



MID-OHIO REGIONAL  
**MORPC**  
PLANNING COMMISSION

# **2022**

## **Annual Salary & Fringe Benefit Survey**



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 this **2022 Salary and Fringe Benefit Survey** a tangible, timely, and actionable resource.

Thank you to the 39 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 Operating Officer

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## SECTION 1

# EXECUTIVE SUMMARY



## **MID-OHIO REGIONAL PLANNING COMMISSION 2022 SALARY SURVEY**

### **Executive Summary**

The Mid-Ohio Regional Planning Commission (MORPC) Salary Survey for 2022 consists of data from 39 member governments on various positions. Salary ranges reported in the survey were received from the participating communities for year 2022. Areas of the survey were left blank if no information was provided for that section.

A listing 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 Operating Officer, with any comments or recommendations you would like to see in future MORPC salary surveys at 614-233-4136 or [shufstedler@morpc.org](mailto: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

# PARTICIPANT INFORMATION



## City Agencies

### Bellefontaine

Weston Dodds, Service-Safety Director  
[wdodds@ci.bellefontaine.oh.us](mailto:wdodds@ci.bellefontaine.oh.us)  
937-592-6807

### Bexley

Beecher Hale, Finance Director  
[bhale@Bexley.org](mailto:bhale@Bexley.org)  
614-559-4263

### Canal Winchester

Nancy Stir, HR Coordinator  
[nstir@canalwinchesterohio.gov](mailto:nstir@canalwinchesterohio.gov)  
614-834-5118

### Circleville

104 E. Franklin Street  
Circleville, OH 43113

### Columbus

77 N Front Street  
Columbus, OH 43230

### Dublin

Kelly Rose, HR Manager  
[krose@dublin.oh.us](mailto:krose@dublin.oh.us)  
614-410-4644

### Gahanna

Deb Stemen, Administrative Coordinator  
[deb.stemen@gahanna.gov](mailto:deb.stemen@gahanna.gov)  
614-342-4063

### Grandview Heights

James V. Barone, Assistant Director  
Finance  
[jbarone@grandviewheights.org](mailto:jbarone@grandviewheights.org)  
614-481-6225

### Grove City

Vikki Stoneking, HR Coordinator  
[vstoneking@grovecityohio.gov](mailto:vstoneking@grovecityohio.gov)  
614-277-3013

### Groveport

Joyce Myers, Personnel Director  
[jmyers@groveport.org](mailto:jmyers@groveport.org)  
614-830-2051

### Hilliard

Ann Lund, HR Generalist  
[alund@hilliardohio.gov](mailto:alund@hilliardohio.gov)  
614-334-1397

### Lancaster

Gretchen Nihiser, HR Coordinator  
[gnihiser@ci.lancaster.oh.us](mailto:gnihiser@ci.lancaster.oh.us)  
740-687-6676

### Marysville

Tara Maine, HR Assistant  
[tmaine@marsyvillehohio.org](mailto:tmaine@marsyvillehohio.org)  
937-645-7367

### New Albany

Lindsay Rasey, HR Officer  
[lrasey@newalbanyohio.org](mailto:lrasey@newalbanyohio.org)  
614-939-2251

### Pataskala

James M. Nicholson, Finance Director  
[jnicholson@ci.pataskala.oh.us](mailto:jnicholson@ci.pataskala.oh.us)  
740-964-6274

### Powell

Rosa Ocheltree, Finance Director  
[rocheltree@cityofpowell.us](mailto:rocheltree@cityofpowell.us)  
614-885-5380 x 1053

### Reynoldsburg

Sandra Boller, HR Director  
[sboller@reynoldsburg.gov](mailto:sboller@reynoldsburg.gov)  
614-322-6868

### Upper Arlington

Jenna Miller, HR Specialist  
[jmiller@uaoh.net](mailto:jmiller@uaoh.net)  
614-583-5041

### Westerville

Kaitlin Grafmiller,  
HR Specialist/Management Assistant  
[kaitlin.grafmiller@westerville.org](mailto:kaitlin.grafmiller@westerville.org)  
614-901-6838

### Whitehall

Tracy Wentz, Director of HR  
[tracy.wentz@whitehall-oh.us](mailto:tracy.wentz@whitehall-oh.us)  
614-338-3101

### Worthington

Angela Harris, HR Manager  
[angela.harris@worthington.org](mailto:angela.harris@worthington.org)  
614-786-7349

## County Agencies

### Delaware County

10 Court St.  
Delaware, Ohio 43015

### Fairfield County

210 East Main Street  
Lancaster, Ohio 43130

### Franklin County

Tracy J. Hanson, Executive Assistant  
[tjhanson@franklincountyohio.gov](mailto:tjhanson@franklincountyohio.gov)  
614-525-6405

### Licking County

Anna Howell, Human Resources Billing  
Specialist  
[ahowell@lcounty.com](mailto:ahowell@lcounty.com)  
740-670-5150

## Township Agencies

### Madison Township

4575 Madison Lane.  
Groveport, Ohio 43125

### Mifflin Township

Nancy White, Fiscal Officer  
[whiten@mifflin-oh.gov](mailto:whiten@mifflin-oh.gov)  
614-471-4494

### Orange Township

Mike Kremnitzer, Sr. HR Manager  
[mkremnitzer@orangetwp.org](mailto:mkremnitzer@orangetwp.org)  
740-548-5430

### Perry Township

Luke LaBuhn, PIO & Records Clerk  
[llabuhn@perrytwp.org](mailto:llabuhn@perrytwp.org)  
614-889-2669

### Prairie Township

Randi Good, HR Director/Operations  
Coordinator  
[rgood@prairietownship.org](mailto:rgood@prairietownship.org)  
614-982-2182

### Truro Township

Jason W. Nicodemus, Township  
Administrator  
[jnicodemus@trurotwp.org](mailto:jnicodemus@trurotwp.org)  
614-866-1317

### Washington Township

Catherine Grossman, HR Manager  
[cgrossman@wtwp.com](mailto:cgrossman@wtwp.com)  
614-652-3942

## Village Agencies

### Ashville

Franklin Christman, Village Administrator  
[fchristman@ashvilleohio.gov](mailto:fchristman@ashvilleohio.gov)  
740-983-7132 or 740-207-1842

### Buckeye Lake

Jeryne Peterson, Mayor  
[jpeterson@buckeyelakevillage.com](mailto:jpeterson@buckeyelakevillage.com)  
740-928-7100

### Galena

Suzanne Rease, Fiscal Officer  
[srease@galenaohio.gov](mailto:srease@galenaohio.gov)  
740-965-2484

### Granville

Carie Kraner, Finance Director  
[ckraner@granville.oh.us](mailto:ckraner@granville.oh.us)  
740-587-0707

### Minerva Park

3032 Minerva Lake Rd  
Columbus, Ohio 43231

### Plain City

Renee Sonnett, Finance Director  
[hlupton@plain-city.com](mailto:hlupton@plain-city.com)  
614-873-3527 ext. 103

### West Jefferson

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[rarnott@westjeffersonohio.gov](mailto:rarnott@westjeffersonohio.gov)  
614-879-7363





## SECTION 3

# AGENCY INFORMATION AND SALARY INCENTIVES

## 2022 PARTICIPATING AGENCIES

City of Bellefontaine	City of New Albany	Mifflin Township, Franklin County
City of Bexley	City of Pataskala	Orange Township
City of Canal Winchester	City of Powell	Perry Township
City of Circleville	City of Reynoldsburg	Prairie Township
City of Columbus	City of Upper Arlington	Truro Township
City of Dublin	City of Westerville	Washington Township
City of Gahanna	City of Whitehall	Village of Ashville
City of Grandview Heights	City of Worthington	Village of Buckeye Lake
City of Grove City	Delaware County	Village of Galena
City of Groveport	Fairfield County	Village of Granville
City of Hilliard	Franklin County Board of Commissioners	Village of Minerva Park
City of Lancaster	Licking County	Village of Plain City
City of Marysville	Madison Township, Franklin County	Village of West Jefferson



2022 Agency Operating Cost & Budget Information

Participant Information	City of Bellefontaine	City of Bexley	City of Canal Winchester	City of Circleville
Total Annual Operating Budget	\$27,654,113	\$35,528,659	\$23,090,303	\$25,185,597
Total Annual Revenue	\$29,443,000	\$35,247,518	\$21,609,850	\$25,949,341
Total Number of full-time (non-union)	62	30	40	39
Total Number of part-time (non-union)	11	27		23
Total Number of full-time (union)	47	58		70
Total Number of part-time (union)				
Total Staff	120	115	40	132
Annual gross payroll	\$8,592,075	\$9,005,987	\$4,672,325	\$7,339,153
Non-Union Annual health insurance (employer cost)	\$668,290	\$599,205	\$853,153	\$662,679
Union Annual health insurance (employer cost)	\$624,620	\$1,158,464		\$1,230,689
Non-Union Annual dental insurance (employer cost)		\$15,482	\$42,568	\$22,061
Union Annual dental insurance (employer cost)		\$29,932		\$40,971
Non-Union Annual life insurance (employer cost)		\$3,924	\$9,610	\$4,832
Union Annual life insurance (employer cost)		\$7,587		\$8,974
Total Benefit Cost	\$1,292,910	\$1,814,594	\$905,331	\$1,970,207
Benefit Cost as a percent of payroll	15%	20%	19%	27%
Comments:				

2022 Salary Administration & Incentives

	City of Bellefontaine	City of Bexley	City of Canal Winchester	City of Circleville
Average % of increase provided for current year base?				
Non-Bargaining	3%	4%	3%	3%
Bargaining	3%	3% FOP 4% AFSCME		3%
Increased % given to current year salary ranges.				
Non-Bargaining	3%	4%		3%
Bargaining	3%	3% FOP 4% AFSCME		3%
Average % of increase anticipate for base pay next yr.				
Non-Bargaining	3%			
Bargaining	3%	3% FOP 4% AFSCME		3%
Factors that determine individual salary Inc.				
Non-Bargaining	Cost of Living, Market	Cost of Living	Cost of Living	Cost of Living
Bargaining	Cost of Living, Market	Cost of Living		Cost of Living, Market
Short-term Incentive Pay (Bonus)	No	No	No	No
Notes:				



## 2022 Agency Operating Cost & Budget Information

Participant Information	City of Columbus	City of Dublin	City of Gahanna	City of Grandview Heights
Total Annual Operating Budget	\$970,300,000	\$101,859,020	\$78,206,854	\$46,727,654
Total Annual Revenue	\$918,817,000	\$93,323,385	\$74,256,799	\$44,455,711
Total Number of full-time (non-union)	956	225	74	49
Total Number of part-time (non-union)	1244	481	27	60
Total Number of full-time (union)	7,144	175	113	37
Total Number of part-time (union)	179			
Total Staff	9,523	881	214	146
Annual gross payroll	\$741,652,499	\$58,795,195	\$17,308,226	\$7,751,622
Non-Union Annual health insurance (employer cost)		\$10,362,844	\$1,493,731	\$1,006,200
Union Annual health insurance (employer cost)		included in non union amount	\$2,537,257	\$721,620
Non-Union Annual dental insurance (employer cost)		\$745,384	\$86,506	
Union Annual dental insurance (employer cost)		included in non union amount	\$128,006	
Non-Union Annual life insurance (employer cost)		\$77,412	\$24,716	\$4,560
Union Annual life insurance (employer cost)		included in non union amount	\$36,573	\$2,940
Total Benefit Cost		\$11,185,640	\$4,306,789	\$1,735,320
Benefit Cost as a percent of payroll		19%	25%	22%
Comments:				

2022 Salary Administration & Incentives

	City of Columbus	City of Dublin	City of Gahanna	City of Grandview Heights
<b>Average % of increase provided for current year base?</b>				
<b>Non-Bargaining</b>	3%		2%	3%
<b>Bargaining</b>	3%		3%	3%
<b>Increased % given to current year salary ranges.</b>				
<b>Non-Bargaining</b>	2%		10%	3%
<b>Bargaining</b>	3%			3%
<b>Average % of increase anticipate for base pay next yr.</b>				
<b>Non-Bargaining</b>	2%			3%
<b>Bargaining</b>			3%	3%
<b>Factors that determine individual salary Inc.</b>				
<b>Non-Bargaining</b>		Market, Performance	Cost of Living	Competency, Cost of Living, Market, Performance
<b>Bargaining</b>		Market	Cost of Living	Cost of Living, Market
<b>Short-term Incentive Pay (Bonus)</b>		Yes / Union Ineligible	No	No
<b>Notes:</b>		<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. 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: (1) Significantly enhances the efficiency or effectiveness of City operations, or; (2) Significantly exceeds expectations in the areas of performance or customer service, or; (3) Demonstrates innovation or creativity in government. 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. 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. 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. 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>		



2022 Agency Operating Cost & Budget Information

Participant Information	City of Grove City	City of Groveport	City of Hilliard	City of Lancaster
Total Annual Operating Budget	\$93,947,937	\$41,940,250	\$29,352,488	\$217,165,610
Total Annual Revenue	\$89,401,549	\$35,799,129	\$29,370,553	\$207,651,652
Total Number of full-time (non-union)	70	86	74	150
Total Number of part-time (non-union)	128	86	178	50
Total Number of full-time (union)	102	26	96	275
Total Number of part-time (union)				
Total Staff	300	198	348	475
Annual gross payroll	\$18,727,923	\$8,140,210	\$15,959,585	\$15,990,163
Non-Union Annual health insurance (employer cost)	\$1,220,184	\$2,584,462	Family \$29,253/ Single \$10,092	\$2,310,000
Union Annual health insurance (employer cost)	\$1,571,066	\$1,157,049	Family \$28,200/Single \$9,483	\$4,290,000
Non-Union Annual dental insurance (employer cost)	\$66,670	\$106,517	Family \$1248/Single \$ 432	\$126,000
Union Annual dental insurance (employer cost)	\$86,619	\$42,158	Family \$816/ Single \$288	\$234,000
Non-Union Annual life insurance (employer cost)	\$10,363	\$9,023	\$14,118	\$11,550
Union Annual life insurance (employer cost)	\$14,998	\$4,935	\$20,826	\$24,450
Total Benefit Cost	\$2,969,900	\$3,904,144	\$5,824,634	\$6,996,000
Benefit Cost as a percent of payroll	16%	48%	37%	44%
Comments:				



2022 Salary Administration & Incentives

	City of Grove City	City of Groveport	City Of Hilliard	City of Lancaster
<b>Average % of increase provided for current year base?</b>				
<b>Non-Bargaining</b>	2%	4%	3%	
<b>Bargaining</b>	3%	4%	3%	4-5%
<b>Increased % given to current year salary ranges.</b>				
<b>Non-Bargaining</b>	2%		3%	
<b>Bargaining</b>	3%		3%	
<b>Average % of increase anticipate for base pay next yr.</b>				
<b>Non-Bargaining</b>	2%	4%		
<b>Bargaining</b>	3%	4%		4-5%
<b>Factors that determine individual salary Inc.</b>				
<b>Non-Bargaining</b>		Performance	Market, Performance	Cost of Living, Market
<b>Bargaining</b>		Cost of Living	Cost of Living	Cost of Living, Market
<b>Short-term Incentive Pay (Bonus)</b>	No	No	No	No
<b>Notes:</b>			Hilliard is considering incentive programs for wellness and employee recognition. Nothing has been completed or determined in 2022.	



2022 Agency Operating Cost & Budget Information

Participant Information	City of Marysville	City of New Albany	City of Pataskala	City of Powell
Total Annual Operating Budget	\$154,339,079	\$102,449,405	\$25,873,118	\$22,406,701
Total Annual Revenue	\$98,144,869	\$98,022,229	\$21,439,095	\$13,685,217
Total Number of full-time (non-union)	119	94	25	23
Total Number of part-time (non-union)	99	21	20	6
Total Number of full-time (union)	95	18	30	26
Total Number of part-time (union)				
Total Staff	313	133	75	55
Annual gross payroll	\$16,085,291	\$16,143,349	\$4,271,024	\$4,450,287
Non-Union Annual health insurance (employer cost)	\$2,653,039	\$2,785,204	\$325,993	\$817,538
Union Annual health insurance (employer cost)	\$2,084,531	\$550,077	\$537,608	
Non-Union Annual dental insurance (employer cost)	\$11,890		\$17,744	\$31,385
Union Annual dental insurance (employer cost)	\$9,342		\$29,262	
Non-Union Annual life insurance (employer cost)	\$11,044	\$25,056	\$7,538	\$26,552
Union Annual life insurance (employer cost)	\$8,677	\$6,955	\$12,431	
Total Benefit Cost	\$4,778,523	\$3,367,292	\$930,576	\$875,474
Benefit Cost as a percent of payroll	30%	21%	22%	20%
Comments:				

2022 Salary Administration & Incentives

	City of Marysville	City of New Albany	City of Pataskala	City of Powell
<b>Average % of increase provided for current year base?</b>				
<b>Non-Bargaining</b>	3%		3%	3%
<b>Bargaining</b>	2%			3%
<b>Increased % given to current year salary ranges.</b>				
<b>Non-Bargaining</b>	3%	4%	3%	
<b>Bargaining</b>	2%	3%	4%	
<b>Average % of increase anticipate for base pay next yr.</b>				
<b>Non-Bargaining</b>			3%	3%
<b>Bargaining</b>	3%	3%	4%	3%
<b>Factors that determine individual salary Inc.</b>				
<b>Non-Bargaining</b>	Cost of Living, Market, Performance	Cost of Living 3.75%	Cost of Living	Cost of Living, Market
<b>Bargaining</b>	Cost of Living		Cost of Living	Cost of Living, Market
<b>Short-term Incentive Pay (Bonus)</b>	No	Yes	No	No
<b>Notes:</b>		Hourly employees move through 5 steps, with annual step increases until they reach the top of the pay range. After step 5, employees are eligible for cash bonus at their anniversary. All step increases and merit bonuses are predicated on achieving an average threshold rating on the annual performance evaluation. Salaried employees are provided increases in annual salary until they reach the top of the range. Once salaried employees are at the top of the range, they are eligible for annual cash bonus.	NOTE: The Police officers (FOP & OPBA) also received an increase of 10.76% in 2022 on top of the 3.8%.	



2022 Agency Operating Cost & Budget Information

Participant Information	City of Reynoldsburg	City of Upper Arlington	City of Westerville	City of Whitehall
Total Annual Operating Budget	\$23,805,406	\$52,460,300	\$227,170,290	\$33,779,144
Total Annual Revenue	\$23,164,187	\$76,342,008	\$183,149,042	\$60,928,803
Total Number of full-time (non-union)	84	103	216	39
Total Number of part-time (non-union)	15	256	318	20
Total Number of full-time (union)	74	123	199	122
Total Number of part-time (union)			0	2
Total Staff	173	482	733	183
Annual gross payroll	\$13,248,699	\$24,753,500	\$67,086,083	\$16,237,563
Non-Union Annual health insurance (employer cost)	\$1,570,590	\$1,455,000	\$4,509,027	
Union Annual health insurance (employer cost)		\$1,810,000	\$4,162,179	
Non-Union Annual dental insurance (employer cost)	\$142,913	\$108,700	\$223,562	
Union Annual dental insurance (employer cost)		\$127,700	\$206,364	
Non-Union Annual life insurance (employer cost)	\$17,179	\$12,900	\$36,838	
Union Annual life insurance (employer cost)		\$15,500	\$34,005	
Total Benefit Cost	\$1,730,682	\$3,529,800	\$9,171,975	\$7,776,332
Benefit Cost as a percent of payroll	13%	14%	14%	48%
Comments:				

2022 Salary Administration & Incentives

	City of Reynoldsburg	City of Upper Arlington	City of Westerville	City of Whitehall
Average % of increase provided for current year base?				
Non-Bargaining		4%	3%	2%
Bargaining		3%	3%	3%
Increased % given to current year salary ranges.				
Non-Bargaining	2-10%	3%		
Bargaining	3-8%	3%		
Average % of increase anticipate for base pay next yr.				
Non-Bargaining				
Bargaining	3%	3%		
Factors that determine individual salary Inc.				
Non-Bargaining		Cost of Living, Market	Performance	Cost of Living, Performance
Bargaining		Cost of Living, Market	Performance	Cost of Living, Market
Short-term Incentive Pay (Bonus)	No	No	No	No
Notes:				longevity pay after 5yrs



2022 Agency Operating Cost & Budget Information

Participant Information	City of Worthington	Delaware County	Fairfield County	Franklin County BOC
Total Annual Operating Budget	\$32,821,651	\$339,883,834	\$57,941,549	\$839,997,951
Total Annual Revenue	\$31,443,696	\$315,604,199	\$53,166,250	\$948,353,808
Total Number of full-time (non-union)	77	770	698	488
Total Number of part-time (non-union)	170	218	43	4
Total Number of full-time (union)	60	385	249	701
Total Number of part-time (union)		2	4	1
Total Staff	307	1375	994	1194
Annual gross payroll	\$16,092,454	\$73,333,712	\$21,062,895	\$71,311,044
Non-Union Annual health insurance (employer cost)	\$1,514,637	\$16,520,000	\$8,747,172	\$11,146,925
Union Annual health insurance (employer cost)	\$1,290,247		\$2,985,647	\$16,012,284
Non-Union Annual dental insurance (employer cost)	\$98,605	\$186,000	\$372,361	\$407,256
Union Annual dental insurance (employer cost)	\$83,996		\$126,953	\$585,013
Non-Union Annual life insurance (employer cost)	\$19,543	\$102,000	\$29,012	\$28,987
Union Annual life insurance (employer cost)	\$16,647		\$9,893	\$41,639
Total Benefit Cost	\$3,023,675	\$16,808,000	\$12,271,037	\$28,222,104
Benefit Cost as a percent of payroll	19%	23%	58%	40%
Comments:				

2022 Salary Administration & Incentives

	City of Worthington	Delaware County	Fairfield County	Franklin County BOC
Average % of increase provided for current year base?				
Non-Bargaining	3%	4%	2%	3%
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				3%
Factors that determine individual salary Inc.				
Non-Bargaining			Performance	Cost of Living, Market, Performance
Bargaining				
Short-term Incentive Pay (Bonus)	No	No	No	Yes
Notes:			Fairfield County has a merit based pay increase plan. Employees are eligible for 1%, 2%, or 3.5% increases based upon yearly performance assessments.	Vaccination Incentive - \$1000.Incentive for In-Office work - \$500 (two periods). Wellness - Sick Leave Incentive: Employee is eligible to cash out up to 40 hours of sick leave or convert to personal days, based on sick leave usage of less than 40 hours in the wellness period.





2022 Agency Operating Cost & Budget Information

Participant Information	Licking County	Madison Township Franklin County	Mifflin Township	Orange Township
Total Annual Operating Budget	\$135,398,189	\$21,099,600	\$32,026,793	\$30,639,730
Total Annual Revenue	\$258,283,233	\$18,463,086	\$21,789,569	\$18,884,849
Total Number of full-time (non-union)	816	17	105	23
Total Number of part-time (non-union)	12	21	8	5
Total Number of full-time (union)	256	75		49
Total Number of part-time (union)	12			7
Total Staff	1096	113	113	84
Annual gross payroll	\$66,214,192	\$8,015,220	\$10,769,080	\$6,487,515
Non-Union Annual health insurance (employer cost)		\$308,001	\$2,048,948	\$228,876
Union Annual health insurance (employer cost)		\$1,354,262		\$1,035,944
Non-Union Annual dental insurance (employer cost)		\$14,165	\$130,392	\$26,170
Union Annual dental insurance (employer cost)		\$80,641		\$58,112
Non-Union Annual life insurance (employer cost)		\$3,378	\$33,422	\$960
Union Annual life insurance (employer cost)		\$15,362		\$1,962
Total Benefit Cost		\$1,775,809	\$2,212,761	\$1,352,024
Benefit Cost as a percent of payroll		22%	21%	21%
Comments:				

2022 Salary Administration & Incentives

	Licking County	Madison Township Franklin County	Mifflin Township	Orange Township
Average % of increase provided for current year base?				
Non-Bargaining	3%		3%	3%
Bargaining	2%	3%		3%
Increased % given to current year salary ranges.				
Non-Bargaining	3		3%	
Bargaining	2	3%		3%
Average % of increase anticipate for base pay next yr.				
Non-Bargaining			3%	3%
Bargaining		3%		3%
Factors that determine individual salary Inc.				
Non-Bargaining			Cost of Living, Performance, Competency Based	Market Based, Performance, Competency Based
Bargaining		Cost of Living, Market		
Short-term Incentive Pay (Bonus)	No	No		No
Notes:			Sick Leave and Longevity Incentives	



2022 Agency Operating Cost & Budget Information

Participant Information	Perry Township	Prairie Township	Truro Township	Washington Township	Village of Ashville
Total Annual Operating Budget	\$6,805,638	\$18,547,677	\$10,200,036	\$31,598,397	\$8,076,680
Total Annual Revenue	\$3,606,920	\$10,014,930	\$10,988,754	\$22,320,937	\$7,925,061
Total Number of full-time (non-union)	14	20	50	108	21
Total Number of part-time (non-union)	12	94	20	14	2
Total Number of full-time (union)	11	29			
Total Number of part-time (union)					
Total Staff	37	143	70	122	23
Annual gross payroll	\$1,647,423	\$3,378,364	\$5,055,159	\$13,403,780	\$1,202,228
Non-Union Annual health insurance (employer cost)	\$215,356	\$570,680	\$1,056,580	\$3,765,833	\$416,630
Union Annual health insurance (employer cost)	\$173,256	\$753,413			
Non-Union Annual dental insurance (employer cost)	\$10,780		\$56,825	\$116,528	\$8,057
Union Annual dental insurance (employer cost)	\$7,904				
Non-Union Annual life insurance (employer cost)	\$3,378		\$5,750	\$18,383	\$2,267
Union Annual life insurance (employer cost)	\$2,476				
Total Benefit Cost	\$413,150	\$1,324,093	\$1,119,155	\$3,900,744	\$426,953
Benefit Cost as a percent of payroll	25%	39%	22%	29%	36%
Comments:					

2022 Salary Administration & Incentives

	Perry Township	Prairie Township	Truro Township	Washington Township	Village of Ashville
Average % of increase provided for current year base?					
Non-Bargaining	3%	3%		4%	9%
Bargaining	3%	3%			
Increased % given to current year salary ranges.					
Non-Bargaining	3%	3%	3%	4%	
Bargaining	3%	3%			
Average % of increase anticipate for base pay next yr.				Not available yet	
Non-Bargaining	3%	3%	3%		
Bargaining	3%	3%			
Factors that determine individual salary Inc.					
Non-Bargaining	Cost of Living	Cost of Living	Cost of Living, Market	Cost of Living, Market	Cost of Living, Market
Bargaining	Cost of Living				
Short-term Incentive Pay (Bonus)	No	No	No	Yes	No
Notes:				1) Longevity Bonus - Full-Time employees shall receive a longevity bonus of \$100.00 after five (5) years of continuous service with the Township. The longevity bonus shall increase \$100.00 for each additional year of service after the initial five (5) years, up to a maximum of 25 years of service or \$2,000.00. 2) Physical Agility Bonus - Full-time Fire Dept. employees required to possess and maintain the State of Ohio Firefighter II certification are eligible for a 1% of base salary bonus for successfully completing the Township's Physical Agility Test annually. 3) Administrative Performance Bonus - Non-Unit employees may earn up to three percent (3%) of their base salary (Battalion Chiefs may earn up to 4%), depending on overall performance evaluation score. 4) Attendance Bonus - Once a full-time employee earns the maximum 2,756 Sick Leave hours and utilizes less than 72 hours (for Unit Personnel) or 55 hours (40-Hour Personnel) of Sick Leave shall be eligible to receive an Attendance Bonus paid annually. Unit Personnel may receive up to 72 hours and 40-Hour personnel may receive up to 55 hour maximum.	COLA plus a seven step increase.



## 2022 Agency Operating Cost & Budget Information

Participant Information	Village of Buckeye Lake	Village of Galena	Village of Granville	Village of Plain City	Village of West Jefferson
Total Annual Operating Budget	\$2,123,938	\$3,159,597	\$11,479,000	\$33,482,999	\$16,708,556
Total Annual Revenue	\$4,366,525	\$4,947,771	\$12,363,226	\$31,748,219	\$14,569,843
Total Number of full-time (non-union)	31	5	13	27	
Total Number of part-time (non-union)		3	17	3	
Total Number of full-time (union)			26		
Total Number of part-time (union)					
Total Staff	31	8	56	30	
Annual gross payroll	\$796,588	\$363,575	\$2,347,503	\$1,613,665	\$3,950,557
Non-Union Annual health insurance (employer cost)	\$82,661		\$684,826	\$375,794	\$651,339
Union Annual health insurance (employer cost)					
Non-Union Annual dental insurance (employer cost)			\$20,323	\$19,634	\$37,618
Union Annual dental insurance (employer cost)					
Non-Union Annual life insurance (employer cost)	\$1,407		\$5,688	\$13,592	\$2,111
Union Annual life insurance (employer cost)					
Total Benefit Cost	\$84,068		\$710,837	\$409,019	\$691,068
Benefit Cost as a percent of payroll	11%		30%	25%	17%
Comments:					

2022 Salary Administration & Incentives

	Village of Buckeye Lake	Village of Galena	Village of Granville	Village of Plain City	Village of West Jefferson
<b>Average % of increase provided for current year base?</b>					
<b>Non-Bargaining</b>	3%		5%		6%
<b>Bargaining</b>		5%	5%		
<b>Increased % given to current year salary ranges.</b>					
<b>Non-Bargaining</b>	3%		5%		6%
<b>Bargaining</b>		5%	5%		
<b>Average % of increase anticipate for base pay next yr.</b>					
<b>Non-Bargaining</b>	3%		unknown		6%
<b>Bargaining</b>		2.5%	3%		
<b>Factors that determine individual salary Inc.</b>					
<b>Non-Bargaining</b>			Cost of Living, Performance	Performance (Merit) Based Adjustment	Cost of Living
<b>Bargaining</b>		Cost of Living, Market, Performance (Merit) Based Adj.	Cost of Living		
<b>Short-term Incentive Pay (Bonus)</b>	Yes	No	No		No
<b>Notes:</b>	In past years they have given a one time end of year bonus	For fiscal year 2022 Each employee was given and 5% pay increase.		They are given benchmarks to hit during their evaluation so the supervisor determines if the exceeded and if they did they're given the full merit adjustment. It is up to the supervisor to determine the merit increase	



## SECTION 4

# POSITION DESCRIPTIONS





## 2022 MORPC Salary & Fringe Benefit Survey Job Descriptions

Job Code	Public Works/Public Service
1	<b>Director</b> <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	<b>Assistant Director</b> <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	<b>Maintenance Supervisor</b> <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	<b>City Engineer</b> <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	<b>Associate Engineer</b> <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	<b>Drafter</b> <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>



## 2022 MORPC Salary & Fringe Benefit Survey Job Descriptions

### **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.



## 2022 MORPC Salary & Fringe Benefit Survey Job Descriptions

### 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.



## 2022 MORPC Salary & Fringe Benefit Survey Job Descriptions

### 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.



## 2022 MORPC Salary & Fringe Benefit Survey Job Descriptions

### **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.



## 2022 MORPC Salary & Fringe Benefit Survey Job Descriptions

### 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.



## 2022 MORPC Salary & Fringe Benefit Survey Job Descriptions

### 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.





## 2022 MORPC Salary & Fringe Benefit Survey Job Descriptions

### 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.



## 2022 MORPC Salary & Fringe Benefit Survey Job Descriptions

### 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.



## 2022 MORPC Salary & Fringe Benefit Survey Job Descriptions

### 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.



## 2022 MORPC Salary & Fringe Benefit Survey Job Descriptions

### 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.



## 2022 MORPC Salary & Fringe Benefit Survey Job Descriptions

### 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.



## 2022 MORPC Salary & Fringe Benefit Survey Job Descriptions

### 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.





## 2022 MORPC Salary & Fringe Benefit Survey Job Descriptions

### 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 investigations 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												
Director	Government Entity	Avg. Annual Base Pay	Salary Range Annual Min	Salary Range Annual Max	Level of Match	Min Educ	Yrs. of Exp	Seasonal Employee	P/T Employee	F/T Employee	Intern Appr.	# of Employs
Director of Public Service	City of Bexley	\$ 109,054	\$ 91,837	\$ 120,536	Equal to	Bachelor				1		1
Director of Public Service	City of Canal Winchester	\$ 96,762	\$ 78,270	\$ 115,253	Equal to					1		1
Director of Public Service/NOPE	City of Circleville	\$ 84,110	\$ 60,749	\$ 78,977	Equal to	Bachelor	5			1		1
Director of Public Service (U)	City of Columbus	\$ 200,595			Equal to		Unclassified			1		1
Deputy City Manager / Chief Operations Officer	City of Dublin	\$ 172,969	\$ 125,900	\$ 184,600	Greater than	Master	10					
Director of Public Service & Engineering	City of Gahanna	\$ 108,971	\$ 100,672	\$ 140,941	Equal to	Bachelor	7			1		1
Director of Public Service	City of Grandview Heights	\$ 122,990	\$ 85,000	\$ 146,000	Equal to					1		1
Director of Public Service	City of Grove City	\$ 115,221	\$ 96,033	\$ 138,715	Equal to							1
Director of Public Service	City of Groveport	\$ 105,602	\$ 71,858	\$ 115,499						1		1
Director of Operations	City of Hilliard	\$ 103,404	\$ 80,064	\$ 135,127	Equal to	Master	10			1		1
Director of Public Service	City of Marysville	\$ 119,617	\$ 95,000	\$ 125,000						1		1
Director of Public Service	City of New Albany		\$ 116,806	\$ 146,007						1		1
Director of Public Service	City of Pataskala	\$ 103,085	\$ 92,944	\$ 124,909	Equal to	Bachelor				2		2
Director of Public Service	City of Powell	\$ 115,313	\$ 92,274	\$ 120,154		Bachelor	10			1		1
Director of Public Service	City of Reynoldsburg	\$ 108,680	\$ 74,800	\$ 116,480	Equal to	Bachelor	4			1		1
Director of Public Service	City of Upper Arlington	\$ 132,000	\$ 116,124	\$ 170,816	Equal to	Bachelor	8			1		1
Director	City of Westerville	\$ 141,190	\$ 96,658	\$ 154,669								
Director of Public Service & Development	City of Whitehall		\$ 80,142	\$ 110,240	Greater than					1		1
Director of Service & Engineering	City of Worthington	\$ 115,513			Equal to					1		1
Director of Environmental Services	Delaware County	\$ 143,000	\$ 105,727	\$ 142,480	Equal to	Bachelor	10			1		1
Utilities Director / Sanitary Engineer	Fairfield County	\$ 107,141	\$ 80,704	\$ 141,232						1		1
Director of Public Facilities Management	Franklin County - Board of Commissioners	\$ 125,112	\$ 90,667	\$ 126,942	Equal to	Master	7			1		1
Superintendent	Madison Township	\$ 67,059			Equal to					1		1
Service Director	Mifflin Township	\$ 79,476	\$ 72,737	\$ 84,323						1		1
Director of Operations	Orange Township	\$ 95,790				Bachelor	5			1		1
Road Superintendent	Perry Township	\$ 80,413			Equal to	HS or GED	3			1		1
Road Superintendent	Prairie Township	\$ 110,000				HS or GED	5			1		1
Director	Village of Buckeye Lake	\$ 54,028										
Service Director	Village of Granville		\$ 53,264	\$ 81,494						1		1
Director of Public Service	Village of West Jefferson		\$ 89,964	\$ 118,078						1		1
	AVERAGES	\$ 112,196	\$ 89,052	\$ 127,760								



Salaries Broken Down by Title

Public Works/Public Services (Con't.)												
Assistant Director	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	Seasonal Employee	P/T Employee	F/T Employee	Intern Appr.	# of Employees
Assistant Director	City of Bexley	\$ 93,517	\$ 81,506	\$ 94,133	Equal to	HS or GED				1		1
Department Deputy Director (U)	City of Columbus	\$ 154,668	\$ 109,512	\$ 182,499	Greater than		Unclassified			22		22
Director of Public Service	City of Dublin	\$ 119,731	\$ 84,200	\$ 123,400	Equal to	Bachelor	5					
Public Service Manager	City of Gahanna	\$ 88,754	\$ 84,510	\$ 118,331	Equal to	Bachelor	4					
Deputy Director	City of Grove City	\$ 100,900	\$ 78,478	\$ 121,326	Equal to							
Assistant Director	City of Westerville	\$ 100,006	\$ 75,442	\$ 113,339								
Deputy Director of Operations	Delaware County	\$ 107,463	\$ 94,094	\$ 126,568	Greater than	Bachelor	8			1		1
Chief Operating Officer, PFM	Franklin County - Board of Commissioners	\$ 116,418	\$ 84,323	\$ 118,061	Equal to	Bachelor	5			1		1
Public Works Manager	Orange Township	\$ 79,500	\$ 66,000	\$ 86,752		HS or GED	5			1		1
Assistant Road Superintendent	Prairie Township	\$ 76,606				HS or GED	3			1		1
Service Supervisor	Village of Granville		\$ 46,606	\$ 73,948						1		1
	AVERAGES	\$ 103,756	\$ 80,467	\$ 115,836								

Maintenance 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
Street, Water and Wastewater	City of Bellefontaine	\$ 70,829	\$ 67,536	\$ 74,121		HS or GED	2-5			3		3
Water and Sewer Supervisor	City of Bexley	\$ 76,045	\$ 68,877	\$ 83,228	Less than	HS or GED				1		1
Streets Supervisor	City of Bexley	\$ 76,045	\$ 68,877	\$ 83,228	Less than	HS or GED				1		1
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	\$ 63,877	\$ 48,693	\$ 73,050	Equal to		1			8		8
Operations Administrator	City of Dublin	\$ 84,565	\$ 61,200	\$ 89,800	Equal to	HS or GED				5		5
Streets & Utilities Superintendent	City of Gahanna	\$ 86,570	\$ 79,747	\$ 111,634	Equal to	Bachelor	4			1		1
Public Works Coordinator	City of Grandview Heights	\$ 78,832	\$ 60,000	\$ 82,000	Equal to					1		1
Operations Administrator	City of Hilliard	\$ 81,421	\$ 52,350	\$ 103,333	Equal to	Bachelor	5			2		2
Streets Superintendent	City of Marysville	\$ 88,325	\$ 70,000	\$ 95,000						1		1
Street Supervisor	City of Pataskala	\$ 72,946	\$ 62,923	\$ 84,564	Equal to	HS or GED				1		1
Superintendent of Streets	City of Reynoldsburg	\$ 80,496	\$ 62,400	\$ 98,840	Equal to	HS or GED	5			1		1
Service Manager	City of Upper Arlington	\$ 96,674	\$ 69,053	\$ 96,674	Equal to	Associate	5			1		1
Maintenance Supervisor	City of Westerville	\$ 81,481	\$ 62,379	\$ 93,434								
Street Superintendent	City of Whitehall	\$ 99,486	\$ 67,018	\$ 101,005	Equal to	HS or GED	2			1		1
Maintenance Superintendent	City of Worthington	\$ 104,622			Equal to					1		1
Facilities Operations Coordinator	Delaware County	\$ 60,067	\$ 47,668	\$ 65,312	Equal to	HS or GED	5			1		1
Building Manager	Franklin County - Board of Commissioners	\$ 69,430	\$ 63,710	\$ 89,211	Equal to	Associate	3			6		6
Facilities Director	Licking County	\$ 87,152			No match	Bachelor	2			1		1
Chief of Service	Village of Ashville	\$ 56,913	\$ 49,770	\$ 64,056	Equal to	HS or GED	5			1		1
Public Works Supervisor	Village of Plain City	\$ 70,075	\$ 52,229	\$ 75,733		HS or GED				1		1
Public Service Labor & Maintenance Supervisor	Village of West Jefferson		\$ 56,222	\$ 70,054						1		1
	AVERAGES	\$ 78,967	\$ 61,450	\$ 86,041								



Salaries Broken Down by Title

Public Works/Public Services (Con't.)												
City Engineer	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	Seasonal Employee	P/T Employee	F/T Employee	Intern Appr.	# of Employs
City Engineer	City of Bellefontaine	\$ 104,204	\$ 102,664	\$ 105,744		Bachelor	5			1		1
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	\$ 163,872	\$ 109,512	\$ 192,499	Greater than		RPE / 5yrs			1		1
Director of Engineering	City of Dublin	\$ 130,008	\$ 91,400	\$ 134,100	Equal to	Bachelor	5					
Director of Engineering	City of Gahanna	\$ 100,672	\$ 100,672	\$ 140,941	Equal to	Bachelor	5			1		1
Engineer	City of Groveport	\$ 125,154	\$ 77,862	\$ 125,154						1		1
City Engineer	City of Hilliard	\$ 120,595	\$ 80,064	\$ 135,127	Equal to	Bachelor	5			1		1
City Engineer	City of Lancaster	\$ 116,938	\$ 89,461	\$ 116,938	Equal to	Bachelor				1		1
City Engineer / Deputy Director of Public Services	City of Marysville	\$ 114,299	\$ 95,000	\$ 125,000						1		1
City Engineer	City of New Albany		\$ 99,285	\$ 124,106						1		1
City Engineer	City of Powell	\$ 105,641	\$ 85,820	\$ 111,469	Equal to	Bachelor	5			1		1
City Engineer	City of Westerville	\$ 110,136	\$ 83,034	\$ 124,509								
City Engineer	City of Upper Arlington	\$ 116,432	\$ 97,740	\$ 136,835	Equal to	Bachelor	8			1		1
County Engineer - Elected	Delaware County	\$ 124,846			Greater than	Bachelor				1		1
County Engineer	Licking County	\$ 113,371								1		1
Project Manager	Orange Township	\$ 77,126				Bachelor	4			1		1
	AVERAGES	\$ 114,670	\$ 91,599	\$ 129,821								
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
Assistant City Engineer	City of Bellefontaine	\$ 80,007	\$ 75,005	\$ 85,010		Bachelor				1		1
Engineer I	City of Columbus	\$ 159,307	\$ 123,968	\$ 206,586	Greater than		RPE			1		1
Civil Engineer II	City of Dublin	\$ 91,066	\$ 70,400	\$ 103,200	Greater than	Bachelor	4					2
Assistant City Engineer	City of Gahanna	\$ 81,120	\$ 84,510	\$ 118,331	Equal to	Bachelor	4					
Staff / Project Engineer	City of Hilliard	\$ 94,527	\$ 52,350	\$ 103,333	Greater than	Bachelor	5			2		2
Engineer I	City of Lancaster	\$ 53,518	\$ 47,008	\$ 62,254	Equal to	Associate				1		1
Assistant City Engineer	City of Marysville	\$ 97,999	\$ 80,000	\$ 110,000						1		1
Assistant City Engineer	City of Upper Arlington	\$ 90,000	\$ 78,319	\$ 109,647	Equal to	Bachelor	4			1		1
Engineering & GIS Manager	City of Worthington	\$ 93,579			Equal to					1		1
Staff Engineer	Delaware County	\$ 92,746	\$ 58,059	\$ 109,512	Equal to	Bachelor				4		4
Assistant Engineer	Licking County	\$ 75,837								1		1
Manager of Planning	Franklin County - Board of Commissioners	\$ 79,290	\$ 63,710	\$ 89,211	Equal to	Bachelor	5			1		1
	AVERAGES	\$ 90,750	\$ 73,333	\$ 109,708								
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
Engineering CAD & Field Manager	City of Bellefontaine	\$ 68,307	\$ 65,270	\$ 71,344		HS or GED				1		1
Drafter / CAD	City of Columbus	\$ 58,177	\$ 43,597	\$ 58,178	Equal to		1			1		1
Engineering Technician	City of Westerville	\$ 85,044	\$ 52,998	\$ 75,067								
Construction Project Manager	Licking County	\$ 70,262								1		1
	AVERAGES	\$ 70,448	\$ 53,955	\$ 68,196								



