



MID-OHIO REGIONAL  
**MORPC**  
PLANNING COMMISSION

# 2023 Annual Salary & Fringe Benefit Survey



MID-OHIO REGIONAL  
**MORPC**  
PLANNING COMMISSION

Dear Central Ohio Community Leaders:

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

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

It's our priority to deliver strong value and return to your community with a wide range of benefits and services, leveraged resources, and new opportunities. We hope you find this 2023 Salary and Fringe Benefit Survey a tangible, timely, and actionable resource.

Thank you to the 40 member governments who provided information for this year's survey. Your willingness to participate is not only appreciated by MORPC, but also by other communities throughout the region who will learn from your example.

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

Kind regards,

William Murdock,  
AICP Executive  
Director

Shawn P. Hufstedler  
Chief Operating  
Officer

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## SECTION 1

### EXECUTIVE SUMMARY





## **MID-OHIO REGIONAL PLANNING COMMISSION 2023 SALARY SURVEY**

### **Executive Summary**

The Mid-Ohio Regional Planning Commission (MORPC) Salary Survey for 2023 consists of data from 40 member governments on various positions. Salary ranges reported in the survey were received from the participating communities for year 2023. Areas of the survey were left blank if no information was provided for that section.

A listing of benchmark positions is also included in this survey for your review. These benchmark positions are noted on the survey by a number (Example: (1) Director, etc.). Some member governments included the average annual salaries for positions, the level of match of their position to the benchmark position description (equal to, greater than, less than, and no match) and actual number of employees (the # of incumbents).

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

### **Note of Caution**

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

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## SECTION 2

# PARTICIPANT INFORMATION

## 2023 PARTICIPATING AGENCIES

City of Bellefontaine	City of Hilliard	City of Whitehall	Mifflin Township, Franklin County
City of Bexley	City of Lancaster	City of Worthington	Orange Township
City of Canal Winchester	City of Marysville	Delaware County	Prairie Township
City of Columbus	City of Mount Vernon	Fairfield County	Violet Township
City of Delaware	City of New Albany	Franklin County Board of Commissioners	Washington Township
City of Dublin	City of Pataskala	Licking County	Village of Ashville
City of Gahanna	City of Powell	Union County	Village of Galena
City of Grandview Heights	City of Reynoldsburg	Clinton Township	Village of Granville
City of Grove City	City of Sunbury	Jefferson Township	Village of Somerset
City of Groveport	City of Upper Arlington	Madison Township, Franklin County	Village of West Jefferson

## Participants' Contact Information

(As Available)

### City Agencies

#### Bellefontaine

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[wdodds@ci.bellefontaine.oh.us](mailto:wdodds@ci.bellefontaine.oh.us)

#### Bexley

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## Participants' Contact Information

(As Available)

### Worthington

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## County Agencies

### Delaware County

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## Township Agencies

### Clinton Township

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## SECTION 3

# AGENCY INFORMATION AND SALARY INCENTIVES



## 2023 Agency Operating Cost & Budget Information

Participant Information	City of Bellefontaine	City of Bexley	City of Canal Winchester	City of Columbus	City of Delaware
Total Annual Operating Budget	\$32,875,754	\$39,173,551	\$34,376,892	\$1,141,250,000	\$128,000,000
Total Annual Revenue	\$28,520,100	\$27,673,383	\$28,706,400	\$1,027,817,761	\$138,000,000
Total Number of full-time (non-union)	64	30	40	1229	125
Total Number of part-time (non-union)	12	27		1418	19
Total Number of full-time (union)	56	54		7,410	194
Total Number of part-time (union)	0	0		179	
Total Staff	132	111	40	10,236	338
Annual gross payroll	\$9,151,147	\$8,923,294	\$2,904,000	\$824,700,000	\$28,000,000
Non-Union Annual health insurance (employer cost)	\$668,580	\$559,205	\$892,000		\$2,700,000
Union Annual health insurance (employer cost)	\$650,100	\$1,158,464			\$4,200,000
Non-Union Annual dental insurance (employer cost)	\$32,361	\$15,482	\$39,800		\$117,000
Union Annual dental insurance (employer cost)	\$31,441	\$29,932			\$175,000
Non-Union Annual life insurance (employer cost)	\$1,981	\$3,924	\$5,600		\$19,500
Union Annual life insurance (employer cost)	\$1,734	\$7,587			\$31,000
Total Benefit Cost	\$1,386,198	\$1,774,594	\$937,400		\$7,242,500
Benefit Cost as a percent of payroll	15%	20%	32%		26%
Comments:					

2023 Salary Administration & Incentives

	City of Bellefontaine	City of Bexley	City of Canal Winchester	City of Columbus	City of Delaware
Average % of increase provided for current year base?					
Non-Bargaining	3%	4%	4%	4.4%	
Bargaining	3%	3% FOP 3% AFSCME		4.1%	
Increased % given to current year salary ranges.					
Non-Bargaining	3%	4%	7%	2.7%	
Bargaining	3%	3% FOP 3% AFSCME		4.1%	
Average % of increase anticipated for base pay next yr.					
Non-Bargaining	3%		3%	3%	
Bargaining	3%	3% FOP 3% AFSCME			
Factors that determine individual salary Inc.					
Non-Bargaining		Cost of Living	Cost of Living		Cost of Living , Market
Bargaining		Cost of Living			Cost of Living, Market
Short-term Incentive Pay (Bonus)	No	No	No		No
NOTES:	Educational Incentive: Associates Degree = + \$0.48/Hour; Bachelor's Degree = + \$0.96/Hour; Masters Degree = + \$1.20/Hour OEPA/ODA Special License Incentive = Up to \$3.00/Hour depending on level of license obtained				



## 2023 Agency Operating Cost & Budget Information

Participant Information	City of Dublin	City of Gahanna	City of Grandview Heights	City of Grove City
<b>Total Annual Operating Budget</b>	\$178,182,160	\$73,747,557	\$28,290,149	\$104,691,829
<b>Total Annual Revenue</b>	\$146,255,825	\$78,770,306	\$19,618,605	\$88,667,256
<b>Total Number of full-time (non-union)</b>	222	118	49	82
<b>Total Number of part-time (non-union)</b>	571	17	68	114
<b>Total Number of full-time (union)</b>	167	113	40	98
<b>Total Number of part-time (union)</b>				
<b>Total Staff</b>	960	248	157	294
<b>Annual gross payroll</b>	\$59,369,755	\$18,929,543	\$8,224,921	\$17,914,592
<b>Non-Union Annual health insurance (employer cost)</b>	\$10,997,664	\$1,038,243	\$1,040,618	\$1,327,774
<b>Union Annual health insurance (employer cost)</b>	included in non union amount	\$2,235,170	\$806,551	\$1,608,238
<b>Non-Union Annual dental insurance (employer cost)</b>	\$738,895	\$80,071		\$72,467
<b>Union Annual dental insurance (employer cost)</b>	included in non union amount	\$114,652		\$86,630
<b>Non-Union Annual life insurance (employer cost)</b>	\$55,411	\$15,302	\$7,610	\$11,544
<b>Union Annual life insurance (employer cost)</b>	included in non union amount	\$24,960	\$3,249	\$14,605
<b>Total Benefit Cost</b>	\$11,791,970	\$3,508,398	\$1,858,027	\$3,121,258
<b>Benefit Cost as a percent of payroll</b>	20%	19%	23%	17%
<b>Comments:</b>				

# 2023 Salary Administration & Incentives

	City of Dublin	City of Gahanna	City of Grandview Heights	City of Grove City
<b>Average % of increase provided for current year base?</b>				
Non-Bargaining	3.5%	3.25%	3%	2.5%
Bargaining	3.25-3.5%	3.25%	3.25%	2.8%
<b>Increased % given to current year salary ranges.</b>				
Non-Bargaining			3%	2.5%
Bargaining			3.25%	2.8%
<b>Average % of increase anticipated for base pay next yr.</b>				
Non-Bargaining			3%	2.5%
Bargaining		3.25%	3.25%	2.8%
<b>Factors that determine individual salary Inc.</b>				
Non-Bargaining	Market, Performance	Cost of Living	Competency, Cost of Living, Market, Performance	
Bargaining	Market	Cost of Living	Cost of Living, Market	
<b>Short-term Incentive Pay (Bonus)</b>	Yes / Union Ineligible	No	No	No
<b>NOTES:</b>	<p>All non-union employees serving in Full-time permanent, Part-time permanent, Seasonal, Temporary, and Intermittent positions are eligible for the Instant Bonus Program.</p> <p>(1) Significantly enhances the efficiency or effectiveness of City operations, or;</p> <p>(2) Significantly exceeds expectations in the areas of performance or customer service, or;</p> <p>(3) Demonstrates innovation or creativity in government.</p> <p>The maximum bonus amount shall not exceed \$1,000.00; however, the typical bonus will be in the area of \$250.00.</p> <p>In the event the division director and department director believe that time off with pay would be a more effective reward for excellence under this program, and the time off will not negatively affect the operation of the division, the employee may be awarded up to eight (8) hours of paid leave in lieu of a monetary bonus.</p>			





## 2023 Agency Operating Cost & Budget Information

Participant Information	City of Groveport	City of Hilliard	City of Lancaster	City of Marysville
Total Annual Operating Budget	\$47,555,854	\$41,233,980	\$271,287,622	\$109,645,705
Total Annual Revenue	\$34,076,023	\$56,165,935	\$245,333,966	\$85,209,065
Total Number of full-time (non-union)	88	78	155	121
Total Number of part-time (non-union)	86	31	60	91
Total Number of full-time (union)	26	97	280	104
Total Number of part-time (union)		209*		8
		*seasonal		
Total Staff	200	415	495	258
Annual gross payroll	\$8,134,941	\$15,368,911	\$16,774,908	\$17,536,842
Non-Union Annual health insurance (employer cost)	\$2,597,190	Family- \$32,038/ Single \$11,048	\$2,940,000	\$2,889,193
Union Annual health insurance (employer cost)	\$1,214,901	Family- \$29,294/ Single \$9,849	\$5,460,000	\$2,173,464
Non-Union Annual dental insurance (employer cost)	\$72,515	Family- \$1,146/ Single \$395	\$147,000	\$12,128
Union Annual dental insurance (employer cost)	\$29,264	Family- \$694/ Single \$249	\$273,000	\$9,529
Non-Union Annual life insurance (employer cost)	\$9,776	\$24,102	\$14,490	\$11,044
Union Annual life insurance (employer cost)	\$4,899	\$24,102	\$26,910	\$8,677
Total Benefit Cost	\$3,928,545	\$6,510,812	\$8,861,400	\$5,104,035
Benefit Cost as a percent of payroll	48%	42%	53%	29%
Comments:				

# 2023 Salary Administration & Incentives

	City of Groveport	City Of Hilliard	City of Lancaster	City of Marysville
Average % of increase provided for current year base?				
Non-Bargaining	4%	2%	4%	
Bargaining		3%	4-5%	3%
Increased % given to current year salary ranges.				
Non-Bargaining		2%		
Bargaining		3%		3%
Average % of increase anticipated for base pay next yr.				
Non-Bargaining	4%			
Bargaining				3%
Factors that determine individual salary Inc.				
Non-Bargaining	Performance	Cost of Living, Market, Performance	Cost of Living, Market	Cost of Living, Market, Performance
Bargaining			Cost of Living, Market	Cost of Living
Short-term Incentive Pay (Bonus)	No	No	No	No
NOTES:		Hilliard is considering incentive programs for wellness and employee recognition. Nothing has been completed or determined in 2023.		



## 2023 Agency Operating Cost & Budget Information

Participant Information	City of Mount Vernon	City of New Albany	City of Pataskala	City of Powell
Total Annual Operating Budget	\$66,652,350	\$328,620,209	\$34,504,947	\$26,591,867
Total Annual Revenue	\$44,223,991	\$310,283,020	\$39,796,843	\$13,930,000
Total Number of full-time (non-union)	44	99	18	24
Total Number of part-time (non-union)	96	4	32	1
Total Number of full-time (union)	118	22	35	24
Total Number of part-time (union)				
Total Staff	258	125	86	49
Annual gross payroll	\$11,851,400	\$19,144,754	\$4,720,946	\$4,897,122
Non-Union Annual health insurance (employer cost)	\$932,167	\$2,800,881	\$334,052	\$1,401,410
Union Annual health insurance (employer cost)	\$2,499,903	\$591,069	\$550,899	
Non-Union Annual dental insurance (employer cost)		\$130,920	\$12,543	\$41,018
Union Annual dental insurance (employer cost)		\$30,392	\$29,485	
Non-Union Annual life insurance (employer cost)	\$1,889	\$57,476	\$5,169	\$28,755
Union Annual life insurance (employer cost)	\$5,065	\$15,009	\$12,151	
Total Benefit Cost	\$3,439,024	\$3,625,747	\$944,299	\$1,471,183
Benefit Cost as a percent of payroll	29%	19%	20%	30%
Comments:				

# 2023 Salary Administration & Incentives

	City of Mount Vernon	City of New Albany	City of Pataskala	City of Powell
<b>Average % of increase provided for current year base?</b>				
Non-Bargaining			8%	3%
Bargaining				3.13%
<b>Increased % given to current year salary ranges.</b>				
Non-Bargaining			8%	
Bargaining			5.5%	
<b>Average % of increase anticipated for base pay next yr.</b>				
Non-Bargaining			3%	3.5%
Bargaining			3%	3.25%
<b>Factors that determine individual salary Inc.</b>				
Non-Bargaining			Cost of Living	Cost of Living, Market
Bargaining			Cost of Living	Cost of Living, Market
<b>Short-term Incentive Pay (Bonus)</b>			No	No
<b>NOTES:</b>	<p>For the first five (5) years - \$400. Annual longevity increments after five (5) years: Year six (6)-\$500; Year seven (7) - \$550; Year eight (8) - \$600; Year nine (9)-\$650; Year ten (10) - \$700. The effective date of eligibility for an annual longevity increment shall be the anniversary date of employment in that position.</p>			



## 2023 Agency Operating Cost & Budget Information

Participant Information	City of Reynoldsburg	City of Sunbury	City of Upper Arlington	City of Whitehall	City of Worthington
<b>Total Annual Operating Budget</b>	\$23,376,228	\$12,616,321	\$55,378,100	\$28,196,346	\$34,568,847
<b>Total Annual Revenue</b>	\$23,481,403	\$7,960,198	\$85,529,800	\$54,916,815	\$31,698,087
<b>Total Number of full-time (non-union)</b>	97	17	108	41	75
<b>Total Number of part-time (non-union)</b>	15	8	5	22	145
<b>Total Number of full-time (union)</b>	76	12	122	125	59
<b>Total Number of part-time (union)</b>				4	
<b>Total Staff</b>	188	37	235	192	279
<b>Annual gross payroll</b>	\$15,290,856	\$2,736,975	\$25,903,300	\$16,681,953	\$16,092,454
<b>Non-Union Annual health insurance (employer cost)</b>	\$1,570,590	\$284,052	\$1,662,600		\$1,959,986
<b>Union Annual health insurance (employer cost)</b>		\$177,624	\$1,961,000		\$1,539,989
<b>Non-Union Annual dental insurance (employer cost)</b>	\$142,913	\$13,974	\$119,100		\$98,605
<b>Union Annual dental insurance (employer cost)</b>		\$12,413	\$128,400		\$83,996
<b>Non-Union Annual life insurance (employer cost)</b>	\$17,179	\$1,909	\$14,900		\$19,543
<b>Union Annual life insurance (employer cost)</b>		\$1,348	\$17,600		\$16,647
<b>Total Benefit Cost</b>	\$1,730,682	\$491,320	\$3,903,600	\$7,804,822	\$3,718,766
<b>Benefit Cost as a percent of payroll</b>	11%	18%	15%	47%	23%
<b>Comments:</b>					

2023 Salary Administration & Incentives

	City of Reynoldsburg	City of Sunbury	City of Upper Arlington	City of Whitehall	City of Worthington
Average % of increase provided for current year base?					
Non-Bargaining		3%	5%	2%	3.5%
Bargaining		3%	2.90%	2.5%	3.5%
Increased % given to current year salary ranges.					
Non-Bargaining	2 - 10%		5%		3.5%
Bargaining	3 - 8%		2.90%		3.5%
Average % of increase anticipated for base pay next yr.					
Non-Bargaining		3%			
Bargaining	3.25%	3%	3%		
Factors that determine individual salary Inc.					
Non-Bargaining	Cost of Living, Performance		Cost of Living, Market, Performance	Cost of Living, Performance	
Bargaining			Cost of Living, Market	Cost of Living, Market	
Short-term Incentive Pay (Bonus)	No	No	No	No	No
NOTES:				longevity pay after 5yrs	





## 2023 Agency Operating Cost & Budget Information

Participant Information	Delaware County	Fairfield County	Franklin County Board of Commissioners	Licking County	Union County
Total Annual Operating Budget	\$359,226,672	\$59,649,468	\$837,238,438	\$96,599,374	
Total Annual Revenue	\$304,314,602	\$56,632,057	\$883,894,353	\$84,612,000	
Total Number of full-time (non-union)	797	701	535	970	333
Total Number of part-time (non-union)	225	44	2	12	41
Total Number of full-time (union)	392	251	780	64	72
Total Number of part-time (union)	3	3	1	9	1
Total Staff	1417	999	1318	1055	447
Annual gross payroll	\$78,667,594	\$21,905,411	\$77,981,613	\$36,968,596	\$32,180,070
Non-Union Annual health insurance (employer cost)	\$17,800,000	\$8,747,172	\$13,225,451	\$18,300,550	\$4,112,184
Union Annual health insurance (employer cost)		\$2,985,647	\$19,281,967		
Non-Union Annual dental insurance (employer cost)		\$372,361	\$463,594	\$884,423	\$204,081
Union Annual dental insurance (employer cost)		\$126,953	\$675,893		
Non-Union Annual life insurance (employer cost)	\$110,000	\$29,012	\$30,495	\$15,228	\$14,166
Union Annual life insurance (employer cost)		\$9,893	\$44,460		\$8,596
Total Benefit Cost	\$17,910,000	\$12,271,038	\$33,721,859	\$19,200,200	\$4,339,027
Benefit Cost as a percent of payroll	23%	56%	43%	52%	13%
Comments:					

2023 Salary Administration & Incentives

	Delaware County	Fairfield County	Franklin County BOC	Licking County	Union County
Average % of increase provided for current year base?					
Non-Bargaining	4%	2%	3%	3%	
Bargaining			2.75%	2%	
Increased % given to current year salary ranges.					
Non-Bargaining		\$2.00 or 8% whichever is greater		3%	
Bargaining		\$2.00 or 8% whichever is greater		2%	
Average % of increase anticipated for base pay next yr.					
Non-Bargaining		2%			
Bargaining					
Factors that determine individual salary Inc.					
Non-Bargaining		Performance	Cost of Living, Market, Performance		
Bargaining					
Short-term Incentive Pay (Bonus)	No	No	Yes	No	
NOTES:		Fairfield County has a merit based pay increase plan. Employees are eligible for 1%, 2%, or 3.5% increases based upon yearly performance assessments	Wellness - Sick Leave Incentive: Employee is eligible to cash out up to 40 hours of sick leave or convert to personal days, based on sick leave usage of less than 40 hours in the wellness period.		



## 2023 Agency Operating Cost & Budget Information

Participant Information	Clinton Township	Jefferson Township	Madison Township Franklin County	Mifflin Township Franklin County
Total Annual Operating Budget	\$10,052,730	\$9,419,000	\$21,862,993	\$30,593,828
Total Annual Revenue	\$8,522,058	\$9,504,000	\$18,637,119	\$23,214,463
Total Number of full-time (non-union)	12	21	16	118
Total Number of part-time (non-union)	47	13	22	8
Total Number of full-time (union)	20	26	76	
Total Number of part-time (union)				
Total Staff	79	60	114	126
Annual gross payroll	\$3,157,744	\$3,961,000	\$8,347,380	\$18,619,626
Non-Union Annual health insurance (employer cost)	\$97,782	\$954,000	\$247,768	\$2,458,913
Union Annual health insurance (employer cost)	\$196,142		\$1,531,729	
Non-Union Annual dental insurance (employer cost)	\$6,616		\$14,579	\$154,390
Union Annual dental insurance (employer cost)	\$18,697		\$85,017	
Non-Union Annual life insurance (employer cost)	\$2,267	\$3,430	\$3,158	\$32,538
Union Annual life insurance (employer cost)	\$4,152		\$16,763	\$30,548
Total Benefit Cost	\$325,655	\$957,430	\$1,899,014	\$2,676,389
Benefit Cost as a percent of payroll	10%	24%	23%	14%
Comments:				

# 2023 Salary Administration & Incentives

	Clinton Township	Jefferson Township	Madison Township Franklin County	Mifflin Township Franklin County
Average % of increase provided for current year base?				
Non-Bargaining		3%		3%
Bargaining		3%	3%	
Increased % given to current year salary ranges.				
Non-Bargaining		3%		3%
Bargaining		3%	3%	
Average % of increase anticipated for base pay next yr.				
Non-Bargaining		4%		3%
Bargaining		4%	3%	
Factors that determine individual salary Inc.				
Non-Bargaining		Cost of Living, Market, Competency	Performance	Competency, Cost of Living, Performance
Bargaining		Cost of Living, Market	Cost of Living, Market	
Short-term Incentive Pay (Bonus)		No	No	
NOTES:		Not a short-term incentive, but the Township has a longevity bonus program - \$500 after 5 years of full-time continuous active service plus \$100 for each year thereafter up to a maximum of \$1,700.		Sick leave and longevity incentives



## 2023 Agency Operating Cost & Budget Information

Participant Information	Orange Township	Prairie Township	Violet Township	Washington Township
Total Annual Operating Budget	\$25,126,000	\$20,500,000	\$25,532,947	\$30,169,835
Total Annual Revenue	\$20,706,000	\$17,400,000	\$37,395,630	\$24,095,251
Total Number of full-time (non-union)	25	24	15	108
Total Number of part-time (non-union)	1	139	8	12
Total Number of full-time (union)	59	34	57	
Total Number of part-time (union)	6		14	
Total Staff	91	197	94	120
Annual gross payroll	\$6,765,000	\$8,342,351	\$8,678,500	\$14,231,033
Non-Union Annual health insurance (employer cost)	\$333,060	\$514,320	\$430,000	\$3,852,201
Union Annual health insurance (employer cost)	\$999,192	\$855,984	\$2,365,000	
Non-Union Annual dental insurance (employer cost)	\$32,630			\$116,528
Union Annual dental insurance (employer cost)	\$55,640			
Non-Union Annual life insurance (employer cost)	\$1,044			\$18,383
Union Annual life insurance (employer cost)	\$2,463			
Total Benefit Cost	\$1,424,029	\$1,370,304	\$2,795,000	\$3,987,112
Benefit Cost as a percent of payroll	21%	16%	32%	28%
Comments:				

## 2023 Salary Administration &amp; Incentives

	Orange Township	Prairie Township	Violet Township	Washington Township
Average % of increase provided for current year base?				
Non-Bargaining	4%	3%	2%	3%
Bargaining	3%	3.25%	3%	
Increased % given to current year salary ranges.				
Non-Bargaining		3%		3%
Bargaining		3.25%		
Average % of increase anticipated for base pay next yr.				
Non-Bargaining	3%	3.25-4%		3%
Bargaining	3%	3.25-4%	3%	
Factors that determine individual salary Inc.				
Non-Bargaining	Cost of Living, Market		Cost of Living	Market
Bargaining				
Short-term Incentive Pay (Bonus)	No	No	No	Yes
NOTES:				<p>Depending upon position in the Township, employees may be eligible for:</p> <p>1) Longevity Bonus - FT-employees shall receive a longevity bonus of \$100.00 after five (5) years of continuous service with the Township. The longevity bonus shall increase \$100.00 for each additional year of service after the initial five (5) years, up to a maximum of 25 years of service or \$2,000.00.</p> <p>2) Physical Agility Bonus - FT- Fire Dept. employees required to possess and maintain the State of Ohio Firefighter II cert are eligible for a 1% of base salary bonus for successfully complete the Township's Physical Agility Test annually.</p> <p>3) Admin Performance Bonus - Non-Unit employees may earn up to three percent (3%) of their base salary (Battalion Chiefs may earn up to 4%), depending on overall performance evaluation score.</p> <p>4) Attendance Bonus - Once a FT employee earns the maximum 2,756 Sick Leave hours and utilizes less than 72 hours (for Unit Personnel) or 55 hours (40-Hour Personnel) of Sick Leave shall be eligible to receive an Attendance Bonus paid annually. Unit Personnel may receive up to 72 hours and 40-Hour personnel may receive up to 55 hour maximum.</p>





## 2023 Agency Operating Cost & Budget Information

Participant Information	Village of Ashville	Village of Galena	Village of Granville	Village of Somerset	Village of West Jefferson
<b>Total Annual Operating Budget</b>	\$9,542,423	\$3,911,689	\$16,166,890	\$2,644,005	\$18,393,407
<b>Total Annual Revenue</b>	\$808,492	\$5,751,993	\$16,635,222	\$2,509,705	\$15,940,142
<b>Total Number of full-time (non-union)</b>	22	4	12	7	45
<b>Total Number of part-time (non-union)</b>	2	3	17	4	38
<b>Total Number of full-time (union)</b>			27		
<b>Total Number of part-time (union)</b>					
<b>Total Staff</b>	24	7	56	11	83
<b>Annual gross payroll</b>	\$1,438,646	\$344,500	\$2,582,946	\$531,464	\$4,221,858
<b>Non-Union Annual health insurance (employer cost)</b>	\$367,670		\$695,400	\$32,410	\$632,052
<b>Union Annual health insurance (employer cost)</b>	\$42,500				
<b>Non-Union Annual dental insurance (employer cost)</b>	\$6,917		\$20,054	\$4,904	\$33,912
<b>Union Annual dental insurance (employer cost)</b>	\$2,479				
<b>Non-Union Annual life insurance (employer cost)</b>			\$5,452	\$504	\$2,860
<b>Union Annual life insurance (employer cost)</b>					\$14,204
<b>Total Benefit Cost</b>	\$419,566		\$720,906	\$37,818	\$683,028
<b>Benefit Cost as a percent of payroll</b>	29%		28%	7%	16%
<b>Comments:</b>					

2023 Salary Administration & Incentives

	Village of Ashville	Village of Galena	Village of Granville	Village of Somerset	Village of West Jefferson
Average % of increase provided for current year base?					
Non-Bargaining		3%	7%	5%	3%
Bargaining			5%		
Increased % given to current year salary ranges.					
Non-Bargaining		3%	5%	5%	3%
Bargaining			3%		
Average % of increase anticipated for base pay next yr.					
Non-Bargaining		3%		3-4%	3%
Bargaining					
Factors that determine individual salary Inc.					
Non-Bargaining	Cost of Living 8.7, Market Based Adj. 2.6	Cost of Living, Market, Performance	Cost of Living, Market, Performance	Cost of Living Market Based	Cost of Living
Bargaining			Cost of Living, Market		
Short-term Incentive Pay (Bonus)	No	No	No	No	No
NOTES:					



## SECTION 4

# POSITION DESCRIPTIONS



## 2023 MORPC Salary & Fringe Benefit Survey Position Descriptions

Job Code	Public Works/Public Service
<b>1 Director</b>	This position is an advanced professional and administrative position working in planning, organizing, coordinating, and directing the administration, operation, and development activities related to the assigned functional areas of responsibility inherent to the division. The nature of this classification requires the incumbent to exercise independent judgment and discretion in managing the various organizational and functional areas of responsibility. The incumbent directly supervises staff and provides leadership and guidance to the entire divisional staff. Work also includes developing program ideas, program standards, policies and procedures.
<b>2 Assistant Director</b>	This position is responsible for supervision and administrative work directing public service operations including the Division of Streets and Utilities with responsibility for ( streets, utility collection/distribution system, solid waste, fleet management) and Grounds and Facilities (park facilities and cemetery grounds and maintenance), Division of Parks and Recreation. Responsibilities involve the planning, organizing, directing and prioritizing work, developing budgets, capital improvements, lone and short-range maintenance and replacement. Serves as City's liaison on Service Department matters before City Council, boards, committees, and other official bodies.
<b>3 Maintenance Supervisor</b>	This position is responsible for the supervision; logistical and administrative support tasks required to carry out the operational mission of the Services Department, either Division of Streets and Utilities or the Division of Grounds and Facilities.
<b>4 City Engineer</b>	Administers and manages the functions of the Division of Engineering; directs all civil engineering functions of the City which include, but are not limited to, the development, programming, design, and inspection of public improvement/construction projects (i.e. sanitary and storm sewers, streets, waterlines, etc.) and the design of sanitary and storm sewers, waterlines, traffic control and street lighting systems, and a variety of engineering -related public and private activities.
<b>5 Associate Engineer</b>	Responsible for performing routine engineering work and for occasionally handling minor engineering projects; assists in various phases of major projects. Assists in the development of engineering plans and designs in a particular field for a specific area. Assists in the investigation and analysis of new materials, equipment invoices and engineering practices. Analyzes costs for work projects.
<b>6 Drafter</b>	Lays out complete products and prepares assembly and detail drawings, following the general instructions and directions of a designer. Makes various calculations such as strength of materials, weights, simple forces, and stresses, frequently using charts and tables. Prepares bills of material specifications. Analyzes various design requirements and recommends possible solutions or alternate constructions. Makes orthographic or isometric illustrations required for sales aids.

**7 Maintenance Foreman**

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

**8 Building Inspector Administrator**

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

**9 Building Inspector**

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

**10 Certified Mechanic**

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

**11 Electrical Inspector**

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

**12 Water Treatment Plant Operator**

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

**13 Traffic Engineer**

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

**14 Traffic Signal Technician**

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

**15 Municipal Housing Specialist**

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

**16 Urban Planner**

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



## General - Administration

### 17 Controller

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

### 18 Finance Director

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

### 19 Finance Assistant

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

### 20 Manager, Records Retention

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

### 21 Purchasing Manager

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

### 22 Grants Coordinator

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

### 23 Municipal Tax Assessor

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

**24 Accounting Assistant**

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

**25 Accounting Clerk**

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

**26 Executive Secretary**

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

**27 Administrative Assistant**

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

**28 Secretary/Administrative Clerk**

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

**29 Receptionist**

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

**30 Clerk Typist**

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

**31 Mailroom Clerk**

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

**Court Administrator**

**32 Clerk of Courts**

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

**Development - Planning**

**33 Zoning/Compliance Officer**

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

**34 Zoning Administrator**

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

**35 Planner**

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

**36 Public Information/Special Events Coordinator**

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

**Police Department**

**37 Police Chief**

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

**38 Police Captain**

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

**39 Police Sergeant**

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

**40 Police Officer**

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

**41 Police Detective**

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

**42 Criminal Investigator**

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

**43 Police Dispatcher (Communications Technician)**

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

**44 Police Records Clerk**

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

**45 Emergency Evacuation Director**

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

**46 Emergency Preparedness Coordinator**

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

**Fire Department**

**47 Fire Chief**

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

**48 Fire Captain/Assistant Chief**

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

**49 Fire Lieutenant**

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

**50 Fire Inspector**

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

**51 Fire Fighter**

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

**Parks and Recreation**

**52 Parks Superintendent**

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

**53 Parks Maintenance Supervisor**

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

**54 Recreation Coordinator/Supervisor**

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

**55 Horticulturist**

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

**Human Resources**

**56 Director of Human Resources**

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

**57 Assistant Manager of Human Resources**

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

**58 Training & Development Manager**

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

**59 Employee Benefits Administrator**

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



**60 HR Administrative Assistant**

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

**Information Technology**

**61 Director of Information Technology**

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

**62 Project Leader**

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

**63 Manager - Data Processing**

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

**64 Senior Systems Programmer**

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

**65 Database Analyst**

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

**66 Supervisor, Data Entry**

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

**67 Data Processing, Help Desk Specialist**

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

**68 Programmer**

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

**69 Database Manager**

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

**70 GIS Manager**

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

**71 GIS Specialist II**

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

**72 GIS Specialist III**

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

**73 GIS Specialist IV**

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

**Public Affairs/Communications**

**74 Director of Public Affairs and Information**

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

**75 Director, Public Relations**

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

**76 Public Information Director**

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

**77 Graphics Manager**

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

**78 Community Relations Specialist**

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

**79 Public Information Representative**

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

**80 Public Information/Special Events Coordinator**

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

**Marketing**

**81 Marketing Manager**

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

**82 Marketing Coordinator**

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



## SECTION 5

### SALARIES BY JOB TITLE



Salaries Broken Down by Title  
Public Works/Public Services

Director	Government Entity	Avg. Annual Base Pay	Salary Range Annual Min	Salary Range Annual Max	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Director	City of Bexley	\$ 120,202	\$ 105,225	\$ 135,179	Equal to	Bachelor		1				1
Public Service Director	City of Canal Winchester		\$ 85,010	\$ 123,822				1				1
Director of Public Service (U)	City of Columbus	\$ 209,414	\$ 163,134	\$ 271,898	Equal to		Unclassified	1				1
Public Works Director & City Engineer	City of Delaware	\$ 140,982	\$ 111,804	\$ 156,526	Less than	Master	2	1				1
Deputy City Manager / Chief Operations Officer	City of Dublin	\$ 179,110	\$ 137,700	\$ 201,900	Greater than	Master	10					0
Director of Public Service	City of Gahanna	\$ 104,458	\$ 100,672	\$ 140,941	Equal to	Bachelor	7	1				1
Director of Public Service	City of Grandview Heights	\$ 139,235	\$ 85,000	\$ 146,000	Equal to			1				1
Director of Public Service	City of Grove City	\$ 118,892	\$ 96,033	\$ 151,840	Equal to			1				1
Director of Public Service	City of Groveport	\$ 109,928	\$ 71,858	\$ 115,499				1				1
Operations Director	City of Hilliard	\$ 110,011	\$ 100,000	\$ 145,000	Equal to	Bachelor	10	1				1
Director of Public Service	City of Marysville	\$ 119,617	\$ 95,000	\$ 125,000				1				1
Director	City of Mount Vernon	\$ 75,750				HS or GED						0
Director of Public Service	City of New Albany	\$ 122,646	\$ 153,308						1			1
Director of Public Service	City of Pataskala	\$ 101,740	\$ 95,732	\$ 128,656	Equal to	Bachelor		2				2
Director of Public Service	City of Powell	\$ 123,885	\$ 92,274	\$ 120,154	Equal to	Bachelor	10	1				1
Director of Public Service	City of Reynoldsburg	\$ 111,945	\$ 87,600	\$ 137,270	Equal to	Bachelor	5	1				1
Director of Public Service	City of Upper Arlington	\$ 137,940	\$ 121,931	\$ 179,357	Equal to	Bachelor	8	1				1
Director of Public Service & Development	City of Whitehall			\$ 110,240	Greater than			1				1
Director of Service & Engineering	City of Worthington	\$ 119,556			Equal to			1				1
Director of Environmental Services	Delaware County	\$ 148,720			Equal to	Bachelor	10	1				1
Director of Public Facilities Management	Franklin County - BOC	\$ 137,114	\$ 97,926	\$ 142,002	Equal to	Master	7	1				1
Superintendent	Clinton Township	\$ 75,000	\$ 71,000	\$ 75,000				1				1
Service Superintendent	Jefferson Township	\$ 92,562			Less than	Bachelor	5	1				1
Superintendent	Madison Township	\$ 69,070			Equal to			1				1
Service Director	Mifflin Township	\$ 82,368	\$ 72,737	\$ 84,323				1				1
Director of Operations	Orange Township	\$ 99,621			Greater than	Bachelor	10	1				1
Assistant Twp. Administrator/Road	Prairie Township	\$ 136,290						1				1
Service Director	Village of Granville		\$ 65,515	\$ 93,745				1				1
Director of Public Service	Village of West Jefferson		\$ 92,663	\$ 121,621				1				1
	AVERAGES	\$ 119,442	\$ 100,101	\$ 138,380								

Assistant Director	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of Employees
Assistant Director	City of Bexley	\$ 108,749	\$ 83,983	\$ 108,749	Equal to	HS or GED		1				1
Department Deputy Director (U)	City of Columbus	\$ 162,739	\$ 112,466	\$ 187,429	Greater than		Unclassified	23				23
Director of Public Service	City of Dublin	\$ 123,801	\$ 90,900	\$ 133,400	Equal to	Bachelor	5					0
Operations Manager	City of Delaware	\$ 92,383	\$ 72,072	\$ 100,901	Less than	HS or GED	5	2				2
Public Service Manager	City of Gahanna	\$ 84,510	\$ 84,510	\$ 118,331	Equal to	Bachelor	4					0
Deputy Director	City of Grove City	\$ 103,417	\$ 78,478	\$ 121,325	Equal to							0
Operations Administrator	City of Hilliard	\$ 85,286	\$ 64,000	\$ 95,000	Equal to	Associate	5	3				3
Assistant Director	City of Mount Vernon	\$ 63,440										0
Deputy Director of Operations	Delaware County	\$ 118,019	\$ 105,727	\$ 153,296	Greater than	Bachelor	8	1				1
Chief Operating Officer, PFM	Franklin County - BOC	\$ 124,821	\$ 91,062	\$ 132,038	Equal to	Bachelor	5	1				1
Assistant Two. Admin	Prairie Township	\$ 79,102										0
Service Supervisor	Village of Granville		\$ 57,325	\$ 84,667				1				1
	AVERAGES	\$ 104,206	\$ 84,052	\$ 123,514								



Salaries Broken Down by Title

Public Works/Public Services (Con't.)

Maintenance Supervisor	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Street, Water, Waste, Vehicle Maint Supervisor	City of Bellefontaine	\$ 70,944	\$ 65,543	\$ 76,345	No match	Bachelor		4				4
Water and Sewer, Street Supervisor	City of Bexley	\$ 85,458	\$ 71,816	\$ 92,279	Less than	HS or GED		2				2
Street, Water, Wastewater	City of Canal Winchester		\$ 61,339	\$ 89,794				3				3
Building Maintenance Supervisor I	City of Columbus	\$ 65,770	\$ 48,693	\$ 73,050	Equal to			5				5
Division Supervisor	City of Delaware	\$ 72,537	\$ 60,507	\$ 84,178	Equal to	HS or GED	2	6				6
Operations Administrator	City of Dublin	\$ 86,848	\$ 64,400	\$ 94,400	Equal to	HS or GED	3					0
Streets & Utilities Superintendent	City of Gahanna	\$ 92,394	\$ 79,747	\$ 111,634	Equal to	Bachelor	4	1				1
Public Works Coordinator	City of Grandview Heights	\$ 82,742	\$ 60,000	\$ 94,000	Equal to			1				1
Maintenance Supervisor	City of Hilliard	\$ 73,910	\$ 52,000	\$ 76,500	Equal to	HS or GED	3	4				4
Streets Superintendent	City of Marysville	\$ 88,325	\$ 70,000	\$ 95,000				1				1
Street Supervisor	City of Pataskala	\$ 75,130	\$ 67,957	\$ 91,329	Equal to	HS or GED		1				1
Superintendent of Streets	City of Reynoldsburg	\$ 85,342	\$ 64,480	\$ 120,640	Equal to	HS or GED	5	1				1
Streets Supervisor/Wastewater Treatment	City of Sunbury	\$ 77,480						2				2
Service Manager	City of Upper Arlington	\$ 101,508	\$ 72,506	\$ 101,508	Equal to	Associate	5	1				1
Street Superintendent	City of Whitehall	\$ 102,960		\$ 104,000	Equal to	HS or GED	2-3 yrs.	1				1
Maintenance Superintendent	City of Worthington	\$ 108,284			Equal to			1				1
Assistant Maintenance Manager	Delaware County	\$ 72,800	\$ 62,962	\$ 91,291	Equal to	HS or GED	5	1				1
Facilities Maintenance Supervisor	Fairfield County	\$ 62,275	\$ 47,786	\$ 82,160	Equal to			1				1
Building Manager	Franklin County - BOC	\$ 75,941	\$ 68,806	\$ 99,778	Equal to	Associate	3	7				7
Facilities Director	Licking County	\$ 90,654			No match	Bachelor	2	1				1
Superintendent	Union County		\$ 60,382	\$ 90,584				1				1
Crew Leader	Clinton Township	\$ 44,761	\$ 43,680	\$ 44,761				1				1
Chief of Service	Village of Ashville	\$ 61,864	\$ 54,100	\$ 69,629	Equal to	HS or GED	5	1				1
Street Superintendent	Village of Somerset	\$ 56,534						1				1
Public Service Labor & Maintenance Supervisor	Village of West Jefferson		\$ 66,641	\$ 82,915				1				1
	AVERAGES	\$ 78,839	\$ 62,167	\$ 88,846								

City Engineer	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
City Engineer	City of Bellefontaine	\$ 107,330	\$ 105,744	\$ 108,916	No match	Bachelor		1				1
City Engineer (Contract)	City of Bexley											0
Construction Service Director	City of Canal Winchester		\$ 85,010	\$ 123,822				1				1
Design & Construction Division Administrator	City of Columbus	\$ 171,080	\$ 112,466	\$ 187,429	Greater than		RPE + 5 yrs. exp	1				1
Deputy City Engineer	City of Delaware	\$ 112,507	\$ 80,974	\$ 113,381	Equal to	Master	5	1				1
Director of Engineering	City of Dublin	\$ 134,428	\$ 98,700	\$ 144,700	Equal to	Bachelor	5					0
Engineer - Senior Civil	City of Gahanna	\$ 95,680	\$ 79,747	\$ 111,623	Equal to	Bachelor	4	1				1
City Engineer	City of Groveport	\$ 125,154	\$ 77,862	\$ 125,154				1				1
City Engineer	City of Hilliard	\$ 123,007	\$ 90,000	\$ 135,000	Equal to	Bachelor	5	1				1
City Engineer	City of Lancaster	\$ 121,618	\$ 93,038	\$ 121,618	Equal to	Bachelor		1				1
City Engineer	City of Marysville	\$ 114,299	\$ 95,000	\$ 125,000				1				1
City Engineer	City of Mount Vernon	\$ 92,539										0
City Engineer	City of New Albany											0
City Engineer	City of Powell	\$ 117,000	\$ 85,820	\$ 111,469	Equal to	Bachelor	5	1				1
City Engineer	City of Upper Arlington	\$ 121,671	\$ 102,627	\$ 143,677	Equal to	Bachelor	8	1				1
County Engineer	Delaware County	\$ 127,031			Greater than	Bachelor		1				1
Engineer	Licking County	\$ 113,371			No match			1				1
County Engineer	Union County		\$ 115,463	\$ 115,463				1				1
	AVERAGES	\$ 119,765	\$ 94,035	\$ 128,250								





Salaries Broken Down by Title

Public Works/Public Services (Con't.)												
Associate Engineer	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Assistant Engineer	City of Bellefontaine	\$ 82,410	\$ 77,251	\$ 87,568	No match	Bachelor		1				1
Engineer I	City of Columbus	\$ 75,670	\$ 68,453	\$ 102,669	Greater than		RPE	12				12
Project Engineer I - III	City of Delaware	\$ 85,842	\$ 64,147	\$ 106,954	Equal to	Bachelor		4				4
Civil Engineer II	City of Dublin	\$ 92,450	\$ 74,300	\$ 109,000	Greater than	Bachelor	4					0
Transportation & Mobility Engineer	City of Gahanna	\$ 67,995	\$ 63,170	\$ 88,442	Equal to	Bachelor	2	1				1
Project Engineer	City of Hilliard	\$ 99,218	\$ 70,500	\$ 104,500	Greater than	Bachelor	5	1				1
Engineer I	City of Lancaster	\$ 57,949	\$ 48,901	\$ 64,730	Equal to	Associate		1				1
Assistant City Engineer	City of Marysville	\$ 97,999	\$ 80,000	\$ 110,000				1				1
Project Engineer	City of Mount Vernon	\$ 65,100										0
Public Services Engineer	City of New Albany		\$ 104,249	\$ 130,311					1			1
Assistant City Engineer	City of Upper Arlington	\$ 97,799	\$ 82,235	\$ 115,129	Equal to	Bachelor	4	1				1
Engineering & GIS Manager	City of Worthington	\$ 96,854			Equal to			1				1
Staff Engineer	Delaware County	\$ 80,974	\$ 62,962	\$ 91,291	Equal to	Bachelor		4				4
Manager of Planning	Franklin County - BOC	\$ 89,232	\$ 68,806	\$ 99,778	Equal to	Bachelor	5	1				1
Assistant Engineer	Licking County	\$ 92,414			No match			1				1
Project/Design Engineer	Union County		\$ 74,506	\$ 111,758				4				4
	AVERAGES	\$ 84,422	\$ 72,268	\$ 101,702								
Drafter	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Engineering CAD & Field Manager	City of Bellefontaine	\$ 57,252	\$ 48,880	\$ 65,624	No match	HS or GED		1				1
Construction Project Manager	Licking County	\$ 82,826			No match			1				1
Engineer Technician	Union County		\$ 47,029	\$ 70,533				1				1
	AVERAGES	\$ 70,039	\$ 47,954	\$ 68,078								
Supervisor	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Utility Office Supervisor	City of Bellefontaine	\$ 66,198	\$ 64,612	\$ 67,784	No match	HS or GED		1				1
Senior Utility Billing Specialist	City of Gahanna	\$ 72,514	\$ 58,645	\$ 72,514	Equal to	HS or GED	2	1				1
Fiscal & Project Manager	City of Whitehall	\$ 72,446		\$ 73,840	Greater than			1				1
Administrator Operations	Licking County	\$ 72,218			No match			1				1
Assistant Superintendent	Union County		\$ 50,565	\$ 75,837				1				1
	AVERAGES	\$ 70,844	\$ 57,940	\$ 72,494								





Salaries Broken Down by Title

Public Works/Public Services (Con't.)

Maintenance Foreman	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Assistant Street Superintendent	City of Bellefontaine	\$ 65,795	\$ 64,209	\$ 67,381	No match	HS or GED		1				1
Maintenance Tech III	City of Canal Winchester		\$ 55,078	\$ 77,834				1				1
Building Maintenance Manager	City of Columbus	\$ 87,194	\$ 68,453	\$ 102,669	Equal to		5	10				10
Division Supervisor	City of Delaware	\$ 72,537	\$ 60,507	\$ 84,718	Equal to	HS or GED	2	6				6
Crew Supervisor	City of Dublin	\$ 69,524	\$ 49,500	\$ 70,700	Equal to	HS or GED	3					0
Utility Foreman	City of Gahanna	\$ 76,691	\$ 62,540	\$ 76,691	Equal to	HS or GED	3	1				1
Service Manager	City of Grove City	\$ 89,252	\$ 65,520	\$ 113,297	Greater than							0
Maintenance Superintendent	City of Groveport	\$ 84,737	\$ 52,742	\$ 84,737				1				1
Streets Foreman	City of Marysville	\$ 65,905	\$ 56,721	\$ 68,155				2				2
Maintenance Supervisor	City of New Albany		\$ 64,348	\$ 81,317					6			6
Utility Superintendent	City of Pataskala	\$ 72,706	\$ 70,562	\$ 94,830	No match	HS or GED		2				2
Maintenance Specialist	City of Powell	\$ 64,085	\$ 51,813	\$ 63,814	Equal to	HS or GED	5	1				1
Maintenance Foreman	City of Reynoldsburg	\$ 73,694	\$ 56,160	\$ 99,840	Equal to	HS or GED	6	1				1
Maintenance Supervisor	City of Worthington	\$ 89,268			Equal to			4				4
Maintenance Collections Manager	Delaware County	\$ 92,186	\$ 70,699	\$ 102,523	Equal to	HS or GED	3	1				1
Maintenance Foreman	Franklin County - BOC	\$ 48,651	\$ 47,507	\$ 68,890	Equal to	HS or GED	3	3				3
Highway Superintendent	Licking County	\$ 90,834			No match			1				1
County Highway Maintenance Worker 4	Union County		\$ 43,722	\$ 65,582				2				2
Service Foreman	Jefferson Township	\$ 73,611			Equal to		3	1				1
Public Works Manager	Orange Township	\$ 82,680			Equal to	HS or GED	7	1				1
Foreman	Mifflin Township	\$ 63,502	\$ 57,491	\$ 69,388				1				1
Road & Facility Maintenance Foreman	Violet Township		\$ 62,400	\$ 87,360		HS or GED		2				2
Maintenance Crew Leader	Village of Galena	\$ 55,620										0
Maintenance Foreman	Village of Somerset	\$ 39,000							1			1
	AVERAGES	\$ 72,874	\$ 58,887	\$ 82,207								



Salaries Broken Down by Title

Labor/Crew Leader	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Water Crew Chief; Construction Inspector	City of Bellefontaine	\$ 50,346	\$ 42,952	\$ 57,741	No match	HS or GED		2				2
Division Supervisor	City of Delaware	\$ 72,537	\$ 60,507	\$ 84,718	Equal to	HS or GED	2	6				6
Maintenance Worker	City of Dublin	\$ 63,933	\$ 48,888	\$ 68,863	Equal to							0
Maintenance Workers	City of Grandview Heights	\$ 58,374	\$ 43,000	\$ 71,000	Equal to			12				12
Crew Leader	City of Grove City	\$ 73,486	\$ 48,256	\$ 83,907	Equal to							0
Maintenance Technician	City of Hilliard	\$ 68,529	\$ 44,930	\$ 68,529	Equal to	HS or GED	1	26				26
Crew Leader	City of Mount Vernon	\$ 52,874										0
Maintenance Worker	City of Pataskala	\$ 49,400	\$ 46,384	\$ 69,992	Equal to	HS or GED		6				6
Public Service Worker	City of Powell	\$ 50,253	\$ 43,493	\$ 55,494	Equal to	HS or GED	1	8				8
Public Service Supervisor	City of Upper Arlington	\$ 78,635	\$ 68,402	\$ 95,752	Equal to	HS or GED	3	3				3
Service Crew Chief	City of Whitehall	\$ 71,635	\$ 70,096	\$ 83,678	Equal to	HS or GED	2-3 yrs.	2				2
Maintenance Technician	City of Worthington	\$ 71,106	\$ 60,716	\$ 76,440	Equal to			7				7
Maintenance Worker Crew Leader	Franklin County - BOC	\$ 46,613	\$ 39,582	\$ 57,387	Equal to	HS or GED	2	1				1
Highway Maintenance Supervisor	Licking County	\$ 66,969			No match			4				4
County Highway Maintenance Worker 3	Union County		\$ 40,664	\$ 60,986				4				4
Labor	Clinton Township	\$ 39,173	\$ 38,314	\$ 39,173				3				3
Service Crew I, II	Jefferson Township	\$ 53,227	\$ 43,971	\$ 62,483	Equal to		1	5				5
Maintenance Technician	Madison Township		\$ 44,720	\$ 49,350	No match			3				3
Service Specialist I, II	Mifflin Township	\$ 52,416	\$ 36,836	\$ 54,121				2				2
Public Works Asst. Manager	Orange Township	\$ 57,200				HS or GED	4	1				1
Road Laborer	Prairie Township							6				6
Road & Facility Maintenance Worker	Violet Township		\$ 47,840	\$ 64,480		HS or GED		3				3
Intermittent Seasonal Help	Violet Township		\$ 14,000	\$ 24,000		HS or GED					3	3
Crew Leader	Village of Ashville	\$ 53,882	\$ 46,454	\$ 61,310	Equal to	HS or GED						0
Laborer	Village of Ashville	\$ 46,975	\$ 35,551	\$ 58,398	Equal to	HS or GED		3				3
Crew Member	Village of Galena	\$ 42,398										0
Labor/Crew Leader	Village of Somerset	\$ 37,444						1				1
Water & Sewer / Labor & Maintenance	Village of West Jefferson		\$ 45,427	\$ 56,597				1				1
Street Labor & Maintenance	Village of West Jefferson		\$ 45,427	\$ 56,597				4				4
Street Labor & Maintenance PT	Village of West Jefferson											0
	AVERAGES	\$ 57,155	\$ 45,931	\$ 63,522								



Salaries Broken Down by Title

Public Works/Public Services (Con't.)

