



MID-OHIO REGIONAL
MORPC
PLANNING COMMISSION

2025 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 **2025 Salary and Fringe Benefit Survey** a tangible, timely, and actionable resource.

Thank you to the 41 member governments who provided information for this year's survey. Your willingness to participate is not only appreciated by MORPC, but also 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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2025 PARTICIPATING AGENCIES

City of Bexley	City of Lancaster	City of Whitehall	Prairie Township	Village of West Jefferson
City of Canal Winchester	City of Marysville	City of Worthington	Truro Township	
City of Columbus	City of Mount Vernon	Delaware County	Violet Township	
City of Delaware	City of New Albany	Fairfield County	Washington Township	
City of Dublin	City of Pataskala	Franklin County Board of Commissioners	Village of Galena	
City of Gahanna	City of Powell	Brown Township	Village of Gambier	
City of Grandview Heights	City of Reynoldsburg	Clinton Township	Village of Hebron	
City of Grove City	City of Sunbury	Madison Township, Franklin County	Village of Minerva Park	
City of Groveport	City of Upper Arlington	Mifflin Township	Village of Plain City	
City of Hilliard	City of Westerville	Orange Township	Village of Shawnee Hills	



SECTION 1

EXECUTIVE SUMMARY



MID-OHIO REGIONAL PLANNING COMMISSION 2025 SALARY SURVEY

Executive Summary

The Mid-Ohio Regional Planning Commission (MORPC) Salary Survey for 2025 consists of data from 41 member governments on various positions. Salary ranges reported in the survey were received from the participating communities for the year 2025. 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.

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.

Visit our website: www.morpc.org

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SECTION 2

PARTICIPANT INFORMATION

Participants' Contact Information

(As Available)

City Agencies

Bexley

Toni Mason, Payroll Coordinator
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614-559-4265

Canal Winchester

Nancy Stir, HR Coordinator
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Columbus

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Delaware

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Dublin

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614-410-4644

Gahanna

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Groveport

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Hilliard

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Powell

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Reynoldsburg

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Upper Arlington

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Westerville

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Whitehall

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Participants' Contact Information

(As Available)

County Agencies

Delaware County

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Township Agencies

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Mifflin Township

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Orange Township

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Prairie Township

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Village Agencies

Galena

Michelle Dearth, Fiscal Officer
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Gambier

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SECTION 3

AGENCY INFORMATION AND SALARY INCENTIVES



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Participant Information	City of Bexley	City of Canal Winchester	City of Columbus	City of Delaware
Total Annual Operating Budget	\$40,720,792	\$45,463,460	\$1,183,472,000	\$208,819,459
Total Annual Revenue	\$37,179,089	\$46,006,181	\$1,347,529,216	\$190,506,660
Total Number of full-time (non-union)	35	42	1366	133
Total Number of part-time (non-union)	24	8	664	21
Total Number of full-time (union)	63	0	7,829	210
Total Number of part-time (union)	0	0	202	
Total Staff	122	50	10,061	364
Annual gross payroll	\$10,956,229	\$3,744,100	\$880,873,233	\$30,384,416
Non-Union Annual health insurance (employer cost)	\$544,395	\$959,253	\$31,630,815	\$2,883,337
Union Annual health insurance (employer cost)	\$1,052,539	\$0	\$214,596,534	\$4,722,471
Non-Union Annual dental insurance (employer cost)	\$14,557	\$44,779		\$107,718
Union Annual dental insurance (employer cost)	\$28,145	\$0		\$182,764
Non-Union Annual life insurance (employer cost)	\$4,073	\$6,401		\$12,264
Union Annual life insurance (employer cost)	\$7,876	\$0		\$24,444
Total Benefit Cost	\$1,651,585	\$1,010,433	\$246,227,349	\$7,932,998
Benefit Cost as a percent of payroll	15%	27%	28%	26%
Comments:				

Agency Information & Salary Incentives	City of	City of	City of	City of
	Bexley	Canal Winchester	Columbus	Delaware
Average % of increase provided for current year base?				
Non-Bargaining	2.5%	3%	4.5%	4%
Bargaining	4%		4.3%	4%
Increased % given to current year salary ranges.				
Non-Bargaining	2.5%		4.5%	4%
Bargaining			4.3%	4%
Average % of increase anticipate for base pay next yr.				
Non-Bargaining		4%		4%
Bargaining	3.2%			4%
Factors that determine individual salary Inc.				
Non-Bargaining	Cost of Living, Market		Market	Cost of Living , Market, Performance
Bargaining	Cost of Living, Market		Market	Cost of Living, Market, Performance
Short-term Incentive Pay (Bonus)	No	No	No	No
NOTES:				



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Participant Information	City of Dublin	City of Gahanna	City of Grandview Heights
Total Annual Operating Budget	\$104,669,572	\$113,970,111	\$19,659,484
Total Annual Revenue	\$104,791,441	\$170,485,236	\$21,361,520
Total Number of full-time (non-union)	218	87	53
Total Number of part-time (non-union)	571	25	54
Total Number of full-time (union)	186	116	39
Total Number of part-time (union)			
Total Staff	975	228	146
Annual gross payroll	\$40,161,575	\$19,601,379	\$8,636,657
Non-Union Annual health insurance (employer cost)	\$6,292,000	\$1,368,630	\$1,081,764
Union Annual health insurance (employer cost)	included in non union amount	\$2,022,346	\$817,797
Non-Union Annual dental insurance (employer cost)		\$100,722	
Union Annual dental insurance (employer cost)	included in non union amount	\$121,275	
Non-Union Annual life insurance (employer cost)	\$36,292	\$20,791	\$4,603
Union Annual life insurance (employer cost)	included in non union amount	\$27,906	\$2,992
Total Benefit Cost	\$6,328,292	\$3,661,669	\$1,907,156
Benefit Cost as a percent of payroll	16%	19%	22%
Comments:			

Agency Information & Salary Incentives			
	City of Dublin	City of Gahanna	City of Grandview Heights
Average % of increase provided for current year base?			
Non-Bargaining	4%	4%	3.75%
Bargaining	3.00-3.5%	4%	3.75%
Increased % given to current year salary ranges.			
Non-Bargaining			3.75%
Bargaining	3.00-3.5%		3.75%
Average % of increase anticipate for base pay next yr.			
Non-Bargaining			5%
Bargaining			5%
Factors that determine individual salary Inc.			
Non-Bargaining	Market, Performance	Cost of Living, Market	Cost of Living, Market, Performance, Competency
Bargaining	Market	Cost of Living, Market	Cost of Living, Market
Short-term Incentive Pay (Bonus)	Yes	No	No
NOTES:	<p>All non-union EE's serving in FT perm, PT perm, Seasonal, Temp, and Intermittent positions are eligible for the Instant Bonus Program.</p> <p>(1) 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 gov.</p> <p>The max bonus amount shall not exceed \$1,000.00; the typical bonus will be in the area of \$250.00.</p> <p>In the event the division director and dept. 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 EE may be awarded up to (8) hours of paid leave in lieu of a monetary bonus.</p> <p>To be eligible for a bonus, the EE must demonstrate an exceptional level of effort and achieve an outcome that is superior. A department's bonus funds are expended in a calendar year, there will be no additional funds available to that department until the next calendar year.</p>		



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Participant Information	City of Grove City	City of Groveport	City of Hilliard	City of Lancaster
Total Annual Operating Budget	\$123,844,080	\$63,706,658	\$49,303,025	\$291,322,238
Total Annual Revenue	\$109,050,200	\$44,705,281	\$67,505,304	\$259,721,787
Total Number of full-time (non-union)	86	64	84	153
Total Number of part-time (non-union)	209	133	43	101
Total Number of full-time (union)	105	25	98	300
Total Number of part-time (union)				0
Total Staff	400	222	225	554
Annual gross payroll	\$21,810,372	\$8,741,205	\$22,646,728	\$25,423,143
Non-Union Annual health insurance (employer cost)	\$1,835,320	\$2,492,254	Family \$33,450/Single-\$11,535	\$2,609,057
Union Annual health insurance (employer cost)	\$1,750,879	\$1,174,759	Family \$35,224/Single-\$11,778	\$5,115,797
Non-Union Annual dental insurance (employer cost)	\$91,975	\$64,400	Family- \$1,299/ Single \$448	\$110,983
Union Annual dental insurance (employer cost)	\$91,976	\$28,763	Family- \$818/ Single \$293	\$217,613
Non-Union Annual life insurance (employer cost)	\$14,031	\$9,687	\$15,410	\$13,921
Union Annual life insurance (employer cost)	\$15,674	\$5,242	\$24,103	\$27,297
Total Benefit Cost	\$3,799,855	\$3,775,105	\$39,513	\$8,094,667
Benefit Cost as a percent of payroll	17%	43%	0%	32%
Comments:				

Agency Information & Salary Incentives				
	City of Grove City	City of Groveport	City Of Hilliard	City of Lancaster
Average % of increase provided for current year base?				
Non-Bargaining	3%	3.47%		4%
Bargaining	3%	4.50%	2.33%	4.00%
Increased % given to current year salary ranges.				
Non-Bargaining	3%	2.50%	5%	
Bargaining	3%	4.50%	3.50%	
Average % of increase anticipate for base pay next yr.				
Non-Bargaining	3%	4%	5%	2.5%
Bargaining	3%	4%	3.50%	4%
Factors that determine individual salary Inc.				
Non-Bargaining		Performance	Cost of Living, Market	Cost of Living
Bargaining		Market, Competency	Cost of Living, Market	
Short-term Incentive Pay (Bonus)	No	No	Yes	
NOTES:			We provide "Instant Bonus Awards" to employees who are nominated by a Director for exhibiting our core values, above and beyond their job duties.	Non-barg increased % given to current yr: Varies based on the ordinance or resolutions for the elected positions. Barg increased % given to current yr: N/A only our elected officials are true salaried employees. Non-barg Market based: Not unless a market analysis is completed and gaps are found. Barg Cost of Living Adj: No-negotiated in the contract.