Salaries Broken Down by Title

Public Works/Public Services (Con't.)												
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
Utility Office Supervisor	City of Bellefontaine	\$ 64,270	\$ 62,730	\$ 65,809		HS or GED	2			1		1
Service Superintendent	City of Circleville	\$ 63,794	\$ 51,126	\$ 66,477		HS or GED	5			1		1
Senior Utility Billing Specialist	City of Gahanna	\$ 70,232	\$ 56,805	\$ 70,252	Equal to	HS or GED	2			1		1
Project Manager	City of Westerville	\$ 96,373	\$ 68,598	\$ 102,939								
Fiscal & Project Manager	City of Whitehall	\$ 69,992	\$ 58,240	\$ 71,989	Greater than					1		1
Administrator Operations	Licking County	\$ 83,470								1		1
	AVERAGES	\$ 74,688	\$ 59,500	\$ 75,493								
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 Supervisor	City of Canal Winchester	\$ 63,461	\$ 52,811	\$ 74,110	Equal to							
Supervisor	City of Circleville	\$ 52,790	\$ 46,883	\$ 58,635	Equal to	HS or GED	3			1		1
Building Maintenance Manager	City of Columbus	\$ 83,928	\$ 68,453	\$ 102,669	Equal to		5			8		8
Crew Supervisor	City of Dublin	\$ 67,425	\$ 47,500	\$ 69,600	Equal to	HS or GED	3					5
Utility Foreman	City of Gahanna	\$ 72,982	\$ 59,277	\$ 72,982	Equal to	HS or GED	3			1		1
Service Manager	City of Grove City	\$ 86,860	\$ 65,520	\$ 113,297	Greater than							1
Maintenance Superintendent	City of Groveport	\$ 84,739	\$ 52,742	\$ 84,737						1		1
Maintenance Crew Leader	City of Hilliard	\$ 73,734	\$ 43,112	\$ 83,462	Equal to	HS or GED	3			4		4
Streets Foreman	City of Marysville	\$ 65,905	\$ 56,721	\$ 68,155						2		2
Maintenance Supervisor	City of New Albany		\$ 61,284	\$ 77,445						5		5
Utility Superintendent	City of Pataskala	\$ 70,346	\$ 65,356	\$ 87,805	No match	HS or GED				2		2
Maintenance Specialist	City of Powell	\$ 62,067	\$ 51,813	\$ 63,814	Equal to	HS or GED	5			1		1
Maintenance Foreman	City of Reynoldsburg	\$ 71,531	\$ 58,240	\$ 91,580	Equal to	HS or GED	5			1		1
Maintenance Supervisor	City of Worthington	\$ 86,267	\$ 68,436	\$ 86,267	Equal to					4		4
Maintenance & Collections Manager	Delaware County	\$ 87,131	\$ 70,699	\$ 99,112	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	\$ 43,347	\$ 43,347	\$ 60,694	Equal to	HS or GED	3			1		1
Highway Superintendent	Licking County	\$ 86,466								1		1
Foreman	Madison Township	\$ 58,344			Equal to					1		1
Maintenance Foreman	Mifflin Township	\$ 61,651	\$ 57,491	\$ 69,388						1		1
Maintenance Technician	Truro Township	\$ 50,000	\$ 50,000	\$ 50,000	Equal to	HS or GED				1		1
Maintenance Crew Leader	Village of Galena	\$ 51,100								1		1
	AVERAGES	\$ 69,467	\$ 57,915	\$ 81,841								





Salaries Broken Down by Title

Public Works/Public Services (Con't.)												
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
Water Crew Chief	City of Bellefontaine	\$ 48,800	\$ 41,704	\$ 56,056		HS or GED	1			1		1
Maintenance Worker III	City of Circleville	\$ 44,082	\$ 38,196	\$ 50,340		HS or GED	3			5		5
Maintenance Worker	City of Dublin	\$ 63,835	\$ 47,349	\$ 66,695	Equal to							57
Streets Foreman	City of Gahanna	\$ 72,982	\$ 59,277	\$ 72,982	Greater than	HS or GED	4			1		1
Crew Leader	City of Grove City	\$ 76,086	\$ 48,526	\$ 83,907								2
Maintenance Worker	City of Pataskala	\$ 46,319	\$ 42,952	\$ 49,795	Equal to					7		7
Public Service Worker	City of Powell	\$ 51,059	\$ 43,493	\$ 55,494	Equal to	HS or GED	1			7		7
Public Service Supervisor	City of Upper Arlington	\$ 76,277	\$ 65,144	\$ 91,202	Equal to	HS or GED	3			3		3
Maintenance Specialist	City of Westerville	\$ 67,432	\$ 52,998	\$ 75,067								
Service Crew Chief	City of Whitehall	\$ 81,640	\$ 68,390	\$ 81,640	Equal to	HS or GED	2			2		2
Maintenance Technician	City of Worthington	\$ 68,702	\$ 68,436	\$ 73,855	Equal to					8		8
Maintenance Worker Crew Leader	Franklin County - Board of Commissioners	\$ 42,245	\$ 35,422	\$ 49,587	Equal to	HS or GED	2			2		2
Highway Maintenance Supervisor	Licking County	\$ 65,790								4		4
Maintenance Technician	Madison Township		\$ 40,747	\$ 51,750	No match					3		3
Service Specialist I	Mifflin Township	\$ 46,592	\$ 36,836	\$ 42,681						1		1
Service Specialist II	Mifflin Township	\$ 54,121	\$ 45,240	\$ 54,121						1		1
Public Works Asst. Manager	Orange Township	\$ 54,995	\$ 54,995	\$ 65,000		HS or GED	3			1		1
Road Crew Member	Perry Township	\$ 58,025	\$ 35,901	\$ 62,837	No match	HS or GED				3		3
Road Laborer	Prairie Township	\$ 39,728	\$ 39,728	\$ 69,659		HS or GED				7		7
Crew Leader	Village of Ashville	\$ 49,570	\$ 42,736	\$ 56,403	Equal to	HS or GED						
Laborer	Village of Ashville	\$ 39,484	\$ 35,189	\$ 43,778	Equal to	HS or GED				3		3
Crew Member	Village of Galena	\$ 41,200								1		1
Crew Leader/Maintenance Workers	Village of Plain City	\$ 57,366	\$ 41,642	\$ 64,002		HS or GED			1	7		8
Water & Sewer / Labor & Maintenance	Village of West Jefferson		\$ 44,096	\$ 54,954						2		2
Street Labor & Maintenance	Village of West Jefferson		\$ 44,096	\$ 54,954						4		4
Street Labor & Maintenance PT	Village of West Jefferson		\$ 26,788	\$ 33,387					2			2
	AVERAGES	\$ 56,651	\$ 45,828	\$ 60,839								



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
Construction Inspector I (Civil)	City of Columbus	\$ 57,533	\$ 48,984	\$ 64,750	Equal to		1			58		58
Director of Building Standards	City of Dublin	\$ 120,736	\$ 84,200	\$ 123,400	Greater than	Bachelor	5					
Chief Building Official	City of Gahanna	\$ 87,547	\$ 75,234	\$ 105,310	Equal to	Bachelor	3 to 10 years			1		1
Director of Building & Zoning	City of Grandview Heights	\$ 122,429	\$ 85,000	\$ 146,000	Greater than					1		1
Chief Building Official	City of Grove City	\$ 114,857	\$ 96,033	\$ 151,840	Equal to							1
Chief Building Inspector	City of Groveport	\$ 106,579	\$ 66,321	\$ 106,589								
Building Standards Director / CBO	City of Hilliard	\$ 108,000	\$ 80,064	\$ 135,127	Greater than	Bachelor	2			1		1
Building Manager	City of Lancaster	\$ 89,981	\$ 63,827	\$ 89,981	Less than	HS or GED				1		1
Chief Building Official	City of Powell	\$ 97,432	\$ 85,820	\$ 111,469	Equal to	Bachelor	5			1		1
Chief Building Official (3/4)	City of Reynoldsburg	\$ 95,004	\$ 80,000	\$ 110,000	Equal to	Bachelor	5			1		1
Chief Building Official	City of Upper Arlington	\$ 109,647	\$ 78,319	\$ 109,647	Equal to	Bachelor	5			1		1
Chief Building Official	City of Westerville	\$ 121,368	\$ 83,034	\$ 124,509								
Chief Building Official	City of Whitehall	\$ 95,000	\$ 67,995	\$ 108,160	Equal to	HS or GED	10			1		1
Chief Building Official	Delaware County	\$ 104,822	\$ 80,983	\$ 109,512	Greater than	HS or GED	5			1		1
Building Plans Examiner	Franklin County - Board of Commissioners	\$ 55,619	\$ 45,718	\$ 64,002	Equal to	HS or GED	3			1		1
Chief Building Inspector	Licking County	\$ 75,400				Bachelor	4			1		1
Director of Planning, Building & Zoning	Village of West Jefferson		\$ 89,964	\$ 118,078						1		1
	AVERAGES	\$ 97,622	\$ 75,719	\$ 111,148								

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	\$ 74,797	\$ 56,202	\$ 89,690	Equal to		Certified Building Inspector / Residential Build Inspector / 3yrs			18		18
Building Inspector	City of Dublin	\$ 75,698	\$ 53,600	\$ 78,700	Equal to	HS or GED	3					3
Building and Heating Inspector	City of Gahanna	\$ 71,011	\$ 59,571	\$ 83,429	Equal to	HS or GED	2			1		1
Building Inspector Technician	City of Grandview Heights	\$ 87,006	\$ 65,000	\$ 94,000	Greater than					1		1
Building Inspector	City Grove City	\$ 70,200	\$ 48,523	\$ 83,907	Equal to							4
Building Inspector II	City of Groveport	\$ 80,392	\$ 49,984	\$ 80,388						1		1
City Building Inspector	City of Hilliard	\$ 78,000	\$ 49,271	\$ 95,383	Equal to	Associate	6			1		1
Certified Inspector	City of Lancaster	\$ 63,731	\$ 48,214	\$ 63,731	Equal to	HS or GED				1		1
Construction Inspector	City of Marysville	\$ 68,162	\$ 56,721	\$ 68,155						1		1
Building Inspector	City of New Albany		\$ 70,350	\$ 88,799								
Building Inspector	City of Powell	\$ 79,950	\$ 60,795	\$ 76,759	Equal to	HS or GED	5			1		1
Building Inspector	City of Reynoldsburg	\$ 67,641	\$ 48,675	\$ 67,641	Equal to	HS or GED				1		1
Building Inspector/Plans Examiner	City of Upper Arlington	\$ 73,250	\$ 57,978	\$ 81,169	Equal to	Associate	2			2		2
Enforcement Manager	City of Westerville	\$ 100,734	\$ 62,379	\$ 93,434								
Building Inspector	Delaware County	\$ 72,641	\$ 58,059	\$ 81,224	Greater than	HS or GED	3			5		5
Building Inspector	Franklin County - Board of Commissioners		\$ 43,347	\$ 60,694	Equal to	HS or GED	3					
Building Inspector	Licking County	\$ 54,600				Bachelor	4			1		1
Chief Building Inspector	Village of West Jefferson		\$ 66,603	\$ 81,744						1		1
	AVERAGES	\$ 74,521	\$ 56,193	\$ 80,520								



Salaries Broken Down by Title

Public Works/Public Services (Con't.)												
Field/Construction Inspector	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	Seasonal Employee	P/T Employee	F/T Employee	Intern Appr.	# of Employs
Construction Supervisor	City of Bellefontaine	\$ 48,800	\$ 41,704	\$ 56,056		HS or GED	1			1		1
Engineering Project Inspector	City of Dublin	\$ 64,810	\$ 47,500	\$ 69,600	Equal to	HS or GED	3					5
Project Administrator	City of Gahanna	\$ 75,317	\$ 70,970	\$ 99,341	Equal to	Bachelor	2			1		1
Property Maintenance Inspector	City of Groveport	\$ 71,656	\$ 44,575	\$ 71,646						1		1
City Inspector / Construction	City of Hilliard	\$ 68,834	\$ 49,271	\$ 95,383	Equal to	Associate	6			2		2
Construction Manager	City of Westerville	\$ 95,909	\$ 83,034	\$ 124,509								
Field Inspector	City of Worthington	\$ 79,919	\$ 63,413	\$ 79,919	Equal to					2		2
Field Supervisor Construction	Fairfield County	\$ 72,030	\$ 80,704	\$ 141,232		Bachelor	8			1		1
Structural Inspector	Licking County	\$ 56,285				Bachelor	4			1		1
	AVERAGES	\$ 70,396	\$ 60,146	\$ 92,211								

Certified Mechanic	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	Seasonal Employee	P/T Employee	F/T Employee	Intern Appr.	# of Employs
Mechanic	City of Bellefontaine	\$ 52,385	\$ 45,926	\$ 58,843		HS or GED	NIASE Cert.			1		1
Automotive Mechanic	City of Columbus	\$ 60,382	\$ 50,315	\$ 63,253	Equal to		1			75		75
Fleet Technician I	City of Dublin	\$ 69,908	\$ 49,015	\$ 69,098	Equal to							5
Fleet Technician	City of Gahanna	\$ 66,294	\$ 50,690	\$ 70,242	Equal to	HS or GED	1			4		4
Fleet Supervisor	City of Grove City	\$ 80,974	\$ 54,932	\$ 94,993	Equal to							1
Master Mechanic	City of Lancaster	\$ 60,445	\$ 50,752	\$ 60,445	Equal to	HS or GED				4		4
City Mechanic	City of Marysville	\$ 63,700	\$ 56,721	\$ 68,155								
Mechanic	City of New Albany		\$ 55,336	\$ 69,680						2		2
Fleet Maintenance Technician	City of Upper Arlington	\$ 60,648	\$ 51,600	\$ 72,240	Equal to	Associate	4			5		5
Certified Mechanic	City of Westerville	\$ 65,485										
Mechanic	City of Whitehall	\$ 81,640	\$ 68,390	\$ 81,640	Equal to	HS or GED	2			1		1
Fleet Technician	City of Worthington	\$ 71,198	\$ 61,153	\$ 71,198	Equal to					1		1
Mechanic	Delaware County	\$ 51,667	\$ 43,148	\$ 59,197	Greater than	HS or GED	5			2		2
Mechanic	Franklin County - Board of Commissioners	\$ 48,506	\$ 38,584	\$ 54,018	Equal to	HS or GED	3			2		2
Mechanic	Licking County	\$ 51,854								3		3
Mechanic	Village of Granville		\$ 35,422	\$ 53,497						1		1
	AVERAGES	\$ 63,220	\$ 50,856	\$ 67,607								



Salaries Broken Down by Title

Public Works/Public Services (Con't.)												
Electrical Inspector	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	Seasonal Employee	P/T Employee	F/T Employee	Intern Appr.	# of Employs
Electrician/Maintenance Clerk	City of Bellefontaine	\$ 52,385	\$ 45,926	\$ 58,843		HS or GED	1 yr./Electrician			1		1
Electrical Inspector I	City of Columbus	\$ 60,382	\$ 50,315	\$ 63,253	Equal to		Electrical Safety Inspector Certificate			10		10
Electrical Inspector	City of Dublin	\$ 74,773	\$ 53,600	\$ 78,700	Equal to	HS or GED	3					1
Project Inspector	City of Gahanna	\$ 61,017	\$ 56,222	\$ 78,707	Equal to	Bachelor	2			2		2
Electrical Inspector	City of Grove City	\$ 73,320	\$ 48,526	\$ 83,907	Equal to							1
City Inspector / Electrical	City of Hilliard	\$ 78,000	\$ 49,271	\$ 95,383	Equal to	Associate	6			1		1
Certified Inspector	City of Lancaster	\$ 63,731	\$ 48,214	\$ 63,731	Equal to	HS or GED				1		1
Code Enforcement	City of Westerville	\$ 68,682	\$ 62,379	\$ 93,434								
Electrical Safety Inspector	Delaware County	\$ 88,034	\$ 64,058	\$ 89,752	Equal to	HS or GED	3			3		3
Electrical Inspector	Licking County	\$ 59,301				Bachelor	4			1		1
	AVERAGES	\$ 67,962	\$ 53,168	\$ 78,412								

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 Plant Operator I, II, & III	City of Bellefontaine	\$ 46,654	\$ 39,645	\$ 53,664		HS or GED	1-7					
Water Operator I, II, III	City of Canal Winchester	\$ 57,065	\$ 47,278	\$ 66,851	Equal to					4		4
Water Plant Operator	City of Circleville	\$ 45,086	\$ 38,968	\$ 51,607	Equal to	HS or GED				3		3
Water Plant Operator I	City of Columbus	\$ 62,525	\$ 53,290	\$ 64,750	Greater than		OH EPA Class I+ Certified Water Supply Operator			7		7
Utility Maintenance Worker I, II	City of Groveport	\$ 65,839	\$ 41,859	\$ 67,297						3		3
Water Operator	City of Lancaster	\$ 57,512	\$ 43,846	\$ 57,512	Equal to	HS or GED				16		16
Water Operator	City of Marysville	\$ 57,470	\$ 49,476	\$ 62,214						5		5
Stormwater Equipment Operator	City of Marysville	\$ 52,374	\$ 49,746	\$ 59,243						2		2
Utility Field Technician	City of Pataskala	\$ 44,068	\$ 40,040	\$ 55,744	Greater than	HS or GED				3		3
Water/Wastewater Superintendent	City of Reynoldsburg	\$ 79,060	\$ 65,320	\$ 95,680	Equal to	HS or GED	5			1		1
Water Utility Operator	City of Westerville	\$ 61,913	\$ 96,658	\$ 154,669								
Regional Wastewater Facility Operator	Delaware County	\$ 54,280	\$ 39,206	\$ 66,206	Equal to	HS or GED				13		13
Collection Sys Tech	Delaware County	\$ 41,145	\$ 35,131	\$ 62,400	Equal to	HS or GED				8		8
Utilities Water Operator 1	Fairfield County	\$ 42,848	\$ 41,558	\$ 68,557		Bachelor	1					
Waste Water Operator 1	Franklin County - Board of Commissioners	\$ 54,496	\$ 40,165	\$ 56,222	Greater than	HS or GED	3			1		1
Operations Superintendent	Licking County	\$ 79,019				Associate	5			1		1
Chief of Utility	Village of Ashville	\$ 56,913	\$ 49,770	\$ 64,056	Equal to	Associate	5			2		5
Water Treatment Plant Operator	Village of Buckeye Lake	\$ 34,278										
Water Department Clerk	Village of Buckeye Lake	\$ 36,400										
Utility Plant Operator, Utility Plant Operator I, II	Village of Granville		\$ 33,696	\$ 59,820						6		6
Public Service Water Superintendent	Village of West Jefferson		\$ 66,144	\$ 82,430						1		1
Public Service Assistant Water Superintendent	Village of West Jefferson		\$ 63,939	\$ 79,685						1		1
	AVERAGES	\$ 54,155	\$ 49,249	\$ 69,927								





Salaries Broken Down by Title

Public Works/Public Services (Con't.)												
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 Treatment Plant Chief Operator	City of Bellefontaine	\$ 55,214	\$ 51,002	\$ 59,426		HS or GED						
Engineering Technician	City of Bellefontaine	\$ 44,200	\$ 37,232	\$ 51,168		HS or GED	1			1		1
Wastewater Operator I, II, III	City of Canal Winchester	\$ 57,065	\$ 47,278	\$ 66,851	Equal to					3		3
Wastewater Plant Operator	City of Circleville	\$ 46,006	\$ 39,957	\$ 52,472		HS or GED				4		4
Wastewater Pretreatment Technician	City of Columbus	\$ 71,448	\$ 48,693	\$ 73,050	Equal to		1			1		1
Wastewater Operator	City of Lancaster	\$ 57,512	\$ 43,846	\$ 57,512	Equal to	HS or GED				11		11
Wastewater Operator	City of Marysville	\$ 59,973	\$ 49,476	\$ 62,214						6		6
Maintenance Specialist/Equipment Operator	City of Reynoldsburg	\$ 51,172	\$ 42,744	\$ 61,256	Equal to	HS or GED	1			2		2
Utilities Wastewater Operator 1	Fairfield County	\$ 42,848	\$ 41,558	\$ 68,557		Bachelor	1			1		1
Operator	Licking County	\$ 44,325				HS or GED	1			6		6
Utility Laborer	Village of Ashville	\$ 38,625	\$ 33,471	\$ 43,778	Equal to	HS or GED	1			1		1
Wastewater Treatment Technician	Village of Buckeye Lake	\$ 34,360										
Stormwater Technician/Street Department	Village of Buckeye Lake	\$ 35,360										
Public Service Wastewater Superintendent	Village of West Jefferson		\$ 66,144	\$ 82,430						1		1
Public Service Assistant Wastewater Superintendent	Village of West Jefferson		\$ 63,939	\$ 79,685						1		1
	AVERAGES	\$ 49,085	\$ 47,112	\$ 63,200								
Meter Reader	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	Seasonal Employee	P/T Employee	F/T Employee	Intern Appr.	# of Employs
Parking Meter Technician	City of Columbus	\$ 57,782	\$ 43,597	\$ 58,178	Greater than					3		3
Maintenance Worker I	City of Circleville	\$ 38,813	\$ 33,591	\$ 44,376	Greater than	HS or GED				4		4
Meter Reader	City of Lancaster	\$ 49,400	\$ 41,538	\$ 49,400	Equal to	HS or GED				4		4
Billing Manager	City of Pataskala	\$ 63,898	\$ 55,126	\$ 67,798	Greater than	HS or GED				1		1
Meter Reader	City of Westerville	\$ 84,874	\$ 56,659	\$ 84,968								
Utility Maintenance Specialist 2	Franklin County - Board of Commissioners	\$ 45,781	\$ 33,821	\$ 47,341	Equal to	HS or GED	1			1		1
	AVERAGES	\$ 56,758	\$ 44,055	\$ 58,677								
Stock Room Clerk	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	Seasonal Employee	P/T Employee	F/T Employee	Intern Appr.	# of Employs
Utility Billing Clerk	City of Pataskala	\$ 41,309	\$ 41,309	\$ 47,882	Equal to	HS or GED				1		1
Storekeeper	City of Westerville	\$ 67,447	\$ 48,838	\$ 68,494								
	AVERAGES	\$ 54,378	\$ 45,074	\$ 58,188								



Salaries Broken Down by Title

Public Works/Public Services (Con't.)												
Custodian	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	Seasonal Employee	P/T Employee	F/T Employee	Intern Appr.	# of Employs
Building & Fleet Maintenance	City of Circleville	\$ 36,997	\$ 32,046	\$ 42,274	Greater than	HS or GED				1		1
Custodial Worker	City of Columbus	\$ 43,971	\$ 38,896	\$ 49,733	Equal to		1			86		86
Custodial Worker	City of Dublin	\$ 49,061	\$ 36,940	\$ 52,196	Equal to							10
Custodian	City of Hilliard	\$ 54,113	\$ 38,444	\$ 54,113	Equal to	HS or GED	1			2		2
Building Maintenance	City of Lancaster	\$ 50,419	\$ 42,224	\$ 50,419	Equal to	HS or GED				1		1
Custodian	City of New Albany		\$ 36,144	\$ 45,202						1		1
Custodian	City of Reynoldsburg	\$ 44,920	\$ 35,984	\$ 53,206	Equal to	Associate	1			3		3
Facilities Maintenance Technician	City of Whitehall	\$ 74,443	\$ 62,442	\$ 74,443	Equal to	HS or GED	2			1		1
Custodian	City of Worthington	\$ 58,663	\$ 46,598	\$ 58,663						1		1
Custodian	Delaware County	\$ 34,604	\$ 30,179	\$ 43,216	Equal to	HS or GED				9		9
Custodial Worker	Franklin County - Board of Commissioners	\$ 33,155	\$ 31,200	\$ 43,680	Equal to	HS or GED	6 months			22		22
Cleaning Technician	Licking County	\$ 27,040			No match	HS or GED						8
Public Works Laborer	Orange Township	\$ 37,960				HS or GED	5			4		4
	AVERAGES	\$ 45,446	\$ 39,191	\$ 51,559								

Equipment Operator	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	Seasonal Employee	P/T Employee	F/T Employee	Intern Appr.	# of Employs
Equipment Operator	City of Bellefontaine	\$ 47,143	\$ 40,102	\$ 54,184		HS or GED				5		5
Equipment Operator I, II	City of Bexley	\$ 57,622	\$ 34,403	\$ 61,776	Equal to	HS or GED				10		10
Equipment Operator I	City of Columbus	\$ 52,853	\$ 44,834	\$ 59,176	Equal to		1yr + Class A or Class B MVO-with air brakes			33		33
Equipment Operator	City of Gahanna	\$ 70,232	\$ 50,685	\$ 70,232	Equal to	HS or GED	2			12		12
Equipment Operator	City of Lancaster	\$ 55,203	\$ 45,115	\$ 55,203	Equal to	HS or GED				6		6
Equipment Operator - Streets	City of Marysville	\$ 53,453	\$ 49,476	\$ 59,243						7		7
Utilities Operator	City of Pataskala	\$ 58,562	\$ 48,110	\$ 66,394	Equal to	HS or GED				2		2
Maintenance Specialist/Equipment Operator	City of Reynoldsburg	\$ 51,172	\$ 42,744	\$ 61,256	Equal to	HS or GED	1			12		12
Service Maintenance	City of Whitehall	\$ 67,487	\$ 59,821	\$ 71,386	Equal to	HS or GED	2	1		10		11
Equipment Operator	Village of Granville		\$ 33,696	\$ 50,398						6		6
	AVERAGES	\$ 57,081	\$ 44,899	\$ 60,925								

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	\$ 91,066	\$ 70,400	\$ 103,200	Equal to	Bachelor	4					4
Project Engineer	City of Gahanna	\$ 71,718	\$ 59,571	\$ 83,429	Equal to	Bachelor	2			1		1
Transportation / Mobility Director	City of Hilliard	\$ 115,737	\$ 80,064	\$ 135,127	Greater than	Bachelor				1		1
Traffic Engineer	City of Westerville	\$ 101,899	\$ 68,598	\$ 102,939								
	AVERAGES	\$ 95,105	\$ 69,658	\$ 106,174								



Salaries Broken Down by Title

Public Works/Public Services (Con't.)												
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
Traffic Signal Electrician	City of Bellefontaine	\$ 52,302	\$ 50,419	\$ 54,184		Associate				1		1
Electronic System Technician	City of Columbus	\$ 66,040	\$ 51,834	\$ 69,451	Equal to		2			29		29
Electrical Worker	City of Dublin	\$ 60,155	\$ 48,171	\$ 67,907	Equal to	HS or GED	3					
Maintenance Technician	City of Hilliard	\$ 67,185	\$ 44,049	\$ 67,185	Greater than	HS or GED	2			5		5
Signal Technician	City of Lancaster	\$ 55,203	\$ 45,115	\$ 57,512	Equal to	HS or GED				2		2
Traffic Technician	City of Marysville	\$ 62,213	\$ 54,199	\$ 65,014						1		1
Electrician / Traffic Technician	City of Upper Arlington	\$ 63,102	\$ 51,600	\$ 72,240	Equal to	Associate	4			4		4
Lead Traffic Signal Technician	City of Westerville	\$ 75,608	\$ 53,685	\$ 75,067								
Traffic Signal Technician	City of Worthington	\$ 76,975	\$ 61,153	\$ 76,975						1		1
	AVERAGES	\$ 64,309	\$ 51,136	\$ 67,282								

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	\$ 97,822	\$ 85,842	\$ 128,752	Less than		2			12		12
Planner II	City of Dublin	\$ 74,372	\$ 61,200	\$ 89,800	Equal to	Bachelor	1					2
Planning Manager	City of Hilliard	\$ 70,000	\$ 49,271	\$ 95,383	Equal to	Bachelor	3			1		1
Planner	City of Westerville	\$ 82,534	\$ 56,659	\$ 84,968								
Economic Development Manager	City of Whitehall	\$ 70,000	\$ 48,006	\$ 67,080	No match	Bachelor	1			1		1
Permit Specialist	City of Whitehall	\$ 56,264	\$ 51,355	\$ 62,691	No match	HS or GED	2			1		1
Planner I	Delaware County	\$ 51,958								1		1
Senior Program Coordinator	Franklin County - Board of Commissioners	\$ 60,008	\$ 51,022	\$ 71,448	Equal to	Bachelor	3			1		1
Community Development Specialist	Licking County	\$ 42,848				Associate	1			1		1
	AVERAGES	\$ 67,312	\$ 57,622	\$ 85,732								



Salaries Broken Down by Title

General - Administration												
Mayor with no City Manager or City Administrator	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	Seasonal Employee	P/T Employee	F/T Employee	Intern Appr.	# of Employs
Mayor	City of Bexley	\$ 150,000	\$ 150,000	\$ 150,000	Equal to	HS or GED				1		1
Mayor	City of Canal Winchester	\$ 100,838								1		1
Mayor	City of Circleville	\$ 52,000				HS or GED			1			1
Mayor	City of Columbus	\$ 204,683								1		1
Mayor	City of Gahanna	\$ 103,809	\$ 103,809	\$ 103,809	Equal to					1		1
Mayor	City of Lancaster	\$ 99,104								1		1
Mayor	City of Reynoldsburg	\$ 97,803	\$ 97,803	\$ 97,803	Equal to					1		1
Mayor	Village of Buckeye Lake	\$ 12,000										
Mayor / Public Safety Director	Village of West Jefferson		\$ 20,000						1			1
	AVERAGES	\$ 102,530	\$ 92,903	\$ 117,204								

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 Bellefontaine	\$ 32,000	\$ 32,000	\$ 32,000								
Mayor	City of Dublin	\$ 15,750	\$ 15,750	\$ 15,750	Equal to							
Mayor	City of Grandview Heights	\$ 50,900	\$ 50,900	\$ 50,900	Equal to					1		1
Mayor	City of Grove City	\$ 40,000										1
Mayor	City of Groveport	\$ 26,000								1		1
Mayor	City of New Albany		\$ 26,100									
Mayor	City of Pataskala	\$ 15,000	\$ 15,000	\$ 15,000	Equal to							
Mayor	City of Powell	\$ 12,543	\$ 12,543		Equal to				1			1
City Council President / Mayor	City of Upper Arlington	\$ 9,562			Equal to					1		1
Mayor	City of Westerville	\$ 12,600										
Mayor	City of Whitehall	\$ 95,000		\$ 95,000	Equal to					1		1
Township Administrator	Orange Township	\$ 118,965				Bachelor	5			1		1
Mayor	Village of Ashville	\$ 13,440	\$ 9,723	\$ 17,157	Equal to	Associate			1			1
Mayor	Village of Galena	\$ 62,400							1			1
Mayor	Village of Granville		\$ 600	\$ 600					1			1
Mayor	Village of Plain City	\$ 15,000	\$ 15,000	\$ 15,000		HS or GED				1		1
	AVERAGES	\$ 37,083	\$ 19,735	\$ 30,176								



Salaries Broken Down by Title

General - Administration (Con't)												
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
Service-Safety Director	City of Bellefontaine					HS or GED	4			1		1
City Manager	City of Dublin	\$ 194,744	\$ 141,200	\$ 207,100	Equal to							
Assistant to the Mayor	City of Grandview Heights	\$ 81,078	\$ 60,000	\$ 106,000	Equal to					1		1
City Manager	City of Hilliard	\$ 193,600			Equal to	Master	10			1		1
City Manager	City of Marysville	\$ 139,740	\$ 120,000	\$ 150,000						1		1
City Manager	City of New Albany		\$ 142,611	\$ 178,264						1		1
City Manager	City of Powell	\$ 150,000	\$ 120,000	\$ 200,000	Equal to	Bachelor	5			1		1
City Manager	City of Upper Arlington	\$ 217,465			Equal to					1		1
City Manager	City of Westerville	\$ 209,000										
City Manager	City of Worthington	\$ 170,629			Equal to					1		1
Village Manager	Village of Granville									1		1
	AVERAGES	\$ 169,532	\$ 116,762	\$ 168,273								

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	\$ 189,800	\$ 110,000	\$ 206,000	Greater than					1		1
City Administrator	City of Grove City	\$ 172,000										1
City Administrator	City of Groveport	\$ 121,514	\$ 83,187	\$ 133,661						1		1
City Administrator	City of Pataskala	\$ 110,000			Equal to	Bachelor				1		1
City Administrator	City of Whitehall	\$ 166,999	\$ 137,051	\$ 163,675	Equal to					1		1
County Administrator	Delaware County	\$ 202,800			Greater than	Bachelor	7			1		1
County Administrator	Fairfield County	\$ 148,531	\$ 101,254	\$ 177,174		Bachelor	5			1		1
County Administrator	Franklin County - Board of Commissioners	\$ 233,210	\$ 135,075	\$ 189,114	Equal to	Bachelor	10			1		1
Township Administrator	Madison Township	\$ 90,000			Equal to					1		1
Township Administrator	Perry Township	\$ 72,242			Equal to	Bachelor	5			1		1
Township Administrator	Prairie Township	\$ 135,000				Bachelor	5			1		1
Township Administrator	Truro Township	\$ 97,850	\$ 97,850	\$ 97,850	Equal to	Bachelor				1		1
Township Administrator	Washington Township	\$ 143,873			Equal to	Bachelor	5			1		1
Village Administrator	Village of Ashville	\$ 78,806	\$ 48,275	\$ 109,337	Equal to	PhD				1		1
Village Administrator	Village of Galena	\$ 61,200				Bachelor				1		
Village Administrator	Village of Plain City	\$ 100,693	\$ 73,382	\$ 106,413		Bachelor				1		1
	AVERAGES	\$ 132,782	\$ 98,259	\$ 147,903								





Salaries Broken Down by Title

General - Administration (Con't.)												
Council Members	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	Seasonal Employee	P/T Employee	F/T Employee	Intern Appr.	# of Employs
Council Members	City of Bellefontaine	\$ 5,100	\$ 5,100	\$ 5,100						8		8
Council Members	City of Canal Winchester	\$ 6,921	\$ 6,592	\$ 7,251								7
Council Members	City of Circleville	\$ 6,260				HS or GED			7			7
City Council Members	City of Columbus	\$ 72,301								7		7
Council Members	City of Dublin	\$ 11,250	\$ 11,250	\$ 11,250	Equal to							
Council Members	City of Gahanna	\$ 9,600	\$ 9,600	\$ 9,600	Equal to				7			7
Council Members	City of Grandview Heights	\$ 7,800	\$ 7,800	\$ 7,800	Equal to					7		7
Council Members	City of Grove City	\$ 11,000										5
Council Members	City of Groveport	\$ 6,000							6			6
Council Members	City of Hilliard	\$ 14,470			Equal to				7			7
Council Members	City of Lancaster	\$ 9,450								9		9
Council Members	City of New Albany		\$ 11,960							7		7
City Council Members	City of Marysville		\$ 7,920	\$ 7,920					7			7
Council Members	City of Pataskala	\$ 5,071	\$ 5,000	\$ 5,500	Equal to							
City Council Members	City of Powell	\$ 8,362	\$ 8,362		Equal to				6			6
City Council Wrd/At Large	City of Reynoldsburg	\$ 7,920	\$ 7,920	\$ 7,920	Equal to					7		7
Council Members	City of Upper Arlington	\$ 8,362			Equal to					6		6
Council Members	City of Westerville	\$ 9,000										
City Council Members	City of Whitehall		\$ 5,200	\$ 6,500	Equal to				7			7
Council Members	City of Worthington	\$ 7,920			Equal to				7			7
Commissioners - Elected	Delaware County	\$ 96,868			Greater than					3		3
Trustees	Madison Township	\$ 24,304			Greater than					3		3
Trustees	Mifflin Township	\$ 24,304	\$ 24,304	\$ 24,304					3			3
Township Trustees	Perry Township	\$ 18,260			Equal to					3		3
Board of Trustees	Truro Township	\$ 24,304	\$ 24,304	\$ 24,304	Equal to				3			3
Township Trustees	Washington Township	\$ 24,304			Equal to	HS or GED				3		3
Council Members	Village of Ashville	\$ 3,362	\$ 3,000	\$ 3,723	Equal to				6			6
Council Members	Village of Buckeye Lake	\$ 2,400										
Council Members	Village of Galena	\$ 1,200							6			6
Council Members	Village of Granville								6			6
Council Members	Village of Plain City	\$ 5,400	\$ 5,400	\$ 5,400		HS or GED				6		6
	AVERAGES	\$ 15,981	\$ 9,581	\$ 9,736								



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	\$ 200,339								1		1
Budget Manager	City of Dublin	\$ 105,197	\$ 78,100	\$ 114,500	Equal to	Bachelor	3					1
Deputy Finance Director	City of Hilliard	\$ 106,570	\$ 73,905	\$ 127,178	Greater than	Bachelor	5			1		1
Assistant Finance Director	City of Powell	\$ 73,852	\$ 70,461	\$ 87,577	No match	Bachelor	8			1		1
Finance Manager	City of Reynoldsburg	\$ 98,800	\$ 74,880	\$ 110,480	Equal to	Bachelor				1		1
Finance Manager	City of Upper Arlington	\$ 85,000	\$ 78,319	\$ 109,647	Equal to	Bachelor	2			1		1
Treasurer	City of Whitehall	\$ 12,500		\$ 12,500	Equal to				1			1
County Auditor - Elected	Delaware County	\$ 108,362			Greater than					1		1
Finance Administrator	Franklin County - Board of Commissioners	\$ 75,608	\$ 57,366	\$ 80,330	Equal to	Bachelor	3			6		6
Chief Deputy Auditor	Licking County	\$ 74,675								1		1
Clerk / Fiscal Officer (FO) / Mayors Court Clerk	Village of Ashville	\$ 59,121	\$ 51,301	\$ 66,941	Equal to	Associate				1		1
	AVERAGES	\$ 90,911	\$ 69,190	\$ 88,644								



## Finance Director





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
Chief Deputy Auditor	City of Bellefontaine	\$ 63,340	\$ 61,800	\$ 64,880	Greater than					1		1
Finance and Personnel Coordinator	City of Bexley	\$ 65,520	\$ 51,658	\$ 74,618	Greater than	Associate				1		1
Finance Specialist	City of Canal Winchester	\$ 58,126	\$ 47,362	\$ 68,869	Greater than					1		1
Deputy Auditor	City of Circleville	\$ 71,770	\$ 60,749	\$ 78,977	Less than	HS or GED	2			1		1
Assistant Auditor I (U)	City of Columbus	\$ 57,075	\$ 46,883	\$ 70,346	Equal to		Unclassified			7		7
Finance Manager	City of Gahanna	\$ 87,568	\$ 84,510	\$ 118,331	Equal to	Bachelor	4			1		1
Assistant Director of Finance	City of Grandview Heights	\$ 93,288	\$ 80,000	\$ 110,000	Greater than					1		1
Accounting Assistant / Tax Administrator	City of Grove City	\$ 78,998	\$ 54,932	\$ 94,993	Greater than							1
Finance Assistant	City of Hilliard	\$ 60,365	\$ 39,416	\$ 74,717	Greater than	Bachelor	1			3		3
Assistant Auditor	City of Lancaster	\$ 74,900	\$ 68,827	\$ 89,981	Equal to	Bachelor			1			1
Assistant Finance Director	City of Marysville	\$ 85,066	\$ 80,000	\$ 110,000						1		1
Finance Manager	City of New Albany		\$ 64,716	\$ 90,602						1		1
Assistant Finance Director	City of Pataskala	\$ 65,102	\$ 63,208	\$ 84,947	Greater than	Associate				1		1
Assistant Finance Director	City of Upper Arlington	\$ 100,491	\$ 97,740	\$ 136,835	Equal to	Bachelor	4			1		1
Accounting Assistant	City of Westerville	\$ 55,203	\$ 44,491	\$ 62,150								
Income Tax Specialist	City of Whitehall	\$ 70,138	\$ 58,718	\$ 70,138	Equal to					1		1
Finance Manager	City of Worthington	\$ 85,267			Equal to					1		1
CAFR Specialist	Delaware County	\$ 86,070								1		1
Benefits Fiscal Specialist	Franklin County - Board of Commissioners	\$ 46,488	\$ 37,003	\$ 51,813	Equal to	HS or GED	2			1		1
Deputy Auditor	Licking County	\$ 44,080				Associate	2			8		8
Assistant Fiscal Officer	Orange Township	\$ 63,372				HS or GED	2			1		1
Assistant Fiscal Officer	Village of Galena	\$ 31,700							1			1
Fiscal Officer - Assistant Fiscal Officer	Village of Minerva Park		\$ 42,000	\$ 52,000					1			1
Assistant Finance Director	Village of West Jefferson		\$ 57,352	\$ 84,342						1		1
	AVERAGES	\$ 68,758	\$ 60,072	\$ 83,607								

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 - CSIO	City of Dublin	\$ 145,089	\$ 110,600	\$ 162,100	Equal to	Master	10					
Assistant City Manager	City of Hilliard	\$ 148,920	\$ 82,527	\$ 146,258	Equal to	Bachelor	10			3		3
Assistant City Manager	City of Powell	\$ 117,875	\$ 99,417	\$ 129,527	Equal to	Bachelor	8			1		1
Assistant City Manager	City of Upper Arlington	\$ 170,610	\$ 116,124	\$ 170,816	Equal to	Bachelor	6			1		1
Assistant City Manager	City of Westerville	\$ 160,035	\$ 106,267	\$ 170,165								
Assistant City Manager	City of Worthington	\$ 130,117	\$ 120,233	\$ 140,000	Equal to					2		2
Deputy County Administrator	Delaware County	\$ 140,400	\$ 105,727	\$ 142,480	Greater than	Bachelor	5			1		1
Deputy County Administrator	Franklin County - Board of Commissioners	\$ 175,448	\$ 128,731	\$ 180,232	Equal to	Bachelor	10			3		3
Administrative Manager	Perry Township	\$ 67,392			Greater than	HS or GED	5			1		1
Assistant Executive Administrator	Village of Ashville	\$ 70,274	\$ 51,293	\$ 89,255	Equal to	PhD				1		1
	AVERAGES	\$ 132,616	\$ 102,324	\$ 147,870								



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 (PT)	City of Circleville	\$ 31,294	\$ 60,749	\$ 78,977		Bachelor			1			
Deputy City Attorney (U)	City of Columbus	\$ 166,275	\$ 140,296	\$ 233,854			Unclassified			1		1
Assistant City Attorney	City of Gahanna	\$ 92,019	\$ 79,747	\$ 111,634	Equal to	Bachelor	Law Degree+7yrs			1		1
Staff Attorney	City of Hilliard	\$ 92,787	\$ 52,350	\$ 103,333	Equal to	PhD	2			2		2
Assistant Law Director	City of Lancaster	\$ 77,875	\$ 77,542	\$ 101,421	Equal to	Bachelor				1		1
Law Office Manager	City of Marysville	\$ 58,124	\$ 50,000	\$ 75,000						1		1
Assistant City Attorney	City of Reynoldsburg	\$ 88,400	\$ 74,880	\$ 116,800	Equal to	Bachelor				1		1
Assistant City Attorney	City of Upper Arlington	\$ 92,680	\$ 83,803	\$ 117,324	Equal to	Bachelor				1		1
Assistant City Attorney	City of Whitehall	\$ 44,144		\$ 44,000	Equal to				1			1
Staff Attorney	Delaware County	\$ 130,000	\$ 105,727	\$ 142,480		PhD	10			1		1
Assistant County Prosecutor	Fairfield County		\$ 59,550	\$ 104,208		PhD						
Assistant Prosecutor	Licking County	\$ 107,869								1		1
	AVERAGES	\$ 89,224	\$ 78,465	\$ 111,730								

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	\$ 108,186	\$ 84,200	\$ 123,400	Greater than	Bachelor	3					
Deputy Clerk of Council	City of Gahanna		\$ 56,222	\$ 78,707	Less than	Associate	2					
CRT/Records Manager	City of Westerville	\$ 106,018	\$ 62,379	\$ 93,434								
Records Coordinator	Delaware County	\$ 61,725	\$ 52,596	\$ 73,570	Equal to	Bachelor	4			1		1
Clerk to the Board, Director of Comm. Appointments	Franklin County - Board of Commissioners	\$ 83,990	\$ 71,635	\$ 100,318	Greater than	Associate	5			1		1
Records and Archives Manager	Licking County	\$ 54,371			No match	HS or GED	5			1		1
Records Clerk & PIO	Perry Township	\$ 52,728	\$ 41,205	\$ 64,251	Greater than	HS or GED				1		1
	AVERAGES	\$ 77,836	\$ 61,373	\$ 88,947								

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	\$ 200,595			Equal to		5			1		1
Procurement Coordinator for Police	City of Gahanna	\$ 57,346	\$ 50,045	\$ 70,033	Equal to	HS or GED	5			1		1
Purchasing Administrator	City of Upper Arlington	\$ 66,518	\$ 57,978	\$ 81,169	Equal to	Associate	2			1		1
Procurement Coordinator	City of Westerville	\$ 91,229	\$ 62,379	\$ 93,434								
Administrator of Fiscal Services	Delaware County	\$ 101,894								1		1
Director of Purchasing	Franklin County - Board of Commissioners	\$ 105,269	\$ 77,979	\$ 109,200	Equal to	Bachelor	5			1		1
Deputy Clerk-Budget/Finance	Licking County	\$ 63,606				Bachelor				1		1
	AVERAGES	\$ 98,065	\$ 62,095	\$ 88,459								



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	\$ 107,432	\$ 80,538	\$ 120,786	Equal to		4			1		1
Community Development Director	City of Lancaster	\$ 80,226	\$ 70,866	\$ 92,768	Equal to	HS or GED				1		1
Grants Coordinator	Franklin County - Board of Commissioners	\$ 64,917	\$ 54,205	\$ 75,878	Equal to	Bachelor	5			1		1
	AVERAGES	\$ 84,191	\$ 68,536	\$ 96,477								

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
Tax Superintendent	City of Bellefontaine	\$ 58,487	\$ 56,947	\$ 60,026		Bachelor	5			1		1
Income Tax Administrator	City of Grandview Heights	\$ 82,628	\$ 70,000	\$ 90,000	Greater than					2		2
Tax Commissioner	City of Lancaster	\$ 92,768	\$ 70,866	\$ 92,768	Equal to	HS or GED						
Income Tax Administrator	City of Marysville	\$ 64,980	\$ 60,000	\$ 85,000						1		1
Tax Administrator	City of Reynoldsburg	\$ 94,494	\$ 60,320	\$ 95,680	Equal to	Bachelor				1		1
Income Tax Administrator	City of Westerville	\$ 106,246	\$ 75,442	\$ 113,339								
Deputy Tax Commissioner	City of Whitehall	\$ 85,030	\$ 59,592	\$ 86,715	Less than	Bachelor	2			1		1
County Treasurer - Elected	Delaware County	\$ 85,918			Equal to					1		1
Tax Map Assistant	Licking County	\$ 42,523				Associate	3		1			1
Tax Administrator	Village of Ashville	\$ 20,799	\$ 17,805	\$ 23,794	Equal to	Bachelor			1			1
Tax Commissioner	Village of Granville		\$ 46,606	\$ 73,948						1		1
Tax Administrator	Village of Plain City	\$ 63,190	\$ 52,229	\$ 75,733		Bachelor				1		1
Income Tax Clerk	Village of West Jefferson		\$ 40,789	\$ 50,835						1		1
	AVERAGES	\$ 72,460	\$ 55,509	\$ 77,076								

