



2011 Salary & Fringe Benefit Survey

Participant Information	City of Canal Winchester	City of Columbus	City of Delaware
Total Annual Operating Budget	\$15,059,465	\$654,350,250	\$92,200,035
Total Annual Revenue	\$15,231,753	\$677,996,419	\$92,461,311
Total Number of full-time (non-union)	32	903	80
Total Number of part-time (non-union)	6	610	26
Total Number of full-time (union)	0	6,829	187
Total Number of part-time (union)	0	177	0
Total Staff	38	8,519	293
Annual gross payroll	\$1,639,300	\$479,000,000	\$18,000
Annual health insurance (employer cost)	\$427,661		\$3,896,000
Annual dental insurance (employer cost)	\$31,039		
Annual life insurance (employer cost)	\$4,929		\$25,000
Total Benefit Cost	\$470,095	\$11,171,975	
Benefit Cost as a percent of payroll	28.60%	\$0	

Comments:



2011 Salary & Fringe Benefit Survey

Salary Administration & Incentives	City of Canal Winchester	City of Columbus	City of Delaware
Average percent base pay increase 2011?	2.50%	2% - 3.5%	Varies
Percent increase to 2011 salary structure?		0% - 3.5%	Varies
Anticipated average percent base pay 2012?	2.50%	Approximately 2%	Unknown
Factors that determine individual salary inc.	Competency Based Adj.	Merit Based	
Short-term Incentive Pay (Bonus)	No	No	No
Long-term Incentive Pay (Bonus)	No	No	No

Notes:



2011 Salary & Fringe Benefit Survey

Participant Information	City of Dublin	City of Gahanna	City of Grandview Heights
Total Annual Operating Budget	\$66,678,690	\$45,823,132	\$9,512,406
Total Annual Revenue	\$62,839,700	\$23,514,850	\$8,532,138
Total Number of full-time (non-union)	214	54	31
Total Number of part-time (non-union)	3	134	3 Perm, 30 Seasonal
Total Number of full-time (union)	147	93	33
Total Number of part-time (union)	0	0	0
Total Staff	364	281	67 Permanent
Annual gross payroll	\$28,532,020	\$29,785,036	\$4,131,538
Annual health insurance (employer cost)	\$4,759,900	\$1,974,286	\$817,385
Annual dental insurance (employer cost)		\$106,317	Included above
Annual life insurance (employer cost)	\$59,700	\$35,195	Included above
Total Benefit Cost	\$4,818,700	\$2,143,662	\$817,385
Benefit Cost as a percent of payroll		35%	20%

Comments:



2011 Salary & Fringe Benefit Survey

Salary Administration & Incentives	City of Dublin	City of Gahanna	City of Grandview Heights
Average percent base pay increase 2011?	1.50%	0%	1.50%
Percent increase to 2011 salary structure?	0%	0%	1.50%
Anticipated average percent base pay 2012?	Unknown	Unknown	Unknown
Factors that determine individual salary inc.	Merit Based	Market and Merit Based	Cost of living; merit & market based
Short-term Incentive Pay (Bonus)	Yes	No	No
Long-term Incentive Pay (Bonus)	Yes	No	No

Notes:

Instant bonus program:

all non-union employees eligible for this program. Each dept. allocated funds for bonuses to reward an individual or team for an exceptional effort in implementing and completing a project that meets certain criteria.



2011 Salary & Fringe Benefit Survey

Participant Information	City of Grove City	City of Groveport	City of Powell
Total Annual Operating Budget	\$40,112,808	\$10,765,666	\$7,104,048
Total Annual Revenue	\$41,553,000	\$9,637,846 plus carryover	\$6,610,418
Total Number of full-time (non-union)	46	76	22
Total Number of part-time (non-union)	57	120	2
Total Number of full-time (union)	93	0	21
Total Number of part-time (union)	0	0	0
Total Staff	196	196	45
Annual gross payroll	\$11,296,922	4.6 million	\$2,980,356
Annual health insurance (employer cost)	\$1,647,303	\$729,564 (see below)	\$565,427
Annual dental insurance (employer cost)	\$116,104	\$78,564	\$30,635
Annual life insurance (employer cost)	\$14,644	\$9,439	\$16,085
Total Benefit Cost	\$1,802,524	\$2,645,557	\$612,147
Benefit Cost as a percent of payroll		\$58	20.50%

Comments:

Annual Health care cost
 \$729,564 plus 0 to up to
 394,050 additional for



2011 Salary & Fringe Benefit Survey

Salary Administration & Incentives	City of Grove City	City of Groveport	City of Powell
Average percent base pay increase 2011?	3%	0% to date	0%
Percent increase to 2011 salary structure?	3%	4%	0%
Anticipated average percent base pay 2012?	3%	4%	1%
Factors that determine individual salary inc.		Merit Based	Merit Based
Short-term Incentive Pay (Bonus)	No	No	No
Long-term Incentive Pay (Bonus)	No	Yes	No

Notes:



2011 Salary & Fringe Benefit Survey

Participant Information	City of Reynoldsburg	City of Upper Arlington	City of Westerville
Total Annual Operating Budget		\$36,317,310	\$27,710,796
Total Annual Revenue		\$40,261,152	
Total Number of full-time (non-union)		90	223
Total Number of part-time (non-union)		11	43
Total Number of full-time (union)		140	202
Total Number of part-time (union)		0	0
Total Staff		241	468
Annual gross payroll		\$17,961,812	
Annual health insurance (employer cost)		\$2,904,604	
Annual dental insurance (employer cost)		\$193,042	
Annual life insurance (employer cost)		\$23,561	
Total Benefit Cost		\$3,647,536	
Benefit Cost as a percent of payroll		0	

Comments:



2011 Salary & Fringe Benefit Survey

Salary Administration & Incentives	City of Reynoldsburg	City of Upper Arlington	City of Westerville
Average percent base pay increase 2011?	2%	0%	3%
Percent increase to 2011 salary structure?		0%	3%
Anticipated average percent base pay 2012?		Unknown	3%
Factors that determine individual salary inc.	Cost of Living Adjustment		Merit Based
Short-term Incentive Pay (Bonus)		Yes - up to \$200 for each recognition	No
Long-term Incentive Pay (Bonus)		No	Yes

Notes:

No salary increase in 2011 for fire union members. General employees received 1% salary increase to offset decrease of pension pickup from 10% to 9%. Other union pay increase were police 3%, dispatchers 3%, and teamsters 2.95%.

Longevity payments:

5-9 yrs = \$800
 10-14 yrs = \$1,100
 15-19 yrs = \$1,400
 20 or more yrs = \$1,650



2011 Salary & Fringe Benefit Survey

Participant Information	City of Whitehall	City of Worthington	Franklin County Bd. of Commissioners
Total Annual Operating Budget	\$21,624,600	\$28,586,520	\$308,134,092 (General)
Total Annual Revenue	\$24,963,843	\$30,010,190	\$281,674,667 (General)
Total Number of full-time (non-union)	27	87	456
Total Number of part-time (non-union)	51	150	11
Total Number of full-time (union)	116	67	923
Total Number of part-time (union)	0	0	12
Total Staff	194	304	1,402
Annual gross payroll	Self Insured	\$12,043,244	\$130,964,441 (General)
Annual health insurance (employer cost)	Self Insured	\$1,962,458	\$1,105
Annual dental insurance (employer cost)	\$100,000 per employee	\$147,434	\$52
Annual life insurance (employer cost)		\$21,771	\$6
Total Benefit Cost		\$2,131,663	\$1,162
Benefit Cost as a percent of payroll		42.72%	23% (General Fund)

Comments:



2011 Salary & Fringe Benefit Survey

Salary Administration & Incentives	City of Whitehall	City of Worthington	Franklin County Bd. of Commissioners
Average percent base pay increase 2011?	3%	2.50%	0%
Percent increase to 2011 salary structure?			0%
Anticipated average percent base pay 2012?	Unknown	Unknown	Unknown
Factors that determine individual salary inc.	Cost of Living Adjustment	Merit based	Cost of living & market
Short-term Incentive Pay (Bonus)	No	No	No
Long-term Incentive Pay (Bonus)	Yes	No	No

Notes:

Longevity pay after 5 years

As it pertains to adjust. average percent base pay increase reflects the non-bargaining increase included in agency budget for 2011. Any pay increase assoc. with an existing collective bargaining agreements was included in the 2011 budget. After approval of the budget, a 1.5% increase was authorized for most non-bargaining employees in the County.



Salaries Broken Down by Title

2011

Public Works

Director	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Director of Public Service	City of Canal Winchester	\$61,150	\$86,157	\$76,461	1
Public Service Director	City of Columbus	\$95,680	\$159,474	\$122,616	1
	City of Delaware	\$56,062	\$103,875	\$86,070	1
Director of Streets and Utilities	City of Dublin	\$73,100	\$107,300	\$93,227	1
	City of Gahanna	\$84,076	\$116,772	\$91,550	1
Director of Service	City of Grandview Heights	\$61,000	\$87,000	\$0	0
	City of Grove City	\$62,400	\$99,840	\$89,980	1
Safety/Services Director	City of Reynoldsburg	\$65,260	\$94,173	\$79,716	1
	City of Upper Arlington	\$80,248	\$116,359	\$99,242	1
Director of Public Service	City of Westerville	\$79,144	\$126,588	\$93,683	1
Director of Public Service	City of Whitehall	\$24,021	\$82,742	\$77,000	1
Director of Public Service	City of Worthington	\$98,474	\$98,474	\$98,474	1
Director, Public Facilities Management	Franklin Co. Board of Commissioners	\$87,678	\$122,750	\$103,522	1

Assistant Director	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Public Service Deputy Director	City of Columbus	\$84,552	\$140,899	\$114,504	1
Superintendent	City of Delaware	\$60,320	\$72,800	\$69,139	2
Deputy Director	City of Gahanna	\$68,881	\$95,668	\$74,238	1
Assistant City Engineer	City of Powell	\$54,863	\$72,800	\$62,587	1
Deputy Director of Public Service	City of Westerville	\$67,974	\$101,940	\$89,960	1
Assistant to Director of Public Service	City of Whitehall	\$24,960	\$45,760	\$43,330	1
Administrative Asst/Assistant to Service Dir.	City of Worthington	\$49,175	\$49,175	\$49,175	1
Assistant Director, Operations PFM	Franklin Co. Board of Commissioners	\$68,648	\$96,107	\$80,454	1



Salaries Broken Down by Title

2011

Public Works (Con't.)

Maintenance Supervisor	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Manager of Streets, Lands & Buildings	City of Canal Winchester	\$48,984	\$67,547	\$50,211	1
Facility Superintendent	City of Delaware	\$35,360	\$39,520	\$40,206	1
Operations Administrator	City of Dublin	\$52,600	\$77,100	\$71,362	4
Maintenance Superintendent	City of Gahanna	\$68,881	\$95,668	\$89,951	1
Service Department Supervisor	City of Grandview Heights	\$33,949	\$60,000	\$58,656	2
Public Works Superintendent	City of Groveport	\$50,899	\$81,803		1
Maintenance Foreman	City of Reynoldsburg	\$38,160	\$55,042	\$43,613	1
Maint. Supervisor (Environ, Street, Fleet & Utilities)	City of Westerville	\$51,064	\$76,502	\$64,000	4
Maintenance Superintendent	City of Worthington	\$66,397	\$83,621	\$83,621	1
	Franklin Co. Board of Commissioners	\$51,204	\$71,685	\$60,133	1

City Engineer	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Design & Construction Division Administrator	City of Columbus	\$84,552	\$140,899	\$110,115	1
Director of Engineering Services	City of Delaware	\$56,062	\$103,875	\$88,857	1
Director of Engineering	City of Dublin	\$77,500	\$113,600	\$105,223	1
	City of Gahanna	\$73,946	\$102,703	\$98,595	1
	City of Powell	\$74,760	\$101,147	\$87,193	1
	City of Reynoldsburg	\$48,710	\$70,229	\$60,000	1
	City of Upper Arlington	\$70,092	\$101,634	\$93,126	1
City Engineer (Planning & Development Dept.)	City of Westerville	\$74,796	\$112,236	\$100,152	1
	City of Worthington	\$98,474	\$98,474	\$98,474	1
Assistant Director, Construction, PFM	Franklin Co. Board of Commissioners	\$68,648	\$96,107	\$89,211	1

Associate Engineer	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Engineer 2	City of Columbus	\$55,307	\$85,950	\$68,162	24
Assistant Engineer	City of Delaware	\$60,320	\$72,800	\$71,905	1
Civil Engineer II	City of Dublin	\$52,600	\$77,100	\$68,821	5
Staff Engineer	City of Powell	\$38,156	\$51,622	\$41,704	1
Engineer Coordinator	City of Upper Arlington	\$46,729	\$67,757	\$67,919	1
Assistant City Engineer	City of Worthington	\$61,512	\$77,430	\$77,430	1
Manager of Planning	Franklin Co. Board of Commissioners	\$60,719	\$85,006	\$62,878	1



Salaries Broken Down by Title

2011

Public Works (Con't.)

Drafter	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Drafter/CAD Operator	City of Columbus	\$36,046	\$43,722	\$44,595	5
Engineering Technician	City of Westerville	\$43,950	\$61,464	\$44,137	3
Engineering Assistant	Franklin Co. Board of Commissioners	\$32,885	\$43,368	\$0	0

Supervisor	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Engineering Manager	City of Dublin	\$69,500	\$101,900	\$90,063	3
Maintenance Supervisor	City of Upper Arlington	\$46,729	\$67,757	\$55,164	4
	City of Worthington	\$52,673	\$66,397	\$66,397	4

Maintenance Foreman	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Maintenance Worker 111	City of Canal Winchester	\$39,624	\$51,521	\$39,187	2
Building Maintenance Supervisor 2	City of Columbus	\$44,075	\$66,123	\$53,914	5
Project Manager	City of Delaware	\$54,080	\$64,480	\$56,825	2
Street Foreman & Water/Sewer Foreman	City of Gahanna	\$46,301	\$57,013	\$57,013	2
Service Manager	City of Grove City	\$43,700	\$67,787	\$62,046	1
	City of Groveport	\$37,272	\$69,913		1
Street Division Superintendent	City of Reynoldsburg	\$44,162	\$63,694	\$63,694	
	City of Upper Arlington	\$41,590	\$60,304	\$55,681	1
Street Superintendent	City of Whitehall	\$58,240	\$70,720	\$70,886	1
	Franklin Co. Board of Commissioners	\$39,310	\$55,034	\$45,469	2

Salaries Broken Down by Title

2011

Public Works (Con't.)