Building Inspector Administrator	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Construction Inspector I (Civil)	City of Columbus	\$ 58,594	\$ 50,690	\$ 67,018	Equal to		1	64				64
Chief Building Official	City of Delaware	\$ 110,760	\$ 80,974	\$ 113,381	Equal to	Bachelor	10	1				1
Director of Building Standards	City of Dublin	\$ 124,842	\$ 90,900	\$ 133,400	Greater than	Bachelor	5					0
Chief Building Official	City of Gahanna	\$ 90,272	\$ 75,234	\$ 105,310	Equal to	Bachelor	3	1				1
Director of Building & Zoning	City of Grandview Heights	\$ 119,808	\$ 85,000	\$ 146,000	Equal to			1				1
Chief Building Inspector	City of Grove City	\$ 118,872	\$ 96,033	\$ 151,840	Equal to							0
Chief Building Inspector	City of Groveport	\$ 106,589	\$ 66,321	\$ 106,589				1				1
Building Standards Director / CBO	City of Hilliard	\$ 110,160	\$ 90,000	\$ 135,000	Greater than	Bachelor	2	1				1
Building Manager	City of Lancaster	\$ 93,579	\$ 71,573	\$ 93,579	Less than	HS or GED		1				1
Chief Building Official	City of Powell	\$ 100,594	\$ 85,820	\$ 111,469	Equal to	Bachelor	5	1				1
Chief Building Official (3/4)	City of Reynoldsburg	\$ 99,138	\$ 66,560	\$ 124,800	Equal to	Bachelor	5	1				1
Chief Building Official	City of Upper Arlington	\$ 115,129	\$ 82,235	\$ 115,129	Equal to	Bachelor	5	1				1
Chief Building Official	City of Whitehall	\$ 99,174		\$ 108,160	Equal to	HS or GED	10	1				1
Chief Building Official	Delaware County	\$ 109,015	\$ 80,974	\$ 117,416	Greater than	HS or GED	5	1				1
Building Inspector Plans Examiner	Franklin County - BOC	\$ 55,120	\$ 49,878	\$ 72,322	Equal to	HS or GED	3	2				2
Chief Building Inspector	Licking County	\$ 87,069			No match	Bachelor	4	1				1
Chief Building Official	Union County		\$ 82,805	\$ 124,218				1				1
	AVERAGES	\$ 99,920	\$ 77,000	\$ 114,102								

Building Inspector	Government Entity	Avg. Annual Base Pay	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Building Inspector I	City of Columbus	\$ 83,242	\$ 58,178	\$ 92,830	Equal to		Certified Building Inspector / Residential Build Inspector / 3yrs	18				18
Building Inspector	City of Delaware	\$ 84,146	\$ 60,507	\$ 84,718	Equal to	Associate	2	4				4
Building Inspector	City of Dublin	\$ 72,204	\$ 56,200	\$ 82,400	Equal to	HS or GED	3					0
Building and Heating Inspector	City of Gahanna	\$ 71,510	\$ 59,571	\$ 93,429	Equal to	HS or GED	2	1				1
Building Inspector Technician	City of Grandview Heights	\$ 87,568	\$ 65,000	\$ 96,000	Equal to			1				1
Building Inspector	City of Grove City	\$ 79,941	\$ 48,526	\$ 83,907	Equal to							0
Building Inspector II	City of Groveport	\$ 80,388	\$ 49,984	\$ 80,388				1				1
City Inspector / Building	City of Hilliard	\$ 81,618	\$ 58,000	\$ 85,000	Equal to	Associate	6	1				1
Certified Inspector	City of Lancaster	\$ 66,290	\$ 50,149	\$ 66,290	Equal to	HS or GED						0
Building Inspector	City of New Albany		\$ 73,867	\$ 93,239								0
Building Inspector	City of Powell	\$ 80,000	\$ 60,795	\$ 76,759	Equal to	HS or GED	5	2				2
Building Inspector	City of Reynoldsburg	\$ 70,720	\$ 49,108	\$ 70,720	Equal to	HS or GED		1				1
Building Inspector/Plans Examiner	City of Upper Arlington	\$ 79,249	\$ 60,876	\$ 85,227	Equal to	Associate	2	2				2
Building Inspector	Delaware County	\$ 89,024	\$ 62,962	\$ 91,291	Greater than	HS or GED	3	5				5
Building Inspector Plans Examiner	Franklin County - BOC	\$ 55,120	\$ 49,878	\$ 72,322	Equal to	HS or GED	3	2				2
Building Inspector	Licking County											0
Building Inspector 2	Union County		\$ 50,565	\$ 75,837				7				7
	AVERAGES	\$ 77,216	\$ 57,135	\$ 83,147								



Salaries Broken Down by Title

Public Works/Public Services (Con't.)

Field/Construction Inspector	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Engineering Crew Chief	City of Bellefontaine	\$ 48,329	\$ 41,018	\$ 55,640	No match	HS or GED		1				1
Field/Construction Inspector	City of Delaware	\$ 67,205	\$ 53,851	\$ 75,400	Equal to	HS or GED	2	1				1
Engineering Project Inspector	City of Dublin	\$ 64,541	\$ 49,500	\$ 70,700	Equal to	HS or GED	3					0
Project Administrator II	City of Gahanna	\$ 73,632	\$ 70,970	\$ 99,341	Equal to	Bachelor	5	1				1
Property Maint. Inspector	City of Groveport	\$ 71,646	\$ 44,575	\$ 71,646				1				1
City Inspector / Construction	City of Hilliard	\$ 71,926	\$ 58,000	\$ 85,000	Equal to	Associate	6	2				2
Construction Inspector	City of Marysville	\$ 68,162	\$ 56,721	\$ 68,155				1				1
Field Inspector	City of Worthington	\$ 82,176			Equal to			2				2
Structural Inspector	Licking County	\$ 67,569			No match	Bachelor	4	2				2
Public Service Construction Inspector	Village of West Jefferson		\$ 50,461	\$ 67,475				1				1
	AVERAGES	\$ 68,354	\$ 53,137	\$ 74,170								

Certified Mechanic	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Mechanic	City of Bellefontaine	\$ 53,955	\$ 47,299	\$ 60,611	No match	HS or GED		1				1
Automotive Mechanic	City of Columbus	\$ 70,928	\$ 61,422	\$ 84,448	Equal to		1	80				80
Certified Mechanic	City of Delaware	\$ 69,139	\$ 49,670	\$ 72,155	Equal to	HS or GED	2	2				2
Fleet Technician I	City of Dublin	\$ 67,664	\$ 51,466	\$ 72,552	Equal to							0
Fleet Technician	City of Gahanna	\$ 69,287	\$ 52,332	\$ 72,514	Equal to	HS or GED	1	4				4
Fleet Supervisor	City of Grove City	\$ 82,992	\$ 54,932	\$ 94,993	Equal to							0
Master Mechanic	City of Lancaster	\$ 62,858	\$ 52,790	\$ 62,858	Equal to	HS or GED		4				4
City Mechanic	City of Marysville	\$ 63,700	\$ 56,721	\$ 68,155								0
Mechanic	City of New Albany		\$ 58,102	\$ 73,353								0
Fleet Maintenance Technician	City of Upper Arlington	\$ 60,576	\$ 54,180	\$ 75,852	Equal to	Associate	4	4				4
Mechanic	City of Whitehall	\$ 83,678	\$ 67,371	\$ 80,080	Equal to	HS or GED	2	1				1
Fleet Technician	City of Worthington	\$ 71,481	\$ 63,293	\$ 79,669	Equal to			2				2
Lead Mechanic	Delaware County	\$ 55,557	\$ 50,066	\$ 72,592	Greater than	HS or GED	5	2				2
Mechanic	Franklin County - BOC	\$ 52,978	\$ 42,744	\$ 61,984	Equal to	HS or GED	3	2				2
Mechanic	Licking County	\$ 57,314			No match	Associate		6				6
Mechanic 2	Union County		\$ 40,664	\$ 60,986				2				2
Mechanic	Orange Township	\$ 92,955			Greater than	HS or GED	5	1				1
Mechanic	Village of Granville		\$ 36,316	\$ 54,828				1				1
	AVERAGES	\$ 67,671	\$ 52,461	\$ 71,727								

Electrical Inspector	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Electrician-Maintenance	City of Bellefontaine	\$ 53,955	\$ 47,299	\$ 60,611	No match	HS or GED		1				1
Electrical Inspector I	City of Columbus	\$ 87,318	\$ 58,178	\$ 92,830	Equal to			8				8
Building Inspector II	City of Delaware	\$ 84,146	\$ 60,507	\$ 84,178	Equal to	Associate	2	4				4
Electrical Inspector	City of Dublin	\$ 77,315	\$ 56,200	\$ 82,400	Equal to	HS or GED	3					0
Engineering Technician	City of Gahanna	\$ 65,562	\$ 56,222	\$ 78,707	Equal to	Bachelor	2	2				2
Electrical Inspector	City of Grove City	\$ 77,022	\$ 48,256	\$ 83,907	Equal to							0
Certified Inspector	City of Lancaster	\$ 66,290	\$ 50,149	\$ 66,290	Equal to	HS or GED		1				1
Electrical Inspector	City of Reynoldsburg	\$ 68,994	\$ 49,108	\$ 70,720	Equal to	HS or GED	5	1				1
Electrical Safety Inspector	Delaware County	\$ 80,024	\$ 62,962	\$ 91,291	Equal to	HS or GED	3	3				3
Electrical Inspector	Licking County	\$ 68,442			No match	Bachelor	4	2				2
Building Inspector 3/Assistant CBO	Union County		\$ 60,382	\$ 90,584				1				1
	AVERAGES	\$ 72,907	\$ 54,926	\$ 80,152								





Salaries Broken Down by Title

Public Works/Public Services (Con't.)

Water Treatment Plant Operations	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Water / Wastewater Operator I, II, III	City of Bellefontaine	\$ 51,022	\$ 40,830	\$ 61,214	No match	HS or GED		6				6
Water I, II, III	City of Canal Winchester		\$ 43,701	\$ 77,834				4				4
Water Plant Operator I	City of Columbus						OH EPA Class I+ Certified Water Supply Operator					
		\$ 62,837	\$ 56,162	\$ 57,018	Greater than			9				9
Wastewater Pretreatment Technician	City of Columbus	\$ 60,117	\$ 48,859	\$ 67,434	Equal to		1	4				4
Environmental Plant Operator Trainee, I, II, III	City of Delaware	\$ 63,865	\$ 51,251	\$ 80,038	Equal to	HS or GED	1	13				13
Utility Maintenance Worker I or II	City of Groveport	\$ 65,839	\$ 41,859	\$ 67,297				3				3
Water Operator	City of Lancaster	\$ 59,821	\$ 45,594	\$ 59,821	Equal to	HS or GED		16				16
Water Operator	City of Marysville	\$ 57,470	\$ 49,476	\$ 62,214				5				5
Water Treatment Plant Operations	City of Mount Vernon											0
Utility Field Technician	City of Pataskala	\$ 48,235	\$ 43,243	\$ 60,195	Greater than	HS or GED		3				3
Water & Wastewater Superintendent	City of Reynoldsburg	\$ 85,030	\$ 64,480	\$ 120,640	Equal to	HS or GED	5	1				1
Waste Water Operator 1	Franklin County - BOC	\$ 60,923	\$ 44,325	\$ 64,272	Greater than	HS or GED	3	1				1
Operations Superintendent	Licking County	\$ 82,191			No match	Associate	5	1				1
Chief of Utility	Village of Ashville	\$ 61,864	\$ 54,100	\$ 69,629	Equal to	Associate	5	2				2
Utility Plant Operator, I, II	Village of Granville		\$ 34,548	\$ 61,318				6				6
Water Treatment Plant Operator	Village of Somerset	\$ 59,218						1				1
Public Service Water Superintendent	Village of West Jefferson		\$ 68,120	\$ 84,906				1				1
Public Service Assistant Water Superintendent	Village of West Jefferson		\$ 65,853	\$ 82,077				1				1
Water Operator Class 1	Village of West Jefferson		\$ 47,694	\$ 59,426				1				1
	AVERAGES	\$ 62,956	\$ 50,006	\$ 70,958								

Wastewater Treatment Technician	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Water/Wastewater Maintenance Worker I, II	City of Bellefontaine	\$ 47,070	\$ 38,334	\$ 55,806	No match	HS or GED		4	1			5
Wastewater I, II, III	City of Canal Winchester		\$ 43,701	\$ 77,834				3				3
Collection Sys Tech	City of Columbus		\$ 46,384	\$ 63,794	Equal to		1					0
Environmental Plant Operator Trainee, I, II, III	City of Delaware	\$ 69,989	\$ 51,251	\$ 80,038	Equal to	HS or GED	1	7				7
Wastewater Operator	City of Lancaster	\$ 59,821	\$ 45,594	\$ 59,821	Equal to	HS or GED		11				11
Wastewater Operator	City of Marysville	\$ 59,973	\$ 49,476	\$ 62,214				6				6
Stormwater Equipment Operator	City of Marysville	\$ 52,374	\$ 49,476	\$ 59,243				2				2
Wastewater Treatment Technician	City of Mount Vernon											0
Maintenance Specialist/Equipment Operator	City of Reynoldsburg	\$ 54,090	\$ 44,470	\$ 63,731	Equal to	HS or GED	1	2				2
Plant Attendant	City of Sunbury	\$ 55,640	\$ 41,600	\$ 56,160				2				2
Regional Wastewater Facility Operator	Delaware County	\$ 51,000	\$ 50,775	\$ 73,623	Equal to	HS or GED		13				13
Collection Sys Tech	Delaware County	\$ 43,826	\$ 42,631	\$ 61,815	Equal to	HS or GED		8				8
Wastewater Operator	Fairfield County	\$ 67,791	\$ 47,486	\$ 82,160	Equal to	Bachelor			9			9
Operator	Licking County	\$ 48,504			No match	Associate	1	6				6
District Urban Technician	Licking County	\$ 44,866			No match	Associate	1	3				3
Wastewater Treatment Operator	Union County		\$ 40,664	\$ 60,986				2				2
Utility Laborer	Village of Ashville	\$ 46,975	\$ 35,551	\$ 58,398	Equal to	HS or GED	1	1				1
Wastewater Treatment Technician	Village of Somerset	\$ 40,414						1				1
Public Service Wastewater Superintendent	Village of West Jefferson		\$ 68,120	\$ 84,906				1				1
Public Service Assistant Wastewater Superintendent	Village of West Jefferson		\$ 65,853	\$ 82,077				1				1
	AVERAGES	\$ 53,024	\$ 47,585	\$ 67,663								



Salaries Broken Down by Title

Meter Reader	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Parking Meter Technician	City of Columbus	\$ 59,800	\$ 45,115	\$ 60,216	Greater than			3				3
Technician I	City of Delaware	\$ 70,022	\$ 45,323	\$ 53,414	Equal to	HS or GED	1	3				3
Meter Reader	City of Lancaster	\$ 51,376	\$ 43,202	\$ 51,376	Equal to	HS or GED		4				4
Billing Manager	City of Pataskala	\$ 57,800	\$ 56,118	\$ 75,418	Greater than	HS or GED		1				1
Utility Maintenance Specialist 2	Franklin County - BOC	\$ 51,854	\$ 39,582	\$ 57,387	Equal to	HS or GED	1	1				1
	AVERAGES	\$ 58,170	\$ 45,868	\$ 59,562								

Stock Room Clerk	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Utility Billing Clerk	City of Pataskala	\$ 44,616	\$ 44,616	\$ 51,709	Equal to	HS or GED		1				1
	AVERAGES	\$ 44,616	\$ 44,616	\$ 51,709								

Public Works/Public Services (Con't.)

Custodian	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Janitor	City of Bellefontaine	\$ 26,270	\$ 24,128	\$ 28,413	No match	HS or GED						0
Custodial Worker	City of Columbus	\$ 47,008	\$ 40,248	\$ 51,480	Equal to		1	77				77
Custodial Worker	City of Dublin	\$ 48,236	\$ 38,787	\$ 50,898	Equal to							0
Custodian	City of Hilliard	\$ 55,061	\$ 39,117	\$ 55,601	Equal to	HS or GED	1	2				2
Building Maintenance	City of Lancaster	\$ 52,437	\$ 43,909	\$ 52,437	Greater than	HS or GED		1				1
Custodian	City of Reynoldsburg	\$ 47,008	\$ 37,440	\$ 55,348	Equal to	Associate	1	3				3
Building Maintenance Custodian	City of Sunbury	\$ 46,384	\$ 35,360	\$ 52,000				1				1
Facilities Maintenance Technician	City of Whitehall	\$ 76,294	\$ 64,002	\$ 76,294	Equal to	HS or GED	2	1				1
Custodian	City of Worthington	\$ 60,716	\$ 48,229	\$ 60,716				1				1
Custodian	Delaware County	\$ 37,500	\$ 34,715	\$ 50,336	Equal to	HS or GED		9				9
Housekeeper	Fairfield County	\$ 33,280	\$ 31,200	\$ 43,680	Equal to	HS or GED			3			3
Custodial Worker	Franklin County - BOC	\$ 35,984	\$ 35,360	\$ 51,272	Equal to	HS or GED	6 months	69				69
Cleaning Technician	Licking County	\$ 32,460			No match	HS or GED	3 months	6	1			7
Custodian	Union County		\$ 30,784	\$ 44,637				10				10
	AVERAGES	\$ 46,049	\$ 38,714	\$ 51,778								

Equipment Operator	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Equipment Operator	City of Bellefontaine	\$ 48,547	\$ 41,288	\$ 55,806	No match	HS or GED		6				6
Equipment Operator 1	City of Bexley	\$ 54,101	\$ 35,422	\$ 60,320								0
Equipment Operator 2	City of Bexley	\$ 63,627	\$ 36,338	\$ 63,627	Equal to	HS or GED		10				10
Equipment Operator I	City of Columbus	\$ 57,491	\$ 50,690	\$ 67,018	Equal to		1yr + Class A or Class B MVO- with air brakes	39				39
Equipment Operator	City of Gahanna	\$ 72,514	\$ 52,332	\$ 72,514	Equal to	HS or GED	1	11				11
Equipment Operator	City of Lancaster	\$ 57,408	\$ 46,925	\$ 57,408	Equal to	HS or GED		6				6
Streets Equipment Operator	City of Marysville	\$ 53,453	\$ 49,476	\$ 59,243				7				7
Public Works Technician	City of Mount Vernon											0
Maintenance Worker	City of New Albany		\$ 55,190	\$ 69,022								0
Maintenance Specialist / Equipment Operator	City of Reynoldsburg	\$ 54,909	\$ 44,470	\$ 63,731	Equal to	HS or GED	1	12				12
Maintenance Worker	City of Sunbury	\$ 48,880	\$ 36,360	\$ 52,000				2			3	5
Service Maintenance	City of Whitehall	\$ 68,836	\$ 61,318	\$ 73,174	Equal to	HS or GED	2	9	1		1	11
Highway Maintenance Worker 2	Union County		\$ 35,901	\$ 52,042				15				15
Equipment Operator	Village of Granville		\$ 34,548	\$ 51,667				7				7
	AVERAGES	\$ 57,977	\$ 44,635	\$ 61,352								



Salaries Broken Down by Title

Public Works/Public Services (Con't.)

Traffic Engineer	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Civil Engineer II	City of Dublin	\$ 92,450	\$ 74,300	\$ 109,000	Equal to	Bachelor	4					0
Traffic Engineer	City of Delaware		\$ 76,398	\$ 106,954	Equal to	Master	5					0
Transportation / Mobility Director	City of Hilliard	\$ 123,007	\$ 90,000	\$ 135,000	Greater than	Bachelor		1				1
	AVERAGES	\$ 107,728	\$ 80,233	\$ 116,985								

Traffic Signal Technician	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Traffic Signal Technician	City of Bellefontaine	\$ 56,222	\$ 51,938	\$ 60,507	No match	HS or GED		1				1
Electronic System Technician	City of Columbus	\$ 68,848	\$ 53,643	\$ 71,885	Equal to		2	28				28
Electrical Worker	City of Dublin	\$ 59,446	\$ 49,737	\$ 64,283	Equal to	HS or GED	3					0
Traffic Signal Technician	City of Delaware	\$ 62,518	\$ 496,701	\$ 72,155	Equal to	HS or GED	1	3				3
Signal Technician	City of Lancaster	\$ 57,408	\$ 46,925	\$ 61,277	Equal to	HS or GED		2				2
Traffic Technician	City of Marysville	\$ 62,213	\$ 54,199	\$ 65,014				1				1
Traffic Signal Technician	City of Mount Vernon											0
Electrician / Traffic Technician	City of Upper Arlington	\$ 66,135	\$ 54,180	\$ 75,852	Equal to	Associate	4	4				4
Traffic Signal Technician	City of Worthington	\$ 79,669	\$ 63,293	\$ 79,669				1				1
	AVERAGES	\$ 64,057	\$ 108,827	\$ 68,830								

Urban Planner	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Development / Neighborhoods Program Coordinator	City of Columbus	\$ 101,171	\$ 85,842	\$ 128,752	Less than		2	12				12
Planner II	City of Dublin	\$ 75,652	\$ 64,400	\$ 94,400	Equal to	Bachelor	1					0
Planner II	City of New Albany		\$ 68,852	\$ 86,108								0
Economic Development Manager	City of Whitehall	\$ 72,446		\$ 70,013	No match	Bachelor	1	1				1
Permit Specialist	City of Whitehall	\$ 60,195	\$ 55,432	\$ 65,852	No match	HS or GED	2	1				1
Planner I	Delaware County	\$ 62,400						1				1
Senior Program Coordinator	Franklin County - BOC	\$ 62,338	\$ 55,182	\$ 80,018	Equal to	Bachelor	3	1				1
Community Development Specialist	Licking County	\$ 44,572				Associate	1	1				1
	AVERAGES	\$ 68,396	\$ 65,942	\$ 87,524								

General - Administration

Mayor with no City Manager or City Administrator	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Mayor	City of Bexley	\$ 155,000	\$ 155,000	\$ 155,000	Equal to	HS or GED		1				1
Mayor	City of Canal Winchester	\$ 100,838						1				1
Mayor	City of Columbus	\$ 212,118						1				1
Mayor	City of Gahanna	\$ 103,809	\$ 103,809	\$ 103,809	Equal to			1				1
Mayor	City of Lancaster	\$ 101,086						1				1
Mayor	City of Reynoldsburg	\$ 97,803	\$ 97,803	\$ 97,803	Equal to			1				1
Mayor	Village of Somerset	\$ 9,600							1			1
Mayor / Public Safety Director	Village of West Jefferson	\$ 20,000	\$ 20,000						1			1
	AVERAGES	\$ 100,032	\$ 94,153	\$ 118,871								



Salaries Broken Down by Title

Mayor with City Manager or City Administrator	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Mayor	City of Delaware	\$ 11,854	\$ 11,845	\$ 11,845	Equal to							0
Mayor	City of Dublin	\$ 15,750	\$ 15,750	\$ 15,750				1				1
Mayor	City of Grandview Heights	\$ 52,400	\$ 52,400	\$ 52,400	Equal to			1				1
Mayor	City of Grove City	\$ 40,000										0
Mayor	City of Groveport	\$ 26,000						1				1
Mayor	City of Mount Vernon	\$ 74,875										0
Mayor	City of New Albany		\$ 27,405									0
Mayor	City of Pataskala	\$ 15,000	\$ 15,000	\$ 15,000	Equal to							0
Mayor	City of Powell	\$ 13,364	\$ 13,364		Equal to				1			1
Mayor	City of Sunbury	\$ 25,000	\$ 25,000	\$ 25,000					1			1
City Council President / Mayor	City of Upper Arlington	\$ 9,708			Equal to			1				1
Mayor	City of Whitehall	\$ 95,000		\$ 95,000	Equal to			1				1
Mayor	Village of Ashville	\$ 14,609	\$ 10,568	\$ 18,650	Equal to	Associate			1			1
Mayor	Village of Galena	\$ 62,400										0
Mayor	Village of Granville		\$ 600	\$ 600					1			1
	AVERAGES	\$ 35,074	\$ 19,104	\$ 29,281								

City Manager	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Service-Safety Director	City of Bellefontaine	\$ 98,222	\$ 96,636	\$ 99,808	No match	HS or GED		1				1
City Manager	City of Delaware	\$ 183,830	\$ 183,830	\$ 183,830	Equal to			1				1
City Manager	City of Dublin	\$ 227,000	\$ 173,400	\$ 254,300	Equal to							0
City Manager	City of Hilliard	\$ 212,960			Equal to	Master	10	1				1
City Manager	City of Marysville	\$ 139,740	\$ 120,000	\$ 150,000				1				1
Service-Safety Director	City of Mount Vernon	\$ 86,895										0
City Manager	City of New Albany		\$ 149,742	\$ 187,177								0
City Manager	City of Powell	\$ 170,000	\$ 120,000	\$ 200,000	Equal to	Bachelor	5	1				1
City Manager	City of Upper Arlington	\$ 227,251			Equal to			1				1
City Manager	City of Worthington	\$ 176,601			Equal to			1				1
Village Manager	Village of Granville		\$ 128,272	\$ 128,272				1				1
	AVERAGES	\$ 169,167	\$ 138,840	\$ 171,912								





Salaries Broken Down by Title

General - Administration												
City Administrator	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Director of Administration	City of Grandview Heights	\$ 115,003	\$ 110,000	\$ 206,000	Equal to			1				1
City Administrator	City of Grove City	\$ 182,000										0
City Administrator	City of Groveport	\$ 126,318	\$ 83,187	\$ 133,661				1				1
City Administrator	City of Pataskala	\$ 120,000			Equal to	Bachelor		1				1
City Administrator	City of Sunbury	\$ 125,000						1				1
City Administrator	City of Whitehall	\$ 172,844	\$ 137,051	\$ 163,675	Equal to			1				1
County Administrator	Delaware County	\$ 210,912			Greater than	Bachelor	7	1				1
County Administrator	Franklin County - BOC	\$ 278,117	\$ 135,075	\$ 189,114	Equal to	Bachelor	10	1				1
County Administrator	Union County		\$ 92,019	\$ 138,050				1				1
Township Administrator	Clinton Township	\$ 95,000	\$ 90,000	\$ 95,000				1				1
Township Administrator	Jefferson Township	\$ 143,222			Equal to	Bachelor	10	1				1
Administrator	Madison Township	\$ 120,000			Equal to			1				1
Township Administrator	Prairie Township	\$ 160,038						1				1
Township Administrator	Orange Township	\$ 123,723			Equal to	Bachelor	4	1				1
Township Administrator	Violet Township		\$ 104,000	\$ 156,000		Bachelor		1				1
Township Administrator	Washington Township	\$ 148,189			Equal to	Bachelor	5	1				1
Village Administrator (VA)	Village of Ashville	\$ 85,662	\$ 52,475	\$ 118,850	Equal to	PhD		1				1
Village Administrator	Village of Galena	\$ 72,000										0
	AVERAGES	\$ 142,377	\$ 100,476	\$ 150,044								



Salaries Broken Down by Title

Council Members		Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Council Members	City of Canal Winchester		\$ 6,592	\$ 7,251					7			7
City Council Members	City of Columbus	\$ 74,922						6				6
Council Members	City of Delaware	\$ 10,300	\$ 10,300	\$ 10,300	Equal to				6			6
Council Members	City of Dublin	\$ 11,250	\$ 11,250	\$ 12,450	Equal to							0
Council Members	City of Gahanna	\$ 9,600	\$ 9,600	\$ 9,600	Equal to				7			7
Council Members	City of Grandview Heights	\$ 8,000	\$ 8,000	\$ 8,000	Equal to			7				7
Council Members	City of Grove City	\$ 11,000										0
Council Members	City of Groveport	\$ 6,000							6			6
Council Members	City of Hilliard	\$ 13,804			Equal to				7			7
Council Members	City of Lancaster	\$ 9,500							9			9
Council Members	City of Marysville		\$ 8,784	\$ 8,784					7			7
Council Members	City of Mount Vernon	\$ 9,218										0
Council Members	City of New Albany		\$ 12,558									0
Council Members	City of Pataskala	\$ 5,071	\$ 5,000	\$ 5,500	Equal to							0
City Council Members	City of Powell	\$ 8,508	\$ 8,508		Equal to				6			6
City Council Ward & At Large	City of Reynoldsburg	\$ 7,920	\$ 7,920	\$ 7,920	Equal to			7				7
Council Members	City of Sunbury	\$ 8,800							6			6
Council Members	City of Upper Arlington	\$ 8,508			Equal to			5				5
City Council	City of Whitehall	\$ 6,500		\$ 6,500	Equal to				7			7
Council Members	City of Worthington	\$ 7,920			Equal to				7			7
Commissioners	Delaware County	\$ 98,563			Greater than			3				3
Trustees	Clinton Township	\$ 24,304	\$ 24,304	\$ 24,304				3				3
Board of Trustees	Jefferson Township	\$ 24,730			Equal to			3				3
Trustees	Madison Township	\$ 24,730			Greater than			3				3
Trustees - PT	Mifflin Township	\$ 24,304	\$ 24,304	\$ 24,304					3			3
Township Trustees	Washington Township	\$ 24,730			Equal to	HS or GED		3				3
Council Members	Village of Ashville	\$ 3,362	\$ 3,000	\$ 3,723	Equal to				6			6
Council Members	Village of Galena	\$ 1,200										0
Council Members	Village of Granville								6			6
Council Members	Village of Somerset	\$ 1,200							6			6
	AVERAGES	\$ 17,075	\$ 10,778	\$ 10,720								

Salaries Broken Down by Title

General - Administration (Con't.)

Controller	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
City Auditor	City of Columbus	\$ 207,605						1				1
Budget Manager	City of Dublin	\$ 87,990	\$ 84,300	\$ 123,600	Equal to	Bachelor	3					0
Deputy Finance Director	City of Hilliard	\$ 108,701	\$ 85,000	\$ 127,000	Equal to	Bachelor	5	1				1
Auditor	City of Mount Vernon	\$ 74,707										0
Assistant Finance Director	City of Powell	\$ 105,000	\$ 70,461	\$ 87,577	No match	Bachelor	8	1				1
Finance Manager	City of Reynoldsburg	\$ 110,665	\$ 87,600	\$ 137,280	Equal to	Bachelor		1				1
Finance Manager	City of Upper Arlington	\$ 91,934	\$ 82,235	\$ 115,129	Equal to	Bachelor	2	1				1
Treasurer	City of Whitehall	\$ 12,500		\$ 12,500	Equal to				1			1
County Auditor	Delaware County	\$ 110,258			Greater than			1				1
Finance Administrator	Franklin County - BOC	\$ 70,928	\$ 61,963	\$ 89,856	Equal to	Bachelor	3	1				1
Chief Deputy Auditor	Licking County	\$ 81,864			No match			2				2
Clerk/Fiscal Officer/Mayors Court Clerk	Village of Ashville	\$ 64,264	\$ 55,764	\$ 72,764	Equal to	Associate		1				1
	AVERAGES	\$ 93,868	\$ 75,332	\$ 95,713								

Finance Director	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
City Auditor	City of Bellefontaine											0
Finance Director	City of Bexley	\$ 127,194	\$ 95,255	\$ 127,194	Equal to	Bachelor		1				1
Finance Director	City a Canal Winchester		\$ 85,010	\$ 123,822				1				1
Finance & Management Director (U)	City of Columbus	\$ 216,362	\$ 144,082	\$ 240,178	Greater than		Unclassified	1				1
Finance Director	City of Delaware	\$ 130,000	\$ 111,804	\$ 156,526	Less than	Bachelor	5	1				1
CFO/Director of Finance	City of Dublin	\$ 149,167	\$ 119,100	\$ 174,600	Equal to	Bachelor	5					0
Finance Director	City of Gahanna	\$ 124,738	\$ 100,672	\$ 140,941	Equal to	Bachelor	7	1				1
Director of Finance	City of Grandview Heights	\$ 145,163	\$ 105,000	\$ 166,000	Equal to			1				1
Finance Director	City of Grove City	\$ 127,046	\$ 96,033	\$ 151,840	Equal to							0
Finance Director	City of Groveport	\$ 115,499	\$ 71,858	\$ 115,499				1				1
Finance Director	City of Hilliard	\$ 152,000	\$ 115,000	\$ 165,000	Equal to	Bachelor	7	1				1
City Auditor	City of Lancaster	\$ 87,089						1				1
Finance Director	City of Marysville	\$ 123,206	\$ 100,000	\$ 140,000				1				1
Treasurer	City of Mount Vernon	\$ 9,218										0
Finance Director	City of New Albany		\$ 122,646	\$ 153,308								0
Finance Director	City of Pataskala	\$ 125,000			Equal to	Bachelor		1				1
Finance Director	City of Powell	\$ 135,000	\$ 92,274	\$ 120,154	Equal to	Bachelor	10	1				1
City Auditor - Elected	City of Reynoldsburg	\$ 88,269	\$ 88,269	\$ 88,269	Equal to			1				1
Finance Director	City of Sunbury	\$ 105,000	\$ 90,000	\$ 105,000				1				1
Finance Director	City of Upper Arlington	\$ 146,406	\$ 121,931	\$ 179,357	Equal to	Bachelor	6	1				1
City Auditor	City of Whitehall	\$ 90,000		\$ 90,000	Equal to			1				1
Finance Director	City of Worthington	\$ 126,806			Equal to			1				1
Chief Deputy Auditor	Delaware County	\$ 141,430						1				1
County Budget Director	Fairfield County	\$ 102,200	\$ 80,704	\$ 141,232	Equal to	Bachelor		1				1
Director to Office of Management & Budget	Franklin County - BOC	\$ 175,115	\$ 111,634	\$ 161,866	Equal to	Master	7	1				1
County Auditor	Licking County	\$ 45,000			No match			1				1
Auditor	Union County		\$ 87,570	\$ 87,570				1				1
Fiscal Officer	Clinton Township	\$ 33,296	\$ 32,867	\$ 33,296				1				1
Fiscal Director	Jefferson Township	\$ 75,005			Less than	Bachelor	5	1				1
Fiscal Officer	Madison Township	\$ 33,880			Greater than			1				1
Fiscal Officer - PT	Mifflin Township	\$ 33,297	\$ 33,297	\$ 33,297					1			1
Fiscal Officer	Village of Galena	\$ 37,000										0
Finance Director	Village of Granville		\$ 80,232	\$ 110,518				1				1
Finance Director	Village of Somerset	\$ 54,600						1				1
Finance Director	Village of West Jefferson		\$ 92,663	\$ 121,621				1				1
	AVERAGES	\$ 105,310	\$ 94,691	\$ 130,295								



Salaries Broken Down by Title

General - Administration (Con't.)

Finance Assistant	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Chief Deputy Auditor	City of Bellefontaine	\$ 66,198	\$ 64,612	\$ 67,784	No match	HS or GED		1				1
Finance and Personnel Coordinator	City of Bexley	\$ 68,141	\$ 52,566	\$ 75,928	Greater than	Associate		1				1
Finance Specialist	City of Canal Winchester		\$ 55,078	\$ 77,834				1				1
Assistant Auditor I (U)	City of Columbus	\$ 58,198	\$ 48,152	\$ 72,238	Equal to		Unclassified	7				7
Financial Specialist II	City of Delaware	\$ 70,221	\$ 57,096	\$ 79,934	Equal to	Bachelor	2	1				1
Finance Manager	City of Gahanna	\$ 84,510	\$ 84,510	\$ 118,331	Equal to	Bachelor	4	1				1
Assistant Director of Finance	City of Grandview Heights	\$ 100,277	\$ 80,000	\$ 110,000	Equal to			1				1
Accounting Assistant / Tax Administrator	City of Grove City	\$ 80,974	\$ 54,932	\$ 94,993	Greater than							0
Assistant Auditor	City of Lancaster	\$ 80,995	\$ 71,573	\$ 93,579	Equal to	Bachelor		1				1
Assistant Finance Director	City of Marysville	\$ 84,618	\$ 75,000	\$ 95,000				1				1
Finance Manager	City of New Albany		\$ 113,447	\$ 141,809								0
Assistant Finance Director	City of Pataskala	\$ 77,760	\$ 77,760	\$ 104,503	Greater than	Associate		1				1
Assistant Finance Director	City of Upper Arlington	\$ 116,573	\$ 102,627	\$ 143,677	Equal to	Bachelor	4	1				1
Income Tax Specialist	City of Whitehall	\$ 71,885	\$ 60,195	\$ 71,885	Equal to			1				1
Finance Manager	City of Worthington	\$ 88,251			Equal to			1				1
CAFR Specialist	Delaware County	\$ 93,101	\$ 94,094	\$ 136,448				1				1
Benefits Fiscal Specialist	Franklin County - BOC	\$ 54,704	\$ 41,163	\$ 59,696	Equal to	HS or GED	2	1				1
Deputy Auditor	Licking County	\$ 38,220			No match			9				9
Chief Accounting Officer	Union County		\$ 60,382	\$ 90,584				1				1
Fiscal Assistant	Clinton Township	\$ 38,000	\$ 38,000	\$ 38,000				1				1
Assistant Fiscal Officer	Orange Township	\$ 65,915			Equal to	Bachelor	4	1				1
Finance Assistant	Violet Township		\$ 62,400	\$ 87,360		Bachelor		1				1
Intermittent Assistant Fiscal Officer	Violet Township		\$ 9,600	\$ 12,000		Bachelor			1			1
Assistant Fiscal Officer	Village of Galena	\$ 17,800										0
Assistant Finance Director	Village of West Jefferson		\$ 61,453	\$ 90,372				1				1
	AVERAGES	\$ 71,386	\$ 64,983	\$ 88,664								

Assistant City Manager	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Assistant City Manager	City of Delaware	\$ 114,046	\$ 93,170	\$ 130,438	Equal to	Master	2	1				1
Assistant City Manager - CSIO	City of Dublin		\$ 110,600	\$ 162,100	Equal to	Master	10					0
Assistant City Manager	City of Hilliard	\$ 151,898	\$ 115,000	\$ 165,000	Greater than	Bachelor	10	1				1
Law Director	City of Mount Vernon	\$ 111,320										0
Assistant City Administrator	City of Pataskala	\$ 108,150	\$ 108,150	\$ 145,345				1				1
Assistant City Manager	City of Powell	\$ 121,704	\$ 99,417	\$ 129,527	Equal to	Bachelor	8	1				1
Assistant City Manager	City of Upper Arlington	\$ 179,140	\$ 121,931	\$ 179,357	Equal to	Bachelor	6	1				1
Assistant City Administrator	City of Whitehall	\$ 109,990	\$ 89,003	\$ 120,016	Equal to			1				1
Assistant City Manager	City of Worthington	\$ 124,441			Equal to			1				1
Deputy County Administrator	Delaware County	\$ 146,016			Greater than	Bachelor	5	1				1
Deputy County Administrator	Franklin County - BOC	\$ 192,837	\$ 139,027	\$ 201,594	Equal to	Bachelor	10	3				3
Assistant County Admin./Budget Officer	Union County		\$ 74,506	\$ 111,758				1				1
Assistant Township Administrator	Jefferson Township	\$ 82,402			Equal to	Bachelor	5	1				1
Assistant Executive Administrator	Village of Ashville	\$ 76,392	\$ 55,764	\$ 97,020	Equal to	PhD		1				1
	AVERAGES	\$ 126,528	\$ 100,657	\$ 144,215								



Salaries Broken Down by Title

General - Administration (Con't.)

Assistant City Attorney	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Deputy City Attorney (U)	City of Columbus	\$ 195,312	\$ 144,082	\$ 240,178			Unclassified	1				1
Assistant City Attorney / Assistant Prosecutor	City of Delaware		\$ 64,147	\$ 89,814	Less than	Master						0
Assistant City Attorney	City of Gahanna	\$ 95,680	\$ 79,747	\$ 111,634	Equal to	Bachelor	yrs.	1				1
Staff Attorney	City of Hilliard	\$ 94,642	\$ 70,500	\$ 104,500	Equal to	Bachelor	2	2				2
Assistant Law Director	City of Lancaster	\$ 87,714	\$ 80,642	\$ 105,477	Equal to	Bachelor		1				1
Law Office Manager	City of Marysville	\$ 59,686	\$ 55,000	\$ 75,000				1				1
Assistant Law Director	City of Mount Vernon	\$ 73,669										0
Assistant City Attorney	City of Reynoldsburg	\$ 91,062	\$ 87,600	\$ 137,280	Equal to	Bachelor		1				1
Assistant City Attorney	City of Upper Arlington	\$ 97,314	\$ 87,993	\$ 179,357	Equal to	Bachelor		1				1
Assistant City Attorney	City of Whitehall	\$ 75,000		\$ 82,000	Equal to				1			1
Staff Attorney	Delaware County	\$ 146,016					10	1				1
Assistant Prosecutor	Licking County	\$ 93,787			No match			12				12
Assistant Prosecuting Attorney	Union County		\$ 67,100	\$ 100,630				6				6
	AVERAGES	\$ 100,898	\$ 81,868	\$ 122,587								

Manager of Records Retention	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Director of Court Services	City of Dublin	\$ 112,189	\$ 90,900	\$ 133,400	Greater than	Bachelor	3					0
Management Analyst	City of Gahanna	\$ 63,648	\$ 53,040	\$ 74,256	Less than	Associate	2	1				1
Records Coordinator	Delaware County	\$ 70,971	\$ 55,224	\$ 80,080	Equal to	Bachelor	4	1				1
Clerk to the Board, Director of Comm. Appointments	Franklin County - BOC	\$ 94,598	\$ 77,376	\$ 112,195	Greater than	Associate	5	1				1
Records and Archives Manager	Licking County	\$ 56,566			No match	HS or GED	5	1				1
Records Manager and Archivist	Union County		\$ 47,029	\$ 70,533				1				1
	AVERAGES	\$ 79,594	\$ 64,714	\$ 94,093								

Purchasing Manager	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Procurement Manager	City of Columbus	\$ 119,850	\$ 93,600	\$ 140,462	Equal to		4	1				1
Director of Budget, Management & Procurement	City of Delaware	\$ 111,804	\$ 93,170	\$ 130,437	Less than			1				1
Purchasing Administrator	City of Upper Arlington	\$ 71,940	\$ 60,876	\$ 85,227	Equal to	Associate	2	1				1
Director of Fiscal Services	Delaware County	\$ 112,486	\$ 105,727	\$ 153,296				1				1
Director of Purchasing	Franklin County - BOC	\$ 123,386	\$ 84,219	\$ 122,117	Equal to	Bachelor	5	1				1
Deputy Clerk-Budget /Finance	Licking County	\$ 70,015			No match	Bachelor	4	1				1
	AVERAGES	\$ 101,580	\$ 87,518	\$ 126,308								





Salaries Broken Down by Title

General - Administration (Con't.)

Grants Coordinator	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Grants Management Coordinator	City of Columbus	\$ 119,267	\$ 82,722	\$ 124,051	Equal to		4	1				1
Community Development Director	City of Lancaster	\$ 86,715	\$ 73,694	\$ 96,470	Equal to	HS or GED		1				1
Management Analyst	City of New Albany		\$ 67,952	\$ 95,132								0
Grants Coordinator	Franklin County - BOC	\$ 71,136	\$ 61,963	\$ 89,856	Equal to	Bachelor	5	3				3
	AVERAGES	\$ 92,373	\$ 71,583	\$ 101,377								

Municipal Tax Assessor	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Tax Superintendent	City of Bellefontaine	\$ 60,241	\$ 58,655	\$ 61,827	No match	HS or GED		1				1
Income Tax Administrator	City of Grandview Heights	\$ 85,519	\$ 70,000	\$ 90,000	Equal to			2				2
Tax Commissioner	City of Lancaster	\$ 96,470	\$ 73,694	\$ 96,470	Equal to	HS or GED		1				1
Income Tax Administrator	City of Marysville	\$ 72,079	\$ 65,000	\$ 85,000				1				1
Income Tax Administrator	City of Mount Vernon	\$ 67,576										0
Tax Administrator	City of Reynoldsburg	\$ 96,387	\$ 62,400	\$ 116,780	Equal to	Bachelor		1				1
Deputy Tax Commissioner	City of Whitehall	\$ 88,005	\$ 59,592	\$ 90,480	Less than	Bachelor	2-3 yrs.	1				1
County Treasurer	Delaware County	\$ 87,422			Equal to			1				1
Tax Map Assistant	Licking County	\$ 57,325						2	1			3
Tax Administrator	Village of Ashville	\$ 22,609	\$ 19,354	\$ 25,864	Equal to	Bachelor			1			1
Tax Commissioner	Village of Granville		\$ 57,325	\$ 84,667				1				1
Income Tax Clerk	Village of West Jefferson		\$ 42,016	\$ 52,354				1				1
	AVERAGES	\$ 73,363	\$ 56,448	\$ 78,160								

Accountant	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Accountant	City of Dublin	\$ 79,100	\$ 56,200	\$ 82,400	Equal to	Bachelor	3	1				1
Management Analyst II	City of Gahanna	\$ 70,554	\$ 53,040	\$ 74,256	Equal to	Bachelor	3	1				1
Accountant	City of Grandview Heights	\$ 72,405	\$ 60,000	\$ 80,000	Equal to			1				1
Sr. Accountant	City of Groveport	\$ 71,646	\$ 44,574	\$ 71,646				1				1
Fiscal Officer	City of Hilliard	\$ 108,701	\$ 76,000	\$ 111,000	Greater than	Bachelor	2	1				1
Financial Analyst	City of Powell	\$ 62,774	\$ 60,795	\$ 76,759	Equal to	Bachelor	3	1				1
Deputy Auditor	City of Whitehall	\$ 77,501	\$ 62,608	\$ 77,813	Equal to	Bachelor	3	1				1
Accountant	Franklin County - BOC	\$ 55,578	\$ 49,878	\$ 72,322	Equal to	Bachelor	2	5				5
	AVERAGES	\$ 74,782	\$ 57,887	\$ 80,774								



Salaries Broken Down by Title

General - Administration (Con't.)

Accounting Assistant	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Fiscal Assistant II	City of Columbus	\$ 62,130	\$ 40,248	\$ 67,018	Equal to		4	18				18
Financial Specialist I	City of Delaware	\$ 57,512	\$ 47,944	\$ 67,101	Equal to	HS or GED		1				1
Finance Analyst	City of Gahanna	\$ 67,850	\$ 53,040	\$ 74,256	Greater than	Bachelor	1	2				2
Finance Assistant	City of Hilliard	\$ 61,438	\$ 45,800	\$ 68,800	Equal to	HS or GED	2	3				3
Finance Specialist	City of Lancaster	\$ 63,170	\$ 47,778	\$ 63,170	Equal to	HS or GED		3				3
Senior Finance Clerk	City of Marysville	\$ 64,315	\$ 58,423	\$ 70,206				1				1
Assistant Deputy Auditor	City of Mount Vernon	\$ 45,406										0
Accounting Assistant	City of Upper Arlington	\$ 71,217	\$ 51,113	\$ 71,558	Equal to	Associate	1	1				1
Accounting Specialist	City of Whitehall	\$ 65,000		\$ 54,392	Equal to	Associate	2-4 yrs.	1				1
Finance Assistant	City of Worthington	\$ 93,315	\$ 71,221	\$ 93,315	Equal to			1				1
Fiscal Manager	Delaware County	\$ 112,486	\$ 70,699	\$ 102,523	Greater than	Bachelor	5	1				1
Fiscal Support Analyst	Franklin County - BOC	\$ 42,827	\$ 37,981	\$ 55,078	Equal to	Associate	2	3				3
Deputy Clerk Accounting	Licking County	\$ 47,047			No match			1				1
Chief Budgetary Officer	Union County		\$ 54,350	\$ 81,515				1				1
Assistant to Fiscal Officer	Mifflin Township	\$ 58,822	\$ 52,000	\$ 69,243				1				1
Accounting Assistant	Orange Township	\$ 24,512			Equal to	HS or GED	4		1			1
	AVERAGES	\$ 62,470	\$ 52,550	\$ 72,167								

Accounting Clerk	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Account Clerk	City of Bellefontaine	\$ 43,493	\$ 33,426	\$ 53,560								0
Fiscal Assistant I	City of Columbus	\$ 55,723	\$ 36,837	\$ 63,794	Equal to		2	12				12
Financial Specialist II	City of Delaware	\$ 70,221	\$ 57,096	\$ 79,934	Equal to	Bachelor	2	1				1
Accounting Specialist	City of Dublin	\$ 56,652	\$ 43,500	\$ 63,800	Equal to	HS or GED	1					0
Administrative Assistant	City of Gahanna	\$ 46,904	\$ 42,016	\$ 58,802	Greater than	HS or GED	3	2				2
Finance Budget and Accounts Payable	City of Grove City	\$ 76,876	\$ 54,932	\$ 94,993	Equal to							0
Accounting Clerk	City of Groveport	\$ 48,609	\$ 39,143	\$ 62,947				1				1
Finance Clerk	City of Marysville	\$ 48,504	\$ 48,504	\$ 58,423				1				1
Account Payable Technician	City of New Albany		\$ 55,190	\$ 69,022								0
Accounting Clerk	City of Pataskala	\$ 49,151	\$ 45,503	\$ 66,044	Equal to	HS or GED		1				1
Deputy Auditor	City of Reynoldsburg	\$ 66,102	\$ 49,108	\$ 70,355	Equal to	HS or GED	3	1				1
Finance Clerk	City of Sunbury	\$ 43,680	\$ 41,600	\$ 52,000				1				1
Fiscal Technician	City of Upper Arlington	\$ 55,861	\$ 48,219	\$ 67,507	Equal to	HS or GED	1	1				1
Accountant II	Delaware County	\$ 95,000	\$ 70,699	\$ 102,523	Equal to			2	1			3
Account Clerk 1	Franklin County - BOC	\$ 39,832	\$ 36,400	\$ 52,790	Equal to	HS or GED	2	14				14
Deputy Clerk Cashier	Licking County	\$ 36,691			No match			6				6
Budgetary Officer	Union County		\$ 35,901	\$ 52,042				1				1
Fiscal Assistant	Jefferson Township	\$ 59,987			Equal to	Associate	3	1				1
Account Assistant	Mifflin Township	\$ 58,822	\$ 52,000	\$ 69,243				1				1
Account Clerk	Washington Township	\$ 62,171	\$ 48,469	\$ 75,810	Equal to	HS or GED		1				1
Account Clerk/Receptionist	Village of Granville		\$ 36,504	\$ 51,230				1				1
Water / Sewer Clerk	Village of West Jefferson		\$ 42,016	\$ 52,354				1				1
	AVERAGES	\$ 56,349	\$ 45,853	\$ 65,859								



Salaries Broken Down by Title

General - Administration (Con't.)

