



2021 ANNUAL SALARY & FRINGE BENEFITS SURVEY



MID-OHIO REGIONAL
MORPC
PLANNING COMMISSION



MID-OHIO REGIONAL
MORPC
PLANNING COMMISSION

Dear Central Ohio community leaders:

As Central Ohio's regional council and association of local government members, the Mid-Ohio Regional Planning Commission (MORPC) delivers innovative services to communities and planning for important regional issues such as transportation, data, sustainability, and more in the fastest-growing region of the Midwest. Together with you, we're helping Central Ohio grow better as we grow bigger.

On behalf of our team, we're honored to work alongside you to create an environment for prosperity and to strengthen public service for all MORPC's member villages, townships, cities, counties, and regional partners. The communities we collectively serve reflect a vast array of interests, but all recognize the benefits of joining together as a region to improve the lives of the residents in our 15-county area.

It's our priority to deliver strong value and return to your community with a wide range of benefits and services, leveraged resources, and new opportunities. We hope you find the attached 2021 Salary and Fringe Benefit Survey a tangible, timely, and actionable resource.

Thank you to the 41 member governments who provided information for this year's survey. Your willingness to participate is not only appreciated by MORPC, but also other communities throughout the region who will learn from your example.

If we can be of further assistance to you regarding the survey or in any other way, please do not hesitate to contact us at 614.228.2663.

Kind regards,

William Murdock, AICP
Executive Director

Shawn P. Hufstedler
Chief of Staff & Director of Operations

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SECTION 1

EXECUTIVE SUMMARY



MID-OHIO REGIONAL PLANNING COMMISSION 2021 SALARY SURVEY

Executive Summary

The Mid-Ohio Regional Planning Commission (MORPC) Salary Survey for 2021 consists of data from 41 member governments on various positions. Salary ranges reported in the survey were received from the participating communities for year 2021. 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 description (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 each 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

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SECTION 3

AGENCY INFORMATION AND SALARY INCENTIVES

2021 PARTICIPATING AGENCIES

City of Canal Winchester	City of Westerville	Washington Township
City of Circleville	City of Whitehall	Village of Galena
City of Columbus	City of Worthington	Village of Gambier
City Delaware	Delaware County	Village of Hebron
City of Dublin	Fairfield County	Village of Johnstown
City of Gahanna	Franklin County Board of Commissioners	Village of Lockbourne
City of Grandview Heights	Morrow County	Village of Marble Cliff
City of Grove City	Blendon Township	Village of Plain City
City of Hilliard	Liberty Township	Village of Shawnee Hills
City of Lancaster	Madison Township, Franklin County	Village of Sunbury
City of Marysville	Mifflin Township, Franklin County	Village of West Jefferson
City of New Albany	Orange Township	
City of Pataskala	Prairie Township	
City of Reynoldsburg	Truro Township	
City of Upper Arlington	Violet Township	



2021 Agency Operating Cost & Budget Information

Participant Information	City of Canal Winchester	City of Circleville	City of Columbus	City of Delaware
Total Annual Operating Budget	\$33,165,528	\$29,351,596	\$965,000,000	\$147,592,441
Total Annual Revenue	\$23,017,031	\$18,941,551	\$88,300,400	\$126,598,635
Total Number of full-time (non-union)	36	32	717	119
Total Number of part-time (non-union)	1	23	322	21
Total Number of full-time (union)		74	7,231	192
Total Number of part-time (union)			209	
Total Staff	37	129	8,479	332
Annual gross payroll	\$4,208,421	\$8,557,474	\$703,318,023	\$24,160,030
Non-Union Annual health insurance (employer cost)	\$813,999	\$673,684		
Union Annual health insurance (employer cost)		\$906,412		
Non-Union Annual dental insurance (employer cost)	\$36,237	\$21,026		
Union Annual dental insurance (employer cost)		\$28,289		
Non-Union Annual life insurance (employer cost)	\$4,752	\$1,919		
Union Annual life insurance (employer cost)		\$2,582		
Total Benefit Cost	\$854,988	\$1,633,913		\$9,548,136
Benefit Cost as a percent of payroll	20%	19%		40%
Comments:				

2021 Salary Administration & Incentives

	City of Canal Winchester	City of Circleville	City of Columbus	City of Delaware
Average % of increase provided for current year base?				
Non-Bargaining	2%	3%	3%	3%
Bargaining		3%	2%	3%
Increased % given to current year salary ranges.				
Non-Bargaining		3%	2%	3%
Bargaining		3%	2%	3%
Average % of increase anticipate for base pay next yr.				
Non-Bargaining				2%
Bargaining		3%	3%	2%
Factors that determine individual salary Inc.				
Non-Bargaining	Cost of Living		Compentency, Cost of Living, Market, Performance	Cost of Living , Performance
Bargaining			Compentency, Cost of Living, Market, Performance	Cost of Living, Market
Short-term Incentive Pay (Bonus)	No	No	No	No
Notes:				



2021 Agency Operating Cost & Budget Information

Participant Information	City of Dublin	City of Gahanna	City of Grandview Heights	City of Grove City
Total Annual Operating Budget	\$94,358,896	\$70,616,380	\$50,432,369	\$67,915,290
Total Annual Revenue	\$86,537,995	\$62,776,386	\$45,297,865	\$64,565,417
Total Number of full-time (non-union)		65	46	67
Total Number of part-time (non-union)		22	53	133
Total Number of full-time (union)		104	37	99
Total Number of part-time (union)				
Total Staff		191	136	299
Annual gross payroll	\$39,240,262	\$16,546,974	\$7,539,904	\$17,822,798
Non-Union Annual health insurance (employer cost)	\$8,687,593	\$1,031,618	\$953,772	\$1,151,657
Union Annual health insurance (employer cost)	included in non union amount	\$2,172,895	\$684,000	\$1,602,495
Non-Union Annual dental insurance (employer cost)	\$714,025	\$68,966		\$65,179
Union Annual dental insurance (employer cost)	included in non union amount	\$113,385		\$86,050
Non-Union Annual life insurance (employer cost)	\$51,335	\$13,149	\$2,306	\$9,964
Union Annual life insurance (employer cost)	included in non union amount	\$26,600	\$2,032	\$14,688
Total Benefit Cost	\$9,452,953	\$3,426,613	\$1,642,110	\$2,930,033
Benefit Cost as a percent of payroll	24%	21%	22%	16%
Comments:				

2021 Salary Administration & Incentives

	City of Dublin	City of Gahanna	City of Grandview Heights	City of Grove City
Average % of increase provided for current year base?				
Non-Bargaining	2%	3%	3%	2%
Bargaining	2%	3%	3%	3%
Increased % given to current year salary ranges.				
Non-Bargaining	2%		3%	2%
Bargaining	2%		3%	3%
Average % of increase anticipate for base pay next yr.				
Non-Bargaining			3%	2%
Bargaining		3%	3%	2%
Factors that determine individual salary Inc.				
Non-Bargaining	Market, Performance	Cost of Living	Compentency, Cost of Living, Market, Performance	
Bargaining	Market	Cost of Living	Cost of Living, Market	
Short-term Incentive Pay (Bonus)	Yes / Union Ineligible	No	No	
Notes:	<p>All non-union employees serving in Full-time permanent, Part-time permanent, Seasonal, Temporary, and Intermittent positions are eligible for the Instant Bonus Program.</p> <p>Each Department shall be allocated a proportional share of money for bonuses to reward an individual employee or a team of employees for an exceptional effort in implementing and completing a project or program that:</p> <p>(1) Significantly enhances the efficiency or effectiveness of City operations, or;</p> <p>(2) Significantly exceeds expectations in the areas of performance or customer service, or;</p> <p>(3) Demonstrates innovation or creativity in government.</p> <p>Bonuses shall be awarded immediately, not at the end of the year. An individual employee may be eligible for one instant bonus in any calendar year. The maximum bonus amount shall not exceed \$1,000.00; however, the typical bonus will be in the area of \$250.00.</p> <p>Bonuses may be awarded upon written request of the employee's supervisor, division director or department director, detailing the employee's achievement and recommending a bonus amount. The bonus shall not be awarded unless approved by the department director and the City Manager.</p> <p>In the event the division director and department director believe that time off with pay would be a more effective reward for excellence under this program, and the time off will not negatively affect the operation of the division, the employee may be awarded up to eight (8) hours of paid leave in lieu of a monetary bonus. The monetary value of the time off shall be deducted from the remaining balance of bonus funds available to the department. The division director should not inform the employee of the bonus until it is approved by the department director and City Manager. To be eligible for a bonus, the employee must demonstrate a clearly exceptional level of effort and achieve an outcome that is superior.</p> <p>Once a department's bonus funds are expended in a calendar year, there will be no additional funds available to that department until the next calendar year.</p>			



2021 Agency Operating Cost & Budget Information

Participant Information	City of Hilliard	City of Lancaster	City of Marysville	City of New Albany
Total Annual Operating Budget	\$29,352,488		\$149,948,130	\$38,992,485
Total Annual Revenue	\$29,370,553		\$141,940,476	\$61,081,648
Total Number of full-time (non-union)	73	139	197	77
Total Number of part-time (non-union)	153	53	93	3
Total Number of full-time (union)	97	280	79	21
Total Number of part-time (union)				
Total Staff	323	472	369	101
Annual gross payroll	\$14,344,029		\$15,234,493	\$9,043,042
Non-Union Annual health insurance (employer cost)	\$1,929,364	\$2,708,180	\$1,729,103	\$2,287,930
Union Annual health insurance (employer cost)	\$1,983,781	\$5,498,428	\$1,245,114	\$507,637
Non-Union Annual dental insurance (employer cost)			\$81,608	
Union Annual dental insurance (employer cost)			\$54,296	
Non-Union Annual life insurance (employer cost)	\$11,966	\$7,920	\$10,358	
Union Annual life insurance (employer cost)	\$21,034	\$16,080	\$7,868	
Total Benefit Cost	\$3,946,145	\$8,230,608	\$3,128,349	\$2,795,567
Benefit Cost as a percent of payroll	28%		21%	31%
Comments:				

2021 Salary Administration & Incentives

	City Of Hilliard	City of Lancaster	City of Marysville	City of New Albany
Average % of increase provided for current year base?				
Non-Bargaining	2%		3%	2%
Bargaining	2%	3%	3%	
		5%		
Increased % given to current year salary ranges.				
Non-Bargaining	2%	3%		2%
Bargaining	2%	5%		
Average % of increase anticipate for base pay next yr.				
Non-Bargaining	2%			
Bargaining	2%			
Factors that determine individual salary Inc.				
Non-Bargaining		Cost of Living	Cost of Living	Cost of Living
Bargaining		Cost of Living, Market	Cost of Living	
Short-term Incentive Pay (Bonus)	No	No	No	Yes
Notes:				Once employees graduate from the 5-step system within their assigned pay grade, they may receive annual lump sum Performance bonus.



2021 Agency Operating Cost & Budget Information

Participant Information	City of Pataskala	City of Reynoldsburg	City of Upper Arlington	City of Westerville
Total Annual Operating Budget	\$21,629,982	\$20,945,000	\$49,801,500	\$225,793,632
Total Annual Revenue	\$18,860,228	\$22,233,059	\$64,635,200	\$180,419,592
Total Number of full-time (non-union)	18	84	108	219
Total Number of part-time (non-union)	11	15	250	288
Total Number of full-time (union)	32	74	121	198
Total Number of part-time (union)				
Total Staff	61	173	479	705
Annual gross payroll	\$3,911,733	\$13,248,699	\$23,943,200	\$63,452,547
Non-Union Annual health insurance (employer cost)	\$229,698	\$1,570,590	\$3,136,855	\$4,243,612
Union Annual health insurance (employer cost)	\$536,612			\$3,763,203
Non-Union Annual dental insurance (employer cost)	\$11,523	\$142,913	\$210,000	\$232,773
Union Annual dental insurance (employer cost)	\$26,920			\$206,421
Non-Union Annual life insurance (employer cost)	\$5,331	\$17,179	\$103,000	\$35,553
Union Annual life insurance (employer cost)	\$12,455			\$31,528
Total Benefit Cost	\$822,539	\$1,730,682	\$3,357,155	\$8,513,090
Benefit Cost as a percent of payroll	21%	13%	14%	13%
Comments:				

2021 Salary Administration & Incentives

	City of Pataskala	City of Reynoldsburg	City of Upper Arlington	City of Westerville
Average % of increase provided for current year base?				
Non-Bargaining	3%	3%	3%	2%
Bargaining		3%	3%	2%
Increased % given to current year salary ranges.				
Non-Bargaining	3%	3%	2%	
Bargaining	3%	3%	3%	
Average % of increase anticipate for base pay next yr.				
Non-Bargaining	3%	3%		
Bargaining	3%	3%	3%	
Factors that determine individual salary Inc.				
Non-Bargaining	Cost of Living	Cost of Living, Performance	Cost of Living, Market	Performance
Bargaining	Cost of Living	Market	Cost of Living, Market	Performance
Short-term Incentive Pay (Bonus)	No	No	No	No
Notes:				



2021 Agency Operating Cost & Budget Information

Participant Information	City of Whitehall	City of Worthington	Delaware County	Fairfield County
Total Annual Operating Budget	\$49,092,232	\$33,487,595	\$350,271,604	\$26,158,506
Total Annual Revenue	\$59,535,956	\$30,099,110	\$322,514,724	\$40,296,250
Total Number of full-time (non-union)	43	71	757	672
Total Number of part-time (non-union)	23	63	217	47
Total Number of full-time (union)	113	69	399	253
Total Number of part-time (union)	3		2	5
Total Staff	182	203	1375	925
Annual gross payroll	\$14,831,165	\$14,848,361	\$76,815,483	\$18,551,709
Non-Union Annual health insurance (employer cost)		\$351,452		\$1,115,937
Union Annual health insurance (employer cost)		\$341,552		\$420,137
Non-Union Annual dental insurance (employer cost)		\$182,601		\$47,490
Union Annual dental insurance (employer cost)		\$177,457		\$17,880
Non-Union Annual life insurance (employer cost)		\$50,660		\$21,645
Union Annual life insurance (employer cost)		\$49,233		\$8,149
Total Benefit Cost	\$6,957,574	\$1,152,956		\$1,631,238
Benefit Cost as a percent of payroll	47%	8%		9%
Comments:				

2021 Salary Administration & Incentives

	City of Whitehall	City of Worthington	Delaware County	Fairfield County
Average % of increase provided for current year base?				
Non-Bargaining	2%	3%	3%	2%
Bargaining	3%	3%		
Increased % given to current year salary ranges.				
Non-Bargaining		3%		
Bargaining		3%		
Average % of increase anticipate for base pay next yr.				
Non-Bargaining				
Bargaining				
Factors that determine individual salary Inc.				
Non-Bargaining	Cost of Living, Performance			Performance
Bargaining	Cost of Living, Market			
Short-term Incentive Pay (Bonus)	No	No	No	No
Notes:	longevity pay after 5yrs			Fairfield County has a Performance pay increase plan. Employees are eligible for 1%, 2%, or 3% increases upon yearly performance assessments.



2021 Agency Operating Cost & Budget Information

Participant Information	Franklin County BOC	Morrow County	Blendon Township	Liberty Township
Total Annual Operating Budget	\$745,108,191	\$57,125,295	\$10,513,531	\$17,000,000
Total Annual Revenue	\$725,707,382	\$38,781,421	\$9,207,284	\$27,767,000
Total Number of full-time (non-union)	501	230	11	12
Total Number of part-time (non-union)	4	78	5	28
Total Number of full-time (union)	772	55	10	62
Total Number of part-time (union)	2			
Total Staff	1279	363	26	102
Annual gross payroll	\$68,108,351	\$13,416,053	\$1,643,085	\$6,437,270
Non-Union Annual health insurance (employer cost)	\$9,843,327	\$1,916,017		
Union Annual health insurance (employer cost)	\$15,167,762	\$914,743		
Non-Union Annual dental insurance (employer cost)	\$408,034			
Union Annual dental insurance (employer cost)	\$628,748			
Non-Union Annual life insurance (employer cost)	\$17,134			
Union Annual life insurance (employer cost)	\$26,402	\$3,271		
Total Benefit Cost	\$26,091,407	\$2,834,030		
Benefit Cost as a percent of payroll	38%	21%		
Comments:				

2021 Salary Administration & Incentives

	Franklin County BOC	Morrow County	Blendon Township	Liberty Township
Average % of increase provided for current year base?				
Non-Bargaining	2%		3%	3%
Bargaining	3%	4%	3%	2%
Increased % given to current year salary ranges.				
Non-Bargaining			3%	
Bargaining			3%	
Average % of increase anticipate for base pay next yr.				
Non-Bargaining			3%	3%
Bargaining	3%		3%	2%
Factors that determine individual salary Inc.				
Non-Bargaining	Cost of Living, Market, Performance	Cost of Living, Performance	Competency, Cost of Living, Market, Performance	Competency, Cost of Living, Market, Performance
Bargaining			Competency, Cost of Living, Market, Performance	
Short-term Incentive Pay (Bonus)	No	No	No	No
Notes:				Bargaining unit receive annual step increases per the appropriate contract; non-bargaining unit are "Performance" , but typically receive 3%



2021 Agency Operating Cost & Budget Information

Participant Information	Madison Township Franklin County	Mifflin Township Franklin County	Orange Township	Prairie Township
Total Annual Operating Budget	\$18,769,859	\$36,636,432	\$27,449,842	\$19,047,956
Total Annual Revenue	\$21,009,545	\$28,195,654	\$18,593,194	\$11,993,286
Total Number of full-time (non-union)	15	105	21	18
Total Number of part-time (non-union)	18	20	7	99
Total Number of full-time (union)	74		46	29
Total Number of part-time (union)				
Total Staff	107	125	74	146
Annual gross payroll	\$7,508,406	\$10,186,137	\$5,400,000	\$3,788,925
Non-Union Annual health insurance (employer cost)	\$368,460	\$2,048,947	\$239,000	\$618,504
Union Annual health insurance (employer cost)	\$1,187,736		\$735,000	\$618,504
Non-Union Annual dental insurance (employer cost)	\$23,443	\$130,392	\$15,549	
Union Annual dental insurance (employer cost)	\$115,653		\$44,199	
Non-Union Annual life insurance (employer cost)	\$3,308	\$33,422	\$1,700	
Union Annual life insurance (employer cost)	\$16,321		\$3,300	
Total Benefit Cost	\$1,714,922	\$2,212,761	\$1,038,748	\$1,237,008
Benefit Cost as a percent of payroll	23%	22%	19%	33%
Comments:				

2021 Salary Administration & Incentives

	Madison Township Franklin County	Mifflin Township Franklin County	Orange Township	Prairie Township
Average % of increase provided for current year base?				
Non-Bargaining		2%		2%
Bargaining	3%			3%
Increased % given to current year salary ranges.				
Non-Bargaining		2%		2%
Bargaining	3%			3%
Average % of increase anticipate for base pay next yr.				
Non-Bargaining		2%		3%
Bargaining	3%			3%
Factors that determine individual salary Inc.				
Non-Bargaining		Competency, Cost of Living, Performance		Cost of Living
Bargaining	Cost of Living, Market, Performance			
Short-term Incentive Pay (Bonus)	Yes	Yes		No
Notes:		*Sick leave incentive upon sick leave usage. *Voluntary fitness incentive for Fire Dept.		



2021 Agency Operating Cost & Budget Information

Participant Information	Truro Township	Violet Township	Washington Township	Village of Gambier
Total Annual Operating Budget	\$12,775,671	\$24,875,141	\$25,386,350	\$1,956,000
Total Annual Revenue	\$13,754,635	\$20,531,132	\$24,136,883	\$1,863,297
Total Number of full-time (non-union)	50	14	111	6
Total Number of part-time (non-union)	20	6	9	
Total Number of full-time (union)		55		
Total Number of part-time (union)		16		
Total Staff	70	91	120	6
Annual gross payroll	\$5,012,192	\$7,515,664	\$12,888,250	\$320,000
Non-Union Annual health insurance (employer cost)	\$1,003,968	\$564,128	\$3,602,443	\$101,400
Union Annual health insurance (employer cost)		\$1,960,000		
Non-Union Annual dental insurance (employer cost)	\$56,825		\$140,244	
Union Annual dental insurance (employer cost)				
Non-Union Annual life insurance (employer cost)	\$5,753		\$18,663	
Union Annual life insurance (employer cost)				
Total Benefit Cost	\$1,066,546	\$2,524,128	\$3,761,350	\$101,400
Benefit Cost as a percent of payroll	21%	34%	29%	32%
Comments:				

2021 Salary Administration & Incentives

	Truro Township	Violet Township	Washington Township	Village of Gambier
Average % of increase provided for current year base?				
Non-Bargaining		2%	4%	3%
Bargaining		1%		
Increased % given to current year salary ranges.				
Non-Bargaining	4%		4%	3%
Bargaining				
Average % of increase anticipate for base pay next yr.				
Non-Bargaining	2%		3%	3%
Bargaining				
Factors that determine individual salary Inc.				
Non-Bargaining	Cost of Living, Market	Compentency, Cost of Living, Performance	Cost of Living, Market	Cost of Living, Market
Bargaining				
Short-term Incentive Pay (Bonus)	No	No	Yes	No
Notes:				Council adopts annual pay ordinances with a percentage increase in base pay.



2021 Agency Operating Cost & Budget Information

Participant Information	Village of Galena	Village of Hebron	Village of Johnstown	Village of Lockbourne
Total Annual Operating Budget	\$2,990,975	\$12,602,788	\$15,992,651	\$665,290
Total Annual Revenue	\$4,155,815	\$5,056,299	\$3,657,300	\$321,160
Total Number of full-time (non-union)	5	26	32	
Total Number of part-time (non-union)	3	2		4
Total Number of full-time (union)				
Total Number of part-time (union)				
Total Staff	8	28	32	4
Annual gross payroll	\$346,906	\$1,725,000	\$1,723,865	\$45,200
Non-Union Annual health insurance (employer cost)		\$370,519	\$475,000	
Union Annual health insurance (employer cost)				
Non-Union Annual dental insurance (employer cost)		\$23,085	\$24,000	
Union Annual dental insurance (employer cost)				
Non-Union Annual life insurance (employer cost)		\$2,559	\$2,880	
Union Annual life insurance (employer cost)				
Total Benefit Cost		\$396,163	\$501,880	
Benefit Cost as a percent of payroll		23%	29%	
Comments:				

2021 Salary Administration & Incentives

	Village of Galena	Village of Hebron	Village of Johnstown	Village of Lockbourne
Average % of increase provided for current year base?				
Non-Bargaining	13%	2%	3%	
Bargaining				
Increased % given to current year salary ranges.				
Non-Bargaining	11%	2%	3%	
Bargaining				
Average % of increase anticipate for base pay next yr.				
Non-Bargaining	3%		3%	10%
Bargaining				
Factors that determine individual salary Inc.				
Non-Bargaining	Cost of Living, Market, Performance		Cost of Living, Performance	Cost of Living, Performance
Bargaining				
Short-term Incentive Pay (Bonus)	No	No	No	No
Notes:				We do not have an incentive program



2021 Agency Operating Cost & Budget Information

Participant Information	Village of Marble Cliff	Village of Plain City	Village of Shawnee Hills	Village of Sunbury	Village of West Jefferson
Total Annual Operating Budget	\$1,725,406	\$14,492,080	\$2,346,488	\$7,730,602	\$13,363,919
Total Annual Revenue	\$1,483,638	\$12,880,403	\$1,892,376	\$10,421,300	\$11,180,748
Total Number of full-time (non-union)		28	7	28	44
Total Number of part-time (non-union)	2	30	9	6	32
Total Number of full-time (union)					
Total Number of part-time (union)					
Total Staff	2	58	16	34	76
Annual gross payroll	\$112,163	\$1,791,943	\$438,559	\$1,722,508	\$3,052,127
Non-Union Annual health insurance (employer cost)		\$360,000	\$36,467	\$308,019	\$432,786
Union Annual health insurance (employer cost)					
Non-Union Annual dental insurance (employer cost)		\$21,600	\$1,394	\$20,712	\$27,433
Union Annual dental insurance (employer cost)					
Non-Union Annual life insurance (employer cost)		\$6,000	\$1,030	\$2,500	\$1,991
Union Annual life insurance (employer cost)					
Total Benefit Cost		\$387,600	\$38,891	\$331,231	\$462,210
Benefit Cost as a percent of payroll		22%	9%	19%	15%
Comments:					

2021 Salary Administration & Incentives

	Village of Marble Cliff	Village of Plain City	Village of Shawnee Hills	Village of Sunbury	Village of West Jefferson
Average % of increase provided for current year base?					
Non-Bargaining		5%	17%	3%	3%
Bargaining					
Increased % given to current year salary ranges.					
Non-Bargaining		3%	17%	3%	3%
Bargaining					
Average % of increase anticipate for base pay next yr.					
Non-Bargaining		3%	3%	3%	3%
Bargaining	3%				
Factors that determine individual salary Inc.					
Non-Bargaining		Cost of Living, Market, Performance, Competency			Cost of Living
Bargaining					
Short-term Incentive Pay (Bonus)	No	Yes	No	No	No
Notes:		Employees are eligible for performance raises on their annual performance evaluation. We also have longevity pay, and the Administrator has the right to give out one-time bonuses if an employee performance is above and beyond.			



SECTION 4

POSITION DESCRIPTIONS



2021 MORPC Salary & Fringe Benefit Survey Job Descriptions

Job Code	Public Works/Public Service
1 Director	<p>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.</p>
2 Assistant Director	<p>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.</p>
3 Maintenance Supervisor	<p>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.</p>
4 City Engineer	<p>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.</p>
5 Associate Engineer	<p>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.</p>
6 Drafter	<p>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.</p>

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. Assign duties and examines work for exactness, neatness, and conformance to policies and procedures of the department. Maintains harmony among workers and resolve grievances. Responds to alarms, evaluates situation at scene and assigns personnel and equipment as needed.

49 Fire Lieutenant

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

50 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.

51 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.

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 Manager of Human Resources

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 & Development 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.

70 GIS Manager

Responsible for the day-to-day functions of GIS. They assist in the development and maintenance of the long-term data vision, strategies and services of the MORPC data systems. They support and provide technical insight to current and future GIS activities of MORPC. Designs project plans, including defining requirements, tasks, and budgets; ensures that approved quality levels and deadlines are met. This is a supervisory position that provides guidance to GIS analysts, planners, and interns.

71 GIS Specialist II

Mid-level GIS position requiring practical knowledge of geographic information systems. Under the supervision of senior GIS staff, this position provides support to a wide variety of GIS needs including spatial data collection, creation, manipulation, and map graphics compilation for various environmental, planning, and transportation projects, as well as creation and maintenance of metadata. They should be able to work independently, however the position is strongly oriented toward team collaboration with other GIS and IT staff. They may be required to provide guidance to interns. Communication via written reports or oral presentations may be necessary.

72 GIS Specialist III

Senior-level GIS position, requiring knowledge of analytic applications of geographic information systems. They should be able to lead a project and a team through development, methodology, analysis, evaluation, and implementation. They provide support to a wide variety of GIS needs including spatial data collection, creation, manipulation, map graphics compilation for various environmental, planning, and transportation projects, as well as creation and of metadata. Should be able to work independently, however the position is strongly oriented toward team collaboration with other GIS and IT staff. Communication via written reports or oral presentations may be necessary.

73 GIS Specialist IV

High-level GIS position, requiring in-depth experience developing and performing analyses with geographic information systems. The position is responsible for leading numerous agency GIS activities. This includes the establishment and implementation of standards and procedures for GIS geodatabases, geodatabase maintenance and administration, analyses using GIS applications, project map production, representation at professional GIS events, and providing general supervision of lower level GIS staff. Able to work independently, however the position is strongly oriented toward team collaboration with other GIS and IT staff. Communication via written reports or oral presentations may be necessary.

Public Affairs/Communications**74 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.

75 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.

76 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.

77 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.

78 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.

79 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.

80 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.

Marketing

81 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.

82 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 5

SALARIES BY JOB TITLE



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
Maintenance Supervisor	Government Entity											
Street, Water and Wastewater	City of Canal Winchester	\$ 72,447	\$ 58,344	\$ 86,549	Equal to					3		3
Building Maintenance Supervisor I	City of Columbus	\$ 61,229	\$ 47,278	\$ 70,928	Equal to	HS or GED	1			10		10
Superintendent	City of Delaware	\$ 90,470	\$ 73,778	\$ 94,058	Greater than	HS or GED	2			2		2
Operations Administrator	City of Dublin	\$ 82,451	\$ 61,200	\$ 89,800						5		5
Streets & Utilities Superintendent	City of Gahanna	\$ 84,864	\$ 72,491	\$ 101,488	Equal to	Bachelor	4			1		1
Service Department Supervisor	City of Grandview Heights	\$ 70,054	\$ 50,000	\$ 78,000	Equal to					1		1
Operations Supervisor	City of Hilliard	\$ 82,649	\$ 49,271	\$ 95,383	Equal to	HS or GED	5			1		1
Streets Superintendent	City of Marysville	\$ 83,457	\$ 65,000	\$ 85,000						1		1
Street Supervisor	City of Pataskala	\$ 70,824	\$ 61,091	\$ 82,101	Equal to					1		1
Superintendent of Streets	City of Reynoldsburg	\$ 77,397	\$ 62,400	\$ 99,840	Greater than	HS or GED	5			1		1
Service Manager	City of Upper Arlington	\$ 94,317	\$ 67,369	\$ 94,317	Equal to	Associate	5			1		1
Maintenance Supervisor	City of Westerville	\$ 81,702	\$ 62,379	\$ 93,434	Equal to							
Street Superintendent	City of Whitehall	\$ 87,424	\$ 67,018	\$ 87,526	Equal to	HS or GED	2			1		1
Maintenance Superintendent	City of Worthington	\$ 102,071	\$ 80,977	\$ 102,071	Equal to					1		1
Maintenance Manager	Delaware County	\$ 81,340	\$ 65,000	\$ 90,383	Equal to	HS or GED	5			1		1
Building Manager	Franklin County - Board of Commissioners	\$ 68,225	\$ 63,710	\$ 89,211	Equal to	Associate	3			5		5
Road Services Supervisor	Liberty Township	\$ 59,051	\$ 48,500	\$ 66,000						1		1
Director of Roads & Parks	Orange Township	\$ 93,000								1		1
Public Works/Street Dept. Supervisor	Village of Hebron	\$ 69,014	\$ 49,858	\$ 75,317				1		3		4
Street Superintendent	Village of Johnstown	\$ 68,512	\$ 55,000	\$ 108,700						1		1
Public Works Supervisor	Village of Plain City	\$ 63,482	\$ 52,229	\$ 75,733						1		1
Public Service Labor & Maintenance Supervisor	Village of West Jefferson		\$ 49,920	\$ 62,213						1		1
	AVERAGES	\$ 78,285	\$ 60,134	\$ 87,050								

		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 Engineer	Government Entity											
Administrator of Construction Service	City of Canal Winchester	\$ 96,762	\$ 78,270	\$ 115,253	Equal to					1		1
Design & Construction Division Administrator	City of Columbus	\$ 158,621	\$ 107,266	\$ 178,755	Greater than		RPE / 5yrs			1		1
Director of Engineering	City of Dublin	\$ 128,149	\$ 91,400	\$ 134,100						1		1
City Engineer	City of Gahanna	\$ 91,770	\$ 76,841	\$ 107,577	Equal to	Bachelor	5			1		1
City Engineer	City of Hilliard	\$ 115,912	\$ 80,064	\$ 135,127	Equal to	Bachelor	5			1		1
City Engineer	City of Lancaster	\$ 113,505	\$ 86,840	\$ 113,505	Equal to	Bachelor				1		1
City Engineer / Deputy Director of Public Services	City of Marysville	\$ 108,000	\$ 90,000	\$ 120,000						1		1
City Engineer	City of Upper Arlington	\$ 115,395	\$ 87,482	\$ 122,475	Equal to	Bachelor	8			1		1
City Engineer	City of Westerville	\$ 107,973	\$ 83,034	\$ 124,509	Equal to							
County Engineer	Delaware County	\$ 116,763			Greater than	Bachelor				1		1
Village Engineer	Village of Plain City		\$ 65,520	\$ 95,014								
	AVERAGES	\$ 115,285	\$ 84,672	\$ 124,631								



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	\$ 73,678	\$ 64,839	\$ 97,235	Greater than		RPE			14		14
Deputy City Engineer	City of Delaware	\$ 101,650	\$ 86,403	\$ 101,650	Equal to	Bachelor				1		1
Deputy Engineering Director	City of Dublin	\$ 107,414	\$ 84,200	\$ 123,400	Greater than					3		3
Assistant City Engineer	City of Gahanna	\$ 75,754	\$ 76,841	\$ 107,577	Equal to	Bachelor	4			1		1
Water Resource Engineer	City of Gahanna	\$ 74,006	\$ 64,517	\$ 90,924	Equal to	Bachelor	2			1		1
Staff / Project Engineer	City of Hilliard	\$ 90,900	\$ 52,350	\$ 103,333	Greater than	Bachelor	5			2		2
Engineering Specialist	City of Lancaster	\$ 46,384	\$ 41,974	\$ 55,577	Equal to	Associate				1		1
Assistant City Engineer	City of Marysville	\$ 93,000	\$ 75,000	\$ 105,000						1		1
Engineering & Building Manager	City of New Albany		\$ 62,377	\$ 87,328								
Assistant City Engineer	City of Upper Arlington	\$ 90,000	\$ 76,409	\$ 106,973	Equal to	Bachelor	4			1		1
Engineering & GIS Manager	City of Worthington	\$ 91,297	\$ 73,406	\$ 91,297	Equal to					1		1
Staff Engineer	Delaware County	\$ 80,610	\$ 55,994	\$ 106,370	Equal to	Bachelor				5		5
Manager of Planning	Franklin County - Board of Commissioners	\$ 75,504	\$ 63,710	\$ 89,211	Equal to	Bachelor	5			1		1
	AVERAGES	\$ 83,350	\$ 67,540	\$ 97,375								

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	\$ 56,493	\$ 42,328	\$ 56,493	Equal to	HS or GED	1			1		1
	AVERAGES	\$ 56,493	\$ 42,328	\$ 56,493								

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	\$ 72,918	\$ 51,126	\$ 66,477		HS or GED	5			1		1
Senior Utility Billing Specialist	City of Gahanna	\$ 64,942	\$ 55,145	\$ 68,186	Greater than	HS or GED	2			1		1
Utility Billing Specialist	City of Gahanna	\$ 49,209	\$ 49,209	\$ 61,919		HS or GED	1			2		2
Utility Superintendent	City of Pataskala	\$ 66,310	\$ 63,433	\$ 85,248						2		2
Fiscal & Project Manager	City of Whitehall	\$ 62,702	\$ 58,240	\$ 71,989	Greater than					1		1
Service Supervisor	Village of Sunbury	\$ 66,560	\$ 37,440	\$ 70,200						2		2
	AVERAGES	\$ 63,774	\$ 52,432	\$ 70,670								



Salaries Broken Down by Title

Public Works/Public Services (Con't.)

Maintenance Foreman	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 Technician III	City of Canal Winchester	\$ 63,461	\$ 52,811	\$ 74,110	Equal to					1		1
Street Supervisor	City of Circleville	\$ 56,909	\$ 46,946	\$ 58,635	Equal to	HS or GED	3			1		1
Building Maintenance Manager	City of Columbus	\$ 83,827	\$ 66,456	\$ 99,674	Equal to	HS or GED	5			7		7
Division Supervisor	City of Delaware	\$ 62,868	\$ 56,098	\$ 66,082	Greater than	HS or GED	3			4		4
Operations Administrator	City of Dublin	\$ 82,451	\$ 61,200	\$ 89,800						5		5
Utility Foreman	City of Gahanna	\$ 70,856	\$ 57,550	\$ 70,856	Equal to	HS or GED	3			1		1
Service Manager	City of Grove City	\$ 84,281	\$ 65,520	\$ 113,298	Greater than							
Maintenance Crew Leader	City of Hilliard	\$ 71,575	\$ 43,112	\$ 83,461	Equal to	HS or GED	3			3		3
Streets Foreman	City of Marysville	\$ 61,942	\$ 52,746	\$ 63,282						2		2
Maintenance Supervisor	City of New Albany		\$ 59,069	\$ 74,646								
Maintenance Foreman	City of Reynoldsburg	\$ 68,765	\$ 58,240	\$ 91,580	Equal to	HS or GED	5			1		1
Maintenance Supervisor	City of Worthington	\$ 84,163	\$ 66,767	\$ 84,163	Equal to					3		3
Assistant Maintenance Manager	Delaware County	\$ 65,000	\$ 55,702	\$ 77,448	Equal to	HS or GED	3			1		1
Field Supervisor Maintenance	Fairfield County	\$ 78,728	\$ 80,704	\$ 141,232		Bachelor	5			1		1
Maintenance Foreman	Franklin County - Board of Commissioners	\$ 49,192	\$ 43,347	\$ 60,694	Equal to	HS or GED	3			1		1
Foreman	Madison Township	\$ 56,555			Equal to					1		1
Foreman	Mifflin Township	\$ 57,990	\$ 57,491	\$ 69,389			5			1		1
Maintenance Technician	Truro Township	\$ 45,000	\$ 42,000	\$ 45,000	Equal to	HS or GED				1		1
Facilities Maintenance Manager	Violet Township		\$ 52,000	\$ 72,800		HS or GED				1		1
Maintenance Crew Leader	Village of Galena	\$ 47,330								1		1
Utility Laborer	Village of Johnstown	\$ 39,324	\$ 33,280	\$ 52,000						5		5
	AVERAGES	\$ 64,748	\$ 55,318	\$ 78,324								



Salaries Broken Down by Title

Labor/Crew 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
Maintenance Worker III	City of Circleville	\$ 48,874	\$ 37,083	\$ 48,874		HS or GED	3			5		5
Crew Supervisor	City of Dublin	\$ 66,494	\$ 47,500	\$ 69,600	Less than					13		13
Streets Foreman	City of Gahanna	\$ 70,856	\$ 57,550	\$ 70,856	Greater than	HS or GED	4			1		1
Utility Foreman	City of Gahanna	\$ 72,114	\$ 58,808	\$ 72,114	Greater than	HS or GED	3			1		1
Crew Leader	City of Grove City	\$ 75,150	\$ 48,526	\$ 83,907								2
Maintenance Worker	City of New Albany		\$ 46,541	\$ 58,796								
Equipment Operator	City of Pataskala	\$ 46,099	\$ 41,704	\$ 48,339	Equal to					7		7
Public Service Supervisor	City of Upper Arlington	\$ 72,645	\$ 63,555	\$ 88,978	Equal to	HS or GED	3			3		3
Maintenance Specialist	City of Westerville	\$ 66,376	\$ 55,182	\$ 70,179	Equal to					6		6
Service Crew Chief	City of Whitehall	\$ 77,522	\$ 66,726	\$ 79,643	Equal to	HS or GED	2			2		2
Maintenance Technician	City of Worthington	\$ 66,767	\$ 57,232	\$ 72,053	Equal to					7		7
Maintenance Worker Crew Leader	Franklin County - Board of Commissioners	\$ 40,310	\$ 35,422	\$ 49,587	Equal to	HS or GED	2			2		2
Maintenance Technician	Madison Township		\$ 37,377	\$ 50,419	No match					3		3
Service Specialist 1	Mifflin Township	\$ 36,837	\$ 36,837	\$ 42,682			5		1	2		3
Service Specialist 2	Mifflin Township		\$ 45,240	\$ 52,541								
Roads Worker	Orange Township	\$ 48,900								5		5
Road Laborer I	Prairie Township	\$ 60,736				HS or GED				2		2
Road Laborer II	Prairie Township	\$ 67,475				HS or GED	3			2		2
Road & Bridge Officer	Violet Township		\$ 60,320	\$ 81,120		HS or GED				1		1
Crew Member	Village of Galena	\$ 39,210								1		1
Crew Leader	Village of Plain City	\$ 55,702	\$ 43,909	\$ 64,002						1		1
Street Employee	Village of Sunbury	\$ 41,600	\$ 33,280	\$ 49,920				4		6		10
Water & Sewer / Labor & Maintenance	Village of West Jefferson		\$ 39,520	\$ 49,254						2		2
Street Labor & Maintenance	Village of West Jefferson		\$ 39,520	\$ 49,254						4		4
Street Labor & Maintenance PT	Village of West Jefferson		\$ 25,272	\$ 31,492					2			2
	AVERAGES	\$ 58,537	\$ 46,529	\$ 61,124								



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
Chief Building Official	City of Delaware	\$ 100,693	\$ 77,642	\$ 108,699	Greater than	Bachelor	10			1		1
Director of Building Standards	City of Dublin	\$ 119,011	\$ 84,200	\$ 123,400						1		1
Chief Building Official	City of Gahanna	\$ 84,926	\$ 68,388	\$ 95,743	Equal to	Bachelor	3			1		1
Director of Building & Zoning	City of Grandview Heights	\$ 116,605	\$ 85,000	\$ 130,000	Greater than					1		1
Chief Building Inspector	City of Grove City	\$ 111,508	\$ 96,033	\$ 138,715	Equal to							
Building Standards Director / CBO	City of Hilliard	\$ 101,500	\$ 80,064	\$ 135,127	Greater than	Associate	2			1		1
Chief Building Official	City of Lancaster	\$ 83,896	\$ 63,827	\$ 89,980	Less than	HS or GED				1		1
Chief Building Official	City of Upper Arlington	\$ 106,973	\$ 76,409	\$ 106,973	Equal to	Bachelor	5			1		1
Chief Building Official	City of Westerville	\$ 118,997	\$ 83,034	\$ 124,509	Equal to					1		1
Chief Building Official	City of Whitehall	\$ 92,500	\$ 67,995	\$ 104,998	Equal to	HS or GED	10			1		1
Building Official	Delaware County	\$ 100,791	\$ 76,440	\$ 106,288	Greater than	HS or GED	5			1		1
Building Plans Examiner	Franklin County - Board of Commissioners	\$ 53,082	\$ 45,718	\$ 64,002	Equal to	HS or GED	3			1		1
Director of Planning, Building & Zoning	Village of West Jefferson		\$ 84,872	\$ 111,395						1		1
	AVERAGES	\$ 99,207	\$ 76,125	\$ 110,756								