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Participant Information	City of Marysville	City of Mount Vernon	City of New Albany	City of Pataskala
Total Annual Operating Budget		\$22,000,000	\$70,733,039	\$37,247,441
Total Annual Revenue		\$60,000,000	\$142,290,879	\$27,099,915
Total Number of full-time (non-union)	144	44	118	21
Total Number of part-time (non-union)	102	25	18	41
Total Number of full-time (union)	85	160	24	36
Total Number of part-time (union)		12		
Total Staff	331	241	160	98
Annual gross payroll		\$8,905,530	\$24,677,469	\$5,343,426
Non-Union Annual health insurance (employer cost)		\$1,008,581	\$3,266,393	\$470,657
Union Annual health insurance (employer cost)		\$2,514,144	\$583,831	\$344,155
Non-Union Annual dental insurance (employer cost)		\$2,419	\$158,975	\$30,728
Union Annual dental insurance (employer cost)		\$6,030	\$33,899	\$22,823
Non-Union Annual life insurance (employer cost)		\$4,258	\$76,083	\$10,776
Union Annual life insurance (employer cost)		\$10,614	\$17,791	\$7,782
Total Benefit Cost	\$0	\$3,546,045	\$4,136,972	\$886,921
Benefit Cost as a percent of payroll		40%	17%	17%
Comments:				

Agency Information & Salary Incentives				
	City of	City of	City of	City of
	Marysville	Mount Vernon	New Albany	Pataskala
Average % of increase provided for current year base?				
Non-Bargaining	4%	3-5%	3%	3%
Bargaining	4%	3-5%	3%	
Increased % given to current year salary ranges.				
Non-Bargaining	4%	5%	3%	3%
Bargaining	4%	5%	3%	3%
Average % of increase anticipate for base pay next yr.				
Non-Bargaining		3-5%		3%
Bargaining		5%		3%
Factors that determine individual salary Inc.				
Non-Bargaining	Cost of Living, Market, Performance	Cost of Living, Market, Performance, Competency	Cost of Living, Performance	Cost of Living
Bargaining	Cost of Living	Cost of Living, Market, Performance, Competency	Market based	Cost of Living
Short-term Incentive Pay (Bonus)				
	No	Yes	No	No
NOTES:				



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Participant Information	City of Powell	City of Reynoldsburg	City of Sunbury
Total Annual Operating Budget	\$31,546,545	\$67,702,724	\$37,565,780
Total Annual Revenue	\$33,468,496	\$69,905,960	\$31,652,090
Total Number of full-time (non-union)	29	84	22
Total Number of part-time (non-union)	2	45	10
Total Number of full-time (union)	29	103	15
Total Number of part-time (union)			
Total Staff	60	232	47
Annual gross payroll	\$7,013,500	\$16,850,259	\$3,443,380
Non-Union Annual health insurance (employer cost)	\$1,008,695	\$98,848	\$423,584
Union Annual health insurance (employer cost)		\$119,660	\$291,732
Non-Union Annual dental insurance (employer cost)	\$35,057	\$514	\$20,006
Union Annual dental insurance (employer cost)		\$666	\$13,527
Non-Union Annual life insurance (employer cost)	\$31,250		\$2,574
Union Annual life insurance (employer cost)			\$1,092
Total Benefit Cost	\$1,075,001	\$219,688	\$752,515
Benefit Cost as a percent of payroll	15%	1%	22%
Comments:			

Agency Information & Salary Incentives	City of	City of	City of
	Powell	Reynoldsburg	Sunbury
Average % of increase provided for current year base?			
Non-Bargaining	5%		3%
Bargaining	8.3%		3%
Increased % given to current year salary ranges.			
Non-Bargaining		2 - 10%	3%
Bargaining		4 - 4.25%	3%
Average % of increase anticipate for base pay next yr.			
Non-Bargaining	4%		3%
Bargaining	4%	3 - 4%	3%
Factors that determine individual salary inc.			
Non-Bargaining	Cost of Living, Market	Cost of Living, Market, Performance	Cost of Living, Market, Performance, Competency
Bargaining	Cost of Living, Market		
Short-term Incentive Pay (Bonus)	No	No	No
NOTES:			



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Participant Information	City of Upper Arlington	City of Westerville	City of Whitehall	City of Worthington
Total Annual Operating Budget	\$109,178,100	\$255,270,237	\$66,944,280	\$39,221,649
Total Annual Revenue	\$104,166,700	\$236,521,250	\$63,991,865	\$40,904,818
Total Number of full-time (non-union)	115	237	43	73
Total Number of part-time (non-union)	352	393	26	212
Total Number of full-time (union)	127	207	113	67
Total Number of part-time (union)		1	1	
Total Staff	594	838	183	352
Annual gross payroll	\$44,715,800	\$45,551,695	\$17,365,953	\$17,225,494
Non-Union Annual health insurance (employer cost)	\$2,565,300	\$4,965,931		\$1,946,260
Union Annual health insurance (employer cost)	\$2,809,000	\$4,230,238		\$1,529,204
Non-Union Annual dental insurance (employer cost)	\$164,300			\$98,605
Union Annual dental insurance (employer cost)	\$170,600			\$83,996
Non-Union Annual life insurance (employer cost)	\$16,700			\$19,543
Union Annual life insurance (employer cost)	\$19,139			\$16,647
Total Benefit Cost	\$5,745,039	\$9,196,169	\$0	\$3,694,254
Benefit Cost as a percent of payroll	13%		0%	21%
Comments:				

Agency Information & Salary Incentives				
	City of Upper Arlington	City of Westerville	City of Whitehall	City of Worthington
Average % of increase provided for current year base?				
Non-Bargaining	2.50%	3.4%	3%	3%
Bargaining	3.25%	USW 4.5% FOP 3.80% IAFF 3.80%	3%	3%
Increased % given to current year salary ranges.				
Non-Bargaining	2.50%			
Bargaining	3.25%	USW 2.5% FOP 3.80% IAFF 3.80%		
Average % of increase anticipate for base pay next yr.				
Non-Bargaining				3%
Bargaining	3.25%	USW 2.3% FOP 3.80% IAFF 3.80%		3%
Factors that determine individual salary Inc.				
Non-Bargaining	Cost of Living, Market, Performance	Cost of Living, Performance	Cost of Living, Performance	
Bargaining	Cost of Living, Market	Cost of Living, Performance	Cost of Living, Market, Performance	Market
Short-term Incentive Pay (Bonus)	No	No	No	No
NOTES:		<p>Longevity payments for non-bargaining: \$950 for 5-9 yrs service, \$1175 for 10-14 yrs service, \$1550 for 15-19 yrs service, and \$1,725 for 20+ yrs of service. Other non-bargaining incentive pay: FT Non-exempt EEs required to work 2nd or 3rd shifts and whose job classification does not recognize the shift assignments shall receive \$1 .40 per hour additional compensation for all hours worked. Electric Division field personnel assigned to 2nd or 3rd shift shall receive \$1.50 hour additional compensation. Water Division EE licensure incentives such that those earning a Water Operator I license shall receive \$1.00 per hour additional compensation for all hours worked. Those earning a Water Operator II license shall receive \$1.50 per hour additional compensation for all hours worked. Those earning a Water Operator III license shall receive \$2.50 per hour additional compensation for all hours worked.</p>	longevity pay after 5yrs	



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Participant Information	Delaware County	Fairfield County	Franklin County Board of Commissioners
Total Annual Operating Budget	\$108,062,247	\$69,179,687	\$944,289,970
Total Annual Revenue	\$401,667,870	\$69,389,209	\$965,430,064
Total Number of full-time (non-union)	831	750	531
Total Number of part-time (non-union)	249	53	
Total Number of full-time (union)	412	261	907
Total Number of part-time (union)	5	2	2
Total Staff	1497	1066	1440
Annual gross payroll	\$91,906,317	\$21,905,411	\$95,025,631
Non-Union Annual health insurance (employer cost)	\$20,432,593	\$8,747,172	\$26,908
Union Annual health insurance (employer cost)		\$2,985,647	\$26,908
Non-Union Annual dental insurance (employer cost)	\$515,033	\$372,361	\$982
Union Annual dental insurance (employer cost)		\$126,953	\$982
Non-Union Annual life insurance (employer cost)	\$124,499	\$29,012	\$78
Union Annual life insurance (employer cost)		\$9,893	\$78
Total Benefit Cost	\$21,072,125	\$12,271,038	\$33,439,562.00
Benefit Cost as a percent of payroll	23%	56%	35%
Comments:			

Agency Information & Salary Incentives			
	Delaware County	Fairfield County	Franklin County BOC
Average % of increase provided for current year base?			
Non-Bargaining	3.25%	3%	
Bargaining	3.56%		3% or \$1.00
Increased % given to current year salary ranges.			
Non-Bargaining			
Bargaining			
Average % of increase anticipate for base pay next yr.			
Non-Bargaining		3%	
Bargaining			3.5% or \$0.75
Factors that determine individual salary inc.			
Non-Bargaining	Performance	Performance	Cost of Living, Market, Performance
Bargaining	Market, Performance		
Short-term Incentive Pay (Bonus)	No	No	Yes
NOTES:	Market based adj= 3 Unions (911, EMS, RSD) Performance based adj= 1 Union (JFS) JFS Union has a retention bonus and RSD Union has a semi annual pay supplement for obtaining certifications.	Fairfield County has a merit based pay increase plan. Employees are eligible for 1%, 3%, or 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. Benefit cost above are per employee.