Payroll Clerk	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Payroll / Benefits Clerk	City of Columbus	\$ 57,034	\$ 43,514	\$ 65,250	Equal to		4	25				25
Financial Specialist III	City of Delaware	\$ 59,800	\$ 57,096	\$ 79,934	Equal to	Bachelor	2	1				1
Payroll Specialist	City of Dublin	\$ 67,962	\$ 56,200	\$ 82,400	Equal to	Associate	3					0
Payroll Analyst	City of Gahanna	\$ 64,917	\$ 53,040	\$ 74,256	Equal to	HS or GED	3					0
Payroll Specialist	City of Grove City	\$ 78,997	\$ 54,932	\$ 94,993	Equal to							0
Payroll Specialist	City of Hilliard	\$ 70,946	\$ 52,000	\$ 76,500	Equal to	Associate	2	1				1
Payroll Specialist	City of Lancaster	\$ 49,982	\$ 47,778	\$ 43,170	Equal to	HS or GED		1				1
Payroll Specialist	City of New Albany		\$ 64,348	\$ 81,317								0
Auditor's Secretary/Payroll Specialist (3/4)	City of Reynoldsburg	\$ 47,798	\$ 44,470	\$ 63,731	Equal to	HS or GED		1				1
Payroll Administrator	City of Upper Arlington	\$ 72,010	\$ 57,432	\$ 80,405	Equal to	Associate	2	1				1
Payroll Specialist	City of Whitehall	\$ 72,800	\$ 42,182	\$ 74,880	Equal to	Associate	2-4 yrs.	1				1
Finance Specialist	City of Worthington	\$ 61,112	\$ 58,614	\$ 73,690	Equal to			1				1
Payroll Specialist	Delaware County	\$ 49,754	\$ 41,995	\$ 60,902	Equal to			1				1
Payroll Support Officer	Franklin County - BOC	\$ 51,251	\$ 49,878	\$ 72,322	Equal to	HS or GED	3	3				3
Payroll Accounting Clerk	Licking County	\$ 43,534			No match			1				1
Budgetary Officer 2	Union County		\$ 43,722	\$ 65,582				1				1
Fiscal Office Assistant	Mifflin Township	\$ 34,477								1		1
Fire Support Coordinator	Orange Township	\$ 66,539			Greater than	HS or GED	4	1				1
Executive Finance Specialist	Washington Township	\$ 80,350	\$ 58,362	\$ 91,284	Equal to	HS or GED		1				1
	AVERAGES	\$ 60,545	\$ 51,598	\$ 73,788								

Executive Secretary	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Administrative Secretary	City of Bellefontaine	\$ 66,198	\$ 64,612	\$ 67,784	No match	HS or GED		1				1
Chief Executive Assistant	City of Bexley	\$ 76,608	\$ 56,709	\$ 86,557	Equal to	HS or GED		1				1
Executive Secretary II (U)	City of Columbus	\$ 68,851	\$ 48,152	\$ 72,238	Equal to		Unclassified	17				17
Executive Assistant	City of Delaware	\$ 71,261	\$ 57,096	\$ 79,934	Equal to	HS or GED	2	1				1
Executive Assistant to City Manager	City of Dublin	\$ 72,050	\$ 56,200	\$ 82,400	Equal to	HS or GED	5					0
Administrative Assistant	City of Gahanna	\$ 48,672	\$ 42,016	\$ 58,802	Equal to	HS or GED	3	1				1
Executive & Commissions Assistant	City of Grove City	\$ 87,193	\$ 54,932	\$ 94,993	Greater than							0
Executive Assistant	City of Lancaster	\$ 57,096	\$ 50,149	\$ 66,290	Equal to	HS or GED		2				2
Executive Assistant	City of Marysville	\$ 56,134	\$ 55,000	\$ 75,000				1				1
Executive Secretary	City of Mount Vernon	\$ 45,406										0
Administrative Services Coordinator	City of New Albany		\$ 68,852	\$ 86,108								0
Administrative Secretary / Receptionist	City of Pataskala	\$ 53,643	\$ 49,979	\$ 67,167	Equal to	HS or GED		1				1
Mayor Secretary / City Attorney Secretary / Administrative Assistant Chief of Police	City of Reynoldsburg	\$ 68,203	\$ 49,108	\$ 85,000	Equal to	HS or GED	2	3				3
Executive Office Administrator	City of Upper Arlington	\$ 75,491	\$ 54,180	\$ 75,852	Equal to	Associate	6	1				1
Administrative Assistant to the Mayor	City of Whitehall	\$ 73,901		\$ 72,800	Equal to	HS or GED	5	1				1
Executive Assistant	Franklin County - BOC	\$ 66,872	\$ 53,061	\$ 76,939	Equal to	Associate	5	3				3
Commissions Clerk	Licking County	\$ 83,847			No match			1				1
Clerk to the Board	Union County		\$ 43,722	\$ 65,582				1				1
Office Manager	Madison Township		\$ 46,500	\$ 54,600	Equal to			3				3
Administrative Services Manager	Mifflin Township	\$ 68,952						1				1
Administrative manager	Orange Township	\$ 80,340			Greater than	HS or GED	4	1				1
Executive Administrative Assistant	Violet Township		\$ 56,160	\$ 79,040		HS or GED		2				2
Management Assistant	Washington Township		\$ 48,469	\$ 75,810	Equal to	Bachelor	3					0
Executive Secretary/Clerk of Council	Village of Granville		\$ 46,363	\$ 67,475				1				1
	AVERAGES	\$ 67,818	\$ 52,698	\$ 74,519								





Salaries Broken Down by Title

General - Administration (Con't.)

Administrative Assistant	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Executive Assistant	City of Bexley	\$ 77,602	\$ 53,725	\$ 77,602	Equal to	HS or GED		2				2
Administrative Assistant	City of Canal Winchester		\$ 43,701	\$ 60,486				1				1
Office Assistant II	City of Columbus	\$ 56,638	\$ 40,248	\$ 63,794	Equal to		3	84				84
Administrative Assistant	City of Delaware	\$ 63,493	\$ 44,824	\$ 58,323	Equal to	HS or GED	5	6				6
Administrative Support II	City of Dublin	\$ 57,139	\$ 43,500	\$ 63,800	Equal to	HS or GED	3					0
Administrative Coordinator / Management Analyst	City of Gahanna	\$ 58,642	\$ 50,045	\$ 74,256	Greater than	Associate	5	3				3
Service Executive Assistant	City of Grove City	\$ 69,784	\$ 48,526	\$ 83,907	Greater than							0
Administrative Assistant	City of Hilliard	\$ 48,950	\$ 40,000	\$ 58,000	Equal to	HS or GED	1	2				2
Administrative Assistant	City of Lancaster	\$ 57,283	\$ 40,976	\$ 57,283	Equal to	HS or GED		10				10
Customer Support Specialist	City of Mount Vernon	\$ 43,514										0
Administrative Assistant	City of New Albany		\$ 55,190	\$ 69,022								0
Permit Coordinator	City of Powell	\$ 56,605	\$ 44,475	\$ 56,408	No match	HS or GED	5	1				1
Administrative Assistant	City of Reynoldsburg	\$ 64,963	\$ 47,195	\$ 67,620	Equal to	HS or GED	2	4				4
Administrative Assistant	City of Upper Arlington	\$ 58,898	\$ 48,219	\$ 57,507	Equal to	HS or GED	2	8				8
Sr. Administrative Assistant	City of Whitehall	\$ 67,995	\$ 40,144	\$ 70,720	Equal to	HS or GED	2	2				2
Assistant Clerk /Fiscal Specialist	Delaware County	\$ 59,904	\$ 50,066	\$ 72,592	Greater than	Associate		1				1
Administrative Assistant 1	Franklin County - BOC	\$ 48,298	\$ 42,744	\$ 61,984	Equal to	Associate	3	5				5
Administrative Assistant	Union County		\$ 32,386	\$ 46,966				6				6
Administrative Assistant	Jefferson Township	\$ 49,223	\$ 47,570	\$ 53,914	Equal to	HS or GED	3	4				4
Administrative Assistant	Mifflin Township	\$ 61,755	\$ 49,836	\$ 68,640				1				1
Administrative Assistant	Orange Township	\$ 57,000			Equal to	HS or GED	4	3				3
Administrative Assistant	Prairie Township	\$ 57,179	\$ 42,952	\$ 62,878				1				1
Intern	Violet Township		\$ 14,000	\$ 24,000		HS or GED				1		1
Asst to the Mayor/Community Engagement Officer	Village of West Jefferson		\$ 46,592	\$ 58,074				1				1
	AVERAGES	\$ 58,677	\$ 43,951	\$ 62,172								

Secretary/Administrative Clerk	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Clerical Specialist	City of Bellefontaine	\$ 43,493	\$ 33,426	\$ 53,560				4	1			5
Administrative Secretary	City of Columbus	\$ 64,688	\$ 48,693	\$ 73,050	Equal to		5	20				20
Office Manager	City of Delaware	\$ 53,227	\$ 50,814	\$ 71,136	Equal to	HS or GED	5	1				1
Administrative Coordinator	City of Grandview Heights	\$ 56,654	\$ 43,000	\$ 68,000	Equal to			4				4
Administrative Secretary I	City of Grove City	\$ 55,239	\$ 38,916	\$ 67,288	Equal to							0
Admin Assist./Clerk of Council	City of Mount Vernon	\$ 45,406										0
Clerk	City of New Albany		\$ 49,058	\$ 61,352								0
Planning & Zoning Clerk	City of Pataskala	\$ 51,709	\$ 44,616	\$ 51,709	Greater than	HS or GED		1				1
Administrative Assistant	City of Powell	\$ 52,000	\$ 38,767	\$ 48,832	Equal to	HS or GED	3	1				1
Administrative Assistant	City of Reynoldsburg	\$ 44,969	\$ 43,388	\$ 62,171	Equal to	HS or GED	2	1				1
Administrative Assistant	City of Whitehall	\$ 41,657		\$ 65,000	Equal to	HS or GED	2	1	1			2
Secretary	City of Worthington	\$ 68,247	\$ 54,196	\$ 68,247	Equal to			3				3
Clerk to the BOC	Delaware County	\$ 71,843	\$ 55,224	\$ 80,080	Greater than	Associate	5	1				1
Administrative Secretary 1	Franklin County - BOC	\$ 44,574	\$ 36,400	\$ 52,790	Equal to	HS or GED	1	10				10
Deputy Clerk	Licking County	\$ 40,706			No match			6				6
Utility Clerk	Village of Ashville	\$ 41,483	\$ 36,383	\$ 46,583	Equal to	Associate		1				1
	AVERAGES	\$ 51,726	\$ 44,068	\$ 62,128								



Salaries Broken Down by Title

General - Administration (Con't.)

Receptionist	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Office Assistant I	City of Columbus	\$ 52,624	\$ 36,837	\$ 62,587	Greater than		1	69				69
Clerical Specialist	City of Delaware				Equal to	HS or GED			3			3
Administrative Support I	City of Dublin	\$ 46,701	\$ 36,100	\$ 53,000	Equal to	HS or GED	1					0
Admin Assistant City Hall Front Desk	City of Gahanna	\$ 50,398	\$ 42,016	\$ 58,802	Equal to	HS or GED	3	1				1
Receptionist	City of Groveport	\$ 14,445	\$ 21,008	\$ 36,753					2			2
Customer Service Clerk	City of Marysville	\$ 48,900	\$ 44,498	\$ 53,303				1				1
Unit Support Worker II	Fairfield County	\$ 32,760	\$ 32,760	\$ 49,150	Equal to							0
Receptionist	Franklin County - BOC	\$ 36,858	\$ 35,880	\$ 51,272	Equal to	HS or GED	6 months	1				1
Administrative Assistant	Licking County	\$ 43,680			No match			1				1
Administrative Support (Eng)	Union County		\$ 30,784	\$ 44,637				1				1
Administrative Coordinator	Washington Township	\$ 48,469	\$ 48,469	\$ 75,810	Equal to	HS or GED		1				1
	AVERAGES	\$ 41,648	\$ 36,484	\$ 53,924								

Clerk Typist	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Secretary 1	Franklin County - BOC	\$ 41,226	\$ 35,880	\$ 51,272	Equal to	HS or GED	1	6				6
Zoning Clerk	Village of Galena	\$ 1,400										0
	AVERAGES	\$ 21,313	\$ 35,880	\$ 51,272								

Mailroom Clerk	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Mail Clerk	City of Columbus	\$ 49,774	\$ 35,464	\$ 56,493	Equal to			4				4
Mailroom Clerk	Delaware County	\$ 40,726	\$ 34,715	\$ 50,336	Equal to	HS or GED		1				1
Mail Clerk	Fairfield County	\$ 32,195	\$ 31,200	\$ 43,680	Equal to	HS or GED		1				1
Mail Processor	Franklin County - BOC	\$ 37,482	\$ 35,568	\$ 51,272	Equal to	HS or GED	1	3				3
	AVERAGES	\$ 40,044	\$ 34,237	\$ 50,445								



Salaries Broken Down by Title

Court Administration												
Clerk of Courts	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Municipal Court Clerk	City of Bellefontaine	\$ 77,642	\$ 77,642	\$ 77,642	No match	HS or GED		1				1
Clerk of Courts	City of Bexley	\$ 64,168	\$ 55,217	\$ 82,080	Equal to			1				1
Clerk of Courts	City of Canal Winchester		\$ 49,694	\$ 72,384				1				1
Council Clerk	City of Delaware	\$ 57,928	\$ 57,928	\$ 57,928	Equal to			1				1
Court Clerk	City of Dublin	\$ 51,850	\$ 43,500	\$ 63,800	Equal to	HS or GED	2					0
Director of Court Services	City of Gahanna	\$ 98,800	\$ 79,747	\$ 111,634	Equal to	Associate	4	1				1
Clerk of Courts	City of Grandview Heights	\$ 61,464	\$ 43,000	\$ 65,000	Equal to			1				1
Account Specialist	City of Grove City	\$ 70,096	\$ 40,372	\$ 70,096	Equal to							0
Clerk of Courts	City of Groveport	\$ 71,646	\$ 44,574	\$ 71,646				1				1
Clerk of Courts	City of Hilliard	\$ 78,030	\$ 58,000	\$ 85,000	Equal to	Bachelor	3	1				1
Clerk of Courts	City of Mount Vernon	\$ 66,188										0
Clerk of Courts	City of Pataskala	\$ 59,467	\$ 54,413	\$ 73,132	Equal to	HS or GED		1				1
Clerk of Courts	City of Reynoldsburg	\$ 81,994	\$ 64,480	\$ 100,000	Equal to	HS or GED	3	1				1
Clerk of Courts	City of Sunbury	\$ 52,000	\$ 45,760	\$ 54,080				1				1
Clerk of Courts	City of Upper Arlington	\$ 80,726	\$ 60,876	\$ 85,277	Equal to	Associate	2	1				1
Clerk of Courts	City of Whitehall	\$ 72,405		\$ 74,318	Equal to	HS or GED	3	1				1
Clerk of Courts	City of Worthington	\$ 67,275			Equal to			1				1
Clerk of Court	Delaware County	\$ 87,422			Equal to			1				1
Clerk of Court - EO	Fairfield County											0
Clerk of Courts	Licking County	\$ 75,749			No match			1				1
Clerk of Court	Union County		\$ 68,137	\$ 68,137				1				1
Clerk of Courts	Village of Granville		\$ 42,785	\$ 60,340				1				1
	AVERAGES	\$ 70,825	\$ 55,383	\$ 74,853								

Probation Officer	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Chief Probation Officer, Probation Officer	City of Bellefontaine	\$ 51,760	\$ 43,493	\$ 60,026	No match	HS or GED		2				2
Community Control Officer	City of Delaware	\$ 56,443	\$ 45,386	\$ 65,478	Equal to			4				4
Recovery Court Coordinator	City of Hilliard	\$ 58,446	\$ 45,800	\$ 68,800	Equal to	Bachelor	3	1				1
Probation Officer	City of Mount Vernon	\$ 53,206										0
Probation Officer	City of New Albany		\$ 64,438	\$ 81,317								0
Recovery Court / Criminal Justice Program Administrator	City of Reynoldsburg	\$ 54,288	\$ 46,259	\$ 66,310	Equal to	Bachelor	2	1				1
Probation/Records Clerk	City of Sunbury	\$ 51,510	\$ 45,760	\$ 54,080				1				1
Criminal Justice Program Admin	City of Upper Arlington	\$ 41,172	\$ 72,506	\$ 101,508	Equal to	Bachelor	2	1				1
Probation Officer	Delaware County	\$ 56,000	\$ 40,500	\$ 59,488	Equal to			12				12
Common Pleas Probation Officer	Fairfield County	\$ 42,078	\$ 37,773	\$ 60,445	Less than	Bachelor		3				3
Probation Officer	Licking County	\$ 54,080			No match	Associate		10				10
Probation Officer	Union County		\$ 40,664	\$ 60,986				9				9
	AVERAGES	\$ 51,898	\$ 48,258	\$ 67,844								



Salaries Broken Down by Title

Court Administration (Con't.)

Clerk of Council	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Clerk of Council	City of Canal Winchester		\$ 43,701	\$ 60,486				1				1
City Clerk (U)	City of Columbus	\$ 174,782	\$ 112,466	\$ 187,429			Unclassified	1				1
Council Clerk	City of Delaware	\$ 57,928	\$ 57,928	\$ 57,928	Equal to			1				1
Clerk of Council / Director of Legislative Services	City of Dublin	\$ 104,577	\$ 90,900	\$ 133,400	Equal to							0
Clerk of Council	City of Gahanna	\$ 89,045	\$ 79,747	\$ 111,634	Equal to	Associate	5	1				1
Clerk of Council	City of Grandview Heights				Equal to				1			1
Clerk of Council	City of Grove City	\$ 100,459			Equal to							0
Clerk of Council	City of Groveport	\$ 71,646	\$ 44,574	\$ 71,646				1				1
Clerk of Council	City of Hilliard	\$ 100,542				Associate	5	1				1
Clerk of Council	City of Marysville	\$ 66,281	\$ 55,000	\$ 75,000				1				1
Clerk of Council	City of New Albany		\$ 67,952	\$ 95,132								0
Clerk of Council	City of Pataskala	\$ 60,314	\$ 44,879	\$ 60,614	Equal to	HS or GED		1				1
City Clerk	City of Powell	\$ 80,000	\$ 60,795	\$ 76,759	Equal to	HS or GED	5	1				1
Clerk of Council	City of Reynoldsburg	\$ 78,748	\$ 60,320	\$ 108,160	Equal to	Bachelor	7	1				1
Clerk of Council	City of Sunbury	\$ 41,600						1				1
City Clerk	City of Upper Arlington	\$ 99,275			Equal to	Bachelor	6	1				1
Clerk of Council	City of Whitehall	\$ 64,396	\$ 52,000	\$ 73,611	Equal to	HS or GED		1				1
Executive Secretary/Clerk of Council	Village of Granville		\$ 46,363	\$ 67,475				1				1
Clerk of Council	Village of West Jefferson		\$ 46,592	\$ 58,074				1				1
	AVERAGES	\$ 84,971	\$ 61,658	\$ 88,382								

Deputy Clerk of Council	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Clerk	City of Bellefontaine	\$ 43,493	\$ 33,426	\$ 53,560	No match	HS or GED		6				6
Deputy City Clerk (U)	City of Columbus	\$ 127,483	\$ 93,600	\$ 140,462			Unclassified	1				1
Deputy Clerk of Council	City of Dublin	\$ 75,014	\$ 64,400	\$ 94,400	Equal to	Associate	1					0
Deputy Clerk of Council/Deputy Clerk of Court	City of Gahanna	\$ 66,384	\$ 52,332	\$ 78,707	Equal to	Associate	2	3				3
City Council Assistant	City of Hilliard	\$ 19,094	\$ 11,400	\$ 26,000	Equal to	HS or GED	1		1			1
Deputy Clerk of Council	City of New Albany		\$ 55,190	\$ 69,022								0
Assistant Clerk of Council - PT	City of Reynoldsburg	\$ 26,094	\$ 44,470	\$ 63,731	Equal to	HS or GED	2					0
Deputy City Clerk	City of Upper Arlington	\$ 41,172	\$ 60,876	\$ 85,277	Equal to	HS or GED	4	1				1
	AVERAGES	\$ 56,962	\$ 51,962	\$ 76,395								



Salaries Broken Down by Title

Development - Planning

Director of Development	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Development Director	City of Canal Winchester		\$ 85,010	\$ 123,822				1				1
Development Director (U)	City of Columbus	\$ 213,866	\$ 144,082	\$ 240,178			Unclassified	1				1
Director of Planning & Community Development	City of Delaware		\$ 93,170	\$ 130,438	Equal to	Master	2					0
Director of Planning	City of Dublin	\$ 126,484	\$ 98,700	\$ 144,700	Equal to	Master	5					0
Director of Development	City of Gahanna	\$ 128,000	\$ 100,672	\$ 140,941	Equal to	Master	7	1				1
Director of Planning & Community Development	City of Grandview Heights	\$ 186,971	\$ 110,000	\$ 196,000	Equal to			1				1
Director of Development	City of Grove City	\$ 117,332	\$ 96,033	\$ 151,840	Equal to							0
Director of Economic Development	City of Groveport	\$ 115,499	\$ 71,858	\$ 115,499				1				1
Director of Economic Development	City of Hilliard	\$ 119,740	\$ 100,000	\$ 145,000	Equal to	Bachelor	6	1				1
Director of Development	City of Mount Vernon	\$ 55,163										0
Director of Development	City of New Albany		\$ 122,646	\$ 153,308								0
Director of Development	City of Pataskala	\$ 110,980	\$ 95,732	\$ 128,656	Equal to	Bachelor		1				1
Community Development Director	City of Powell	\$ 121,705	\$ 92,274	\$ 120,154	Equal to	Bachelor	10	1				1
Director of Development	City of Reynoldsburg	\$ 104,520	\$ 87,600	\$ 120,000		Bachelor	4	1				1
Community Development Director	City of Upper Arlington	\$ 124,365	\$ 121,931	\$ 179,357	Equal to	Bachelor	6	1				1
Planning & Building Director	City of Worthington	\$ 124,441			Equal to			1				1
Director	Delaware County	\$ 100,589						1				1
Regional Planning Executive Director	Fairfield County	\$ 67,620	\$ 65,499	\$ 114,629	Equal to	Bachelor						0
Director of Economic Development & Planning	Franklin County - BOC	\$ 181,834	\$ 97,926	\$ 142,002	Equal to	Master	7	1				1
Planning Director	Licking County	\$ 91,400			No match	Bachelor	6	1				1
Economic Development Director	Union County		\$ 82,805	\$ 124,218				1				1
Director of Planning & Zoning	Orange Township	\$ 82,000				Associate	4	1				1
Planning Director	Village of Granville		\$ 65,515	\$ 93,745				1				1
Director of Development	Village of West Jefferson		\$ 92,663	\$ 121,621				1				1
	AVERAGES	\$ 120,695	\$ 96,006	\$ 141,374	Equal to							

Zoning/Compliance Officer	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Code Enforcement Officer	City of Bellefontaine	\$ 59,925	\$ 50,898	\$ 68,952	No match	HS or GED		1				1
Zoning Inspector / Code Enforcement Officer	City of Dublin	\$ 55,746	\$ 43,500	\$ 63,800	Equal to	Associate	1					0
Code Enforcement Officer	City of Gahanna	\$ 62,640	\$ 52,332	\$ 65,850	Equal to	HS or GED		3				3
Planning & Zoning Coordinator	City of Grove City	\$ 78,956	\$ 48,526	\$ 83,907	Equal to							0
Zoning Enforcement Officer	City of Hilliard	\$ 66,300	\$ 52,000	\$ 76,500	Equal to	Associate	3	1				1
Code Enforcement Officer	City of Marysville	\$ 61,800	\$ 55,000	\$ 75,000				1				1
Zoning Officer	City of New Albany		\$ 58,103	\$ 73,353								0
Zoning Inspector	City of Pataskala	\$ 54,787	\$ 53,248	\$ 61,651	Equal to	HS or GED		1				1
Zoning Inspector	City of Powell	\$ 46,134	\$ 44,475	\$ 56,408	Equal to	Associate	2	1				1
Code Compliance Officer	City of Reynoldsburg	\$ 52,312	\$ 46,259	\$ 66,310	Equal to	HS or GED	1	3				3
Zoning Inspector	City of Sunbury	\$ 45,032						1				1
Code Compliance Officer	City of Upper Arlington	\$ 82,405	\$ 64,529	\$ 90,341	Equal to	Bachelor	1	1				1
Code Enforcement Officer	City of Whitehall	\$ 65,998	\$ 45,760	\$ 68,120		HS or GED	2	1				1
Code Enforcement PT	City of Worthington											0
Zoning Enforcement Officer	Franklin County - BOC	\$ 45,614	\$ 44,325	\$ 64,272	Equal to	Associate	3	2				2
Compliance Planner	Licking County	\$ 43,025						1				1
Code Compliance Officer	Clinton Township	\$ 47,840	\$ 46,800	\$ 47,840				1				1
Assistant Zoning Inspector	Jefferson Township		\$ 45,760	\$ 49,920	Equal to	HS or GED	1					0
Zoning Inspector	Orange Township	\$ 46,758			Equal to	HS or GED		1				1
Zoning Assistant	Prairie Township							4				4
Zoning Inspector	Washington Township	\$ 31,086	\$ 48,469	\$ 75,810	Equal to	HS or GED			1			1
Building/Planning & Zoning/Information Coordinator	Village of Ashville	\$ 41,483	\$ 36,383	\$ 46,583	Equal to	Bachelor						0
Zoning Inspector / Code Compliance	Village of Galena	\$ 55,700										0
Building & Zoning Code Enforcement Official	Village of West Jefferson		\$ 46,550	\$ 58,011				1	1			2
	AVERAGES	\$ 54,923	\$ 49,051	\$ 66,257								



## Salaries Broken Down by Title

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

<b>Zoning Administrator</b>	<b>Government Entity</b>	<b>Avg. Annual Salary</b>	<b>Salary Range Minimum</b>	<b>Salary Range Maximum</b>	<b>Level of Match</b>	<b>Min Educ</b>	<b>Yrs. of Exp</b>	<b>F/T Employee</b>	<b>P/T Employee</b>	<b>Intern Apprentice</b>	<b>Seasonal Employee</b>	<b># of EE's</b>
Building and Zoning Director	City of Bexley	\$ 113,066	\$ 90,778	\$ 124,209	No match	Bachelor		1				1
Planning and Zoning	City of Canal Winchester		\$ 61,339	\$ 89,794				1				1
Chief Zoning Official	City of Columbus	\$ 112,923	\$ 82,722	\$ 124,051	Equal to		8	1				1
Director of Planning	City of Gahanna	\$ 112,424	\$ 100,672	\$ 140,941	Equal to	Bachelor	4	1				1
Planning Director	City of Hilliard	\$ 113,677	\$ 90,000	\$ 135,000	Greater than	Bachelor	5	1				1
Zoning Administrator	City of Lancaster	\$ 78,083	\$ 62,275	\$ 80,787	Equal to	Bachelor		1				1
Zoning Administrator	City of Marysville	\$ 71,168	\$ 65,000	\$ 85,000				1				1
Planning Manager	City of Powell	\$ 99,058	\$ 85,820	\$ 111,469	Equal to	Associate	5	1				1
Planning & Zoning Administrator	City of Reynoldsburg	\$ 78,500	\$ 66,560	\$ 124,800	Equal to	Bachelor	2	1				1
Senior Planner	City of Upper Arlington	\$ 99,998	\$ 82,235	\$ 115,129	Equal to	Bachelor	4	1				1
Planning Coordinator	City of Worthington	\$ 93,315	\$ 71,221	\$ 93,315	Equal to			1				1
Planning Administrator	Franklin County - BOC	\$ 93,496	\$ 61,963	\$ 89,856	Equal to	Bachelor	5	1				1
Planning Manager	Licking County	\$ 71,744			No match	Bachelor	2	1				1
Zoning Administrator/Inspector	Jefferson Township	\$ 85,280			Equal to	Bachelor	5					0
Senior Zoning Officer	Orange Township	\$ 56,680			No match	Bachelor	4	1				1
Commercial Building and Zoning Director	Prairie Township	\$ 87,763						1				1
Zoning Officer	Violet Township		\$ 70,720	\$ 99,840		Bachelor		1				1
Zoning Administrator	Village of Granville		\$ 42,785	\$ 60,340				1				1
Building & Zoning Clerk - PT	Village of West Jefferson								1			1
	<b>AVERAGES</b>	<b>\$ 91,145</b>	<b>\$ 73,864</b>	<b>\$ 105,324</b>								

<b>Planner</b>	<b>Government Entity</b>	<b>Avg. Annual Salary</b>	<b>Salary Range Minimum</b>	<b>Salary Range Maximum</b>	<b>Level of Match</b>	<b>Min Educ</b>	<b>Yrs. of Exp</b>	<b>F/T Employee</b>	<b>P/T Employee</b>	<b>Intern Apprentice</b>	<b>Seasonal Employee</b>	<b># of EE's</b>
Planner II	City of Columbus	\$ 68,619	\$ 61,090	\$ 91,624	Equal to		2	31				31
Development Planner	City of Delaware	\$ 68,765	\$ 60,507	\$ 84,178	Equal to	Bachelor		3				3
Planner I	City of Dublin	\$ 62,437	\$ 56,200	\$ 82,400	Equal to	Bachelor	1	2				2
Event Coordinator	City of Dublin	\$ 58,668	\$ 49,500	\$ 70,700	Equal to	Bachelor	1	4				4
Planner	City of Gahanna	\$ 56,118	\$ 53,040	\$ 74,256	Equal to	Bachelor	5	1				1
Strategy and Engagement Manager	City of Grandview Heights	\$ 78,000	\$ 60,000	\$ 96,000	Equal to			1				1
Planner	City of Grove City	\$ 67,912	\$ 54,932	\$ 94,993	Equal to			1				1
Planning Manager	City of Hilliard	\$ 71,400	\$ 58,000	\$ 95,383	Greater than	Bachelor	5	1				1
Downtown Manager	City of Hilliard	\$ 80,018	\$ 64,000	\$ 95,000	Greater than	Bachelor	3	1				1
City Planner	City of Lancaster	\$ 70,200	\$ 62,275	\$ 80,787	Equal to	Bachelor		1				1
Planning Development Manager	City of Marysville	\$ 101,031	\$ 90,000	\$ 120,000				1				1
Planner II	City of New Albany		\$ 68,852	\$ 86,108								0
Planner	City of Pataskala	\$ 73,632	\$ 65,421	\$ 87,921	Equal to	Bachelor		1				1
Senior Planner	City Powell	\$ 76,824	\$ 60,795	\$ 76,759	Equal to	Bachelor	2	1		1		2
City Planner	City of Sunbury	\$ 47,840						1				1
Planning Officer	City of Upper Arlington	\$ 80,277	\$ 64,529	\$ 90,341	Equal to	Bachelor	4	1				1
Planner I	Delaware County	\$ 62,400						1				1
Regional Planner	Fairfield County	\$ 59,560	\$ 47,486	\$ 82,160	Equal to	Bachelor		2				2
Public Information Specialist	Fairfield County	\$ 43,867	\$ 41,558	\$ 68,557	Equal to	Bachelor		1				1
Planner	Franklin County - BOC	\$ 77,750	\$ 55,182	\$ 80,018	Equal to	Bachelor	3	3				3
Assistant Planner	Licking County	\$ 47,211			No match	Associate	2 months	1				1
Community Development Coordinator	Jefferson Township		\$ 54,080	\$ 64,480	Equal to	Bachelor	1					0
Long Range Planner	Village of Granville		\$ 57,325	\$ 84,667				1				1
	<b>AVERAGES</b>	<b>\$ 67,626</b>	<b>\$ 59,239</b>	<b>\$ 85,317</b>								



Salaries Broken Down by Title

Police Department												
Police Chief	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Police Chief	City of Bellefontaine	\$ 93,443	\$ 91,857	\$ 95,029	No match	HS or GED	10	1				1
Police Chief	City of Bexley	\$ 181,990	\$ 181,990	\$ 181,990		Master		1				1
Police Chief	City of Columbus	\$ 248,061	\$ 174,762	\$ 262,142	Equal to		1 + as Deputy Chief 5 as comm/deputy	1				1
Police Chief	City of Delaware	\$ 137,800	\$ 111,804	\$ 156,526	Equal to	Bachelor	5	1				1
Chief of Police	City of Dublin	\$ 151,899	\$ 119,100	\$ 174,600	Equal to	Bachelor	5					0
Chief of Police	City of Gahanna	\$ 155,251	\$ 155,251	\$ 155,251	Equal to	Bachelor	10	1				1
Police Chief	City of Grandview Heights	\$ 144,997	\$ 85,000	\$ 156,000	Equal to			1				1
Police Chief	City of Grove City	\$ 149,000	\$ 96,033	\$ 151,840	Equal to							0
Police Chief	City of Groveport	\$ 115,499	\$ 71,858	\$ 115,499				1				1
Police Chief	City of Hilliard	\$ 153,000	\$ 115,000	\$ 165,000	Equal to	Bachelor	5	1				1
Police Chief	City of Lancaster	\$ 132,142			Equal to	HS or GED		1				1
Police Chief	City of Marysville	\$ 122,483	\$ 100,000	\$ 140,000				1				1
Police Chief	City of Mount Vernon	\$ 86,185										0
Police Chief	City of New Albany		\$ 122,646	\$ 153,308								0
Police Chief	City of Pataskala	\$ 121,648	\$ 98,911	\$ 132,928	Equal to			1				1
Police Chief	City of Powell	\$ 129,779	\$ 92,274	\$ 120,154	Equal to	Bachelor	10	1				1
Chief of Police	City of Reynoldsburg	\$ 152,194	\$ 114,400	\$ 156,000	Equal to	Bachelor	12	1				1
Police Chief	City of Sunbury	\$ 117,832						1				1
Police Chief	City of Upper Arlington	\$ 150,147	\$ 121,931	\$ 179,357	Equal to	Bachelor	6	1				1
Police Chief	City of Whitehall	\$ 176,384		\$ 170,560	Equal to			1				1
Police Chief	City of Worthington	\$ 139,902			Equal to			1				1
Chief Deputy	Delaware County	\$ 121,576	\$ 105,726	\$ 148,013	Equal to	HS or GED		2				2
Chief Sheriff Deputy	Fairfield County	\$ 82,619				Bachelor		1				1
Sheriff	Licking County	\$ 102,425			No match			1				1
Sheriff	Union County		\$ 90,383	\$ 90,383				1				1
Police Chief	Clinton Township	\$ 115,000	\$ 115,000	\$ 115,000				1				1
Police Chief	Madison Township	\$ 111,424			Equal to			1				1
Police Chief	Mifflin Township	\$ 90,480						1				1
Police Chief	Village of Ashville	\$ 78,361	\$ 72,764	\$ 83,958	Equal to	Bachelor		1				1
Police Chief	Village of Granville		\$ 80,232	\$ 110,518				1				1
Police Chief	Village of Somerset	\$ 64,050						1				1
Police Chief	Village of West Jefferson		\$ 92,663	\$ 121,621				1				1
	AVERAGES	\$ 129,485	\$ 109,527	\$ 145,029								



Salaries Broken Down by Title

Police Captain	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Police Captain	City of Bexley	\$ 135,346	\$ 135,346	\$ 135,346				1				1
Police Commander	City of Columbus						1 year cont' accredited service as a perm appointee as Police Lieutenant					
		\$ 167,502	\$ 174,309		Equal to			18				18
Police Captain	City of Delaware	\$ 122,595	\$ 114,046	\$ 122,595	Equal to	Associate	1	3				3
Deputy Chief of Police	City of Dublin	\$ 131,333	\$ 98,700	\$ 144,700	Equal to							0
Deputy Chief of Police	City of Gahanna	\$ 149,698	\$ 149,698	\$ 149,698	Equal to	Bachelor	5	1				1
Police Captain	City of Groveport	\$ 110,917	\$ 69,036	\$ 110,917				1				1
Deputy Chief of Police	City of Hilliard	\$ 139,750	\$ 100,000	\$ 145,000	Equal to	Bachelor	10	1				1
Police Captain	City of Marysville	\$ 107,455	\$ 90,000	\$ 120,000				3				3
Police Captain	City of Mount Vernon	\$ 81,468										0
Deputy Police Chief	City of Pataskala	\$ 106,422	\$ 86,547	\$ 116,312	Equal to			1				1
Deputy Police Chief	City of Powell	\$ 120,609	\$ 85,820	\$ 111,469	Equal to	Associate	5	1				1
Deputy Police Chief	City of Reynoldsburg	\$ 141,731	\$ 104,000	\$ 146,000	Equal to	Bachelor	9	1				1
Deputy Police Chief	City of Sunbury	\$ 93,600						1				1
Deputy Chief of Police	City of Whitehall	\$ 153,379		\$ 153,379	Equal to	Bachelor	1	3				3
Captain	Delaware County	\$ 113,630	\$ 109,866	\$ 113,630	Equal to	HS or GED	5	2				2
Captain	Licking County	\$ 97,246			No match			6				6
Chief Deputy Sheriff	Union County		\$ 74,506	\$ 111,759				1				1
Police Commander	Madison Township	\$ 108,150			Equal to			1				1
	AVERAGES	\$ 122,402	\$ 107,067	\$ 129,293								





Salaries Broken Down by Title

Police Department (Con't.)

Police Lieutenant	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Operations Lieutenant	City of Bellefontaine	\$ 84,632	\$ 83,046	\$ 86,218	No match	HS or GED	10	1				1
Police Lieutenant	City of Bexley	\$ 130,428										0
Police Lieutenant	City of Columbus						1 as permanent appointee as Police Sergeant					
Police Lieutenant	City of Gahanna	\$ 145,392	\$ 143,964	\$ 147,719	Equal to			55				55
Police Lieutenant	City of Gahanna	\$ 138,611	\$ 127,623	\$ 138,608	Equal to	HS or GED	1	3				3
Police Lieutenant	City of Grove City	\$ 138,756			Equal to							0
Police Lieutenant	City of Groveport	\$ 121,493						2				2
Police Lieutenant	City of Hilliard	\$ 129,743	\$ 125,149	\$ 134,337	Equal to	HS or GED	4	2				2
Police Lieutenant	City of Lancaster	\$ 109,911			Equal to	HS or GED		4				4
Police Lieutenant	City of New Albany		\$ 113,447	\$ 141,809								0
Police Lieutenant	City of Mount Vernon	\$ 73,466										0
Police Lieutenant	City of Reynoldsburg	\$ 135,408	\$ 135,408	\$ 135,408	Equal to	Associate	8	2				2
Police Lieutenant	City of Upper Arlington	\$ 138,601	\$ 138,601	\$ 138,601	Equal to	HS or GED	4	2				2
Policed Lieutenant	City of Whitehall	\$ 133,328		\$ 133,370	Equal to	Bachelor	1	3				3
Police Lieutenant	City of Worthington	\$ 131,978	\$ 127,222	\$ 131,978	Equal to			2				2
Lieutenant	Delaware County	\$ 97,500	\$ 102,669	\$ 106,184	Equal to	HS or GED	4					0
Sheriff Patrol Lieutenant	Fairfield County	\$ 78,844				Bachelor		1				1
Lieutenant	Licking County	\$ 87,457			No match			4				4
Sheriff's Captain/Lieutenant	Union County		\$ 60,382	\$ 90,584				3				3
Police Lieutenant	Clinton Township	\$ 98,030	\$ 94,260	\$ 98,031				1				1
Police Lieutenant	Mifflin Township	\$ 78,000						1				1
Police Lieutenant	Village of West Jefferson		\$ 72,675	\$ 90,563				2				2
	AVERAGES	\$ 113,977	\$ 110,370	\$ 121,031								



Salaries Broken Down by Title

Police Sergeant	Union County	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Police Sergeant	City of Bellefontaine	\$ 75,826	\$ 71,698	\$ 79,955	No match	HS or GED	5	4				4
Police Sergeant	City of Bexley	\$ 120,210	\$ 120,210	\$ 120,210		HS or GED		5				5
Police Sergeant	City of Columbus	\$ 125,195	\$ 125,186		Equal to		Officer	219				219
Police Sergeant	City of Delaware	\$ 106,600	\$ 99,133	\$ 106,600	Equal to	HS or GED	4	7				7
Police Sergeant	City of Dublin	\$ 123,542	\$ 123,542	\$ 123,542	Equal to	HS or GED	1					0
Police Sergeant	City of Gahanna	\$ 123,739	\$ 112,296	\$ 123,746	Equal to	HS or GED	5	7				7
Police Sergeant	City of Grandview Heights	\$ 120,806	\$ 120,814	\$ 130,045	Equal to			5				5
Police Sergeant	City of Grove City	\$ 123,115			Equal to							0
Police Sergeant	City of Groveport	\$ 106,122						3				3
Police Sergeant	City of Hilliard	\$ 122,014	\$ 114,136	\$ 122,999	Equal to	HS or GED	3	9				9
Police Sergeant	City of Lancaster	\$ 94,744			Equal to	HS or GED		7				7
Police Sergeant / Corporal	City of Marysville	\$ 94,994	\$ 90,867	\$ 99,154				11				11
Police Sergeant	City of Mount Vernon	\$ 69,118										0
Police Sergeant	City of New Albany		\$ 104,341	\$ 123,395								0
Police Sergeant	City of Pataskala	\$ 86,133	\$ 75,920	\$ 85,405	Equal to			5				5
Police Sergeant	City of Powell	\$ 113,076	\$ 105,797	\$ 110,581	Equal to	HS or GED	3	3				3
Police Sergeant	City of Reynoldsburg	\$ 123,115	\$ 123,115	\$ 123,115	Equal to	Associate	6	9				9
Police Sergeant	City of Sunbury	\$ 85,758	\$ 85,238	\$ 86,278				2				2
Police Sergeant	City of Upper Arlington	\$ 120,436	\$ 120,436	\$ 120,436	Equal to	HS or GED	3	7				7
Police Sergeant	City of Whitehall	\$ 122,366		\$ 122,366	Equal to	HS or GED		5				5
Police Sergeant	City of Worthington	\$ 119,287	\$ 110,903	\$ 119,287	Equal to			4				4
Sergeant	Delaware County	\$ 96,500	\$ 93,891	\$ 99,216	Equal to	HS or GED	3					0
Sheriff Patrol Sergeant	Fairfield County	\$ 69,575				Bachelor		5				5
Sergeant	Licking County	\$ 77,776			No match			16				16
Sheriff's Sergeant	Union County		\$ 85,509	\$ 84,302				3				3
Police Sergeant	Clinton Township	\$ 82,545	\$ 80,924	\$ 84,161				2				2
Police Sergeant	Madison Township		\$ 92,206	\$ 99,216	Equal to			3				3
Police Sergeant	Village of Ashville	\$ 61,244	\$ 53,361	\$ 69,127	Equal to	Bachelor		3				3
Police Sergeant	Village of Granville		\$ 78,000	\$ 78,000				3				3
Police Sergeant	Village of Somerset	\$ 33,180						1				1
Police Sergeant	Village of West Jefferson		\$ 65,853	\$ 82,077				2				2
	AVERAGES	\$ 99,885	\$ 97,973	\$ 104,053								



Salaries Broken Down by Title

Police Department (Con't.)

Police Officer	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Patrolman	City of Bellefontaine	\$ 59,935	\$ 51,917	\$ 67,954	No match	HS or GED		18				18
Police Officer	City of Bexley	\$ 104,042	\$ 61,487	\$ 104,035		HS or GED		24				24
Police Officer	City of Columbus	\$ 98,696	\$ 67,326	\$ 106,090	Equal to			1513				1513
Police Officer	City of Delaware	\$ 89,909	\$ 66,539	\$ 92,706	Equal to	HS or GED		43				43
Police Officer	City of Dublin	\$ 100,909	\$ 65,670	\$ 106,044	Equal to							0
Police Officer	City of Gahanna	\$ 101,452	\$ 64,696	\$ 105,999	Equal to	HS or GED		37	2			39
Police Officer	City of Grove City		\$ 61,131	\$ 106,828	Equal to							0
Police Officer	City of Groveport	\$ 88,343						15				15
Police Officer	City of Grandview Heights	\$ 85,246	\$ 67,405	\$ 104,330	Equal to			15				15
Police Officer	City of Hilliard	\$ 98,083	\$ 64,609	\$ 105,275	Equal to	HS or GED		52				52
Police Officer	City of Lancaster	\$ 81,682	\$ 59,280	\$ 81,682	Equal to	HS or GED		70				70
Police Officer	City of Marysville	\$ 70,897	\$ 59,384	\$ 82,410				19				19
Police Officer	City of Mount Vernon	\$ 56,326										0
Police Officer	City of New Albany		\$ 66,962	\$ 100,924								0
Police Officer	City of Pataskala	\$ 66,585	\$ 56,472	\$ 69,014	Equal to			14	1			15
Police Officer	City of Powell	\$ 97,885	\$ 66,508	\$ 96,148	Equal to	HS or GED	2	11				11
Police Officer	City of Reynoldsburg	\$ 93,184	\$ 68,518	\$ 107,938	Equal to	HS or GED	1	50				50
Patrol Officer	City of Sunbury	\$ 68,266	\$ 61,360	\$ 75,650				9	5			14
Police Officer	City of Upper Arlington	\$ 100,670	\$ 66,486	\$ 104,817	Equal to	HS or GED		28				28
Police Officer	City of Whitehall	\$ 101,808	\$ 72,301	\$ 106,122	Equal to	HS or GED		32				32
Police Officer	City of Worthington	\$ 99,067	\$ 70,576	\$ 104,634	Equal to			22				22
Deputy Sheriff	Delaware County	\$ 80,500	\$ 63,835	\$ 86,902	Equal to	HS or GED						0
Sheriff Patrol Deputy	Fairfield County	\$ 51,198				Bachelor		41				41
Sheriff's Deputy	Licking County	\$ 64,304			No match			83				83
Sheriff's Deputy	Union County		\$ 61,110	\$ 79,581				31				31
Police Officer	Clinton Township	\$ 65,021	\$ 50,703	\$ 72,236				8				8
Police Officer	Madison Township		\$ 67,121	\$ 87,214	Equal to			14				14
Police Officer	Mifflin Township	\$ 32,346						1		3		4
Police Officer	Village of Ashville	\$ 53,579	\$ 43,659	\$ 63,499	Equal to	Associate		5				5
Police Officer II	Village of Granville		\$ 46,675	\$ 67,829				7	5			12
Police Officer - PT	Village of Somerset								1			1
Patrolman	Village of West Jefferson		\$ 61,318	\$ 76,419				10				10
Patrolman - PT	Village of West Jefferson								1			1
	AVERAGES	\$ 80,397	\$ 62,040	\$ 90,857								



Salaries Broken Down by Title

Police Detective		Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Detective	City of Bellefontaine	\$ 59,935	\$ 51,917	\$ 67,954	No match	HS or GED		2				2
Police Detective	City of Gahanna	\$ 105,997	\$ 64,696	\$ 105,999	Equal to	HS or GED		8				8
Police Detective	City of Grandview Heights	\$ 104,267	\$ 67,405	\$ 120,814	Equal to			3				3
Police Detective	City of Groveport	\$ 93,496						3				3
Police Officer	City of Marysville	\$ 70,897	\$ 59,384	\$ 82,410				4				4
Police Detective	City of Mount Vernon											0
Police Detective	City of Pataskala	\$ 69,014	\$ 56,472	\$ 69,014	Equal to			2				2
Police Detective	City of Powell	\$ 99,778	\$ 66,508	\$ 96,145	Equal to	HS or GED	2	2				2
Police Detective	City of Reynoldsburg	\$ 93,184	\$ 68,518	\$ 107,938	Equal to	HS or GED	1	3				3
Police Detective	City of Sunbury	\$ 71,760						1				1
Police Detective	City of Whitehall	\$ 106,122	\$ 72,301	\$ 106,122	Equal to	HS or GED		9				9
Police Detective	City of Upper Arlington	\$ 104,817	\$ 66,486	\$ 104,817	Equal to	HS or GED						0
Deputy Sheriff	Delaware County	\$ 86,902	\$ 63,835	\$ 86,902	Equal to	HS or GED	1					0
Sheriff Detective	Fairfield County	\$ 59,210				Bachelor		7				7
Detective	Licking County	\$ 67,427			No match			1				1
Sheriff's Deputy	Union County		\$ 61,110	\$ 79,581				6				6
Part Time Officer	Clinton Township	\$ 9,011	\$ 1,643	\$ 16,379					2			2
Police Detective	Village of Ashville	\$ 53,579	\$ 43,659	\$ 63,499	Equal to	Associate		1				1
Investigative Detective	Village of West Jefferson		\$ 65,853	\$ 82,077				1				1
	AVERAGES	\$ 78,462	\$ 57,842	\$ 84,975								



Salaries Broken Down by Title

Police Department (Con't.)

Criminal Investigator	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Crime Analyst	City of Gahanna	\$ 61,984	\$ 50,045	\$ 70,034	Equal to	Associate	2	1				1
Crime Analyst	City of Whitehall	\$ 67,080	\$ 47,923	\$ 68,702	Less than	HS or GED	3	2				2
Chief Criminal Investigator	Licking County	\$ 96,845			No match			2				2
Sheriff's Deputy	Union County											0
	AVERAGES	\$ 75,303	\$ 48,984	\$ 69,368								

Police Dispatcher	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Dispatcher	City of Bellefontaine	\$ 51,022	\$ 43,742	\$ 58,302	No match	HS or GED		7	1			8
Police Dispatcher	City of Bexley	\$ 76,731	\$ 52,250	\$ 70,850		HS or GED		5	3			8
911 Emergency Dispatcher	City of Columbus	\$ 66,019	\$ 53,643	\$ 70,283	Equal to		2	53				53
Communications Technician	City of Dublin	\$ 72,406	\$ 57,340	\$ 74,184	Equal to							0
Communication Technicians I & II	City of Gahanna	\$ 67,027	\$ 51,625	\$ 79,760	Equal to	HS or GED	2	9				9
Communications Coordinator	City of Grandview Heights	\$ 64,226	\$ 43,000	\$ 74,000	Equal to			5				5
9-1-1 Public Safety Communications Dispatcher	City of Grove City		\$ 53,456	\$ 74,526	Equal to							0
Communications Technician	City of Lancaster	\$ 56,971	\$ 45,781	\$ 56,971	Equal to	HS or GED		12				12
Communications Dispatch Officer	City of Marysville	\$ 56,638	\$ 49,941	\$ 63,336				7				7
Police Dispatcher	City of New Albany		\$ 58,103	\$ 73,353								0
Police Dispatcher	City of Reynoldsburg	\$ 53,053	\$ 55,277	\$ 67,981	Equal to	HS or GED	1	8				8
Police Dispatcher	City of Whitehall	\$ 57,840	\$ 53,082	\$ 70,054	Equal to	HS or GED		6	3			9
Communications Dispatcher	Delaware County	\$ 58,500	\$ 49,858	\$ 61,152	Equal to	HS or GED						0
Sheriff Dispatcher	Fairfield County	\$ 44,876			Equal to	HS or GED		11	1			12
LE/Communications Dispatcher	Licking County	\$ 54,592			No match			28				28
Dispatcher	Union County		\$ 53,581	\$ 64,126				13				13
Dispatcher	Mifflin Township	\$ 69,966						13		2		15
Dispatcher	Village of Granville		\$ 30,950	\$ 46,550				3	5			8
Chief Dispatcher / TAC Officer	Village of West Jefferson		\$ 47,694	\$ 59,426				1				1
Police Dispatcher	Village of West Jefferson		\$ 40,872	\$ 50,939				4				4
Police Dispatcher - PT	Village of West Jefferson								3			3
	AVERAGES	\$ 60,705	\$ 49,423	\$ 65,635								



Salaries Broken Down by Title

Police Records Clerk		Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Police Administrative Secretary	City of Bellefontaine	\$ 51,917	\$ 45,094	\$ 58,739	No match	HS or GED		1				1
Police Records Technician	City of Columbus	\$ 53,310	\$ 42,286	\$ 63,794	Equal to		1	23				23
Police Records Clerk	City of Delaware	\$ 56,867	\$ 50,814	\$ 71,136	Equal to	HS or GED		4				4
Records Technician II	City of Dublin	\$ 55,960	\$ 43,500	\$ 63,800	Equal to	HS or GED	2					0
Secretary	City of Gahanna	\$ 60,827	\$ 47,334	\$ 60,828	Equal to	HS or GED	1	1				1
Records Specialist	City of Grove City	\$ 67,683	\$ 42,640	\$ 73,736	Equal to							0
Administrative Assistant	City of Groveport	\$ 54,164	\$ 33,712	\$ 54,164				1				1
Support Services Clerk	City of Hilliard	\$ 58,605	\$ 47,167	\$ 60,574	Equal to	HS or GED		7				7
Police Records Clerk	City of Mount Vernon	\$ 48,110										0
Clerk	City of New Albany		\$ 49,058	\$ 61,352								0
Clerk	City of Pataskala	\$ 45,937	\$ 46,276	\$ 62,191	Equal to			1	1			2
Police Clerk	City of Powell	\$ 52,291	\$ 38,767	\$ 48,832	Equal to	HS or GED	2	2				2
Public Safety Records Technician	City of Reynoldsburg	\$ 48,818	\$ 43,388	\$ 62,171	Equal to	HS or GED	1	4				4
Police Records Clerk	City of Marysville	\$ 48,900	\$ 44,498	\$ 53,303				1				1
Police Records Specialist	City of Upper Arlington	\$ 68,390	\$ 51,113	\$ 71,558	Equal to	HS or GED	1	1				1
Police Records Clerk	City of Whitehall	\$ 54,875	\$ 55,432	\$ 65,853	Equal to	HS or GED		4	1			5
Support Services Technician	City of Worthington	\$ 68,247	\$ 54,196	\$ 68,247				1				1
Records Clerk	Delaware County	\$ 43,500	\$ 38,480	\$ 50,715	Equal to	HS or GED	1					0
Records Clerk	Union County		\$ 32,386	\$ 46,966				1				1
Asst to Chief of Police/Records Technician	Clinton Township	\$ 44,798	\$ 43,493	\$ 44,798				1				1
Support Services Clerk - PT	Village of Somerset								1			1
	AVERAGES	\$ 54,622	\$ 44,717	\$ 60,145								





Salaries Broken Down by Title

Police Department (Con't.)