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
Treasurer	City of Bellefontaine	\$ 10,500	\$ 10,500	\$ 10,500						1		1
Accountant	City of Dublin	\$ 76,610	\$ 53,600	\$ 78,700	Equal to	Bachelor	3					1
Finance Analyst	City of Gahanna	\$ 67,538	\$ 53,040	\$ 74,256	Equal to	Bachelor	1			1		1
Fiscal Officer	City of Hilliard	\$ 95,059	\$ 49,271	\$ 95,383	Greater than	Bachelor	2			1		1
Accountant	City of Grandview Heights	\$ 70,283	\$ 60,000	\$ 80,000	Greater than					1		1
Senior Accountant	City of Groveport	\$ 71,656	\$ 44,574	\$ 71,646						1		1
Financial Analyst	City of Powell	\$ 60,795	\$ 60,795	\$ 76,759	Equal to	Bachelor	3			1		1
Accountant	City of Westerville	\$ 71,724	\$ 56,659	\$ 84,968								
Deputy Auditor	City of Whitehall	\$ 74,880	\$ 62,608	\$ 77,813	Equal to	Bachelor	3			1		1
Accountant	Franklin County - Board of Commissioners	\$ 61,339	\$ 45,718	\$ 64,002	Equal to	Bachelor	2			1		1
	AVERAGES	\$ 66,038	\$ 49,677	\$ 71,403								



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	\$ 39,369	\$ 34,147	\$ 44,901	Equal to	HS or GED	2		1			1
Fiscal Assistant II	City of Columbus	\$ 58,802	\$ 38,896	\$ 64,750	Equal to		4			22		22
Administrative Coordinator	City of Gahanna	\$ 50,045	\$ 50,045	\$ 70,034	Greater than	HS or GED	5			1		1
Finance Specialist	City of Lancaster	\$ 52,291	\$ 45,947	\$ 60,736	Equal to	HS or GED				2		2
Accounting & Audit Clerk	City of Marysville	\$ 64,980	\$ 60,000	\$ 85,000						1		1
Auditor's Secretary (3/4)	City of Reynoldsburg	\$ 44,023	\$ 42,744	\$ 61,256	Equal to	HS or GED				1		1
Accounting Assistant	City of Upper Arlington	\$ 68,150	\$ 48,679	\$ 68,150	Equal to	Associate	1			1		1
Accounting Assistant	City of Westerville	\$ 55,203	\$ 44,491	\$ 62,150								
Accounting Specialist	City of Whitehall	\$ 52,229	\$ 51,147	\$ 52,229	Equal to	Associate	2			1		1
Finance Assistant	City of Worthington	\$ 80,239	\$ 68,812	\$ 90,160	Equal to					1		1
Fiscal Manager	Delaware County	\$ 80,649	\$ 70,699	\$ 99,112	Greater than	Bachelor	5			1		1
Fiscal Support Analyst	Franklin County - Board of Commissioners	\$ 40,893	\$ 33,821	\$ 47,341	Equal to	Associate	2			6		6
Deputy Clerk Accounting	Licking County	\$ 44,353				Associate	6 months			1		1
Assistant to Fiscal Officer	Mifflin Township	\$ 58,323	\$ 52,000	\$ 69,243						1		1
Fiscal Office Assistant	Orange Township	\$ 23,566				HS or GED	2		1			1
	AVERAGES	\$ 54,208	\$ 49,341	\$ 67,312								

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	\$ 41,958	\$ 36,310	\$ 47,991	Equal to	HS or GED	2			1		1
Fiscal Assistant I	City of Columbus	\$ 53,622	\$ 35,589	\$ 61,630	Equal to		2			10		10
Accounting Specialist	City of Dublin	\$ 60,503	\$ 41,900	\$ 61,400	Equal to	HS or GED	1					
Administrative Assistant	City of Gahanna	\$ 45,223	\$ 42,016	\$ 58,802	Greater than	HS or GED	3			5		5
Account Specialist	City of Grove City	\$ 67,662	\$ 39,374	\$ 67,662	Equal to							1
Accounting Clerk	City of Groveport	\$ 46,634	\$ 39,143	\$ 62,947						1		1
Accounts Payable Technician	City of New Albany		\$ 52,562	\$ 65,735						1		1
Accounting Clerk	City of Pataskala	\$ 46,868	\$ 45,503	\$ 61,152	Equal to	HS or GED				1		1
Deputy Auditor	City of Reynoldsburg	\$ 60,551	\$ 47,195	\$ 67,451	Equal to	HS or GED	3			1		1
Fiscal Technician	City of Upper Arlington	\$ 52,948	\$ 45,923	\$ 64,293	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	\$ 36,254	\$ 32,240	\$ 44,990	Equal to	HS or GED	2			13		13
Deputy Clerk Cashier	Licking County	\$ 31,868				Associate	6 months			5		5
Account Clerk/Receptionist	Village of Granville		\$ 29,681	\$ 44,408						1		1
Water / Sewer Clerk	Village of West Jefferson		\$ 40,789	\$ 50,835						1		1
Account Clerk	Washington Township	\$ 60,362	\$ 47,057	\$ 73,602	Equal to	HS or GED				1		1
	AVERAGES	\$ 52,252	\$ 41,092	\$ 59,493								





Salaries Broken Down by Title

General - Administration (Con't.)												
Payroll Clerk	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	Seasonal Employee	P/T Employee	F/T Employee	Intern Appr.	# of Employs
Account Clerk	City of Bellefontaine	\$ 42,224	\$ 32,448	\$ 52,000		HS or GED				1		1
Account Clerk III	City of Circleville	\$ 44,785	\$ 38,659	\$ 51,298		HS or GED	2			2		2
Payroll / Benefits Clerk	City of Columbus	\$ 57,866	\$ 43,514	\$ 65,250	Equal to		4			23		23
Payroll Specialist	City of Dublin	\$ 73,842	\$ 53,600	\$ 78,700	Equal to	Associate	3					
Payroll Analyst	City of Gahanna		\$ 53,040	\$ 74,256	Equal to	HS or GED	3					
Payroll Specialist	City of Grove City	\$ 76,876	\$ 54,932	\$ 94,993	Equal to							1
Payroll Specialist	City of Hilliard	\$ 66,226	\$ 39,416	\$ 74,717	Equal to	Associate	2			1		1
Payroll Specialist	City of Lancaster	\$ 45,947	\$ 45,947	\$ 60,736	Equal to	HS or GED				1		1
Payroll Specialist	City of New Albany		\$ 61,284	\$ 77,445						1		1
Payroll Administrator	City of Upper Arlington	\$ 75,932	\$ 54,697	\$ 76,576	Equal to	Associate	2			1		1
Payroll Specialist	City of Whitehall	\$ 65,790	\$ 42,182	\$ 69,222	Equal to	Associate	2			1		1
Finance Specialist	City of Worthington	\$ 56,632	\$ 56,632	\$ 71,198	Equal to					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 Support Officer	Franklin County - Board of Commissioners	\$ 49,358	\$ 38,584	\$ 54,018	Equal to	HS or GED	3			3		3
Payroll Accounting Clerk	Licking County	\$ 40,040				Associate	2			1		1
Fire Support Coordinator	Orange Township	\$ 60,882				HS or GED	5			1		1
Executive Finance Specialist	Washington Township	\$ 62,400	\$ 47,057	\$ 73,602	Equal to	HS or GED				1		1
	AVERAGES	\$ 57,956	\$ 47,615	\$ 71,428								

Executive Secretary	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 Bellefontaine	\$ 59,526	\$ 57,986	\$ 61,066		HS or GED	2			1		1
Chief Executive Assistant	City of Bexley	\$ 68,869	\$ 54,528	\$ 83,227	Equal to	HS or GED				1		1
Administrative Assistant	City of Circleville	\$ 46,996	\$ 38,985	\$ 48,734	Equal to	HS or GED	4			3		3
Executive Secretary II (U)	City of Columbus	\$ 110,427	\$ 91,146	\$ 136,760	Equal to		Unclassified			14		14
Executive Assistant to City Manager	City of Dublin	\$ 69,580	\$ 53,600	\$ 78,700	Equal to	HS or GED	5					1
Administrative Assistant	City of Gahanna	\$ 46,176	\$ 42,016	\$ 58,802	Equal to	HS or GED	3			1		1
Executive & Commissions Assistant	City of Grove City	\$ 80,974	\$ 54,932	\$ 94,993	Greater than							1
Executive Assistant	City of Lancaster	\$ 54,912	\$ 48,214	\$ 63,731	Equal to	HS or GED				2		2
Executive Assistant	City of Marysville	\$ 54,499	\$ 50,000	\$ 75,000						1		1
Administrative Services Coordinator	City of New Albany		\$ 65,574	\$ 82,007						1		1
Administrative Secretary / Receptionist	City of Pataskala	\$ 53,643	\$ 46,276	\$ 62,192	Equal to	HS or GED				1		1
Mayor Secretary, City Attorney, Chief of Police Admin. Assistant	City of Reynoldsburg	\$ 63,562	\$ 47,195	\$ 67,541	Equal to	HS or GED	2			3		3
Executive Office Administrator	City of Upper Arlington	\$ 72,240	\$ 51,600	\$ 72,240	Equal to	Associate	6			1		1
Administrative Assistant to the Mayor	City of Whitehall	\$ 70,616	\$ 47,715	\$ 72,155	Equal to	HS or GED	5			1		1
Executive Assistant	Franklin County - Board of Commissioners	\$ 55,661	\$ 48,901	\$ 68,453	Equal to	Associate	5			3		3
Commissioners Clerk	Licking County	\$ 80,621				Bachelor	4			1		1
Office Manager	Madison Township		\$ 45,053	\$ 49,296	Equal to					1		1
Administrative Manager	Orange Township	\$ 77,250				HS or GED	2			1		1
Executive Secretary/Clerk of Council	Village of Granville		\$ 37,689	\$ 58,801						1		1
	AVERAGES	\$ 66,597	\$ 51,848	\$ 72,570								



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
Assistant Administrative Secretary	City of Bellefontaine	\$ 42,224	\$ 32,448	\$ 52,000		HS or GED	1			1		
Executive Assistant	City of Bexley	\$ 66,966	\$ 51,658	\$ 74,618	Equal to	HS or GED				2		2
Administrative Assistant	City of Canal Winchester	\$ 49,608	\$ 41,662	\$ 57,554	Equal to					1		1
Office Assistant II	City of Columbus	\$ 56,160	\$ 38,896	\$ 61,630	Equal to		3			77		77
Administrative Support II	City of Dublin	\$ 56,450	\$ 41,900	\$ 61,400	Equal to	HS or GED	3					8
Administrative Coordinator / Management Analyst	City of Gahanna	\$ 53,529	\$ 50,045	\$ 74,256	Greater than	Associate	5			6		6
Administrative Secretary II	City of Grove City	\$ 61,776	\$ 38,916	\$ 67,288	Greater than							1
Administrative Assistant	City of Hilliard	\$ 44,000	\$ 28,330	\$ 56,436	Equal to	HS or GED	5			1		1
Administrative Assistant	City of Lancaster	\$ 51,230	\$ 41,621	\$ 58,240	Equal to	HS or GED				10		10
Administrative Assistant	City of New Albany		\$ 52,562	\$ 65,735						5		5
Permit Coordinator	City of Powell	\$ 56,605	\$ 44,475	\$ 56,408	No match	HS or GED	5			1		1
Administrative Assistant	City of Reynoldsburg	\$ 58,237	\$ 45,364	\$ 63,731	Equal to	HS or GED	2			3		3
Administrative Assistant	City of Upper Arlington	\$ 55,891	\$ 45,923	\$ 64,293	Equal to	HS or GED	2			7		7
Administrative Assistant	City of Westerville	\$ 58,173	\$ 44,491	\$ 62,150								
Administrative Assistant	City of Whitehall	\$ 58,032	\$ 40,144	\$ 64,480	Equal to	HS or GED	2			4		4
Assistant Clerk/Fiscal Specialist	Delaware County	\$ 56,243	\$ 43,148	\$ 59,197	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	\$ 42,994	\$ 38,584	\$ 54,018	Equal to	Associate	3			4		4
Administrative Specialist / Administrative Support	Madison Township	\$ 48,256			Equal to					1		1
Administrative Assistant (Police)	Perry Township	\$ 63,107			Equal to	HS or GED				1		1
Administrative Services Manager	Mifflin Township	\$ 64,521	\$ 60,320	\$ 80,267								
Administrative Assistant	Orange Township	\$ 51,417				HS or GED	2			1		1
Administrative Assistant	Prairie Township	\$ 41,600	\$ 41,600	\$ 60,902		Bachelor	5			1		1
Administrative Manager	Washington Township		\$ 47,057	\$ 73,602	Equal to	HS or GED	3					
Administrative Assistant	Village of Minerva Park		\$ 29,120	\$ 41,600						1		1
Administrative Assistant	Village of Minerva Park		\$ 14,560	\$ 20,800					1			1
Administrative Assistant	Village of Plain City	\$ 46,488	\$ 39,312	\$ 57,013		HS or GED				2		2
Assistant to the Mayor/Community Engagement Officer	Village of West Jefferson		\$ 45,240	\$ 56,389						1		1
	AVERAGES	\$ 53,264	\$ 41,557	\$ 60,503								



Salaries Broken Down by Title

General - Administration (Con't.)												
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
Clerical Specialist	City of Bellefontaine	\$ 42,224	\$ 32,448	\$ 52,000		HS or GED				1		1
Secretary I	City of Circleville											
Administrative Secretary	City of Columbus	\$ 62,982	\$ 48,693	\$ 73,050	Equal to		5			19		19
Administrative Coordinator	City of Grandview Heights	\$ 54,054	\$ 43,000	\$ 68,000	Equal to					4		4
Administrative Secretary I	City of Grove City	\$ 51,292	\$ 36,628	\$ 63,336	Equal to							5
Planning & Zoning Clerk	City of Pataskala	\$ 47,882	\$ 41,309	\$ 47,882	Greater than	HS or GED				1		1
Administrative Assistant	City of Powell	\$ 47,991	\$ 38,767	\$ 48,832	Equal to	HS or GED	3			1		1
Administrative Assistant	City of Reynoldsburg	\$ 57,423	\$ 42,744	\$ 62,744	Equal to	HS or GED	2			3		3
Administrative Support	City of Westerville	\$ 51,886	\$ 40,290	\$ 56,451								
Secretary	City of Worthington	\$ 65,940	\$ 52,363	\$ 65,940	Equal to					3		3
Clerk to the Board	Delaware County	\$ 67,600	\$ 52,596	\$ 73,570	Greater than	Associate	5			1		1
Administrative Secretary 1	Franklin County - Board of Commissioners	\$ 37,856	\$ 32,240	\$ 45,136	Equal to	HS or GED	1			10		10
Deputy Clerk	Licking County	\$ 64,272				Bachelor	2			1		1
Utility Clerk	Village of Ashville	\$ 38,163	\$ 33,471	\$ 42,854	Equal to	Associate				1		1
Utility Clerk	Village of Plain City	\$ 39,915	\$ 33,197	\$ 48,131		HS or GED				1		1
	AVERAGES	\$ 52,106	\$ 40,596	\$ 57,533								

Receptionist	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	Seasonal Employee	P/T Employee	F/T Employee	Intern Appr.	# of Employs
Secretary II	City of Circleville	\$ 38,697	\$ 33,467	\$ 44,283	Greater than	HS or GED	2		1			1
Office Assistant I	City of Columbus	\$ 50,690	\$ 35,589	\$ 60,466	Greater than		1			85		85
Administrative Support I	City of Dublin	\$ 44,832	\$ 33,700	\$ 49,400	Equal to	HS or GED	1					3
Admin Assistant City Hall Front Desk	City of Gahanna	\$ 47,840	\$ 42,016	\$ 58,802	Equal to	HS or GED	3			1		1
Receptionist	City of Groveport	\$ 16,038							2			2
Customer Service Clerk	City of Marysville	\$ 43,202	\$ 43,193	\$ 51,742						1		1
Clerk	City of New Albany		\$ 46,722	\$ 58,431						4		4
Receptionist	Franklin County - Board of Commissioners	\$ 34,112	\$ 31,720	\$ 44,554	Equal to	HS or GED	6 months			1		1
Administrative Assistant	Licking County	\$ 39,541				HS or GED	1			1		1
Receptionist	Orange Township	\$ 22,464	\$ 30,160	\$ 40,809		HS or GED	2		1			1
Administrative Coordinator	Washington Township	\$ 47,057	\$ 47,057	\$ 73,602	Equal to	HS or GED				1		1
	AVERAGES	\$ 38,447	\$ 38,180	\$ 53,565								

Clerk Typist	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	Seasonal Employee	P/T Employee	F/T Employee	Intern Appr.	# of Employs
Secretary 1	Franklin County - Board of Commissioners	\$ 34,923	\$ 31,720	\$ 44,554	Equal to	HS or GED	1			8		8
Zoning Clerk	Village of Galena	\$ 1,400							1			1
	AVERAGES	\$ 18,162	\$ 31,720	\$ 44,554								

Mailroom Clerk	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	Seasonal Employee	P/T Employee	F/T Employee	Intern Appr.	# of Employs
Mail Clerk	City of Columbus	\$ 47,902	\$ 34,258	\$ 54,579	Equal to					4		4
Mailroom Clerk	Delaware County	\$ 33,550	\$ 30,189	\$ 43,216	Equal to	HS or GED				1		1
Mail Processor	Franklin County - Board of Commissioners	\$ 34,382	\$ 31,408	\$ 44,117	Equal to	HS or GED	1			2		2
	AVERAGES	\$ 38,612	\$ 31,952	\$ 47,304								



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
Municipal Courts Clerk	City of Bellefontaine	\$ 75,380	\$ 75,380	\$ 75,380		HS or GED	2			1		1
Clerk of Courts	City of Bexley	\$ 51,667	\$ 51,658	\$ 74,818	Equal to					1		1
Clerk of Courts	City of Canal Winchester	\$ 58,126	\$ 47,382	\$ 68,869	Equal to					1		1
City Council Clerk (PT)	City of Circleville	\$ 17,690	\$ 15,226	\$ 19,042	Less than	HS or GED			1			1
Courts Clerk	City of Dublin	\$ 53,780	\$ 41,900	\$ 61,400	Equal to	HS or GED	2					
Director of Courts Services	City of Gahanna	\$ 90,709	\$ 79,747	\$ 111,633	Equal to	Associate	4			1		1
Clerk of Courts	City of Grandview Heights	\$ 59,675	\$ 43,000	\$ 65,000	Equal to					1		1
Account Specialist	City of Grove City	\$ 66,747	\$ 38,417	\$ 66,747	Equal to							1
Clerk of Courts	City of Groveport	\$ 71,656	\$ 44,574	\$ 71,646						1		1
Clerk of Courts	City of Hilliard	\$ 75,750	\$ 49,271	\$ 95,383	Equal to	Bachelor	3			1		1
Clerk of Courts	City of Pataskala	\$ 50,378	\$ 50,378	\$ 67,715	Equal to	HS or GED				1		1
Clerk of Courts	City of Reynoldsburg	\$ 79,601	\$ 62,400	\$ 98,840	Equal to	HS or GED	3			1		1
Clerk of Courts	City of Upper Arlington	\$ 77,250	\$ 57,978	\$ 81,169	Equal to	Associate	2			1		1
CRT/Records Manager	City of Westerville	\$ 106,018	\$ 62,379	\$ 93,434								
Clerk of Courts	City of Whitehall	\$ 69,971	\$ 58,136	\$ 72,238	Equal to	HS or GED	3			1		1
Clerk of Courts	City of Worthington	\$ 67,211			Equal to					1		1
Clerk of Courts - Elected	Delaware County	\$ 85,918			Equal to					1		1
Clerk of Courts	Fairfield County	\$ 67,525				Bachelor				1		1
Clerk of Courts	Licking County	\$ 75,749								1		1
Clerk of Courts	Village of Granville		\$ 34,777	\$ 52,332						1		1
	AVERAGES	\$ 68,463	\$ 50,788	\$ 73,478								

Probation Officer	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	Seasonal Employee	P/T Employee	F/T Employee	Intern Appr.	# of Employs
Probation Officer	City of Bellefontaine	\$ 42,224	\$ 32,448	\$ 52,000		Bachelor				2		2
Recovery Court Coordinator	City of Hilliard	\$ 57,300	\$ 43,112	\$ 83,461	Equal to	Bachelor	3			1		1
Probation Officer	City of Lancaster	\$ 50,000	\$ 40,000	\$ 57,000	Equal to	HS or GED				9		9
Probation Officer	City of New Albany		\$ 61,284	\$ 77,445						1		1
Recovery Court Criminal Justice Program Administrator	City of Reynoldsburg	\$ 53,227	\$ 44,470	\$ 63,731	Equal to	Bachelor	2			1		1
Criminal Justice Program Admin	City of Upper Arlington	\$ 96,674	\$ 69,053	\$ 96,674	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
Probation Officer	Licking County	\$ 47,902				Associate	1			6		6
	AVERAGES	\$ 54,498	\$ 46,477	\$ 67,720								





Salaries Broken Down by Title

Court Administration (Con't.)												
Clerk of Council	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	Seasonal Employee	P/T Employee	F/T Employee	Intern Appr.	# of Employs
Clerk of Council	City of Bellefontaine	\$ 8,250								1		1
Clerk of Council	City of Canal Winchester	\$ 49,608	\$ 41,662	\$ 57,554	Equal to					1		1
City Clerk (U)	City of Columbus	\$ 163,488	\$ 109,512	\$ 182,499			Unclassified			1		1
Clerk of Council / Director of Legal Services	City of Dublin	\$ 100,700	\$ 84,200	\$ 123,400	Equal to							
Clerk of Council	City of Gahanna	\$ 83,200	\$ 79,747	\$ 111,634	Equal to	Associate	5			1		1
Clerk of Council	City of Grandview Heights				Equal to				1			1
Clerk of Council	City of Grove City	\$ 94,532			Equal to							
Clerk of Council	City of Groveport	\$ 71,656	\$ 44,574	\$ 71,646								
Clerk of Council	City of Hilliard	\$ 91,402				Associate	5			1		1
Clerk of Council	City of Marysville	\$ 64,350	\$ 50,000	\$ 75,000						1		1
Clerk of Council	City of New Albany		\$ 61,284	\$ 77,445						1		1
Clerk of Council	City of Pataskala	\$ 55,846	\$ 41,545	\$ 55,846	Equal to	HS or GED				1		1
City Clerk	City of Powell	\$ 74,313	\$ 60,795	\$ 76,759	Equal to	HS or GED	5			1		1
Clerk of Council	City of Reynoldsburg	\$ 75,004	\$ 58,240	\$ 79,040	Equal to	Bachelor	7			1		1
City Clerk	City of Upper Arlington	\$ 95,000			Equal to	Bachelor	6			1		1
Clerk of Council	City of Westerville	\$ 94,016	\$ 62,379	\$ 93,434								
Clerk of Council	City of Whitehall	\$ 62,213	\$ 52,000	\$ 73,611	Equal to	HS or GED				1		1
Mayors Court Magistrate	Village of Buckeye Lake	\$ 3,600										
Executive Secretary/Clerk of Council	Village of Granville		\$ 37,689	\$ 58,801						1		1
	AVERAGES	\$ 74,199	\$ 60,279	\$ 87,436								

Deputy Clerk of Council	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	Seasonal Employee	P/T Employee	F/T Employee	Intern Appr.	# of Employs
Deputy Clerk	City of Bellefontaine	\$ 42,224	\$ 32,448	\$ 52,000		HS or GED						
Deputy City Clerk (U)	City of Columbus	\$ 119,246	\$ 91,146	\$ 136,760			Unclassified			1		1
Deputy Clerk of Council	City of Dublin	\$ 72,233	\$ 61,200	\$ 89,800	Equal to	Associate	1					1
Deputy Clerk of Council/Deputy Clerk of Court	City of Gahanna	\$ 64,101	\$ 50,690	\$ 78,707	Equal to	Associate	2			3		3
City Council Assistant PT	City of Hilliard	\$ 16,593	\$ 10,920	\$ 20,685	Equal to	HS or GED	1		1			1
Assistant Clerk of Council (1/2)	City of Reynoldsburg	\$ 23,899	\$ 42,744	\$ 61,256	Equal to	HS or GED	2					
Deputy City Clerk	City of Upper Arlington	\$ 35,360	\$ 57,978	\$ 81,169	Equal to	HS or GED	4		1			1
Administrative Assistant/Deputy Clerk	City of Westerville	\$ 57,949	\$ 44,491	\$ 62,150								
Mayors Court Clerk	Village of Buckeye Lake	\$ 17,680										
Clerk of Council	Village of West Jefferson		\$ 45,240	\$ 56,389						1		1
	AVERAGES	\$ 49,921	\$ 48,540	\$ 70,991								



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
Director of Development	City of Canal Winchester	\$ 96,762	\$ 78,270	\$ 115,253	Equal to					1		1
Director of Development (U)	City of Columbus	\$ 204,859	\$ 140,296	\$ 233,854			Unclassified			1		1
Director of Planning	City of Dublin	\$ 122,147	\$ 91,400	\$ 134,100	Equal to	Master	5					1
Director of Development	City of Gahanna	\$ 107,702	\$ 100,672	\$ 140,941	Equal to	Master	7			1		1
Director of Planning & Community Development	City of Grandview Heights	\$ 179,774	\$ 110,000	\$ 196,000	Equal to					1		1
Director of Development	City of Grove City	\$ 113,360	\$ 96,033	\$ 151,840	Equal to							1
Director of Economic Development	City of Groveport	\$ 115,502	\$ 71,858	\$ 115,499						1		1
Director of Economic Development	City of Hilliard	\$ 117,392	\$ 82,527	\$ 146,256	Equal to	Master	6			1		1
Director of Community Development	City of New Albany		\$ 116,007	\$ 146,007						1		1
Director of Development	City of Pataskala	\$ 107,747	\$ 92,944	\$ 124,909	Equal to	Bachelor				1		1
Director of Community Development	City of Powell	\$ 117,875	\$ 92,274	\$ 120,154	Equal to	Bachelor	10			1		1
Director of Development	City of Reynoldsburg	\$ 95,908	\$ 74,880	\$ 116,480		Bachelor	4			1		1
Director Community Development	City of Upper Arlington	\$ 118,443	\$ 116,124	\$ 170,816	Equal to	Bachelor	6			1		1
Director of Development	City of Westerville	\$ 159,307	\$ 96,658	\$ 154,669								
Deputy Director of Public Affairs	City of Whitehall	\$ 84,552	\$ 52,666	\$ 86,986						1		1
Director of Planning & Building	City of Worthington	\$ 115,513			Equal to					1		1
Director of Regional Planning	Fairfield County	\$ 71,070	\$ 59,550	\$ 104,213		Bachelor				1		1
Director of Economic Development & Planning	Franklin County - Board of Commissioners	\$ 168,730	\$ 90,667	\$ 126,942	Equal to	Master	7			1		1
Director of Planning	Licking County	\$ 87,880				Bachelor	6			1		1
Director of Development	Perry Township	\$ 36,891			Equal to	Bachelor	5		1			1
Director of Planning & Zoning	Orange Township	\$ 75,000				Bachelor	5			1		1
Director of Zoning	Prairie Township	\$ 85,000				HS or GED				1		1
Director of Planning	Village of Granville		\$ 48,938	\$ 76,166						1		1
	AVERAGES	\$ 113,401	\$ 89,542	\$ 136,727	Equal to							



Salaries Broken Down by Title

Development - Planning (Con't.)												
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
Code Enforcement Officer	City of Bellefontaine	\$ 58,188	\$ 49,421	\$ 66,955		HS or GED				1		1
Zoning Inspector / Code Enforcement Officer	City of Dublin	\$ 59,171	\$ 41,900	\$ 61,400	Equal to	Associate	1					4
Code Enforcement Officer	City of Gahanna	\$ 58,457	\$ 50,690	\$ 63,773	Equal to	HS or GED				3		3
Planning & Zoning Coordinator	City of Grove City	\$ 75,150	\$ 48,526	\$ 83,907	Equal to							1
Zoning Enforcement Officer	City of Hilliard	\$ 65,000	\$ 43,112	\$ 83,461	Equal to	Associate	3			1		1
Building Administrator	City of Lancaster	\$ 74,325	\$ 59,883	\$ 77,688	Equal to	HS or GED				1		1
Code Enforcement Officer	City of Marysville	\$ 64,095	\$ 50,000	\$ 75,000						1		1
Zoning Officer	City of New Albany		\$ 55,336	\$ 69,860						1		1
Zoning Inspector	City of Pataskala	\$ 49,296	\$ 49,296	\$ 57,075	Equal to	HS or GED				1		1
Development Technician	City of Powell	\$ 46,125	\$ 44,475	\$ 56,408	Equal to	Associate	2			1		1
Code Compliance Officer	City of Reynoldsburg	\$ 51,172	\$ 42,744	\$ 61,256	Equal to	HS or GED	1			3		3
Code Compliance Officer	City of Upper Arlington	\$ 78,857	\$ 61,457	\$ 86,039	Equal to	Bachelor	1			1		1
Enforcement Manager	City of Westerville	\$ 100,734	\$ 75,442	\$ 113,339								
Code Enforcement Officer	City of Whitehall	\$ 59,686	\$ 45,760	\$ 68,120		HS or GED	2			2		2
Zoning Enforcement Officer	Franklin County - Board of Commissioners	\$ 40,165	\$ 40,165	\$ 56,222	Equal to	Associate	3			2		2
Compliance Planner	Licking County	\$ 38,480				Associate	5			1		1
Zoning Inspector	Perry Township	\$ 31,065			Equal to	Bachelor	5			1		1
Senior Zoning Officer	Orange Township	\$ 59,987				Bachelor	5			1		1
Zoning Inspector	Washington Township	\$ 30,181	\$ 47,057	\$ 73,602	Equal to	HS or GED			1			1
Building/Planning & Zoning/ Information Coordinator	Village of Ashville	\$ 38,163	\$ 33,471	\$ 42,854	Equal to	Bachelor						
Code Enforcement	Village of Buckeye Lake	\$ 9,600										
Zoning Inspector	Village of Buckeye Lake	\$ 9,600										
Zoning Inspector / Code Compliance	Village of Galena	\$ 54,075								1		1
Planning Assistant	Village of Granville		\$ 34,777	\$ 52,332						1		1
Code Enforcement Officer	Village of Plain City	\$ 43,930	\$ 41,642	\$ 60,382								
Zoning & Code Enforcement Inspector	Village of West Jefferson		\$ 45,198	\$ 56,326					1	1		2
	AVERAGES	\$ 51,978	\$ 48,018	\$ 68,300								



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
Building and Zoning Director	City of Bexley	\$ 100,443	\$ 83,227	\$ 109,057	No match	Bachelor				1		1
Planning & Zoning	City of Canal Winchester	\$ 74,111	\$ 61,298	\$ 86,923	Equal to					1		1
Chief Zoning Official	City of Columbus	\$ 120,786	\$ 80,538	\$ 120,786	Equal to		8			1		1
Planning Director	City of Hilliard	\$ 111,448	\$ 80,064	\$ 135,127	Greater than	Bachelor	5			1		1
Zoning Administrator	City of Gahanna	\$ 74,610	\$ 66,955	\$ 93,746	Equal to	Bachelor	4		1			1
Zoning Administrator	City of Marysville	\$ 70,171	\$ 60,000	\$ 85,000						1		1
Planning Director	City of Powell	\$ 106,600	\$ 85,820	\$ 111,469	Equal to	Master	5			1		1
Zoning Administrator-vacant	City of Reynoldsburg		\$ 64,480	\$ 104,000	Equal to	Bachelor	2			1		1
Senior Planner	City of Upper Arlington	\$ 93,895	\$ 78,319	\$ 109,647	Equal to	Bachelor	4			1		1
Code Inspector II	City of Westerville	\$ 83,346	\$ 62,379	\$ 93,434								
Planning Coordinator	City of Worthington	\$ 90,160	\$ 68,812	\$ 90,160	Equal to					1		1
Planning Administrator	Franklin County - Board of Commissioners	\$ 83,366	\$ 57,366	\$ 80,330	Equal to	Bachelor	5			1		1
Planning Manager	Licking County	\$ 68,973				Bachelor	2			1		1
Zoning Assistant	Prairie Township	\$ 43,680	\$ 43,680	\$ 63,939		HS or GED				3		3
Planning & Zoning Clerk	Village of Buckeye Lake	\$ 29,994										
Building & Zoning Clerk - PT	Village of West Jefferson		\$ 20,463	\$ 25,506					1			1
	AVERAGES	\$ 82,256	\$ 65,243	\$ 93,509								

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	\$ 68,846	\$ 61,090	\$ 91,624	Equal to		2			28		28
Planner I	City of Dublin	\$ 60,968	\$ 53,600	\$ 78,700	Equal to	Bachelor	1					2
Event Coordinator	City of Dublin	\$ 51,135	\$ 41,900	\$ 61,400	Equal to	Bachelor	1					4
Director of Planning	City of Gahanna	\$ 100,672	\$ 100,672	\$ 140,941	Equal to	Bachelor	5			1		1
Planner	City of Grove City	\$ 65,208	\$ 54,932	\$ 94,993	Equal to							2
Planning Manager	City of Hilliard	\$ 70,000	\$ 49,271	\$ 95,383	Greater than	Bachelor	5			1		1
Downtown Manager	City of Hilliard	\$ 73,000	\$ 49,271	\$ 95,383	Greater than	Bachelor	3			1		1
City Planner	City of Lancaster		\$ 59,883	\$ 77,688	Equal to	Bachelor						
City Planner	City of Marysville	\$ 88,088	\$ 70,000	\$ 95,000						1		1
Planner	City of New Albany		\$ 65,574	\$ 82,007						3		3
Planner	City of Pataskala	\$ 66,192	\$ 60,575	\$ 81,408	Equal to	Bachelor				1		1
Development Planner	City of Powell	\$ 67,650	\$ 60,795	\$ 76,759	Equal to	Bachelor	2			1		1
Planning Officer	City of Upper Arlington	\$ 76,883	\$ 61,457	\$ 86,039	Equal to	Bachelor	4			1		1
Planner	City of Westerville	\$ 82,534	\$ 56,659	\$ 84,968								
Public Information/Special Events Coord.	City of Westerville	\$ 66,472	\$ 53,685	\$ 75,067								
Planner I	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	\$ 60,341	\$ 51,022	\$ 71,448	Equal to	Bachelor	3			3		3
Assistant Planner	Licking County	\$ 36,400				Associate	6 months			2		2
Planner	Village of Granville		\$ 46,606	\$ 73,948						1		1
Village Planner	Village of Minerva Park		\$ 31,200	\$ 41,600					1			1
Planner	Village of Plain City	\$ 60,258	\$ 52,229	\$ 75,733						1		1
	AVERAGES	\$ 67,014	\$ 56,395	\$ 83,112								



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 Bellefontaine	\$ 90,722	\$ 89,182	\$ 92,262		HS or GED	1 yr. as Sgt.			1		1
Chief of Police	City of Bexley	\$ 147,545	\$ 147,545	\$ 147,545		Master				1		1
Chief of Police	City of Circleville	\$ 88,933	\$ 68,049	\$ 91,865	Equal to	HS or GED	5			1		1
Chief of Police	City of Columbus	\$ 237,598	\$ 166,670	\$ 250,016	Equal to		1 + as Deputy Chief 5 as comm/deputy			1		1
Chief of Police	City of Dublin	\$ 146,691	\$ 110,600	\$ 162,100	Equal to	Bachelor	5					
Chief of Police	City of Gahanna	\$ 143,582	\$ 143,582	\$ 143,582	Equal to	Bachelor	10			1		1
Chief of Police	City of Grandview Heights	\$ 135,824	\$ 85,000	\$ 156,000	Equal to					1		1
Chief of Police	City of Grove City	\$ 138,715	\$ 96,033	\$ 138,715	Equal to							1
Chief of Police	City of Groveport	\$ 115,502	\$ 71,858	\$ 115,499						1		1
Chief of Police	City of Hilliard	\$ 150,000			Equal to	Bachelor	5			1		1
Chief of Police	City of Lancaster	\$ 127,067			Equal to	HS or GED				1		1
Chief of Police	City of Marysville	\$ 116,416	\$ 95,000	\$ 125,000						1		1
Chief of Police	City of New Albany		\$ 116,806	\$ 146,007						1		1
Chief of Police	City of Pataskala	\$ 114,665	\$ 96,030	\$ 129,057	Equal to					1		1
Chief of Police	City of Powell	\$ 125,703	\$ 92,274	\$ 120,154	Equal to	Bachelor	10			1		1
Chief of Police	City of Reynoldsburg	\$ 138,028	\$ 114,400	\$ 145,600	Equal to	Bachelor	12			1		1
Chief of Police	City of Upper Arlington	\$ 144,372	\$ 116,124	\$ 170,816	Equal to	Bachelor	6			1		1
Chief of Police	City of Westerville	\$ 153,504	\$ 96,658	\$ 154,669								
Chief of Police	City of Whitehall	\$ 156,000		\$ 156,000	Equal to					1		1
Chief of Police	City of Worthington	\$ 135,171			Equal to					1		1
County Sheriff - Elected	Delaware County	\$ 121,247			Equal to					1		1
Chief Sheriff Deputy	Fairfield County	\$ 82,619				Bachelor				1		1
Sheriff	Licking County	\$ 102,425			No match					1		1
Chief of Police	Madison Township	\$ 108,179			Equal to					1		1
Chief of Police	Mifflin Township	\$ 71,364	\$ 71,364	\$ 71,364						1		1
Chief of Police	Perry Township	\$ 100,360			Equal to					1		1
Chief of Police	Village of Ashville	\$ 72,090	\$ 66,941	\$ 77,239	Equal to	Bachelor				1		1
Chief of Police	Village of Buckeye Lake	\$ 50,000										
Chief of Police	Village of Granville		\$ 65,229	\$ 95,515						1		1
Chief of Police	Village of Minerva Park		\$ 65,000	\$ 85,000						1		1
Chief of Police	Village of Plain City	\$ 95,014	\$ 65,520	\$ 95,014		Bachelor				1		1
Chief of Police	Village of West Jefferson		\$ 84,872	\$ 111,395						1		1
	AVERAGES	\$ 121,762	\$ 96,579	\$ 129,583								





Salaries Broken Down by Title

Police Department (Con't.)												
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
Police Captain	City of Bexley	\$ 130,140	\$ 130,140	\$ 130,140						1		1
Deputy Chief of Police	City of Circleville	\$ 86,000	\$ 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					
		\$ 164,195	\$ 159,952	\$ 168,414	Equal to					16		16
Deputy Chief of Police	City of Dublin	\$ 127,015	\$ 91,400	\$ 134,100	Equal to							2
Deputy Chief of Police	City of Gahanna	\$ 138,445	\$ 138,445	\$ 138,445	Equal to	Bachelor	5			1		1
Police Captain	City of Groveport	\$ 110,926	\$ 69,036	\$ 110,917						1		1
Deputy Chief of Police	City of Hilliard	\$ 137,010			Equal to	Bachelor	10			1		1
Deputy Chief of Police	City of Marysville	\$ 101,825	\$ 80,000	\$ 110,000						3		3
Deputy Chief of Police	City of Pataskala	\$ 100,332	\$ 84,027	\$ 112,925	Equal to					1		1
Deputy Chief of Police	City of Powell	\$ 116,812	\$ 85,820	\$ 111,469	Equal to	Associate	5			1		1
Deputy Chief of Police	City of Reynoldsburg	\$ 124,000	\$ 104,000	\$ 135,200	Equal to	Bachelor	9			1		1
Assistant Police Chief	City of Westerville	\$ 129,896	\$ 83,034	\$ 124,509								
Deputy Chief of Police	City of Whitehall	\$ 145,600		\$ 145,600	Equal to	Bachelor	1			2		2
LE Captain	Delaware County	\$ 96,221	\$ 93,059	\$ 96,221	Equal to					2		2
Police Captain	Licking County	\$ 94,411								6		6
	AVERAGES	\$ 120,189	\$ 98,913	\$ 123,831								



Salaries Broken Down by Title

Police Department (Con't.)