Labor/Crew Leader	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Maintenance Worker II	City of Canal Winchester	\$34,756	\$44,408	\$36,650	3
	City of Delaware			\$48,568	5
Crew Supervisor	City of Dublin	\$42,200	\$61,900	\$56,517	14
Maintenance Worker	City of Grandview Heights	\$24,401	\$50,000	\$48,069	8
Maintenance Worker	City of Groveport	\$28,174	\$45,309		11
Laborer	City of Powell	\$31,928	\$41,475	\$40,000	5
Street Division Assistant Superintendent	City of Reynoldsburg	\$40,075	\$57,782	\$59,900	1
Crew Chiefs	City of Whitehall	\$52,000	\$62,400		3

Building Inspector Admin.	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Construction Services Administrator	City of Canal Winchester	\$61,150	\$86,157	\$73,798	1
Construction Inspector 1	City of Columbus	\$37,523	\$48,610	\$45,906	58
Chief Building Official	City of Delaware	\$60,320	\$72,800	\$71,905	1
Engineering Project Coordinator	City of Dublin	\$47,000	\$68,900	\$64,455	2
Chief Building Official	City of Gahanna	\$60,778	\$84,414	\$68,685	1
Director of Building & Zoning	City of Grandview Heights	\$61,000	\$87,000	\$83,044	1
Chief Building Official	City of Grove City	\$62,400	\$99,840	\$86,403	1
Chief Building Official	City of Groveport	\$50,899	\$81,803		1
Chief Building Official	City of Powell	\$64,643	\$90,459	\$82,160	1
Chief Building Official	City of Reynoldsburg	\$48,710	\$70,229	\$58,775	0
Code Inspector II	City of Westerville	\$51,064	\$76,502	\$66,726	2
Field Inspector-Capital Imp/Field Inspector-Bld. Zon	City of Worthington	\$48,807	\$61,152	\$61,512	2



Salaries Broken Down by Title

2011

Public Works (Con't.)

Building Inspector	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Building Inspector 1	City of Canal Winchester	\$34,756	\$48,651	\$46,508	1
	City of Columbus	\$43,077	\$67,350	\$53,498	21
	City of Delaware	\$39,520	\$45,760	\$46,176	3
	City of Dublin	\$47,000	\$68,900	\$61,291	4
Building and Heating Inspector	City of Gahanna	\$50,648	\$70,344	\$55,712	1
	City of Grove City	\$38,604	\$59,883	\$54,828	2
	City of Groveport	\$37,271	\$59,913		1
	City of Powell	\$44,620	\$60,368	\$60,362	1
	City of Upper Arlington	\$44,084	\$63,921	\$61,148	1
Chief Building Official	City of Westerville	\$67,974	\$101,940	\$86,091	1
	City of Whitehall	\$29,120	\$58,240	\$53,476	1
	Franklin Co. Board of Commissioners	\$39,603	\$47,174	\$48,672	1

Field/Construction Inspector	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Engineering Technician	City of Upper Arlington	\$41,590	\$60,304	\$54,262	5

Certified Mechanic	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Automotive Mechanic (Heavy)	City of Columbus	\$39,728	\$47,507	\$46,467	69
	City of Delaware	\$37,440	\$43,680	\$48,568	3
Auto Mechanic	City of Dublin	\$41,200	\$56,964	\$56,964	6
	City of Gahanna	\$39,603	\$54,850	\$47,590	4
Maintenance Supervisor	City of Grove City	\$38,604	\$59,883	\$58,136	1
	Mechanic	City of Reynoldsburg	\$38,160	\$55,042	\$48,474
Fleet Maintenance Technician	City of Upper Arlington	\$39,235	\$56,890	\$50,891	4
Fleet Maintenance Supervisor	City of Westerville	\$51,064	\$76,502	\$71,988	1
	City of Whitehall	\$56,160	\$68,640	\$61,672	1
Mechanic/Fleet Maintenance Technician	City of Worthington	\$52,963	\$69,394	\$69,394	2
	Mechanic	Franklin Co. Board of Commissioners	\$31,387	\$41,454	\$42,827



Salaries Broken Down by Title

2011

Public Works (Con't.)

Electrical Inspector	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Electrical Inspector 1	City of Columbus	\$43,077	\$67,350	\$66,934	9
	City of Dublin	\$47,000	\$68,900	\$66,970	1
	City of Grove City	\$38,604	\$59,883	\$59,883	1
	City of Reynoldsburg	\$38,160	\$55,042	\$42,744	1
	City of Westerville	\$51,064	\$76,502	\$68,660	1

Water Treatment Plant Operator	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Water or Wastewater Treatment Plant Operator Water Plant Operator 1	City of Canal Winchester	\$34,756	\$44,408	\$36,650	6
	City of Columbus	\$40,851	\$48,610	\$48,381	12
	City of Delaware	\$35,360	\$56,160	\$56,409	6
Water/Wastewater Superintendent Chief Plant Operator	City of Reynoldsburg	\$46,371	\$66,866	\$61,542	1
	City of Westerville	\$56,160	\$84,260	\$80,412	1
Plant Attendant	Franklin Co. Board of Commissioners	\$32,966	\$46,153	\$34,091	2

Meter Reader	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Utility Service Worker	City of Delaware	\$35,360	\$41,600	\$41,545	3
	City of Reynoldsburg	\$25,822	\$37,208	\$26,520	
	City of Westerville	\$32,968	\$46,196	\$38,854	3
	Franklin Co. Board of Commissioners	\$28,209	\$39,492	\$32,594	1

Stock Room Clerk	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Stock Clerk	City of Westerville	\$32,968	\$46,196	\$43,222	1



Salaries Broken Down by Title

2011

Public Works (Con't.)

Equipment Operator	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Technician III	City of Delaware	\$37,440	\$43,680	\$43,284	4
	City of Gahanna	\$18,803	\$54,850	\$47,590	6
	City of Reynoldsburg	\$31,352	\$45,285	\$38,318	10
Street Maintenance Worker	City of Upper Arlington	\$34,407	\$43,031	\$40,813	14
	City of Westerville	\$26,420	\$50,876	\$56,867	1

Traffic Engineer	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Civil Engineer II	City of Dublin	\$52,600	\$77,100	\$64,541	2
Engineering Technician	City of Westerville	\$43,950	\$61,464	\$62,545	1

Traffic Signal Technician	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Electronic System Specialist	City of Columbus	\$44,075	\$66,123	\$63,274	6
Technician III	City of Delaware	\$37,440	\$43,680	\$43,284	1
Electrical Worker	City of Dublin	\$35,000	\$51,300	\$46,329	4
Electrician	City of Upper Arlington	\$39,235	\$56,890	\$45,025	5
	City of Westerville	\$43,950	\$61,464	\$55,910	1
	City of Worthington	\$48,807	\$61,512	\$61,512	1

Urban Planner	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Associate Planner	City of Delaware	\$43,680	\$68,640	\$69,139	1
Economic Development Manager	City of Gahanna	\$57,486	\$79,842	\$63,873	1
Director of Administration	City of Grandview Heights	\$71,000	\$105,000	\$99,659	1
Sr. Program Coordinator	Franklin Co. Board of Commissioners	\$48,032	\$67,245	\$50,731	1



Salaries Broken Down by Title

2011

General - Administration

Mayor with no City Manager or City Administrator	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Mayor	City of Canal Winchester			\$80,000	1
Mayor	City of Columbus			\$162,656	1
Mayor	City of Grandview Heights			\$22,000	1
Mayor	City of Reynoldsburg			\$97,000	1
Mayor	City of Whitehall			\$77,500	1

Mayor with City Manager of City Administrator

Mayor with Assistant City Administrator President of City Council	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
	City of Delaware			\$6,953	1
	City of Dublin			\$15,750	1
Mayor with Assistant City Administrator	City of Gahanna			\$103,809	1
	City of Grove City			\$20,000	1
	City of Groveport			\$18,250	1
	City of Powell			\$4,500	1
President of City Council	City of Upper Arlington			\$3,700	1
	City of Westerville			\$3,600	1

City Manager County Administrator	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
	City of Delaware			\$105,851	1
	City of Dublin	\$121,800	\$211,100	\$180,000	1
	City of Powell			\$119,413	1
	City of Upper Arlington			\$151,122	1
	City of Westerville			\$138,800	1
	City of Worthington	\$131,328	\$131,328	\$131,328	1
County Administrator	Franklin Co. Board of Commissioners	\$132,083	\$184,916	\$156,520	1



Salaries Broken Down by Title

2011

General - Administration (Con't.)

City Administrator	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Assistant City Administrator	City of Gahanna	\$68,881	\$95,668	\$76,534	1
	City of Grove City			\$110,312	1
Administrator	City of Groveport	\$67,764	\$108,905		1

Council Members	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
	City of Canal Winchester	\$6,000	\$6,500	\$6,000	7
	City of Columbus			\$43,638	7
	City of Delaware			\$6,376	6
	City of Dublin			\$11,250	5
	City of Gahanna			\$14,400	7
	City of Grandview Heights			\$3,000	7
	City of Grove City			\$6,000	5
	City of Powell			\$3,000	6
	City of Reynoldsburg			\$0	9
	City of Upper Arlington			\$2,500	5
	City of Westerville			\$5,400	7
	City of Whitehall			\$4,000	7
	City of Worthington			\$1,650	7

Controller	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
City Auditor	City of Columbus			\$153,816	1
City Treasurer	City of Whitehall			\$7,500	1



Salaries Broken Down by Title

2011

General - Administration (Con't.)

Finance Director	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Finance and Management Director	City of Canal Winchester	\$61,150	\$86,157	\$80,392	1
	City of Columbus	\$108,326	\$180,544	\$128,440	1
	City of Delaware	\$56,062	\$103,875	\$99,445	1
Deputy Director of Finance	City of Dublin	\$73,100	\$107,300	\$90,364	1
	City of Gahanna	\$84,076	\$116,772	\$93,418	1
Director of Finance	City of Grandview Heights	\$63,000	\$90,000	\$89,500	1
	City of Grove City	\$62,400	\$99,840	\$91,520	1
	City of Groveport	\$60,075	\$96,549		1
	City of Powell	\$74,760	\$101,147	\$88,212	1
City Auditor	City of Reynoldsburg			\$69,706	1
	City of Upper Arlington	\$83,566	\$121,083	\$116,717	1
	City of Westerville	\$87,006	\$139,297	\$87,006	1
City Auditor	City of Whitehall			\$75,000	1
Director of Finance	City of Worthington	\$94,300	\$94,300	\$94,300	1
Deputy County Administrator	Franklin Co. Board of Commissioners	\$119,396	\$167,154	\$120,910	1

Finance Assistant	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Assistant Auditor 1	City of Columbus	\$36,192	\$54,288	\$46,592	7
Deputy Director	City of Gahanna	\$68,881	\$95,668	\$76,534	1
Assistant Director of Finance	City of Grandview Heights	\$29,870	\$63,000	\$59,641	1
Assistant Finance Director	City of Powell	\$54,863	\$72,800	\$57,096	1
Finance Manager	City of Upper Arlington	\$59,551	\$86,348	\$72,414	1
Deputy Auditor	City of Whitehall	\$24,284	\$66,979	\$66,649	1
	City of Worthington	\$47,068	\$59,246	\$59,246	1
Benefits Fiscal Specialist	Franklin Co. Board of Commissioners	\$32,966	\$46,153	\$34,570	1

Assistant City Manager	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Deputy City Administrator	City of Delaware	\$52,062	\$103,875	\$84,885	1
	City of Grove City			\$50,000	1 PT
	City of Upper Arlington	\$83,566	\$121,083	\$111,765	1
	City of Westerville	\$87,006	\$139,297	\$99,507	1
City Attorney	City of Whitehall			\$75,000	1
	City of Worthington	\$99,809	\$99,809	\$99,809	1
Deputy County Administrator	Franklin Co. Board of Commissioners	\$119,396	\$167,154	\$121,160	2



Salaries Broken Down by Title

2011

General - Administration (Con't.)

Assistant City Attorney	Government Entity	Salary Range Minimum	Salary Range Maximum	Avg. Annual Salary	# of Incumb
Deputy City Attorney	City of Columbus	\$108,326	\$180,544	\$145,122	1
City Attorney	City of Gahanna	\$57,486	\$79,847	\$65,563	5
	City of Upper Arlington	\$81,928	\$118,795	\$108,943	1
Director of Law	City of Worthington	\$113,625	\$113,625	\$113,625	1

Manager of Records Retention	Government Entity	Salary Range Minimum	Salary Range Maximum	Avg. Annual Salary	# of Incumb
Records Administrator	City of Gahanna	\$37,227	\$51,705	\$41,600	1
Records Clerk	City of Upper Arlington	\$37,013	\$53,670	\$0	0

Purchasing Manager	Government Entity	Salary Range Minimum	Salary Range Maximum	Avg. Annual Salary	# of Incumb
Procurement Manager	City of Columbus	\$70,346	\$105,560	\$81,307	1
Purchasing Administrator	City of Upper Arlington	\$49,533	\$71,823	\$67,723	1
Procurement Coordinator	City of Westerville	\$51,064	\$76,502	\$53,019	1
Director, Purchasing	Franklin Co. Board of Commissioners	\$68,648	\$96,107	\$84,469	1

Grants Coordinator	Government Entity	Salary Range Minimum	Salary Range Maximum	Avg. Annual Salary	# of Incumb
Grants Management Coordinator	City of Columbus	\$62,171	\$93,246	\$84,198	1
	Franklin Co. Board of Commissioners	\$51,204	\$71,685	\$55,723	5

Municipal Tax Assessor	Government Entity	Salary Range Minimum	Salary Range Maximum	Avg. Annual Salary	# of Incumb
Income Tax Administrator	City of Delaware	\$47,840	\$56,160	\$56,862	1
Tax Administrator	City of Reynoldsburg	\$40,075	\$57,782	\$52,478	1
Tax Administrator	City of Upper Arlington	\$55,656	\$80,701	\$70,318	1
Tax Auditor	City of Westerville	\$46,384	\$69,596	\$53,404	2



Salaries Broken Down by Title

2011

General - Administration (Con't.)