Emergency Evacuation Director	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Law Enforcement Planner / Emergency Mgmt. Coord	City of Dublin	\$ 89,521	\$ 64,400	\$ 94,400	Equal to	Associate	2	1				1
EMA Director	Licking County	\$ 101,647			No match	Bachelor	4	1				1
EMA Director	Union County		\$ 54,350	\$ 81,515				1				1
	AVERAGES	\$ 95,584	\$ 59,375	\$ 87,958								

Emergency Preparedness Coordinator	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Emergency Preparedness Chief	City of Columbus	\$ 126,464	\$ 93,600	\$ 140,462	Greater than		5	2				2
Director of Public Safety	City of Gahanna	\$ 60,882	\$ 113,110	\$ 158,350	Equal to	Bachelor	20		1			1
EMA Deputy Director	Licking County	\$ 83,229			No match	Bachelor	3	1				1
EMA Deputy Director/Planner	Union County		\$ 40,664	\$ 60,986				2				2
	AVERAGES	\$ 90,191	\$ 82,458	\$ 119,933								

Community Service Police Officer	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Community Service Officer	City of Delaware	\$ 49,629	\$ 45,219	\$ 63,315	Less than	HS or GED	1	1				1
Police Officer (Volunteer)	City of Gahanna				Equal to	HS or GED			6			6
Police Officer	City of Marysville	\$ 70,897	\$ 59,384	\$ 82,410				3				3
Community Police Officer	City of Powell	\$ 99,778	\$ 66,508	\$ 96,148	Equal to	HS or GED	2	1				1
Community Operations Sergeant	City of Whitehall	\$ 122,366		\$ 122,366	Equal to	HS or GED		1				1
Safety Coordinator	Licking County	\$ 58,406			No match	Bachelor	2	1				1
	AVERAGES	\$ 80,215	\$ 57,037	\$ 91,060								

Animal Control Officer	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Animal Control Officer	City of Bexley	\$ 73,611	\$ 73,611	\$ 73,611		HS or GED		1				1
Community Service Officer	City of Delaware	\$ 49,629	\$ 45,219	\$ 63,315	Less than	HS or GED	1	1				1
Animal Control Officer	City of Whitehall	\$ 57,554		\$ 57,720	Equal to	HS or GED	1-2 yrs.	1				1
Assistant Dog Warden	Delaware County	\$ 42,500	\$ 38,189	\$ 55,349	Equal to	HS or GED		3				3
Deputy Dog Warden	Franklin County - BOC	\$ 45,178	\$ 39,582	\$ 57,387	Equal to	HS or GED	2	14				14
Dog Warden	Licking County	\$ 68,640			No match	Associate	3	1				1
Sheriff's Deputy	Union County		\$ 61,110	\$ 79,581				1				1
	AVERAGES	\$ 56,185	\$ 51,542	\$ 64,494								



Salaries Broken Down by Title

Fire Department												
Fire Chief	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Fire Chief	City of Bellefontaine	\$ 91,036	\$ 89,450	\$ 92,622	No match	HS or GED	3	1				1
Fire Chief	City of Columbus	\$ 226,429	\$ 150,966	\$ 226,429	Equal to		1 as Fire Asst. or 5+ as Fire Asst. Chief, Fire Deputy Chief, and/or Fire Battalion Chief	1				1
Fire Chief	City of Delaware	\$ 130,000	\$ 111,804	\$ 156,526	Equal to	Bachelor	5	1				1
Fire Chief	City of Grandview Heights	\$ 144,997	\$ 85,000	\$ 156,000	Equal to			1				1
Fire Chief	City of Lancaster	\$ 127,358			Equal to	HS or GED		1				1
Fire Chief	City of Marysville	\$ 125,518	\$ 100,000	\$ 140,000				1				1
Fire Chief	City of Mount Vernon	\$ 88,339										0
Fire Chief	City of Upper Arlington	\$ 149,827	\$ 121,931	\$ 179,357	Equal to	Associate	6	1				1
Fire Chief	City of Whitehall	\$ 167,960		\$ 170,560	Equal to	Bachelor	2-15 yrs.	1				1
Fire Chief	City of Worthington	\$ 139,902			Equal to			1				1
Fire Chief	Clinton Township	\$ 115,000	\$ 115,000	\$ 115,000				1				1
Fire Chief	Jefferson Township	\$ 139,000			Equal to	Bachelor	20	1				1
Fire Chief	Madison Township	\$ 140,688			Equal to			1				1
Fire Chief	Mifflin Township	\$ 166,000						1				1
Fire Chief	Orange Township	\$ 115,440			Equal to			1				1
Fire Chief	Prairie Township	\$ 129,063						1				1
Fire Chief	Violet Township	\$ 162,958						1				1
Fire Chief	Washington Township	\$ 157,820			Equal to	Bachelor	7	1				1
	AVERAGES	\$ 139,852	\$ 110,593	\$ 154,562								

Fire Captain/Assistant Chief	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Assistant Chief	City of Bellefontaine	\$ 74,052	\$ 73,149	\$ 74,955	No match	HS or GED	5	3				3
Fire Assistant Chief	City of Columbus	\$ 181,397	\$ 120,952	\$ 181,397	Equal to		Permanent status in class of Fire Deputy Chief or Fire Battalion Chief					0
Fire Captain/Assistant Chief	City of Delaware	\$ 116,854	\$ 102,825	\$ 116,854	Equal to	Associate	7	1				1
Assistant Fire Chief	City of Grandview Heights	\$ 124,259	\$ 85,000	\$ 136,000	Equal to			1				1
Assistant Fire Chief	City of Lancaster	\$ 121,285			Equal to	HS or GED		1				1
Captain	City of Mount Vernon	\$ 61,651										0
Assistant Fire Chief	City of Upper Arlington	\$ 136,000	\$ 102,627	\$ 143,677	Equal to	Associate	4	1				1
Assistant Fire Chief	City of Whitehall	\$ 153,379		\$ 153,379	Equal to	Bachelor	1-10 yrs.	1				1
Assistant Fire Chief	City of Worthington	\$ 122,284	\$ 116,362	\$ 122,284	Equal to			2				2
Assistant Chief	Madison Township	\$ 127,849			Equal to			1				1
Fire Assistant Chief	Mifflin Township	\$ 153,774						1				1
Fire Captain/Assistant Chief	Violet Township	\$ 153,643						1				1
Assistant Fire Chief	Washington Township	\$ 147,496			Equal to	Bachelor	7	1				1
	AVERAGES	\$ 128,763	\$ 100,152	\$ 132,649								





Salaries Broken Down by Title

Fire Department												
Fire Captain/Battalion Chief	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Fire Captain	City of Columbus	\$ 131,768	\$ 125,010		Equal to		1 year of cont' accredited service as a perm appointee as Fire Lieutenant	63				63
Fire Captain/Battalion Chief	City of Delaware	\$ 108,085	\$ 102,825	\$ 116,854	Equal to	Associate	7	4				4
Fire Captain	City of Grandview Heights	\$ 107,923	\$ 101,728	\$ 107,923	Equal to			3				3
Fire Captain	City of Lancaster	\$ 106,442			Equal to	HS or GED		3				3
Battalion Chief	City of Marysville	\$ 115,517	\$ 90,000	\$ 120,000				3				3
Fire Captain	City of Upper Arlington	\$ 129,342	\$ 120,625	\$ 135,715	Equal to	HS or GED	6					0
Barbaloin Chief	City of Whitehall	\$ 123,392		\$ 119,996	Equal to	HS or GED	1	3				3
Fire Captain/Battalion Chief	City of Worthington	\$ 103,963	\$ 115,362	\$ 122,284	Equal to			3				3
Fire Battalion Chief	Jefferson Township	\$ 122,870			Equal to	Associate	15	3				3
Battalion Chief	Madison Township		\$ 116,101	\$ 117,484	Equal to			3				3
Fire Battalion Chief	Mifflin Township	\$ 127,530						4				4
Fire Captain	Mifflin Township	\$ 118,867						4				4
Fire Captain/Battalion Chief	Orange Township	\$ 117,000	\$ 111,353	\$ 117,543	Equal to			3				3
Fire Captain	Prairie Township	\$ 108,149						3				3
Fire Captain / Battalion Chief	Violet Township	\$ 119,321						3				3
Battalion Chief	Washington Township	\$ 137,846			Equal to	Bachelor	5	3				3
Captain	Washington Township	\$ 112,989			Equal to	Associate	5	4				4
	AVERAGES	\$ 118,188	\$ 110,375	\$ 119,725								

Fire Lieutenant	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Fire Lieutenant	City of Columbus	\$ 111,675	\$ 106,788		Equal to		5 yrs. as C-bus Firefighter + 1 yr. cont' accredited service	208				208
Fire Lieutenant	City of Delaware	\$ 100,158	\$ 92,719	\$ 105,373	Equal to	Associate	5	13				13
Fire Lieutenant	City of Lancaster	\$ 95,037			Equal to	HS or GED		12				12
Fire Lieutenant	City of Marysville	\$ 88,581	\$ 86,892	\$ 90,270				6				6
Fire Lieutenant	City of Mount Vernon	\$ 58,074										0
Fire Lieutenant	City of Upper Arlington	\$ 106,538	\$ 101,424	\$ 114,882	Equal to	HS or GED	3					0
Fire Lieutenant	City of Whitehall	\$ 106,712		\$ 106,712	Equal to	HS or GED	4	6				6
Fire Lieutenant	City of Worthington	\$ 95,545	\$ 91,962	\$ 96,262	Equal to			6				6
Fire Lieutenant	Clinton Township	\$ 84,136	\$ 84,136	\$ 84,136				3				3
Fire Lieutenant	Jefferson Township	\$ 95,705			Equal to	HS or GED	5	6				6
Fire Lieutenant	Madison Township		\$ 101,861	\$ 103,608	Equal to			9				9
Fire Lieutenant	Mifflin Township	\$ 110,073						7				7
Fire Lieutenant	Orange Township	\$ 101,000	\$ 101,157	\$ 102,346	Equal to			7				7
Fire Lieutenant	Prairie Township	\$ 99,220						3				3
Fire Lieutenant	Violet Township		\$ 96,606	\$101,766.00				10				10
Fire Lieutenant	Washington Township	\$ 105,597			Equal to	Associate	5	11				11
	AVERAGES	\$ 97,004	\$ 95,949	\$ 100,595								



Salaries Broken Down by Title

Fire Department

Fire Fighter	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Fire Fighter	City of Bellefontaine	\$ 58,327	\$ 50,261	\$ 66,394	No match	HS or GED		9				9
Fire Fighter	City of Columbus	\$ 86,882	\$ 59,042	\$ 90,498	Equal to			1316				1316
Fire Fighter	City of Delaware	\$ 77,291	\$ 68,756	\$ 90,492	Less than	HS or GED		15				15
Fire Fighter	City of Marysville	\$ 69,363	\$ 59,669	\$ 79,057				3				3
Fire Fighter	City of Upper Arlington	\$ 88,133	\$ 56,665	\$ 96,943	Equal to	HS or GED						0
Part Time Paramedics	Clinton Township	\$ 10,438	\$ 915	\$ 35,268					24			24
Fire Fighter	Madison Township		\$ 27,040	\$ 38,900	Equal to			1	10			11
Fire Fighter - PT	Prairie Township											0
Fire Fighter - EMT-B	Washington Township	\$ 64,301	\$ 64,301	\$ 93,602	Equal to	HS or GED		2	13			15
	AVERAGES	\$ 64,962	\$ 48,331	\$ 73,894	HS or GED							

Fire Inspector	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Captain/Fire Prevention Officer	City of Bellefontaine	\$ 68,047	\$ 67,038	\$ 69,056	No match	HS or GED		1				1
Code Enforcement and Fire Inspector	City of Bexley	\$ 70,439	\$ 64,470	\$ 82,378	No match	HS or GED		1				1
Fire Marshall	City of Grandview Heights	\$ 107,923	\$ 101,728	\$ 107,923	Equal to			1				1
Fire Prevention Lt./Fire Prevention Firefighter	City of Marysville	\$ 96,065	\$ 94,037	\$ 98,093				3				3
Firefighter/Inspector	City of Whitehall	\$ 102,211	\$ 70,990	\$ 102,211	Equal to	HS or GED		1				1
Fire Inspector	Clinton Township	\$ 56,306	\$ 56,306	\$ 56,306				1				1
Community Risk Reduction Specialist - PT	Jefferson Township	\$ 48,180			Equal to	HS or GED			1			1
Fire Inspector	Madison Township		\$ 91,852	\$ 96,657	Equal to			3				3
Fire Inspector	Mifflin Township	\$ 51,485						2		1		3
Fire Inspector	Orange Township	\$ 88,500	\$ 88,358	\$ 89,565	Equal to			3				3
Fire Marshal	Prairie Township	\$ 107,645						1				1
Fire Inspector	Violet Township		\$ 109,848	\$ 115,740				2				2
Fire Inspector	Washington Township	\$ 101,238			Equal to	Associate	5	3				3
	AVERAGES	\$ 81,640	\$ 82,736	\$ 90,881								



Salaries Broken Down by Title

Fire Fighter/Paramedic	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Fire Fighter - Paramedic	City of Bellefontaine	\$ 63,059	\$ 53,260	\$ 72,858	No match	HS or GED		9				9
Fire Fighter	City of Columbus	\$ 93,833	\$ 63,765	\$ 97,738	Equal to							0
Fire Fighter - Paramedic	City of Delaware	\$ 89,818	\$ 72,194	\$ 95,017	Equal to	HS or GED		30				30
Fire Medic	City of Grandview Heights	\$ 90,746	\$ 64,075	\$ 94,113	Equal to			15				15
Firefighter-Paramedic	City of Lancaster	\$ 84,855	\$ 64,643	\$ 84,855	Equal to	HS or GED		70				70
Firefighter EMT-P/B	City of Marysville	\$ 73,550	\$ 63,984	\$ 83,117				27	9			36
Fire Fighter/Paramedic	City of Mount Vernon	\$ 44,283										0
Fire Fighter/Paramedic	City of Upper Arlington	\$ 90,875	\$ 59,498	\$ 404,790	Equal to	HS or GED						0
Fire Fighter/Paramedic	City of Whitehall	\$ 91,807	\$ 65,455	\$ 94,117	Equal to	HS or GED		26				26
Fire Fighter/Paramedic	City of Worthington	\$ 83,793	\$ 63,839	\$ 85,948	Equal to			22				22
Fire Fighter/Paramedic	Clinton Township	\$ 61,903	\$ 55,004	\$ 76,924				8				8
Fire Fighter/Paramedic	Jefferson Township	\$ 74,230	\$ 63,044	\$ 86,221	Equal to	HS or GED		15				15
Paramedic	Madison Township		\$ 36,500	\$ 86,800	Equal to			44	9			53
Fire Fighter/Paramedic	Mifflin Township	\$ 95,036						64				64
Fire Fighter - Paramedic	Orange Township	\$ 88,000	\$ 87,934	\$ 89,124	Equal to			43	3			46
Fire Fighter - Paramedic	Prairie Township		\$ 59,492	\$ 88,589				26				26
Fire Fighter - Paramedic	Violet Township		\$ 60,546	\$ 89,265				39	14			53
Fire Fighter - Paramedic	Washington Township	\$ 96,878	\$ 66,551	\$ 96,878	Equal to	HS or GED		71	2			73
Fire Marshall	Washington Township	\$ 120,280			Equal to	Bachelor	7	1				1
Deputy Fire Marshall	Washington Township	\$ 110,349			Equal to	Bachelor	7	1				1
	AVERAGES	\$ 85,488	\$ 62,486	\$ 107,897								



Fire Emergency Medical Coordinator	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Emergency Medical Services Physician	City of Columbus	\$ 229,923	\$ 144,082	\$ 240,178	Equal to		Valid license to practice medicine in the State of Ohio	2				2
Firefighter/EMT	City of Lancaster	\$ 60,984	\$ 60,984	\$ 60,984	Equal to	HS or GED		10				10
EMS Training Coordinator	City of Mount Vernon	\$ 69,534										0
EMS Coordinator	City of Whitehall	\$ 102,211	\$ 70,990	\$ 102,211	Equal to	HS or GED		1				1
EMT Basic	Delaware County	\$ 27,643			Equal to	HS or GED		7	15			22
Paramedic	Delaware County	\$ 34,549			Equal to	HS or GED		53	9			62
Emergency Medical Technician (EMT)	Clinton Township	\$ 7,314	\$ 528	\$ 22,005				14				14
Fire Marshal	Madison Township	\$ 121,513			No Match			1				1
Community Paramedic	Mifflin Township	\$ 102,572						1				1
EMS Training Coordinator	City of Mount Vernon											0
Fire Emergency Medical Coordinator	Violet Township		\$ 109,848	\$ 115,740				1				1
EMS Manager	Washington Township	\$ 109,293			Equal to	Associate	5	1				1
	AVERAGES	\$ 86,554	\$ 77,286	\$ 108,224								





Salaries Broken Down by Title

Parks & Recreation

Director	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Director	City of Bexley	\$ 119,623	\$ 94,480	\$ 132,194	Equal to	Bachelor		1				1
Director of Parks & Recreation (U)	City of Columbus	\$ 187,928	\$ 144,082	\$ 240,178	Equal to		Unclassified	1				1
Director	City of Delaware	\$ 110,240	\$ 93,170	\$ 130,439	Equal to	Bachelor	2	1				1
Director of Parks & Recreation	City of Dublin	\$ 149,865	\$ 119,100	\$ 174,600	Equal to	Bachelor	5					0
Director of Parks & Recreation	City of Gahanna	\$ 112,424	\$ 100,672	\$ 140,941	Equal to	Bachelor	12	1				1
Director of Parks & Recreation	City of Grandview Heights	\$ 123,510	\$ 85,000	\$ 146,000	Equal to			1				1
Director of Parks & Recreation	City of Grove City	\$ 118,684	\$ 96,033	\$ 151,840	Equal to							0
Director of Parks & Recreation	City of Groveport	\$ 79,747	\$ 66,321	\$ 106,589				1				1
Director of Parks & Recreation	City of Hilliard	\$ 127,556	\$ 100,000	\$ 145,000	Equal to	Bachelor	10	1				1
Parks Manager	City of Pataskala	\$ 77,375	\$ 68,746	\$ 92,389	Equal to			1				1
Director of Parks & Recreation	City of Reynoldsburg	\$ 108,680	\$ 87,600	\$ 137,280	Equal to	Bachelor	5	1				1
Director of Parks & Recreation	City of Upper Arlington	\$ 121,931	\$ 121,931	\$ 179,357	Equal to	Bachelor	6	1				1
Director of Parks & Recreation	City of Whitehall	\$ 101,371		\$ 104,998	Equal to	Bachelor	4	1				1
Director	City of Worthington	\$ 124,127			Equal to			1				1
Director	Delaware County	\$ 120,900						1				1
Parks District Director	Fairfield County	\$ 76,409										0
Park Director	Licking County	\$ 88,412			No match	Bachelor		1				1
Director	Prairie Township	\$ 88,480						1				1
Recreation & Special Events Manager	Village of West Jefferson		\$ 47,798	\$ 59,571				1				1
	AVERAGES	\$ 113,181	\$ 94,226	\$ 138,670								

Assistant Director	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Deputy Rec. Director	City of Bexley	\$ 82,003	\$ 76,543	\$ 109,303	Equal to	Bachelor		1				1
Recreation & Parks Assistant Director	City of Columbus	\$ 131,747	\$ 106,018	\$ 157,954	Equal to		5	4				4
Director of Recreation Services	City of Dublin	\$ 116,742	\$ 90,900	\$ 133,400	Greater than	Bachelor	5					0
Manager Projects	City of Gahanna	\$ 98,800	\$ 79,747	\$ 111,634	Equal to	Bachelor	5	1				1
Parks & Recreation Superintendent	City of Grove City	\$ 83,241	\$ 70,158	\$ 121,326	Equal to							0
Deputy Director	City of Hilliard	\$ 102,938	\$ 85,000	\$ 127,000	Equal to	Bachelor	5	1				1
Assistant Director	City of Worthington	\$ 99,553			Equal to			1				1
Deputy Director	Delaware County	\$ 102,500						1				1
Facilities Manager	Prairie Township	\$ 76,116										0
	AVERAGES	\$ 99,293	\$ 84,728	\$ 126,769								



Salaries Broken Down by Title

Senior Citizen Coordinator	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Rec. Supervisor Tier I	City of Bexley	\$ 69,886	\$ 58,238	\$ 81,534	Equal to	Bachelor		1				1
Community Center Coordinator	City of Canal Winchester		\$ 49,691	\$ 72,384				1				1
Aging Programs Care Coordinator	City of Columbus	\$ 59,696	\$ 48,693	\$ 73,050	Equal to		OH Reg. Nurse/Soc. Wkr	229				229
Recreation Program Supervisor	City of Dublin	\$ 66,313	\$ 49,500	\$ 70,700	Equal to	Bachelor	3					0
Recreation Supervisor	City of Gahanna	\$ 61,818	\$ 59,571	\$ 83,429	Equal to	Bachelor	4	1				1
Recreation Programmer	City of Grandview Heights	\$ 51,140	\$ 43,000	\$ 78,000	Equal to			3				3
Recreation Supervisor	City of Grove City	\$ 62,608	\$ 48,526	\$ 83,907	Equal to							0
Senior Services Manager	City of Groveport	\$ 65,624	\$ 47,269	\$ 75,974				1				1
Recreation Supervisor / Seniors	City of Hilliard	\$ 65,545	\$ 52,000	\$ 76,500	Greater than	Bachelor	2	1				1
Senior Citizen's Center Manager	City of Reynoldsburg	\$ 74,506	\$ 60,320	\$ 108,160	Equal to	Bachelor	5	1				1
Recreation Center Manager	City of Upper Arlington	\$ 85,427	\$ 64,529	\$ 90,341	Equal to	Bachelor	1	1				1
Active Living Coordinator	City of Whitehall	\$ 48,672		\$ 54,995	Equal to	HS or GED	2	1				1
Volunteer Coordinator	Delaware County	\$ 60,154						1				1
Senior Citizen Coordinator	Prairie Township	\$ 7,118							1			1
	AVERAGES	\$ 59,885	\$ 52,849	\$ 79,081								

Parks & Recreation (Con't.)

Parks Superintendent	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Parks Superintendent	City of Bellefontaine	\$ 66,993	\$ 66,993	\$ 66,993	No match	HS or GED		1				1
Recreation Administrative Manager	City of Columbus	\$ 77,979	\$ 61,090	\$ 91,624	Equal to		3	16				16
Parks Superintendent	City of Delaware	\$ 82,846	\$ 72,072	\$ 100,901	Equal to	Associate	5	1				1
Parks Superintendent & Recreation Superintendent	City of Gahanna	\$ 88,722	\$ 75,234	\$ 105,310	Equal to	Bachelor	5	2				2
Parks Superintendent	City of Grandview Heights	\$ 82,680	\$ 65,000	\$ 94,000	Equal to			1				1
Parks and Facilities Superintendent	City of Groveport	\$ 73,944	\$ 60,889	\$ 97,869				1				1
Parks Superintendent	City of Lancaster	\$ 95,056	\$ 77,917	\$ 101,962	Equal to	HS or GED		1				1
Superintendent of Parks & Recreation	City of Marysville	\$ 85,000	\$ 75,000	\$ 95,000				1				1
Parks and Recreation Manager	City of Powell	\$ 87,300	\$ 70,461	\$ 87,577	Equal to	Bachelor	7 - 10 yrs.	1				1
Parks Ground Superintendent	City of Reynoldsburg	\$ 72,488	\$ 60,320	\$ 108,160	Equal to	Bachelor	5	1				1
Parks/Recreation Superintendent	City of Upper Arlington	\$ 91,557	\$ 72,506	\$ 101,508	Equal to	Bachelor	6					0
Operations Supervisor	Delaware County	\$ 78,242						1				1
Operations Administrator	Licking County	\$ 49,650			No match	HS or GED		2				2
	AVERAGES	\$ 79,420	\$ 68,862	\$ 95,537								





Salaries Broken Down by Title

Parks Maintenance Supervisor		Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Park Maintenance Supervisor	City of Bellefontaine	\$ 52,245	\$ 49,556	\$ 54,933	No match	HS or GED		1				1
Parks Supervisor and Assistant Service Director	City of Bexley	\$ 88,868	\$ 71,816	\$ 92,279	Equal to	HS or GED		2				2
Park Maintenance Supervisor	City of Columbus	\$ 62,587	\$ 50,690	\$ 62,587	Equal to		1					0
Parks Maintenance Supervisor	City of Delaware		\$ 60,507	\$ 84,718	Equal to	Associate						0
Crew Supervisor	City of Dublin	\$ 69,524	\$ 49,500	\$ 70,700	Equal to	HS or GED	3					0
Facilities Foreman	City of Gahanna	\$ 75,354	\$ 61,203	\$ 75,354	Equal to	HS or GED	4	1				1
Park Maintenance Supervisor	City of Grove City	\$ 82,992	\$ 54,932	\$ 94,993	Equal to							0
Maintenance Supervisor / Parks	City of Hilliard	\$ 74,071	\$ 52,000	\$ 76,500	Equal to	HS or GED	3	1				1
Facility Supervisor	City of Lancaster	\$ 81,786	\$ 69,410	\$ 91,021	Equal to	HS or GED		1				1
Assistant Ground Superintendent/Arborist	City of Reynoldsburg	\$ 71,073	\$ 58,240	\$ 104,160	Equal to	HS or GED	5	1				1
Parks & Forestry Supervisor	City of Upper Arlington	\$ 73,261	\$ 64,529	\$ 90,341	Equal to	HS or GED	4	1				1
Parks Manager	City of Worthington	\$ 93,315	\$ 71,221	\$ 93,315	Equal to			1				1
Park Tech II	Delaware County	\$ 56,118						2				2
Parks, Maintenance and Facilities Manager	Orange Township	\$ 75,000				HS or GED	7	1				1
Facility Maintenance Supervisor	Prairie Township	\$ 65,416						1				1
	AVERAGES	\$ 72,972	\$ 59,467	\$ 82,575								

Park Foreman		Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Cemetery Maintenance Worker	City of Bellefontaine	\$ 43,337	\$ 36,317	\$ 50,357	No match	HS or GED		1				1
Parks & Rec. Foreman	City of Gahanna	\$ 75,354	\$ 61,203	\$ 75,354	Equal to	Associate	4	1				1
Parks Maintenance Workers	City of Grandview Heights	\$ 51,282	\$ 43,000	\$ 71,000	Equal to			6				6
Parks & Grounds Foreman	City of Marysville	\$ 64,315	\$ 58,423	\$ 70,206				1				1
Parks Crew Chief	City of Whitehall	\$ 83,678	\$ 64,002	\$ 76,294	Equal to	HS or GED		1				1
Parks Crew Leader	City of Worthington	\$ 82,716	\$ 65,632	\$ 82,716	Equal to			1				1
Park Manager	Delaware County	\$ 56,118						1				1
Maintenance Worker	Licking County	\$ 50,960			No match	HS or GED		2				2
Parks, Maintenance and Facilities Assistant Manager	Orange Township	\$ 57,200				HS or GED	4	1				1
	AVERAGES	\$ 62,773	\$ 54,763	\$ 70,988								



Salaries Broken Down by Title

Parks & Recreation (Con't.)

Recreation Coord/Supervisor	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Recreation Coordinator	City of Bellefontaine	\$ 49,140	\$ 45,045	\$ 53,235	No match	HS or GED		1				1
Recreation Supervisor Tier I	City of Bexley	\$ 59,833	\$ 52,531	\$ 74,618								0
Recreation Supervisor Tier II	City of Bexley	\$ 65,998	\$ 58,238	\$ 81,534	Equal to	Bachelor		8				8
Recreation Assistant Manager	City of Columbus	\$ 58,259	\$ 48,693	\$ 73,050	Equal to		2	50				50
Recreation Coordinator Supervisor	City of Delaware	\$ 50,814	\$ 50,814	\$ 71,136	Equal to	Bachelor	2	1				1
Recreation Program Coordinator	City of Dublin	\$ 52,662	\$ 43,500	\$ 63,800	Equal to	Bachelor	1					0
Recreation Supervisor	City of Gahanna	\$ 66,664	\$ 59,571	\$ 83,429	Equal to	Bachelor	4	2				2
Recreation Superintendent	City of Grandview Heights	\$ 70,013	\$ 65,000	\$ 94,000	Equal to			1				1
Recreation Coordinator Supervisor	City of Grove City	\$ 63,681	\$ 48,526	\$ 83,907	Equal to							0
Aquatics or Customer Service Coordinator	City of Groveport	\$ 53,518	\$ 41,859	\$ 67,297				2				2
Recreation Supervisor	City of Hilliard	\$ 66,291	\$ 52,000	\$ 76,500	Greater than	Bachelor	2	5				5
Recreation Supervisor	City of Lancaster	\$ 67,413	\$ 67,413	\$ 87,984	Equal to	HS or GED		1				1
Recreation & Events Manager	City of Marysville	\$ 68,177	\$ 55,000	\$ 75,000				1				1
Parks & Recreation Technician	City of Powell	\$ 48,056	\$ 50,152	\$ 63,984	Equal to	Associate	3	2				2
Recreation Superintendent	City of Reynoldsburg	\$ 74,172	\$ 58,240	\$ 91,250	Equal to	Bachelor	3	1				1
Recreation Supervisor	City of Upper Arlington	\$ 71,944	\$ 60,876	\$ 85,227	Equal to	Bachelor	1	3				3
Recreation Superintendent	City of Whitehall	\$ 78,863		\$ 79,560	Equal to	Bachelor	3	1				1
Recreation Coordinator	City of Worthington	\$ 81,461	\$ 65,632	\$ 82,716	Equal to			6				6
Naturalist	Delaware County	\$ 54,454						2				2
Program Coordinator	Licking County	\$ 52,468			No match	Associate		2				2
Parks & Recreation Technician	Madison Township	\$ 62,275			Equal to			1				1
Event Manager	Violet Township		\$ 56,160	\$ 79,040		HS or GED		1				1
Intermittent Custodial/Event Help	Violet Township		\$ 14,000	\$ 24,000		HS or GED			2			2
Pool Employees	Village of West Jefferson								29			29
Recreation & Special Events Coordinator - PT	Village of West Jefferson								2			2
	AVERAGES	\$ 62,674	\$ 52,276	\$ 74,563								

Horticulturist	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Horticulturist	City of Columbus				Greater than		3, Commercial Applicator License issued by OH Dept. of Agriculture					0
City Horticulturist	City of Dublin	\$ 75,476	\$ 56,200	\$ 82,400	Equal to	Bachelor	3					0
Horticulturist	City of Gahanna	\$ 62,892	\$ 58,645	\$ 72,514	Equal to	HS or GED	5	1				1
Horticulturist	City of Reynoldsburg	\$ 59,883	\$ 44,470	\$ 63,731	Equal to	Associate	3	1				1
Horticulture Supervisor	City of Upper Arlington	\$ 77,016	\$ 60,876	\$ 85,229	Equal to	Associate	2	1				1
Natural Resources Manager	Delaware County	\$ 76,402						1				1
Landscape Foreman	Franklin County - BOC	\$ 50,627	\$ 47,507	\$ 68,890	Equal to	HS or GED	3	1				1
	AVERAGES	\$ 67,049	\$ 53,540	\$ 74,553								





Salaries Broken Down by Title

Urban Forester	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Urban Forester	City of Canal Winchester		\$ 55,078	\$ 77,834								
							3 yrs. managerial including 2 yrs. supervisory; Valid Arborist Cert. or Arborist Municipal Special Cert. by Internal Society of Arboriculture.					
City Forester	City of Columbus											
		\$ 99,008	\$ 76,648	\$ 114,962				1				1
Arborist	City of Delaware	\$ 63,398	\$ 60,507	\$ 84,718	Equal to	Associate	5	1				1
City Forester	City of Dublin	\$ 73,902	\$ 56,200	\$ 82,400	Equal to	Bachelor	3					0
City Forester	City of Gahanna	\$ 80,350	\$ 66,955	\$ 93,745	Equal to	HS or GED	2	1				1
Urban Forestry Supervisor	City of Grove City	\$ 82,992	\$ 54,932	\$ 94,993	Equal to							0
Forester	City of Lancaster	\$ 61,298	\$ 51,750	\$ 68,474	Equal to	HS or GED		1				1
Urban Forester	City of Marysville	\$ 55,831	\$ 55,831	\$ 66,971				1				1
City Forester	City of New Albany		\$ 64,348	\$ 81,317								0
AVERAGES		\$ 73,825	\$ 60,250	\$ 85,046								

Human Resources

Human Resources VP or Director of Human	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Director of Human Resources (U)	City of Columbus	\$ 187,491	\$ 127,317	\$ 212,160	Equal to		Unclassified	1				1
Human Resources Manager	City of Delaware	\$ 99,486	\$ 77,642	\$ 108,699	Equal to	Bachelor	2	1				1
Director of Human Resources	City of Dublin	\$ 123,646	\$ 98,700	\$ 144,700	Equal to	Bachelor	5					0
Director of Administrative Services	City of Gahanna	\$ 131,061	\$ 100,672	\$ 140,941	Equal to	Bachelor	7	1				1
Director of Personnel	City of Groveport	\$ 86,881	\$ 66,321	\$ 106,589				1				1
Chief People Office/HR Director	City of Hilliard	\$ 112,200	\$ 90,000	\$ 135,000	Equal to	Bachelor	5	1				1
Director of Human Resources	City of Lancaster	\$ 86,715	\$ 73,694	\$ 96,470	Equal to	Bachelor		1				1
Director of Human Resources	City of Marysville	\$ 107,115	\$ 100,000	\$ 140,000				1				1
Director of Human Resources	City of Mount Vernon	\$ 77,868										0
Director of Human Resources	City of Reynoldsburg	\$ 104,187	\$ 87,600	\$ 137,280	Equal to	Bachelor	5	1				1
Director of Human Resources	City of Upper Arlington	\$ 122,093	\$ 102,627	\$ 143,677	Equal to	Bachelor	5	1				1
Director of Human Resources	City of Whitehall	\$ 90,459	\$ 80,142	\$ 99,590	Equal to	Bachelor	5	1				1
Personnel Director	City of Worthington	\$ 105,000			Equal to			1				1
Director of Human Resources	Delaware County	\$ 100,880	\$ 94,094	\$ 136,448	Greater than	Bachelor		1				1
Deputy Cnty Administrator / HR & Risk Management Director	Fairfield County	\$ 134,500	\$ 101,254	\$ 177,174	Less than	Bachelor		1				1
Director of Human Resources	Franklin County - BOC	\$ 149,552	\$ 97,926	\$ 142,002	Greater than	Master	7	1				1
Director of Human Resources	Licking County	\$ 80,553			No match	Bachelor	4	1				1
Director of Human Resources	Union County		\$ 74,506	\$ 111,758				1				1
Sr. Human Resources Manager	Orange Township	\$ 89,909			Equal to	Bachelor	4	1				1
HR Director Fiscal Coordinator	Prairie Township	\$ 72,275						1				1
Human Resources Manager	Washington Township	\$ 107,116	\$ 83,550	\$ 130,681	Equal to	Bachelor	5	1				1
AVERAGES		\$ 108,449	\$ 91,003	\$ 135,198								



Salaries Broken Down by Title

Assistant HR Manager	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Deputy Director (U)	City of Columbus	\$ 162,739	\$ 112,466	\$ 187,429	Equal to		Unclassified	23				23
Human Resources Specialist	City of Delaware	\$ 69,555	\$ 60,507	\$ 84,718	Equal to	Bachelor	2	1				1
Human Resources Manager	City of Dublin	\$ 96,301	\$ 84,300	\$ 123,600	Equal to	Bachelor						0
Human Resources Manager	City of Gahanna	\$ 85,821	\$ 79,747	\$ 111,634	Equal to	Bachelor	4	1				1
Human Resources Coordinator	City of Grove City	\$ 87,193	\$ 54,932	\$ 94,993	Greater than							0
Human Resource Assistant	City of Marysville	\$ 70,209	\$ 65,000	\$ 85,000				1				1
Deputy Human Resources Director	Fairfield County	\$ 82,700	\$ 72,051	\$ 126,090	Equal to	Bachelor		1				1
Assistant Director of Human Resources	Franklin County - BOC	\$ 113,842	\$ 84,219	\$ 122,117	Equal to	Bachelor	9	1				1
Assistant Director of Human Resources	Licking County	\$ 70,962			No match	Bachelor	2	1				1
	AVERAGES	\$ 93,258	\$ 76,653	\$ 116,948								
Training Manager	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Training Manager	City of Columbus	\$ 119,870	\$ 82,722	\$ 124,051	Equal to		5	1				1
Talent Development Manager	City of Dublin	\$ 92,154	\$ 74,300	\$ 109,000	Equal to	Bachelor						0
Senior Human Resources Administrator - Training	Franklin County - BOC	\$ 77,210	\$ 68,806	\$ 99,778	Equal to	Bachelor	6	1				1
Talent Coordinator	Licking County	\$ 61,534			No match	Bachelor	2	1				1
Training Manager	Washington Township	\$ 109,293			Equal to	Associate	5	1				1
	AVERAGES	\$ 92,012	\$ 75,276	\$ 110,943								
HR Administrator	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Human Resources Coordinator	City of Canal Winchester		\$ 49,691	\$ 72,384				1				1
Human Resources Administrator	City of Gahanna	\$ 70,554	\$ 63,170	\$ 88,442	Equal to	Bachelor	2	1				1
Human Resources Officer	City of New Albany		\$ 104,249	\$ 130,311								0
Human Resources Coordinator	City of Reynoldsburg	\$ 68,016	\$ 56,160	\$ 99,840	Greater than	Bachelor	3	1				1
Human Resources Manager	Delaware County	\$ 81,000	\$ 80,974	\$ 117,416	Greater than	Bachelor	5	1				1
Human Resources Assistant	Fairfield County	\$ 36,787	\$ 34,341	\$ 54,954	Equal to	HS or GED		1				1
Senior Human Resources Administrator	Franklin County - BOC	\$ 75,088	\$ 68,806	\$ 99,778	Equal to	Bachelor	6	1				1
Billing Specialist	Licking County	\$ 47,666			No match	Associate	1	1				1
Human Resources Administrator	Union County		\$ 54,350	\$ 81,515				1				1
	AVERAGES	\$ 63,185	\$ 63,968	\$ 93,080								



Salaries Broken Down by Title

Human Resources (Con't.)												
Employee Benefits Administrator	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Employee Benefits and Wellness Manager	City of Columbus	\$ 105,102	\$ 93,600	\$ 140,462	Equal to		5	1				1
Human Resources Specialist	City of Hilliard	\$ 66,758	\$ 52,000	\$ 76,500	Equal to	HS or GED	5	1				1
Risk & Wellness Coordinator	Delaware County	\$ 73,602	\$ 55,224	\$ 80,080	Greater than	Associate	4	1				1
HR/RM Benefit and System Specialist	Fairfield County	\$ 58,000	\$ 52,229	\$ 91,416	Equal to	HS or GED		1				1
Assistant Director of Benefits & Wellness	Franklin County - BOC	\$ 114,587	\$ 84,219	\$ 122,117	Greater than	Bachelor	5	1				1
Benefits Manager	Licking County	\$ 56,820			No match	Bachelor	2	1				1
	AVERAGES	\$ 79,145	\$ 67,454	\$ 102,115								
Human Resources Administrative Assistant	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Office Assistant II	City of Columbus	\$ 56,638	\$ 40,248	\$ 63,794	Equal to		3	84				84
Human Resources Assistant	City of Delaware	\$ 53,227	\$ 50,814	\$ 71,136	Equal to	Associate		1				1
Administrative Support II	City of Dublin	\$ 57,139	\$ 43,500	\$ 63,800	Equal to	HS or GED	3					0
Human Resources Assistant	City of Gahanna	\$ 58,490	\$ 47,195	\$ 66,082	Equal to	HS or GED	3	1				1
Human Resources Assistant	City of Lancaster	\$ 58,802	\$ 47,778	\$ 63,170	Equal to	Associate		1				1
Human Resource Coordinator	City of Marysville	\$ 53,560	\$ 55,000	\$ 75,000								0
Human Resources Technician/Recruiter	Delaware County	\$ 46,446	\$ 41,995	\$ 60,902	Greater than	Associate	2	1				1
Executive Assistant	Franklin County - BOC	\$ 70,346	\$ 53,061	\$ 76,939	Equal to	Associate	5	1				1
Administrative Assistant	Licking County	\$ 37,502			No match	Associate	1					0
Human Resources Administrative Assistant	Union County		\$ 43,722	\$ 65,582				1				1
	AVERAGES	\$ 54,683	\$ 47,035	\$ 67,378								
Human Resources Generalist	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Human Resources Analyst	City of Columbus	\$ 74,963	\$ 61,090	\$ 91,624	Equal to		2	34				34
Human Resources Business Partner	City of Dublin	\$ 76,333	\$ 64,400	\$ 94,400	Equal to	Bachelor	3					0
Human Resources Generalist	City of Groveport	\$ 60,673	\$ 44,574	\$ 71,646				1				1
Human Resources Generalist	City of Hilliard	\$ 75,000	\$ 70,500	\$ 104,500	Greater than	Bachelor	3		1			1
Administrative Services Coordinator	City of New Albany		\$ 68,852	\$ 86,108								0
Human Resources Manager	City of Powell	\$ 90,500	\$ 60,795	\$ 76,759	Equal to	Bachelor	5 - 8 yrs.	1				1
Human Resources Specialist	City of Upper Arlington	\$ 68,380	\$ 54,180	\$ 75,852	Equal to	HS or GED	2	1				1
Human Resources Generalist	City of Whitehall	\$ 64,000	\$ 51,376	\$ 65,458	Equal to	Bachelor	3-5 yrs.	1				1
Human Resources Coordinator	Delaware County	\$ 65,000	\$ 55,224	\$ 80,080	Greater than	Bachelor	3	3				3
Human Resources Officer 2	Fairfield County	\$ 49,000	\$ 47,486	\$ 82,160	Equal to	HS or GED		7				7
Human Resources Officer	Franklin County - BOC	\$ 50,794	\$ 49,878	\$ 72,322	Equal to	Associate	3	3				3
Office Coordinator	Licking County	\$ 51,870			No match	Bachelor	1	1				1
Human Resources Generalist	Mifflin Township	\$ 67,163	\$ 59,384	\$ 72,529				1				1
	AVERAGES	\$ 66,140	\$ 57,312	\$ 81,120								



Salaries Broken Down by Title

Information Technology

Director of Information Technology	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Technology Coordinator	City of Canal Winchester		\$ 77,626	\$ 108,659				1				1
Technology Director / CIO (U)	City of Columbus	\$ 194,938	\$ 144,082	\$ 240,178	Equal to		Unclassified	1				1
Chief Information Officer	City of Delaware	\$ 131,706	\$ 93,170	\$ 130,438	Equal to	Master	2	1				1
Director of Information Technology	City of Dublin		\$ 98,700	\$ 144,800	Equal to	Bachelor	3					0
Manager of Information Technology	City of Gahanna	\$ 107,515	\$ 100,672	\$ 140,941	Equal to	Bachelor	10	1				1
Director of Information Technology	City of Grandview Heights	\$ 131,269	\$ 90,000	\$ 146,000	Equal to				1			1
Director of Information Technology	City of Grove City	\$ 123,718	\$ 96,033	\$ 151,840	Greater than							0
Director of Information Technology	City of Groveport	\$ 81,494	\$ 71,858	\$ 115,499				1				1
Chief Information Officer	City of Hilliard	\$ 136,630	\$ 100,000	\$ 145,000	Equal to	Bachelor	4	1				1
Director of Information Technology	City of Lancaster	\$ 101,962	\$ 77,917	\$ 101,962	Equal to	Bachelor		1				1
Director of Information Technology	City of Marysville	\$ 105,305	\$ 100,000	\$ 140,000				1				1
Manager of Information Technology	City of New Albany		\$ 67,952	\$ 95,132								0
Director of Information Technology	City of Upper Arlington	\$ 127,076	\$ 121,931	\$ 179,357	Equal to	Bachelor	6	1				1
Director of Information Technology	City of Whitehall	\$ 102,000		\$ 108,160	Equal to	HS or GED	3	1				1
Director of Information Technology	City of Worthington	\$ 141,204			Equal to			1				1
Chief Technician Officer	Delaware County	\$ 143,595						1				1
Director of Information Technology	Fairfield County	\$ 104,800	\$ 80,704	\$ 141,232	Equal to	Bachelor			1			1
Chief Information Officer	Franklin County - BOC	\$ 133,640	\$ 91,062	\$ 132,038	Equal to	Bachelor	5	1				1
Information Tech Manager	Licking County	\$ 88,743			No match	Bachelor	2	1				1
Director of Information Technology	Union County		\$ 74,506	\$ 111,758				1				1
Director of Information Technology	Mifflin Township	\$ 133,432						1				1
Director of Information Technology	Village of West Jefferson		\$ 92,663	\$ 121,620				1				1
	AVERAGES	\$ 122,884	\$ 92,875	\$ 134,901								

Project Leader	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Technology Technician	City of Canal Winchester		\$ 49,691	\$ 72,384				1				1
Technology Project Manager	City of Columbus	\$ 118,290	\$ 93,600	\$ 140,462	Equal to		4	9				9
Information Technology Project Leader	City of Dublin	\$ 91,684	\$ 74,300	\$ 109,000	Equal to	Bachelor	3					0
Project Manager / Senior Programmer	Delaware County	\$ 90,000	\$ 80,974	\$ 117,416				1				1
Information Technology Project Manager	Franklin County - BOC	\$ 82,659	\$ 65,395	\$ 94,827	Equal to	Bachelor	5	1				1
Server Administrator	Licking County	\$ 67,122			No match	Bachelor	4	2				2
Network Administrator	Union County		\$ 54,350	\$ 81,515				1				1
	AVERAGES	\$ 89,951	\$ 69,718	\$ 102,601								

Manager Data Processing	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Information Technology Manager	City of Bexley	\$ 93,394	\$ 79,153	\$ 107,634	Equal to	Bachelor		1				1
Technical Support Specialist	City of Delaware		\$ 47,944	\$ 67,101	Equal to	Associate	2					0
Network Operations Manager	City of Dublin	\$ 114,306	\$ 84,300	\$ 123,600	Equal to	Bachelor	3					0
Senior Systems Engineer	Delaware County	\$ 131,165	\$ 50,066	\$ 72,592				2				2
Network Administrator	Licking County	\$ 81,117			No match	Bachelor	3	2				2
	AVERAGES	\$ 104,996	\$ 65,366	\$ 92,732								





Salaries Broken Down by Title

Sr. Systems Programmer	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Information Systems Analyst	City of Columbus	\$ 83,075	\$ 68,453	\$ 102,669	Equal to		2	10				10
Systems Administrator	City of Gahanna	\$ 90,272	\$ 75,234	\$ 105,310	Equal to	Associate	3	1				1
Information Technology Specialist	City of Grandview Heights	\$ 77,251	\$ 65,000	\$ 82,000	Equal to				1			1
System Administrator I	City of Hilliard	\$ 81,600	\$ 58,000	\$ 85,000	Equal to	Associate	2	2				2
Information Technology Systems Administrator	City of Marysville	\$ 88,916	\$ 70,000	\$ 95,000				1				1
Applications Engineer	City of Upper Arlington	\$ 93,034	\$ 72,506	\$ 101,508	Equal to	Bachelor	5	1				1
Systems Administrator	City of Whitehall	\$ 78,000		\$ 79,040	Equal to	HS or GED	2	1				1
Programmer / Analyst 5	Franklin County - BOC	\$ 76,066	\$ 68,806	\$ 99,778	Equal to	Bachelor	5	3				3
Sr Programmer/Analyst	Licking County	\$ 71,380			No match	Bachelor	3	2				2
	AVERAGES	\$ 82,177	\$ 68,285	\$ 93,788								

Information Technology (Con't.)