Police Lieutenant	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	Seasonal Employee	P/T Employee	F/T Employee	Intern Appr.	# of Employs
Police Lieutenant	City of Bellefontaine	\$ 82,167	\$ 80,627	\$ 83,707		HS or GED	1 yr. as Sgt.			2		2
Police Lieutenant	City of Columbus						1 as permanent appointee as Police Sergeant					
		\$ 141,690	\$ 139,095	\$ 142,724	Equal to					52		52
Police Lieutenant	City of Gahanna	\$ 128,190	\$ 120,006	\$ 128,199	Equal to	HS or GED	1			3		3
Police Lieutenant	City of Grove City	\$ 134,721			Equal to							3
Police Lieutenant	City of Groveport	\$ 121,493	\$ 60,889	\$ 97,869						2		2
Police Lieutenant	City of Hilliard	\$ 129,795	\$ 120,917	\$ 129,795	Equal to	HS or GED	4			1		1
Police Lieutenant	City of Lancaster	\$ 104,677			Equal to	HS or GED				4		4
Police Lieutenant	City of New Albany		\$ 108,045	\$ 135,057						1		1
Police Lieutenant	City of Reynoldsburg	\$ 127,691	\$ 127,691	\$ 127,591	Equal to	Associate	8			2		2
Police Lieutenant	City of Upper Arlington	\$ 134,564	\$ 134,564	\$ 134,564	Equal to	HS or GED	4			2		2
Police Lieutenant	City of Westerville	\$ 124,082	\$ 125,778	\$ 126,922								
Police Lieutenant	City of Whitehall	\$ 129,480	\$ 118,456	\$ 130,520	Equal to	Bachelor	1			4		4
Police Lieutenant	City of Worthington	\$ 122,920	\$ 122,920	\$ 127,515	Equal to					2		2
LE Lieutenant	Delaware County	\$ 88,146	\$ 86,965	\$ 89,918	Equal to					5		5
Sheriff Patrol Lieutenant	Fairfield County	\$ 78,844				Bachelor				1		1
Police Lieutenant	Licking County	\$ 84,906								5		5
Police Lieutenant	Mifflin Township	\$ 62,899	\$ 62,899	\$ 62,899						1		1
Police Lieutenant	Perry Township	\$ 95,222			Equal to					1		1
Police Lieutenant	Village of Minerva Park		\$ 66,500	\$ 79,040						1		1
Police Lieutenant	Village of Plain City	\$ 61,170	\$ 58,510	\$ 84,822		HS or GED				1		1
Police Lieutenant	Village of West Jefferson		\$ 70,554	\$ 87,922						1		1
	AVERAGES	\$ 108,481	\$ 100,276	\$ 110,566								



Salaries Broken Down by Title

Police Department (Con't.)												
Police Sergeant	Union County	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	Seasonal Employee	P/T Employee	F/T Employee	Intern Appr.	# of Employs
Police Sergeant	City of Bellefontaine	\$ 73,611	\$ 69,597	\$ 77,626		HS or GED	5 yrs. as Police Ofc.			4		4
Police Sergeant	City of Bexley	\$ 116,709	\$ 116,709	\$ 116,709		HS or GED				5		5
Police Sergeant	City of Circleville		\$ 64,584	\$ 66,830	Equal to	HS or GED	3			2		2
Police Sergeant	City of Columbus	\$ 120,952			Equal to		3 + Police Officer			218		218
Police Sergeant	City of Dublin	\$ 119,364	\$ 119,364	\$ 119,364	Equal to	HS or GED	1					6
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	\$ 119,516			Equal to							8
Police Sergeant	City of Groveport	\$ 106,122	\$ 55,458	\$ 89,128						3		3
Police Sergeant	City of Hilliard	\$ 118,839	\$ 110,275	\$ 118,839	Equal to	HS or GED	3			9		9
Police Sergeant	City of Lancaster	\$ 88,683			Equal to	HS or GED				7		7
Police Sergeant/Corporal	City of Marysville	\$ 92,590	\$ 88,199	\$ 96,257						11		11
Police Sergeant	City of New Albany		\$ 99,372	\$ 117,519						5		5
Police Sergeant	City of Pataskala	\$ 80,155	\$ 73,694	\$ 82,888	Equal to					5		5
Police Sergeant	City of Powell	\$ 110,581	\$ 105,797	\$ 110,581	Equal to	HS or GED	3			3		3
Police Sergeant	City of Reynoldsburg	\$ 118,227	\$ 118,227	\$ 118,227	Equal to	Associate	6			9		9
Police Sergeant	City of Upper Arlington	\$ 116,928	\$ 116,928	\$ 116,928	Equal to	HS or GED	3			8		8
Police Sergeant	City of Westerville	\$ 114,073	\$ 109,637	\$ 114,338								
Police Sergeant	City of Whitehall	\$ 118,789		\$ 118,789	Equal to	HS or GED				5		5
Police Sergeant	City of Worthington	\$ 111,203	\$ 107,153	\$ 115,253	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	Licking County	\$ 75,848								13		13
Police Sergeant	Madison Township		\$ 92,934	\$ 94,182	Equal to					3		3
Police Sergeant	Perry Township	\$ 96,221			Equal to				2	3		5
Police Sergeant	Village of Buckeye Lake	\$ 38,147										
Police Sergeant	Village of Ashville	\$ 56,342	\$ 49,090	\$ 63,594	Equal to	Bachelor				3		3
Police Sergeant	Village of Granville		\$ 75,733	\$ 75,733						3		3
Police Sergeant	Village of Minerva Park		\$ 62,400	\$ 74,880						1		1
Police Sergeant	Village of Plain City	\$ 73,861	\$ 52,229	\$ 75,733						2		2
Police Sergeant	Village of West Jefferson		\$ 63,939	\$ 79,685						2		2
	AVERAGES	\$ 97,739	\$ 89,008	\$ 98,158								





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 Bellefontaine	\$ 58,188	\$ 50,419	\$ 65,957		HS or GED				21		21
Police Officer	City of Bexley	\$ 97,819	\$ 59,696	\$ 101,005		HS or GED				24		24
Police Officer	City of Circleville	\$ 55,469	\$ 47,466	\$ 62,275	Equal to	HS or GED				20		20
Police Officer	City of Columbus	\$ 95,846	\$ 65,049	\$ 102,502	Equal to					1547		1547
Police Officer	City of Dublin	\$ 96,775	\$ 63,449	\$ 102,458	Equal to							56
Police Officer	City of Gahanna	\$ 92,725	\$ 60,835	\$ 99,672	Equal to	HS or GED			3	37		40
Police Officer	City of Grandview Heights	\$ 85,246	\$ 64,195	\$ 99,362	Equal to					13		13
Police Officer	City of Grove City		\$ 57,616	\$ 100,692	Equal to							52
Police Officer	City of Groveport	\$ 88,771	\$ 44,574	\$ 71,646						15		15
Police Officer	City of Hilliard	\$ 97,462	\$ 63,390	\$ 101,713	Equal to	HS or GED				46		46
Police Officer	City of Lancaster	\$ 77,792	\$ 56,451	\$ 77,792	Equal to	HS or GED				70		70
Police Officer	City of Marysville	\$ 70,185	\$ 57,663	\$ 80,010						19		19
Police Officer	City of New Albany		\$ 65,012	\$ 97,985						24		24
Police Officer	City of Pataskala	\$ 63,414	\$ 54,829	\$ 66,997	Equal to				1	13		14
Police Officer	City of Powell		\$ 66,508	\$ 96,148	Equal to	HS or GED	2			11		11
Police Officer	City of Reynoldsburg	\$ 90,361	\$ 90,361	\$ 90,361	Equal to	HS or GED	1			50		50
Police Officer	City of Upper Arlington	\$ 96,152	\$ 64,532	\$ 101,764	Equal to	HS or GED				32		32
Police Officer	City of Westerville	\$ 98,572	\$ 61,838	\$ 97,136								
Police Officer	City of Whitehall	\$ 103,022	\$ 70,200	\$ 103,022	Equal to	HS or GED				39		39
Police Officer	City of Worthington	\$ 93,835	\$ 68,189	\$ 101,095	Equal to					23		23
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
Sheriff's Deputy	Licking County	\$ 65,458				HS or GED				78		78
Police Officer	Madison Township		\$ 57,720	\$ 82,243	Equal to					13		13
Police Officer	Mifflin Township	\$ 52,000	\$ 52,000	\$ 52,000						2		2
Police Officer	Perry Township	\$ 60,258	\$ 62,067	\$ 85,195	Equal to				6	8		14
Police Officer	Village of Ashville	\$ 49,291	\$ 40,165	\$ 58,417	Equal to	Associate				5		5
Police Officer	Village of Buckeye Lake	\$ 36,026										
Police Officer II	Village of Granville		\$ 45,323	\$ 65,853					5	7		12
Patrol Officer	Village of Minerva Park		\$ 49,920	\$ 64,480						7		7
Police Officer	Village of Minerva Park		\$ 16,640	\$ 22,880					3			3
Patrol Officer	Village of Plain City	\$ 67,704	\$ 46,634	\$ 67,621		HS or GED				5	2	5
Patrolman	Village of West Jefferson		\$ 59,530	\$ 74,194						9		9
	AVERAGES	\$ 76,509	\$ 57,246	\$ 82,250								



Salaries Broken Down by Title

Police Department (Con't.)												
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 Detective	City of Bellefontaine	\$ 58,188	\$ 50,419	\$ 65,957		HS or GED				2		2
Police Detective	City of Gahanna	\$ 99,674	\$ 60,835	\$ 99,672	Equal to	HS or GED				8		8
Police Detective	City of Grandview Heights	\$ 104,267	\$ 64,195	\$ 99,362	Equal to					3		3
Police Detective	City of Groveport	\$ 93,496	\$ 47,269	\$ 75,974						3		3
Police Officer	City of Marysville	\$ 80,017	\$ 57,663	\$ 80,010						4		4
Police Detective	City of Pataskala	\$ 65,354	\$ 54,829	\$ 66,997	Equal to					2		2
Police Detective	City of Powell		\$ 66,508	\$ 96,148	Equal to	HS or GED	2			2		2
Police Detective	City of Reynoldsburg	\$ 90,361	\$ 90,361	\$ 90,361	Equal to	HS or GED	1			3		3
Police Detective	City of Upper Arlington	\$ 101,764	\$ 64,532	\$ 101,764	Equal to	HS or GED				5		5
Deputy Sheriff	Delaware County	\$ 69,160	\$ 55,099	\$ 75,026	Equal to	HS or GED				92		92
Sheriff Detective	Fairfield County	\$ 59,210				Bachelor				7		7
Police Detective	Licking County	\$ 65,458								2		2
Police Detective	Perry Township	\$ 30,514			Equal to				1			1
Police Detective	Village of Ashville	\$ 49,291	\$ 40,165	\$ 58,417	Equal to	Associate				1		1
Police Detective	Village of Plain City	\$ 71,698	\$ 49,442	\$ 71,698		HS or GED				1		1
Investigative Detective	Village of West Jefferson		\$ 63,939	\$ 79,685						2		2
	AVERAGES	\$ 74,175	\$ 58,866	\$ 81,621								

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	\$ 57,345	\$ 50,045	\$ 70,034	Less than	Associate	2			1		1
Crime Analyst	City of Whitehall	\$ 72,228	\$ 47,923	\$ 79,040	Less than	HS or GED	3			2		2
Deputy Sheriff	Delaware County	\$ 69,160	\$ 55,099	\$ 75,026	Equal to	HS or GED				92		92
Chief Criminal Investigator	Licking County	\$ 73,986								1		1
	AVERAGES	\$ 68,180	\$ 51,022	\$ 74,700								



Salaries Broken Down by Title

Police Department (Con't.)												
Police Dispatcher	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	Seasonal Employee	P/T Employee	F/T Employee	Intern Appr.	# of Employs
Police Dispatcher	City of Bellefontaine	\$ 51,116	\$ 42,453	\$ 59,779		HS or GED				6		6
Police Dispatcher	City of Bexley	\$ 57,205	\$ 52,250	\$ 70,850		HS or GED			3	5		8
Communications Officer	City of Circleville	\$ 46,982	\$ 41,558	\$ 51,792	Equal to	HS or GED				6		6
911 Emergency Dispatcher	City of Columbus	\$ 64,938	\$ 51,834	\$ 67,912	Equal to		2			53		53
Communications Technician	City of Dublin	\$ 69,178	\$ 56,216	\$ 72,729	Equal to							28
Communications Technicians I, II	City of Gahanna	\$ 64,740	\$ 50,003	\$ 77,251	Equal to	HS or GED				10		10
Communications Coordinator	City of Grandview Heights	\$ 60,765	\$ 43,000	\$ 74,000	Greater than					6		6
911 Public Safety Communications Dispatcher	City of Grove City		\$ 47,840	\$ 66,705	Equal to							13
Communications Technician	City of Lancaster	\$ 54,267	\$ 43,597	\$ 54,267	Equal to	HS or GED				12		12
Communications Dispatch Officer	City of Marysville	\$ 59,562	\$ 78,480	\$ 61,492						7		7
Police Dispatcher	City of New Albany		\$ 55,336	\$ 69,860						7		7
Police Dispatcher	City of Reynoldsburg	\$ 62,911	\$ 62,911	\$ 62,911	Equal to	HS or GED	1			9		9
Communications Technician	City of Westerville	\$ 62,546	\$ 48,838	\$ 68,494								
Police Dispatcher	City of Whitehall	\$ 56,592	\$ 51,284	\$ 67,694	Equal to	HS or GED			2	8		10
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
911 Dispatcher	Licking County	\$ 41,600				HS or GED	1			22		22
Police Dispatcher	Village of Granville		\$ 30,201	\$ 45,406					4	3		7
Chief Dispatcher / TAC Officer	Village of West Jefferson		\$ 46,301	\$ 57,699						1		1
Police Dispatcher	Village of West Jefferson		\$ 39,686	\$ 49,462						3		3
Police Dispatcher - PT	Village of West Jefferson		\$ 9,010	\$ 11,230					4			4
	AVERAGES	\$ 56,678	\$ 46,917	\$ 60,530								



Salaries Broken Down by Title

Police Department (Con't.)												
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
Police Administrative Secretary	City of Bellefontaine	\$ 50,409	\$ 43,784	\$ 57,034		HS or GED				1		1
Secretary II	City of Circleville	\$ 38,697	\$ 33,467	\$ 44,283	Equal to	HS or GED	2			1		1
Police Records Technician	City of Columbus	\$ 51,667	\$ 40,851	\$ 61,630	Equal to		1			23		23
Records Technician II	City of Dublin	\$ 54,044	\$ 41,900	\$ 61,400	Equal to	HS or GED	2					3
Secretary	City of Gahanna	\$ 58,913	\$ 45,843	\$ 58,906	Equal to	HS or GED	1			1		1
Records Specialist	City of Grove City	\$ 66,040	\$ 42,640	\$ 73,736	Equal to							1
Administrative Assistant	City of Groveport	\$ 54,163	\$ 33,712	\$ 54,164						1		1
Support Services Clerk	City of Hilliard	\$ 54,653	\$ 46,016	\$ 59,097	Equal to	HS or GED	2			7		7
Admin/Records Assistant	City of Marysville	\$ 47,091	\$ 47,083	\$ 56,721						1		1
Clerk	City of New Albany		\$ 46,772	\$ 58,431						1		1
Clerk	City of Pataskala	\$ 41,808	\$ 40,768	\$ 57,584	Equal to				1	1		2
Police Clerk	City of Powell	\$ 53,300	\$ 38,767	\$ 48,832	Equal to	HS or GED	2			2		2
Public Safety Records Technician	City of Reynoldsburg	\$ 46,233	\$ 41,704	\$ 59,758	Equal to	HS or GED	1			2		2
Police Records Specialist	City of Upper Arlington	\$ 65,760	\$ 48,679	\$ 68,150	Equal to	HS or GED	1			1		1
Court/Records Clerk	City of Westerville	\$ 55,099	\$ 48,838	\$ 68,494								
Police Records Clerk	City of Whitehall	\$ 62,254	\$ 54,080	\$ 64,251	Equal to	HS or GED			1	4		5
Police 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
Police Clerk/Clerk of Court	Village of Minera Park		\$ 53,000	\$ 67,000						1		1
	AVERAGES	\$ 51,220	\$ 43,411	\$ 59,969								



Salaries Broken Down by Title

Police Department (Con't.)

Emergency Evacuation Director	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	Seasonal Employee	P/T Employee	F/T Employee	Intern Appr.	# of Employs
Law Enforcement Planner / Emergency Mgmt. Coord	City of Dublin	\$ 86,703	\$ 61,200	\$ 89,800	Equal to	Associate	2					1
Emergency Management Agency Director	Fairfield County	\$ 80,704	\$ 80,704	\$ 141,232		Bachelor	3			1		1
Emergency Management Agency Director	Licking County	\$ 97,718			No match		4			1		1
	AVERAGES	\$ 88,375	\$ 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	\$ 109,570	\$ 91,146	\$ 136,760	Greater than		5			1		1
Safety Director	City of Gahanna	\$ 42,857	\$ 113,110	\$ 158,350	Equal to	Bachelor	5			1		1
EMA Deputy Director	Licking County	\$ 65,312			No match	Associate	2			2		2
	AVERAGES	\$ 72,580	\$ 102,128	\$ 147,555								

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
DARE Officer	City of Bellefontaine	\$ 58,188	\$ 50,419	\$ 65,957		HS or GED	DARE Cert.			1		1
Police Office (Volunteer)	City of Gahanna				Equal to	HS or GED			6			6
Police Officer	City of Marysville	\$ 80,017	\$ 57,663	\$ 80,010						3		3
Community Police Officer	City of Powell		\$ 66,508	\$ 96,148	Equal to	HS or GED	2			1		1
Community Operations Sergeant	City of Whitehall	\$ 118,789		\$ 118,789	Equal to	HS or GED				1		1
Safety Coordinator	Licking County	\$ 56,160			No match	Associate	3			1		1
	AVERAGES	\$ 78,288	\$ 58,197	\$ 90,226								

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
Animal Control Officer	City of Bexley		\$ 70,782	\$ 70,782		HS or GED				1		1
K-9 Officer	City of Powell		\$ 66,508	\$ 96,148	Equal to	HS or GED	2			1		1
Animal Control Officer	City of Westerville	\$ 58,926	\$ 44,491	\$ 62,150								
Animal Control Officer	City of Whitehall	\$ 55,598	\$ 43,222	\$ 55,120	Equal to	HS or GED	1			1		1
Assistant Dog Warden	Delaware County	\$ 39,374	\$ 33,814	\$ 48,418	Equal to	HS or GED				3		3
Deputy Dog Warden / Field Manager	Fairfield County	\$ 52,229	\$ 52,229	\$ 91,416		Associate	3			1		1
Deputy Dog Warden	Franklin County - Board of Commissioners	\$ 42,557	\$ 35,422	\$ 49,587	Equal to	HS or GED	2			11		11
Dog Warden	Licking County	\$ 56,659			No match	Associate	3			1		1
	AVERAGES	\$ 50,891	\$ 49,495	\$ 67,660								





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 Bellefontaine	\$ 88,385	\$ 86,845	\$ 89,925			certified in several areas			1		1
Fire Chief	City of Circleville	\$ 75,697	\$ 68,049	\$ 91,865	Equal to	HS or GED	1			1		1
Fire Chief	City of Columbus	\$ 200,678	\$ 131,040	\$ 196,560	Equal to		1 as Fire Asst. or 5+ as Fire Asst. Chief, Fire Deputy Chief, and/or Fire Battalion Chief			1		1
Fire Chief	City of Grandview Heights	\$ 137,592	\$ 85,000	\$ 146,000	Equal to					1		1
Fire Chief	City of Lancaster	\$ 121,285			Equal to	HS or GED				1		1
Fire Chief	City of Marysville	\$ 119,632	\$ 95,000	\$ 125,000						1		1
Fire Chief	City of Upper Arlington	\$ 139,233	\$ 116,124	\$ 170,816	Equal to	Associate	6			1		1
Fire Chief	City of Westerville	\$ 152,464	\$ 96,658	\$ 154,669								
Fire Chief	City of Whitehall	\$ 156,000		\$ 156,000	Equal to	Bachelor	15			1		1
Fire Chief	City of Worthington	\$ 129,642			Equal to					1		1
Fire Chief	Madison Township	\$ 136,591			Equal to					1		1
Fire Chief	Mifflin Township	\$ 158,163	\$ 158,163	\$ 158,163						1		1
Fire Chief	Orange Township	\$ 111,000				Bachelors	10			1		1
Fire Chief	Prairie Township	\$ 125,000				Bachelor				1		1
Fire Chief	Truro Township	\$ 145,934	\$ 130,528	\$ 145,934	Equal to					1		1
Fire Chief	Washington Township	\$ 153,224			Equal to	Bachelor	7			1		1
Fire Chief	Village of Buckeye Lake	\$ 9,600										
	AVERAGES	\$ 127,066	\$ 107,490	\$ 143,493								

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
Assistant Fire Chief	City of Bellefontaine	\$ 71,897	\$ 71,024	\$ 72,771			5			3		3
Fire Captain	City of Circleville	\$ 73,699	\$ 72,970	\$ 74,484	Equal to	HS or GED	1			3		3
Assistant Fire Chief	City of Columbus	\$ 176,634	\$ 115,357	\$ 172,994	Equal to		Permanent status in the class of Fire Deputy Chief or Fire Battalion Chief			5		5
Assistant Fire Chief	City of Grandview Heights	\$ 119,475	\$ 85,000	\$ 136,000	Equal to					1		1
Assistant Fire Chief	City of Lancaster	\$ 115,502			Equal to	HS or GED				1		1
Assistant Fire Chief	City of Upper Arlington	\$ 135,948	\$ 97,740	\$ 136,835	Equal to	Associate	4			1		1
Deputy Fire Chief	City of Westerville	\$ 120,321	\$ 83,034	\$ 124,509								
Assistant Fire Chief	City of Whitehall	\$ 145,600		\$ 145,600	Equal to	Bachelor	10			1		1
Assistant Fire Chief	City of Worthington	\$ 118,148	\$ 111,461	\$ 118,148	Equal to					2		2
Assistant Fire Chief	Madison Township	\$ 124,125			Equal to					1		1
Assistant Fire Chief	Mifflin Township	\$ 142,979	\$ 142,979	\$ 142,979						1		1
Deputy Chief	Mifflin Township	\$ 133,369	\$ 133,369	\$ 133,369						1		1
Assistant Fire Chief	Truro Township	\$ 126,213		\$ 126,213	Equal to					1		1
Assistant Fire Chief	Washington Township	\$ 143,200			Equal to	Bachelor	7					
Assistant Fire Chief/Medic	Village of Buckeye Lake	\$ 28,545										
	AVERAGES	\$ 118,377	\$ 101,437	\$ 125,809								



Salaries Broken Down by Title

Fire Department (Con't)												
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	\$ 121,742		\$ 126,009	Equal to		1 year of continuous accredited service as a permanent appointee as Fire Lieutenant			62		62
Fire Captain	City of Grandview Heights	\$ 104,780	\$ 101,728	\$ 107,923	Equal to					4		4
Fire Captain	City of Lancaster	\$ 101,373			Equal to	HS or GED				3		3
Battalion Chief	City of Marysville	\$ 109,652	\$ 80,000	\$ 110,000						3		3
Fire Captain	City of Upper Arlington	\$ 125,574	\$ 117,112	\$ 131,762	Equal to	HS or GED	6			5		5
Fire Captain	City of Westerville	\$ 94,765	\$ 88,733	\$ 130,208								
Fire Captain	City of Whitehall	\$ 117,075		\$ 117,075	Equal to	HS or GED	1			4		4
Fire Captain	City of Worthington	\$ 102,308	\$ 96,725	\$ 102,308	Equal to					3		3
Battalion Chief	Madison Township		\$ 112,810	\$ 113,742	Equal to					3		3
Battalion Chief (2912 hrs)	Mifflin Township	\$ 179,109	\$ 179,109	\$ 179,109						3		3
Fire Captain (2912 hrs)	Mifflin Township	\$ 161,639	\$ 161,639	\$ 161,639						4		4
Fire Captain	Orange Township	\$ 114,216	\$ 113,027	\$ 114,216		HS or GED				1		1
Fire Captain	Prairie Township	\$ 101,448				HS or GED				3		3
Battalion Chief	Truro Township	\$ 120,237	\$ 107,584	\$ 120,237	Equal to					3		3
Battalion Chief	Washington Township	\$ 133,831			Equal to	Bachelor	5			3		3
Fire Captain	Washington Township	\$ 109,698			Equal to	Associate	5			4		4
	AVERAGES	\$ 119,830	\$ 115,847	\$ 126,186								

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	\$ 70,219	\$ 69,490	\$ 71,004	Equal to	HS or GED	4			3		3
Fire Lieutenant	City of Columbus	\$ 103,168		\$ 106,788	Equal to		5 yrs. as Columbus Firefighter + 1 yr. continuous accredited service			207		207
Fire Lieutenant	City of Lancaster	\$ 90,512			Equal to	HS or GED				9		9
Fire Lieutenant	City of Marysville	\$ 89,625	\$ 84,375	\$ 87,647						6		6
Fire Lieutenant	City of Upper Arlington	\$ 103,435	\$ 98,470	\$ 111,536	Equal to	HS or GED	3			7		7
Fire Lieutenant	City of Westerville	\$ 101,320	\$ 67,579	\$ 71,323								
Fire Lieutenant	City of Whitehall	\$ 104,094		\$ 104,094	Equal to	HS or GED	4			6		6
Fire Lieutenant	City of Worthington	\$ 93,007	\$ 88,852	\$ 93,007	Equal to					5		5
Fire Lieutenant	Madison Township		\$ 98,017	\$ 99,182	Equal to					9		9
Fire Lieutenant (2912 hrs)	Mifflin Township	\$ 149,650	\$ 149,650	\$ 149,650						8		8
Fire Marshall	Mifflin Township	\$ 112,445	\$ 112,445	\$ 112,445						1		1
Fire Lieutenant	Orange Township	\$ 99,000	\$ 98,236	\$ 99,453		HS or GED				6		6
Fire Lieutenant	Prairie Township	\$ 93,072				HS or GED				3		3
Fire Lieutenant	Truro Township	\$ 96,287		\$ 96,287	Equal to					6		6
Fire Lieutenant - Prevention	Truro Township	\$ 96,287		\$ 96,287	Equal to					1		1
Fire Lieutenant	Washington Township	\$ 102,521			Equal to	Associate	5			11		11
	AVERAGES	\$ 100,310	\$ 96,346	\$ 99,900								





Salaries Broken Down by Title

Fire Department (Con't)												
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 Bellefontaine	\$ 56,638	\$ 48,805	\$ 64,472						5		5
Fire Fighter	City of Circleville	\$ 60,367	\$ 57,375	\$ 64,142	Equal to	HS or GED				12		12
Fire Fighter	City of Columbus											
Fire Fighter	City of Marysville	\$ 76,755	\$ 57,926	\$ 76,759						3		3
Fire Fighter	City of Upper Arlington	\$ 86,755	\$ 55,015	\$ 94,119	Equal to	HS or GED				5		5
Fire Fighter	City of Westerville	\$ 89,338	\$ 45,989	\$ 62,587								
Fire Fighter	Madison Township		\$ 27,040	\$ 38,900	Equal to				10	1		11
Fire Fighter	Prairie Township	\$ 55,806	\$ 55,806	\$ 83,100		HS or GED				21		21
Fire Fighter - EMT-B	Washington Township	\$ 62,428	\$ 62,428	\$ 90,876	Equal to	HS or GED			11	3		14
	AVERAGES	\$ 69,727	\$ 51,298	\$ 71,869	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 Prevention Officer/Captain	City of Bellefontaine	\$ 66,061	\$ 65,083	\$ 67,038			5 yrs. as Fire Fighter			1		1
Code Enforcement and Fire Inspector	City of Bexley	\$ 67,725	\$ 61,990	\$ 79,210	No match	HS or GED				1		1
Fire Fighter	City of Columbus	\$ 84,474	\$ 59,042	\$ 90,498	Equal to					1232		1232
Fire Prevention Lt./Fire Prevention Firefighter	City of Marysville	\$ 85,308	\$ 62,865	\$ 87,647						3		3
Fire Inspector	City of Westerville	\$ 100,048	\$ 67,209	\$ 91,562								
Fire Inspector	City of Whitehall	\$ 91,802	\$ 69,264	\$ 99,715	Equal to	HS or GED				2		2
Fire Inspector	Madison Township		\$ 88,857	\$ 116,542	Equal to					4		4
Fire Inspector	Mifflin Township	\$ 58,041	\$ 58,041	\$ 58,041					3			3
Fire Inspector	Orange Township	\$ 86,000	\$ 85,841	\$ 87,048		HS or GED				3		3
Fire Marshal	Prairie Township	\$ 100,975				HS or GED				1		1
Fire Inspector	Washington Township	\$ 98,289			Equal to	Associate	5			3		3
Fire Marshal	Washington Township	\$ 116,777				Bachelor	7			1		1
Deputy Fire Marshal	Washington Township	107134.91				Bachelor	7			1		1
	AVERAGES	\$ 88,553	\$ 68,688	\$ 86,367								



Salaries Broken Down by Title

Fire Department (Con't)												
Fire Fighter/Paramedic	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	Seasonal Employee	P/T Employee	F/T Employee	Intern Appr.	# of Employs
Fire Fighter - Paramedic	City of Bellefontaine	\$ 58,138	\$ 50,305	\$ 65,972						11		11
Fire Fighter - Paramedic	City of Circleville	\$ 61,881	\$ 58,889	\$ 65,656	Equal to	HS or GED						
Fire Fighter	City of Columbus											
Fire Medic	City of Grandview Heights	\$ 81,691	\$ 62,208	\$ 91,372	Equal to					13		13
Firefighter-Paramedic	City of Lancaster	\$ 80,814	\$ 61,565	\$ 80,814	Equal to	HS or GED				70		70
Firefighter EMT-P	City of Marysville	\$ 74,132	\$ 62,121	\$ 80,686					9	27		36
Fire Fighter - Paramedic	City of Upper Arlington	\$ 88,378	\$ 57,765	\$ 98,825	Equal to	HS or GED				36		36
Fire Fighter - Paramedic	City of Westerville	\$ 93,752	\$ 48,360	\$ 65,894								
Fire Fighter - Paramedic	City of Whitehall	\$ 86,950	\$ 63,884	\$ 91,802	Equal to	HS or GED				25		25
Fire Fighter - Paramedic	City of Worthington	\$ 80,188	\$ 61,680	\$ 83,042	Equal to					23		23
EMT Basic	Delaware County	\$ 30,375	\$ 26,624		Equal to	HS or GED			15	7		32
Paramedic	Delaware County	\$ 37,083	\$ 33,280		Equal to	HS or GED			9	53		62
Paramedic	Madison Township		\$ 36,500	\$ 86,800	Equal to				9	43		52
Fire Fighter - Paramedic	Mifflin Township	\$ 94,633	\$ 94,633	\$ 94,633						57		57
Fire Safety Educator	Mifflin Township	\$ 94,640	\$ 94,640	\$ 94,640						1		1
Fire Fighter - Paramedic	Orange Township	\$ 86,000	\$ 85,419	\$ 86,609		HS or GED			7	32		39
Fire Fighter - Paramedic	Truro Township	\$ 82,393	\$ 55,702	\$ 84,516	Equal to					30		30
Community Paramedic	Truro Township	\$ 84,516	\$ 55,702	\$ 84,516	Greater than					1		1
Fire Fighter - Paramedic	Washington Township	\$ 94,056	\$ 64,613	\$ 94,056	Equal to	HS or GED			2	73		75
	AVERAGES	\$ 77,036	\$ 59,661	\$ 84,365								

Fire Emergency Medical Coordinator	Government Entity	Salary	Minimum	Maximum	Match	Educ	Exp	Employee	Employee	Employee	Appr.	Employs
Emergency Medical Services Physician	City of Columbus	\$ 216,154	\$ 140,296	\$ 233,854	Equal to		Valid license to practice medicine in the State of Ohio			3		3
Firefighter/EMT	City of Lancaster	\$ 58,080			Equal to	HS or GED				10		10
EMS Coordinator	City of Whitehall	\$ 99,715	\$ 69,264	\$ 99,715	Equal to	HS or GED				1		1
Community Paramedic	Mifflin Township	\$ 94,640	\$ 94,640	\$ 94,640						1		1
EMS Coordinator	Truro Township	\$ 96,287		\$ 96,287	Equal to					1		1
EMS Manager	Washington Township	\$ 106,110			Equal to	Associate	5			1		1
Emergency Medical Technician	Village of Buckeye Lake	\$ 18,915										
Medic	Village of Buckeye Lake	\$ 24,045										
	AVERAGES	\$ 89,243	\$ 101,400	\$ 131,124								



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	City of Bexley	\$ 104,083	\$ 82,654	\$ 114,797	Equal to	Bachelor				1		1
Director of Parks & Recreation (U)	City of Columbus	\$ 180,003	\$ 140,296	\$ 233,854	Equal to		Unclassified			1		1
Director of Parks & Recreation	City of Dublin	\$ 144,727	\$ 110,600	\$ 162,100	Equal to	Bachelor	5					
Director of Parks & Recreation	City of Gahanna	\$ 104,915	\$ 100,672	\$ 140,941	Equal to	Bachelor	12			1		1
Director of Parks & Recreation	City of Grandview Heights	\$ 117,645	\$ 85,000	\$ 146,000	Equal to					1		1
Director of Parks & Recreation	City of Grove City	\$ 115,564	\$ 96,033	\$ 138,715	Equal to							1
Director of Recreation	City of Groveport	\$ 79,747	\$ 66,321	\$ 106,589						1		1
Director of Parks & Recreation	City of Hilliard	\$ 125,055	\$ 82,527	\$ 146,256	Equal to	Master	10			1		1
Parks Manager	City of Pataskala	\$ 69,557	\$ 63,654	\$ 85,546	Equal to					1		1
Director of Parks & Recreation	City of Reynoldsburg	\$ 105,497	\$ 105,497	\$ 105,497	Equal to	Bachelor	5			1		1
Director of Parks & Recreation	City of Upper Arlington	\$ 129,452	\$ 116,124	\$ 170,816	Equal to	Bachelor	6			1		1
Director	City of Westerville	\$ 151,590	\$ 96,658	\$ 154,669								
Director of Parks & Recreation	City of Whitehall	\$ 98,005	\$ 67,413	\$ 104,998	Equal to	Bachelor	4			1		1
Director	City of Worthington	\$ 122,518			Equal to					1		1
Director	Delaware County	\$ 125,257								1		1
Parks District Director	Fairfield County	\$ 76,409								1		1
Director	Licking County	\$ 85,010			No match	Bachelor	5			1		1
Recreation Director	Prairie Township	\$ 85,695				Bachelor				1		1
Park Director	Village of Plain City	\$ 73,091	\$ 52,229	\$ 75,733		Bachelor				1		1
	AVERAGES	\$ 110,201	\$ 90,406	\$ 134,751								

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
Deputy Recreation Director	City of Bexley	\$ 71,864	\$ 67,198	\$ 95,197	Equal to	Bachelor				1		1
Recreation & Parks Assistant Director	City of Columbus	\$ 131,830	\$ 103,230	\$ 154,773	Equal to		5			2		2
Director of Recreation Services	City of Dublin	\$ 112,739	\$ 84,200	\$ 123,400	Greater than	Bachelor	5					
Manager Projects	City of Gahanna	\$ 94,141	\$ 79,747	\$ 111,634	Equal to	Bachelor	5			1		1
Parks & Recreation Superintendent	City of Grove City	\$ 80,828	\$ 70,158	\$ 121,326	Equal to							1
Deputy Director of Recreation and Parks	City of Hilliard	\$ 100,920	\$ 80,064	\$ 135,127	Equal to	Bachelor	5			1		1
Assistant Director	City of Worthington	\$ 96,186			Equal to					1		1
Deputy Director	Delaware County	\$ 105,636								1		1
Operations Manager	Prairie Township	\$ 79,721				Bachelor				1		1
	AVERAGES	\$ 97,096	\$ 80,766	\$ 123,576								



Salaries Broken Down by Title

Parks & Recreation (Con't.)												
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
Recreation Supervisor Tier I	City of Bexley	\$ 63,461	\$ 55,998	\$ 78,398	Equal to	Bachelor				1		1
Community Center	City of Canal Winchester	\$ 53,446	\$ 44,283	\$ 62,608	Greater than							
Aging Programs Care Coordinator	City of Columbus	\$ 58,448	\$ 48,693	\$ 73,050			OH Registered Nurse/Social Worker			252		252
Recreation Program Supervisor	City of Dublin	\$ 64,357	\$ 47,500	\$ 69,600	Equal to	Bachelor	3					4
Senior Center Recreation Supervisor	City of Gahanna	\$ 56,222	\$ 56,222	\$ 78,707	Equal to	Bachelor	4			1		1
Recreation Programmer	City of Grandview Heights	\$ 46,500	\$ 43,000	\$ 78,000	Equal to					2		2
Recreation Supervisor	City of Grove City	\$ 57,574	\$ 48,526	\$ 83,907	Equal to							1
Senior Services Manager	City of Groveport	\$ 63,045	\$ 47,269	\$ 75,974						1		1
Recreation Supervisor / Seniors	City of Hilliard	\$ 64,260	\$ 43,112	\$ 83,461	Greater than	Bachelor	2			1		1
Senior Citizen's Center Manager	City of Reynoldsburg	\$ 72,321	\$ 58,240	\$ 91,250	Equal to	Bachelor	5			1		1
Recreation Center Manager	City of Upper Arlington	\$ 81,359	\$ 61,457	\$ 86,039	Equal to	Bachelor	1			1		1
Senior Citizen Coordinator	City of Westerville	\$ 78,270	\$ 62,379	\$ 93,434								
Active Living Coordinator	City of Whitehall	\$ 47,486		\$ 54,995	Equal to	HS or GED	2			1		1
Volunteer Coordinator	Delaware County	\$ 56,430								1		1
Senior Programs Director (PT)	Prairie Township	\$ 23,910				HS or GED			1			1
	AVERAGES	\$ 59,139	\$ 51,390	\$ 77,648								

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
Parks Superintendent	City of Bellefontaine	\$ 65,041	\$ 65,041	\$ 65,041		HS or GED	5			1		1
Recreation Administrative Manager	City of Columbus	\$ 77,376	\$ 61,090	\$ 91,324	Equal to		3			11		11
Parks Superintendent & Recreation Superintendent	City of Gahanna	\$ 75,213	\$ 70,970	\$ 99,341	Equal to	Bachelor	5			2		2
Parks Superintendent	City of Grandview Heights	\$ 78,748	\$ 65,000	\$ 94,000	Equal to					1		1
Parks and Facilities Superintendent	City of Groveport	\$ 70,990	\$ 60,889	\$ 97,869						1		1
Recreation Program Manager	City of Hilliard	\$ 85,560	\$ 49,271	\$ 95,383	Equal to	Bachelor	5			2		2
Parks Superintendent	City of Lancaster	\$ 73,136			Equal to	HS or GED				1		1
Superintendent of Parks & Recreation	City of Marysville	\$ 88,280	\$ 70,000	\$ 95,000						1		1
Parks and Recreation Manager	City of Powell	\$ 84,562	\$ 70,461	\$ 87,577	Equal to	Bachelor	7 to 10			1		1
Parks Ground Superintendent	City of Reynoldsburg	\$ 70,366	\$ 58,240	\$ 91,250	Equal to	Bachelor	5			1		1
Parks/Recreation Superintendent	City of Upper Arlington	\$ 80,797	\$ 69,053	\$ 96,674	Equal to	Bachelor	6			2		2
Parks Superintendent	City of Westerville	\$ 103,272	\$ 83,034	\$ 124,509								
Operations Supervisor	Delaware County	\$ 73,040								1		1
Operations Administrator	Licking County	\$ 49,984								2		2
Council Clerk Parks/Recreation	Village of Buckeye Lake	\$ 41,642										
	AVERAGES	\$ 74,534	\$ 65,732	\$ 94,361								



Salaries Broken Down by Title

Parks & Recreation (Con't.)												
Parks Maintenance 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
Parks Maintenance Supervisor	City of Bellefontaine	\$ 51,129	\$ 48,298	\$ 53,331		HS or GED	2			1		1
Parks Supervisor and Assistant Service Director	City of Bexley	\$ 86,424	\$ 68,877	\$ 94,133	Equal to	HS or GED				2		2
Park Maintenance Supervisor	City of Columbus	\$ 60,466	\$ 48,984	\$ 60,466	Equal to		1			15		15
Crew Supervisor	City of Dublin	\$ 67,425	\$ 47,500	\$ 69,600	Equal to	HS or GED	3					
Parks Facilities Maintenance Coordinator	City of Gahanna	\$ 65,572	\$ 56,799	\$ 70,232	Equal to	HS or GED	4			2		2
Park Maintenance Supervisor	City of Grove City	\$ 80,974	\$ 54,932	\$ 94,993	Equal to							1
Parks Maintenance Crew Leader	City of Hilliard	\$ 72,618	\$ 43,112	\$ 83,461	Equal to	HS or GED	3			1		1
Facility Supervisor	City of Lancaster	\$ 79,195			Equal to	HS or GED				1		1
Assistant Ground Superintendent/Arborist	City of Reynoldsburg	\$ 63,544	\$ 58,240	\$ 91,250	Equal to	HS or GED	5			1		1
Parks & Forestry Supervisor	City of Upper Arlington	\$ 68,472	\$ 64,457	\$ 86,039	Equal to	HS or GED	4			2		2
Parks Manager	City of Worthington		\$ 68,812	\$ 90,160	Equal to							
Park Tech II	Delaware County	\$ 47,778								2		2
Parks Maintenance and Facilities Manager	Orange Township	\$ 68,700				HS or GED	5			1		1
Maintenance Supervisor	Village of Minerva Park		\$ 16,640	\$ 20,800					1			1
Maintenance Worker	Village of Minerva Park		\$ 14,560	\$ 18,720					1			1
Maintenance Worker	Village of Minerva Park		\$ 6,240	\$ 7,680				3				3
Facility Maintenance Supervisor	Prairie Township	\$ 63,357				HS or GED				1		1
	AVERAGES	\$ 67,358	\$ 45,958	\$ 64,682								

Park 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
Parks Foreman and Facilities Foreman	City of Gahanna	\$ 72,982	\$ 59,277	\$ 72,982	Equal to	Associate	4			2		2
Parks & Grounds Foreman	City of Marysville	\$ 66,664	\$ 56,721	\$ 68,155						1		1
Maintenance Specialist	City of Westerville	\$ 67,432	\$ 53,685	\$ 75,067								
Parks Crew Chief	City of Whitehall	\$ 74,422	\$ 62,442	\$ 74,443	Equal to	HS or GED				1		1
Parks Crew Leader	City of Worthington	\$ 79,919	\$ 63,413	\$ 79,919	Equal to					1		1
Park Manager	Delaware County	\$ 51,106								1		1
Park Technician	Fairfield County	\$ 40,206								2		2
Maintenance Worker	Licking County	\$ 49,275			No match					1		1
Parks, Maintenance and Facilities Asst. Manager	Orange Township	\$ 51,417				HS or GED	5			1		1
	AVERAGES	\$ 61,491	\$ 59,107	\$ 74,113								





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 and Education Coordinator	City of Bellefontaine	\$ 47,450	\$ 42,900	\$ 52,000						1		1
Recreation Supervisors Tiers I, II	City of Bexley	\$ 40,021	\$ 50,510	\$ 78,398	Equal to	Bachelor				8		8
Recreation Assistant Manager	City of Columbus	\$ 58,635	\$ 48,693	\$ 73,050	Equal to		2			45		45
Recreation Program Coordinator	City of Dublin	\$ 51,664	\$ 41,900	\$ 61,400	Equal to	Bachelor	1					6
Recreation Coordinator/Supervisor	City of Gahanna	\$ 57,228	\$ 50,045	\$ 83,429	Equal to	Associate	3			6		6
Recreation Superintendent	City of Grandview Heights	\$ 65,125	\$ 65,000	\$ 94,000	Equal to					1		1
Aquatic or Customer Service Coordinator	City of Groveport	\$ 51,459	\$ 41,859	\$ 67,297						2		2
Recreation Supervisor	City of Hilliard	\$ 64,991	\$ 43,112	\$ 83,461	Greater than	Bachelor	2			5		5
Recreation Supervisor	City of Lancaster	\$ 61,932			Equal to	HS or GED				1		1
Recreation & Events Manager	City of Marysville	\$ 66,191	\$ 50,000	\$ 75,000						1		1
Parks and Recreation Supervisor	City of Powell	\$ 61,615	\$ 50,152	\$ 63,984	Equal to	Associate	3			1		1
Recreation Superintendent	City of Reynoldsburg	\$ 70,366	\$ 58,240	\$ 91,250	Equal to	Bachelor	3			1		1
Recreation Supervisor	City of Upper Arlington	\$ 68,319	\$ 57,978	\$ 81,169	Equal to	Bachelor	1			4		4
Program Supervisor	City of Westerville	\$ 61,121	\$ 53,685	\$ 75,067								
Recreation Superintendent	City of Whitehall	\$ 76,199	\$ 54,080	\$ 76,190	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
Program Coordinator	Licking County	\$ 50,898								2		2
Parks & Recreation Technician	Madison Township	\$ 41,600			Equal to					1		1
Parks, Maintenance and Facilities Laborer	Orange Township	\$ 47,561				HS or GED	5		1	1		2
Recreation Leader	Prairie Township	\$ 45,000				HS or GED				1		1
Recreation Supervisor 2	Prairie Township	\$ 51,625				Bachelor				1		1
Lifeguard I (Total 12 seasonal Lifeguards combined I. II. III)	Village of Minerva Park		\$ 4,800	\$ 5,760			0-1 year					
Lifeguard II	Village of Minerva Park		\$ 5,765	\$ 6,720			2-3 years					
Lifeguard III	Village of Minerva Park		\$ 6,725	\$ 7,680			4 + years					
Pool Office Staff	Village of Minerva Park		\$ 5,280	\$ 6,240				4				4
Pool Manager (15 weeks)	Village of Minerva Park		\$ 9,000	\$ 12,000				1				1
Pool Maintenance Worker	Village of Minerva Park		\$ 5,760	\$ 7,200				2				2
Recreation Assistant	Village of Plain City	\$ 45,469	\$ 41,642	\$ 60,382		HS or GED				1		1
Recreation & Special Events Manager	Village of West Jefferson		\$ 41,891	\$ 52,208						1		1
Recreation & Special Events Coordinator - PT	Village of West Jefferson		\$ 8,745	\$ 10,900					1			1
Pool Employees	Village of West Jefferson		\$ 1,910	\$ 2,430					23			23
	AVERAGES	\$ 56,669	\$ 36,061	\$ 52,207								



Salaries Broken Down by Title

Parks & Recreation (Con't.)												
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				Greater than		3; Commercial Applicator License issues by OH Dept. of Agriculture					
City Horticulturist	City of Dublin	\$ 72,994	\$ 53,600	\$ 78,700		Bachelor	3					
Horticulturist	City of Gahanna	\$ 56,784	\$ 56,799	\$ 70,232	Equal to	HS or GED	5			1		1
Horticulturist	City of Reynoldsburg	\$ 58,697	\$ 42,744	\$ 61,256	Equal to	Associate	3			1		1
Horticulture Supervisor	City of Upper Arlington	\$ 73,001	\$ 57,978	\$ 81,169	Equal to	Associate	2			1		1
Parks Manager	City of Westerville	\$ 80,995	\$ 68,598	\$ 102,939								
Natural Resources Manager	Delaware County	\$ 69,248								1		1
Assistant Naturalist	Fairfield County	\$ 37,097								1		1
Landscape Foreman	Franklin County - Board of Commissioners	\$ 43,347	\$ 43,347	\$ 60,694	Equal to	HS or GED	3			1		1
	AVERAGES	\$ 61,520	\$ 53,844	\$ 75,832								

Urban Forester	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	Seasonal Employee	P/T Employee	F/T Employee	Intern Appr.	# of Employs
Urban Forester	City of Canal Winchester	\$ 47,840	\$ 69,243		Equal to					1		1
City Forester	City of Columbus						3 yrs. managerial including 2 yrs. supervisory; Valid Arborist Cert. or Arborist Municipal Special Cert. by Internal Society of Arboriculture.					
City Forester	City of Dublin	\$ 71,472	\$ 53,600	\$ 78,700	Equal to	Bachelor	3					1
City Forester	City of Gahanna	\$ 70,232	\$ 59,277	\$ 72,982	Equal to	Associate	3			1		1
Urban Forestry Specialist	City of Grove City	\$ 80,974	\$ 54,932	\$ 94,993	Equal to							1
City Forester	City of Hilliard	\$ 73,542	\$ 49,271	\$ 95,383	Equal to	Bachelor	2			1		1
Forester	City of Lancaster	\$ 58,675			Equal to	HS or GED				1		1
Urban Forester	City of Marysville	\$ 65,021	\$ 54,199	\$ 65,014						1		1
City Forester	City of New Albany		\$ 61,284	\$ 77,445						1		1
Parks Manager	City of Westerville	\$ 80,995	\$ 68,598	\$ 102,939								
	AVERAGES	\$ 68,594	\$ 58,801	\$ 83,922								