Accountant	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Accounting Technician	City of Delaware	\$58,240	\$68,640	\$69,139	1
	City of Dublin	\$47,000	\$68,900	\$66,472	1
	City of Gahanna	\$37,227	\$51,705	\$48,360	2
	City of Grandview Heights	\$25,750	\$54,000	\$53,186	1
	City of Reynoldsburg	\$53,687	\$77,745	\$62,752	1
	City of Westerville	\$46,384	\$69,596	\$67,184	1
	Franklin Co. Board of Commissioners	\$41,689	\$58,364	\$47,258	3

Accounting Assistant	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Accounting Clerk	City of Canal Winchester	\$29,161	\$40,976	\$29,889	1
Fiscal Assistant 2	City of Columbus	\$29,827	\$48,610	\$45,344	18
Accounting Specialist	City of Dublin	\$38,000	\$55,800	\$50,853	7
Finance Specialist	City of Powell	\$38,156	\$51,622	\$49,462	1
Deputy Auditor	City of Reynoldsburg	\$40,075	\$57,782	\$48,921	1
Purchasing Assistant	City of Upper Arlington	\$34,918	\$50,632	\$50,640	1
Fiscal Support Analyst	City of Westerville	\$36,420	\$50,876	\$42,340	11
	Franklin Co. Board of Commissioners	\$27,955	\$35,755	\$36,005	9

Accounting Clerk	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Fiscal Assistant 1	City of Columbus	\$27,269	\$46,301	\$41,434	20
	City of Delaware	\$41,600	\$47,840	\$48,568	1
Accounting Specialist	City of Grove City	\$31,428	\$54,038	\$54,038	1
	City of Groveport	\$30,454	\$48,965		1
Permit Coordinator	City of Powell	\$38,156	\$51,622	\$48,796	1
	City of Reynoldsburg	\$33,600	\$40,451	\$36,725	2
Fiscal Technician	City of Upper Arlington	\$32,942	\$47,766	\$39,513	1
Finance Analyst	City of Worthington	\$43,588	\$54,800	\$54,800	1
Account Clerk 1	Franklin Co. Board of Commissioners	\$25,230		\$29,557	18



Salaries Broken Down by Title

2011

General - Administration (Con't.)

Payroll Clerk	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Payroll/Benefits Clerk	City of Columbus	\$31,387	\$47,091	\$44,699	24
	City of Delaware			\$40,310	1
Payroll Specialist	City of Dublin	\$47,000	\$68,900	\$62,248	1
Payroll Coordinator	City of Gahanna	\$41,874	\$58,159	\$45,157	1
Payroll Specialist	City of Grove City	\$38,604	\$59,883	\$59,883	1
Accounting Clerk	City of Groveport	\$30,454	\$48,965		1
Payroll Administrator	City of Upper Arlington	\$41,590	\$60,304	\$53,407	1
Payroll Administrator	City of Whitehall	\$29,120	\$64,480	\$63,856	1
Payroll Specialist	Franklin Co. Board of Commissioners	\$31,380	\$43,933	\$32,261	3

Executive Secretary	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Executive Secretary 2	City of Columbus	\$36,192	\$54,288	\$48,630	14
	City of Delaware	\$41,600	\$47,840	\$46,568	1
Executive Assistant	City of Dublin	\$42,200	\$61,900	\$59,163	1
Office Assistant	City of Gahanna	\$19,760	\$33,280	\$24,960	1
Administrative Secretary	City of Grandview Heights	\$27,583	\$62,720	\$59,930	1
Executive Assistant	City of Grove City	\$33,945	\$52,686	\$51,147	2
Executive Assistant	City of Groveport	\$32,733	\$52,622		1
	City of Reynoldsburg	\$38,160	\$57,782	\$43,250	2
	City of Upper Arlington	\$37,013	\$53,670	\$49,656	1
Administrative Secretary	City of Westerville	\$36,420	\$50,876	\$42,161	13
Secretary to Mayor	City of Whitehall	\$45,760	\$56,160	\$54,038	1
Secretary to City Manager	City of Worthington	\$53,707	\$53,707	\$53,707	1
Executive Assistant	Franklin Co. Board of Commissioners	\$44,860	\$62,804	\$50,960	1



Salaries Broken Down by Title

2011

General - Administration (Con't.)

Administrative Assistant	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
	City of Canal Winchester	\$29,161	\$40,976	\$29,889	2
Office Assistant 3	City of Columbus	\$35,152	\$52,707	\$45,656	44
	City of Delaware	\$31,200	\$35,360	\$35,755	3
Administrative Specialist	City of Dublin	\$42,200	\$61,900	\$59,442	3
	City of Gahanna	\$37,227	\$51,705	\$37,440	2
Administrative Secretary II	City of Grove City	\$29,161	\$45,198	\$39,000	1
	City of Groveport	\$28,174	\$45,309		3
Building Department Coordinator	City of Powell	\$28,390	\$38,409	\$34,673	1
	City of Reynoldsburg	\$36,329	\$52,399	\$14,586	1 (PT)
Management Assistant	City of Upper Arlington	\$39,235	\$56,890	\$51,461	5
	City of Westerville	\$46,384	\$69,596	\$55,723	1
	Franklin Co. Board of Commissioners	\$34,552	\$48,373	\$36,733	6

Secretary/Administrative Clerk	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Administrative Secretary	City of Columbus	\$35,152	\$52,707	\$47,320	26
	City of Delaware	\$31,200	\$35,360	\$36,088	4
Administrative Assistant	City of Dublin	\$38,000	\$55,800	\$50,782	11
Secretary	City of Gahanna	\$30,600	\$42,500	\$30,600	2
Department Secretary	City of Grandview Heights	\$24,401	\$48,000	\$41,000	3
Administrative Secretary I	City of Grove City	\$25,646	\$39,769	\$32,780	5
Secretary/Receptionist	City of Powell	\$28,390	\$38,409	\$30,701	1
	City of Reynoldsburg	\$28,461	\$55,042	\$37,296	8
Administrative Assistant	City of Upper Arlington	\$34,918	\$50,632	\$42,185	9
Secretary	City of Westerville	\$32,968	\$46,196	\$39,805	4
Secretary	City of Worthington	\$40,302	\$50,752	\$50,752	5
Administrative Secretary 1	Franklin Co. Board of Commissioners	\$28,209	\$39,492	\$30,306	14



Salaries Broken Down by Title

2011

General - Administration (Con't.)

Receptionist	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
	City of Canal Winchester	\$23,004	\$31,782	\$24,148	1
Office Assistant 2	City of Columbus	\$29,827	\$46,301	\$42,744	103
	City of Delaware	\$24,960	\$29,120	\$29,120	2
Office Assistant I	City of Dublin	\$29,400	\$43,100	\$38,956	1
	City of Gahanna	\$28,870	\$40,097	\$32,074	1
Receptionist/Clerk	City of Groveport	\$25,937	\$41,652		1
	City of Reynoldsburg	\$25,822	\$37,208	\$36,634	1
	Franklin Co. Board of Commissioners	\$25,037	\$35,052	\$26,021	2

Clerk Typist	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Office Assistant 1	City of Columbus	\$27,269	\$45,386	\$38,147	109
Clerk	City of Reynoldsburg	\$25,822	\$37,208	\$28,818	1
	Franklin Co. Board of Commissioners	\$24,294	\$30,035	\$26,520	1

Mailroom Clerk	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Mail Clerk	City of Columbus	\$26,229	\$41,018	\$36,982	9
Mail Processor	Franklin Co. Board of Commissioners	\$23,338	\$28,142	\$24,731	4



Salaries Broken Down by Title

2011

Court Administration

Clerk of Courts	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Clerk of Court - Mayor's Court	City of Canal Winchester	\$31,636	\$44,075	\$37,440	1
	City of Delaware			\$96,985	1
Clerk of Council	City of Dublin	\$55,000	\$95,000	\$84,357	1
	City of Gahanna	\$60,778	\$84,414	\$64,154	1
	City of Grandview Heights	\$22,360	\$41,600	\$41,018	1
	City of Grove City	\$31,428	\$54,038	\$54,038	1
	City of Groveport	\$37,271	\$59,913		1
	City of Reynoldsburg	\$42,074	\$60,666	\$52,400	1
	City of Upper Arlington	\$44,084	\$63,921	\$54,146	1
	City of Westerville	\$51,065	\$76,502	\$65,000	1
	City of Whitehall	\$43,680	\$54,080	\$54,038	1
	Court Clerk	City of Worthington	\$51,732	\$51,732	\$51,732

Probation Officer	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Court Liaison Criminal Justice Program Administrator	City of Delaware			\$41,891	4
	City of Reynoldsburg	\$36,329	\$52,399	\$36,329	2 (PT)
	City of Upper Arlington	\$49,533	\$71,823	\$71,607	1

Clerk of Council	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
City Clerk	City of Columbus	\$79,664	\$119,475	\$95,056	1
	City of Delaware			\$100/hour	1
	City of Gahanna	\$68,881	\$95,668	\$84,186	1
	City of Grove City			\$70,621	1
	City of Groveport	\$37,271	\$59,913		1
Council Clerk	City of Powell	\$44,620	\$60,368	\$50,044	1
	City of Reynoldsburg	\$42,074	\$60,666	\$60,665	1
City Clerk	City of Upper Arlington		\$62,832	\$62,832	1
	City of Westerville	\$51,065	\$76,502	\$61,817	1
	City of Whitehall	\$20,908	\$66,961	\$48,284	2 (PT)
City Clerk	City of Worthington	\$47,068	\$59,246	\$59,246	1



Salaries Broken Down by Title

2011

Court Administration (Con't.)

Custodian	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Custodial Worker	City of Columbus	\$29,827	\$37,336	\$35,214	73
Facilities Coordinator	City of Gahanna	\$44,387	\$54,850	\$54,850	1
Head Custodian	City of Whitehall	\$47,840	\$56,160	\$49,691	1
Building Custodian	City of Worthington	\$43,588	\$54,800	\$54,800	1

Deputy Clerk of Council	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
	City of Dublin	\$42,200	\$61,900	\$60,285	1
	City of Gahanna	\$43,549	\$60,484	\$50,003	1
Assistant Clerk of Council	City of Reynoldsburg	\$24,590	\$35,428	\$21,013	1 (PT)
Deputy City Clerk	City of Upper Arlington	\$44,084	\$63,921	\$47,179	1

Development - Planning

Director of Development	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Development Director	City of Canal Winchester	\$61,150	\$86,157	\$65,124	1
	City of Columbus	\$108,326	\$180,544	\$146,848	1
	City of Delaware	\$52,062	\$103,875	\$84,489	1
	City of Gahanna	\$81,036	\$112,551	\$87,340	1
	City of Grove City	\$62,400	\$99,840	\$99,299	1
Director of Economic Development	City of Groveport	\$55,440	\$89,101		1
Development Director	City of Powell	\$74,760	\$101,147	\$84,864	1
Development Director	City of Reynoldsburg	\$53,687	\$77,445	\$63,000	1
	City of Upper Arlington	\$80,248	\$116,359	\$111,488	1
Planning and Development Director	City of Westerville	\$79,144	\$126,588	\$120,348	1
Asst to the City Mgr/Economic Development Mgr.	City of Worthington	\$87,125	\$87,125	\$87,125	1
Director, Economic Development & Planning	Franklin Co. Board of Commissioners	\$87,678	\$122,750	\$122,616	1



Salaries Broken Down by Title

2011

Development - Planning

Zoning/Compliance Officer	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
	City of Delaware	\$37,440	\$45,760	\$44,803	1
Code Enforcement Officer	City of Dublin	\$38,000	\$55,800	\$50,050	2
Residential Building Inspector	City of Grandview Heights	\$33,949	\$60,000	\$50,024	1
Planning & Zoning Coordinator	City of Grove City	\$38,604	\$59,883	\$50,024	1
Zoning Officer	City of Powell			\$8,500	1 (PT)
Code Compliance Officer	City of Reynoldsburg	\$25,822	\$37,208	\$13,353	2 (PT)
Code Compliance Officer	City of Upper Arlington	\$46,729	\$67,757	\$56,434	1
Zoning Enforcement Officer	City of Westerville	\$39,977	\$56,056	\$46,165	2
Code Enforcement Officer	City of Whitehall	\$22,880	\$52,000	\$49,670	1
Zoning Enforcement Officer	Franklin Co. Board of Commissioners	\$32,885	\$43,368	\$32,968	2

Zoning Administrator	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Planning & Zoning Administrator	City of Canal Winchester	\$48,984	\$67,547	\$47,507	1
Chief Zoning Official	City of Columbus	\$62,171	\$93,246	\$88,587	1
Senior Planner	City of Dublin	\$59,500	\$87,200	\$76,900	3
Code Enforcement Officer	City of Gahanna			\$49,816	1
Senior Planner	City of Upper Arlington	\$59,551	\$86,348	\$78,059	1
Senior Planner - Planning/Zoning Officer	City of Westerville	\$67,974	\$101,940	\$86,174	1
Planning Administrator	Franklin Co. Board of Commissioners	\$54,375	\$76,126	\$67,787	1

Planner	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Planner 2	City of Columbus	\$44,075	\$66,123	\$52,749	16
	City of Delaware	\$58,240	\$68,640	\$69,139	1
Planner I	City of Dublin	\$47,000	\$68,900	\$52,050	2
	City of Gahanna	\$39,603	\$49,816	\$49,816	1
	City of Grove City	\$43,700	\$67,787	\$62,046	1
Community and Development Officer	City of Powell	\$44,620	\$60,368	\$48,984	1
Development Planner	City of Reynoldsburg	\$48,710	\$70,229	\$51,500	1
Planning Administrator	City of Upper Arlington	\$45,729	\$67,757	\$57,889	2
Planning Officer	City of Westerville	\$46,384	\$69,596	\$54,794	2
	Franklin Co. Board of Commissioners	\$48,032	\$67,245	\$57,075	3



Salaries Broken Down by Title

2011

Development - Planning (Con't.)

