |
| Employee Only | \$655 | \$187 | |
| Employee & Spouse/Domestic Partner | | \$489 | |
| Employee & Children | | \$489 | |
| Employee & Family | \$1,749 | \$187 | |
| Monthly Premiums: Total Employee Cost | | | |
| Employee Only | \$116 | \$749 | |
| Employee & Spouse/Domestic Partner | | \$1,956 | |
| Employee & Children | | \$1,956 | |
| Employee & Family | \$309 | \$1,956 | |
| In Network Deductible: | | | |
| Individual deductible | \$250 | \$100 | |
| Family deductible | \$500 | \$200 | |
| Coinsurance (e.g., 80/20, 70/30, etc.) | 80 / 20 | 80 / 20 | |
| Lifetime maximum for medical plan | | \$600 / \$1,200 | |
| Office co-payment (Primary Care Physician) | \$25 | \$15 | |
| Office co-payment (Specialist) | \$25 | \$15 | |
| Co-payment or co-insurance (Emergency room) | \$100 | \$100 | |
| Co-payment or co-insurance (Urgent Care) | \$50 | \$25 | |
| Co-payment or co-insurance generic drugs (retail) | \$10 | \$10 | |

2019 Health, Dental & Vision Plans
NON-BARGAINING

| | City of Lancaster | City of Marysville | City Of New Albany |
|---|----------------------|-----------------------|-----------------------|
| In Network Deductible: (Con't.) | | | |
| Co-payment or co-insurance preferred brand (retail) | \$30 | \$25 | |
| Co-payment or co-insurance non-preferred drugs (retail) | \$60 | \$45 | |
| Co-pay or co-insurance generic drugs (mail order- 3 mos.) | \$20 | \$25 | |
| Co-pay or co-insurance preferred drugs (mail order - 3 mos.) | \$60 | \$63 | |
| Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.) | \$120 | \$113 | |
| Out-of-Network Deductible: | | | |
| Individual deductible | \$500 | \$200 | |
| Family deductible | \$1,000 | \$400 | |
| Coinsurance (e.g., 80/20, 70/30, etc.) | 60 / 40 | 60 / 40 | |
| Lifetime maximum for medical plan | | \$1,200 / \$2,400 | |
| Office co-payment (Primary Care Physician) | \$50 | 40% | |
| Office co-payment (Specialist) | \$50 | 40% | |
| Co-payment or co-insurance (Emergency room) | \$100 | \$100 | |
| Co-payment or co-insurance (Urgent Care) | \$75 | 40% | |
| Co-payment or co-insurance generic drugs (retail) | | \$10 | |
| Co-payment or co-insurance preferred brand (retail) | | \$25 | |
| Co-payment or co-insurance non-preferred drugs (retail) | | \$45 | |
| Co-pay or co-insurance generic drugs (mail order- 3 mos.) | | Not Covered | |
| Co-pay or co-insurance preferred drugs (mail order - 3 mos.) | | Not Covered | |
| Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.) | | Not Covered | |
| Do you provide a credit/incentive to employees who opt out of medical coverage? | No | Yes | |

2019 Health, Dental & Vision Plans
NON-BARGAINING

| | City of Lancaster | City of Marysville | City Of New Albany |
|---|----------------------|-----------------------|-----------------------|
| Dental Coverage: | | | |
| Do you offer Dental coverage to your employees? | Yes | Yes | Yes |
| Do you offer orthodontic benefits? | Yes | Yes | Yes |
| If yes, per person lifetime maximum? | \$2,000 | \$1,000 | \$1,500 |
| If yes, what age group is covered? | To age 19 | To age 19 | To age 19 |
| Monthly Dental Premiums if not bundled with medical plan | | | |
| Total Monthly Premium | | | |
| Employee only | | \$30 | \$97 |
| Employee & Spouse/Domestic Partner | | \$91 | \$97 |
| Employee & Child(ren) | | \$91 | \$97 |
| Employee & Family | | \$91 | \$97 |
| Monthly Employer Cost | | | |
| Employee only | | \$6 | \$1,312 |
| Employee & Spouse/Domestic Partner | | \$18 | \$1,312 |
| Employee & Child(ren) | | \$18 | \$1,312 |
| Employee & Family | | \$18 | \$1,312 |
| Monthly Employee Cost | | | |
| Employee only | | \$24 | |
| Employee & Spouse/Domestic Partner | | \$73 | |
| Employee & Child(ren) | | \$73 | |
| Employee & Family | | \$73 | |

2019 Health, Dental & Vision Plans
NON-BARGAINING

| | City of Lancaster | City of Marysville | City Of New Albany |
|--|----------------------|-----------------------|-----------------------|
| Vision Coverage: | | | |
| Do you offer vision coverage to your employees? | Yes | Yes | Yes |
| Is your vision bundled with your medical plan? | No | No | No |
| Please provide information below if not bundled with medical | | | |
| Total Monthly Premium | | | |
| Employee only | \$12 | \$6 | \$24 |
| Employee & Spouse/Domestic Partner | \$17 | \$14 | \$24 |
| Employee & Child(ren) | | \$14 | \$24 |
| Employee & Family | \$30 | \$14 | \$24 |
| | | | \$24 |
| Monthly Employer Cost | | | |
| Employee only | | | \$288 |
| Employee & Spouse/Domestic Partner | | \$3 | \$288 |
| Employee & Child(ren) | | \$3 | \$288 |
| Employee & Family | | \$3 | \$288 |
| Monthly Employee Cost | | | |
| Employee only | \$12 | \$6 | |
| Employee & Spouse/Domestic Partner | \$17 | \$11 | |
| Employee & Child(ren) | | \$11 | |
| Employee & Family | \$30 | \$11 | |

Notes:

2019 Health, Dental & Vision Plans
NON-BARGAINING

| | City of Pataskala | City of Upper Arlington | City of Westerville |
|--|------------------------|----------------------------|------------------------|
| If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.) | | | |
| Do you offer medical coverage to your employees? | Yes | Yes | Yes |
| What type of plan do you offer? | PPO & HSFA | PPO, HSFA, DCFS & HDHP | HSFA |
| How many employees are enrolled in medical plan? | PPO 18, HSFA 12 | PPO - 52, HDHP - 51 | 320 |
| Funding type? | Partially Self-Insured | Self-Insured | Self-Insured |
| If other, please describe: | | | |
| Monthly Premiums: Total Monthly Premium | | | |
| Employee Only | \$693 | \$596 / \$563 | \$638 |
| Employee & Spouse/Domestic Partner | \$1,306 | \$1251 / \$1185 | \$1,404 |
| Employee & Children | \$1,267 | \$1013 / \$959 | \$1,276 |
| Employee & Family | \$1,899 | \$1669 / \$1580 | \$2,233 |
| Monthly Premiums: Total Employer Cost | | | |
| Employee Only | \$624 | \$524 / \$496 | \$542 |
| Employee & Spouse/Domestic Partner | \$1,242 | \$1101 / \$1043 | \$1,193 |
| Employee & Children | \$1,206 | \$891 / \$844 | \$1,085 |
| Employee & Family | \$1,806 | \$1469 / \$1390 | \$1,898 |
| Monthly Premiums: Total Employee Cost | | | |
| Employee Only | \$69 | \$71 / \$67 | \$96 |
| Employee & Spouse/Domestic Partner | \$64 | \$150 / \$142 | \$211 |
| Employee & Children | \$62 | \$121 / \$115 | \$191 |
| Employee & Family | \$93 | \$200 / \$189 | \$335 |
| In Network Deductible: | | | |
| Individual deductible | \$2,500 | \$200 | \$4,000 |
| Family deductible | \$5,000 | \$400 | \$8,000 |
| Coinsurance (e.g., 80/20, 70/30, etc.) | 100 | 80 / 20 | 100 |
| Lifetime maximum for medical plan | | | |
| Office co-payment (Primary Care Physician) | Ded then 100% | \$20 | |
| Office co-payment (Specialist) | Ded then 100% | \$10 | |
| Co-payment or co-insurance (Emergency room) | Ded then 100% | \$30 | |
| Co-payment or co-insurance (Urgent Care) | Ded then 100% | \$50 | |
| Co-payment or co-insurance generic drugs (retail) | Ded then 100% | \$25 | |

2019 Health, Dental & Vision Plans
NON-BARGAINING

| | City of Pataskala | City of Upper Arlington | City of Westerville |
|---|----------------------|----------------------------|------------------------|
| In Network Deductible: (Con't.) | | | |
| Co-payment or co-insurance preferred brand (retail) | Ded then 100% | \$75 | |
| Co-payment or co-insurance non-preferred drugs (retail) | Ded then 100% | \$125 | |
| Co-pay or co-insurance generic drugs (mail order- 3 mos.) | Ded then 100% | \$25 | |
| Co-pay or co-insurance preferred drugs (mail order - 3 mos.) | Ded then 100% | \$75 | |
| Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.) | Ded then 100% | \$125 | |
| Out-of-Network Deductible: | | | |
| Individual deductible | \$5,000.00 | \$400 | \$4,000 |
| Family deductible | \$10,000.00 | \$800 | \$8,000 |
| Coinsurance (e.g., 80/20, 70/30, etc.) | 80 / 20 | 70 / 30 | 80 / 20 |
| Lifetime maximum for medical plan | | | |
| Office co-payment (Primary Care Physician) | Ded then 80% | 30% | |
| Office co-payment (Specialist) | Ded then 80% | 30% | |
| Co-payment or co-insurance (Emergency room) | Ded then 100% | \$100 | |
| Co-payment or co-insurance (Urgent Care) | Ded then 80% | 30% | |
| Co-payment or co-insurance generic drugs (retail) | Ded then 100% | \$10 | |
| Co-payment or co-insurance preferred brand (retail) | Ded then 100% | \$30 | |
| Co-payment or co-insurance non-preferred drugs (retail) | Ded then 100% | \$50 | |
| Co-pay or co-insurance generic drugs (mail order- 3 mos.) | Ded then 100% | | |
| Co-pay or co-insurance preferred drugs (mail order - 3 mos.) | Ded then 100% | | |
| Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.) | Ded then 100% | | |
| Do you provide a credit/incentive to employees who opt out of medical coverage? | Yes | No | Yes |

2019 Health, Dental & Vision Plans
NON-BARGAINING

| | City of Pataskala | City of Upper Arlington | City of Westerville |
|---|----------------------|----------------------------|------------------------|
| Dental Coverage: | | | |
| Do you offer Dental coverage to your employees? | Yes | Yes | Yes |
| Do you offer orthodontic benefits? | Yes | No | Yes |
| If yes, per person lifetime maximum? | \$1,500 | | \$2,000 |
| If yes, what age group is covered? | To age 19 | | To age 19 |
| Monthly Dental Premiums if not bundled with medical plan | | | |
| Total Monthly Premium | | | |
| Employee only | \$35 | \$37 | \$33 |
| Employee & Spouse/Domestic Partner | \$69 | \$82 | \$96 |
| Employee & Child(ren) | \$86 | \$82 | \$96 |
| Employee & Family | \$132 | \$82 | \$96 |
| Monthly Employer Cost | | | |
| Employee only | \$31 | \$37 | \$33 |
| Employee & Spouse/Domestic Partner | \$62 | \$82 | \$96 |
| Employee & Child(ren) | \$78 | \$82 | \$96 |
| Employee & Family | \$119 | \$82 | \$96 |
| Monthly Employee Cost | | | |
| Employee only | \$3 | | |
| Employee & Spouse/Domestic Partner | \$7 | | |
| Employee & Child(ren) | \$9 | | |
| Employee & Family | \$13 | | |

2019 Health, Dental & Vision Plans
NON-BARGAINING

| | City of Pataskala | City of Upper Arlington | City of Westerville |
|--|----------------------|----------------------------|------------------------|
| Vision Coverage: | | | |
| Do you offer vision coverage to your employees? | Yes | Yes | Yes |
| Is your vision bundled with your medical plan? | No | No | No |
| Please provide information below if not bundled with medical | | | |
| Total Monthly Premium | | | |
| Employee only | \$22 | \$6 | \$7 |
| Employee & Spouse/Domestic Partner | \$22 | \$11 | \$20 |
| Employee & Child(ren) | \$22 | \$12 | \$20 |
| Employee & Family | \$22 | \$17 | \$20 |
| Monthly Employer Cost | | | |
| Employee only | \$20 | | \$7 |
| Employee & Spouse/Domestic Partner | \$20 | | \$20 |
| Employee & Child(ren) | \$20 | | \$20 |
| Employee & Family | \$20 | | \$20 |
| Monthly Employee Cost | | | |
| Employee only | \$2 | \$6 | |
| Employee & Spouse/Domestic Partner | \$2 | \$11 | |
| Employee & Child(ren) | \$2 | \$12 | |
| Employee & Family | \$2 | \$17 | |

Notes:

We belong to the COHCC healthcare group which is a partially self-funded plan. Also, please note that the medical rates do not include the city-funded HRA balances. The city funds \$1,500 for single coverage, and \$3,000 for all other levels.

2019 Health, Dental & Vision Plans
NON-BARGAINING

| | City of Whitehall | City of Worthington |
|--|--|------------------------|
| If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.) | | |
| Do you offer medical coverage to your employees? | Yes | Yes |
| What type of plan do you offer? | PPO, HSFA, DCFSA | PPO |
| How many employees are enrolled in medical plan? | 151 | 131 |
| Funding type? | Self-Insured | Self-Insured |
| If other, please describe: | for medical dental & vision with stop loss coverage | |
| Monthly Premiums: Total Monthly Premium | | |
| Employee Only | \$75 | \$822 |
| Employee & Spouse/Domestic Partner | \$100 | |
| Employee & Children | \$125 | |
| Employee & Family | \$125 | \$2,288 |
| Monthly Premiums: Total Employer Cost | | |
| Employee Only | Self Insured | \$802 |
| Employee & Spouse/Domestic Partner | Self Insured | |
| Employee & Children | Self Insured | |
| Employee & Family | Self Insured | \$2,077 |
| Monthly Premiums: Total Employee Cost | | |
| Employee Only | \$75 | \$82 |
| Employee & Spouse/Domestic Partner | \$100 | |
| Employee & Children | \$125 | |
| Employee & Family | \$125 | \$212 |
| In Network Deductible: | | |
| Individual deductible | \$350 - \$550 | \$2,700 |
| Family deductible | \$1050 - \$1400 | \$5,000 |
| Coinsurance (e.g., 80/20, 70/30, etc.) | 90 / 10 or 70/30 | 100 |
| Lifetime maximum for medical plan | | |
| Office co-payment (Primary Care Physician) | \$30 | |
| Office co-payment (Specialist) | 30 - \$60 | |
| Co-payment or co-insurance (Emergency room) | \$150.00 - \$300 | |
| Co-payment or co-insurance (Urgent Care) | 50 - \$75 | |
| Co-payment or co-insurance generic drugs (retail) | \$10 | |

2019 Health, Dental & Vision Plans
NON-BARGAINING

| | City of Whitehall | City of Worthington |
|---|----------------------|------------------------|
| In Network Deductible: (Con't.) | | |
| Co-payment or co-insurance preferred brand (retail) | \$20 to \$40 | |
| Co-payment or co-insurance non-preferred drugs (retail) | \$45 to \$75 | |
| Co-pay or co-insurance generic drugs (mail order- 3 mos.) | \$20 | |
| Co-pay or co-insurance preferred drugs (mail order - 3 mos.) | \$70 | |
| Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.) | \$150 | |
| Out-of-Network Deductible: | | |
| Individual deductible | \$700 | \$10,000 |
| Family deductible | \$2,100 | \$20,000 |
| Coinsurance (e.g., 80/20, 70/30, etc.) | 80 / 20 | 80 / 20 |
| Lifetime maximum for medical plan | None | |
| Office co-payment (Primary Care Physician) | | |
| Office co-payment (Specialist) | | |
| Co-payment or co-insurance (Emergency room) | \$150.00 - \$300 | |
| Co-payment or co-insurance (Urgent Care) | \$50 - \$75 | |
| 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/incentive to employees who opt out of medical coverage? | No | Yes |

2019 Health, Dental & Vision Plans
NON-BARGAINING

| | City of Whitehall | City of Worthington |
|---|----------------------|------------------------|
| Dental Coverage: | | |
| Do you offer Dental coverage to your employees? | Yes | Yes |
| Do you offer orthodontic benefits? | Yes | Yes |
| If yes, per person lifetime maximum? | \$2,000 | \$1,500 |
| If yes, what age group is covered? | To age 19 | To age 19 |
| Monthly Dental Premiums if not bundled with medical plan | | |
| Total Monthly Premium | | |
| Employee only | | \$97 |
| Employee & Spouse/Domestic Partner | | |
| Employee & Child(ren) | | |
| Employee & Family | | \$97 |
| Monthly Employer Cost | | |
| Employee only | | \$97 |
| Employee & Spouse/Domestic Partner | | |
| Employee & Child(ren) | | |
| Employee & Family | | \$97 |
| Monthly Employee Cost | | |
| Employee only | | |
| Employee & Spouse/Domestic Partner | | |
| Employee & Child(ren) | | |
| Employee & Family | | |

2019 Health, Dental & Vision Plans
NON-BARGAINING

| | City of Whitehall | City of Worthington |
|--|----------------------|------------------------|
| Vision Coverage: | | |
| Do you offer vision coverage to your employees? | Yes | Yes |
| Is your vision bundled with your medical plan? | Yes | No |
| Please provide information below if not bundled with medical | | |
| Total Monthly Premium | | |
| Employee only | | \$28 |
| Employee & Spouse/Domestic Partner | | \$28 |
| Employee & Child(ren) | | \$28 |
| Employee & Family | | \$28 |
| Monthly Employer Cost | | |
| Employee only | | \$28 |
| Employee & Spouse/Domestic Partner | | \$28 |
| Employee & Child(ren) | | \$28 |
| Employee & Family | | \$28 |
| Monthly Employee Cost | | |
| Employee only | | |
| Employee & Spouse/Domestic Partner | | |
| Employee & Child(ren) | | |
| Employee & Family | | |

Notes:

2019 Health, Dental & Vision Plans
NON-BARGAINING

| | Delaware County | Franklin County Board of Commissioners |
|--|--------------------|---|
| If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.) | | |
| Do you offer medical coverage to your employees? | Yes | Yes |
| What type of plan do you offer? | PPO | PPO HSFA DCFSA |
| How many employees are enrolled in medical plan? | 844 | 5691 991 107 |
| Funding type? | Self-Insured | Self-Insured |
| If other, please describe: | | |
| Monthly Premiums: Total Monthly Premium | | |
| Employee Only | \$745 | \$1,848 |
| Employee & Spouse/Domestic Partner | \$1,952 | \$1,848 |
| Employee & Children | \$1,952 | \$1,848 |
| Employee & Family | \$1,952 | \$1,848 |
| Monthly Premiums: Total Employer Cost | | |
| Employee Only | \$663 | \$1,708 |
| Employee & Spouse/Domestic Partner | \$1,736 | \$1,536 |
| Employee & Children | \$1,736 | \$1,708 |
| Employee & Family | \$1,736 | \$1,536 |
| Monthly Premiums: Total Employee Cost | | |
| Employee Only | \$82 | \$140 |
| Employee & Spouse/Domestic Partner | \$216 | \$312 |
| Employee & Children | \$216 | \$140 |
| Employee & Family | \$216 | \$312 |
| In Network Deductible: | | |
| Individual deductible | \$250 | \$400 |
| Family deductible | \$500 | \$1,000 |
| Coinsurance (e.g., 80/20, 70/30, etc.) | 90 / 10 | |
| Lifetime maximum for medical plan | | |
| Office co-payment (Primary Care Physician) | \$15 | \$20 |
| Office co-payment (Specialist) | \$25 | \$40 |
| Co-payment or co-insurance (Emergency room) | \$150 | \$150 |
| Co-payment or co-insurance (Urgent Care) | \$35 | \$25 |
| Co-payment or co-insurance generic drugs (retail) | \$15 | \$5 |

2019 Health, Dental & Vision Plans
NON-BARGAINING

| | Delaware County | Franklin County Board of Commissioners |
|---|--------------------|---|
| In Network Deductible: (Con't.) | | |
| Co-payment or co-insurance preferred brand (retail) | \$40 | \$25 |
| Co-payment or co-insurance non-preferred drugs (retail) | \$60 | \$50 |
| Co-pay or co-insurance generic drugs (mail order- 3 mos.) | \$30 | \$13 |
| Co-pay or co-insurance preferred drugs (mail order - 3 mos.) | \$80 | \$63 |
| Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.) | \$120 | \$125 |
| Out-of-Network Deductible: | | |
| Individual deductible | \$500 | \$800 |
| Family deductible | \$1,000 | \$2,000 |
| Coinsurance (e.g., 80/20, 70/30, etc.) | 70 / 30 | 80 / 20 after deductible |
| Lifetime maximum for medical plan | | |
| Office co-payment (Primary Care Physician) | 30% | 80 / 20 after deductible |
| Office co-payment (Specialist) | 30% | 80 / 20 after deductible |
| Co-payment or co-insurance (Emergency room) | \$150 | \$150.00 |
| Co-payment or co-insurance (Urgent Care) | \$35 | 80 / 20 after deductible |
| 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/incentive to employees who opt out of medical coverage? | No | No |

2019 Health, Dental & Vision Plans
NON-BARGAINING

Delaware
County

Franklin County Board of
Commissioners

Dental Coverage:

Do you offer Dental coverage to your employees?