Salaries Broken Down by Title

Human Resources												
Human Resources VP or Director of Human Resources	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 / Safety Director	City of Circleville	\$ 77,476	\$ 60,749	\$ 78,977	Equal to	Bachelor	5			1		1
Director of Human Resources (U)	City of Columbus	\$ 179,587	\$ 123,968	\$ 206,586	Equal to		Unclassified			1		1
Director of Human Resources	City of Dublin	\$ 119,407	\$ 91,400	\$ 134,100	Equal to	Bachelor	5					
Director of Administrative Services	City of Gahanna	\$ 113,714	\$ 100,672	\$ 140,941	Equal to	Bachelor	4			1		1
Director of Human Resources	City of Groveport	\$ 80,000	\$ 66,321	\$ 106,589						1		1
Chief People Officer	City of Hilliard	\$ 110,000	\$ 82,527	\$ 146,256	Equal to	Bachelor	5			1		1
Director of Human Resources	City of Lancaster	\$ 80,226	\$ 70,866	\$ 92,768	Equal to	Bachelor				1		1
Director of Human Resources	City of Marysville	\$ 103,995	\$ 95,000	\$ 125,000						1		
Director of Human Resources	City of Reynoldsburg	\$ 101,150	\$ 77,880	\$ 116,480	Equal to	Bachelor	5			1		1
Director of Human Resources	City of Upper Arlington	\$ 114,105	\$ 97,740	\$ 136,835	Equal to	Bachelor	5			1		1
Human Resources Manager	City of Westerville	\$ 115,627	\$ 83,034	\$ 124,509								
Director of Human Resources	City of Whitehall	\$ 87,381	\$ 80,142	\$ 99,590	Equal to	Bachelor	5			1		1
Personnel Director	City of Worthington	\$ 107,855			Equal to					1		1
Director of Human Resources	Delaware County	\$ 97,000	\$ 94,094	\$ 126,568	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	\$ 137,010	\$ 90,667	\$ 126,942	Greater than	Master	7			1		1
Human Resources Director	Licking County	\$ 77,459			No match	Bachelor	4			1		1
Human Resources Director	Mifflin Township	\$ 79,801	\$ 69,243	\$ 90,646						1		1
Human Resources Director	Prairie Township	\$ 70,000				Bachelor				1		1
Human Resources Manager	Washington Township	\$ 103,996	\$ 81,117	\$ 126,875	Equal to	Bachelor	5			1		1
	AVERAGES	\$ 103,154	\$ 85,066	\$ 124,758								



Salaries Broken Down by Title

Human Resources (Con't.)												
Assistant HR Manager	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	Seasonal Employee	P/T Employee	F/T Employee	Intern Appr.	# of Employs
Deputy Director (U)	City of Columbus	\$ 148,096	\$ 103,230	\$ 154,733	Equal to		Unclassified			1		1
Human Resources Manager	City of Dublin	\$ 92,731	\$ 78,100	\$ 114,500	Equal to	Bachelor	5					
Human Resources Manager	City of Gahanna	\$ 81,994	\$ 79,747	\$ 111,634	Equal to	Bachelor	4			1		1
Human Resources Coordinator	City of Grove City	\$ 85,072	\$ 54,932	\$ 94,993	Greater than							1
Human Resource Assistant	City of Marysville	\$ 68,164	\$ 60,000	\$ 85,000						1		
Human Resources Manager	City of Worthington	\$ 76,975	\$ 61,153	\$ 76,975	Equal to					1		1
Human Resources Specialist	City of Upper Arlington	\$ 64,206	\$ 51,600	\$ 72,240	Equal to	HS or GED	2			1		1
Assistant Director of Human Resources	Franklin County - Board of Commissioners	\$ 104,957	\$ 77,979	\$ 109,200	Equal to	Bachelor	9			1		1
Assistant Human Resources Director	Licking County	\$ 59,155			No match	Bachelor	2			1		1
	AVERAGES	\$ 86,817	\$ 70,843	\$ 102,409								

Training Manager	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	Seasonal Employee	P/T Employee	F/T Employee	Intern Appr.	# of Employs
Training Manager	City of Columbus	\$ 114,816	\$ 80,538	\$ 120,786	Equal to		5			1		1
Talent Development Manager	City of Dublin	\$ 88,866	\$ 70,400	\$ 103,200	Equal to	Bachelor	5					
Records Liaison / Human Resources	Fairfield County	\$ 42,390	\$ 41,558	\$ 68,557		Bachelor	2			1		1
Senior Human Resources Administrator - Training	Franklin County - Board of Commissioners	\$ 67,954	\$ 63,710	\$ 89,211	Equal to	Bachelor	6			1		1
Talent Coordinator	Licking County	\$ 59,155			No match	Bachelor	2			1		1
Training Manager	Washington Township	\$ 106,110			Equal to	Associate	5			1		1
	AVERAGES	\$ 79,882	\$ 64,052	\$ 95,439								

HR 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
Human Resources Coordinator	City of Canal Winchester	\$ 58,126	\$ 47,382	\$ 68,869	Greater than					1		1
Human Resources Administrator	City of Gahanna	\$ 64,085	\$ 63,170	\$ 55,442	Equal to	Bachelor	4			2		2
Human Resources Specialist	City of Hilliard	\$ 65,449	\$ 39,416	\$ 74,717	Less than	HS or GED	5			1		1
Senior Human Resources Administrator	Franklin County - Board of Commissioners	\$ 65,894	\$ 63,710	\$ 89,211	Equal to	Bachelor	6			1		1
Billing Specialist	Licking County	\$ 45,822			No match	Associate	1			1		1
Senior Human Resources Manager	Orange Township	\$ 85,490				Bachelor	5			1		1
Human Resources Officer	City of New Albany		\$ 99,285	\$ 124,106						1		1
	AVERAGES	\$ 64,144	\$ 62,593	\$ 82,469								



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 Wellness Manager	City of Columbus	\$ 101,504	\$ 91,146	\$ 136,760	Equal to		5			1		1
Risk & Wellness Coordinator	Delaware County	\$ 70,771	\$ 52,596	\$ 73,570	Greater than	Associate	4			1		1
Human Resources Benefit System Specialist	Fairfield County	\$ 62,130	\$ 52,229	\$ 91,416		Master	5			1		1
Assistant Director of Benefits & Wellness	Franklin County - Board of Commissioners	\$ 103,542	\$ 77,979	\$ 109,200	Greater than	Bachelor	5			1		1
Benefits Manager	Licking County	\$ 54,621			No match	Bachelor	2			1		1
	AVERAGES	\$ 78,514	\$ 68,487	\$ 102,736								
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	\$ 56,222	\$ 38,896	\$ 61,630	Equal to		3			77		77
Administrative Support II	City of Dublin	\$ 56,450	\$ 41,900	\$ 61,400		HS or GED	3					8
Human Resources Assistant	City of Gahanna	\$ 53,747	\$ 47,195	\$ 66,082	Equal to	HS or GED	3			1		1
Human Resources Assistant	City of Lancaster	\$ 54,413	\$ 45,947	\$ 60,736	Equal to	HS or GED				1		1
Human Resource Coordinator	City of Marysville	\$ 52,000	\$ 50,000	\$ 75,000								
Human Resources Technician / Recruiter	Delaware County	\$ 44,658	\$ 38,291	\$ 53,300	Greater than	Associate	2			1		1
Human Resources Assistant	Fairfield County	\$ 35,543	\$ 34,341	\$ 54,954		HS or GED	2			1		1
Executive Assistant	Franklin County - Board of Commissioners	\$ 61,214	\$ 48,901	\$ 68,453	Equal to	Associate	5			1		1
Administrative Assistant	Licking County	\$ 36,400			No match	Associate	1			1		1
	AVERAGES	\$ 50,072	\$ 43,184	\$ 62,694								
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	\$ 70,138	\$ 61,090	\$ 91,624	Equal to		2			28		28
Human Resources Business Partner	City of Dublin	\$ 73,017	\$ 61,200	\$ 89,800	Equal to	Bachelor	3					3
Human Resources Generalist	City of Groveport	\$ 56,000	\$ 44,574	\$ 71,646						1		1
Human Resources Generalist PT	City of Hilliard	\$ 32,436			Equal to	Bachelor	3		1			1
Human Resources Business Partner	City of Powell	\$ 78,671	\$ 60,795	\$ 76,759	Equal to	Bachelor	5 to 8			1		1
Human Resources Coordinator	City of Westerville	\$ 62,712	\$ 56,659	\$ 84,968								
Human Resources Generalist	City of Whitehall	\$ 61,800	\$ 51,376	\$ 65,458	Equal to	Bachelor	3			1		1
Human Resources Coordinator	Delaware County	\$ 62,580	\$ 52,596	\$ 73,570	Greater than	Bachelor	3			3		3
Human Resources Officer 2	Fairfield County	\$ 55,016	\$ 47,786	\$ 82,160		Bachelor	5			1		1
Human Resources Officer	Franklin County - Board of Commissioners	\$ 48,422	\$ 45,718	\$ 64,002	Equal to	Associate	3			2		2
Office Coordinator	Licking County	\$ 49,858			No match	Bachelor	1			1		1
Human Resources Intern	Orange Township	\$ 20,800									1	1
	AVERAGES	\$ 55,954	\$ 53,533	\$ 77,776								



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 (U)	City of Columbus		\$ 140,296	\$ 233,854	Equal to		Unclassified			1		1
Director of Information Technology	City of Dublin	\$ 119,538	\$ 91,400	\$ 134,100	Equal to	Bachelor	3					1
Manager of Information Technology	City of Gahanna	\$ 95,014	\$ 89,606	\$ 125,424	Equal to	Bachelor	4			1		1
Director of Information Technology	City of Grandview Heights	\$ 124,426	\$ 90,000	\$ 146,000	Equal to				1			1
Director of Information Technology	City of Grove City	\$ 120,120	\$ 96,033	\$ 138,715	Greater than							1
Director of Information Technology	City of Groveport	\$ 76,000	\$ 71,858	\$ 115,499						1		1
Director of Information Technology	City of Hilliard	\$ 133,951	\$ 82,527	\$ 146,256	Equal to	Bachelor	4			1		1
Chief Information Officer	City of Lancaster	\$ 99,720	\$ 79,477	\$ 103,958	Equal to	Bachelor				1		1
Information Technology Director	City of Marysville	\$ 102,238	\$ 95,000	\$ 125,000						1		
Information Technology Manager	City of New Albany		\$ 64,716	\$ 90,602						1		1
Director of Information Technology	City of Upper Arlington	\$ 117,500	\$ 116,124	\$ 170,816	Equal to	Bachelor	6			1		1
Director of Information Technology	City of Westerville	\$ 136,594	\$ 96,658	\$ 154,669								
Director of Information Technology	City of Whitehall	\$ 102,482	\$ 80,142	\$ 108,160	Equal to	HS or GED	3			1		1
Director of Information Technology	City of Worthington	\$ 136,429			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	\$ 112,528	\$ 84,323	\$ 118,061	Equal to	Bachelor	5			1		1
Manager	Licking County	\$ 85,322				Bachelor	2			1		1
Director of Information Technology	Mifflin Township	\$ 124,030	\$ 124,030	\$ 124,030						1		1
Information Technology Manager	Village of West Jefferson		\$ 72,758	\$ 90,667						1		1
	AVERAGES	\$ 110,733	\$ 89,895	\$ 131,481								

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	\$ 113,963	\$ 91,146	\$ 136,760	Equal to		4			7		7
Information Technology Project Leader	City of Dublin	\$ 88,495	\$ 70,400	\$ 103,200	Equal to	Bachelor	3					2
Applications Manager	City of Westerville	\$ 126,485	\$ 91,354	\$ 137,093								
Project Manager / Senior Programmer	Delaware County	\$ 76,694								1		1
Information Technology Project Manager	Franklin County - Board of Commissioners	\$ 72,987	\$ 60,549	\$ 84,760	Equal to	Bachelor	5			1		1
	AVERAGES	\$ 95,725	\$ 78,362	\$ 115,453								

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
Information Technology Manager	City of Bexley	\$ 84,573	\$ 78,062	\$ 97,577	Equal to	Bachelor				1		1
Network Operations Manager	City of Dublin	\$ 110,548	\$ 78,100	\$ 114,500	Equal to	Bachelor	3					1
Senior Systems Engineer	Delaware County	\$ 117,112								2		2
	AVERAGES	\$ 104,077	\$ 78,081	\$ 106,039								



Salaries Broken Down by Title

Information Technology (Con't.)												
Sr. Systems Programmer	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	Seasonal Employee	P/T Employee	F/T Employee	Intern Appr.	# of Employs
Information Systems Analyst	City of Columbus	\$ 84,822	\$ 68,453	\$ 102,669	Equal to		2			6		6
Systems Administrator	City of Gahanna	\$ 74,547	\$ 63,170	\$ 88,442	Equal to	Associate	3			1		1
Information Technology Specialist	City of Grandview Heights	\$ 75,000	\$ 65,000	\$ 82,000	Equal to				1			1
Information Technology Support Analyst	City of Hilliard	\$ 64,688	\$ 49,271	\$ 95,383	Equal to	Associate	2			1		1
Information Technology Systems Administrator	City of Marysville	\$ 88,916	\$ 70,000	\$ 95,000						1		
Applications Engineer	City of Upper Arlington	\$ 89,456	\$ 69,053	\$ 96,674	Equal to	Bachelor	5			1		1
DBA Programmer	City of Westerville	\$ 104,156	\$ 75,442	\$ 113,277								
Systems Administrator	City of Whitehall	\$ 74,963	\$ 60,008	\$ 79,040	Equal to	HS or GED	2			1		1
Systems Administrator	Fairfield County	\$ 66,674	\$ 52,228	\$ 91,416		Bachelor	1			1		1
Programmer / Analyst 5	Franklin County - Board of Commissioners	\$ 73,819	\$ 63,710	\$ 89,211	Equal to	Bachelor	5			4		4
Senior Programmer/Analyst	Licking County	\$ 68,619				Bachelor	3			2		2
	AVERAGES	\$ 78,696	\$ 63,633	\$ 93,311								
Database Analyst	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	Seasonal Employee	P/T Employee	F/T Employee	Intern Appr.	# of Employs
Systems Engineer	City of Westerville	\$ 90,695	\$ 75,442	\$ 113,277								
Information Technology Technician	City of Worthington	\$ 79,919	\$ 63,413	\$ 79,919	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	\$ 79,693	\$ 62,113	\$ 91,785								
Supervisor, Data Entry	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	Seasonal Employee	P/T Employee	F/T Employee	Intern Appr.	# of Employs
Data Management Coordinator	City of Columbus	\$ 95,243	\$ 71,718	\$ 107,640	Greater than		5			5		5
	AVERAGES	\$ 95,243	\$ 71,718	\$ 107,640								





Salaries Broken Down by Title

Information Technology (Con't.)												
Data Processing/Help Desk Spec.	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	Seasonal Employee	P/T Employee	F/T Employee	Intern Appr.	# of Employs
Information Technology Service Desk Representative	City of Columbus	\$ 58,074	\$ 48,693	\$ 73,050	Equal to		1			3		3
Information Technology Support Services Analyst	City of Dublin	\$ 61,973	\$ 53,600	\$ 78,700	Equal to	Associate	3					2
Information Technology Support Specialist	City of Gahanna	\$ 59,155	\$ 47,195	\$ 66,082	Equal to	Associate	2			1		1
Information Technology Support Analyst	City of Hilliard	\$ 54,631	\$ 49,271	\$ 95,383	Equal to	Associate	2			1		1
Information Technology Specialist	City of Lancaster	\$ 42,848	\$ 42,848	\$ 56,701	Equal to	Associate				1		1
Information Technology Network Technician	City of Marysville	\$ 65,915	\$ 50,000	\$ 85,000						2		
Information Technology Support Specialist	City of New Albany		\$ 55,336	\$ 69,680						1		
Systems Administrator	City of Upper Arlington	\$ 67,681	\$ 69,053	\$ 96,674	Equal to	HS or GED	2			1		1
User Support Analyst	City of Westerville	\$ 66,560	\$ 48,838	\$ 68,494								
Information Technology Technician	City of Whitehall	\$ 63,710	\$ 47,507	\$ 71,760	Equal to	HS or GED	1			2		2
Help Desk Specialist	City of Worthington	\$ 71,198	\$ 56,632	\$ 71,198	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 Technician	Licking County	\$ 57,595				Associate	1			7		7
	AVERAGES	\$ 58,980	\$ 50,162	\$ 73,329								

Programmer	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	Seasonal Employee	P/T Employee	F/T Employee	Intern Appr.	# of Employs
Programmer Analyst	City of Columbus	\$ 70,699	\$ 68,453	\$ 102,669	Greater than		1			1		1
Information Technology Data Security Analyst	Fairfield County	\$ 65,354	\$ 47,486	\$ 82,160	Greater than	Bachelor	1			1		1
Programmer / Analyst 3	Franklin County - Board of Commissioners	\$ 60,258	\$ 57,366	\$ 80,330	Equal to	Bachelor	3			1		1
	AVERAGES	\$ 65,437	\$ 57,769	\$ 88,386								

Database Manager	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	Seasonal Employee	P/T Employee	F/T Employee	Intern Appr.	# of Employs
Database Administrator	City of Columbus	\$ 112,195	\$ 85,842	\$ 128,752	Equal to		3			2		2
Network Administrator	City of Gahanna	\$ 90,148	\$ 75,234	\$ 105,310	Equal to	Bachelor	5			1		1
Information Technology Administrator	City of Hilliard	\$ 97,267	\$ 80,064	\$ 135,127	Greater than	Bachelor	2			1		1
Network Operations Manager	City of Westerville	\$ 130,395	\$ 91,354	\$ 137,093								
Systems Engineer	City of Worthington	\$ 90,160	\$ 68,812	\$ 90,160	Equal to					1		1
Systems Analyst	Delaware County	\$ 68,583								1		1
Security Administrator	Franklin County - Board of Commissioners	\$ 52,166	\$ 45,718	\$ 64,002	Equal to	HS or GED	3			1		1
	AVERAGES	\$ 91,559	\$ 74,504	\$ 110,074								



Salaries Broken Down by Title

Information Technology (Con't.)												
GIS 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
GIS Manager	City of Columbus	\$ 91,270	\$ 71,718	\$ 107,640	Equal to		3			5		5
Data Manager	City of Dublin	\$ 94,275	\$ 78,100	\$ 114,500	Equal to	Bachelor	3					1
GIS Administrator	City of Gahanna	\$ 74,589	\$ 66,955	\$ 93,746	Equal to	Bachelor	6			1		1
GIS Administrator	City of Grove City	\$ 80,974	\$ 54,932	\$ 94,993	Equal to							1
GIS Administrator	City of Hilliard	\$ 83,640	\$ 49,271	\$ 95,383	Equal to	Bachelor	3			1		1
GIS Manager	City of Lancaster		\$ 66,747	\$ 87,526	Equal to	Bachelor				1		1
GIS Coordinator	City of Marysville	\$ 75,984	\$ 60,000	\$ 85,000						1		
GIS Specialist	City of New Albany		\$ 64,716	\$ 90,602						1		1
GIS Administrator	City of Upper Arlington	\$ 82,904	\$ 65,144	\$ 91,202	Equal to	Associate	3			1		1
GIS Director	Delaware County	\$ 128,068								1		1
	AVERAGES	\$ 88,963	\$ 64,176	\$ 95,621								
GIS Specialist II	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
GIS Technician	City of Columbus	\$ 64,085	\$ 54,496	\$ 81,723	Equal to		2			16		16
GIS Analyst	City of Grove City	\$ 60,944	\$ 48,526	\$ 83,907	Equal to							1
GIS Specialist II	City of Hilliard	\$ 63,442	\$ 43,112	\$ 83,461	Equal to	Associate	2			1		1
Systems/GIS Analyst II	City of Westerville	\$ 72,800	\$ 48,838	\$ 68,494								
GIS Technician	Delaware County	\$ 48,194								1		1
	AVERAGES	\$ 61,893	\$ 48,743	\$ 79,396								
GIS Specialist III	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
GIS Analyst	City of Columbus	\$ 76,356	\$ 68,453	\$ 102,669	Equal to		2			16		16
	AVERAGES	\$ 76,356	\$ 68,453	\$ 102,669								
GIS Specialist IV	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	Seasonal Employee	P/T Employee	F/T Employee	Intern Appr.	# of Employs
Senior Data Analyst	City of Dublin	\$ 88,412	\$ 70,400	\$ 103,200	Equal to	Bachelor	1					2
GIS Manager	Franklin County - Board of Commissioners	\$ 65,354	\$ 54,205	\$ 75,878	Equal to	Bachelor	3			1		1
	AVERAGES	\$ 76,883	\$ 62,303	\$ 89,539								





Salaries Broken Down by Title

Public Affairs/Communication												
Director Public Affairs	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	Seasonal Employee	P/T Employee	F/T Employee	Intern Appr.	# of Employs
Director Communications and Public Information	City of Dublin	\$ 119,428	\$ 91,400	\$ 134,100	Equal to	Bachelor	5					1
Director Community Affairs	City of Groveport	\$ 84,677	\$ 55,458	\$ 89,128						1		1
Director Community Relations	City of Hilliard	\$ 115,895	\$ 82,527	\$ 146,256	Equal to	Bachelor				1		1
Chief Communications and Marketing Officer	City of New Albany		\$ 99,285	\$ 124,106						1		1
Community Relations and Marketing Manager	City of Powell	\$ 78,000	\$ 70,461	\$ 87,577	Equal to	Bachelor	5			1		1
Director Community Affairs	City of Upper Arlington	\$ 119,085	\$ 97,740	\$ 136,835	Equal to	Bachelor	4			1		1
Director of Public Affairs	City of Westerville	\$ 128,960	\$ 75,442	\$ 113,277								
Director of Public Affairs	Franklin County - Board of Commissioners	\$ 107,786	\$ 71,635	\$ 100,318	Equal to	Bachelor	7			1		1
	AVERAGES	\$ 107,690	\$ 80,493	\$ 116,450								

Director, Public Relations	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	Seasonal Employee	P/T Employee	F/T Employee	Intern Appr.	# of Employs
Business & Community Relations Officer	City of Grove City	\$ 108,659	\$ 78,478	\$ 121,326	Equal to							1
Community Relations Administrator	City of Hilliard	\$ 70,949	\$ 49,271	\$ 95,383	Equal to	Bachelor				2		2
Communications Director	City of Worthington	\$ 80,740			Equal to					1		1
	AVERAGES	\$ 86,783	\$ 63,875	\$ 108,355								

Public Information Director	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	Seasonal Employee	P/T Employee	F/T Employee	Intern Appr.	# of Employs
Director of Outreach and Engagement	City of Dublin	\$ 107,794	\$ 84,200	\$ 123,400	Equal to	Bachelor	3					1
Public Information Officer	City of Gahanna	\$ 80,018	\$ 66,955	\$ 93,746	Equal to	Bachelor	3			1		1
Public Information Officer	City of New Albany		\$ 64,716	\$ 90,602						1		1
Director of Communications	Delaware County	\$ 91,520	\$ 80,983	\$ 109,512	Equal to	Bachelor	5			1		1
Public Information Officer	Mifflin Township	\$ 40,599	\$ 37,115	\$ 45,331					1			1
Communications Manager	Washington Township	\$ 97,760	\$ 76,920	\$ 120,311	Equal to	Bachelor	5			1		1
	AVERAGES	\$ 83,538	\$ 68,482	\$ 97,150								



Salaries Broken Down by Title

Public Affairs/Communication (Con't.)												
Community Relations Specialist	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	Seasonal Employee	P/T Employee	F/T Employee	Intern Appr.	# of Employs
Community Relations Coordinator	City of Columbus	\$ 65,520	\$ 54,496	\$ 81,723	Greater than		2			12		12
Volunteer Resources Coordinator	City of Dublin	\$ 61,271	\$ 47,500	\$ 69,600	Equal to	Bachelor	1					1
Business & Community Relations Specialist	City of Grove City	\$ 61,900	\$ 48,526	\$ 83,907	Equal to							2
Executive Assistant	City of Groveport	\$ 50,357	\$ 41,859	\$ 67,297						1		1
Community Relations Specialist	City of Hilliard	\$ 60,282	\$ 43,112	\$ 83,461	Greater than	Bachelor				1		1
Communications Director	City of Marysville	\$ 74,189	\$ 70,000	\$ 95,000						1		
Community Affairs Manager	City of Upper Arlington	\$ 68,016	\$ 54,697	\$ 76,576	Equal to	Bachelor	1			1		1
Services Coordinator	City of Westerville	\$ 68,848	\$ 53,685	\$ 75,067								
Community Relations Manager	Franklin County - Board of Commissioners	\$ 51,022	\$ 51,022	\$ 71,448	Equal to	Bachelor	3			1		1
Communications Specialist	Madison Township	\$ 38,771			Equal to					1		1
Community Safety Educator	Washington Township	\$ 49,415	\$ 47,057	\$ 73,602	Equal to	HS or GED	3			1		1
										1		1
	AVERAGES	\$ 59,054	\$ 51,195	\$ 77,768								
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	\$ 71,344	\$ 48,693	\$ 73,050			3			1		1
Digital and Graphic Designer	City of Dublin	\$ 64,736	\$ 53,600	\$ 78,700	Equal to	Bachelor	1					1
Web Content Graphic Design Specialist	City of Hilliard	\$ 57,007	\$ 39,416	\$ 74,717	Equal to	Associate				1		1
Digital Media Specialist	City of Westerville	\$ 75,067										
Graphic Designer	Franklin County - Board of Commissioners	\$ 47,840	\$ 40,165	\$ 56,222	Equal to	Bachelor	3			1		1
	AVERAGES	\$ 63,199	\$ 45,468	\$ 70,672								
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
Communications and Community Affairs Manager	City of Bexley	\$ 57,470	\$ 53,300	\$ 78,351	Equal to					1		1
Public Relations Specialist I	City of Columbus	\$ 55,494	\$ 48,693	\$ 73,050	Equal to					3		3
Public Relations Specialist II	City of Columbus	\$ 82,077	\$ 68,453	\$ 102,669	Equal to		3			4		4
Public Information Officer	City of Dublin	\$ 69,359	\$ 53,600	\$ 78,700	Equal to	Bachelor	1					2
Activities Assistant II	City of Groveport	\$ 38,979	\$ 28,280	\$ 45,444						1		1
Communications Coordinator	Delaware County	\$ 66,371	\$ 52,596	\$ 73,570	Equal to	Bachelor	3					
Public Information Officer 1	Franklin County - Board of Commissioners	\$ 72,114	\$ 51,022	\$ 71,448	Equal to	Bachelor	3			2		2
	AVERAGES	\$ 63,123	\$ 50,849	\$ 74,747								



Salaries Broken Down by Title

Public Affairs/Communication (Con't.)												
Public Information/Spec Events Coord.	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	Seasonal Employee	P/T Employee	F/T Employee	Intern Appr.	# of Employs
Events & Communications Coordinator	City of Canal Winchester	\$ 53,446	\$ 44,283	\$ 62,608	Equal to					1		1
Event Administrator	City of Dublin	\$ 75,719	\$ 61,200	\$ 89,800	Equal to	Bachelor	3					3
Program Coordinator	City of Groveport	\$ 44,325	\$ 36,406	\$ 58,577						1		1
Special Events/Media Coordinator	City of Reynoldsburg	\$ 67,641	\$ 46,675	\$ 67,641	Less than	Bachelor	4			1		1
Public Relations Specialist	City of Westerville	\$ 65,000	\$ 53,685	\$ 75,067								
Public Affairs Coordinator	Delaware County	\$ 54,707	\$ 52,596	\$ 73,570	Equal to	Bachelor	5			2		2
Events and Communications Coordinator	Orange Township	\$ 49,920	\$ 44,990	\$ 54,995		Bachelor	3			1		1
Community Safety Coordinator	Washington Township	\$ 30,181	\$ 47,057	\$ 73,602	Equal to	HS or GED			1			1
	AVERAGES	\$ 55,117	\$ 48,361	\$ 69,482								

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
Digital & Brand Manager	City of Dublin	\$ 100,477	\$ 70,400	\$ 103,200	Greater than	Bachelor	5					1
Multimedia Communication	City of Dublin	\$ 81,600	\$ 61,200	\$ 89,800	Greater than	Bachelor	1					1
Marketing Manager	City of Gahanna	\$ 81,203	\$ 79,747	\$ 111,634	Equal to	Bachelor	4					
Marketing and Communications Specialist	City of Gahanna	\$ 58,344	\$ 53,040	\$ 70,034	Equal to	Associate	2			1		1
Parks & Recreation Program & Marketing Specialist	City of Whitehall	\$ 56,000	\$ 42,994	\$ 55,994	No match	HS or GED	2			1		1
Economic Development Director	Delaware County		\$ 105,727	\$ 142,480	Greater than	Master	5					
Economic Development Admin	Delaware County	\$ 87,500	\$ 80,983	\$ 109,512	Greater than	Bachelor	6			1		1
Economic Development Coordinator	Delaware County		\$ 52,596	\$ 73,570	Greater than	Bachelor	3					
	AVERAGES	\$ 77,521	\$ 68,336	\$ 94,528								



## SECTION 6

# MEDICAL, DENTAL & VISION PLANS



## SECTION 6A

### MEDICAL, DENTAL & VISION PLANS (Bargaining)

	City of Bellefontaine	City of Bexley	City of Circleville	City of Columbus
<b>2022 Health, Dental &amp; Vision Plans</b>				
<b>BARGAINING</b>				
If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.)	IAFF, OPBA		OPBA, IAFF, NUEO	AFSCME 1632, AFSCME 2191, CWA, FOP, FOP-OLC, IAFF
Do you offer medical coverage to your employees?	Yes	Yes	Yes	Yes
What type of plan do you offer?	PPO		POS / HSFA	PPO / HSFA
How many employees are enrolled in medical plan?	99			PPO 6840 / HSFA 81
Funding type?	Fully-Insured		Fully-Insured	Self-Insured
If other, please describe:				
<b>Monthly Premiums: Total Monthly Premium</b>				
Employee Only	\$518	\$9,727	\$921	\$1,588
Employee & Spouse/Domestic Partner	\$1,149	\$19,050	\$1,841	\$1,837
Employee & Children	\$896	*Range: \$13,756 to \$21,525	\$1,841	\$1,837
Employee & Family	\$1,589	*Range: \$22,226 to 30,005	\$2,577	\$1,837
<b>Monthly Premiums: Total Employer Cost</b>				
Employee Only	\$478	\$7,781	\$736	\$1,422.00
Employee & Spouse/Domestic Partner	\$1,061	\$15,240	\$1,473	\$1,422.00
Employee & Children	\$829	*Range: \$11,005 to \$17,228	\$1,473	\$1,422.00
Employee & Family	\$1,466	*Range: \$17,781 to \$24,004	\$2,062	\$1,422.00
<b>Monthly Premiums: Total Employee Cost</b>				
Employee Only	\$40	\$1,945	\$184	\$166
Employee & Spouse/Domestic Partner	\$88	\$3,810	\$368	\$415
Employee & Children	\$67	*Range: \$2,751 to \$4,307	\$368	\$415
Employee & Family	\$123	*Range: \$4,445 to \$6,001	\$515	\$415
<b>In Network Deductible:</b>				
Individual deductible	\$5,000	\$1,400	\$5,000	\$300
Family deductible	\$10,000	\$2,800	\$10,000	\$600
Coinsurance (e.g., 80/20, 70/30, etc.)	100/0	50/50	80 / 20	80 / 20
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)	100/0		\$35	\$20
Office co-payment (Specialist)	100/0		\$70	\$30
Co-payment or co-insurance (Emergency room)	100/0		\$300	\$75
Co-payment or co-insurance (Urgent Care)	100/0		\$75	\$30
Co-payment or co-insurance generic drugs (retail)	\$20		\$10	\$5
<b>In Network Deductible: (Con't.)</b>				
Co-payment or co-insurance preferred brand (retail)	\$50		\$30	\$15
Co-payment or co-insurance non-preferred drugs (retail)	\$80		\$60	\$30
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.)	\$120		\$75	\$25
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	\$210		\$150	\$60



	City of Bellefontaine	City of Bexley	City of Circleville	City of Columbus
<b>2022 Health, Dental &amp; Vision Plans</b>				
<b>BARGAINING</b>				
<b>Out-of-Network Deductible:</b>				
Individual deductible	\$15,000	\$1,700	\$10,000	\$800
Family deductible	\$30,000	\$5,400	\$20,000	\$1,600
Coinsurance (e.g., 80/20, 70/30, etc.)	70/30	50/40	30% co-ins	60 / 40
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)	70/30		30% co-ins	40% after deductible
Office co-payment (Specialist)	70/30		30% co-ins	40% after deductible
Co-payment or co-insurance (Emergency room)	100/0		30% co-ins	\$75, 20% after co-pay & deductible
Co-payment or co-insurance (Urgent Care)	70/30		30% co-ins	\$30, 40% after co-pay & deductible
Co-payment or co-insurance generic drugs (retail)	50/50		\$10	\$5
Co-payment or co-insurance preferred brand (retail)	50/50		\$30	\$15
Co-payment or co-insurance non-preferred drugs (retail)	50/50		\$60	\$30
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	50/50			\$13
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	50/50			\$25
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	50/50			\$60
Do you provide a credit/incentive to employees who opt out of medical coverage?	No	Yes	No	No
<b>Dental Coverage:</b>				
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	Yes	Yes
If yes, per person lifetime maximum?	\$1,500		\$1,500	\$1,850
If yes, what age group is covered?	Under age 19		Up to age 19	Up to age 19*
Monthly Dental Premiums if not bundled with medical plan				
<b>Total Monthly Premium</b>				
Employee only	\$20	\$453	\$23	
Employee & Spouse/Domestic Partner	\$58	\$867	\$44	
Employee & Child(ren)	\$58	\$1,025	\$90	
Employee & Family	\$58	\$1,569	\$90	
<b>Monthly Employer Cost</b>				
Employee only	\$20	\$226	\$18	
Employee & Spouse/Domestic Partner	\$58	\$434	\$35	
Employee & Child(ren)	\$58	\$513	\$72	
Employee & Family	\$58	\$785	\$72	

	City of Bellefontaine	City of Bexley	City of Circleville	City of Columbus
<b>2022 Health, Dental &amp; Vision Plans</b>				
<b>BARGAINING</b>				
<b>Monthly Employee Cost</b>				
Employee only		\$226	\$5	
Employee & Spouse/Domestic Partner		\$434	\$9	
Employee & Child(ren)		\$513	\$18	
Employee & Family		\$785	\$18	
<b>Vision Coverage:</b>				
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	No	No	No	Yes
Please provide information below if not bundled with medical				
<b>Total Monthly Premium</b>				
Employee only	\$5	\$111	\$8	
Employee & Spouse/Domestic Partner	\$10	\$221	\$15	
Employee & Child(ren)	\$11		\$15	
Employee & Family	\$16	\$356	\$24	
<b>Monthly Employer Cost</b>				
Employee only		\$55		
Employee & Spouse/Domestic Partner		\$111		
Employee & Child(ren)				
Employee & Family		\$178		
<b>Monthly Employee Cost</b>				
Employee only	\$5	\$55	\$8	
Employee & Spouse/Domestic Partner	\$10	\$111	\$15	
Employee & Child(ren)	\$11		\$15	
Employee & Family	\$16	\$178	\$24	
<b>Notes:</b>		*Range depends on Empl. plus # of Children *Range depends on Empl. plus Spouse plus # of Children		*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 Dublin	City of Gahanna	City of Grove City	City of Groveport
<b>2022 Health, Dental &amp; Vision Plans</b>				
<b>BARGAINING</b>				
If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.)	USW / FOP / OLC	United Steelworkers, FOP, FOP/OLC		Police
Do you offer medical coverage to your employees?	Yes	Yes		Yes
What type of plan do you offer?	HSFA / DCFSA	PPO / HSFA / DCFSA		PPO / HSFA / DCFSA
How many employees are enrolled in medical plan?	161 / 4	96 / 21 / 1		24 / 24
Funding type?	Self-Insured	Self-insured		Fully-Insured / Self-Insured
			HDHP with HSA- self-insured through a health care consortium	
If other, please describe:				
<b>Monthly Premiums: Total Monthly Premium</b>				
Employee Only	\$1,087	\$979	\$839	\$1,193
Employee & Spouse/Domestic Partner			\$2,174	\$3,761
Employee & Children			\$2,174	\$3,761
Employee & Family	\$2,601	\$2,495	\$2,174	\$3,761
<b>Monthly Premiums: Total Employer Cost</b>				
Employee Only	\$1,087	\$921	\$713	\$1,081
Employee & Spouse/Domestic Partner			\$1,848	\$3,408
Employee & Children			\$1,848	\$3,408
Employee & Family	\$2,601	\$2,346	\$1,848	\$3,408
<b>Monthly Premiums: Total Employee Cost</b>				
Employee Only		\$59	\$126	\$112
Employee & Spouse/Domestic Partner			\$326	\$354
Employee & Children			\$326	\$354
Employee & Family		\$150	\$326	\$354
<b>In Network Deductible:</b>				
Individual deductible	\$2,500	\$200	\$2,800	\$5,000
Family deductible	\$5,000	\$600	\$5,000	\$10,000
Coinurance (e.g., 80/20, 70/30, etc.)	85 / 15	90 / 10		pays 100% of most
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)		\$15		no charge after ded.
Office co-payment (Specialist)		\$15		no charge after ded.
Co-payment or co-insurance (Emergency room)		\$150 + 10%		no charge after ded.
Co-payment or co-insurance (Urgent Care)		10% co-insurance		no charge after ded.
Co-payment or co-insurance generic drugs (retail)		\$8		no charge after ded.
<b>In Network Deductible: (Con't.)</b>				
Co-payment or co-insurance preferred brand (retail)		\$20		no charge after ded.
Co-payment or co-insurance non-preferred drugs (retail)		\$35		no charge after ded.
Co-pay or co-insurance generic drugs (mail order- 3 mos.)		\$10		no charge after ded.
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)		\$30		no charge after ded.
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)		\$50		no charge after ded.

	City of Dublin	City of Gahanna	City of Grove City	City of Groveport
<b>2022 Health, Dental &amp; Vision Plans</b>				
<b>BARGAINING</b>				
<b>Out-of-Network Deductible:</b>				
Individual deductible	\$5,000	\$400	\$5,000	\$7,500
Family deductible	\$10,000	\$1,200	\$10,000	\$15,000
Coinsurance (e.g., 80/20, 70/30, etc.)	60 / 40	70 / 30		50%
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)		30% co-insurance		50% coinsurance
Office co-payment (Specialist)		30% co-insurance		50% coinsurance
Co-payment or co-insurance (Emergency room)		\$150 + 10%		50% coinsurance
Co-payment or co-insurance (Urgent Care)		30% co-insurance		no charge after ded.
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	
<b>Dental Coverage:</b>				
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	Yes	Yes
If yes, per person lifetime maximum?	\$2,000	\$1,500	\$1,500	\$1,000
If yes, what age group is covered?		End of year of 25th birthday	up to age 19	up to age 19
Monthly Dental Premiums if not bundled with medical plan				
<b>Total Monthly Premium</b>				
Employee only	\$60	\$97	\$97	\$32
Employee & Spouse/Domestic Partner		\$97	\$97	\$60
Employee & Child(ren)		\$97	\$97	\$112
Employee & Family	\$191	\$97	\$97	\$112
<b>Monthly Employer Cost</b>				
Employee only	\$60	\$97	\$83	\$32
Employee & Spouse/Domestic Partner		\$97	\$83	\$60
Employee & Child(ren)		\$97	\$83	\$112
Employee & Family	\$191	\$97	\$83	\$112

	City of Dublin	City of Gahanna	City of Grove City	City of Groveport
<b>2022 Health, Dental &amp; Vision Plans</b>				
<b>BARGAINING</b>				
<b>Monthly Employee Cost</b>				
Employee only			\$15	
Employee & Spouse/Domestic Partner			\$15	
Employee & Child(ren)			\$15	
Employee & Family			\$15	
<b>Vision Coverage:</b>				
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	Yes	No	No	No
Please provide information below if not bundled with medical				
<b>Total Monthly Premium</b>				
Employee only	\$10	\$28	\$24	\$9
Employee & Spouse/Domestic Partner		\$28	\$24	\$18
Employee & Child(ren)		\$28	\$24	\$18
Employee & Family		\$28	\$24	\$30
	\$28			
<b>Monthly Employer Cost</b>				
Employee only	\$10	\$28	\$20	\$9
Employee & Spouse/Domestic Partner		\$28	\$20	\$18
Employee & Child(ren)		\$28	\$20	\$18
Employee & Family		\$28	\$20	\$30
	\$28			
<b>Monthly Employee Cost</b>				
Employee only			\$4	
Employee & Spouse/Domestic Partner			\$4	
Employee & Child(ren)			\$4	
Employee & Family			\$4	
<b>Notes:</b>		*Medical plan costs varies depending on Union		

	City of Hilliard	City of Lancaster	City of Marysville	City Of New Albany
<b>2022 Health, Dental &amp; Vision Plans</b>				
<b>BARGAINING</b>				
If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.)	USW	FOP, IAFF, AFSCME	IAFF, FOP, OLC	
Do you offer medical coverage to your employees?	Yes	Yes	Yes	
What type of plan do you offer?	PPO / POS / HSFA / DCFSA	PPO	PPO / HSFA / DCFSA	
How many employees are enrolled in medical plan?		352		
Funding type?	Self-Insured	Self-Insured	Self-Insured	
	USW receives insurances from their union and the City pays the employer premium			All information from Non-bargaining tab applies here. Bargaining employees pay 15% of premium, rather than 7.5% that non-bargaining pay.
If other, please describe:				
<b>Monthly Premiums: Total Monthly Premium</b>				
Employee Only	\$930	\$825	\$1,535	\$936
Employee & Spouse/Domestic Partner	\$2,744		\$4,009	\$1,726
Employee & Children	\$2,744		\$4,009	\$2,029
Employee & Family	\$2,765	\$2,246	\$4,009	\$2,719
<b>Monthly Premiums: Total Employer Cost</b>				
Employee Only	\$790	\$701	\$1,228	\$795
Employee & Spouse/Domestic Partner	\$2,332		\$3,207	\$1,467
Employee & Children	\$2,332		\$3,207	\$1,725
Employee & Family	\$2,350	\$1,909	\$3,207	\$2,311
<b>Monthly Premiums: Total Employee Cost</b>				
Employee Only	\$139	\$124	\$307	\$140
Employee & Spouse/Domestic Partner	\$412		\$802	\$259
Employee & Children	\$412		\$802	\$304
Employee & Family	\$415	\$337	\$802	\$408
<b>In Network Deductible:</b>				
Individual deductible	\$100	\$400	\$100	\$2,500
Family deductible	\$200	\$800	\$200	\$5,000
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)	\$30	\$25	\$15	
Office co-payment (Specialist)	\$30	\$25.00	\$15	
Co-payment or co-insurance (Emergency room)	10% co-ins	\$100	\$100	
Co-payment or co-insurance (Urgent Care)	\$30	\$50	\$25	
Co-payment or co-insurance generic drugs (retail)	\$5	\$10	\$10	
<b>In Network Deductible: (Con't.)</b>				
Co-payment or co-insurance preferred brand (retail)	\$10	\$30	\$25	
Co-payment or co-insurance non-preferred drugs (retail)	\$10	\$60	\$45	
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	\$10	\$20	\$25	
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$20	\$60	\$63	
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	\$20		\$113	



	City of Hilliard	City of Lancaster	City of Marysville	City Of New Albany
<b>2022 Health, Dental &amp; Vision Plans</b>				
<b>BARGAINING</b>				
<b>Out-of-Network Deductible:</b>				
Individual deductible	\$250	\$1,000	\$200	\$5,000
Family deductible	\$500	\$2,000	\$400	\$10,000
Coinsurance (e.g., 80/20, 70/30, etc.)	70 / 30	60 / 40	60 / 40	
Lifetime maximum for medical plan			\$1,200 / \$2,400	
Office co-payment (Primary Care Physician)	30% co-insurance	\$50	40%	
Office co-payment (Specialist)	30% co-insurance	\$50	40%	
Co-payment or co-insurance (Emergency room)	covered as in network		\$100	
Co-payment or co-insurance (Urgent Care)	30% co-insurance		40%	
Co-payment or co-insurance generic drugs (retail)			\$10	
Co-payment or co-insurance preferred brand (retail)			\$25	
Co-payment or co-insurance non-preferred drugs (retail)			\$45	
Co-pay or co-insurance generic drugs (mail order- 3 mos.)				
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)				
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)				
Do you provide a credit/incentive to employees who opt out of medical coverage?	No	No	Yes	No
<b>Dental Coverage:</b>				
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	Yes	Yes
If yes, per person lifetime maximum?	\$1,500	\$2,000	\$1,000	\$1,500
If yes, what age group is covered?	Up to age 26	19	Up to age 19	Up to age 19
Monthly Dental Premiums if not bundled with medical plan				
<b>Total Monthly Premium</b>				
Employee only		\$56.00	\$34	\$97
Employee & Spouse/Domestic Partner			\$101	\$97
Employee & Child(ren)			\$101	\$97
Employee & Family		\$114.00	\$101	\$97
<b>Monthly Employer Cost</b>				
Employee only		\$47.60	\$27	\$97
Employee & Spouse/Domestic Partner			\$80	\$97
Employee & Child(ren)			\$80	\$97
Employee & Family		\$96.90	\$80	\$97