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	\$ 69,983	\$ 54,558	\$ 87,069	Equal to		Certified Building Inspector / Residential Build Inspector / 3yrs		1	19		20
Building Inspector II	City of Delaware	\$ 78,083	\$ 68,328	\$ 80,413	Greater than	HS or GED	5			4		4
Building Inspector	City of Dublin	\$ 74,004	\$ 53,600	\$ 78,700	Equal to					3		3
Building and Heating Inspector	City of Gahanna	\$ 69,618	\$ 54,170	\$ 75,837	Equal to	HS or GED	2			1		1
Building Inspector Technician	City of Grandview Heights	\$ 78,624	\$ 50,000	\$ 87,000	Greater than					2		2
City Inspector / Building	City of Hilliard	\$ 70,379	\$ 49,271	\$ 95,383	Equal to	Associate	6			2		2
Certified Inspector	City of Lancaster	\$ 60,548	\$ 45,905	\$ 60,548	Equal to	HS or GED				1		1
Engineering Inspector	City of Marysville	\$ 63,274	\$ 52,736	\$ 63,282						1		1
Building Inspector	City of New Albany		\$ 65,992	\$ 83,299								
Building Inspector	City of Reynoldsburg	\$ 66,310	\$ 46,675	\$ 66,310	Equal to	HS or GED				1		1
Building Inspector/Plans Examiner	City of Upper Arlington	\$ 73,752	\$ 56,564	\$ 79,189	Equal to	Associate	3			2		2
Code Enforcement II	City of Westerville	\$ 81,711	\$ 62,379	\$ 93,434	Equal to					5		5
Code Enforcement Officer	City of Whitehall	\$ 62,217	\$ 45,760	\$ 68,120	Less than	HS or GED	2			2		2
Certified Building Inspector	Delaware County	\$ 65,699	\$ 55,583	\$ 77,272	Greater than	HS or GED	3			5		5
Building Inspector	Franklin County - Board of Commissioners	\$ 49,379	\$ 43,347	\$ 60,694	Equal to	HS or GED	3			1		1
Building Inspector	Violet Township		\$ 68,640	\$ 89,440		HS or GED				1		1
Chief Building Inspector	Village of West Jefferson		\$ 61,880	\$ 77,106						1		1
	AVERAGES	\$ 68,827	\$ 55,023	\$ 77,103								



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 / Wastewater Operator I, II, III (Elected)	City of Canal Winchester	\$ 57,065	\$ 47,278	\$ 66,851	Equal to					7		7
Water Plant Operator	City of Circleville	\$ 55,204	\$ 37,832	\$ 55,204	Equal to	HS or GED				3		3
Water Plant Operator I	City of Columbus	\$ 61,660	\$ 51,730	\$ 62,858	Greater than		OH EPA Class I+ Certified Water Supply Operator			8		8
Wastewater Pretreatment Technician	City of Columbus	\$ 60,117	\$ 48,859	\$ 67,434	Equal to		1			4		4
Environmental Plant Operator	City of Delaware	\$ 65,933	\$ 47,840	\$ 74,714	Equal to	HS or GED	1			7		7
Technician I, II, III	City of Delaware	\$ 52,780	\$ 42,307	\$ 57,262	Equal to	HS or GED	1			4		4
Water Treatment Plant Operator	City of Lancaster	\$ 55,307	\$ 42,161	\$ 55,307	Equal to	HS or GED				16		16
Water Operator	City of Marysville	\$ 61,131	\$ 50,352	\$ 60,547						5		5
Stormwater Equipment Operator	City of Marysville									2		2
Utility Field Technician	City of Pataskala	\$ 41,642	\$ 37,752	\$ 52,541	Equal to					1		1
Water & Wastewater Superintendent	City of Reynoldsburg	\$ 76,003	\$ 60,320	\$ 95,680	Less than	HS or GED	5			1		1
Maintenance Specialist/Equipment Operator	City of Reynoldsburg	\$ 50,169	\$ 42,744	\$ 61,256	Equal to	HS or GED	1			2		2
Regional Wastewater Facility Operator	Delaware County	\$ 51,303	\$ 39,206	\$ 66,206	Equal to	HS or GED				14		14
Collection Sys Tech	Delaware County	\$ 41,145	\$ 35,135	\$ 62,400	Equal to	HS or GED				7		7
Utilities Water Operator 1	Fairfield County		\$ 41,558	\$ 68,557		Bachelor	1					
Waste Water Operator 1	Franklin County - Board of Commissioners	\$ 52,395	\$ 40,165	\$ 56,222	Greater than	HS or GED	3			1		1
Water Department Superintendent	Village of Hebron	\$ 72,634	\$ 53,040	\$ 79,560				1		2		3
Chief Water Operator	Village of Johnstown	\$ 54,600	\$ 48,000	\$ 78,900						1		1
Operator I	Village of Plain City		\$ 44,138	\$ 60,382								
Public Service Water Superintendent	Village of West Jefferson		\$ 62,400	\$ 77,771						1		1
Public Service Assistant Water Superintendent	Village of West Jefferson		\$ 60,320	\$ 75,171						1		1
	AVERAGES	\$ 56,818	\$ 46,657	\$ 66,741								

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 Operator	City of Circleville	\$ 38,793	\$ 38,793	\$ 56,554		HS or GED				4		4
Wastewater Pretreatment Technician	City of Columbus	\$ 60,117	\$ 48,859	\$ 67,434	Equal to		1			4		4
Environmental Plant Operator	City of Delaware	\$ 66,233	\$ 47,840	\$ 74,714	Equal to	HS or GED	1			7		7
Wastewater Plant Operator	City of Lancaster	\$ 55,307	\$ 42,161	\$ 55,307	Equal to	HS or GED				11		11
Wastewater Operator	City of Marysville	\$ 60,549	\$ 50,352	\$ 60,547						5		5
Wastewater Treatment Technician	City of Westerville	\$ 56,421	\$ 53,685	\$ 75,067	Equal to					7		7
Utilities Wastewater Operator 1	Fairfield County	\$ 41,558	\$ 41,558	\$ 68,557		Bachelor	1			1		1
Wastewater Superintendent	Village of Hebron	\$ 76,003	\$ 53,040	\$ 79,560				1		2		3
Chief Wastewater Operator	Village of Johnstown	\$ 66,456	\$ 48,000	\$ 78,900						1		1
WWTP	Village of Sunbury	\$ 35,769	\$ 32,280	\$ 49,920						3		3
Public Service Wastewater Superintendent	Village of West Jefferson		\$ 62,400	\$ 77,771						1		1
Public Service Assistant Wastewater Superintendent	Village of West Jefferson		\$ 60,320	\$ 75,171						1		1
	AVERAGES	\$ 55,721	\$ 48,274	\$ 68,292								



Salaries Broken Down by Title

		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
Meter Reader	Government Entity											
Parking Meter Technician	City of Columbus	\$ 55,328	\$ 42,328	\$ 56,493	Greater than					3		3
Maintenance Worker I	City of Circleville	\$ 32,613	\$ 32,613	\$ 48,874	Greater than	HS or GED				4		4
Technician I	City of Delaware	\$ 47,819	\$ 42,307	\$ 49,858	Greater than	HS or GED	1			2		2
Meter Reader	City of Lancaster	\$ 47,507	\$ 39,936	\$ 47,507	Equal to	HS or GED				4		4
Billing Manager	City of Pataskala	\$ 63,898	\$ 55,126	\$ 67,798	Greater than					1		1
Meter Technician	City of Westerville	\$ 81,817	\$ 56,659	\$ 75,067	Equal to					7		7
Utility Maintenance Specialist 2	Franklin County - Board of Commissioners	\$ 39,333	\$ 33,821	\$ 47,341	Equal to	HS or GED	1			3		3
AVERAGES		\$ 52,616	\$ 43,256	\$ 56,134								

		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
Stock Room Clerk	Government Entity											
Utility Billing Clerk	City of Pataskala	\$ 42,973	\$ 40,102	\$ 46,488	Equal to					1		1
Storekeeper	City of Westerville	\$ 65,728	\$ 48,838	\$ 68,494	Equal to					3		3
AVERAGES		\$ 54,350	\$ 44,470	\$ 57,491								

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
Custodian	Government Entity											
Building & Fleet Maintenance	City of Circleville	\$ 31,112	\$ 31,112	\$ 41,043	Greater than	HS or GED				1		1
Custodial Worker	City of Columbus	\$ 44,446	\$ 3,773	\$ 48,277	Equal to		1		36	46		82
Custodial Worker	City of Dublin	\$ 48,719	\$ 36,216	\$ 51,173	Equal to					9		9
Custodian	City of Hilliard	\$ 53,053	\$ 37,690	\$ 53,053	Equal to	HS or GED	1			2		2
Building Maintenance	City of Lancaster	\$ 48,484	\$ 40,601	\$ 48,484	Greater than	HS or GED				1		1
Custodian	City of New Albany		\$ 34,837	\$ 43,568								
Custodian	City of Reynoldsburg	\$ 44,041	\$ 35,984	\$ 53,206	Equal to	HS or GED	1			3		3
Facilities Maintenance Technician	City of Whitehall	\$ 67,766	\$ 60,923	\$ 72,634	Equal to	HS or GED	2			1		1
Custodian	City of Worthington	\$ 57,232	\$ 45,462	\$ 57,232						1		1
Custodian	Delaware County	\$ 31,928	\$ 28,080	\$ 39,042	Equal to	HS or GED				12		12
Custodial Worker	Franklin County - Board of Commissioners	\$ 32,802	\$ 31,200	\$ 43,680	Equal to	HS or GED	6 months			21		21
Building & Grounds Custodian	Orange Township	\$ 39,250								1		1
Custodial Help / Seasonal Help	Violet Township		\$ 22,880	\$ 39,520		HS or GED		4		1		5
AVERAGES		\$ 45,348	\$ 34,063	\$ 49,243								

		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
Equipment Operator	Government Entity											
Equipment Operator I	City of Columbus	\$ 52,724	\$ 42,453	\$ 56,056	Equal to		1yr + Class A or Class B MVO-with air brakes			30		30
Equipment Operator	City of Gahanna	\$ 68,186	\$ 49,209	\$ 68,186	Equal to	HS or GED	2			12		12
Streets Equipment Operator	City of Marysville	\$ 57,658	\$ 48,515	\$ 57,662						7		7
Custodian	City of New Albany		\$ 34,837	\$ 43,568								
Utilities Operator	City of Pataskala	\$ 55,723	\$ 45,365	\$ 62,587	Equal to					2		2
Maintenance Specialist / Equipment Operator	City of Reynoldsburg	\$ 50,511	\$ 42,744	\$ 61,256	Equal to	HS or GED	1			12		12
Service Maintenance	City of Whitehall	\$ 65,600	\$ 58,365	\$ 69,638	Equal to	HS or GED	2		1	9		10
Operator	Blendon Township	\$ 38,776										
Road & Bridge Worker 1, 2, 3	Violet Township		\$ 27,040	\$ 64,480		HS or GED				3		3
Maintenance Worker	Village of Gambier	\$ 54,586	\$ 45,000	\$ 60,000						3		3
AVERAGES		\$ 55,470	\$ 43,725	\$ 60,381								



Salaries Broken Down by Title

Public Works/Public Services (Con't.)

Traffic 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
Civil Engineer II	City of Dublin	\$ 88,048	\$ 70,400	\$ 103,200	Greater than					4		4
Project Engineer III	City of Delaware	\$ 97,822	\$ 83,013	\$ 97,822	Equal to	Bachelor	3			1		1
Project Engineer	City of Gahanna	\$ 70,304	\$ 54,170	\$ 75,837	Equal to	Bachelor	2					
Transportation / Mobility Director	City of Hilliard	\$ 111,243	\$ 80,064	\$ 135,127	Greater than	Bachelor	5			1		1
Traffic Engineer	City of Westerville	\$ 98,446	\$ 68,598	\$ 102,939	Equal to					1		1
	AVERAGES	\$ 93,173	\$ 71,249	\$ 102,985								

Traffic Signal 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
Electronic System Technician	City of Columbus	\$ 63,597	\$ 50,315	\$ 67,434	Equal to		2			33		33
Electrical Worker	City of Dublin	\$ 61,049	\$ 47,227	\$ 66,576	Equal to					4		4
Technician I, II, III	City of Delaware	\$ 53,199	\$ 42,307	\$ 57,262	Equal to	HS or GED				3		3
Maintenance Technician	City of Hilliard	\$ 65,868	\$ 43,186	\$ 65,868	Greater than	HS or GED	2			5		5
Signal Technician	City of Lancaster	\$ 56,659	\$ 44,636	\$ 56,659	Equal to	HS or GED				2		2
Traffic Signal Technician	City of Marysville		\$ 52,746	\$ 63,282						1		1
Electrician / Traffic Technician	City of Upper Arlington	\$ 61,175	\$ 50,341	\$ 70,478	Equal to	Associate	4			4		4
Traffic Signal Technician	City of Westerville	\$ 63,211	\$ 53,685	\$ 75,067	Equal to					3		3
Traffic Signal Technician	City of Worthington	\$ 75,097	\$ 59,661	\$ 75,097						1		1
	AVERAGES	\$ 62,482	\$ 49,345	\$ 66,414								

Urban 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
Development / Neighborhoods Program Coordinator	City of Columbus	\$ 95,649	\$ 83,346	\$ 125,008	Less than	Bachelor	2			8		8
Planner II	City of Dublin		\$ 61,200	\$ 89,800								
Planning Manager	City of Hilliard	\$ 58,650	\$ 49,271	\$ 95,383	Equal to	Bachelor	3			1		1
Planner	City of Westerville	\$ 74,519	\$ 56,659	\$ 84,968	Equal to					3		3
Economic Development Manager	City of Whitehall	\$ 63,943	\$ 48,006	\$ 67,080	No match	Bachelor	1			1		1
Planner I	Delaware County	\$ 51,958								1		1
Senior Program Coordinator	Franklin County - Board of Commissioners	\$ 66,706	\$ 51,022	\$ 71,448	Equal to	Bachelor	3			1		1
	AVERAGES	\$ 68,571	\$ 58,251	\$ 88,948								

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 (Elected)	City of Canal Winchester	\$ 100,838								1		1
Mayor	City of Circleville	\$ 42,000				HS or GED			1			1
Mayor	City of Columbus	\$ 200,670								1		1
Mayor	City of Gahanna	\$ 103,809	\$ 103,809	\$ 103,809	Equal to					1		1
Mayor	City of Grandview Heights	\$ 48,000	\$ 48,000	\$ 48,000	Equal to					1		1
Mayor	City of Lancaster	\$ 97,161								1		1
Mayor	City of Whitehall	\$ 95,000			Equal to					1		1
Mayor	Village of Marble Cliff	\$ 12,000							1			1
Village Mayor	Village of Shawnee Hills	\$ 5,000								1		1
Mayor / Public Safety Director	Village of West Jefferson	\$ 20,000							1			1
	AVERAGES	\$ 72,448	\$ 75,905	\$ 75,905								



Salaries Broken Down by Title

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	\$ 11,500							1			1
Mayor	City of Dublin	\$ 15,750	\$ 15,750	\$ 15,750						1		1
Mayor	City of Grove City	\$ 40,000										
Mayor	City of New Albany		\$ 25,157									
Mayor	City of Pataskala	\$ 15,000	\$ 15,000	\$ 15,000	Equal to							
Mayor	City of Reynoldsburg	\$ 97,803	\$ 97,803	\$ 97,803	Equal to					1		1
City Council President / Mayor	City of Upper Arlington	\$ 9,418			Equal to					1		1
Mayor	City of Westerville	\$ 12,600			Equal to							
Township Administrator	Blendon Township	\$ 110,000										
Mayor	Village of Galena	\$ 62,400							1			1
Mayor	Village of Gambier	\$ 9,000							1			1
Village Mayor	Village of Hebron	\$ 15,000							1			1
Mayor	Village of Johnstown	\$ 6,000								1		1
Mayor	Village of Lockbourne	\$ 8,400										
Mayor	Village of Plain City	\$ 15,000	\$ 15,000	\$ 15,000					1			1
Mayor	Village of Sunbury	\$ 15,000	\$ 15,000	\$ 15,000					1			1
	AVERAGES	\$ 29,525	\$ 30,618	\$ 31,711								
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	\$ 165,256								1		1
City Manager	City of Dublin	\$ 194,744	\$ 141,200	\$ 207,100						1		1
City Manager	City of Hilliard	\$ 176,000			Equal to	Master	10			1		1
City Manager	City of Marysville		\$ 90,000	\$ 120,000						1		1
City Manager	City of New Albany		\$ 137,457	\$ 171,821								
City Manager	City of Upper Arlington	\$ 211,645			Equal to					1		1
City Manager	City of Westerville	\$ 198,000										
City Manager	City of Worthington	\$ 158,499			Equal to					1		1
Village Manager	Village of Johnstown	\$ 114,000								1		1
	AVERAGES	\$ 174,021	\$ 122,886	\$ 166,307								



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
Director of Administration	City of Grandview Heights	\$ 179,899	\$ 110,000	\$ 185,000	Greater than					1		1
City Administrator	City of Grove City	\$ 164,000	\$ 147,000	\$ 187,000								1
City Administrator	City of Pataskala	\$ 90,000			Equal to	Bachelor				1		1
County Administrator	Delaware County	\$ 164,499	\$ 126,672	\$ 171,007	Greater than	Bachelor	7			1		1
City Administrator	Fairfield County	\$ 148,531	\$ 101,254	\$ 177,174		Bachelor	5			1		1
County Administrator	Franklin County - Board of Commissioners		\$ 135,075	\$ 189,114	Equal to	Bachelor	10			1		1
Administrator	Madison Township	\$ 80,160			Equal to					1		1
Township Administrator	Mifflin Township	\$ 83,000	\$ 72,450	\$ 110,000			5			1		1
Township Administrator	Liberty Township	\$ 99,807	\$ 90,000	\$ 121,000						1		1
Township Administrator	Prairie Township	\$ 136,572				Bachelor	5			1		1
Township Administrator	Truro Township	\$ 95,000	\$ 95,000	\$ 95,000	Equal to	Bachelor				1		1
Township Administrator	Violet Township	\$ 127,500				Bachelor				1		1
Administrator	Washington Township	\$ 80,160			Equal to					1		1
Village Administrator	Village of Galena	\$ 62,350				Bachelor				1		1
Village Administrator	Village of Gambier	\$ 78,520				Bachelor				1		1
Village Administrator	Village of Lockbourne	\$ 10,800										
Village Administrator	Village of Plain City	\$ 95,618	\$ 73,382	\$ 106,413						1		1
Administrator	Village of Sunbury	\$ 86,000	\$ 41,600	\$ 89,440						1		1
	AVERAGES	\$ 120,761	\$ 109,681	\$ 154,412								

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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	\$ 192,634								1		1
Budget Manager	City of Dublin	\$ 102,083	\$ 78,100	\$ 114,500						1		1
Fiscal Officer	City of Hilliard	\$ 92,065	\$ 49,271	\$ 95,383	Equal to	Bachelor	2			1		1
Finance Manager	City of Reynoldsburg	\$ 94,099	\$ 74,880	\$ 116,480	Equal to	Bachelor	3			1		1
Finance Manager	City of Upper Arlington	\$ 78,000	\$ 76,409	\$ 106,973	Equal to	Bachelor	2			1		1
Treasurer	City of Whitehall	\$ 12,500			Equal to				1			1
County Auditor - Elected	Delaware County	\$ 94,928			Greater than					1		1
Finance Administrator	Franklin County - Board of Commissioners	\$ 64,792	\$ 57,366	\$ 80,330	Equal to	Bachelor	3			5		5
	AVERAGES	\$ 91,388	\$ 67,205	\$ 102,733								

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 Canal Winchester	\$ 96,762	\$ 78,270	\$ 115,253	Greater than					1		1
City Auditor - Elected	City of Circleville	\$ 61,988				HS or GED			1			1
Finance & Management Director	City of Columbus	\$ 176,030	\$ 137,405	\$ 229,050	Greater than					1		1
Finance Director	City of Delaware	\$ 127,720	\$ 111,804	\$ 156,526	Greater than	Bachelor				1		1
Director of Finance	City of Dublin	\$ 138,713	\$ 110,600	\$ 162,100						1		
Finance Director	City of Gahanna	\$ 113,131	\$ 91,518	\$ 128,126	Equal to	Bachelor	7			1		1
Director of Finance	City of Grandview Heights	\$ 130,104	\$ 105,000	\$ 150,000	Equal to					1		1
Finance Director	City of Grove City	\$ 118,040	\$ 96,033	\$ 138,715	Equal to							
Finance Director	City of Hilliard	\$ 139,495	\$ 82,527	\$ 146,256	Equal to	Bachelor	7			1		1
City Auditor	City of Lancaster	\$ 83,707								1		1
Finance Director	City of Marysville	\$ 113,000	\$ 90,000	\$ 120,000						1		1
Finance Director	City of New Albany		\$ 112,584	\$ 140,730								1
Finance Director	City of Pataskala	\$ 114,301			Equal to	Bachelor				1		1
City Auditor - Elected	City of Reynoldsburg	\$ 88,269	\$ 88,269	\$ 88,269	Equal to					1		1
Finance Director	City of Upper Arlington	\$ 134,068	\$ 113,120	\$ 166,650	Equal to	Bachelor	6			1		1
Finance Director	City of Westerville	\$ 151,694	\$ 106,267	\$ 170,165	Equal to					1		1
City Auditor	City of Whitehall	\$ 79,997			Equal to					1		1
Finance Director	City of Worthington	\$ 112,880			Equal to					1		1
Chief Deputy Auditor	Delaware County	\$ 142,041								1		1
Finance Director	Fairfield County	\$ 87,100	\$ 80,704	\$ 141,232		Bachelor				1		1
Director to Office of Management & Budget	Franklin County - Board of Commissioners	\$ 138,320	\$ 103,355	\$ 144,706	Equal to	Master	7			1		1
Fiscal Officer - Elected	Liberty Township	\$ 31,064								1		1
Fiscal Officer	Madison Township	\$ 32,724			Greater than					1		1
Fiscal Officer - PT	Mifflin Township	\$ 32,724	\$ 32,724	\$ 32,724					1			1
Fiscal Officer	Orange Township	\$ 32,724							1			1
Fiscal Officer	Truro Township	\$ 32,724	\$ 32,724	\$ 32,724	Equal to				1			1
Fiscal Officer	Village of Galena	\$ 49,216				Bachelor				1		1
Fiscal Officer	Village of Gambier	\$ 62,000								1		1
Fiscal Officer	Village of Hebron	\$ 66,917								1		1
Finance Director	Village of Johnstown	\$ 79,000	\$ 55,000	\$ 108,700						1		1
Fiscal Officer	Village of Lockbourne	\$ 8,400										
Finance Director	Village of Marble Cliff	\$ 46,038										1
Finance Director	Village of Plain City	\$ 74,526	\$ 58,510	\$ 95,014						1		1
Fiscal Officer	Village of Sunbury	\$ 72,634	\$ 37,440	\$ 72,800						1		1
Finance Director	Village of West Jefferson		\$ 84,872	\$ 111,395						1		1
	AVERAGES	\$ 89,941	\$ 86,130	\$ 126,244								



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
Finance Specialist	City of Canal Winchester	\$ 58,126	\$ 47,362	\$ 68,869	Greater than					1		
Deputy Auditor	City of Circleville	\$ 69,680	\$ 60,749	\$ 78,977	Less than	HS or GED	2			1		1
Assistant Auditor I	City of Columbus	\$ 53,771	\$ 45,926	\$ 68,890	Equal to				1	7		8
Finance Management Analyst	City of Gahanna	\$ 56,534	\$ 48,211	\$ 67,495	Equal to	Bachelor	2			1		1
Assistant Director of Finance	City of Grandview Heights	\$ 88,837	\$ 80,000	\$ 110,000	Greater than					1		1
Accounting Assistant / Tax Administrator	City of Grove City	\$ 76,086	\$ 54,932	\$ 94,993	Greater than							
Finance Assistant	City of Hilliard	\$ 59,182	\$ 39,416	\$ 74,717	Greater than	Bachelor	1			3		3
Assistant Auditor	City of Lancaster	\$ 70,012	\$ 53,601	\$ 70,012	Equal to	HS or GED				1		1
Assistant Finance Director	City of Marysville	\$ 75,378	\$ 65,000	\$ 85,000						1		1
Finance Manager	City of Pataskala	\$ 77,738	\$ 61,367	\$ 82,472	Greater than					1		1
Assistant Finance Director	City of Upper Arlington	\$ 95,706	\$ 87,482	\$ 122,475	Equal to	Bachelor	4			1		1
Accounting Assistant	City of Westerville	\$ 56,004	\$ 44,491	\$ 62,150	Equal to					6		6
Income Tax Specialist	City of Whitehall	\$ 66,602	\$ 57,283	\$ 68,432	Equal to					1		1
Finance Manager	City of Worthington	\$ 86,387			Equal to					1		1
CAFR Specialist	Delaware County	\$ 86,070								1		1
Benefits Fiscal Specialist	Franklin County - Board of Commissioners	\$ 44,699	\$ 37,003	\$ 51,813	Equal to	HS or GED	2			1		1
Assistant to the Fiscal Officer	Liberty Township	\$ 60,000								1		1
Assistant to the Fiscal Officer	Mifflin Township	\$ 60,278	\$ 47,840	\$ 60,278			5			1		1
Assistant Fiscal Officer	Violet Township		\$ 68,640	\$ 89,440		Bachelor			1			1
Assistant Fiscal Officer	Village of Galena	\$ 33,650							1			1
Assistant Finance Director	Village of West Jefferson		\$ 54,106	\$ 79,598						1		1
	AVERAGES	\$ 67,092	\$ 56,083	\$ 78,565								

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	\$ 103,457	\$ 77,642	\$ 108,699		Bachelor	5			1		1
Assistant City Manager - CSIO	City of Dublin	\$ 139,710	\$ 110,600	\$ 162,100						1		1
Assistant City Manager	City of Hilliard	\$ 146,000	\$ 82,527	\$ 146,256	Equal to	Bachelor	1			3		3
Assistant City Manager	City of Upper Arlington	\$ 165,640	\$ 113,120	\$ 166,650	Equal to	Bachelor	6			1		1
Assistant City Manager	City of Westerville	\$ 144,997	\$ 106,267	\$ 170,165	Equal to					1		1
Assistant City Manager	City of Worthington	\$ 126,596	\$ 121,812	\$ 131,380	Equal to					2		2
Deputy County Administrative / Director of Administrative Services	Delaware County	\$ 130,163	\$ 102,648	\$ 138,575	Greater than	Bachelor	5			1		1
Deputy County Administrator	Franklin County - Board of Commissioners	\$ 167,627	\$ 128,731	\$ 180,232	Equal to	Bachelor	10			3		3
Assistant City Manager	Village of Johnstown	\$ 114,000	\$ 58,200	\$ 115,000						1		1
	AVERAGES	\$ 137,577	\$ 100,172	\$ 146,562								



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	\$ 30,378	\$ 30,378	\$ 39,489		Bachelor			2			2
Deputy City Attorney	City of Columbus	\$ 160,971	\$ 137,405	\$ 229,050						1		1
Assistant City Attorney / Assistant Prosecutor	City of Delaware		\$ 58,386	\$ 68,702		Bachelor						
Assistant City Attorney	City of Gahanna	\$ 90,210	\$ 72,491	\$ 101,488						1		1
Staff Attorney	City of Hilliard	\$ 90,761	\$ 52,350	\$ 103,333	Equal to	Bachelor	JD plus 2yrs			2		2
Assistant Law Director	City of Lancaster	\$ 95,492	\$ 72,800	\$ 95,492	Equal to	Bachelor				1		1
Assistant Law Director	City of Marysville	\$ 40,700								1		1
Assistant City Attorney	City of Reynoldsburg	\$ 85,009	\$ 74,880	\$ 116,800		Bachelor				1		1
Assistant City Attorney	City of Upper Arlington	\$ 90,200	\$ 81,759	\$ 114,462	Equal to	Bachelor				1		1
Assistant City Attorney	City of Whitehall	\$ 43,068		\$ 43,075	Equal to				1			1
Staff Attorney	Delaware County	\$ 121,112	\$ 102,648	\$ 138,575		PhD	10			1		1
Assistant County Prosecutor	Fairfield County		\$ 59,550	\$ 104,208		PhD						
	AVERAGES	\$ 84,790	\$ 74,265	\$ 104,970								

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	\$ 104,175	\$ 84,200	\$ 123,400						1		1
Courts Administrator / Records Manager	City of Westerville	\$ 102,440	\$ 75,442	\$ 113,277	Greater than					1		1
Records Coordinator	Delaware County	\$ 59,351	\$ 50,407	\$ 70,096	Equal to	Bachelor	4			1		1
Clerk to the Board, Director of Comm. Appointments	Franklin County - Board of Commissioners	\$ 85,987	\$ 71,635	\$ 100,318	Greater than	Associate	5			1		1
	AVERAGES	\$ 87,988	\$ 70,421	\$ 101,773								

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	\$ 111,134	\$ 89,274	\$ 133,952	Equal to	Bachelor	5			1		1
Procurement Coordinator for Police	City of Gahanna	\$ 56,222	\$ 45,482	\$ 63,675	Equal to	HS or GED	5			1		1
Purchasing Administrator	City of Upper Arlington	\$ 59,500	\$ 56,564	\$ 79,189	Equal to	Associate	2			1		1
Procurement Coordinator	City of Westerville	\$ 87,298	\$ 62,379	\$ 93,434	Equal to					1		1
Administrator of Fiscal Survives	Delaware County	\$ 101,894								1		1
Director of Purchasing	Franklin County - Board of Commissioners	\$ 95,472	\$ 77,979	\$ 109,200	Equal to	Bachelor	5			1		1
Procurement & Operations Specialist	Orange Township	\$ 62,109								1		1
	AVERAGES	\$ 81,947	\$ 66,336	\$ 95,890								



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		\$ 78,874	\$ 118,310	Equal to	Bachelor	4					
Community Development Director	City of Lancaster	\$ 74,006	\$ 56,680	\$ 74,006	Equal to	HS or GED				1		1
Grants Coordinator	Franklin County - Board of Commissioners	\$ 63,128	\$ 54,205	\$ 75,878	Equal to	Bachelor	5			2		2
	AVERAGES	\$ 68,567	\$ 63,253	\$ 89,398								

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	\$ 90,230	\$ 79,914	\$ 94,058	Greater than	Bachelor	3			1		1
Corporate Tax Auditor	City of Dublin	\$ 66,572	\$ 53,600	\$ 78,700						3		3
Income Tax Administrator	City of Grandview Heights	\$ 79,841	\$ 70,000	\$ 81,000	Greater than					2		2
Tax Commissioner	City of Lancaster	\$ 81,598	\$ 66,747	\$ 87,526	Equal to	HS or GED				1		1
Income Tax Administrator	City of Marysville	\$ 62,615	\$ 55,000	\$ 75,000						1		1
Tax Administrator	City of Reynoldsburg	\$ 71,011	\$ 60,320	\$ 95,680	Equal to	Bachelor	2			1		1
Income Tax Administrator	City of Westerville	\$ 101,670	\$ 75,442	\$ 113,277	Equal to					1		1
Deputy Tax Commissioner	City of Whitehall	\$ 82,950	\$ 59,592	\$ 86,715	Less than	Bachelor	2			1		1
County Treasurer - Elected	Delaware County	\$ 75,050			Equal to					1		1
Income Tax Administrator	Village of Hebron	\$ 53,910								1		1
Income Tax Administrator	Village of Plain City	\$ 61,360	\$ 44,138	\$ 64,002						1		1
Income Tax Clerk	Village of West Jefferson		\$ 38,480	\$ 47,944						1		1
	AVERAGES	\$ 75,164	\$ 60,323	\$ 82,390								

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	\$ 94,058	\$ 79,914	\$ 94,058	Greater than	Bachelor	3			1		1
Accountant	City of Dublin	\$ 75,515	\$ 53,600	\$ 78,700	Equal to					1		1
Finance Coordinator	City of Gahanna	\$ 59,842	\$ 48,211	\$ 67,495	Equal to	Bachelor	1			1		1
Accountant	City of Grandview Heights	\$ 68,245	\$ 60,000	\$ 76,000	Greater than					1		1
Accountant	City of Westerville	\$ 73,913	\$ 56,659	\$ 84,968	Equal to					2		2
Deputy Auditor	City of Whitehall	\$ 73,008	\$ 62,608	\$ 77,813	Equal to	Bachelor	3			1		1
Accountant	Franklin County - Board of Commissioners	\$ 54,080	\$ 45,718	\$ 64,002	Equal to	Bachelor	2			5		5
	AVERAGES	\$ 71,237	\$ 58,101	\$ 77,576								



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	\$ 33,153	\$ 33,153	\$ 43,593	Equal to	HS or GED	2		1			1
Fiscal Assistant II	City of Columbus	\$ 56,711	\$ 3,773	\$ 62,858	Equal to	HS or GED	4		1	22		23
Accounting Assistant	City of Dublin	\$ 38,630	\$ 37,700	\$ 55,200						1		
Administrative Coordinator	City of Gahanna	\$ 45,490	\$ 45,482	\$ 63,675	Equal to	Associate	5			1		1
Finance Specialist	City of Lancaster	\$ 49,171	\$ 37,169	\$ 49,171	Equal to	HS or GED				2		2
Accounting & Audit Clerk	City of Marysville	\$ 57,658	\$ 50,000	\$ 65,000						1		1
Fiscal Manager	City of New Albany		\$ 50,663	\$ 63,359								
Auditor's Secretary (3/4 time)	City of Reynoldsburg	\$ 43,165	\$ 42,744	\$ 61,256	Greater than	HS or GED	2			1		1
Accounting Assistant	City of Upper Arlington	\$ 66,488	\$ 47,491	\$ 66,488	Equal to	Associate	1			1		1
Accounting Assistant	City of Westerville	\$ 56,004	\$ 44,491	\$ 62,150	Equal to					6		6
Accounting Specialist	City of Whitehall	\$ 47,382	\$ 41,142	\$ 51,147	Equal to	Associate	2			1		1
Finance Assistant	City of Worthington	\$ 72,402	\$ 67,134	\$ 87,961	Greater than					1		1
Fiscal Manager	Delaware County	\$ 73,855	\$ 65,000	\$ 90,383	Greater than	Bachelor	5			1		1
Fiscal Support Analyst	Franklin County - Board of Commissioners	\$ 39,187	\$ 33,821	\$ 47,341	Equal to	Associate	2			7		7
Accounting Assistant	Mifflin Township	\$ 39,187	\$ 33,280	\$ 42,825			2			1		1
Village Administrative Clerk	Village of West Jefferson		\$ 25,272	\$ 31,492					1			1
	AVERAGES	\$ 51,320	\$ 41,145	\$ 58,994								

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	\$ 46,594	\$ 35,253	\$ 46,594	Equal to	HS or GED	2			1		1
Fiscal Assistant I	City of Columbus	\$ 53,241	\$ 34,549	\$ 59,842	Equal to	HS or GED	2			14		14
Accounting Specialist III	City of Delaware	\$ 54,434	\$ 46,509	\$ 54,434	Greater than	HS or GED	5			1		1
Accounting Specialist	City of Dublin	\$ 60,078	\$ 41,900	\$ 61,400	Equal to					2		2
Account Specialist	City of Grove City	\$ 66,019	\$ 38,417	\$ 66,019	Equal to							
Accounting Clerk	City of Pataskala	\$ 44,178	\$ 44,178	\$ 59,371	Equal to					1		1
Deputy Auditor	City of Reynoldsburg	\$ 59,384	\$ 47,195	\$ 67,452	Equal to	HS or GED	3			1		1
Fiscal Technician	City of Upper Arlington	\$ 51,406	\$ 44,803	\$ 62,724	Equal to	HS or GED	1			1		1
Accountant II	Delaware County	\$ 74,818			Equal to				1	2		3
Account Clerk 1	Franklin County - Board of Commissioners	\$ 36,088	\$ 32,240	\$ 44,990	Equal to	HS or GED	2			14		14
Utility Billing Coordinator	Village of Hebron	\$ 38,418	\$ 31,824	\$ 40,435						1		1
Water / Sewer Clerk	Village of West Jefferson		\$ 38,480	\$ 47,944						1		1
Assistant Fiscal Officer	Orange Township	\$ 61,526								1		
Account Clerk	Washington Township	\$ 58,032	\$ 45,247	\$ 70,771	Equal to	HS or GED				1		1
	AVERAGES	\$ 54,170	\$ 40,049	\$ 56,831								



Salaries Broken Down by Title

General - Administration (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
Payroll Clerk	Government Entity											
Account Clerk III	City of Circleville	\$ 49,804	\$ 37,533	\$ 49,804		HS or GED	2			2		2
Payroll / Benefits Clerk	City of Columbus	\$ 56,830	\$ 42,245	\$ 63,357	Equal to	HS or GED	4			22		22
Financial Specialist II	City of Delaware	\$ 63,398	\$ 56,098	\$ 66,082	Greater than	Bachelor	5			1		1
Payroll Specialist	City of Dublin	\$ 72,248	\$ 53,600	\$ 78,700	Greater than					2		2
Payroll Coordinator	City of Gahanna		\$ 48,211	\$ 67,495	Equal to	HS or GED	3					
Payroll Specialist	City of Grove City	\$ 74,235	\$ 54,932	\$ 94,993								
Payroll Specialist	City of Hilliard	\$ 64,927	\$ 39,416	\$ 74,717	Equal to	Associate	2			1		1
Payroll Specialist	City of Lancaster	\$ 40,622	\$ 37,169	\$ 49,171	Equal to	HS or GED				1		1
Payroll Administrator	City of Upper Arlington	\$ 74,261	\$ 53,363	\$ 74,709	Equal to	Associate	2			1		1
Payroll Specialist	City of Whitehall	\$ 64,189	\$ 42,182	\$ 69,222	Equal to	Associate	2			1		1
Finance / Personnel Analyst	City of Worthington	\$ 75,097	\$ 59,661	\$ 75,097	Greater than					1		1
Payroll Clerk	Delaware County	\$ 52,000			Equal to					1		1
Financial Payroll Specialist	Fairfield County	\$ 56,500	\$ 52,229	\$ 97,416		Bachelor				1		1
Payroll Specialist 3	Franklin County - Board of Commissioners	\$ 43,347	\$ 38,584	\$ 54,018	Equal to	HS or GED	3			3		3
Executive Finance Specialist	Washington Township	\$ 70,845	\$ 54,483	\$ 85,217	Equal to	HS or GED				1		1
	AVERAGES	\$ 61,307	\$ 47,836	\$ 71,428								

		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 Secretary	Government Entity											
Administrative Assistant	City of Circleville	\$ 43,860	\$ 38,985	\$ 48,734	Equal to	HS or GED	4			3		3
Executive Secretary II	City of Columbus	\$ 60,378	\$ 45,926	\$ 68,890	Equal to					15		15
Executive Assistant	City of Delaware	\$ 66,082	\$ 56,098	\$ 66,082	Greater than	Associate	5			1		1
Executive Assistant to City Manager	City of Dublin	\$ 67,000	\$ 53,600	\$ 78,700						1		1
Administrative Assistant	City of Gahanna	\$ 45,261	\$ 38,187	\$ 53,462	Equal to	HS or GED	3			1		1
Executive & Commissions Assistant	City of Grove City	\$ 78,000	\$ 54,932	\$ 94,993	Greater than							
Executive Assistant	City of Lancaster	\$ 51,313	\$ 38,251	\$ 52,000	Equal to	HS or GED				2		2
Executive Assistant	City of Marysville	\$ 52,000	\$ 50,000	\$ 65,000						1		1
Administrative Services Coordinator	City of New Albany		\$ 50,663	\$ 63,359								1
Administrative Secretary / Receptionist	City of Pataskala	\$ 49,088	\$ 43,620	\$ 58,622	Equal to					1		1
Mayor Secretary / City Attorney Secretary / Administrative Assistant Chief of Police	City of Reynoldsburg	\$ 62,317	\$ 47,195	\$ 67,542	Equal to	HS or GED	3			3		3
Executive Secretary	City of Upper Arlington	\$ 70,478	\$ 50,341	\$ 70,478	Equal to	Associate	6			1		1
Administrative Assistant to the Mayor	City of Whitehall	\$ 68,890	\$ 47,715	\$ 69,347	Equal to	HS or GED	5			1		1
Executive Assistant	Franklin County - Board of Commissioners	\$ 57,096	\$ 48,901	\$ 68,453	Equal to	Associate	5			3		3
Office Manager	Madison Township	\$ 44,512			Equal to					1		1
Office Manager	Washington Township	\$ 44,512			Equal to					1		1
Assistant to VA / Utility Clerk	Village of Gambier	\$ 28,142								1		1
	AVERAGES	\$ 55,558	\$ 47,458	\$ 66,119								