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Participant Information	Brown Township	Clinton Township	Madison Township Franklin County	Mifflin Township
Total Annual Operating Budget	\$6,286,740	\$11,954,840	\$26,790,894	\$25,374,407
Total Annual Revenue	\$2,900,000	\$10,537,058	\$19,699,592	\$25,691,661
Total Number of full-time (non-union)	4	9	15	115
Total Number of part-time (non-union)	3	33	29	6
Total Number of full-time (union)		25	79	
Total Number of part-time (union)				
Total Staff	7	67	123	121
Annual gross payroll	\$82,000	\$3,399,367	\$10,200,739	\$18,406,812
Non-Union Annual health insurance (employer cost)	\$20,197	\$93,757	\$399,667	
Union Annual health insurance (employer cost)		\$269,136	\$1,898,642	
Non-Union Annual dental insurance (employer cost)	\$2,700	\$7,695	\$18,199	
Union Annual dental insurance (employer cost)		\$25,398	\$99,900	
Non-Union Annual life insurance (employer cost)	\$4,000	\$1,700	\$3,232	
Union Annual life insurance (employer cost)		\$5,190	\$17,348	
Total Benefit Cost	\$26,897	\$402,876	\$2,436,988	\$0
Benefit Cost as a percent of payroll	33%	12%	24%	
Comments:				

Agency Information & Salary Incentives	Brown	Clinton	Madison Township	Mifflin
	Township	Township	Franklin County	Township
Average % of increase provided for current year base?				
Non-Bargaining		3%	Police 4%; Fire 3%	3%
Bargaining		4%	3%	
Increased % given to current year salary ranges.				
Non-Bargaining		3%	Police 4%; Fire 3%	
Bargaining		4%	3%	
Average % of increase anticipate for base pay next yr.				
Non-Bargaining		3%	Police 4%; Fire 3%	
Bargaining		4%	3%	
Factors that determine individual salary Inc.				
Non-Bargaining			Performance	
Bargaining				
Short-term Incentive Pay (Bonus)		No		No
NOTES:				



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Participant Information	Orange Township	Prairie Township	Truro Township	Violet Township	Washington Township
Total Annual Operating Budget	\$30,000,000	\$23,000,000	\$12,024,454	\$32,998,178	\$31,201,929
Total Annual Revenue	\$25,400,000	\$20,000,000	\$12,955,972	\$56,087,520	\$25,175,500
Total Number of full-time (non-union)	24	51	49	11	109
Total Number of part-time (non-union)	5	115	12	5	24
Total Number of full-time (union)	59	37		67	
Total Number of part-time (union)					
Total Staff	88	203	61	83	133
Annual gross payroll	\$8,245,665	\$7,500,000	\$5,945,332	\$9,642,900	\$13,712,457
Non-Union Annual health insurance (employer cost)	\$436,762	\$660,396	\$1,343,100	\$783,300	\$3,584,093
Union Annual health insurance (employer cost)	\$1,125,573	\$1,020,612		\$2,720,000	
Non-Union Annual dental insurance (employer cost)	\$26,478		\$61,725		
Union Annual dental insurance (employer cost)	\$69,096				
Non-Union Annual life insurance (employer cost)	\$2,534		\$6,200		
Union Annual life insurance (employer cost)	\$6,230				
Total Benefit Cost	\$1,666,673	\$1,681,008	\$1,411,025	\$3,503,300	\$3,584,093
Benefit Cost as a percent of payroll	20%	22%	24%	36%	26%
Comments:					

Agency Information & Salary Incentives					
	Orange Township	Prairie Township	Turo Township	Violet Township	Washington Township
Average % of increase provided for current year base?					
Non-Bargaining	3%	3.75%	3%	4%	3%
Bargaining	10%	3.75%		5%	
Increased % given to current year salary ranges.					
Non-Bargaining			3%		3%
Bargaining					
Average % of increase anticipate for base pay next yr.					
Non-Bargaining	3%	3.50%	3%	not determined	3%
Bargaining	3%	3.50%		4%	
Factors that determine individual salary Inc.					
Non-Bargaining	Cost of Living, Market		Cost of Living, Market	Cost of Living	Market
Bargaining					
Short-term Incentive Pay (Bonus)	No	No	No	No	Yes
NOTES:			Administrator - 4% Lump Sum Bonus at year-end. Fire Department staff are eligible for health/wellness bonus yearly. Sick Leave Conversion to Pay Incentive (quarterly).		Depending upon position in the Township, employees may be eligible for: 1) Longevity Bonus - Full-Time employees shall receive a longevity bonus of \$100.00 after five (5) years of continuous service with the Township. The longevity bonus shall increase \$100.00 for each additional year of service after the initial five (5) years, up to a maximum of 25 years of service or \$2,000.00. 2) Physical Agility Bonus - Full-time Fire Dept. employees required to possess and maintain the State of Ohio Firefighter II certification are eligible for a 1% of base salary bonus for successfully completing the Township's Physical Agility Test annually. 3) Administrative Performance Bonus - Non-Unit employees may earn up to three percent (3%) of their base salary (Battalion Chiefs may earn up to 4%), depending on overall performance evaluation score. 4) Attendance Bonus - Once a full-time employee earns the maximum 2,756 Sick Leave hours and utilizes less than 72 hours (for Unit Personnel) or 55 hours (40-Hour Personnel) of Sick Leave shall be eligible to receive an Attendance Bonus paid annually. Unit Personnel may receive up to 72 hours and 40-Hour personnel may receive up to 55 hours maximum.



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Participant Information	Village of Galena	Village of Gambier	Village of Hebron
Total Annual Operating Budget	\$5,598,083	\$1,108,205	\$21,866,410
Total Annual Revenue	\$8,131,306	\$1,269,846	\$18,048,725
Total Number of full-time (non-union)	4	8	27
Total Number of part-time (non-union)	3	2	4
Total Number of full-time (union)			
Total Number of part-time (union)			
Total Staff	7	10	31
Annual gross payroll	\$343,100	\$543,044	\$1,928,031
Non-Union Annual health insurance (employer cost)		\$111,661	\$553,330
Union Annual health insurance (employer cost)			
Non-Union Annual dental insurance (employer cost)		\$3,624	\$25,178
Union Annual dental insurance (employer cost)			
Non-Union Annual life insurance (employer cost)		\$1,345	\$3,587
Union Annual life insurance (employer cost)			
Total Benefit Cost	\$0	\$116,630	\$582,095
Benefit Cost as a percent of payroll		21%	30%
Comments:			

Agency Information & Salary Incentives	Village of	Village of	Village of
	Galena	Gambier	Hebron
Average % of increase provided for current year base?			
Non-Bargaining	3%	4%	3%
Bargaining			
Increased % given to current year salary ranges.			
Non-Bargaining	3%	4%	3%
Bargaining			
Average % of increase anticipate for base pay next yr.			
Non-Bargaining	3%	3%	3%
Bargaining			
Factors that determine individual salary inc.			
Non-Bargaining		Cost of Living, Market	Cost of Living, Performance, Competency
Bargaining			
Short-term Incentive Pay (Bonus)	No	No	
NOTES:			



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Participant Information	Village of Minerva Park	Village of Plain City	Village of Shawnee Hills	Village of West Jefferson
Total Annual Operating Budget	\$7,750,600	\$18,264,520	\$3,524,345	\$22,053,151
			\$3,041,180	
Total Annual Revenue	\$6,173,900	\$17,074,811	\$1,517,316	\$11,992,951
Total Number of full-time (non-union)	11	30	10	43
Total Number of part-time (non-union)	3	4	5	43
Total Number of full-time (union)				
Total Number of part-time (union)				
Total Staff	14	34	15	86
Annual gross payroll	\$1,227,000	\$3,214,100	\$665,127	\$4,409,319
Non-Union Annual health insurance (employer cost)	\$198,000	\$384,898	\$76,707	\$863,888
Union Annual health insurance (employer cost)				
Non-Union Annual dental insurance (employer cost)	\$9,200	\$16,894	\$2,855	\$42,012
Union Annual dental insurance (employer cost)				
Non-Union Annual life insurance (employer cost)	\$3,500	\$9,874	\$1,661	\$2,892
Union Annual life insurance (employer cost)				
Total Benefit Cost	\$210,700	\$411,666	\$81,223	\$908,792
Benefit Cost as a percent of payroll	17%	13%	12%	21%
Comments:				

Agency Information & Salary Incentives	Village of	Village of	Village of	Village of
	Minerva Park	Plain City	Shawnee Hills	West Jefferson
Average % of increase provided for current year base?				
Non-Bargaining	3%	3%		7%
Bargaining				
Increased % given to current year salary ranges.				
Non-Bargaining	3%			7%
Bargaining				
Average % of increase anticipate for base pay next yr.				
Non-Bargaining	3%			7%
Bargaining				
Factors that determine individual salary Inc.				
Non-Bargaining		Cost of Living, Performance		Cost of Living
Bargaining				
Short-term Incentive Pay (Bonus)	No	No		No
NOTES:		Cost of Living Adj non-barg = 3% Performance Adj non-barg = 5%		



SECTION 4

POSITION DESCRIPTIONS



2025 Salary & Fringe Benefit Survey

Job Descriptions	
Job Code	Court Administrator
1 Clerk of Council	The Clerk of Council is responsible for maintaining municipal records, certifying municipal documents, and providing administrative support to the City Council and its committees. This role involves preparing agendas, assembling packets, and transcribing minutes for Council meetings and Committee-of-the-Whole meetings. The Clerk of Council interacts with the public, Council members, and other city officials, answering inquiries and providing information about procedures. Additionally, the Clerk coordinates the codification of ordinances, maintains updated legislation records, and distributes information as required. Administrative tasks such as scheduling, correspondence, and maintaining the Council's calendar are also part of the Clerk's responsibilities.
2 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, 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.
3 Deputy Clerk of Council	The Deputy Clerk of Council assists the Clerk of Council with various administrative and clerical duties to ensure the efficient operation of the Clerk's Office. This role involves managing records, preparing Council meeting packets, and handling public records requests. The Deputy Clerk attends Council meetings as needed and assists with recording and maintaining minutes. Public interaction is a key part of the job, as the Deputy Clerk responds to inquiries from the public and city personnel, providing necessary information. Additionally, the Deputy Clerk performs various administrative tasks, including managing appointments, maintaining records, and handling correspondence.
4 Probation Officer	Provide social services to assist in rehabilitation of law offenders in custody or on probation or parole. Make recommendations for actions involving formulation of rehabilitation plan and treatment of offender, including conditional release and education and employment stipulations.