	City of Hilliard	City of Lancaster	City of Marysville	City Of New Albany
<b>2022 Health, Dental &amp; Vision Plans</b>				
<b>BARGAINING</b>				
<b>Monthly Employee Cost</b>				
Employee only		\$8.40	\$7	
Employee & Spouse/Domestic Partner			\$20	
Employee & Child(ren)			\$20	
Employee & Family		\$17	\$20	
<b>Vision Coverage:</b>				
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	Yes	No	No	No
Please provide information below if not bundled with medical				
<b>Total Monthly Premium</b>				
Employee only		\$12	\$6	\$22
Employee & Spouse/Domestic Partner		\$18	\$14	\$22
Employee & Child(ren)			\$14	\$22
Employee & Family		\$31	\$14	\$22
<b>Monthly Employer Cost</b>				
Employee only			\$6	\$22
Employee & Spouse/Domestic Partner			\$11	\$22
Employee & Child(ren)			\$11	\$22
Employee & Family			\$11	\$22
<b>Monthly Employee Cost</b>				
Employee only		\$12		
Employee & Spouse/Domestic Partner		\$18	\$3	
Employee & Child(ren)			\$3	
Employee & Family		\$31	\$3	
<b>Notes:</b>				

	City of Pataskala	City of Powell	City of Reynoldsburg	City of Upper Arlington
<b>2022 Health, Dental &amp; Vision Plans</b>				
<b>BARGAINING</b>				
If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.)	FOP, OPBA, USW			Fire, Police, Teamsters
Do you offer medical coverage to your employees?	Yes	Yes	Yes	Yes
What type of plan do you offer?	PPO / HSFA	HSFA	HSFA	HDHP / PPO / HSFA / DCFSA
How many employees are enrolled in medical plan?	26 / 11	41	141	60 / 58 / 1 / 2
Funding type?	Other	Self-Insured	Fully-Insured	Self-Insured
			We offer a high deductible health plan in which fund part of the Health Saving account \$2,000 or the \$3,300 deductible for single and \$4,000 of the \$6,600 for family coverage Once deductible is met and it is a network provider, benefits are paid at 100%.	
If other, please describe:				
<b>Monthly Premiums: Total Monthly Premium</b>				<b>PPO-HSFA-DCFSA / HDHP Rates</b>
Employee Only	\$831	\$863	\$708	\$666 / \$631
Employee & Spouse/Domestic Partner	\$1,655	\$1,811	\$1,901	\$1,399 / \$1,325
Employee & Children	\$1,606	\$1,639	\$1,901	\$1,133 / \$1,073
Employee & Family	\$2,407	\$2,586	\$1,901	\$1,866 / \$1,767
<b>Monthly Premiums: Total Employer Cost</b>				
Employee Only	\$748	\$784	\$623	\$586 / \$555
Employee & Spouse/Domestic Partner	\$1,489	\$1,646	\$1,673	\$1,232 / \$1,166
Employee & Children	\$1,446	\$1,490	\$1,673	\$997 / \$944
Employee & Family	\$2,166	\$2,351	\$1,673	\$1,642 / \$1,555
<b>Monthly Premiums: Total Employee Cost</b>				
Employee Only	\$83	\$78	\$85	\$80 / \$76
Employee & Spouse/Domestic Partner	\$166	\$165	\$228	\$168 / \$159
Employee & Children	\$163	\$149	\$228	\$136 / \$129
Employee & Family	\$241	\$235	\$228	\$224 / \$212
<b>In Network Deductible:</b>				
Individual deductible	\$2,500	\$2,800	\$3,300	\$200 / \$2,000
Family deductible	\$5,000	\$5,000	\$6,600	\$400 / \$4,000
Coinurance (e.g., 80/20, 70/30, etc.)	100	100%	\$1.00	20% / \$0.10
Lifetime maximum for medical plan		\$2,800 single / \$5,000 family		
Office co-payment (Primary Care Physician)	Deduct. then 100%	Deduct. then covered in full		\$20 / Deduct. then 10% coins
Office co-payment (Specialist)	Deduct. then 100%	Deduct. then covered in full		\$50 / Deduct. then 10% coins
Co-payment or co-insurance (Emergency room)	Deduct. then 100%	Deduct. then covered in full		\$250 / Deduct. then 10% coins
Co-payment or co-insurance (Urgent Care)	Deduct. then 100%	Deduct. then covered in full		\$25 / Deduct. then 10% coins
Co-payment or co-insurance generic drugs (retail)	Deduct. then 100%	Deduct. then covered in full	\$10.00	\$10 / Deduct. then 10% coins
<b>In Network Deductible: (Con't.)</b>				
Co-payment or co-insurance preferred brand (retail)	Deduct then 100%	Deduct. then covered in full	\$30.00	\$40 / Deduct. then 10% coins
Co-payment or co-insurance non-preferred drugs (retail)	Deduct then 100%	Deduct. then covered in full	\$50.00	\$70 / Deduct. then 10% coins
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	Deduct then 100%	Deduct. then covered in full	\$25.00	\$25 / Deduct. then 10% coins
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	Deduct then 100%	Deduct. then covered in full	\$75.00	\$100 / Deduct. then 10% coins
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	Deduct then 100%	Deduct. then covered in full	\$125.00	\$175 / Deduct. then 10% coins

	City of Pataskala	City of Powell	City of Reynoldsburg	City of Upper Arlington
<b>2022 Health, Dental &amp; Vision Plans</b>				
<b>BARGAINING</b>				
<b>Out-of-Network Deductible:</b>				
Individual deductible	\$5,000	\$5,000	\$4,600	\$400 / \$4,000
Family deductible	\$10,000	\$10,000	\$9,200	\$800 / \$8,000
Coinsurance (e.g., 80/20, 70/30, etc.)	80%	80% / 20%	\$1.00	40% / \$0.30
Lifetime maximum for medical plan		\$10,000 single / \$20,000 family		
Office co-payment (Primary Care Physician)	Deduct then 80%	Deduct. then 20%		Deduct. then 30% coins
Office co-payment (Specialist)	Deduct then 80%	Deduct. then 20%		Deduct. then 30% coins
Co-payment or co-insurance (Emergency room)	Deduct then 100%	Deduct. then covered in full		\$250 / Deduct. then 30% coins
Co-payment or co-insurance (Urgent Care)	Deduct then 80%	Deduct. then 20%		Deduct. then 30% coins
Co-payment or co-insurance generic drugs (retail)	Deduct then 100%		\$10.00	\$10 / Deduct. then 30% coins
Co-payment or co-insurance preferred brand (retail)	Deduct then 100%		\$30.00	\$40 / Deduct. then 30% coins
Co-payment or co-insurance non-preferred drugs (retail)	Deduct then 100%		\$50.00	\$70 / Deduct. then 30% coins
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	Deduct then 100%		\$25.00	None / Deduct. then 30% coins
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	Deduct then 100%		\$75.00	None / Deduct. then 30% coins
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	Deduct then 100%		\$125.00	
Do you provide a credit/incentive to employees who opt out of medical coverage?	Yes	Yes	Yes	No
<b>Dental Coverage:</b>				
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	No	Yes	Yes
If yes, per person lifetime maximum?	\$1,500		Annual \$1,500	\$2,000
If yes, what age group is covered?	Up to age 19		19	All
Monthly Dental Premiums if not bundled with medical plan				
<b>Total Monthly Premium</b>				
Employee only	\$35	\$28	\$99	\$36
Employee & Spouse/Domestic Partner	\$69	\$73	\$99	\$89
Employee & Child(ren)	\$86	\$73	\$99	\$89
Employee & Family	\$132	\$73	\$99	\$89
<b>Monthly Employer Cost</b>				
Employee only	\$31	\$27	\$92	\$36
Employee & Spouse/Domestic Partner	\$62	\$72	\$92	\$89
Employee & Child(ren)	\$77	\$72	\$92	\$89
Employee & Family	\$119	\$72	\$92	\$89

	City of Pataskala	City of Powell	City of Reynoldsburg	City of Upper Arlington
<b>2022 Health, Dental &amp; Vision Plans</b>				
<b>BARGAINING</b>				
<b>Monthly Employee Cost</b>				
Employee only	\$3	\$1	\$7	
Employee & Spouse/Domestic Partner	\$7	\$1	\$7	
Employee & Child(ren)	\$9	\$1	\$7	
Employee & Family	\$13	\$1	\$7	
<b>Vision Coverage:</b>				
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	No	No	No	No
Please provide information below if not bundled with medical				
<b>Total Monthly Premium</b>				
Employee only	\$27	\$10	\$99	\$6
Employee & Spouse/Domestic Partner	\$35	\$17	\$99	\$11
Employee & Child(ren)	\$35	\$18	\$99	\$12
Employee & Family	\$35	\$29	\$99	\$17
<b>Monthly Employer Cost</b>				
Employee only	\$24		\$92	
Employee & Spouse/Domestic Partner	\$32		\$92	
Employee & Child(ren)	\$32		\$92	
Employee & Family	\$32		\$92	
<b>Monthly Employee Cost</b>				
Employee only	\$3	\$10	\$8	\$6
Employee & Spouse/Domestic Partner	\$4	\$17	\$8	\$11
Employee & Child(ren)	\$4	\$18	\$8	\$12
Employee & Family	\$4	\$29	\$8	\$17
<b>Notes:</b>				

	City of Westerville	City of Whitehall	City of Worthington	Delaware County
<b>2022 Health, Dental &amp; Vision Plans</b>				
<b>BARGAINING</b>				
If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.)		FOP, IAFF, CWA, Dispatch, PT Dispatch		
Do you offer medical coverage to your employees?	Yes	Yes	Yes	Yes
What type of plan do you offer?	HSFA	HSFA / DCFSA	PPO	PPO
How many employees are enrolled in medical plan?		16 / 2	131	869
Funding type?	Self-Insured	Self-insured	Self-Insured	
		We offer a HDHP (high deductible health plan) with a cafeteria plan (except FOP where it is bundled) and a HSA option; we are a self-insured organization with 108 employees participating		
If other, please describe:				
<b>Monthly Premiums: Total Monthly Premium</b>				
Employee Only	\$565.71	\$891	\$937	\$859
Employee & Spouse/Domestic Partner	\$1,655.36	\$1,938		\$1,392
Employee & Children	\$1,655.36	\$1,515		\$1,544
Employee & Family	\$1,655.36	\$2,674	\$2,428	\$2,577
<b>Monthly Premiums: Total Employer Cost</b>				
Employee Only	\$84.86	\$861	\$931	\$756
Employee & Spouse/Domestic Partner	\$248.30	\$1,849		\$1,165
Employee & Children	\$248.30	\$1,455		\$1,358
Employee & Family	\$248.30	\$2,554	\$2,153	\$2,268
<b>Monthly Premiums: Total Employee Cost</b>				
Employee Only	\$480.85	\$30	\$112	\$103
Employee & Spouse/Domestic Partner	\$1,407.06	\$89		\$227
Employee & Children	\$1,407.06	\$60		\$185
Employee & Family	\$1,407.06	\$120	\$291	\$185
<b>In Network Deductible:</b>				
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 then \$30		\$20
Office co-payment (Specialist)		Deductible then \$60		\$40
Co-payment or co-insurance (Emergency room)		Deductible then \$250		\$250
Co-payment or co-insurance (Urgent Care)		Deductible then \$75		\$50
Co-payment or co-insurance generic drugs (retail)		Deductible then \$10		\$10
<b>In Network Deductible: (Con't.)</b>				
Co-payment or co-insurance preferred brand (retail)		Deductible then 20%		\$30
Co-payment or co-insurance non-preferred drugs (retail)		Deductible then 30%		\$50
Co-pay or co-insurance generic drugs (mail order- 3 mos.)		\$20		\$20
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)		\$70		\$60
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)		\$150		\$100



	City of Westerville	City of Whitehall	City of Worthington	Delaware County
<b>2022 Health, Dental &amp; Vision Plans</b>				
<b>BARGAINING</b>				
<b>Out-of-Network Deductible:</b>				
Individual deductible	\$4,000	\$6,000	\$6,000	\$1,000
Family deductible	\$8,000	\$12,000	\$12,000	\$2,000
Coinsurance (e.g., 80/20, 70/30, etc.)		30.00%	80 / 20	60 / 40
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)		Deductible then 30%		60 / 40
Office co-payment (Specialist)		Deductible then 30%		60 / 40
Co-payment or co-insurance (Emergency room)		Deductible then \$250		\$250
Co-payment or co-insurance (Urgent Care)		Deductible then 30%		60 / 40
Co-payment or co-insurance generic drugs (retail)		Deductible then \$10		
Co-payment or co-insurance preferred brand (retail)		Deductible then 20%		
Co-payment or co-insurance non-preferred drugs (retail)		Deductible then 30%		
Co-pay or co-insurance generic drugs (mail order- 3 mos.)		\$20		
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)		\$70		
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)		\$150		
Do you provide a credit/incentive to employees who opt out of medical coverage?		No	Yes	No
<b>Dental Coverage:</b>				
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?	Prior to age 19	Up to age 19	18 and under	
Monthly Dental Premiums if not bundled with medical plan				
<b>Total Monthly Premium</b>				
Employee only	\$33	\$45	\$97	\$26
Employee & Spouse/Domestic Partner	\$96	\$94	\$97	\$52
Employee & Child(ren)	\$96	\$76	\$97	\$57
Employee & Family	\$96	\$135	\$97	\$91
<b>Monthly Employer Cost</b>				
Employee only	\$33	\$40.90	\$97	\$20
Employee & Spouse/Domestic Partner	\$96	\$82.29	\$97	\$20
Employee & Child(ren)	\$96	\$68.34	\$97	\$20
Employee & Family	\$96	\$118.68	\$97	\$20

	City of Westerville	City of Whitehall	City of Worthington	Delaware County
<b>2022 Health, Dental &amp; Vision Plans</b>				
<b>BARGAINING</b>				
<b>Monthly Employee Cost</b>				
Employee only		\$4		\$6
Employee & Spouse/Domestic Partner		\$12		\$32
Employee & Child(ren)		\$8		\$37
Employee & Family		\$16		\$71
<b>Vision Coverage:</b>				
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	No	No	No	No
Please provide information below if not bundled with medical				
<b>Total Monthly Premium</b>				
Employee only	\$7	\$9	\$28	\$7
Employee & Spouse/Domestic Partner	\$20	\$19	\$28	\$14
Employee & Child(ren)	\$20	\$19	\$28	\$15
Employee & Family	\$20	\$30	\$28	\$24
<b>Monthly Employer Cost</b>				
Employee only	\$7	\$8	\$28	
Employee & Spouse/Domestic Partner	\$20	\$17	\$28	
Employee & Child(ren)	\$20	\$17	\$28	
Employee & Family	\$20	\$26	\$28	
<b>Monthly Employee Cost</b>				
Employee only		\$1		\$7
Employee & Spouse/Domestic Partner		\$2		\$14
Employee & Child(ren)		\$2		\$15
Employee & Family		\$4		\$24
<b>Notes:</b>		*these breakouts are for all unions except FOP where employee cost is \$0		

	Fairfield County	Franklin County Board of Commissioners	Licking County	Madison Township Franklin County
<b>2022 Health, Dental &amp; Vision Plans BARGAINING</b>				
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	All Unions	Fire, Police
Do you offer medical coverage to your employees?	Yes	Yes	Yes	Yes
What type of plan do you offer?	PPO / HSFA / DCFSA	PPO / HSFA / DCFSA	PPO / HSFA / DCFSA	PPO
How many employees are enrolled in medical plan?			827 / 99 / 5	63
Funding type?	Self-Insured	Self-Insured	Self-Insured	Self-Insured
		HCFA and DCFSA plans are 100% Employee Contribution		
If other, please describe:				
<b>Monthly Premiums: Total Monthly Premium</b>				
Employee Only	\$378	\$1,978	\$830	\$946
Employee & Spouse/Domestic Partner		\$1,978	\$1,740	\$2,408
Employee & Children		\$1,978		\$2,408
Employee & Family	\$902	\$1,978	\$2,300	\$2,408
<b>Monthly Premiums: Total Employer Cost</b>				
Employee Only	\$322	\$1,838	\$705	\$804
Employee & Spouse/Domestic Partner		\$1,666	\$1,479	\$2,047
Employee & Children		\$1,838		\$2,047
Employee & Family	\$766	\$1,666	\$1,955	\$2,047
<b>Monthly Premiums: Total Employee Cost</b>				
Employee Only	\$57	\$140	\$124	\$142
Employee & Spouse/Domestic Partner		\$312	\$261	\$361
Employee & Children		\$140		\$361
Employee & Family	\$135	\$312	\$345	\$361
<b>In Network Deductible:</b>				
Individual deductible	\$300	\$400	\$1,000	\$2,800
Family deductible	\$600	\$1,000	\$2,000	\$5,000
Coinurance (e.g., 80/20, 70/30, etc.)	80 / 20		80 / 20	
Lifetime maximum for medical plan			\$4,000	
Office co-payment (Primary Care Physician)	\$15	\$20	\$15	
Office co-payment (Specialist)	\$15	\$40	\$15	
Co-payment or co-insurance (Emergency room)	\$200	\$150	\$75	
Co-payment or co-insurance (Urgent Care)	\$20	\$25	\$50	
Co-payment or co-insurance generic drugs (retail)	\$4	\$5		
<b>In Network Deductible: (Con't.)</b>				
Co-payment or co-insurance preferred brand (retail)	\$25	\$25	10% of cost	
Co-payment or co-insurance non-preferred drugs (retail)	\$50	\$50	10% of cost	
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	\$10	\$13		
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$50	\$63	10% Co-Ins	
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	\$100	\$125	10% Co-Ins	

	Fairfield County	Franklin County Board of Commissioners	Licking County	Madison Township Franklin County
<b>2022 Health, Dental &amp; Vision Plans</b>				
<b>BARGAINING</b>				
<b>Out-of-Network Deductible:</b>				
Individual deductible	\$650	\$800	\$2,000	\$5,000
Family deductible	\$1,300	\$2,000	\$4,000	\$10,000
Coinsurance (e.g., 80/20, 70/30, etc.)	70 / 30	80 / 20	60 / 40	
Lifetime maximum for medical plan			\$8,000	
Office co-payment (Primary Care Physician)		80 / 20	40% Co-Ins	
Office co-payment (Specialist)	\$30	81 / 20	40% Co-Ins	
Co-payment or co-insurance (Emergency room)	\$200	\$150	\$75 Copayment	
Co-payment or co-insurance (Urgent Care)	\$20	80 / 20	40% Co-Ins	
Co-payment or co-insurance generic drugs (retail)	\$4		\$75 Copayment	
Co-payment or co-insurance preferred brand (retail)	\$25			
Co-payment or co-insurance non-preferred drugs (retail)	\$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			
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	\$100			
Do you provide a credit/incentive to employees who opt out of medical coverage?	No	No	Yes	No
<b>Dental Coverage:</b>				
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	Yes	Yes
If yes, per person lifetime maximum?	\$1,500	\$1,500	\$1,500	\$1,500
If yes, what age group is covered?	Up to age 26	Less than 19	Dependent children under 23	Up to age 19
Monthly Dental Premiums if not bundled with medical plan				
<b>Total Monthly Premium</b>				
Employee only	\$16		\$32	\$35
Employee & Spouse/Domestic Partner			\$74	\$69
Employee & Child(ren)				\$69
Employee & Family	\$38		\$105	\$130
<b>Monthly Employer Cost</b>				
Employee only	\$14		\$16	\$35
Employee & Spouse/Domestic Partner			\$37	\$69
Employee & Child(ren)				\$69
Employee & Family	\$33		\$53	\$130

	Fairfield County	Franklin County Board of Commissioners	Licking County	Madison Township Franklin County
<b>2022 Health, Dental &amp; Vision Plans</b>				
<b>BARGAINING</b>				
<b>Monthly Employee Cost</b>				
Employee only	\$2		\$16	
Employee & Spouse/Domestic Partner			\$37	
Employee & Child(ren)				
Employee & Family	\$6		\$53	
<b>Vision Coverage:</b>				
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	Yes	Yes	No	No
Please provide information below if not bundled with medical				
<b>Total Monthly Premium</b>				
Employee only	\$4		\$5	\$11
Employee & Spouse/Domestic Partner			\$11	\$22
Employee & Child(ren)				\$22
Employee & Family	\$9		\$16	\$35
<b>Monthly Employer Cost</b>				
Employee only	\$3		\$3	\$11
Employee & Spouse/Domestic Partner			\$5	\$22
Employee & Child(ren)				\$22
Employee & Family	\$8		\$8	\$35
<b>Monthly Employee Cost</b>				
Employee only	\$1		\$3	
Employee & Spouse/Domestic Partner			\$5	
Employee & Child(ren)				
Employee & Family	\$1		\$8	
<b>Notes:</b>				

	Orange Township	Perry Township	Prairie Township	Village of Buckeye Lake	Village of Granville
<b>2022 Health, Dental &amp; Vision Plans</b>					
<b>BARGAINING</b>					
If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.)	AFSCME / IAFF		Fire		FOP, AFSCME
Do you offer medical coverage to your employees?	Yes	Yes	Yes		Yes
What type of plan do you offer?	PPO / POS / HSFA / DCFSA	PPO	PPO		PPO
How many employees are enrolled in medical plan?	46 / 46 / 46 / 3	11	24		26
Funding type?	Fully-Insured	Fully-Insured	Self-Insured		Self-Insured
If other, please describe:					
Monthly Premiums: Total Monthly Premium					
Employee Only	\$976	\$6,550	\$2,204		\$1,031
Employee & Spouse/Domestic Partner	\$2,049		\$2,204		\$2,059
Employee & Children	\$1,854		\$2,204		\$2,400
Employee & Family	\$2,928	\$13,100	\$2,204		\$3,183
Monthly Premiums: Total Employer Cost					
Employee Only	\$829	\$4,978	\$1,984		\$879
Employee & Spouse/Domestic Partner	\$1,742		\$1,984		\$1,702
Employee & Children	\$1,576		\$1,984		\$1,975
Employee & Family	\$2,488	\$9,956	\$1,984		\$2,601
Monthly Premiums: Total Employee Cost					
Employee Only	\$146	\$1,572	\$220		\$151
Employee & Spouse/Domestic Partner	\$307		\$220		\$357
Employee & Children	\$278		\$220		\$425
Employee & Family	\$439	\$3,144	\$220		\$582
In Network Deductible:					
Individual deductible	\$5,000	\$6,500	\$500		\$200
Family deductible	\$10,000	\$13,100	\$1,250		\$600
Coinsurance (e.g., 80/20, 70/30, etc.)			100 / 0		90% Plan
Lifetime maximum for medical plan		Ind: \$6,500 - Fam: \$13,100			
Office co-payment (Primary Care Physician)	\$20	co-ins after deductible	\$20.00		\$15
Office co-payment (Specialist)	\$50	co-ins after deductible	\$20 - \$40		
Co-payment or co-insurance (Emergency room)	\$300	co-ins after deductible	\$150		\$150 copay, Deductable then 10%
Co-payment or co-insurance (Urgent Care)	\$75	co-ins after deductible	\$25		Deductable then 10%
Co-payment or co-insurance generic drugs (retail)	\$10	co-ins after deductible	\$5		15% with min \$7.50 Copay
In Network Deductible: (Con't.)					
Co-payment or co-insurance preferred brand (retail)	\$50	co-ins after deductible	\$25		25% with min \$20 Copay
Co-payment or co-insurance non-preferred drugs (retail)	\$90	co-ins after deductible	\$50		35% with min \$35 Copay
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	\$20	co-ins after deductible	\$13		15% with min \$10 Copay
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$100	co-ins after deductible	\$63		25% with min \$30 Copay
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	\$180	co-ins after deductible	\$125		35% with min \$50 Copay



	Orange Township	Perry Township	Prairie Township	Village of Buckeye Lake	Village of Granville
2022 Health, Dental & Vision Plans					
BARGAINING					
Out-of-Network Deductible:					
Individual deductible	\$10,000	\$13,100	\$1,000		\$400
Family deductible	\$30,000	\$26,200	\$2,500		\$1,200
Coinsurance (e.g., 80/20, 70/30, etc.)	50/50	40%	80/20		70% Plan
Lifetime maximum for medical plan		Ind: \$18,100 - Fam: \$36,200			
Office co-payment (Primary Care Physician)	50% co-insur	co-ins after deductible			Deductable then 30%
Office co-payment (Specialist)	50% co-insur	co-ins after deductible			
Co-payment or co-insurance (Emergency room)	50% co-insur	co-ins after deductible			\$150 Copay, Deductable then 10%
Co-payment or co-insurance (Urgent Care)	50% co-insur	co-ins after deductible			Deductable then 30%
Co-payment or co-insurance generic drugs (retail)	50% co-insur	co-ins after deductible			\$15
Co-payment or co-insurance preferred brand (retail)	50% co-insur	co-ins after deductible			
Co-payment or co-insurance non-preferred drugs (retail)	50% co-insur	co-ins after deductible			N/A
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	50% co-insur	co-ins after deductible			N/A
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	50% co-insur	co-ins after deductible			N/A
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	50% co-insur	co-ins after deductible			N/A
Do you provide a credit/incentive to employees who opt out of medical coverage?	Yes	No	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	Yes	Yes	No
If yes, per person lifetime maximum?	\$1,500		\$1,500		
If yes, what age group is covered?	18 and under		Under 19		
Monthly Dental Premiums if not bundled with medical plan					
Total Monthly Premium					
Employee only	\$30	\$32			
Employee & Spouse/Domestic Partner	\$57	\$60			
Employee & Child(ren)	\$108	\$60			
Employee & Family	\$108	\$1,007			
Monthly Employer Cost					
Employee only	\$30	\$32			
Employee & Spouse/Domestic Partner	\$57	\$60			
Employee & Child(ren)	\$108	\$60			
Employee & Family	\$108	\$1,007			

	Orange Township	Perry Township	Prairie Township	Village of Buckeye Lake	Village of Granville
2022 Health, Dental & Vision Plans					
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	No	No
Is your vision bundled with your medical plan?	Yes	No	Yes	No	
Please provide information below if not bundled with medical					
Total Monthly Premium					
Employee only	\$16	\$18			
Employee & Spouse/Domestic Partner	\$16	\$18			
Employee & Child(ren)	\$16	\$18			
Employee & Family	\$16	\$18			
Monthly Employer Cost					
Employee only	\$16	\$18			
Employee & Spouse/Domestic Partner	\$16	\$18			
Employee & Child(ren)	\$16	\$18			
Employee & Family	\$16	\$18			
Monthly Employee Cost					
Employee only					
Employee & Spouse/Domestic Partner					
Employee & Child(ren)					
Employee & Family					
Notes:					



## SECTION 6B

### MEDICAL, DENTAL & VISION PLANS (Non-Bargaining)

2022 Health, Dental & Vision Plans				
<b>NON-BARGAINING</b>	<b>City of Bellefontaine</b>	<b>City of Bexley</b>	<b>City of Canal Winchester</b>	<b>City of Circleville</b>
Do you offer medical coverage to your employees?	Yes	Yes	Yes	Yes
What type of plan do you offer?	PPO			POS
How many employees are enrolled in medical plan?	99			
Funding type?	Fully-Insured			Fully-Insured
			2022 - High Deductible Health Plan (HDHP) with Health Savings Account.	
If other, please describe:				
<b>Monthly Premiums: Total Monthly Premium</b>				
Employee Only	\$518	\$9,727	\$815	\$921
Employee & Spouse/Domestic Partner	\$1,149	\$19,050		\$1,841
Employee & Children	\$896	*Range: \$13,756 to \$21,525		\$1,841
Employee & Family	\$1,589	*Range: \$22,226 to 30,005	\$2,111	\$2,577
<b>Monthly Premiums: Total Employer Cost</b>				
Employee Only	\$478	\$7,781	\$815	\$736
Employee & Spouse/Domestic Partner	\$1,061	\$15,240		\$1,473
Employee & Children	\$829	*Range: \$11,005 to \$17,228		\$1,473
Employee & Family	\$1,466	*Range: \$17,781 to \$24,004	\$2,111	\$2,062
<b>Monthly Premiums: Total Employee Cost</b>				
Employee Only	\$40	\$1,945		\$184
Employee & Spouse/Domestic Partner	\$88	\$3,810		\$368
Employee & Children	\$67	*Range: \$2,751 to \$4,307		\$368
Employee & Family	\$123	*Range: \$4,445 to \$6,001		\$515
<b>In Network Deductible:</b>				
Individual deductible	\$5,000	\$1,400	\$2,800	\$5,000
Family deductible	\$10,000	\$2,800	\$5,000	\$10,000
Coinsurance (e.g., 80/20, 70/30, etc.)	100/0	50/50		80 / 20
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)	100/0			\$35
Office co-payment (Specialist)	100/0			\$70
Co-payment or co-insurance (Emergency room)	100/0			\$300
Co-payment or co-insurance (Urgent Care)	100/0			\$75
Co-payment or co-insurance generic drugs (retail)	\$20			\$10

2022 Health, Dental & Vision Plans				
<b>NON-BARGAINING</b>	<b>City of Bellefontaine</b>	<b>City of Bexley</b>	<b>City of Canal Winchester</b>	<b>City of Circleville</b>
<b>In Network Deductible: (Con't.)</b>				
Co-payment or co-insurance preferred brand (retail)	\$50			\$30
Co-payment or co-insurance non-preferred drugs (retail)	\$80			\$60
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	\$25			\$25
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$120			\$75
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	\$210			\$150
<b>Out-of-Network Deductible:</b>				
Individual deductible	\$15,000	\$1,700	\$5,000	\$10,000
Family deductible	\$30,000	\$5,400	\$10,000	\$20,000
Coinsurance (e.g., 80/20, 70/30, etc.)	70/30	50/40		
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)	70/30			30% co-ins
Office co-payment (Specialist)	70/30			30% co-ins
Co-payment or co-insurance (Emergency room)	100/0			30% co-ins
Co-payment or co-insurance (Urgent Care)	70/30			30% co-ins
Co-payment or co-insurance generic drugs (retail)	50/50			\$10
Co-payment or co-insurance preferred brand (retail)	50/50			\$30
Co-payment or co-insurance non-preferred drugs (retail)	50/50			\$60
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	50/50			
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	50/50			
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	50/50			
Do you provide a credit/incentive to employees who opt out of medical coverage?	No	Yes	Yes	No
<b>Dental Coverage:</b>				
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	Yes	Yes
If yes, per person lifetime maximum?	\$1,500			\$1,500
If yes, what age group is covered?	Under age 19			Up to age 19
Monthly Dental Premiums if not bundled with medical plan				
<b>Total Monthly Premium</b>				
Employee only	\$20	\$453	\$97	\$23
Employee & Spouse/Domestic Partner	\$58	\$867		\$44
Employee & Child(ren)	\$58	\$1,025		\$90
Employee & Family	\$58	\$1,569	\$97	\$90

2022 Health, Dental & Vision Plans				
<b>NON-BARGAINING</b>	<b>City of Bellefontaine</b>	<b>City of Bexley</b>	<b>City of Canal Winchester</b>	<b>City of Circleville</b>
<b>Monthly Employer Cost</b>				
Employee only	\$20	\$226	\$97	\$18
Employee & Spouse/Domestic Partner	\$58	\$434		\$35
Employee & Child(ren)	\$58	\$513		\$72
Employee & Family	\$58	\$785	\$97	\$72
<b>Monthly Employee Cost</b>				
Employee only		\$226		\$5
Employee & Spouse/Domestic Partner		\$434		\$9
Employee & Child(ren)		\$513		\$18
Employee & Family		\$785		\$18
<b>Vision Coverage:</b>				
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	No	No	No	No
Please provide information below if not bundled with medical				
<b>Total Monthly Premium</b>				
Employee only	\$5	\$111	\$22	\$8
Employee & Spouse/Domestic Partner	\$10	\$221		\$15
Employee & Child(ren)	\$11			\$15
Employee & Family	\$16	\$356	\$22	\$24
<b>Monthly Employer Cost</b>				
Employee only		\$55	\$22	
Employee & Spouse/Domestic Partner		\$111		
Employee & Child(ren)				
Employee & Family		\$178	\$22	
<b>Monthly Employee Cost</b>				
Employee only	\$5	\$55		\$8
Employee & Spouse/Domestic Partner	\$10	\$111		\$15
Employee & Child(ren)	\$11			\$15
Employee & Family	\$16	\$178		\$24
<b>Notes:</b>		*Range depends on Empl. plus # of Children *Range depends on Empl. plus Spouse plus # of Children		



2022 Health, Dental & Vision Plans	City of Columbus	City of Dublin	City of Gahanna	City of Grandview Heights
NON-BARGAINING				
Do you offer medical coverage to your employees?	Yes	Yes	Yes	Yes
What type of plan do you offer?	PPO	HSFA / DCFSA	PPO / HSF / DCFSA	PPO
How many employees are enrolled in medical plan?	1,015	200 / 7	56 / 4	77
Funding type?	Self-Insured	Self-Insured	Self-Insured	Fully-Insured
If other, please describe:				
Monthly Premiums: Total Monthly Premium				
Employee Only	\$1,412	\$1,087	\$770	\$2,199
Employee & Spouse/Domestic Partner	\$1,654		\$1,444	\$2,199
Employee & Children	\$1,654		\$1,593	\$2,199
Employee & Family	\$1,654	\$2,601	\$2,267	\$2,199
Monthly Premiums: Total Employer Cost				
Employee Only	\$1,250	\$1,087	\$724	\$2,042
Employee & Spouse/Domestic Partner	\$1,250		\$1,357	\$1,798
Employee & Children	\$1,250		\$1,498	\$1,798
Employee & Family	\$1,250	\$2,601	\$2,131	\$1,798
Monthly Premiums: Total Employee Cost				
Employee Only	\$162		\$46	\$157
Employee & Spouse/Domestic Partner	\$404		\$87	\$401
Employee & Children	\$404		\$96	\$401
Employee & Family	\$404		\$136	\$401
In Network Deductible:				
Individual deductible	\$300	\$2,500	\$3,000	\$500
Family deductible	\$600	\$5,000	\$6,000	\$1,250
Coinsurance (e.g., 80/20, 70/30, etc.)	80 / 20	85 / 15		100
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)	\$20			\$20
Office co-payment (Specialist)	\$30			\$20 - \$40
Co-payment or co-insurance (Emergency room)	\$75			\$150
Co-payment or co-insurance (Urgent Care)	\$30			\$25
Co-payment or co-insurance generic drugs (retail)	\$5		\$10	\$5

2022 Health, Dental & Vision Plans				
<b>NON-BARGAINING</b>	<b>City of Columbus</b>	<b>City of Dublin</b>	<b>City of Gahanna</b>	<b>City of Grandview Heights</b>
<b>In Network Deductible: (Con't.)</b>				
Co-payment or co-insurance preferred brand (retail)	\$15		\$25	\$25
Co-payment or co-insurance non-preferred drugs (retail)	\$30		\$70	\$50
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	\$13		\$25	\$13
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$25		\$50	\$63
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	\$60		\$50	\$125
<b>Out-of-Network Deductible:</b>				
Individual deductible	\$800	\$5,000	\$6,000	\$1,000
Family deductible	\$1,600	\$10,000	\$12,000	\$2,500
Coinsurance (e.g., 80/20, 70/30, etc.)	60 / 40	60 / 40	80 / 20	80 / 20
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)	\$0 co-pay, 60% of eligible exp		20% coinsurance	20%
Office co-payment (Specialist)	\$0 co-pay, 60% of eligible exp		20% coinsurance	20%
Co-payment or co-insurance (Emergency room)	\$75			20%
Co-payment or co-insurance (Urgent Care)	\$30		20% coinsurance	20%
Co-payment or co-insurance generic drugs (retail)	\$5			not covered
Co-payment or co-insurance preferred brand (retail)	\$15			not covered
Co-payment or co-insurance non-preferred drugs (retail)	\$30			not covered
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	\$13			not covered
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$25			not covered
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	\$60			not covered
Do you provide a credit/incentive to employees who opt out of medical coverage?	No	No	Yes	No
<b>Dental Coverage:</b>				
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	Yes	Yes
If yes, per person lifetime maximum?	\$1,850	\$2,000	\$1,500	\$1,500
If yes, what age group is covered?	Up to age 19*		End of calendar year of 25th birthday	Prior to Age 19
Monthly Dental Premiums if not bundled with medical plan				
<b>Total Monthly Premium</b>				
Employee only		\$60	\$97	
Employee & Spouse/Domestic Partner			\$97	
Employee & Child(ren)			\$97	
Employee & Family		\$191	\$97	

2022 Health, Dental & Vision Plans				
<b>NON-BARGAINING</b>	<b>City of Columbus</b>	<b>City of Dublin</b>	<b>City of Gahanna</b>	<b>City of Grandview Heights</b>
<b>Monthly Employer Cost</b>				
Employee only		\$60	\$97	
Employee & Spouse/Domestic Partner			\$97	
Employee & Child(ren)			\$97	
Employee & Family		\$191	\$97	
<b>Monthly Employee Cost</b>				
Employee only				
Employee & Spouse/Domestic Partner				
Employee & Child(ren)				
Employee & Family				
<b>Vision Coverage:</b>				
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	Yes	Yes	No	Yes
Please provide information below if not bundled with medical				
<b>Total Monthly Premium</b>				
Employee only		\$10	\$28	
Employee & Spouse/Domestic Partner			\$28	
Employee & Child(ren)			\$28	
Employee & Family		\$28	\$28	
<b>Monthly Employer Cost</b>				
Employee only		\$10	\$28	
Employee & Spouse/Domestic Partner			\$28	
Employee & Child(ren)			\$28	
Employee & Family		\$28	\$28	
<b>Monthly Employee Cost</b>				
Employee only				
Employee & Spouse/Domestic Partner				
Employee & Child(ren)				
Employee & Family				
<b>Notes:</b>	*treatment must begin prior to age 19 and coverage will continue to the end of treatment or until the maximum has been reached		Monthly medical plan costs vary depending on Wellness participation/Smoker/Non-Smoker; rates above reflect Wellness participation & non-smoker	

2022 Health, Dental & Vision Plans				
<b>NON-BARGAINING</b>	<b>City of Grove City</b>	<b>City of Groveport</b>	<b>City of Hilliard</b>	<b>City of Lancaster</b>
Do you offer medical coverage to your employees?	Yes	Yes	Yes	Yes
What type of plan do you offer?		PPO / HSFA / DCFSA	PPO / HSFA / DCFSA	PPO
How many employees are enrolled in medical plan?		59 / 59		352
Funding type?		Fully-Insured / Self-Insured	Self-Insured	Self-Insured
	HDHP with HSA- self-insured through a health care consortium		Hilliard offers employees a bundled premium rate that includes medical, RX, dental, and vision insurances. There aren't separate rates per insurance type. FOP and FOP/OLC are included in this plan	
If other, please describe:				
<b>Monthly Premiums: Total Monthly Premium</b>				
Employee Only	\$839	\$1,193	\$934	\$825
Employee & Spouse/Domestic Partner	\$2,174	\$3,761		
Employee & Children	\$2,174	\$3,761		
Employee & Family	\$2,174	\$3,761	\$2,711	\$2,246
<b>Monthly Premiums: Total Employer Cost</b>				
Employee Only	\$713	\$1,081	\$841	\$701
Employee & Spouse/Domestic Partner	\$1,848	\$3,408		
Employee & Children	\$1,848	\$3,408		
Employee & Family	\$1,848	\$3,408	\$2,440	\$1,909
<b>Monthly Premiums: Total Employee Cost</b>				
Employee Only	\$126	\$112	\$93	\$124
Employee & Spouse/Domestic Partner	\$326	\$354		
Employee & Children	\$326	\$354		
Employee & Family	\$326	\$354	\$271	\$337
<b>In Network Deductible:</b>				
Individual deductible	\$2,800	\$5,000	\$300	\$400
Family deductible	\$5,000	\$10,000	\$600	\$800
Coinsurance (e.g., 80/20, 70/30, etc.)		pays 100% of most	90 -10	80 / 20
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)		no charge after ded.	\$20	\$25
Office co-payment (Specialist)		no charge after ded.	\$20	\$25
Co-payment or co-insurance (Emergency room)		no charge after ded.	10% coinsurance	\$100
Co-payment or co-insurance (Urgent Care)		no charge after ded.	10% coinsurance	\$50
Co-payment or co-insurance generic drugs (retail)		no charge after ded.	\$10	\$10

2022 Health, Dental & Vision Plans				
<b>NON-BARGAINING</b>	<b>City of Grove City</b>	<b>City of Groveport</b>	<b>City of Hilliard</b>	<b>City of Lancaster</b>
<b>In Network Deductible: (Con't.)</b>				
Co-payment or co-insurance preferred brand (retail)		no charge after ded.	\$25	\$30
Co-payment or co-insurance non-preferred drugs (retail)		no charge after ded.	\$50	\$60
Co-pay or co-insurance generic drugs (mail order- 3 mos.)		no charge after ded.	\$20	\$20
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)		no charge after ded.	\$50	\$60
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)		no charge after ded.	\$100	
<b>Out-of-Network Deductible:</b>				
Individual deductible	\$5,000	\$7,500	\$600	\$1,000
Family deductible	\$10,000	\$15,000	\$1,200	\$2,000
Coinsurance (e.g., 80/20, 70/30, etc.)		50%	70-30	60 / 40
Lifetime maximum for medical plan			none	
Office co-payment (Primary Care Physician)		50% coinsurance	30% coins after ded. is met	\$50
Office co-payment (Specialist)		50% coinsurance	30% coins after ded. is met	\$50
Co-payment or co-insurance (Emergency room)		50% coinsurance	covered as in network	
Co-payment or co-insurance (Urgent Care)		no charge after ded.	30% coins after ded. is met	
Co-payment or co-insurance generic drugs (retail)			not covered	
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	No
<b>Dental Coverage:</b>				
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	Yes	Yes
If yes, per person lifetime maximum?	\$1,500	\$1,000	\$1,500	\$2,000
If yes, what age group is covered?	up to age 19	up to age 19	up to age 26	19
Monthly Dental Premiums if not bundled with medical plan				
<b>Total Monthly Premium</b>				
Employee only	\$97	\$32		\$56
Employee & Spouse/Domestic Partner	\$97	\$60		
Employee & Child(ren)	\$97	\$112		
Employee & Family	\$97	\$112		\$114

2022 Health, Dental & Vision Plans				
<b>NON-BARGAINING</b>	<b>City of Grove City</b>	<b>City of Groveport</b>	<b>City of Hilliard</b>	<b>City of Lancaster</b>
<b>Monthly Employer Cost</b>				
Employee only	\$83	\$32		\$48
Employee & Spouse/Domestic Partner	\$83	\$60		
Employee & Child(ren)	\$83	\$112		
Employee & Family		\$112		\$97
<b>Monthly Employee Cost</b>				
Employee only	\$15			\$8
Employee & Spouse/Domestic Partner	\$15			
Employee & Child(ren)	\$15			
Employee & Family	\$15			\$17
<b>Vision Coverage:</b>				
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	No	No	Yes	No
Please provide information below if not bundled with medical				
<b>Total Monthly Premium</b>				
Employee only	\$24	\$9		\$12
Employee & Spouse/Domestic Partner	\$24	\$18		\$18
Employee & Child(ren)	\$24	\$18		
Employee & Family	\$24	\$18		\$31
<b>Monthly Employer Cost</b>				
Employee only	\$20	\$9		
Employee & Spouse/Domestic Partner	\$20	\$18		
Employee & Child(ren)	\$20	\$18		
Employee & Family	\$20	\$18		
<b>Monthly Employee Cost</b>				
Employee only	\$4			\$12
Employee & Spouse/Domestic Partner	\$4			\$18
Employee & Child(ren)	\$4			
Employee & Family	\$4			\$31
<b>Notes:</b>				



2022 Health, Dental & Vision Plans				
<b>NON-BARGAINING</b>	<b>City of Marysville</b>	<b>City of New Albany</b>	<b>City of Pataskala</b>	<b>City of Powell</b>
Do you offer medical coverage to your employees?	Yes		Yes	Yes
What type of plan do you offer?	PPO / HSFA / DCFSA		PPO / HSFA	HSFA
How many employees are enrolled in medical plan?			17 / 13	41
Funding type?	Self-Insured		Other	Self-Insured
		The city is self-insured through a consortium and offers HRA and H.S.A. options. The HRA is the historically primary arrangement--the H.S.A. was offered beginning in 2020. Employees enrolled in either plan can participate in DCFSA; HRA enrollees can elect a healthcare flexible spending account in addition to the DCFSA. Currently 84 employees select HRA and 14 employees have elected H.S.A. for 98 employees total.		
If other, please describe:				
<b>Monthly Premiums: Total Monthly Premium</b>				
Employee Only	\$1,535	\$936	\$831	\$863
Employee & Spouse/Domestic Partner	\$4,009	\$1,726	\$1,655	\$1,811
Employee & Children	\$4,009	\$2,029	\$1,606	\$1,639
Employee & Family	\$4,009	\$2,719	\$2,407	\$2,586
<b>Monthly Premiums: Total Employer Cost</b>				
Employee Only	\$1,228	\$866	\$748	\$784
Employee & Spouse/Domestic Partner	\$3,207	\$1,597	\$1,489	\$1,646
Employee & Children	\$3,207	\$1,877	\$1,446	\$1,490
Employee & Family	\$3,207	\$2,515	\$2,166	\$2,351
<b>Monthly Premiums: Total Employee Cost</b>				
Employee Only	\$307	\$70	\$83	\$78
Employee & Spouse/Domestic Partner	\$802	\$129	\$166	\$165
Employee & Children	\$802	\$152	\$161	\$149
Employee & Family	\$802	\$204	\$241	\$235
<b>In Network Deductible:</b>				
Individual deductible	\$100	\$2,500	\$2,500	\$2,800
Family deductible	\$200	\$5,000	\$5,000	\$5,000
Coinsurance (e.g., 80/20, 70/30, etc.)	80 / 20		100	100%
Lifetime maximum for medical plan	\$600 / \$1,200			\$2,00 single / \$5,000 family
Office co-payment (Primary Care Physician)	\$15		Deduct then 100%	Deduct. then covered in full
Office co-payment (Specialist)	\$15		Deduct then 100%	Deduct. then covered in full
Co-payment or co-insurance (Emergency room)	\$100		Deduct then 100%	Deduct. then covered in full
Co-payment or co-insurance (Urgent Care)	\$25		Deduct then 100%	Deduct. then covered in full
Co-payment or co-insurance generic drugs (retail)	\$10		Deduct then 100%	Deduct. then covered in full