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
Administrative Assistant	City of Canal Winchester	\$ 49,608	\$ 41,662	\$ 57,554	Equal to					1		1
Secretary III	City of Circleville	\$ 47,704	\$ 36,153	\$ 47,704	Equal to	HS or GED	2			2		2
Office Assistant II	City of Columbus	\$ 53,354	\$ 37,773	\$ 59,842	Equal to	HS or GED	3		9	86		95
Administrative Assistant	City of Delaware	\$ 48,346	\$ 41,621	\$ 54,434	Equal to	HS or GED	2			6		6
Administrative Support II	City of Dublin	\$ 53,950	\$ 41,900	\$ 61,400	Greater than					10		10
Administrative Coordinator / Management Analyst	City of Gahanna	\$ 44,145	\$ 38,187	\$ 53,462	Greater than	Associate	5			3		3
Administrative Secretary II	City of Grove City	\$ 56,492	\$ 38,916	\$ 67,288	Greater than							
Administrative Assistant	City of Hilliard	\$ 45,836	\$ 28,330	\$ 56,436	Equal to	HS or GED	5			3		3
Administrative Assistant	City of Lancaster	\$ 49,171	\$ 36,441	\$ 49,171	Equal to	HS or GED				10		10
Administrative Assistant	City of Reynoldsburg	\$ 57,096	\$ 45,364	\$ 63,731	Equal to	HS or GED	2			3		3
Administrative Assistant	City of Upper Arlington	\$ 54,770	\$ 44,803	\$ 62,724	Equal to	HS or GED	2			8		8
Administrative Assistant	City of Westerville	\$ 54,744	\$ 44,491	\$ 62,150	Equal to					10		10
Administrative Assistant	City of Whitehall	\$ 61,006	\$ 52,770	\$ 62,691	Equal to	HS or GED	2		1	2		3
Assistant Clerk to BOC	Delaware County	\$ 54,080	\$ 41,893	\$ 58,261	Greater than	Associate				1		1
JFS Administrative Assistant	Fairfield County	\$ 41,558	\$ 41,558	\$ 68,557		HS or GED				1		1
Administrative Assistant 1	Franklin County - Board of Commissioners	\$ 42,370	\$ 38,584	\$ 54,018	Equal to	Associate	3			4		4
Cemetery Administrator	Blendon Township	\$ 39,000										
Administrative Assistant	Liberty Township	\$ 41,600	\$ 40,000	\$ 56,000						2		2
Administrative Specialist / Administrative Support	Madison Township	\$ 43,908			Equal to					1		1
Administrative Assistant	Mifflin Township	\$ 48,214	\$ 37,440	\$ 48,214			5			1		1
Administrative Assistant	Orange Township		\$ 45,760	\$ 56,555						2		2
Administrative Assistant	Prairie Township	\$ 48,658				Bachelor	5			1		1
Executive Administrative Assistant	Violet Township		\$ 52,000	\$ 72,800						3		3
Administrative Assistant / Clerk of Council	Village of Hebron	\$ 42,453	\$ 31,824	\$ 43,700						1		1
Administrative Assistant	Village of Johnstown	\$ 55,000	\$ 32,000	\$ 55,000						1		1
Administrative Assistant	Village of Marble Cliff	\$ 18,950							1			1
Administrative Assistant	Village of Plain City	\$ 38,875	\$ 29,640	\$ 42,973						2		2
Village Administrative Clerk - PT	Village of West Jefferson		\$ 25,272	\$ 31,492					1			1
	AVERAGES	\$ 47,635	\$ 39,349	\$ 56,090								

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
Administrative Secretary	City of Columbus	\$ 60,713	\$ 47,278	\$ 70,928	Equal to		5			18		18
Department Secretary	City of Grandview Heights	\$ 50,549	\$ 37,200	\$ 68,000	Equal to					4		4
Administrative Secretary I	City of Grove City	\$ 50,731	\$ 36,628	\$ 63,336	Greater than							
Administrative Assistant	City of Reynoldsburg	\$ 56,298	\$ 42,744	\$ 62,483	Equal to	HS or GED	2			3		3
Administrative Support	City of Westerville	\$ 51,085	\$ 40,290	\$ 56,451	Equal to					6		6
Secretary	City of Worthington	\$ 51,086	\$ 64,331	\$ 64,331	Equal to					3		3
Clerk to the Board	Delaware County	\$ 65,000	\$ 50,407	\$ 70,096	Greater than	Associate	5			1		1
Administrative Secretary 1	Franklin County - Board of Commissioners	\$ 36,899	\$ 32,240	\$ 45,136	Equal to	HS or GED	1			13		13
Administrative Specialist / Administrative	Madison Township	\$ 43,908			Equal to					1		1
Utility Clerk	Village of Plain City	\$ 39,915	\$ 29,640	\$ 42,973						1		1
Administrative Assistant / Zoning Assistant	Village of Hebron	\$ 33,280	\$ 31,200	\$ 45,760						1		1
Secretary / Administrative Clerk	Village of Johnstown	\$ 32,864	\$ 28,080	\$ 41,600						1		1
	AVERAGES	\$ 47,694	\$ 40,003	\$ 57,372								



Salaries Broken Down by Title

General - Administration (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
Receptionist	Government Entity											
Secretary I	City of Circleville	\$ 42,993	\$ 32,492	\$ 42,993	Greater than	HS or GED	2		1			1
Office Assistant I	City of Columbus	\$ 49,011	\$ 34,549	\$ 58,698	Greater than	HS or GED	1		13	71		84
Clerical Specialist	City of Delaware	\$ 34,015	\$ 31,408	\$ 36,733	Equal to	HS or GED			4			4
Administrative Support I	City of Dublin	\$ 46,395	\$ 33,700	\$ 49,400						2		2
Admin Assistant City Hall Front Desk	City of Gahanna	\$ 41,309	\$ 38,187	\$ 53,462	Equal to	HS or GED	3			1		1
Customer Service Clerk	City of Marysville	\$ 44,928	\$ 39,966	\$ 48,151						1		1
Clerk	City of New Albany		\$ 45,033	\$ 56,319								
Receptionist	Franklin County - Board of Commissioners	\$ 33,197	\$ 31,720	\$ 44,554	Equal to	HS or GED	6 months			1		1
Administrative Coordinator	Washington Township	\$ 44,334	\$ 45,247	\$ 70,771	Equal to	HS or GED				1		1
	AVERAGES	\$ 42,023	\$ 36,922	\$ 51,231								

		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 Typist	Government Entity											
Secretary 1	Franklin County - Board of Commissioners	\$ 35,048	\$ 31,720	\$ 44,554	Equal to	HS or GED	1			6		6
Zoning Clerk	Village of Galena	\$ 1,250							1			1
	AVERAGES	\$ 18,149	\$ 31,720	\$ 44,554								

		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
Mailroom Clerk	Government Entity											
Mail Clerk	City of Columbus	\$ 46,775	\$ 33,259	\$ 52,998	Equal to	HS or GED			2	3		5
Mailroom Clerk	Delaware County	\$ 32,261	\$ 28,080	\$ 39,042	Equal to	HS or GED				1		1
Mail Processor	Franklin County - Board of Commissioners	\$ 33,134	\$ 31,408	\$ 44,117	Equal to	HS or GED	1			2		2
	AVERAGES	\$ 37,390	\$ 30,916	\$ 45,386								



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 Canal Winchester	\$ 58,126	\$ 47,382	\$ 68,869	Equal to					1		1
City Council Clerk	City of Circleville	\$ 15,610	\$ 15,226	\$ 19,042	Less than	HS or GED			1			1
Clerk of Court	City of Delaware	\$ 122,145								1		1
Court Clerk	City of Dublin	\$ 51,786	\$ 41,900	\$ 61,400						1		1
Director of Court Services	City of Gahanna	\$ 84,531	\$ 68,388	\$ 95,743	Equal to	Associate	4			1		1
Clerk of Court	City of Grandview Heights	\$ 57,928	\$ 40,000	\$ 65,000	Equal to					1		1
Account Specialist	City of Grove City	\$ 66,747	\$ 38,417	\$ 66,747	Equal to							
Clerk of Court	City of Hilliard	\$ 75,000	\$ 49,271	\$ 95,383	Equal to	Bachelor	3			1		1
Clerk of Court	City of New Albany		\$ 53,336	\$ 67,335								1
Clerk of Court	City of Pataskala	\$ 50,378	\$ 48,918	\$ 65,743	Equal to					1		1
Clerk of Court	City of Reynoldsburg	\$ 77,272	\$ 62,400	\$ 99,840	Greater than	HS or GED	3			1		1
Clerk of Court	City of Upper Arlington	\$ 75,000	\$ 56,564	\$ 79,189	Equal to	Associate	2			1		1
Courts Administrator / Records Manager	City of Westerville	\$ 102,440	\$ 75,442	\$ 113,277	Greater than					1		1
Clerk of Court	City of Whitehall	\$ 68,266	\$ 58,136	\$ 72,238	Equal to	HS or GED	3			1		1
Clerk of Court	City of Worthington	\$ 68,094			Equal to					1		1
Clerk of Court - Elected	Delaware County	\$ 75,749			Equal to					1		1
Clerk of Court	Fairfield County	\$ 67,525				Bachelor				1		1
Clerk of Court	Village of Johnstown	\$ 41,142	\$ 31,200	\$ 49,920						1		1
Mayors Court Clerk	Village of Sunbury	\$ 48,984	\$ 20,800	\$ 48,984						1		1
	AVERAGES	\$ 67,040	\$ 47,159	\$ 71,247								

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
Community Control Officer	City of Delaware	\$ 45,623	\$ 34,000	\$ 66,560		Associate	3			7		7
Recovery Court Coordinator	City of Hilliard	\$ 49,999	\$ 43,112	\$ 83,461	Equal to	Bachelor	3			1		1
Probation Officer	City of Lancaster	\$ 44,026	\$ 39,580	\$ 55,124	Equal to	HS or GED				10		10
Probation Officer	City of New Albany		\$ 59,069	\$ 74,646								
Recovery Court / Criminal Justice Program Administrator	City of Reynoldsburg	\$ 52,187	\$ 44,470	\$ 63,731		Bachelor	2			1		1
Criminal Justice Program Admin	City of Upper Arlington	\$ 94,317	\$ 67,369	\$ 94,317	Equal to	Bachelor	2			1		1
Probation Officer	Delaware County	\$ 47,753	\$ 43,680	\$ 51,000	Equal to					12		12
Community Control Officer	Fairfield County	\$ 40,907	\$ 37,773	\$ 60,445		Bachelor				9		9
	AVERAGES	\$ 53,545	\$ 46,132	\$ 68,660								



Salaries Broken Down by Title

Court Administration (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
Clerk of Council	Government Entity											
Clerk of Council	City of Canal Winchester	\$ 49,608	\$ 41,662	\$ 57,554	Equal to				1			1
City Clerk	City of Columbus	\$ 152,173	\$ 107,266	\$ 178,755						1		1
Council Clerk	City of Delaware	\$ 53,560								1		1
Clerk of Council / Director of Legal Services	City of Dublin	\$ 95,000	\$ 84,200	\$ 123,400	Equal to					1		1
Clerk of Council	City of Gahanna	\$ 79,997	\$ 72,491	\$ 101,488	Equal to	Associate	5			1		1
Clerk of Council	City of Grandview Heights				Equal to				1			1
Clerk of Council	City of Grove City	\$ 91,934								1		1
Clerk of Council	City of Hilliard	\$ 87,000	\$ 43,905	\$ 127,178	Equal to	Associate	5			1		1
Clerk of Council	City of Marysville	\$ 54,921	\$ 50,000	\$ 65,000						1		1
Clerk of Council	City of New Albany	\$ 59,069	\$ 59,069	\$ 74,646								
Clerk of Council	City of Pataskala	\$ 54,219	\$ 40,344	\$ 54,219	Equal to					1		1
Clerk of Council	City of Reynoldsburg	\$ 70,116	\$ 58,240	\$ 79,040	Equal to	Bachelor	7			1		1
City Clerk	City of Upper Arlington	\$ 86,921			Equal to	Bachelor	6			1		1
Clerk of Council	City of Westerville	\$ 90,002	\$ 75,442	\$ 113,277	Equal to					1		1
Clerk of Council	City of Whitehall	\$ 60,694	\$ 52,000	\$ 73,611	Equal to	HS or GED				1		1
	AVERAGES	\$ 78,934	\$ 62,238	\$ 95,288								
Deputy Clerk of Council	Government Entity											
Deputy City Clerk	City of Columbus	\$ 91,499	\$ 89,274	\$ 133,952						1		1
Deputy Clerk of Council	City of Dublin	\$ 68,500	\$ 61,200	\$ 89,800	Equal to					1		1
Deputy Clerk of Council	City of Gahanna	\$ 61,318	\$ 51,103	\$ 71,545	Greater than	Associate	2			1		1
Deputy Clerk of Court	City of Gahanna	\$ 61,919	\$ 49,209	\$ 61,919		Associate	4			2		2
City Council Assistant	City of Hilliard	\$ 18,700	\$ 10,920	\$ 20,686	Less than	HS or GED	1		1			1
Assistant Clerk of Council - PT	City of Reynoldsburg	\$ 26,904	\$ 42,744	\$ 61,256		HS or GED	2		1			1
Deputy City Clerk	City of Upper Arlington	\$ 62,892	\$ 56,564	\$ 79,189	Equal to	HS or GED	4			1		1
Deputy Clerk of Council	City of Westerville	\$ 54,933	\$ 44,491	\$ 62,150	Equal to							
Deputy Clerk of Court	City of Whitehall	\$ 56,261	\$ 52,770	\$ 62,691	Equal to	HS or GED	2			1		1
Clerk of Council	Village of West Jefferson		\$ 42,682	\$ 53,186						1		1
	AVERAGES	\$ 55,881	\$ 50,096	\$ 69,637								



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	\$ 96,762	\$ 78,270	\$ 115,253	Equal to					1		1
Development Director	City of Columbus	\$ 198,307	\$ 137,405	\$ 229,050						1		1
Director of Planning & Community Development	City of Delaware	\$ 119,425	\$ 93,170	\$ 130,438	Equal to	Master	5			1		1
Deputy City Manager Chief Financial & Development Officer	City of Dublin	\$ 175,440	\$ 125,900	\$ 184,600						1		1
Director of Development	City of Gahanna	\$ 102,502	\$ 91,518	\$ 128,126	Equal to	Master	7			1		1
Director of Planning & Community Development	City of Grandview Heights	\$ 169,998	\$ 110,000	\$ 175,000	Equal to					1		1
Director of Development	City of Grove City	\$ 110,073	\$ 96,033	\$ 138,715								
Director of Economic Development	City of Hilliard	\$ 107,964	\$ 82,527	\$ 146,256	Equal to	Master	6			1		1
Director of Development	City of New Albany		\$ 112,584	\$ 140,730								
Director of Development	City of Pataskala	\$ 102,553	\$ 87,608	\$ 117,738	Equal to					1		1
Director of Development	City of Reynoldsburg	\$ 95,908	\$ 74,880	\$ 116,480		Bachelor	4			1		1
Community Development Director	City of Upper Arlington	\$ 115,273	\$ 113,120	\$ 166,650	Equal to	Bachelor	6			1		1
Planning & Development Director	City of Westerville	\$ 154,669	\$ 96,658	\$ 154,669	Equal to					1		1
Planning & Building Director	City of Worthington	\$ 117,030			Equal to					1		1
Regional Planning Director	Fairfield County	\$ 71,070	\$ 59,550	\$ 104,213		Bachelor				1		1
Director of Economic Development & Planning	Franklin County - Board of Commissioners	\$ 162,240	\$ 90,667	\$ 126,942	Equal to	Master	7			1		1
Director of Planning & Zoning	Orange Township	\$ 76,000								1		
	AVERAGES	\$ 123,451	\$ 96,659	\$ 144,991	Equal to							

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 / Code Enforcement Officer	City of Dublin	\$ 57,450	\$ 41,900	\$ 61,400	Equal to					5		5
Code Enforcement Officer	City of Gahanna	\$ 55,726	\$ 49,209	\$ 61,919	Equal to	HS or GED			1	3		4
Planning & Zoning Coordinator	City of Grove City	\$ 73,320	\$ 48,526	\$ 83,907	Equal to							
Zoning Enforcement Officer	City of Hilliard	\$ 58,138	\$ 43,112	\$ 83,461	Equal to	Associate	3			1		1
Building Administrator	City of Lancaster	\$ 68,494	\$ 52,520	\$ 68,484	Equal to	HS or GED				1		1
Code Enforcement Officer	City of Marysville	\$ 61,156	\$ 50,000	\$ 65,000						1		1
Zoning Officer	City of New Albany		\$ 53,336	\$ 67,335								
Zoning Inspector	City of Pataskala	\$ 53,290	\$ 47,861	\$ 55,411	Equal to					1		1
Code Compliance Officer	City of Reynoldsburg	\$ 50,169	\$ 42,744	\$ 61,256	Less than	HS or GED	1			3		3
Code Compliance Officer	City of Upper Arlington	\$ 76,746	\$ 59,958	\$ 83,941	Equal to	Bachelor	1			1		1
Enforcement Manager	City of Westerville	\$ 95,930	\$ 75,442	\$ 113,277						1		1
Zoning Enforcement Officer	Franklin County - Board of Commissioners	\$ 40,165	\$ 4,065	\$ 56,222	Equal to	Associate	3					
Code Enforcement Officer	Blendon Township	\$ 39,000										
Code Compliance Officer	Liberty Township	\$ 48,500	\$ 48,500	\$ 66,000						1		1
Zoning Inspector	Orange Township	\$ 45,760								1		1
Zoning Director	Prairie Township	\$ 79,000								1		1
Zoning Officer	Violet Township		\$ 60,320	\$ 81,120						1		1
Zoning Assistant	Washington Township	\$ 13,510			Equal to	HS or GED			1			1
Zoning Inspector / Code Compliance	Village of Galena	\$ 51,500								1		1
Community Development Coordinator	Village of Hebron	\$ 57,783								1		1
Zoning / Compliance Officer	Village of Johnstown	\$ 39,560	\$ 31,200	\$ 50,232						1		1
Code Enforcement Officer	Village of Plain City	\$ 42,640	\$ 39,312	\$ 57,013						1		1
Code Enforcement Officer	Village of Shawnee Hills	\$ 38,979								1		1
Zoning Inspector / Enforcement	Village of Sunbury	\$ 49,483	\$ 27,040	\$ 59,883						1		1
Zoning & Code Enforcement Inspector	Village of West Jefferson		\$ 40,560	\$ 50,544					1	1		2
	AVERAGES	\$ 57,272	\$ 48,392	\$ 72,052								



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 & Zoning	City of Canal Winchester	\$ 74,111	\$ 61,298	\$ 86,923	Equal to					1		1
Chief Zoning Official	City of Columbus	\$ 116,459	\$ 78,874	\$ 118,310	Equal to	Bachelor	8			1		1
Zoning Administrator	City of Delaware	\$ 94,058	\$ 79,914	\$ 94,058		Master	5			1		1
Zoning Administrator	City of Gahanna	\$ 71,032	\$ 60,865	\$ 85,211	Equal to	Bachelor	4			1		1
Zoning Administrator	City of Marysville	\$ 66,954	\$ 55,000	\$ 75,000						1		1
Planning & Zoning Administrator	City of Reynoldsburg	\$ 74,464	\$ 64,480	\$ 104,000		Bachelor	2			1		1
Senior Planner	City of Upper Arlington	\$ 86,939	\$ 76,409	\$ 106,973	Equal to	Bachelor	4			1		1
Code Enforcement II	City of Westerville	\$ 81,711	\$ 62,379	\$ 93,434	Equal to					5		5
Planning Coordinator	City of Worthington	\$ 87,961	\$ 67,134	\$ 87,961	Equal to					1		1
Planning Administrator	Franklin County - Board of Commissioners	\$ 79,394	\$ 57,366	\$ 80,330	Equal to	Bachelor	5			1		1
Zoning Inspector	Liberty Township	\$ 77,043	\$ 55,000	\$ 75,000						1		1
Senior Zoning Officer	Orange Township	\$ 54,080								1		1
Zoning Specialist I	Prairie Township	\$ 44,803				HS or GED				2		2
Zoning Specialist II	Prairie Township	\$ 49,525				HS or GED						
Building & Zoning Clerk - PT	Village of West Jefferson		\$ 19,305	\$ 24,055						1		1
	AVERAGES	\$ 75,609	\$ 61,502	\$ 85,938								

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	\$ 64,583	\$ 57,845	\$ 86,803	Equal to	Bachelor	2			29		29
Development Planner	City of Delaware	\$ 66,113	\$ 60,715	\$ 71,510	Equal to	Master	5			2		2
Planner I	City of Dublin	\$ 61,814	\$ 53,600	\$ 78,700	Greater than					3		3
Director of Planning	City of Gahanna	\$ 98,072	\$ 76,841	\$ 107,577	Equal to	Bachelor	5			1		1
Planner	City of Grove City	\$ 57,532	\$ 54,932	\$ 94,993	Equal to							2
City Planner	City of Marysville	\$ 84,050	\$ 65,000	\$ 85,000						1		1
Planner	City of New Albany		\$ 63,204	\$ 79,044								
Planner	City of Pataskala	\$ 64,410	\$ 58,811	\$ 79,037	Equal to					1		1
Planning Officer	City of Upper Arlington	\$ 74,825	\$ 59,958	\$ 83,941	Equal to	Bachelor	4			1		1
Planner	City of Westerville	\$ 74,519	\$ 56,659	\$ 84,968	Equal to					3		3
Planner	Delaware County	\$ 51,958								1		1
Regional Planner	Fairfield County	\$ 59,650	\$ 47,486	\$ 82,160		Bachelor	2			1		1
Planner	Franklin County - Board of Commissioners	\$ 57,366	\$ 51,022	\$ 71,448	Equal to	Bachelor	3			2		2
Township Planner	Liberty Township	\$ 48,500	\$ 48,500	\$ 66,000						1		1
Planner	Village of Johnstown	\$ 55,120	\$ 48,000	\$ 78,900						1		1
Planner	Village of Plain City	\$ 58,510	\$ 58,510	\$ 84,822						1		1
	AVERAGES	\$ 65,135	\$ 57,406	\$ 82,327								

Salaries Broken Down by Title

Police Department												
Police 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
Chief of Police	City of Circleville	\$ 86,343	\$ 68,049	\$ 91,865	Equal to	HS or GED	5			1		1
Police Chief	City of Columbus	\$ 230,006	\$ 166,670	\$ 250,016	Equal to	Bachelor	1 + as Deputy Chief 5 as comm/deputy			1		1
Police Chief	City of Delaware	\$ 129,660	\$ 111,804	\$ 156,526	Equal to	Bachelor	10			1		1
Chief of Police	City of Dublin	\$ 142,349	\$ 110,600	\$ 162,100						1		1
Chief of Police	City of Gahanna	\$ 135,803	\$ 97,009	\$ 135,813	Equal to	Bachelor	10			1		1
Police Chief	City of Grandview Heights	\$ 129,355	\$ 85,000	\$ 140,000	Equal to					1		1
Police Chief	City of Grove City	\$ 134,617	\$ 96,033	\$ 138,715	Equal to							
Police Chief	City of Hilliard	\$ 144,192			Equal to	Bachelor	5			1		1
Police Chief	City of Lancaster	\$ 123,302			Equal to					1		1
Police Chief	City of Marysville	\$ 112,000	\$ 90,000	\$ 120,000						1		1
Police Chief	City of New Albany		\$ 112,584	\$ 140,730								
Police Chief	City of Pataskala	\$ 111,471	\$ 93,233	\$ 125,298	Equal to					1		1
Chief of Police	City of Reynoldsburg	\$ 138,028	\$ 114,400	\$ 145,600	Equal to	Bachelor	12			1		1
Police Chief	City of Upper Arlington	\$ 134,300	\$ 113,120	\$ 166,650	Equal to	Bachelor	6			1		1
Police Chief	City of Westerville	\$ 146,203	\$ 96,658	\$ 154,669	Equal to					1		1
Police Chief	City of Whitehall	\$ 140,546		\$ 141,440	Equal to					1		1
Police Chief	City of Worthington	\$ 136,946			Equal to					1		1
County Sheriff - Elected	Delaware County	\$ 106,364			Equal to					1		1
Sheriff Deputy Chief	Fairfield County	\$ 82,619				Bachelor				1		1
Police Chief	Blendon Township	\$ 103,624										
Police Chief	Madison Township	\$ 108,179			Equal to					1		1
Police Chief	Mifflin Township	\$ 68,851	\$ 67,828				10			1		1
Police Chief	Village of Hebron	\$ 84,635								1		1
Police Chief	Village of Johnstown	\$ 95,550	\$ 55,000	\$ 108,700						1		1
Police Chief	Village of Plain City	\$ 95,014	\$ 65,520	\$ 95,014						1		1
Chief of Police	Village of Shawnee Hills	\$ 60,000								1		1
Chief	Village of Sunbury	\$ 104,000	\$ 68,453	\$ 108,160						1		1
Police Chief	Village of West Jefferson		\$ 84,872	\$ 111,395						1		1
	AVERAGES	\$ 118,614	\$ 94,268	\$ 138,483								
Police 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
Deputy Chief of Police	City of Circleville	\$ 81,658	\$ 68,049	\$ 91,865	Equal to		5			1		1
Police Commander	City of Columbus						1 year continuous accredited service as a permanent appointee as Police Lieutenant					
		\$ 150,134	\$ 145,018	\$ 152,693	Equal to	Bachelor				18		18
Police Captain	City of Delaware	\$ 113,360	\$ 105,456	\$ 113,360	Equal to	Associate	1			4		4
Deputy Chief of Police	City of Gahanna	\$ 120,869	\$ 86,338	\$ 120,873	Equal to	Bachelor	5			1		1
Deputy Chief of Police	City of Hilliard				Equal to	Bachelor	10					
Police Captain	City of Lancaster	\$ 109,767			Equal to					3		3
Deputy Police Chief	City of Marysville	\$ 102,000	\$ 75,000	\$ 105,000						2		2
Deputy Police Chief	City of Pataskala	\$ 97,556	\$ 81,579	\$ 109,636	Equal to					1		1
Deputy Police Chief	City of Reynoldsburg	\$ 124,800	\$ 104,000	\$ 135,200	Equal to	Bachelor	9			1		1
Assistant Police Chief	City of Westerville	\$ 124,509	\$ 83,034	\$ 124,509	Equal to					1		1
Deputy Chief of Police	City of Whitehall	\$ 133,182		\$ 136,781	Equal to	Bachelor	1			2		2
LE Captain	Delaware County	\$ 96,221	\$ 93,059	\$ 96,221	Equal to					2		2
Police Commander	Madison Township	\$ 99,112			Equal to					1		1
Deputy Chief	Village of Johnstown	\$ 74,000	\$ 48,000	\$ 78,900						1		1
	AVERAGES	\$ 109,782	\$ 88,953	\$ 115,003								



Police Lieutenant



Salaries Broken Down by Title

		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	Union County											
Police Sergeant	City of Circleville	\$ 64,584	\$ 64,584	\$ 66,830	Equal to	HS or GED	3			3		3
Police Sergeant	City of Columbus	\$ 109,658		\$ 109,658	Equal to		3 + Police Officer			220		220
Police Sergeant	City of Delaware	\$ 98,081	\$ 91,666	\$ 98,571	Equal to	HS or GED	2			7		7
Police Sergeant	City of Dublin	\$ 111,097	\$ 111,096	\$ 111,096						5		5
Police Sergeant	City of Gahanna	\$ 114,608	\$ 105,593	\$ 114,613	Equal to	HS or GED	5			7		7
Police Sergeant	City of Grandview Heights	\$ 110,760	\$ 110,754	\$ 114,076	Greater than					5		5
Police Sergeant	City of Grove City	\$ 116,043			Equal to							8
Police Sergeant	City of Hilliard	\$ 111,683	\$ 107,063	\$ 115,378	Equal to	HS or GED	3			9		9
Police Sergeant	City of Lancaster	\$ 84,462			Equal to					4		4
Police Sergeant / Corporal	City of Marysville	\$ 94,141	\$ 86,258	\$ 94,139						9		9
Police Sergeant	City of New Albany		\$ 93,217	\$ 110,240								
Police Sergeant	City of Pataskala	\$ 71,223	\$ 64,106	\$ 72,093	Equal to					5		5
Police Sergeant	City of Reynoldsburg	\$ 113,776	\$ 113,776	\$ 113,776	Equal to	HS or GED	5			9		9
Police Sergeant	City of Upper Arlington	\$ 113,522	\$ 113,522	\$ 113,522	Equal to	HS or GED				6		6
Police Sergeant	City of Westerville	\$ 111,363	\$ 109,637	\$ 114,338	Equal to					6		6
Police Sergeant	City of Whitehall	\$ 111,946		\$ 111,946	Equal to	HS or GED				5		5
Police Sergeant	City of Worthington	\$ 111,356	\$ 103,529	\$ 111,356	Equal to					4		4
LE Sergeant	Delaware County	\$ 81,775	\$ 79,518	\$ 84,032	Equal to					8		8
Sheriff Patrol Sergeant	Fairfield County	\$ 69,575				Bachelor				4		4
Police Sergeant	Blendon Township	\$ 91,665										
Police Sergeant	Madison Township		\$ 93,350	\$ 94,078	Equal to					2		2
Police Sergeant	Village of Hebron	\$ 67,454								1		1
Police Sergeant	Village of Johnstown	\$ 65,790	\$ 61,984	\$ 72,238						2		2
Police Sergeant	Village of Plain City	\$ 73,871	\$ 52,229	\$ 75,733						2		2
Police Sergeant	Village of Shawnee Hills	\$ 50,000								1		1
Sergeant	Village of Sunbury	\$ 74,880	\$ 38,480	\$ 74,880						1		1
Police Sergeant	Village of West Jefferson		\$ 60,320	\$ 75,171						2		2
	AVERAGES	\$ 92,638	\$ 87,404	\$ 97,513								



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 Circleville	\$ 60,466	\$ 46,093	\$ 60,466	Equal to	HS or GED				20		20
Police Officer	City of Columbus	\$ 87,214	\$ 58,947	\$ 92,934	Equal to	HS or GED				1602		1602
Police Officer	City of Delaware	\$ 83,186	\$ 61,526	\$ 85,738	Equal to	HS or GED				44		44
Police Officer	City of Dublin	\$ 91,983	\$ 59,054	\$ 95,362						52		52
Police Officer	City of Gahanna	\$ 95,250	\$ 60,835	\$ 99,672	Equal to	HS or GED			2	33		35
Police Officer	City of Grove City		\$ 57,616	\$ 100,692	Equal to							52
Police Officer	City of Grandview Heights	\$ 85,246	\$ 64,195	\$ 99,362	Equal to					12		12
Police Officer	City of Hilliard	\$ 92,925	\$ 61,544	\$ 98,751	Equal to	HS or GED				40		40
Police Officer	City of Lancaster	\$ 74,089	\$ 53,768	\$ 74,089	Equal to	HS or GED				65		65
Police Officer	City of Marysville	\$ 78,229	\$ 56,395	\$ 78,231								
Police Officer	City of New Albany		\$ 60,400	\$ 91,031								
Police Officer	City of Pataskala	\$ 53,035	\$ 47,694	\$ 58,282	Equal to				1	13		14
Police Officer	City of Reynoldsburg	\$ 87,729	\$ 62,400	\$ 98,300	Equal to	HS or GED				50		50
Police Officer	City of Upper Arlington	\$ 94,244	\$ 62,653	\$ 98,800	Equal to	HS or GED				30		30
Police Officer	City of Westerville	\$ 95,980	\$ 61,838	\$ 97,136	Equal to					57		57
Police Officer	City of Whitehall	\$ 97,115	\$ 66,165	\$ 97,115	Equal to	HS or GED				40		40
Police Officer	City of Worthington	\$ 92,913	\$ 65,884	\$ 97,677	Equal to					24		24
Deputy Sheriff	Delaware County	\$ 69,160	\$ 55,099	\$ 75,026	Equal to	HS or GED				92		92
Sheriff Patrol Deputy	Fairfield County	\$ 51,198				Bachelor				44		44
Police Officer	Blendon Township	\$ 75,420										
Police Officer	Madison Township		\$ 57,720	\$ 82,139	Equal to					11		11
Police Officer	Mifflin Township	\$ 48,006	\$ 48,880	\$ 54,517			1		3	3		6
Police Officer	Village of Hebron	\$ 42,890							1	6		7
Police Officer	Village of Johnstown	\$ 48,152	\$ 42,598	\$ 64,730						5		5
Police Officer	Village of Plain City		\$ 46,623	\$ 67,621								
Police Officer	Village of Shawnee Hills	\$ 40,000								2		2
Police Officer	Village of Sunbury	\$ 68,640	\$ 37,440	\$ 68,640					3	10		13
Patrolman	Village of West Jefferson		\$ 56,160	\$ 69,992					1	9		10
	AVERAGES	\$ 74,481	\$ 56,314	\$ 83,596								

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
Police Officer & Police Sergeant	City of Delaware	\$ 88,946	\$ 61,526	\$ 98,571	Equal to	HS or GED				4		4
Police Detective	City of Gahanna	\$ 99,674	\$ 60,835	\$ 99,672	Equal to	HS or GED				9		9
Police Detective	City of Grandview Heights	\$ 103,614	\$ 62,325	\$ 110,754	Equal to					2		2
Police Officer	City of Hilliard	\$ 98,751	\$ 61,544	\$ 98,751	Equal to	HS or GED	3			11		11
Police Officer	City of Marysville	\$ 78,229	\$ 56,395	\$ 78,231						3		3
Police Detective	City of Pataskala	\$ 56,462	\$ 47,694	\$ 58,282	Equal to					2		2
Police Detective	City of Reynoldsburg	\$ 98,300	\$ 98,300	\$ 98,300	Equal to	HS or GED	3			3		3
Police Detective	City of Upper Arlington	\$ 98,800	\$ 62,653	\$ 98,800	Equal to	HS or GED				7		7
Sheriff Detective	Fairfield County	\$ 59,210								7		7
Police Detective	Blendon Township	\$ 75,420										
Police Detective	Village of Sunbury	\$ 62,400	\$ 38,480	\$ 70,720						1		1
Investigative Detective	Village of West Jefferson		\$ 60,320	\$ 75,171						2		2
	AVERAGES	\$ 83,619	\$ 61,007	\$ 88,725								



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	\$ 56,222	\$ 45,482	\$ 63,675	Less than	Associate	2			1		1
Crime Analyst	City of Whitehall	\$ 63,814	\$ 47,923	\$ 68,702	Less than	HS or GED	3			2		2
AVERAGES		\$ 60,018	\$ 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
Communications Officer	City of Circleville	\$ 45,302	\$ 40,331	\$ 50,274	Equal to	HS or GED				6		6
911 Emergency Dispatcher	City of Columbus	\$ 61,872	\$ 50,315	\$ 65,936	Equal to	HS or GED	2			73		73
Communication Technician	City of Dublin	\$ 66,149	\$ 55,114	\$ 71,303	Equal to					27		27
Police Radio Dispatcher	City of Gahanna	\$ 63,483	\$ 45,094	\$ 65,042	Equal to	HS or GED				11		11
Communications Coordinator	City of Grandview Heights	\$ 60,765	\$ 42,500	\$ 69,000	Greater than					5		5
Communications Technician	City of Grove City		\$ 46,550	\$ 69,916	Equal to							
Communication Technician	City of Lancaster	\$ 51,688	\$ 41,516	\$ 51,688	Equal to	HS or GED				12		12
Communications Dispatch Officer	City of Marysville	\$ 56,014	\$ 47,413	\$ 60,139						20		20
Police Dispatcher	City of New Albany		\$ 53,336	\$ 67,335								
Police Dispatcher	City of Reynoldsburg	\$ 61,079	\$ 50,585	\$ 62,212	Equal to	HS or GED				9		9
Communications Technician	City of Westerville	\$ 61,363	\$ 48,838	\$ 68,494	Equal to					13		13
Police Dispatcher	City of Whitehall	\$ 64,917	\$ 54,891	\$ 65,541	Equal to	HS or GED			2	6		8
Communications Dispatcher	Delaware County	\$ 52,894	\$ 40,622		Equal to	HS or GED				12		12
Sheriff Dispatcher	Fairfield County	\$ 44,876				HS or GED			1	12		13
Police Dispatcher	Village of Johnstown	\$ 33,197	\$ 30,160	\$ 47,840						4		4
Chief Dispatcher / TAC Officer	Village of West Jefferson		\$ 41,600	\$ 51,834						1		1
Police Dispatcher	Village of West Jefferson		\$ 37,440	\$ 46,654						3		3
Police Dispatcher - PT	Village of West Jefferson		\$ 17,680	\$ 22,038					4			4
AVERAGES		\$ 55,662	\$ 43,764	\$ 58,453								

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	\$ 42,993	\$ 32,492	\$ 42,993	Equal to	HS or GED	2			1		1
Police Records Technician	City of Columbus	\$ 50,629	\$ 39,666	\$ 59,842	Equal to	HS or GED	1			26		26
Records Clerk & Senior Records Clerk	City of Delaware	\$ 48,630	\$ 42,245	\$ 52,208	Equal to	HS or GED			1	3		4
Records Technician II	City of Dublin	\$ 53,308	\$ 41,900	\$ 61,400						2		2
Secretary	City of Gahanna	\$ 57,197	\$ 44,509	\$ 57,197	Equal to	HS or GED	1			1		1
Records Specialist	City of Grove City	\$ 64,417	\$ 42,640	\$ 73,736	Equal to							
Support Services Clerk	City of Hilliard	\$ 54,520	\$ 45,004	\$ 57,796	Equal to	HS or GED	2			7		7
Police Records Clerk	City of New Albany		\$ 45,033	\$ 56,319								
Clerk	City of Pataskala	\$ 41,600	\$ 41,600	\$ 55,907	Equal to				1	1		2
Public Safety Records Technician	City of Reynoldsburg	\$ 45,323	\$ 41,704	\$ 59,758	Equal to	HS or GED				2		2
Police Records Clerk	City of Marysville	\$ 78,229	\$ 39,966	\$ 48,151						1		1
Police Records Specialist	City of Upper Arlington	\$ 64,000	\$ 47,491	\$ 66,488	Equal to	HS or GED	1			1		1
Court / Records Clerk	City of Westerville	\$ 53,466	\$ 48,838	\$ 68,494	Greater than					4		4
Police Records Clerk	City of Whitehall	\$ 61,006	\$ 52,770	\$ 62,691	Equal to	HS or GED			1	4		5
Records Clerk	Delaware County	\$ 36,554	\$ 33,488		Equal to	HS or GED				10		10
Sheriff Records Clerk	Fairfield County	\$ 34,060				HS or GED				5		5
Administrative Assistant	Blendon Township	\$ 41,600										
Administrative Assistant	Madison Township	\$ 37,710			Greater than					1		1
AVERAGES		\$ 50,897	\$ 42,623	\$ 58,784								



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 Emergency Management Agency Director	City of Dublin	\$ 84,795	\$ 61,200	\$ 89,800						1		1
	Fairfield County	\$ 80,704	\$ 80,704	\$ 141,232		Bachelor	3			1		1
	AVERAGES	\$ 82,750	\$ 70,952	\$ 115,516								
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	\$ 103,688	\$ 89,274	\$ 133,952	Greater than	Bachelor	5			1		1
	AVERAGES	\$ 103,688	\$ 89,274	\$ 133,952								
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 Officer Police Officer	City of Delaware		\$ 44,117	\$ 52,208	Equal to	HS or GED	1					
	City of Marysville	\$ 78,229	\$ 56,395	\$ 78,231						4		4
	AVERAGES	\$ 78,229	\$ 50,256	\$ 65,220								
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 Animal Control Officer Animal Control Officer Deputy Dog Warden / Field Manager Deputy Dog Warden	City of Delaware		\$ 44,117	\$ 52,208	Equal to	HS or GED	1					
	City of Westerville	\$ 64,750	\$ 44,491	\$ 62,150	Equal to					1		1
	City of Whitehall	\$ 54,236	\$ 43,222	\$ 55,120	Equal to	HS or GED	1			1		1
	Fairfield County	\$ 52,229	\$ 52,229	\$ 91,416		Associate	3			1		1
	Franklin County - Board of Commissioners	\$ 40,435	\$ 35,422	\$ 49,587	Equal to	HS or GED	2			15		15
	AVERAGES	\$ 52,913	\$ 43,896	\$ 62,096								



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	\$ 68,049	\$ 68,049	\$ 91,865	Equal to	HS or GED	1			1		1
Fire Chief	City of Columbus	\$ 196,477	\$ 131,040	\$ 196,560	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	\$ 128,858	\$ 111,804	\$ 156,526	Greater than	Bachelor	10			1		1
Fire Chief	City of Grandview Heights	\$ 131,040	\$ 85,000	\$ 140,000	Equal to					1		1
Fire Chief	City of Lancaster	\$ 117,540			Equal to					1		1
Fire Chief	City of Marysville	\$ 112,000	\$ 90,000	\$ 120,000						1		1
Fire Chief	City of Upper Arlington	\$ 132,602	\$ 113,120	\$ 166,650	Equal to	Associate	6			1		1
Fire Chief	City of Westerville	\$ 140,421	\$ 96,658	\$ 154,669	Equal to					1		1
Fire Chief	City of Whitehall	\$ 140,171		\$ 141,440	Equal to	Bachelor	15			1		1
Fire Chief	City of Worthington	\$ 136,946			Equal to					1		1
Fire Chief	Liberty Township	\$ 114,000	\$ 90,000	\$ 121,000						1		1
Fire Chief	Madison Township	\$ 128,750			Equal to					1		1
Fire Chief	Mifflin Township	\$ 138,923	\$ 138,923	\$ 138,923			15			1		1
Fire Chief	Orange Township	\$ 105,000								1		1
Fire Chief	Prairie Township	\$ 114,750				Bachelor				1		1
Fire Chief	Truro Township	\$ 141,684	\$ 126,726	\$ 141,684	Equal to					1		1
Fire Chief	Violet Township		\$ 153,603							1		1
Fire Chief	Washington Township	\$ 147,330			Equal to	Bachelor	10			1		1
AVERAGES		\$ 129,091	\$ 109,538	\$ 142,665								

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	\$ 42,931	\$ 42,931	\$ 43,651	Equal to	HS or GED	1			3		3
Fire Assistant Chief	City of Columbus	\$ 172,994	\$ 115,357	\$ 172,994	Equal to	Bachelor	Permanent status in the class of Fire Deputy Chief or Fire Battalion Chief			4		4
Assistant Fire Chief	City of Grandview Heights	\$ 116,000	\$ 85,000	\$ 120,000	Equal to					1		1
Assistant Fire Chief	City of Lancaster	\$ 109,907			Equal to					1		1
Assistant Fire Chief	City of Upper Arlington	\$ 122,475	\$ 87,482	\$ 122,475	Equal to	Associate	4			1		1
Fire Captain / Assistant Chief	City of Westerville	\$ 117,416	\$ 83,034	\$ 124,509	Equal to					2		2
Assistant Fire Chief	City of Whitehall	\$ 131,706		\$ 136,781	Equal to	Bachelor	10			1		1
Assistant Fire Chief	City of Worthington	\$ 113,006	\$ 106,610	\$ 113,006	Equal to					1		1
Assistant Chief	Madison Township	\$ 120,510			Equal to					1		1
Fire Assistant Chief	Mifflin Township	\$ 125,590	\$ 125,590	\$ 125,590			10			1		1
Fire Deputy Chief	Mifflin Township	\$ 117,146	\$ 117,146	\$ 117,146			10			1		1
Assistant Fire Chief	Truro Township	\$ 122,537		\$ 122,537	Equal to					1		1
Fire Captain/Assistant Chief	Violet Township		\$ 144,823							1		1
Assistant Fire Chief	Washington Township	\$ 137,692			Equal to	Bachelor	7			1		1
AVERAGES		\$ 119,224	\$ 100,886	\$ 119,869								