Development - Planning	
5 Director of Development	The Director of Development in the Planning Department is responsible for overseeing all aspects of urban planning and development within the city. This role involves managing the planning and zoning processes, coordinating with various stakeholders, and ensuring compliance with local, state, and federal regulations. The Director of Development develops and implements strategic plans for urban growth, supervises planning staff, and collaborates with other city departments to promote sustainable development. This position also involves engaging with the community to gather input and address concerns related to development projects.
6 Planner	Performs responsible professional work in planning, zoning, and community development. Specific areas of responsibilities include data collection; field assessment; preparation of detailed reports, budgets and plans; public presentations; implementation of city codes and plans; assessment of development proposals; writing codes, legislation, contracts and reports; and assembling and maintaining permanent records.
7 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.
8 Zoning Administrator	This administrative/managerial position directs 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.
9 Zoning/Compliance Officer	Performs on-site field inspections to ensure compliance with applicable zoning ordinances, codes, and regulations. Occasionally the officer will also review site plans and blueprints for compliance with applicable ordinances, codes, and regulations.



Fire Department	
10 Emergency Medical Technician (EMT)	The Emergency Medical Technician provides emergency medical treatment to sick or injured persons at site of emergency and while in transit to medical facility, working as a member of an emergency medical team, responds to instructions from emergency medical dispatcher, and drives specially equipped emergency vehicle to specified location., monitors communication equipment to maintain contact with dispatcher, determines nature and extent of illness or injury, or magnitude of catastrophe, and establishes procedures to be followed or need for additional assistance, basing decisions on statements of persons involved, examination of victim or victims, and knowledge of emergency medical practice, administers prescribed medical treatment at site of emergency or in vehicle in route to medical facility, performing such activities as applying splints, administering oxygen, maintaining an adequate airway, treating minor wounds or abrasions, or performing cardiopulmonary resuscitation (CPR). Job tasks requires that one; communicates with professional medical personnel at emergency treatment facility to obtain instructions regarding further treatment and to arrange for reception of victims at treatment facility, assists in removal of victims from vehicle and in their transfer to treatment center, assists center admitting personnel to obtain and record information related to victims' vital statistics and circumstances of emergency, maintains vehicles and medical communication equipment, and replenishes first-aid equipment and supplies.
11 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.
12 Fire Captain/Battalion Chief	The Fire Captain/Battalion Chief is responsible for supervising firefighting, fire prevention, emergency medical, rescue, safety communications, emergency preparedness, training, and other fire-service work. This role commands a battalion of fire companies, directs the maintenance and operation of fire stations, and oversees the inspection, testing, and maintenance of company apparatus and equipment. The Fire Captain/Battalion Chief directs all work of the companies in emergency operations until relieved by a superior officer and may serve in an administrative capacity to the Fire Chief, Fire Deputy Chief, or Fire District Chief.
13 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.
14 Fire Emergency Medical Coordinator	The Fire Emergency Medical Coordinator works with senior staff to coordinate emergency medical management, record management, regulatory compliance, project planning, budgeting, and medical supply purchasing. This role involves organizing, coordinating, delivering, directing, and scheduling medical training for the District's emergency response personnel. The coordinator assesses the abilities of emergency response personnel, serves as the District's Infectious Control Officer and HIPAA Privacy Officer, and maintains appropriate records on each member.
15 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.

<p>16 Fire Fighter/Pandemic</p> <p>A Firefighter is responsible for responding to alarms and participating in preventing and extinguishing fires, responding to rescue calls, and rendering emergency and non-emergency care. This role involves performing firefighting tasks such as hose-line operations, ventilating roofs or walls, forcible entry, salvage and overhaul, and mitigating hazards involving poisonous reptiles, insects, and other hazardous animals. Firefighters also perform fire and rescue operations under stressful conditions while wearing PPE and SCBA, and may be exposed to toxic fumes, irritants, particulates, biological or non-biological hazards</p>
<p>17 Fire Inspector</p> <p>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.</p>
<p>18 Fire Lieutenant</p> <p>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.</p>
<p>19 Paramedic</p> <p>Administer basic or advanced emergency medical care and assess injuries and illnesses. May administer medication intravenously, use equipment such as EKGs, or administer advanced life support to sick or injured individuals.</p>



General - Administration	
20 Accountant	Responsible for assistance with the preparation of monthly financial statements and other month-end procedures. Prepares account analysis of various accounts and annual audit schedules. Assists with preparation for the annual financial statement and compliance audits. Assists with grants management, budgeting, contract compliance and program monitoring. Prepare and analyze various financial reports, including month-end related reports and reporting for grants and programs. Prepare standard monthly general journal entries. Reconcile overhead and fringe allocations and produce month-end labor reports. Assist with monthly project financial analysis. Assist with the preparation of monthly financial statements. Perform various types of account analysis. Assist with audit schedules and prep work for schedule of federal awards by project. Monitor actual expenses vs. budgets. Assist Finance Director with agency budgeting process and preparation. Coordinate agency contracting functions. Manage, organize and control the flow of various documents to and from the accounting department. Ensure complete and accurate budget entry into agency budget in the accounting and grants management system. Maintain complete and accurate grant tracking tools including via the grant management system and other tools as necessary. Track hosing purchases, rehabs, and sales. Assist and maintain in providing agency's insurance needs which includes being the primary contact person between the insurance agency and Agency, maintain insurance certificates for Agency and Agency contractor certificates. Track and perform various other finance department tasks. Develop familiarity with cultural diversity and applies diversity and inclusion efforts in daily business.
21 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.
22 Accounting Clerk	Performs paraprofessional technical accounting tasks involving bookkeeping, accounting, auditing, clerical and related functions. Duties include processing and verifying financial transactions, receipting and posting funds, processing payments or refunds, maintaining all related records and documents, and verifying that transactions are in compliance with policies and procedures. Employee must be able to balance a variety of accounts in a timely manner, communicate regularly with the public, vendors, and other employees, and maintain confidentiality.
23 Administrative Assistant	Performs work as administrator, specific duties vary depending on department assignment. Generally 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.
24 Assistant City Attorney	The Assistant City Attorney assists the City Attorney in providing legal counsel and representation to the city, its departments, and its officials. This role involves drafting legal memoranda, researching and analyzing legal issues, and representing the city in court. The Assistant City Attorney also reviews and drafts ordinances, resolutions, and other legal documents for compliance with local, state, and federal laws and regulations. This position provides legal advice and guidance to city departments and officials on a range of issues, including labor and employment law, land use, and environmental regulations.

25 Assistant City Manager
<p>The Assistant City Manager supports the City Manager in managing the daily operations of a city or municipality. This role involves overseeing areas such as finance, public works, parks and recreation, and human resources. The Assistant City Manager helps develop policies and programs that respond to the needs of the community, plans and implements city projects, and manages the city's budget. This position attends city council meetings, provides expert advice to elected officials, analyzes city data to identify areas for improvement, and communicates effectively with city employees and residents.</p>
26 City Administrator
<p>The City Administrator oversees the day-to-day operations of a municipality, reporting directly to the mayor and city council. This role involves developing and implementing comprehensive plans and policies to help the municipality achieve its goals, overseeing long-term planning, and managing various departments such as finance, housing, public works, and law enforcement. The City Administrator ensures compliance with city laws, collaborates with other local government agencies, and represents the city in negotiations with other governments and organizations.</p>
28 City Manager
<p>The City Manager serves as the chief administrative officer of the city, responsible for the day-to-day administration, coordination, supervision, and management of the city's affairs. This role involves executing the policies and decisions of the city council, overseeing all city departments, and ensuring efficient and effective delivery of municipal services. The City Manager prepares the annual budget, advises the council on financial matters, and represents the city in negotiations and public events</p>
29 Clerk Typist
<p>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.</p>
30 Controller
<p>Provide the management teams with relevant financial data necessary for budgetary and financial decisions. 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/or 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.</p>
31 Council Members
<p>Council Members are elected officials responsible for representing the interests of their constituents in the legislative process. Council Members participate in drafting and enacting ordinances, resolutions, and policies that govern the city. Council Members attend regular and special council meetings, engage with the community to address concerns, and collaborate with other council members and city staff to ensure the effective governance of the city.</p>
32 Executive Administrative Assistant
<p>This position performs difficult administrative, secretarial, and public contact work in higher level government offices (e.g. elected or appointed officials, director, assistant director, etc.) which are the focal points of the government and the central point of contact with the general public. Works independently in preparing correspondence, giving information, receiving complaints, scheduling appointments and handles office management functions. Work requires the exercise of initiative, independent judgement, and advanced secretarial skills to handle a wide range of situations often involving a highly sensitive and confidential information.</p>



33 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 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.
34 Finance Director
This is managerial and administrative work serving as the Chief Financial Officer directing the activities of the Department of Finance and administering the financial affairs. Responsibility for the collection, disbursement, and investment of all funds; preparation of financial reports, administration of the annual operating and capital budgets; and management of the debt financing and establishment of financial policies and controls. Work includes coordinating the annual audit and managing the data processing function.
35 Grants Coordinator
Prepares and submits annual entitlement grants; prepares contracts, billings, project amendments, and related reports; serves as liaison between government office, federal agencies, and the general public. Assesses federal rules and regulations pertaining to community development; serves as liaison between government offices and representative of Housing and Urban Development; coordinates monitoring and visits and prepares formal responses to monitoring reports.
36 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.
37 Manager, Records Retention
Recommends retention periods for public records in line with policy and regulatory requirements. 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.
38 Mayor - with a City Manager or a City Administrator
The Mayor, in a city with a City Manager or City Administrator, serves as the ceremonial head of the city and represents the city at official functions. The Mayor works closely with the City Manager or City Administrator to ensure that the policies and decisions of the city council are implemented effectively. The Mayor presides over council meetings, provides leadership and direction, and acts as a liaison between the council and the city administration.
39 Mayor - with no City Manager or City Administrator
The Mayor, in a city without a City Manager or City Administrator, serves as the chief executive officer of the city, responsible for the overall administration and management of city operations. This role involves overseeing all city departments, implementing policies and decisions of the city council, preparing the annual budget, and representing the city in negotiations and public events. The Mayor also presides over council meetings and provides leadership and direction to the city government



<p>40 Municipal Tax Assessor 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.</p>
<p>41 Payroll Clerk Compile and record employee time and payroll data. May compute employees' time worked, production, and commission. May compute and post wages and deductions, or prepare paychecks.</p>
<p>42 Purchasing Manager Responsible for the management of the procurement functions of the company and/or government office. 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 purchases are followed up or expedited when required.</p>
<p>43 Receptionist Answers telephone and routes calls promptly, greets visitors, notifies person(s) being visited. Distributes incoming mail, maintains filing systems for reports and other documents as request. Maintains visitor logs, applications, obtains and distributes faxes, etc.</p>
<p>44 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.</p>



Human Resources	
46 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.
47 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.
48 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.
49 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.