Public Info/Special Events Coordinator	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
	City of Delaware	\$52,062	\$103,875	\$56,971	1
Events Manager	City of Dublin	\$69,500	\$101,900	\$78,135	1
Public Information Officer	City of Powell	\$38,156	\$51,622	\$50,086	1
Communications Affairs Administrator	City of Westerville	\$61,755	\$92,705	\$73,964	1
Admin Asst/Public Info & Comm. Relations Off.	City of Worthington	\$62,144	\$62,144	\$62,144	1

Police Department

Police Chief	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
	City of Columbus	\$103,272	\$154,918	\$146,682	1
Chief of Police	City of Delaware	\$52,062	\$103,875	\$91,436	1
	City of Dublin	\$77,500	\$113,600	\$110,412	1
	City of Gahanna	\$86,862	\$120,641	\$106,734	1
	City of Grandview Heights	\$61,000	\$90,000	\$82,000	1
Chief of Police	City of Grove City	\$64,480	\$110,240	\$107,972	1
	City of Groveport	\$57,711	\$92,750		1
Chief of Police	City of Powell	\$74,760	\$101,147	\$91,291	1
	City of Reynoldsburg	\$71,105	\$100,162	\$85,000	1
	City of Upper Arlington	\$80,248	\$116,359	\$110,723	1
	City of Westerville	\$79,144	\$126,588	\$98,841	1
	City of Whitehall		\$111,000	\$111,000	1
	City of Worthington	\$96,369	\$104,038	\$104,038	1

Police Captain	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Police Commander	City of Columbus	\$113,069	\$113,069	\$113,069	17
	City of Delaware	\$80,246	\$86,258	\$86,258	2
Police Lieutenant	City of Dublin	\$73,100	\$107,300	\$98,497	2
	City of Gahanna	\$73,946	\$102,703	\$93,946	1
	City of Grove City	\$64,480	\$110,240	\$102,835	1
Deputy Police Chief	City of Powell	\$64,643	\$90,459	\$86,112	1
	City of Reynoldsburg	\$61,626	\$88,054	\$77,780	2
Deputy Police Chief	City of Westerville	\$67,974	\$101,940	\$100,402	1



Salaries Broken Down by Title

2011

Police Department

Police Corporal	City of Dublin	\$82,260	\$82,260	\$82,260	6
	City of Gahanna	\$89,650	\$95,349	\$95,349	3
	City of Grove City			\$98,280	2
	City of Groveport	\$48,628	\$78,154		2
	City of Upper Arlington		\$99,367	\$99,367	3
	City of Westerville	\$97,094	\$97,989	\$97,691	3
	City of Whitehall	\$93,600	\$93,600		2
	City of Worthington	\$88,293	\$91,797	\$91,797	2

Police Sergeant

Government Entity	Salary Range Minimum	Salary Range Maximum	Avg. Annual Salary	# of Incumb
City of Columbus	\$81,203	\$81,203	\$81,203	212
City of Delaware	\$66,768	\$73,195	\$73,195	6
City of Dublin	\$88,529	\$88,529	\$88,529	6
City of Gahanna	\$78,541	\$85,259	\$85,259	6
City of Grandview Heights	\$73,810	\$73,810	\$73,810	4
City of Grove City			\$87,193	7
City of Groveport	\$41,814	\$67,204		4
City of Powell		\$78,779	\$78,779	3
City of Reynoldsburg			\$62,025	8
City of Upper Arlington		\$86,345	\$86,345	8
City of Westerville	\$88,275	\$88,275	\$88,275	5
City of Whitehall	\$83,200	\$83,200		7
City of Worthington	\$76,272	\$82,448	\$82,448	5



Salaries Broken Down by Title

2011

Police Department (Con't.)

Patrolman	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Police Officer	City of Columbus	\$44,949	\$68,848	\$66,581	1,558
	City of Delaware	\$44,761	\$63,648	\$63,648	47
Police Officer	City of Dublin	\$51,001	\$75,991	\$75,611	46
	City of Gahanna	\$39,021	\$85,259	\$59,155	54
Police Officer	City of Grandview Heights	\$42,774	\$64,296	\$64,296	12
Police Officer	City of Grove City	\$47,278	\$75,670		
Patrol Officer	City of Groveport	\$32,271	\$59,913		11
Police Officer	City of Powell	\$47,917	\$69,272	\$67,500	10
	City of Reynoldsburg	\$44,512	\$70,096	\$57,304	34
Police Officer	City of Upper Arlington	\$47,652	\$75,146	\$67,481	30
Patrol Officer	City of Westerville	\$47,736	\$75,005	\$61,370	48
	City of Whitehall	\$47,840	\$70,720		33
Police Officer	City of Worthington	\$46,564	\$71,653	\$71,653	25

Police Detective	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
	City of Delaware	\$44,761	\$63,648	\$63,648	4
	City of Gahanna	\$39,012	\$85,259	\$59,155	6
	City of Grandview Heights	\$42,774	\$64,296	\$64,296	1
	City of Grove City	\$37,169	\$48,960		
	City of Groveport	\$39,543	\$47,458		2
Detective	City of Powell	\$47,917	\$69,272	\$69,264	2
	City of Upper Arlington	\$47,652	\$75,146	\$75,146	4
	City of Westerville	\$75,005	\$75,005	\$75,005	10
	City of Whitehall	\$47,840	\$70,720		3

Police Dispatcher	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Police Communications Technician	City of Columbus	\$39,728	\$51,022	\$49,816	86
Communications Technician	City of Dublin	\$43,478	\$56,250	\$55,118	12
	City of Gahanna	\$34,965	\$50,461	\$45,032	10
Communications Coordinator	City of Grandview Heights	\$24,401	\$48,000	\$44,831	4
Communications Operators	City of Upper Arlington	\$39,273	\$51,010	\$50,525	7
Communications Technician	City of Westerville	\$40,000	\$56,056	\$48,652	13
	City of Whitehall	\$39,520	\$52,000		7
Communications Technician	City of Worthington	\$43,588	\$54,800	\$54,800	9



Salaries Broken Down by Title

2011

Police Department (Con't.)

Police Records Clerk	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Police Records Technician	City of Columbus	\$30,576	\$43,722	\$39,541	32
	City of Delaware	\$33,280	\$39,520	\$38,792	3
Police Property Technician	City of Dublin	\$38,000	\$55,800	\$52,284	1
Administrative Assistant	City of Gahanna	\$37,227	\$51,705	\$37,440	2
Police Clerk	City of Powell	\$28,390	\$38,409	\$30,300	2
	City of Reynoldsburg	\$27,102	\$39,084	\$37,207	5
Police Records Specialist	City of Upper Arlington	\$37,013	\$53,670	\$41,735	1
Records Technician	City of Westerville	\$36,420	\$50,876	\$39,545	5
	City of Whitehall	\$41,600	\$47,840		5

Emergency Evacuation Director	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Emergency Mgt. Law Enforcement Planner	City of Dublin	\$52,600	\$77,100	\$64,834	1
Director, Emergency Management	City of Gahanna	\$34,441	\$47,834	\$28,000	1 (PT)

Community Service Police Officer	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
	City of Delaware	\$44,761	\$63,648	\$63,648	1
Community Relations Police Officer	City of Upper Arlington	\$47,652	\$47,652	\$75,146	2
Community Service Aid	City of Westerville	\$30,014	\$42,037	\$42,037	1

Animal Control Police Officer	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Animal Control Officer	City of Westerville	\$36,420	\$50,876	\$52,853	1
	City of Whitehall	\$22,880	\$52,000	\$44,075	1
Deputy Dog Warden	Franklin Co. Board of Commissioners	\$28,350	\$37,648	\$31,242	16



Salaries Broken Down by Title

2011

Fire Department

Fire Chief	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
	City of Columbus	\$112,050	\$168,064	\$151,091	1
	City of Delaware	\$52,062	\$103,875	\$89,568	1
	City of Grandview Heights	\$61,000	\$90,000	\$85,488	1
	City of Upper Arlington	\$80,248	\$116,359	\$101,500	1
	City of Westerville	\$79,144	\$126,588	\$111,051	1
	City of Whitehall		\$111,000	\$111,000	1
	City of Worthington	\$96,369	\$104,038	\$104,038	1

Fire Captain/Battalion Chief	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Fire Captain	City of Columbus	\$87,734	\$87,734	\$87,734	58
	City of Delaware	\$70,387	\$76,169	\$76,169	5
Fire Captain	City of Grandview Heights	\$69,198	\$69,198	\$69,198	4
Battalion Chief	City of Upper Arlington		\$87,872	\$87,872	3
Deputy Fire Chief	City of Westerville	\$67,974	\$101,941	\$101,941	2
	City of Whitehall	\$64,480	\$64,480		4
Battalion Chief	City of Worthington	\$79,745	\$84,529	\$84,529	3

Fire Lieutenant	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
	City of Columbus	\$74,360	\$74,360	\$74,360	196
	City of Upper Arlington		\$68,214	\$68,214	6
Battalion Chief	City of Westerville	\$61,755	\$92,705	\$89,548	3
	City of Whitehall		\$58,240	\$58,240	3
	City of Worthington	\$67,296	\$70,443	\$70,443	3



Salaries Broken Down by Title

2011

Fire Department (Con't.)

Firefighter	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Fire/Medic	City of Columbus	\$40,123	\$61,485	\$63,086	1,216
	City of Delaware	\$47,112	\$59,030	\$59,020	10
	City of Grandview Heights	\$40,582	\$60,172	\$60,172	12
	City of Upper Arlington	\$38,111	\$60,086	\$51,161	18
	City of Westerville	\$51,011	\$69,424	\$60,217	36

Fire Inspector	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Fire Inspector Lieutenant	City of Delaware	\$47,112	\$59,030	\$59,020	1
	City of Upper Arlington	\$41,433	\$65,200	\$65,200	1
	City of Westerville	\$56,256	\$76,648	\$76,648	3
	City of Whitehall	\$35,360	\$35,360		2
	City of Worthington	\$67,296	\$70,443	\$70,443	1

Firefighter/Paramedic	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Firefighter/Medic	City of Delaware	\$47,112	\$59,030	\$59,020	35
	City of Upper Arlington	\$40,017	\$63,090	\$58,278	26
	City of Westerville	\$53,632	\$73,081	\$63,356	30
	City of Whitehall	\$35,360	\$35,360		30
	City of Worthington	\$46,716	\$62,896	\$62,896	

Fire Emergency Medical Coord.	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
EMS Coordinator	City of Columbus	\$108,326	\$180,544	\$147,680	1



Salaries Broken Down by Title

2011

Parks & Recreation

Director	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Recreation and Parks Director	City of Columbus	\$108,326	\$180,544	\$128,627	1
Director of Parks and Open Space	City of Dublin	\$77,500	\$113,600	\$105,281	1
	City of Gahanna	\$81,036	\$112,551	\$94,543	1
	City of Grandview Heights	\$61,000	\$87,000	\$83,044	1
	City of Grove City	\$62,400	\$99,840	\$82,846	1
Recreation Director	City of Groveport	\$55,440	\$89,101		1
Parks, Rec. & Public Service Director	City of Powell	\$74,760	\$101,147	\$77,979	1
	City of Reynoldsburg	\$51,135	\$73,742	\$70,380	1
	City of Upper Arlington	\$80,248	\$116,359	\$96,092	1
	City of Westerville	\$79,144	\$126,588	\$99,008	1
	City of Whitehall	\$32,000	\$80,332	\$62,900	1
Director of Parks & Recreation	City of Worthington	\$94,300	\$94,300	\$94,300	1

Assistant Director	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Recreation and Parks Assistant Director	City of Columbus	\$79,664	\$119,475	\$99,965	2
Deputy Director	City of Gahanna	\$68,881	\$95,668	\$77,477	1
Asst. Dir. Parks, Rec & Public Service	City of Powell	\$35,156	\$51,622	\$43,534	1
Recreation Superintendent	City of Worthington	\$66,397	\$83,621	\$83,621	1

Senior Citizen Coordinator	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
	City of Canal Winchester	\$34,756	\$48,651	\$37,897	1
Aging Program Administrator	City of Columbus	\$84,552	\$140,899	\$106,642	1
Senior Center Supervisor	City of Gahanna	\$45,076	\$62,606	\$60,102	1
Recreation Supervisor	City of Grandview Heights	\$26,523	\$55,000	\$50,817	1
Recreation Coordinator	City of Grove City	\$30,971	\$48,027	\$48,027	1
Senior Citizen Coordinator	City of Groveport	\$32,733	\$52,622		1
Director Senior Citizen Center	City of Reynoldsburg	\$42,074	\$60,666	\$60,418	1
Senior Center Administrator	City of Upper Arlington	\$46,729	\$67,757	\$60,654	1
Senior Center Manager	City of Westerville	\$56,160	\$84,260	\$67,787	1
Senior Center Manager	City of Worthington	\$52,963	\$69,394	\$69,394	1



Salaries Broken Down by Title

2011

Parks & Recreation (Con't.)

Parks Superintendent	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Recreation Administrative Manager	City of Columbus	\$44,075	\$66,123	\$59,238	12
	City of Delaware	\$47,840	\$56,160	\$56,826	1
Parks Administrator	City of Dublin	\$59,500	\$87,200	\$72,228	1
Parks and Facilities Superintendent	City of Gahanna	\$57,486	\$63,873	\$64,651	1
Recreation Superintendent	City of Grove City	\$43,700	\$67,787	\$65,811	1
	City of Groveport	\$37,271	\$59,913		1
Parks & Forestry Superintendent	City of Upper Arlington	\$52,505	\$76,894	\$76,894	1
Recreation & Operations Superintendent	City of Westerville	\$67,974	\$101,940	\$86,023	1
Parks Manager	City of Worthington	\$52,963	\$69,394	\$69,394	1

Parks Maintenance Supervisor	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
	City of Columbus	\$37,523	\$45,386	\$45,843	9
	City of Delaware	\$39,520	\$47,840	\$44,720	1
Operations Specialist	City of Dublin	\$47,000	\$68,900	\$56,105	1
Maintenance Worker	City of Grandview Heights	\$24,401	\$56,000	\$52,380	1
	City of Grove City	\$38,604	\$59,883	\$59,883	1
Recreation Coordinator	City of Groveport	\$32,733	\$52,622		1
Parks, Rec. & Public Service Superintendent	City of Powell		\$58,053	\$58,053	1
	City of Reynoldsburg	\$38,160	\$55,042	\$48,672	1
Parks & Forestry Supervisor	City of Upper Arlington	\$46,729	\$67,757	\$62,188	1
Parks & Facilities Superintendent	City of Westerville	\$67,974	\$101,940	\$75,982	1
Parks Supervisor	City of Worthington	\$48,807	\$61,512	\$61,512	1

Park Foreman	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Groundskeeper	City of Gahanna	\$46,093	\$57,013	\$56,292	1
	City of Grandview Heights	\$24,401	\$45,000	\$38,457	1
Parks Maintenance Crew Chief	City of Upper Arlington	\$34,918	\$50,632	\$43,990	1
Crew Chief	City of Whitehall	\$45,760	\$54,080	\$53,476	1

Salaries Broken Down by Title

2011

Parks & Recreation (Con't.)