2022 Health, Dental & Vision Plans				
<b>NON-BARGAINING</b>	<b>City of Marysville</b>	<b>City of New Albany</b>	<b>City of Pataskala</b>	<b>City of Powell</b>
<b>In Network Deductible: (Con't.)</b>				
Co-payment or co-insurance preferred brand (retail)	\$25		Deduct then 100%	Deduct. then covered in full
Co-payment or co-insurance non-preferred drugs (retail)	\$45		Deduct then 100%	Deduct. then covered in full
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	\$25		Deduct then 100%	Deduct. then covered in full
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$63		Deduct then 100%	Deduct. then covered in full
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	\$113		Deduct then 100%	Deduct. then covered in full
<b>Out-of-Network Deductible:</b>				
Individual deductible	\$200	\$5,000	\$5,000	\$5,000
Family deductible	\$400	\$10,000	\$10,000	\$10,000
Coinsurance (e.g., 80/20, 70/30, etc.)	60 / 40		80%	80% / 20%
Lifetime maximum for medical plan	\$1,200 / \$2,400			\$10,000 single / \$20,000 family
Office co-payment (Primary Care Physician)	40%		Deduct then 80%	Deduct. then 20%
Office co-payment (Specialist)	40%		Deduct then 80%	Deduct. then 20%
Co-payment or co-insurance (Emergency room)	\$100		Deduct then 100%	Deduct. then covered in full
Co-payment or co-insurance (Urgent Care)	40%		Deduct then 80%	Deduct. then 20%
Co-payment or co-insurance generic drugs (retail)	\$10		Deduct then 100%	
Co-payment or co-insurance preferred brand (retail)	\$25		Deduct then 100%	
Co-payment or co-insurance non-preferred drugs (retail)	\$45		Deduct then 100%	
Co-pay or co-insurance generic drugs (mail order- 3 mos.)			Deduct then 100%	
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)			Deduct then 100%	
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)			Deduct then 100%	
Do you provide a credit/incentive to employees who opt out of medical coverage?	Yes	No	Yes	No
<b>Dental Coverage:</b>				
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	Yes	No
If yes, per person lifetime maximum?	\$1,000	\$1,500	\$1,500	
If yes, what age group is covered?	Up to age 19	Up to age 19	Up to age 19	
Monthly Dental Premiums if not bundled with medical plan				
<b>Total Monthly Premium</b>				
Employee only	\$34	\$97	\$35	\$28
Employee & Spouse/Domestic Partner	\$101	\$97	\$69	\$73
Employee & Child(ren)	\$101	\$97	\$86	\$73
Employee & Family	\$101	\$97	\$132	\$73

2022 Health, Dental & Vision Plans				
<b>NON-BARGAINING</b>	<b>City of Marysville</b>	<b>City of New Albany</b>	<b>City of Pataskala</b>	<b>City of Powell</b>
<b>Monthly Employer Cost</b>				
Employee only	\$27	\$97	\$31	\$27
Employee & Spouse/Domestic Partner	\$80	\$97	\$62	\$72
Employee & Child(ren)	\$80	\$97	\$77	\$72
Employee & Family	\$80	\$97	\$119	\$72
<b>Monthly Employee Cost</b>				
Employee only	\$7		\$3	\$1
Employee & Spouse/Domestic Partner	\$20		\$7	\$1
Employee & Child(ren)	\$20		\$9	\$1
Employee & Family	\$20		\$13	\$1
<b>Vision Coverage:</b>				
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	No	No	No	No
Please provide information below if not bundled with medical				
<b>Total Monthly Premium</b>				
Employee only	\$6	\$22	\$27	\$10
Employee & Spouse/Domestic Partner	\$14	\$22	\$35	\$17
Employee & Child(ren)	\$14	\$22	\$35	\$18
Employee & Family	\$14	\$22	\$35	\$29
<b>Monthly Employer Cost</b>				
Employee only	\$6	\$22	\$24	
Employee & Spouse/Domestic Partner	\$11	\$22	\$32	
Employee & Child(ren)	\$11	\$22	\$32	
Employee & Family	\$11	\$22	\$32	
<b>Monthly Employee Cost</b>				
Employee only			\$3	\$10
Employee & Spouse/Domestic Partner	\$3		\$4	\$17
Employee & Child(ren)	\$3		\$4	\$18
Employee & Family	\$3		\$4	\$29
<b>Notes:</b>				

2022 Health, Dental & Vision Plans				
<b>NON-BARGAINING</b>	<b>City of Reynoldsburg</b>	<b>City of Upper Arlington</b>	<b>City of Westerville</b>	<b>City of Whitehall</b>
Do you offer medical coverage to your employees?	Yes	Yes	Yes	Yes
What type of plan do you offer?	HSFA	HDHP / PPO / HSFA / DCFSA	HSFA	HSFA / DCFSA
How many employees are enrolled in medical plan?	141	27 / 67 / 0 / 3	5 / 1	
Funding type?	Fully-Insured	Self-Insured	Self-Insured	Self-Insured
	We offer a high deductible health plan in which fund part of the Health Saving account \$2,000 or the \$3,300 deductible for single and \$4,000 of the \$6,600 for family coverage Once deductible is met and it is a network provider, benefits are paid at 100%.			We offer a HDHP (high deductible health plan) cafeteria plan with a HSA option; we are a self-insured organization with 32 employees participating
If other, please describe:				
<b>Monthly Premiums: Total Monthly Premium</b>		<b>PPO/HAS Rates</b>		
Employee Only	\$708	\$666 / \$631	\$670	\$891
Employee & Spouse/Domestic Partner	\$1,901	\$1,399 / \$1,325	\$1,475	\$1,938
Employee & Children	\$1,901	\$1,133 / \$1,073	\$1,341	\$1,515
Employee & Family	\$1,901	\$1,866 / \$1,767	\$2,346	\$2,674
<b>Monthly Premiums: Total Employer Cost</b>				
Employee Only	\$623	\$586 / \$555	\$570	\$861
Employee & Spouse/Domestic Partner	\$1,673	\$1,232 / \$1,166	\$1,254	\$1,849
Employee & Children	\$1,673	\$997 / \$944	\$1,140	\$1,455
Employee & Family	\$1,673	\$1,642 / \$1,555	\$1,994	\$2,554
<b>Monthly Premiums: Total Employee Cost</b>				
Employee Only	\$85	\$80 / \$76	\$101	\$30
Employee & Spouse/Domestic Partner	\$228	\$168 / \$159	\$221	\$89
Employee & Children	\$228	\$136 / \$129	\$201	\$60
Employee & Family	\$228	\$224 / \$212	\$352	\$120
<b>In Network Deductible:</b>				
Individual deductible	\$3,300	\$200 / \$2,000	\$2,000	\$3,000
Family deductible	\$6,600	\$400 / \$4,000	\$4,000	\$6,000
Coinsurance (e.g., 80/20, 70/30, etc.)	\$1	20% / \$0.10		
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)		\$20 / Deduct. then 10% coins		Deductible then \$30
Office co-payment (Specialist)		\$50 / Deduct. then 10% coins		Deductible then \$60
Co-payment or co-insurance (Emergency room)		\$250 / Deduct. then 10% coins		Deductible then \$250
Co-payment or co-insurance (Urgent Care)		\$25 / Deduct. then 10% coins		Deductible then \$75
Co-payment or co-insurance generic drugs (retail)	\$10	\$10 / Deduct. then 10% coins		Deductible then \$10

2022 Health, Dental & Vision Plans				
<b>NON-BARGAINING</b>	<b>City of Reynoldsburg</b>	<b>City of Upper Arlington</b>	<b>City of Westerville</b>	<b>City of Whitehall</b>
<b>In Network Deductible: (Con't.)</b>				
Co-payment or co-insurance preferred brand (retail)	\$30	\$40 / Deduct. then 10% coins		Deductible then 20%
Co-payment or co-insurance non-preferred drugs (retail)	\$50	\$70 / Deduct. then 10% coins		Deductible then 30%
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	\$25	\$25 / Deduct. then 10% coins		\$20
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$75	\$100 / Deduct. then 10% coins		\$70
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	\$125	\$175 / Deduct. then 10% coins		\$150
<b>Out-of-Network Deductible:</b>				
Individual deductible	\$4,600	\$400 / \$4,000	\$4,000	\$6,000
Family deductible	\$9,200	\$800 / \$8,000	\$8,000	\$12,000
Coinsurance (e.g., 80/20, 70/30, etc.)	\$1	40% / \$0.30		30%
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)		Deduct. then 30% coins		Deductable then 30%
Office co-payment (Specialist)		Deduct. then 30% coins		Deductable then 30%
Co-payment or co-insurance (Emergency room)		\$250 / Deduct. then 30% coins		Deductable then \$250
Co-payment or co-insurance (Urgent Care)		Deduct. then 30% coins		Deductable then 30%
Co-payment or co-insurance generic drugs (retail)	\$10	\$10 / Deduct. then 30% coins		Deductable then \$10
Co-payment or co-insurance preferred brand (retail)	\$30	\$40 / Deduct. then 30% coins		Deductable then 20%
Co-payment or co-insurance non-preferred drugs (retail)	\$50	\$70 / Deduct. then 30% coins		Deductable then 30%
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	\$25	None / Deduct. then 30% coins		\$20
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$75	None / Deduct. then 30% coins		\$70
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	\$125			\$150
Do you provide a credit/incentive to employees who opt out of medical coverage?	Yes	No	Yes	No
<b>Dental Coverage:</b>				
Do you offer Dental coverage to your employees?	yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	Yes	Yes
If yes, per person lifetime maximum?	Annual \$1,500	\$2,000	\$2,000	\$1,500
If yes, what age group is covered?	19	All	Prior to age 19	Up to age 19
Monthly Dental Premiums if not bundled with medical plan				
<b>Total Monthly Premium</b>				
Employee only	\$99	\$36	\$33	\$45
Employee & Spouse/Domestic Partner	\$99	\$89	\$96	\$94
Employee & Child(ren)	\$99	\$89	\$96	\$76
Employee & Family	\$99	\$89	\$96	\$135

2022 Health, Dental & Vision Plans				
<b>NON-BARGAINING</b>	<b>City of Reynoldsburg</b>	<b>City of Upper Arlington</b>	<b>City of Westerville</b>	<b>City of Whitehall</b>
<b>Monthly Employer Cost</b>				
Employee only	\$92	\$36	\$33	\$41
Employee & Spouse/Domestic Partner	\$92	\$89	\$96	\$82
Employee & Child(ren)	\$92	\$89	\$96	\$68
Employee & Family	\$92	\$89	\$96	\$119
<b>Monthly Employee Cost</b>				
Employee only	\$7			\$4
Employee & Spouse/Domestic Partner	\$7			\$12
Employee & Child(ren)	\$7			\$8
Employee & Family	\$7			\$16
<b>Vision Coverage:</b>				
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	No	No	No	No
Please provide information below if not bundled with medical				
<b>Total Monthly Premium</b>				
Employee only	\$99	\$6	\$7	\$9
Employee & Spouse/Domestic Partner	\$99	\$11	\$20	\$19
Employee & Child(ren)	\$99	\$12	\$20	\$19
Employee & Family	\$99	\$17	\$20	\$30
<b>Monthly Employer Cost</b>				
Employee only	\$92		\$7	\$8
Employee & Spouse/Domestic Partner	\$92		\$20	\$17
Employee & Child(ren)	\$92		\$20	\$17
Employee & Family	\$92		\$20	\$26
<b>Monthly Employee Cost</b>				
Employee only	\$7	\$6		\$1
Employee & Spouse/Domestic Partner	\$7	\$11		\$2
Employee & Child(ren)	\$7	\$12		\$2
Employee & Family	\$7	\$17		\$4
<b>Notes:</b>				



2022 Health, Dental & Vision Plans				
<b>NON-BARGAINING</b>	<b>City of Worthington</b>	<b>Delaware County</b>	<b>Fairfield County</b>	<b>Franklin County BOC</b>
Do you offer medical coverage to your employees?	Yes	Yes	Yes	Yes
What type of plan do you offer?	PPO	PPO	PPO / HSFA / DCFSA	PPO / HSFA / DCFSA
How many employees are enrolled in medical plan?	131	869		5498 / 1314 / 96
Funding type?	Self-Insured	Fully-Insured	Self-Insured	Self-Insured
				Response of YES under the HSFA - is confirming the plan offers HCFA (health care flexible spending account) and not a Health Savings Account
If other, please describe:				
<b>Monthly Premiums: Total Monthly Premium</b>				
Employee Only	\$937	\$859	\$378	\$1,978
Employee & Spouse/Domestic Partner		\$1,392		\$1,978
Employee & Children		\$1,544		\$1,978
Employee & Family	\$2,428	\$2,577	\$902	\$1,978
<b>Monthly Premiums: Total Employer Cost</b>				
Employee Only	\$931	\$756	\$322	\$1,838
Employee & Spouse/Domestic Partner		\$1,165		\$1,666
Employee & Children		\$1,358		\$1,838
Employee & Family	\$2,153	\$2,268	\$766	\$1,666
<b>Monthly Premiums: Total Employee Cost</b>				
Employee Only	\$112	\$103	\$57	\$140
Employee & Spouse/Domestic Partner		\$227		\$312
Employee & Children		\$185		\$140
Employee & Family	\$291	\$309	\$135	\$312
<b>In Network Deductible:</b>				
Individual deductible	\$3,000	\$500	\$300	\$400
Family deductible	\$6,000	\$1,000	\$600	\$1,000
Coinsurance (e.g., 80/20, 70/30, etc.)	100	80 / 20	80 / 20	
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)		\$20	\$15	\$20
Office co-payment (Specialist)		\$40	\$15	\$40
Co-payment or co-insurance (Emergency room)		\$250	\$200	\$150
Co-payment or co-insurance (Urgent Care)		\$50	\$20	\$25
Co-payment or co-insurance generic drugs (retail)		\$10	\$4	\$5

2022 Health, Dental & Vision Plans				
<b>NON-BARGAINING</b>	<b>City of Worthington</b>	<b>Delaware County</b>	<b>Fairfield County</b>	<b>Franklin County BOC</b>
<b>In Network Deductible: (Con't.)</b>				
Co-payment or co-insurance preferred brand (retail)		\$30	\$25	\$25
Co-payment or co-insurance non-preferred drugs (retail)		\$50	\$50	\$50
Co-pay or co-insurance generic drugs (mail order- 3 mos.)		\$20	\$10	\$13
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)		\$60	\$50	\$63
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)		\$100	\$100	\$125
<b>Out-of-Network Deductible:</b>				
Individual deductible	\$6,000	\$1,000	\$650	\$800
Family deductible	\$12,000	\$2,000	\$1,300	\$2,000
Coinsurance (e.g., 80/20, 70/30, etc.)	80 / 20	60 / 40	70 / 30	80 / 20
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)		60 / 40		80 / 20
Office co-payment (Specialist)		60 / 40	\$30	81 / 20
Co-payment or co-insurance (Emergency room)		\$250	\$200	\$150
Co-payment or co-insurance (Urgent Care)		60 / 40	\$20	80 / 20
Co-payment or co-insurance generic drugs (retail)			\$4	
Co-payment or co-insurance preferred brand (retail)			\$25	
Co-payment or co-insurance non-preferred drugs (retail)			\$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	
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)			\$100	
				No
Do you provide a credit/incentive to employees who opt out of medical coverage?	Yes	No	No	
<b>Dental Coverage:</b>				
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	No	Yes	Yes
If yes, per person lifetime maximum?	\$1,000		\$1,500	\$1,500
If yes, what age group is covered?	18 and under		Up to age 26	Less than 19
Monthly Dental Premiums if not bundled with medical plan				
<b>Total Monthly Premium</b>				
Employee only	\$97	\$26	\$16	
Employee & Spouse/Domestic Partner	\$97	\$52		
Employee & Child(ren)	\$97	\$57		
Employee & Family	\$97	\$91	\$38	

2022 Health, Dental & Vision Plans				
<b>NON-BARGAINING</b>	<b>City of Worthington</b>	<b>Delaware County</b>	<b>Fairfield County</b>	<b>Franklin County BOC</b>
<b>Monthly Employer Cost</b>				
Employee only	\$97	\$20	\$14	
Employee & Spouse/Domestic Partner	\$97	\$20		
Employee & Child(ren)	\$97	\$20		
Employee & Family	\$97	\$20	\$33	
<b>Monthly Employee Cost</b>				
Employee only		\$6	\$2	
Employee & Spouse/Domestic Partner		\$32		
Employee & Child(ren)		\$37		
Employee & Family		\$71	\$6	
<b>Vision Coverage:</b>				
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	No	No	Yes	Yes
Please provide information below if not bundled with medical				
<b>Total Monthly Premium</b>				
Employee only	\$28	\$7	\$4	
Employee & Spouse/Domestic Partner	\$28	\$14		
Employee & Child(ren)	\$28	\$15		
Employee & Family	\$28	\$24	\$9	
<b>Monthly Employer Cost</b>				
Employee only	\$28		\$3	
Employee & Spouse/Domestic Partner	\$28			
Employee & Child(ren)	\$28			
Employee & Family	\$28		\$8	
<b>Monthly Employee Cost</b>				
Employee only		\$7	\$1	
Employee & Spouse/Domestic Partner		\$14		
Employee & Child(ren)		\$15		
Employee & Family		\$24	\$1	
<b>Notes:</b>				

2022 Health, Dental & Vision Plans	Licking County	Madison Township Franklin County	Mifflin Township	Orange Township
NON-BARGAINING				
Do you offer medical coverage to your employees?	Yes	Yes	Yes	Yes
What type of plan do you offer?	PPO / HSFA / DCFSa	PPO	PPO	PPO / POS / HSFA / DCFSa
How many employees are enrolled in medical plan?	827 / 99 / 5	15	All Full Time	6 / 6 / 6
Funding type?	Self-Insured	Self-Insured	Fully-Insured	Fully-Insured
If other, please describe:				
Monthly Premiums: Total Monthly Premium				
Employee Only	\$830	\$946	\$677	\$976
Employee & Spouse/Domestic Partner	\$1,740	\$2,408	\$1,858	\$2,049
Employee & Children		\$2,408	\$1,858	\$1,854
Employee & Family	\$2,300	\$2,408	\$1,858	\$2,928
Monthly Premiums: Total Employer Cost				
Employee Only	\$705	\$804	\$630	\$829
Employee & Spouse/Domestic Partner	\$1,479	\$2,047	\$1,690	\$1,742
Employee & Children		\$2,047	\$1,690	\$1,576
Employee & Family	\$1,955	\$2,047	\$1,690	\$2,488
Monthly Premiums: Total Employee Cost				
Employee Only	\$124	\$142	\$47	\$146
Employee & Spouse/Domestic Partner	\$261	\$361	\$167	\$307
Employee & Children		\$361	\$167	\$278
Employee & Family	\$345	\$361	\$167	\$439
In Network Deductible:				
Individual deductible	\$1,000	\$2,800	\$2,000	\$5,000
Family deductible	\$2,000	\$5,000	\$4,000	\$10,000
Coinurance (e.g., 80/20, 70/30, etc.)	80 / 20		90/10	
Lifetime maximum for medical plan	\$4,000			
Office co-payment (Primary Care Physician)	\$15			\$20
Office co-payment (Specialist)	\$15			\$50
Co-payment or co-insurance (Emergency room)	\$75		\$250	\$300
Co-payment or co-insurance (Urgent Care)	\$50			\$75
Co-payment or co-insurance generic drugs (retail)			\$5	\$10

2022 Health, Dental & Vision Plans				
<b>NON-BARGAINING</b>	<b>Licking County</b>	<b>Madison Township Franklin County</b>	<b>Mifflin Township</b>	<b>Orange Township</b>
<b>In Network Deductible: (Con't.)</b>				
Co-payment or co-insurance preferred brand (retail)	10% of cost		\$30	\$50
Co-payment or co-insurance non-preferred drugs (retail)	10% of cost		\$15	\$90
Co-pay or co-insurance generic drugs (mail order- 3 mos.)			\$10	\$20
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	10% Co-Ins		\$60	\$100
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	10% Co-Ins		\$30	\$180
<b>Out-of-Network Deductible:</b>				
Individual deductible	\$2,000	\$5,000	\$5,000	\$10,000
Family deductible	\$4,000	\$10,000	\$10,000	\$30,000
Coinsurance (e.g., 80/20, 70/30, etc.)	60 / 40		60/40	50/50
Lifetime maximum for medical plan	\$8,000			
Office co-payment (Primary Care Physician)	40% Co-Ins			50% co-insur
Office co-payment (Specialist)	40% Co-Ins			50% co-insur
Co-payment or co-insurance (Emergency room)	\$75 Copayment		\$250	50% co-insur
Co-payment or co-insurance (Urgent Care)	40% Co-Ins			50% co-insur
Co-payment or co-insurance generic drugs (retail)			40%	50% co-insur
Co-payment or co-insurance preferred brand (retail)			40%	50% co-insur
Co-payment or co-insurance non-preferred drugs (retail)			40%	50% co-insur
Co-pay or co-insurance generic drugs (mail order- 3 mos.)				50% co-insur
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)				50% co-insur
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)				50% co-insur
Do you provide a credit/incentive to employees who opt out of medical coverage?	Yes	No	Yes	Yes
<b>Dental Coverage:</b>				
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	Yes	Yes
If yes, per person lifetime maximum?	\$1,500	\$1,500	\$1,500	\$1,500
If yes, what age group is covered?	Dependent Children under 23	Up to age 19	to Age 19	18 and under
Monthly Dental Premiums if not bundled with medical plan				
<b>Total Monthly Premium</b>				
Employee only	\$32	\$35	\$36	\$30
Employee & Spouse/Domestic Partner	\$74	\$69	\$69	\$57
Employee & Child(ren)		\$69	\$69	\$108
Employee & Family	\$105	\$130	\$132	\$108

2022 Health, Dental & Vision Plans				
<b>NON-BARGAINING</b>	<b>Licking County</b>	<b>Madison Township Franklin County</b>	<b>Mifflin Township</b>	<b>Orange Township</b>
<b>Monthly Employer Cost</b>				
Employee only	\$16	\$35	\$36	\$30
Employee & Spouse/Domestic Partner	\$37	\$69	\$69	\$57
Employee & Child(ren)		\$69	\$69	\$108
Employee & Family	\$53	\$130	\$132	\$108
<b>Monthly Employee Cost</b>				
Employee only	\$16			
Employee & Spouse/Domestic Partner	\$37			
Employee & Child(ren)				
Employee & Family	\$53			
<b>Vision Coverage:</b>				
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	No	No	No	Yes
Please provide information below if not bundled with medical				
<b>Total Monthly Premium</b>				
Employee only	\$5	\$11	\$8	\$16
Employee & Spouse/Domestic Partner	\$11	\$22	\$16	\$16
Employee & Child(ren)		\$22	\$16	\$16
Employee & Family	\$16	\$35	\$25	\$16
<b>Monthly Employer Cost</b>				
Employee only	\$3	\$11	\$8	\$16
Employee & Spouse/Domestic Partner	\$5	\$22	\$16	\$16
Employee & Child(ren)		\$22	\$16	\$16
Employee & Family	\$8	\$35	\$25	\$16
<b>Monthly Employee Cost</b>				
Employee only	\$3			
Employee & Spouse/Domestic Partner	\$5			
Employee & Child(ren)				
Employee & Family	\$8			
<b>Notes:</b>				



2022 Health, Dental & Vision Plans				
NON-BARGAINING	Perry Township	Prairie Township	Truro Township	Washington Township
Do you offer medical coverage to your employees?	Yes	Yes	Yes	Yes
What type of plan do you offer?	PPO	PPO	PPO	POS
How many employees are enrolled in medical plan?	14	24	46	110
Funding type?	Fully-Insured	Self-Insured	Fully-Insured	Self - Insured
If other, please describe:				
Monthly Premiums: Total Monthly Premium				
Employee Only	\$6,550	\$2,204	\$741	\$1,135
Employee & Spouse/Domestic Partner		\$2,204	\$1,625	
Employee & Children		\$2,204	\$1,331	
Employee & Family	\$13,100	\$2,204	\$2,214	\$2,710
Monthly Premiums: Total Employer Cost				
Employee Only	\$4,978	\$1,984	\$630	\$1,135
Employee & Spouse/Domestic Partner		\$1,984	\$1,381	
Employee & Children		\$1,984	\$1,131	
Employee & Family	\$9,956	\$1,984	\$1,882	\$2,710
Monthly Premiums: Total Employee Cost				
Employee Only	\$1,572	\$220	\$111	
Employee & Spouse/Domestic Partner		\$220	\$244	
Employee & Children		\$220	\$200	
Employee & Family	\$3,144	\$220	\$332	
In Network Deductible:				
Individual deductible	\$6,500	\$500	\$2,000	\$2,600
Family deductible	\$13,100	\$1,250	\$4,000	\$5,200
Coinsurance (e.g., 80/20, 70/30, etc.)		100/0	Deduct then 100%	100%
Lifetime maximum for medical plan	Ind: \$6,500 - Fam: \$13,100			
Office co-payment (Primary Care Physician)	co-ins after deductible	\$20	Deduct then 100%	Deduct then Covered in Full
Office co-payment (Specialist)	co-ins after deductible	\$20-\$40	Deduct then 100%	Deduct then Covered in Full
Co-payment or co-insurance (Emergency room)	co-ins after deductible	\$150	Deduct then 100%	Deduct then Covered in Full
Co-payment or co-insurance (Urgent Care)	co-ins after deductible	\$25	Deduct then 100%	Deduct then Covered in Full
Co-payment or co-insurance generic drugs (retail)	co-ins after deductible	\$5	Deduct then 100%	After Deductible \$10

2022 Health, Dental & Vision Plans				
<b>NON-BARGAINING</b>	<b>Perry Township</b>	<b>Prairie Township</b>	<b>Truro Township</b>	<b>Washington Township</b>
<b>In Network Deductible: (Con't.)</b>				
<b>Co-payment or co-insurance preferred brand (retail)</b>	co-ins after deductible	\$25	Deduct then 100%	After Deductible \$35
<b>Co-payment or co-insurance non-preferred drugs (retail)</b>	co-ins after deductible	\$50	Deduct then 100%	After Deductible \$70
<b>Co-pay or co-insurance generic drugs (mail order- 3 mos.)</b>	co-ins after deductible	\$13	Deduct then 100%	After Deductible \$10
<b>Co-pay or co-insurance preferred drugs (mail order - 3 mos.)</b>	co-ins after deductible	\$63	Deduct then 100%	After Deductible \$88
<b>Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)</b>	co-ins after deductible	\$125	Deduct then 100%	After Deductible \$175
<b>Out-of-Network Deductible:</b>				
<b>Individual deductible</b>	\$13,100	\$1,000	\$5,000	\$5,000
<b>Family deductible</b>	\$26,200	\$2,500	\$10,000	\$10,000
<b>Coinsurance (e.g., 80/20, 70/30, etc.)</b>	40%	80/20		70% Plan 30% Member
<b>Lifetime maximum for medical plan</b>	Ind: \$18,100 - Fam: \$36,200		Deduct then 100%	
<b>Office co-payment (Primary Care Physician)</b>	co-ins after deductible			Deduct then 30% co-ins
<b>Office co-payment (Specialist)</b>	co-ins after deductible		Deduct then 100%	Deduct then 30% co-ins
<b>Co-payment or co-insurance (Emergency room)</b>	co-ins after deductible		Deduct then 100%	Deduct then 30% co-ins
<b>Co-payment or co-insurance (Urgent Care)</b>	co-ins after deductible		Deduct then 100%	Deduct then 30% co-ins
<b>Co-payment or co-insurance generic drugs (retail)</b>	co-ins after deductible		Deduct then 100%	
<b>Co-payment or co-insurance preferred brand (retail)</b>	co-ins after deductible		Deduct then 100%	
<b>Co-payment or co-insurance non-preferred drugs (retail)</b>	co-ins after deductible		Deduct then 100%	
<b>Co-pay or co-insurance generic drugs (mail order- 3 mos.)</b>	co-ins after deductible		Deduct then 100%	
<b>Co-pay or co-insurance preferred drugs (mail order - 3 mos.)</b>	co-ins after deductible		Deduct then 100%	
<b>Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)</b>	co-ins after deductible		Deduct then 100%	
<b>Do you provide a credit/incentive to employees who opt out of medical coverage?</b>	No	Yes	No	Yes
<b>Dental Coverage:</b>				
<b>Do you offer Dental coverage to your employees?</b>	Yes	Yes	Yes	Yes
<b>Do you offer orthodontic benefits?</b>	Yes	Yes	Yes	Yes
<b>If yes, per person lifetime maximum?</b>		\$1,500	\$2,000	\$2,000
<b>If yes, what age group is covered?</b>		Under 19	Up to age 19	Up to age 26
<b>Monthly Dental Premiums if not bundled with medical plan</b>				
<b>Total Monthly Premium</b>				
<b>Employee only</b>	\$32		\$32	\$33
<b>Employee &amp; Spouse/Domestic Partner</b>	\$60		\$62	
<b>Employee &amp; Child(ren)</b>	\$60		\$120	
<b>Employee &amp; Family</b>	\$1,007		\$120	\$95

2022 Health, Dental & Vision Plans				
<b>NON-BARGAINING</b>	<b>Perry Township</b>	<b>Prairie Township</b>	<b>Truro Township</b>	<b>Washington Township</b>
<b>Monthly Employer Cost</b>				
Employee only	\$32		\$32	\$33
Employee & Spouse/Domestic Partner	\$60		\$62	
Employee & Child(ren)	\$60		\$120	
Employee & Family	\$1,007		\$120	\$95
<b>Monthly Employee Cost</b>				
Employee only				
Employee & Spouse/Domestic Partner				
Employee & Child(ren)				
Employee & Family				
<b>Vision Coverage:</b>				
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	No	Yes	No	Yes
Please provide information below if not bundled with medical				
<b>Total Monthly Premium</b>				
Employee only	\$18		\$9	\$23
Employee & Spouse/Domestic Partner	\$18		\$18	
Employee & Child(ren)	\$18		\$30	
Employee & Family	\$18		\$30	\$23
<b>Monthly Employer Cost</b>				
Employee only	\$18		\$9	\$23
Employee & Spouse/Domestic Partner	\$18		\$18	
Employee & Child(ren)	\$18		\$30	
Employee & Family	\$18		\$30	\$23
<b>Monthly Employee Cost</b>				
Employee only				
Employee & Spouse/Domestic Partner				
Employee & Child(ren)				
Employee & Family				
<b>Notes:</b>				

2022 Health, Dental & Vision Plans	Village of Ashville	Village of Buckeye Lake	Village of Galena	Village of Granville
NON-BARGAINING				
Do you offer medical coverage to your employees?	Yes		No	Yes
What type of plan do you offer?	HSFA			PPO
How many employees are enrolled in medical plan?	25			11
Funding type?	Fully-Insured			Self-Insured
If other, please describe:				
Monthly Premiums: Total Monthly Premium				
Employee Only	\$680			\$1,031
Employee & Spouse/Domestic Partner	\$1,493			\$2,059
Employee & Children	\$1,137			\$2,400
Employee & Family	\$2,100			\$3,183
Monthly Premiums: Total Employer Cost				
Employee Only	\$612			\$879
Employee & Spouse/Domestic Partner	\$1,222			\$1,702
Employee & Children	\$955			\$1,975
Employee & Family	\$1,677			\$2,601
Monthly Premiums: Total Employee Cost				
Employee Only	\$68			\$151
Employee & Spouse/Domestic Partner	\$271			\$357
Employee & Children	\$182			\$425
Employee & Family	\$423			\$582
In Network Deductible:				
Individual deductible				\$200
Family deductible				\$600
Coinsurance (e.g., 80/20, 70/30, etc.)				90% Plan
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)				\$15
Office co-payment (Specialist)				
Co-payment or co-insurance (Emergency room)				\$150 Copay, Deductable then 10%
Co-payment or co-insurance (Urgent Care)				Deductable then 10%
Co-payment or co-insurance generic drugs (retail)				15% with min \$8 Copay

2022 Health, Dental & Vision Plans				
<b>NON-BARGAINING</b>	<b>Village of Ashville</b>	<b>Village of Buckeye Lake</b>	<b>Village of Galena</b>	<b>Village of Granville</b>
<b>In Network Deductible: (Con't.)</b>				
Co-payment or co-insurance preferred brand (retail)				25% with min \$20 Copay
Co-payment or co-insurance non-preferred drugs (retail)				35% with min \$35 Copay
Co-pay or co-insurance generic drugs (mail order- 3 mos.)				15% with min \$10 Copay
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)				25% with min \$30 Copay
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)				35% with min \$50 Copay
<b>Out-of-Network Deductible:</b>				
Individual deductible				\$400
Family deductible				\$1,200
Coinsurance (e.g., 80/20, 70/30, etc.)				70% Plan
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)				Deductable then 30%
Office co-payment (Specialist)				
Co-payment or co-insurance (Emergency room)				\$150 Copay, Deductable then 10%
Co-payment or co-insurance (Urgent Care)				Deductable then 30%
Co-payment or co-insurance generic drugs (retail)				\$15
Co-payment or co-insurance preferred brand (retail)				
Co-payment or co-insurance non-preferred drugs (retail)				N/A
Co-pay or co-insurance generic drugs (mail order- 3 mos.)				N/A
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)				N/A
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)				N/A
Do you provide a credit/incentive to employees who opt out of medical coverage?	No	Yes	No	No
<b>Dental Coverage:</b>				
Do you offer Dental coverage to your employees?	Yes	Yes	No	Yes
Do you offer orthodontic benefits?	Yes	Yes		No
If yes, per person lifetime maximum?				
If yes, what age group is covered?				
Monthly Dental Premiums if not bundled with medical plan				
<b>Total Monthly Premium</b>				
Employee only	\$24			
Employee & Spouse/Domestic Partner	\$42			
Employee & Child(ren)	\$42			
Employee & Family	\$42			

2022 Health, Dental & Vision Plans				
NON-BARGAINING	Village of Ashville	Village of Buckeye Lake	Village of Galena	Village of Granville
Monthly Employer Cost				
Employee only	\$22			
Employee & Spouse/Domestic Partner	\$32			
Employee & Child(ren)	\$32			
Employee & Family	\$32			
Monthly Employee Cost				
Employee only	\$2			
Employee & Spouse/Domestic Partner	\$11			
Employee & Child(ren)	\$11			
Employee & Family	\$11			
Vision Coverage:				
Do you offer vision coverage to your employees?	Yes	No	No	No
Is your vision bundled with your medical plan?	Yes	No		
Please provide information below if not bundled with medical				
Total Monthly Premium				
Employee only				
Employee & Spouse/Domestic Partner				
Employee & Child(ren)				
Employee & Family				
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:				





2022 Health, Dental & Vision Plans		
<b>NON-BARGAINING</b>	<b>Village of Plain City</b>	<b>Village of West Jefferson Madison County</b>
<b>In Network Deductible: (Con't.)</b>		
Co-payment or co-insurance preferred brand (retail)		15 / 35 / 70
Co-payment or co-insurance non-preferred drugs (retail)		
Co-pay or co-insurance generic drugs (mail order- 3 mos.)		\$38 / \$88 / \$175
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)		
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)		
<b>Out-of-Network Deductible:</b>		
Individual deductible		\$3,000
Family deductible		\$6,000
Coinsurance (e.g., 80/20, 70/30, etc.)		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)		\$200
Co-payment or co-insurance (Urgent Care)		Deduct then co-ins
Co-payment or co-insurance generic drugs (retail)		
Co-payment or co-insurance preferred brand (retail)		
Co-payment or co-insurance non-preferred drugs (retail)		
Co-pay or co-insurance generic drugs (mail order- 3 mos.)		
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)		
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)		
Do you provide a credit/incentive to employees who opt out of medical coverage?	Yes	No
<b>Dental Coverage:</b>		
Do you offer Dental coverage to your employees?	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes
If yes, per person lifetime maximum?		\$1,500
If yes, what age group is covered?		Under 18
Monthly Dental Premiums if not bundled with medical plan		
<b>Total Monthly Premium</b>		
Employee only	\$28	\$35
Employee & Spouse/Domestic Partner	\$83	\$65
Employee & Child(ren)	\$83	\$65
Employee & Family	\$83	\$123

2022 Health, Dental & Vision Plans		
<b>NON-BARGAINING</b>	<b>Village of Plain City</b>	<b>Village of West Jefferson Madison County</b>
<b>Monthly Employer Cost</b>		
Employee only	\$28	\$28
Employee & Spouse/Domestic Partner	\$83	\$52
Employee & Child(ren)	\$83	\$52
Employee & Family	\$83	\$99
<b>Monthly Employee Cost</b>		
Employee only		\$7
Employee & Spouse/Domestic Partner		\$13
Employee & Child(ren)		\$13
Employee & Family		\$25
<b>Vision Coverage:</b>		
Do you offer vision coverage to your employees?	Yes	Yes
Is your vision bundled with your medical plan?	No	Yes
Please provide information below if not bundled with medical		
<b>Total Monthly Premium</b>		
Employee only	\$9	\$25
Employee & Spouse/Domestic Partner	\$17	\$25
Employee & Child(ren)	\$27	\$25
Employee & Family	\$27	\$25
<b>Monthly Employer Cost</b>		
Employee only	\$9	\$20
Employee & Spouse/Domestic Partner	\$17	\$20
Employee & Child(ren)	\$27	\$20
Employee & Family	\$27	\$20
<b>Monthly Employee Cost</b>		
Employee only		\$5
Employee & Spouse/Domestic Partner		\$5
Employee & Child(ren)		\$5
Employee & Family		\$5
<b>Notes:</b>		



## SECTION 7

### DISABILITY and SICK LEAVE

2022 Disability & Sick Leave	City of Bellefontaine	City of Bexley	City of Canal Winchester	City of Circleville	City of Columbus
Short-Term Disability (other than sick leave)					
Do you offer a short-term disability (STD) plan?	No	No	No	No	Yes*
If yes, what is the waiting period (# of work days)?					1 year**
What is the benefit as a percent of regular salary?					Varies per union
What percent of the premium does the company pay?					
What is the cost per \$100 of payroll?					
What is the maximum time-off for STD?					26 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?					

2022 Disability & Sick Leave	City of Bellefontaine	City of Bexley	City of Canal Winchester	City of Circleville	City of Columbus
Sick Leave (other than short-term disability)					
Number of hours accrued/credited annually	120 hours	120 hours	120 hours	119 hours	106 hours (avg)
Does your company have a maximum number of sick leave hours?	No	Yes		No	No, but CWA has a maximum number of 400 sick leave hours
If yes, indicate maximum # of sick leave hours allowed		2100 hours			
Sick Leave Cash-Out Plan					
Do you offer a sick leave cash-out plan annually?	No	Yes	Yes	Yes	Yes
If yes, what employee groups are eligible?		FOP	Full time employees	Full time employees	All
(e.g.: Full-time, Part-time, Seasonal or Intern)					
What is the percentage rate of cash-out?		100%		100%	Varies
Do you have a cash-out limit?		Yes		Yes	Yes
If yes, what is the annual cash-out limit?		Amounts in excess of 1,900 hours accrued		Amount used in year - earned up to 120 hours	Varies

<b>2022 Other Insurance</b>	<b>City of Bellefontaine</b>	<b>City of Bexley</b>	<b>City of Canal Winchester</b>	<b>City of Circleville</b>	<b>City of Columbus</b>
<b>Life Insurance</b>					
Do you offer basic group term life insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer voluntary supplemental group term life insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer Accidental Death and Dismemberment (AD&D) insurance?	Yes	Yes	Yes	Yes	No
Do you offer dependent life insurance?	Yes	Yes	Yes	Yes	No
<b>Basic Insurance</b>					
Amount of coverage	\$25,000	\$50,000 non FOP \$100,000 FOP	\$50,000	2X Annual Salary	1.5X salary rounded to next higher multiple of \$1,000. Min - \$27,000
Percent company pays	100%	100%	100%	100%	100%
Cost per \$1,000 or unit	\$0.083			\$0.25	0.102%
Maximum dollar amount of coverage				\$25,000	\$250,000
<b>AD&amp;D Insurance</b>					
Amount of coverage	\$25,000	Double Basic	\$50,000	2X Annual salary	
Percent company pays	100%	100%	100%	100%	
Cost per \$1,000 or unit	\$0.02			\$0.75	
Maximum dollar amount of coverage				\$25,000	
<b>Does your company provide/offer the following:</b>					
Supplemental Insurance (e.g. AFLAC)	Yes	Yes	Yes	Yes	Yes
Long-term care insurance	Yes	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.

2022 Disability & Sick Leave	City of Dublin	City of Gahanna	City of Grandview Heights	City of Grove City	City of Groveport
Short-Term Disability (other than sick leave)					
Do you offer a short-term disability (STD) plan?	Yes, non-bargaining only	No	Yes	No	No
If yes, what is the waiting period (# of work days)?	7 work days		14 days		
What is the benefit as a percent of regular salary?	70%		60%		
What percent of the premium does the company pay?	100%				
What is the cost per \$100 of payroll?	\$100		Varies		
What is the maximum time-off for STD?	24 weeks		26 weeks		
Long-Term Disability					
Do you offer a long-term disability (LTD) plan?	No	No	Yes	Yes	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		



2022 Disability & Sick Leave	City of Dublin	City of Gahanna	City of Grandview Heights	City of Grove City	City of Groveport
Sick Leave (other than short-term disability)					
Number of hours accrued/credited annually	72 hours		119.6 hours	120 hours	144
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	No	Yes	Yes	No
If yes, what employee groups are eligible?	All Full-Time employees		Full-time Employees	Full-time Employees	
(e.g.: Full-time, Part-time, Seasonal or Intern)					
What is the percentage rate of cash-out?	100% up to 28hrs		100%	50%	
	Cash out 28hrs of sick/yearly				
Do you have a cash-out limit?	Yes	Yes	Yes	Yes	
If yes, what is the annual cash-out limit?	28 hours	Paid @ 30% upon termination 60% upon retirement up to 1200 hrs.	64 hours	Must maintain 360 hrs.	

<b>2022 Other Insurance</b>	<b>City of Dublin</b>	<b>City of Gahanna</b>	<b>City of Grandview Heights</b>	<b>City of Grove City</b>	<b>City of Groveport</b>
<b>Life Insurance</b>					
Do you offer basic group term life insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer voluntary supplemental group term life insurance?	Yes	Yes	Yes	Yes	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	Yes	No
<b>Basic Insurance</b>					
Amount of coverage	1.5x Salary	2X Annual Salary	\$75,000.00	Flat Dollar	1x salary
Percent company pays	100%	100%	100%	85%	100%
Cost per \$1,000 or unit	\$0.12		\$0.04	\$0.20	\$0.02
Maximum dollar amount of coverage	\$150,000	\$220,000	\$500,000	\$75,000	\$100,000
<b>AD&amp;D Insurance</b>					
Amount of coverage	1.5X salary	2X annual salary	\$75,000.00	Flat	
Percent company pays	200%	100%	100.00%	85%	
Cost per \$1,000 or unit	\$0.12		0.02		
Maximum dollar amount of coverage	\$150,000	\$220,000	\$500,000	\$75,000	
<b>Does your company provide/offer the following:</b>					
Supplemental Insurance (e.g. AFLAC)	Yes	Yes	Yes	No	No
Long-term care insurance	No	No	No	No	No

2022 Disability & Sick Leave	City of Hilliard	City of Lancaster	City of Marysville	City of New Albany	City of Pataskala
Short-Term Disability (other than sick leave)					
Do you offer a short-term disability (STD) plan?		No	Yes		No
If yes, what is the waiting period (# of work days)?					
What is the benefit as a percent of regular salary?			67%		
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?			13 weeks		
Long-Term Disability					
Do you offer a long-term disability (LTD) plan?	No	No	No		No
If yes, what is the waiting period (# of work days)?					
What is the benefit as a percent of regular salary?					
What percent of the premium does the company pay?					
What is the cost per \$1,000 of payroll?					
What is the maximum time-off for LTD?					