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	\$ 118,798		\$ 121,749	Equal to		1 year of continuous accredited service as a permanent appointee as Fire Lieutenant			61		61
Fire Captain	City of Delaware	\$ 100,851	\$ 91,385	\$ 102,879	Equal to	Associate	7			6		6
Fire Captain	City of Grandview Heights	\$ 101,716	\$ 101,728	\$ 107,923	Equal to					4		4
Fire Captain	City of Lancaster	\$ 96,546			Equal to					3		3
Battalion Chief	City of Marysville	\$ 104,000	\$ 75,000	\$ 105,000						3		3
Fire Captain	City of Upper Arlington	\$ 121,917	\$ 112,016	\$ 127,925	Equal to	HS or GED	6			5		5
Fire Captain / Battalion Chief	City of Westerville	\$ 99,577	\$ 90,893	\$ 136,394	Equal to					3		3
Fire Captain	City of Whitehall	\$ 123,906	\$ 114,209	\$ 123,907	Equal to	HS or GED	1			4		4
Fire Captain	City of Worthington	\$ 97,996	\$ 94,366	\$ 99,812	Equal to					3		3
Battalion Chief	Liberty Township	\$ 109,462								3		3
Battalion Chief	Madison Township		\$ 71,500	\$ 73,100	Equal to					3		3
Fire Captain	Mifflin Township	\$ 90,330	\$ 86,748	\$ 90,330			10			4		4
Fire Battalion Chief	Mifflin Township	\$ 99,037	\$ 94,349	\$ 99,037			10			4		4
Fire Captain	Orange Township		\$ 104,374	\$ 110,972						3		3
Battalion Chief	Truro Township	\$ 116,735	\$ 104,451	\$ 116,735	Equal to					3		3
Fire Captain / Battalion Chief	Violet Township		\$ 111,540							3		3
Battalion Chief	Washington Township	\$ 128,684			Equal to	Bachelor	5			3		3
Captain	Washington Township	\$ 105,479			Equal to	Associate	5			4		4
	AVERAGES	\$ 107,669	\$ 96,351	\$ 108,905								

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	\$ 40,586	\$ 40,586	\$ 41,616	Equal to	HS or GED	4			3		3
Fire Lieutenant	City of Columbus	\$ 100,651		\$ 103,177	Equal to		5 yrs. as Columbus Firefighter + 1 yr. continuous accredited service			204		204
Fire Lieutenant	City of Delaware	\$ 89,136	\$ 82,403	\$ 92,722	Equal to	Associate	5			13		13
Fire Lieutenant	City of Lancaster	\$ 86,201			Equal to					9		9
Fire Lieutenant	City of Marysville	\$ 91,042	\$ 82,518	\$ 85,719						3		3
Fire Lieutenant	City of Upper Arlington	\$ 100,422	\$ 95,602	\$ 108,288	Equal to	HS or GED	3			7		7
Fire Lieutenant	City of Westerville	\$ 111,379	\$ 93,409	\$ 100,266	Equal to					11		11
Fire Lieutenant	City of Whitehall	\$ 110,182	\$ 101,559	\$ 110,198	Equal to	HS or GED	4			6		6
Fire Lieutenant	City of Worthington	\$ 90,159	\$ 86,685	\$ 90,739	Equal to					7		7
Lieutenant	Liberty Township	\$ 101,203	\$ 64,583	\$ 101,203						6		6
Fire Lieutenant	Madison Township		\$ 95,105	\$ 96,220	Equal to					9		9
Fire Lieutenant	Mifflin Township	\$ 83,662	\$ 80,342	\$ 83,662			5			8		8
Fire Lieutenant	Orange Township		\$ 90,800	\$ 96,668						6		6
Fire Lieutenant	Prairie Township	\$ 91,142				HS or GED				3		3
Fire Lieutenant	Truro Township	\$ 93,482		\$ 93,482	Equal to					6		6
Fire Lieutenant - Prevention	Truro Township	\$ 93,482		\$ 93,482	Equal to					1		1
Fire Lieutenant	Violet Township		\$ 90,306	\$95,129.90						9		9
Fire Lieutenant	Washington Township	\$ 98,578			Equal to	Associate	5			11		11
	AVERAGES	\$ 92,087	\$ 83,658	\$ 92,838								



Salaries Broken Down by Title

Fire Department												
Fire Fighter	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 Circleville	\$ 32,422	\$ 32,422	\$ 36,982	Equal to	HS or GED				12		12
Fire Fighter	City of Columbus	\$ 79,775	\$ 57,045	\$ 87,438	Equal to	HS or GED				1248		1248
Fire Fighter	City of Marysville	\$ 75,073	\$ 56,651	\$ 75,069					10	26		26
Fire Fighter	City of Upper Arlington	\$ 84,228	\$ 53,412	\$ 91,378	Equal to	HS or GED				5		5
Fire Fighter	City of Westerville	\$ 90,620	\$ 64,645	\$ 87,977	Equal to							
Fire Fighter	Madison Township		\$ 27,040	\$ 38,900	Equal to				17	1		18
Fire Fighter	Prairie Township		\$ 54,049	\$ 80,484		HS or GED				24		24
	AVERAGES	\$ 72,424	\$ 49,323	\$ 71,176	HS or GED							
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
Fire Fighter	City of Columbus	\$ 79,775	\$ 57,045	\$ 87,438	Equal to	HS or GED						
Fire Inspector	City of Westerville	\$ 100,048	\$ 71,288	\$ 97,134	Equal to					3		3
Fire Prevention Lieutenant	Liberty Township	\$ 104,734	\$ 94,583	\$ 101,203						2		2
Fire Inspector	Madison Township		\$ 21,400	\$ 109,000	Equal to					5		5
Fire Marshal	Mifflin Township	\$ 90,376	\$ 90,376	\$ 90,376			10			1		1
Fire Inspector - PT	Mifflin Township	\$ 57,322	\$ 57,322	\$ 57,322			5		4			4
Fire Inspector	Orange Township		\$ 56,992	\$ 95,243						4		4
Fire Marshal	Prairie Township	\$ 97,797				HS or GED				1		1
Fire Inspector	Violet Township		\$ 102,715	\$ 112,260						2		2
Fire Inspector	Washington Township	\$ 94,509			Equal to	Associate	5			5		5
Fire Marshal	Washington Township	\$ 112,286			Equal to	Associate	7			1		1
	AVERAGES	\$ 92,106	\$ 68,965	\$ 93,747								



Fire Department (Con't.)

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Salaries Broken Down by Title

Parks & Recreation

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
Director of Parks & Recreation	City of Columbus	\$ 171,912	\$ 137,405	\$ 229,050	Equal to					1		1
Parks & Natural Resources Director	City of Delaware	\$ 95,049	\$ 77,642	\$ 108,699	Equal to	Bachelor	5			1		1
Director of Parks & Recreation	City of Dublin	\$ 144,727	\$ 110,600	\$ 162,100						1		1
Director of Parks & Recreation	City of Gahanna	\$ 97,614	\$ 86,338	\$ 120,873	Equal to	Bachelor	12			1		1
Director of Parks & Recreation	City of Grandview Heights	\$ 109,429	\$ 85,000	\$ 130,000	Equal to					1		1
Director of Parks & Recreation	City of Grove City	\$ 112,216	\$ 96,033	\$ 138,715								
Director of Parks & Recreation	City of Hilliard	\$ 120,199	\$ 82,527	\$ 146,256	Equal to	Master	10			1		1
Parks Manager	City of Pataskala	\$ 67,676	\$ 61,800	\$ 83,054	Equal to					1		1
Director of Parks & Recreation	City of Reynoldsburg	\$ 95,908	\$ 77,880	\$ 116,480	Equal to	Bachelor	3			1		1
Director of Parks & Recreation	City of Upper Arlington	\$ 125,681	\$ 113,120	\$ 166,650	Equal to	Bachelor	6			1		1
Director of Parks & Recreation	City of Westerville	\$ 151,590	\$ 96,658	\$ 154,669	Equal to					1		1
Director of Parks & Recreation	City of Whitehall	\$ 95,617	\$ 67,413	\$ 95,597	Equal to	Bachelor	4			1		1
Director	City of Worthington	\$ 124,127			Equal to					1		1
Director	Delaware County	\$ 125,257								1		1
Parks District Director	Fairfield County	\$ 76,409								1		1
Recreation Director	Prairie Township	\$ 82,992				Bachelor	6			1		1
Director	Village of Plain City	\$ 63,482	\$ 52,229	\$ 75,733						1		1
	AVERAGES	\$ 109,405	\$ 88,050	\$ 132,913								

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 Employs
Recreation & Parks Assistant Director	City of Columbus	\$ 120,668	\$ 101,109	\$ 151,590	Equal to	Bachelor	5			3		3
Director of Recreation Services	City of Dublin	\$ 109,403	\$ 84,200	\$ 123,400						1		1
Manager Projects	City of Gahanna	\$ 92,290	\$ 72,491	\$ 101,488	Equal to	Bachelor	5			1		1
Parks & Recreation Superintendent	City of Grove City	\$ 78,790	\$ 70,158	\$ 121,326								
Deputy Director	City of Hilliard	\$ 91,001	\$ 73,905	\$ 127,178	Equal to	Bachelor	5			1		1
Assistant Director	City of Worthington	\$ 93,840			Equal to					1		1
Deputy Director	Delaware County	\$ 105,636								1		1
	AVERAGES	\$ 98,804	\$ 80,373	\$ 124,996								



Salaries Broken Down by Title

Senior Citizen 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
Community Center Coordinator	City of Canal Winchester	\$ 53,446	\$ 44,283	\$ 62,608	Greater than					1		1
Aging Programs Care Coordinator	City of Columbus	\$ 56,296	\$ 59,301	\$ 88,962			OH Registered Nurse/Social Worker		7	245		252
Recreation Supervisor	City of Gahanna	\$ 64,189	\$ 51,103	\$ 71,545	Equal to	Bachelor	4			1		1
Recreation Programmer II	City of Grandview Heights	\$ 77,397	\$ 40,000	\$ 78,000	Equal to					1		1
Recreation Supervisor	City of Grove City	\$ 54,496	\$ 48,526	\$ 83,907								8
Recreation Supervisor / Seniors	City of Hilliard	\$ 61,200	\$ 43,112	\$ 83,461	Greater than	Bachelor	2			1		1
Senior Citizen's Center Manager	City of Reynoldsburg	\$ 70,221	\$ 58,240	\$ 91,250		Bachelor	3			1		1
Recreation Center Manager	City of Upper Arlington	\$ 79,181	\$ 59,958	\$ 83,941	Equal to	Bachelor	1			1		1
Program Manager	City of Westerville	\$ 66,331	\$ 62,379	\$ 93,434	Equal to					1		1
Active Living Coordinator	City of Whitehall	\$ 23,400	\$ 19,500	\$ 26,000	Equal to	HS or GED	2		1			1
Volunteer Coordinator	Delaware County	\$ 56,430								1		1
Senior Center Director	Blendon Township	\$ 47,502										
Senior Programs Director	Prairie Township	\$ 23,160							1			1
	AVERAGES	\$ 56,404	\$ 48,640	\$ 76,311								

Parks & Recreation (Con't.)

Parks Superintendent	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 Administrative Manager	City of Columbus	\$ 76,707	\$ 59,301	\$ 88,962	Equal to	Bachelor	3			11		11
Superintendent	City of Delaware	\$ 86,882	\$ 73,778	\$ 86,882	Equal to	Associate	3			1		1
Parks Superintendent & Recreation Superintendent	City of Gahanna	\$ 72,093	\$ 64,517	\$ 90,324	Equal to	Bachelor	5			2		2
Recreation Program Manager	City of Hilliard	\$ 81,882	\$ 49,271	\$ 95,383	Equal to	Bachelor	5			2		2
Parks Superintendent	City of Lancaster	\$ 67,561			Equal to	HS or GED				1		1
Superintendent of Parks & Grounds	City of Marysville	\$ 84,233	\$ 75,000	\$ 105,000						1		1
Parks Superintendent	City of Upper Arlington	\$ 83,277	\$ 67,369	\$ 94,317	Equal to	Bachelor	6			1		1
Parks Superintendent	City of Westerville	\$ 96,002	\$ 83,034	\$ 124,509	Equal to					2		2
Operations Supervisor	Delaware County	\$ 73,040								1		1
Parks & Road Services Superintendent	Liberty Township	\$ 89,773	\$ 55,000	\$ 75,000						1		1
	AVERAGES	\$ 81,145	\$ 65,909	\$ 95,047								

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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
Recreation Assistant Manager	City of Columbus	\$ 55,627	\$ 47,278	\$ 70,928	Equal to	Bachelor	2			44		44
Recreation Program Supervisor	City of Dublin	\$ 64,007	\$ 47,500	\$ 69,600						5		5
Recreation Coordinator	City of Gahanna	\$ 41,791	\$ 37,544	\$ 52,291	Equal to	Associate	2			5		5
Recreation Supervisor	City of Gahanna	\$ 57,741	\$ 51,103	\$ 71,545	Equal to	Bachelor	4			2		2
Recreation Programmer I	City of Grandview Heights	\$ 54,725	\$ 40,000	\$ 78,000	Equal to					1		1
Recreation Supervisor	City of Hilliard	\$ 61,996	\$ 43,112	\$ 83,461	Greater than	Bachelor	2			5		5
Recreation Supervisor	City of Lancaster	\$ 57,052			Equal to	HS or GED				1		1
Recreation & Events Manager	City of Marysville	\$ 63,156	\$ 50,000	\$ 65,000						1		1
Recreation Superintendent	City of Reynoldsburg	\$ 67,662	\$ 54,080	\$ 91,520		Bachelor	1			1		1
Program Supervisor	City of Westerville	\$ 60,994	\$ 53,685	\$ 75,067	Equal to					5		5
Recreation Supervisor	City of Upper Arlington	\$ 69,037	\$ 56,564	\$ 79,189	Equal to	Bachelor	1			6		6
Recreation Superintendent	City of Whitehall	\$ 70,034	\$ 54,080	\$ 70,283	Equal to	Bachelor	3			1		1
Recreation Coordinator	City of Worthington	\$ 77,970	\$ 61,866	\$ 77,970	Equal to					6		6
Naturalist	Delaware County	\$ 51,730								2		2
Education Services Coordinator	Fairfield County	\$ 45,894								1		1
Parks & Recreation Technician	Madison Township	\$ 49,878			Equal to					1		1
Facility Supervisor	Prairie Township	\$ 71,406				Bachelor	2			1		1
Recreation Supervisor 2	Prairie Township	\$ 50,000				Bachelor	2			1		1
Recreation & Special Events Manager	Village of West Jefferson		\$ 37,440	\$ 46,654						1		1
Recreation & Special Events Manager - PT	Village of West Jefferson		\$ 17,160	\$ 21,382					1			1
	AVERAGES	\$ 59,483	\$ 46,529	\$ 68,064								

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
Horticulturist	City of Columbus						3; Commercial Applicator License issues by OH Dept. of Agriculture					
			\$ 59,301	\$ 88,962	Greater than	Bachelor						
City Horticulturist	City of Dublin	\$ 70,834	\$ 53,600	\$ 78,700	Greater than					1		1
Horticulturist	City of Gahanna	\$ 55,145	\$ 55,145	\$ 68,186	Equal to	HS or GED	5			1		1
City Forester	City of New Albany		\$ 59,069	\$ 74,646								
Horticulturist	City of Reynoldsburg	\$ 53,809	\$ 42,744	\$ 61,256		HS or GED	3			1		1
Horticulture Supervisor	City of Upper Arlington	\$ 69,525	\$ 56,564	\$ 79,189	Equal to	Associate	2			1		1
Parks Manager	City of Westerville	\$ 81,952	\$ 68,598	\$ 102,939	Equal to					2		2
Natural Resources Manager	Delaware County	\$ 69,248								1		1
Assistant Naturalist	Fairfield County	\$ 37,097								1		1
Landscape Foreman	Franklin County - Board of Commissioners	\$ 45,115	\$ 43,347	\$ 60,694	Equal to	HS or GED	3			1		1
	AVERAGES	\$ 60,341	\$ 54,796	\$ 76,822								



Salaries Broken Down by Title

		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	Government Entity											
Urban Forester	City of Canal Winchester	\$ 58,542	\$ 47,840	\$ 69,243	Equal to					1		1
							3 yrs. managerial including 2 yrs. supervisory; Valid Arborist Cert. or Arborist Municipal Special Cert. by Internal Society of Arboriculture.					
City Forester	City of Columbus		\$ 66,456	\$ 99,674		Bachelor						
Arborist	City of Delaware	\$ 50,586	\$ 46,758	\$ 54,725	Equal to	HS or GED	4			1		1
City Forester	City of Dublin	\$ 69,357	\$ 53,600	\$ 78,700						1		1
City Forester	City of Gahanna	\$ 64,920	\$ 57,550	\$ 70,856	Equal to	Associate	3			1		1
Urban Forestry Supervisor	City of Grove City	\$ 78,000	\$ 54,932	\$ 94,993								
City Forester	City of Hilliard	\$ 71,400	\$ 49,271	\$ 95,383	Equal to	Bachelor	2			1		1
Forester	City of Lancaster	\$ 56,966			Equal to	HS or GED				1		1
Urban Forester	City of Marysville	\$ 63,274	\$ 52,746	\$ 63,547						1		1
Forestry Specialist	City of New Albany		\$ 53,336	\$ 67,335								
Parks Manager	City of Westerville	\$ 81,952	\$ 68,598	\$ 102,939	Equal to					2		2
AVERAGES		\$ 66,111	\$ 55,109	\$ 79,740								

Human Resources

		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 VP or Director of Human Resources	Government Entity											
Human Resources / Safety Director	City of Circleville	\$ 87,802	\$ 60,749	\$ 78,977	Equal to	Bachelor	5			1		1
Director of Human Resources	City of Columbus	\$ 168,792	\$ 121,410	\$ 202,342	Equal to					1		1
Human Resources Manager	City of Delaware	\$ 83,637	\$ 70,949	\$ 83,637	Equal to	Bachelor	7			1		1
Director of Human Resources	City of Dublin	\$ 115,873	\$ 91,400	\$ 134,100						1		1
Director of Administrative Services	City of Gahanna	\$ 109,304	\$ 86,338	\$ 120,873	Equal to	Bachelor	7			1		1
Director of Human Resources	City of Hilliard	\$ 135,635	\$ 82,527	\$ 146,256	Equal to	Bachelor	5			1		1
Human Resources Coordinator	City of Lancaster	\$ 74,006	\$ 56,680	\$ 74,006	Equal to	Bachelor				1		1
Director of Human Resources	City of Marysville	\$ 98,000	\$ 90,000	\$ 120,000						1		1
Human Resources Officer	City of New Albany		\$ 95,696	\$ 119,621								
Director of Human Resources	City of Reynoldsburg	\$ 91,956	\$ 77,880	\$ 116,480	Greater than	Bachelor	5			1		1
Director of Human Resources	City of Upper Arlington	\$ 106,144	\$ 87,482	\$ 122,475	Equal to	Bachelor	5			1		1
Human Resources Manager	City of Westerville	\$ 110,656	\$ 83,034	\$ 124,509	Equal to					1		1
Director of Human Resources	City of Whitehall	\$ 84,848	\$ 80,142	\$ 99,590	Equal to	Bachelor	5			1		1
Personnel Director	City of Worthington	\$ 109,271			Equal to					1		1
Deputy County Admin / Director of Administrative Services	Delaware County	\$ 130,163	\$ 102,648	\$ 138,575	Greater than	Bachelor				1		1
Human Resources Risk Management Director	Fairfield County	\$ 107,286	\$ 80,704	\$ 141,232	Equal to	Bachelor	6			1		1
Director of Human Resources	Franklin County - Board of Commissioners	\$ 138,382	\$ 90,667	\$ 126,942	Greater than	Master	7			1		1
Director of Human Resources	Mifflin Township	\$ 59,571	\$ 52,000	\$ 65,104			5		1			1
Human Resources / Operations Coordinator	Prairie Township	\$ 59,160	\$ 45,000	\$ 65,000		Bachelor	5			1		1
Human Resources Manager	Washington Township	\$ 99,996	\$ 77,997	\$ 121,995	Equal to	Bachelor	5			1		1
AVERAGES		\$ 103,710	\$ 80,700	\$ 115,880								



Salaries Broken Down by Title

		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 HR Manager	Government Entity											
Human Resources Assistant	City of Circleville	\$ 60,861	\$ 51,126	\$ 66,477	Equal to	HS or GED	4			1		1
Deputy Director	City of Columbus	\$ 141,419	\$ 107,266	\$ 178,755	Equal to							1
Human Resources Manager	City of Dublin	\$ 88,526	\$ 78,100	\$ 114,500						1		1
Human Resources Administrator	City of Gahanna	\$ 66,955	\$ 57,420	\$ 80,388	Equal to	Bachelor	4			2		2
Human Resources Coordinator	City of Grove City	\$ 81,265	\$ 54,932	\$ 94,993	Greater than							
Human Resource Assistant	City of Marysville	\$ 64,000	\$ 55,000	\$ 75,000						1		1
Human Resources Specialist	City of Upper Arlington	\$ 62,488	\$ 50,341	\$ 70,478	Equal to	HS or GED	2			1		1
Assistant Director of Human Resources	Franklin County - Board of Commissioners	\$ 99,965	\$ 77,979	\$ 109,200	Equal to	Bachelor	9			1		1
Office Manager	Orange Township	\$ 63,648								1		1
	AVERAGES	\$ 81,014	\$ 66,521	\$ 98,724								
Training Manager	Government Entity											
Training Manager	City of Columbus	\$ 108,971	\$ 78,874	\$ 118,310	Equal to	Bachelor	5			1		1
Talent Development Manager	City of Dublin	\$ 85,572	\$ 70,400	\$ 103,200						1		1
Records Liaison / Human Resources	Fairfield County	\$ 41,558	\$ 41,558	\$ 68,557		Bachelor	2			1		1
Senior Human Resources Administrator - Training	Franklin County - Board of Commissioners	\$ 63,710	\$ 63,710	\$ 89,211	Equal to	Bachelor	6			1		1
Training Manager	Washington Township	\$ 102,029			Equal to	Associate	5			1		1
	AVERAGES	\$ 80,368	\$ 63,636	\$ 94,820								
HR Administrator	Government Entity											
Human Resources Specialist	City of Hilliard	\$ 64,009	\$ 39,416	\$ 74,717	Less than	HS or GED	5			1		1
Human Resources Manager	Delaware County	\$ 89,760	\$ 76,505	\$ 106,380	Greater than	Bachelor	5			1		1
Senior Human Resources Administrator	Franklin County - Board of Commissioners	\$ 63,710	\$ 63,710	\$ 89,211	Equal to	Bachelor	6			1		1
	AVERAGES	\$ 72,493	\$ 59,877	\$ 90,103								



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	\$ 94,619	\$ 89,274	\$ 133,952	Equal to	Bachelor	5			1		1
Risk & Wellness Coordinator	Delaware County	\$ 68,049	\$ 50,407	\$ 70,096	Greater than	Associate	4			1		1
Human Resources Officer 1	Fairfield County	\$ 43,680	\$ 41,558	\$ 68,557		Bachelor	2			1		1
Assistant Director of Benefits & Wellness	Franklin County - Board of Commissioners	\$ 98,613	\$ 77,979	\$ 109,200	Greater than	Bachelor	5			1		1
AVERAGES		\$ 76,240	\$ 64,804	\$ 95,451								

Human Resources 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
Office Assistant II	City of Columbus	\$ 53,354	\$ 37,773	\$ 59,842	Equal to	HS or GED	3		9	86		95
Human Resources Administrative Services Specialist	City of Delaware	\$ 56,389	\$ 49,171	\$ 58,074	Greater than	Associate	3			1		1
Administrative Support II	City of Dublin	\$ 57,986	\$ 41,900	\$ 61,400						1		1
Human Resources Assistant	City of Gahanna	\$ 47,216	\$ 38,187	\$ 53,462	Equal to	Associate	2			1		1
Human Resource Clerk	City of Marysville	\$ 45,822	\$ 42,039	\$ 50,532						1		1
Human Resources Technician	Delaware County	\$ 42,931	\$ 36,275	\$ 50,419	Greater than	Associate	2			1		1
Human Resources Assistant	Fairfield County	\$ 34,341	\$ 34,341	\$ 54,954		HS or GED	2			1		1
Executive Assistant	Franklin County - Board of Commissioners	\$ 58,302	\$ 48,901	\$ 68,453	Equal to	Associate	5			1		1
AVERAGES		\$ 49,543	\$ 41,073	\$ 57,142								

Human Resources 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
Human Resources Analyst	City of Columbus	\$ 68,062	\$ 59,301	\$ 88,962	Equal to	Bachelor	2		2	26		28
Human Resources Business Partner	City of Dublin	\$ 72,928	\$ 61,200	\$ 89,800	Greater than					3		3
Human Resources Coordinator	City of Canal Winchester	\$ 58,126	\$ 47,382	\$ 68,869	Equal to					1		1
Human Resources Generalist	City of Hilliard	\$ 36,466			Equal to	Bachelor	3		1			1
Human Resources Generalist	City of Westerville	\$ 75,899	\$ 62,379	\$ 93,434	Equal to					1		1
Human Resources Generalist	City of Whitehall	\$ 60,000	\$ 51,376	\$ 65,458	Equal to	Bachelor	3			1		1
Human Resources Coordinator	Delaware County	\$ 60,136	\$ 50,407	\$ 70,096	Greater than	Bachelor	3			3		3
Human Resources Officer 2	Fairfield County	\$ 53,040	\$ 47,486	\$ 82,160		Master	5			1		1
Human Resources Officer	Franklin County - Board of Commissioners	\$ 48,818	\$ 45,718	\$ 64,002	Equal to	Associate	3			5		5
Township Generalist	Liberty Township	\$ 45,900							1			1
AVERAGES		\$ 57,937	\$ 53,156	\$ 77,847								



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	\$ 81,037	\$ 62,462	\$ 99,611	Equal to					1		1
Technology Director / CIO	City of Columbus	\$ 175,490	\$ 137,405	\$ 229,050	Equal to					1		1
Chief Information Officer	City of Delaware	\$ 126,641	\$ 93,170	\$ 130,438	Greater than	Bachelor	7			1		1
Director of Information Technology	City of Dublin	\$ 116,000	\$ 91,400	\$ 134,100						1		1
Manager of Information Technology	City of Gahanna	\$ 88,858	\$ 72,491	\$ 101,488	Equal to	Bachelor	4			1		1
Director of Information Technology	City of Grandview Heights	\$ 115,752	\$ 90,000	\$ 130,000	Equal to				1			1
Director of Information Technology	City of Grove City	\$ 116,625	\$ 96,033	\$ 138,715	Greater than							
Director of Information Technology	City of Hilliard	\$ 128,750	\$ 82,527	\$ 146,256	Equal to	Bachelor	4			1		1
Chief Information Officer	City of Lancaster	\$ 92,768	\$ 70,865	\$ 92,768	Equal to	Bachelor				1		1
Director of Information Technology	City of Westerville	\$ 141,274	\$ 96,658	\$ 154,669	Equal to					1		1
Director of Information Technology	City of Upper Arlington	\$ 117,500	\$ 113,120	\$ 166,650	Equal to	Bachelor	6			1		1
Director of Information Technology	City of Whitehall	\$ 99,986	\$ 80,142	\$ 100,006	Equal to	HS or GED	3			1		1
Director of Information Technology	City of Worthington	\$ 138,220			Equal to					1		1
Chief Technician Officer	Delaware County	\$ 130,681								1		1
Director of Information Technology	Fairfield County	\$ 95,589	\$ 80,704	\$ 141,232	Equal to	Bachelor	3			1		1
Chief Information Officer	Franklin County - Board of Commissioners	\$ 107,162	\$ 84,323	\$ 118,061	Equal to	Bachelor	5			1		1
Director of Information Technology	Mifflin Township	\$ 108,160					5			1		1
AVERAGES		\$ 116,499	\$ 89,379	\$ 134,503								

Project Leader

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	\$ 107,105	\$ 89,274	\$ 133,952	Equal to	Bachelor	4			7		7
Application Systems Specialist	City of Delaware	\$ 83,637	\$ 70,949	\$ 83,637	Greater than	Bachelor	3			1		1
Information Technology Project Leader	City of Dublin	\$ 96,508	\$ 70,400	\$ 103,200	Greater than					2		2
Applications Manager	City of Westerville	\$ 121,035	\$ 91,354	\$ 137,093	Equal to					1		1
Project Manager / Senior Programmer	Delaware County	\$ 76,694								1		1
Information Technology Project Manager	Franklin County - Board of Commissioners	\$ 69,514	\$ 60,549	\$ 84,760	Equal to	Bachelor	5			1		1
AVERAGES		\$ 92,415	\$ 76,505	\$ 108,528								

Manager Data Processing

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
Network Operations Manager	City of Dublin	\$ 108,115	\$ 78,100	\$ 114,500						1		1
Senior Systems Engineer	Delaware County	\$ 117,112								2		2
Information Technology Manager	Village of West Jefferson		\$ 68,640	\$ 85,530						1		1
AVERAGES		\$ 112,614	\$ 73,370	\$ 100,015								



Salaries Broken Down by Title

		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
Sr. Systems Programmer	Government Entity											
Information Systems Analyst	City of Columbus	\$ 85,991	\$ 66,456	\$ 99,674	Equal to	Bachelor	2			6		6
Systems Administrator	City of Gahanna	\$ 73,091	\$ 57,420	\$ 80,388	Equal to	Associate	3			1		1
Information Technology Support Analyst	City of Hilliard	\$ 58,520	\$ 49,271	\$ 95,383	Equal to	Associate	2			1		1
Information Technology Systems Administrator	City of Marysville	\$ 84,016	\$ 65,000	\$ 85,000						1		1
Information Technology Systems Engineer	City of Upper Arlington	\$ 85,764	\$ 67,369	\$ 94,317	Equal to	Bachelor	5			2		2
DBA Programmer	City of Westerville	\$ 99,674	\$ 75,442	\$ 113,277	Equal to					2		2
Systems Administrator	City of Whitehall	\$ 73,135	\$ 60,008	\$ 74,485	Equal to	HS or GED	2			1		1
Systems Administrator	Fairfield County	\$ 66,674	\$ 52,559	\$ 91,416		Bachelor	1			1		1
Programmer / Analyst 5	Franklin County - Board of Commissioners	\$ 72,758	\$ 63,710	\$ 89,211	Equal to	Bachelor	5			4		4
	AVERAGES	\$ 77,736	\$ 61,915	\$ 91,461								

Information Technology (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
Database Analyst	Government Entity											
Systems Engineer	City of Westerville	\$ 79,671	\$ 75,442	\$ 113,277	Equal to					3		3
Information Technology Technician	City of Worthington	\$ 77,697	\$ 61,866	\$ 77,970	Equal to					1		1
Network Administrator	Delaware County	\$ 76,696								1		1
Information Technology Network Analyst	Fairfield County	\$ 71,462	\$ 47,486	\$ 82,160		Bachelor	1			1		1
	AVERAGES	\$ 76,381	\$ 61,598	\$ 91,136								

Supervisor, Data Entry

		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
Supervisor, Data Entry	Government Entity											
Data Management Coordinator	City of Columbus	\$ 89,895	\$ 70,242	\$ 105,435	Greater than	Bachelor	5			7		7
	AVERAGES	\$ 89,895	\$ 70,242	\$ 105,435								

Data Processing/Help Desk Spec.

		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 Processing/Help Desk Spec.	Government Entity											
Technology Service Desk Representative	City of Columbus	\$ 57,734	\$ 47,278	\$ 70,928	Equal to	Associate	1			3		3
Desktop Technician	City of Delaware	\$ 46,821	\$ 41,621	\$ 48,630	Greater than	HS or GED	2			1		1
Information Technology Support Services Analyst	City of Dublin	\$ 63,360	\$ 53,600	\$ 78,700						3		3
Information Technology Support Specialist	City of Gahanna	\$ 57,990	\$ 42,907	\$ 60,070	Equal to	Associate	2			1		1
Information Technology Support Analyst	City of Hilliard	\$ 53,040	\$ 49,271	\$ 95,383	Equal to	Associate	2			1		1
Information Technology Specialist	City of Lancaster	\$ 41,184	\$ 39,395	\$ 52,000	Equal to	HS or GED				1		1
Information Technology Network Technician	City of Marysville	\$ 57,500	\$ 55,000	\$ 75,000						2		2
Help Desk Technician	City of Upper Arlington	\$ 65,869	\$ 53,363	\$ 74,709	Equal to	HS or GED	2			1		1
User Support Analyst	City of Westerville	\$ 56,160	\$ 48,838	\$ 68,494	Equal to					1		1
Information Technology Technician	City of Whitehall	\$ 62,161	\$ 47,507	\$ 64,480	Equal to	Associate	1			2		2
Help Desk Specialist	City of Worthington	\$ 69,642	\$ 55,251	\$ 69,462	Equal to					1		1
Information Technology Support Specialist	Delaware County	\$ 51,958	\$ 41,600	\$ 52,000	Equal to	HS or GED	2			4		4
Computer Support Specialist	Fairfield County	\$ 45,445	\$ 41,538	\$ 68,557	Equal to	Bachelor	1			2		2
Help Desk Lead	Franklin County - Board of Commissioners	\$ 48,901	\$ 48,901	\$ 68,453	Equal to	Bachelor	6mo.			1		1
	AVERAGES	\$ 55,555	\$ 47,576	\$ 67,633								

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Salaries Broken Down by Title

		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
GIS Manager	Government Entity											
GIS Manager	City of Columbus	\$ 87,834	\$ 70,242	\$ 105,435	Equal to	Bachelor	3			5		5
GIS Coordinator	City of Delaware	\$ 77,293	\$ 65,728	\$ 77,293	Greater than	Bachelor	2			1		1
Data Manager	City of Dublin	\$ 90,000	\$ 78,100	\$ 114,500						1		1
GIS Administrator	City of Gahanna	\$ 73,133	\$ 60,865	\$ 85,211	Equal to	Bachelor	6			1		1
GIS Administrator	City of Grove City	\$ 76,876	\$ 54,932	\$ 94,993	Equal to							1
GIS Coordinator	City of Lancaster	\$ 63,024	\$ 53,601	\$ 70,012	Equal to	Bachelor				1		1
GIS Coordinator	City of Marysville		\$ 55,000	\$ 75,000						1		1
GIS Director	Delaware County	\$ 128,068								1		1
	AVERAGES	\$ 85,175	\$ 62,638	\$ 88,921								

Information Technology (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
GIS Specialist II	Government Entity											
GIS Technician	City of Columbus	\$ 61,977	\$ 52,915	\$ 79,352	Equal to		2			15		15
GIS Analyst	City of Delaware	\$ 60,819	\$ 56,098	\$ 66,082	Greater than	Associate	3			1		1
GIS Analyst	City of Grove City	\$ 59,300	\$ 48,526	\$ 83,907	Equal to							1
GIS Specialist II	City of Hilliard	\$ 63,442	\$ 43,112	\$ 83,461	Equal to	Associate	3			1		1
Systems Analyst / GIS	City of New Albany		\$ 62,377	\$ 87,328								
GIS Technician	Delaware County	\$ 48,194								1		1
	AVERAGES	\$ 58,746	\$ 52,606	\$ 80,026								

		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
GIS Specialist III	Government Entity											
GIS Analyst	City of Columbus	\$ 74,565	\$ 66,456	\$ 99,674	Equal to	Bachelor	2		1	14		15
GIS Specialist III	City of Hilliard	\$ 82,000	\$ 49,271	\$ 95,383	Equal to	Bachelor				1		1
	AVERAGES	\$ 78,283	\$ 57,864	\$ 97,529								

		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
GIS Specialist IV	Government Entity											
Senior Data Analyst	City of Dublin	\$ 84,771	\$ 70,400	\$ 103,200						2		2
GIS Manager	Franklin County - Board of Commissioners	\$ 52,042	\$ 54,205	\$ 75,878	Equal to	Bachelor	3			1		1
	AVERAGES	\$ 68,406	\$ 62,303	\$ 89,539								

Public Affairs/Communication

		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	Government Entity											
Community Affairs Coordinator	City of Delaware	\$ 93,592	\$ 77,642	\$ 108,699	Equal to	Bachelor	5			1		1
Community Affairs Director	City of Upper Arlington	\$ 113,415	\$ 81,759	\$ 114,462	Equal to	Bachelor	4			1		1
Community Affairs Director	City of Westerville	\$ 112,757	\$ 83,034	\$ 124,509	Equal to					1		1
Director of Public Affairs	Franklin County - Board of Commissioners	\$ 98,717	\$ 71,635	\$ 100,318	Equal to	Bachelor	7			1		1
	AVERAGES	\$ 104,620	\$ 78,517	\$ 111,997								



Salaries Broken Down by Title

		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 Relations												
Business & Community Relations Officer	City of Grove City	\$ 105,996	\$ 70,158	\$ 121,326	Equal to							
Community Relations Director	City of Hilliard	\$ 111,394	\$ 82,527	\$ 148,256	Equal to	Bachelor	6			1		1
Communications Director	City of Worthington	\$ 81,800	\$ 81,800	\$ 81,800	Equal to					1		1
AVERAGES		\$ 99,730	\$ 78,162	\$ 117,127								
		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 Information Director												
Director of Communication & Public Information	City of Dublin		\$ 91,400	\$ 134,100								
Communications Manger	City of Gahanna	\$ 79,602	\$ 68,388	\$ 95,743	Equal to	Bachelor	4			1		1
Deputy Director for Public Affairs	City of Whitehall	\$ 82,499	\$ 52,666	\$ 86,986	No match					1		1
Director of Communications	Delaware County	\$ 83,607	\$ 78,624	\$ 106,142	Equal to	Bachelor	5			1		1
Public Information Director	Mifflin Township	\$ 42,931	\$ 40,473	\$ 46,919			5		1			1
Communications Manager	Washington Township	\$ 94,000	\$ 73,962	\$ 115,684	Equal to	Bachelor	5			1		1
AVERAGES		\$ 76,528	\$ 67,585	\$ 97,596								
		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 Specialist												
Events & Communications Coordinator	City of Canal Winchester	\$ 53,446	\$ 44,283	\$ 62,608	Equal to					1		1
Community Relations Coordinator	City of Columbus	\$ 58,651	\$ 52,915	\$ 79,352	Greater than	Bachelor	2		3	5		8
Communications Specialist	City of Delaware	\$ 46,758	\$ 44,949	\$ 52,624	Less than	Bachelor	3			1		1
Business & Community Relations Specialist	City of Grove City	\$ 65,561	\$ 48,526	\$ 83,907	Equal to							2
Community Relations Specialist	City of Hilliard	\$ 57,500	\$ 43,112	\$ 83,461	Greater than	Bachelor	3			1		1
Communications Director	City of Marysville	\$ 70,100	\$ 65,000	\$ 85,000						1		1
Community Affairs Coordinator	City of Upper Arlington		\$ 53,363	\$ 74,709	Equal to	Bachelor	1					
Community Affairs Specialist	City of Westerville	\$ 63,045	\$ 53,685	\$ 75,067	Equal to					1		1
Community Relations Manager	Franklin County - Board of Commissioners	\$ 56,285	\$ 51,022	\$ 71,448	Equal to	Bachelor	3			1		1
Communications Specialist	Madison Township	\$ 38,667			Equal to					1		1
Community Safety Educator	Washington Township	\$ 57,514	\$ 45,247	\$ 70,771	Equal to	HS or GED	3			1		1
AVERAGES		\$ 56,753	\$ 50,210	\$ 73,895						1		1



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	\$ 68,578	\$ 47,278	\$ 70,928		Bachelor	3			1		1
Digital & Graphics Designer	City of Dublin	\$ 60,000	\$ 53,600	\$ 78,700						1		
Web Content Graphic Design Specialist	City of Hilliard	\$ 54,020	\$ 39,416	\$ 74,717	Equal to	Associate	2			1		1
Web Developer / Graphic Designer	City of Upper Arlington	\$ 70,117	\$ 53,363	\$ 74,709	Equal to	Bachelor	4			1		1
Graphics Designer	Franklin County - Board of Commissioners	\$ 46,446	\$ 40,165	\$ 56,222	Equal to	Bachelor	3			1		1
	AVERAGES	\$ 59,832	\$ 46,764	\$ 71,055								

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 I	City of Columbus	\$ 52,915	\$ 47,278	\$ 70,278	Equal to	Bachelor				1		1
Public Relations Specialist II	City of Columbus	\$ 80,154	\$ 66,456	\$ 99,674	Equal to	Bachelor	3			11		11
Public Information Officer	City of Dublin	\$ 66,787	\$ 53,600	\$ 78,700						2		2
Communications Administrator	City of Hilliard	\$ 72,448	\$ 49,271	\$ 95,383	Greater than	Bachelor	4			1		1
Communications Executive Administrative Assistant	Delaware County	\$ 43,992	\$ 41,893	\$ 58,261	Equal to	Bachelor	3			1		1
Public Information Officer 1	Franklin County - Board of Commissioners	\$ 52,312	\$ 51,022	\$ 71,448	Equal to	Bachelor	3			2		2
Community Safety Coordinator	Washington Township	\$ 29,016	\$ 45,247	\$ 70,771	Equal to	HS or GED	2		1			1
Social Media Coordinator	Village of Sunbury	\$ 39,520	\$ 37,440	\$ 48,984						1		1
	AVERAGES	\$ 54,643	\$ 49,026	\$ 74,187								

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
Event Administrator	City of Dublin	\$ 77,904	\$ 61,200	\$ 89,800						2		2
Director of Community Events	City of Dublin	\$ 108,742	\$ 84,200	\$ 123,400						1		1
Economic Development Administrator	City of Hilliard	\$ 66,300			Greater than	Bachelor	3			1		1
PIO	City of New Albany		\$ 62,377	\$ 87,328								
Special Events / Media Coordinator	City of Reynoldsburg	\$ 66,310	\$ 46,675	\$ 66,310	Less than	Bachelor	4			1		1
Community Affairs Specialist	City of Westerville	\$ 63,045	\$ 53,685	\$ 75,067	Equal to					1		1
Communications Coordinator	Delaware County	\$ 50,407	\$ 50,407	\$ 70,096	Equal to	Bachelor	5			1		1
Public Information / Spec Events Coord.	Violet Township		\$ 52,000	\$ 72,800					1			1
	AVERAGES	\$ 72,118	\$ 58,649	\$ 83,543								