Recreation Coord/Supervisor	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Recreation Supervisor	City of Columbus	\$35,152	\$52,707	\$47,694	35
	City of Delaware	\$39,520	\$45,760	\$46,176	1
Recreation Program Supervisor	City of Dublin	\$42,200	\$61,900	\$54,133	7
Recreation Supervisor	City of Gahanna	\$45,076	\$62,606	\$48,582	1
Recreation Supervisor	City of Grandview Heights	\$26,523	\$55,000	\$45,999	1
	City of Grove City	\$30,971	\$48,027	\$41,371	6
Park & Rec. Program Coordinator	City of Powell			\$15,000	1 (PT)
Recreation Supervisor	City of Reynoldsburg	\$38,160	\$55,042	\$46,000	1
Recreation Supervisor	City of Upper Arlington	\$44,084	\$63,921	\$53,917	1
Recreation Administrator	City of Westerville	\$61,744	\$92,705	\$70,574	1
Recreation Leader	City of Worthington	\$48,807	\$61,512	\$61,512	7

Horticulturist	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Horticultural Specialist 2	City of Columbus	\$35,152	\$52,707	\$45,843	1
City Horticulturist	City of Dublin	\$47,000	\$68,900	\$61,426	1
Arborist	City of Gahanna	\$20,800	\$27,040	\$21,902	1
Urban Forester	City of Grove City	\$43,700	\$67,787	\$56,638	1
	City of Reynoldsburg	\$27,102	\$39,084	\$34,353	1
	City of Upper Arlington	\$44,084	\$63,921	\$47,968	1
Maintenance Specialist/Horticulturist	City of Westerville	\$44,408	\$57,741	\$56,326	1
Landscape Foreman	Franklin Co. Board of Commissioners	\$39,310	\$55,034	\$45,469	1

Human Resources

HR VP or Director of HR	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Human Resources Director	City of Columbus	\$95,680	\$159,747	\$129,584	1
Director of Administrative Services	City of Delaware	\$56,062	\$103,875	\$69,618	1
Director of Human Resources	City of Dublin	\$77,500	\$113,600	\$104,961	1
Director, HR	City of Gahanna	\$73,946	\$102,703	\$86,689	1
Deputy City Manager HR	City of Upper Arlington	\$65,506	\$94,982	\$80,907	1
HR Administrator	City of Westerville	\$67,974	\$101,940	\$82,618	1
	City of Whitehall	\$60,000	\$84,822	\$84,822	1
Asst. to City Mgr/Personnel Director	City of Worthington	\$75,652	\$75,652	\$75,652	1
Director, Human Resources	Franklin Co. Board of Commissioners	\$87,678	\$122,750	\$105,893	1



Salaries Broken Down by Title

2011

Human Resources

Assistant HR Manager	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Deputy Director	City of Columbus	\$84,552	\$140,899	\$99,819	1
HR Manager	City of Dublin	\$69,500	\$101,900	\$88,844	1
HR Coordinator	City of Gahanna	\$52,167	\$72,454	\$57,963	1
HR Coordinator	City of Grove City	\$38,604	\$59,883	\$54,808	1
HR Assistant	City of Groveport	\$30,454	\$48,965		1
HR Coordinator	City of Westerville	\$46,384	\$69,596	\$46,384	1
Sr. Personnel Administrator	Franklin Co. Board of Commissioners	\$57,547	\$80,566	\$65,187	1

Training Manager	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Training Administrator	City of Columbus	\$62,171	\$93,246	\$75,899	1
	Franklin Co. Board of Commissioners	\$54,375	\$76,126	\$0	0

Employee Benefits Administrator	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Employee Benefits/Risk Manager	City of Columbus	\$70,346	\$105,560	\$87,027	1
Human Resources Specialist	City of Delaware	\$47,840	\$56,160	\$56,826	1
Assistant Director, Benefits & Finance	Franklin Co. Board of Commissioners	\$68,648	\$96,107	\$86,778	1

HR Administrative Assistant	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
HR Coordinator	City of Canal Winchester	\$34,756	\$48,651	\$37,440	1
HR Staff Assistant	City of Dublin	\$35,000	\$51,300	\$49,378	1
HR Secretary	City of Gahanna	\$30,600	\$42,500	\$33,800	1
HR Assistant	City of Reynoldsburg	\$40,075	\$57,782	\$23,250	1(PT)
HR Assistant	City of Upper Arlington	\$41,590	\$60,304	\$56,083	1
HR Assistant	City of Westerville	\$39,977	\$56,056	\$42,557	1
	City of Whitehall	\$24,021	\$46,232	\$44,782	1
HR Assistant	Franklin Co. Board of Commissioners	\$36,138	\$50,593	\$40,144	1



Salaries Broken Down by Title

2011

Information Technology

Director of Information Technology	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Technology Director/CIO	City of Columbus	\$108,326	\$180,544	\$146,848	1
Chief Information Officer	City of Delaware	\$56,062	\$103,875	\$84,885	1
Director of IT	City of Dublin	\$73,100	\$107,300	\$104,833	1
	City of Gahanna	\$73,946	\$102,703	\$82,162	1
Information Systems Manager	City of Grove City	\$58,926	\$91,374	\$88,712	1
	City of Upper Arlington	\$70,092	\$101,634	\$95,394	1
Information Systems Director	City of Westerville	\$79,144	\$126,588	\$92,560	1
Deputy Information Technology	City of Whitehall	\$45,000	\$80,000	\$66,497	1
Asst. to City Mgr/Info. Technology Manager	City of Worthington	\$75,652	\$75,652	\$75,652	1
Deputy Director, Information Technology	Franklin Co. Board of Commissioners	\$74,992	\$104,988	\$89,398	1

Project Leader	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Project Manager	City of Columbus	\$70,346	\$105,560	\$85,592	6
	City of Delaware	\$47,840	\$56,160	\$56,825	1
IT Project Lead	City of Dublin	\$59,500	\$87,200	\$79,430	2
Applications Manager	City of Westerville	\$74,796	\$112,236	\$76,773	1
IT Coordinator	City of Whitehall	\$24,960	\$43,680	\$32,240	1 (PT)
IT Project Manager	Franklin Co. Board of Commissioners	\$57,547	\$80,566	\$57,554	1

Manager Data Processing	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Data Processing Manager	City of Westerville	\$74,796	\$112,236	\$98,238	1

Sr. Systems Programmer	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Senior Programmer Analyst	City of Columbus	\$55,307	\$82,950	\$69,846	26
	City of Delaware	\$52,000	\$62,400	\$61,505	1
Systems Administrator	City of Gahanna	\$45,076	\$62,606	\$49,088	1
Systems Engineer	City of Upper Arlington	\$52,505	\$76,132	\$64,018	1
Programmer Analyst 5	Franklin Co. Board of Commissioners	\$60,719	\$85,006	\$62,650	2



Salaries Broken Down by Title

2011

Information Technology (Con't.)

Database Analyst	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
GIS Coordinator	City of Delaware	\$47,840	\$56,160	\$56,825	1
Systems Analyst	City of Westerville	\$52,853	\$69,596	\$54,475	2
IT Technician	City of Worthington	\$45,151	\$56,844	\$56,844	1

Data Processing/Help Desk Spec.	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Help Desk Representative	City of Columbus	\$35,152	\$52,707	\$50,294	4
	City of Delaware	\$24,960	\$29,120	\$27,040	1
Support Services Analyst	City of Dublin	\$42,200	\$61,900	\$54,351	1
Help Desk Support	City of Gahanna	\$37,227	\$51,705	\$38,459	1
Help Desk Technician	City of Upper Arlington	\$41,590	\$60,304	\$45,858	1
Systems Analyst	City of Westerville	\$46,384	\$69,596	\$52,853	1
Help Desk Support Representative	Franklin Co. Board of Commissioners	\$32,966	\$46,153	\$36,462	1

Programmer	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Programmer Analyst	City of Columbus	\$49,400	\$74,069	\$64,126	2
Program Coordinator	City of Groveport	\$32,733	\$52,622		1
	City of Westerville	\$61,755	\$92,705	\$74,058	2
Programmer Analyst 3	Franklin Co. Board of Commissioners	\$54,375	\$76,126	\$58,448	3

Database Manager	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Database Administrator	City of Columbus	\$61,942	\$92,893	\$75,566	5
Network Administrator	City of Gahanna	\$60,778	\$84,414	\$63,873	1
Network Operations Manager	City of Westerville	\$74,796	\$112,236	\$79,768	1
Security Administrator	Franklin Co. Board of Commissioners	\$41,689	\$58,364	\$0	0



Salaries Broken Down by Title

2011

Public Affairs

Director Public Affairs	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Community Affairs Director	City of Canal Winchester	\$48,984	\$67,547	\$54,184	1
Public Information Officer	City of Delaware	\$56,062	\$103,875	\$56,971	1
Director of Community Relations	City of Dublin	\$77,500	\$113,600	\$105,178	1
Community & Business Relations Officer	City of Grove City	\$52,145	\$80,932	\$78,582	1
Community Affairs Director	City of Groveport	\$50,899	\$81,803		1
Deputy City Manager - Community Affairs	City of Upper Arlington	\$61,221	\$88,771	\$77,597	1
	Franklin Co. Board of Commissioners	\$68,648	\$96,107	\$79,706	1

Public Information Director	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Public Information Manager	City of Gahanna	\$57,486	\$79,842	\$63,873	1
Admin Asst/Public Info & Community Relations Off	City of Worthington	\$62,144	\$62,144	\$62,144	1

Community Relations Specialist	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Community Relations Coordinator	City of Columbus	\$39,354	\$58,989	\$52,666	5
Public Affairs Officer	City of Dublin	\$59,500	\$87,200	\$84,500	1
	City of Grove City	\$30,971	\$48,027	\$48,027	1
Community Affairs Coordinator	City of Whitehall	\$18,435	\$54,901	\$51,792	1

Public Information Representative	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Public Relations Specialist 1	City of Columbus	\$35,152	\$52,707	\$46,592	4
Public Information Officer	City of Dublin	\$47,000	\$68,900	\$48,000	1
Public Information Officer	Franklin Co. Board of Commissioners	\$48,032	\$67,245	\$50,898	3



Mid-Ohio Regional Planning Commission

2011 Health & Dental Plans

	City of Canal Winchester	City of Columbus	City of Delaware	City of Dublin
Do you offer medical coverage to your employees?	Yes	Yes	Yes	Yes
What type of plan do you offer?	High Deductible w/HAS	PPO	PPO	PPO & High deductible with HAS
How many employees are enrolled in medical plan?	32	7,535	227	348
Funding type?	Member of Central Ohio Health Care Consortium	Self Insured	Self insured	Self insured
Monthly Premiums: Total Monthly Premium				
Employee Only	\$384.62	\$1,369.07	\$42.82	\$443.58
Employee & Spouse	NA	NA		
Employee & Children	NA	NA		
Employee & Family	\$990.81	\$1,451.13	\$126.13	\$1,424.83
Monthly Premiums: Total Employer Cost				
Employee Only	\$384.62	\$1,314.35		\$443.58
Employee & Spouse	NA	NA		
Employee & Children	NA	NA		
Employee & Family	\$990.81	\$1,314.35		\$1,424.83
Monthly Premiums: Total Employee Cost				
Employee Only	NA	\$54.72		NA
Employee & Spouse	NA	NA		NA
Employee & Children	NA	NA		NA
Employee & Family	NA	\$136.78		NA
In Network Deductible:				
Individual deductible	\$2,500	\$200	\$0	\$2,500
Family deductible	\$5,000	\$400	\$0	\$5,000
Coinsurance (e.g., 80/20, 70/30, etc.)	NA	See Notes Below	80/20	85/15
Lifetime maximum for medical plan	2 million	NA	\$0	None
Office co-payment (Primary Care Physician)	No co-pays	\$15	\$10	None
Office co-payment (Specialist)	No co-pays	\$25	\$10	None
Co-payment or co-insurance (Emergency room)	No co-pays	80/20 co-insurance	\$50	None
Co-payment or co-insurance (Urgent Call)	No co-pays	80/20 co-insurance	\$10	None
Co-payment or co-insurance generic drugs (retail)	No co-pays	\$5	\$0	15% to \$25 max



Mid-Ohio Regional Planning Commission

2011 Health & Dental Plans

	City of Canal Winchester	City of Columbus	City of Delaware	City of Dublin
In Network Deductible: (Con't.)				
Co-payment or co-insurance preferred brand (retail)	No co-pays	\$10		25% to \$100 max
Co-payment or co-insurance non-preferred drugs (retail)	No co-pays	\$25		30% to \$200 max
Co-pay or co-insurance generic drugs (mail order- 3 mos)	No co-pays	\$10		15% to \$50 max
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	No co-pays	\$20		25% to \$200 max
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos)	No co-pays	\$50		30% to 400 max
Out-of-Network Deductible:				
Individual deductible	\$5,000	\$200	\$5,000	\$5,000
Family deductible	\$15,000	\$400	\$10,000	\$10,000
Coinsurance (e.g., 80/20, 70/30, etc.)	NA	See Notes Below	50/50	60/40
Lifetime maximum for medical plan	2 million	NA	\$0	None
Office co-payment (Primary Care Physician)	No co-pays	\$15		None
Office co-payment (Specialist)	No co-pays	\$25		None
Co-payment or co-insurance (Emergency room)	No co-pays	60/40 co-insurance		None
Co-payment or co-insurance (Urgent Call)	No co-pays	60/40 co-insurance		None
Co-payment or co-insurance generic drugs (retail)	No co-pays	\$15		NA
Co-payment or co-insurance preferred brand (retail)	No co-pays	\$20		NA
Co-payment or co-insurance non-preferred drugs (retail)	No co-pays	NA		NA
Co-pay or co-insurance generic drugs (mail order- 3 mos)	No co-pays	NA		NA
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	No co-pays	NA		NA
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos)	No co-pays	NA		NA
Do you provide a credit to employees who opt out of medical coverage?	Yes \$248.06 per month	No	Yes \$100 per month	No
Dental Coverage:				
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes
Type of Dental coverage?	Dental PPO	Dental PPO	Schedule of benefits	Schedule of benefits
Do you offer orthodontic benefits?	Yes	Yes	No	Yes
If yes, per person lifetime maximum?	\$1,500	\$1,850		\$2,000
Is there an age restriction on orthodontic benefits?	No	Yes	NA	No
If yes, what age group is covered?	NA	Under age 19	NA	



Mid-Ohio Regional Planning Commission

2011 Health & Dental Plans

	City of Canal Winchester	City of Columbus	City of Delaware	City of Dublin
Monthly Dental Premiums if not bundled with medical plan		Bundled with medical		Bundled with medical
Total Monthly Premium				
Employee only	\$80.83		\$3.28	
Employee & Spouse	NA			
Employee & Child(ren)	NA			
Employee & Family	\$80.82		\$7.21	
Monthly Employer Cost				
Employee only	\$80.83			
Employee & Spouse	NA			
Employee & Child(ren)	NA			
Employee & Family	\$80.82			
Monthly Employee Cost				
Employee only	NA			
Employee & Spouse	NA			
Employee & Child(ren)	NA			
Employee & Family	NA			
Vision Coverage:				
Do you offer vision coverage to your employees?	Yes	Yes	No	Yes
Is your vision bundled with your medical plan?	No	Yes	NA	Yes
Please provide informaiton below if not bundled with medical		Bundled with medical	NA	Bundled with medical
Total Monthly Premium				
Employee only	\$16.84			
Employee & Spouse				
Employee & Child(ren)				
Employee & Family	\$16.84			
Monthly Employer Cost				
Employee only	\$16.84			
Employee & Spouse				
Employee & Child(ren)				
Employee & Family	\$16.84			