Yes

Yes

Do you offer orthodontic benefits?

Yes

Yes

If yes, per person lifetime maximum?

\$1,000

\$1,500

If yes, what age group is covered?

To age 19

To age 19

Monthly Dental Premiums if not bundled with medical plan

Total Monthly Premium

Employee only

\$35

Employee & Spouse/Domestic Partner

\$70

Employee & Child(ren)

\$70

Employee & Family

\$119

Monthly Employer Cost

Employee only

\$18

Employee & Spouse/Domestic Partner

\$18

Employee & Child(ren)

\$18

Employee & Family

\$18

Monthly Employee Cost

Employee only

\$17

Employee & Spouse/Domestic Partner

\$52

Employee & Child(ren)

\$52

Employee & Family

\$101

2019 Health, Dental & Vision Plans
NON-BARGAINING

| Delaware County | Franklin County Board of Commissioners |
|--------------------|---|
|--------------------|---|

| | | |
|--|------|-----|
| Vision Coverage: | | |
| Do you offer vision coverage to your employees? | Yes | Yes |
| Is your vision bundled with your medical plan? | No | Yes |
| Please provide information below if not bundled with medical | | |
| Total Monthly Premium | | |
| Employee only | \$7 | |
| Employee & Spouse/Domestic Partner | \$14 | |
| Employee & Child(ren) | \$14 | |
| Employee & Family | \$23 | |
| Monthly Employer Cost | | |
| Employee only | | |
| Employee & Spouse/Domestic Partner | | |
| Employee & Child(ren) | | |
| Employee & Family | | |
| Monthly Employee Cost | | |
| Employee only | \$7 | |
| Employee & Spouse/Domestic Partner | \$14 | |
| Employee & Child(ren) | \$14 | |
| Employee & Family | \$23 | |

Notes:

2019 Health, Dental & Vision Plans
NON-BARGAINING

| | Morrow County | Union County |
|--|------------------|-----------------|
| If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.) | | |
| Do you offer medical coverage to your employees? | Yes | Yes |
| What type of plan do you offer? | PPO, HSFA | PPO |
| How many employees are enrolled in medical plan? | PPO 263 HSFA 8 | 356 |
| Funding type? | Self-Insured | Fully-Insured |
| If other, please describe: | | |
| Monthly Premiums: Total Monthly Premium | | |
| Employee Only | \$908 | \$697 |
| Employee & Spouse/Domestic Partner | \$1,645 | \$1,536 |
| Employee & Children | \$1,362 | \$1,253 |
| Employee & Family | \$2,266 | \$2,091 |
| Monthly Premiums: Total Employer Cost | | |
| Employee Only | \$750 | \$523 |
| Employee & Spouse/Domestic Partner | \$1,310 | \$1,110 |
| Employee & Children | \$1,084 | \$939 |
| Employee & Family | \$1,806 | \$1,527 |
| Monthly Premiums: Total Employee Cost | | |
| Employee Only | \$158 | \$174 |
| Employee & Spouse/Domestic Partner | \$335 | \$426 |
| Employee & Children | \$279 | \$313 |
| Employee & Family | \$460 | \$564 |
| In Network Deductible: | | |
| Individual deductible | \$1,100 | \$1,000 |
| Family deductible | \$2,200 | \$2,000 |
| Coinsurance (e.g., 80/20, 70/30, etc.) | 75 / 25 | 80 / 20 |
| Lifetime maximum for medical plan | | |
| Office co-payment (Primary Care Physician) | \$20 | \$15 |
| Office co-payment (Specialist) | \$40 | \$15 |
| Co-payment or co-insurance (Emergency room) | \$200 | \$200 |
| Co-payment or co-insurance (Urgent Care) | \$50 | \$35 |
| Co-payment or co-insurance generic drugs (retail) | \$15 | \$15 |

2019 Health, Dental & Vision Plans
NON-BARGAINING

| | Morrow County | Union County |
|---|------------------|-----------------|
| In Network Deductible: (Con't.) | | |
| Co-payment or co-insurance preferred brand (retail) | \$30 | \$30 |
| Co-payment or co-insurance non-preferred drugs (retail) | \$50 | \$50 |
| Co-pay or co-insurance generic drugs (mail order- 3 mos.) | \$30 | \$30 |
| Co-pay or co-insurance preferred drugs (mail order - 3 mos.) | \$60 | \$60 |
| Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.) | \$100 | \$100 |
| Out-of-Network Deductible: | | |
| Individual deductible | \$3,300 | \$2,000 |
| Family deductible | \$6,600 | \$4,000 |
| Coinsurance (e.g., 80/20, 70/30, etc.) | 50 / 50 | 60 / 40 |
| Lifetime maximum for medical plan | | |
| Office co-payment (Primary Care Physician) | 50% | 40% |
| Office co-payment (Specialist) | 50% | 40% |
| Co-payment or co-insurance (Emergency room) | \$200 | \$200 |
| Co-payment or co-insurance (Urgent Care) | \$50 | \$35 |
| Co-payment or co-insurance generic drugs (retail) | | \$30 |
| Co-payment or co-insurance preferred brand (retail) | | \$60 |
| Co-payment or co-insurance non-preferred drugs (retail) | | \$100 |
| 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/incentive to employees who opt out of medical coverage? | No | No |

2019 Health, Dental & Vision Plans
NON-BARGAINING

| | Morrow County | Union County |
|---|------------------|-----------------|
| Dental Coverage: | | |
| Do you offer Dental coverage to your employees? | Yes | Yes |
| Do you offer orthodontic benefits? | Yes | Yes |
| If yes, per person lifetime maximum? | \$1,000 | \$1,000 |
| If yes, what age group is covered? | To age 19 | To age 19 |
| Monthly Dental Premiums if not bundled with medical plan | | |
| Total Monthly Premium | | |
| Employee only | | \$30 |
| Employee & Spouse/Domestic Partner | | \$58 |
| Employee & Child(ren) | | \$64 |
| Employee & Family | | \$104 |
| Monthly Employer Cost | | |
| Employee only | | \$25 |
| Employee & Spouse/Domestic Partner | | \$49 |
| Employee & Child(ren) | | \$54 |
| Employee & Family | | \$89 |
| Monthly Employee Cost | | |
| Employee only | | \$5 |
| Employee & Spouse/Domestic Partner | | \$9 |
| Employee & Child(ren) | | \$10 |
| Employee & Family | | \$16 |

2019 Health, Dental & Vision Plans
NON-BARGAINING

| | Morrow County | Union County |
|--|------------------|-----------------|
| Vision Coverage: | | |
| Do you offer vision coverage to your employees? | Yes | Yes |
| Is your vision bundled with your medical plan? | Yes | No |
| Please provide information below if not bundled with medical | | |
| Total Monthly Premium | | |
| Employee only | | \$8 |
| Employee & Spouse/Domestic Partner | | \$12 |
| Employee & Child(ren) | | \$13 |
| Employee & Family | | \$20 |
| Monthly Employer Cost | | |
| Employee only | | \$2 |
| Employee & Spouse/Domestic Partner | | \$2 |
| Employee & Child(ren) | | \$3 |
| Employee & Family | | \$4 |
| Monthly Employee Cost | | |
| Employee only | | \$6 |
| Employee & Spouse/Domestic Partner | | \$10 |
| Employee & Child(ren) | | \$10 |
| Employee & Family | | \$16 |

Notes:

*EE receive a 10% discount if they complete wellness requirements

2019 Health, Dental & Vision Plans
NON-BARGAINING

Madison Township
Franklin County

Mifflin Township
Franklin County

If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.)

Do you offer medical coverage to your employees?

Yes

Yes

What type of plan do you offer?

PPO

PPO

How many employees are enrolled in medical plan?

77

All Full-time

Funding type?

Self-Insured

Fully-Insured

If other, please describe:

Monthly Premiums: Total Monthly Premium

Employee Only

\$789

\$646

Employee & Spouse/Domestic Partner

\$2,009

Employee & Children

\$2,009

Employee & Family

\$2,009

\$1,771

Monthly Premiums: Total Employer Cost

Employee Only

\$734

\$601

Employee & Spouse/Domestic Partner

\$1,870

Employee & Children

\$1,870

Employee & Family

\$1,870

\$1,612

Monthly Premiums: Total Employee Cost

Employee Only

\$55

\$45

Employee & Spouse/Domestic Partner

\$139

Employee & Children

\$139

Employee & Family

\$139

\$159

In Network Deductible:

Individual deductible

\$2,700

\$5,000

Family deductible

\$5,000

\$10,000

Coinsurance (e.g., 80/20, 70/30, etc.)

90 / 10

Lifetime maximum for medical plan

Office co-payment (Primary Care Physician)

90 / 10

Office co-payment (Specialist)

90 / 10

Co-payment or co-insurance (Emergency room)

\$250 plus 10%

Co-payment or co-insurance (Urgent Care)

Co-payment or co-insurance generic drugs (retail)

\$5

2019 Health, Dental & Vision Plans
NON-BARGAINING

| | Madison Township Franklin County | Mifflin Township Franklin County |
|---|-------------------------------------|-------------------------------------|
| In Network Deductible: (Con't.) | | |
| Co-payment or co-insurance preferred brand (retail) | | \$15 |
| Co-payment or co-insurance non-preferred drugs (retail) | | \$30 |
| Co-pay or co-insurance generic drugs (mail order- 3 mos.) | | \$10 |
| Co-pay or co-insurance preferred drugs (mail order - 3 mos.) | | \$30 |
| Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.) | | \$60 |
| Out-of-Network Deductible: | | |
| Individual deductible | \$5,000 | \$5,000 |
| Family deductible | \$10,000 | \$10,000 |
| Coinsurance (e.g., 80/20, 70/30, etc.) | | 60 / 40 |
| Lifetime maximum for medical plan | | |
| Office co-payment (Primary Care Physician) | | 60 / 40 |
| Office co-payment (Specialist) | | 60 / 40 |
| Co-payment or co-insurance (Emergency room) | | \$250 plus 10% |
| Co-payment or co-insurance (Urgent Care) | | 40% |
| Co-payment or co-insurance generic drugs (retail) | | 40% |
| Co-payment or co-insurance preferred brand (retail) | | 40% |
| Co-payment or co-insurance non-preferred drugs (retail) | | \$40 |
| 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/incentive to employees who opt out of medical coverage? | Yes | Yes |

2019 Health, Dental & Vision Plans
NON-BARGAINING

| Madison Township Franklin County | Mifflin Township Franklin County |
|-------------------------------------|-------------------------------------|
|-------------------------------------|-------------------------------------|

| | | |
|--|-----------|-----------|
| Dental Coverage: | | |
| Do you offer Dental coverage to your employees? | Yes | Yes |
| Do you offer orthodontic benefits? | Yes | Yes |
| If yes, per person lifetime maximum? | \$1,500 | \$1,500 |
| If yes, what age group is covered? | To age 19 | To age 18 |
| Monthly Dental Premiums if not bundled with medical plan | | |
| Total Monthly Premium | | |
| Employee only | \$35 | \$36 |
| Employee & Spouse/Domestic Partner | \$69 | \$67 |
| Employee & Child(ren) | \$69 | |
| Employee & Family | \$130 | \$123 |
| Monthly Employer Cost | | |
| Employee only | \$35 | \$36 |
| Employee & Spouse/Domestic Partner | \$69 | \$67 |
| Employee & Child(ren) | \$69 | |
| Employee & Family | \$130 | \$123 |
| Monthly Employee Cost | | |
| Employee only | | |
| Employee & Spouse/Domestic Partner | | |
| Employee & Child(ren) | | |
| Employee & Family | | |

| 2019 Health, Dental & Vision Plans NON-BARGAINING | Madison Township Franklin County | Mifflin Township Franklin County |
|--|-------------------------------------|-------------------------------------|
| Vision Coverage: | | |
| Do you offer vision coverage to your employees? | Yes | Yes |
| Is your vision bundled with your medical plan? | No | No |
| Please provide information below if not bundled with medical | | |
| Total Monthly Premium | | |
| Employee only | \$11 | \$8 |
| Employee & Spouse/Domestic Partner | \$22 | \$16 |
| Employee & Child(ren) | \$22 | |
| Employee & Family | \$35 | \$25 |
| Monthly Employer Cost | | |
| Employee only | \$11 | \$8 |
| Employee & Spouse/Domestic Partner | \$22 | \$16 |
| Employee & Child(ren) | \$22 | |
| Employee & Family | \$35 | \$25 |
| Monthly Employee Cost | | |
| Employee only | | |
| Employee & Spouse/Domestic Partner | | |
| Employee & Child(ren) | | |
| Employee & Family | | |

Notes:

2019 Health, Dental & Vision Plans
NON-BARGAINING

| | Violet Township Fairfield County | Village of Ashville Pickaway Cnty | Village of Shawnee Hills Delaware County |
|--|-------------------------------------|--------------------------------------|---|
| If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.) | | | |
| Do you offer medical coverage to your employees? | Yes | Yes | Yes |
| What type of plan do you offer? | PPO | HSFA | PPO |
| How many employees are enrolled in medical plan? | 21 | 22 | 4 |
| Funding type? | Fully-Insured | Fully-Insured | Fully-Insured |
| If other, please describe: | | | |
| Monthly Premiums: Total Monthly Premium | | | |
| Employee Only | \$703 | \$534 | \$1,237 |
| Employee & Spouse/Domestic Partner | \$1,549 | \$1,173 | \$2,722 |
| Employee & Children | \$1,189 | \$848 | \$2,037 |
| Employee & Family | \$2,177 | \$1,594 | \$3,771 |
| Monthly Premiums: Total Employer Cost | | | |
| Employee Only | \$670 | \$480 | \$513 |
| Employee & Spouse/Domestic Partner | \$1,517 | \$960 | \$513 |
| Employee & Children | \$1,157 | \$756 | \$513 |
| Employee & Family | \$2,145 | \$1,316 | \$513 |
| Monthly Premiums: Total Employee Cost | | | |
| Employee Only | \$33 | \$53 | \$57 |
| Employee & Spouse/Domestic Partner | \$33 | \$213 | \$740 |
| Employee & Children | \$33 | \$92 | \$449 |
| Employee & Family | \$33 | \$278 | \$1,246 |
| In Network Deductible: | | | |
| Individual deductible | \$4,000 | \$2,000 | \$1,000 |
| Family deductible | \$8,000 | \$4,000 | \$2,000 |
| Coinsurance (e.g., 80/20, 70/30, etc.) | \$600 | | 80 / 20 |
| Lifetime maximum for medical plan | | | |
| Office co-payment (Primary Care Physician) | | | \$30 |
| Office co-payment (Specialist) | | | \$60 |
| Co-payment or co-insurance (Emergency room) | | | \$350 |
| Co-payment or co-insurance (Urgent Care) | | | \$75 |
| Co-payment or co-insurance generic drugs (retail) | | | |

2019 Health, Dental & Vision Plans
NON-BARGAINING

| Violet Township Fairfield County | Village of Ashville Pickaway Cnty | Village of Shawnee Hills Delaware County |
|-------------------------------------|--------------------------------------|---|
|-------------------------------------|--------------------------------------|---|

In Network Deductible: (Con't.)

| | | | |
|--|--|--|----------------|
| Co-payment or co-insurance preferred brand (retail) | | | 12 / 45 / 80 |
| Co-payment or co-insurance non-preferred drugs (retail) | | | |
| Co-pay or co-insurance generic drugs (mail order- 3 mos.) | | | 38 / 135 / 240 |
| Co-pay or co-insurance preferred drugs (mail order - 3 mos.) | | | |
| Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.) | | | |

Out-of-Network Deductible:

| | | | |
|---|---------|---------|---------|
| Individual deductible | \$4,000 | \$4,000 | \$2,000 |
| Family deductible | \$8,000 | \$8,000 | \$4,000 |
| Coinsurance (e.g., 80/20, 70/30, etc.) | \$600 | 70 / 30 | 80 / 20 |
| Lifetime maximum for medical plan | | 70 / 30 | |
| Office co-payment (Primary Care Physician) | | 70 / 30 | \$60.00 |
| Office co-payment (Specialist) | | 70 / 30 | |
| Co-payment or co-insurance (Emergency room) | | 70 / 30 | \$350 |
| Co-payment or co-insurance (Urgent Care) | | 70 / 30 | \$75 |
| Co-payment or co-insurance generic drugs (retail) | | 70 / 30 | |
| Co-payment or co-insurance preferred brand (retail) | | 70 / 30 | |
| Co-payment or co-insurance non-preferred drugs (retail) | | 70 / 30 | |
| Co-pay or co-insurance generic drugs (mail order- 3 mos.) | | 70 / 30 | |
| Co-pay or co-insurance preferred drugs (mail order - 3 mos.) | | 70 / 30 | |
| Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.) | | 70 / 30 | |
| Do you provide a credit/incentive to employees who opt out of medical coverage? | No | No | No |