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
Marketing Manager	City of Gahanna	\$ 79,602	\$ 68,388	\$ 95,743	Equal to	Bachelor	4			1		1
Marketing Coordinator	City of Gahanna		\$ 31,990	\$ 44,554	Equal to	HS or GED	1		1			1
Digital & Brand Manager	City of Dublin	\$ 103,993	\$ 70,400	\$ 103,200						1		
Parks & Recreation Program & Marketing Specialist	City of Whitehall	\$ 43,638	\$ 42,994	\$ 52,520	No match	HS or GED	2			1		1
Director Economic Development	Delaware County		\$ 102,648	\$ 138,575	Greater than	Master	5			1		1
Economic Development Admin	Delaware County	\$ 90,908	\$ 78,624	\$ 106,142	Greater than	Bachelor	6			1		1
Economic Development Coordinator	Delaware County	\$ 60,672	\$ 50,407	\$ 70,096	Greater than	Bachelor	3			1		1
	AVERAGES	\$ 75,763	\$ 63,636	\$ 87,261								



SECTION 6A

MEDICAL, DENTAL & VISION PLANS (Bargaining)

	City of Circleville	City of Columbus	City of Delaware	City of Dublin
2021 Health, Dental & Vision Plans				
BARGAINING				
If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.)	OPBA, IAFF, NUEO	AFSCME 1632, AFSCME 2191, CWA, FOP, FOP-OLC, IAFF	IAFF, FOP, AFSCME, Public Works & Parks, Water/Wastewater	USW, FOP and FOP-OLC
Do you offer medical coverage to your employees?	Yes	Yes	Yes	Yes
What type of plan do you offer?	POS	PPO / HSFA	PPO	PPO / DCFSA
How many employees are enrolled in medical plan?	55	PPO 6950 / HSFA 51		
Funding type?	Fully-Insured	Self-Insured	Self-Insured	Self-Insured
If other, please describe: +A15:B15				
Monthly Premiums: Total Monthly Premium				
Employee Only	\$921	\$1,622	\$892	\$1,028
Employee & Spouse/Domestic Partner	\$1,841	\$1,857	\$2,675	
Employee & Children	\$1,841	\$1,857	\$2,675	
Employee & Family	\$2,577	\$1,857	\$2,675	\$2,433
Monthly Premiums: Total Employer Cost				
Employee Only	\$736	\$1,465.00	\$783	\$1,028
Employee & Spouse/Domestic Partner	\$1,473	\$1,465.00	\$2,350	
Employee & Children	\$1,473	\$1,465.00	\$2,350	
Employee & Family	\$2,062	\$1,465.00	\$2,350	\$2,433
Monthly Premiums: Total Employee Cost				
Employee Only	\$184	\$157	\$108	
Employee & Spouse/Domestic Partner	\$368	\$392	\$325	
Employee & Children	\$368	\$392	\$325	
Employee & Family	\$515	\$392	\$325	
In Network Deductible:				
Individual deductible	\$5,000	\$300	\$0	\$2,500
Family deductible	\$10,000	\$600	\$0	\$5,000
			EE only: 10% of first \$1,000 then 20% of next \$3,000 Family: 10% of first \$2,000, then 20% of next \$5,000	
Coinsurance (e.g., 80/20, 70/30, etc.)	80 / 20	80 / 20		85 / 15
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)	\$35	\$20	\$10	
Office co-payment (Specialist)	\$70	\$30	\$10	
			\$50 then 10% co-insurance, co-pay waived if admitted	
Co-payment or co-insurance (Emergency room)	\$300	\$75		
			\$10 co-pay if billed as a physician, or co-insurance if billed as a facility	
Co-payment or co-insurance (Urgent Care)	\$75	\$30		
Co-payment or co-insurance generic drugs (retail)	\$10	\$5	20%	
In Network Deductible: (Con't.)				
			\$25 co-pay then 50% co-ins	
Co-payment or co-insurance preferred brand (retail)	\$30	\$15		
			\$25 co-pay then 50% co-ins	
Co-payment or co-insurance non-preferred drugs (retail)	\$60	\$30		
Co-pay or co-insurance generic drugs (mail order - 3 mos.)	\$25	\$13	10%	
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$75	\$25	25%	
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	\$150	\$60	25%	

	City of Circleville	City of Columbus	City of Delaware	City of Dublin
2021 Health, Dental & Vision Plans				
BARGAINING				
Out-of-Network Deductible:				
Individual deductible	\$10,000	\$800	\$500	\$5,000
Family deductible	\$20,000	\$1,600	\$1,000	\$10,000
Coinsurance (e.g., 80/20, 70/30, etc.)	30% co-ins	60 / 40	50 / 50	60 / 40
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)	30% co-ins	40% after deductible	50%	
Office co-payment (Specialist)	30% co-ins	40% after deductible	50%	
Co-payment or co-insurance (Emergency room)	30% co-ins	\$75, 20% after co-pay & deductible	50%	
Co-payment or co-insurance (Urgent Care)	30% co-ins	\$30, 40% after co-pay & deductible	50%	
Co-payment or co-insurance generic drugs (retail)	\$10	\$5		
Co-payment or co-insurance preferred brand (retail)	\$30	\$15		
Co-payment or co-insurance non-preferred drugs (retail)	\$60	\$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	No	Yes	No
Dental Coverage:				
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	No	Yes
If yes, per person lifetime maximum?	\$1,500	\$1,850		\$2,000
If yes, what age group is covered?	Up to age 19	Up to age 19*		
Monthly Dental Premiums if not bundled with medical plan				
Total Monthly Premium				
Employee only	\$23		\$55	\$58.50
Employee & Spouse/Domestic Partner	\$44		\$120	
Employee & Child(ren)	\$90		\$120	
Employee & Family	\$90		\$120	\$187.70
Monthly Employer Cost				
Employee only	\$18		\$48	\$58.50
Employee & Spouse/Domestic Partner	\$35		\$106	
Employee & Child(ren)	\$72		\$106	
Employee & Family	\$72		\$106	\$187.70

	City of Circleville	City of Columbus	City of Delaware	City of Dublin
2021 Health, Dental & Vision Plans				
BARGAINING				
Monthly Employee Cost				
Employee only	\$5		\$7	
Employee & Spouse/Domestic Partner	\$9		\$15	
Employee & Child(ren)	\$18		\$15	
Employee & Family	\$18		\$15	
Vision Coverage:				
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	No	Yes	No	Yes
Please provide information below if not bundled with medical				
Total Monthly Premium				
Employee only	\$7		\$6	\$10
Employee & Spouse/Domestic Partner	\$14		\$12	
Employee & Child(ren)	\$14		\$13	
Employee & Family	\$25		\$19	
				\$28
Monthly Employer Cost				
Employee only				\$10
Employee & Spouse/Domestic Partner				
Employee & Child(ren)				
Employee & Family				
				\$28
Monthly Employee Cost				
Employee only	\$7		\$6	
Employee & Spouse/Domestic Partner	\$14		\$12	
Employee & Child(ren)	\$14		\$13	
Employee & Family	\$25		\$19	
Notes:		*treatment must begin prior to age 19 and coverage will continue to the end of treatment or until the maximum has been reached		

	City of Gahanna	City of Grove City	City of Hilliard	City of Lancaster
2021 Health, Dental & Vision Plans	FOP Union Traditional Plan			
BARGAINING				
If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.)	United Steelworkers, FOP, FOP/OLC		FOP	FOP, IAFF, AFSCME
Do you offer medical coverage to your employees?	Yes		Yes	Yes
What type of plan do you offer?	PPO / HSFA / DCFSA		PPO / HSFA / DCFSA	PPO
How many employees are enrolled in medical plan?	PPO 98			175
Funding type?	Self-insured		Self-Insured	Self-Insured
If other, please describe: +A15:B15	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.	HDHP, HSA	USW employees are not enrolled in the City's plan. They took the union's insurance plan	
Monthly Premiums: Total Monthly Premium	No Wellness Participation 15 %			
Employee Only	\$979	\$839	\$955	\$902
Employee & Spouse/Domestic Partner		\$2,174		
Employee & Children		\$2,174		
Employee & Family	\$2,495	\$2,174	\$2,771	\$2,418
Monthly Premiums: Total Employer Cost				
Employee Only	\$833	\$713	\$867	\$767
Employee & Spouse/Domestic Partner		\$1,848		
Employee & Children		\$1,848		
Employee & Family	\$2,121	\$1,848	\$2,516	\$2,055
Monthly Premiums: Total Employee Cost				
Employee Only	\$147	\$126	\$88	\$135
Employee & Spouse/Domestic Partner		\$326		
Employee & Children		\$326		
Employee & Family	\$374	\$326	\$255	\$363
In Network Deductible:				
Individual deductible	\$200	\$2,800	\$300	\$250
Family deductible	\$600	\$5,000	\$600	\$500
Coinsurance (e.g., 80/20, 70/30, etc.)	90 / 10		90 / 10	80 / 20
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)	\$15		\$20	\$25
Office co-payment (Specialist)	\$15		\$20	
Co-payment or co-insurance (Emergency room)	\$150 + 10% co-insurance		10% co-ins	\$100
Co-payment or co-insurance (Urgent Care)	10% co-insurance		10% co-ins	\$50
Co-payment or co-insurance generic drugs (retail)	\$8		\$10	\$10
In Network Deductible: (Con't.)				
Co-payment or co-insurance preferred brand (retail)	\$20		\$25	\$30
Co-payment or co-insurance non-preferred drugs (retail)	\$35		\$50	\$60
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	\$10		\$20	\$20
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$30		\$50	\$60
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	\$50		\$100	\$120

	City of Gahanna	City of Grove City	City of Hilliard	City of Lancaster
2021 Health, Dental & Vision Plans	FOP Union Traditional Plan			
BARGAINING				
Out-of-Network Deductible:				
Individual deductible	\$400	\$5,000	\$600	\$500
Family deductible	\$1,200	\$10,000	\$1,200	\$1,000
Coinurance (e.g., 80/20, 70/30, etc.)	70 / 30		70 / 30	60 / 40
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)	30% co-insurance		30% co-insurance	\$50
Office co-payment (Specialist)	30% co-insurance		30% co-insurance	
Co-payment or co-insurance (Emergency room)	\$150 + 10%		covered as in network	\$100
Co-payment or co-insurance (Urgent Care)	30% co-insurance		30% co-insurance	\$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?	Yes	Yes		No
Dental Coverage:				
Do you offer Dental coverage to your employees?	Yes	Yes	No	Yes
Do you offer orthodontic benefits?	Yes	Yes	Yes	Yes
If yes, per person lifetime maximum?	\$1,500	\$1,500	Yes	\$2,000
If yes, what age group is covered?	Up to age 19	Up to age 25*	1500	Up to age 19
		*end of calendar year	Up to age 26	
Monthly Dental Premiums if not bundled with medical plan				
Total Monthly Premium				
Employee only	\$97	\$97		
Employee & Spouse/Domestic Partner	\$97	\$97		
Employee & Child(ren)	\$97	\$97		
Employee & Family	\$97	\$97		
Monthly Employer Cost				
Employee only	\$97	\$83		
Employee & Spouse/Domestic Partner	\$97	\$83		
Employee & Child(ren)	\$97	\$83		
Employee & Family	\$97	\$83		

	City of Gahanna	City of Grove City	City of Hilliard	City of Lancaster
2021 Health, Dental & Vision Plans	FOP Union Traditional Plan			
BARGAINING				
Monthly Employee Cost				
Employee only		\$15		
Employee & Spouse/Domestic Partner		\$15		
Employee & Child(ren)		\$15		
Employee & Family		\$15		
Vision Coverage:				
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	No	No	Yes	No
Please provide information below if not bundled with medical				
Total Monthly Premium				
Employee only	\$28	\$24		\$12
Employee & Spouse/Domestic Partner	\$28	\$24		\$18
Employee & Child(ren)	\$28	\$24		
Employee & Family	\$28	\$24		\$31
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		\$12
Employee & Spouse/Domestic Partner		\$4		\$18
Employee & Child(ren)		\$4		
Employee & Family		\$4		\$31
Notes:	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.			

	City of Marysville	City Of New Albany	City of Pataskala	City of Reynoldsburg
2021 Health, Dental & Vision Plans				
BARGAINING				
If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.)	IAFF, FOP, OLC	FOP	FOP, OPBA, USW	FOP, FOP Dispatcher, OPBA
Do you offer medical coverage to your employees?	Yes	Yes	Yes	Yes
What type of plan do you offer?	PPO / HSFA / DCFSA		PPO / HSFA	HSFA
How many employees are enrolled in medical plan?			29 / 14	149
Funding type?	Self-Insured		COHCC healthcare group partially self-funded plan	Fully Insured
If other, please describe:+A15:B15			The city funds \$1,500 for single coverage & \$3,000 for all other	High deductible health plan HSA Once deductible is met and it is a network provider, benefits are paid at 100%.
Monthly Premiums: Total Monthly Premium				
Employee Only	\$1,328	\$936	\$831	\$681
Employee & Spouse/Domestic Partner	\$3,469	\$1,726	\$1,655	\$1,829
Employee & Children	\$3,469	\$2,029	\$1,606	\$1,829
Employee & Family	\$3,469	\$2,719	\$2,407	\$1,829
Monthly Premiums: Total Employer Cost				
Employee Only	\$1,062	\$795.34	\$748	\$5,999
Employee & Spouse/Domestic Partner	\$2,775	\$1,467.20	\$1,489	\$1,609
Employee & Children	\$2,775	\$1,725.05	\$1,446	\$1,609
Employee & Family	\$2,775	\$2,310.97	\$2,166	\$1,609
Monthly Premiums: Total Employee Cost				
Employee Only	\$266	\$140.35	\$83	\$82
Employee & Spouse/Domestic Partner	\$694	\$258.92	\$166	\$219
Employee & Children	\$694	\$304.42	\$161	\$219
Employee & Family	\$694	\$407.82	\$241	\$219
In Network Deductible:				
Individual deductible	\$100		\$2,500	\$3,300
Family deductible	\$200		\$5,000	\$6,600
Coinsurance (e.g., 80/20, 70/30, etc.)	80 / 20		0 / 100	100
Lifetime maximum for medical plan	\$600 / \$1,200			
Office co-payment (Primary Care Physician)	\$15		Deduct. then 100%	
Office co-payment (Specialist)	\$15		Deduct. then 100%	
Co-payment or co-insurance (Emergency room)	\$100		Deduct. then 100%	
Co-payment or co-insurance (Urgent Care)	\$25		Deduct. then 100%	
Co-payment or co-insurance generic drugs (retail)	\$10		Deduct. then 100%	\$10
In Network Deductible: (Con't.)				
Co-payment or co-insurance preferred brand (retail)	\$25		Deduct then 100%	\$30
Co-payment or co-insurance non-preferred drugs (retail)	\$45		Deduct then 100%	\$50
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	\$25		Deduct then 100%	\$25
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$63		Deduct then 100%	\$75
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	\$113		Deduct then 100%	\$125

	City of Marysville	City Of New Albany	City of Pataskala	City of Reynoldsburg
2021 Health, Dental & Vision Plans				
BARGAINING				
Out-of-Network Deductible:				
Individual deductible	\$200		\$5,000	\$4,600
Family deductible	\$400		\$10,000	\$9,200
Coinsurance (e.g., 80/20, 70/30, etc.)	60 / 40		80 / 20	100%
Lifetime maximum for medical plan	\$1,200 / \$2,400			
Office co-payment (Primary Care Physician)	40%		Deduct then 80%	
Office co-payment (Specialist)	40%		Deduct then 80%	
Co-payment or co-insurance (Emergency room)	\$100		Deduct then 100%	
Co-payment or co-insurance (Urgent Care)	40%		Deduct then 80%	
Co-payment or co-insurance generic drugs (retail)	\$10		Deduct then 100%	\$10
Co-payment or co-insurance preferred brand (retail)	\$25		Deduct then 100%	\$30
Co-payment or co-insurance non-preferred drugs (retail)	\$45		Deduct then 100%	\$50
Co-pay or co-insurance generic drugs (mail order- 3 mos.)			Deduct then 100%	\$25
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)			Deduct then 100%	\$75
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)			Deduct then 100%	\$125
Do you provide a credit/incentive to employees who opt out of medical coverage?	Yes		Yes	Yes
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		Up to age 19	Up to age 19
Monthly Dental Premiums if not bundled with medical plan				
Total Monthly Premium				
Employee only	\$34		\$35	\$99
Employee & Spouse/Domestic Partner	\$101		\$69	\$99
Employee & Child(ren)	\$101		\$86	\$99
Employee & Family	\$101		\$132	\$99
Monthly Employer Cost				
Employee only	\$27		\$31	\$92
Employee & Spouse/Domestic Partner	\$80		\$62	\$92
Employee & Child(ren)	\$80		\$78	\$92
Employee & Family	\$80		\$119	\$92

	City of Marysville	City Of New Albany	City of Pataskala	City of Reynoldsburg
2021 Health, Dental & Vision Plans				
BARGAINING				
Monthly Employee Cost				
Employee only	\$7		\$3	\$7
Employee & Spouse/Domestic Partner	\$20		\$7	\$7
Employee & Child(ren)	\$20		\$9	\$7
Employee & Family	\$20		\$13	\$7
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	\$6		\$22	\$22
Employee & Spouse/Domestic Partner	\$14		\$22	\$22
Employee & Child(ren)	\$14		\$22	\$22
Employee & Family	\$14		\$22	\$22
Monthly Employer Cost				
Employee only	\$6		\$20	\$20
Employee & Spouse/Domestic Partner	\$11		\$20	\$20
Employee & Child(ren)	\$11		\$20	\$20
Employee & Family	\$11		\$20	\$20
Monthly Employee Cost				
Employee only			\$2	\$2
Employee & Spouse/Domestic Partner	\$3		\$2	\$2
Employee & Child(ren)	\$3		\$2	\$2
Employee & Family	\$3		\$2	\$2
Notes:				

	City of Upper Arlington	City of Westerville	City of Whitehall	City of Worthington
2021 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, IAFF, USW	FOP, IAFF, CWA, Dispatch	
Do you offer medical coverage to your employees?	Yes	Yes	Yes	Yes
What type of plan do you offer?	PPO / HSFA / DCFSA	HSFA	HSFA / DCFSA	PPO
How many employees are enrolled in medical plan?	122 / 25 / 1	43	21 / 2	131
Funding type?	Self-Insured	Self- Insured		Self-Insured
If other, please describe: +A15:B15			HDHP (High Deductible Health Plan) with HAS, self-insured	
Monthly Premiums: Total Monthly Premium	PPO/HSFA Rates			
Employee Only	\$732 / \$693	\$457	\$43	\$937
Employee & Spouse/Domestic Partner	\$1,537 / \$1,455	\$1,335	\$93	
Employee & Children	\$1,244 / \$1,178	\$1,335	\$68	
Employee & Family	\$2,049 / \$1,940	\$1,335	\$118	\$2,428
Monthly Premiums: Total Employer Cost				
Employee Only	\$653 / \$619	\$388	\$18	\$931
Employee & Spouse/Domestic Partner	\$1,372 / \$1,299	\$1,135	\$18	
Employee & Children	\$1,111 / \$1,052	\$1,135	\$18	
Employee & Family	\$1,829 / \$1,732	\$1,135	\$18	\$2,153
Monthly Premiums: Total Employee Cost				
Employee Only	\$78 / \$74	\$69	\$25	\$112
Employee & Spouse/Domestic Partner	\$165 / \$156	\$200	\$75	
Employee & Children	\$133 / \$126	\$200	\$50	
Employee & Family	\$220 / \$208	\$200	\$100	\$291
In Network Deductible:				
Individual deductible	\$200 / \$2,000	\$2,000	\$3,000	\$3,000
Family deductible	\$400 / \$4,000	\$4,000	\$6,000	\$6,000
Coinsurance (e.g., 80/20, 70/30, etc.)	80 / 20 or 90 / 10			100
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)	\$20 / Deduct. then 10%		Deductible	
Office co-payment (Specialist)	\$50 / Deduct. then 10%		Deductible	
Co-payment or co-insurance (Emergency room)	\$250 / Deduct. then 10%		Deductible	
Co-payment or co-insurance (Urgent Care)	\$25 / Deduct. then 10%		Deductible	
Co-payment or co-insurance generic drugs (retail)	\$10 / Deduct. then 10%		Deductible	
In Network Deductible: (Con't.)				
Co-payment or co-insurance preferred brand (retail)	\$40 / Deduct. then 10%		Deductible	
Co-payment or co-insurance non-preferred drugs (retail)	\$70 / Deduct. then 10%		Deductible	
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	\$25 / Deduct. then 10%		Deductible	
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$100 / Deduct. then 10%		Deductible	
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	\$175 / Deduct. then 10%		Deductible	

	City of Upper Arlington	City of Westerville	City of Whitehall	City of Worthington
2021 Health, Dental & Vision Plans				
BARGAINING				
Out-of-Network Deductible:				
Individual deductible	\$400 / \$4,000	\$4,000	\$6,000	\$6,000
Family deductible	\$800 / \$8,000	\$8,000	\$12,000	\$12,000
Coinsurance (e.g., 80/20, 70/30, etc.)	60 / 40 or 90 / 10		70 / 30	80 / 20
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)	Deduct. then 30%		Deductible	
Office co-payment (Specialist)	Deduct. then 30%		Deductible	
Co-payment or co-insurance (Emergency room)	\$250 / Deduct. then 30%		Deductible	
Co-payment or co-insurance (Urgent Care)	Deduct. then 30%		Deductible	
Co-payment or co-insurance generic drugs (retail)	\$10 / Deduct. then 30%		Deductible	
Co-payment or co-insurance preferred brand (retail)	\$40 / Deduct. then 30%		Deductible	
Co-payment or co-insurance non-preferred drugs (retail)	\$70 / Deduct. then 30%		Deductible	
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	None / Deduct. then 30%		Deductible	
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	None / Deduct. then 30%		Deductible	
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)			Deductible	
Do you provide a credit/incentive to employees who opt out of medical coverage?	No	Yes	No	Yes
Dental Coverage:				
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	Yes	Yes
If yes, per person lifetime maximum?	\$2,000	\$2,000	\$2,000	\$1,000
If yes, what age group is covered?	Up to age 19	Up to age 19	Up to age 19	Up to age 18
Monthly Dental Premiums if not bundled with medical plan				
Total Monthly Premium				
Employee only	\$36	\$32	\$8	\$97
Employee & Spouse/Domestic Partner	\$89	\$95	\$16	\$97
Employee & Child(ren)	\$89	\$95	\$12	\$97
Employee & Family	\$89	\$95	\$20	\$97
Monthly Employer Cost				
Employee only	\$36	\$35	\$3.64	\$97
Employee & Spouse/Domestic Partner	\$89	\$95	\$3.64	\$97
Employee & Child(ren)	\$89	\$95	\$3.64	\$97
Employee & Family	\$89	\$95	\$3.64	\$97

	City of Upper Arlington	City of Westerville	City of Whitehall	City of Worthington
2021 Health, Dental & Vision Plans				
BARGAINING				
Monthly Employee Cost				
Employee only			\$4	
Employee & Spouse/Domestic Partner			\$12	
Employee & Child(ren)			\$8	
Employee & Family			\$16	
Vision Coverage:				
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	No	No	Yes	No
Please provide information below if not bundled with medical				
Total Monthly Premium				
Employee only	\$6	\$7	\$10	\$28
Employee & Spouse/Domestic Partner	\$11	\$20	\$20	\$28
Employee & Child(ren)	\$12	\$20	\$32	\$28
Employee & Family	\$17	\$20	\$34	\$28
Monthly Employer Cost				
Employee only		\$7	\$9	\$28
Employee & Spouse/Domestic Partner		\$20	\$18	\$28
Employee & Child(ren)		\$20	\$30	\$28
Employee & Family		\$20	\$30	\$28
Monthly Employee Cost				
Employee only	\$6		\$1	
Employee & Spouse/Domestic Partner	\$11		\$2	
Employee & Child(ren)	\$12		\$2	
Employee & Family	\$17		\$4	
Notes:				

	Fairfield County	Franklin County Board of Commissioners	Morrow County	Morrow County	Blendon Township
2021 Health, Dental & Vision Plans			Engineer	Sherriff	
BARGAINING					
If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.)	Dispatcher, Deputies, Sergeant/Lieutenant, Engineer, Forest Rose Education Assoc	AFSCME, OCSEA, Teamsters			
Do you offer medical coverage to your employees?	Yes	Yes	Yes	Yes	Yes
What type of plan do you offer?	PPO / HSFA / DCFSA	PPO / HSFA / DCFSA	PPO / HSFA	PPO / HSFA	PPO
How many employees are enrolled in medical plan?			27 / 0	40 / 0	11
Funding type?	Self-Insured	Self-Insured	Self-Insured	Self-Insured	Self- Insured
If other, please describe: +A15:B15					
Monthly Premiums: Total Monthly Premium					
Employee Only	\$129	\$1,848	\$853	\$851	\$707
Employee & Spouse/Domestic Partner		\$1,848	\$1,857	\$1,855	\$1,553
Employee & Children		\$1,848	\$1,535	\$2,805	\$1,193
Employee & Family	\$308	\$1,848	\$2,553	\$2,551	\$2,182
Monthly Premiums: Total Employer Cost					
Employee Only		\$1,708	\$715	\$699	\$707
Employee & Spouse/Domestic Partner		\$1,536	\$1,593	\$1,553	\$1,553
Employee & Children		\$1,708	\$1,311	\$1,527	\$1,193
Employee & Family		\$1,536	\$2,202	\$2,144	\$2,182
Monthly Premiums: Total Employee Cost					
Employee Only		\$140	\$139	\$152	
Employee & Spouse/Domestic Partner		\$312	\$264	\$302	
Employee & Children		\$140	\$224	\$1,278	
Employee & Family		\$312	\$351	\$407	
In Network Deductible:					
Individual deductible	\$300	\$500	\$1,500	\$1,500	\$5,000
Family deductible	\$600	\$1,250	\$3,000	\$3,000	\$10,000
Coinsurance (e.g., 80/20, 70/30, etc.)	80 / 20		75 / 25	75 / 25	\$100
Lifetime maximum for medical plan					
Office co-payment (Primary Care Physician)	\$15	\$20	\$25	\$25	\$30
Office co-payment (Specialist)	\$15	\$40	\$25	\$25	\$60
Co-payment or co-insurance (Emergency room)	\$200	\$150	\$150	\$150	\$300
Co-payment or co-insurance (Urgent Care)	\$20	\$25	\$35	\$35	
Co-payment or co-insurance generic drugs (retail)	\$4	\$5	\$15	\$15	\$10
In Network Deductible: (Con't.)					
Co-payment or co-insurance preferred brand (retail)	\$25	\$25	\$30	\$30	
Co-payment or co-insurance non-preferred drugs (retail)	\$50	\$50	\$50	\$50	
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	\$10	\$13	\$30	\$30	
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$50	\$63	\$60	\$60	
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	\$100	\$125	\$100	\$100	

	Fairfield County	Franklin County Board of Commissioners	Morrow County	Morrow County	Blendon Township
2021 Health, Dental & Vision Plans			Engineer	Sherriff	
BARGAINING					
Out-of-Network Deductible:					
Individual deductible	\$650	\$1,000	\$4,500	\$4,500	
Family deductible	\$1,300	\$2,500	\$9,000	\$9,000	
Coinsurance (e.g., 80/20, 70/30, etc.)	70 / 30	80 / 20	50 / 50	50 / 50	
Lifetime maximum for medical plan					
Office co-payment (Primary Care Physician)		Deductible then 80 / 20	40%	40%	
Office co-payment (Specialist)	\$30	Deductible then 80 / 20	40%	40%	
Co-payment or co-insurance (Emergency room)	\$200	\$150	\$150	\$150	
Co-payment or co-insurance (Urgent Care)	\$20	Deductible then 80 / 20	\$35	\$35	
Co-payment or co-insurance generic drugs (retail)	\$4		\$15	\$15	
Co-payment or co-insurance preferred brand (retail)	\$25		\$30.00	\$30.00	
Co-payment or co-insurance non-preferred drugs (retail)	\$50		\$50.00	\$50.00	
Co-pay or co-insurance generic drugs (mail order - 3 mos.)	\$10				
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$50.00				
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	\$100.00				
Do you provide a credit/incentive to employees who opt out of medical coverage?	No	No	Yes	Yes	Yes
Dental Coverage:					
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	Yes	Yes	Yes
If yes, per person lifetime maximum?	\$1,500	\$1,500			
If yes, what age group is covered?	Up to age 26	Up to age 19	No limit	No limit	
Monthly Dental Premiums if not bundled with medical plan					
Total Monthly Premium					
Employee only	\$5				\$30
Employee & Spouse/Domestic Partner					\$56
Employee & Child(ren)					
Employee & Family	\$12				\$103
Monthly Employer Cost					
Employee only					\$30
Employee & Spouse/Domestic Partner					\$56
Employee & Child(ren)					
Employee & Family					\$103

	Fairfield County	Franklin County Board of Commissioners	Morrow County	Morrow County	Blendon Township
2021 Health, Dental & Vision Plans			Engineer	Sherriff	
BARGAINING					
Monthly Employee Cost					
Employee only					
Employee & Spouse/Domestic Partner					
Employee & Child(ren)					
Employee & Family					
Vision Coverage:					
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	Yes	Yes	Yes	Yes	No
Please provide information below if not bundled with medical					
Total Monthly Premium					
Employee only	\$1				\$21
Employee & Spouse/Domestic Partner					\$21
Employee & Child(ren)					\$21
Employee & Family					\$21
	\$3				
Monthly Employer Cost					
Employee only					\$21
Employee & Spouse/Domestic Partner					\$21
Employee & Child(ren)					\$21
Employee & Family					\$21
Monthly Employee Cost					
Employee only					
Employee & Spouse/Domestic Partner					
Employee & Child(ren)					
Employee & Family					
Notes:					

	Liberty Township	Madison Township Franklin County	Orange Township	Prairie Township	Violet Township
2021 Health, Dental & Vision Plans					
BARGAINING					
If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.)	USW, IAFF	Fire, Police	AFSCME / IAFF	Fire	
Do you offer medical coverage to your employees?		Yes	Yes	Yes	Yes
What type of plan do you offer?	HMO / HSFA	PPO	PPO / HSFA / DCFSA	PPO	PPO / POS
How many employees are enrolled in medical plan?		65		25	55 / 55
Funding type?	Fully Insured	Self-Insured		Self-Insured	
If other, please describe: +A15:B15					
Monthly Premiums: Total Monthly Premium					
Employee Only	\$892	\$946	\$941	\$2,062	\$756
Employee & Spouse/Domestic Partner	\$1,960	\$2,408	\$1,976	\$2,062	\$1,666
Employee & Children	\$1,505	\$2,408	\$1,788	\$2,062	\$1,278
Employee & Family	\$2,890	\$2,408	\$2,823	\$2,062	\$2,340
Monthly Premiums: Total Employer Cost					
Employee Only	\$847	\$804	\$800	\$1,856	\$680
Employee & Spouse/Domestic Partner	\$1,862	\$2,047	\$1,680	\$1,856	\$1,499
Employee & Children	\$1,430	\$2,047	\$1,520	\$1,856	\$1,150
Employee & Family	\$2,752	\$2,047	\$2,400	\$1,856	\$2,106
Monthly Premiums: Total Employee Cost					
Employee Only	\$45	\$142	\$141	\$206	\$76
Employee & Spouse/Domestic Partner	\$98	\$361	\$296	\$206	\$167
Employee & Children	\$75	\$361	\$268	\$206	\$128
Employee & Family	\$138	\$361	\$423	\$206	\$234
In Network Deductible:					
Individual deductible	\$6,250*	\$2,700		\$500	\$4,000
Family deductible	\$12,500*	\$5,000		\$1,250	\$8,000
Coinsurance (e.g., 80/20, 70/30, etc.)				100 / 0	
Lifetime maximum for medical plan					
Office co-payment (Primary Care Physician)				\$20.00	\$0 - Have HRA
Office co-payment (Specialist)				\$20 - \$40	\$0 - Have HRA
Co-payment or co-insurance (Emergency room)				\$150.00	\$0 - Have HRA
Co-payment or co-insurance (Urgent Care)				\$25.00	\$0 - Have HRA
Co-payment or co-insurance generic drugs (retail)				\$5.00	\$0 - Have HRA
In Network Deductible: (Con't.)					
Co-payment or co-insurance preferred brand (retail)				\$25	\$0 - Have HRA
Co-payment or co-insurance non-preferred drugs (retail)				\$50	\$0 - Have HRA
Co-pay or co-insurance generic drugs (mail order- 3 mos.)				\$13	\$0 - Have HRA
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)				\$63	\$0 - Have HRA
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)				\$125	\$0 - Have HRA

	Liberty Township	Madison Township Franklin County	Orange Township	Prairie Township	Violet Township
2021 Health, Dental & Vision Plans					
BARGAINING					
Out-of-Network Deductible:					
Individual deductible	\$7,500	\$5,000		\$1,000	\$4,000
Family deductible	\$15,000	\$10,000		\$2,500	\$8,000
Coinsurance (e.g., 80/20, 70/30, etc.)				80/20	70/30
Lifetime maximum for medical plan					
Office co-payment (Primary Care Physician)					\$0 - Have HRA
Office co-payment (Specialist)					\$0 - Have HRA
Co-payment or co-insurance (Emergency room)					\$0 - Have HRA
Co-payment or co-insurance (Urgent Care)					\$0 - Have HRA
Co-payment or co-insurance generic drugs (retail)					\$0 - Have HRA
Co-payment or co-insurance preferred brand (retail)					\$0 - Have HRA
Co-payment or co-insurance non-preferred drugs (retail)					\$0 - Have HRA
Co-pay or co-insurance generic drugs (mail order- 3 mos.)					\$0 - Have HRA
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)					\$0 - Have HRA
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)					\$0 - Have HRA
Do you provide a credit/incentive to employees who opt out of medical coverage?	Yes	Yes	Yes	Yes	No
Dental Coverage:					
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	No	Yes	Yes
If yes, per person lifetime maximum?	\$1,500	\$1,500		\$150	\$1,500
If yes, what age group is covered?	All	Up to age 19		Up to age 19	Up to age 19
Monthly Dental Premiums if not bundled with medical plan					
Total Monthly Premium					
Employee only	\$32	\$35	\$26		\$25
Employee & Spouse/Domestic Partner	\$60	\$69	\$52		
Employee & Child(ren)	\$112	\$69	\$97		
Employee & Family	\$112	\$130	\$97		\$74
Monthly Employer Cost					
Employee only	\$31	\$35	\$26		\$25
Employee & Spouse/Domestic Partner	\$57	\$69	\$52		
Employee & Child(ren)	\$106	\$69	\$97		
Employee & Family	\$106	\$130	\$97		\$74

	Liberty Township	Madison Township Franklin County	Orange Township	Prairie Township	Violet Township
2021 Health, Dental & Vision Plans					
BARGAINING					
Monthly Employee Cost					
Employee only	\$2				
Employee & Spouse/Domestic Partner	\$3				
Employee & Child(ren)	\$6				
Employee & Family	\$6				
Vision Coverage:					
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	No	No	No	Yes	Yes
Please provide information below if not bundled with medical					
Total Monthly Premium					
Employee only	\$7	\$11	\$7		\$11
Employee & Spouse/Domestic Partner	\$14	\$22	\$7		\$19
Employee & Child(ren)	\$22	\$22	\$7		\$31
Employee & Family	\$22	\$35	\$7		\$19
Monthly Employer Cost					
Employee only	\$7	\$11	\$7		\$11
Employee & Spouse/Domestic Partner	\$13	\$22	\$7		\$19
Employee & Child(ren)	\$21	\$22	\$7		\$31
Employee & Family	\$21	\$35	\$7		\$19
Monthly Employee Cost					
Employee only	\$0				
Employee & Spouse/Domestic Partner	\$1				
Employee & Child(ren)	\$1				
Employee & Family	\$1				
Notes:	* offset by Twp. Funded HAS \$3600 single \$7200 family				



SECTION 6B

MEDICAL, DENTAL & VISION PLANS (Non-Bargaining)

2021 Health, Dental & Vision Plans	City of Canal Winchester	City of Circleville	City of Columbus	City of Delaware
NON-BARGAINING				
Do you offer medical coverage to your employees?	Yes	Yes	Yes	Yes
What type of plan do you offer?		POS	PPO	PPO
How many employees are enrolled in medical plan?		25	1,017	284
Funding type?		Fully-Insured	Self-Insured	Self-Insured
If other, please describe:				
Monthly Premiums: Total Monthly Premium				
Employee Only	\$9,782	\$921	\$1,456	\$892
Employee & Spouse/Domestic Partner		\$1,841	\$1,706	\$2,675
Employee & Children		\$1,841	\$1,706	\$2,675
Employee & Family	\$25,332	\$2,577	\$1,706	\$2,675
Monthly Premiums: Total Employer Cost				
Employee Only	\$9,782.00	\$736	\$1,289	\$783
Employee & Spouse/Domestic Partner		\$1,473	\$1,289	\$2,350
Employee & Children		\$1,473	\$1,289	\$2,350
Employee & Family	\$25,332.00	\$2,062	\$1,289	\$2,350
Monthly Premiums: Total Employee Cost				
Employee Only		\$184	\$167	\$108
Employee & Spouse/Domestic Partner		\$368	\$417	\$325
Employee & Children		\$368	\$417	\$325
Employee & Family		\$515	\$417	\$325
In Network Deductible:				
Individual deductible	\$2,800	\$5,000	\$300	\$0
Family deductible	\$5,000	\$10,000	\$600	\$0
Coinsurance (e.g., 80/20, 70/30, etc.)		80 / 20	80 / 20	EE: 10% of \$1,000 20% of \$3,000 Fam: 10% of \$2,000, 20% of \$5,000
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)		\$35	\$20	\$10
Office co-payment (Specialist)		\$70	\$30	\$10
Co-payment or co-insurance (Emergency room)		\$300	\$75	\$50 then 10% co-insurance, co-pay waived if admitted
Co-payment or co-insurance (Urgent Care)		\$75	\$30	\$10 copay if billed as a physician, or coinsurance if billed as a facility
Co-payment or co-insurance generic drugs (retail)		\$10	\$5	\$0

2021 Health, Dental & Vision Plans				
NON-BARGAINING	City of Canal Winchester	City of Circleville	City of Columbus	City of Delaware
In Network Deductible: (Con't.)				
Co-payment or co-insurance preferred brand (retail)		\$30	\$15	\$25 co-pay then 50% co-
Co-payment or co-insurance non-preferred drugs (retail)		\$60	\$30	\$25 co-pay then 50% co-
Co-pay or co-insurance generic drugs (mail order- 3 mos.)		\$25	\$13	10%
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)		\$75	\$25	25%
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)		\$150	\$60	25%
Out-of-Network Deductible:				
Individual deductible	\$5,000	\$10,000	\$800	\$500
Family deductible	\$10,000	\$20,000	\$1,600	\$1,000
Coinurance (e.g., 80/20, 70/30, etc.)			60 / 40	50 / 50
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)		30% co-ins	\$0 co-pay, 60% of eligible exp	50 / 50
Office co-payment (Specialist)		30% co-ins	\$0 co-pay, 60% of eligible exp	50 / 50
Co-payment or co-insurance (Emergency room)		30% co-ins	\$75	50 / 50
Co-payment or co-insurance (Urgent Care)		30% co-ins	\$30	50 / 50
Co-payment or co-insurance generic drugs (retail)		\$10	\$5	
Co-payment or co-insurance preferred brand (retail)		\$30	\$15	
Co-payment or co-insurance non-preferred drugs (retail)		\$60	\$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?	Yes	No	No	Yes
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?	\$1,500	\$1,500	\$1,850	
If yes, what age group is covered?	Up to age 19	Up to age 19	Up to age 19*	
Monthly Dental Premiums if not bundled with medical plan				
Total Monthly Premium				
Employee only	\$97	\$23		\$55
Employee & Spouse/Domestic Partner		\$44		\$120
Employee & Child(ren)		\$90		\$120
Employee & Family	\$97	\$90		\$120

2021 Health, Dental & Vision Plans				
NON-BARGAINING	City of Canal Winchester	City of Circleville	City of Columbus	City of Delaware
Monthly Employer Cost				
Employee only	\$97	\$18		\$48
Employee & Spouse/Domestic Partner		\$35		\$106
Employee & Child(ren)		\$72		\$106
Employee & Family	\$97	\$72		\$106
Monthly Employee Cost				
Employee only		\$5		\$7
Employee & Spouse/Domestic Partner		\$9		\$15
Employee & Child(ren)		\$18		\$15
Employee & Family		\$18		\$15
Vision Coverage:				
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	No	No	Yes	No
Please provide information below if not bundled with medical				
Total Monthly Premium				
Employee only	\$22	\$7		\$6
Employee & Spouse/Domestic Partner		\$14		\$12
Employee & Child(ren)		\$14		\$13
Employee & Family	\$22	\$25		\$19
Monthly Employer Cost				
Employee only	\$22			
Employee & Spouse/Domestic Partner				
Employee & Child(ren)				
Employee & Family	\$22			
Monthly Employee Cost				
Employee only		\$7		\$6
Employee & Spouse/Domestic Partner		\$14		\$12
Employee & Child(ren)		\$14		\$13
Employee & Family		\$25		\$19
Notes:			*treatment must begin prior to age 19 and coverage will continue to the end of treatment or until the maximum has been reached	