Mid-Ohio Regional Planning Commission

2011 Health & Dental Plans

	City of Canal Winchester	City of Columbus	City of Delaware	City of Dublin
Monthly Employee Cost				
Employee only	NA			
Employee & Spouse	NA			
Employee & Child(ren)	NA			
Employee & Family	NA			

Notes:

**In-network
Coinsurance:**
Single - 80/20 of
\$1,500; Family:
80/20 of \$2,000

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



Mid-Ohio Regional Planning Commission

2011 Health & Dental Plans

	City of Gahanna	City of Grandview Heights	City of Grove City
Do you offer medical coverage to your employees?	Yes	Yes	Yes
What type of plan do you offer?	PPO	High Deductible w/HAS	PPO & high deductible with HAS
How many employees are enrolled in medical plan?		65	
Funding type?	Fully insured	Fully insured	Self Insured
Monthly Premiums: Total Monthly Premium			
Employee Only	\$487.44/\$537.62	\$520.85	PPO \$624/HDP \$473
Employee & Spouse	\$1,311.55/na		
Employee & Children	\$1,180.68/na		
Employee & Family	\$1,493.33/\$1,380.76	\$1,258.73	PPO \$1,609/HDP \$1,220
Monthly Premiums: Total Employer Cost			
Employee Only	\$458.19/\$456.66	\$455.74	PPO \$562/HDP \$426
Employee & Spouse	\$1,232.96/na		
Employee & Children	\$1,109.84/na		
Employee & Family	\$1,403.73/\$1,173.64	\$1,101.39	PPO \$1,448/HDP \$1,098
Monthly Premiums: Total Employee Cost			
Employee Only	\$29.25/\$40.29	\$65.11	PPO \$62/HDP \$47
Employee & Spouse	\$78.69/na		
Employee & Children	\$70.84/na		
Employee & Family	\$89.60/\$207.12	\$157.34	PPO \$161/HDP \$122
In Network Deductible:			
Individual deductible	\$150/\$100	\$2,500	PPO \$100/HDP \$2,500
Family deductible	\$300/\$200	\$5,000	PPO \$200/HDP \$5,000
Coinsurance (e.g., 80/20, 70/30, etc.)	90/10 / 80/10		PPO 90/10; HDP 0 100%
Lifetime maximum for medical plan	unlimited/\$2,000	\$5,000,000	2 million
Office co-payment (Primary Care Physician)	\$10/10% after deduct.	\$0	PPO-NA; HDP deduc then co-ins
Office co-payment (Specialist)	\$10/10% after deduct.	\$0	PPO-NA; HDP deduc then co-ins
Co-payment or co-insurance (Emergency room)	** See below	\$0	PPO-\$150; HDP deduc then co-ins
Co-payment or co-insurance (Urgent Call)	\$10/10% after deduct.	\$0	PPO-NA; HDP deduc then co-ins
Co-payment or co-insurance generic drugs (retail)	\$5/15%	\$10	PPO-15% or 7.50; HDP deduc then co-ins



Mid-Ohio Regional Planning Commission

2011 Health & Dental Plans

	City of Gahanna	City of Grandview Heights	City of Grove City
In Network Deductible: (Con't.)			
Co-payment or co-insurance preferred brand (retail)	\$10/25%	\$30	PPO-25% or 20.00; HDP deduc then co-ins
Co-payment or co-insurance non-preferred drugs (retail)	no such category/35%	\$50	PPO-35% or 35.00; HDP deduc then co-ins
Co-pay or co-insurance generic drugs (mail order- 3 mos)	\$10/15%	\$10	PPO-15% or 10.00; HDP deduc then co-ins
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$20/25%	\$75	PPO-25% or 30.00; HDP deduc then co-ins
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos)	no such category/35%	\$150	PPO-35% or 50.00; HDP deduc then co-ins
Out-of-Network Deductible:			
Individual deductible	\$200/\$500	\$2,500	PPO \$200/HDP \$5,000
Family deductible	\$1,000/\$2,000	\$5,000	PPO \$400/HDP \$10,000
Coinsurance (e.g., 80/20, 70/30, etc.)	70/30 and 80/20		PPO 60/40; HDP 80/10%
Lifetime maximum for medical plan	\$3,000/\$2,000	\$5,000,000	2 million
Office co-payment (Primary Care Physician)	not covered/60% after deduc.	30%	
Office co-payment (Specialist)	not covered/60% after deduc.	30%	
Co-payment or co-insurance (Emergency room)	** See below	\$0	
Co-payment or co-insurance (Urgent Call)	not covered/60% after deduc.	30%	
Co-payment or co-insurance generic drugs (retail)		50%	
Co-payment or co-insurance preferred brand (retail)		50%	
Co-payment or co-insurance non-preferred drugs (retail)		50%	
Co-pay or co-insurance generic drugs (mail order- 3 mos)		NA	
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)		NA	
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos)		NA	
Do you provide a credit to employees who opt out of medical coverage?	Yes \$1,000 annually	No	Yes Family - \$1,000; Single - \$500
Dental Coverage:			
Do you offer Dental coverage to your employees?	Yes	Yes	Yes
Type of Dental coverage?	Comprehensive/Indemnity	Schedule of benefits	Dental PPO
Do you offer orthodontic benefits?	Yes	Yes	Yes
If yes, per person lifetime maximum?		\$2,000	\$1,250
Is there an age restriction on orthodontic benefits?	Yes	Yes	Yes
If yes, what age group is covered?	Age 19	Age 19	Under age 19



Mid-Ohio Regional Planning Commission

2011 Health & Dental Plans

	City of Gahanna	City of Grandview Heights	City of Grove City
Monthly Dental Premiums if not bundled with medical plan	Not bundled with medical	Not bundled with medical	
Total Monthly Premium			
Employee only	\$80.83	\$24.16	\$80.83
Employee & Spouse	\$80.83		
Employee & Child(ren)	\$80.83		
Employee & Family	\$80.83	\$65.33	\$80.83
Monthly Employer Cost			
Employee only	\$80.83	\$21.14	\$72.75
Employee & Spouse	\$80.83		
Employee & Child(ren)	\$80.83		
Employee & Family	\$80.83	\$57.16	\$72.75
Monthly Employee Cost			
Employee only	\$0	\$3.02	\$8.08
Employee & Spouse	\$0		
Employee & Child(ren)	\$0		
Employee & Family	\$0	\$8.17	\$8.08
Vision Coverage:			
Do you offer vision coverage to your employees?	Yes	Yes	Yes
Is your vision bundled with your medical plan?	Yes	No	No
Please provide informaiton below if not bundled with medical		Not bundled with medical	
Total Monthly Premium			
Employee only	\$21.23	\$4.98	\$21.29
Employee & Spouse	\$21.23		
Employee & Child(ren)	\$21.23		
Employee & Family	\$21.23	\$12.50	\$21.29
Monthly Employer Cost			
Employee only	\$21.23	\$4.36	\$19.16
Employee & Spouse	\$21.23		
Employee & Child(ren)	\$21.23		
Employee & Family	\$21.23	\$10.94	\$19.16



Mid-Ohio Regional Planning Commission

2011 Health & Dental Plans

	City of Gahanna	City of Grandview Heights	City of Grove City
Monthly Employee Cost			
Employee only	\$0	\$0.62	\$2.13
Employee & Spouse	\$0		
Employee & Child(ren)	\$0		
Employee & Family	\$0	\$1.56	\$2.13

Notes:

Two plans - Steelworkers
(SW-fully insured) and one
for non-Steelworkers (NSW)

**100% after \$50 copay/
\$150 copay, then 10%
after deductible





Mid-Ohio Regional Planning Commission

2011 Health & Dental Plans

	City of Groveport	City of Powell	City of Reynoldsburg	City of Upper Arlington
Do you offer medical coverage to your employees?	Yes	Yes	Yes	Yes
What type of plan do you offer?	PPO	PPO & High deductible with HAS	High Deductible w/HAS	PPO & High deductible with HAS
How many employees are enrolled in medical plan?	72	43		237
Funding type?	Fully Insured	Fully insured	Fully Insured	Self insured
Monthly Premiums: Total Monthly Premium				
Employee Only		\$374.90	\$429.98	\$536.84
Employee & Spouse		\$749.80	\$1,160.93	
Employee & Children		\$731.06	\$1,160.93	
Employee & Family		\$1,162.20	\$1,160.93	\$1,485.44
Monthly Premiums: Total Employer Cost				
Employee Only	\$484.90	\$348.66	\$379.98	\$536.84
Employee & Spouse		\$697.32	\$1,045.93	
Employee & Children		\$679.88	\$1,045.93	
Employee & Family	\$1,182.69	\$1,080.84	\$1,045.93	\$1,395.44
Monthly Premiums: Total Employee Cost				
Employee Only	\$48.49	\$26.24	\$50	\$0
Employee & Spouse		\$52.48	\$115	
Employee & Children		\$51.18	\$115	
Employee & Family	\$118.27	\$81.36	\$115	\$90
In Network Deductible:				
Individual deductible	\$150	\$2,500	\$2,000	\$0
Family deductible	\$450	\$5,000	\$4,000	\$0
Coinsurance (e.g., 80/20, 70/30, etc.)	0	100%	100% after deductible	80/20
Lifetime maximum for medical plan	2 million		Unlimited	No maximum
Office co-payment (Primary Care Physician)	\$0	\$0	100% after deductible	\$10
Office co-payment (Specialist)	\$0	\$0	100% after deductible	\$10
Co-payment or co-insurance (Emergency room)	\$0	\$0	100% after deductible	\$45
Co-payment or co-insurance (Urgent Call)	\$0	\$0	100% after deductible	\$25
Co-payment or co-insurance generic drugs (retail)	\$0	\$0	\$10	\$10



Mid-Ohio Regional Planning Commission

2011 Health & Dental Plans

	City of Groveport	City of Powell	City of Reynoldsburg	City of Upper Arlington
In Network Deductible: (Con't.)				
Co-payment or co-insurance preferred brand (retail)	\$0	\$0	\$30	\$20
Co-payment or co-insurance non-preferred drugs (retail)	\$0	\$0	\$50	\$30
Co-pay or co-insurance generic drugs (mail order- 3 mos)	\$0	\$0	\$20	\$25
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$0	\$0	\$60	\$50
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos)	\$0	\$0	\$100	\$70
Out-of-Network Deductible:				
Individual deductible		\$5,000	\$4,000	\$200
Family deductible		\$10,000	\$8,000	\$400
Coinsurance (e.g., 80/20, 70/30, etc.)		100%		70/30
Lifetime maximum for medical plan			Unlimited	\$1,000,000/person
Office co-payment (Primary Care Physician)		\$0	20% after deductible	70%
Office co-payment (Specialist)		\$0	20% after deductible	70%
Co-payment or co-insurance (Emergency room)		\$0		\$45
Co-payment or co-insurance (Urgent Call)		\$0	20% after deductible	70%
Co-payment or co-insurance generic drugs (retail)		\$0	Not covered	\$10
Co-payment or co-insurance preferred brand (retail)		\$0	Not covered	\$20
Co-payment or co-insurance non-preferred drugs (retail)		\$0	Not covered	\$30
Co-pay or co-insurance generic drugs (mail order- 3 mos)		\$0	Not covered	
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)		\$0	Not covered	
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos)		\$0	Not covered	
Do you provide a credit to employees who opt out of medical coverage?	Yes \$50 per pay	No	No	No
Dental Coverage:				
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes
Type of Dental coverage?	Dental PPO	Dental PPO		Schedule of benefits
Do you offer orthodontic benefits?	Yes	No	Yes	No
If yes, per person lifetime maximum?	\$1,500	NA	\$1,500	NA
Is there an age restriction on orthodontic benefits?	Yes	NA	age 19	NA
If yes, what age group is covered?	Under age 19	NA		NA



Mid-Ohio Regional Planning Commission

2011 Health & Dental Plans

	City of Groveport	City of Powell	City of Reynoldsburg	City of Upper Arlington
Monthly Dental Premiums if not bundled with medical plan				
Total Monthly Premium				
Employee only		\$25.89	\$80.83	\$37.46
Employee & Spouse		\$69.17	\$80.83	
Employee & Child(ren)		\$69.17	\$80.83	
Employee & Family		\$69.17	\$80.83	\$83.74
Monthly Employer Cost				
Employee only		\$25.89	\$75.16	\$37.46
Employee & Spouse		\$69.17	\$75.16	
Employee & Child(ren)		\$69.17	\$75.16	
Employee & Family	\$80.83	\$69.17	\$75.16	\$83.74
Monthly Employee Cost				
Employee only		\$0	\$5.67	\$0
Employee & Spouse		\$0	\$5.67	
Employee & Child(ren)		\$0	\$5.67	
Employee & Family	\$0	\$0	\$5.67	\$0
Vision Coverage:				
Do you offer vision coverage to your employees?	Yes	No	Yes	No
Is your vision bundled with your medical plan?	No	No	No	Yes
Please provide information below if not bundled with medical				
Total Monthly Premium				
Employee only			\$18.36	
Employee & Spouse			\$18.36	
Employee & Child(ren)			\$18.36	
Employee & Family			\$18.36	
Monthly Employer Cost				
Employee only			\$17.07	
Employee & Spouse			\$17.07	
Employee & Child(ren)			\$17.07	
Employee & Family	\$19.59		\$17.07	



Mid-Ohio Regional Planning Commission

2011 Health & Dental Plans

	City of Groveport	City of Powell	City of Reynoldsburg	City of Upper Arlington
Monthly Employee Cost				
Employee only			\$1.29	
Employee & Spouse			\$1.29	
Employee & Child(ren)			\$1.29	
Employee & Family	\$0		\$1.29	

Notes:





Mid-Ohio Regional Planning Commission

2011 Health & Dental Plans

	City of Westerville	City of Whitehall	City of Worthington
Do you offer medical coverage to your employees?	Yes	Yes	Yes
What type of plan do you offer?	High Deductible w/HAS	PPO	PPO
How many employees are enrolled in medical plan?	383	143	152
Funding type?	Self Insured	Self Insured	Other
Monthly Premiums: Total Monthly Premium			
Employee Only	\$321.25	\$40-\$45	\$529.99
Employee & Spouse		\$55-\$60	\$1,365.32
Employee & Children		\$65-\$80	\$1,365.32
Employee & Family	\$989.43	\$65-\$80	\$1,365.32
Monthly Premiums: Total Employer Cost			
Employee Only	\$289.12	Self insured	\$487.59
Employee & Spouse		Self insured	\$1,256.08
Employee & Children		Self insured	\$1,256.08
Employee & Family	\$890.49	Self insured	\$1,256.08
Monthly Premiums: Total Employee Cost			
Employee Only	\$32.13	\$40-\$45	\$42.40
Employee & Spouse		\$55-\$60	\$109.24
Employee & Children		\$65-\$80	\$109.24
Employee & Family	\$98.94	\$65-\$80	\$109.24
In Network Deductible:			
Individual deductible	\$2,000	\$100-\$150	\$100
Family deductible	\$4,000	\$300-\$400	\$200
Coinsurance (e.g., 80/20, 70/30, etc.)	100	90/10 or 70/30	90/10
Lifetime maximum for medical plan		Family \$800 - \$3,000	None
Office co-payment (Primary Care Physician)		\$10	10%
Office co-payment (Specialist)		\$10	10%
Co-payment or co-insurance (Emergency room)		0	\$150 copay, then 95%
Co-payment or co-insurance (Urgent Call)		0	10%
Co-payment or co-insurance generic drugs (retail)		\$5 or \$8	15%, w/a min copay \$7.50