2019 Health, Dental & Vision Plans
NON-BARGAINING

| | Violet Township Fairfield County | Village of Ashville Pickaway Cnty | Village of Shawnee Hills Delaware County |
|---|-------------------------------------|--------------------------------------|---|
| Dental Coverage: | | | |
| 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 | | |
| If yes, what age group is covered? | To age 19 | All | |
| Monthly Dental Premiums if not bundled with medical plan | | | |
| Total Monthly Premium | | | |
| Employee only | \$25 | \$25 | \$28 |
| Employee & Spouse/Domestic Partner | \$74 | \$42 | \$57 |
| Employee & Child(ren) | \$74 | \$42 | \$61 |
| Employee & Family | \$74 | \$42 | \$93 |
| Monthly Employer Cost | | | |
| Employee only | \$25 | \$23 | \$28 |
| Employee & Spouse/Domestic Partner | \$74 | \$32 | \$28 |
| Employee & Child(ren) | \$74 | \$32 | \$28 |
| Employee & Family | \$74 | \$32 | \$28 |
| Monthly Employee Cost | | | |
| Employee only | | \$3 | |
| Employee & Spouse/Domestic Partner | | \$11 | \$29 |
| Employee & Child(ren) | | \$11 | \$34 |
| Employee & Family | | \$11 | \$66 |

2019 Health, Dental & Vision Plans
NON-BARGAINING

| | Violet Township Fairfield County | Village of Ashville Pickaway Cnty | Village of Shawnee Hills Delaware County |
|--|-------------------------------------|--------------------------------------|---|
| Vision Coverage: | | | |
| Do you offer vision coverage to your employees? | Yes | Yes | Yes |
| Is your vision bundled with your medical plan? | No | Yes | No |
| Please provide information below if not bundled with medical | | | |
| Total Monthly Premium | | | |
| Employee only | | | \$6 |
| Employee & Spouse/Domestic Partner | | | \$10 |
| Employee & Child(ren) | | | \$16 |
| Employee & Family | | | \$17 |
| Monthly Employer Cost | | | |
| Employee only | \$7 | | \$6 |
| Employee & Spouse/Domestic Partner | \$14 | | \$6 |
| Employee & Child(ren) | \$22 | | \$6 |
| Employee & Family | \$22 | | \$6 |
| Monthly Employee Cost | | | |
| Employee only | \$7 | | |
| Employee & Spouse/Domestic Partner | \$14 | | \$4 |
| Employee & Child(ren) | \$22 | | \$10 |
| Employee & Family | \$22 | | \$11 |

Notes:

2019 Health, Dental & Vision Plans
NON-BARGAINING

| | Village of Sunbury Delaware County | Village of West Jefferson Madison County |
|--|---------------------------------------|---|
| If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.) | | |
| Do you offer medical coverage to your employees? | Yes | Yes |
| What type of plan do you offer? | PPO | HMO |
| How many employees are enrolled in medical plan? | 23 | 26 |
| Funding type? | Fully-Insured | Fully-Insured |
| If other, please describe: | | |
| Monthly Premiums: Total Monthly Premium | | |
| Employee Only | \$680 | \$675 |
| Employee & Spouse/Domestic Partner | \$1,360 | \$1,485 |
| Employee & Children | \$1,360 | \$1,215 |
| Employee & Family | \$2,040 | \$2,025 |
| Monthly Premiums: Total Employer Cost | | |
| Employee Only | \$646 | \$540 |
| Employee & Spouse/Domestic Partner | \$1,297 | \$1,188 |
| Employee & Children | \$1,297 | \$972 |
| Employee & Family | \$1,921 | \$1,620 |
| Monthly Premiums: Total Employee Cost | | |
| Employee Only | \$34 | \$135 |
| Employee & Spouse/Domestic Partner | \$63 | \$297 |
| Employee & Children | \$63 | \$243 |
| Employee & Family | \$119 | \$405 |
| In Network Deductible: | | |
| Individual deductible | \$4,000 | \$1,000 |
| Family deductible | \$8,000 | \$2,000 |
| Coinsurance (e.g., 80/20, 70/30, etc.) | 80 / 20 | 80 / 20 |
| Lifetime maximum for medical plan | | |
| Office co-payment (Primary Care Physician) | | \$30 |
| Office co-payment (Specialist) | | \$30 |
| Co-payment or co-insurance (Emergency room) | \$250 | \$200 |
| Co-payment or co-insurance (Urgent Care) | \$250 | \$60 |
| Co-payment or co-insurance generic drugs (retail) | 15 / 50 / 100 / 200 | |

2019 Health, Dental & Vision Plans
NON-BARGAINING

| | Village of Sunbury Delaware County | Village of West Jefferson Madison County |
|---|---------------------------------------|---|
| In Network Deductible: (Con't.) | | |
| Co-payment or co-insurance preferred brand (retail) | 15 / 50 / 100 / 200 | 15 / 35 / 70 |
| Co-payment or co-insurance non-preferred drugs (retail) | 15 / 50 / 100 / 200 | |
| Co-pay or co-insurance generic drugs (mail order- 3 mos.) | 37.50 / 125 / 250 / 500 | \$37 / \$87 / \$175 |
| Co-pay or co-insurance preferred drugs (mail order - 3 mos.) | 37.50 / 125 / 250 / 500 | |
| Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.) | 37.50 / 125 / 250 / 500 | |
| Out-of-Network Deductible: | Wellness Rate/Non-Wellness | |
| Individual deductible | \$7,500 - \$7,500 | \$3,000 |
| Family deductible | \$15,000 - \$15,000 | \$6,000 |
| Coinsurance (e.g., 80/20, 70/30, etc.) | | 60 / 40 |
| Lifetime maximum for medical plan | | |
| Office co-payment (Primary Care Physician) | | Ded then co-ins |
| Office co-payment (Specialist) | | Ded then co-ins |
| Co-payment or co-insurance (Emergency room) | | \$200 |
| Co-payment or co-insurance (Urgent Care) | | Ded then co-ins |
| | \$ 30 / 90 / 180 / 400 | |
| Co-payment or co-insurance generic drugs (retail) | \$ 20 / 70 / 140 / 400 | |
| Co-payment or co-insurance preferred brand (retail) | | |
| Co-payment or co-insurance non-preferred drugs (retail) | | |
| | \$ 37.50 / 112.50 / 225 / 500 | |
| Co-pay or co-insurance generic drugs (mail order- 3 mos.) | \$ 25 / 87.50 / 170 / 500 | |
| 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/incentive to employees who opt out of medical coverage? | Yes | No |

2019 Health, Dental & Vision Plans
NON-BARGAINING

| | Village of Sunbury Delaware County | Village of West Jefferson Madison County |
|--|---------------------------------------|---|
| Dental Coverage: | | |
| Do you offer Dental coverage to your employees? | Yes | Yes |
| Do you offer orthodontic benefits? | Yes | Yes |
| If yes, per person lifetime maximum? | | Yes |
| If yes, what age group is covered? | To age 26 yrs. | To age 19 |
| Monthly Dental Premiums if not bundled with medical plan | | |
| Total Monthly Premium | | |
| Employee only | \$37 | \$31 |
| Employee & Spouse/Domestic Partner | \$78 | \$59 |
| Employee & Child(ren) | \$98 | \$59 |
| Employee & Family | \$154 | \$109 |
| Monthly Employer Cost | | |
| Employee only | \$37 | \$25 |
| Employee & Spouse/Domestic Partner | \$78 | \$47 |
| Employee & Child(ren) | \$98 | \$47 |
| Employee & Family | \$154 | \$87 |
| Monthly Employee Cost | | |
| Employee only | | \$6 |
| Employee & Spouse/Domestic Partner | | \$12 |
| Employee & Child(ren) | | \$12 |
| Employee & Family | | \$22 |

| 2019 Health, Dental & Vision Plans NON-BARGAINING | Village of Sunbury Delaware County | Village of West Jefferson Madison County |
|--|---------------------------------------|---|
| Vision Coverage: | | |
| Do you offer vision coverage to your employees? | Yes | Yes |
| Is your vision bundled with your medical plan? | No | No |
| Please provide information below if not bundled with medical | | |
| Total Monthly Premium | | |
| Employee only | \$4 | \$25 |
| Employee & Spouse/Domestic Partner | \$8 | \$25 |
| Employee & Child(ren) | \$8 | \$25 |
| Employee & Family | \$13 | \$25 |
| Monthly Employer Cost | | |
| Employee only | | \$20 |
| Employee & Spouse/Domestic Partner | | \$20 |
| Employee & Child(ren) | | \$20 |
| Employee & Family | | \$20 |
| Monthly Employee Cost | | |
| Employee only | \$4 | \$5 |
| Employee & Spouse/Domestic Partner | \$8 | \$5 |
| Employee & Child(ren) | \$8 | \$5 |
| Employee & Family | \$13 | \$5 |

Notes:

**2019 Health, Dental & Vision Plans
BARGAINING**

| 2019 Health, Dental & Vision Plans BARGAINING | City of Bexley | | City of Circleville | City of Columbus |
|--|--------------------------------------|------|---------------------|---|
| If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.) | ALL (FOP, AFSCME, & BARGAINING) | NON- | OPBA, IAFF, NUEO | AFSCME 1632, AFSCME 2191, CWA, FOP, FOP-OLC, IAFF |
| Do you offer medical coverage to your employees? | Yes | | Yes | Yes |
| What type of plan do you offer? | HSFA | | POS | PPO |
| How many employees are enrolled in medical plan? | 75 | | 58 | 7,972 |
| Funding type? | Self-Insured | | Fully-Insured | Self-Insured |
| If other, please describe: | High deductible health plan with HSA | | | |
| Monthly Premiums: Total Monthly Premium | | | | |
| Employee Only | \$547 | | \$894 | \$168 |
| Employee & Spouse/Domestic Partner | \$1,073 | | \$1,787 | \$414 |
| Employee & Children | \$1,229 | | \$1,787 | \$414 |
| Employee & Family | \$1,760 | | \$2,502 | \$414 |
| Monthly Premiums: Total Employer Cost | | | | |
| Employee Only | \$438 | | \$179 | |
| Employee & Spouse/Domestic Partner | \$858 | | \$357 | |
| Employee & Children | \$983 | | \$357 | |
| Employee & Family | \$1,408 | | \$500 | |
| Monthly Premiums: Total Employee Cost | | | | |
| Employee Only | \$109 | | \$715 | \$168 |
| Employee & Spouse/Domestic Partner | \$215 | | \$1,430 | \$414 |
| Employee & Children | \$246 | | \$1,430 | \$414 |
| Employee & Family | \$352 | | \$2,002 | \$414 |
| In Network Deductible: | | | | |
| Individual deductible | \$1,350 | | \$5,000 | \$300 |
| Family deductible | \$2,700 | | \$10,000 | \$600 |
| Coinsurance (e.g., 80/20, 70/30, etc.) | 50 / 50 | | 80 / 20 | 82 / 18 |
| Lifetime maximum for medical plan | | | | |
| Office co-payment (Primary Care Physician) | | | \$35 | \$20 |
| Office co-payment (Specialist) | | | \$70 | \$30 |
| Co-payment or co-insurance (Emergency room) | | | \$300 | \$75 |
| Co-payment or co-insurance (Urgent Care) | | | \$75 | \$30 |
| Co-payment or co-insurance generic drugs (retail) | | | \$10 | \$6 |

**2019 Health, Dental & Vision Plans
BARGAINING**

In Network Deductible: (Con't.)

| | City of Bexley | City of Circleville | City of Columbus |
|--|----------------|---------------------|------------------|
| Co-payment or co-insurance preferred brand (retail) | | \$30 | \$16 |
| Co-payment or co-insurance non-preferred drugs (retail) | | \$60 | \$34 |
| Co-pay or co-insurance generic drugs (mail order- 3 mos.) | | \$25 | \$13 |
| Co-pay or co-insurance preferred drugs (mail order - 3 mos.) | | \$75 | \$25 |
| Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.) | | \$150 | \$60 |

Out-of-Network Deductible:

| | | | |
|---|---------|------------|------------------------------------|
| Individual deductible | \$2,650 | \$500 | \$800 |
| Family deductible | \$5,300 | \$10,000 | \$1,600 |
| Coinsurance (e.g., 80/20, 70/30, etc.) | 50 / 50 | 80 / 20 | 60 / 40 |
| Lifetime maximum for medical plan | | | |
| Office co-payment (Primary Care Physician) | | 30% co-ins | 40% after deductible |
| Office co-payment (Specialist) | | 30% co-ins | 40% after deductible |
| Co-payment or co-insurance (Emergency room) | | 30% co-ins | \$75, 20% after copay & deductible |
| Co-payment or co-insurance (Urgent Care) | | 30% co-ins | \$30, 40% after copay & deductible |
| Co-payment or co-insurance generic drugs (retail) | | \$10 | \$6 |
| Co-payment or co-insurance preferred brand (retail) | | \$30 | \$16 |
| Co-payment or co-insurance non-preferred drugs (retail) | | \$60 | \$34 |
| Co-pay or co-insurance generic drugs (mail order- 3 mos.) | | | \$13 |
| Co-pay or co-insurance preferred drugs (mail order - 3 mos.) | | | \$25 |
| Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.) | | | \$60 |
| Do you provide a credit/incentive to employees who opt out of medical coverage? | Yes | No | No |

**2019 Health, Dental & Vision Plans
BARGAINING**

| | City of Bexley | City of Circleville | City of Columbus |
|---|----------------|---------------------|------------------|
| Dental Coverage: | | | |
| Do you offer Dental coverage to your employees? | Yes | Yes | Yes |
| Do you offer orthodontic benefits? | Yes | Yes | Yes |
| If yes, per person lifetime maximum? | \$1,200 | \$1,500 | |
| If yes, what age group is covered? | no age limit | Up to 19 | |
| Monthly Dental Premiums if not bundled with medical plan | | | |
| Total Monthly Premium | | | |
| Employee only | \$38 | \$23 | |
| Employee & Spouse/Domestic Partner | \$72 | \$44 | |
| Employee & Child(ren) | \$85 | \$90 | |
| Employee & Family | \$131 | \$90 | |
| Monthly Employer Cost | | | |
| Employee only | \$19 | \$18 | |
| Employee & Spouse/Domestic Partner | \$36 | \$35 | |
| Employee & Child(ren) | \$43 | \$72 | |
| Employee & Family | \$65 | \$72 | |
| Monthly Employee Cost | | | |
| Employee only | \$19 | \$5 | |
| Employee & Spouse/Domestic Partner | \$36 | \$9 | |
| Employee & Child(ren) | \$43 | \$18 | |
| Employee & Family | \$65 | \$18 | |

2019 Health, Dental & Vision Plans
BARGAINING

| | City of Bexley | City of Circleville | City of Columbus |
|--|----------------|---------------------|------------------|
| Vision Coverage: | | | |
| Do you offer vision coverage to your employees? | Yes | Yes | Yes |
| Is your vision bundled with your medical plan? | No | No | Yes |
| Please provide information below if not bundled with medical | | | |
| Total Monthly Premium | | | |
| Employee only | \$9 | \$7 | |
| Employee & Spouse/Domestic Partner | \$18 | \$14 | |
| Employee & Child(ren) | \$18 | \$14 | |
| Employee & Family | \$30 | \$25 | |
| Monthly Employer Cost | | | |
| Employee only | \$5 | | |
| Employee & Spouse/Domestic Partner | \$9 | | |
| Employee & Child(ren) | \$9 | | |
| Employee & Family | \$15 | | |
| Monthly Employee Cost | | | |
| Employee only | \$5 | \$7 | |
| Employee & Spouse/Domestic Partner | \$9 | \$14 | |
| Employee & Child(ren) | \$9 | \$14 | |
| Employee & Family | \$15 | \$25 | |

Notes:

**2019 Health, Dental & Vision Plans
BARGAINING**

| | City of Delaware | City of Dublin | City of Gahanna |
|--|---|-----------------|----------------------|
| If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.) | IAFF, FOP, AFSCME, Public Works & Parks, Water/Wastewater | | USW & FOP |
| Do you offer medical coverage to your employees? | Yes | Yes | Yes |
| What type of plan do you offer? | PPO | PPO, HMO, DCFSA | PPO |
| How many employees are enrolled in medical plan? | 268 | 408 | 92 |
| Funding type? | Self-Insured | Self-Insured | Self-insured |
| If other, please describe: | | | |
| Monthly Premiums: Total Monthly Premium | | | |
| Employee Only | \$753 | \$873 | \$887 |
| Employee & Spouse/Domestic Partner | \$2,258 | | |
| Employee & Children | \$2,258 | | |
| Employee & Family | \$2,258 | \$1,994 | \$2,259 |
| Monthly Premiums: Total Employer Cost | | | |
| Employee Only | \$648 | \$873 | \$754 |
| Employee & Spouse/Domestic Partner | \$1,945 | | \$1,355 |
| Employee & Children | \$1,945 | | \$1,495 |
| Employee & Family | \$1,945 | \$1,994 | \$2,128 |
| Monthly Premiums: Total Employee Cost | | | |
| Employee Only | \$104 | | \$128 |
| Employee & Spouse/Domestic Partner | \$313 | | \$239 |
| Employee & Children | \$313 | | \$264 |
| Employee & Family | \$313 | | \$356 |
| In Network Deductible: | | | |
| Individual deductible | | \$2,500 | \$200 |
| Family deductible | | \$5,000 | \$600 |
| Coinsurance (e.g., 80/20, 70/30, etc.) | | 85 / 15 | 90 / 10 |
| Lifetime maximum for medical plan | | | |
| Office co-payment (Primary Care Physician) | \$10 | | \$15 |
| Office co-payment (Specialist) | \$10 | | \$15 |
| Co-payment or co-insurance (Emergency room) | \$50 then 10% co-insurance, co-pay waived if admitted | | \$150 + 10% |
| Co-payment or co-insurance (Urgent Care) | \$10 copay if billed as a physician, or coinsurance if billed as a facility | | 10% after deductible |
| Co-payment or co-insurance generic drugs (retail) | 80 / 20 | | \$8 |