2021 Health, Dental & Vision Plans				
NON-BARGAINING	City of Dublin	City of Gahanna	City of Gahanna	City of Grandview Heights
Do you offer medical coverage to your employees?	Yes	Yes	Yes	Yes
What type of plan do you offer?	PPO / DCFS	PPO	PPO	PPO
How many employees are enrolled in medical plan?	350 / 18*			77
Funding type?	Self-Insured	Self-Insured	Self-Insured	Fully-Insured
If other, please describe:		HDHP	HDHP	
Monthly Premiums: Total Monthly Premium		No Wellness Participation & Smoker 15%	No Wellness Participation & Smoker 15%	
Employee Only	\$1,028	\$937	\$937	\$2,056
Employee & Spouse/Domestic Partner		\$1,694	\$1,694	\$2,056
Employee & Children		\$1,843	\$1,843	\$2,056
Employee & Family	\$2,433	\$2,600	\$2,600	\$2,056
Monthly Premiums: Total Employer Cost				
Employee Only	\$1,028	\$796	\$880	\$1,909
Employee & Spouse/Domestic Partner		\$1,440	\$1,592	\$1,681
Employee & Children		\$1,567	\$1,733	\$1,681
Employee & Family	\$2,433	\$2,210	\$2,444	\$1,681
Monthly Premiums: Total Employee Cost				
Employee Only		\$140	\$56	\$147
Employee & Spouse/Domestic Partner		\$254	\$102	\$375
Employee & Children		\$277	\$111	\$375
Employee & Family		\$390	\$156	\$375
In Network Deductible:				
Individual deductible	\$2,500	\$3,000	\$3,000	\$400
Family deductible	\$5,000	\$6,000	\$6,000	\$1,000
Coinsurance (e.g., 80/20, 70/30, etc.)	85 / 15			100
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)				\$20
Office co-payment (Specialist)				\$20 - \$40
Co-payment or co-insurance (Emergency room)				\$150
Co-payment or co-insurance (Urgent Care)				\$25
Co-payment or co-insurance generic drugs (retail)		\$10	\$10	\$5

2021 Health, Dental & Vision Plans				
NON-BARGAINING	City of Dublin	City of Gahanna	City of Gahanna	City of Grandview Heights
In Network Deductible: (Con't.)				
Co-payment or co-insurance preferred brand (retail)		\$25	\$25	\$25
Co-payment or co-insurance non-preferred drugs (retail)		\$70	\$70	\$50
Co-pay or co-insurance generic drugs (mail order- 3 mos.)		\$25	\$25	\$13
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)		\$50	\$50	\$63
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)		\$50	\$50	\$125
Out-of-Network Deductible:				
Individual deductible	\$5,000	\$6,000	\$6,000	\$800
Family deductible	\$10,000	\$12,000	\$12,000	\$2,000
Coinsurance (e.g., 80/20, 70/30, etc.)	60 / 40	80 / 20	80 / 20	80 / 20
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)		20% coinsurance	20% coinsurance	80 / 20
Office co-payment (Specialist)		20% coinsurance	20% coinsurance	80 / 20
Co-payment or co-insurance (Emergency room)				80 / 20
Co-payment or co-insurance (Urgent Care)		20% coinsurance	20% coinsurance	80 / 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?	No	Yes	Yes	No
Dental Coverage:				
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	Yes	Yes
If yes, per person lifetime maximum?	\$2,000	\$1,500	\$1,500	\$1,500
If yes, what age group is covered?		Up to age 19	Up to age 19	Up to age 19
Monthly Dental Premiums if not bundled with medical plan				
Total Monthly Premium				
Employee only	\$59	\$97	\$97	
Employee & Spouse/Domestic Partner		\$97	\$97	
Employee & Child(ren)		\$97	\$97	
Employee & Family		\$97	\$97	
	\$188			

2021 Health, Dental & Vision Plans				
NON-BARGAINING	City of Dublin	City of Gahanna	City of Gahanna	City of Grandview Heights
Monthly Employer Cost				
Employee only	\$59	\$97	\$97	
Employee & Spouse/Domestic Partner		\$97	\$97	
Employee & Child(ren)		\$97	\$97	
Employee & Family	\$188	\$97	\$97	
Monthly Employee Cost				
Employee only				
Employee & Spouse/Domestic Partner				
Employee & Child(ren)				
Employee & Family				
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	Yes
Please provide information below if not bundled with medical				
Total Monthly Premium				
Employee only	\$10	\$28	\$28	
Employee & Spouse/Domestic Partner		\$28	\$28	
Employee & Child(ren)		\$28	\$28	
Employee & Family	\$28	\$28	\$28	
Monthly Employer Cost				
Employee only	\$10	\$28	\$28	
Employee & Spouse/Domestic Partner		\$28	\$28	
Employee & Child(ren)		\$28	\$28	
Employee & Family	\$28	\$28	\$28	
Monthly Employee Cost				
Employee only				
Employee & Spouse/Domestic Partner				
Employee & Child(ren)				
Employee & Family				
Notes:	*PPO / DCFSA numbers include Bargaining and Non-Bargaining			

2021 Health, Dental & Vision Plans	City of Grove City	City of Hilliard	City of Lancaster	City of Marysville
NON-BARGAINING				
Do you offer medical coverage to your employees?	Yes	Yes	Yes	Yes
What type of plan do you offer?		PPO / POS / DCFSA	PPO	PPO / HSFA / DCFSA
How many employees are enrolled in medical plan?			175	
Funding type?		Self-Insured	Self-Insured	Self-Insured
If other, please describe:	HDHP, HSA	FOP/OLC members are included in the non-bargaining unit group		
Monthly Premiums: Total Monthly Premium				
Employee Only	\$839	\$955	\$866	\$1,328
Employee & Spouse/Domestic Partner	\$2,174			\$3,469
Employee & Children	\$2,174			\$3,469
Employee & Family	\$2,174	\$2,771	\$2,316	\$3,469
Monthly Premiums: Total Employer Cost				
Employee Only	\$713	\$867	\$736	\$1,062
Employee & Spouse/Domestic Partner	\$1,848			\$2,775
Employee & Children	\$1,848			\$2,775
Employee & Family	\$1,848	\$2,516	\$1,969	\$2,775
Monthly Premiums: Total Employee Cost				
Employee Only	\$126	\$88	\$130	\$266
Employee & Spouse/Domestic Partner	\$326			\$694
Employee & Children	\$326			\$694
Employee & Family	\$326	\$255	\$347	\$694
In Network Deductible:				
Individual deductible	\$2,800	\$300	\$500	\$100
Family deductible	\$5,000	\$600	\$1,000	\$200
Coinsurance (e.g., 80/20, 70/30, etc.)		90 -10	80 / 20	80 / 20
Lifetime maximum for medical plan				\$600 / \$1,200
Office co-payment (Primary Care Physician)		\$20	\$25	\$15
Office co-payment (Specialist)		\$20		\$15
Co-payment or co-insurance (Emergency room)		10% coinsurance	\$100	\$100
Co-payment or co-insurance (Urgent Care)		10% coinsurance	\$50	\$25
Co-payment or co-insurance generic drugs (retail)		\$10	\$10	\$10

2021 Health, Dental & Vision Plans				
NON-BARGAINING	City of Grove City	City of Hilliard	City of Lancaster	City of Marysville
In Network Deductible: (Con't.)				
Co-payment or co-insurance preferred brand (retail)		\$25.00	\$30	\$25
Co-payment or co-insurance non-preferred drugs (retail)		\$50.00	\$60	\$45
Co-pay or co-insurance generic drugs (mail order- 3 mos.)		\$20.00	\$20	\$25
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)		\$50.00	\$60	\$63
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)		\$100.00	\$120	\$113
Out-of-Network Deductible:				
Individual deductible	\$50,000	\$600	\$1,000	\$200
Family deductible	\$10,000	\$1,200	\$2,000	\$400
Coinsurance (e.g., 80/20, 70/30, etc.)		70-30	60 / 40	60 / 40
Lifetime maximum for medical plan		none		\$1,200 / \$2,400
Office co-payment (Primary Care Physician)		30% coinsurance	\$50	60 / 40
Office co-payment (Specialist)		30% coinsurance		60 / 40
Co-payment or co-insurance (Emergency room)		covered as in network	\$100	\$100
Co-payment or co-insurance (Urgent Care)		30% coinsurance	\$75	40%
Co-payment or co-insurance generic drugs (retail)		not covered		\$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.)				
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	No	Yes
Dental Coverage:				
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	Yes	Yes
If yes, per person lifetime maximum?	\$1,500	\$1,500	\$2,000	\$1,000
If yes, what age group is covered?	To 25th birthday (end of cal. Yr.)	up to age 26	Up to age 19	Up to age 19
Monthly Dental Premiums if not bundled with medical plan				
Total Monthly Premium				
Employee only	\$97			\$34
Employee & Spouse/Domestic Partner	\$97			\$101
Employee & Child(ren)	\$97			\$101
Employee & Family	\$97			\$101

2021 Health, Dental & Vision Plans				
NON-BARGAINING	City of Grove City	City of Hilliard	City of Lancaster	City of Marysville
Monthly Employer Cost				
Employee only	\$83			\$27
Employee & Spouse/Domestic Partner	\$83			\$80
Employee & Child(ren)	\$83			\$80
Employee & Family				\$80
Monthly Employee Cost				
Employee only	\$15			\$7
Employee & Spouse/Domestic Partner	\$15			\$20
Employee & Child(ren)	\$15			\$20
Employee & Family	\$15			\$20
Vision Coverage:				
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	No	Yes	No	No
Please provide information below if not bundled with medical				
Total Monthly Premium				
Employee only	\$24		\$12	\$6
Employee & Spouse/Domestic Partner	\$24		\$18	\$14
Employee & Child(ren)	\$24			\$14
Employee & Family	\$24		\$31	\$14
Monthly Employer Cost				
Employee only	\$20			\$6
Employee & Spouse/Domestic Partner	\$20			\$11
Employee & Child(ren)	\$20			\$11
Employee & Family	\$20			\$11
Monthly Employee Cost				
Employee only	\$4		\$12	
Employee & Spouse/Domestic Partner	\$4		\$18	\$3
Employee & Child(ren)	\$4			\$3
Employee & Family	\$4		\$31	\$3
Notes:				

2021 Health, Dental & Vision Plans	City of New Albany	City of Pataskala	City of Reynoldsburg	City of Upper Arlington
NON-BARGAINING				
Do you offer medical coverage to your employees?	Yes	Yes	Yes	Yes
What type of plan do you offer?	HSFA / DCFSFA	PPO / HSFA		PPO / HSFA / DCFSFA
How many employees are enrolled in medical plan?	89	14 / 15		62 36
Funding type?	Self-Insured	Partially Self-Insured		Self-Insured
If other, please describe:	New Albany offers a front loaded HRA and has only started offering an H.S.A. in 2021. The information provided below is for the HRA which is utilized by 84 of the 89 participants.	City funds \$1,500 for single coverage and \$3,000 for all other levels.	HDHP w/Health Saving account partial funded. High deduct. Health plan HAS 2K of the 3K deduct. for single/ 4K of the 6.6K for family. Once deduct. Is met in network benefits are paid 100%	
Monthly Premiums: Total Monthly Premium				PPO/HAS Rates
Employee Only	\$936	\$831	\$681	\$732 / \$693
Employee & Spouse/Domestic Partner	\$1,726	\$1,655	\$1,829	\$1,537 / \$1,455
Employee & Children	\$2,029	\$1,606	\$1,829	\$1,244 / \$1,178
Employee & Family	\$2,719	\$2,407	\$1,829	\$2,049 / \$1,940
Monthly Premiums: Total Employer Cost				
Employee Only	\$866	\$748	\$599	\$653 / \$619
Employee & Spouse/Domestic Partner	\$1,597	\$1,489	\$1,609	\$1,372 / \$1,299
Employee & Children	\$1,877	\$1,446	\$1,609	\$1,111 / \$1,052
Employee & Family	\$2,515	\$2,166	\$1,609	\$1,829 / \$1,732
Monthly Premiums: Total Employee Cost				
Employee Only	\$70	\$83	\$82	\$78 / \$74
Employee & Spouse/Domestic Partner	\$129	\$166	\$219	\$165 / \$156
Employee & Children	\$152	\$161	\$219	\$133 / \$126
Employee & Family	\$204	\$241	\$219	\$220 / \$208
In Network Deductible:				
Individual deductible	\$2,500	\$2,500	\$3,300	\$200 / \$2,000
Family deductible	\$5,000	\$5,000	\$6,600	\$400 / \$4,000
Coinsurance (e.g., 80/20, 70/30, etc.)		100	100	80 / 20 or 90 / 10
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)		Deduct then 100%		\$20 / Deduct. then 10%
Office co-payment (Specialist)		Deduct then 100%		\$50 / Deduct. then 10%
Co-payment or co-insurance (Emergency room)		Deduct then 100%		\$250 / Deduct. then 10%
Co-payment or co-insurance (Urgent Care)		Deduct then 100%		\$25 / Deduct. then 10%
Co-payment or co-insurance generic drugs (retail)		Deduct then 100%	\$10	\$10 / Deduct. then 10%

2021 Health, Dental & Vision Plans				
NON-BARGAINING	City of New Albany	City of Pataskala	City of Reynoldsburg	City of Upper Arlington
In Network Deductible: (Con't.)				
Co-payment or co-insurance preferred brand (retail)		Deduct then 100%	\$30	\$40 / Deduct. then 10%
Co-payment or co-insurance non-preferred drugs (retail)		Deduct then 100%	\$50	\$70 / Deduct. then 10%
Co-pay or co-insurance generic drugs (mail order- 3 mos.)		Deduct then 100%	\$25	\$25 / Deduct. then 10%
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)		Deduct then 100%	\$75	\$100 / Deduct. then 10%
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)		Deduct then 100%	\$125	\$175 / Deduct. then 10%
Out-of-Network Deductible:				
Individual deductible	\$5,000	\$5,000	\$4,600	\$400 / \$4,000
Family deductible	\$10,000	\$10,000	\$9,200	\$800 / \$8,000
Coinurance (e.g., 80/20, 70/30, etc.)		80 / 20	100%	60 / 40 or 90 / 10
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)	Deduct then 20%	Deduct then 80%		Deduct. then 30%
Office co-payment (Specialist)	Deduct then 20%	Deduct then 80%		Deduct. then 30%
Co-payment or co-insurance (Emergency room)	Deduct then 20%	Deduct then 100%		\$250 / Deduct. then 30%
Co-payment or co-insurance (Urgent Care)	Deduct then 20%	Deduct then 80%		Deduct. then 30%
Co-payment or co-insurance generic drugs (retail)	Deduct then 20%	Deduct then 100%	\$10	\$10 / Deduct. then 30%
Co-payment or co-insurance preferred brand (retail)	Deduct then 20%	Deduct then 100%	\$30	\$40 / Deduct. then 30%
Co-payment or co-insurance non-preferred drugs (retail)	Deduct then 20%	Deduct then 100%	\$50	\$70 / Deduct. then 30%
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	Deduct then 20%	Deduct then 100%	\$25	None / Deduct. then 30%
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	Deduct then 20%	Deduct then 100%	\$75	None / Deduct. then 30%
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	Deduct then 20%	Deduct then 100%	\$125	
Do you provide a credit/incentive to employees who opt out of medical coverage?	No	Yes	Yes	No
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?	\$1,500	\$1,500	\$1,500	
If yes, what age group is covered?	Up to age 19	Up to age 19	Up to age 19	
Monthly Dental Premiums if not bundled with medical plan				
Total Monthly Premium				
Employee only	\$97	\$35	\$99	\$36
Employee & Spouse/Domestic Partner	\$97	\$69	\$99	\$89
Employee & Child(ren)	\$97	\$86	\$99	\$89
Employee & Family	\$97	\$132	\$99	\$89

2021 Health, Dental & Vision Plans				
NON-BARGAINING	City of New Albany	City of Pataskala	City of Reynoldsburg	City of Upper Arlington
Monthly Employer Cost				
Employee only	\$97	\$31	\$92	\$36
Employee & Spouse/Domestic Partner	\$97	\$62	\$92	\$89
Employee & Child(ren)	\$97	\$78	\$92	\$89
Employee & Family	\$97	\$119	\$92	\$89
Monthly Employee Cost				
Employee only		\$3	\$7	
Employee & Spouse/Domestic Partner		\$7	\$7	
Employee & Child(ren)		\$9	\$7	
Employee & Family		\$13	\$7	
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	\$22	\$22	\$22	\$6
Employee & Spouse/Domestic Partner	\$22	\$22	\$22	\$11
Employee & Child(ren)	\$22	\$22	\$22	\$12
Employee & Family	\$22	\$22	\$22	\$17
Monthly Employer Cost				
Employee only	\$22	\$20	\$20	
Employee & Spouse/Domestic Partner	\$22	\$20	\$20	
Employee & Child(ren)	\$22	\$20	\$20	
Employee & Family	\$22	\$20	\$20	
Monthly Employee Cost				
Employee only		\$2	\$2	\$6
Employee & Spouse/Domestic Partner		\$2	\$2	\$11
Employee & Child(ren)		\$2	\$2	\$12
Employee & Family		\$2	\$2	\$17
Notes:				

2021 Health, Dental & Vision Plans	City of Westerville	City of Whitehall	City of Worthington	Delaware County
NON-BARGAINING				
Do you offer medical coverage to your employees?	Yes	Yes	Yes	Yes
What type of plan do you offer?	HSFA	HSFA / DCFSFA	PPO	PPO
How many employees are enrolled in medical plan?	333		131	872
Funding type?	Self-Insured		Self-Insured	Fully-Insured
If other, please describe:		HDHP (High Deductible Health Plan) with HAS, self-insured		
Monthly Premiums: Total Monthly Premium				
Employee Only	\$657	\$43	\$937	\$790
Employee & Spouse/Domestic Partner	\$1,446	\$93		\$1,741
Employee & Children	\$1,315	\$68		\$1,420
Employee & Family	\$2,300	\$118	\$2,428	\$2,371
Monthly Premiums: Total Employer Cost				
Employee Only	\$559	\$18	\$931	\$695
Employee & Spouse/Domestic Partner	\$1,229	\$18		\$1,532
Employee & Children	\$1,117	\$18		\$1,250
Employee & Family	\$1,955	\$18	\$2,153	\$2,086
Monthly Premiums: Total Employee Cost				
Employee Only	\$99	\$25	\$112	\$95
Employee & Spouse/Domestic Partner	\$217	\$75		\$209
Employee & Children	\$197	\$50		\$170
Employee & Family	\$345	\$100	\$291	\$284
In Network Deductible:				
Individual deductible	\$2,000	\$3,000	\$3,000	\$500
Family deductible	\$4,000	\$6,000	\$6,000	\$1,000
Coinsurance (e.g., 80/20, 70/30, etc.)			100	80 / 20
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)		Deductible		\$20
Office co-payment (Specialist)		Deductible		\$40
Co-payment or co-insurance (Emergency room)		Deductible		\$250
Co-payment or co-insurance (Urgent Care)		Deductible		\$50
Co-payment or co-insurance generic drugs (retail)		Deductible		\$10

2021 Health, Dental & Vision Plans				
NON-BARGAINING	City of Westerville	City of Whitehall	City of Worthington	Delaware County
In Network Deductible: (Con't.)				
Co-payment or co-insurance preferred brand (retail)		Deductible		\$30
Co-payment or co-insurance non-preferred drugs (retail)		Deductible		\$50
Co-pay or co-insurance generic drugs (mail order- 3 mos.)		Deductible		\$20
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)		Deductible		\$60
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)		Deductible		\$100
Out-of-Network Deductible:				
Individual deductible	\$4,000	\$6,000	\$6,000	\$1,000
Family deductible	\$8,000	\$12,000	\$12,000	\$2,000
Coinurance (e.g., 80/20, 70/30, etc.)		70 / 30	80 / 20	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)		\$150.00 - \$300		\$250
Co-payment or co-insurance (Urgent Care)		\$50 - \$75		\$50
Co-payment or co-insurance generic drugs (retail)				
Co-payment or co-insurance preferred brand (retail)		Deductible		
Co-payment or co-insurance non-preferred drugs (retail)		Deductible		
Co-pay or co-insurance generic drugs (mail order- 3 mos.)		Deductible		
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)		Deductible		
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)		Deductible		
Do you provide a credit/incentive to employees who opt out of medical coverage?	Yes	No	Yes	No
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?	\$2,000	\$1,500	\$1,000	
If yes, what age group is covered?	Up to age 19	Up to age 19	Up to age 18	
Monthly Dental Premiums if not bundled with medical plan				
Total Monthly Premium				
Employee only	\$32	\$8	\$97	\$26
Employee & Spouse/Domestic Partner	\$95	\$16	\$97	\$52
Employee & Child(ren)	\$95	\$12	\$97	\$57
Employee & Family	\$95	\$20	\$97	\$91

2021 Health, Dental & Vision Plans				
NON-BARGAINING	City of Westerville	City of Whitehall	City of Worthington	Delaware County
Monthly Employer Cost				
Employee only	\$32	\$4	\$97	\$6
Employee & Spouse/Domestic Partner	\$95	\$4	\$97	\$32
Employee & Child(ren)	\$95	\$4	\$97	\$37
Employee & Family	\$95	\$4	\$97	\$71
Monthly Employee Cost				
Employee only		\$4		\$20
Employee & Spouse/Domestic Partner		\$12		\$20
Employee & Child(ren)		\$8		\$20
Employee & Family		\$16		\$20
Vision Coverage:				
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	No	Yes	No	No
Please provide information below if not bundled with medical				
Total Monthly Premium				
Employee only	\$7	\$10	\$28	\$7
Employee & Spouse/Domestic Partner	\$20	\$20	\$28	\$14
Employee & Child(ren)	\$20	\$32	\$28	\$15
Employee & Family	\$20	\$34	\$28	\$24
Monthly Employer Cost				
Employee only	\$7	\$9	\$28	
Employee & Spouse/Domestic Partner	\$20	\$18	\$28	
Employee & Child(ren)	\$20	\$30	\$28	
Employee & Family	\$20	\$30	\$28	
Monthly Employee Cost				
Employee only		\$1		\$7
Employee & Spouse/Domestic Partner		\$2		\$14
Employee & Child(ren)		\$2		\$15
Employee & Family		\$4		\$24
Notes:				

2021 Health, Dental & Vision Plans	Fairfield County	Franklin County BOC	Morrow County (NO-Wellness Participation)	Morrow County Wellness Participation
NON-BARGAINING				
Do you offer medical coverage to your employees?	Yes	Yes	Yes	Yes
What type of plan do you offer?	PPO / HSFA / DCFS	PPO / HSFA / DCFS	PPO / HSFA	PPO / HSFA
How many employees are enrolled in medical plan?		5695 / 1121 / 73	179 / 8	179 / 8
Funding type?	Self-Insured	Self-Insured	Self-Insured	Self-Insured
If other, please describe:				
Monthly Premiums: Total Monthly Premium				
Employee Only	\$129	\$1,848	\$853	\$853
Employee & Spouse/Domestic Partner		\$1,848	\$1,857	\$1,857
Employee & Children		\$1,848	\$1,535	\$1,535
Employee & Family	\$308	\$1,848	\$2,553	\$2,553
Monthly Premiums: Total Employer Cost				
Employee Only		\$1,708	\$651	\$701
Employee & Spouse/Domestic Partner		\$1,536	\$1,454	\$1,504
Employee & Children		\$1,708	\$1,196	\$1,246
Employee & Family		\$1,536	\$2,011	\$2,061
Monthly Premiums: Total Employee Cost				
Employee Only		\$140	\$202	\$152
Employee & Spouse/Domestic Partner		\$312	\$403	\$353
Employee & Children		\$140	\$338	\$288
Employee & Family		\$312	\$542	\$492
In Network Deductible:				
Individual deductible	\$300	\$500	\$1,500	\$1,500
Family deductible	\$600	\$1,250	\$3,000	\$3,000
Coinsurance (e.g., 80/20, 70/30, etc.)	80 / 20		75 / 25	75 / 25
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)	\$15	\$20	\$25	\$25
Office co-payment (Specialist)	\$15	\$40	\$25	\$25
Co-payment or co-insurance (Emergency room)	\$200	\$150	\$150	\$150
Co-payment or co-insurance (Urgent Care)	\$20	\$25	\$35	\$35
Co-payment or co-insurance generic drugs (retail)	\$4	\$5	\$15	\$15

2021 Health, Dental & Vision Plans				
NON-BARGAINING	Fairfield County	Franklin County BOC	Morrow County (NO-Wellness Participation)	Morrow County Wellness Participation
In Network Deductible: (Con't.)				
Co-payment or co-insurance preferred brand (retail)	\$25	\$25	\$30	\$30
Co-payment or co-insurance non-preferred drugs (retail)	\$50	\$50	\$50	\$50
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	\$10	\$13	\$30	\$30
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$50	\$63	\$60	\$60
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	\$100	\$125	\$100	\$100
Out-of-Network Deductible:				
Individual deductible	\$650	\$1,000	\$4,500	\$4,500
Family deductible	\$1,300	\$2,500	\$9,000	\$9,000
Coinurance (e.g., 80/20, 70/30, etc.)	70 / 30	80 / 20	50 / 50	50 / 50
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)		Deductible then 80 / 20	60 / 40	60 / 40
Office co-payment (Specialist)	\$30	Deductible then 80 / 20	60 / 40	60 / 40
Co-payment or co-insurance (Emergency room)	\$200	\$150	\$150	\$150
Co-payment or co-insurance (Urgent Care)	\$20	Deductible then 80 / 20	\$35	\$35
Co-payment or co-insurance generic drugs (retail)	\$4		\$15	\$15
Co-payment or co-insurance preferred brand (retail)	\$25		\$30	\$30
Co-payment or co-insurance non-preferred drugs (retail)	\$50		\$50	\$50
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	\$10			
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$50.00			
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	\$100.00			
		No		
Do you provide a credit/incentive to employees who opt out of medical coverage?	No		No	No
Dental Coverage:				
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	Yes	Yes
If yes, per person lifetime maximum?	\$1,500	\$1,500		
If yes, what age group is covered?	Up to age 26	Up to age 19	No limit	No limit
Monthly Dental Premiums if not bundled with medical plan				
Total Monthly Premium				
Employee only	\$5			
Employee & Spouse/Domestic Partner				
Employee & Child(ren)				
Employee & Family				
	\$12			

2021 Health, Dental & Vision Plans				
NON-BARGAINING	Fairfield County	Franklin County BOC	Morrow County (NO-Wellness Participation)	Morrow County Wellness Participation
Monthly Employer Cost				
Employee only				
Employee & Spouse/Domestic Partner				
Employee & Child(ren)				
Employee & Family				
Monthly Employee Cost				
Employee only				
Employee & Spouse/Domestic Partner				
Employee & Child(ren)				
Employee & Family				
Vision Coverage:				
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	Yes	Yes	Yes	Yes
Please provide information below if not bundled with medical				
Total Monthly Premium				
Employee only	\$1			
Employee & Spouse/Domestic Partner				
Employee & Child(ren)				
Employee & Family	\$3			
Monthly Employer Cost				
Employee only				
Employee & Spouse/Domestic Partner				
Employee & Child(ren)				
Employee & Family				
Monthly Employee Cost				
Employee only				
Employee & Spouse/Domestic Partner				
Employee & Child(ren)				
Employee & Family				
Notes:				

2021 Health, Dental & Vision Plans	Blendon Township	Liberty Township	Madison Township Franklin County	Mifflin Township Franklin County
NON-BARGAINING				
Do you offer medical coverage to your employees?	Yes	Yes	Yes	Yes
What type of plan do you offer?	PPO	HMO / HSFA	PPO	PPO
How many employees are enrolled in medical plan?	14		15	All Full-time
Funding type?	Self-Insured	Fully Insured	Self-Insured	Fully-Insured
If other, please describe:				
Monthly Premiums: Total Monthly Premium				
Employee Only	\$707	\$892	\$946	\$646
Employee & Spouse/Domestic Partner	\$1,553	\$1,960	\$2,408	\$1,771
Employee & Children	\$1,193	\$1,505	\$2,408	\$1,771
Employee & Family	\$2,182	\$2,890	\$2,408	\$1,771
Monthly Premiums: Total Employer Cost				
Employee Only	\$707	\$847	\$804	\$601
Employee & Spouse/Domestic Partner	\$1,553	\$1,862	\$2,047	\$1,612
Employee & Children	\$1,193	\$1,430	\$2,047	\$1,612
Employee & Family	\$2,182	\$2,752	\$2,047	\$1,612
Monthly Premiums: Total Employee Cost				
Employee Only		\$45	\$142	\$45
Employee & Spouse/Domestic Partner		\$98	\$361	\$159
Employee & Children		\$75	\$361	\$159
Employee & Family		\$138	\$361	\$159
In Network Deductible:				
Individual deductible	\$5,000	\$6,250*	\$2,700	\$2,000
Family deductible	\$10,000	\$12,500*	\$5,000	\$4,000
Coinsurance (e.g., 80/20, 70/30, etc.)	100			90 / 10
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)	\$30			90 / 10
Office co-payment (Specialist)	\$60			10%
Co-payment or co-insurance (Emergency room)	\$300			\$250 plus 10%
Co-payment or co-insurance (Urgent Care)				
Co-payment or co-insurance generic drugs (retail)	\$10			\$5

2021 Health, Dental & Vision Plans				
NON-BARGAINING	Blendon Township	Liberty Township	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		\$15,000	\$5,000	\$5,000
Family deductible			\$10,000	\$10,000
Coinurance (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.)				
		Yes		
Do you provide a credit/incentive to employees who opt out of medical coverage?	Yes		Yes	Yes
		Yes		
Dental Coverage:		Yes		
Do you offer Dental coverage to your employees?	Yes	1500	Yes	Yes
Do you offer orthodontic benefits?	Yes	All	Yes	Yes
If yes, per person lifetime maximum?			\$1,500	\$1,500
If yes, what age group is covered?			Up to age 19	Up to age 19
Monthly Dental Premiums if not bundled with medical plan				
Total Monthly Premium				
Employee only	\$30	\$32	\$35	\$36
Employee & Spouse/Domestic Partner	\$56	\$60	\$69	\$69
Employee & Child(ren)		\$112	\$69	\$36
Employee & Family	\$103	\$112	\$130	\$123

2021 Health, Dental & Vision Plans				
NON-BARGAINING	Blendon Township	Liberty Township	Madison Township Franklin County	Mifflin Township Franklin County
Monthly Employer Cost				
Employee only	\$30	\$57	\$35	\$36
Employee & Spouse/Domestic Partner	\$56	\$106	\$69	\$69
Employee & Child(ren)		\$106	\$69	\$36
Employee & Family	\$103		\$130	\$123
Monthly Employee Cost				
Employee only		\$3		
Employee & Spouse/Domestic Partner		\$6		
Employee & Child(ren)		\$6		
Employee & Family				
Vision Coverage:				
Do you offer vision coverage to your employees?	Yes	No	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	\$21	\$14	\$11	\$8
Employee & Spouse/Domestic Partner	\$21	\$22	\$22	\$16
Employee & Child(ren)	\$21	\$22	\$22	\$16
Employee & Family	\$21		\$35	\$25
Monthly Employer Cost				
Employee only	\$21	\$13	\$11	\$8
Employee & Spouse/Domestic Partner	\$21	\$21	\$22	\$16
Employee & Child(ren)	\$21	\$21	\$22	\$16
Employee & Family	\$21		\$35	\$25
Monthly Employee Cost		\$0		
Employee only		\$1		
Employee & Spouse/Domestic Partner		\$1		
Employee & Child(ren)		\$1		
Employee & Family				
Notes:		* offset by Twp. Funded HAS \$3600 single \$7200 family		

2021 Health, Dental & Vision Plans	Orange Township	Prairie Township	Truro Township	Violet Township
NON-BARGAINING				
Do you offer medical coverage to your employees?	Yes	Yes	Yes	Yes
What type of plan do you offer?	PPO / HSFA / DCFS	PPO	PPO	PPO / POS
How many employees are enrolled in medical plan?		25	46	16 / 16
Funding type?		Self-Insured	Fully-Insured	Self-Insured
If other, please describe:				
Monthly Premiums: Total Monthly Premium				
Employee Only	\$941	\$2,062	\$668	\$756
Employee & Spouse/Domestic Partner	\$1,976	\$2,062	\$1,464	\$1,666
Employee & Children	\$1,788	\$2,062	\$1,199	\$1,278
Employee & Family	\$2,823	\$2,062	\$1,995	\$2,340
Monthly Premiums: Total Employer Cost				
Employee Only	\$800	\$1,856	\$568	\$723
Employee & Spouse/Domestic Partner	\$1,680	\$1,856	\$1,245	\$1,633
Employee & Children	\$1,520	\$1,856	\$1,019	\$1,246
Employee & Family	\$2,400	\$1,856	\$1,696	\$2,308
Monthly Premiums: Total Employee Cost				
Employee Only	\$141	\$206	\$100	\$33
Employee & Spouse/Domestic Partner	\$296	\$206	\$220	\$33
Employee & Children	\$268	\$206	\$180	\$33
Employee & Family	\$423	\$206	\$299	\$33
In Network Deductible:				
Individual deductible	\$5,000	\$500	\$2,000	\$4,000
Family deductible	\$10,000	\$1,250	\$4,000	\$8,000
Coinsurance (e.g., 80/20, 70/30, etc.)		100/0	Deduct then 100%	
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)	\$30	\$20	Deduct then 100%	\$0 - Have HRA
Office co-payment (Specialist)	60%	\$20-\$40	Deduct then 100%	\$0 - Have HRA
Co-payment or co-insurance (Emergency room)	\$350	\$150	Deduct then 100%	\$0 - Have HRA
Co-payment or co-insurance (Urgent Care)	\$75	\$25	Deduct then 100%	\$0 - Have HRA
Co-payment or co-insurance generic drugs (retail)	\$10	\$5	Deduct then 100%	\$0 - Have HRA

2021 Health, Dental & Vision Plans				
NON-BARGAINING	Orange Township	Prairie Township	Truro Township	Violet Township
In Network Deductible: (Con't.)				
Co-payment or co-insurance preferred brand (retail)	\$50	\$25	Deduct then 100%	\$0 - Have HRA
Co-payment or co-insurance non-preferred drugs (retail)	\$90	\$50	Deduct then 100%	\$0 - Have HRA
Co-pay or co-insurance generic drugs (mail order- 3 mos.)		\$13	Deduct then 100%	\$0 - Have HRA
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)		\$63	Deduct then 100%	\$0 - Have HRA
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)		\$125	Deduct then 100%	\$0 - Have HRA
Out-of-Network Deductible:				
Individual deductible	\$10,000	\$1,000	\$5,000	\$4,000
Family deductible	\$30,000	\$2,500	\$10,000	\$8,000
Coinurance (e.g., 80/20, 70/30, etc.)		80/20		70/30
Lifetime maximum for medical plan			Deduct then 100%	
Office co-payment (Primary Care Physician)	50 / 50			\$0 - Have HRA
Office co-payment (Specialist)	50 / 50		Deduct then 100%	\$0 - Have HRA
Co-payment or co-insurance (Emergency room)			Deduct then 100%	\$0 - Have HRA
Co-payment or co-insurance (Urgent Care)			Deduct then 100%	\$0 - Have HRA
Co-payment or co-insurance generic drugs (retail)	50 / 50		Deduct then 100%	\$0 - Have HRA
Co-payment or co-insurance preferred brand (retail)	50 / 50		Deduct then 100%	\$0 - Have HRA
Co-payment or co-insurance non-preferred drugs (retail)	50 / 50		Deduct then 100%	\$0 - Have HRA
Co-pay or co-insurance generic drugs (mail order- 3 mos.)			Deduct then 100%	\$0 - Have HRA
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)			Deduct then 100%	\$0 - Have HRA
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)			Deduct then 100%	\$0 - Have HRA
Do you provide a credit/incentive to employees who opt out of medical coverage?	Yes	Yes	No	No
Dental Coverage:				
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	No	Yes	Yes	Yes
If yes, per person lifetime maximum?		\$1,500	\$2,000	\$1,500
If yes, what age group is covered?		Up to the age 19	Up to age 19	Up to age 19
Monthly Dental Premiums if not bundled with medical plan				
Total Monthly Premium				
Employee only	\$26		\$32	\$25
Employee & Spouse/Domestic Partner	\$52		\$62	
Employee & Child(ren)	\$97		\$120	
Employee & Family	\$97		\$120	\$74

2021 Health, Dental & Vision Plans				
NON-BARGAINING	Orange Township	Prairie Township	Truro Township	Violet Township
Monthly Employer Cost				
Employee only	\$26		\$32	\$25
Employee & Spouse/Domestic Partner	\$52		\$62	
Employee & Child(ren)	\$97		\$120	
Employee & Family	\$97		\$120	\$74
Monthly Employee Cost				
Employee only				
Employee & Spouse/Domestic Partner				
Employee & Child(ren)				
Employee & Family				
Vision Coverage:				
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	Yes	Yes	No	Yes
Please provide information below if not bundled with medical				
Total Monthly Premium				
Employee only	\$7		\$9	\$11
Employee & Spouse/Domestic Partner	\$7		\$18	\$19
Employee & Child(ren)	\$7		\$30	\$31
Employee & Family	\$7		\$30	\$19
Monthly Employer Cost				
Employee only	\$7		\$9	\$11
Employee & Spouse/Domestic Partner	\$7		\$18	\$19
Employee & Child(ren)	\$7		\$30	\$31
Employee & Family	\$7		\$30	\$19
Monthly Employee Cost				
Employee only				
Employee & Spouse/Domestic Partner				
Employee & Child(ren)				
Employee & Family				
Notes:				

2021 Health, Dental & Vision Plans	Washington Township	Village of Gambier	Village of Hebron	Village of Johnstown
NON-BARGAINING				
Do you offer medical coverage to your employees?	Yes	Yes	Yes	Yes
What type of plan do you offer?	HSFA	PPO	PPO / HSFA	PPO
How many employees are enrolled in medical plan?	110	6	23 / 2	30
Funding type?	Self - Insured	Fully-Insured	Fully-Insured	Self-Insured
If other, please describe:				
Monthly Premiums: Total Monthly Premium				
Employee Only	\$1,261	\$1,303	\$669	\$443
Employee & Spouse/Domestic Partner		\$1,936	\$1,330	\$880
Employee & Children		\$1,590	\$1,330	\$783
Employee & Family	\$3,056		\$2,058	\$1,458
Monthly Premiums: Total Employer Cost				
Employee Only	\$1,261	\$1,173	\$669	\$443
Employee & Spouse/Domestic Partner		\$1,355	\$1,330	\$880
Employee & Children		\$1,342	\$1,330	\$783
Employee & Family	\$3,056		\$2,058	\$1,458
Monthly Premiums: Total Employee Cost				
Employee Only		\$130		
Employee & Spouse/Domestic Partner		\$581		
Employee & Children		\$249		
Employee & Family				
In Network Deductible:				
Individual deductible	\$2,600	\$1,000	\$2,000	\$2,000
Family deductible	\$5,200	\$3,000	\$40,000	\$10,000
Coinsurance (e.g., 80/20, 70/30, etc.)	100%			
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)	Deduct then 100%		\$15	
Office co-payment (Specialist)	Deduct then 100%		\$50	
Co-payment or co-insurance (Emergency room)	Deduct then 100%		\$300	
Co-payment or co-insurance (Urgent Care)	Deduct then 100%		\$25	
Co-payment or co-insurance generic drugs (retail)	Deduct then \$10	\$10	\$10	

2021 Health, Dental & Vision Plans				
NON-BARGAINING	Washington Township	Village of Gambier	Village of Hebron	Village of Johnstown
In Network Deductible: (Con't.)				
Co-payment or co-insurance preferred brand (retail)	Deduct then \$35	\$35	\$50	
Co-payment or co-insurance non-preferred drugs (retail)	Deduct then \$70	\$70	\$125	
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	Deduct then \$10		25	
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	Deduct then \$88		125	
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	Deduct then \$175		312.5	
Out-of-Network Deductible:				
Individual deductible	\$5,000	\$2,000	\$5,000	
Family deductible	\$10,000	\$6,000	\$10,000	
Coinsurance (e.g., 80/20, 70/30, etc.)	70 / 30			
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)	Deduct then 30%		50% coinsurance	
Office co-payment (Specialist)	Deduct then 30%		50% coinsurance	
Co-payment or co-insurance (Emergency room)	Deduct then 30%		300	
Co-payment or co-insurance (Urgent Care)	Deduct then 30%		50% coinsurance	
Co-payment or co-insurance generic drugs (retail)		\$10	\$10	
Co-payment or co-insurance preferred brand (retail)		\$35	\$50	
Co-payment or co-insurance non-preferred drugs (retail)		\$70	\$125	
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	No	No
Dental Coverage:				
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	No	No	No
If yes, per person lifetime maximum?	\$2,000			
If yes, what age group is covered?	Up to age 26			
Monthly Dental Premiums if not bundled with medical plan				
Total Monthly Premium				
Employee only	\$39	\$26	\$29	\$32
Employee & Spouse/Domestic Partner		\$51	\$88	\$60
Employee & Child(ren)		\$57	\$88	\$112
Employee & Family	\$112	\$89	\$88	\$112

2021 Health, Dental & Vision Plans				
NON-BARGAINING	Washington Township	Village of Gambier	Village of Hebron	Village of Johnstown
Monthly Employer Cost				
Employee only	\$39		\$29	\$32
Employee & Spouse/Domestic Partner			\$88	\$60
Employee & Child(ren)			\$88	\$112
Employee & Family	\$112		\$88	\$112
Monthly Employee Cost				
Employee only		\$26		
Employee & Spouse/Domestic Partner		\$51		
Employee & Child(ren)		\$57		
Employee & Family		\$89		
Vision Coverage:				
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	No	Yes	No	No
Please provide information below if not bundled with medical				
Total Monthly Premium				
Employee only	\$23	\$5	\$12	\$5
Employee & Spouse/Domestic Partner		\$10	\$26	\$10
Employee & Child(ren)		\$11	\$26	\$10
Employee & Family	\$23	\$15	\$26	\$16
Monthly Employer Cost				
Employee only	\$23		\$12	
Employee & Spouse/Domestic Partner			\$26	
Employee & Child(ren)			\$26	
Employee & Family	\$23		\$26	
Monthly Employee Cost				
Employee only		\$5		\$5
Employee & Spouse/Domestic Partner		\$10		\$10
Employee & Child(ren)		\$11		\$10
Employee & Family		\$15		\$16
Notes:				