Mid-Ohio Regional Planning Commission

2011 Health & Dental Plans

	City of Westerville	City of Whitehall	City of Worthington
In Network Deductible: (Con't.)			
Co-payment or co-insurance preferred brand (retail)		\$20 or \$30	25%, w/a min copay \$20
Co-payment or co-insurance non-preferred drugs (retail)		\$40 or \$60	35% w/a min copay \$35
Co-pay or co-insurance generic drugs (mail order- 3 mos)		\$16 or \$10	15% w/a min copay \$10
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)		\$40 or \$60	25% w/a min copay \$30
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos)		\$80 or \$120	35% w/a min copay of \$50
Out-of-Network Deductible:			
Individual deductible	\$4,000	\$400 - \$1,000	\$200
Family deductible	\$8,000	\$800 - \$3,000	\$400
Coinsurance (e.g., 80/20, 70/30, etc.)	80	80/20 or 50/50	60/40
Lifetime maximum for medical plan		Family \$3,200 or \$6,000	None
Office co-payment (Primary Care Physician)		\$15	40%
Office co-payment (Specialist)		\$25	40%
Co-payment or co-insurance (Emergency room)		\$75	\$150 copay, then 95%
Co-payment or co-insurance (Urgent Call)		\$50	
Co-payment or co-insurance generic drugs (retail)		NA	NA
Co-payment or co-insurance preferred brand (retail)		NA	NA
Co-payment or co-insurance non-preferred drugs (retail)		NA	NA
Co-pay or co-insurance generic drugs (mail order- 3 mos)		NA	NA
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)		NA	NA
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos)		NA	NA
Do you provide a credit to employees who opt out of medical coverage?	Yes See Below	No	No
Dental Coverage:			
Do you offer Dental coverage to your employees?	Yes	Yes	Yes
Type of Dental coverage?	Dental PPO	Schedule of benefits	Dental PPO
Do you offer orthodontic benefits?	Yes	Yes	Yes
If yes, per person lifetime maximum?	See Below	\$1,250 or \$1,500	\$1,500
Is there an age restriction on orthodontic benefits?	Yes	Yes	Yes
If yes, what age group is covered?	Under age 19	under age 19	to age 19



2011 Health & Dental Plans

	City of Westerville	City of Whitehall	City of Worthington
Monthly Dental Premiums if not bundled with medical plan		Bundled with medical	No bundled with medical
Total Monthly Premium			
Employee only	\$29.22		\$80.83
Employee & Spouse			\$80.83
Employee & Child(ren)			\$80.83
Employee & Family	\$85.62		\$80.83
Monthly Employer Cost			
Employee only	\$29.22		\$80.83
Employee & Spouse			\$80.83
Employee & Child(ren)			\$80.83
Employee & Family	\$85.62		\$80.83
Monthly Employee Cost			
Employee only	\$0.00		\$0
Employee & Spouse			\$0
Employee & Child(ren)			\$0
Employee & Family	\$0.00		\$0
Vision Coverage:			
Do you offer vision coverage to your employees?	Yes	Yes	Yes
Is your vision bundled with your medical plan?	No	Yes	No
Please provide information below if not bundled with medical		Bundled with medical	Not bundled with medical
Total Monthly Premium			
Employee only	\$3.65		\$21.29
Employee & Spouse			\$21.29
Employee & Child(ren)			\$21.29
Employee & Family	\$3.65		\$21.29
Monthly Employer Cost			
Employee only	\$3.65		\$21.29
Employee & Spouse			\$21.29
Employee & Child(ren)			\$21.29
Employee & Family	\$3.65		\$21.29



Mid-Ohio Regional Planning Commission

2011 Health & Dental Plans

	City of Westerville	City of Whitehall	City of Worthington
Monthly Employee Cost			
Employee only	\$0.00		\$0
Employee & Spouse			\$0
Employee & Child(ren)			\$0
Employee & Family	\$0.00		\$0

Notes:

Opted out of coverage:

- 1) Family eligible not taking family coverage gets \$2,000
- 2) Family eligible taking single coverage - \$1,000
- 3) Single not taking any coverage - \$1,000

Orthodontic Maximum

Active PPO \$1,500 if

for non participating



2011 Health & Dental Plans

Franklin County Board of Commissioners

Do you offer medical coverage to your employees?	Yes
What type of plan do you offer?	PPO
How many employees are enrolled in medical plan?	1,342
Funding type?	Self Insured
Monthly Premiums: Total Monthly Premium	
Employee Only	\$1,162
Employee & Spouse	\$1,162
Employee & Children	\$1,162
Employee & Family	\$1,162
Monthly Premiums: Total Employer Cost	
Employee Only	\$1,102
Employee & Spouse	\$1,002
Employee & Children	\$1,102
Employee & Family	\$1,002
Monthly Premiums: Total Employee Cost	
Employee Only	\$60
Employee & Spouse	\$160
Employee & Children	\$60
Employee & Family	\$160
In Network Deductible:	
Individual deductible	\$200
Family deductible	\$500
Coinsurance (e.g., 80/20, 70/30, etc.)	100%/0%
Lifetime maximum for medical plan	NA
Office co-payment (Primary Care Physician)	\$20
Office co-payment (Specialist)	\$20
Co-payment or co-insurance (Emergency room)	\$150
Co-payment or co-insurance (Urgent Call)	\$25
Co-payment or co-insurance generic drugs (retail)	\$5



Mid-Ohio Regional Planning Commission

2011 Health & Dental Plans

Franklin County Board of Commissioners

In Network Deductible: (Con't.)

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)	\$12.50
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$62.50
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos)	\$125.00

Out-of-Network Deductible:

Individual deductible	\$400
Family deductible	\$1,000
Coinsurance (e.g., 80/20, 70/30, etc.)	80%/20%
Lifetime maximum for medical plan	NA
Office co-payment (Primary Care Physician)	Deductible the Co-ins.
Office co-payment (Specialist)	Deductible the Co-ins.
Co-payment or co-insurance (Emergency room)	\$150
Co-payment or co-insurance (Urgent Call)	Deductible the Co-ins.
Co-payment or co-insurance generic drugs (retail)	NA
Co-payment or co-insurance preferred brand (retail)	NA
Co-payment or co-insurance non-preferred drugs (retail)	NA
Co-pay or co-insurance generic drugs (mail order- 3 mos)	NA
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	NA
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos)	NA

Do you provide a credit to employees who opt out of medical coverage? No

Dental Coverage:

Do you offer Dental coverage to your employees?	Yes
Type of Dental coverage?	Dental PPO & DMO
Do you offer orthodontic benefits?	Yes
If yes, per person lifetime maximum?	\$1,500
Is there an age restriction on orthodontic benefits?	Yes
If yes, what age group is covered?	PPO - under age 19



2011 Health & Dental Plans

Franklin County Board of Commissioners

Monthly Dental Premiums if not bundled with medical plan

Bundled with medical

Total Monthly Premium

Employee only

Employee & Spouse

Employee & Child(ren)

Employee & Family

Monthly Employer Cost

Employee only

Employee & Spouse

Employee & Child(ren)

Employee & Family

Monthly Employee Cost

Employee only

Employee & Spouse

Employee & Child(ren)

Employee & Family

Vision Coverage:

Do you offer vision coverage to your employees?

Yes

Is your vision bundled with your medical plan?

Yes

Please provide information below if not bundled with medical

Bundled with medical

Total Monthly Premium

Employee only

Employee & Spouse

Employee & Child(ren)

Employee & Family

Monthly Employer Cost

Employee only

Employee & Spouse

Employee & Child(ren)

Employee & Family



Mid-Ohio Regional Planning Commission

2011 Disability Plans

	City of Canal Winchester	City of Columbus	City of Delaware	City of Dublin	City of Gahanna
Short-Term Disability (other than sick leave)					
Do you offer a short-term disability plan?	No	Yes	No	Yes	No
Waiting period (# of days)?	NA	14	NA	7	NA
What is the benefit as a percent of salary?	NA	81%	NA	80%	NA
What percent of the premium does the company pay?	NA	100%	NA	All	NA
What is the cost per \$100 of payroll?	NA		NA	Admin fee \$1.25/ee/mo	NA
What is the maximum time-off for STD?	NA	26 weeks	NA	24 weeks	NA
Long-Term Disability					
Do you offer a long-term disability plan?	No	No	No	No	No
Waiting period (# of days)?	NA	NA	NA	NA	NA
What is the benefit as a percent of salary?	NA	NA	NA	NA	NA
What percent of the premium does the company pay?	NA	NA	NA	NA	NA
What is the cost per \$1,000 of payroll?	NA	NA	NA	NA	NA
What is the maximum time-off for LTD?	NA	NA	NA	NA	NA
Sick Leave (other than short-term disability)					
Number of hours accrued/credited per year	120	72 - 96 hours	120	72	
Maximum sick leave balance (hours)		Varies by group	Varies	NA	



Mid-Ohio Regional Planning Commission

2011 Disability Plans

	City of Canal Winchester	City of Columbus	City of Delaware	City of Dublin	City of Gahanna
Sick Leave Cash-Out Plan					
Do you offer a sick leave cash-out plan?	No	Yes	Yes	Yes	Yes
If yes, what employee groups are eligible?		Exempt & Non-exempt	Exempt & non-exempt	Exempt & non-exempt	Exempt & non-exempt
Are annual cash-outs allowed?		Yes	Yes	Yes	No
If yes, at what rate?		100%	Varies	100%	NA
Do you have a cash-out limit?		Yes	Yes	Yes	Yes
If yes, please explain:		Varies by bargaining unit	Varies	Employees using less than 40 hours of sick leave (FMLA excluded) in the prior 12 months can cash out.	



Mid-Ohio Regional Planning Commission

2011 Disability Plans

	City of Grandview Heights	City of Grove City	City of Groveport	City of Powell	City of Reynoldsburg
Short-Term Disability (other than sick leave)					
Do you offer a short-term disability plan?	No	No	No	Yes	Yes
Waiting period (# of days)?	NA	NA	NA	0	14
What is the benefit as a percent of salary?	NA	NA	NA	60%	60%
What percent of the premium does the company pay?	NA	NA	NA	100%	100%
What is the cost per \$100 of payroll?	NA	NA	NA		\$2.80
What is the maximum time-off for STD?	NA	NA	NA	180 days	
Long-Term Disability					
Do you offer a long-term disability plan?	No	No	No	No	Yes
Waiting period (# of days)?	NA	NA	NA	NA	End of short term
What is the benefit as a percent of salary?	NA	NA	NA	NA	60%
What percent of the premium does the company pay?	NA	NA	NA	NA	100%
What is the cost per \$1,000 of payroll?	NA	NA	NA	NA	\$4.90
What is the maximum time-off for LTD?	NA	NA	NA	NA	60 months
Sick Leave (other than short-term disability)					
Number of hours accrued/credited per year	120	120 hours		4.6 hours	120
Maximum sick leave balance (hours)	NA	NA		1,040	Unlimited



Mid-Ohio Regional Planning Commission

2011 Disability Plans

	City of Grandview Heights	City of Grove City	City of Groveport	City of Powell	City of Reynoldsburg
Sick Leave Cash-Out Plan					
Do you offer a sick leave cash-out plan?	Yes	Yes	Yes	No	Yes
If yes, what employee groups are eligible?	Exempt & non-exempt	Exempt & Non-exempt	Exempt & Non-exempt	NA	Exempt & Non-exempt
Are annual cash-outs allowed?	Yes	Yes	No	No	No
If yes, at what rate?	100%	50%	NA	NA	NA
Do you have a cash-out limit?	Yes	Yes	No	Yes	No
If yes, please explain:	Plan is based on sick leave usage during the year and is capped at 48 hours for all employees	Must maintain 500 hours	NA	1040 hours automatic paid for hours over	



Mid-Ohio Regional Planning Commission

2011 Disability Plans

	City of Upper Arlington	City of Westerville	City of Whitehall	City of Worthington	Franklin Co. Board of Commissioners
Short-Term Disability (other than sick leave)					
Do you offer a short-term disability plan?	Yes	No	No	No	No
Waiting period (# of days)?	45	NA	NA	NA	NA
What is the benefit as a percent of salary?	60%	NA	NA	NA	NA
What percent of the premium does the company pay?	100%	NA	NA	NA	NA
What is the cost per \$100 of payroll?	.80/employee per month	NA	NA	NA	NA
What is the maximum time-off for STD?	180 days	NA	NA	NA	NA
Long-Term Disability					
Do you offer a long-term disability plan?	Yes	No	No	No	No
Waiting period (# of days)?	180	NA	NA	NA	NA
What is the benefit as a percent of salary?	60%	NA	NA	NA	NA
What percent of the premium does the company pay?	100%	NA	NA	NA	NA
What is the cost per \$1,000 of payroll?	\$1.80	NA	NA	NA	NA
What is the maximum time-off for LTD?	2 years	NA	NA	NA	NA
Sick Leave (other than short-term disability)					
Number of hours accrued/credited per year	120		0.518	120	120
Maximum sick leave balance (hours)	No Limit		Unlimited	Unlimited	NA



Mid-Ohio Regional Planning Commission

2011 Disability Plans

	City of Upper Arlington	City of Westerville	City of Whitehall	City of Worthington	Franklin Co. Board of Commissioners
Sick Leave Cash-Out Plan					
Do you offer a sick leave cash-out plan?	No	Yes	Yes	Yes	Yes
If yes, what employee groups are eligible?	NA	Exempt & Non-exempt	Exempt	Exempt & non-exempt	Exempt & non-exempt
Are annual cash-outs allowed?	No	Yes	Yes	No	No
If yes, at what rate?	NA	50%	1 to 3 up to 72 hours	NA	NA
Do you have a cash-out limit?	No	Yes	Yes	Yes	Yes
If yes, please explain:	Only on retirement	Final pay out @50% of remaining Sick leave balance not to exceed \$20,500	Upon return may cash out 1 for 6 up to 480 hours	Employees with 232 hrs or more shall be able to convert all accrued hours at a rate of 30%	Once, only upon termination paid at 25% after 8 years of service; 50% after 18 years of service