50 Human Resources (HR) Administrator	The HR Administrator is tasked with planning, coordinating, and directing a professional personnel program for the city. This role encompasses supervising, reviewing, and assigning work, providing technical assistance to assigned agencies and staff, and ensuring compliance with rules, regulations, laws, and collective bargaining agreements. The HR Administrator manages and oversees the county's classification plan, supervises assigned human resources staff, and directs operations such as recruitment, labor relations, classification and compensation, and employee orientation and training programs
51 Human Resources (HR) Generalist	The HR Generalist performs a variety of professional and technical human resource functions, including leave administration, benefits management, performance evaluation, and employee relations. This role involves reviewing and processing requests for leave, advising management on employee relations matters, coordinating educational assistance programs, and supporting the administration of benefit plans. The HR Generalist also conducts new hire orientation, maintains knowledge of legal requirements, and ensures compliance with HR policies and procedures
52 Human Resources Manager	The Human Resource Manager will lead and direct the routine functions of the Human Resources (HR) department including hiring and interviewing staff, administering pay, benefits, and leave, and enforcing company policies and practices. Supervisory Responsibilities: Recruits, interviews, hires, and training new staff in the department. Oversee the daily workflow of the department. Provides constructive and timely performance evaluations. Oversees discipline and termination of employees in accordance with company policy. Duties/Responsibilities: Partners with the leadership team to understand and execute the organization's human resource and talent strategy particularly as it relates to current and future talent needs, recruiting, retention, and succession planning. Provides support and guidance to HR generalists, management, and other staff when complex, specialized, and sensitive questions and issues arise; may be required to administer and execute routine tasks in delicate circumstances such as providing reasonable accommodation, investigating allegations of wrongdoing, and terminations. Manages the talent acquisition process, which may include recruitment, interviewing, and hiring of qualified job applicants, particularly for managerial, exempt, and professional roles; collaborates with departmental managers to understand skills and competencies required for openings. Analyzes trends in compensation and benefits; researches and proposes competitive base and incentive pay programs to ensure the organization attracts and retains top talent. Creates learning and development programs and initiatives that provide internal development opportunities for employees. Oversee employee disciplinary meetings, terminations, and investigations. Maintains compliance with federal, state, and local employment laws and regulations, and recommends best practices; reviews policies and practices to maintain compliance. Maintains knowledge of trends, best practices, regulatory changes, and innovative technologies in human resources, talent management, and employment law.
53 Training Manager	To provide a service to all departments concerned with organization and implementation of all training programs undertaken. Develops, writes and coordinates training materials working with specialists for specific details. Prepares training videotapes and/or films and maintains library of video and film training aids. Schedules training sessions with individual training programs ensuring facility setup, audiovisual setup and employee notification. Develops a means of measuring the effectiveness of divisional and/or departmental training programs through testing, etc.



Information Technology	
54 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.
55 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.
56 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.
57 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.



<p>58 GIS Manager</p> <p>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 data systems. They support and provide technical insight to current and future GIS activities of Agency. 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.</p>
<p>59 GIS Specialist II</p> <p>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.</p>
<p>60 GIS Specialist III</p> <p>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.</p>
<p>61 GIS Specialist IV</p> <p>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.</p>

62 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.
63 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.
64 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.
65 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.
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.



Parks and Recreation	
67 Assistant Director (of Parks and Recreation)	The Assistant Director of Parks and Recreation assists with the planning, promotion, and administration of public recreation services for the entire community, under policies established by elected officials. This role involves monitoring the day-to-day operations of a large and diverse department to ensure the most efficient and effective delivery of services. The Assistant Director directly oversees mid-level managers, providing counseling, support, analysis, recommendations, and evaluation of departmental operations, budgets, planning, supervisory, and personnel issues. They hire, supervise, and evaluate staff, interact heavily with other departments and outside agencies, and serve as the City liaison with assigned boards, committees, foundations, and outside service providers.
68 Director (of Parks and Recreation)	The Director of Parks and Recreation is responsible for overseeing the management and operation of parks, recreational facilities, and grounds within the city. This role involves developing and implementing policies and programs that enhance the quality of life for residents through recreational activities and park services. The Director manages budgets, supervises staff, coordinates with other city departments, and ensures compliance with local, state, and federal regulations. They also engage with the community to assess needs and interests, plan events, and promote the use of parks and recreational facilities.
69 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-way. The Horticulturist initiates and develops projects and provides guidance and direction to a crew of assigned employees involved in planting and maintenance operations.
70 Parks Foreman	The Parks Foreman assists with the supervision, assignment, review, and participation in the work to provide maintenance and repair services on all public infrastructure and property. This role involves coordinating and assisting with the supervision of all construction, renovation, and maintenance activities required for the improvement of the Township parks, grounds, and recreational facilities. The Parks Foreman performs grounds maintenance work, inspects and repairs amenities, coordinates maintenance operations with contractors, and utilizes internal computer programs for record-keeping. They also assist with planning, assigning, and supervising the work of staff responsible for maintenance services
71 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.



<p>72 Parks Superintendent</p> <p>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.</p>
<p>73 Recreation Coordinator/Supervisor</p> <p>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.</p>
<p>74 Senior Citizen Coordinator</p> <p>The Senior Citizen Coordinator plans, organizes, coordinates, and implements recreational, social, educational, and transportation programs and activities for senior citizens. This role involves recruiting, interviewing, training, and coordinating the activities of instructors, volunteers, or employees. The Coordinator is responsible for the transportation aspect of their programs, whether that be driving a passenger van or large commercial-size bus, or creating a transportation schedule. They plan and oversee recreation programs for seniors, ensuring a full range of activities that cater to varying abilities and interests.</p>
<p>75 Urban Forester</p> <p>This position 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.</p>



Police Department	
76	Animal Control Officer
	Handle animals for the purpose of investigations of mistreatment, or control of abandoned, dangerous, or unattended animals. Conducts door-to-door residential checks for valid dog licenses, seizes and impounds animals, and responds to calls regarding stray, hostile, injured, or sick animals. Interprets and implements animal control laws, issues warnings and citations, and presents testimony in court. Investigates claims regarding damage to livestock, administers injections and euthanasia, and performs custodial tasks. Prepares reports, issues dog licenses, collects fees, and answers public inquiries. Ensures compliance with safety standards and demonstrates regular attendance.
77	Community Service Police Officer
	The Community Service Police Officer (CSO) is an unarmed civilian employee responsible for performing departmental activities that do not require the services of sworn police officers. This role involves enforcing animal control ordinances, directing traffic, assisting with jail duties, performing court and messenger services, and conducting safety checks. The CSO also responds to calls for service, prepares reports, and interacts with the community to increase awareness of local ordinances.
78	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.
79	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.
80	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.
81	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.

82 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.
83 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.
84 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.
85 Police Lieutenant	The Police Lieutenant is responsible for supervising and directing the activities of a police shift or specialized unit. This role involves overseeing the preservation of public peace, crime prevention, law enforcement, and criminal investigations. The Police Lieutenant supervises subordinates, directs operations during emergencies, prepares and reviews reports, and ensures compliance with policies and procedures. This position also involves community engagement and representing the police division at public forums.
86 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.
87 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.
88 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.

Public Affairs/Marketing & Communications	
89 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.
90 Graphics Designer	The graphic designer will plan, manage, and execute social media posts and campaigns, as well as email marketing strategies for all departments, brands, and overall agency. Acts as social media administrator across all agency social media platforms; providing relevant content while tracking metrics and monitoring relevant conversations. Manage day-to-day activities related to social media, including engaging in dialogues and answering questions where appropriate, expanding social media presence and platforms, and leveraging social media presence to connect with more users and potential users. Also will create graphic design content for the agency, including fact sheets, PowerPoint presentations, brochures and other graphic treatments for agency materials. Must be able to communicate effectively with other departments within the agency and function within a team environment.
91 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.
92 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.
93 Marketing Director	The Marketing Director is responsible for crafting and sharing the organization's story to ensure targeted audiences are aware of and view the organization favorably. This role involves developing and implementing marketing strategies, managing public relations, overseeing advertising campaigns, and coordinating with other departments to promote the organization's initiatives. The Marketing Director also analyzes market trends, prepares marketing reports, and manages the marketing budget.
94 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.