**2019 Health, Dental & Vision Plans
BARGAINING**

| | City of Delaware | City of Dublin | City of Gahanna |
|---|----------------------|----------------|-----------------|
| In Network Deductible: (Con't.) | | | |
| Co-payment or co-insurance preferred brand (retail) | 80 / 20 | | \$20 |
| | \$25 co-pay then 50% | | |
| Co-payment or co-insurance non-preferred drugs (retail) | co-ins | | \$35 |
| Co-pay or co-insurance generic drugs (mail order- 3 mos.) | 10% | | \$10 |
| Co-pay or co-insurance preferred drugs (mail order - 3 mos.) | 25% | | \$30 |
| Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.) | 25% | | \$50 |
| Out-of-Network Deductible: | | | |
| Individual deductible | \$500 | \$5,000 | \$400 |
| Family deductible | \$1,000 | \$10,000 | \$1,200 |
| Coinsurance (e.g., 80/20, 70/30, etc.) | 50 / 50 | 60 / 40 | 70 / 30 |
| Lifetime maximum for medical plan | | | |
| Office co-payment (Primary Care Physician) | 50% | | |
| Office co-payment (Specialist) | 50% | | |
| Co-payment or co-insurance (Emergency room) | 50% | | |
| Co-payment or co-insurance (Urgent Care) | 50% | | |
| 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/incentive to employees who opt out of medical coverage? | Yes | No | Yes |

**2019 Health, Dental & Vision Plans
BARGAINING**

| | City of Delaware | City of Dublin | City of Gahanna |
|---|------------------|---------------------|-----------------|
| Dental Coverage: | | | |
| Do you offer Dental coverage to your employees? | Yes | No | Yes |
| Do you offer orthodontic benefits? | No | Yes | Yes |
| If yes, per person lifetime maximum? | | \$2,000 | \$1,500 |
| If yes, what age group is covered? | | All | Age 19 |
| Monthly Dental Premiums if not bundled with medical plan | | | |
| Total Monthly Premium | | | |
| Employee only | \$48 | | \$97 |
| Employee & Spouse/Domestic Partner | \$106 | | |
| Employee & Child(ren) | \$106 | | |
| Employee & Family | \$106 | | \$97 |
| Monthly Employer Cost | | | |
| Employee only | \$42 | Included in medical | \$97 |
| Employee & Spouse/Domestic Partner | \$92 | Included in medical | |
| Employee & Child(ren) | \$92 | Included in medical | |
| Employee & Family | \$92 | Included in medical | \$97 |
| Monthly Employee Cost | | | |
| Employee only | \$7 | | |
| Employee & Spouse/Domestic Partner | \$15 | | |
| Employee & Child(ren) | \$15 | | |
| Employee & Family | \$15 | | |

**2019 Health, Dental & Vision Plans
BARGAINING**

| | City of Delaware | City of Dublin | City of Gahanna |
|--|------------------|---------------------|-----------------|
| Vision Coverage: | | | |
| Do you offer vision coverage to your employees? | Yes | Yes | Yes |
| Is your vision bundled with your medical plan? | No | Yes | No |
| Please provide information below if not bundled with medical | | | |
| Total Monthly Premium | | | |
| Employee only | \$6 | | \$28 |
| Employee & Spouse/Domestic Partner | \$24 | | |
| Employee & Child(ren) | \$25 | | |
| Employee & Family | \$37 | | \$28 |
| Monthly Employer Cost | | | |
| Employee only | | Included in medical | \$28 |
| Employee & Spouse/Domestic Partner | | Included in medical | |
| Employee & Child(ren) | | Included in medical | |
| Employee & Family | | Included in medical | \$28 |
| Monthly Employee Cost | | | |
| Employee only | \$6 | | |
| Employee & Spouse/Domestic Partner | \$12 | | |
| Employee & Child(ren) | \$13 | | |
| Employee & Family | \$19 | | |

Notes:

**2019 Health, Dental & Vision Plans
BARGAINING**

| | City of Grandview Heights | City of Grove City | City of Lancaster |
|--|---------------------------|----------------------|-------------------|
| If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.) | | FOP, FOP-OLC, AFSCME | FOP, IAFF, AFSCME |
| Do you offer medical coverage to your employees? | Yes | Yes | Yes |
| What type of plan do you offer? | PPO | HSFA | PPO |
| How many employees are enrolled in medical plan? | 73 | 150 | 358 |
| Funding type? | Fully-Insured | Self-Insured | Self-Insured |
| If other, please describe: | | | |
| Monthly Premiums: Total Monthly Premium | | | |
| Employee Only | \$2,056 | \$736 | \$770 |
| Employee & Spouse/Domestic Partner | \$2,056 | \$1,906 | |
| Employee & Children | \$2,056 | \$1,906 | |
| Employee & Family | \$2,056 | \$1,906 | \$2,058 |
| Monthly Premiums: Total Employer Cost | | | |
| Employee Only | \$1,909 | \$626 | \$655 |
| Employee & Spouse/Domestic Partner | \$1,681 | \$1,620 | |
| Employee & Children | \$1,681 | \$1,620 | |
| Employee & Family | \$1,681 | \$1,620 | \$1,749 |
| Monthly Premiums: Total Employee Cost | | | |
| Employee Only | \$147 | \$110 | \$116 |
| Employee & Spouse/Domestic Partner | \$375 | \$286 | |
| Employee & Children | \$375 | \$286 | |
| Employee & Family | \$375 | \$286 | \$309 |
| In Network Deductible: | | | |
| Individual deductible | \$400 | \$2,700 | \$250 |
| Family deductible | \$1,000 | \$5,000 | \$500 |
| Coinsurance (e.g., 80/20, 70/30, etc.) | 100 | | 80 / 20 |
| Lifetime maximum for medical plan | | | |
| Office co-payment (Primary Care Physician) | \$20 | | \$25 |
| Office co-payment (Specialist) | \$20 - \$40 | | |
| Co-payment or co-insurance (Emergency room) | \$150 | | \$100 |
| Co-payment or co-insurance (Urgent Care) | \$25 | | \$50 |
| Co-payment or co-insurance generic drugs (retail) | \$5 | | \$10 |

**2019 Health, Dental & Vision Plans
BARGAINING**

| | City of Grandview Heights | City of Grove City | City of Lancaster |
|---|---------------------------|--------------------|-------------------|
| In Network Deductible: (Con't.) | | | |
| Co-payment or co-insurance preferred brand (retail) | \$25 | | \$30 |
| Co-payment or co-insurance non-preferred drugs (retail) | \$50 | | \$60 |
| Co-pay or co-insurance generic drugs (mail order- 3 mos.) | \$13 | | \$20 |
| Co-pay or co-insurance preferred drugs (mail order - 3 mos.) | \$63 | | \$60 |
| Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.) | \$125 | | \$120 |
| Out-of-Network Deductible: | | | |
| Individual deductible | \$800 | \$5,000 | \$500 |
| Family deductible | \$2,000 | \$10,000 | \$1,000 |
| Coinsurance (e.g., 80/20, 70/30, etc.) | 80 / 20 | | 60 / 40 |
| Lifetime maximum for medical plan | | | |
| Office co-payment (Primary Care Physician) | 20% | | \$50 |
| Office co-payment (Specialist) | 20% | | |
| Co-payment or co-insurance (Emergency room) | 20% | | \$100 |
| Co-payment or co-insurance (Urgent Care) | 20% | | \$75 |
| 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/incentive to employees who opt out of medical coverage? | No | Yes | No |

2019 Health, Dental & Vision Plans
BARGAINING

| | City of Grandview Heights | City of Grove City | City of Lancaster |
|--|---------------------------|---------------------------------|-------------------|
| Dental Coverage: | | | |
| Do you offer Dental coverage to your employees? | Yes | Yes | Yes |
| Do you offer orthodontic benefits? | Yes | Yes | Yes |
| If yes, per person lifetime maximum? | \$1,500 | \$1,500 | \$2,000 |
| If yes, what age group is covered? | To age 19 | To age 25 (end of cal. Year) | To age 19 |
| Monthly Dental Premiums if not bundled with medical plan | | | |
| Total Monthly Premium | | | |
| Employee only | | \$97 | |
| Employee & Spouse/Domestic Partner | | \$97 | |
| Employee & Child(ren) | | \$97 | |
| Employee & Family | | \$97 | |
| Monthly Employer Cost | | | |
| Employee only | | \$83 | |
| Employee & Spouse/Domestic Partner | | \$83 | |
| Employee & Child(ren) | | \$83 | |
| Employee & Family | | \$83 | |
| Monthly Employee Cost | | | |
| Employee only | | \$15 | |
| Employee & Spouse/Domestic Partner | | \$15 | |
| Employee & Child(ren) | | \$15 | |
| Employee & Family | | \$15 | |

**2019 Health, Dental & Vision Plans
BARGAINING**

| | City of Grandview Heights | City of Grove City | City of Lancaster |
|--|---------------------------|--------------------|-------------------|
| Vision Coverage: | | | |
| Do you offer vision coverage to your employees? | Yes | Yes | Yes |
| Is your vision bundled with your medical plan? | Yes | No | No |
| Please provide information below if not bundled with medical | | | |
| Total Monthly Premium | | | |
| Employee only | | \$24 | \$12 |
| Employee & Spouse/Domestic Partner | | \$24 | \$17 |
| Employee & Child(ren) | | \$24 | |
| Employee & Family | | \$24 | \$30 |
| Monthly Employer Cost | | | |
| Employee only | | \$20 | |
| Employee & Spouse/Domestic Partner | | \$20 | |
| Employee & Child(ren) | | \$20 | |
| Employee & Family | | \$20 | |
| Monthly Employee Cost | | | |
| Employee only | | \$4 | \$12 |
| Employee & Spouse/Domestic Partner | | \$4 | \$17 |
| Employee & Child(ren) | | \$4 | |
| Employee & Family | | \$4 | \$30 |

Notes:

2019 Health, Dental & Vision Plans BARGAINING

| | | | | |
|--|------------------|------------------|--|----------------------|
| If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.) | | FOP, USW | FOP, OPBA, USW | FOP, Teamsters, IAFF |
| Do you offer medical coverage to your employees? | Yes | Yes | Yes | Yes |
| What type of plan do you offer? | PPO, HSFA, DCFSA | PPO, HSFA, DCFSA | PPO & HSFA PPO-17, HSFA- 14 | PPO, HSFA, DCFSA & |
| How many employees are enrolled in medical plan? | 16, 51 | 85 | COHCC healthcare group partially self-funded plan | 53 - PPO, 66 - HDHP |
| Funding type? | Fully-Insured | Self-Insured | | Self-Insured |
| | | | The city funds \$1,500 for single | |
| If other, please describe: | | | coverage & \$3,000 for all other | |
| Monthly Premiums: Total Monthly Premium | PPO/HSA Rates | | | |
| Employee Only | \$936 | \$830 | \$693 | \$596 / \$563 |
| Employee & Spouse/Domestic Partner | \$2,446 | \$1,530 | \$1,306 | \$1251 / \$1185 |
| Employee & Children | \$2,446 | \$1,799 | \$1,267 | \$1013 / \$959 |
| Employee & Family | \$2,144 | \$2,411 | \$1,899 | \$1669 / \$1580 |
| Monthly Premiums: Total Employer Cost | | | | |
| Employee Only | \$187 | | \$624 | \$524 / \$496 |
| Employee & Spouse/Domestic Partner | \$489 | | \$1,242 | \$1101 / \$1043 |
| Employee & Children | \$489 | | \$1,206 | \$891 / \$844 |
| Employee & Family | \$489 | | \$1,806 | \$1469 / \$1390 |
| Monthly Premiums: Total Employee Cost | | | | |
| Employee Only | \$749 | | \$69 | \$71 / \$67 |
| Employee & Spouse/Domestic Partner | \$1,956 | | \$64 | \$150 / \$142 |
| Employee & Children | \$1,956 | | \$62 | \$121 / \$115 |
| Employee & Family | \$1,956 | | \$93 | \$200 / \$189 |
| In Network Deductible: | | | | |
| Individual deductible | \$100 | | \$2,500 | \$200 |
| Family deductible | \$200 | | \$5,000 | \$400 |
| Coinsurance (e.g., 80/20, 70/30, etc.) | 80 / 20 | | 100 | 80 / 20 |
| Lifetime maximum for medical plan | \$600 / \$1,200 | | | |
| Office co-payment (Primary Care Physician) | \$15 | | Deduct. then 100% | \$20 |
| Office co-payment (Specialist) | \$15 | | Deduct. then 100% | \$50 |
| Co-payment or co-insurance (Emergency room) | \$100 | | Deduct. then 100% | \$100 |
| Co-payment or co-insurance (Urgent Care) | \$25 | | Deduct. then 100% | \$25 |
| Co-payment or co-insurance generic drugs (retail) | \$10 | | Deduct. then 100% | \$10 |

**2019 Health, Dental & Vision Plans
BARGAINING**

| | City of Marysville | City Of New Albany | City of Pataskala | City of Upper Arlington |
|---|--------------------|--------------------|-------------------|-------------------------|
| In Network Deductible: (Con't.) | | | | |
| Co-payment or co-insurance preferred brand (retail) | \$25 | | Ded then 100% | \$30 |
| Co-payment or co-insurance non-preferred drugs (retail) | \$45 | | Ded then 100% | \$50 |
| Co-pay or co-insurance generic drugs (mail order- 3 mos.) | \$25 | | Ded then 100% | \$25 |
| Co-pay or co-insurance preferred drugs (mail order - 3 mos.) | \$63 | | Ded then 100% | \$75 |
| Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.) | \$113 | | Ded then 100% | \$125 |
| Out-of-Network Deductible: | | | | |
| Individual deductible | \$200 | | \$5,000 | \$400 |
| Family deductible | \$400 | | \$10,000 | \$800 |
| Coinsurance (e.g., 80/20, 70/30, etc.) | 60 / 40 | | 80 / 20 | 70 / 30 |
| Lifetime maximum for medical plan | \$1,200 / \$2,400 | | | |
| Office co-payment (Primary Care Physician) | 40% | | Ded then 80% | \$30 |
| Office co-payment (Specialist) | 40% | | Ded then 80% | |
| Co-payment or co-insurance (Emergency room) | \$100 | | Ded then 100% | \$100 |
| Co-payment or co-insurance (Urgent Care) | 40% | | Ded then 80% | |
| Co-payment or co-insurance generic drugs (retail) | \$10 | | Ded then 100% | \$10 |
| Co-payment or co-insurance preferred brand (retail) | \$25 | | Ded then 100% | \$30 |
| Co-payment or co-insurance non-preferred drugs (retail) | \$45 | | Ded then 100% | \$50 |
| Co-pay or co-insurance generic drugs (mail order- 3 mos.) | Not Covered | | Ded then 100% | |
| Co-pay or co-insurance preferred drugs (mail order - 3 mos.) | Not Covered | | Ded then 100% | |
| Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.) | Not Covered | | Ded then 100% | |
| Do you provide a credit/incentive to employees who opt out of medical coverage? | Yes | | Yes | No |

**2019 Health, Dental & Vision Plans
BARGAINING**

City of Marysville

City Of New Albany

City of Pataskala

City of Upper Arlington

Dental Coverage:

Do you offer Dental coverage to your employees?

Yes

Yes

Yes

Yes

Do you offer orthodontic benefits?

Yes

Yes

Yes

No

If yes, per person lifetime maximum?

\$1,000

\$1,500

\$1,500

If yes, what age group is covered?

Up to age 19

Up to 19 yrs.

Greater than 19 years

Monthly Dental Premiums if not bundled with medical plan

Total Monthly Premium

Employee only

\$30

\$97

\$35

\$37

Employee & Spouse/Domestic Partner

\$91

\$97

\$69

\$82

Employee & Child(ren)

\$91

\$97

\$86

\$82

Employee & Family

\$91

\$97

\$132

\$82

Monthly Employer Cost

Employee only

\$6

\$1,312

\$31

\$37

Employee & Spouse/Domestic Partner

\$18

\$1,312

\$62

\$82

Employee & Child(ren)

\$18

\$1,312

\$78

\$82

Employee & Family

\$18

\$1,312

\$119

\$82

Monthly Employee Cost

Employee only

\$24

\$3

Employee & Spouse/Domestic Partner

\$73

\$7

Employee & Child(ren)

\$73

\$9

Employee & Family

\$73

\$13

**2019 Health, Dental & Vision Plans
BARGAINING**

| | City of Marysville | City Of New Albany | City of Pataskala | City of Upper Arlington |
|--|--------------------|--------------------|-------------------|-------------------------|
| Vision Coverage: | | | | |
| Do you offer vision coverage to your employees? | Yes | Yes | Yes | Yes |
| Is your vision bundled with your medical plan? | Yes | No | No | No |
| Please provide information below if not bundled with medical | | | | |
| Total Monthly Premium | | | | |
| Employee only | \$6 | \$24 | \$22 | \$6 |
| Employee & Spouse/Domestic Partner | \$14 | \$24 | \$22 | \$11 |
| Employee & Child(ren) | \$14 | \$24 | \$22 | \$11 |
| Employee & Family | \$14 | \$24 | \$22 | \$11 |
| | | \$24 | | |
| Monthly Employer Cost | | | | |
| Employee only | | \$288 | \$20 | |
| Employee & Spouse/Domestic Partner | \$3 | \$288 | \$20 | |
| Employee & Child(ren) | \$3 | \$288 | \$20 | |
| Employee & Family | \$3 | \$288 | \$20 | |
| Monthly Employee Cost | | | | |
| Employee only | \$6 | | \$2 | \$6 |
| Employee & Spouse/Domestic Partner | \$11 | | \$2 | \$11 |
| Employee & Child(ren) | \$11 | | \$2 | \$11 |
| Employee & Family | \$11 | | \$2 | \$11 |

Notes:

**2019 Health, Dental & Vision Plans
BARGAINING**

| | City of Westerville | City of Whitehall |
|--|---------------------|--|
| If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.) | | |
| Do you offer medical coverage to your employees? | Yes | Yes |
| What type of plan do you offer? | HSFA | PPO, HSFA, DCFSA |
| How many employees are enrolled in medical plan? | 320 | |
| Funding type? | Self-Insured | Self-Insured |
| If other, please describe: | | for medical dental and vision with stop loss coverage |
| Monthly Premiums: Total Monthly Premium | | |
| Employee Only | \$388 | \$798 |
| Employee & Spouse/Domestic Partner | \$1,133 | \$1,671 |
| Employee & Children | \$1,133 | \$1,353 |
| Employee & Family | \$1,133 | \$2,293 |
| Monthly Premiums: Total Employer Cost | | |
| Employee Only | \$330 | \$723 |
| Employee & Spouse/Domestic Partner | \$963 | \$1,571 |
| Employee & Children | \$963 | \$1,228 |
| Employee & Family | \$963 | \$2,168 |
| Monthly Premiums: Total Employee Cost | | |
| Employee Only | \$58 | \$75 |
| Employee & Spouse/Domestic Partner | \$170 | \$100 |
| Employee & Children | \$170 | \$125 |
| Employee & Family | \$170 | \$125 |
| In Network Deductible: | | |
| Individual deductible | \$2,000 | \$350 |
| Family deductible | \$4,000 | \$1,050 |
| Coinsurance (e.g., 80/20, 70/30, etc.) | 100 | 90 / 10 |
| Lifetime maximum for medical plan | | |
| Office co-payment (Primary Care Physician) | | \$30 |
| Office co-payment (Specialist) | | \$30 |
| Co-payment or co-insurance (Emergency room) | | \$150 + Deductible |
| Co-payment or co-insurance (Urgent Care) | | \$50 |
| Co-payment or co-insurance generic drugs (retail) | | \$10 |

**2019 Health, Dental & Vision Plans
BARGAINING**

City of Westerville

City of Whitehall

In Network Deductible: (Con't.)

| | |
|--|--------------|
| Co-payment or co-insurance preferred brand (retail) | \$20 to \$40 |
| Co-payment or co-insurance non-preferred drugs (retail) | \$45 to \$75 |
| Co-pay or co-insurance generic drugs (mail order- 3 mos.) | \$20 |
| Co-pay or co-insurance preferred drugs (mail order - 3 mos.) | \$70 |
| Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.) | \$150 |

Out-of-Network Deductible:

| | | |
|---|---------|--------------------|
| Individual deductible | \$4,000 | \$700 |
| Family deductible | \$8,000 | \$2,100 |
| Coinsurance (e.g., 80/20, 70/30, etc.) | 80 / 20 | 80 / 20 |
| Lifetime maximum for medical plan | | |
| Office co-payment (Primary Care Physician) | | \$30 |
| Office co-payment (Specialist) | | \$30 |
| Co-payment or co-insurance (Emergency room) | | \$150 + deductible |
| Co-payment or co-insurance (Urgent Care) | | \$50 - \$75 |
| Co-payment or co-insurance generic drugs (retail) | | \$10 |
| Co-payment or co-insurance preferred brand (retail) | | \$20 to \$40 |
| Co-payment or co-insurance non-preferred drugs (retail) | | \$400 |
| Co-pay or co-insurance generic drugs (mail order- 3 mos.) | | \$20 |
| Co-pay or co-insurance preferred drugs (mail order - 3 mos.) | | \$70 |
| Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.) | | \$150 |
| Do you provide a credit/incentive to employees who opt out of medical coverage? | Yes | No |

**2019 Health, Dental & Vision Plans
BARGAINING**

City of Westerville

City of Whitehall

Dental Coverage:

Do you offer Dental coverage to your employees?