Database Analyst	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Applications System Specialist	City of Delaware	\$ 89,170	\$ 64,147	\$ 89,814	Less than	Bachelor	2	1				1
Information Technology Technician	City of Worthington	\$ 82,716	\$ 65,632	\$ 82,715	Equal to			1				1
Network Administrator	Delaware County	\$ 97,510	\$ 70,699	\$ 102,523				1				1
Information Technology Network Analyst	Fairfield County	\$ 81,900	\$ 65,499	\$ 114,329	Equal to	Bachelor			2			2
	AVERAGES	\$ 87,824	\$ 66,494	\$ 97,345								

Supervisor, Data Entry	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Data Management Coordinator	City of Columbus	\$ 101,130	\$ 73,653	\$ 110,552	Greater than		5	10				10
	AVERAGES	\$ 101,130	\$ 73,653	\$ 110,552								

Data Processing/Help Desk Spec.	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Technology Service Desk Representative	City of Columbus	\$ 60,050	\$ 48,693	\$ 73,050	Equal to		1	4				4
Help Desk Support Technician	City of Delaware	\$ 53,227	\$ 42,661	\$ 59,717	Equal to	Associate	1	1				1
Information Technology Support Services Analyst	City of Dublin	\$ 64,309	\$ 56,200	\$ 82,400	Equal to	Associate	3					0
Information Technology Support Specialist	City of Gahanna	\$ 59,155	\$ 47,195	\$ 66,082	Equal to	Associate	2	1				1
Information Technology Support Analyst III	City of Hilliard	\$ 67,318	\$ 52,000	\$ 76,500	Equal to	Associate	2	1				1
Information Technology Specialist	City of Lancaster	\$ 50,024	\$ 45,885	\$ 60,570	Equal to	Associate		3				3
Information Technology Network Technician II	City of Marysville	\$ 70,000	\$ 65,000	\$ 85,000				2				2
Information Technology Support Specialist	City of New Albany		\$ 58,103	\$ 73,353								0
Systems Administrator	City of Upper Arlington	\$ 78,009	\$ 57,432	\$ 80,405	Equal to	HS or GED	2	2				2
Information Technology Technician	City of Whitehall	\$ 58,240		\$ 71,760	Equal to	HS or GED	1	1				1
Help Desk Specialist	City of Worthington	\$ 73,690	\$ 58,614	\$ 73,690	Equal to			1				1
Information Technology Support Specialist	Delaware County	\$ 62,733	\$ 41,995	\$ 60,902	Equal to	HS or GED	2	4				4
Computer Support Specialist	Fairfield County	\$ 54,057	\$ 52,259	\$ 91,416	Equal to	Bachelor			3			3
Help Desk Lead	Franklin County - BOC		\$ 53,061	\$ 76,939	Equal to	Bachelor	1					0
Help Desk Technician	Licking County	\$ 59,914			No match	Associate	1	4				4
IT Applications Support Specialist	Union County		\$ 43,722	\$ 65,582				2				2
	AVERAGES	\$ 62,363	\$ 51,630	\$ 73,158								



Salaries Broken Down by Title

Programmer	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Programmer Analyst	City of Columbus	\$ 73,861	\$ 68,453	\$ 102,669	Greater than		1	4				4
Programmer / Analyst 3	Franklin County - BOC	\$ 67,600	\$ 61,963	\$ 89,856	Equal to	Bachelor	3	1				1
Programmer/GIS	Union County		\$ 50,565	\$ 75,837				1				1
	AVERAGES	\$ 70,731	\$ 60,327	\$ 89,454								
Database Manager	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Database Administrator	City of Columbus	\$ 99,840	\$ 85,842	\$ 128,752	Equal to		3	3				3
Network Administrator	City of Gahanna	\$ 96,304	\$ 75,234	\$ 105,310	Equal to	Bachelor	5	1				1
Information Technology Administrator	City of Hilliard	\$ 104,043	\$ 76,000	\$ 111,000	Greater than	Bachelor	2	1				1
Systems Engineer	City of Worthington	\$ 93,315	\$ 71,221	\$ 93,315	Equal to			1				1
Systems Analyst	Delaware County	\$ 60,000	\$ 55,224	\$ 80,080				1				1
Security Administrator	Franklin County - BOC	\$ 57,678	\$ 49,878	\$ 72,322	Equal to	HS or GED	3	1				1
	AVERAGES	\$ 85,197	\$ 68,900	\$ 98,463								
GIS Manager	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
GIS Manager	City of Columbus	\$ 100,069	\$ 73,653	\$ 110,552	Equal to		3	2				2
Data & Analytics Manager	City of Dublin	\$ 97,905	\$ 84,300	\$ 123,600	Equal to	Bachelor	3					0
GIS Administrator	City of Gahanna	\$ 82,971	\$ 66,955	\$ 93,746	Equal to	Bachelor	6	1				1
GIS Administrator	City of Grove City	\$ 84,531	\$ 65,520	\$ 113,297	Equal to							0
GIS Administrator	City of Hilliard	\$ 85,313	\$ 76,000	\$ 111,000	Equal to	Bachelor	3	1				1
GIS Manager	City of Lancaster	\$ 91,021	\$ 69,410	\$ 91,021	Equal to	Bachelor		1				1
GIS Coordinator	City of Marysville	\$ 88,000	\$ 65,000	\$ 85,000				1				1
GIS Specialist	City of New Albany		\$ 58,103	\$ 73,353								0
GIS Administrator	City of Upper Arlington	\$ 82,674	\$ 68,402	\$ 95,762	Equal to	Associate	3	1				1
GIS Director	Delaware County	\$ 140,769	\$ 94,094	\$ 136,448				1				1
GIS Mapping Room Manager	Fairfield County	\$ 67,325	\$ 59,550	\$ 104,208	Equal to	Bachelor			1			1
	AVERAGES	\$ 92,058	\$ 70,999	\$ 103,453								



Salaries Broken Down by Title

Information Technology (Con't.)

GIS Specialist II	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
GIS Technician	City of Columbus	\$ 61,568	\$ 54,496	\$ 81,723	Equal to		2	14				14
GIS/CMMS Analyst	City of Delaware	\$ 60,174	\$ 53,851	\$ 75,400	Equal to	Bachelor	2	3				3
GIS Analyst	City of Grove City	\$ 65,187	\$ 54,932	\$ 94,993	Equal to							0
GIS / Asset Management Analyst	City of Hilliard	\$ 64,711	\$ 45,800	\$ 68,800	Equal to	Associate	2	1				1
GIS Specialist	City of Lancaster	\$ 57,096	\$ 50,149	\$ 66,290	Equal to	Bachelor		1				1
GIS Specialist II	City of Mount Vernon	\$ 52,437										0
GIS Technician	Delaware County	\$ 67,496	\$ 45,365	\$ 65,770				1				1
GIS Specialist	Fairfield County	\$ 55,400	\$ 52,229	\$ 91,416	Equal to	Bachelor			1			1
	AVERAGES	\$ 60,509	\$ 50,975	\$ 77,770								

GIS Specialist III	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
GIS Analyst	City of Columbus	\$ 76,107	\$ 68,453	\$ 102,669	Equal to		2	14				14
GIS Specialist III	City of Mount Vernon											0
	AVERAGES	\$ 76,107	\$ 68,453	\$ 102,669								

GIS Specialist IV	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
GIS Coordinator	City of Delaware	\$ 82,389	\$ 60,507	\$ 84,718	Equal to	Bachelor	2	1				1
Senior Data Analyst	City of Dublin	\$ 91,684	\$ 74,300	\$ 109,000	Equal to	Bachelor	1					0
GIS Manager	Franklin County - BOC	\$ 72,550	\$ 58,531	\$ 84,864	Equal to	Bachelor	3	1				1
	AVERAGES	\$ 82,208	\$ 64,446	\$ 92,861								

Public Affairs/Communication

Director Public Affairs	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Community Affairs Coordinator	City of Delaware	\$ 103,189	\$ 77,642	\$ 108,699	Less than	HS or GED		1				1
Communications & Public Information Director	City of Dublin	\$ 123,667	\$ 98,700	\$ 144,700	Equal to	Bachelor	5					0
Community Relations Director	City of Groveport	\$ 88,316	\$ 55,458	\$ 89,128				1				1
Community Relations Director	City of Hilliard	\$ 118,213	\$ 90,000	\$ 135,000	Equal to	Bachelor		1				1
Chief Communications and Marketing Officer	City of New Albany		\$ 104,249	\$ 130,311								0
Strategic Communications Officer	City of Powell	\$ 80,000	\$ 70,461	\$ 87,577	Equal to	Bachelor	5	1				1
Community Affairs Director	City of Upper Arlington	\$ 127,421	\$ 102,627	\$ 143,677	Equal to	Bachelor	4	1				1
Director of Public Affairs	Franklin County - BOC	\$ 117,936	\$ 77,376	\$ 112,195	Equal to	Bachelor	7	1				1
	AVERAGES	\$ 108,392	\$ 84,564	\$ 118,911								





Salaries Broken Down by Title

Director, Public Relations	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Community Affairs Director	City of Delaware	\$ 103,189	\$ 77,642	\$ 108,699	Level of	HS or GED		1				1
Business & Community Relations Officer	City of Grove City	\$ 111,363	\$ 78,478	\$ 121,326	Equal to							0
Communications Director	City of Worthington	\$ 83,566			Equal to			1				1
	AVERAGES	\$ 99,373	\$ 78,060	\$ 115,012								
Public Information Director	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Director of Outreach & Engagement	City of Dublin	\$ 111,783	\$ 90,900	\$ 133,400	Equal to	Bachelor	3					0
Public Information Officer	City of Gahanna	\$ 84,282	\$ 66,955	\$ 93,746	Equal to	Bachelor	3	1				1
Director of Communications	Delaware County	\$ 95,181	\$ 80,974	\$ 117,416	Equal to	Bachelor	5	1				1
Communications Manager	Washington Township		\$ 79,228	\$ 123,920	Equal to	Bachelor	5					0
	AVERAGES	\$ 97,082	\$ 79,514	\$ 117,120								
Community Relations Specialist	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Community Relations Coordinator	City of Columbus	\$ 67,496	\$ 54,496	\$ 81,723	Greater than		2	21				21
Communications Specialist	City of Delaware	\$ 69,992	\$ 50,814	\$ 71,136	Equal to	Bachelor		1				1
Outreach & Engagement Coordinator	City of Dublin	\$ 60,724	\$ 49,500	\$ 70,700	Equal to	Bachelor	1					0
Business & Community Relations Specialist	City of Grove City	\$ 63,679	\$ 48,526	\$ 83,907	Equal to							0
Executive Assistant	City of Groveport	\$ 52,624	\$ 41,859	\$ 67,298				1				1
Community Relations Specialist	City of Hilliard	\$ 61,488	\$ 52,000	\$ 76,500	Equal to	Bachelor		1				1
Communications Director	City of Marysville	\$ 76,415	\$ 65,000	\$ 85,000				1				1
Community Affairs Coordinator	City of Upper Arlington	\$ 81,510	\$ 68,402	\$ 95,762	Equal to	Bachelor	1	1				1
Community Relations Manager	Franklin County - BOC	\$ 63,170	\$ 55,182	\$ 80,018	Equal to	Bachelor	3	1				1
Community Affairs/Public Relations Specialist	Clinton Township	\$ 46,446	\$ 45,760	\$ 47,133				1				1
Community Safety Manager	Washington Township	\$ 50,898	\$ 48,469	\$ 75,810	Equal to	HS or GED	3	1				1
	AVERAGES	\$ 63,131	\$ 52,728	\$ 75,908								



Salaries Broken Down by Title

Public Affairs/Communication (Con't.)

Graphic Designer	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Graphic Designer	City of Columbus	\$ 71,344	\$ 48,693	\$ 73,050			3	1				1
Digital & Graphics Designer	City of Dublin	\$ 67,131	\$ 56,200	\$ 82,400	Equal to	Bachelor	1					0
Web Content Graphic Design Specialist	City of Hilliard	\$ 60,008	\$ 52,000	\$ 76,500	Equal to	Associate		1				1
Multimedia Communications Specialist	City of New Albany		\$ 67,952	\$ 95,132								0
Graphics Designer	Franklin County - BOC	\$ 55,619	\$ 44,325	\$ 64,272	Equal to	Bachelor	3	1				1
	AVERAGES	\$ 63,526	\$ 53,834	\$ 78,271								

Public Information Representative	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Communications and Community Affairs Manager	City of Bexley	\$ 60,736	\$ 56,071	\$ 84,021	Equal to			1				1
Public Relations Specialist I	City of Columbus	\$ 52,499	\$ 48,693	\$ 73,050	Equal to			2				2
Public Information Officer	City of Dublin	\$ 66,910	\$ 56,200	\$ 82,400	Equal to	Bachelor	1					0
Activities Assistant II	City of Groveport	\$ 40,726	\$ 28,280	\$ 45,444				1				1
Community Relations Administrator	City of Hilliard	\$ 75,375	\$ 58,000	\$ 85,000	Equal to	Bachelor		2				2
Public Information Specialist	City of Reynoldsburg		\$ 44,470	\$ 63,731								0
Communications Coordinator	Delaware County	\$ 60,000	\$ 55,224	\$ 80,080	Equal to	Bachelor	3					0
Public Information Officer 2	Franklin County - BOC	\$ 68,723	\$ 58,531	\$ 84,864	Equal to	Bachelor	3	5				5
	AVERAGES	\$ 60,710	\$ 50,684	\$ 74,824								

Public Information/Spec Events Coord.	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Events Communications	City of Canal Winchester		\$ 49,691	\$ 72,384				1				1
Public Relations Specialist II	City of Columbus	\$ 84,074	\$ 68,453	\$ 102,669	Equal to		3	14				14
Event Administrator	City of Dublin	\$ 79,917	\$ 64,400	\$ 94,400	Equal to	Bachelor	3					0
Program Coordinator	City of Groveport	\$ 46,321	\$ 36,406	\$ 58,577				1				1
Public Information /Special Events Manager	City of Reynoldsburg	\$ 73,340	\$ 58,240	\$ 104,800	Less than	Bachelor	4	1				1
Public Affairs Coordinator	Delaware County	\$ 58,261			Equal to	Bachelor	5	2				2
Public Information Specialist	Fairfield County	\$ 43,867	\$ 41,558	\$ 68,556	Equal to				1			1
Public Information Officer 1	Franklin County - BOC	\$ 57,886	\$ 55,182	\$ 80,018	Equal to	Bachelor	3	1				1
Events and Communications Coordinator	Orange Township	\$ 52,873			Equal to	HS or GED	1	1				1
Community Safety Coordinator	Washington Township	\$ 62,171	\$ 48,469	\$ 75,810	Equal to	HS or GED		1				1
	AVERAGES	\$ 62,079	\$ 52,800	\$ 82,152								

Marketing

Marketing Coordinator	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Apprentice	Seasonal Employee	# of EE's
Marketing Manager	City of Gahanna	\$ 81,203	\$ 75,234	\$ 105,310	Equal to	Bachelor	4					0
Marketing & Communication Specialist	City of Gahanna	\$ 60,195	\$ 53,040	\$ 74,256	Equal to	Associate	2	2				2
Digital & Brand Manager	City of Dublin	\$ 103,743	\$ 74,300	\$ 109,000	Greater than	Bachelor	5					0
Multimedia Communications Strg	City of Dublin	\$ 80,799	\$ 64,400	\$ 94,400	Greater than	Bachelor	1					0
Parks & Recreation Program & Marketing Supervisor	City of Whitehall	\$ 57,959		\$ 57,970	No match	HS or GED	2	1				1
Community Affairs Specialist	City of Whitehall	\$ 58,000		\$ 66,560	No match			1				1
Director Economic Development	Delaware County	\$ 166,400			Greater than	Master	5					0
Economic Development Admin	Delaware County	\$ 91,000	\$ 80,974	\$ 117,416	Greater than	Bachelor	6	1				1
Economic Development Coordinator	Delaware County	\$ 60,000	\$ 55,224	\$ 80,080	Greater than	Bachelor	3					0
Marketing Assistant	Franklin County - BOC	\$ 44,325	\$ 44,325	\$ 64,272	Equal to	HS or GED	2	1				1
	AVERAGES	\$ 80,362	\$ 63,928	\$ 85,474								




## SECTION 6


### MEDICAL, DENTAL & VISION PLANS




## SECTION 6A


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


	City of Bellefontaine	City of Bexley	City of Columbus	City of Delaware	City of Dublin
2023 Health, Dental & Vision Plans					
BARGAINING					
If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.)			AFSCME 1632, AFSCME 2191, CWA, FOP, FOP-OLC, IAFF	IAFF, FOP, AFSCME, Public Works & Parks, Water/Wastewater	USW / FOP / OLC
Do you offer medical coverage to your employees?	Yes		Yes	Yes	Yes
What type of plan do you offer?	HSFA	HSFA	PPO / HSFA	PPO / HSFA / DCFSA	HSFA / DCFSA
How many employees are enrolled in medical plan?	47		PPO 6989 / HSFA 81	165 / 14	161 / 4
Funding type?	Fully-Insured		Self-Insured	Self-Insured	Self-Insured
If other, please describe:					
Monthly Premiums: Total Monthly Premium					
Employee Only	\$564		\$1,728	\$867	\$1,190
Employee & Spouse/Domestic Partner	\$1,233		\$1,994		
Employee & Children	\$969		\$1,994		
Employee & Family	\$1,751		\$1,994	\$2,600	\$2,903
Monthly Premiums: Total Employer Cost					
Employee Only	\$519		\$1,550.00	\$737	\$1,190
Employee & Spouse/Domestic Partner	\$1,137		\$1,550.00		
Employee & Children	\$896		\$1,550.00		
Employee & Family	\$1,617		\$1,550.00	\$2,210	\$2,903
Monthly Premiums: Total Employee Cost					
Employee Only	\$46		\$178	\$130	
Employee & Spouse/Domestic Partner	\$96		\$444		
Employee & Children	\$74		\$444		
Employee & Family	\$135		\$444	\$390	
In Network deduct:					
Individual deduct	\$5,000	\$1,400	\$300	\$0	\$2,500
Family deduct	\$10,000	\$2,800	\$600	\$0	\$5,000
Coinsurance (e.g., 80/20, 70/30, etc.)	80 / 20	50 / 50	80 / 20	90/10 for the first \$1,000 then 80/20 of the next \$3,000	85 / 15
Lifetime maximum for medical plan	\$6,750				
Office co-payment (Primary Care Physician)	deduct. & co-ins		\$20	\$10	
Office co-payment (Specialist)			\$30	\$10	
Co-payment or co-insurance (Emergency room)	deduct. & co-ins		\$75	deduct then coinsurance	
Co-payment or co-insurance (Urgent Care)	deduct. & co-ins		\$30	deduct then coinsurance	
Co-payment or co-insurance generic drugs (retail)	Medical deduct. Applies Tier 1: \$10 Tier 2: \$40 Tier 3: \$85 Tier 4: \$250		\$5	20%	
In Network deduct: (Con't.)					
Co-payment or co-insurance preferred brand (retail)			\$15	50% after \$25 copay until max is met, then \$25	
Co-payment or co-insurance non-preferred drugs (retail)			\$30	50% after \$25 copay until max is met, then \$26	
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	Tier 1: \$25 Tier 2: \$100 Tier 3: \$212.50 Tier 4: \$625		\$13	10%/25% until out of pocket is met	
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	Tier 1: \$25 Tier 2: \$100 Tier 3: \$212.50 Tier 4: \$625		\$25	10%/25% until out of pocket is met	
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	Tier 1: \$25 Tier 2: \$100 Tier 3: \$212.50 Tier 4: \$625		\$60	10%/25% until out of pocket is met	


	City of Bellefontaine	City of Bexley	City of Columbus	City of Delaware	City of Dublin
<b>Out-of-Network deduct:</b>					
<b>Individual deduct</b>	\$10,000	\$1,700	\$800	\$500	\$5,000
<b>Family deduct</b>	\$20,000	\$5,400	\$1,600	\$1,000	\$10,000
<b>Coinsurance (e.g., 80/20, 70/30, etc.)</b>	50/50	50/40	60 / 40	\$0.50	60 / 40
<b>Lifetime maximum for medical plan</b>	\$20,000				
<b>Office co-payment (Primary Care Physician)</b>	deduct. & co-ins		40% after deduct	50% after deduct	
<b>Office co-payment (Specialist)</b>			40% after deduct	50% after deduct	
<b>Co-payment or co-insurance (Emergency room)</b>	deduct. & 20% co-ins		\$75, 20% after co-pay & deduct	deduct then coinsurance	
<b>Co-payment or co-insurance (Urgent Care)</b>	deduct. & co-ins		\$30, 40% after co-pay & deduct	50% after deduct	
	Medical deduct. Applies Tier 1: \$10 Tier 2: \$40 Tier 3: \$85 Tier: \$250 The difference between the network and non-network changes		\$5		
<b>Co-payment or co-insurance generic drugs (retail)</b>				20%	
<b>Co-payment or co-insurance preferred brand (retail)</b>			\$15	50% after \$25 copay until max is met, then \$25	
<b>Co-payment or co-insurance non-preferred drugs (retail)</b>			\$30	50% after \$25 copay until max is met, then \$26	
<b>Co-pay or co-insurance generic drugs (mail order- 3 mos.)</b>	Not Covered		\$13	10%/25% until out of pocket is met	
<b>Co-pay or co-insurance preferred drugs (mail order - 3 mos.)</b>	Not Covered		\$25	10%/25% until out of pocket is met	
<b>Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)</b>	Not Covered		\$60	10%/25% until out of pocket is met	
<b>Do you provide a credit/incentive to employees who opt out of medical coverage?</b>	Yes	Yes	No	Yes	No
<b>Dental Coverage:</b>					
<b>Do you offer Dental coverage to your employees?</b>	Yes	Yes	Yes	Yes	Yes
<b>Do you offer orthodontic benefits?</b>		Yes	Yes	No	Yes
<b>If yes, per person lifetime maximum?</b>			\$1,850		\$2,000
<b>If yes, what age group is covered?</b>			Up to age 19*		
<b>Monthly Dental Premiums if not bundled with medical plan</b>					
<b>Total Monthly Premium</b>					
<b>Employee only</b>				\$48	\$60
<b>Employee &amp; Spouse/Domestic Partner</b>					
<b>Employee &amp; Child(ren)</b>					
<b>Employee &amp; Family</b>				\$106	\$193
<b>Monthly Employer Cost</b>					
<b>Employee only</b>				\$41	\$60
<b>Employee &amp; Spouse/Domestic Partner</b>					
<b>Employee &amp; Child(ren)</b>					
<b>Employee &amp; Family</b>				\$90	\$193


	City of Bellefontaine	City of Bexley	City of Columbus	City of Delaware	City of Dublin
<b>Monthly Employee Cost</b>					
Employee only				\$7	
Employee & Spouse/Domestic Partner					
Employee & Child(ren)					
Employee & Family				\$16	
<b>Vision Coverage:</b>					
Do you offer vision coverage to your employees?	No	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?		No	Yes	No	Yes
Please provide information below if not bundled with medical					
<b>Total Monthly Premium</b>					
Employee only				\$6	\$8
Employee & Spouse/Domestic Partner				\$12	
Employee & Child(ren)				\$13	
Employee & Family				\$19	\$25
<b>Monthly Employer Cost</b>					
Employee only					\$8
Employee & Spouse/Domestic Partner					
Employee & Child(ren)					
Employee & Family					\$25
<b>Monthly Employee Cost</b>					
Employee only				\$6	
Employee & Spouse/Domestic Partner				\$12	
Employee & Child(ren)				\$13	
Employee & Family				\$19	
<b>Notes:</b>			*treatment must begin prior to age 19 and coverage will continue to the end of treatment or until the maximum has been reached		





	City of Gahanna	City of Grove City	City of Groveport	City of Hilliard	City of Lancaster
	FOP Union Traditional Plan				
<b>2023 Health, Dental &amp; Vision Plans</b>					
<b>BARGAINING</b>					
If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.)	United Steelworkers, FOP, FOP/OLC		Police	USW	FOP, IAFF, AFSCME
Do you offer medical coverage to your employees?	Yes		Yes	Yes	Yes
What type of plan do you offer?	PPO / HSFA / DCFSA		PPO / HSFA / DCFSA	PPO / POS / HSFA / DCFSA	PPO
How many employees are enrolled in medical plan?	101 / 101 / 1		25 / 25	26 / 2	375
Funding type?	Self-insured		Fully & Self	Self-Insured	Self-Insured
If other, please describe:	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.	FOP, FOP-OLC and AFSCME bargaining units, HDHP with HAS, self-insured through health care consortium		USW receives insurances from their union and the City pays the employer premium	
<b>Monthly Premiums: Total Monthly Premium</b>	<b>No Wellness Participation 15 %</b>				
Employee Only	\$797	\$869	\$1,252	\$966	\$842
Employee & Spouse/Domestic Partner	\$1,494		\$3,950	\$2,851	
Employee & Children	\$1,649		\$3,950	\$2,872	
Employee & Family	\$2,343	\$2,250	\$3,950	\$2,872	\$2,292
<b>Monthly Premiums: Total Employer Cost</b>					
Employee Only	\$677	\$738	\$1,135	\$821	\$716
Employee & Spouse/Domestic Partner	\$1,270		\$3,578	\$2,424	
Employee & Children	\$1,402		\$3,578	\$2,441	
Employee & Family	\$1,994	\$1,912	\$3,578	\$2,441	\$1,948
<b>Monthly Premiums: Total Employee Cost</b>					
Employee Only	\$119	\$130	\$118	\$145	\$126
Employee & Spouse/Domestic Partner	\$224		\$371	\$428	
Employee & Children	\$247		\$371	\$431	
Employee & Family	\$352	\$337	\$371	\$431	\$344
<b>In Network deduct:</b>					
Individual deduct	\$3,000	\$3,000	\$5,000	\$100	\$400
Family deduct	\$6,000	\$5,000	\$10,000	\$200	\$800
Coinsurance (e.g., 80/20, 70/30, etc.)	No Charge		pays 100% of most	90 / 10	80 / 20
Lifetime maximum for medical plan			none		
Office co-payment (Primary Care Physician)	No Charge		no charge after deduct.	\$30	\$25
Office co-payment (Specialist)	No Charge		no charge after deduct.	\$30	\$25.00
Co-payment or co-insurance (Emergency room)	No Charge		no charge after deduct.	10% co-ins	\$100
Co-payment or co-insurance (Urgent Care)	No Charge		no charge after deduct.	30% co-ins	\$50
Co-payment or co-insurance generic drugs (retail)	\$10		no charge after deduct.	\$5	\$10
<b>In Network deduct: (Con't.)</b>					
Co-payment or co-insurance preferred brand (retail)	\$25		no charge after deduct.	\$10	\$30
Co-payment or co-insurance non-preferred drugs (retail)	\$70		no charge after deduct.	\$10	\$60
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	\$25		no charge after deduct.	\$10	\$20
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$50		no charge after deduct.	\$20	\$60
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	\$50		no charge after deduct.	\$20	


	City of Gahanna	City of Grove City	City of Groveport	City of Hilliard	City of Lancaster
	FOP Union Traditional Plan				
<b>Out-of-Network deduct:</b>					
<b>Individual deduct</b>	\$6,000	\$5,000	\$7,500	\$250	\$1,000
<b>Family deduct</b>	\$12,000	\$10,000	\$15,000	\$500	\$2,000
<b>Coinsurance (e.g., 80/20, 70/30, etc.)</b>	80 / 20		pays 50%	70 / 30	60 / 40
<b>Lifetime maximum for medical plan</b>			none		
<b>Office co-payment (Primary Care Physician)</b>	20% co-insurance		50% coinsurance	30% co-insurance	\$50
<b>Office co-payment (Specialist)</b>	20% co-insurance		50% coinsurance	30% co-insurance	
<b>Co-payment or co-insurance (Emergency room)</b>	No Charge		50% coinsurance	10%	
<b>Co-payment or co-insurance (Urgent Care)</b>	20% co-insurance		no charge after deduct.	30% co-insurance	
<b>Co-payment or co-insurance generic drugs (retail)</b>					
<b>Co-payment or co-insurance preferred brand (retail)</b>					
<b>Co-payment or co-insurance non-preferred drugs (retail)</b>					
<b>Co-pay or co-insurance generic drugs (mail order- 3 mos.)</b>					
<b>Co-pay or co-insurance preferred drugs (mail order - 3 mos.)</b>					
<b>Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)</b>					
<b>Do you provide a credit/incentive to employees who opt out of medical coverage?</b>	Yes*	Yes	Yes	No	No
	*\$1,000 Employ only				
	*\$1,000 Employ & Spouse/Dom Partner				
<b>Dental Coverage:</b>					
<b>Do you offer Dental coverage to your employees?</b>	Yes	Yes	Yes	Yes	Yes
<b>Do you offer orthodontic benefits?</b>	Yes	Yes	Yes	Yes	Yes
<b>If yes, per person lifetime maximum?</b>	\$1,500	\$1,500	\$1,000	\$1,500	\$2,000
<b>If yes, what age group is covered?</b>	Up to age 19	Up to age 19	Up to age 19	Up to age 26	Up to age 19
<b>Monthly Dental Premiums if not bundled with medical plan</b>					
<b>Total Monthly Premium</b>					
<b>Employee only</b>	\$97	\$97	\$32		\$54.00
<b>Employee &amp; Spouse/Domestic Partner</b>	\$97	\$97	\$60		
<b>Employee &amp; Child(ren)</b>	\$97	\$97	\$112		
<b>Employee &amp; Family</b>	\$97	\$97	\$112		\$108.00
<b>Monthly Employer Cost</b>					
<b>Employee only</b>	\$97	\$83	\$32		\$46.00
<b>Employee &amp; Spouse/Domestic Partner</b>	\$97	\$83	\$60		
<b>Employee &amp; Child(ren)</b>	\$97	\$83	\$112		
<b>Employee &amp; Family</b>	\$97	\$83	\$112		\$92.00

	City of Gahanna	City of Grove City	City of Groveport	City of Hilliard	City of Lancaster
	FOP Union Traditional Plan				
<b>Monthly Employee Cost</b>					
Employee only		\$15			\$8.00
Employee & Spouse/Domestic Partner		\$15			
Employee & Child(ren)		\$15			
Employee & Family		\$15			\$16.00
<b>Vision Coverage:</b>					
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	No	No	No	Yes	No
Please provide information below if not bundled with medical					
<b>Total Monthly Premium</b>					
Employee only	\$28	\$24	\$9		\$12
Employee & Spouse/Domestic Partner	\$28	\$24	\$18		\$18
Employee & Child(ren)	\$28	\$24	\$18		
Employee & Family	\$28	\$24	\$30		\$31
<b>Monthly Employer Cost</b>					
Employee only	\$28	\$20	\$9		
Employee & Spouse/Domestic Partner	\$28	\$20	\$18		
Employee & Child(ren)	\$28	\$20	\$18		
Employee & Family	\$28	\$20	\$30		
<b>Monthly Employee Cost</b>					
Employee only		\$4			\$12
Employee & Spouse/Domestic Partner		\$4			\$18
Employee & Child(ren)		\$4			
Employee & Family		\$4			\$31
<b>Notes:</b>	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.				


 <b>MORPC</b>	City of Marysville	City of Mount Vernon	City Of New Albany	City of Pataskala	City of Powell
<b>2023 Health, Dental &amp; Vision Plans</b>					
<b>BARGAINING</b>					
If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.)	IAFF, FOP, OLC		FOP	FOP, HSFA, DCFSA	AFSCME,FOP
Do you offer medical coverage to your employees?	Yes	Yes	Yes	Yes	Yes
What type of plan do you offer?	PPO / HSFA / DCFSA	Med Mutual of Ohio	HSFA / DCFSA	PPO / HSFA	HSFA
How many employees are enrolled in medical plan?			23 / 1	29 / 13	44
Funding type?	Self-Insured		Self-Insured	Other	Self-Insured
If other, please describe:				The city funds \$1,500 for single coverage & \$3,000 for all other	
<b>Monthly Premiums: Total Monthly Premium</b>					
Employee Only	\$1,535	\$1,061	\$936	\$847	\$1,520
Employee & Spouse/Domestic Partner	\$4,009		\$1,726	\$1,688	\$3,191
Employee & Children	\$4,009		\$2,029	\$1,637	\$2,887
Employee & Family	\$4,009	\$2,571	\$2,719	\$2,455	\$4,556
<b>Monthly Premiums: Total Employer Cost</b>					
Employee Only	\$1,228		\$795	\$763	\$720
Employee & Spouse/Domestic Partner	\$3,207		\$1,467	\$1,519	\$1,511
Employee & Children	\$3,207		\$1,725	\$1,474	\$1,368
Employee & Family	\$3,207		\$2,311	\$2,209	\$2,158
<b>Monthly Premiums: Total Employee Cost</b>					
Employee Only	\$307	\$159	\$140	\$85	\$800
Employee & Spouse/Domestic Partner	\$802		\$259	\$169	\$1,679
Employee & Children	\$802		\$304	\$162	\$1,519
Employee & Family	\$802	\$386	\$408	\$245	\$2,398
<b>In Network deduct:</b>					
Individual deduct	\$100		\$2,500.00	\$2,500	\$3,000
Family deduct	\$200		\$5,000.00	\$5,000	\$5,000
Coinsurance (e.g., 80/20, 70/30, etc.)	80 / 20			100	\$1.00
Lifetime maximum for medical plan	\$600 / \$1,200				\$3,000 single/\$5,000 family
Office co-payment (Primary Care Physician)	\$15			deduct. then 100%	deduct then covered in full
Office co-payment (Specialist)	\$15			deduct. then 100%	deduct then covered in full
Co-payment or co-insurance (Emergency room)	\$100			deduct. then 100%	deduct then covered in full
Co-payment or co-insurance (Urgent Care)	\$25			deduct. then 100%	deduct then covered in full
Co-payment or co-insurance generic drugs (retail)	\$10			deduct. then 100%	deduct then covered in full
<b>In Network deduct: (Con't.)</b>					
Co-payment or co-insurance preferred brand (retail)	\$25			deduct then 100%	deduct then covered in full
Co-payment or co-insurance non-preferred drugs (retail)	\$40			deduct then 100%	deduct then covered in full
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	\$25			deduct then 100%	deduct then covered in full
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$65			deduct then 100%	deduct then covered in full
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	\$120			deduct then 100%	deduct then covered in full


 <b>MORPC</b>	City of Marysville	City of Mount Vernon	City Of New Albany	City of Pataskala	City of Powell
<b>Out-of-Network deduct:</b>					
Individual deduct	\$200		\$5,000	\$5,000	\$5,000
Family deduct	\$400		\$10,000	\$10,000	\$10,000
Coinsurance (e.g., 80/20, 70/30, etc.)	60 / 40			80%	80%/20%
Lifetime maximum for medical plan	\$1,200 / \$2,400				\$10,000 single/\$20,000 family
Office co-payment (Primary Care Physician)	40%			deduct then 80%	deduct then 20%
Office co-payment (Specialist)	40%			deduct then 80%	deduct then 20%
Co-payment or co-insurance (Emergency room)	\$100			deduct then 100%	deduct then covered in full
Co-payment or co-insurance (Urgent Care)	40%			deduct then 80%	deduct then 20%
Co-payment or co-insurance generic drugs (retail)	\$10			deduct then 100%	
Co-payment or co-insurance preferred brand (retail)	\$25			deduct then 100%	
Co-payment or co-insurance non-preferred drugs (retail)	\$45			deduct then 100%	
Co-pay or co-insurance generic drugs (mail order- 3 mos.)				deduct then 100%	
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)				deduct then 100%	
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)				deduct then 100%	
Do you provide a credit/incentive to employees who opt out of medical coverage?	Yes			Yes	Yes
<b>Dental Coverage:</b>					
Do you offer Dental coverage to your employees?	Yes		Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes		Yes	Yes	No
If yes, per person lifetime maximum?	\$1,000		\$1,500	\$1,500	\$1,500
If yes, what age group is covered?	Up to age 19		Up to age 19	Up to age 19	
Monthly Dental Premiums if not bundled with medical plan					
<b>Total Monthly Premium</b>					
Employee only	\$34		\$97	\$35	\$28
Employee & Spouse/Domestic Partner	\$101		\$97	\$69	\$73
Employee & Child(ren)	\$101		\$97	\$86	\$73
Employee & Family	\$101		\$97	\$132	\$73
<b>Monthly Employer Cost</b>					
Employee only	\$27		\$97	\$31	\$27
Employee & Spouse/Domestic Partner	\$80		\$97	\$62	\$72
Employee & Child(ren)	\$80		\$97	\$78	\$72
Employee & Family	\$80		\$97	\$119	\$72


 <b>MORPC</b>	City of Marysville	City of Mount Vernon	City Of New Albany	City of Pataskala	City of Powell
<b>Monthly Employee Cost</b>					
Employee only	\$7			\$3	\$1
Employee & Spouse/Domestic Partner	\$20			\$7	\$1
Employee & Child(ren)	\$20			\$9	\$1
Employee & Family	\$20			\$13	\$1
<b>Vision Coverage:</b>					
Do you offer vision coverage to your employees?	Yes		Yes	Yes	Yes
Is your vision bundled with your medical plan?	No		No	No	No
Please provide information below if not bundled with medical					
<b>Total Monthly Premium</b>					
Employee only	\$6		\$22	\$22	\$10
Employee & Spouse/Domestic Partner	\$14		\$22	\$22	\$17
Employee & Child(ren)	\$14		\$22	\$22	\$18
Employee & Family	\$14		\$22	\$22	\$29
<b>Monthly Employer Cost</b>					
Employee only	\$6		\$22	\$20	
Employee & Spouse/Domestic Partner	\$11		\$22	\$20	
Employee & Child(ren)	\$11		\$22	\$20	
Employee & Family	\$11		\$22	\$20	
<b>Monthly Employee Cost</b>					
Employee only				\$2	\$10
Employee & Spouse/Domestic Partner	\$3			\$2	\$17
Employee & Child(ren)	\$3			\$2	\$18
Employee & Family	\$3			\$2	\$29
<b>Notes:</b>					


 <b>MORPC</b>	City of Reynoldsburg	City of Sunbury	City of Upper Arlington	City of Whitehall	City of Worthington
<b>2023 Health, Dental &amp; Vision Plans</b>					
<b>BARGAINING</b>					
If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.)			Fire,Police,Teamsters		
Do you offer medical coverage to your employees?		Yes	Yes		Yes
What type of plan do you offer?	HSFA	PPO	HDSP/ PPO / HSFA /	HSFA / DCFSA	PPO
How many employees are enrolled in medical plan?	76	12	122 / 25 / 1	13 / 2	121
Funding type?		Self-Insured	Self-Insured	Self-Insured	Self-Insured
If other, please describe:	High deduct health plan HSA Once deduct is met and it is a network provider, benefits are paid at 100%.			HDHP (High deduct Health Plan) with HAS, self-insured	
<b>Monthly Premiums: Total Monthly Premium</b>			<b>PPO/HDHP Rates</b>		
Employee Only	\$708	\$776	\$764 / \$723	\$909	\$991
Employee & Spouse/Domestic Partner	\$1,901	\$1,718	\$1,604 / \$1,519	\$1,977	
Employee & Children	\$1,901	\$1,391	\$1,298 / \$1,229	\$1,545	
Employee & Family	\$1,901	\$2,334	\$2,138 / \$2,025	\$2,727	\$2,567
<b>Monthly Premiums: Total Employer Cost</b>					
Employee Only	\$623	\$743	\$672 / \$637	\$864	\$881
Employee & Spouse/Domestic Partner	\$1,673	\$1,628	\$1,411 / \$1,336	\$1,848	
Employee & Children	\$1,673	\$1,333	\$1,142 / \$1,082	\$1,454	
Employee & Family	\$1,673	\$2,217	\$1,882 / \$1,782	\$2,558	\$2,283
<b>Monthly Premiums: Total Employee Cost</b>					
Employee Only	\$85	\$33	\$92 / \$87	\$46	\$110
Employee & Spouse/Domestic Partner	\$228	\$91	\$192 / \$182	\$129	
Employee & Children	\$228	\$58	\$156 / \$148	\$91	
Employee & Family	\$228	\$116	\$257 / \$243	\$169	\$284
<b>In Network deduct:</b>					
Individual deduct	\$3,300	\$2,500	\$200 / \$2,000	\$3,000	\$3,000
Family deduct	\$6,600	\$5,000	\$400 / \$4,000	\$6,000	\$6,000
Coinsurance (e.g., 80/20, 70/30, etc.)	100	\$0 after deduct.	20% / 10%		100/0
Lifetime maximum for medical plan					
Office co-payment (Primary Care Physician)		0	\$20 / deduct. then 10%	deduct, then \$30	
Office co-payment (Specialist)		\$0 after deduct.	\$50 / deduct. then 10%	deduct, then \$60	
Co-payment or co-insurance (Emergency room)		\$0 after deduct.	\$250 / deduct. then 10%	deduct, then \$250	
Co-payment or co-insurance (Urgent Care)		\$0 after deduct.	\$25 / deduct. then 10%	deduct, then \$75	
Co-payment or co-insurance generic drugs (retail)	\$10	\$0 after deduct.	\$10 / deduct. then 10%	deduct, then \$10	
<b>In Network deduct: (Con't.)</b>					
Co-payment or co-insurance preferred brand (retail)	\$30	\$0 after deduct.	\$40 / deduct. then 10%	deduct, then 20%	
Co-payment or co-insurance non-preferred drugs (retail)	\$50	\$0 after deduct.	\$70 / deduct. then 10%	deduct, then 30%	
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	\$25	\$0 after deduct.	\$25 / deduct. then 10%	\$20	
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$75	\$0 after deduct.	\$100 / deduct. then 10%	\$70	
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	\$125	\$0 after deduct.	\$175 / deduct. then 10%	\$150	





 <b>MORPC</b>	City of Reynoldsburg	City of Sunbury	City of Upper Arlington	City of Whitehall	City of Worthington
<b>Out-of-Network deduct:</b>					
<b>Individual deduct</b>	\$4,600	\$7,500	\$400 / \$4,000	\$6,000	\$6,000
<b>Family deduct</b>	\$9,200	\$15,000	\$800 / \$8,000	\$12,000	\$12,000
<b>Coinsurance (e.g., 80/20, 70/30, etc.)</b>	100	\$0 after deduct.	40% / 30%	\$0	80 / 20
<b>Lifetime maximum for medical plan</b>					
<b>Office co-payment (Primary Care Physician)</b>		\$0.50	deduct. then 30%	deduct, then 30%	
<b>Office co-payment (Specialist)</b>		\$0 after deduct.	deduct. then 30%	deduct, then 30%	
<b>Co-payment or co-insurance (Emergency room)</b>		\$0 after deduct.	\$250 / deduct. then 30%	deduct, then \$250	
<b>Co-payment or co-insurance (Urgent Care)</b>		\$0 after deduct.	deduct. then 30%	deduct, then 30%	
<b>Co-payment or co-insurance generic drugs (retail)</b>	\$10	\$0 after deduct.	\$10 / deduct. then 30%	deduct, then \$10	
<b>Co-payment or co-insurance preferred brand (retail)</b>	\$30	\$0 after deduct.	\$40 / deduct. then 30%	deduct, then 20%	
<b>Co-payment or co-insurance non-preferred drugs (retail)</b>	\$50	\$0 after deduct.	\$70 / deduct. then 30%	deduct, then 30%	
<b>Co-pay or co-insurance generic drugs (mail order- 3 mos.)</b>	\$25	\$0 after deduct.	None / deduct. then 30%	\$20	
<b>Co-pay or co-insurance preferred drugs (mail order - 3 mos.)</b>	\$75	\$0 after deduct.	None / deduct. then 30%	\$70	
<b>Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)</b>	\$125	\$0 after deduct.	None	\$150	
<b>Do you provide a credit/incentive to employees who opt out of medical coverage?</b>	Yes	No	No	No	Yes
<b>Dental Coverage:</b>					
<b>Do you offer Dental coverage to your employees?</b>	Yes	Yes	Yes	Yes	Yes
<b>Do you offer orthodontic benefits?</b>	Yes	Yes	Yes	Yes	Yes
<b>If yes, per person lifetime maximum?</b>	\$1,500	\$1,000	\$2,000	\$1,500	\$1,000
<b>If yes, what age group is covered?</b>	Up to age 19	Up to age 26	All	Up to age 19	18 and under
<b>Monthly Dental Premiums if not bundled with medical plan</b>					
<b>Total Monthly Premium</b>					
<b>Employee only</b>	\$96	\$32	\$44	\$46	\$97
<b>Employee &amp; Spouse/Domestic Partner</b>	\$96	\$65	\$106	\$96	\$97
<b>Employee &amp; Child(ren)</b>	\$96	\$88	\$106	\$78	\$97
<b>Employee &amp; Family</b>	\$96	\$121	\$106	\$137	\$97
<b>Monthly Employer Cost</b>					
<b>Employee only</b>	\$90	\$31	\$44	\$42.00	\$97
<b>Employee &amp; Spouse/Domestic Partner</b>	\$90	\$61	\$106	\$84.00	\$97
<b>Employee &amp; Child(ren)</b>	\$90	\$84	\$106	\$70.00	\$97
<b>Employee &amp; Family</b>	\$90	\$115	\$106	\$121.00	\$97

 <b>MORPC</b>	City of Reynoldsburg	City of Sunbury	City of Upper Arlington	City of Whitehall	City of Worthington
<b>Monthly Employee Cost</b>					
Employee only	\$7	\$2		\$4	
Employee & Spouse/Domestic Partner	\$7	\$4		\$12	
Employee & Child(ren)	\$7	\$4		\$8	
Employee & Family	\$7	\$7		\$16	
<b>Vision Coverage:</b>					
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	No	No	No	No (except FOP)	No
Please provide information below if not bundled with medical					
<b>Total Monthly Premium</b>					
Employee only	\$22	\$9	\$6	\$10	\$28
Employee & Spouse/Domestic Partner	\$22	\$17	\$11	\$20	\$28
Employee & Child(ren)	\$22	\$18	\$12	\$20	\$28
Employee & Family	\$22	\$27	\$17	\$31	\$28
<b>Monthly Employer Cost</b>					
Employee only	\$20	\$8		\$9	\$28
Employee & Spouse/Domestic Partner	\$20	\$16		\$18	\$28
Employee & Child(ren)	\$20	\$17		\$17	\$28
Employee & Family	\$20	\$26		\$27	\$28
<b>Monthly Employee Cost</b>					
Employee only	\$2	\$0.41	\$6	\$1	
Employee & Spouse/Domestic Partner	\$2	\$1	\$11	\$2	
Employee & Child(ren)	\$2	\$1	\$12	\$2	
Employee & Family	\$2	\$1	\$17	\$4	
<b>Notes:</b>					


	Delaware County	Franklin County Board of Commissioners	Licking County	Union County
2023 Health, Dental & Vision Plans				
BARGAINING				
If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.)			All Unions	FOP
Do you offer medical coverage to your employees?	Yes	Yes	Yes	Yes
What type of plan do you offer?	PPO	PPO / HSFA / DCFSA	PPO / HSFA / DCFSA	PPO / HSFA / DCFSA
How many employees are enrolled in medical plan?	865			327 / 65 / 7
Funding type?	Fully-Insured	Self-Insured/Employee Paid	Self-Insured	Fully-Insured
If other, please describe:		HCFA and DCFSA plans are 100% Employee Contribution		
Monthly Premiums: Total Monthly Premium				
Employee Only	\$859	\$2,299	\$830	\$825
Employee & Spouse/Domestic Partner	\$1,901	\$2,299	\$1,740	\$1,818
Employee & Children	\$1,571	\$2,299		\$1,483
Employee & Family	\$2,613	\$2,299	\$2,300	\$2,476
Monthly Premiums: Total Employer Cost				
Employee Only	\$782	\$2,137	\$705	\$713 / \$ 638
Employee & Spouse/Domestic Partner	\$1,722	\$1,938	\$1,478	\$1504 / \$ 1361
Employee & Children	\$1,405	\$2,137		\$1287 / \$ 1147
Employee & Family	\$2,345	\$1,938	\$1,955	\$2017 / \$ 1869
Monthly Premiums: Total Employee Cost				
Employee Only	\$78	\$162	\$124	\$112 / \$187
Employee & Spouse/Domestic Partner	\$179	\$361	\$261	\$314 / \$457
Employee & Children	\$167	\$162		\$196 / \$337
Employee & Family	\$268	\$361	\$345	\$459 / \$607
In Network deduct:				
Individual deduct	\$500	\$400	\$1,000	\$1,000
Family deduct	\$1,000	\$1,000	\$2,000	\$2,000
Coinsurance (e.g., 80/20, 70/30, etc.)	80		80 / 20	80 / 20
Lifetime maximum for medical plan			\$4,000	
Office co-payment (Primary Care Physician)	\$20	\$20	\$15	\$15
Office co-payment (Specialist)	\$40	\$40	\$15	\$15
Co-payment or co-insurance (Emergency room)	\$250	\$150	\$75	\$200
Co-payment or co-insurance (Urgent Care)	\$50	\$25	\$50	\$35
Co-payment or co-insurance generic drugs (retail)	\$10	\$5		\$15
In Network deduct: (Con't.)				
Co-payment or co-insurance preferred brand (retail)	\$30	\$25	10% of cost	\$30
Co-payment or co-insurance non-preferred drugs (retail)	\$50	\$50	10% of cost	\$50
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	\$20	\$13		\$30
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$60	\$63	10% Co-Ins	\$60
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	\$100	\$125	10% Co-Ins	\$100


 <b>MORPC</b>	Delaware County	Franklin County Board of Commissioners	Licking County	Union County
<b>Out-of-Network deduct:</b>				
Individual deduct	\$1,000	\$800	\$2,000	\$2,000
Family deduct	\$2,000	\$2,000	\$4,000	\$4,000
Coinsurance (e.g., 80/20, 70/30, etc.)	60	80 / 20	60 / 40	60 / 40
Lifetime maximum for medical plan			\$8,000	
Office co-payment (Primary Care Physician)		deduct then 80 / 20	40% Co-ins	40% coinsurance after deduct. Is met
Office co-payment (Specialist)		deduct then 80 / 20	40% Co-ins	40% coinsurance after deduct. Is met
Co-payment or co-insurance (Emergency room)		\$150	\$75	covered as in network
Co-payment or co-insurance (Urgent Care)	\$50	deduct then 80 / 20	40% Co-Ins	40% coinsurance after deduct. Is met
Co-payment or co-insurance generic drugs (retail)	\$10			
Co-payment or co-insurance preferred brand (retail)	\$30			
Co-payment or co-insurance non-preferred drugs (retail)	\$50			
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	\$20			
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$60			
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	\$100			
Do you provide a credit/incentive to employees who opt out of medical coverage?	No	No	Yes	No
<b>Dental Coverage:</b>				
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	Yes	Yes
If yes, per person lifetime maximum?	\$1,000	\$1,500	\$1,500	\$1,000
If yes, what age group is covered?	Up to age 19	Less than 19	Dep Children under 23	Up to age 19
Monthly Dental Premiums if not bundled with medical plan				
<b>Total Monthly Premium</b>				
Employee only	\$11		\$32	\$29
Employee & Spouse/Domestic Partner	\$22		\$74	\$57
Employee & Child(ren)	\$24			\$62
Employee & Family	\$40		\$105	\$102
<b>Monthly Employer Cost</b>				
Employee only			\$16	\$25
Employee & Spouse/Domestic Partner			\$37	\$48
Employee & Child(ren)				\$53
Employee & Family			\$53	\$87

 <b>MORPC</b>	Delaware County	Franklin County Board of Commissioners	Licking County	Union County
<b>Monthly Employee Cost</b>				
Employee only	\$11		\$16	\$4
Employee & Spouse/Domestic Partner	\$22		\$37	\$9
Employee & Child(ren)	\$24			\$9
Employee & Family	\$40		\$53	\$15
<b>Vision Coverage:</b>				
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	No	Yes	No	No
Please provide information below if not bundled with medical				
<b>Total Monthly Premium</b>				
Employee only	\$3		\$5	\$7
Employee & Spouse/Domestic Partner	\$6		\$11	\$11
Employee & Child(ren)	\$6			\$11
Employee & Family	\$9		\$16	\$18
<b>Monthly Employer Cost</b>				
Employee only			\$3	\$1
Employee & Spouse/Domestic Partner			\$5	\$2
Employee & Child(ren)				\$2
Employee & Family			\$8	\$4
<b>Monthly Employee Cost</b>				
Employee only	\$3		\$3	\$6
Employee & Spouse/Domestic Partner	\$6		\$5	\$9
Employee & Child(ren)	\$6			\$9
Employee & Family	\$9		\$8	\$15
<b>Notes:</b>				