<p>95 Public Affairs Director</p> <p>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.</p>
<p>96 Public Information Director</p> <p>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.</p>
<p>97 Public Information Officer</p> <p>The Public Information Officer (PIO) is responsible for formulating internal and external communications, managing digital communication platforms, and coordinating press coverage for major initiatives and events. Preparing and disseminating press releases, newsletters, and various public information materials, while maintaining positive media relations and updating the agency's digital channels.</p>
<p>98 Public Information Representative</p> <p>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.</p>
<p>99 Public Information/Special Events Coordinator</p> <p>This professional and managerial position works directing the public information/special events division of the public agency. The incumbent oversees the coordination and implementation of public/gov-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 public agency.</p>
<p>100 Public Relations Director</p> <p>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.</p>



Public Works/Public Service	
101 Assistant Director	This position is responsible for supervision and administrative work directing public service operations including the Division of Streets and Utilities (streets, utility collection/distribution system, solid waste, fleet management) the Division of Grounds and Facilities (park facilities and cemetery grounds and maintenance), and Division of Parks and Recreation. Responsibilities involve the planning, organizing, directing and prioritizing work, developing budgets, capital improvements, long and short-range maintenance and replacement. Serves as City's liaison on Service Department matters before the City Council, boards, committees, and other official bodies.
102 Associate Engineer	Responsible for performing routine engineering work and 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.
103 Building Inspector	This position 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.
104 Building Inspector Administrator	This position conducts 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. This position 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.
105 Certified Mechanic	Performs skilled and semi-skilled mechanical work in the maintenance and repair of a variety of automotive and construction equipment. Performs repairs or service on all city vehicles and equipment such as small engines, automobiles, trucks, sweepers, front-end loaders, mowers, and related public works, utility, construction and maintenance equipment. Supervision may be exercised over an automotive service worker.
106 City Engineer	Administers and manages the functions of the Division of Engineering. Directs all civil engineering functions of the City which include, but are not limited to, the development, programming, design, and inspection of public improvement/construction projects (i.e. sanitary and storm sewers, streets, waterlines, etc.) and the design of sanitary and storm sewers, waterlines, traffic control and street lighting systems, and a variety of engineering - related public and private activities.
107 Custodian	The Custodian cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office, apartment house, or commercial or other establishment. Duties involve a combination of the following: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; and cleaning lavatories, showers, and restrooms.
108 Director	This position is an advanced professional and administrative position working in planning, organizing, coordinating, and directing the administration, operation, and development activities related to the assigned functional areas of responsibility inherent to the division. The nature of this classification requires the incumbent to exercise independent judgment and discretion in managing the various organizational and functional areas of responsibility. The incumbent directly supervises staff and provides leadership and guidance to the entire divisional staff. Work also includes developing program ideas, program standards, policies and procedures.



109 Drafter
Lays out complete products and prepares assembly and detail drawings, following the general instructions and directions of a designer. Makes various calculations such as strength of materials, weights, simple forces, and stresses, frequently using charts and tables. Prepares bills of material specifications. Analyzes various design requirements and recommends possible solutions or alternate constructions. Makes orthographic or isometric illustrations required for sales aids.
110 Electrical Inspector
Inspects commercial and residential buildings for compliance with applicable building codes and the 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.
111 Heavy Equipment Operator
The Heavy Equipment Operator operates heavy equipment such as cranes, clamshells, power shovels, motor graders, heavy loaders, carryalls, bulldozers, rollers, scrapers, and large industrial tractors with pan or scrapper attachments. Equipment is used to excavate, load, or move dirt, gravel, or other materials. Operator may read and interpret grade and slope stakes and simple plans, and may grease, adjust and make emergency repairs to equipment.
112 Field/Construction Inspector
Inspect structures using engineering skills to determine structural soundness and compliance with specifications, building codes, and other regulations. Inspections may be general in nature or may be limited to a specific area, such as electrical systems or plumbing.
113 Labor/Crew Leader
The Labor/Crew Leader oversees the work of a small crew of semi-skilled and skilled workers performing maintenance, landscape, and construction activities. This role involves assigning tasks, supervising work, ensuring safety compliance, and maintaining equipment. The Labor/Crew Leader also prepares reports, coordinates with other departments, and provides training and guidance to crew members.
114 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. This position is responsible for assigning, instructing, guiding and participating in the activities of maintenance crews in the Division of Streets and Utilities and/or the Division of Grounds and Facilities. This position maintains time and activity work sheets, work-order data entry, determining essential equipment for each job, and operating public works equipment and vehicles. Assists with special municipal events. Foremen are subject to call-in emergencies, may work irregular shifts during emergencies, and are scheduled on a rotating basis. They are on standby to respond to and supervise emergency maintenance activities.
115 Maintenance Supervisor
This position is responsible for the supervision, logistical and administrative support tasks required to carry out the operational mission of the Services Department, either Division of Streets and Utilities or the Division of Grounds and Facilities.

116 Meter Reader (Utilities)
Read meter and record consumption of electricity, gas, water, or steam.
117 Municipal Housing Specialist
Processes applications for public housing accommodations and rental assistance programs. 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. Prepare contract files, acquire signatures, and oversees actual settlement of clients within the housing units. Develop public relations program, distributes literature, makes presentations to community groups to develop public awareness of the program and its eligibility requirements and benefits.
118 Stock Room Clerk
The Stock Clerk receives, stores, and issues equipment, materials, supplies, merchandise, foodstuffs, or tools, and compiles stock records of items in stockroom, warehouse or storage yard. This worker sorts, or weighs incoming articles to verify receipt of items on requisition or invoice, examines stock to verify conformance to specifications, stores articles in bins, on floor or on shelves, according to identifying information, such as style, size or type of material, fills orders or issues supplies from stock, prepares periodic, special or perpetual inventory of stock, and requisitions articles to fill incoming orders. This worker also compiles reports on use of stock handling equipment, adjustments of inventory counts and stock records, spoilage of or damage to stock, location changes, and refusal of shipments, may mark identifying codes, figures, or letters on articles, may distribute stock among production workers, keeping records of material issued, may make adjustments or repairs to articles carried in stock, and may cut stock to site to fill order.
119 Stormwater Technician
A Stormwater Technician is responsible for the inspection, maintenance, and repair of stormwater systems, including sewer lines, catch basins, and manhole access structures. This role ensures compliance with environmental regulations and supports the effective management of stormwater infrastructure.
120 Supervisor/Manager, Data Entry
The Data Entry Supervisor oversees the daily operations of the data entry team, ensuring accuracy, efficiency, and compliance with company standards. This role involves managing data entry processes, training staff, and maintaining data integrity.



121 Traffic Engineer
Performs professional traffic engineering, office and field work in investigating and analyzing vehicular and pedestrian traffic conditions. 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.
122 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. Performs testing and inspection, field and bench repairs and record keeping on traffic signal and street lighting systems.
123 Urban Planner
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.
124 Wastewater Treatment Technician
This incumbent operates sewage treatment, sludge processing, and disposal equipment in wastewater (sewage) treatment plant to control flow and processing of sewage, monitors control panels and adjusts valves and gates manually or by remote control to regulate flow of sewage, observes variations in operating conditions and interprets meter and gauge readings, and tests results to determine load requirements. This worker starts and stops pumps, engines, and generators to control flow of raw sewage through filtering, settling, aeration, and sludge digestion processes, maintains log of operations and records meter and gas readings, gives directions to wastewater treatment plant attendants and sewage-disposal workers in performing routine operations and maintenance, and may collect sewage sample, using dipper or bottle and conduct laboratory tests, using testing equipment, such as colorimeter. This person may operate and maintain power-generating equipment to provide steam and electricity for plant.
125 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 wastewater 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.



SECTION 5

SALARIES BY JOB TITLE



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 Appr.	Seasonal Employee	# of Employs
Clerk of Courts	City of Bevely	\$ 76,357	\$ 60,452	\$ 92,269	Equal to			1				1
Clerk of Court	City of Canal Winchester		\$ 53,418	\$ 83,241				1				1
Council Clerk	City of Delaware	\$ 72,280	\$ 72,280	\$ 72,280	Equal to	Associate	2	1				1
Court Clerk	City of Dublin	\$ 54,961	\$ 45,200	\$ 66,200	Equal to	HS or GED	2					
Deputy clerk of Court	City of Gahanna	\$ 73,709	\$ 55,789	\$ 73,709	Equal to	Associate		2				2
Account Specialist	City of Grove City	\$ 71,822	\$ 41,371	\$ 71,882	Equal to			1				1
Clerk of Courts	City of Groveport	\$ 63,606	\$ 54,792	\$ 88,584				1				1
Clerk of Courts	City of Lancaster	\$ 130,924						1				1
Clerk of Courts	City of Pataskala		\$ 57,731	\$ 77,585	Equal to	HSG/GED		1				1
Clerk of Courts	City of Reynoldsburg	\$ 116,396	\$ 73,528	\$ 143,458		Bachelor	3	1				1
Assistant Clerk of Courts	City of Reynoldsburg	\$ 71,739	\$ 50,066	\$ 71,739		HS or GED	1	1				1
Deputy Clerk of Courts	City of Reynoldsburg	\$ 59,946	\$ 46,030	\$ 65,957		HS or GED	1	2				2
Clerk of Court	City of Sunbury	\$ 54,650	\$ 43,680	\$ 59,488				1				1
Clerk of Courts	City of Upper Arlington	\$ 87,000	\$ 68,259	\$ 95,563	Equal to	Associate	2	1				1
Court Administrator/Records Manager	City of Westerville	\$ 120,390	\$ 84,032	\$ 126,194	Equal to	HS or GED	5	1				1
Clerk of Court	City of Whitehall	\$ 69,992		\$ 74,318	Equal to	HS or GED	3	1				1
Clerk of Courts	City of Worthington	\$ 78,500	\$ 78,500	\$ 78,500				1				1
Clerk of Court	Delaware County	\$ 90,509					Elected	1				1
Clerk of Court - EO	Fairfield County											
Clerk of Court	Village of Minerva Park	\$ 40,600										0.5
AVERAGES		\$ 78,434	\$ 59,009	\$ 83,810								