Yes

Yes

Do you offer orthodontic benefits?

Yes

Yes

If yes, per person lifetime maximum?

\$2,000

\$1,500

If yes, what age group is covered?

Prior to age 19

Greater or = to 19 yrs.

Monthly Dental Premiums if not bundled with medical plan

Total Monthly Premium

Employee only

\$24

\$46

Employee & Spouse/Domestic Partner

\$49

\$96

Employee & Child(ren)

\$68

\$78

Employee & Family

\$68

\$137

Monthly Employer Cost

Employee only

\$24

Self Insured

Employee & Spouse/Domestic Partner

\$49

Self insured

Employee & Child(ren)

\$68

Self insured

Employee & Family

\$68

Self insured

Monthly Employee Cost

Employee only

\$75

Employee & Spouse/Domestic Partner

\$100

Employee & Child(ren)

\$125

Employee & Family

\$125

2019 Health, Dental & Vision Plans
BARGAINING

| City of Westerville | City of Whitehall |
|---------------------|-------------------|
|---------------------|-------------------|

| | | |
|--|------|-----|
| Vision Coverage: | | |
| Do you offer vision coverage to your employees? | Yes | Yes |
| Is your vision bundled with your medical plan? | No | Yes |
| Please provide information below if not bundled with medical | | |
| Total Monthly Premium | | |
| Employee only | \$5 | |
| Employee & Spouse/Domestic Partner | \$9 | |
| Employee & Child(ren) | \$11 | |
| Employee & Family | \$11 | |
| Monthly Employer Cost | | |
| Employee only | \$5 | |
| Employee & Spouse/Domestic Partner | \$9 | |
| Employee & Child(ren) | \$11 | |
| Employee & Family | \$11 | |
| Monthly Employee Cost | | |
| Employee only | | |
| Employee & Spouse/Domestic Partner | | |
| Employee & Child(ren) | | |
| Employee & Family | | |

Notes:

*Bargaining Unit

**2019 Health, Dental & Vision Plans
BARGAINING**

| | Delaware County | Franklin County Board of Commissioners | Morrow County |
|--|---|--|---------------|
| If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.) | | | |
| Do you offer medical coverage to your employees? | Yes | Yes | Yes |
| What type of plan do you offer? | PPO | PPO HSFA DCFSA | PPO HSFA |
| How many employees are enrolled in medical plan? | 844 | | 14 |
| Funding type? | | Self-Insured | Self-Insured |
| If other, please describe: | | | |
| Monthly Premiums: Total Monthly Premium | | | |
| Employee Only | \$753 | \$1,848 | \$758 |
| Employee & Spouse/Domestic Partner | \$2,258 | \$1,848 | \$1,645 |
| Employee & Children | \$2,258 | \$1,848 | \$1,362 |
| Employee & Family | \$2,258 | \$1,848 | \$2,266 |
| Monthly Premiums: Total Employer Cost | | | |
| Employee Only | \$648 | \$1,708 | \$656 |
| Employee & Spouse/Domestic Partner | \$1,945 | \$1,536 | \$1,433 |
| Employee & Children | \$1,945 | \$1,708 | \$1,185 |
| Employee & Family | \$1,945 | \$1,536 | \$1,976 |
| Monthly Premiums: Total Employee Cost | | | |
| Employee Only | \$104 | \$140 | \$102 |
| Employee & Spouse/Domestic Partner | \$313 | \$312 | \$213 |
| Employee & Children | \$313 | \$140 | \$177 |
| Employee & Family | \$313 | \$312 | \$290 |
| In Network Deductible: | | | |
| Individual deductible | | \$400 | \$1,100 |
| Family deductible | | \$1,000 | \$2,200 |
| Coinsurance (e.g., 80/20, 70/30, etc.) | | | 75 / 25 |
| Lifetime maximum for medical plan | | | |
| Office co-payment (Primary Care Physician) | \$10 | \$20 | \$20 |
| Office co-payment (Specialist) | \$10 | \$20 & \$40 | \$40 |
| Co-payment or co-insurance (Emergency room) | \$50 then 10% co-insurance, co-pay waived if admitted | \$150 | \$200 |
| Co-payment or co-insurance (Urgent Care) | \$10 copay if billed as a physician or coinsurance if billed as a facility | \$25 | \$50 |
| Co-payment or co-insurance generic drugs (retail) | 20% | \$5 | \$15 |

**2019 Health, Dental & Vision Plans
BARGAINING**

| | Delaware County | Franklin County Board of Commissioners | Morrow County |
|---|-----------------------------------|--|---------------|
| In Network Deductible: (Con't.) | | | |
| Co-payment or co-insurance preferred brand (retail) | \$25 co-pay then 50% co-insurance | \$25 | \$30 |
| Co-payment or co-insurance non-preferred drugs (retail) | \$25 co-pay then 50% co-insurance | \$50 | \$50 |
| Co-pay or co-insurance generic drugs (mail order- 3 mos.) | 10% | \$13 | \$30 |
| Co-pay or co-insurance preferred drugs (mail order - 3 mos.) | 25% | \$63 | \$60 |
| Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.) | 25% | \$125 | \$100 |
| Out-of-Network Deductible: | | | |
| Individual deductible | \$500 | \$800 | \$3,300 |
| Family deductible | \$1,000 | \$2,000 | \$6,600 |
| Coinsurance (e.g., 80/20, 70/30, etc.) | 50 / 50 | 80 / 20 after ded. | 50% |
| Lifetime maximum for medical plan | | | |
| Office co-payment (Primary Care Physician) | 30% | 80% / 20% after ded. | 50% |
| Office co-payment (Specialist) | 30% | 80% / 20% after ded. | 50% |
| Co-payment or co-insurance (Emergency room) | \$150 | \$150 | \$200 |
| Co-payment or co-insurance (Urgent Care) | \$35 | 80% / 20% after ded. | \$50 |
| 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/incentive to employees who opt out of medical coverage? | No | No | No |

2019 Health, Dental & Vision Plans
BARGAINING

| | Delaware County | Franklin County Board of Commissioners | Morrow County |
|--|-----------------|--|---------------|
| Dental Coverage: | | | |
| Do you offer Dental coverage to your employees? | Yes | Yes | Yes |
| Do you offer orthodontic benefits? | Yes | Yes | Yes |
| If yes, per person lifetime maximum? | \$1,000 | \$1,500 | \$1,000 |
| If yes, what age group is covered? | 19 yrs. | Up to age 19 | Up to age 19 |
| Monthly Dental Premiums if not bundled with medical plan | | | |
| Total Monthly Premium | | | |
| Employee only | \$35 | | |
| Employee & Spouse/Domestic Partner | \$70 | | |
| Employee & Child(ren) | \$70 | | |
| Employee & Family | \$119 | | |
| Monthly Employer Cost | | | |
| Employee only | \$18 | | |
| Employee & Spouse/Domestic Partner | \$18 | | |
| Employee & Child(ren) | \$18 | | |
| Employee & Family | \$18 | | |
| Monthly Employee Cost | | | |
| Employee only | \$17 | | |
| Employee & Spouse/Domestic Partner | \$52 | | |
| Employee & Child(ren) | \$52 | | |
| Employee & Family | \$101 | | |

2019 Health, Dental & Vision Plans
BARGAINING

| | Delaware County | Franklin County Board of Commissioners | Morrow County |
|--|-----------------|--|---------------|
| Vision Coverage: | | | |
| Do you offer vision coverage to your employees? | Yes | Yes | Yes |
| Is your vision bundled with your medical plan? | No | Yes | Yes |
| Please provide information below if not bundled with medical | | | |
| Total Monthly Premium | | | |
| Employee only | \$7 | | |
| Employee & Spouse/Domestic Partner | \$14 | | |
| Employee & Child(ren) | \$14 | | |
| Employee & Family | \$23 | | |
| Monthly Employer Cost | | | |
| Employee only | | | |
| Employee & Spouse/Domestic Partner | | | |
| Employee & Child(ren) | | | |
| Employee & Family | | | |
| Monthly Employee Cost | | | |
| Employee only | \$7 | | |
| Employee & Spouse/Domestic Partner | \$14 | | |
| Employee & Child(ren) | \$14 | | |
| Employee & Family | \$23 | | |

Notes:

**2019 Health, Dental & Vision Plans
BARGAINING**

| | Union County | Jefferson Township Franklin County | Madison Township Franklin County |
|--|---------------|------------------------------------|----------------------------------|
| If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.) | | | |
| Do you offer medical coverage to your employees? | Yes | Yes | Yes |
| What type of plan do you offer? | PPO | PPO, HSFA & DCFSA | PPO |
| How many employees are enrolled in medical plan? | 356 | 55 | 77 |
| Funding type? | | | |
| | Fully Insured | Fully Insured | Self-Insured |
| If other, please describe: | | | |
| Monthly Premiums: Total Monthly Premium | | | |
| Employee Only | \$697 | \$923 | \$789 |
| Employee & Spouse/Domestic Partner | \$1,536 | \$2,344 | \$2,009 |
| Employee & Children | \$1,253 | \$2,344 | \$2,009 |
| Employee & Family | \$2,091 | \$2,344 | \$2,009 |
| Monthly Premiums: Total Employer Cost | | | |
| Employee Only | \$523 | \$796 | \$734 |
| Employee & Spouse/Domestic Partner | \$1,110 | \$2,004 | \$1,870 |
| Employee & Children | \$939 | \$2,004 | \$1,870 |
| Employee & Family | \$1,527 | \$2,004 | \$1,870 |
| Monthly Premiums: Total Employee Cost | | | |
| Employee Only | \$174 | \$128 | \$55 |
| Employee & Spouse/Domestic Partner | \$426 | \$341 | \$139 |
| Employee & Children | \$313 | \$341 | \$139 |
| Employee & Family | \$564 | \$341 | \$139 |
| In Network Deductible: | | | |
| Individual deductible | \$1,000 | \$400 | \$2,700 |
| Family deductible | \$2,000 | \$800 | \$5,000 |
| Coinsurance (e.g., 80/20, 70/30, etc.) | 80 / 20 | 100 | |
| Lifetime maximum for medical plan | | | |
| Office co-payment (Primary Care Physician) | \$15 | \$20 | |
| Office co-payment (Specialist) | \$15 | \$20 - \$40 | |
| Co-payment or co-insurance (Emergency room) | \$200 | \$150 | |
| Co-payment or co-insurance (Urgent Care) | \$35 | \$25 | |
| Co-payment or co-insurance generic drugs (retail) | \$15 | \$5 | |

**2019 Health, Dental & Vision Plans
BARGAINING**

| | Union County | Jefferson Township Franklin County | Madison Township Franklin County |
|---|--------------|------------------------------------|----------------------------------|
| In Network Deductible: (Con't.) | | | |
| Co-payment or co-insurance preferred brand (retail) | \$30 | \$25 | |
| Co-payment or co-insurance non-preferred drugs (retail) | \$50 | \$50 | |
| Co-pay or co-insurance generic drugs (mail order- 3 mos.) | \$30 | \$13 | |
| Co-pay or co-insurance preferred drugs (mail order - 3 mos.) | \$60 | \$63 | |
| Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.) | \$100 | \$125 | |
| Out-of-Network Deductible: | | | |
| Individual deductible | \$2,000 | \$1,000 | \$5,000 |
| Family deductible | \$4,000 | \$2,000 | \$10,000 |
| Coinsurance (e.g., 80/20, 70/30, etc.) | 60 / 40 | 80/20 | |
| Lifetime maximum for medical plan | | | |
| Office co-payment (Primary Care Physician) | 40% | | |
| Office co-payment (Specialist) | 40% | | |
| Co-payment or co-insurance (Emergency room) | \$200 | | |
| Co-payment or co-insurance (Urgent Care) | \$35 | | |
| Co-payment or co-insurance generic drugs (retail) | \$30 | | |
| Co-payment or co-insurance preferred brand (retail) | \$60 | | |
| Co-payment or co-insurance non-preferred drugs (retail) | \$100 | | |
| 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/incentive to employees who opt out of medical coverage? | No | Yes | Yes |

**2019 Health, Dental & Vision Plans
BARGAINING**

| Union County | Jefferson Township Franklin County | Madison Township Franklin County |
|--------------|------------------------------------|----------------------------------|
|--------------|------------------------------------|----------------------------------|

Dental Coverage:

| | | | |
|---|--------------|---------------|--------------|
| Do you offer Dental coverage to your employees? | Yes | Yes | Yes |
| Do you offer orthodontic benefits? | Yes | Yes | Yes |
| If yes, per person lifetime maximum? | \$1,000 | \$1,500 | \$1,500 |
| If yes, what age group is covered? | Up to age 19 | Under 19 yrs. | Up to age 19 |

Monthly Dental Premiums if not bundled with medical plan

Total Monthly Premium

| | | | |
|------------------------------------|-------|------|-------|
| Employee only | \$30 | \$37 | \$35 |
| Employee & Spouse/Domestic Partner | \$58 | \$97 | \$69 |
| Employee & Child(ren) | \$64 | \$97 | \$69 |
| Employee & Family | \$104 | \$97 | \$130 |

Monthly Employer Cost

| | | | |
|------------------------------------|------|------|-------|
| Employee only | \$25 | \$37 | \$35 |
| Employee & Spouse/Domestic Partner | \$49 | \$97 | \$69 |
| Employee & Child(ren) | \$54 | \$97 | \$69 |
| Employee & Family | \$89 | \$97 | \$130 |

Monthly Employee Cost

| | |
|------------------------------------|------|
| Employee only | \$5 |
| Employee & Spouse/Domestic Partner | \$9 |
| Employee & Child(ren) | \$10 |
| Employee & Family | \$16 |

2019 Health, Dental & Vision Plans
BARGAINING

| | Union County | Jefferson Township Franklin County | Madison Township Franklin County |
|--|--------------|------------------------------------|----------------------------------|
| Vision Coverage: | | | |
| Do you offer vision coverage to your employees? | Yes | Yes | Yes |
| Is your vision bundled with your medical plan? | No | Yes | No |
| Please provide information below if not bundled with medical | | | |
| Total Monthly Premium | | | |
| Employee only | \$8 | | \$11 |
| Employee & Spouse/Domestic Partner | \$12 | | \$22 |
| Employee & Child(ren) | \$12 | | \$22 |
| Employee & Family | \$20 | | \$35 |
| Monthly Employer Cost | | | |
| Employee only | \$2 | | \$11 |
| Employee & Spouse/Domestic Partner | \$2 | | \$22 |
| Employee & Child(ren) | \$3 | | \$22 |
| Employee & Family | \$4 | | \$35 |
| Monthly Employee Cost | | | |
| Employee only | \$6 | | |
| Employee & Spouse/Domestic Partner | \$10 | | |
| Employee & Child(ren) | \$10 | | |
| Employee & Family | \$16 | | |

Notes:

2019 Health, Dental & Vision Plans
BARGAINING

| | Mifflin Township Franklin County | Violet Township Fairfield County |
|--|-------------------------------------|-------------------------------------|
| If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.) | | |
| Do you offer medical coverage to your employees? | Yes | Yes |
| What type of plan do you offer? | PPO | PPO |
| How many employees are enrolled in medical plan? | All Full-time | 51 |
| Funding type? | | |
| | Self-Insured | Fully Insured |
| If other, please describe: | | |
| Monthly Premiums: Total Monthly Premium | | |
| Employee Only | | \$703 |
| Employee & Spouse/Domestic Partner | | \$1,549 |
| Employee & Children | | \$1,189 |
| Employee & Family | | \$2,177 |
| Monthly Premiums: Total Employer Cost | | |
| Employee Only | | varies |
| Employee & Spouse/Domestic Partner | | varies |
| Employee & Children | | varies |
| Employee & Family | | varies |
| Monthly Premiums: Total Employee Cost | | |
| Employee Only | | varies |
| Employee & Spouse/Domestic Partner | | varies |
| Employee & Children | | varies |
| Employee & Family | | varies |
| In Network Deductible: | | |
| Individual deductible | | \$4,000 |
| Family deductible | | \$8,000 |
| Coinsurance (e.g., 80/20, 70/30, etc.) | | \$600 |
| Lifetime maximum for medical plan | | |
| Office co-payment (Primary Care Physician) | | |
| Office co-payment (Specialist) | | |
| Co-payment or co-insurance (Emergency room) | | |
| Co-payment or co-insurance (Urgent Care) | | |
| Co-payment or co-insurance generic drugs (retail) | | |

2019 Health, Dental & Vision Plans
BARGAINING

Mifflin Township
Franklin County

Violet Township Fairfield
County

In Network Deductible: (Con't.)

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.)

Out-of-Network Deductible:

Individual deductible

\$4,000

Family deductible

\$8,000

Coinsurance (e.g., 80/20, 70/30, etc.)

\$600

Lifetime maximum for medical plan

Office co-payment (Primary Care Physician)

Office co-payment (Specialist)

Co-payment or co-insurance (Emergency room)

Co-payment or co-insurance (Urgent Care)

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/incentive to employees who opt
out of medical coverage?