	Clinton Township	Madison Township Franklin County	Orange Township	Prairie Township	Violet Township	Village of Granville
2023 Health, Dental & Vision Plans						
BARGAINING						
If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.)		Fire, Police				
Do you offer medical coverage to your employees?	Yes	Yes	Yes	Yes	Yes	Yes
What type of plan do you offer?	PPO	PPO	PPO / HSFA / DCFSA	PPO / HSFA / DCFSA	PPO	PPO
How many employees are enrolled in medical plan?	20	69	39 / 31 / 1	54		25
Funding type?	Fully Insured	Self-Insured	Fully-Insured	Self-Insured	Self-Insured	Self-Insured
If other, please describe:						
Monthly Premiums: Total Monthly Premium						
Employee Only	\$417	\$970	\$978	\$2,382	\$1,143	\$1,023
Employee & Spouse/Domestic Partner	\$911	\$2,483	\$2,054	\$2,382	\$2,520	\$2,026
Employee & Children	\$746	\$2,483	\$1,857	\$2,382	\$1,934	\$2,374
Employee & Family	\$1,241	\$2,483	\$684	\$2,382	\$3,541	\$3,173
Monthly Premiums: Total Employer Cost						
Employee Only	\$379	\$824	\$831	\$2,144	\$1,043	\$874
Employee & Spouse/Domestic Partner	\$829	\$2,111	\$1,746	\$2,144	\$2,370	\$1,676
Employee & Children	\$679	\$2,111	\$1,579	\$2,144	\$1,809	\$1,954
Employee & Family	\$1,129	\$2,111	\$244	\$2,144	\$3,341	\$2,593
Monthly Premiums: Total Employee Cost						
Employee Only	\$38	\$146	\$147	\$238	\$100	\$150
Employee & Spouse/Domestic Partner	\$82	\$373	\$308	\$238	\$150	\$350
Employee & Children	\$67	\$373	\$279	\$238	\$125	\$420
Employee & Family	\$112	\$373	\$440	\$238	\$200	\$580
In Network deduct:						
Individual deduct	\$6,750	\$3,000	\$5,000	\$500	\$300	\$200
Family deduct	\$13,500	\$5,000	\$10,000	\$1,250	\$600	\$600
Coinsurance (e.g., 80/20, 70/30, etc.)	100%			100 / 0		90% Plan
Lifetime maximum for medical plan						
Office co-payment (Primary Care Physician)		deduct	\$30	\$20		\$15
Office co-payment (Specialist)		deduct	\$60	\$40		
Co-payment or co-insurance (Emergency room)		deduct	\$400	\$150		\$150 copay, deduct then 10%
Co-payment or co-insurance (Urgent Care)		deduct	\$75	\$25		deduct then 10%
Co-payment or co-insurance generic drugs (retail)		deduct	\$10	\$5		15% with min \$7.50 copay
In Network deduct: (Con't.)						
Co-payment or co-insurance preferred brand (retail)		deduct	\$40	\$50		25% with min \$20 copay
Co-payment or co-insurance non-preferred drugs (retail)		deduct	\$70	\$25		35% with min \$35 copay
Co-pay or co-insurance generic drugs (mail order- 3 mos.)		deduct	\$25	\$13		15% with min \$10 copay
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)		deduct	\$120	\$125		25% with min \$30 copay
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)		deduct	\$210	\$33		35% with min \$50 copay



	Clinton Township	Madison Township Franklin County	Orange Township	Prairie Township	Violet Township	Village of Granville
<b>Out-of-Network deduct:</b>						
<b>Individual deduct</b>	\$7,500	\$5,000	\$15,000	\$1,000	\$300	\$400
<b>Family deduct</b>	\$15,000	\$10,000	\$30,000	\$2,500	\$600	\$1,200
<b>Coinsurance (e.g., 80/20, 70/30, etc.)</b>	50%		30% after deduct.			70% Plan
<b>Lifetime maximum for medical plan</b>						
<b>Office co-payment (Primary Care Physician)</b>		deduct	30% after deduct.			deduct then 30%
<b>Office co-payment (Specialist)</b>		deduct	30% after deduct.			
<b>Co-payment or co-insurance (Emergency room)</b>		deduct	30% after deduct.			\$150 copay, deduct then 10%
<b>Co-payment or co-insurance (Urgent Care)</b>		deduct	30% after deduct.			deduct then 30%
<b>Co-payment or co-insurance generic drugs (retail)</b>		deduct	50% after deduct.			\$15
<b>Co-payment or co-insurance preferred brand (retail)</b>		deduct	50% after deduct.			
<b>Co-payment or co-insurance non-preferred drugs (retail)</b>		deduct	50% after deduct.			
<b>Co-pay or co-insurance generic drugs (mail order- 3 mos.)</b>		deduct	50% after deduct.			
<b>Co-pay or co-insurance preferred drugs (mail order - 3 mos.)</b>		deduct	50% after deduct.			
<b>Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)</b>		deduct	50% after deduct.			
<b>Do you provide a credit/incentive to employees who opt out of medical coverage?</b>	No	No	Yes	Yes	No	No
<b>Dental Coverage:</b>						
<b>Do you offer Dental coverage to your employees?</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>Do you offer orthodontic benefits?</b>	Yes	Yes	Yes	Yes	Yes	No
<b>If yes, per person lifetime maximum?</b>	2000 / 1500 / 1000	\$1,500		\$1,500	\$1,500	
<b>If yes, what age group is covered?</b>	Up to age 19	Up to age 19		Up to age 19	Up to age 19	
<b>Monthly Dental Premiums if not bundled with medical plan</b>						
<b>Total Monthly Premium</b>						
<b>Employee only</b>	\$32	\$35	\$30		\$24	\$27
<b>Employee &amp; Spouse/Domestic Partner</b>	\$60	\$69	\$57		\$71	\$72
<b>Employee &amp; Child(ren)</b>	\$60	\$69	\$108		\$71	\$72
<b>Employee &amp; Family</b>	\$112	\$130	\$108		\$71	\$72
<b>Monthly Employer Cost</b>						
<b>Employee only</b>	\$30	\$35	\$30		\$24	\$22
<b>Employee &amp; Spouse/Domestic Partner</b>	\$54	\$69	\$57		\$71	\$58
<b>Employee &amp; Child(ren)</b>	\$54	\$69	\$108		\$71	\$58
<b>Employee &amp; Family</b>	\$102	\$130	\$108		\$71	\$58

	Clinton Township	Madison Township Franklin County	Orange Township	Prairie Township	Violet Township	Village of Granville
Monthly Employee Cost						
Employee only	\$3					\$5.00
Employee & Spouse/Domestic Partner	\$5					\$15.00
Employee & Child(ren)	\$5					\$15.00
Employee & Family	\$10					\$15.00
Vision Coverage:						
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	Yes	No	No	Yes	No	No
Please provide information below if not bundled with medical						
Total Monthly Premium						
Employee only	\$9	\$11	\$16		\$11	\$11
Employee & Spouse/Domestic Partner	\$18	\$22	\$16		\$19	\$22
Employee & Child(ren)	\$30	\$22	\$16		\$19	\$22
Employee & Family	\$30	\$35	\$16		\$31	\$35
Monthly Employer Cost						
Employee only	\$8	\$11	\$16		\$11	\$5
Employee & Spouse/Domestic Partner	\$17	\$22	\$16		\$19	\$11
Employee & Child(ren)	\$27	\$22	\$16		\$19	\$11
Employee & Family	\$27	\$35	\$16		\$31	\$18
Monthly Employee Cost						
Employee only	\$1					\$5
Employee & Spouse/Domestic Partner	\$2					\$11
Employee & Child(ren)	\$3					\$11
Employee & Family	\$3					\$18
Notes:						



## SECTION 6B

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

2023 Health, Dental & Vision Plans	City of Bellefontaine	City of Bexley	City of Canal Winchester	City of Columbus	City of Delaware
NON-BARGAINING					
Do you offer medical coverage to your employees?	Yes		Yes	Yes	Yes
What type of plan do you offer?	HSFA	HSFA		PPO	PPO / HSFA / DCFSA
How many employees are enrolled in medical plan?	47			1,103	101 / 10 / 3
Funding type?	Fully-Insured			Self-Insured	Self-Insured
If other, please describe:			High Deductible/Health Savings Account	The City of Cols has a Health Savings Account offering. It has a separate plan design.	
Monthly Premiums: Total Monthly Premium					
Employee Only	\$564		\$815	\$1,524	\$867
Employee & Spouse/Domestic Partner	\$1,233			\$1,766	
Employee & Children	\$969			\$1,766	
Employee & Family	\$1,751		\$2,111	\$1,766	\$2,600
Monthly Premiums: Total Employer Cost					
Employee Only	\$519		\$815	\$1,362	\$737
Employee & Spouse/Domestic Partner	\$1,137			\$1,362	
Employee & Children	\$896			\$1,362	
Employee & Family	\$1,617		\$2,111	\$1,362	\$2,210
Monthly Premiums: Total Employee Cost					
Employee Only	\$46			\$162	\$130
Employee & Spouse/Domestic Partner	\$96			\$404	
Employee & Children	\$74			\$404	
Employee & Family	\$135			\$404	\$390
In Network Deductible:					
Individual deductible	\$5,000	\$1,400	\$3,000	\$300	\$0
Family deductible	\$10,000	\$2,800	\$5,000	\$600	\$0
Coinsurance (e.g., 80/20, 70/30, etc.)	80/20	50 / 50		80 / 20	90/10 for the first \$1,000. then 80/20 for the next \$3,000
Lifetime maximum for medical plan	\$6,750.00				
Office co-payment (Primary Care Physician)	Ded. & co-ins			\$20	\$10
Office co-payment (Specialist)				\$30	\$10
Co-payment or co-insurance (Emergency room)	Ded. & co-ins			\$75	Deductible then coinsurance
Co-payment or co-insurance (Urgent Care)	Ded. & co-ins			\$30	Deductible then coinsurance
Co-payment or co-insurance generic drugs (retail)	Medical Ded. Applies Tier 1: \$10 Tier 2: \$40 Tier 3: \$85 Tier 4: \$250			\$5	20%

2023 Health, Dental & Vision Plans	City of Bellefontaine	City of Bexley	City of Canal Winchester	City of Columbus	City of Delaware
NON-BARGAINING					
In Network Deductible: (Con't.)					
Co-payment or co-insurance preferred brand (retail)				\$15	50% after \$25 copay until max is met, then \$25
Co-payment or co-insurance non-preferred drugs (retail)				\$30	50% after \$25 copay until max is met, then \$25
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	Tier 1: \$25 Tier 2: \$100 Tier 3: \$212.50 Tier 4: \$625			\$13	10/25% until out of pocket is met
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	Tier 1: \$25 Tier 2: \$100 Tier 3: \$212.50 Tier 4: \$625			\$25	10/25% until out of pocket is met
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	Tier 1: \$25 Tier 2: \$100 Tier 3: \$212.50 Tier 4: \$625			\$60	10/25% until out of pocket is met
Out-of-Network Deductible:					
Individual deductible	\$10,000	\$1,700	\$5,000	\$800	\$500
Family deductible	\$20,000	\$5,400	\$10,000	\$1,600	\$1,000
Coinsurance (e.g., 80/20, 70/30, etc.)	50/50	50/40		60 / 40	\$0.50
Lifetime maximum for medical plan	\$20,000				
Office co-payment (Primary Care Physician)	Ded. & co-ins			\$0 co-pay, 60% of eligible exp	50% after deductible
Office co-payment (Specialist)				\$0 co-pay, 60% of eligible exp	50% after deductible
Co-payment or co-insurance (Emergency room)	Ded. & 20% co-ins			\$75	Deductible then coinsurance
Co-payment or co-insurance (Urgent Care)	Ded. & co-ins			\$30	50% after deductible
Co-payment or co-insurance generic drugs (retail)	Medical Ded. Applies Tier 1: \$10 Tier 2: \$40 Tier 3: \$85 Tier 4: \$250 The difference between the network and non-network changes			\$5	20%
Co-payment or co-insurance preferred brand (retail)				\$15	50% after \$25 copay until max is met, then \$25
Co-payment or co-insurance non-preferred drugs (retail)				\$30	50% after \$25 copay until max is met, then \$25
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	Not covered			\$13	10%/25% until out of pockt is met
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	Not covered			\$25	10%/25% until out of pockt is met
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	Not covered			\$60	10%/25% until out of pockt is met
Do you provide a credit/incentive to employees who opt out of medical coverage?	Yes	Yes	Yes	No	Yes
Dental Coverage:					
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?		Yes	Yes	Yes	No
If yes, per person lifetime maximum?				\$1,850	
If yes, what age group is covered?				Up to age 19*	
Monthly Dental Premiums if not bundled with medical plan					
Total Monthly Premium					
Employee only			\$97		\$48
Employee & Spouse/Domestic Partner					
Employee & Child(ren)					
Employee & Family			\$97		\$106

2023 Health, Dental & Vision Plans	City of Bellefontaine	City of Bexley	City of Canal Winchester	City of Columbus	City of Delaware
<b>NON-BARGAINING</b>					
<b>Monthly Employer Cost</b>					
Employee only			\$97		\$41
Employee & Spouse/Domestic Partner					
Employee & Child(ren)					
Employee & Family			\$97		\$90
<b>Monthly Employee Cost</b>					
Employee only					\$7
Employee & Spouse/Domestic Partner					
Employee & Child(ren)					
Employee & Family					\$16
<b>Vision Coverage:</b>					
Do you offer vision coverage to your employees?	No	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?		No	No	Yes	No
Please provide information below if not bundled with medical					
<b>Total Monthly Premium</b>					
Employee only			\$22		\$6
Employee & Spouse/Domestic Partner					\$12
Employee & Child(ren)					\$13
Employee & Family			\$22		\$19
<b>Monthly Employer Cost</b>					
Employee only			\$22		
Employee & Spouse/Domestic Partner					
Employee & Child(ren)					
Employee & Family			\$22		
<b>Monthly Employee Cost</b>					
Employee only					\$6
Employee & Spouse/Domestic Partner					\$12
Employee & Child(ren)					\$13
Employee & Family					\$19
<b>Notes:</b>				*treatment must begin prior to age 19 and coverage will continue to the end of treatment or until the maximum has been reached	



2023 Health, Dental & Vision Plans				
NON-BARGAINING	City of Dublin	City of Gahanna	City of Gahanna	City of Grandview Heights
Do you offer medical coverage to your employees?	Yes	Yes	Yes	Yes
What type of plan do you offer?	HSFA / DCFSA	PPO / HSFA / DCFSA	PPO / HSFA / DCFSA	PPO
How many employees are enrolled in medical plan?	200 / 7	61 / 61 / 2	61 / 61 / 2	80
Funding type?	Self-Insured	Self-Insured	Self-Insured	Fully-Insured
If other, please describe:	HDHP			
Monthly Premiums: Total Monthly Premium		No Wellness Participation & Smoker 15%	Wellness Participation & Non-Smoker 6%	
Employee Only	\$1,190	\$796	\$796	\$2,377
Employee & Spouse/Domestic Partner		\$1,494	\$1,494	\$2,377
Employee & Children		\$1,649	\$1,649	\$2,377
Employee & Family	\$2,903	\$2,346	\$2,346	\$2,377
Monthly Premiums: Total Employer Cost				
Employee Only	\$1,190	\$678	\$749	\$2,207
Employee & Spouse/Domestic Partner		\$1,270	\$1,405	\$1,943
Employee & Children		\$1,402	\$1,550	\$1,943
Employee & Family	\$2,903	\$1,994	\$2,206	\$1,943
Monthly Premiums: Total Employee Cost				
Employee Only		\$119	\$48	\$170
Employee & Spouse/Domestic Partner		\$224	\$90	\$434
Employee & Children		\$247	\$99	\$434
Employee & Family		\$252	\$141	\$434
In Network Deductible:				
Individual deductible	\$2,500	\$3,000	\$3,000	\$500
Family deductible	\$5,000	\$6,000	\$6,000	\$1,250
Coinsurance (e.g., 80/20, 70/30, etc.)	85 / 15	No Charge	No Charge	100
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)		No Charge	No Charge	\$20
Office co-payment (Specialist)		No Charge	No Charge	\$20 - \$40
Co-payment or co-insurance (Emergency room)		No Charge	No Charge	\$150
Co-payment or co-insurance (Urgent Care)		No Charge	No Charge	\$25
Co-payment or co-insurance generic drugs (retail)		\$10	\$10	\$5

2023 Health, Dental & Vision Plans				
NON-BARGAINING	City of Dublin	City of Gahanna	City of Gahanna	City of Grandview Heights
<b>In Network Deductible: (Con't.)</b>				
Co-payment or co-insurance preferred brand (retail)		\$25	\$25	\$25
Co-payment or co-insurance non-preferred drugs (retail)		\$70	\$70	\$50
Co-pay or co-insurance generic drugs (mail order- 3 mos.)		\$25	\$25	\$13
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)		\$50	\$50	\$63
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)		\$50	\$50	\$125
<b>Out-of-Network Deductible:</b>				
Individual deductible	\$5,000	\$6,000	\$6,000	\$1,000
Family deductible	\$10,000	\$12,000	\$12,000	\$2,500
Coinsurance (e.g., 80/20, 70/30, etc.)	60 / 40	80 / 20	80 / 20	80 / 20
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)		20% coinsurance	20% coinsurance	20%
Office co-payment (Specialist)		20% coinsurance	20% coinsurance	20%
Co-payment or co-insurance (Emergency room)		No Charge	No Charge	20%
Co-payment or co-insurance (Urgent Care)		20% coinsurance	20% coinsurance	20%
Co-payment or co-insurance generic drugs (retail)				
Co-payment or co-insurance preferred brand (retail)				
Co-payment or co-insurance non-preferred drugs (retail)				
Co-pay or co-insurance generic drugs (mail order- 3 mos.)				
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)				
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)				
Do you provide a credit/incentive to employees who opt out of medical coverage?	No	Yes	Yes	No
<b>Dental Coverage:</b>				
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	Yes	Yes
If yes, per person lifetime maximum?	\$2,000	\$1,500	\$1,500	\$1,500
If yes, what age group is covered?		End of year of 25th birthday	Up to age 19	Up to age 19
Monthly Dental Premiums if not bundled with medical plan				
<b>Total Monthly Premium</b>				
Employee only	\$60	\$97	\$97	
Employee & Spouse/Domestic Partner		\$97	\$97	
Employee & Child(ren)		\$97	\$97	
Employee & Family		\$97	\$97	
	\$193			

2023 Health, Dental & Vision Plans	City of Dublin	City of Gahanna	City of Gahanna	City of Grandview Heights
NON-BARGAINING				
<b>Monthly Employer Cost</b>				
Employee only	\$60	\$97	\$97	
Employee & Spouse/Domestic Partner		\$97	\$97	
Employee & Child(ren)		\$97	\$97	
Employee & Family	\$193	\$97	\$97	
<b>Monthly Employee Cost</b>				
Employee only				
Employee & Spouse/Domestic Partner				
Employee & Child(ren)				
Employee & Family				
<b>Vision Coverage:</b>				
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	Yes	No	No	Yes
Please provide information below if not bundled with medical				
<b>Total Monthly Premium</b>				
Employee only	\$8	\$28	\$28	
Employee & Spouse/Domestic Partner		\$28	\$28	
Employee & Child(ren)		\$28	\$28	
Employee & Family	\$25	\$28	\$28	
<b>Monthly Employer Cost</b>				
Employee only	\$8	\$28	\$28	
Employee & Spouse/Domestic Partner		\$28	\$28	
Employee & Child(ren)		\$28	\$28	
Employee & Family	\$25	\$28	\$28	
<b>Monthly Employee Cost</b>				
Employee only				
Employee & Spouse/Domestic Partner				
Employee & Child(ren)				
Employee & Family				
<b>Notes:</b>				dental and vision part of medical

2023 Health, Dental & Vision Plans	City of Grove City	City of Groveport	City of Hilliard	City of Lancaster	City of Marysville
NON-BARGAINING					
Do you offer medical coverage to your employees?	Yes	Yes	Yes	Yes	Yes
What type of plan do you offer?		PPO / HSFA / DCFSA	PPO / HSFA / DCFSA	PPO	PPO / HSFA / DCFSA
How many employees are enrolled in medical plan?		54 / 58	133 / 29 / 3	375	
Funding type?		Fully & Self	Self-Insured	Self-Insured	Self-Insured
If other, please describe:	HDHP, HAS, self-insured through a health care consortium		Bundled premium rate includes medical, RX, dental, and vision. FOP/OLC members are included in the non-bargaining unit group		
Monthly Premiums: Total Monthly Premium					
Employee Only	\$869	\$1,252	\$1,065	\$842	\$1,565
Employee & Spouse/Domestic Partner		\$3,950			\$4,090
Employee & Children		\$3,950			\$4,009
Employee & Family	\$2,250	\$3,950	\$3,089	\$2,292	\$4,009
Monthly Premiums: Total Employer Cost					
Employee Only	\$738	\$1,135	\$958	\$716	\$1,252
Employee & Spouse/Domestic Partner		\$3,578			\$3,272
Employee & Children		\$3,578			\$3,272
Employee & Family	\$1,912	\$3,578	\$2,780	\$1,948	\$3,272
Monthly Premiums: Total Employee Cost					
Employee Only	\$130	\$118	\$106	\$126	\$313
Employee & Spouse/Domestic Partner		\$371			\$818
Employee & Children		\$371			\$818
Employee & Family	\$337	\$371	\$309	\$344	\$818
In Network Deductible:					
Individual deductible	\$3,000	\$5,000	\$300	\$400	\$100
Family deductible	\$5,000	\$10,000	\$600	\$800	\$200
Coinsurance (e.g., 80/20, 70/30, etc.)		pays 100% of most	90 -10	80 / 20	80 / 20
Lifetime maximum for medical plan		none			\$600 / \$1,200
Office co-payment (Primary Care Physician)		no charge after ded.	\$20	\$25	\$15
Office co-payment (Specialist)		no charge after ded.	\$20	\$25	\$15
Co-payment or co-insurance (Emergency room)		no charge after ded.	10% coinsurance	\$100	\$100
Co-payment or co-insurance (Urgent Care)		no charge after ded.	10% coinsurance	\$50	\$25
Co-payment or co-insurance generic drugs (retail)		no charge after ded.	\$10	\$10	\$10

2023 Health, Dental & Vision Plans	City of Grove City	City of Groveport	City of Hilliard	City of Lancaster	City of Marysville
NON-BARGAINING					
<b>In Network Deductible: (Con't.)</b>					
Co-payment or co-insurance preferred brand (retail)		no charge after ded.	\$25.00	\$30	\$25
Co-payment or co-insurance non-preferred drugs (retail)		no charge after ded.	\$50.00	\$60	\$40
Co-pay or co-insurance generic drugs (mail order- 3 mos.)		no charge after ded.	\$20.00	\$20	\$25
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)		no charge after ded.	\$50.00	\$60	\$65
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)		no charge after ded.	\$100.00		\$120
<b>Out-of-Network Deductible:</b>					
Individual deductible	\$50,000	\$7,500	\$600	\$1,000	\$200
Family deductible	\$10,000	\$15,000	\$1,200	\$2,000	\$400
Coinsurance (e.g., 80/20, 70/30, etc.)		pays 50%	70-30	60 / 40	60 / 40
Lifetime maximum for medical plan		none	none		\$1,200 / \$2,400
Office co-payment (Primary Care Physician)		50% coinsurance	30% coinsurance after ded.	\$50	40%
Office co-payment (Specialist)		50% coinsurance	30% coinsurance after ded.	\$50	40%
Co-payment or co-insurance (Emergency room)		50% coinsurance	covered as in network		\$100
Co-payment or co-insurance (Urgent Care)		no charge after ded.	30% coinsurance after ded.		40%
Co-payment or co-insurance generic drugs (retail)					\$10
Co-payment or co-insurance preferred brand (retail)					\$25
Co-payment or co-insurance non-preferred drugs (retail)					\$45
Co-pay or co-insurance generic drugs (mail order- 3 mos.)					
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)					
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)					
Do you provide a credit/incentive to employees who opt out of medical coverage?	Yes	Yes	No	No	Yes
<b>Dental Coverage:</b>					
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	Yes	Yes	Yes
If yes, per person lifetime maximum?	\$1,500	\$1,000	\$1,500	\$2,000	\$1,000
If yes, what age group is covered?	Up to age 19	Up to age 19	Up to age 26	Up to age 19	Up to age 19
Monthly Dental Premiums if not bundled with medical plan					
<b>Total Monthly Premium</b>					
Employee only	\$97	\$32		\$54	\$34
Employee & Spouse/Domestic Partner	\$97	\$60			\$101
Employee & Child(ren)	\$97	\$112			\$101
Employee & Family	\$97	\$112		\$108	\$101

2023 Health, Dental & Vision Plans					
NON-BARGAINING	City of Grove City	City of Groveport	City of Hilliard	City of Lancaster	City of Marysville
<b>Monthly Employer Cost</b>					
Employee only	\$83	\$32		\$46	\$27
Employee & Spouse/Domestic Partner	\$83	\$60			\$80
Employee & Child(ren)	\$83	\$112			\$80
Employee & Family		\$112		\$92	\$80
<b>Monthly Employee Cost</b>					
Employee only	\$15			\$8	\$7
Employee & Spouse/Domestic Partner	\$15				\$20
Employee & Child(ren)	\$15				\$20
Employee & Family	\$15			\$16	\$20
<b>Vision Coverage:</b>					
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	No	No	Yes	No	No
Please provide information below if not bundled with medical					
<b>Total Monthly Premium</b>					
Employee only	\$24	\$9		\$12	\$6
Employee & Spouse/Domestic Partner	\$24	\$18		\$18	\$14
Employee & Child(ren)	\$24	\$18			\$14
Employee & Family	\$24	\$18		\$31	\$14
<b>Monthly Employer Cost</b>					
Employee only	\$20	\$9			\$6
Employee & Spouse/Domestic Partner	\$20	\$18			\$11
Employee & Child(ren)	\$20	\$18			\$11
Employee & Family	\$20	\$18			\$11
<b>Monthly Employee Cost</b>					
Employee only	\$4			\$12	
Employee & Spouse/Domestic Partner	\$4			\$18	\$3
Employee & Child(ren)	\$4				\$3
Employee & Family	\$4			\$31	\$3
<b>Notes:</b>					



2023 Health, Dental & Vision Plans	City of New Albany	City of Pataskala	City of Powell	City of Reynoldsburg	City of Sunbury
NON-BARGAINING					
Do you offer medical coverage to your employees?	Yes	Yes	Yes	Yes	Yes
What type of plan do you offer?	HSFA / DCFSA	PPO / HSFA	HSFA	HSFA	PPO
How many employees are enrolled in medical plan?	95 / 29	19 / 11	44	87	17
Funding type?		Other	Self-Insured		Self-Insured
If other, please describe:		We belong to the Central Ohio Healthcare Consortium for our medical insurance program		HDHP w/Health Saving account partial funded. High deduct. Health plan HAS 2K of the 3K deduct. for single/ 4K of the 6.6K for family. Once deduct. Is met in network benefits are paid 100%	
Monthly Premiums: Total Monthly Premium					
Employee Only	\$936	\$847	\$1,520	\$708	\$776
Employee & Spouse/Domestic Partner	\$1,726	\$1,688	\$3,191	\$1,901	\$1,718
Employee & Children	\$2,029	\$1,637	\$2,887	\$1,901	\$1,391
Employee & Family	\$2,719	\$2,455	\$4,556	\$1,901	\$2,334
Monthly Premiums: Total Employer Cost					
Employee Only	\$866	\$763	\$720	\$623	\$743
Employee & Spouse/Domestic Partner	\$1,597	\$1,519	\$1,511	\$1,673	\$1,628
Employee & Children	\$1,877	\$1,474	\$1,368	\$1,673	\$1,333
Employee & Family	\$2,515	\$2,209	\$2,158	\$1,673	\$2,217
Monthly Premiums: Total Employee Cost					
Employee Only	\$70	\$85	\$800	\$85	\$33
Employee & Spouse/Domestic Partner	\$129	\$169	\$1,679	\$228	\$91
Employee & Children	\$152	\$162	\$1,519	\$228	\$58
Employee & Family	\$204	\$245	\$2,398	\$228	\$116
In Network Deductible:					
Individual deductible	\$2,500	\$2,500	\$3,000	\$3,300	\$2,500
Family deductible	\$5,000	\$5,000	\$5,000	\$6,600	\$5,000
Coinsurance (e.g., 80/20, 70/30, etc.)		100	\$1.00	100	\$0 after Deduct.
Lifetime maximum for medical plan			\$3,000 single/\$5,000 family		
Office co-payment (Primary Care Physician)		Deduct then 100%	Deductible then covered in full		\$0
Office co-payment (Specialist)		Deduct then 100%	Deductible then covered in full		\$0 after Deduct.
Co-payment or co-insurance (Emergency room)		Deduct then 100%	Deductible then covered in full		\$0 after Deduct.
Co-payment or co-insurance (Urgent Care)		Deduct then 100%	Deductible then covered in full		\$0 after Deduct.
Co-payment or co-insurance generic drugs (retail)		Deduct then 100%	Deductible then covered in full	\$10	\$0 after Deduct.

2023 Health, Dental & Vision Plans	City of New Albany	City of Pataskala	City of Powell	City of Reynoldsburg	City of Sunbury
NON-BARGAINING					
<b>In Network Deductible: (Con't.)</b>					
Co-payment or co-insurance preferred brand (retail)		Deduct then 100%	Deductible then covered in full	\$30	\$0 after Deduct.
Co-payment or co-insurance non-preferred drugs (retail)		Deduct then 100%	Deductible then covered in full	\$50	\$0 after Deduct.
Co-pay or co-insurance generic drugs (mail order- 3 mos.)		Deduct then 100%	Deductible then covered in full	\$25	\$0 after Deduct.
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)		Deduct then 100%	Deductible then covered in full	\$75	\$0 after Deduct.
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)		Deduct then 100%	Deductible then covered in full	\$125	\$0 after Deduct.
<b>Out-of-Network Deductible:</b>					
Individual deductible	\$5,000	\$5,000	\$5,000	\$4,600	\$7,500
Family deductible	\$10,000	\$10,000	\$10,000	\$9,200	\$15,000
Coinsurance (e.g., 80/20, 70/30, etc.)		80%	80%/20%	100%	\$0 after Deduct.
Lifetime maximum for medical plan			\$10,000 single/\$20,000 family		
Office co-payment (Primary Care Physician)		Deduct then 80%	Deductible then 20%		\$0.50
Office co-payment (Specialist)		Deduct then 80%	Deductible then 20%		\$0 after Deduct.
Co-payment or co-insurance (Emergency room)		Deduct then 100%	Deductible then covered in full		\$0 after Deduct.
Co-payment or co-insurance (Urgent Care)		Deduct then 80%	Deductible then 20%		\$0 after Deduct.
Co-payment or co-insurance generic drugs (retail)		Deduct then 100%		\$10	\$0 after Deduct.
Co-payment or co-insurance preferred brand (retail)		Deduct then 100%		\$30	\$0 after Deduct.
Co-payment or co-insurance non-preferred drugs (retail)		Deduct then 100%		\$50	\$0 after Deduct.
Co-pay or co-insurance generic drugs (mail order- 3 mos.)		Deduct then 100%		\$25	\$0 after Deduct.
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)		Deduct then 100%		\$75	\$0 after Deduct.
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)		Deduct then 100%		\$125	\$0 after Deduct.
Do you provide a credit/incentive to employees who opt out of medical coverage?	No	Yes	Yes	Yes	No
<b>Dental Coverage:</b>					
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	No	Yes	Yes
If yes, per person lifetime maximum?	\$1,500	\$1,500	\$1,500	\$1,500	\$1,000
If yes, what age group is covered?	Up to age 19	Up to age 19		Up to age 19	Up to age 26
Monthly Dental Premiums if not bundled with medical plan					
<b>Total Monthly Premium</b>					
Employee only	\$97	\$35	\$28	\$96	\$32
Employee & Spouse/Domestic Partner	\$97	\$69	\$73	\$96	\$65
Employee & Child(ren)	\$97	\$86	\$73	\$96	\$88
Employee & Family	\$97	\$132	\$73	\$96	\$121

2023 Health, Dental & Vision Plans					
NON-BARGAINING	City of New Albany	City of Pataskala	City of Powell	City of Reynoldsburg	City of Sunbury
<b>Monthly Employer Cost</b>					
Employee only	\$97	\$31	\$27	\$90	\$31
Employee & Spouse/Domestic Partner	\$97	\$62	\$72	\$90	\$61
Employee & Child(ren)	\$97	\$78	\$72	\$90	\$84
Employee & Family	\$97	\$119	\$72	\$90	\$116
<b>Monthly Employee Cost</b>					
Employee only		\$3	\$1	\$7	\$2
Employee & Spouse/Domestic Partner		\$7	\$1	\$7	\$4
Employee & Child(ren)		\$9	\$1	\$7	\$4
Employee & Family		\$13	\$1	\$7	\$7
<b>Vision Coverage:</b>					
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	No	No	No	No	No
Please provide information below if not bundled with medical					
<b>Total Monthly Premium</b>					
Employee only	\$22	\$22	\$10	\$22	\$9
Employee & Spouse/Domestic Partner	\$22	\$22	\$17	\$22	\$17
Employee & Child(ren)	\$22	\$22	\$18	\$22	\$18
Employee & Family	\$22	\$22	\$29	\$22	\$27
<b>Monthly Employer Cost</b>					
Employee only	\$22	\$20		\$20	\$8
Employee & Spouse/Domestic Partner	\$22	\$20		\$20	\$16
Employee & Child(ren)	\$22	\$20		\$20	\$17
Employee & Family	\$22	\$20		\$20	\$26
<b>Monthly Employee Cost</b>					
Employee only		\$2	\$10	\$2	\$0.41
Employee & Spouse/Domestic Partner		\$2	\$17	\$2	\$1
Employee & Child(ren)		\$2	\$18	\$2	\$1
Employee & Family		\$2	\$29	\$2	\$1
<b>Notes:</b>					

2023 Health, Dental & Vision Plans	City of Upper Arlington	City of Whitehall	City of Worthington	Delaware County
NON-BARGAINING				
Do you offer medical coverage to your employees?	Yes	Yes	Yes	Yes
What type of plan do you offer?	HDHP / PPO / HSFA / DCFSA	HSFA / DCFSA	PPO	PPO
How many employees are enrolled in medical plan?	23 / 75 / 0 / 4	1-Aug	121	865
Funding type?	Self-Insured	Self-Insured	Self-Insured	Fully-Insured
If other, please describe:		HDHP (High Deductible Health Plan) with HAS, self-insured		
Monthly Premiums: Total Monthly Premium	PPO/HDHP Rates			
Employee Only	\$764 / \$723	\$909	\$991	\$859
Employee & Spouse/Domestic Partner	\$1,604 / \$1,519	\$1,977		\$1,901
Employee & Children	\$1,298 / \$1,229	\$1,545		\$1,571
Employee & Family	\$2,138 / \$2,025	\$2,727	\$2,567	\$2,613
Monthly Premiums: Total Employer Cost				
Employee Only	\$672 / \$637	\$864	\$881	\$782
Employee & Spouse/Domestic Partner	\$1,411 / \$1,336	\$1,848		\$1,722
Employee & Children	\$1,142 / \$1,082	\$1,454		\$1,405
Employee & Family	\$1,882 / \$1,782	\$2,558	\$2,283	\$2,345
Monthly Premiums: Total Employee Cost				
Employee Only	\$92 / \$87	\$46	\$110	\$78
Employee & Spouse/Domestic Partner	\$192 / \$182	\$129		\$179
Employee & Children	\$156 / \$148	\$91		\$167
Employee & Family	\$257 / \$243	\$169	\$284	\$268
In Network Deductible:				
Individual deductible	\$200 / \$2,000	\$3,000	\$3,000	\$500
Family deductible	\$400 / \$4,000	\$6,000	\$6,000	\$1,000
Coinsurance (e.g., 80/20, 70/30, etc.)	20% / 10%		100/0	80
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)	\$20 / Deduct. then 10%	Deductible, then \$30		\$20
Office co-payment (Specialist)	\$50 / Deduct. then 10%	Deductible, then \$60		\$40
Co-payment or co-insurance (Emergency room)	\$250 / Deduct. then 10%	Deductible, then \$250		\$250
Co-payment or co-insurance (Urgent Care)	\$25 / Deduct. then 10%	Deductible, then \$75		\$50
Co-payment or co-insurance generic drugs (retail)	\$10 / Deduct. then 10%	Deductible, then \$10		\$10

2023 Health, Dental & Vision Plans				
NON-BARGAINING	City of Upper Arlington	City of Whitehall	City of Worthington	Delaware County
In Network Deductible: (Con't.)				
Co-payment or co-insurance preferred brand (retail)	\$40 / Deduct. then 10%	Deductible, then 20%		\$30
Co-payment or co-insurance non-preferred drugs (retail)	\$70 / Deduct. then 10%	Deductible, then 30%		\$50
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	\$25 / Deduct. then 10%	\$20		\$20
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$100 / Deduct. then 10%	\$70		\$60
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	\$175 / Deduct. then 10%	\$150		\$100
Out-of-Network Deductible:				
Individual deductible	\$400 / \$4,000	\$6,000	\$6,000	\$1,000
Family deductible	\$800 / \$8,000	\$12,000	\$12,000	\$2,000
Coinsurance (e.g., 80/20, 70/30, etc.)	40% / 30%	30	80 / 20	60
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)	Deduct. then 30%	Deductible, then 30%		
Office co-payment (Specialist)	Deduct. then 30%	Deductible, then 30%		
Co-payment or co-insurance (Emergency room)	\$250 / Deduct. then 30%	Deductible, then \$250		
Co-payment or co-insurance (Urgent Care)	Deduct. then 30%	Deductible, then 30%		\$50
Co-payment or co-insurance generic drugs (retail)	\$10 / Deduct. then 30%	Deductible, then \$10		\$10
Co-payment or co-insurance preferred brand (retail)	\$40 / Deduct. then 30%	Deductible, then 30%		\$30
Co-payment or co-insurance non-preferred drugs (retail)	\$70 / Deduct. then 30%	Deductible, then 30%		\$50
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	None / Deduct. then 30%	\$20		\$20
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	None / Deduct. then 30%	\$70		\$60
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	None	\$150		\$100
Do you provide a credit/incentive to employees who opt out of medical coverage?	No	No	Yes	No
Dental Coverage:				
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	Yes	Yes
If yes, per person lifetime maximum?	\$2,000	\$1,500	\$1,000	\$1,000
If yes, what age group is covered?	All	Up to age 19	Up to age 18	Up to age 19
Monthly Dental Premiums if not bundled with medical plan				
Total Monthly Premium				
Employee only	\$44	\$46	\$97	\$11
Employee & Spouse/Domestic Partner	\$106	\$96	\$97	\$22
Employee & Child(ren)	\$106	\$78	\$97	\$24
Employee & Family	\$106	\$137	\$97	\$40

2023 Health, Dental & Vision Plans				
NON-BARGAINING	City of Upper Arlington	City of Whitehall	City of Worthington	Delaware County
<b>Monthly Employer Cost</b>				
Employee only	\$44	\$42	\$97	
Employee & Spouse/Domestic Partner	\$106	\$84	\$97	
Employee & Child(ren)	\$106	\$70	\$97	
Employee & Family	\$106	\$121	\$97	
<b>Monthly Employee Cost</b>				
Employee only		\$4		\$11
Employee & Spouse/Domestic Partner		\$12		\$22
Employee & Child(ren)		\$8		\$24
Employee & Family		\$16		\$40
<b>Vision Coverage:</b>				
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	No	No	No	No
Please provide information below if not bundled with medical				
<b>Total Monthly Premium</b>				
Employee only	\$6	\$10	\$28	\$3
Employee & Spouse/Domestic Partner	\$11	\$20	\$28	\$6
Employee & Child(ren)	\$12	\$20	\$28	\$6
Employee & Family	\$17	\$31	\$28	\$9
<b>Monthly Employer Cost</b>				
Employee only		\$9	\$28	
Employee & Spouse/Domestic Partner		\$17	\$28	
Employee & Child(ren)		\$17	\$28	
Employee & Family		\$27	\$28	
<b>Monthly Employee Cost</b>				
Employee only	\$6	\$1		\$3
Employee & Spouse/Domestic Partner	\$11	\$2		\$6
Employee & Child(ren)	\$12	\$2		\$6
Employee & Family	\$17	\$4		\$9
<b>Notes:</b>				



2023 Health, Dental & Vision Plans				
NON-BARGAINING	Fairfield County	Franklin County BOC	Licking County	Union County
Do you offer medical coverage to your employees?	Yes	Yes	Yes	Yes
What type of plan do you offer?	PPO	PPO / HSFA / DCFSA	PPO / POS / HSFA / DEFSA	PPO
How many employees are enrolled in medical plan?	902	5457 / 1434 / 107	853 / 183 / 13	124
Funding type?	Self-Insured	Self-Insured / Employee Paid	Self-Insured	Fully-Insured
If other, please describe:		HSFA Above		
Monthly Premiums: Total Monthly Premium				
Employee Only	\$818	\$2,299	\$830	\$825
Employee & Spouse/Domestic Partner	\$1,948	\$2,299	\$1,740	\$1,818
Employee & Children	\$1,948	\$2,299		\$1,483
Employee & Family	\$1,948	\$2,299	\$2,300	\$2,476
Monthly Premiums: Total Employer Cost				
Employee Only	\$695	\$2,137	\$705	\$713 / \$ 638
Employee & Spouse/Domestic Partner	\$1,656	\$1,938	\$1,479	\$1504 / \$ 1361
Employee & Children	\$1,656	\$2,137		\$1287 / \$ 1147
Employee & Family	\$1,656	\$1,938	\$1,955	\$2017 / \$ 1869
Monthly Premiums: Total Employee Cost				
Employee Only	\$123	\$162	\$124	\$112 / \$187
Employee & Spouse/Domestic Partner	\$292	\$361	\$261	\$314 / \$457
Employee & Children	\$292	\$162		\$196 / \$337
Employee & Family	\$292	\$361	\$345	\$459 / \$607
In Network Deductible:				
Individual deductible	\$300	\$400	\$1,000	\$1,000
Family deductible	\$600	\$1,000	\$2,000	\$2,000
Coinsurance (e.g., 80/20, 70/30, etc.)	85		80 / 20	80 / 20
Lifetime maximum for medical plan			\$4,000	
Office co-payment (Primary Care Physician)	\$15	\$20	\$15	\$15
Office co-payment (Specialist)	\$15	\$40	\$15	\$15
Co-payment or co-insurance (Emergency room)	\$200	\$150	\$75	\$200
Co-payment or co-insurance (Urgent Care)	\$20	\$25	\$50	\$35
Co-payment or co-insurance generic drugs (retail)	\$4	\$5		\$15

2023 Health, Dental & Vision Plans				
NON-BARGAINING	Fairfield County	Franklin County BOC	Licking County	Union County
<b>In Network Deductible: (Con't.)</b>				
Co-payment or co-insurance preferred brand (retail)	\$25	\$25	10% of cost	\$30
Co-payment or co-insurance non-preferred drugs (retail)	\$50	\$50	10% of cost	\$50
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	\$10	\$13		\$30
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$50	\$63	10% Co-Ins	\$60
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	\$100	\$125	10% Co-Ins	\$100
<b>Out-of-Network Deductible:</b>				
Individual deductible	\$650	\$800	\$2,000	\$2,000
Family deductible	\$1,300	\$2,000	\$4,000	\$4,000
Coinsurance (e.g., 80/20, 70/30, etc.)	70	80 / 20	60 / 40	60 / 40
Lifetime maximum for medical plan			\$8,000	
Office co-payment (Primary Care Physician)	30% after deductible	Deductible then 80 / 20	40% Co-Ins	40% coinsurance after ded. Is met
Office co-payment (Specialist)	30% after deductible	Deductible then 80 / 20	40% Co-Ins	40% coinsurance after ded. Is met
Co-payment or co-insurance (Emergency room)	\$200	\$150	\$75	covered as in network
Co-payment or co-insurance (Urgent Care)	30% after deductible	Deductible then 80 / 20	40% Co-Ins	40% coinsurance after ded. Is met
Co-payment or co-insurance generic drugs (retail)				
Co-payment or co-insurance preferred brand (retail)				
Co-payment or co-insurance non-preferred drugs (retail)				
Co-pay or co-insurance generic drugs (mail order- 3 mos.)				
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)				
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)				
Do you provide a credit/incentive to employees who opt out of medical coverage?	No	No	Yes	No
<b>Dental Coverage:</b>				
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	Yes	Yes
If yes, per person lifetime maximum?		\$1,500	\$1,500	\$1,000
If yes, what age group is covered?		Up to age 19	Dep Children under 23	Up to age 19
Monthly Dental Premiums if not bundled with medical plan				
<b>Total Monthly Premium</b>				
Employee only	\$38		\$32	\$29
Employee & Spouse/Domestic Partner	\$87		\$74	\$57
Employee & Child(ren)	\$87			\$62
Employee & Family	\$87		\$105	\$102

2023 Health, Dental & Vision Plans				
NON-BARGAINING	Fairfield County	Franklin County BOC	Licking County	Union County
<b>Monthly Employer Cost</b>				
Employee only	\$32		\$16	\$25
Employee & Spouse/Domestic Partner	\$74		\$37	\$48
Employee & Child(ren)	\$74			\$53
Employee & Family	\$74		\$53	\$87
<b>Monthly Employee Cost</b>				
Employee only	\$6		\$16	\$4
Employee & Spouse/Domestic Partner	\$13		\$37	\$9
Employee & Child(ren)	\$13			\$9
Employee & Family	\$13		\$53	\$15
<b>Vision Coverage:</b>				
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	No	Yes	No	No
Please provide information below if not bundled with medical				
<b>Total Monthly Premium</b>				
Employee only	\$8		\$5	\$7
Employee & Spouse/Domestic Partner	\$21		\$11	\$11
Employee & Child(ren)	\$21			\$11
Employee & Family	\$21		\$16	\$18
<b>Monthly Employer Cost</b>				
Employee only	\$7		\$3	\$1
Employee & Spouse/Domestic Partner	\$18		\$5	\$2
Employee & Child(ren)	\$18			\$2
Employee & Family	\$18		\$8	\$4
<b>Monthly Employee Cost</b>				
Employee only	\$1		\$3	\$6
Employee & Spouse/Domestic Partner	\$3		\$5	\$9
Employee & Child(ren)	\$3			\$9
Employee & Family	\$3		\$8	\$15
Notes:				

2023 Health, Dental & Vision Plans	Clinton Township	Jefferson Township	Madison Township Franklin County	Mifflin Township Franklin County
NON-BARGAINING				
Do you offer medical coverage to your employees?	Yes	Yes	Yes	Yes
What type of plan do you offer?	PPO	PPO / HSFA / DCFSA	PPO	PPO
How many employees are enrolled in medical plan?	16	42 / 7 / 1	11	All Full-time
Funding type?	Full- Insured	Self (cooperative)	Self-Insured	Fully-Insured
If other, please describe:		Participate in the Franklin County Healthcare Cooperative		
Monthly Premiums: Total Monthly Premium				
Employee Only	\$417	\$1,138	\$970	\$677
Employee & Spouse/Domestic Partner	\$911	\$3,080	\$2,483	
Employee & Children	\$746	\$3,080	\$2,483	
Employee & Family	\$1,241	\$3,080	\$2,483	\$1,858
Monthly Premiums: Total Employer Cost				
Employee Only	\$379	\$987	\$824	\$630
Employee & Spouse/Domestic Partner	\$829	\$2,649	\$2,111	
Employee & Children	\$679	\$2,649	\$2,111	
Employee & Family	\$1,129	\$2,649	\$2,111	\$1,690
Monthly Premiums: Total Employee Cost				
Employee Only	\$38	\$152	\$146	\$47
Employee & Spouse/Domestic Partner	\$82	\$431	\$373	
Employee & Children	\$67	\$431	\$373	
Employee & Family	\$112	\$431	\$373	\$167
In Network Deductible:				
Individual deductible	\$6,750	\$500	\$3,000	\$2,000
Family deductible	\$13,500	\$1,250	\$5,000	\$4,000
Coinsurance (e.g., 80/20, 70/30, etc.)	100%	100 / 0		90 / 10
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)		\$20	deductible	Deductible then 10%
Office co-payment (Specialist)		\$20	deductible	Deductible then 10%
Co-payment or co-insurance (Emergency room)		\$150	deductible	Deductible then \$250
Co-payment or co-insurance (Urgent Care)		\$25	deductible	Deductible then 10%
Co-payment or co-insurance generic drugs (retail)		\$5	deductible	\$5

2023 Health, Dental & Vision Plans	Clinton Township	Jefferson Township	Madison Township Franklin County	Mifflin Township Franklin County
NON-BARGAINING				
In Network Deductible: (Con't.)				
Co-payment or co-insurance preferred brand (retail)		\$25	deductible	\$15
Co-payment or co-insurance non-preferred drugs (retail)		\$50	deductible	\$30
Co-pay or co-insurance generic drugs (mail order- 3 mos.)		\$13	deductible	\$10
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)		\$63	deductible	\$30
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)		\$125	deductible	\$60
Out-of-Network Deductible:				
Individual deductible	\$7,500	\$1,000	\$5,000	\$5,000
Family deductible	\$15,000	\$2,500	\$10,000	\$10,000
Coinsurance (e.g., 80/20, 70/30, etc.)	50%	\$4.00		60 / 40
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)		20%	deductible	Deductible then 40%
Office co-payment (Specialist)		20%	deductible	Deductible then 40%
Co-payment or co-insurance (Emergency room)		\$150	deductible	Deductible then \$250
Co-payment or co-insurance (Urgent Care)		20%	deductible	Deductible then 40%
Co-payment or co-insurance generic drugs (retail)		Not covered	deductible	Deductible then 40%
Co-payment or co-insurance preferred brand (retail)		Not covered	deductible	Deductible then 40%
Co-payment or co-insurance non-preferred drugs (retail)		Not covered	deductible	Deductible then 40%
Co-pay or co-insurance generic drugs (mail order- 3 mos.)		Not covered	deductible	not covered
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)		Not covered	deductible	not covered
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)		Not covered	deductible	not covered
Do you provide a credit/incentive to employees who opt out of medical coverage?	No	Yes	No	Yes
Dental Coverage:				
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	Yes	Yes
If yes, per person lifetime maximum?	2000 / 1500 / 1000	\$1,500	\$1,500	\$1,500
If yes, what age group is covered?	Up to age 19	Under age 19	Up to age 19	Up to age 19
Monthly Dental Premiums if not bundled with medical plan				
Total Monthly Premium				
Employee only	\$32		\$35	\$36
Employee & Spouse/Domestic Partner	\$60		\$69	
Employee & Child(ren)	\$60		\$69	
Employee & Family	\$112		\$130	\$132

2023 Health, Dental & Vision Plans				
NON-BARGAINING	Clinton Township	Jefferson Township	Madison Township Franklin County	Mifflin Township Franklin County
<b>Monthly Employer Cost</b>				
Employee only	\$30		\$35	\$36
Employee & Spouse/Domestic Partner	\$54		\$69	
Employee & Child(ren)	\$54		\$69	
Employee & Family	\$102		\$130	\$132
<b>Monthly Employee Cost</b>				
Employee only	\$3			
Employee & Spouse/Domestic Partner	\$5			
Employee & Child(ren)	\$5			
Employee & Family	\$10			
<b>Vision Coverage:</b>				
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	Yes	Yes	No	Yes
Please provide information below if not bundled with medical				
<b>Total Monthly Premium</b>				
Employee only	\$9		\$11	\$8
Employee & Spouse/Domestic Partner	\$18		\$22	
Employee & Child(ren)	\$30		\$22	
Employee & Family	\$30		\$35	\$27
<b>Monthly Employer Cost</b>				
Employee only	\$8		\$11	\$8
Employee & Spouse/Domestic Partner	\$17		\$22	
Employee & Child(ren)	\$27		\$22	
Employee & Family	\$27		\$35	\$27
<b>Monthly Employee Cost</b>				
Employee only	\$1			
Employee & Spouse/Domestic Partner	\$2			
Employee & Child(ren)	\$3			
Employee & Family	\$3			
<b>Notes:</b>				