2011 Life Insurance and Miscellaneous

	City of Canal Winchester	City of Columbus	City of Delaware	City of Dublin	City of Gahanna
Life Insurance					
Do you offer basic group term life insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer voluntary supplemental group term life insurance?	No	Yes	No	Yes	Yes
Do you offer accidental death and dismemberment (AD&D) insurance?	Yes	No	Yes	Yes	Yes
Do you offer dependent life insurance?	No	No	No	No	Yes
Basic Insurance					
Amount of coverage	\$50,000	1.5X salary rounded	Varies	1.5% of annual salary	2X annual salary
Percent company pays	100%	100%		100%	100%
Cost per \$1,000 or unit	\$0.27	\$0.13	\$0.28	\$0.14/\$1,000	\$0.13
Maximum dollar amount of coverage	\$50,000	\$200,000	Varies	\$150,000	\$200,000
AD&D Insurance					
Amount of coverage				1.5% of annual salary	2X annual salary
Percent company pays				100%	100%
Cost per \$1,000 or unit			\$0.03		\$0.02
Maximum dollar amount of coverage				\$150,000	\$200,000



2011 Life Insurance and Miscellaneous

	City of Canal Winchester	City of Columbus	City of Delaware	City of Dublin	City of Gahanna
Miscellaneous					
Company vehicle	No	Yes	No	Yes	No
EAP_	Yes	Yes	Yes	Yes	Yes
AFLAC	Yes	Yes	No	Yes	Yes
Cell phone - Depending on position	Yes	Yes	No	Yes	Yes
Car allowance	Yes	No	Yes	Yes	No
Tuition reimbursement	Yes	Yes	Yes	Yes	Yes
Long-term care insurance	No	Yes	No	No	No
457B	Yes	yes	No	Yes	No
Prepaid legal	No	Yes	No	No	Yes
Professional association membership dues	Yes	Yes	Yes	Yes	Yes
Club membership dues	No	No	No	Yes	No
College 529 plan	No	No	No	No	No



2011 Life Insurance and Miscellaneous

	City of Grandview Heights	City of Grove City	City of Groveport	City of Powell	City of Reynoldsburg
Life Insurance					
Do you offer basic group term life insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer voluntary supplemental group term life insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer accidental death and dismemberment (AD&D) insurance?	Yes	Yes	No	No	Yes
Do you offer dependent life insurance?	Yes	Yes	No	Yes	No
Basic Insurance					
Amount of coverage	\$75,000	\$50,000	1X salary	1X salary	1X Salary
Percent company pays	100%	10%	100%	100%	100%
Cost per \$1,000 or unit	\$0.18	\$0.12	\$0.16	\$0.32	.330/.280
Maximum dollar amount of coverage	\$75,000	\$50,000	1X salary	\$75,000	Based on salary
AD&D Insurance					
Amount of coverage	\$75,000				
Percent company pays	100%				100%
Cost per \$1,000 or unit	\$0.05				.070/.490
Maximum dollar amount of coverage	\$75,000				



2011 Life Insurance and Miscellaneous

	City of Grandview Heights	City of Grove City	City of Groveport	City of Powell	City of Reynoldsburg
Miscellaneous					
Company vehicle	Yes	No	No	No	No
EAP_	Yes	Yes	No	Yes	Yes
AFLAC	Yes	No	Yes	No	No
Cell phone - Depending on position	Yes	Yes	Yes	Yes	Yes
Car allowance	No	No	No	No	No
Tuition reimbursement	Yes	Yes	Yes	Yes	Yes
Long-term care insurance	No	No	No	No	No
457B	Yes	Yes	No	Yes	No
Prepaid legal	No	Yes	No	No	No
Professional association membership dues	Yes	Yes	Yes	Yes	Yes
Club membership dues	Yes	No	Yes	No	No
College 529 plan	Yes	Yes	No	Yes	No



2011 Life Insurance and Miscellaneous

	City of Upper Arlington	City of Westerville	City of Whitehall	City of Worthington	Franklin Co. Board of Commissioners
Life Insurance					
Do you offer basic group term life insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer voluntary supplemental group term life insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer accidental death and dismemberment (AD&D) insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer dependent life insurance?	Yes	Yes	Yes	Yes	Yes
Basic Insurance					
Amount of coverage	Depends on class	Through age 65- 65%	\$100,000	\$100,000	\$50,000
Percent company pays	100%	100%	100%	100%	100%
Cost per \$1,000 or unit	\$0.11			\$0.13	\$0.09
Maximum dollar amount of coverage	\$150,000	\$100,00 (with age adjustment)	\$300,000		\$50,000
AD&D Insurance					
Amount of coverage	Depends on class	Through age 65- 65%	\$100,000	\$100,000	1X Basic
Percent company pays	100%	100%	100%	100%	100%
Cost per \$1,000 or unit	\$0.03			\$0.25	\$0.02
Maximum dollar amount of coverage	\$150,000	\$100,00 (with age adjustment)	\$300,000		1X Basic



2011 Life Insurance and Miscellaneous

	City of Upper Arlington	City of Westerville	City of Whitehall	City of Worthington	Franklin Co. Board of Commissioners
Miscellaneous					
Company vehicle	No		Yes	No	No
EAP_	Yes		Yes	Yes	Yes
AFLAC	No		Yes	No	No
Cell phone - Depending on position	Yes		Yes	No	Yes
Car allowance	No		No	No	No
Tuition reimbursement	Yes		Yes	Yes	Yes
Long-term care insurance	No		No	No	No
457B	Yes		No	No	Yes
Prepaid legal	No		Yes	No	No
Professional association membership dues	Yes		No	Yes	Yes
Club membership dues	No		No	No	No
College 529 plan	Yes		Yes	No	No



2011 Retirement Plans

	City of Canal Winchester	City of Columbus	City of Delaware	City of Dublin	City of Gahanna
Defined Benefit (DB) Plan					
Do you offer a defined benefit plan?	Yes	Yes	Yes	Yes	No
Do employees contribute?	Yes	Yes	Yes	Yes	No
If employees contribute, what percentage of base pay do they contribute?	10%	4% - 10% depends on employee group	10%	10%	
What is your benefit formula?	OPERS - Years of service X Final Avg. Salary X Benefit factor	OPERS and Ohio Police and Fire Pension Plan	OPERS	Employer 14% of annual gross salary	
Defined Contribution (DC) Plan					
Do you offer a defined contribution plan?	Yes	No		Yes	Yes
If yes, is it a pre or post-tax plan?	Pre-tax	NA		Pre-tax	Pre-tax
If yes, what type of plan(s) do you offer?	Deferred Comp (457)	NA		Deferred Comp (457)	Deferred Comp (457)
Is there an employer match to the plan(s)?	No	NA		No	No
If yes, what is the maximum percent of the employer match?	NA	NA		NA	NA
Is there an employer contribution to the plan that is not a match?	NA	NA		NA	NA
If yes, what is the amount as a pay of last year's contribution?	NA	NA		NA	NA



2011 Retirement Plans

	City of Grandview Heights	City of Grove City	City of Groveport	City of Powell	City of Reynoldsburg
Defined Benefit (DB) Plan					
Do you offer a defined benefit plan?	Yes	Yes	Yes	Yes	Yes
Do employees contribute?	Yes	Yes	Yes	Yes	Yes
If employees contribute, what percentage of base pay do they contribute?	10%	10%	7%	Statutory contrib. rate	10%
What is your benefit formula?	OPERS/OP&F	OPERS & OP&F	No formula, actual cost		OPERS or PFDPF
Defined Contribution (DC) Plan					
Do you offer a defined contribution plan?		Yes	Yes	Yes	Yes
If yes, is it a pre or post-tax plan?		Pre-tax	Pre-tax	Pre-tax	
If yes, what type of plan(s) do you offer?		Deferred Comp (457 plan)	Deferred Comp (457 plan)	Deferred Comp (457)	Deferred Comp (457)
Is there an employer match to the plan(s)?		No	No	No	Yes
If yes, what is the maximum percent of the employer match?		NA	NA	NA	14.5 and 19%
Is there an employer contribution to the plan that is not a match?		No	No	NA	
If yes, what is the amount as a pay of last year's contribution?		NA	NA	NA	



2011 Retirement Plans

	City of Upper Arlington	City of Westerville	City of Whitehall	City of Worthington	Franklin Co. Board of Commissioners
Defined Benefit (DB) Plan					
Do you offer a defined benefit plan?	Yes	Yes	Yes	Yes	Yes
Do employees contribute?	Yes	Yes	Yes	Yes	Yes
If employees contribute, what percentage of base pay do they contribute?	10%	10%	10%	10%	10%
What is your benefit formula?	OPERS	OPERS formula		OPERS and Police and Fire	
Defined Contribution (DC) Plan					
Do you offer a defined contribution plan?	Yes	Yes	Yes	Yes	No
If yes, is it a pre or post-tax plan?	Pre & Post Tax	Pre-tax	Pre-tax	Pre-tax	NA
If yes, what type of plan(s) do you offer?	Deferred Comp & Roth IRA	Deferred Comp (457 plan)	Deferred Comp (457)	Deferred Comp (457)	NA
Is there an employer match to the plan(s)?	No	No	No	No	NA
If yes, what is the maximum percent of the employer match?	NA	NA	NA	NA	NA
Is there an employer contribution to the plan that is not a match?	No	No	NA	NA	NA
If yes, what is the amount as a pay of last year's contribution?	NA	NA	NA	NA	NA



2011 Paid Time Off

	City of Canal Winchester	City of Columbus	City of Delaware	City of Dublin	City of Gahanna
Vacation					
What is the maximum number of hours per year accrued at the highest level?	216 hours	240 hours	Varies	246 hours	200 hours
How many years of services does it take to get to the maximum accrual level?	25 years	25 years	Varies	21+ Years	20 years
What is the maximum number of hours of carry-over allowed?	324 hours	480 hours	Varies	240 hours	240 hours
Do employees have option in lieu of taking or forfeiting unused vacation hours on an annual basis?	No	No	Yes, they can cash in	Yes * See Comments below	No
Vacation hours accrued per year					
1 year service	96 hours	80 hours		40 hours	104 hours
5 years service	96 hours	128 hours		142 hours	136 hours
8 years service	144 hours	184 hours		152 hours	152 hours
10 years service	144 hours	184 hours		182 hours	176 hours
15 years service	176 hours	208 hours		208 hours	192 hours
25 years service	216 hours	240 hours		246 hours	200 hours
Other forms of paid leave					
Are employees eligible for other forms of paid leave?	Yes	Yes	No	Yes	No
If yes, what type?	Personal days - 2 days or 16 hours	Personal business day		5 personal days given each calendar year	
Do you allow cash-out of personal days?	No	No	Yes	No	No



2011 Paid Time Off

**City of
Canal Winchester**

**City of
Columbus**

**City of
Delaware**

**City of
Dublin**

**City of
Gahanna**

Holidays

Total number of Holidays per year

10 days

12 days

Varies

9 days

13 days

Comments:



2011 Paid Time Off

	City of Grandview Heights	City of Grove City	City of Groveport	City of Powell	City of Reynoldsburg
Vacation					
What is the maximum number of hours per year accrued at the highest level?	648 hours	200 hours	200 hours	200 hours	200 hours
How many years of services does it take to get to the maximum accrual level?	22 years	15 years	21 years	26 years	16 years
What is the maximum number of hours of carry-over allowed?	Unlimited	600 hours	1 year accrual	300 hours	240 hours
Do employees have option in lieu of taking or forfeiting unused vacation hours on an annual basis?	No	Yes Once each calendar yr, employee can be paid for in excess of 240 hours at regular pay	No	No	No
Vacation hours accrued per year					
1 year service	< 3 yrs = 96 hrs	80 hours	80 hours	120 hours	80 hours
5 years service	>3 yrs = 116 hrs	120 hours	80 hours	180 hours	80 hours
8 years service	>8 yrs = 138 hrs	120 hours	120 hours	180 hours	120 hours
10 years service	>12 yrs = 176 hrs	160 hours	120 hours	210 hours	120 hours
15 years service	>17 yrs = 196 hrs	200 hours	160 hours	210 hours	160 hours
25 years service	>22 yrs = 216 hrs.	200 hours	200 hours	300 hours	200 hours
Other forms of paid leave					
Are employees eligible for other forms of paid leave?	Yes	Yes	Yes	No	Yes
If yes, what type?	Personal days, holidays, earned comp time	8 hours for birthday	1 personal day	NA	Injury leave
Do you allow cash-out of personal days?		No	No	No	No



2011 Paid Time Off

**City of
Grandview Heights**

**City of
Grove City**

**City of
Groveport**

**City of
Powell**

**City of
Reynoldsburg**

Holidays

Total number of Holidays per year

10 days

12 days

11 days

12 days

13 days

Comments:



2011 Paid Time Off

	City of Upper Arlington	City of Westerville	City of Whitehall	City of Worthington	Franklin Co. Board of Commissioners
Vacation					
What is the maximum number of hours per year accrued at the highest level?	160 hours	6 weeks	224 hours	18 hours	200 hours
How many years of services does it take to get to the maximum accrual level?	6 years	after 24 years	26+ years	21 years	20 years
What is the maximum number of hours of carry-over allowed?	480 hours%	See Below	850 hours	248/288 with 21+ yrs	600 hours
Do employees have option in lieu of taking or forfeiting unused vacation hours on an annual basis?	No	Yes See Below	No	Yes	No
Vacation hours accrued per year					
1 year service	120 hours	2 weeks	88 hours	0-4 = 96 hrs	10 days
5 years service	120 hours	2 weeks	112 hours	5-8 = 104 hrs	14 days
8 years service	160 hours	3 weeks	112 hours	9-12 = 144 hrs	14 days
10 years service		3 weeks	144 hours	13-15 = 168 hrs	20 days
15 years service		4 weeks	160 hours	16-20 = 200 hrs	22 days
25 years service		6 weeks	200 hours	21+ = 216 hrs	25 days
Other forms of paid leave					
Are employees eligible for other forms of paid leave?	No	Yes	Yes	Yes	Yes
If yes, what type?	NA	Sick, funeral leave, military leave, personal leave, injury leave	Personal, sick and holidays		Bereavement & Personal leave (only eligible through wellness incentive)
Do you allow cash-out of personal days?	No	No	No	No	No



2011 Paid Time Off

**City of
Upper Arlington**

**City of
Westerville**

**City of
Whitehall**

**City of
Worthington**

**Franklin Co. Board
of Commissioners**

Holidays

Total number of Holidays per year	14 days	7 days	7 days	12 days	10 days
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Comments:

Max vacation carry-over

No more than 2X their annual accumulation rate

Forfeited vacation hours

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

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

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