No

2019 Health, Dental & Vision Plans
BARGAINING

| Mifflin Township Franklin County | Violet Township Fairfield County |
|-------------------------------------|-------------------------------------|
|-------------------------------------|-------------------------------------|

| | |
|---|--------------|
| Dental Coverage: | |
| Do you offer Dental coverage to your employees? | Yes |
| Do you offer orthodontic benefits? | Yes |
| If yes, per person lifetime maximum? | \$1,500 |
| If yes, what age group is covered? | Up to age 19 |
| Monthly Dental Premiums if not bundled with medical plan | |
| Total Monthly Premium | |
| Employee only | \$25 |
| Employee & Spouse/Domestic Partner | \$74 |
| Employee & Child(ren) | \$74 |
| Employee & Family | \$74 |
| Monthly Employer Cost | |
| Employee only | \$25 |
| Employee & Spouse/Domestic Partner | \$74 |
| Employee & Child(ren) | \$74 |
| Employee & Family | \$74 |
| Monthly Employee Cost | |
| Employee only | |
| Employee & Spouse/Domestic Partner | |
| Employee & Child(ren) | |
| Employee & Family | |

2019 Health, Dental & Vision Plans
BARGAINING

Mifflin Township
Franklin County

Violet Township Fairfield
County

| | |
|--|------|
| Vision Coverage: | |
| Do you offer vision coverage to your employees? | Yes |
| Is your vision bundled with your medical plan? | No |
| Please provide information below if not bundled with medical | |
| Total Monthly Premium | |
| Employee only | \$7 |
| Employee & Spouse/Domestic Partner | \$14 |
| Employee & Child(ren) | \$22 |
| Employee & Family | \$22 |
| Monthly Employer Cost | |
| Employee only | \$7 |
| Employee & Spouse/Domestic Partner | \$14 |
| Employee & Child(ren) | \$22 |
| Employee & Family | \$22 |
| Monthly Employee Cost | |
| Employee only | |
| Employee & Spouse/Domestic Partner | |
| Employee & Child(ren) | |
| Employee & Family | |

Notes:



SECTION 7

DISABILITY and SICK LEAVE

2019 Disability & Sick Leave

| | City of Bexley | City of Canal Winchester | City of Circleville | City of Columbus |
|--|----------------|--------------------------|---------------------|------------------|
| Short-Term Disability (other than sick leave) | | | | |
| Do you offer a short-term disability (STD) plan? | Yes | No | No | Yes |
| If yes, what is the waiting period (# of work days)? | None | | | |
| What is the benefit as a percent of regular salary? | | | | Varies per union |
| What percent of the premium does the company pay? | | | | |
| What is the cost per \$1000 of payroll? | | | | |
| What is the maximum time-off for STD? | | | | 26 weeks |
| Long-Term Disability | | | | |
| Do you offer a long-term disability (LTD) plan? | Yes | No | No | No |
| If yes, what is the waiting period (# of work days)? | None | | | |
| What is the benefit as a percent of regular salary? | | | | |
| What percent of the premium does the company pay? | | | | |
| What is the cost per \$1,000 of payroll? | | | | |
| What is the maximum time-off for LTD? | | | | |

| 2019 Disability & Sick Leave | City of Bexley | City of Canal Winchester | City of Circleville | City of Columbus |
|--|------------------|--|--|---|
| Sick Leave (other rhan short-term disability) | | | | |
| Number of hours accrued/credited annually | 120 hours | 120 hours | 119 hours | 106 hours (avg) |
| Does your company have a maximum number of sick leave hours? | Yes | | No | No but CWA has a maximum number of 400 sick leave hours |
| If yes, indicate maximum # of sick leave hours allowed | 2100 hours | | | |
| Sick Leave Cash-Out Plan | | | | |
| Do you offer a sick leave cash-out plan annually? | No | Yes | Yes | Yes |
| If yes, what employee groups are eligible? (e.g.: Full-time, Part-time, Seasonal or Intern) | Yes for FOP only | Full time employees | Full time employees | All |
| What is the percentage rate of cash-out? | up-to 120 hours | 50% | 100% | Varies |
| Do you have a cash-out limit? | | Yes | Yes | Yes |
| If yes, what is the annual cash-out limit? | | 80 hours provided they maintain a min of 600 hrs. after conversion | Amount used in year minus earned up to 120 hours | Varies |
| | | | | |

2019 Disability & Sick Leave

| | City of Delaware | City of Dublin | City of Gahanna | City of Grandview Heights |
|--|------------------|----------------|-----------------|---------------------------|
| Short-Term Disability (other than sick leave) | | | | |
| Do you offer a short-term disability (STD) plan? | No | Yes | No | Yes |
| If yes, what is the waiting period (# of work days)? | | 7 work days | | 14 days |
| What is the benefit as a percent of regular salary? | | 70% | | 60% |
| What percent of the premium does the company pay? | | 100% | | |
| What is the cost per \$1000 of payroll? | | \$100 | | Varies |
| What is the maximum time-off for STD? | | 24 weeks | | 26 weeks |
| Long-Term Disability | | | | |
| Do you offer a long-term disability (LTD) plan? | No | No | No | Yes |
| If yes, what is the waiting period (# of work days)? | | | | 180 days |
| What is the benefit as a percent of regular salary? | | | | 60% |
| What percent of the premium does the company pay? | | | | |
| What is the cost per \$1,000 of payroll? | | | | Varies |
| What is the maximum time-off for LTD? | | | | Varies |

| 2019 Disability & Sick Leave | City of Delaware | City of Dublin | City of Gahanna | City of Grandview Heights |
|--|------------------|--------------------------------------|------------------------------------|---------------------------|
| Sick Leave (other rhan short-term disability) | | | | |
| Number of hours accrued/credited annually | 119.6 hours | 72 hours | 144 hours | 119.6 hours |
| Does your company have a maximum number of sick leave hours? | No | No | No | No |
| If yes, indicate maximum # of sick leave hours allowed | | | | |
| Sick Leave Cash-Out Plan | | | | |
| Do you offer a sick leave cash-out plan annually? | No | Yes | No | Yes |
| If yes, what employee groups are eligible? (e.g.: Full-time, Part-time, Seasonal or Intern) | | All Full-Time employees | Paid @ 30% Except upon termination | Full-time Employees |
| What is the percentage rate of cash-out? | | 35% Cash out 28hrs of sick/yearly | | 100% |
| Do you have a cash-out limit? | | Yes | No | Yes |
| If yes, what is the annual cash-out limit? | | 28 hours | Paid out at 30% upon termination | 64 hours |
| | | | | |

2019 Disability & Sick Leave

| | City of Grove City | City of Lancaster | City of Marysville | City of New Albany |
|--|--------------------|-------------------|--------------------|--------------------|
| Short-Term Disability (other than sick leave) | | | | |
| Do you offer a short-term disability (STD) plan? | No | No | Yes | Yes |
| If yes, what is the waiting period (# of work days)? | | | | |
| What is the benefit as a percent of regular salary? | | | 67% | 60% |
| What percent of the premium does the company pay? | | | | 100% |
| What is the cost per \$1000 of payroll? | | | | |
| What is the maximum time-off for STD? | | | 13 weeks | 90 days |
| Long-Term Disability | | | | |
| Do you offer a long-term disability (LTD) plan? | Yes | No | No | No |
| If yes, what is the waiting period (# of work days)? | 14 or 90 | | | |
| What is the benefit as a percent of regular salary? | 60% | | | |
| What percent of the premium does the company pay? | | | | |
| What is the cost per \$1,000 of payroll? | | | | |
| What is the maximum time-off for LTD? | | | | |

| 2019 Disability & Sick Leave | City of Grove City | City of Lancaster | City of Marysville | City of New Albany |
|--|------------------------|---------------------|---------------------|--------------------|
| Sick Leave (other rhan short-term disability) | | | | |
| Number of hours accrued/credited annually | 120 hours | 119.6 hours | 119.6 hours | 120 hours |
| Does your company have a maximum number of sick leave hours? | No | No | No | No |
| If yes, indicate maximum # of sick leave hours allowed | | | | |
| Sick Leave Cash-Out Plan | | | | |
| Do you offer a sick leave cash-out plan annually? | Yes | Yes | Yes | Yes |
| If yes, what employee groups are eligible? (e.g.: Full-time, Part-time, Seasonal or Intern) | Full-time Employees | Full-time | Full-time | Full-time |
| What is the percentage rate of cash-out? | 50% | Depends on EE group | | 100% |
| Do you have a cash-out limit? | Yes | Yes | Yes | Yes |
| If yes, what is the annual cash-out limit? | Must maintain 360 hrs. | \$500 | Sell up to 32 hours | 48 hours |
| | | | | |

2019 Disability & Sick Leave

| | City of Pataskala | City of Upper Arlington | City of Westerville | City of Whitehall |
|--|-------------------|-------------------------|---------------------|-------------------|
| Short-Term Disability (other than sick leave) | | | | |
| Do you offer a short-term disability (STD) plan? | No | Yes | No | No |
| If yes, what is the waiting period (# of work days)? | | 45 days | | |
| What is the benefit as a percent of regular salary? | | 60% | | |
| What percent of the premium does the company pay? | | 100% | | |
| What is the cost per \$1000 of payroll? | | Self Insured | | |
| What is the maximum time-off for STD? | | 180 days | | |
| Long-Term Disability | | | | |
| Do you offer a long-term disability (LTD) plan? | No | Yes | No | No |
| If yes, what is the waiting period (# of work days)? | | 180 | | |
| What is the benefit as a percent of regular salary? | | 60 | | |
| What percent of the premium does the company pay? | | 100% | | |
| What is the cost per \$1,000 of payroll? | | Self-Insured | | |
| What is the maximum time-off for LTD? | | 2 years | | |

2019 Disability & Sick Leave

| | City of Pataskala | City of Upper Arlington | City of Westerville | City of Whitehall |
|--|-------------------|-------------------------|--|------------------------|
| Sick Leave (other rhan short-term disability) | | | | |
| Number of hours accrued/credited annually | 80 hours | 119.9 hours | 96 or 288 for IAFF | 135 hours |
| Does your company have a maximum number of sick leave hours? | Yes | No | No | No |
| If yes, indicate maximum # of sick leave hours allowed | 960 hours | | | |
| Sick Leave Cash-Out Plan | | | | |
| Do you offer a sick leave cash-out plan annually? | No | No | Yes | Yes |
| If yes, what employee groups are eligible? (e.g.: Full-time, Part-time, Seasonal or Intern) | | | up to 48hrs but must have 250hrs in bank | Full-time |
| What is the percentage rate of cash-out? | | | 100% | 3:1 |
| Do you have a cash-out limit? | | | Yes | Yes |
| If yes, what is the annual cash-out limit? | | | up to 48hrs but must have 250hrs in bank | 1 for 3 up to 24 hours |
| | | | | |

2019 Disability & Sick Leave

| | City of Worthington | Delaware County | Franklin County Board of Commissioners | Morrow County |
|--|---------------------|-----------------|--|---------------|
| Short-Term Disability (other than sick leave) | | | | |
| Do you offer a short-term disability (STD) plan? | No | No | Yes | No |
| If yes, what is the waiting period (# of work days)? | | | 14 days | |
| What is the benefit as a percent of regular salary? | | | 60% weekly | |
| What percent of the premium does the company pay? | | | | |
| What is the cost per \$1000 of payroll? | | | Varies | |
| What is the maximum time-off for STD? | | | 26 weeks | |
| Long-Term Disability | | | | |
| Do you offer a long-term disability (LTD) plan? | No | No | Yes | No |
| If yes, what is the waiting period (# of work days)? | | | 180 days | |
| What is the benefit as a percent of regular salary? | | | 60% monthly | |
| What percent of the premium does the company pay? | | | | |
| What is the cost per \$1,000 of payroll? | | | Varies | |
| What is the maximum time-off for LTD? | | | Varies | |

| 2019 Disability & Sick Leave | City of Worthington | Delaware County | Franklin County Board of Commissioners | Morrow County |
|--|---------------------|-----------------|--|---------------|
| Sick Leave (other rhan short-term disability) | | | | |
| Number of hours accrued/credited annually | 120 hours | 120 hours | 119.6 hours | 119.6 hours |
| Does your company have a maximum number of sick leave hours? | No | No | No | No |
| If yes, indicate maximum # of sick leave hours allowed | | | | |
| Sick Leave Cash-Out Plan | | | | |
| Do you offer a sick leave cash-out plan annually? | No | No | No | No |
| If yes, what employee groups are eligible? (e.g.: Full-time, Part-time, Seasonal or Intern) | | | | |
| What is the percentage rate of cash-out? | | | | |
| Do you have a cash-out limit? | | | No | |
| If yes, what is the annual cash-out limit? | | | | |
| | | | | |

2019 Disability & Sick Leave

| | Union County | Madison Township Franklin County | Mifflin Township Franklin County | Village of Ashville |
|--|--------------|----------------------------------|----------------------------------|---------------------|
| Short-Term Disability (other than sick leave) | | | | |
| Do you offer a short-term disability (STD) plan? | Yes | No | Yes | No |
| If yes, what is the waiting period (# of work days)? | 7 days | | 8 days no PTO | |
| What is the benefit as a percent of regular salary? | 50-60% | | | |
| What percent of the premium does the company pay? | | | 100% | |
| What is the cost per \$1000 of payroll? | \$0.90 | | | |
| What is the maximum time-off for STD? | 24 months | | 26 weeks | |
| Long-Term Disability | | | | |
| Do you offer a long-term disability (LTD) plan? | No | No | No | No |
| If yes, what is the waiting period (# of work days)? | | | | |
| What is the benefit as a percent of regular salary? | | | | |
| What percent of the premium does the company pay? | | | | |
| What is the cost per \$1,000 of payroll? | | | | |
| What is the maximum time-off for LTD? | | | | |

| 2019 Disability & Sick Leave | Union County | Madison Township Franklin County | Mifflin Township Franklin County | Village of Ashville |
|--|--------------|----------------------------------|----------------------------------|---------------------|
| Sick Leave (other rhan short-term disability) | | | | |
| Number of hours accrued/credited annually | 119.6 hours | 120 hours | 40 / 204 56 / 288 | 119.6 hours |
| Does your company have a maximum number of sick leave hours? | No | | Yes | Yes |
| If yes, indicate maximum # of sick leave hours allowed | | | 40 / 1413 56 / 1980 | 120 hours |
| Sick Leave Cash-Out Plan | | | | |
| Do you offer a sick leave cash-out plan annually? | No | No | No | No |
| If yes, what employee groups are eligible? (e.g.: Full-time, Part-time, Seasonal or Intern) | | | | |
| What is the percentage rate of cash-out? | | | | |
| Do you have a cash-out limit? | | | | |
| If yes, what is the annual cash-out limit? | | | | |
| | | | | |

2019 Disability & Sick Leave

| | Village of Galena | Village of Plain City | Village of Shawnee Hills | Village of Sunbury |
|--|-------------------|-----------------------|--------------------------|--------------------|
| Short-Term Disability (other than sick leave) | | | | |
| Do you offer a short-term disability (STD) plan? | No | Yes | No | No |
| If yes, what is the waiting period (# of work days)? | | 7 | | |
| What is the benefit as a percent of regular salary? | | 66 2/3 or max \$500 | | |
| What percent of the premium does the company pay? | | 100% | | |
| What is the cost per \$1000 of payroll? | | | | |
| What is the maximum time-off for STD? | | 12 weeks | | |
| Long-Term Disability | | | | |
| Do you offer a long-term disability (LTD) plan? | No | No | No | No |
| If yes, what is the waiting period (# of work days)? | | | | |
| What is the benefit as a percent of regular salary? | | | | |
| What percent of the premium does the company pay? | | | | |
| What is the cost per \$1,000 of payroll? | | | | |
| What is the maximum time-off for LTD? | | | | |

| 2019 Disability & Sick Leave | Village of Galena | Village of Plain City | Village of Shawnee Hills | Village of Sunbury |
|--|-------------------|-----------------------|--------------------------|--------------------|
| Sick Leave (other rhan short-term disability) | | | | |
| Number of hours accrued/credited annually | 96 hours | 112 hours | 40 hours | 95.94 hours |
| Does your company have a maximum number of sick leave hours? | No | No | Yes | No |
| If yes, indicate maximum # of sick leave hours allowed | | | 200 hours | |
| Sick Leave Cash-Out Plan | | | | |
| Do you offer a sick leave cash-out plan annually? | Yes | Yes | No | No |
| If yes, what employee groups are eligible? (e.g.: Full-time, Part-time, Seasonal or Intern) | Full-time | Full-time | | |
| What is the percentage rate of cash-out? | 100% | 50% | | |
| Do you have a cash-out limit? | Yes | No | | |
| If yes, what is the annual cash-out limit? | 240 hrs. | | | |
| | | | | |



SECTION 8

PAID TIME OFF

2019 Paid Time Off**City of Bexley
Non Bargaining****City of Bexley
AFSCME****City of Bexley
OLC****City of Bexley
FOP****Vacation**

What is the maximum number of hours per year accrued at the highest level?

How many years of service does it take to get to the maximum accrual level?

What is the maximum hours allowed to roll-over annually?

In lieu of taking a minimum number of vacation/annual leave hours or forfeiture of used hours, can employees cash out or convert to personal time?

If yes, please explain:

Vacation hours accrued per year

| | | | | |
|------------------|---------------------|---------------------|--------------------|------------------|
| 1 year service | 80 hrs. (1-3yrs) | 80 hrs. (1-3yrs) | 96 hrs. (2yrs) | 44 hrs. (6 mos.) |
| 5 years service | 96 hrs. (4--7yrs) | 96 hrs. (4--7yrs) | 120 hrs. (4yrs) | 112 hrs. (4yrs) |
| 8 years service | 128 hrs. (8-11yrs) | 128 hrs. (8-11yrs) | 152 hrs. (8yrs) | 144 hrs. (8yrs) |
| 10 years service | 136 hrs. (12-14yrs) | 136 hrs. (12-14yrs) | 160 hrs. (12yrs) | 152 hrs. (12yrs) |
| 15 years service | 168 hrs. (15-17yrs) | 168 hrs. (15-17yrs) | 192 hrs. (15yrs) | 184 hrs. (15yrs) |
| 20 years service | 176 hrs. (18-21yrs) | 176 hrs. (18-21yrs) | 200 hrs. (18yrs) | 192 hrs. (18yrs) |
| 25 years service | 208 hrs. (22+yrs) | 208 hrs. (22+yrs) | 240 hrs. (22 yrs.) | 232 hrs. (22yrs) |

Other forms of paid leave

Are your employees eligible for other forms of paid leave?

2019 Paid Time Off

| City of Bexley Non Bargaining | City of Bexley AFSCME | City of Bexley OLC | City of Bexley FOP |
|----------------------------------|--------------------------|-----------------------|-----------------------|
|----------------------------------|--------------------------|-----------------------|-----------------------|

Vacation

If yes, please list other types of leave
(e.g. merit leave, bereavement, military, etc.)