2023 Health, Dental & Vision Plans	Orange Township	Prairie Township	Violet Township	Washington Township
NON-BARGAINING				
Do you offer medical coverage to your employees?	Yes	Yes	Yes	Yes
What type of plan do you offer?	PPO / HSFA	PPO / HSFA / DCFSA	PPO / POS	POS
How many employees are enrolled in medical plan?	13 / 9	54 / 7	14	107
Funding type?	Fully-Insured	Self-Insured	Self-Insured	Self - Insured
If other, please describe:				
Monthly Premiums: Total Monthly Premium				
Employee Only	\$978	\$2,382	\$1,143	\$1,323
Employee & Spouse/Domestic Partner	\$2,054	\$2,382	\$2,520	
Employee & Children	\$1,857	\$2,382	\$1,934	
Employee & Family	\$684	\$2,382	\$3,541	\$2,575
Monthly Premiums: Total Employer Cost				
Employee Only	\$831	\$2,144	\$1,111	\$1,323
Employee & Spouse/Domestic Partner	\$1,746	\$2,144	\$2,487	
Employee & Children	\$1,579	\$2,144	\$1,901	
Employee & Family	\$244	\$2,144	\$3,508	\$2,575
Monthly Premiums: Total Employee Cost				
Employee Only	\$147	\$238	\$33	
Employee & Spouse/Domestic Partner	\$308	\$238	\$33	
Employee & Children	\$279	\$238	\$33	
Employee & Family	\$4,400	\$238	\$33	
In Network Deductible:				
Individual deductible	\$5,000	\$500	\$300	\$2,600
Family deductible	\$10,000	\$1,250	\$600	\$5,200
Coinsurance (e.g., 80/20, 70/30, etc.)		100/0		100%
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)	\$30	\$20		Deduct then 100%
Office co-payment (Specialist)	\$60	\$40		Deduct then 100%
Co-payment or co-insurance (Emergency room)	\$400	\$150		Deduct then 100%
Co-payment or co-insurance (Urgent Care)	\$75	\$25		Deduct then 100%
Co-payment or co-insurance generic drugs (retail)	\$10	\$5		Deduct then \$10

2023 Health, Dental & Vision Plans				
NON-BARGAINING	Orange Township	Prairie Township	Violet Township	Washington Township
<b>In Network Deductible: (Con't.)</b>				
Co-payment or co-insurance preferred brand (retail)	\$40	\$50		Deduct then \$35
Co-payment or co-insurance non-preferred drugs (retail)	\$70	\$25		Deduct then \$70
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	\$25	\$13		Deduct then \$10
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$120	\$125		Deduct then \$88
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	\$210	\$33		Deduct then \$175
<b>Out-of-Network Deductible:</b>				
Individual deductible	\$15,000	\$1,000	\$300	\$5,000
Family deductible	\$30,000	\$2,500	\$600	\$10,000
Coinsurance (e.g., 80/20, 70/30, etc.)	30% after ded.			70 / 30
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)	30% after ded.			Deduct then 30% Co-Ins
Office co-payment (Specialist)	30% after ded.			Deduct then 30% Co-Ins
Co-payment or co-insurance (Emergency room)	30% after ded.			Deduct then 30% Co-Ins
Co-payment or co-insurance (Urgent Care)	30% after ded.			Deduct then 30% Co-Ins
Co-payment or co-insurance generic drugs (retail)	50% after ded.			
Co-payment or co-insurance preferred brand (retail)	50% after ded.			
Co-payment or co-insurance non-preferred drugs (retail)	50% after ded.			
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	50% after ded.			
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	50% after ded.			
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	50% after ded.			
Do you provide a credit/incentive to employees who opt out of medical coverage?	Yes	Yes	No	Yes
<b>Dental Coverage:</b>				
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	Yes	Yes
If yes, per person lifetime maximum?		\$1,500	\$1,500	\$2,000
If yes, what age group is covered?		Up to the age 19	Up to age 19	Up to age 26
Monthly Dental Premiums if not bundled with medical plan				
<b>Total Monthly Premium</b>				
Employee only	\$30		\$24	\$33
Employee & Spouse/Domestic Partner	\$57		\$71	
Employee & Child(ren)	\$108		\$71	
Employee & Family	\$108		\$71	\$95

2023 Health, Dental & Vision Plans				
NON-BARGAINING	Orange Township	Prairie Township	Violet Township	Washington Township
<b>Monthly Employer Cost</b>				
Employee only	\$30		\$24	\$33
Employee & Spouse/Domestic Partner	\$57		\$71	
Employee & Child(ren)	\$108		\$71	
Employee & Family	\$108		\$71	\$95
<b>Monthly Employee Cost</b>				
Employee only				
Employee & Spouse/Domestic Partner				
Employee & Child(ren)				
Employee & Family				
<b>Vision Coverage:</b>				
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	No	Yes	No	No
Please provide information below if not bundled with medical				
<b>Total Monthly Premium</b>				
Employee only	\$16		\$11	\$23
Employee & Spouse/Domestic Partner	\$16		\$19	
Employee & Child(ren)	\$16		\$19	
Employee & Family	\$16		\$31	\$23
<b>Monthly Employer Cost</b>				
Employee only	\$16		\$11	\$23
Employee & Spouse/Domestic Partner	\$16		\$19	
Employee & Child(ren)	\$16		\$19	
Employee & Family	\$16		\$31	\$23
<b>Monthly Employee Cost</b>				
Employee only				
Employee & Spouse/Domestic Partner				
Employee & Child(ren)				
Employee & Family				
<b>Notes:</b>				

2023 Health, Dental & Vision Plans	Village of Ashville	Village of Granville	Village of Somerset	Village of West Jefferson Madison County
NON-BARGAINING				
Do you offer medical coverage to your employees?		Yes	Yes	Yes
What type of plan do you offer?		PPO	PPO	HMO
How many employees are enrolled in medical plan?		11	4	33
Funding type?		Self-Insured	Fully-Insured	Fully-Insured
If other, please describe:				
Monthly Premiums: Total Monthly Premium				
Employee Only	\$733	\$1,023	\$2,182	\$780
Employee & Spouse/Domestic Partner	\$1,612	\$2,026		\$1,717
Employee & Children	\$2,100	\$2,374	\$1,061	\$1,405
Employee & Family	\$2,264	\$3,173		\$2,341
Monthly Premiums: Total Employer Cost				
Employee Only	\$660	\$874	\$1,830	\$624
Employee & Spouse/Domestic Partner	\$1,319	\$1,676		\$1,374
Employee & Children	\$1,685	\$1,955	\$913	\$1,124
Employee & Family	\$1,808	\$2,593		\$1,873
Monthly Premiums: Total Employee Cost				
Employee Only	\$73	\$150	\$352	\$156
Employee & Spouse/Domestic Partner	\$293	\$350		\$343
Employee & Children	\$415	\$420	\$148	\$281
Employee & Family	\$456	\$580		\$468
In Network Deductible:				
Individual deductible		\$200	\$3,000	\$1,000
Family deductible		\$600	\$9,000	\$2,000
Coinsurance (e.g., 80/20, 70/30, etc.)		90% Plan		80 / 20
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)		\$15	\$25	\$30
Office co-payment (Specialist)			\$50	\$30
Co-payment or co-insurance (Emergency room)		\$150 copay, Ded the 10%	\$200	\$200
Co-payment or co-insurance (Urgent Care)		Ded then 10%	\$50	\$60
Co-payment or co-insurance generic drugs (retail)		15% with min \$7.50 copay	\$10	

2023 Health, Dental & Vision Plans				
NON-BARGAINING	Village of Ashville	Village of Granville	Village of Somerset	Village of West Jefferson Madison County
<b>In Network Deductible: (Con't.)</b>				
Co-payment or co-insurance preferred brand (retail)		25% with min \$20 copay	\$20	15 / 35 / 70
Co-payment or co-insurance non-preferred drugs (retail)		35% with min \$35 copay	\$30	
Co-pay or co-insurance generic drugs (mail order- 3 mos.)		15% with min \$10 copay	\$30	\$37.50 / \$87.50 / \$175
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)		25% with min \$30 copay	\$90	
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)		25% with min \$20 copay	\$180	
<b>Out-of-Network Deductible:</b>				
Individual deductible		\$400		\$3,000
Family deductible		\$1,200		\$6,000
Coinsurance (e.g., 80/20, 70/30, etc.)		70% Plan		60 / 40
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)		Ded then 30%		Deduct then co-ins
Office co-payment (Specialist)				Deduct then co-ins
Co-payment or co-insurance (Emergency room)		\$150 copay, Ded then 10%		\$200
Co-payment or co-insurance (Urgent Care)		Ded then 30%		Deduct then co-ins
Co-payment or co-insurance generic drugs (retail)		\$15		
Co-payment or co-insurance preferred brand (retail)				
Co-payment or co-insurance non-preferred drugs (retail)				
Co-pay or co-insurance generic drugs (mail order- 3 mos.)				
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)				
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)				
Do you provide a credit/incentive to employees who opt out of medical coverage?		No	No	No
<b>Dental Coverage:</b>				
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	No	No	Yes
If yes, per person lifetime maximum?				\$1,500
If yes, what age group is covered?				Under 18
Monthly Dental Premiums if not bundled with medical plan				
<b>Total Monthly Premium</b>				
Employee only	\$24	\$27	\$30	\$35
Employee & Spouse/Domestic Partner	\$65	\$72	\$61	\$65
Employee & Child(ren)	\$65	\$72	\$75	\$65
Employee & Family	\$65	\$72	\$106	\$123

2023 Health, Dental & Vision Plans				
NON-BARGAINING	Village of Ashville	Village of Granville	Village of Somerset	Village of West Jefferson Madison County
<b>Monthly Employer Cost</b>				
Employee only	\$22	\$22	\$30	\$28
Employee & Spouse/Domestic Partner	\$53	\$58	\$61	\$52
Employee & Child(ren)	\$53	\$58	\$74	\$52
Employee & Family	\$53	\$58	\$106	\$99
<b>Monthly Employee Cost</b>				
Employee only	\$2	\$5		\$7
Employee & Spouse/Domestic Partner	\$13	\$14		\$13
Employee & Child(ren)	\$13	\$14		\$13
Employee & Family	\$13	\$14		\$25
<b>Vision Coverage:</b>				
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	Yes	No	No	Yes
Please provide information below if not bundled with medical				
<b>Total Monthly Premium</b>				
Employee only		\$11	\$4	\$25
Employee & Spouse/Domestic Partner		\$22	\$8	\$25
Employee & Child(ren)		\$22	\$9	\$25
Employee & Family		\$35	\$15	\$25
<b>Monthly Employer Cost</b>				
Employee only		\$5	\$4	\$20
Employee & Spouse/Domestic Partner		\$11	\$8	\$20
Employee & Child(ren)		\$11	\$9	\$20
Employee & Family		\$18	\$15	\$20
<b>Monthly Employee Cost</b>				
Employee only		\$5		\$5
Employee & Spouse/Domestic Partner		\$11		\$5
Employee & Child(ren)		\$11		\$5
Employee & Family		\$18		\$5
<b>Notes:</b>				





## SECTION 6C

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

	City of Gahanna	City of Gahanna	City of Gahanna
2023 Health, Dental & Vision Plans	FOP Union Traditional Plan	FOP Union Traditional Plan	FOP Union Traditional Plan
<b>Additonal Gahanna Ins. Info</b>			
If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.)	United Steelworkers, FOP, FOP/OLC	United Steelworkers, FOP, FOP/OLC	United Steelworkers, FOP, FOP/OLC
Do you offer medical coverage to your employees?	Yes	Yes	Yes
What type of plan do you offer?	PPO / HSFA / DCFSA	PPO / HSFA / DCFSA	PPO / HSFA / DCFSA
How many employees are enrolled in medical plan?	PPO 98	PPO 98	PPO 98
Funding type?	Self-insured	Self-insured	Self-insured
If other, please describe:	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.
<b>Monthly Premiums: Total Monthly Premium</b>	<b>No Wellness Participation 15 %</b>	<b>Wellness &amp; Smoker 10%</b>	<b>Wellness &amp; Non-Smoker 6%</b>
Employee Only	\$979	\$979	\$979
Employee & Spouse/Domestic Partner			
Employee & Children			
Employee & Family	\$2,495	\$2,495	\$2,495
<b>Monthly Premiums: Total Employer Cost</b>			
Employee Only	\$833	\$882	\$921
Employee & Spouse/Domestic Partner			
Employee & Children			
Employee & Family	\$2,121	\$2,246	\$2,346
<b>Monthly Premiums: Total Employee Cost</b>			
Employee Only	\$147	\$98	\$59
Employee & Spouse/Domestic Partner			
Employee & Children			
Employee & Family	\$374	\$250	\$150
<b>In Network Deductible:</b>			
Individual deductible	\$200	\$200	\$200
Family deductible	\$600	\$600	\$600
Coinsurance (e.g., 80/20, 70/30, etc.)	90 / 10	90 / 10	90 / 10
Lifetime maximum for medical plan			
Office co-payment (Primary Care Physician)	\$15	\$15	\$15
Office co-payment (Specialist)	\$15	\$15	\$15
Co-payment or co-insurance (Emergency room)	\$150 + 10% co-insurance	\$150 + 10% co-insurance	\$150 + 10% co-insurance
Co-payment or co-insurance (Urgent Care)	10% co-insurance	10% co-insurance	10% co-insurance
Co-payment or co-insurance generic drugs (retail)	\$8	\$8	\$8
<b>In Network Deductible: (Con't.)</b>			
Co-payment or co-insurance preferred brand (retail)	\$20	\$20	\$20
Co-payment or co-insurance non-preferred drugs (retail)	\$35	\$35	\$35
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	\$10	\$10	\$10
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$30	\$30	\$30

	City of Gahanna	City of Gahanna	City of Gahanna
<b>2023 Health, Dental &amp; Vision Plans</b>	<b>FOP Union Traditional Plan</b>	<b>FOP Union Traditional Plan</b>	<b>FOP Union Traditional Plan</b>
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	\$50	\$50	\$50
<b>Out-of-Network Deductible:</b>			
Individual deductible	\$400	\$400	\$400
Family deductible	\$1,200	\$1,200	\$1,200
Coinurance (e.g., 80/20, 70/30, etc.)	70 / 30	70 / 30	70 / 30
Lifetime maximum for medical plan			
Office co-payment (Primary Care Physician)	30% co-insurance	30% co-insurance	30% co-insurance
Office co-payment (Specialist)	30% co-insurance	30% co-insurance	30% co-insurance
Co-payment or co-insurance (Emergency room)	\$150 + 10%	\$150 + 10%	\$150 + 10% co-insurance
Co-payment or co-insurance (Urgent Care)	30% co-insurance	30% co-insurance	30% co-insurance
Co-payment or co-insurance generic drugs (retail)			
Co-payment or co-insurance preferred brand (retail)			
Co-payment or co-insurance non-preferred drugs (retail)			
Co-pay or co-insurance generic drugs (mail order- 3 mos.)			
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)			
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)			
Do you provide a credit/incentive to employees who opt out of medical coverage?	Yes	Yes	Yes
<b>Dental Coverage:</b>			
Do you offer Dental coverage to your employees?	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	Yes
If yes, per person lifetime maximum?	\$1,500	\$1,500	\$1,500
If yes, what age group is covered?	Up to age 19	Up to age 19	Up to age 19
Monthly Dental Premiums if not bundled with medical plan			
<b>Total Monthly Premium</b>			
Employee only	\$97	\$97	\$97
Employee & Spouse/Domestic Partner	\$97	\$97	\$97
Employee & Child(ren)	\$97	\$97	\$97
Employee & Family	\$97	\$97	\$97
<b>Monthly Employer Cost</b>			
Employee only	\$97	\$97	\$97
Employee & Spouse/Domestic Partner	\$97	\$97	\$97
Employee & Child(ren)	\$97	\$97	\$97
Employee & Family	\$97	\$97	\$97
<b>Monthly Employee Cost</b>			
Employee only			
Employee & Spouse/Domestic Partner			
Employee & Child(ren)			
Employee & Family			

	City of Gahanna	City of Gahanna	City of Gahanna
	FOP Union Traditional Plan	FOP Union Traditional Plan	FOP Union Traditional Plan
<b>2023 Health, Dental &amp; Vision Plans</b>			
<b>Vision Coverage:</b>			
<b>Do you offer vision coverage to your employees?</b>	Yes	Yes	Yes
<b>Is your vision bundled with your medical plan?</b>	No	No	No
<b>Please provide information below if not bundled with medical</b>			
<b>Total Monthly Premium</b>			
<b>Employee only</b>	\$28	\$28	\$28
<b>Employee &amp; Spouse/Domestic Partner</b>	\$28	\$28	\$28
<b>Employee &amp; Child(ren)</b>	\$28	\$28	\$28
<b>Employee &amp; Family</b>	\$28	\$28	\$28
<b>Monthly Employer Cost</b>			
<b>Employee only</b>	\$28	\$28	\$28
<b>Employee &amp; Spouse/Domestic Partner</b>	\$28	\$28	\$28
<b>Employee &amp; Child(ren)</b>	\$28	\$28	\$28
<b>Employee &amp; Family</b>	\$28	\$28	\$28
<b>Monthly Employee Cost</b>			
<b>Employee only</b>			
<b>Employee &amp; Spouse/Domestic Partner</b>			
<b>Employee &amp; Child(ren)</b>			
<b>Employee &amp; Family</b>			
<b>Notes:</b>	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.

	City of Gahanna	City of Gahanna	City of Gahanna
<b>2023 Health, Dental &amp; Vision Plans</b>	<b>FOP Union Choice Plan</b>	<b>FOP Union Choice Plan</b>	<b>FOP Union Choice Plan</b>
<b>Additonal Gahanna Ins. Info</b>			
If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.)	United Steelworkers, FOP, FOP/OLC	United Steelworkers, FOP, FOP/OLC	United Steelworkers, FOP, FOP/OLC
Do you offer medical coverage to your employees?	Yes	Yes	Yes
What type of plan do you offer?	PPO / HSFA / DCFSA	PPO / HSFA / DCFSA	PPO / HSFA / DCFSA
How many employees are enrolled in medical plan?	PPO 98	PPO 98	PPO 98
Funding type?	Self-insured	Self-insured	Self-insured
If other, please describe:	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.
<b>Monthly Premiums: Total Monthly Premium</b>	<b>No Wellness Participation 15 %</b>	<b>Wellness &amp; Smoker 10%</b>	<b>Wellness &amp; Non-Smoker 6%</b>
Employee Only	\$907	\$907	\$907
Employee & Spouse/Domestic Partner			
Employee & Children			
Employee & Family	\$2,310	\$2,310	\$2,310
<b>Monthly Premiums: Total Employer Cost</b>			
Employee Only	\$833	\$858	\$877
Employee & Spouse/Domestic Partner			
Employee & Children			
Employee & Family	\$2,123	\$2,185	\$2,235
<b>Monthly Premiums: Total Employee Cost</b>			
Employee Only	\$73	\$49	\$29
Employee & Spouse/Domestic Partner			
Employee & Children			
Employee & Family	\$187	\$125	\$75
<b>In Network Deductible:</b>			
Individual deductible	\$1,000	\$1,000	\$1,000
Family deductible	\$2,000	\$2,000	\$2,000
Coinsurance (e.g., 80/20, 70/30, etc.)	80 / 20	80 / 20	80 / 20
Lifetime maximum for medical plan			
Office co-payment (Primary Care Physician)	\$25	\$25	\$25
Office co-payment (Specialist)	\$25	\$25	\$25
Co-payment or co-insurance (Emergency room)	\$150 + 20% co-insurance	\$150 + 20% co-insurance	\$150 + 20% co-insurance
Co-payment or co-insurance (Urgent Care)	20% co-insurance	20% co-insurance	20% co-insurance
Co-payment or co-insurance generic drugs (retail)	\$8	\$8	\$8
<b>In Network Deductible: (Con't.)</b>			
Co-payment or co-insurance preferred brand (retail)	\$20	\$20	\$20
Co-payment or co-insurance non-preferred drugs (retail)	\$35	\$35	\$35
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	\$10	\$10	\$10
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$30	\$30	\$30

	City of Gahanna	City of Gahanna	City of Gahanna
<b>2023 Health, Dental &amp; Vision Plans</b>	<b>FOP Union Choice Plan</b>	<b>FOP Union Choice Plan</b>	<b>FOP Union Choice Plan</b>
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	\$50	\$50	\$50
<b>Out-of-Network Deductible:</b>			
Individual deductible	\$2,000	\$2,000	\$2,000
Family deductible	\$4,000	\$4,000	\$4,000
Coinsurance (e.g., 80/20, 70/30, etc.)	60 / 40	60 / 40	60 / 40
Lifetime maximum for medical plan			
Office co-payment (Primary Care Physician)	40% co-insurance	40% co-insurance	40% co-insurance
Office co-payment (Specialist)	40% co-insurance	40% co-insurance	40% co-insurance
Co-payment or co-insurance (Emergency room)	\$150 + 20% co-insurance	\$150 + 20% co-insurance	\$150 + 20% co-insurance
Co-payment or co-insurance (Urgent Care)	40% co-insurance	40% co-insurance	40% co-insurance
Co-payment or co-insurance generic drugs (retail)			
Co-payment or co-insurance preferred brand (retail)			
Co-payment or co-insurance non-preferred drugs (retail)			
Co-pay or co-insurance generic drugs (mail order- 3 mos.)			
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)			
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)			
Do you provide a credit/incentive to employees who opt out of medical coverage?	Yes	Yes	Yes
<b>Dental Coverage:</b>			
Do you offer Dental coverage to your employees?	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	Yes
If yes, per person lifetime maximum?	\$1,500	\$1,500	\$1,500
If yes, what age group is covered?	Up to age 19	Up to age 19	Up to age 19
Monthly Dental Premiums if not bundled with medical plan			
<b>Total Monthly Premium</b>			
Employee only	\$97	\$97	\$97
Employee & Spouse/Domestic Partner	\$97	\$97	\$97
Employee & Child(ren)	\$97	\$97	\$97
Employee & Family	\$97	\$97	\$97
<b>Monthly Employer Cost</b>			
Employee only	\$97	\$97	\$97
Employee & Spouse/Domestic Partner	\$97	\$97	\$97
Employee & Child(ren)	\$97	\$97	\$97
Employee & Family	\$97	\$97	\$97
<b>Monthly Employee Cost</b>			
Employee only			
Employee & Spouse/Domestic Partner			
Employee & Child(ren)			
Employee & Family			



	City of Gahanna	City of Gahanna	City of Gahanna
	FOP Union Choice Plan	FOP Union Choice Plan	FOP Union Choice Plan
<b>2023 Health, Dental &amp; Vision Plans</b>			
<b>Vision Coverage:</b>			
Do you offer vision coverage to your employees?	Yes	Yes	Yes
Is your vision bundled with your medical plan?	No	No	No
Please provide information below if not bundled with medical			
<b>Total Monthly Premium</b>			
Employee only	\$28	\$28	\$28
Employee & Spouse/Domestic Partner	\$28	\$28	\$28
Employee & Child(ren)	\$28	\$28	\$28
Employee & Family	\$28	\$28	\$28
<b>Monthly Employer Cost</b>			
Employee only	\$28	\$28	\$28
Employee & Spouse/Domestic Partner	\$28	\$28	\$28
Employee & Child(ren)	\$28	\$28	\$28
Employee & Family	\$28	\$28	\$28
<b>Monthly Employee Cost</b>			
Employee only			
Employee & Spouse/Domestic Partner			
Employee & Child(ren)			
Employee & Family			
<b>Notes:</b>	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.

	City of Gahanna	City of Gahanna	City of Gahanna
2023 Health, Dental & Vision Plans	FOP/OLC Union & USW Traditional	FOP/OLC Union & USW Traditional	FOP/OLC Union & USW Traditional
<b>Additonal Gahanna Ins. Info</b>			
If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.)	United Steelworkers, FOP, FOP/OLC	United Steelworkers, FOP, FOP/OLC	United Steelworkers, FOP, FOP/OLC
Do you offer medical coverage to your employees?	Yes	Yes	Yes
What type of plan do you offer?	PPO / HSFA / DCFSA	PPO / HSFA / DCFSA	PPO / HSFA / DCFSA
How many employees are enrolled in medical plan?	PPO 98	PPO 98	PPO 98
Funding type?	Self-insured	Self-insured	Self-insured
If other, please describe:	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.
Monthly Premiums: Total Monthly Premium	No Wellness Participation 15 %	Wellness & Smoker 10%	Wellness & Non-Smoker 6%
Employee Only	\$939	\$939	\$939
Employee & Spouse/Domestic Partner	\$1,761	\$1,761	\$1,761
Employee & Children	\$1,943	\$1,943	\$1,943
Employee & Family	\$2,765	\$2,765	\$2,765
Monthly Premiums: Total Employer Cost			
Employee Only	\$798	\$845	\$883
Employee & Spouse/Domestic Partner	\$1,496	\$1,584	\$1,655
Employee & Children	\$1,652	\$1,749	\$1,827
Employee & Family	\$2,350	\$2,488	\$2,599
Monthly Premiums: Total Employee Cost			
Employee Only	\$141	\$94	\$56
Employee & Spouse/Domestic Partner	\$264	\$176	\$106
Employee & Children	\$291	\$194	\$117
Employee & Family	\$415	\$276	\$166
In Network Deductible:			
Individual deductible	\$200	\$200	\$200
Family deductible	\$600	\$600	\$600
Coinsurance (e.g., 80/20, 70/30, etc.)	90 / 10	90 / 10	90 / 10
Lifetime maximum for medical plan			
Office co-payment (Primary Care Physician)	\$15	\$15	\$15
Office co-payment (Specialist)	\$15	\$15	\$15
Co-payment or co-insurance (Emergency room)	\$150 + 10% co-insurance	\$150 + 10% co-insurance	\$150 + 10% co-insurance
Co-payment or co-insurance (Urgent Care)	10% co-insurance	10% co-insurance	10% co-insurance
Co-payment or co-insurance generic drugs (retail)	\$7.50	\$8	\$8
In Network Deductible: (Con't.)			
Co-payment or co-insurance preferred brand (retail)	\$20	\$20	\$20
Co-payment or co-insurance non-preferred drugs (retail)	\$35	\$35	\$35
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	\$10	\$10	\$10
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$30	\$30	\$30

	City of Gahanna	City of Gahanna	City of Gahanna
<b>2023 Health, Dental &amp; Vision Plans</b>	<b>FOP/OLC Union &amp; USW Traditional</b>	<b>FOP/OLC Union &amp; USW Traditional</b>	<b>FOP/OLC Union &amp; USW Traditional</b>
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	\$50	\$50	\$50
<b>Out-of-Network Deductible:</b>			
Individual deductible	\$400	\$400	\$400
Family deductible	\$1,200	\$1,200	\$1,200
Coinurance (e.g., 80/20, 70/30, etc.)	70 / 30	70 / 30	70 / 30
Lifetime maximum for medical plan			
Office co-payment (Primary Care Physician)	30% co-insurance	30% co-insurance	30% co-insurance
Office co-payment (Specialist)	30% co-insurance	30% co-insurance	30% co-insurance
Co-payment or co-insurance (Emergency room)	\$150 + 10% co-insurance	\$150 + 10% co-insurance	\$150 + 10% co-insurance
Co-payment or co-insurance (Urgent Care)	30% co-insurance	30% co-insurance	30% co-insurance
Co-payment or co-insurance generic drugs (retail)			
Co-payment or co-insurance preferred brand (retail)			
Co-payment or co-insurance non-preferred drugs (retail)			
Co-pay or co-insurance generic drugs (mail order- 3 mos.)			
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)			
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)			
Do you provide a credit/incentive to employees who opt out of medical coverage?	Yes	Yes	Yes
<b>Dental Coverage:</b>			
Do you offer Dental coverage to your employees?	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	Yes
If yes, per person lifetime maximum?	\$1,500	\$1,500	\$1,500
If yes, what age group is covered?	Up to age 19	Up to age 19	Up to age 19
Monthly Dental Premiums if not bundled with medical plan			
<b>Total Monthly Premium</b>			
Employee only	\$97	\$97	\$97
Employee & Spouse/Domestic Partner	\$97	\$97	\$97
Employee & Child(ren)	\$97	\$97	\$97
Employee & Family	\$97	\$97	\$97
<b>Monthly Employer Cost</b>			
Employee only	\$97	\$97	\$97
Employee & Spouse/Domestic Partner	\$97	\$97	\$97
Employee & Child(ren)	\$97	\$97	\$97
Employee & Family	\$97	\$97	\$97
<b>Monthly Employee Cost</b>			
Employee only			
Employee & Spouse/Domestic Partner			
Employee & Child(ren)			
Employee & Family			

	City of Gahanna	City of Gahanna	City of Gahanna
2023 Health, Dental & Vision Plans	FOP/OLC Union & USW Traditional	FOP/OLC Union & USW Traditional	FOP/OLC Union & USW Traditional
<b>Vision Coverage:</b>			
Do you offer vision coverage to your employees?	Yes	Yes	Yes
Is your vision bundled with your medical plan?	No	No	No
Please provide information below if not bundled with medical			
<b>Total Monthly Premium</b>			
Employee only	\$28	\$28	\$28
Employee & Spouse/Domestic Partner	\$28	\$28	\$28
Employee & Child(ren)	\$28	\$28	\$28
Employee & Family	\$28	\$28	\$28
<b>Monthly Employer Cost</b>			
Employee only	\$28	\$28	\$28
Employee & Spouse/Domestic Partner	\$28	\$28	\$28
Employee & Child(ren)	\$28	\$28	\$28
Employee & Family	\$28	\$28	\$28
<b>Monthly Employee Cost</b>			
Employee only			
Employee & Spouse/Domestic Partner			
Employee & Child(ren)			
Employee & Family			
<b>Notes:</b>	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.

	City of Gahanna	City of Gahanna	City of Gahanna
2023 Health, Dental & Vision Plans	FOP/OLC Union & USW Choice	FOP/OLC Union & USW Choice	FOP/OLC Union & USW Choice
<b>Additonal Gahanna Ins. Info</b>			
If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.)	United Steelworkers, FOP, FOP/OLC	United Steelworkers, FOP, FOP/OLC	United Steelworkers, FOP, FOP/OLC
Do you offer medical coverage to your employees?	Yes	Yes	Yes
What type of plan do you offer?	PPO / HSFA / DCFSA	PPO / HSFA / DCFSA	PPO / HSFA / DCFSA
How many employees are enrolled in medical plan?	PPO 98	PPO 98	PPO 98
Funding type?	Self-insured	Self-insured	Self-insured
If other, please describe:	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.
<b>Monthly Premiums: Total Monthly Premium</b>	<b>No Wellness Participation 15 %</b>	<b>Wellness &amp; Smoker 10%</b>	<b>Wellness &amp; Non-Smoker 6%</b>
Employee Only	\$869	\$869	\$869
Employee & Spouse/Domestic Partner	\$1,630	\$1,630	\$1,630
Employee & Children	\$1,799	\$1,799	\$1,799
Employee & Family	\$2,560	\$2,560	\$2,560
<b>Monthly Premiums: Total Employer Cost</b>			
Employee Only	\$799	\$822	\$841
Employee & Spouse/Domestic Partner	\$1,498	\$1,542	\$1,577
Employee & Children	\$1,653	\$1,702	\$1,741
Employee & Family	\$2,353	\$2,422	\$2,477
<b>Monthly Premiums: Total Employee Cost</b>			
Employee Only	\$70	\$47	\$28
Employee & Spouse/Domestic Partner	\$132	\$88	\$53
Employee & Children	\$146	\$97	\$58
Employee & Family	\$207	\$138	\$83
<b>In Network Deductible:</b>			
Individual deductible	\$1,000	\$1,000	\$1,000
Family deductible	\$2,000	\$2,000	\$2,000
Coinsurance (e.g., 80/20, 70/30, etc.)	80 / 20	80 / 20	80 / 20
Lifetime maximum for medical plan			
Office co-payment (Primary Care Physician)	\$25	\$25	\$25
Office co-payment (Specialist)	\$25	\$25	\$25
Co-payment or co-insurance (Emergency room)	\$150 + 20% co-insurance	\$150 + 20% co-insurance	\$150 + 20% co-insurance
Co-payment or co-insurance (Urgent Care)	20% co-insurance	20% co-insurance	20% co-insurance
Co-payment or co-insurance generic drugs (retail)	\$7.50	\$7.50	\$8
<b>In Network Deductible: (Con't.)</b>			
Co-payment or co-insurance preferred brand (retail)	\$20.00	\$20.00	\$20
Co-payment or co-insurance non-preferred drugs (retail)	\$35.00	\$35.00	\$35
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	\$10.00	\$10.00	\$10
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$30.00	\$30.00	\$30

	City of Gahanna	City of Gahanna	City of Gahanna
<b>2023 Health, Dental &amp; Vision Plans</b>	<b>FOP/OLC Union &amp; USW Choice</b>	<b>FOP/OLC Union &amp; USW Choice</b>	<b>FOP/OLC Union &amp; USW Choice</b>
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	\$50.00	\$50.00	\$50
<b>Out-of-Network Deductible:</b>			
Individual deductible	\$2,000	\$2,000	\$2,000
Family deductible	\$4,000	\$4,000	\$4,000
Coinsurance (e.g., 80/20, 70/30, etc.)	60 / 40	60 / 40	60 / 40
Lifetime maximum for medical plan			
Office co-payment (Primary Care Physician)	40% co-insurance	40% co-insurance	40% co-insurance
Office co-payment (Specialist)	40% co-insurance	40% co-insurance	40% co-insurance
Co-payment or co-insurance (Emergency room)	\$150 + 20% co-insurance	\$150 + 20% co-insurance	\$150 + 20% co-insurance
Co-payment or co-insurance (Urgent Care)	40% co-insurance	40% co-insurance	40% co-insurance
Co-payment or co-insurance generic drugs (retail)			
Co-payment or co-insurance preferred brand (retail)			
Co-payment or co-insurance non-preferred drugs (retail)			
Co-pay or co-insurance generic drugs (mail order- 3 mos.)			
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)			
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)			
Do you provide a credit/incentive to employees who opt out of medical coverage?	Yes	Yes	Yes
<b>Dental Coverage:</b>			
Do you offer Dental coverage to your employees?	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	Yes
If yes, per person lifetime maximum?	\$1,500	\$1,500	\$1,500
If yes, what age group is covered?	Up to age 19	Up to age 19	Up to age 19
Monthly Dental Premiums if not bundled with medical plan			
<b>Total Monthly Premium</b>			
Employee only	\$97	\$97	\$97
Employee & Spouse/Domestic Partner	\$97	\$97	\$97
Employee & Child(ren)	\$97	\$97	\$97
Employee & Family	\$97	\$97	\$97
<b>Monthly Employer Cost</b>			
Employee only	\$97	\$97	\$97
Employee & Spouse/Domestic Partner	\$97	\$97	\$97
Employee & Child(ren)	\$97	\$97	\$97
Employee & Family	\$97	\$97	\$97
<b>Monthly Employee Cost</b>			
Employee only			
Employee & Spouse/Domestic Partner			
Employee & Child(ren)			
Employee & Family			

	City of Gahanna	City of Gahanna	City of Gahanna
2023 Health, Dental & Vision Plans	FOP/OLC Union & USW Choice	FOP/OLC Union & USW Choice	FOP/OLC Union & USW Choice
<b>Vision Coverage:</b>			
Do you offer vision coverage to your employees?	Yes	Yes	Yes
Is your vision bundled with your medical plan?	No	No	No
Please provide information below if not bundled with medical			
<b>Total Monthly Premium</b>			
Employee only	\$28	\$28	\$28
Employee & Spouse/Domestic Partner	\$28	\$28	\$28
Employee & Child(ren)	\$28	\$28	\$28
Employee & Family	\$28	\$28	\$28
<b>Monthly Employer Cost</b>			
Employee only	\$28	\$28	\$28
Employee & Spouse/Domestic Partner	\$28	\$28	\$28
Employee & Child(ren)	\$28	\$28	\$28
Employee & Family	\$28	\$28	\$28
<b>Monthly Employee Cost</b>			
Employee only			
Employee & Spouse/Domestic Partner			
Employee & Child(ren)			
Employee & Family			
<b>Notes:</b>	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.



	City of Gahanna	City of Gahanna	City of Gahanna
2023 Health, Dental & Vision Plans	FOP/OLC Union & USW HDHP	FOP/OLC Union & USW HDHP	FOP/OLC Union & USW HDHP
<b>Additonal Gahanna Ins. Info</b>			
If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.)	United Steelworkers, FOP, FOP/OLC	United Steelworkers, FOP, FOP/OLC	United Steelworkers, FOP, FOP/OLC
Do you offer medical coverage to your employees?	Yes	Yes	Yes
What type of plan do you offer?	PPO / HSFA / DCFSA	PPO / HSFA / DCFSA	PPO / HSFA / DCFSA
How many employees are enrolled in medical plan?	PPO 98	PPO 98	PPO 98
Funding type?	Self-insured	Self-insured	Self-insured
If other, please describe:	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.
<b>Monthly Premiums: Total Monthly Premium</b>	<b>No Wellness Participation 15 %</b>	<b>Wellness &amp; Smoker 10%</b>	<b>Wellness &amp; Non-Smoker 6%</b>
Employee Only	\$937	\$937	\$937
Employee & Spouse/Domestic Partner	\$1,694	\$1,694	\$1,694
Employee & Children	\$1,843	\$1,843	\$1,843
Employee & Family	\$2,600	\$2,600	\$2,600
<b>Monthly Premiums: Total Employer Cost</b>			
Employee Only	\$796	\$843	\$880
Employee & Spouse/Domestic Partner	\$1,440	\$1,524	\$1,592
Employee & Children	\$1,567	\$1,659	\$1,733
Employee & Family	\$2,210	\$2,340	\$2,444
<b>Monthly Premiums: Total Employee Cost</b>			
Employee Only	\$140	\$94	\$56
Employee & Spouse/Domestic Partner	\$254	\$169	\$102
Employee & Children	\$277	\$184	\$111
Employee & Family	\$390	\$260	\$156
<b>In Network Deductible:</b>			
Individual deductible	\$3,000	\$3,000	\$3,000
Family deductible	\$6,000	\$6,000	\$6,000
Coinurance (e.g., 80/20, 70/30, etc.)	No charge	No charge	No charge
Lifetime maximum for medical plan			
Office co-payment (Primary Care Physician)	No charge	No charge	No charge
Office co-payment (Specialist)	No charge	No charge	No charge
Co-payment or co-insurance (Emergency room)	No charge	No charge	No charge
Co-payment or co-insurance (Urgent Care)	No charge	No charge	No charge
Co-payment or co-insurance generic drugs (retail)	\$10	\$10	\$10
<b>In Network Deductible: (Con't.)</b>			
Co-payment or co-insurance preferred brand (retail)	\$25	\$25	\$25
Co-payment or co-insurance non-preferred drugs (retail)	\$70	\$70	\$70
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	\$25	\$25	\$25
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$50	\$50	\$50

	City of Gahanna	City of Gahanna	City of Gahanna
2023 Health, Dental & Vision Plans	FOP/OLC Union & USW HDHP	FOP/OLC Union & USW HDHP	FOP/OLC Union & USW HDHP
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	\$50	\$50	\$50
<b>Out-of-Network Deductible:</b>			
Individual deductible	\$6,000	\$6,000	\$6,000
Family deductible	\$12,000	\$12,000	\$12,000
Coinsurance (e.g., 80/20, 70/30, etc.)	80 / 20	80 / 20	80 / 20
Lifetime maximum for medical plan			
Office co-payment (Primary Care Physician)	20% co-insurance	20% co-insurance	20% co-insurance
Office co-payment (Specialist)	20% co-insurance	20% co-insurance	20% co-insurance
Co-payment or co-insurance (Emergency room)	No charge	No charge	No charge
Co-payment or co-insurance (Urgent Care)	20% co-insurance	20% co-insurance	20% co-insurance
Co-payment or co-insurance generic drugs (retail)			
Co-payment or co-insurance preferred brand (retail)			
Co-payment or co-insurance non-preferred drugs (retail)			
Co-pay or co-insurance generic drugs (mail order- 3 mos.)			
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)			
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)			
Do you provide a credit/incentive to employees who opt out of medical coverage?	Yes	Yes	Yes
<b>Dental Coverage:</b>			
Do you offer Dental coverage to your employees?	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	Yes
If yes, per person lifetime maximum?	\$1,500	\$1,500	\$1,500
If yes, what age group is covered?	Up to age 19	Up to age 19	Up to age 19
Monthly Dental Premiums if not bundled with medical plan			
<b>Total Monthly Premium</b>			
Employee only	\$97	\$97	\$97
Employee & Spouse/Domestic Partner	\$97	\$97	\$97
Employee & Child(ren)	\$97	\$97	\$97
Employee & Family	\$97	\$97	\$97
<b>Monthly Employer Cost</b>			
Employee only	\$97	\$97	\$97
Employee & Spouse/Domestic Partner	\$97	\$97	\$97
Employee & Child(ren)	\$97	\$97	\$97
Employee & Family	\$97	\$97	\$97
<b>Monthly Employee Cost</b>			
Employee only			
Employee & Spouse/Domestic Partner			
Employee & Child(ren)			
Employee & Family			

	City of Gahanna	City of Gahanna	City of Gahanna
	FOP/OLC Union & USW HDHP	FOP/OLC Union & USW HDHP	FOP/OLC Union & USW HDHP
<b>2023 Health, Dental &amp; Vision Plans</b>			
<b>Vision Coverage:</b>			
<b>Do you offer vision coverage to your employees?</b>	Yes	Yes	Yes
<b>Is your vision bundled with your medical plan?</b>	No	No	No
<b>Please provide information below if not bundled with medical</b>			
<b>Total Monthly Premium</b>			
Employee only	\$28	\$28	\$28
Employee & Spouse/Domestic Partner	\$28	\$28	\$28
Employee & Child(ren)	\$28	\$28	\$28
Employee & Family	\$28	\$28	\$28
<b>Monthly Employer Cost</b>			
Employee only	\$28	\$28	\$28
Employee & Spouse/Domestic Partner	\$28	\$28	\$28
Employee & Child(ren)	\$28	\$28	\$28
Employee & Family	\$28	\$28	\$28
<b>Monthly Employee Cost</b>			
Employee only			
Employee & Spouse/Domestic Partner			
Employee & Child(ren)			
Employee & Family			
<b>Notes:</b>	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.	Additional benefit elections and rates available on final pages of Section 6: Med, Dental, & Vision plans.



## SECTION 7

### PAID TIME OFF

2023 Paid Time Off	City of Bellefontaine	City of Canal Winchester	City of Columbus	City of Delaware	City of Dublin	City of Gahanna
<b>Vacation</b>						
What is the maximum number of hours per year accrued at the highest level?	200 hours	216 hours	Depends on years of continuous service	200 hours	246 hours	200 hours
How many years of service does it take to get to the maximum accrual level?	17 years	24 years	20 to 25 or more years, depending on the employee group or union	16 years	20 years	20 years
What is the maximum hours allowed to roll-over annually?	600 hours	324 hours	Depends on years of continuous service	Dependent upon years of service	200 hours	300 hours
In lieu of taking a minimum number of vacation/annual leave hours or forfeiture of used hours, can employees cash out or convert to personal time?	Yes	Yes		Yes	No	No
If yes, please explain:	Supervisory employees may sell back vacation time in excess of the maximum accruals; Other employees forfeit vacation time in excess of maximum accruals			Employees may cash out up to 3 wks. of vac time during any calendar year so long as a balance of 40 hrs. is left after cash out takes place.		
<b>Vacation hours accrued per year</b>						
1 year service	80 hours	96 hours	Varies by EE group	80.6 hours	40 hours	104 hours
5 years service	120 hours	96 hours	Varies by EE group	80.6 hours	108 hours	136 hours
8 years service		144 hours	Varies by EE group	119.6 hours	108 hours	152 hours
10 years service	160 hours (11 yrs.)	144 hours		119.6 hours	182 hours	176 hours
15 years service	200 hours (17 yrs.)	176 hours		161.2 hours	208 hours	192 hours
20 years service		176 hours		200.2 hours	246 hours	200 hours
25 years service		216 hours		200.2 hours	246 hours	200 hours

2023 Paid Time Off	City of Bellefontaine	City of Canal Winchester	City of Columbus	City of Delaware	City of Dublin	City of Gahanna
<b>Vacation</b>						
<b>Other forms of paid leave</b>						
Are your employees eligible for other forms of paid leave?	Yes	Yes	Yes	Yes	Yes	Yes
If yes, please list other types of leave (e.g. merit leave, bereavement, military, etc.)	Compensatory, Bereavement, Military, Bonus-8 hours for every 90 days without use of sick leave	Bereavement, Military, Personal	Jury Duty, Military, - Other depends on Union or Employee Group	Personal, bereavement, injury, military (per ORC)	Personal, Military, Bereavement, Jury Duty	Vacation, Sick, Personal, Jury Duty, Bereavement, Military, Examination
<b>Holidays/Personal Days</b>						
Total number of Holidays per year	12 days	11 days	Up to 14, depending on union or EE group	10 days	10 days	11 days
Total number of Personal days per year	3 days	2 days	Varies by EE group - most have 4	4 days	5 days	2 days
Do you allow cash-out of personal days?	Yes *for bargaining unit emplys only (police & fire)	No	No	Yes	No	No
If yes, please indicate the maximum number of personal days eligible for cash-out	3			Employee may cash in up to 1 yr. of personal time		
<b>Comments:</b>						

2023 Paid Time Off	City of Grandview Heights	City of Grove City	City of Groveport	City of Hilliard	City of Lancaster	City of Marysville	City of Mount Vernon	City of New Albany
<b>Vacation</b>								
What is the maximum number of hours per year accrued at the highest level?	216 hours	240 hours	200 hours	240 hours	200 hours	240 hours		200 hours
How many years of service does it take to get to the maximum accrual level?	23 years	18 years	21 years	20 years	20 years	20 years		15 years
What is the maximum hours allowed to roll-over annually?	648 hours	720 hours	200 hours	400 hours	40 hours	2.5x annual accrual		3x annual accrual
In lieu of taking a minimum number of vacation/annual leave hours or forfeiture of used hours, can employees cash out or convert to personal time?	No	Yes	No	Yes	No		Yes	Yes
If yes, please explain:		can convert to pay at 100%		80 hours			Employees may cash out vacation time	<b>See Below</b>
<b>Vacation hours accrued per year</b>								
1 year service	96 hours (less than 3 yrs.)	80 hours	80 hours	80 hours	80 hours	96 hours	80 Hrs.	day 1 to end of 4th yr-3.077per pay period
5 years service	116 hours (after 3 yrs.)	120 hours	120 hours	120 hours	120 hours	96 hours		
8 years service	138 hours (after 8 yrs.)	120 hours	120 hours			144 hours		
10 years service	176 hours (after 12 yrs.)	160 hours	160 hours	160 hours		144 hours		end of 4th yr. to end of 9th yr-4.615 per pay period
15 years service	196 hours (after 17 yrs.)	200 hours	184 hours	200 hours	160 hours	192 hours		end of 9th yr. to end of 14th yr-6.154 per pay period
20 years service	216 hours (after 22 yrs.)	240 hours	200 hours	240 hours*	200 hours	240 hours		end of 14th yr. and beyond -7.70 per pay period
				*hired before 10-26-11				
25 years service		240 hours				240 hours		



2023 Paid Time Off	City of Grandview Heights	City of Grove City	City of Groveport	City of Hilliard	City of Lancaster	City of Marysville	City of Mount Vernon	City of New Albany
<b>Vacation</b>								
<b>Other forms of paid leave</b>								
Are your employees eligible for other forms of paid leave?	Yes	No	Yes	Yes	Yes	Yes		Yes
If yes, please list other types of leave (e.g. merit leave, bereavement, military, etc.)	Bereavement, Military, Comp.		Military, Funeral. Personal, Court	Funeral, military, jury duty, court leave, special leave and examination leave	Personal, Bereavement	Holidays, Personal, Sick, Military, FMLA, Bereavement leave, Jury Duty, Examination Leave, Court Leave, Administrative Leave, Injury Leave		Personal, Bereavement, Military, Injury
<b>Holidays/Personal Days</b>								
Total number of Holidays per year	11 days	13 days	11 days	12 days	10 days	11 days		10.5 days
Total number of Personal days per year	12 day		1 day	40 New Hire / 16 rest	5 days	4 days		2 days
Do you allow cash-out of personal days?	No		No	No	No	No		No
If yes, please indicate the maximum number of personal days eligible for cash-out								
<b>Comments:</b>								
								Maximum carryover of three (3) times the annual vacation accrual rate. Any accrued vacation leave in excess of the maximum carryover limits standing to the credit of the employee on December 1 shall become void on December 31. Employees with leave in excess of 480 hours as of December 1 may have up to 80 hours paid out upon request. Such payout shall occur in January.