Court Administration

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 Appr.	Seasonal Employee	# of Employs
Clerk of Council	City of Canal Winchester		\$ 46,978	\$ 69,559				1				1
City Clerk (U)	City of Columbus	\$ 158,080	\$ 120,598	\$ 200,949	Equal to		Unclassified	1				1
Council Clerk	City of Delaware	\$ 72,280	\$ 72,280	\$ 72,280	Equal to	Associate	2	1				1
Clerk of Council / Director of Legal Services	City of Dublin	\$ 118,985	\$ 97,700	\$ 143,300	Equal to							
Clerk of Council	City of Gahanna	\$ 97,926	\$ 84,510	\$ 122,554	Equal to	Associate		1				1
Clerk of Council	City of Grandview Heights	\$ 70,720	\$ 55,000	\$ 85,000	Equal to			1				1
Clerk of Council	City of Grove City	\$ 106,575			Equal to			1				1
Clerk of Council	City of Groveport	\$ 63,294	\$ 54,792	\$ 88,584				1				1
Clerk of Council	City of Hilliard	\$ 110,848	\$ 77,700	\$ 115,500	Equal to	HS or GED	5	1				1
Clerk of Council	City of Lancaster	\$ 12,000							1			1
Clerk of Council	City of Marysville	\$ 71,000	\$ 59,000	\$ 77,500				1				1
Clerk of Council	City of Mount Vernon	\$ 41,600	\$ 41,600	\$ 45,760		Associate	1 or 2		1			1
Clerk of Council	City of New Albany		\$ 72,440	\$ 101,416				1				1
Clerk of Council	City of Pataskala	\$ 69,966	\$ 69,966	\$ 94,029	Equal to	HSG/GED		1				1
Clerk of Council	City of Powell	\$ 86,940	\$ 66,050	\$ 84,299	Equal to	HSG/GED	5	1				1
Clerk of Council	City of Reynoldsburg	\$ 95,805	\$ 69,077	\$ 134,202		Associate	7	1				1
Council Clerk / Community Engagement Specialist	City of Sunbury	\$ 48,000	\$ 41,600	\$ 76,440				1				
City Clerk	City of Upper Arlington	\$ 115,000			Equal to	Bachelor	6	1				1
Clerk of Council	City of Westerville	\$ 93,000			Equal to	HS or GED	5	1				1
Clerk of Council	City of Whitehall	\$ 68,328	\$ 52,000	\$ 73,611	Equal to	HS or GED		1				1
Clerk of Council/Admin. Assist.	Village of Hebron		\$ 36,504	\$ 50,128				1				1
Clerk of Council	Village of West Jefferson		\$ 55,596	\$ 69,283				1				1
AVERAGES		\$ 83,662	\$ 65,188	\$ 94,689								



Development - Planning													
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 Appr.	Seasonal Employee	# of Employs	
Planner II	City of Columbus	\$ 77,022	\$ 68,702	\$ 103,043	Equal to	Master		31				31	
Community Affairs Coordinator	City of Delaware	\$ 113,755	\$ 88,962	\$ 115,648	Equal to	Bachelor	1	1				1	
Development Planner	City of Delaware	\$ 78,881	\$ 63,544	\$ 88,962	Equal to	Bachelor		3				3	
Planner I	City of Dublin	\$ 66,183	\$ 58,800	\$ 86,200	Equal to	Bachelor	1						
Event Coordinator	City of Dublin	\$ 62,188	\$ 51,600	\$ 75,700	Equal to	Bachelor	1						
Planner II	City of Gahanna	\$ 69,451	\$ 66,955	\$ 97,074	Equal to	Bachelor	5	1				1	
Planning & Community Development Specialist	City of Grandview Heights	\$ 65,000	\$ 65,000	\$ 95,000	Equal to			1				1	
Planner	City of Grove City	\$ 73,902	\$ 54,350	\$ 94,827	Equal to			1				1	
Planning Director	City of Hilliard	\$ 128,450	\$ 98,700	\$ 149,100	Greater than	Bachelor	10	1				1	
City Planner	City of Lancaster	\$ 96,096						1				1	
Planning Officer	City of Marysville	\$ 69,510	\$ 59,000	\$ 77,500				1				1	
Planner II	City of New Albany	\$ 73,401	\$ 73,401	\$ 91,796				2				2	
Community Program Specialist	City of New Albany		\$ 73,401	\$ 91,796				3				3	
Planner	City of Pataskala	\$ 69,405	\$ 69,405	\$ 93,275	Equal to	Bachelor		1				1	
Planner 1	City of Reynoldsburg	\$ 70,013	\$ 60,154	\$ 111,072	Equal to	Bachelor	1	1				1	
Zoning Assistant	City of Reynoldsburg	\$ 57,616	\$ 49,088	\$ 70,345		Associate		1				1	
Special Events Coordinator	City of Reynoldsburg	\$ 43,909	\$ 43,909	\$ 62,920		HS or GED	1	1				1	
City Planner	City of Sunbury	\$ 50,752	\$ 45,760	\$ 65,832				1		2		3	
Senior Planner	City of Upper Arlington	\$ 111,297	\$ 86,988	\$ 121,784	Equal to	Bachelor	4	1				1	
Administrative Assistant	City of Upper Arlington	\$ 60,078	\$ 49,762	\$ 69,667	Equal to	HS or GED	2	1				1	
Community Planner	City of Westerville	\$ 82,375	\$ 69,473	\$ 104,104	Equal to	Bachelor	2	3				3	
Planner	City of Worthington	\$ 99,479	\$ 75,925	\$ 99,479				1				1	
Planner I	Delaware County	\$ 67,496						1				1	
Regional Planning Planner	Fairfield County	\$ 85,311	\$ 62,046	\$ 108,576	Equal to	Bachelor		2				2	
Public Information Specialist	Fairfield County	\$ 60,663	\$ 45,781	\$ 75,546	Equal to	Bachelor		1				1	
Planner	Franklin County - BOC	\$ 60,382	\$ 58,302		Equal to	Bachelor	3	2				2	
Senior Zoning Officer	Orange Township	\$ 62,816			Greater than	Bachelor	4	1				1	
Planner	Village of Minerva Park	\$ 37,011							1				
Planner	Village of Plain City	\$ 66,082	\$ 60,258	\$ 87,360		Bachelor		1				1	
AVERAGES		\$ 73,681	\$ 63,971	\$ 93,192									

Development - Planning													
Zoning 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 Appr.	Seasonal Employee	# of Employs	
Building & Zoning Director	City of Bexley	\$ 129,688	\$ 101,270	\$ 143,910	No match	Bachelor		1				1	
Planning & Zoning	City of Canal Winchester		\$ 65,939	\$ 103,262				1				1	
Chief Zoning Official	City of Columbus	\$ 126,526	\$ 88,691	\$ 132,995	Equal to	Bachelor	8	1				1	
Planning & Zoning Administrator	City of Delaware	\$ 83,034	\$ 75,670	\$ 105,955	Equal to	Bachelor	4	1				1	
Zoning Inspector	City of Dublin		\$ 45,200	\$ 66,200	No match								
Planning Manager	City of Gahanna	\$ 103,542	\$ 84,510	\$ 122,554	Equal to	Bachelor	4						
Director of Building & zoning	City of Grandview Heights	\$ 155,500	\$ 130,000	\$ 170,000	Equal to			1				1	
Deputy Planning Manager	City of Hilliard	\$ 102,003	\$ 93,450	\$ 140,700	Greater than	Bachelor	3	1				1	
Zoning Administrator	City of Marysville	\$ 76,235	\$ 65,000	\$ 87,500				1				1	
Zoning Administrator	City of Mount Vernon	\$ 70,200											
Planning Manager	City of Powell	\$ 107,651	\$ 99,332	\$ 121,054	Equal to	Master	2	1				1	
Planning & Zoning Administrator	City of Reynoldsburg	\$ 90,813	\$ 73,528	\$ 143,458	Equal to	Bachelor	2	1				1	
Planner	City of Upper Arlington	\$ 84,763	\$ 68,256	\$ 95,563	Equal to	Bachelor	4	1				1	
Enforcement Manager	City of Westerville	\$ 122,554	\$ 84,032	\$ 126,194	Equal to	Bachelor	3	1				1	
Planning Administrator	Franklin County - BOC	\$ 75,920	\$ 66,123	\$ 95,888	Equal to	Bachelor	5	2				2	
Commercial Building & Zoning Director	Prairie Township	\$ 94,013						1				1	
Village & Zoning Clerk	Village of West Jefferson		\$ 41,697	\$ 51,962				1				1	
Intern	Village of West Jefferson		\$ 15,600						1			1	
AVERAGES		\$ 101,603	\$ 74,894	\$ 113,813									



Development - Planning

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 Appr.	Seasonal Employee	# of Employs
Code Enforcement Officer	City of Dublin	\$ 59,091	\$ 45,200	\$ 66,200	Equal to	Associate	1					
Zoning Officer	City of Delaware	\$ 56,555	\$ 56,555	\$ 79,165	Equal to	Bachelor	1					
Code Enforcement Officer	City of Gahanna	\$ 65,841	\$ 54,033	\$ 67,989	Equal to	HS or GED		3				3
Planning & Zoning Coordinator	City of Grove City	\$ 84,219	\$ 54,350	\$ 94,827	Equal to			1				1
Zoning Inspector	City of Hilliard	\$ 67,518	\$ 50,494	\$ 75,600	Greater than	HS or GED	3	1				1
Zoning Inspector	City of Lancaster	\$ 64,896						1				1
Code Enforcement Officer	City of Marysville	\$ 66,200	\$ 59,000	\$ 77,500				1				1
Zoning/Compliance Officer	City of Mount Vernon	\$ 57,616										
Zoning Inspector	City of Pataskala		\$ 54,849	\$ 63,502	Equal to	HSG/GED		1				1
Zoning Inspector	City of Powell	\$ 63,066	\$ 50,606	\$ 64,875	Equal to	Associate	2	1				1
Code Compliance Supervisor	City of Reynoldsburg	\$ 82,014	\$ 60,154	\$ 111,072		HS or GED	1	1				1
Code Compliance Officer	City of Reynoldsburg	\$ 51,730	\$ 47,174	\$ 67,600	Equal to	HS or GED	1	4				4
Zoning Officer	City of Sunbury	\$ 56,472	\$ 45,760	\$ 66,560				1				1
Code Compliance Officer	City of Upper Arlington	\$ 68,259	\$ 68,259	\$ 95,563	Equal to	Bachelor	1	1				1
Enforcement Officer	City of Westerville	\$ 81,598	\$ 59,800	\$ 83,616	Equal to	HS or GED	3	2				2
Code Enforcement Officer	City of Whitehall	\$ 70,637		\$ 74,880	Equal to			1				1
Code Enforcement PT	City of Worthington	\$ 33,738	\$ 26,738	\$ 33,738				1				1
Zoning Enforcement Officer	Franklin County - BOC	\$ 48,589	\$ 47,445		Equal to	Associate	3	3				3
Code Compliance	Clinton Township	\$ 56,420	\$ 47,840	\$ 56,420				1				1
Zoning Compliance Officer	Orange Township	\$ 50,481			Equal to	HS or GED		1				1
Zoning Assistant	Prairie Township		\$ 49,504	\$ 71,720				3				3
Zoning Officer	Violet Township		\$ 76,960	\$ 110,240				1				1
Zoning Inspector / Code Compliance	Village of Galena	\$ 60,000						1				1
Economic & Community Development Assistant	Village of Hebron		\$ 36,504	\$ 50,128				1				1
Code Enforcement	Village of Plain City	\$ 52,166	\$ 45,032	\$ 65,312				1				1
Code Enforcement	Village of Shawnee Hills	\$ 52,915				HS or GED		1				1
Building & Zoning Code Enforcement Official	Village of West Jefferson		\$ 51,806	\$ 64,559				1	1			2
AVERAGES		\$ 61,594	\$ 51,812	\$ 73,384								