2021 Health, Dental & Vision Plans	Village of Plain City	Village of Shawnee Hills Delaware County	Village of Sunbury Delaware County	Village of West Jefferson Madison County
NON-BARGAINING				
Do you offer medical coverage to your employees?	Yes	Yes	Yes	Yes
What type of plan do you offer?	PPO / HSFA	PPO	PPO	HMO
How many employees are enrolled in medical plan?	227 PPO	4	23	31
Funding type?	Fully-Insured	Fully-Insured	Fully-Insured	Fully-Insured
If other, please describe:				
Monthly Premiums: Total Monthly Premium				
Employee Only	\$531	\$760	\$840	\$713
Employee & Spouse/Domestic Partner	\$1,165		\$1,713	\$1,568
Employee & Children	\$953		\$1,713	\$1,283
Employee & Family	\$1,588	\$1,282	\$2,559	\$2,138
Monthly Premiums: Total Employer Cost				
Employee Only	\$493	\$684	\$806	\$570
Employee & Spouse/Domestic Partner	\$1,082		\$1,612	\$1,254
Employee & Children	\$886		\$1,612	\$1,026
Employee & Family	\$1,475	\$684	\$2,418	\$1,711
Monthly Premiums: Total Employee Cost				
Employee Only	\$38	\$76	\$34	\$143
Employee & Spouse/Domestic Partner	\$83		\$101	\$314
Employee & Children	\$68		\$101	\$257
Employee & Family	\$113	\$599	\$141	\$428
In Network Deductible:				
Individual deductible	\$3,000	\$1,000	\$4,000	\$1,000
Family deductible	\$3,000	\$2,000	\$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		\$30
Office co-payment (Specialist)		\$60		\$30
Co-payment or co-insurance (Emergency room)		350; 20% / \$75	\$250	\$200
Co-payment or co-insurance (Urgent Care)		350; 20% / \$75	\$250	\$60
Co-payment or co-insurance generic drugs (retail)		15 / 45 / 80	15 / 50 / 100 / 200	

2021 Health, Dental & Vision Plans				
NON-BARGAINING	Village of Plain City	Village of Shawnee Hills Delaware County	Village of Sunbury Delaware County	Village of West Jefferson Madison County
In Network Deductible: (Con't.)				
Co-payment or co-insurance preferred brand (retail)		25 / 55 / 90	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.)		25% up to \$350	37.50 / 125 / 250 / 500	\$37.50 / \$87.50 / \$175
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)		25% up to \$450	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:				
Individual deductible	\$6,000		\$7,500	\$3,000
Family deductible	\$6,000		\$15,000	\$6,000
Coinurance (e.g., 80/20, 70/30, etc.)			50 / 50	60 / 40
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)				Deduct then co-ins
Office co-payment (Specialist)				Deduct then co-ins
Co-payment or co-insurance (Emergency room)			20%	\$200
Co-payment or co-insurance (Urgent Care)			50%	Deduct then co-ins
Co-payment or co-insurance generic drugs (retail)				
Co-payment or co-insurance preferred brand (retail)		50%		
Co-payment or co-insurance non-preferred drugs (retail)				
Co-pay or co-insurance generic drugs (mail order- 3 mos.)		50%		
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	No
Dental Coverage:				
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	No	No	Yes	Yes
If yes, per person lifetime maximum?			\$2,000	Yes
If yes, what age group is covered?			Up to age 19	Up to age 19
Monthly Dental Premiums if not bundled with medical plan				
Total Monthly Premium				
Employee only	\$28	\$29	\$162	\$35
Employee & Spouse/Domestic Partner	\$83		\$82	\$65
Employee & Child(ren)	\$83		\$162	\$65
Employee & Family	\$83	\$64	\$162	\$123

2021 Health, Dental & Vision Plans				
NON-BARGAINING	Village of Plain City	Village of Shawnee Hills Delaware County	Village of Sunbury Delaware County	Village of West Jefferson Madison County
Monthly Employer Cost				
Employee only	\$28	\$29	\$162	\$28
Employee & Spouse/Domestic Partner	\$83		\$82	\$52
Employee & Child(ren)	\$83		\$162	\$52
Employee & Family	\$83	\$29	\$162	\$99
Monthly Employee Cost				
Employee only				\$7
Employee & Spouse/Domestic Partner				\$13
Employee & Child(ren)				\$13
Employee & Family		\$35		\$25
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	Yes
Please provide information below if not bundled with medical				
Total Monthly Premium				
Employee only	\$8	\$6	\$15	\$25
Employee & Spouse/Domestic Partner	\$17		\$30	\$25
Employee & Child(ren)	\$17		\$30	\$25
Employee & Family	\$27	\$11	\$30	\$25
Monthly Employer Cost				
Employee only	\$8	\$6		\$20
Employee & Spouse/Domestic Partner	\$17			\$20
Employee & Child(ren)	\$17			\$20
Employee & Family	\$27	\$6		\$20
Monthly Employee Cost				
Employee only			\$15	\$5
Employee & Spouse/Domestic Partner			\$30	\$5
Employee & Child(ren)			\$30	\$5
Employee & Family		\$5	\$30	\$5
Notes:				



SECTION 6C

MEDICAL, DENTAL & VISION PLANS (City of Gahanna-Additional Bargaining)

	City of Gahanna	City of Gahanna	City of Gahanna
2021 Health, Dental & Vision Plans	FOP Union Traditional Plan	FOP Union Traditional Plan	FOP Union Traditional Plan
BARGAINING			
If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.)	United Steelworkers, FOP, FOP/OLC	United Steelworkers, FOP, FOP/OLC	United Steelworkers, FOP, FOP/OLC
Do you offer medical coverage to your employees?	Yes	Yes	Yes
What type of plan do you offer?	PPO / HSFA / DCFSA	PPO / HSFA / DCFSA	PPO / HSFA / DCFSA
How many employees are enrolled in medical plan?	PPO 98	PPO 98	PPO 98
Funding type?	Self-insured	Self-insured	Self-insured
If other, please describe:	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.
Monthly Premiums: Total Monthly Premium	No Wellness Participation 15 %	Wellness & Smoker 10%	Wellness & Non-Smoker 6%
Employee Only	\$979	\$979	\$979
Employee & Spouse/Domestic Partner			
Employee & Children			
Employee & Family	\$2,495	\$2,495	\$2,495
Monthly Premiums: Total Employer Cost			
Employee Only	\$833	\$882	\$921
Employee & Spouse/Domestic Partner			
Employee & Children			
Employee & Family	\$2,121	\$2,246	\$2,346
Monthly Premiums: Total Employee Cost			
Employee Only	\$147	\$98	\$59
Employee & Spouse/Domestic Partner			
Employee & Children			
Employee & Family	\$374	\$250	\$150
In Network Deductible:			
Individual deductible	\$200	\$200	\$200
Family deductible	\$600	\$600	\$600
Coinsurance (e.g., 80/20, 70/30, etc.)	90 / 10	90 / 10	90 / 10
Lifetime maximum for medical plan			
Office co-payment (Primary Care Physician)	\$15	\$15	\$15
Office co-payment (Specialist)	\$15	\$15	\$15
Co-payment or co-insurance (Emergency room)	\$150 + 10% co-insurance	\$150 + 10% co-insurance	\$150 + 10% co-insurance
Co-payment or co-insurance (Urgent Care)	10% co-insurance	10% co-insurance	10% co-insurance
Co-payment or co-insurance generic drugs (retail)	\$8	\$8	\$8
In Network Deductible: (Con't.)			
Co-payment or co-insurance preferred brand (retail)	\$20	\$20	\$20
Co-payment or co-insurance non-preferred drugs (retail)	\$35	\$35	\$35
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	\$10	\$10	\$10
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$30	\$30	\$30

	City of Gahanna	City of Gahanna	City of Gahanna
2021 Health, Dental & Vision Plans	FOP Union Traditional Plan	FOP Union Traditional Plan	FOP Union Traditional Plan
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	\$50	\$50	\$50
Out-of-Network Deductible:			
Individual deductible	\$400	\$400	\$400
Family deductible	\$1,200	\$1,200	\$1,200
Coinsurance (e.g., 80/20, 70/30, etc.)	70 / 30	70 / 30	70 / 30
Lifetime maximum for medical plan			
Office co-payment (Primary Care Physician)	30% co-insurance	30% co-insurance	30% co-insurance
Office co-payment (Specialist)	30% co-insurance	30% co-insurance	30% co-insurance
Co-payment or co-insurance (Emergency room)	\$150 + 10%	\$150 + 10%	\$150 + 10% co-insurance
Co-payment or co-insurance (Urgent Care)	30% co-insurance	30% co-insurance	30% co-insurance
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	Yes	Yes
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?	Up to age 19	Up to age 19	Up to age 19
Monthly Dental Premiums if not bundled with medical plan			
Total Monthly Premium			
Employee only	\$97	\$97	\$97
Employee & Spouse/Domestic Partner	\$97	\$97	\$97
Employee & Child(ren)	\$97	\$97	\$97
Employee & Family	\$97	\$97	\$97
Monthly Employer Cost			
Employee only	\$97	\$97	\$97
Employee & Spouse/Domestic Partner	\$97	\$97	\$97
Employee & Child(ren)	\$97	\$97	\$97
Employee & Family	\$97	\$97	\$97
Monthly Employee Cost			
Employee only			
Employee & Spouse/Domestic Partner			
Employee & Child(ren)			
Employee & Family			

	City of Gahanna	City of Gahanna	City of Gahanna
2021 Health, Dental & Vision Plans	FOP Union Traditional Plan	FOP Union Traditional Plan	FOP Union Traditional Plan
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	\$28	\$28	\$28
Employee & Spouse/Domestic Partner	\$28	\$28	\$28
Employee & Child(ren)	\$28	\$28	\$28
Employee & Family	\$28	\$28	\$28
Monthly Employer Cost			
Employee only	\$28	\$28	\$28
Employee & Spouse/Domestic Partner	\$28	\$28	\$28
Employee & Child(ren)	\$28	\$28	\$28
Employee & Family	\$28	\$28	\$28
Monthly Employee Cost			
Employee only			
Employee & Spouse/Domestic Partner			
Employee & Child(ren)			
Employee & Family			
Notes:	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.

	City of Gahanna	City of Gahanna	City of Gahanna
2021 Health, Dental & Vision Plans	FOP Union Choice Plan	FOP Union Choice Plan	FOP Union Choice Plan
BARGAINING			
If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.)	United Steelworkers, FOP, FOP/OLC	United Steelworkers, FOP, FOP/OLC	United Steelworkers, FOP, FOP/OLC
Do you offer medical coverage to your employees?	Yes	Yes	Yes
What type of plan do you offer?	PPO / HSFA / DCFS	PPO / HSFA / DCFS	PPO / HSFA / DCFS
How many employees are enrolled in medical plan?	PPO 98	PPO 98	PPO 98
Funding type?	Self-insured	Self-insured	Self-insured
If other, please describe:	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.
Monthly Premiums: Total Monthly Premium	No Wellness Participation 15 %	Wellness & Smoker 10%	Wellness & Non-Smoker 6%
Employee Only	\$907	\$907	\$907
Employee & Spouse/Domestic Partner			
Employee & Children			
Employee & Family	\$2,310	\$2,310	\$2,310
Monthly Premiums: Total Employer Cost			
Employee Only	\$833	\$858	\$877
Employee & Spouse/Domestic Partner			
Employee & Children			
Employee & Family	\$2,123	\$2,185	\$2,235
Monthly Premiums: Total Employee Cost			
Employee Only	\$73	\$49	\$29
Employee & Spouse/Domestic Partner			
Employee & Children			
Employee & Family	\$187	\$125	\$75
In Network Deductible:			
Individual deductible	\$1,000	\$1,000	\$1,000
Family deductible	\$2,000	\$2,000	\$2,000
Coinurance (e.g., 80/20, 70/30, etc.)	80 / 20	80 / 20	80 / 20
Lifetime maximum for medical plan			
Office co-payment (Primary Care Physician)	\$25	\$25	\$25
Office co-payment (Specialist)	\$25	\$25	\$25
Co-payment or co-insurance (Emergency room)	\$150 + 20% co-insurance	\$150 + 20% co-insurance	\$150 + 20% co-insurance
Co-payment or co-insurance (Urgent Care)	20% co-insurance	20% co-insurance	20% co-insurance
Co-payment or co-insurance generic drugs (retail)	\$8	\$8	\$8
In Network Deductible: (Con't.)			
Co-payment or co-insurance preferred brand (retail)	\$20	\$20	\$20
Co-payment or co-insurance non-preferred drugs (retail)	\$35	\$35	\$35
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	\$10	\$10	\$10
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$30	\$30	\$30

	City of Gahanna	City of Gahanna	City of Gahanna
2021 Health, Dental & Vision Plans	FOP Union Choice Plan	FOP Union Choice Plan	FOP Union Choice Plan
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	\$50	\$50	\$50
Out-of-Network Deductible:			
Individual deductible	\$2,000	\$2,000	\$2,000
Family deductible	\$4,000	\$4,000	\$4,000
Coinurance (e.g., 80/20, 70/30, etc.)	60 / 40	60 / 40	60 / 40
Lifetime maximum for medical plan			
Office co-payment (Primary Care Physician)	40% co-insurance	40% co-insurance	40% co-insurance
Office co-payment (Specialist)	40% co-insurance	40% co-insurance	40% co-insurance
Co-payment or co-insurance (Emergency room)	\$150 + 20% co-insurance	\$150 + 20% co-insurance	\$150 + 20% co-insurance
Co-payment or co-insurance (Urgent Care)	40% co-insurance	40% co-insurance	40% co-insurance
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	Yes	Yes
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?	Up to age 19	Up to age 19	Up to age 19
Monthly Dental Premiums if not bundled with medical plan			
Total Monthly Premium			
Employee only	\$97	\$97	\$97
Employee & Spouse/Domestic Partner	\$97	\$97	\$97
Employee & Child(ren)	\$97	\$97	\$97
Employee & Family	\$97	\$97	\$97
Monthly Employer Cost			
Employee only	\$97	\$97	\$97
Employee & Spouse/Domestic Partner	\$97	\$97	\$97
Employee & Child(ren)	\$97	\$97	\$97
Employee & Family	\$97	\$97	\$97
Monthly Employee Cost			
Employee only			
Employee & Spouse/Domestic Partner			
Employee & Child(ren)			
Employee & Family			

	City of Gahanna	City of Gahanna	City of Gahanna
2021 Health, Dental & Vision Plans	FOP Union Choice Plan	FOP Union Choice Plan	FOP Union Choice Plan
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	\$28	\$28	\$28
Employee & Spouse/Domestic Partner	\$28	\$28	\$28
Employee & Child(ren)	\$28	\$28	\$28
Employee & Family	\$28	\$28	\$28
Monthly Employer Cost			
Employee only	\$28	\$28	\$28
Employee & Spouse/Domestic Partner	\$28	\$28	\$28
Employee & Child(ren)	\$28	\$28	\$28
Employee & Family	\$28	\$28	\$28
Monthly Employee Cost			
Employee only			
Employee & Spouse/Domestic Partner			
Employee & Child(ren)			
Employee & Family			
Notes:	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.

	City of Gahanna	City of Gahanna	City of Gahanna
2021 Health, Dental & Vision Plans	FOP/OLC Union & USW Traditional	FOP/OLC Union & USW Traditional	FOP/OLC Union & USW Traditional
BARGAINING			
If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.)	United Steelworkers, FOP, FOP/OLC	United Steelworkers, FOP, FOP/OLC	United Steelworkers, FOP, FOP/OLC
Do you offer medical coverage to your employees?	Yes	Yes	Yes
What type of plan do you offer?	PPO / HSFA / DCFSA	PPO / HSFA / DCFSA	PPO / HSFA / DCFSA
How many employees are enrolled in medical plan?	PPO 98	PPO 98	PPO 98
Funding type?	Self-insured	Self-insured	Self-insured
If other, please describe:	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.
Monthly Premiums: Total Monthly Premium	No Wellness Participation 15 %	Wellness & Smoker 10%	Wellness & Non-Smoker 6%
Employee Only	\$939	\$939	\$939
Employee & Spouse/Domestic Partner	\$1,761	\$1,761	\$1,761
Employee & Children	\$1,943	\$1,943	\$1,943
Employee & Family	\$2,765	\$2,765	\$2,765
Monthly Premiums: Total Employer Cost			
Employee Only	\$798	\$845	\$883
Employee & Spouse/Domestic Partner	\$1,496	\$1,584	\$1,655
Employee & Children	\$1,652	\$1,749	\$1,827
Employee & Family	\$2,350	\$2,488	\$2,599
Monthly Premiums: Total Employee Cost			
Employee Only	\$141	\$94	\$56
Employee & Spouse/Domestic Partner	\$264	\$176	\$106
Employee & Children	\$291	\$194	\$117
Employee & Family	\$415	\$276	\$166
In Network Deductible:			
Individual deductible	\$200	\$200	\$200
Family deductible	\$600	\$600	\$600
Coinsurance (e.g., 80/20, 70/30, etc.)	90 / 10	90 / 10	90 / 10
Lifetime maximum for medical plan			
Office co-payment (Primary Care Physician)	\$15	\$15	\$15
Office co-payment (Specialist)	\$15	\$15	\$15
Co-payment or co-insurance (Emergency room)	\$150 + 10% co-insurance	\$150 + 10% co-insurance	\$150 + 10% co-insurance
Co-payment or co-insurance (Urgent Care)	10% co-insurance	10% co-insurance	10% co-insurance
Co-payment or co-insurance generic drugs (retail)	\$7.50	\$8	\$8
In Network Deductible: (Con't.)			
Co-payment or co-insurance preferred brand (retail)	\$20	\$20	\$20
Co-payment or co-insurance non-preferred drugs (retail)	\$35	\$35	\$35
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	\$10	\$10	\$10
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$30	\$30	\$30

	City of Gahanna	City of Gahanna	City of Gahanna
2021 Health, Dental & Vision Plans	FOP/OLC Union & USW Traditional	FOP/OLC Union & USW Traditional	FOP/OLC Union & USW Traditional
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	\$50	\$50	\$50
Out-of-Network Deductible:			
Individual deductible	\$400	\$400	\$400
Family deductible	\$1,200	\$1,200	\$1,200
Coinsurance (e.g., 80/20, 70/30, etc.)	70 / 30	70 / 30	70 / 30
Lifetime maximum for medical plan			
Office co-payment (Primary Care Physician)	30% co-insurance	30% co-insurance	30% co-insurance
Office co-payment (Specialist)	30% co-insurance	30% co-insurance	30% co-insurance
Co-payment or co-insurance (Emergency room)	\$150 + 10% co-insurance	\$150 + 10% co-insurance	\$150 + 10% co-insurance
Co-payment or co-insurance (Urgent Care)	30% co-insurance	30% co-insurance	30% co-insurance
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	Yes	Yes
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?	Up to age 19	Up to age 19	Up to age 19
Monthly Dental Premiums if not bundled with medical plan			
Total Monthly Premium			
Employee only	\$97	\$97	\$97
Employee & Spouse/Domestic Partner	\$97	\$97	\$97
Employee & Child(ren)	\$97	\$97	\$97
Employee & Family	\$97	\$97	\$97
Monthly Employer Cost			
Employee only	\$97	\$97	\$97
Employee & Spouse/Domestic Partner	\$97	\$97	\$97
Employee & Child(ren)	\$97	\$97	\$97
Employee & Family	\$97	\$97	\$97
Monthly Employee Cost			
Employee only			
Employee & Spouse/Domestic Partner			
Employee & Child(ren)			
Employee & Family			

	City of Gahanna	City of Gahanna	City of Gahanna
2021 Health, Dental & Vision Plans	FOP/OLC Union & USW Traditional	FOP/OLC Union & USW Traditional	FOP/OLC Union & USW Traditional
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	\$28	\$28	\$28
Employee & Spouse/Domestic Partner	\$28	\$28	\$28
Employee & Child(ren)	\$28	\$28	\$28
Employee & Family	\$28	\$28	\$28
Monthly Employer Cost			
Employee only	\$28	\$28	\$28
Employee & Spouse/Domestic Partner	\$28	\$28	\$28
Employee & Child(ren)	\$28	\$28	\$28
Employee & Family	\$28	\$28	\$28
Monthly Employee Cost			
Employee only			
Employee & Spouse/Domestic Partner			
Employee & Child(ren)			
Employee & Family			
Notes:	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.

	City of Gahanna	City of Gahanna	City of Gahanna
2021 Health, Dental & Vision Plans	FOP/OLC Union & USW Choice	FOP/OLC Union & USW Choice	FOP/OLC Union & USW Choice
BARGAINING			
If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.)	United Steelworkers, FOP, FOP/OLC	United Steelworkers, FOP, FOP/OLC	United Steelworkers, FOP, FOP/OLC
Do you offer medical coverage to your employees?	Yes	Yes	Yes
What type of plan do you offer?	PPO / HSFA / DCFSA	PPO / HSFA / DCFSA	PPO / HSFA / DCFSA
How many employees are enrolled in medical plan?	PPO 98	PPO 98	PPO 98
Funding type?	Self-insured	Self-insured	Self-insured
If other, please describe:	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.
Monthly Premiums: Total Monthly Premium	No Wellness Participation 15 %	Wellness & Smoker 10%	Wellness & Non-Smoker 6%
Employee Only	\$869	\$869	\$869
Employee & Spouse/Domestic Partner	\$1,630	\$1,630	\$1,630
Employee & Children	\$1,799	\$1,799	\$1,799
Employee & Family	\$2,560	\$2,560	\$2,560
Monthly Premiums: Total Employer Cost			
Employee Only	\$799	\$822	\$841
Employee & Spouse/Domestic Partner	\$1,498	\$1,542	\$1,577
Employee & Children	\$1,653	\$1,702	\$1,741
Employee & Family	\$2,353	\$2,422	\$2,477
Monthly Premiums: Total Employee Cost			
Employee Only	\$70	\$47	\$28
Employee & Spouse/Domestic Partner	\$132	\$88	\$53
Employee & Children	\$146	\$97	\$58
Employee & Family	\$207	\$138	\$83
In Network Deductible:			
Individual deductible	\$1,000	\$1,000	\$1,000
Family deductible	\$2,000	\$2,000	\$2,000
Coinurance (e.g., 80/20, 70/30, etc.)	80 / 20	80 / 20	80 / 20
Lifetime maximum for medical plan			
Office co-payment (Primary Care Physician)	\$25	\$25	\$25
Office co-payment (Specialist)	\$25	\$25	\$25
Co-payment or co-insurance (Emergency room)	\$150 + 20% co-insurance	\$150 + 20% co-insurance	\$150 + 20% co-insurance
Co-payment or co-insurance (Urgent Care)	20% co-insurance	20% co-insurance	20% co-insurance
Co-payment or co-insurance generic drugs (retail)	\$7.50	\$7.50	\$8
In Network Deductible: (Con't.)			
Co-payment or co-insurance preferred brand (retail)	\$20.00	\$20.00	\$20
Co-payment or co-insurance non-preferred drugs (retail)	\$35.00	\$35.00	\$35
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	\$10.00	\$10.00	\$10
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$30.00	\$30.00	\$30

	City of Gahanna	City of Gahanna	City of Gahanna
2021 Health, Dental & Vision Plans	FOP/OLC Union & USW Choice	FOP/OLC Union & USW Choice	FOP/OLC Union & USW Choice
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	\$50.00	\$50.00	\$50
Out-of-Network Deductible:			
Individual deductible	\$2,000	\$2,000	\$2,000
Family deductible	\$4,000	\$4,000	\$4,000
Coinurance (e.g., 80/20, 70/30, etc.)	60 / 40	60 / 40	60 / 40
Lifetime maximum for medical plan			
Office co-payment (Primary Care Physician)	40% co-insurance	40% co-insurance	40% co-insurance
Office co-payment (Specialist)	40% co-insurance	40% co-insurance	40% co-insurance
Co-payment or co-insurance (Emergency room)	\$150 + 20% co-insurance	\$150 + 20% co-insurance	\$150 + 20% co-insurance
Co-payment or co-insurance (Urgent Care)	40% co-insurance	40% co-insurance	40% co-insurance
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	Yes	Yes
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?	Up to age 19	Up to age 19	Up to age 19
Monthly Dental Premiums if not bundled with medical plan			
Total Monthly Premium			
Employee only	\$97	\$97	\$97
Employee & Spouse/Domestic Partner	\$97	\$97	\$97
Employee & Child(ren)	\$97	\$97	\$97
Employee & Family	\$97	\$97	\$97
Monthly Employer Cost			
Employee only	\$97	\$97	\$97
Employee & Spouse/Domestic Partner	\$97	\$97	\$97
Employee & Child(ren)	\$97	\$97	\$97
Employee & Family	\$97	\$97	\$97
Monthly Employee Cost			
Employee only			
Employee & Spouse/Domestic Partner			
Employee & Child(ren)			
Employee & Family			

	City of Gahanna	City of Gahanna	City of Gahanna
2021 Health, Dental & Vision Plans	FOP/OLC Union & USW Choice	FOP/OLC Union & USW Choice	FOP/OLC Union & USW Choice
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	\$28	\$28	\$28
Employee & Spouse/Domestic Partner	\$28	\$28	\$28
Employee & Child(ren)	\$28	\$28	\$28
Employee & Family	\$28	\$28	\$28
Monthly Employer Cost			
Employee only	\$28	\$28	\$28
Employee & Spouse/Domestic Partner	\$28	\$28	\$28
Employee & Child(ren)	\$28	\$28	\$28
Employee & Family	\$28	\$28	\$28
Monthly Employee Cost			
Employee only			
Employee & Spouse/Domestic Partner			
Employee & Child(ren)			
Employee & Family			
Notes:	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.

	City of Gahanna	City of Gahanna	City of Gahanna
2021 Health, Dental & Vision Plans	FOP/OLC Union & USW HDHP	FOP/OLC Union & USW HDHP	FOP/OLC Union & USW HDHP
BARGAINING			
If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.)	United Steelworkers, FOP, FOP/OLC	United Steelworkers, FOP, FOP/OLC	United Steelworkers, FOP, FOP/OLC
Do you offer medical coverage to your employees?	Yes	Yes	Yes
What type of plan do you offer?	PPO / HSFA / DCFSA	PPO / HSFA / DCFSA	PPO / HSFA / DCFSA
How many employees are enrolled in medical plan?	PPO 98	PPO 98	PPO 98
Funding type?	Self-insured	Self-insured	Self-insured
If other, please describe:	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.
Monthly Premiums: Total Monthly Premium	No Wellness Participation 15 %	Wellness & Smoker 10%	Wellness & Non-Smoker 6%
Employee Only	\$937	\$937	\$937
Employee & Spouse/Domestic Partner	\$1,694	\$1,694	\$1,694
Employee & Children	\$1,843	\$1,843	\$1,843
Employee & Family	\$2,600	\$2,600	\$2,600
Monthly Premiums: Total Employer Cost			
Employee Only	\$796	\$843	\$880
Employee & Spouse/Domestic Partner	\$1,440	\$1,524	\$1,592
Employee & Children	\$1,567	\$1,659	\$1,733
Employee & Family	\$2,210	\$2,340	\$2,444
Monthly Premiums: Total Employee Cost			
Employee Only	\$140	\$94	\$56
Employee & Spouse/Domestic Partner	\$254	\$169	\$102
Employee & Children	\$277	\$184	\$111
Employee & Family	\$390	\$260	\$156
In Network Deductible:			
Individual deductible	\$3,000	\$3,000	\$3,000
Family deductible	\$6,000	\$6,000	\$6,000
Coinurance (e.g., 80/20, 70/30, etc.)	No charge	No charge	No charge
Lifetime maximum for medical plan			
Office co-payment (Primary Care Physician)	No charge	No charge	No charge
Office co-payment (Specialist)	No charge	No charge	No charge
Co-payment or co-insurance (Emergency room)	No charge	No charge	No charge
Co-payment or co-insurance (Urgent Care)	No charge	No charge	No charge
Co-payment or co-insurance generic drugs (retail)	\$10	\$10	\$10
In Network Deductible: (Con't.)			
Co-payment or co-insurance preferred brand (retail)	\$25	\$25	\$25
Co-payment or co-insurance non-preferred drugs (retail)	\$70	\$70	\$70
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	\$25	\$25	\$25
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$50	\$50	\$50

	City of Gahanna	City of Gahanna	City of Gahanna
2021 Health, Dental & Vision Plans	FOP/OLC Union & USW HDHP	FOP/OLC Union & USW HDHP	FOP/OLC Union & USW HDHP
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	\$50	\$50	\$50
Out-of-Network Deductible:			
Individual deductible	\$6,000	\$6,000	\$6,000
Family deductible	\$12,000	\$12,000	\$12,000
Coinsurance (e.g., 80/20, 70/30, etc.)	80 / 20	80 / 20	80 / 20
Lifetime maximum for medical plan			
Office co-payment (Primary Care Physician)	20% co-insurance	20% co-insurance	20% co-insurance
Office co-payment (Specialist)	20% co-insurance	20% co-insurance	20% co-insurance
Co-payment or co-insurance (Emergency room)	No charge	No charge	No charge
Co-payment or co-insurance (Urgent Care)	20% co-insurance	20% co-insurance	20% co-insurance
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	Yes	Yes
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?	Up to age 19	Up to age 19	Up to age 19
Monthly Dental Premiums if not bundled with medical plan			
Total Monthly Premium			
Employee only	\$97	\$97	\$97
Employee & Spouse/Domestic Partner	\$97	\$97	\$97
Employee & Child(ren)	\$97	\$97	\$97
Employee & Family	\$97	\$97	\$97
Monthly Employer Cost			
Employee only	\$97	\$97	\$97
Employee & Spouse/Domestic Partner	\$97	\$97	\$97
Employee & Child(ren)	\$97	\$97	\$97
Employee & Family	\$97	\$97	\$97
Monthly Employee Cost			
Employee only			
Employee & Spouse/Domestic Partner			
Employee & Child(ren)			
Employee & Family			

	City of Gahanna	City of Gahanna	City of Gahanna
	FOP/OLC Union & USW HDHP	FOP/OLC Union & USW HDHP	FOP/OLC Union & USW HDHP
2021 Health, Dental & Vision Plans			
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	\$28	\$28	\$28
Employee & Spouse/Domestic Partner	\$28	\$28	\$28
Employee & Child(ren)	\$28	\$28	\$28
Employee & Family	\$28	\$28	\$28
Monthly Employer Cost			
Employee only	\$28	\$28	\$28
Employee & Spouse/Domestic Partner	\$28	\$28	\$28
Employee & Child(ren)	\$28	\$28	\$28
Employee & Family	\$28	\$28	\$28
Monthly Employee Cost			
Employee only			
Employee & Spouse/Domestic Partner			
Employee & Child(ren)			
Employee & Family			
Notes:	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.



SECTION 7

DISABILITY and SICK LEAVE

2021 Disability & Sick Leave	City of Canal Winchester	City of Circleville	City of Columbus	City of Delaware	City of Dublin
Short-Term Disability (other than sick leave)					
Do you offer a short-term disability (STD) plan?	No	No	Yes*	No	Yes, non-bargaining only
If yes, what is the waiting period (# of work days)?			1 year**		7 work days
What is the benefit as a percent of regular salary?			Varies per union		70%
What percent of the premium does the company pay?					100%
What is the cost per \$100 of payroll?					\$100
What is the maximum time-off for STD?			26 weeks***		24 weeks
Long-Term Disability					
Do you offer a long-term disability (LTD) plan?	No	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?					

2021 Disability & Sick Leave	City of Canal Winchester	City of Circleville	City of Columbus	City of Delaware	City of Dublin
Sick Leave (other than short-term disability)					
Number of hours accrued/credited annually	120 hours	119 hours	106 hours (avg)	119.6 hours	72 hours
Does your company have a maximum number of sick leave hours?		No	No, but CWA has a maximum number of 400 sick leave hours	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	No	Yes
If yes, what employee groups are eligible? (e.g.: Full-time, Part-time, Seasonal or Intern)	Full time employees	Full time employees	All		All Full-Time employees
What is the percentage rate of cash-out?		100%	Varies		100% up to 28hrs Cash out 28hrs of sick/yearly
Do you have a cash-out limit?		Yes	Yes		Yes
If yes, what is the annual cash-out limit?		Amount used in year minus earned up to 120 hours	Varies		28 hours

2021 Other Insurance					
	City of Canal Winchester	City of Circleville	City of Columbus	City of Delaware	City of Dublin
Life Insurance					
Do you offer basic group term life insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer voluntary supplemental group term life insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer Accidental Death and Dismemberment (AD&D) insurance?	Yes	Yes	No	Yes	Yes
Do you offer dependent life insurance?	Yes	Yes	No	Yes	Yes
Basic Insurance					
Amount of coverage	\$50,000	2X Annual Salary	1.5X salary rounded to next higher multiple of \$1,000. Min - \$27,000	Flat dollar based on contract/ pay plan	1.5x Salary
Percent company pays	100%	100%	100%		100%
Cost per \$1,000 or unit		\$0.25	0.102%		\$0.12
Maximum dollar amount of coverage	\$50,000	\$25,000	\$250,000		\$150,000
AD&D Insurance					
Amount of coverage	\$50,000	2X Annual salary		Flat Dollar based on contract/pay plan	1.5X salary
Percent company pays	100%	100%			200%
Cost per \$1,000 or unit		\$0.75			\$0.12
Maximum dollar amount of coverage		\$25,000			\$150,000
Does your company provide/offer the following:					
Supplemental Insurance (e.g. AFLAC)	Yes	Yes	Yes	No	Yes
Long-term care insurance	No	No	No	No	No
			*STD plan is not applicable for MCP Police, MCP Fire, or FOP; STD is applicable to MCP, HACP, CWA, AFSCME 1632, AFSCME 2191, FOP-OLC, and IAFF.		
			**IAFF does not have a waiting period.		
			***IAFF does not have a maximum.		

2021 Disability & Sick Leave	City of Gahanna	City of Grandview Heights	City of Grove City	City of Hilliard	City of Lancaster
Short-Term Disability (other than sick leave)					
Do you offer a short-term disability (STD) plan?	No	Yes	No	No	No
If yes, what is the waiting period (# of work days)?		14 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 \$100 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	Yes	Yes	No	No
If yes, what is the waiting period (# of work days)?		180 days	14 or 90 days		
What is the benefit as a percent of regular salary?		60%	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			

2021 Disability & Sick Leave	City of Gahanna	City of Grandview Heights	City of Grove City	City of Hilliard	City of Lancaster
Sick Leave (other than short-term disability)					
Number of hours accrued/credited annually		119.6 hours	120 hours	80	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	Yes	Yes	Yes
If yes, what employee groups are eligible? (e.g.: Full-time, Part-time, Seasonal or Intern)		Full-time Employees	Full-time Employees	Full-time	Full-time
What is the percentage rate of cash-out?		100%	50%	50% upon separation	
Do you have a cash-out limit?	No	Yes	Yes	Yes	Yes
If yes, what is the annual cash-out limit?	Paid @ 30% upon termination 60% upon retirement up to 1200 hrs.	64 hours	Must maintain 360 hrs.	80 hours	\$500

2021 Other Insurance	City of Gahanna	City of Grandview Heights	City of Grove City	City of Hilliard	City of Lancaster
Life Insurance					
Do you offer basic group term life insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer voluntary supplemental group term life insurance?	Yes	Yes	Yes	Yes	No
Do you offer Accidental Death and Dismemberment (AD&D) insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer dependent life insurance?	Yes	Yes	Yes	No	Yes
Basic Insurance					
Amount of coverage	2X Annual Salary	\$75,000.00	Flat Dollar		Flat
Percent company pays	100%	100%	85%	100%	100%
Cost per \$1,000 or unit	\$0.125	\$0.04	\$0.20		\$0.08
Maximum dollar amount of coverage	\$220,000	\$500,000	\$75,000	\$75,000	\$50,000
AD&D Insurance					
Amount of coverage	2X annual salary	\$75,000.00	Flat	1	Flat
Percent company pays	100%	100.00%	85%		100%
Cost per \$1,000 or unit	\$0.025	0.02			\$0.02
Maximum dollar amount of coverage	\$220,000	\$500,000	\$75,000		\$50,000
Does your company provide/offer the following:					
Supplemental Insurance (e.g. AFLAC)	Yes	Yes	Yes	Yes	No
Long-term care insurance	No	No	No	No	No

2021 Disability & Sick Leave	City of Marysville	City of New Albany	City of Pataskala	City of Reynoldsburg	City of Upper Arlington
Short-Term Disability (other than sick leave)					
Do you offer a short-term disability (STD) plan?	Yes	Yes	No	Yes	Yes
If yes, what is the waiting period (# of work days)?		10 days		14 days	45 days
What is the benefit as a percent of regular salary?	67%	60%		60%	60%
What percent of the premium does the company pay?		100%		100%	100%
What is the cost per \$100 of payroll?		.288 per \$10 benefits		.22 per \$10 benefits	Self-Insured
What is the maximum time-off for STD?	13 weeks	90 days		180 days	180 days
Long-Term Disability					
Do you offer a long-term disability (LTD) plan?	No	No	No	Yes	Yes
If yes, what is the waiting period (# of work days)?				STD expired	180
What is the benefit as a percent of regular salary?				60%	60%
What percent of the premium does the company pay?				100%	100%
What is the cost per \$1,000 of payroll?				.31 of \$100 monthly payroll	Self-Insured
What is the maximum time-off for LTD?				2 years	2 years

2021 Disability & Sick Leave	City of Marysville	City of New Albany	City of Pataskala	City of Reynoldsburg	City of Upper Arlington
Sick Leave (other than short-term disability)					
Number of hours accrued/credited annually	119.6 hours	120 hours	80 hours	120 hours	120 hours
Does your company have a maximum number of sick leave hours?	No	No	No	No	Yes
If yes, indicate maximum # of sick leave hours allowed					1920 hours
Sick Leave Cash-Out Plan					
Do you offer a sick leave cash-out plan annually?	Yes	Yes	No	No	Yes
If yes, what employee groups are eligible? (e.g.: Full-time, Part-time, Seasonal or Intern)	Full-time	Full-time			Senior Executives
What is the percentage rate of cash-out?		100%			50%
Do you have a cash-out limit?	Yes	Yes		No	No
If yes, what is the annual cash-out limit?	32 hours	48 hours			

2021 Other Insurance					
	City of Marysville	City of New Albany	City of Pataskala	City of Reynoldsburg	City of Upper Arlington
Life Insurance					
Do you offer basic group term life insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer voluntary supplemental group term life insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer Accidental Death and Dismemberment (AD&D) insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer dependent life insurance?	Yes	Yes	Yes	Yes	Yes
Basic Insurance					
Amount of coverage	1.5 Annual up to \$50K	1.5x salary	\$100,000	Min \$50K	Salary & Flat Dollar
Percent company pays	100%	100%	90%	100%	100%
Cost per \$1,000 or unit		\$0.14	\$0.24	\$0.13	\$0.10
Maximum dollar amount of coverage	\$50,000	\$150,000	\$100,000	\$100,000	\$250,000
AD&D Insurance					
Amount of coverage	1.5 Annual up to \$50K	1.5x salary	\$200,000	Min \$50K	Salary and Flat Dollar
Percent company pays	100%	100%	90%	100%	100%
Cost per \$1,000 or unit		\$0.03	\$0.03	\$0.13	\$0.02
Maximum dollar amount of coverage	\$50,000	\$150,000	\$200,000	\$100,000	\$250,000
Does your company provide/offer the following:					
Supplemental Insurance (e.g. AFLAC)	No	Yes	Yes	No	No
Long-term care insurance	No	No	No	No	No

2021 Disability & Sick Leave	City of Westerville	City of Whitehall	City of Worthington	Delaware County	Fairfield County
Short-Term Disability (other than sick leave)					
Do you offer a short-term disability (STD) plan?	Yes	Yes	No	No	Yes
If yes, what is the waiting period (# of work days)?	14 days	8 days			14
What is the benefit as a percent of regular salary?	60% or up to \$1000/wk.	\$100-\$1,500			60%
What percent of the premium does the company pay?	100%				
What is the cost per \$100 of payroll?	\$5000 annual	Age Based			
What is the maximum time-off for STD?	180 days	13 weeks			24 weeks
Long-Term Disability					
Do you offer a long-term disability (LTD) plan?	No	Yes	No	No	Yes
If yes, what is the waiting period (# of work days)?		90 days			180 days
What is the benefit as a percent of regular salary?		60%			60%
What percent of the premium does the company pay?					
What is the cost per \$1,000 of payroll?		.3940 of \$100 monthly payroll			
What is the maximum time-off for LTD?		5 years			Indefinitely

2021 Disability & Sick Leave	City of Westerville	City of Whitehall	City of Worthington	Delaware County	Fairfield County
Sick Leave (other than short-term disability)					
Number of hours accrued/credited annually	96 or 288 for IAFF	130 hours	120 hours	120 hours	119.6 hours
Does your company have a maximum number of sick leave hours?	No	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	No	No	No
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			No
If yes, what is the annual cash-out limit?	up to 48hrs but must have 250hrs in bank	24 hours			

2021 Other Insurance					
	City of Westerville	City of Whitehall	City of Worthington	Delaware County	Fairfield County
Life Insurance					
Do you offer basic group term life insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer voluntary supplemental group term life insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer Accidental Death and Dismemberment (AD&D) insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer dependent life insurance?	Yes	Yes	No	Yes	Yes
Basic Insurance					
Amount of coverage	\$100,000.00	\$100,000	\$100,000	1x	Flat
Percent company pays	100%	100%	100%	100%	100%
Cost per \$1,000 or unit	Unit	\$0.15	\$0.20	\$0.15	\$0.07
Maximum dollar amount of coverage	\$100,000	\$300,000		\$125,000	\$50,000
AD&D Insurance					
Amount of coverage	\$100,000.00	\$100,000	\$100,000		Flat
Percent company pays	100%	100%	100%		100%
Cost per \$1,000 or unit	Unit	\$0.03	\$0.03		
Maximum dollar amount of coverage	\$100,000	\$300,000			
Does your company provide/offer the following:					
Supplemental Insurance (e.g. AFLAC)	Yes	Yes	Yes	Yes	No
Long-term care insurance	No	No	No	No	No

2021 Disability & Sick Leave	Franklin County Board of Commissioners	Morrow County	Liberty Township	Madison Township Franklin County	Mifflin Township Franklin County
Short-Term Disability (other than sick leave)					
Do you offer a short-term disability (STD) plan?	Yes	No	No	No	Yes
If yes, what is the waiting period (# of work days)?	14 days				8 days no PTO
What is the benefit as a percent of regular salary?	60% gross earnings				\$200 / week
What percent of the premium does the company pay?					100%
What is the cost per \$100 of payroll?	Age/Salary Based				
What is the maximum time-off for STD?	26 weeks				26 weeks
Long-Term Disability					
Do you offer a long-term disability (LTD) plan?	Yes	No	No	No	No
If yes, what is the waiting period (# of work days)?	180 days				
What is the benefit as a percent of regular salary?	60% gross earnings				
What percent of the premium does the company pay?					
What is the cost per \$1,000 of payroll?	Age/Salary Based				
What is the maximum time-off for LTD?	Normal retirement or reducing benefit duration				