Holidays/Personal Days

| | |
|---|---------|
| Total number of Holidays per year | 10 days |
| Total number of Personal days per year | 3 days |
| Do you allow cash-out of personal days? | No |

If yes, please indicate the maximum number of personal days eligible
for cash-out

Comments:

2019 Paid Time Off

| 2019 Paid Time Off | City of Canal Winchester | City of Circleville | City of Columbus |
|--|---|---------------------|--|
| Vacation | | | |
| What is the maximum number of hours per year accrued at the highest level? | 216 hours | 220 hours | Depends on years of continuous service |
| How many years of service does it take to get to the maximum accrual level? | 25 years | 25 years | 20 to 25 or more years, depending on the employee group or union |
| What is the maximum hours allowed to roll-over annually? | 324 hours | Up to 3 years | Depends on years of continuous service |
| In lieu of taking a minimum number of vacation/annual leave hours or forfeiture of used hours, can employees cash out or convert to personal time? | Yes | Yes | |
| If yes, please explain: | Employee can convert up to 40 hours of vacation | | |
| Vacation hours accrued per year | | | |
| 1 year service | 96 hrs. | 80 hrs. | Varies by EE group |
| 5 years service | 96 hrs. | 120 hrs. | Varies by EE group |
| 8 years service | 144 hrs. | 120 hrs. | Varies by EE group |
| 10 years service | 144 hrs. | 160 hrs. | |
| 15 years service | 176 hrs. | 180 hrs. | |
| 20 years service | 176 hrs. | 200 hrs. | |
| 25 years service | 216 hrs. | 220 hrs. | |
| Other forms of paid leave | | | |
| Are your employees eligible for other forms of paid leave? | Yes | Yes | Yes |

2019 Paid Time Off

| | City of Canal Winchester | City of Circleville | City of Columbus |
|--|--------------------------|---------------------|------------------|
|--|--------------------------|---------------------|------------------|

Vacation

| | | | |
|---|----------------------------------|--------------------------------|--|
| If yes, please list other types of leave (e.g. merit leave, bereavement, military, etc.) | Personal, Bereavement & Military | Bereavement & Military FMLA | Military, bereavement, parental, caregiver, jury, court, election poll worker & election day |
|---|----------------------------------|--------------------------------|--|

Holidays/Personal Days

| | | | |
|--|---------|---------|--|
| Total number of Holidays per year | 11 days | 10 days | Up to 13, depending on union or EE group |
| Total number of Personal days per year | 2 days | 3 days | |
| Do you allow cash-out of personal days? | No | No | No |
| If yes, please indicate the maximum number of personal days eligible for cash-out | | | |

Comments:

2019 Paid Time Off

| 2019 Paid Time Off | City of Delaware | City of Dublin | City of Gahanna |
|--|---|---|-----------------|
| Vacation | | | |
| What is the maximum number of hours per year accrued at the highest level? | 200.2 hours | 246 hours | 200 hours |
| How many years of service does it take to get to the maximum accrual level? | 16 years | 21 years | 20 years |
| What is the maximum hours allowed to roll-over annually? | per years of service maximum | 200 hours | 240 hours |
| In lieu of taking a minimum number of vacation/annual leave hours or forfeiture of used hours, can employees cash out or convert to personal time? | Yes | Yes | No |
| If yes, please explain: | An EE may elect to trade 3 weeks of vacation time or the equivalent of vacation time earned in one year, whichever is greater, for equivalent pay during the calendar year. | EE can cash out up to 40 hours of vacation once they have 11 years of service. Directors can cash out up to 160 hours annually. Hours not used are forfeited. | |
| Vacation hours accrued per year | | | |
| 1 year service | 80.6 hrs. | 40 hours | 104 hours |
| 5 years service | 80.6 hrs. | 108 hours | 136 hours |
| 8 years service | 119.6 hrs. | 108 hours | 152 hours |
| 10 years service | 119.6 hrs. | 182 hours | 152 hours |
| 15 years service | 161.2 hrs. | 208 hours | 176 hours |
| 20 years service | 200.2 hrs. | 246 hours | 200 hours |
| 25 years service | 200.2 hrs. | 246 hours | 200 hours |
| Other forms of paid leave | | | |
| Are your employees eligible for other forms of paid leave? | Yes | Yes | Yes |

2019 Paid Time Off

| | City of Delaware | City of Dublin | City of Gahanna |
|--|------------------|----------------|-----------------|
|--|------------------|----------------|-----------------|

Vacation

If yes, please list other types of leave
(e.g. merit leave, bereavement, military, etc.)

Bereavement, Injury

Persona, Military, bereavement

Bereavement, Jury Duty &
Personal time

Holidays/Personal Days

| | | | |
|--|--------|--------|---------|
| Total number of Holidays per year | 9 days | 9 days | 10 days |
| Total number of Personal days per year | 4 days | 5 days | 2 days |
| Do you allow cash-out of personal days? | Yes | No | No |
| If yes, please indicate the maximum number of personal days eligible for cash-out | 4 | | 0 |

Comments:

2019 Paid Time Off

| | City of Grandview Heights | City of Grove City | City of Groveport |
|--|---------------------------|----------------------------|------------------------|
| Vacation | | | |
| What is the maximum number of hours per year accrued at the highest level? | 216 | 240 hours | 200 hours |
| How many years of service does it take to get to the maximum accrual level? | 23 | 18 years | 21 years |
| What is the maximum hours allowed to roll-over annually? | 648 | 720 hours | Current Year Allowance |
| In lieu of taking a minimum number of vacation/annual leave hours or forfeiture of used hours, can employees cash out or convert to personal time? | No | Yes | No |
| If yes, please explain: | hours are forfeited | can convert to pay at 100% | |
| Vacation hours accrued per year | | | |
| 1 year service | 96 hours | 80 hours | 80 hours |
| 5 years service | 116 hours | 120 hours | 120 hours |
| 8 years service | 138 hours | 120 hours | |
| 10 years service | 176 hours | 160 hours | 160 hours |
| 15 years service | 196 hours | 200 hours | 184 hours |
| 20 years service | 216 hours | 240 hours | 200 hours |
| 25 years service | | 240 hours | |
| Other forms of paid leave | | | |
| Are your employees eligible for other forms of paid leave? | Yes | No | Yes |

| 2019 Paid Time Off | City of Grandview Heights | City of Grove City | City of Groveport |
|---|------------------------------|--------------------|-----------------------------|
| Vacation | | | |
| If yes, please list other types of leave (e.g. merit leave, bereavement, military, etc.) | Bereavement, Military, Comp. | | Funeral, Military, Court |
| Holidays/Personal Days | | | |
| Total number of Holidays per year | 10 days | 13 days | 10 days |
| Total number of Personal days per year | 1 day | | 1 day |
| Do you allow cash-out of personal days? | No | | No |
| If yes, please indicate the maximum number of personal days eligible for cash-out | | | |
| Comments: | | | |

2019 Paid Time Off

| | City of Lancaster | City of Marysville | City of New Albany | City of Pataskala |
|--|-------------------|---------------------|--------------------|---|
| Vacation | | | | |
| What is the maximum number of hours per year accrued at the highest level? | 200 hours | 240 hours | 200 hours | 240 hours |
| How many years of service does it take to get to the maximum accrual level? | 21 years | 20 years | 15 years | 26 years |
| What is the maximum hours allowed to roll-over annually? | 40 hours | 2.5x annual accrual | 3x | Annual Accrual Amount + 40 hours |
| In lieu of taking a minimum number of vacation/annual leave hours or forfeiture of used hours, can employees cash out or convert to personal time? | No | No | No | Yes |
| If yes, please explain: | | Forfeited | | Employees may convert up to 40 hours on a 1:1 basis provided they meet the qualification requirements |
| Vacation hours accrued per year | | | | |
| 1 year service | 80 hours | 96 hours | 80 hours | 80 hours (0 - 5yrs) |
| 5 years service | 120 hours | 96 hours | 120 hours | |
| 8 years service | 120 hours | 144 hours | | 120 hours (6 - 11yrs) |
| 10 years service | 120 hours | 144 hours | 160 hours | |
| 15 years service | 160 hours | 192 hours | 200 hours | 160 hours (12 - 19yrs) |
| 20 years service | 200 hours | 240 hours | | 200 hours (20 - 25yrs) |
| 25 years service | 200 hours | 240 hours | | 240 hours (26+ yrs.) |
| Other forms of paid leave | | | | |
| Are your employees eligible for other forms of paid leave? | Yes | Yes | Yes | Yes |

2019 Paid Time Off

| | City of Lancaster | City of Marysville | City of New Albany | City of Pataskala |
|--|-------------------|--------------------|--------------------|-------------------|
|--|-------------------|--------------------|--------------------|-------------------|

Vacation

| | | | | |
|---|-----------------------------------|---|-----------------------|--|
| If yes, please list other types of leave (e.g. merit leave, bereavement, military, etc.) | Personal, Military Bereavement | Holidays, Personal, Sick, Military, FMLA, Bereavement, Jury Duty, Examination, Court, Administrative, Injury | Personal, Bereavement | City Admin. & Finance Director each get 2 personal days |
|---|-----------------------------------|---|-----------------------|--|

Holidays/Personal Days

| | | | | |
|--|---------|---------|---------|--|
| Total number of Holidays per year | 10 days | 11 days | 11 days | 10 days |
| Total number of Personal days per year | 40 days | 4 days | 2 days | 2 days Administrator & Fin Dir only |
| Do you allow cash-out of personal days? | No | No | No | No |
| If yes, please indicate the maximum number of personal days eligible for cash-out | | | | |

Comments:

2019 Paid Time Off

| 2019 Paid Time Off | City of Powell | City of Upper Arlington | City of Westerville | City of Whitehall |
|--|--|-------------------------|--|------------------------|
| Vacation | | | | |
| What is the maximum number of hours per year accrued at the highest level? | 200 hours | 200 | 240 hours | 850 hours |
| How many years of service does it take to get to the maximum accrual level? | 26 years | 3 years | after 24 years | |
| What is the maximum hours allowed to roll-over annually? | 1.5x hours earned annually | no limit | No more than 2X their annual accumulation rate | 850 hours |
| In lieu of taking a minimum number of vacation/annual leave hours or forfeiture of used hours, can employees cash out or convert to personal time? | Yes | no limit | Yes | No |
| If yes, please explain: | Only Police can get a vacation pay-out | | See Below | |
| Vacation hours accrued per year | | | | |
| 1 year service | 80 hours (0 - 4yrs) | 80 hours | 80 hours | 88 hours (0 - 4yrs) |
| 5 years service | 120 hours (5 -9yrs) | 120 hours | 80 hours | 112 hours (5 - 8yrs) |
| 8 years service | 120 hours (5 -9yrs) | 120 hours | 120 hours | 143 hours (9 - 12yrs) |
| 10 years service | 140 hours (10 -15yrs) | 120 hours | 120 hours | 160 hours (13 - 16yrs) |
| 15 years service | 160 hours (16 - 20yrs) | 120 hours | 160 hours | 176 hours (17 - 20yrs) |
| 20 years service | 180 hours (21 - 25yrs) | 120 hours | 240 hours | 200 hours (21 - 25yrs) |
| 25 years service | 200 hours (26+ yrs.) | 120 hours | | 224 hours (26+ yrs.) |
| Other forms of paid leave | | | | |
| Are your employees eligible for other forms of paid leave? | Yes | Yes | Yes | Yes |

2019 Paid Time Off

City of Powell

City of Upper Arlington

City of Westerville

City of Whitehall

Vacation

If yes, please list other types of leave
(e.g. merit leave, bereavement, military, etc.)

Personal Leave

Bereavement, Military

Sick, Funeral, Military,
Personal, Injury

Personal, Military,
Funeral and Injury

Holidays/Personal Days

Total number of Holidays per year

10 days

9 days

7 days

7 days

Total number of Personal days per year

2 days

5 days

6 days

5 days

Do you allow cash-out of personal days?

No

No

No

No

If yes, please indicate the maximum number of personal days eligible
for cash-out

CBA does allow - varies by CBA

Comments:

Forfeited vacation hours - EE
who accrue at least 3 weeks of
vacation per year may request pay
in lieu if vacation. They must take
5 consecutive vacation days and
have up to 2 weeks. EE accruing
4 weeks or more may receive
payment for up to 3 weeks and
have scheduled another 5 vacation
days prior to the request.

2019 Paid Time Off

| | City of Worthington | Delaware County | Franklin County Board of Commissioners | Union County |
|--|---------------------|-----------------|---|--------------|
| Vacation | | | | |
| What is the maximum number of hours per year accrued at the highest level? | 216 hours | 200 hours | 200 hours | 200 hours |
| How many years of service does it take to get to the maximum accrual level? | 21 years | 25 years | 20 years | 25 years |
| What is the maximum hours allowed to roll-over annually? | 288 hours | Unlimited | 600 hours | 600 hours |
| In lieu of taking a minimum number of vacation/annual leave hours or forfeiture of used hours, can employees cash out or convert to personal time? | Yes | No | No | No |
| If yes, please explain: | | | | |
| Vacation hours accrued per year | | | | |
| 1 year service | 96 hours | 80 hours | 80 hours | 80 hours |
| 5 years service | 104 hours | 80 hours | 119 hours | 80 hours |
| 8 years service | 144 hours | 120 hours | 119 hours | 120 hours |
| 10 years service | 168 hours | 120 hours | 161 hours | 120 hours |
| 15 years service | 200 hours | 160 hours | 179 hours | 160 hours |
| 20 years service | 216 hours | 160 hours | 200 hours | 160 hours |
| 25 years service | 216 hours | 200 hours | 200 hours | 200 hours |
| Other forms of paid leave | | | | |
| Are your employees eligible for other forms of paid leave? | Yes | Yes | Yes | Yes |

2019 Paid Time Off

| | City of Worthington | Delaware County | Franklin County Board of Commissioners | Union County |
|--|---------------------|-----------------|---|--------------|
|--|---------------------|-----------------|---|--------------|

Vacation

| | | | | |
|---|---|------------------------------------|------------------------|---|
| If yes, please list other types of leave (e.g. merit leave, bereavement, military, etc.) | FLSA, Kelly days, Compensatory Leave | Bereavement, Military Jury Duty | Bereavement & Military | Bereavement, Military, Personal (varies by agency) |
|---|---|------------------------------------|------------------------|---|

Holidays/Personal Days

| | | | | |
|--|---------|-----------|----------------|----------------------------------|
| Total number of Holidays per year | 21 days | 11.5 days | 10 days | 10 days |
| Total number of Personal days per year | 1 day | 2 days | Up to 40 hours | 0 (Unless approved by agency) |
| Do you allow cash-out of personal days? | No | No | No | Yes |
| If yes, please indicate the maximum number of personal days eligible for cash-out | | | | 2 days |

Comments:

2019 Paid Time Off

| | Blendon Township Franklin County | Jefferson Township Franklin County | Madison Township Franklin County | Mifflin Township Franklin County |
|--|-------------------------------------|---------------------------------------|-------------------------------------|-------------------------------------|
| Vacation | | | | |
| What is the maximum number of hours per year accrued at the highest level? | 280 hours | 240 / 360 | 280 hours | 240 / 336 hours |
| How many years of service does it take to get to the maximum accrual level? | 30 years | 20 years | 25 years | 20 years |
| What is the maximum hours allowed to roll-over annually? | 80 hours | 160 / 240 hours | 280 hours | 0 |
| In lieu of taking a minimum number of vacation/annual leave hours or forfeiture of used hours, can employees cash out or convert to personal time? | Yes | No | Yes | No |
| If yes, please explain: | Cashed out | | Employees may cash out hours | |
| Vacation hours accrued per year | | | | |
| 1 year service | 80 hours | 80 - 120 hours | 80 hours | 80 - 120 hours |
| 5 years service | 120 hours | 120 - 192 hours | 120 hours | 120 - 168 hours |
| 8 years service | | | 120 hours | 120 - 168 hours |
| 10 years service | 160 hours | 160 - 240 hours | 160 hours | 160 - 240 hours |
| 15 years service | 200 hours | 200 - 300 hours | 200 hours | 200 - 288 hours |
| 20 years service | 240 hours | 240 - 360 hours | 240 hours | 240 - 336 hours |
| 25 years service | 260 hours | | 280 hours | 240 - 336 hours |
| Other forms of paid leave | | | | |
| Are your employees eligible for other forms of paid leave? | Yes | Yes | Yes | Yes |

| 2019 Paid Time Off | Blendon Township Franklin County | Jefferson Township Franklin County | Madison Township Franklin County | Mifflin Township Franklin County |
|---|--|--|--------------------------------------|---|
| Vacation | | | | |
| If yes, please list other types of leave (e.g. merit leave, bereavement, military, etc.) | Military, personal, comp, bereavement | Bereavement (union), Military and Civil | Bereavement, Injury, and Military | Comp time accrual, Bereavement, Military |
| Holidays/Personal Days | | | | |
| Total number of Holidays per year | 10 days | 10 days | 11 days | 8 days |
| Total number of Personal days per year | 3 days | | | |
| Do you allow cash-out of personal days? | Yes | No | No | No |
| If yes, please indicate the maximum number of personal days eligible for cash-out | 3 days | | | |
| Comments: | | | | |

2019 Paid Time Off

| | Morrow County | Violet Township Fairfield County | Village of Ashville | Village of Galena |
|--|---------------|-------------------------------------|---------------------|-------------------|
| Vacation | | | | |
| What is the maximum number of hours per year accrued at the highest level? | 3 years | 200 hours 0 | 197.6 hours | 160 |
| How many years of service does it take to get to the maximum accrual level? | 24 | 25 years | 15 years | 10 |
| What is the maximum hours allowed to roll-over annually? | 3 years | 40 hours | 197.6 hours | 2 weeks |
| In lieu of taking a minimum number of vacation/annual leave hours or forfeiture of used hours, can employees cash out or convert to personal time? | No | No | Yes | No |
| If yes, please explain: | | | | |
| Vacation hours accrued per year | | | | |
| 1 year service | 3.1 | 80 hours | 80 hours | 80 hours |
| 5 years service | 4.6 | 96 hours | 119.6 hours | 120 hours |
| 8 years service | 4.6 | 120 hours | 119.6 hours | 120 hours |
| 10 years service | 4.6 | 144 hours | 160.94 hours | 160 hours |
| 15 years service | 6.2 | 168 hours | 197.6 hours | 160 hours |
| 20 years service | 7.7 | 184 hours | 197.6 hours | 160 hours |
| 25 years service | 7.7 | 200 hours | 197.6 hours | 160 hours |
| Other forms of paid leave | | | | |
| Are your employees eligible for other forms of paid leave? | No | No | Yes | Yes |