2023 Paid Time Off	City of Pataskala	City of Powell	City of Reynoldsburg	City of Sunbury	City of Upper Arlington	City of Whitehall	City of Worthington
<b>Vacation</b>							
What is the maximum number of hours per year accrued at the highest level?	240 hours	200 hours	240 hours	160+8 hrs. for each yr. of svc beyond 20 yrs.	200 hours	850 hours	216 hours
How many years of service does it take to get to the maximum accrual level?	26 years	26 years	16 years	20 years	20 years	25 years	21 years
What is the maximum hours allowed to roll-over annually?	Annual Accrual Amount + 40 hours	300 hours	240 hours	# of hrs. accrued each yr. according to a schedule	3x annual accrual	850 hours	288 hours
In lieu of taking a minimum number of vacation/annual leave hours or forfeiture of used hours, can employees cash out or convert to personal time?	Yes	No	Union Yes / Non Union No	No	Yes	No	Yes
If yes, please explain:	Cash out / forfeit						
<b>Vacation hours accrued per year</b>							
1 year service	80 hours (0 - 5 yrs.)	80 hours	80 hours (1-5 yrs.)	80 hrs. (6mos through & including 5th full year)	80 hours	0.04211 hrs. earned per hrs. worked	100 hours
5 years service	120 hours (6 - 11 yrs.)	120 hours	120 hours (6-11 yrs.)	120 hrs. (6 yrs. through & including 10th full yr.)	120 hours	0.05385 hrs. earned per hrs. worked	120 hours
8 years service	120 hours (6 - 11 yrs.)	120 hours	120 hours (6-11 yrs.)	160 hrs. (11 yrs. through & including 20th full yr.)	120 hours	0.05385 hrs. earned per hrs. worked	148 hours
10 years service	160 hours (12 - 19 yrs.)	140 hours	160 hours (11-15 yrs.)	21st yrs. or more (160+8hrs for each add'l yr. beyond 20yrs)	120 hours	0.06923 hrs. earned per hrs. worked	172 hours
15 years service	160 hours (12 - 19 yrs.)	140 hours	200 hours (16+ yrs.)		160 hours	0.07692 hrs. earned per hrs. worked	204 hours
20 years service	200 hours (20 - 25 yrs.)	160 hours	200 hours (16+ yrs.)		200 hours	0.08462 hrs. earned per hrs. worked	240 hours
25 years service	240 hours (26+ yrs.)	180 hours	200 hours (16+ yrs.)		200 hours	0.09615 hrs. earned per hrs. worked	240 hours

2023 Paid Time Off	City of Pataskala	City of Powell	City of Reynoldsburg	City of Sunbury	City of Upper Arlington	City of Whitehall	City of Worthington
<b>Vacation</b>							
<b>Other forms of paid leave</b>							
Are your employees eligible for other forms of paid leave?	Yes	No	Yes	Yes	Yes	Yes	Yes
If yes, please list other types of leave (e.g. merit leave, bereavement, military, etc.)	City Admin. & Finance Director each get 2 personal days		Bereavement, Military, comp, flex	Bereavement, Personal Leave, Military, Court	Bereavement, Military	Personal, Military, Bereavement	FLSA, Kelly days, Compensatory Leave
<b>Holidays/Personal Days</b>							
Total number of Holidays per year	11 days	10 days	13 days	13 days	10 days	9 days	12 days
Total number of Personal days per year	2 days	2 days	1 day	1 day	5 days	5 days	2 days
Do you allow cash-out of personal days?	No	No	No	No	No	No	No
If yes, please indicate the maximum number of personal days eligible for cash-out							
<b>Comments:</b>							

2023 Paid Time Off	Delaware County	Fairfield County	Franklin County Board of Commissioners	Licking County	Union County
<b>Vacation</b>					
What is the maximum number of hours per year accrued at the highest level?	200 hours	200 hours	200 hours	240 hours	200 hours
How many years of service does it take to get to the maximum accrual level?	25 years	15 years	20 years	25 years	25 years
What is the maximum hours allowed to roll-over annually?	3x max	No more than what you would accrue in three years	600 hours	240 hours	600 hours
In lieu of taking a minimum number of vacation/annual leave hours or forfeiture of used hours, can employees cash out or convert to personal time?	No	No	No	No	No
If yes, please explain:					
<b>Vacation hours accrued per year</b>					
1 year service	80 hrs. < 4 yrs. of svc	40 hours	80 hours	80 hours upon hire	2 weeks
5 years service	120 hrs. 4 but < 9 yrs. of svc	80 hours	119 hours	120 hours after 4 yrs.	2 weeks
8 years service	120 hrs. 4 but < 9 yrs. of svc	120 hours	119 hours	160 hours after 9 yrs.	3 weeks
10 years service	160 hrs. 9 but < 14 yrs. of svc	160 hours	161 hours	200 hours after 14 yrs.	3 weeks
15 years service	180 hrs. 14 but < 19 yrs. of svc	200 hours	179 hours	240 hours after 24 yrs.	4 weeks
20 years service	200 hrs. 19 yrs. or more	200 hours	200 hours		4 weeks
25 years service	200 hrs. 19 yrs. or more	200 hours	200 hours		5 weeks

2023 Paid Time Off	Delaware County	Fairfield County	Franklin County Board of Commissioners	Licking County	Union County
<b>Vacation</b>					
<b>Other forms of paid leave</b>					
Are your employees eligible for other forms of paid leave?	Yes	Yes	Yes	Yes	Yes
If yes, please list other types of leave (e.g. merit leave, bereavement, military, etc.)	Personal, Bereavement, Military Jury Duty	Bereavement, military, personal	Bereavement, Military, Paid Family Leave	Military, Jury Duty, Administrative Leave, Bereavement	Personal, Bereavement, Military, Precinct Election Official
<b>Holidays/Personal Days</b>					
Total number of Holidays per year	13 days	13 days	11 days	11 days	11 days
Total number of Personal days per year	3 days	3 days	Up to 40 hours, based on eligibility		varies by office
Do you allow cash-out of personal days?	No	No	No		No
If yes, please indicate the maximum number of personal days eligible for cash-out					
<b>Comments:</b>					

2023 Paid Time Off	Clinton Township	Jefferson Township	Madison Township Franklin County	Mifflin Township Franklin County	Orange Township	Prairie Township	Violet Township	Washington Township
<b>Vacation</b>								
What is the maximum number of hours per year accrued at the highest level?	160 hours	240 hours	280 hours	336 hours	200 hrs. non-Union 408 for 52/hr-wk Union		Depends on years of service	408 hours for Unit 280 hours for Non-Unit
How many years of service does it take to get to the maximum accrual level?	10 years	20 years	25 years	20 years	15 yrs. non-Union 26 yrs. Union		25 years	25 years
What is the maximum hours allowed to roll-over annually?		160 hours	280 hours	1/2 of accrual	168 Union for 52/hr. FF 110 for 40/hr.	32 hours	Max Accrual for employee's service years	48 hours
In lieu of taking a minimum number of vacation/annual leave hours or forfeiture of used hours, can employees cash out or convert to personal time?	No	No	Yes	No	Yes	No	No	No
If yes, please explain:			Employees may cash out hours		non union may cash out at year end any over 120, FF cash out what can't be carried over			
<b>Vacation hours accrued per year</b>								
1 year service	80 hours	80 (56-hr)/120	80 hours	80 hours	yrs. 1 & 2 = 120/80	80 (56-hrs)/144 Barg	120.08 hrs. (1-4 yrs.)	U: 120 hrs. (1-3 yrs.) NU: 80 hrs. (1-3 yrs.)
5 years service	120 hours	120 (56-hr)/192	120 hours	120 hours	yrs. 3, 4 & 5 = 144/96	120 (56-hrs)/192 Barg	128.14 hrs. (5-6 yrs.)	U: 168 hrs. (4-8 yrs.) NU: 120 hrs. (4-8 yrs.)
8 years service		120 (56-hr)/192	120 hours (5-yrs)	120 hours	yrs. 6-10 = 192/120		160.12 hrs. (7-9 yrs.)	U: 240 hrs. (9-13 yrs.) NU: 160 hrs. (9-13 yrs.)
10 years service	160 hours	160 (56-hr)/240	160 hours	144 hours	yrs. 11-15 = 240/160	160 (56-hrs)/216 Barg	184.01 hrs. (10-13 yrs.)	U: 240 hrs. (9-13 yrs.) NU: 160 hrs. (9-13 yrs.)
15 years service		200 (56-hr)/300	200 hours	168 hours	yrs. 16-20 = 288-180	200 (56-hrs)/264 Barg	208.22 hrs. (14-16 yrs.)	U: 288 hrs. (14-18 yrs.) NU: 200 hrs. (14-18 yrs.)
20 years service		240 (56-hr)/360	240 hours	240 hours	yrs. 21-25 = 360/200	240 (56-hrs)/336 Barg	224.08 hrs. (17-19 yrs.)	U: 360 hrs. (19-23 yrs.) NU: 240 hrs. (19-23 yrs.)
25 years service		120 (56-hr)/192	280 hours	240 hours	yrs. 26+ - 408/220	(56-hrs)/360 Barg	232.14 hrs. (20-23 yrs.) 240.2 hrs. (25+ yrs.)	U: 408 hrs. (24+ yrs.) NU: 280 hrs. (24+ yrs.)

2023 Paid Time Off	Clinton Township	Jefferson Township	Madison Township Franklin County	Mifflin Township Franklin County	Orange Township	Prairie Township	Violet Township	Washington Township
<b>Vacation</b>								
<b>Other forms of paid leave</b>								
Are your employees eligible for other forms of paid leave?	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes
If yes, please list other types of leave (e.g. merit leave, bereavement, military, etc.)		Military, Civil, Compensatory, Injury	Bereavement, Injury, and Military	Bereavement, Military, Paternity/Maternity	Bereavement, Military, Parental	Bereavement, Military, Jury Duty	Bereavement, Military, Personal, Court, Precinct Election Official	Earned, Bereavement, Jury, Military, Injury
<b>Holidays/Personal Days</b>								
Total number of Holidays per year	11 days	12 days	12 days	11 days	12 days	96 days	12 days	11 days
Total number of Personal days per year	2 days				2 days	1 day	2 days	2 - 9 days
Do you allow cash-out of personal days?	No	No	No		No	No	No	No
If yes, please indicate the maximum number of personal days eligible for cash-out								
<b>Comments:</b>								



2023 Paid Time Off	Village of Ashville	Village of Galena	Village of Granville	Village of Somerset	Village of West Jefferson
<b>Vacation</b>					
What is the maximum number of hours per year accrued at the highest level?	198 hours	160 hours	200 hours		200 hours
How many years of service does it take to get to the maximum accrual level?	15 years	10 years	20 years	25 years	21 years
What is the maximum hours allowed to roll-over annually?	198 hours	80 hours	80 hours	80 hours	3 Years
In lieu of taking a minimum number of vacation/annual leave hours or forfeiture of used hours, can employees cash out or convert to personal time?	Yes	No	Yes	No	Yes
If yes, please explain:			After having taken at least 2 weeks vacation in a calendar year, employees may receive monetary payment in lieu of days off for up to two weeks pay		
<b>Vacation hours accrued per year</b>					
1 year service	80	80 hours	2 weeks		80 hours (1 day through 5 yrs.)
5 years service	119.6	120 hours	2 weeks		
8 years service	119.6	120 hours	3 weeks		120 hours (6 through 10 yrs.)
10 years service	159.9	160 hours	3 weeks		160 hours (11 through 15 yrs.)
15 years service	197.6	160 hours	4 weeks		200 hours (16 through 20 yrs.)
20 years service	197.6	160 hours	5 weeks		
25 years service	197.6	160 hours	5 weeks		240 hours (21 yrs. and over)

2023 Paid Time Off	Village of Ashville	Village of Galena	Village of Granville	Village of Somerset	Village of West Jefferson
<b>Vacation</b>					
<b>Other forms of paid leave</b>					
Are your employees eligible for other forms of paid leave?	Yes	Yes	Yes	No	Yes
If yes, please list other types of leave (e.g. merit leave, bereavement, military, etc.)	Bereavement convert & Ill to Personal Time	Personal	Personal, Bereavement, Sick, Injury, Military		Bereavement Military
<b>Holidays/Personal Days</b>					
Total number of Holidays per year	11 days	11 days	11 days	11 days	11 days
Total number of Personal days per year	5 days	2 days	1 day		4 days
Do you allow cash-out of personal days?	No	No	No	No	No
If yes, please indicate the maximum number of personal days eligible for cash-out					
<b>Comments:</b>					



## SECTION 8

# DISABILITY, SICK LEAVE & OTHER INSURANCE

2023 Disability & Sick Leave	City of Bellefontaine	City of Bexley	City of Canal Winchester	City of Columbus	City of Delaware	City of Dublin
Short-Term Disability (other than sick leave)						
Do you offer a short-term disability (STD) plan?	No	No	No	Yes*	No	Yes, non-bargaining only
If yes, what is the waiting period (# of work days)?				1 year**		7 work days
What is the benefit as a percent of regular salary?				Varies per union		70%
What percent of the premium does the company pay?						100%
What is the cost per \$100 of payroll?						\$100
What is the maximum time-off for STD?				26 weeks***		24 weeks
Long-Term Disability						
Do you offer a long-term disability (LTD) plan?	No	No	No	No	No	No
If yes, what is the waiting period (# of work days)?						
What is the benefit as a percent of regular salary?						
What percent of the premium does the company pay?						
What is the cost per \$1,000 of payroll?						
What is the maximum time-off for LTD?						

2023 Disability & Sick Leave	City of Bellefontaine	City of Bexley	City of Canal Winchester	City of Columbus	City of Delaware	City of Dublin
Sick Leave (other than short-term disability)						
Number of hours accrued/credited annually	120 hours	120 hours	120 hours	106 hours (avg)	119.6 hours	72 hours
Does your company have a maximum number of sick leave hours?	No	Yes		No, but CWA has a maximum number of 400 sick leave hours	No	No
If yes, indicate maximum # of sick leave hours allowed		2100				
Sick Leave Cash-Out Plan						
Do you offer a sick leave cash-out plan annually?	No	Yes	Yes	Yes	No	Yes
If yes, what employee groups are eligible?		FOP	Full-time	All		All Full-Time employees
(e.g.: Full-time, Part-time, Seasonal or Intern)						
What is the percentage rate of cash-out?		100%		Varies		100% up to 28hrs
Do you have a cash-out limit?		Yes		Yes		Yes
If yes, what is the annual cash-out limit?		Amounts in excess of 1,900 hours accrued		Varies		28 hours

2023 Other Insurance	City of Bellefontaine	City of Bexley	City of Canal Winchester	City of Columbus	City of Delaware	City of Dublin
Life Insurance						
Do you offer basic group term life insurance?	Yes	Yes	Yes	Yes	Yes	Yes
Do you offer voluntary supplemental group term life insurance?	Yes	Yes	Yes	Yes	No	Yes
Do you offer Accidental Death and Dismemberment (AD&D) insurance?	No	Yes	Yes	No	Yes	Yes
Do you offer dependent life insurance?	No	Yes	Yes	No	No	Yes
Basic Insurance						
Amount of coverage		\$50,000 non FOP \$100,000 FOP	\$50,000	1.5X salary rounded to next higher multiple of \$1,000. Min - \$27,000	Flat dollar	1.5x Salary
Percent company pays		100%	100%	100%	100%	100%
Cost per \$1,000 or unit				0.102%		\$0.18
Maximum dollar amount of coverage				\$250,000		\$150,000
AD&D Insurance						
Amount of coverage		double basic	\$50,000		Flat dollar	1.5X salary
Percent company pays		100%	100%		100%	200%
Cost per \$1,000 or unit						\$0.18
Maximum dollar amount of coverage						\$150,000
Does your company provide/offer the following:						
Supplemental Insurance (e.g. AFLAC)	Yes	Yes	Yes	Yes	No	Yes
Long-term care insurance	No	No	No	No	No	No
				*STD plan is not applicable for MCP Police, MCP Fire, or FOP; STD is applicable to MCP, HACP, CWA, AFSCME 1632, AFSCME 2191, FOP-OLC, and IAFF.		
				**IAFF does not have a waiting period.		
				***IAFF does not have a maximum.		

2023 Disability & Sick Leave	City of Gahanna	City of Grandview Heights	City of Grove City	City of Groveport	City of Hilliard
Short-Term Disability (other than sick leave)					
Do you offer a short-term disability (STD) plan?	No	Yes	No	No	No
If yes, what is the waiting period (# of work days)?		14 days			
What is the benefit as a percent of regular salary?		60%			
What percent of the premium does the company pay?					
What is the cost per \$100 of payroll?		Varies			
What is the maximum time-off for STD?		26 weeks			
Long-Term Disability					
Do you offer a long-term disability (LTD) plan?	No	Yes	Yes	No	No
If yes, what is the waiting period (# of work days)?		180 days	14 or 90 days		
What is the benefit as a percent of regular salary?		60%	60%		
What percent of the premium does the company pay?			85%		
What is the cost per \$1,000 of payroll?		Varies			
What is the maximum time-off for LTD?		Varies			



2023 Disability & Sick Leave	City of Gahanna	City of Grandview Heights	City of Grove City	City of Groveport	City of Hilliard
Sick Leave (other than short-term disability)					
Number of hours accrued/credited annually		119.6 hours	120 hours	144 hours	80 hours
Does your company have a maximum number of sick leave hours?	No	No	No	No	No
If yes, indicate maximum # of sick leave hours allowed					
Sick Leave Cash-Out Plan					
Do you offer a sick leave cash-out plan annually?	No	Yes	Yes	No	Yes
If yes, what employee groups are eligible? (e.g.: Full-time, Part-time, Seasonal or Intern)		Full-time Employees	Full-time Employees		Full-time
What is the percentage rate of cash-out?		100%	50%		50% upon separation
Do you have a cash-out limit?	Yes	Yes	Yes		Yes
If yes, what is the annual cash-out limit?	upon resignation / retirement 50% up to 1200 hrs. / 25% for over 1200 hrs.	80 hours	Must maintain 360 hrs.		80 hours

2023 Other Insurance	City of Gahanna	City of Grandview Heights	City of Grove City	City of Groveport	City of Hilliard
<b>Life Insurance</b>					
Do you offer basic group term life insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer voluntary supplemental group term life insurance?	Yes	Yes	Yes	No	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	No	No
<b>Basic Insurance</b>					
Amount of coverage	2X Annual Salary	\$75,000.00	Flat Dollar	1x salary	
Percent company pays	100%	100%	85%	100%	100%
Cost per \$1,000 or unit		\$0.037		\$0.20	
Maximum dollar amount of coverage	\$220,000	\$500,000	\$75,000	\$100,000	\$100,000
<b>AD&amp;D Insurance</b>					
Amount of coverage	2X annual salary	\$75,000.00	Flat		
Percent company pays	100%	100.00%	85%		100%
Cost per \$1,000 or unit		0.020			
Maximum dollar amount of coverage	\$220,000	\$500,000			\$100,000
<b>Does your company provide/offer the following:</b>					
Supplemental Insurance (e.g. AFLAC)	No	Yes	No	No	No
Long-term care insurance	No	No	No	No	No

2023 Disability & Sick Leave	City of Lancaster	City of Marysville	City of Mount Vernon	City of New Albany	City of Pataskala	City of Powell
Short-Term Disability (other than sick leave)						
Do you offer a short-term disability (STD) plan?	No	Yes		Yes	No	Yes
If yes, what is the waiting period (# of work days)?				14 days		7 days
What is the benefit as a percent of regular salary?		67%		60%		60% of first \$833
What percent of the premium does the company pay?				100%		100%
What is the cost per \$100 of payroll?				.288 per \$10 benefits		\$22.50
What is the maximum time-off for STD?		13 weeks		90 days		180 days
Long-Term Disability						
Do you offer a long-term disability (LTD) plan?	No	No		No	No	No
If yes, what is the waiting period (# of work days)?						
What is the benefit as a percent of regular salary?						
What percent of the premium does the company pay?						
What is the cost per \$1,000 of payroll?						
What is the maximum time-off for LTD?						

2023 Disability & Sick Leave	City of Lancaster	City of Marysville	City of Mount Vernon	City of New Albany	City of Pataskala	City of Powell
Sick Leave (other than short-term disability)						
Number of hours accrued/credited annually	119.6 hours	119.6 hours		120 hours	120 hours	119 hours
Does your company have a maximum number of sick leave hours?	No	No		No	No	Yes
If yes, indicate maximum # of sick leave hours allowed						
Sick Leave Cash-Out Plan						
Do you offer a sick leave cash-out plan annually?	Yes	Yes		Yes	No	Yes
If yes, what employee groups are eligible?	Full-time	Full-time		Full-time		Full-time
(e.g.: Full-time, Part-time, Seasonal or Intern)						
What is the percentage rate of cash-out?	100%	100%		100%		50%
Do you have a cash-out limit?	Yes	Yes		Yes		Yes
If yes, what is the annual cash-out limit?	\$1,000	Up to 32 hours		80 hours		119 hours

<b>2023 Other Insurance</b>	City of Lancaster	City of Marysville	City of Mount Vernon	City of New Albany	City of Pataskala	City of Powell
<b>Life Insurance</b>						
Do you offer basic group term life insurance?	Yes	Yes	Yes	Yes	Yes	Yes
Do you offer voluntary supplemental group term life insurance?	No	Yes		Yes	Yes	Yes
Do you offer Accidental Death and Dismemberment (AD&D) insurance?	Yes	Yes	Yes	Yes	Yes	Yes
Do you offer dependent life insurance?		Yes		Yes	Yes	No
<b>Basic Insurance</b>						
Amount of coverage	Flat	1.5 Annual up to \$50K		1.5x salary	\$100,000	1x Annual Earnings
Percent company pays	100%	100%		100%	90%	100%
Cost per \$1,000 or unit	\$0.08			\$0.135	\$0.24	
Maximum dollar amount of coverage	\$50,000	\$50,000	\$15,000	\$300,000	\$100,000	\$75,000
<b>AD&amp;D Insurance</b>						
Amount of coverage	Flat	1.5 Annual up to \$50K		1.5x salary	\$200,000	1x Annual Earnings
Percent company pays	100%	100%		100%	90%	100%
Cost per \$1,000 or unit	\$0.02			\$0.03	\$0.03	
Maximum dollar amount of coverage	\$50,000	\$50,000		\$300,000	\$200,000	\$75,000
<b>Does your company provide/offer the following:</b>						
Supplemental Insurance (e.g. AFLAC)	No	No	Yes	Yes	Yes	Yes
Long-term care insurance	No	No		No	No	No

2023 Disability & Sick Leave	City of Reynoldsburg	City of Sunbury	City of Upper Arlington	City of Whitehall	City of Worthington
Short-Term Disability (other than sick leave)					
Do you offer a short-term disability (STD) plan?	Yes	No	Yes	Yes	No
If yes, what is the waiting period (# of work days)?	14 days		45 days	8 days	
What is the benefit as a percent of regular salary?	60%		60%	\$100-\$1,500	
What percent of the premium does the company pay?	100%		100%	employee paid	
What is the cost per \$100 of payroll?	.22 per \$10 benefits		Self-Insured	3.7260 - 12.6810	
What is the maximum time-off for STD?	180 days		180 days	13 weeks	
Long-Term Disability					
Do you offer a long-term disability (LTD) plan?	Yes	No	Yes	No	No
If yes, what is the waiting period (# of work days)?	STD expired		180 days	90 days	
What is the benefit as a percent of regular salary?	60%		60%	60%	
What percent of the premium does the company pay?	100%		100%		
What is the cost per \$1,000 of payroll?	.31 of \$100 monthly payroll		Self-Insured	.3940 of \$100 monthly payroll	
What is the maximum time-off for LTD?	2 years		2 years	5 years	

2023 Disability & Sick Leave	City of Reynoldsburg	City of Sunbury	City of Upper Arlington	City of Whitehall	City of Worthington
Sick Leave (other than short-term disability)					
Number of hours accrued/credited annually	120 hours	120 hours	120 hours	130 hours	120 hours
Does your company have a maximum number of sick leave hours?	No	No	Yes	No	No
If yes, indicate maximum # of sick leave hours allowed			1920 hours		
Sick Leave Cash-Out Plan					
Do you offer a sick leave cash-out plan annually?	No	No	Yes	Yes	No
If yes, what employee groups are eligible?			Senior Executives	Full-time	
(e.g.: Full-time, Part-time, Seasonal or Intern)					
What is the percentage rate of cash-out?			50%	3:1	
Do you have a cash-out limit?	No	No	No	Yes	
If yes, what is the annual cash-out limit?				24 hours	



2023 Other Insurance	City of Reynoldsburg	City of Sunbury	City of Upper Arlington	City of Whitehall	City of Worthington
<b>Life Insurance</b>					
Do you offer basic group term life insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer voluntary supplemental group term life insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer Accidental Death and Dismemberment (AD&D) insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer dependent life insurance?	Yes	No	Yes	Yes	No
<b>Basic Insurance</b>					
Amount of coverage	Min \$50K		Salary & Flat Dollar	\$100,000	\$100,000
Percent company pays	100%		100%	100%	100%
Cost per \$1,000 or unit	\$0.13		\$0.1080	\$0.15	\$0.20
Maximum dollar amount of coverage	\$100,000		\$250,000	\$100,000	
<b>AD&amp;D Insurance</b>					
Amount of coverage	Min \$50K		Salary and Flat Dollar	\$100,000	\$100,000
Percent company pays	100%		100%	100%	100%
Cost per \$1,000 or unit	\$0.13		\$0.0190	\$0.03	\$0.03
Maximum dollar amount of coverage	\$100,000		\$250,000	\$100,000	
<b>Does your company provide/offer the following:</b>					
Supplemental Insurance (e.g. AFLAC)	Yes	Yes	No	Yes	Yes
Long-term care insurance	Yes	No	No	No	No

2023 Disability & Sick Leave	Delaware County	Fairfield County	Franklin County Board of Commissioners	Licking County	Union County
Short-Term Disability (other than sick leave)					
Do you offer a short-term disability (STD) plan?	No	Yes	Yes	No	No
If yes, what is the waiting period (# of work days)?		14	14 days		
What is the benefit as a percent of regular salary?		60%	60% gross earnings		
What percent of the premium does the company pay?					
What is the cost per \$100 of payroll?		\$1.16	Age/Salary Based		
What is the maximum time-off for STD?		24 weeks	26 weeks		
Long-Term Disability					
Do you offer a long-term disability (LTD) plan?	No	Yes	Yes	No	No
If yes, what is the waiting period (# of work days)?		180 days	180 days		
What is the benefit as a percent of regular salary?		60%	60% gross earnings		
What percent of the premium does the company pay?					
What is the cost per \$1,000 of payroll?		0.19	Age/Salary Based		
What is the maximum time-off for LTD?		Retirement	Normal retirement or reducing benefit duration		

2023 Disability & Sick Leave	Delaware County	Fairfield County	Franklin County Board of Commissioners	Licking County	Union County
<b>Sick Leave (other than short-term disability)</b>					
Number of hours accrued/credited annually	120 hours	120 hours	119.6 hours	119.6 hours	119.6 hours
Does your company have a maximum number of sick leave hours?	No	No	No	No	No
If yes, indicate maximum # of sick leave hours allowed					
<b>Sick Leave Cash-Out Plan</b>					
Do you offer a sick leave cash-out plan annually?	No	No	No	No	No
If yes, what employee groups are eligible?					
(e.g.: Full-time, Part-time, Seasonal or Intern)					
What is the percentage rate of cash-out?					
Do you have a cash-out limit?				No	
If yes, what is the annual cash-out limit?					

2023 Other Insurance	Delaware County	Fairfield County	Franklin County Board of Commissioners	Licking County	Union County
<b>Life Insurance</b>					
Do you offer basic group term life insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer voluntary supplemental group term life insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer Accidental Death and Dismemberment (AD&D) insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer dependent life insurance?	Yes	Yes	Yes	Yes	Yes
<b>Basic Insurance</b>					
Amount of coverage	1x salary	50,000	\$50,000.00	Flat	\$10,000.00
Percent company pays	100%	100%	100%	100%	100%
Cost per \$1,000 or unit	\$0.12	2.1/mo.	\$0.075	\$0.96	
Maximum dollar amount of coverage	\$500,000	\$50,000	\$50,000	\$10,000.00	\$10,000.00
<b>AD&amp;D Insurance</b>					
Amount of coverage	1x salary	\$50,000	\$50,000.00	Flat	\$10,000.00
Percent company pays	100%	100%	100%	100%	100%
Cost per \$1,000 or unit	\$0.12	.75/mo.	\$0.075	\$0.18	
Maximum dollar amount of coverage	\$500,000	\$50,000	\$50,000	\$10,000	\$10,000
<b>Does your company provide/offer the following:</b>					
Supplemental Insurance (e.g. AFLAC)	Yes	No	No	Yes	Yes
Long-term care insurance	No	No	No	No	Yes

2023 Disability & Sick Leave	Clinton Township	Jefferson Township	Madison Township Franklin County	Mifflin Township Franklin County	Orange Township
Short-Term Disability (other than sick leave)					
Do you offer a short-term disability (STD) plan?	No	Yes	No	Yes	No
If yes, what is the waiting period (# of work days)?		14 days		7 days	
What is the benefit as a percent of regular salary?		60%		200%	
What percent of the premium does the company pay?				100%	
What is the cost per \$100 of payroll?		\$0.295-\$0.657 per \$10 wkly benefit			
What is the maximum time-off for STD?		26 weeks		180	
Long-Term Disability					
Do you offer a long-term disability (LTD) plan?	No	Yes	No	No	No
If yes, what is the waiting period (# of work days)?		180 days			
What is the benefit as a percent of regular salary?		60			
What percent of the premium does the company pay?					
What is the cost per \$1,000 of payroll?		\$0.355-\$0.646 per \$100 monthly payroll			
What is the maximum time-off for LTD?		> of social security normal retirement age or reducing benefit duration			

2023 Disability & Sick Leave	Clinton Township	Jefferson Township	Madison Township Franklin County	Mifflin Township Franklin County	Orange Township
Sick Leave (other than short-term disability)					
Number of hours accrued/credited annually	119.6 hours	120 hours	120 hours	204/288	216 for 52/hr. U, 168 for 40/hr. U, 120 NU
Does your company have a maximum number of sick leave hours?	No	Yes	No	No	No
If yes, indicate maximum # of sick leave hours allowed		480			
Sick Leave Cash-Out Plan					
Do you offer a sick leave cash-out plan annually?	No	Yes	No	No	No
If yes, what employee groups are eligible?		Full-time			
(e.g.: Full-time, Part-time, Seasonal or Intern)					
What is the percentage rate of cash-out?		50%			
Do you have a cash-out limit?		No			
If yes, what is the annual cash-out limit?					

2023 Other Insurance	Clinton Township	Jefferson Township	Madison Township Franklin County	Mifflin Township Franklin County	Orange Township
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	Yes	Yes	Yes
Do you offer Accidental Death and Dismemberment (AD&D) insurance?	No	Yes	Yes	Yes	Yes
Do you offer dependent life insurance?	No	Yes	Yes	Yes	Yes
Basic Insurance					
Amount of coverage	\$50,000	\$75,000	Flat	\$50,000	\$20,000
Percent company pays	91%	100%	100%	100%	100%
Cost per \$1,000 or unit		\$0.08	\$0.22	\$21.71	
Maximum dollar amount of coverage			\$75,000		
AD&D Insurance					
Amount of coverage		\$75,000	Flat	\$50,000	\$20,000
Percent company pays		100%	100%	100%	100%
Cost per \$1,000 or unit		\$0.08	\$0.04		
Maximum dollar amount of coverage			\$75,000		
Does your company provide/offer the following:					
Supplemental Insurance (e.g. AFLAC)	No	Yes	Yes	Yes	Yes
Long-term care insurance	No	No	Yes	No	No



2023 Disability & Sick Leave	Prairie Township	Violet Township	Washington Township	Village of Ashville	Village of Galena
Short-Term Disability (other than sick leave)					
Do you offer a short-term disability (STD) plan?	Yes	No	No	No	No
If yes, what is the waiting period (# of work days)?	14 days				
What is the benefit as a percent of regular salary?	60%				
What percent of the premium does the company pay?	0%				
What is the cost per \$100 of payroll?	varies by age group				
What is the maximum time-off for STD?	26 weeks				
Long-Term Disability					
Do you offer a long-term disability (LTD) plan?	Yes	No	Yes	No	No
If yes, what is the waiting period (# of work days)?	180 days		90 days		
What is the benefit as a percent of regular salary?	60%		60%		
What percent of the premium does the company pay?	0		100%		
What is the cost per \$1,000 of payroll?	varies by age group		0.46%		
What is the maximum time-off for LTD?	until normal retirement age		\$5,000		

2023 Disability & Sick Leave	Prairie Township	Violet Township	Washington Township	Village of Ashville	Village of Galena
Sick Leave (other than short-term disability)					
Number of hours accrued/credited annually	130 / 208 Barg	120.12	288 hours for Unit 192 hours for Non-Unit	80 hours	
Does your company have a maximum number of sick leave hours?	No	Yes	Yes	Yes	
If yes, indicate maximum # of sick leave hours allowed		1,200	4000 hours	120	
Sick Leave Cash-Out Plan					
Do you offer a sick leave cash-out plan annually?	Yes	Yes	No	No	No
If yes, what employee groups are eligible?	Full time	Full time employees who have a sick leave balance of at least 600 hours and who have used 40 or fewer hours in the previous calendar year			
(e.g.: Full-time, Part-time, Seasonal or Intern)					
What is the percentage rate of cash-out?		50%			
Do you have a cash-out limit?	Yes	Yes			
If yes, what is the annual cash-out limit?	40 hours	The balance of that year's allotment of sick leave			

2023 Other Insurance	Prairie Township	Violet Township	Washington Township	Village of Ashville	Village of Galena
<b>Life Insurance</b>					
Do you offer basic group term life insurance?	Yes	Yes	Yes	Yes	No
Do you offer voluntary supplemental group term life insurance?	Yes	Yes	Yes	Yes	No
Do you offer Accidental Death and Dismemberment (AD&D) insurance?	Yes	Yes	Yes		No
Do you offer dependent life insurance?	Yes	Yes	Yes		No
<b>Basic Insurance</b>					
Amount of coverage	\$50,000	\$25,000	\$100,000.00	\$20.00	
Percent company pays	100%	twp. pays basic life and AD&D dependent on age of employee	100%	90%	
Cost per \$1,000 or unit			\$14.00	\$3.12	
Maximum dollar amount of coverage	\$50,000			\$20,000	
<b>AD&amp;D Insurance</b>					
Amount of coverage	\$50,000	Included	\$100,000		
Percent company pays	100%		100%		
Cost per \$1,000 or unit			\$4		
Maximum dollar amount of coverage	\$50,000				
<b>Does your company provide/offer the following:</b>					
Supplemental Insurance (e.g. AFLAC)	Yes	Yes	Yes		No
Long-term care insurance	No	No	No		No

2023 Disability & Sick Leave	Village of Granville	Village of Somerset	Village of West Jefferson
<b>Short-Term Disability (other than sick leave)</b>			
Do you offer a short-term disability (STD) plan?	No	No	No
If yes, what is the waiting period (# of work days)?			Aflac by employee
What is the benefit as a percent of regular salary?			
What percent of the premium does the company pay?			
What is the cost per \$100 of payroll?			
What is the maximum time-off for STD?			
<b>Long-Term Disability</b>			
Do you offer a long-term disability (LTD) plan?	No	No	No
If yes, what is the waiting period (# of work days)?			Aflac by employee
What is the benefit as a percent of regular salary?			
What percent of the premium does the company pay?			
What is the cost per \$1,000 of payroll?			
What is the maximum time-off for LTD?			

2023 Disability & Sick Leave	Village of Granville	Village of Somerset	Village of West Jefferson
<b>Sick Leave (other than short-term disability)</b>			
Number of hours accrued/credited annually	120 hours		119.6 hours
Does your company have a maximum number of sick leave hours?	No	Yes	No
If yes, indicate maximum # of sick leave hours allowed		80	
<b>Sick Leave Cash-Out Plan</b>			
Do you offer a sick leave cash-out plan annually?	No	No	Yes
If yes, what employee groups are eligible?			Full-time
(e.g.: Full-time, Part-time, Seasonal or Intern)			
What is the percentage rate of cash-out?			50%
Do you have a cash-out limit?			Yes
If yes, what is the annual cash-out limit?			80

2023 Other Insurance	Village of Granville	Village of Somerset	Village of West Jefferson
<b>Life Insurance</b>			
Do you offer basic group term life insurance?	Yes	Yes	Yes
Do you offer voluntary supplemental group term life insurance?	No	No	Yes
Do you offer Accidental Death and Dismemberment (AD&D) insurance?	No	No	Yes
Do you offer dependent life insurance?	No	No	Yes
<b>Basic Insurance</b>			
Amount of coverage	\$50,000	\$15,000	Flat Amount
Percent company pays	100%	100%	100%
Cost per \$1,000 or unit			
Maximum dollar amount of coverage	\$50,000	\$15,000	\$10,000
<b>AD&amp;D Insurance</b>			
Amount of coverage			
Percent company pays			
Cost per \$1,000 or unit			
Maximum dollar amount of coverage			
<b>Does your company provide/offer the following:</b>			
Supplemental Insurance (e.g. AFLAC)	No	Yes	Yes
Long-term care insurance	No	Yes	Yes



## SECTION 9

# RETIREMENT PLAN BENEFITS



2023 Retirement Plans	City of Bellefontaine	City of Bexley	City of Canal Winchester	City of Columbus	City of Delaware	City of Dublin
<b>Defined Benefit (DB) Plan</b>						
Do you offer a defined benefit plan?	Yes	Yes	Yes	Yes	Yes	Yes
If yes, does the employer contribute to the plan?	Yes	Yes	Yes	Yes	Yes	Yes
If yes, what percentage does the employer contribute to the plan?	14% - 19%	Varies	14%	14%	OPERS: 14% OP&F: 19.5% Police Fire 24%	14%
Do employees contribute to this plan?	Yes	Yes	Yes	Yes	Yes	Yes
If yes, what percentage does the employee contribute to the plan?	10%	Varies	10%	10%	OPERS: 10% OP&F: 12.25%	10%
What is your retirement benefit formula?	Varies-OPERS & Ohio Police & Fire	OPERS & OP&F			Per OPERS & OP&F guidelines	
<b>Defined Contribution (DC) Plan</b>						
Do you offer a defined contribution plan?	Yes	Yes	Yes	Yes	Yes	Yes
If yes, what type of plan(s) do you offer?	Deferred Comp	Deferred Comp	Deferred Comp, 401(a)	Deferred Comp	Deferred Comp	Deferred Comp, Other
If yes, is it a pre or post-tax plan?	Pre	Pre	Pre	Post	Pre*	Pre
Is there an employer match to the plan(s)?	No		No	No	No	No
If yes, what is the maximum percent of the employer match?					*Also offer Post	

2023 Retirement Plans	City of Gahanna	City of Grandview Heights	City of Grove City	City of Groveport	City of Hilliard
<b>Defined Benefit (DB) Plan</b>					
Do you offer a defined benefit plan?	No	Yes		No	Yes
If yes, does the employer contribute to the plan?		Yes	Yes		Yes
If yes, what percentage does the employer contribute to the plan?		OPERS: 14% 19.5%      Police: Fire: 24%	14%		19.5% or 14%
Do employees contribute to this plan?		Yes	Yes		Yes
If yes, what percentage does the employee contribute to the plan?		OPERS: 10%      OP&F: 12.25%	10%		14% or 10%
What is your retirement benefit formula?		OPERS & OP&F	OPERS & OP&F		OPERS & OP&F
<b>Defined Contribution (DC) Plan</b>					
Do you offer a defined contribution plan?	Yes	No	Yes		Yes
If yes, what type of plan(s) do you offer?	Deferred Comp	Deferred Comp	Deferred Comp	Deferred Comp	Deferred Comp
If yes, is it a pre or post-tax plan?	Pre	Pre	Pre	Pre	Pre
Is there an employer match to the plan(s)?	No	No	No		No
If yes, what is the maximum percent of the employer match?					

2023 Retirement Plans	City of Lancaster	City of Marysville	City of New Albany	City of Pataskala	City of Powell
<b>Defined Benefit (DB) Plan</b>					
Do you offer a defined benefit plan?	Yes	Yes		No	Yes
If yes, does the employer contribute to the plan?	Yes	Yes			Yes
If yes, what percentage does the employer contribute to the plan?	OPERS 14%, Police 19.5%, Fire 24%	14% - 24%	New Albany non-sworn emplys participate OPERS, Law Enforcement in OP&F		14%
Do employees contribute to this plan?	Yes	Yes			Yes
If yes, what percentage does the employee contribute to the plan?	OPERS 10%, OP&F 12.25%	10% - 12.25%			10%
What is your retirement benefit formula?					The retirement plan is through OPERS for staff and OP&F for the Police
<b>Defined Contribution (DC) Plan</b>					
Do you offer a defined contribution plan?	Yes	Yes		Yes	Yes
If yes, what type of plan(s) do you offer?	Deferred Comp	Deferred Comp	Deferred Comp	Deferred Comp	Deferred Comp
If yes, is it a pre or post-tax plan?	Pre	Pre		Pre	Pre
Is there an employer match to the plan(s)?	No	No		Yes	No
If yes, what is the maximum percent of the employer match?					

2023 Retirement Plans	City of Reynoldsburg	City of Sunbury	City of Upper Arlington	City of Whitehall	City of Worthington
<b>Defined Benefit (DB) Plan</b>					
Do you offer a defined benefit plan?	Yes	No	Yes	No	Yes
If yes, does the employer contribute to the plan?	Yes		Yes		No
If yes, what percentage does the employer contribute to the plan?	by statue		14%		
Do employees contribute to this plan?	Yes		Yes		Yes
If yes, what percentage does the employee contribute to the plan?	by statue		10%		Varies
What is your retirement benefit formula?					
<b>Defined Contribution (DC) Plan</b>					
Do you offer a defined contribution plan?	Yes	No	Yes	Yes	Yes
If yes, what type of plan(s) do you offer?	Deferred Comp		Deferred Comp	Deferred Comp	Deferred Comp
If yes, is it a pre or post-tax plan?	Pre		Pre	Pre	Pre
Is there an employer match to the plan(s)?			No	No	No
If yes, what is the maximum percent of the employer match?					

2023 Retirement Plans	Delaware County	Fairfield County	Franklin County Board of Commissioners	Licking County	Union County
<b>Defined Benefit (DB) Plan</b>					
Do you offer a defined benefit plan?	Yes	Yes	No	Yes	No
If yes, does the employer contribute to the plan?	Yes	Yes		Yes	No
If yes, what percentage does the employer contribute to the plan?	14%	14%		14%	
Do employees contribute to this plan?	Yes	Yes		Yes	
If yes, what percentage does the employee contribute to the plan?	10%	10%		10%	
What is your retirement benefit formula?				OPERS, age	
<b>Defined Contribution (DC) Plan</b>					
Do you offer a defined contribution plan?	No		No	Yes	Yes
If yes, what type of plan(s) do you offer?	Other	Deferred Comp		Deferred Comp	Deferred Comp
If yes, is it a pre or post-tax plan?	Pre	Pre		Pre	Pre
Is there an employer match to the plan(s)?	No	No		No	No
If yes, what is the maximum percent of the employer match?					

2023 Retirement Plans	Clinton Township	Jefferson Township	Madison Township Franklin County	Mifflin Township Franklin County
<b>Defined Benefit (DB) Plan</b>				
Do you offer a defined benefit plan?	Yes	Yes	Yes	Yes
If yes, does the employer contribute to the plan?	Yes	Yes	No	No
If yes, what percentage does the employer contribute to the plan?	14%	14% OPERS / 24% OPFPF		
Do employees contribute to this plan?	Yes	Yes	Yes	Yes
If yes, what percentage does the employee contribute to the plan?	10%	10% / 12.25%	100%	
What is your retirement benefit formula?		OPERS/OPFPF determined		
<b>Defined Contribution (DC) Plan</b>				
Do you offer a defined contribution plan?		Yes	Yes	Yes
If yes, what type of plan(s) do you offer?	Deferred Comp	Deferred Comp, other	Deferred Comp	Deferred Comp
If yes, is it a pre or post-tax plan?	Pre	Pre & Post tax	Pre	Pre
Is there an employer match to the plan(s)?	No	No	No	No
If yes, what is the maximum percent of the employer match?				

2023 Retirement Plans	Orange Township	Prairie Township	Violet Township	Washington Township
<b>Defined Benefit (DB) Plan</b>				
Do you offer a defined benefit plan?	Yes		Yes	Yes
If yes, does the employer contribute to the plan?	Yes	Yes	Yes	Yes
If yes, what percentage does the employer contribute to the plan?	10%	OPERS: 14% 24% OPF:	OPERS 14% OPNF 24%	14% or 24%
Do employees contribute to this plan?	Yes	Yes	Yes	Yes
If yes, what percentage does the employee contribute to the plan?	10%	OPERS: 10% 12.25% OPF:	OPERS 10% OPNF 12.5%	10% or 12.25%
What is your retirement benefit formula?		OPERS & OP&F	OPERS & OP&F	OPERS / OP&F
<b>Defined Contribution (DC) Plan</b>				
Do you offer a defined contribution plan?	Yes		Yes	Yes
If yes, what type of plan(s) do you offer?	Deferred Comp	Deferred Comp	Deferred Comp, 401k, 401a	Deferred Comp, Other
If yes, is it a pre or post-tax plan?		Pre	Depends	Pre*
Is there an employer match to the plan(s)?	No	No	No	No
If yes, what is the maximum percent of the employer match?				*We offer a 457 Plan and a Roth 457 Plan - the 457 Plan is pre tax while the Roth 457 is post.



2023 Retirement Plans	Village of Ashville	Village of Galena	Village of Granville	Village of Somerset	Village of West Jefferson
<b>Defined Benefit (DB) Plan</b>					
Do you offer a defined benefit plan?	Yes	Yes	Yes	Yes	No
If yes, does the employer contribute to the plan?	Yes	Yes	Yes	Yes	
If yes, what percentage does the employer contribute to the plan?		14%	14%	14%	
Do employees contribute to this plan?	Yes	Yes	Yes	Yes	
If yes, what percentage does the employee contribute to the plan?		10%	10%	10%	
What is your retirement benefit formula?		OPERS	Years of service, final average salary, age at retirement		
<b>Defined Contribution (DC) Plan</b>					
Do you offer a defined contribution plan?		Yes	Yes		No
If yes, what type of plan(s) do you offer?	Deferred Comp police only	Deferred Comp	Deferred Comp		
If yes, is it a pre or post-tax plan?		Pre	Pre		
Is there an employer match to the plan(s)?		No	No		
If yes, what is the maximum percent of the employer match?					



## SECTION 10

# MISCELLANEOUS BENEFITS

2023 Miscellaneous	City of Bellefontaine	City of Bexley	City of Canal Winchester	City of Columbus	City of Delaware
<b>Miscellaneous</b>					
Agency vehicle	No	Yes	No	Yes	No
Vehicle allowance	No	Yes	Yes	Yes	No
Employee Assistance Program (EAP)	Yes	No	Yes	Yes	Yes
Cell phone	Yes *Sup emplys only	Yes	Yes	Yes	No
Cell phone - stipend/allowance	No	Yes	Yes	No	Yes
Tuition reimbursement	Yes	Yes	Yes	Yes	Yes
457B (Deferred Compensation Plan)	Yes	Yes	Yes	Yes	Yes
Prepaid legal	No	No	No	No	Yes
Professional association membership dues	Yes	Yes	Yes	Yes	Yes
Organizational club membership dues	No	No	No	Yes	No
529 (College Plan)	No	Yes	No	No	No
Health & Wellness Incentives	Yes	Yes *FOP only	Yes	Yes	Yes
Alternative Transportation Incentive	No	No		Yes	No

2023 Miscellaneous	City of Dublin	City of Gahanna	City of Grandview Heights	City of Grove City
<u>Miscellaneous</u>				
Agency vehicle	No	Yes	Yes	No
Vehicle allowance	No	No	No	No
Employee Assistance Program (EAP)	Yes	Yes	Yes	Yes
Cell phone	Yes	Yes	Yes	Yes
Cell phone - stipend/allowance	No	No	Yes	No
Tuition reimbursement	Yes	Yes	Yes	Yes
457B (Deferred Compensation Plan)	Yes	Yes	Yes	Yes
Prepaid legal	No	Yes	No	Yes
Professional association membership dues	Yes	Yes	Yes	Yes
Organizational club membership dues	Yes	No	No	No
529 (College Plan)	Yes	No	Yes	Yes
Health & Wellness Incentives	Yes	Yes	Yes	Yes
Alternative Transportation Incentive	No	No	No	

2023 Miscellaneous	City of Groveport	City of Hilliard	City of Lancaster	City of Marysville
<u>Miscellaneous</u>				
Agency vehicle	No	Yes	Yes	No
Vehicle allowance	No	No	No	No
Employee Assistance Program (EAP)	Yes	Yes	Yes	Yes
Cell phone	Yes	Yes	Yes	Yes
Cell phone - stipend/allowance	Yes	Yes	No	Yes
Tuition reimbursement	Yes	Yes	No	Yes
457B (Deferred Compensation Plan)	Yes	Yes	Yes	Yes
Prepaid legal	No	No	No	No
Professional association membership dues	Yes	Yes	Yes	Yes
Organizational club membership dues	No	Yes	Yes	No
529 (College Plan)	No	Yes	No	Yes
Health & Wellness Incentives	Yes	No	No	Yes
Alternative Transportation Incentive	No	No	No	No

2023 Miscellaneous	City of New Albany	City of Pataskala	City of Powell	City of Reynoldsburg
<u>Miscellaneous</u>				
Agency vehicle		No	No	No
Vehicle allowance	Yes	No	No	No
Employee Assistance Program (EAP)	Yes	No	Yes	Yes
Cell phone	Yes	Yes	Yes	Yes
Cell phone - stipend/allowance	Yes	Yes	Yes	No
Tuition reimbursement	Yes	Yes	Yes	Yes
457B (Deferred Compensation Plan)		Yes	Yes	Yes
Prepaid legal		No	Yes	No
Professional association membership dues	Yes	Yes	Yes	Yes
Organizational club membership dues	Yes	No	Yes	Yes
529 (College Plan)		No	Yes	No
Health & Wellness Incentives	Yes	Yes	Yes	Yes
Alternative Transportation Incentive		No	No	No

2023 Miscellaneous	City of Sunbury	City of Upper Arlington	City of Whitehall	City of Worthington
<u>Miscellaneous</u>				
Agency vehicle	No	No	No	No
Vehicle allowance	No	No	No	Yes
Employee Assistance Program (EAP)	No	Yes	Yes	Yes
Cell phone	No	Yes	Yes	Yes
Cell phone - stipend/allowance	No	Yes	No	Yes
Tuition reimbursement	No	Yes	Yes	Yes
457B (Deferred Compensation Plan)	No	Yes	No	Yes
Prepaid legal	No	No	Yes	No
Professional association membership dues	Yes	Yes	Yes	Yes
Organizational club membership dues	No	Yes	No	
529 (College Plan)	No	No	No	Yes
Health & Wellness Incentives	No	Yes	Yes	Yes
Alternative Transportation Incentive	No	No	No	No



2023 Miscellaneous	Delaware County	Fairfield County	Franklin County Board of Commissioners	Licking County	Union County
<u>Miscellaneous</u>					
Agency vehicle	Yes	Yes	No	No	No
Vehicle allowance	No	No	No	No	No
Employee Assistance Program (EAP)	Yes	Yes	Yes	Yes	Yes
Cell phone	Yes	Yes	Yes	No	Yes
Cell phone - stipend/allowance	Yes	Yes	No	No	Yes
Tuition reimbursement	Yes	Yes	Yes	No	No
457B (Deferred Compensation Plan)	No	Yes	Yes	Yes	Yes
Prepaid legal	No	No	No	No	Yes
Professional association membership dues	Yes	No	Yes	No	Yes
Organizational club membership dues	Yes	No	No	No	Yes
529 (College Plan)	No	No	No	No	Yes
Health & Wellness Incentives	Yes	Yes	Yes	Yes	Yes
Alternative Transportation Incentive	No	No	Yes	No	No

2023 Miscellaneous	Clinton Township	Jefferson Township	Madison Township Franklin County	Mifflin Township Franklin County
<u>Miscellaneous</u>				
Agency vehicle	Yes	Yes	Yes	Yes
Vehicle allowance	No	No	No	No
Employee Assistance Program (EAP)	No	Yes	Yes	No
Cell phone	Yes	No	Yes	No
Cell phone - stipend/allowance	No	No	No	Yes
Tuition reimbursement	Yes	Yes	Yes	Yes
457B (Deferred Compensation Plan)	Yes	Yes	Yes	Yes
Prepaid legal	No	No	Yes	Yes
Professional association membership dues	Yes	Yes	Yes	Yes
Organizational club membership dues	No	No	Yes	Yes
529 (College Plan)	No	Yes	No	Yes
Health & Wellness Incentives	No	Yes	Yes	Yes
Alternative Transportation Incentive	No		No	No

2023 Miscellaneous	Orange Township	Prairie Township	Violet Township	Washington Township
<u>Miscellaneous</u>				
Agency vehicle	No	No	Yes	Yes
Vehicle allowance	No	No	Yes	No
Employee Assistance Program (EAP)	Yes	Yes	Yes	Yes
Cell phone	Yes	Yes	No	Yes
Cell phone - stipend/allowance	No	Yes	Yes	No
Tuition reimbursement	Yes	Yes	Yes	Yes
457B (Deferred Compensation Plan)	No	Yes	No	Yes
Prepaid legal	No	No	No	No
Professional association membership dues	Yes	Yes	Yes	Yes
Organizational club membership dues	No	Yes	No	No
529 (College Plan)	No	No	No	No
Health & Wellness Incentives	Yes	Yes	No	No
Alternative Transportation Incentive	No	No	No	No

2023 Miscellaneous	Village of Ashville	Village of Galena	Village of Granville	Village of Somerset	Village of West Jefferson
<u>Miscellaneous</u>					
Agency vehicle	Yes	No	No	No	Yes
Vehicle allowance	No	No	Yes	No	No
Employee Assistance Program (EAP)	No	No	No	No	Yes
Cell phone	Yes	No	Yes	Yes	No
Cell phone - stipend/allowance	Yes	No	Yes	No	Yes
Tuition reimbursement	No	No	No	No	Yes
457B (Deferred Compensation Plan)	No	Yes	Yes	No	Yes
Prepaid legal	No	No	No	No	No
Professional association membership dues	No	Yes	Yes	No	Yes
Organizational club membership dues	No	Yes	Yes	No	No
529 (College Plan)	No	No	No	No	No
Health & Wellness Incentives	No	No	No	No	No
Alternative Transportation Incentive	No	No	No	No	No



MID-OHIO REGIONAL  
**MORPC**  
PLANNING COMMISSION

## Mid-Ohio Regional Planning Commission

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