2022 Disability & Sick Leave	City of Hilliard	City of Lancaster	City of Marysville	City of New Albany	City of Pataskala
Sick Leave (other than short-term disability)					
Number of hours accrued/credited annually	80 hours	119.6 hours	119.6 hours		80 hours
Does your company have a maximum number of sick leave hours?	No	No	No		No
If yes, indicate maximum # of sick leave hours allowed					
Sick Leave Cash-Out Plan					
Do you offer a sick leave cash-out plan annually?	Yes	Yes	Yes	Yes	No
If yes, what employee groups are eligible?	Full-time	Full-time	Full-time	Full-time	
(e.g.: Full-time, Part-time, Seasonal or Intern)					
What is the percentage rate of cash-out?	50% upon separation	100%		100%	
Do you have a cash-out limit?	Yes	Yes	Yes	Yes	
If yes, what is the annual cash-out limit?	80 hours	\$1,000	Up to 32 hours	80 hours	

<b>2022 Other Insurance</b>	<b>City of Hilliard</b>	<b>City of Lancaster</b>	<b>City of Marysville</b>	<b>City of New Albany</b>	<b>City of Pataskala</b>
<b>Life Insurance</b>					
Do you offer basic group term life insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer voluntary supplemental group term life insurance?	Yes	No	Yes	Yes	Yes
Do you offer Accidental Death and Dismemberment (AD&D) insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer dependent life insurance?	No	Yes	Yes	Yes	Yes
<b>Basic Insurance</b>					
Amount of coverage		Flat	1.5 Annual up to \$50K	1.5x salary	\$100,000
Percent company pays	100%	100%	100%	100%	90%
Cost per \$1,000 or unit		\$0.08		\$0.14	\$0.24
Maximum dollar amount of coverage	\$75,000	\$50,000	\$50,000	\$300,000	\$100,000
<b>AD&amp;D Insurance</b>					
Amount of coverage		Flat	1.5 Annual up to \$50K	1.5x salary	\$200,000
Percent company pays	100%	100%	100%	100%	90%
Cost per \$1,000 or unit		\$0.02		\$0.03	\$0.03
Maximum dollar amount of coverage	\$75,000	\$50,000	\$50,000	\$300,000	\$200,000
<b>Does your company provide/offer the following:</b>					
Supplemental Insurance (e.g. AFLAC)	Yes	No	No	Yes	Yes
Long-term care insurance	Yes	No	No	No	No

2022 Disability & Sick Leave	City of Powell	City of Reynolddsburg	City of Upper Arlington	City of Westerville	City of Whitehall
Short-Term Disability (other than sick leave)					
Do you offer a short-term disability (STD) plan?	Yes	Yes	Yes	Yes	Yes
If yes, what is the waiting period (# of work days)?	7 days	14 days	45 days	14 days	8 days
What is the benefit as a percent of regular salary?	60% of first \$833	60%	60%	60% or up to \$1,000/week	\$100-\$1,500
What percent of the premium does the company pay?	100%	100%	100%	100%	employee paid
What is the cost per \$100 of payroll?	0.28	.22 per \$10 benefits	Self-Insured	\$5,000 across annual payroll	3.7260-12.6810 Age Based
What is the maximum time-off for STD?	180 days	6 months	180 days	6 months	13 weeks
Long-Term Disability					
Do you offer a long-term disability (LTD) plan?	No	Yes	Yes	No	Yes
If yes, what is the waiting period (# of work days)?		std expires	180		90 days
What is the benefit as a percent of regular salary?		60%	60%		60%
What percent of the premium does the company pay?		100%	100%		employee paid
What is the cost per \$1,000 of payroll?		.31 of \$100 monthly payroll	Self-Insured		.3940 per \$100 cov salary
What is the maximum time-off for LTD?		2 yeats	2 years		5 years

2022 Disability & Sick Leave	City of Powell	City of Reynoldsburg	City of Upper Arlington	City of Westerville	City of Whitehall
Sick Leave (other than short-term disability)					
Number of hours accrued/credited annually	119 hours	120 hours	120 hours	96 or 288 for IAFF	130 hours
Does your company have a maximum number of sick leave hours?	Yes	No	Yes	No	No
If yes, indicate maximum # of sick leave hours allowed	1040 Hours		1920 hours		
Sick Leave Cash-Out Plan					
Do you offer a sick leave cash-out plan annually?	Yes	No	Yes	Yes	Yes
If yes, what employee groups are eligible?	Full-time		Senior Executives	Employees can cash in up to 48 hours as long as 250 hours are left in the bank.	
(e.g.: Full-time, Part-time, Seasonal or Intern)					
What is the percentage rate of cash-out?	50%		50%	100%	3 to 1
Do you have a cash-out limit?	Yes	No	No	Yes	Yes
If yes, what is the annual cash-out limit?	119 hours			Employees can cash in up to 48 hours as long as 250 hours are left in the bank.	24 hours



<b>2022 Other Insurance</b>	<b>City of Powell</b>	<b>City of Reynoldsburg</b>	<b>City of Upper Arlington</b>	<b>City of Westerville</b>	<b>City of Whitehall</b>
<b>Life Insurance</b>					
Do you offer basic group term life insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer voluntary supplemental group term life insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer Accidental Death and Dismemberment (AD&D) insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer dependent life insurance?	No		Yes	Yes	Yes
<b>Basic Insurance</b>					
Amount of coverage	1 x annual earnings	min \$50,000	Salary & Flat Dollar (different group	\$100,000	\$100,000
Percent company pays	100%	100%	100%	100%	100%
Cost per \$1,000 or unit		\$0.13	\$0.10	Unit	\$0.15
Maximum dollar amount of coverage	\$75,000	\$100,000	\$250,000	\$100,000	\$300,000
<b>AD&amp;D Insurance</b>					
Amount of coverage	1 x annual earnings	min \$50,000	Salary & Flat Dollar (different groups)	\$100,000	\$100,000
Percent company pays	100%	100%	100%	100%	100%
Cost per \$1,000 or unit		\$0.13	\$0.02	Unit	\$0.03
Maximum dollar amount of coverage	\$75,000	\$100,000	\$250,000	\$100,000	\$300,000
<b>Does your company provide/offer the following:</b>					
Supplemental Insurance (e.g. AFLAC)	Yes	No	No	Yes	Yes
Long-term care insurance	No	No	No	No	No

2022 Disability & Sick Leave	City of Worthington	Delaware County	Fairfield County	Franklin County Board of Commissioners	Licking County
Short-Term Disability (other than sick leave)					
Do you offer a short-term disability (STD) plan?	No	No	Yes	Yes	No
If yes, what is the waiting period (# of work days)?			14 days	14 days	
What is the benefit as a percent of regular salary?			60%	60% gross earnings	
What percent of the premium does the company pay?					
What is the cost per \$100 of payroll?				Age/Salary Based	
What is the maximum time-off for STD?			24 weeks	26 weeks	
Long-Term Disability					
Do you offer a long-term disability (LTD) plan?	No	No	Yes	Yes	No
If yes, what is the waiting period (# of work days)?			180 days	180 days	
What is the benefit as a percent of regular salary?			60%	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?			Indefinitely	Normal Retirement or Bridge over to other retirement plan	

2022 Disability & Sick Leave	City of Worthington	Delaware County	Fairfield County	Franklin County Board of Commissioners	Licking County
Sick Leave (other than short-term disability)					
Number of hours accrued/credited annually	120 hours	120 hours	119.6 hours	119.6 hours	119.6
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?	No	No	No	No	No
If yes, what employee groups are eligible?					
(e.g.: Full-time, Part-time, Seasonal or Intern)					
What is the percentage rate of cash-out?					
Do you have a cash-out limit?			No		
If yes, what is the annual cash-out limit?					

<b>2022 Other Insurance</b>	<b>City of Worthington</b>	<b>Delaware County</b>	<b>Fairfield County</b>	<b>Franklin County Board of Commissioners</b>	<b>Licking County</b>
<b>Life Insurance</b>					
Do you offer basic group term life insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer voluntary supplemental group term life insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer Accidental Death and Dismemberment (AD&D) insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer dependent life insurance?	No	Yes	Yes	Yes	Yes
<b>Basic Insurance</b>					
Amount of coverage	\$100,000	1x	\$50,000	\$50,000	Flat
Percent company pays	100%	100%	100%	100%	100%
Cost per \$1,000 or unit	\$0.20	\$0.15		\$0.08	\$0.96
Maximum dollar amount of coverage		\$125,000		\$50,000	\$10,000
<b>AD&amp;D Insurance</b>					
Amount of coverage	\$100,000		Flat	\$50,000	Flat
Percent company pays	100%		100%	100%	100%
Cost per \$1,000 or unit	\$0.03			\$0.02	\$0.18
Maximum dollar amount of coverage				\$50,000	\$10,000
<b>Does your company provide/offer the following:</b>					
Supplemental Insurance (e.g. AFLAC)	Yes	Yes	No	No	Yes
Long-term care insurance	No	No	No	No	No

2022 Disability & Sick Leave	Mifflin Township	Orange Township	Perry Township	Prairie Township	Truro Township
Short-Term Disability (other than sick leave)					
Do you offer a short-term disability (STD) plan?	Yes	No	No	Yes	No
If yes, what is the waiting period (# of work days)?	7 days			14 days	
What is the benefit as a percent of regular salary?	200%			60%	
What percent of the premium does the company pay?	100%				
What is the cost per \$100 of payroll?				\$4.7 average	
What is the maximum time-off for STD?	180 days			26 weeks	
Long-Term Disability					
Do you offer a long-term disability (LTD) plan?	No	No	No	Yes	No
If yes, what is the waiting period (# of work days)?				180 days	
What is the benefit as a percent of regular salary?				60%	
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	

2022 Disability & Sick Leave	Mifflin Township	Orange Township	Perry Township	Prairie Township	Truro Township
Sick Leave (other than short-term disability)					
Number of hours accrued/credited annually	204/288 hours	120 hours	120 hours	130 hours	40 / 120 hours 56 / 240 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?	No	No	Yes	Yes	No
If yes, what employee groups are eligible?			Full-time bargaining	Full time	
(e.g.: Full-time, Part-time, Seasonal or Intern)					
What is the percentage rate of cash-out?			100%	31%	
Do you have a cash-out limit?			Yes	Yes	
If yes, what is the annual cash-out limit?			80 hours	40 hours	

<b>2022 Other Insurance</b>	<b>Mifflin Township</b>	<b>Orange Township</b>	<b>Perry Township</b>	<b>Prairie Township</b>	<b>Truro Township</b>
<b>Life Insurance</b>					
Do you offer basic group term life insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer voluntary supplemental group term life insurance?	Yes	Yes	No	Yes	No
Do you offer Accidental Death and Dismemberment (AD&D) insurance?	Yes	Yes	Yes	Yes	No
Do you offer dependent life insurance?	No	Yes	No	Yes	No
<b>Basic Insurance</b>					
Amount of coverage	\$50,000	\$20,000	\$75,000	\$50,000	Flat
Percent company pays	100%	100%	100%	0%	100%
Cost per \$1,000 or unit	\$21.71				\$2.48
Maximum dollar amount of coverage			\$75,000	\$50,000	\$50,000
<b>AD&amp;D Insurance</b>					
Amount of coverage	\$50,000	\$20,000	\$75,000	\$50,000	
Percent company pays	100%	100%	100%	0%	
Cost per \$1,000 or unit					
Maximum dollar amount of coverage			\$75,000	\$50,000	
<b>Does your company provide/offer the following:</b>					
Supplemental Insurance (e.g. AFLAC)	Yes	Yes	Yes	Yes	Yes
Long-term care insurance	Yes	No	No	Yes	No



2022 Disability & Sick Leave	Washington Township	Village of Ashville	Village of Buckeye Lake	Village of Galena
Short-Term Disability (other than sick leave)				
Do you offer a short-term disability (STD) plan?	No	No	Yes	No
If yes, what is the waiting period (# of work days)?				
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	Yes	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% of earnings			
What is the maximum time-off for LTD?	\$5,000			

2022 Disability & Sick Leave	Washington Township	Village of Ashville	Village of Buckeye Lake	Village of Galena
Sick Leave (other than short-term disability)				
Number of hours accrued/credited annually	288 hours for Unit 192 hours for Non-Unit	80 hours	80 hours	
Does your company have a maximum number of sick leave hours?	Yes	Yes	Yes	
If yes, indicate maximum # of sick leave hours allowed	4000 hours	120 hours		
Sick Leave Cash-Out Plan				
Do you offer a sick leave cash-out plan annually?	No	No	Yes	No
If yes, what employee groups are eligible?				
(e.g.: Full-time, Part-time, Seasonal or Intern)				
What is the percentage rate of cash-out?				
Do you have a cash-out limit?			Yes	
If yes, what is the annual cash-out limit?				

<b>2022 Other Insurance</b>	<b>Washington Township</b>	<b>Village of Ashville</b>	<b>Village of Buckeye Lake</b>	<b>Village of Galena</b>
<b>Life Insurance</b>				
Do you offer basic group term life insurance?	Yes	Yes	Yes	No
Do you offer voluntary supplemental group term life insurance?	Yes	Yes	Yes	No
Do you offer Accidental Death and Dismemberment (AD&D) insurance?	Yes		Yes	No
Do you offer dependent life insurance?	Yes		Yes	No
<b>Basic Insurance</b>				
Amount of coverage	\$75,000.00	\$20,000.00		
Percent company pays	100%	90%		
Cost per \$1,000 or unit	\$10.50	\$3.12		
Maximum dollar amount of coverage		\$20,000		
<b>AD&amp;D Insurance</b>				
Amount of coverage	\$75,000			
Percent company pays	100%			
Cost per \$1,000 or unit	\$3			
Maximum dollar amount of coverage				
<b>Does your company provide/offer the following:</b>				
Supplemental Insurance (e.g. AFLAC)	Yes	Yes	Yes	No
Long-term care insurance	No	Yes	Yes	No

2022 Disability & Sick Leave	Village of Granville	Village of Plain City	Village of West Jefferson
Short-Term Disability (other than sick leave)			
Do you offer a short-term disability (STD) plan?	No	Yes	No
If yes, what is the waiting period (# of work days)?		7 days	Aflac by employee
What is the benefit as a percent of regular salary?		66 2/3	
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?		12 weeks	
Long-Term Disability			
Do you offer a long-term disability (LTD) plan?	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?			

2022 Disability & Sick Leave	Village of Granville	Village of Plain City	Village of West Jefferson
Sick Leave (other than short-term disability)			
Number of hours accrued/credited annually	120 hours	112 hours	119.6 hours
Does your company have a maximum number of sick leave hours?	No	Yes	No
If yes, indicate maximum # of sick leave hours allowed		480	
Sick Leave Cash-Out Plan			
Do you offer a sick leave cash-out plan annually?	No	Yes	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%
Do you have a cash-out limit?		No	Yes
If yes, what is the annual cash-out limit?			80

<b>2022 Other Insurance</b>	<b>Village of Granville</b>	<b>Village of Plain City</b>	<b>Village of West Jefferson</b>
<b>Life Insurance</b>			
Do you offer basic group term life insurance?	Yes	Yes	Yes
Do you offer voluntary supplemental group term life insurance?	No	No	Yes
Do you offer Accidental Death and Dismemberment (AD&D) insurance?	No	Yes	Yes
Do you offer dependent life insurance?	No	No	Yes
<b>Basic Insurance</b>			
Amount of coverage	\$50,000	\$25,000	Flat Amount
Percent company pays	100%	100%	90%
Cost per \$1,000 or unit			
Maximum dollar amount of coverage	\$50,000		\$10,000
<b>AD&amp;D Insurance</b>			
Amount of coverage		\$25,000	
Percent company pays		100%	
Cost per \$1,000 or unit			
Maximum dollar amount of coverage			
<b>Does your company provide/offer the following:</b>			
Supplemental Insurance (e.g. AFLAC)	No		Yes
Long-term care insurance	No		Yes



## SECTION 8

### PAID TIME OFF



2022 Paid Time Off	City of Bellefontaine	City of Canal Winchester	City of Circleville	City of Columbus	City of Dublin	City of Gahanna
<b>Vacation</b>						
What is the maximum number of hours per year accrued at the highest level?	Varies	216 hours	220 hours	Depends on years of continuous service	246 hours	200 hours
How many years of service does it take to get to the maximum accrual level?	17 years	25 years	25 years	20 to 25 or more years, depending on the employee group or union	20 years	20 years
What is the maximum hours allowed to roll-over annually?	Varies	324 hours	Up to 3 years	Depends on years of continuous service	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?	No	Yes	Yes		No	No
If yes, please explain:			Cash out			

2022 Paid Time Off	City of Bellefontaine	City of Canal Winchester	City of Circleville	City of Columbus	City of Dublin	City of Gahanna
Vacation						
Vacation hours accrued per year						
1 year service	80 hours After 1st yr	96 hours	80 hours	Varies by EE group	40 hours	104 hours
5 years service	80 hours/year 2nd - 4th	96 hours	120 hours	Varies by EE group	108 hours	136 hours
8 years service	120 hours/year 4th - 10th	144 hours	120 hours	Varies by EE group	108 hours	152 hours
10 years service	160 hours/year 11th - 16th	144 hours	160 hours		182 hours	176 hours
15 years service	200 hours/year 17th +	176 hours	180 hours		208 hours	192 hours
20 years service		176 hours	200 hours		246 hours	200 hours
25 years service		216 hours	220 hours		246 hours	200 hours

2022 Paid Time Off	City of Bellefontaine	City of Canal Winchester	City of Circleville	City of Columbus	City of Dublin	City of Gahanna
<b>Vacation</b>						
<b>Other forms of paid leave</b>						
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, Bonus, Comp, Bereavement, Military	Personal, Bereavement & Military	Bereavement & Military FMLA, Injury	Jury Duty Leave, Military Leave -- Other types depend on the union or employee group	Personal, Military, Bereavement, Jury Duty	Sick, Personal, Bereavement, Jury Duty, Major Medical, Injury
<b>Holidays/Personal Days</b>						
Total number of Holidays per year	11.5 days	11 days	11 days	Up to 14, depending on union or EE group	10 days	11 days
Total number of Personal days per year	3 days	2 days	up to 4 days	Varies by EE group, most have 4	5 days	2 days
Do you allow cash-out of personal days?	Yes	No	No	No	No	No
If yes, please indicate the maximum number of personal days eligible for cash-out	3 days					
<b>Comments:</b>						

2022 Paid Time Off	City of Grandview Heights	City of Grove City	City of Groveport	City of Hilliard	City of Lancaster	City of Marysville
<b>Vacation</b>						
What is the maximum number of hours per year accrued at the highest level?	216 hours	240 hours	200 hours	240 hours	200 hours	240 hours
How many years of service does it take to get to the maximum accrual level?	23 years	18 years	21 years	15 years	20 years	20 years
What is the maximum hours allowed to roll-over annually?	648 hours	720 hours	200 hours	400 hours	40 hours	2.5x 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	No	Yes	No	
If yes, please explain:		can convert to pay at 100%		80 hours forfeited		

2022 Paid Time Off	City of Grandview Heights	City of Grove City	City of Groveport	City of Hilliard	City of Lancaster	City of Marysville
Vacation						
Vacation hours accrued per year						
1 year service	96 hours (<3 yrs)	80 hours	80 hours	80 hours	80 hours	96 hours
5 years service	116 hours (After 3 yrs)	120 hours	120 hours	120 hours	120 hours	96 hours
8 years service	138 hours (After 8 yrs)	120 hours	120 hours	120 hours		144 hours
10 years service	176 hours (After 12 yrs)	160 hours	160 hours	160 hours		144 hours
15 years service	196 hours (After 17 yrs)	200 hours	184 hours	200 hours	160 hours	192 hours
20 years service	216 hours (After 22 yrs)	240 hours	200 hours	200 hours	200 hours	240 hours
25 years service		240 hours		240 hours		240 hours

2022 Paid Time Off	City of Grandview Heights	City of Grove City	City of Groveport	City of Hilliard	City of Lancaster	City of Marysville
<b>Vacation</b>						
<b>Other forms of paid leave</b>						
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.		Military, Funeral, Personal, Court	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
<b>Holidays/Personal Days</b>						
Total number of Holidays per year	10 days	13 days	10 days	12 days	10 days	11 days
Total number of Personal days per year	1 day		1 day	40 hrs for new hires 16 for everyone else	5 days	4 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						
<b>Comments:</b>						

2022 Paid Time Off	City of New Albany	City of Pataskala	City of Powell	City of Reynoldsburg	City of Upper Arlington	City of Westerville
<b>Vacation</b>						
What is the maximum number of hours per year accrued at the highest level?	200 hours	280 hours	200 hours	240 hours	120 hours	240 hours
How many years of service does it take to get to the maximum accrual level?	15 years	26 years	26 days	16 days	5 years	after 24 years
What is the maximum hours allowed to roll-over annually?	3x annual accrual	Annual Accrual Amount + 40 hours	300 hours	240 hours	3x annual accrual	In no event can an employee carry over more than two (2) times his/her annual accumulation rate
In lieu of taking a minimum number of vacation/annual leave hours or forfeiture of used hours, can employees cash out or convert to personal time?	Yes	Yes	No	No	No	Yes
If yes, please explain:	Maximum carryover of three (3) times the annual vacation accrual rate. Any accrued vacation leave in excess of the maximum carryover limits standing to the credit of the employee on December 1 shall become void on December 31. Employees with leave in excess of 480 hours as of December 1 may have up to 80 hours paid out upon request. Such payout shall occur in January.	Cash out / forfeit				Employees who accrue at least 3 weeks of vacation per year, they may request pay in lieu of vacation. They must take 5 consecutive vacation days and have up to 2 weeks. Employees accruing 4 weeks or more may receive payment for up to 3 weeks. Employees accruing 3 weeks may receive payments for.



2022 Paid Time Off	City of New Albany	City of Pataskala	City of Powell	City of Reynoldsburg	City of Upper Arlington	City of Westerville
Vacation						
Vacation hours accrued per year						
1 year service	80 hours	80 hours (0 - 5 yrs.)	80 hours	80 hours 1-5 yrs	80 hours	80 hours
5 years service		120 hours (6 - 11 yrs.)	120 hours	120 hours 6-11 yrs	120 hours	81 hours
8 years service		160 hours (12 - 19 yrs.)	120 hours	160 hours 11-15 yrs	120 hours	120 hours
10 years service		200 hours (20 - 25 yrs.)	140 hours	200 hours 16 plus years	120 hours	121 hours
15 years service		240 hours (26+ yrs.)	140 hours		160 hours	160 hours
20 years service			160 hours		200 hours	240 hours
25 years service			180 hours		200 hours	

2022 Paid Time Off	City of New Albany	City of Pataskala	City of Powell	City of Reynoldsburg	City of Upper Arlington	City of Westerville
<b>Vacation</b>						
<b>Other forms of paid leave</b>						
Are your employees eligible for other forms of paid leave?	Yes	Yes	No	Yes	Yes	Yes
If yes, please list other types of leave (e.g. merit leave, bereavement, military, etc.)	Personal, Bereavement, Military, Injury, etc.	City Administrator & Finance Director each get 2 Personal days		Bereavement, Military, Compensatory, Flex	Bereavement, Military	Sick, Funeral, Military, Personal, and Injury Leave
<b>Holidays/Personal Days</b>						
Total number of Holidays per year	10.5 days	12 days	10 days	13 days	10 days	7 days
Total number of Personal days per year	2 days	2 days	2 days	1 day	5 days	6 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						
<b>Comments:</b>						
	(1) At employment up to the completion of the 4th year of employment - 3.077 hours per pay period (2) Upon completion of the 4th year of employment up to the completion of the 9th year of employment - 4.615 hours per pay period (3) Upon completion of the 9th year of employment up to the completion of the 14th year of employment - 6.154 hours per pay period (4) Upon completion of the 14th year of employment and beyond - 7.70 hours per pay period					

2022 Paid Time Off	City of Whitehall	City of Worthington	Delaware County	Fairfield County	Franklin County Board of Commissioners	Licking County
<b>Vacation</b>						
What is the maximum number of hours per year accrued at the highest level?	850 hours	216 hours	200 hours	200 hours	200 hours	200 hours
How many years of service does it take to get to the maximum accrual level?	25 years	21 years	25 years	15 years	20 years	25 years
What is the maximum hours allowed to roll-over annually?	850 hours	288 hours	3x max	No vacation leave shall be carried over for more than 3 years	600 hours	200 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	Yes	No	Yes	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.		

2022 Paid Time Off	City of Whitehall	City of Worthington	Delaware County	Fairfield County	Franklin County Board of Commissioners	Licking County
Vacation						
Vacation hours accrued per year						
1 year service	0.04231 hrs earned per hrs worked	96 hours	80 hours	40 hours	80 hours	
5 years service	0.05385 hrs earned per hrs worked	104 hours	80 hours	80 hours	119 hours	80 hours
8 years service	0.05385 hrs earned per hrs worked	144 hours	120 hours	120 hours	119 hours	120 hours
10 years service	0.06923 hrs earned per hrs worked	168 hours	120 hours	160 hours	161 hours	120 hours
15 years service	0.07692 hrs earned per hrs worked	200 hours	160 hours	200 hours	179 hours	160 hours
20 years service	0.08462 hrs earned per hrs worked	216 hours	160 hours	200 hours	200 hours	160 hours
25 years service	0.09615 hrs earned per hrs worked	216 hours	200 hours	200 hours	200 hours	200 hours

2022 Paid Time Off	City of Whitehall	City of Worthington	Delaware County	Fairfield County	Franklin County Board of Commissioners	Licking County
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, Military, Bereavement	FLSA, Kelly days, Compensatory Leave	Personal, Bereavement, Military, Jury Duty	Personal days, Bereavement Leave for Death of Spouse, Court Leave, Military Leave	Bereavement, Military, Paid Family Leave	Military, Jury Duty, Admin Leave, Bereavement
Holidays/Personal Days						
Total number of Holidays per year	10 days	12 days	13 days	13 days	11 days	11 days
Total number of Personal days per year	5 days	1 day	3 days	3 days	Up to 40 hrs, based on eligibility for Wellness Incentive	
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:						

2022 Paid Time Off	Madison Township Franklin County	Mifflin Township	Orange Township	Perry Township	Prairie Township	Truro Township
<b>Vacation</b>						
What is the maximum number of hours per year accrued at the highest level?	280 hours	336 hours	200 hours	200 hours	240 hours	40 / 216 56 / 456
How many years of service does it take to get to the maximum accrual level?	25 years	20 years	15 years	16 years	20 years	20 years
What is the maximum hours allowed to roll-over annually?	280 hours	1 hour	No Max	Equal to MAX annual accrual for employee	32 hours	24 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	Yes	No	No
If yes, please explain:	Employees may cash out hours		Unused vacation hours over 120 may be cashed out each year end.	Per FOP contract: The balance of any unused vacation leave shall be made by direct deposit, separate from the member's regular earnings, on December 15th of each year. Should December 15th fall on a weekend or holiday, payment shall be made on the preceding business day. At no time shall a vacation leave balance be less than zero due vacation leave conversion.		

2022 Paid Time Off	Madison Township Franklin County	Mifflin Township	Orange Township	Perry Township	Prairie Township	Truro Township
Vacation						
Vacation hours accrued per year						
1 year service	80 hours	80 hours	80 hours	Less than 6 yrs 80.60 hours (3.1 per pay period)	80 hours	240 (56-hr)/96 (40-hr)
5 years service	120 hours	120 hours	120 hours	Beginning 6th yr 119.60 hours (4.6 per pay period)	120 hours	240 (56-hr)/96 (40-hr)
8 years service	120 hours	120 hours	120 hours	Beginning 9th yr 161.2 hours (per pay period		312 (56-hr)/136 (40-hr)
10 years service	160 hours	144 hours	160 hours	Beginning 16th yr 200.2 hours (7.7 per pay period)	160 hours	312 (56-hr)/136 (40-hr)
15 years service	200 hours	168 hours	200 hours		200 hours (17+ yrs.)	384 (56-hr)/176 (40-hr)
20 years service	240 hours	240 hours			240 hours	456 (56-hr)/216 (40-hr)
25 years service	280 hours	336 hours				456 (56-hr)/216 (40-hr)



2022 Paid Time Off	Madison Township Franklin County	Mifflin Township	Orange Township	Perry Township	Prairie Township	Truro Township
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.)	Bereavement, Injury, Military	Bereavement, Military, Paternity/Maternity	Bereavement, Jury, Military, Personal, Parental, Injury	Bereavement, Injury, Jury Duty, Court, Military	Bereavement, Military, Jury Duty	Comp, Military, Court, Bereavement
Holidays/Personal Days						
Total number of Holidays per year	12 days	11 days	12 days	11 days	12 days	10 days
Total number of Personal days per year			2 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:						

2022 Paid Time Off	Washington Township	Village of Ashville	Village of Buckeye Lake	Village of Galena	Village of Granville	Village of Plain City	Village of West Jefferson
<b>Vacation</b>							
What is the maximum number of hours per year accrued at the highest level?	408 hrs for UP 280 hrs for Non-UP	198 hours		160 hours	200 hours	160 hours	200 hours
How many years of service does it take to get to the maximum accrual level?	25 years	15 years		10 years	20 years	10 years	25 years
What is the maximum hours allowed to roll-over annually?	48 hours	198 hours		80 hours	80 hours	160 hours	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	Yes	No	Yes	Yes	Yes
If yes, please explain:					After having taken at least 2 weeks vacation in a calendar year, employees may receive monetaty payment in lieu of days off for up to two weeks pay	Employees can cash in 50% of their accrued hours	

2022 Paid Time Off	Washington Township	Village of Ashville	Village of Buckeye Lake	Village of Galena	Village of Granville	Village of Plain City	Village of West Jefferson
Vacation							
Vacation hours accrued per year							
1 year service	Compl of 1 yr con svc UP: 120 hrs 40-HP: 80 hrs	80 hours		80 hours	2 weeks	80 hours	80 hours
5 years service	Compl of 4 yrs con svc UP: 168 hrs 40-HP: 120 hrs	119.6 hours		120 hours	2 weeks	120 hours	
8 years service	Compl of 9 yrs con svc UP: 240 hrs 40-HP: 160 hrs	119.6 hours		120 hours	3 weeks	120 hours	120 hours
10 years service	Compl of 14 yrs con svc UP: 288 hrs 40-HP: 200 hrs	159.9 hours		160 hours	3 weeks	160 hours	
15 years service	Compl of 19 yrs con svc UP: 360 hrs 40-HP: 240 hrs	197.6 hours		160 hours	4 weeks	160 hours	160 hours
20 years service	Compl of 24* yrs con svc UP: 408 hrs* 40-HP: 280 hrs*	197.6 hours		160 hours	5 weeks	160 hours	
25 years service		197.6 hours		160 hours	5 weeks	160 hours	200 hours

2022 Paid Time Off	Washington Township	Village of Ashville	Village of Buckeye Lake	Village of Galena	Village of Granville	Village of Plain City	Village of West Jefferson
<b>Vacation</b>							
<b>Other forms of paid leave</b>							
Are your employees eligible for other forms of paid leave?	Yes	Yes	Yes	Yes	Yes	Yes	Yes
If yes, please list other types of leave (e.g. merit leave, bereavement, military, etc.)	Earned, Bereavement, Jury/Witness Duty, Military, Injury	Bereavement convert & ill to Personal Time		Personal	Personal, Bereavement, Sick, Injury, Military	2 days Bereavement	Bereavement Military
<b>Holidays/Personal Days</b>							
Total number of Holidays per year	11 days	11 days		11 days	11 days	8 days	10 days
Total number of Personal days per year	2 - 9 days	5 days		2 days	1 day	4 days	3 days
Do you allow cash-out of personal days?	No	No	No	No	No	No	No
If yes, please indicate the maximum number of personal days eligible for cash-out							
<b>Comments:</b>							
	Completion of yr(s) of continuous service Pro rata basis based on hire date UP= Unit Personnel Pro rata basis based on hire date 40-HP= 40- Hour Personnel *only for full-time employees hired before January 1, 2012						



## SECTION 9

# RETIREMENT BENEFITS

2022 Retirement Plans	City of Bellefontaine	City of Bexley	City of Canal Winchester	City of Circleville	City of Columbus	City of Dublin
<b>Defined Benefit (DB) Plan</b>						
Do you offer a defined benefit plan?	Yes	Yes	Yes	Yes	Yes	Yes
If yes, does the employer contribute to the plan?	Yes	Yes	Yes	Yes	Yes	Yes
If yes, what percentage does the employer contribute to the plan?	14%	varies	14%	Depends - OPERS or OP&F	14%	14%
Do employees contribute to this plan?	Yes	Yes	Yes	Yes	Yes	Yes
If yes, what percentage does the employee contribute to the plan?	10%	varies	10%	Depends - OPERS or OP&F	10%	10%
What is your retirement benefit formula?	Public Employees Retirement System	OPERS & OP&F		Depends - OPERS or OP&F		
<b>Defined Contribution (DC) Plan</b>						
Do you offer a defined contribution plan?	Yes	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	Deferred Comp, Other
If yes, is it a pre or post-tax plan?	Pre	Pre	Pre	Pre	Post	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?						

2022 Retirement Plans	City of Gahanna	City of Grandview Heights	City of Grove City	City of Groveport	City of Hilliard	City of Lancaster
<b>Defined Benefit (DB) Plan</b>						
Do you offer a defined benefit plan?	No	Yes	Yes	No	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% Police: 19.5% Fire: 24%	14%		19.5% or 14.0%	OPERS 14%, Police 19.5%, Fire 24%
Do employees contribute to this plan?		Yes	Yes		Yes	Yes
If yes, what percentage does the employee contribute to the plan?		OPERS: 10% OP&F: 12.25%	10%		14% or 10%	OPERS 10%, OP&F 12.25%
What is your retirement benefit formula?			OPERS & OP&F		OPERS & OP&F	
<b>Defined Contribution (DC) Plan</b>						
Do you offer a defined contribution plan?	Yes	No	Yes	No	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	Pre	Pre	Pre
Is there an employer match to the plan(s)?	No	No	No	No	No	No
If yes, what is the maximum percent of the employer match?						

2022 Retirement Plans	City of Marysville	City of New Albany	City of Pataskala	City of Powell	City of Reynoldsburg	City of Upper Arlington
<b>Defined Benefit (DB) Plan</b>						
Do you offer a defined benefit plan?	Yes		No	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?	12% - 24%			14%	by statue	14%
Do employees contribute to this plan?	Yes			Yes	Yes	Yes
If yes, what percentage does the employee contribute to the plan?	10% - 12.25%			10%	by statue	10%
What is your retirement benefit formula?		OPERS & OP&F		The retirement plan is through OPERS for staff and Ohio Police & Fire for the Police	OPERS/PFDPF	Final average salary, years of service
<b>Defined Contribution (DC) Plan</b>						
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	Deferred Comp
If yes, is it a pre or post-tax plan?	Pre	Pre	Pre	Pre	Post	Pre
Is there an employer match to the plan(s)?	No	No	No	No	No	No
If yes, what is the maximum percent of the employer match?						



2022 Retirement Plans	City of Westerville	City of Whitehall	City of Worthington	Delaware County	Fairfield County	Franklin County Board of Commissioners
<b>Defined Benefit (DB) Plan</b>						
Do you offer a defined benefit plan?	Yes	No	Yes	Yes	Yes	No
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?	Retirement is provided through OPERS				Years of service, final average salary, & age at retirement	
<b>Defined Contribution (DC) Plan</b>						
Do you offer a defined contribution plan?	Yes	Yes	Yes	No	Yes	No
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%					

2022 Retirement Plans	Licking County	Madison Township Franklin County	Mifflin Township	Orange Township	Perry Township	Prairie Township
<b>Defined Benefit (DB) Plan</b>						
Do you offer a defined benefit plan?	Yes	Yes	Yes	Yes	Yes	Yes
If yes, does the employer contribute to the plan?	Yes	No	No	Yes	Yes	Yes
If yes, what percentage does the employer contribute to the plan?	14%			14% or 24%	14%	OPERS: 14% OPF: 24%
Do employees contribute to this plan?	Yes	Yes	Yes	Yes	Yes	Yes
If yes, what percentage does the employee contribute to the plan?	10%	100%		10% or 12.25%	10%	OPERS: 10% OPF: 12.25%
What is your retirement benefit formula?	Years of Service, Final Average Salary, Age at Retirement			OPERS and OP&F	Years of Service, Age at Retirement	OPERS & OP&F
<b>Defined Contribution (DC) Plan</b>						
Do you offer a defined contribution plan?	Yes	Yes		Yes	Yes	
If yes, what type of plan(s) do you offer?	Deferred Comp	Deferred Comp	Deferred Comp - 401(a)	Deferred Comp	Deferred Comp	Deferred Comp
If yes, is it a pre or post-tax plan?	Pre	Pre	Pre	Pre	Pre	Pre
Is there an employer match to the plan(s)?	No	No	No	No	No	No
If yes, what is the maximum percent of the employer match?						

2022 Retirement Plans	Truro Township	Washington Township	Village of Ashville	Village of Buckeye Lake
<b>Defined Benefit (DB) Plan</b>				
Do you offer a defined benefit plan?	Yes	Yes	yes	No
If yes, does the employer contribute to the plan?	No	Yes	yes	No
If yes, what percentage does the employer contribute to the plan?		14% or 24%		
Do employees contribute to this plan?	Yes	Yes	Yes	No
If yes, what percentage does the employee contribute to the plan?	OPF 12.25% OPERS 10%	10% or 12.25%		
What is your retirement benefit formula?	OPERS & OP&F		OPERS	
<b>Defined Contribution (DC) Plan</b>				
Do you offer a defined contribution plan?	No	Yes	Yes	No
If yes, what type of plan(s) do you offer?		Deferred Comp, Other	Deferred Comp (Police Only)	
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?				
		*We offer a 457 Plan and a Roth 457 Plan - the 457 Plan is pre tax while the Roth 457 is post.		

2022 Retirement Plans	Village of Galena	Village of Granville	Village of Plain City	Village of West Jefferson
<b>Defined Benefit (DB) Plan</b>				
Do you offer a defined benefit plan?	Yes	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	Years of service, final average salary, & age at retirement		
<b>Defined Contribution (DC) Plan</b>				
Do you offer a defined contribution plan?	Yes	Yes		No
If yes, what type of plan(s) do you offer?	Deferred Comp	Deferred Comp	Deferred Comp	
If yes, is it a pre or post-tax plan?	Pre	Pre	Pre	
Is there an employer match to the plan(s)?	No	No		
If yes, what is the maximum percent of the employer match?				



## SECTION 10

# MISCELLANEOUS BENEFITS

2022 Miscellaneous	City of Bellefontaine	City of Bexley	City of Canal Winchester	City of Circleville	City of Columbus
Miscellaneous					
Agency vehicle	No	Yes	Yes	Yes	Yes
Vehicle allowance	No	Yes	Yes	Yes	Yes
Employee Assistance Program (EAP)	Yes	No	Yes	Yes	Yes
Cell phone	Yes	Yes	Yes	Yes	Yes
Cell phone - stipend/allowance	No	Yes		No	No
Tuition reimbursement	Yes	Yes	Yes	Yes	Yes
457B (Deferred Compensation Plan)	Yea	Yes	Yes	Yes	Yes
Prepaid legal	No	No	No	Yes	No
Professional association membership dues	Yes	Yes	Yes	Yes	Yes
Organizational club membership dues	No	No	No	Yes	Yes
529 (College Plan)	No	Yes	No	Yes	No
Health & Wellness Incentives	Yes	Yes	Yes	Yes	Yes
Alternative Transportation Incentive	No	No		No	Yes

2022 Miscellaneous	City of Dublin	City of Gahanna	City of Grandview Heights	City of Grove City	City of Groveport
Miscellaneous					
Agency vehicle	No	Yes	Yes	No	No
Vehicle allowance	No	No	No	No	No
Employee Assistance Program (EAP)	Yes	Yes	Yes	Yes	Yes
Cell phone	Yes	Yes	Yes	Yes	Yes
Cell phone - stipend/allowance	No	No	Yes	No	Yes
Tuition reimbursement	Yes	Yes	Yes	Yes	Yes
457B (Deferred Compensation Plan)	Yes	Yes	Yes	Yes	Yes
Prepaid legal	No	Yes	No	Yes	No
Professional association membership dues	Yes	Yes	Yes	Yes	Yes
Organizational club membership dues	Yes	No	No	No	No
529 (College Plan)	Yes	No	Yes	Yes	No
Health & Wellness Incentives	Yes	Yes	Yes	Yes	Yes
Alternative Transportation Incentive	No	No	No		No

2022 Miscellaneous	City of Hilliard	City of Lancaster	City of Marysville	City of New Albany	City of Pataskala
Miscellaneous					
Agency vehicle	Yes	Yes	No		No
Vehicle allowance	No	No	No	Yes	No
Employee Assistance Program (EAP)	Yes	Yes	Yes	Yes	No
Cell phone	Yes	Yes	Yes	Yes	Yes
Cell phone - stipend/allowance	Yes	No	Yes	Yes	Yes
Tuition reimbursement	Yes	No	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	Yes
Organizational club membership dues	Yes	Yes	No	Yes	No
529 (College Plan)	Yes	No	Yes		No
Health & Wellness Incentives	No	No	Yes	Yes	Yes
Alternative Transportation Incentive	No	No	No		No



2022 Miscellaneous	City of Powell	City of Reynoldsburg	City of Upper Arlington	City of Westerville	City of Whitehall
Miscellaneous					
Agency vehicle	No	No	No	No	No
Vehicle allowance	No	No	No	Yes	No
Employee Assistance Program (EAP)	Yes	Yes	Yes	Yes	Yes
Cell phone	Yes	Yes	Yes	Yes	Yes
Cell phone - stipend/allowance	Yes	No	Yes	Yes	No
Tuition reimbursement	No	Yes	Yes	Yes	Yes
457B (Deferred Compensation Plan)	Yes	Yes	Yes	Yes	No
Prepaid legal	Yes	No	No	No	Yes
Professional association membership dues	Yes	Yes	Yes	Yes	Yes
Organizational club membership dues	Yes	Yes	Yes	No	No
529 (College Plan)	No	Yes	No	Yes	No
Health & Wellness Incentives	Yes		Yes	No	Yes
Alternative Transportation Incentive	No	No	No	No	No

2022 Miscellaneous	City of Worthington	Delaware County	Fairfield County	Franklin County Board of Commissioners	Licking County
Miscellaneous					
Agency vehicle	No	Yes	Yes	No	No
Vehicle allowance	Yes	No	No	No	No
Employee Assistance Program (EAP)	Yes	Yes	Yes	Yes	Yes
Cell phone	Yes	Yes	Yes	Yes	No
Cell phone - stipend/allowance	Yes	Yes	Yes	No	No
Tuition reimbursement	Yes	Yes	Yes	Yes	No
457B (Deferred Compensation Plan)	Yes	No	Yes	Yes	Yes
Prepaid legal	No	No	No	No	No
Professional association membership dues	Yes	Yes	Yes	Yes	No
Organizational club membership dues		Yes	Yes	No	No
529 (College Plan)	Yes	No	No	No	No
Health & Wellness Incentives	Yes	Yes	Yes	Yes	Yes
Alternative Transportation Incentive	No	No	No	Yes	No

2022 Miscellaneous	Madison Township Franklin County	Mifflin Township	Orange Township	Perry Township	Prairie Township
Miscellaneous					
Agency vehicle	Yes	Yes	No	Yes	Yes
Vehicle allowance	No	No	No	Yes	No
Employee Assistance Program (EAP)	Yes	Yes	Yes	Yes	Yes
Cell phone	Yes	No	Yes	Yes	Yes
Cell phone - stipend/allowance	No	Yes	No	Yes	Yes
Tuition reimbursement	Yes	Yes	Yes	No	Yes
457B (Deferred Compensation Plan)	Yes	Yes	Yes	Yes	Yes
Prepaid legal	Yes	Yes	No	No	No
Professional association membership dues	Yes	Yes	Yes	No	Yes
Organizational club membership dues	Yes	Yes	Yes	No	Yes
529 (College Plan)	No	Yes	No	No	No
Health & Wellness Incentives	Yes	Yes	No	Yes	Yes
Alternative Transportation Incentive	No	No	No	No	No

2022 Miscellaneous	Truro Township	Washington Township	Village of Ashville	Village of Buckeye Lake
Miscellaneous				
Agency vehicle	Yes	Yes	Yes	No
Vehicle allowance	No	No	No	No
Employee Assistance Program (EAP)	Yes	Yes	No	No
Cell phone	No	Yes	Yes	No
Cell phone - stipend/allowance	Yes	No	Yes	No
Tuition reimbursement	Yes	Yes	No	No
457B (Deferred Compensation Plan)	Yes	Yes	No	No
Prepaid legal	No	No	No	No
Professional association membership dues	Yes	Yes	No	No
Organizational club membership dues	No	No	No	No
529 (College Plan)	No	No	No	No
Health & Wellness Incentives	No	No	No	No
Alternative Transportation Incentive	No	No	No	No

2022 Miscellaneous	Village of Galena	Village of Granville	Village of Plain City	Village of West Jefferson
Miscellaneous				
Agency vehicle	No	No	Yes	Yes
Vehicle allowance	No	Yes	Yes	No
Employee Assistance Program (EAP)	No	No	Yes	No
Cell phone	No	Yes	No	No
Cell phone - stipend/allowance	No	Yes	Yes	Yes
Tuition reimbursement	No	No	Yes	No
457B (Deferred Compensation Plan)	Yes	Yes	Yes	Yes
Prepaid legal	No	No		No
Professional association membership dues	Yes	Yes	Yes	Yes
Organizational club membership dues	Yes	Yes	Yes	No
529 (College Plan)	No	No		No
Health & Wellness Incentives	No	No		No
Alternative Transportation Incentive	No	No		No

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