2021 Disability & Sick Leave	Franklin County Board of Commissioners	Morrow County	Liberty Township	Madison Township Franklin County	Mifflin Township Franklin County
Sick Leave (other than short-term disability)					
Number of hours accrued/credited annually	119.6 hours	119.6 hours	120 hours	120 hours	40 / 204 56 / 288
Does your company have a maximum number of sick leave hours?	No	No			Yes
If yes, indicate maximum # of sick leave hours allowed					40 / 1413 56 / 1980
Sick Leave Cash-Out Plan					
Do you offer a sick leave cash-out plan annually?	No	No	Yes	No	No
If yes, what employee groups are eligible? (e.g.: Full-time, Part-time, Seasonal or Intern)			all		
What is the percentage rate of cash-out?			100%		
Do you have a cash-out limit?		No	Yes		
If yes, what is the annual cash-out limit?			4 days		

2021 Other Insurance	Franklin County Board of Commissioners	Morrow County	Liberty Township	Madison Township Franklin County	Mifflin Township Franklin County
Life Insurance					
Do you offer basic group term life insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer voluntary supplemental group term life insurance?	Yes	No	Yes	Yes	Yes
Do you offer Accidental Death and Dismemberment (AD&D) insurance?	Yes	No	Yes	Yes	Yes
Do you offer dependent life insurance?	Yes	No	No	Yes	Yes
Basic Insurance					
Amount of coverage	\$50,000.00			Flat	\$50,000
Percent company pays	100%			100%	100%
Cost per \$1,000 or unit	\$0.04			\$0.220	\$0.0042
Maximum dollar amount of coverage	\$50,000			\$75,000	\$50,000
AD&D Insurance					
Amount of coverage	\$50,000.00			Flat	\$50,000
Percent company pays	100%			100%	100%
Cost per \$1,000 or unit	\$0.02			\$0.040	\$0.0042
Maximum dollar amount of coverage	\$50,000			\$75,000	\$50,000
Does your company provide/offer the following:					
Supplemental Insurance (e.g. AFLAC)	No	Yes		Yes	Yes
Long-term care insurance	No	Yes		Yes	Yes

2021 Disability & Sick Leave	Orange Township	Prairie Township	Truro Township	Violet Township
Short-Term Disability (other than sick leave)				
Do you offer a short-term disability (STD) plan?	Yes	Yes	No	No
If yes, what is the waiting period (# of work days)?		14 days		
What is the benefit as a percent of regular salary?		60%		
What percent of the premium does the company pay?		0%		
What is the cost per \$100 of payroll?		\$4.7 average		
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
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?		0		
What is the cost per \$1,000 of payroll?		\$7.90		
What is the maximum time-off for LTD?		Social Security Age		

2021 Disability & Sick Leave	Orange Township	Prairie Township	Truro Township	Violet Township
Sick Leave (other than short-term disability)				
Number of hours accrued/credited annually	119.6	130	40 / 120 240 56 /	120.12
Does your company have a maximum number of sick leave hours?	No	No	No	Yes
If yes, indicate maximum # of sick leave hours allowed	No Max			1,200
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)		Full time		Full time employees who have a sick leave balance of at least 600 hours and who have used 40 or fewer
What is the percentage rate of cash-out?	25%	31%		50%
Do you have a cash-out limit?	Yes	Yes		Yes
If yes, what is the annual cash-out limit?	240 hours	40 hours		The balance of that year's allotment of sick leave

2021 Other Insurance				
	Orange Township	Prairie Township	Truro Township	Violet Township
Life Insurance				
Do you offer basic group term life insurance?	Yes	Yes	Yes	Yes
Do you offer voluntary supplemental group term life insurance?	Yes	Yes	No	Yes
Do you offer Accidental Death and Dismemberment (AD&D) insurance?	Yes	Yes	No	Yes
Do you offer dependent life insurance?	Yes	Yes	No	Yes
Basic Insurance				
Amount of coverage		\$50,000	Flat	\$25,000
Percent company pays		0%	100%	twp. pays basic life and AD&D
Cost per \$1,000 or unit			\$2.48	
Maximum dollar amount of coverage		\$50,000	\$50,000	
AD&D Insurance				
Amount of coverage		\$50,000		Included
Percent company pays		0%		
Cost per \$1,000 or unit				
Maximum dollar amount of coverage		\$50,000		
Does your company provide/offer the following:				
Supplemental Insurance (e.g. AFLAC)	Yes	Yes	Yes	Yes
Long-term care insurance		No	No	Yes

2021 Disability & Sick Leave	Washington Township	Village of Galena	Village of Gambier	Village of Hebron	Village of Johnstown
Short-Term Disability (other than sick leave)					
Do you offer a short-term disability (STD) plan?	No	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 \$100 of payroll?					
What is the maximum time-off for STD?					
Long-Term Disability					
Do you offer a long-term disability (LTD) plan?	Yes	No	No	No	No
If yes, what is the waiting period (# of work days)?	90 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 \$1,000 of payroll?	0.46%				
What is the maximum time-off for LTD?	\$5,000				

2021 Disability & Sick Leave	Washington Township	Village of Galena	Village of Gambier	Village of Hebron	Village of Johnstown
Sick Leave (other than short-term disability)					
Number of hours accrued/credited annually	216 hours for Unit 144 hours for Non-Unit		120 hours	119.6 hours	120 hours
Does your company have a maximum number of sick leave hours?	Yes		No	No	Yes
If yes, indicate maximum # of sick leave hours allowed	2756 hours				960 hours
Sick Leave Cash-Out Plan					
Do you offer a sick leave cash-out plan annually?	No	No	No	No	Yes
If yes, what employee groups are eligible? (e.g.: Full-time, Part-time, Seasonal or Intern)					Full-time
What is the percentage rate of cash-out?					50%
Do you have a cash-out limit?			Yes		No
If yes, what is the annual cash-out limit?			240		

2021 Other Insurance					
	Washington Township	Village of Galena	Village of Gambier	Village of Hebron	Village of Johnstown
Life Insurance					
Do you offer basic group term life insurance?	Yes	No	Yes	Yes	Yes
Do you offer voluntary supplemental group term life insurance?	Yes	No	Yes		No
Do you offer Accidental Death and Dismemberment (AD&D) insurance?	Yes	No	Yes	Yes	No
Do you offer dependent life insurance?	Yes	No	Yes	No	Yes
Basic Insurance					
Amount of coverage	75K		\$25,000	\$20,000	\$25,000
Percent company pays	100%		100%	100%	
Cost per \$1,000 or unit	\$10.50		\$0.41		
Maximum dollar amount of coverage				\$20,000	
AD&D Insurance					
Amount of coverage	75K			\$20,000	
Percent company pays	100%			100%	
Cost per \$1,000 or unit	\$3		\$0.02		
Maximum dollar amount of coverage				\$20,000	
Does your company provide/offer the following:					
Supplemental Insurance (e.g. AFLAC)	Yes	No	Yes	Yes	Yes
Long-term care insurance	No	Yes	No		No

2021 Disability & Sick Leave	Village of Lockbourne	Village of Marble Cliff	Village of Plain City	Village of Shawnee Hills	Village of Sunbury	Village of West Jefferson
Short-Term Disability (other than sick leave)						
Do you offer a short-term disability (STD) plan?	No	No	Yes	No	No	No
If yes, what is the waiting period (# of work days)?			7			Aflac by employee
What is the benefit as a percent of regular salary?			66.33%			
What percent of the premium does the company pay?			100%			
What is the cost per \$100 of payroll?						
What is the maximum time-off for STD?			1800 days			
Long-Term Disability						
Do you offer a long-term disability (LTD) plan?	No	No	No	No	No	No
If yes, what is the waiting period (# of work days)?						Aflac by employee
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?						

2021 Disability & Sick Leave	Village of Lockbourne	Village of Marble Cliff	Village of Plain City	Village of Shawnee Hills	Village of Sunbury	Village of West Jefferson
Sick Leave (other than short-term disability)						
Number of hours accrued/credited annually			119.6 hours	40 hours	95.94 hours	119.6 hours
Does your company have a maximum number of sick leave hours?			Yes	Yes	No	No
If yes, indicate maximum # of sick leave hours allowed			480 hours	25		
Sick Leave Cash-Out Plan						
Do you offer a sick leave cash-out plan annually?	No		Yes	No	No	Yes
If yes, what employee groups are eligible?			Full-time			Full-time
(e.g.: Full-time, Part-time, Seasonal or Intern)						
What is the percentage rate of cash-out?			50%			50%
Do you have a cash-out limit?			Yes	No		Yes
If yes, what is the annual cash-out limit?			Only employees with over 480 sick hours can cash out			80

2021 Other Insurance						
Life Insurance	Village of Lockbourne	Village of Marble Cliff	Village of Plain City	Village of Shawnee Hills	Village of Sunbury	Village of West Jefferson
Do you offer basic group term life insurance?			Yes	Yes	Yes	Yes
Do you offer voluntary supplemental group term life insurance?				No	Yes	Yes
Do you offer Accidental Death and Dismemberment (AD&D) insurance?				Yes	Yes	Yes
Do you offer dependent life insurance?				No	Yes	Yes
Basic Insurance						
Amount of coverage				\$20,000.00	\$25,000	Flat Amount
Percent company pays					100%	90%
Cost per \$1,000 or unit						
Maximum dollar amount of coverage				\$20,000	\$25,000	\$10,000
AD&D Insurance						
Amount of coverage			\$25,000	\$20,000	\$50,000	
Percent company pays					100%	
Cost per \$1,000 or unit						
Maximum dollar amount of coverage				\$20,000	\$50,000	
Does your company provide/offer the following:						
Supplemental Insurance (e.g. AFLAC)				No	Yes	Yes
Long-term care insurance				No	No	Yes



SECTION 8

PAID TIME OFF

2021 Paid Time Off	City of Canal Winchester	City of Circleville	City of Columbus	City of Delaware	City of Dublin	City of Gahanna
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	200 hours	246 hours	200 hours
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	16 years	20 years	20 years
What is the maximum hours allowed to roll-over annually?	324 hours	Up to 3 years	Depends on years of continuous service	per years of service maximum	200 hours	300 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		Yes	No	No
If yes, please explain:		Cash out		Employees are eligible to cash out vacation time.		
Vacation hours accrued per year						
1 year service	96 hours	80 hours	Varies by EE group	80.6 hours	40 hours	104 hours
5 years service	96 hours	120 hours	Varies by EE group	80.6 hours	108 hours	136 hours
8 years service	144 hours	120 hours	Varies by EE group	119.6 hours	108 hours	152 hours
10 years service	144 hours	160 hours		119.6 hours	182 hours	176 hours
15 years service	176 hours	180 hours		161.2 hours	208 hours	192 hours
20 years service	176 hours	200 hours		200.2 hours	246 hours	200 hours
25 years service	216 hours	220 hours		200.2 hours	246 hours	200 hours

2021 Paid Time Off	City of Canal Winchester	City of Circleville	City of Columbus	City of Delaware	City of Dublin	City of Gahanna
Vacation						
Other forms of paid leave						
Are your employees eligible for other forms of paid leave?	Yes	Yes	Yes	Yes	Yes	Yes
If yes, please list other types of leave (e.g. merit leave, bereavement, military, etc.)	Personal, Bereavement & Military	Bereavement & Military FMLA, Injury	Military, bereavement, Jury - Other depends on Union or Employee Group	Bereavement, Injury	Personal, Military, Bereavement, Jury Duty	Sick, Personal, Bereavement, Jury Duty, Major Medical, Injury
Holidays/Personal Days						
Total number of Holidays per year	11 days	11 days	Up to 14, depending on union or EE group	9 days	9 days	10 days
Total number of Personal days per year	2 days	up to 4 days		4 days	5 days	2 days
Do you allow cash-out of personal days?	No	No	No	Yes	No	No
If yes, please indicate the maximum number of personal days eligible for cash-out				4		
Comments:						

2021 Paid Time Off	City of Grandview Heights	City of Grove City	City of Hilliard	City of Lancaster	City of Marysville	City of New Albany
Vacation						
What is the maximum number of hours per year accrued at the highest level?	216 hours	240 hours	200 hours	200 hours	240 hours	200 hours
How many years of service does it take to get to the maximum accrual level?	23 years	18 years	15 years	21 years	20 years	15 years
What is the maximum hours allowed to roll-over annually?	648 hours	720 hours	400 hours	40 hours	2.5x annual accrual	3x annual accrual
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	Yes	No		No
If yes, please explain:	hours are forfeited	can convert to pay at 100%	Carry over is use or lose above 400 hours. Pay in lieu of vacation is an 80 hour max. per year. Directors can carry over 120 hours per year and earn 200 hrs. after 15 months of service.			
Vacation hours accrued per year						
1 year service	96 hours (0-2 yrs.)	80 hours	80 hours	80 hours	96 hours	80 hours
5 years service	116 hours (3-7 yrs.)	120 hours	120 hours	120 hours	96 hours	120 hours
8 years service	138 hours (8-11 yrs.)	120 hours	120 hours	120 hours	144 hours	120 hours
10 years service	176 hours (12-16 yrs.)	160 hours	160 hours	120 hours	144 hours	160 hours
15 years service	196 hours (17-21 yrs.)	200 hours	200 hours	160 hours	192 hours	200 hours
20 years service	216 hours (22+ yrs.)	240 hours	200 hours	200 hours	240 hours	200 hours
25 years service		240 hours	200 hours	200 hours	240 hours	200 hours

2021 Paid Time Off	City of Grandview Heights	City of Grove City	City of Hilliard	City of Lancaster	City of Marysville	City of New Albany
Vacation						
Other forms of paid leave						
Are your employees eligible for other forms of paid leave?	Yes	No	Yes	Yes	Yes	Yes
If yes, please list other types of leave (e.g. merit leave, bereavement, military, etc.)	Bereavement, Military, Comp.		Funeral, military, jury duty, court leave, special leave and examination leave	Personal, Bereavement	Holidays, Personal, Sick, Military, FMLA, Bereavement leave, Jury Duty, Examination Leave, Court Leave, Administrative Leave, Injury Leave	Bereavement, military
Holidays/Personal Days						
Total number of Holidays per year	10 days	13 days	11 days	10 days	11 days	11 days
Total number of Personal days per year	1 day		1 day	5 days	4 days	2 days
Do you allow cash-out of personal days?	No		No	No	No	No
If yes, please indicate the maximum number of personal days eligible for cash-out						
Comments:						

2021 Paid Time Off	City of Pataskala	City of Reynoldsburg	City of Upper Arlington	City of Westerville	City of Whitehall	City of Worthington
Vacation						
What is the maximum number of hours per year accrued at the highest level?	240 hours	240 hours	120 hours	240 hours	850 hours	216 hours
How many years of service does it take to get to the maximum accrual level?	26 years	16 years	5 years	24 years	25 years	21 years
What is the maximum hours allowed to roll-over annually?	Annual Accrual Amount + 40 hours	240 hours	3x annual accrual	Employee Carry	850 hours	288 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	Union Yes / Non Union No	No	Yes	No	Yes
If yes, please explain:	Cash out / forfeit	Union employees can sell back vacation leave unused once a year. Non-union are not permitted to do.		See Below		
Vacation hours accrued per year						
1 year service	80 hours (0 - 5 yrs.)	80 hours (1-5 yrs.)	80 hours	80 hours	88 hours	96 hours
5 years service	120 hours (6 - 11 yrs.)	120 hours (6-11 yrs.)	120 hours	80 hours	112 hours	104 hours
8 years service	120 hours (6 - 11 yrs.)	120 hours (6-11 yrs.)	120 hours	120 hours	112 hours	144 hours
10 years service	160 hours (12 - 19 yrs.)	160 hours (11-15 yrs.)	120 hours	120 hours	144 hours	168 hours
15 years service	160 hours (12 - 19 yrs.)	200 hours (16+ yrs.)	120 hours	160 hours	160 hours	200 hours
20 years service	200 hours (20 - 25 yrs.)	200 hours (16+ yrs.)	120 hours	200 hours	176 hours	216 hours
25 years service	240 hours (26+ yrs.)	200 hours (16+ yrs.)	120 hours	240 hours	200 hours	216 hours

2021 Paid Time Off	City of Pataskala	City of Reynoldsburg	City of Upper Arlington	City of Westerville	City of Whitehall	City of Worthington
Vacation						
Other forms of paid leave						
Are your employees eligible for other forms of paid leave?	Yes	Yes	Yes	Yes	Yes	Yes
If yes, please list other types of leave (e.g. merit leave, bereavement, military, etc.)	City Admin. & Finance Director each get 2 personal days	Bereavement, Military, comp, flex	Bereavement, Military	Sick, Funeral, Military, Personal, Injury	Personal, Military, Bereavement	FLSA, Kelly days, Compensatory Leave
Holidays/Personal Days						
Total number of Holidays per year	11 days	13 days	9 days	7 days	9 days	12 days
Total number of Personal days per year	2 days	1 day	5 days	6 days	5 days	1 day
Do you allow cash-out of personal days?	No	No	No	No	No	No
If yes, please indicate the maximum number of personal days eligible for cash-out						
Comments:						
				<p>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.</p>		

2021 Paid Time Off	Delaware County	Fairfield County	Franklin County Board of Commissioners	Morrow County Common Pleas	Morrow County	Morrow County Engineer
Vacation						
What is the maximum number of hours per year accrued at the highest level?	200 hours	200 hours	200 hours	3 years	3 years	3 years
How many years of service does it take to get to the maximum accrual level?	25 years	15 years	20 years	24 years	21 years	24 years
What is the maximum hours allowed to roll-over annually?	3x max	No vacation leave shall be carried over for more than 3 years	600 hours	3 years	3 years	3 years
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	No	No	No
If yes, please explain:		Employees can elect to either carry over unused vacation time or be paid out for up to 80 hours of vacation leave each year.				
Vacation hours accrued per year						
1 year service	80 hours	40 hours	80 hours	3.1 hours (1-6 yrs.)	3.1 hours (1-6 yrs.)	3.1 hours (1-6 yrs.)
5 years service	80 hours	80 hours	119 hours	4.6 hours (7-12 yrs.)	4.6 hours (7-12 yrs.)	4.6 hours (7-12 yrs.)
8 years service	120 hours	120 hours	119 hours	4.6 hours (7-12 yrs.)	4.6 hours (7-12 yrs.)	4.6 hours (7-12 yrs.)
10 years service	120 hours	160 hours	161 hours	4.6 hours (7-12 yrs.)	4.6 hours (7-12 yrs.)	4.6 hours (7-12 yrs.)
15 years service	160 hours	200 hours	179 hours	6.2 hours (13-20 yrs.)	6.2 hours (13-20 yrs.)	6.2 hours (13-20 yrs.)
20 years service	160 hours	200 hours	200 hours	7.7 hours (21-23 yrs.)	7.7 hours (21+ yrs.)	7.7 hours (21-25 yrs.)
25 years service	200 hours	200 hours	200 hours	9.1 hours (24+ yrs.)	7.7 hours (21+ yrs.)	9.1 hours (26+ yrs.)

2021 Paid Time Off	Delaware County	Fairfield County	Franklin County Board of Commissioners	Morrow County Common Pleas	Morrow County	Morrow County Engineer
Vacation						
Other forms of paid leave						
Are your employees eligible for other forms of paid leave?	Yes	Yes	Yes	No	Yes	Yes
If yes, please list other types of leave (e.g. merit leave, bereavement, military, etc.)	Personal, Bereavement, Military Jury Duty	Bereavement, Court Leave, military, personal	Bereavement, Military, Paid Family Leave	Jury Duty	Jury Duty	Jury Duty
Holidays/Personal Days						
Total number of Holidays per year	12 days	13 days	11 days	13 days	13 days	13 days
Total number of Personal days per year	3 days	3 days	Up to 40 hours, based on eligibility	3 days	3 days	3 days
Do you allow cash-out of personal days?	No	No	No	No	No	No
If yes, please indicate the maximum number of personal days eligible for cash-out						
Comments:						

2021 Paid Time Off	Blendon Township Franklin County	Liberty Township	Madison Township Franklin County	Mifflin Township Franklin County	Orange Township	Prairie Township
Vacation						
What is the maximum number of hours per year accrued at the highest level?	280 hours	240 / IAFF 408	280 hours	40 / 240 56 / 336	No max	200 hours
How many years of service does it take to get to the maximum accrual level?	30 years	16 / IAFF 20	25 years	20 years	6 years	17 years
What is the maximum hours allowed to roll-over annually?	80 hours	40 / IAFF 120	280 hours		No Max	32 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	Yes	No		No
If yes, please explain:			Employees may cash out hours			
Vacation hours accrued per year						
1 year service	80 hours	80 hrs. / IAFF 120 hrs.	80 hours	120 (56-hr)/80 (40-hr)		80 hours
5 years service	120 hours	80 hrs. / IAFF 120 hrs.	120 hours	168 (56-hr)/120 (40-hr)		120 hours
8 years service		120 hrs. / IAFF 180 hrs.	120 hours	168 (56-hr)/120 (40-hr)		
10 years service	160 hours	120 hrs. / IAFF 180 hrs.	160 hours	240 (56-hr)/160 (40-hr)		160 hours
15 years service	200 hours	160 hrs. / IAFF 240 hrs.	200 hours	288 (56-hr)/200 (40-hr)		20 hours (17+ yrs.)
20 years service	240 hours	160 hrs. / IAFF 240 hrs.	240 hours	336 (56-hr)/240 (40-hr)		20 hours (17+ yrs.)
25 years service	260 hours	240 hrs. / IAFF 360 hrs.	280 hours	336 (56-hr)/240 (40-hr)		20 hours (17+ yrs.)

2021 Paid Time Off	Blendon Township Franklin County	Liberty Township	Madison Township Franklin County	Mifflin Township Franklin County	Orange Township	Prairie Township
Vacation						
Other forms of paid leave						
Are your employees eligible for other forms of paid leave?	Yes	No	Yes	Yes	Yes	Yes
If yes, please list other types of leave (e.g. merit leave, bereavement, military, etc.)	Military, personal, comp, bereavement		Bereavement, Injury, and Military	Bereavement, Military, Comp	Bereavement, Jury, Military	Bereavement, Military, Jury Duty
Holidays/Personal Days						
Total number of Holidays per year	10 days	10 days	11 days	8 days	10 days	11 days
Total number of Personal days per year	3 days				2 days	1 day
Do you allow cash-out of personal days?	Yes		No	No	No	No
If yes, please indicate the maximum number of personal days eligible for cash-out	3 days					
Comments:						

2021 Paid Time Off	Truro Township	Violet Township	Washington Township	Village of Galena	Village of Gambier	Village of Hebron
Vacation						
What is the maximum number of hours per year accrued at the highest level?	40 / 216 56 / 456	Depends on years of service	408 hours for Unit 280 hours for Non-Unit	160 hours	200 hours	80 hours
How many years of service does it take to get to the maximum accrual level?	20 years	25 years	25 years	10 years	25 years	20 years
What is the maximum hours allowed to roll-over annually?	24 hours	Max Accrual for employee's service years	48 hours	80 hours	100 hours	80 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	No	No	No
If yes, please explain:						
Vacation hours accrued per year						
1 year service	240 (56-hr)/96 (40-hr)	120.08 hrs. (1-4 yrs.)	U: 120 hrs. (1-3 yrs.) NU: 80 hrs. (1-3 yrs.)	80 hours	80 hours	40 hours (1-2 yrs.)
5 years service	240 (56-hr)/96 (40-hr)	128.14 hrs. (5-6 yrs.)	U: 168 hrs. (4-8 yrs.) NU: 120 hrs. (4-8 yrs.)	120 hours	80 hours	80 hours (3-6 yrs.)
8 years service	312 (56-hr)/136 (40-hr)	160.12 hrs. (7-9 yrs.)	U: 240 hrs. (9-13 yrs.) NU: 160 hrs. (9-13 yrs.)	120 hours	120 hours	120 hours (7-14 yrs.)
10 years service	312 (56-hr)/136 (40-hr)	184.01 hrs. (10-13 yrs.)	U: 240 hrs. (9-13 yrs.) NU: 160 hrs. (9-13 yrs.)	160 hours	120 hours	120 hours (7-14 yrs.)
15 years service	384 (56-hr)/176 (40-hr)	208.22 hrs. (14-16 yrs.)	U: 288 hrs. (14-18 yrs.) NU: 200 hrs. (14-18 yrs.)	160 hours	160 hours	160 hours (15-19 yrs.)
20 years service	456 (56-hr)/216 (40-hr)	224.08 hrs. (17-19 yrs.)	U: 360 hrs. (19-23 yrs.) NU: 240 hrs. (19-23 yrs.)	160 hours	160 hours	200 hours (20+ yrs.)
25 years service	456 (56-hr)/216 (40-hr)	232.14 hrs. (20-23 yrs.) 240.2 hrs. (25+ yrs.)	U: 408 hrs. (24+ yrs.) NU: 280 hrs. (24+ yrs.)	160 hours	200 hours	200 hours (20+ yrs.)

2021 Paid Time Off	Truro Township	Violet Township	Washington Township	Village of Galena	Village of Gambier	Village of Hebron
Vacation						
Other forms of paid leave						
Are your employees eligible for other forms of paid leave?	Yes	Yes	Yes	Yes	Yes	Yes
If yes, please list other types of leave (e.g. merit leave, bereavement, military, etc.)	Comp, Military, Court, Bereavement	Bereavement, Military, Personal, Court, Precinct Election Official	Earned, Bereavement, Jury, Military, Injury	Personal	Bereavement, Military	Comp, Military, Bereavement
Holidays/Personal Days						
Total number of Holidays per year	10 days	11 days	10 days	10 days	9 days	11 days
Total number of Personal days per year		2 days	2 - 9 days	2 days	3 days	
Do you allow cash-out of personal days?	No	No	No	No	No	No
If yes, please indicate the maximum number of personal days eligible for cash-out						
Comments:						

2021 Paid Time Off	Village of Johnstown	Village of Plain City	Village of Shawnee Hills	Village of Sunbury	Village of West Jefferson
Vacation					
What is the maximum number of hours per year accrued at the highest level?	240 hours	2 years	240 hours	Unlimited	200 hours
How many years of service does it take to get to the maximum accrual level?	24 years			unlimited	25 years
What is the maximum hours allowed to roll-over annually?	120 hours		40 hours	1 year	3 Years
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	Yes
If yes, please explain:	hours are paid out if reasonable attempts to use leave throughout the year have been denied				
Vacation hours accrued per year					
1 year service	80 hours (1-3 yrs.)	80 hours	80 hours	80 hours	80 hours
5 years service	120 hours (4-8 yrs.)	120 hours	80 hours	80 hours	
8 years service	120 hours (4-8 yrs.)	120 hours	120 hours	120 hours	120 hours
10 years service	160 hours (9-18 yrs.)	160 hours	120 hours	120 hours	
15 years service	160 hours (9-18 yrs.)	160 hours	160 hours	160 hours	160 hours
20 years service	200 hours (19-23 yrs.)	160 hours	200 hours	160 hours	
25 years service	240 hours (24+ yrs.)	160 hours	240 hours	200 hours	200 hours

2021 Paid Time Off	Village of Johnstown	Village of Plain City	Village of Shawnee Hills	Village of Sunbury	Village of West Jefferson
Vacation					
Other forms of paid leave					
Are your employees eligible for other forms of paid leave?	Yes	Yes	Yes	Yes	Yes
If yes, please list other types of leave (e.g. merit leave, bereavement, military, etc.)	Military, personal, bereavement	Personal, Bereavement, Military	Bereavement	Bereavement, Military	Bereavement Military
Holidays/Personal Days					
Total number of Holidays per year	11 days	8 days	10 days	12 days	10 days
Total number of Personal days per year	3 days	4 days	2 days	1 day	3 days
Do you allow cash-out of personal days?	No	No	No	No	No
If yes, please indicate the maximum number of personal days eligible for cash-out					
Comments:					



SECTION 9

RETIREMENT BENEFITS

2021 Retirement Plans	City of Canal Winchester	City of Circleville	City of Columbus	City of Delaware	City of Dublin
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%	Depends - OPERS or OP&F	14%	OPERS: 14% 19.5% Police: Fire 24%	14%
Do employees contribute to this plan?	Yes	Yes	Yes	Yes	Yes
If yes, what percentage does the employee contribute to the plan?	10%	Depends - OPERS or OP&F	10%	OPERS: 10% OP&F: 12.25%	10%
What is your retirement benefit formula?		Depends - OPERS or OP&F		Years of service, final average salary, age at retirement	
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	Deferred Comp	Deferred Comp	Deferred Comp	Deferred Comp, Other
If yes, is it a pre or post-tax plan?	Pre	Pre	Post	Pre	Pre
Is there an employer match to the plan(s)?	No	No	No	No	No
If yes, what is the maximum percent of the employer match?					

2021 Retirement Plans	City of Gahanna	City of Grandview Heights	City of Grove City	City of Hilliard	City of Lancaster
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	Yes	Yes	Yes
If yes, what percentage does the employer contribute to the plan?		OPERS: 14% 19.5% Police: Fire: 24%	14%	14%	14%
Do employees contribute to this plan?		Yes	Yes	Yes	Yes
If yes, what percentage does the employee contribute to the plan?		OPERS: 10% 12.25% OP&F:	10%	10%	10%
What is your retirement benefit formula?		OPERS & OP&F	OPERS & OP&F	OPERS & OP&F	
Defined Contribution (DC) Plan					
Do you offer a defined contribution plan?	Yes	No	Yes	Yes	Yes
If yes, what type of plan(s) do you offer?	Deferred Comp		Deferred Comp	Deferred Comp	Deferred Comp
If yes, is it a pre or post-tax plan?	Pre	Pre	Pre	Pre	Pre & Post
Is there an employer match to the plan(s)?	No	No	No	No	No
If yes, what is the maximum percent of the employer match?					

2021 Retirement Plans	City of Marysville	City of New Albany	City of Pataskala	City of Reynoldsburg	City of Upper Arlington
Defined Benefit (DB) Plan					
Do you offer a defined benefit plan?	Yes	Yes	No	Yes	No
If yes, does the employer contribute to the plan?	Yes	Yes		Yes	
If yes, what percentage does the employer contribute to the plan?	12% - 14%	OPERS / OP&F statutory required amount		14% - 19.5%	
Do employees contribute to this plan?	Yes	Yes		Yes	
If yes, what percentage does the employee contribute to the plan?	10% - 12.25%	OPERS / OP&F statutory required amount		10-14.5%	
What is your retirement benefit formula?		OPERS & OP&F		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	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		Yes	No	No
If yes, what is the maximum percent of the employer match?					

2021 Retirement Plans	City of Westerville	City of Whitehall	City of Worthington	Delaware County	Fairfield County
Defined Benefit (DB) Plan					
Do you offer a defined benefit plan?	Yes	No	Yes	Yes	Yes
If yes, does the employer contribute to the plan?			No	Yes	Yes
If yes, what percentage does the employer contribute to the plan?				14%	
Do employees contribute to this plan?	Yes		Yes	Yes	Yes
If yes, what percentage does the employee contribute to the plan?			Varies	10%	100%
What is your retirement benefit formula?	OPERS				Years of service, final average salary, & age at retirement
Defined Contribution (DC) Plan					
Do you offer a defined contribution plan?	Yes	Yes	Yes	No	Yes
If yes, what type of plan(s) do you offer?	Deferred Comp	Deferred Comp	Deferred Comp	Other	Deferred Comp
If yes, is it a pre or post-tax plan?	Pre	Pre	Pre	Pre	Pre
Is there an employer match to the plan(s)?	Yes	No	No	No	No
If yes, what is the maximum percent of the employer match?	14%				

2021 Retirement Plans	Franklin County Board of Commissioners	Morrow County	Blendon Township Franklin County	Madison Township Franklin County	Mifflin Township Franklin County
Defined Benefit (DB) Plan					
Do you offer a defined benefit plan?	No	Yes	Yes	Yes	No
If yes, does the employer contribute to the plan?		Yes	Yes	No	
If yes, what percentage does the employer contribute to the plan?		14%	ORC		
Do employees contribute to this plan?		Yes	Yes	Yes	
If yes, what percentage does the employee contribute to the plan?		10%	ORC	100%	
What is your retirement benefit formula?		OPERS & Age			
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, 401k, other
If yes, is it a pre or post-tax plan?		Pre		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?					

2021 Retirement Plans	Orange Township	Prairie Township	Truro Township	Violet Township	Washington Township
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	No	Yes	Yes
If yes, what percentage does the employer contribute to the plan?	14%	OPERS: 14% OPF: 24%		OPERS 14% OPNF 24%	14% or 24%
Do employees contribute to this plan?	Yes	Yes	Yes	Yes	Yes
If yes, what percentage does the employee contribute to the plan?	10%	OPERS: 10% OPF: 12.25%	OPF 12.25% OPERS 10%	OPERS 10% OPNF 12.5%	10% or 12.25%
What is your retirement benefit formula?	Years of Service & Age	OPERS & OP&F	OPERS & OP&F	OPERS & OP&F	
Defined Contribution (DC) Plan					
Do you offer a defined contribution plan?	Yes		No	Yes	Yes
If yes, what type of plan(s) do you offer?	Deferred Comp	Deferred Comp		Deferred Comp, 401k, 401a	Deferred Comp, Other
If yes, is it a pre or post-tax plan?	Pre	Pre		Depends	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?					
					*We offer a 457 Plan and a

2021 Retirement Plans	Village of Galena	Village of Gambier	Village of Hebron	Village of Johnstown	Village of Lockbourne
Defined Benefit (DB) Plan					
Do you offer a defined benefit plan?	Yes	Yes	Yes	No	Yes
If yes, does the employer contribute to the plan?	Yes	Yes	Yes		Yes
If yes, what percentage does the employer contribute to the plan?	14%	14%	14% Non-Police Police	19.5%	14%
Do employees contribute to this plan?	Yes	Yes	Yes		Yes
If yes, what percentage does the employee contribute to the plan?	10%	10%	10% Non-Police Police	12.5%	10%
What is your retirement benefit formula?	OPERS				Years of service, final average salary, & age at retirement - OPERS
Defined Contribution (DC) Plan					
Do you offer a defined contribution plan?	Yes	No	Yes	No	No
If yes, what type of plan(s) do you offer?	Deferred Comp		Deferred Comp, Other		
If yes, is it a pre or post-tax plan?	Pre		Pre		
Is there an employer match to the plan(s)?	No		No		
If yes, what is the maximum percent of the employer match?					

2021 Retirement Plans	Village of Plain City	Village of Shawnee Hills	Village of Sunbury	Village of West Jefferson
Defined Benefit (DB) Plan				
Do you offer a defined benefit plan?	Yes	No	Yes	No
If yes, does the employer contribute to the plan?	Yes		Yes	
If yes, what percentage does the employer contribute to the plan?	14%		14%	
Do employees contribute to this plan?	Yes		Yes	
If yes, what percentage does the employee contribute to the plan?	10%		10	
What is your retirement benefit formula?			OPERS & OP&F	
Defined Contribution (DC) Plan				
Do you offer a defined contribution plan?		No	Yes	No
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

2021 Miscellaneous	City of Canal Winchester	City of Circleville	City of Columbus	City of Delaware
<u>Miscellaneous</u>				
Agency vehicle	Yes	Yes	Yes	No
Vehicle allowance	Yes	Yes	Yes	No
Employee Assistance Program (EAP)	Yes	Yes	Yes	Yes
Cell phone	Yes	Yes	Yes	No
Cell phone - stipend/allowance	Yes	No	No	Yes
Tuition reimbursement	Yes	Yes	Yes	Yes
457B (Deferred Compensation Plan)	Yes	Yes	Yes	Yes
Prepaid legal	No	Yes	No	No
Professional association membership dues	Yes	Yes	Yes	Yes
Organizational club membership dues	No	Yes	Yes	Yes
529 (College Plan)	No	Yes	No	No
Health & Wellness Incentives	Yes	Yes	Yes	Yes
Alternative Transportation Incentive		No	Yes	No

2021 Miscellaneous	City of Dublin	City of Gahanna	City of Grandview Heights	City of Grove City
<u>Miscellaneous</u>				
Agency vehicle	No	Yes	Yes	No
Vehicle allowance	No	No	No	No
Employee Assistance Program (EAP)	Yes	Yes	Yes	Yes
Cell phone	Yes	Yes	Yes	Yes
Cell phone - stipend/allowance	No	No	Yes	No
Tuition reimbursement	Yes	Yes	Yes	Yes
457B (Deferred Compensation Plan)	Yes	Yes	Yes	Yes
Prepaid legal	No	No	No	Yes
Professional association membership dues	Yes	Yes	Yes	Yes
Organizational club membership dues	Yes	No	No	No
529 (College Plan)	Yes	No	Yes	Yes
Health & Wellness Incentives	Yes	Yes	Yes	Yes
Alternative Transportation Incentive	No	No	No	

2021 Miscellaneous	City of Hilliard	City of Lancaster	City of Marysville	City of New Albany
<u>Miscellaneous</u>				
Agency vehicle	Yes	Yes	No	Yes
Vehicle allowance	No	No	No	Yes
Employee Assistance Program (EAP)	Yes	No	Yes	Yes
Cell phone	Yes	Yes	Yes	Yes
Cell phone - stipend/allowance	Yes	No	Yes	Yes
Tuition reimbursement	Yes	No	Yes	Yes
457B (Deferred Compensation Plan)	Yes	Yes	Yes	Yes
Prepaid legal	No	No	No	N
Professional association membership dues	Yes	Yes	Yes	Yes
Organizational club membership dues	Yes	Yes	No	Yes
529 (College Plan)	Yes	No	Yes	No
Health & Wellness Incentives	No	No	Yes	Yes
Alternative Transportation Incentive	No	No	No	No

2021 Miscellaneous	City of Pataskala	City of Reynoldsburg	City of Upper Arlington	City of Westerville
<u>Miscellaneous</u>				
Agency vehicle	No	No	No	No
Vehicle allowance	No	No	No	Yes
Employee Assistance Program (EAP)	No	Yes	Yes	Yes
Cell phone	Yes	Yes	Yes	Yes
Cell phone - stipend/allowance	Yes	Yes	Yes	Yes
Tuition reimbursement	Yes	Yes	Yes	Yes
457B (Deferred Compensation Plan)	Yes	Yes	Yes	Yes
Prepaid legal	No	No	No	No
Professional association membership dues	Yes	Yes	Yes	Yes
Organizational club membership dues	No	Yes	Yes	No
529 (College Plan)	No	No	No	Yes
Health & Wellness Incentives	Yes	No	Yes	No
Alternative Transportation Incentive	No	No	No	No

2021 Miscellaneous	City of Whitehall	City of Worthington	Delaware County	Fairfield County
<u>Miscellaneous</u>				
Agency vehicle	No	No	Yes	Yes
Vehicle allowance	No	Yes	No	No
Employee Assistance Program (EAP)	Yes	Yes	Yes	Yes
Cell phone	Yes	Yes	Yes	Yes
Cell phone - stipend/allowance	No	Yes	Yes	Yes
Tuition reimbursement	Yes	Yes	Yes	Yes
457B (Deferred Compensation Plan)	No	Yes	No	Yes
Prepaid legal	No	No	No	No
Professional association membership dues	Yes	Yes	Yes	Yes
Organizational club membership dues	No		Yes	Yes
529 (College Plan)	No	Yes	No	No
Health & Wellness Incentives	Yes	Yes	Yes	Yes
Alternative Transportation Incentive	No	No	No	No

2021 Miscellaneous	Franklin County Board of Commissioners	Morrow County	Blendon Township	Madison Township Franklin County
<u>Miscellaneous</u>				
Agency vehicle	No	No	Yes	Yes
Vehicle allowance	No	No	Yes	No
Employee Assistance Program (EAP)	Yes	No	Yes	Yes
Cell phone	Yes	Yes	Yes	Yes
Cell phone - stipend/allowance	No	Yes	Yes	No
Tuition reimbursement	Yes	No	Yes	Yes
457B (Deferred Compensation Plan)	Yes	Yes	Yes	Yes
Prepaid legal	No	No	No	Yes
Professional association membership dues	Yes	No	Yes	Yes
Organizational club membership dues	No	No	Yes	Yes
529 (College Plan)	No	No	No	No
Health & Wellness Incentives	Yes	Yes	Yes	Yes
Alternative Transportation Incentive	Yes	No	No	No

2021 Miscellaneous	Mifflin Township Franklin County	Orange Township	Prairie Township	Truro Township
<u>Miscellaneous</u>				
Agency vehicle	Yes	No	Yes	Yes
Vehicle allowance	No	No	No	No
Employee Assistance Program (EAP)	Yes	Yes	Yes	Yes
Cell phone	Yes	Yes	Yes	No
Cell phone - stipend/allowance	Yes	No	Yes	Yes
Tuition reimbursement	No	Yes	Yes	Yes
457B (Deferred Compensation Plan)	Yes	Yes	Yes	Yes
Prepaid legal	Yes	No	No	No
Professional association membership dues	No	No	Yes	Yes
Organizational club membership dues	No	No	Yes	No
529 (College Plan)	Yes	No	No	No
Health & Wellness Incentives	Yes	No	Yes	No
Alternative Transportation Incentive	No	No	No	No

2021 Miscellaneous	Violet Township	Washington Township	Village of Galena	Village of Gambier
<u>Miscellaneous</u>				
Agency vehicle	Yes	Yes	No	No
Vehicle allowance	Yes	No	No	No
Employee Assistance Program (EAP)	Yes	Yes	No	Yes
Cell phone	No	Yes	No	Yes
Cell phone - stipend/allowance	Yes	No	No	No
Tuition reimbursement	Yes	Yes	No	No
457B (Deferred Compensation Plan)	No	Yes	Yes	No
Prepaid legal	No	No	No	No
Professional association membership dues	Yes	Yes	Yes	No
Organizational club membership dues	No	No	Yes	No
529 (College Plan)	No	No	No	No
Health & Wellness Incentives	No	No	No	No
Alternative Transportation Incentive	No	No	No	No



MID-OHIO REGIONAL
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