2019 Paid Time Off

| | Morrow County | Violet Township Fairfield County | Village of Ashville | Village of Galena |
|--|---------------|-------------------------------------|---------------------|-------------------|
|--|---------------|-------------------------------------|---------------------|-------------------|

| |
|----------|
| Vacation |
|----------|

| | | | | |
|---|-----------|-----------------|--|----------|
| If yes, please list other types of leave (e.g. merit leave, bereavement, military, etc.) | Jury Duty | Sick & Military | Bereavement, Jury Duty Administrative | Personal |
|---|-----------|-----------------|--|----------|

| |
|------------------------|
| Holidays/Personal Days |
|------------------------|

| | | | | |
|--|---------|---------|---------|----|
| Total number of Holidays per year | 12 days | 11 days | 10 days | 10 |
| Total number of Personal days per year | 3 days | 1 day | 3 days | 2 |
| Do you allow cash-out of personal days? | No | Yes | No | No |
| If yes, please indicate the maximum number of personal days eligible for cash-out | | 1 | | |

Comments:

2019 Paid Time Off

| 2019 Paid Time Off | Village of Plain City | Village of Shawnee Hills | Village of Sunbury |
|--|----------------------------------|--------------------------|--------------------|
| | | | |
| Vacation | | | |
| What is the maximum number of hours per year accrued at the highest level? | | 160 | Unlimited |
| How many years of service does it take to get to the maximum accrual level? | 10 | 15 | unlimited |
| What is the maximum hours allowed to roll-over annually? | 1 year | 40% | 1 year |
| In lieu of taking a minimum number of vacation/annual leave hours or forfeiture of used hours, can employees cash out or convert to personal time? | yes | No | No |
| | | | |
| If yes, please explain: | cash out 1/2 of vacation accrual | | |
| Vacation hours accrued per year | | | |
| 1 year service | 80 hours | 10 days | 80 hours |
| 5 years service | 120 hours | 10 days | 80 hours |
| 8 years service | 120 hours | 15 days | 120 hours |
| 10 years service | 160 hours | 15 days | 120 hours |
| 15 years service | 160 hours | 20 days | 160 hours |
| 20 years service | 160 hours | 20 days | 160 hours |
| 25 years service | 160 hours | 20 days | 200 hours |
| Other forms of paid leave | | | |
| Are your employees eligible for other forms of paid leave? | Yes | Yes | Yes |

| 2019 Paid Time Off | Village of Plain City | Village of Shawnee Hills | Village of Sunbury |
|---|-----------------------|--------------------------|-----------------------------|
| Vacation | | | |
| If yes, please list other types of leave (e.g. merit leave, bereavement, military, etc.) | Bereavement, FMLA | Bereavement, Jury Duty | Bereavement, Jury, Military |
| Holidays/Personal Days | | | |
| Total number of Holidays per year | 10 | 10 days | 12 |
| Total number of Personal days per year | 2 | 2 days | 1 day |
| Do you allow cash-out of personal days? | No | No | No |
| If yes, please indicate the maximum number of personal days eligible for cash-out | | | |
| Comments: | | | |



SECTION 9

RETIREMENT BENEFITS

| | City of Bexley | City of Canal Winchester | City of Circleville | City of Columbus | City of Delaware |
|---|---------------------|--------------------------|------------------------------|------------------|-------------------------------------|
| 2019 Retirement Plans | | | | | |
| Defined Benefit (DB) Plan | | | | | |
| Do you offer a defined benefit plan? | Yes | Yes | Yes | Yes | Yes |
| If yes, does the employer contribute to the plan? | Yes | Yes | Yes | Yes | Yes |
| If yes, what percentage does the employer contribute to the plan? | 14% OPERS 19.5% FOP | 14% | Depends on retirement system | 14% | OPERS: 14% Police 19.5% Fire 24% |
| Do employees contribute to this plan? | Yes | Yes | Yes | Yes | Yes |
| If yes, what percentage does the employee contribute to the plan? | 12% | 10% | Depends on retirement system | 10% | OPERS 10% OP&F 12.25% |
| What is your retirement benefit formula? | | | | | OPERS and OP&F |
| Defined Contribution (DC) Plan | | | | | |
| Do you offer a defined contribution plan? | Yes | Yes | Yes | Yes | Yes |
| If yes, what type of plan(s) do you offer? | Deferred Comp/Other | Deferred Comp | Deferred Comp | Deferred Comp | Deferred Comp |
| If yes, is it a pre or post-tax plan? | Pre | Pre | Pre | Post | Pre |
| Is there an employer match to the plan(s)? | | No | No | No | No |
| If yes, what is the maximum percent of the employer match? | | | | | |
| | | | | | |

| | City of Dublin | City of Gahanna | City of Grandview Heights | City of Grove City | City of Groveport |
|---|----------------|-----------------|--------------------------------------|--------------------|-------------------|
| 2019 Retirement Plans | | | | | |
| Defined Benefit (DB) Plan | | | | | |
| Do you offer a defined benefit plan? | Yes | No | Yes | Yes | No |
| If yes, does the employer contribute to the plan? | Yes | No | Yes | Yes | |
| If yes, what percentage does the employer contribute to the plan? | 14% | | 14% OPERS 19.5% Police / 24% Fire | 14% | |
| Do employees contribute to this plan? | Yes | | Yes | Yes | |
| If yes, what percentage does the employee contribute to the plan? | 10% | | 10% OPERS / 12.25% | 10% | |
| What is your retirement benefit formula? | OPERS | | OPERS & OP&F | OPERS & OP&F | |
| Defined Contribution (DC) Plan | | | | | |
| Do you offer a defined contribution plan? | Yes | Yes | No | Yes | Yes |
| If yes, what type of plan(s) do you offer? | Deferred Comp | Deferred Comp | | Deferred Comp | 401(k) Plan |
| If yes, is it a pre or post-tax plan? | Pre | Pre | Pre | Pre | |
| Is there an employer match to the plan(s)? | No | No | No | No | |
| If yes, what is the maximum percent of the employer match? | 14% | | | | |
| | | | | | |

| | City of Lancaster | City of Marysville | City of New Albany | City of Pataskala |
|---|-------------------|--------------------|--------------------|-------------------|
| 2019 Retirement Plans | | | | |
| Defined Benefit (DB) Plan | | | | |
| Do you offer a defined benefit plan? | No | Yes | No | No |
| If yes, does the employer contribute to the plan? | | Yes | | |
| If yes, what percentage does the employer contribute to the plan? | | 12% - 14% | | |
| Do employees contribute to this plan? | | Yes | | |
| If yes, what percentage does the employee contribute to the plan? | | 10% - 12.25% | | |
| What is your retirement benefit formula? | | OPERS & OP&F | | |
| Defined Contribution (DC) Plan | | | | |
| Do you offer a defined contribution plan? | Yes | Yes | | Yes |
| If yes, what type of plan(s) do you offer? | Deferred Comp | Deferred Comp | | Deferred Comp |
| If yes, is it a pre or post-tax plan? | Pre | Pre | | Pre |
| Is there an employer match to the plan(s)? | No | Yes | | No |
| If yes, what is the maximum percent of the employer match? | | | | |
| | | | | |

| | City of Upper Arlington | City of Westerville | City of Whitehall | City of Worthington | Delaware County |
|---|-------------------------|---------------------|-------------------|---------------------|-----------------|
| 2019 Retirement Plans | | | | | |
| Defined Benefit (DB) Plan | | | | | |
| Do you offer a defined benefit plan? | No | Yes | Yes | Yes | Yes |
| If yes, does the employer contribute to the plan? | | | Yes | No | Yes |
| If yes, what percentage does the employer contribute to the plan? | | | 6% | | 14% |
| Do employees contribute to this plan? | | Yes | Yes | Yes | Yes |
| If yes, what percentage does the employee contribute to the plan? | | | 4% | Varies | 10% |
| What is your retirement benefit formula? | | OPERS | | | OPERS |
| Defined Contribution (DC) Plan | | | | | |
| Do you offer a defined contribution plan? | Yes | Yes | Yes | Yes | No |
| If yes, what type of plan(s) do you offer? | Deferred Comp | Deferred Comp | Deferred Comp | Deferred Comp | Other |
| If yes, is it a pre or post-tax plan? | Pre | Pre | Pre | Pre | Pre |
| Is there an employer match to the plan(s)? | No | Yes | No | No | No |
| If yes, what is the maximum percent of the employer match? | | 14% | | | |

| | Franklin County Board of Commissioners | Morrow County | Union County | Blendon Township Franklin County | Jefferson Township Franklin County |
|---|---|---------------|---------------|-------------------------------------|---------------------------------------|
| 2019 Retirement Plans | | | | | |
| Defined Benefit (DB) Plan | | | | | |
| Do you offer a defined benefit plan? | No | Yes | No | Yes | Yes |
| If yes, does the employer contribute to the plan? | | Yes | | Yes | Yes |
| If yes, what percentage does the employer contribute to the plan? | | 14% | | ORC | 16% / 28% |
| Do employees contribute to this plan? | | Yes | | Yes | Yes |
| If yes, what percentage does the employee contribute to the plan? | | 10% | | ORC | 8% |
| What is your retirement benefit formula? | | OPERS and Age | | OPERS | |
| Defined Contribution (DC) Plan | | | | | |
| Do you offer a defined contribution plan? | No | Yes | Yes | | Yes |
| If yes, what type of plan(s) do you offer? | | Deferred Comp | Deferred Comp | | Deferred Comp |
| If yes, is it a pre or post-tax plan? | | Pre | Pre | | |
| Is there an employer match to the plan(s)? | | No | No | | No |
| If yes, what is the maximum percent of the employer match? | | | | | |
| | | | | | |

| 2019 Retirement Plans Defined Benefit (DB) Plan | Madison Township Franklin County | Mifflin Township Franklin County | Violet Township Fairfield County | Village of Ashville | Village of Galena | Village of Plain City |
|---|-------------------------------------|-------------------------------------|-------------------------------------|---------------------|-------------------|-----------------------|
| Do you offer a defined benefit plan? | Yes | No | No | Yes | Yes | Yes |
| If yes, does the employer contribute to the plan? | No | | | Yes | Yes | Yes |
| If yes, what percentage does the employer contribute to the plan? | | | | 14% | 14% | 14% |
| Do employees contribute to this plan? | Yes | | | Yes | Yes | Yes |
| If yes, what percentage does the employee contribute to the plan? | 100% | | | 10% | 10% | 10% |
| What is your retirement benefit formula? | | | | OPERS | OPERS | |
| Defined Contribution (DC) Plan | | | | | | |
| Do you offer a defined contribution plan? | Yes | No | No | No | Yes | No |
| If yes, what type of plan(s) do you offer? | Deferred Comp | | | | Deferred Comp | |
| If yes, is it a pre or post-tax plan? | Pre | | | | Pre | |
| Is there an employer match to the plan(s)? | No | | | No | No | |
| If yes, what is the maximum percent of the employer match? | | | | | | |
| | | | | | | |

| 2019 Retirement Plans | Village of Shawnee Hills | Village of Sunbury |
|---|--------------------------|--------------------|
| Defined Benefit (DB) Plan | | |
| Do you offer a defined benefit plan? | No | Yes |
| If yes, does the employer contribute to the plan? | | Yes |
| If yes, what percentage does the employer contribute to the plan? | | 14% / 19.5% |
| Do employees contribute to this plan? | | Yes |
| If yes, what percentage does the employee contribute to the plan? | | 10/12.5% |
| What is your retirement benefit formula? | | OPERS and OP&F |
| Defined Contribution (DC) Plan | | |
| Do you offer a defined contribution plan? | No | Yes |
| If yes, what type of plan(s) do you offer? | | Deferred Comp |
| If yes, is it a pre or post-tax plan? | | Pre |
| Is there an employer match to the plan(s)? | | No |
| If yes, what is the maximum percent of the employer match? | | |
| | | |



SECTION 10

MISCELLANEOUS BENEFITS

2019 Miscellaneous

Miscellaneous

| | City of Bexley | City of Canal Winchester | City of Circleville | City of Columbus | City of Delaware | City of Dublin |
|--|----------------|--------------------------|---------------------|------------------|------------------|----------------|
| Agency vehicle | Yes | Yes | Yes | Yes | No | Yes |
| Vehicle allowance | Yes | Yes | No | Yes | No | No |
| Employee Assistance Program (EAP) | No | Yes | Yes | Yes | Yes | Yes |
| Cell phone | Yes | Yes | Yes | Yes | No | Yes |
| Cell phone - stipend/allowance | Yes | Yes | No | No | Yes | No |
| Tuition reimbursement | Yes | Yes | Yes | Yes | Yes | Yes |
| 457B (Deferred Compensation Plan) | Yes | Yes | Yes | Yes | Yes | Yes |
| Prepaid legal | No | No | Yes | No | No | No |
| Professional association membership dues | Yes | Yes | Yes | Yes | Yes | Yes |
| Organizational club membership dues | Yes | No | Yes | Yes | Yes | Yes |
| 529 (College Plan) | No | No | Yes | No | No | Yes |
| Health & Wellness Incentives | Yes | Yes | Yes | Yes | Yes | Yes |
| Alternative Transportation Incentive | No | | No | Yes | No | No |

| 2019 Miscellaneous | City of Gahanna | City of Grandview Heights | City of Grove City | City of Groveport | City of Lancaster | City of Marysville |
|--|-----------------|---------------------------|--------------------|-------------------|-------------------|--------------------|
| Miscellaneous | | | | | | |
| Agency vehicle | Yes | Yes | No | No | Yes | No |
| Vehicle allowance | No | No | No | No | No | No |
| Employee Assistance Program (EAP) | Yes | Yes | Yes | Yes | Yes | Yes |
| Cell phone | Yes | Yes | Yes | No | Yes | Yes |
| Cell phone - stipend/allowance | Yes | Yes | No | Yes | No | Yes |
| Tuition reimbursement | Yes | Yes | Yes | Yes | No | Yes |
| 457B (Deferred Compensation Plan) | Yes | Yes | Yes | Yes | Yes | Yes |
| Prepaid legal | No | No | Yes | No | No | No |
| Professional association membership dues | Yes | Yes | Yes | Yes | Yes | Yes |
| Organizational club membership dues | No | No | No | No | Yes | No |
| 529 (College Plan) | Yes | Yes | Yes | No | No | Yes |
| Health & Wellness Incentives | Yes | Yes | Yes | Yes | No | Yes |
| Alternative Transportation Incentive | No | No | No | No | No | No |
| | | | | | | |

| 2019 Miscellaneous | City of New Albany | City of Pataskala | City of Powell | City of Upper Arlington | City of Westerville |
|--|--------------------|-------------------|----------------|-------------------------|---------------------|
| Miscellaneous | | | | | |
| Agency vehicle | No | No | No | No | No |
| Vehicle allowance | Yes | No | No | No | Yes |
| Employee Assistance Program (EAP) | Yes | No | Yes | Yes | Yes |
| Cell phone | Yes | Yes | Yes | Yes | Yes |
| Cell phone - stipend/allowance | Yes | Yes | Yes | Yes | Yes |
| Tuition reimbursement | Yes | Yes | Yes | No | Yes |
| 457B (Deferred Compensation Plan) | Yes | Yes | Yes | Yes | Yes |
| Prepaid legal | | No | No | No | No |
| Professional association membership dues | Yes | Yes | Yes | Yes | Yes |
| Organizational club membership dues | No | No | No | Yes | No |
| 529 (College Plan) | No | No | Yes | No | Yes |
| Health & Wellness Incentives | Yes | Yes | Yes | Yes | No |
| Alternative Transportation Incentive | No | No | No | No | No |
| | | | | | |

| 2019 Miscellaneous | City of Whitehall | City of Worthington | Delaware County | Franklin County Board of Commissioners | Morrow County | Union County |
|--|-------------------|---------------------|-----------------|--|---------------|--------------|
| Miscellaneous | | | | | | |
| Agency vehicle | Yes | No | Yes | No | No | No |
| Vehicle allowance | Yes | Yes | No | No | No | No |
| Employee Assistance Program (EAP) | Yes | Yes | Yes | Yes | No | Yes |
| Cell phone | Yes | Yes | Yes | Yes | Yes | Yes |
| Cell phone - stipend/allowance | No | No | Yes | No | Yes | Yes |
| Tuition reimbursement | Yes | Yes | Yes | Yes | No | No |
| 457B (Deferred Compensation Plan) | Yes | Yes | No | Yes | Yes | Yes |
| Prepaid legal | No | No | No | No | No | No |
| Professional association membership dues | Yes | Yes | Yes | Yes | No | Yes |
| Organizational club membership dues | Yes | Yes | Yes | No | No | Yes |
| 529 (College Plan) | No | Yes | No | No | No | Yes |
| Health & Wellness Incentives | Yes | Yes | Yes | Yes | Yes | Yes |
| Alternative Transportation Incentive | No | No | No | Yes | No | No |
| | | | | | | |

| 2019 Miscellaneous | Jefferson Township Franklin County | Madison Township Franklin County | Mifflin Township Franklin County | Violet Township Fairfield County | Village of Ashville | Village of Plain City |
|--|---------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|---------------------|-----------------------|
| Miscellaneous | | | | | | |
| Agency vehicle | No | Yes | Yes | Yes | Yes | No |
| Vehicle allowance | No | No | Yes | Yes | No | yes |
| Employee Assistance Program (EAP) | Yes | Yes | Yes | Yes | No | No |
| Cell phone | Yes | Yes | No | No | Yes | No |
| Cell phone - stipend/allowance | No | No | Yes | Yes | No | Yes |
| Tuition reimbursement | Yes | Yes | No | yes | No | No |
| 457B (Deferred Compensation Plan) | Yes | Yes | Yes | yes | No | No |
| Prepaid legal | No | Yes | Yes | No | No | No |
| Professional association membership dues | Yes | Yes | Yes | Yes | Yes | Yes |
| Organizational club membership dues | Yes | Yes | No | Yes | Yes | Yes |
| 529 (College Plan) | No | No | Yes | No | No | No |
| Health & Wellness Incentives | Yes | Yes | Yes | No | No | No |
| Alternative Transportation Incentive | No | No | No | No | | |
| | | | | | | |

| 2019 Miscellaneous | Village of Shawnee Hills | Village of Sunbury | Village of West Jefferson |
|--|--------------------------|--------------------|---------------------------|
| Miscellaneous | | | |
| Agency vehicle | Yes | Yes | Yes |
| Vehicle allowance | Yes | No | No |
| Employee Assistance Program (EAP) | No | Yes | No |
| Cell phone | Yes | No | No |
| Cell phone - stipend/allowance | No | No | Yes |
| Tuition reimbursement | No | No | No |
| 457B (Deferred Compensation Plan) | Yes | Yes | Yes |
| Prepaid legal | No | No | No |
| Professional association membership dues | Yes | Yes | No |
| Organizational club membership dues | Yes | Yes | Yes |
| 529 (College Plan) | No | No | No |
| Health & Wellness Incentives | No | Yes | No |
| Alternative Transportation Incentive | No | No | No |
| | | | |



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