Fire Department

Emergency Medical Technician (EMT)	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 Appr.	Seasonal Employee	# of Employs
Fire Fighter/EMT	City of Delaware	\$ 84,739	\$ 75,097	\$ 97,845	Less than	HS or GED		19				19
Fire Fighter/Paramedic Trainees	City of Lancaster	\$ 67,236						1				1
EMT Basic	Delaware County	\$ 33,965	\$ 32,240	\$ 41,642		HS or GED		9	4			13
Fire Fighter / EMT (PT)	Clinton Township	\$ 31,200	\$ 29,120	\$ 33,280					12			12
Fire Fighter / EMT-B	Washington Township		\$ 28,755	\$ 102,676	Equal to	HS or GED		2	22			24
AVERAGES		\$ 54,285	\$ 41,303	\$ 68,861								



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 Appr.	Seasonal Employee	# of Employs	
Fire Chief	City of Columbus	\$ 242,778	\$ 161,886	\$ 242,778	Equal to	Bachelor	1 yr service as Fire Asst Chief	1				1	
Fire Chief	City of Delaware	\$ 147,347	\$ 136,552	\$ 177,528	Equal to	Bachelor	5	1				1	
Fire Chief	City of Grandview Heights	\$ 156,083	\$ 130,000	\$ 175,000	Equal to			1				1	
Fire Chief	City of Lancaster	\$ 138,748						1				1	
Fire Chief	City of Marysville	\$ 130,563						1				1	
Fire Chief	City of Mount Vernon	\$ 116,778											
Fire Chief	City of Upper Arlington	\$ 165,169	\$ 128,978	\$ 189,723	Equal to	Associate	6	1				1	
Fire Chief	City of Westerville	\$ 169,853	\$ 107,661	\$ 172,286	Equal to	Associate	10	1				1	
Fire Chief	City of Whitehall	\$ 183,851		\$ 183,851	Equal to	Bachelor	2-15 yrs.	1				1	
Fire Chief	City of Worthington	\$ 149,143	\$ 149,143	\$ 149,143				1				1	
Director EMS	Delaware County	\$ 136,950	\$ 107,058	\$ 155,230		Bachelor	10	1				1	
Fire Chief	Clinton Township	\$ 122,039		\$ 122,039				1				1	
Fire Chief	Madison Township	\$ 149,250			Equal to			1				1	
Fire Chief	Mifflin Township		\$ 176,191	\$ 176,191		Bachelor		1				1	
Fire Chief	Prairie Township	\$ 138,254						1				1	
Fire Chief	Truro Township	\$ 158,039	\$ 158,039	\$ 165,549				1				1	
Fire Chief	Violet Township	\$ 154,561		\$ 176,249				1				1	
Fire Chief	Washington Township	\$ 173,121	\$ 173,121	\$ 173,121	Equal to	Bachelor	7	1				1	
AVERAGES		\$ 154,873	\$ 143,926	\$ 173,745									

Fire Department													
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 Appr.	Seasonal Employee	# of Employs	
Fire Assistant Chief	City of Columbus	\$ 194,501	\$ 129,667	\$ 194,501	Equal to	Bachelor	status as Fire Deputy Chief or Fire Battalion Chief	5				5	
Fire Captain	City of Delaware	\$ 119,245	\$ 112,318	\$ 126,390	Equal to	Associate	7	6				6	
Assistant Fire Chief	City of Grandview Heights	\$ 137,509	\$ 125,000	\$ 165,000	Equal to			1				1	
Assistant Fire Chief	City of Lancaster	\$ 131,999						1				1	
Assistant Fire Chief	City of Marysville	\$ 118,000						1				1	
Fire Captain/Assistant Fire Chief	City of Mount Vernon	\$ 103,543											
Assistant Fire Chief	City of Upper Arlington	\$ 149,785	\$ 108,558	\$ 151,982	Equal to	Associate	4	1				1	
Deputy Fire Chief	City of Westerville	\$ 130,083	\$ 101,774	\$ 152,734	Equal to	Bachelor	5	2				2	
Assistant Fire Chief	City of Whitehall	\$ 162,718		\$ 162,718	Equal to	Bachelor	1-10 yrs.						
Assistant Fire Chief	City of Worthington	\$ 130,360	\$ 122,982	\$ 130,360				2				2	
EMS Assistant Fire Chief	Delaware County	\$ 109,239	\$ 81,994	\$ 118,893		Bachelor	5	2				2	
Assistant Chief	Madison Township	\$ 135,600			Equal to			1				1	
Deputy Chief	Mifflin Township		\$ 151,039	\$ 151,039		Associate		1				1	
Assistant Chief	Mifflin Township	\$ 163,144	\$ 163,144	\$ 163,144		Associate		1				1	
Fire Captain/Assistant Chief	Orange Township	\$ 128,752				Associate	4	1				1	
Fire Captain	Prairie Township	\$ 112,205						3				3	
Fire Assistant Chief	Truro Township	\$ 149,235						1				1	
Assistant Fire Chief	Violet Township		\$ 144,450	\$ 160,000				1				1	
Assistant Chief	Washington Township	\$ 161,795	\$ 161,795	\$ 161,795	Equal to	Bachelor	7	1				1	
AVERAGES		\$ 135,911	\$ 127,520	\$ 153,213									



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 Appr.	Seasonal Employee	# of Employs	
Fire Captain	City of Columbus	\$ 148,740		\$ 148,740	Equal to		1 yr service as Fire Lieutenant	65				65	
Fire Captain	City of Grandview Heights	\$ 117,904	\$ 117,904	\$ 117,904	Equal to			3				3	
Battalion Fire Chief	City of Lancaster	\$ 117,352						4				4	
Battalion Chief	City of Marysville	\$ 122,238						3				3	
Battalion Chief	City of Upper Arlington	\$ 137,219		\$ 150,000	Equal to	HS or GED	6	5				5	
Platoon Battalion Chief	City of Westerville	\$ 104,139	\$ 76,419	\$ 114,670	Equal to	Bachelor	1	3				3	
Battalion Chief	City of Whitehall	\$ 129,752	\$ 129,752	\$ 140,774	Equal to	HS or GED	1	4				4	
Battalion Chief	City of Worthington	\$ 136,597	\$ 131,675	\$ 136,597				3				3	
EMS Captain	Delaware County	\$ 60,416	\$ 71,573	\$ 103,771		HS or GED	6	8				8	
Battalion Chief	Madison Township		\$ 123,352	\$ 124,920	Equal to			3				3	
Battalion Chief	Mifflin Township		\$ 97,282	\$ 97,282		HSG/GED		3				3	
Fire Captain	Mifflin Township		\$ 90,064	\$ 90,064				3				3	
Captain	Orange Township		\$ 126,872	\$ 128,061				3				3	
Battalion Chief	Truro Township	\$ 133,950	\$ 119,854	\$ 133,950				3				3	
Battalion Chief	Violet Township		\$ 127,949	\$ 127,949				3				3	
Battalion Chief	Washington Township	\$ 151,211	\$ 151,211	\$ 151,211	Equal to	Bachelor	5	3				3	
Fire Captain	Washington Township	\$ 123,946	\$ 123,946	\$ 123,946	Equal to	Bachelor	5	4				4	
AVERAGES		\$ 123,622	\$ 114,450	\$ 125,989									

Fire Department													
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 Appr.	Seasonal Employee	# of Employs	
Emergency Medical Services Physician	City of Columbus	\$ 250,120	\$ 154,482	\$ 257,504	Equal to		Medical License	1		1		1	
Firefighter/EMT	City of Mount Vernon	\$ 49,733										3	
C.A.R.E.S Manager	City of Upper Arlington	\$ 92,036	\$ 76,697	\$ 107,375	Equal to	Bachelor	4	1				1	
EMS Coordinator	City of Whitehall	\$ 140,774	\$ 129,752	\$ 140,774	Equal to	HSG/GED	1	1				1	
Lieutenant	Clinton Township	\$ 103,785		\$ 103,785				1				1	
Fire Marshal	Madison Township	\$ 124,550			No Match			1				1	
Community Paramedic	Mifflin Township		\$ 110,739	\$ 110,739				2				2	
EMS Coordinator	Truro Township	\$ 107,268						1				1	
EMS Coordinator	Violet Township		\$ 124,106	\$ 124,106				1				1	
Community Medic	Violet Township		\$ 124,106	\$ 124,106				1				1	
EMS Manager	Washington Township	\$ 119,889	\$ 119,889	\$ 119,889	Equal to	Associate	5	1				1	
AVERAGES		\$ 123,519	\$ 119,967	\$ 136,035									

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 Appr.	Seasonal Employee	# of Employs	
Fire Fighter	City of Columbus	\$ 96,574	\$ 66,643	\$ 106,823	Equal to	HS or GED		1383				1383	
Fire Fighter / EMT	City of Delaware	\$ 84,739	\$ 75,097	\$ 97,875	Less than	HS or GED		19				19	
Firefighter	City of Westerville	\$ 77,626	\$ 75,523	\$ 102,843	Equal to	HS or GED		11	1			12	
Fire Fighter	Madison Township	\$ 33,280			Equal to				14			14	
AVERAGES		\$ 73,055	\$ 72,421	\$ 102,514	HS or GED								



Fire Department												
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 Appr.	Seasonal Employee	# of Employs
Fire Fighter/Paramedic	City of Delaware	\$ 96,996	\$ 78,853	\$ 102,768	Equal to	HS or GED		38				38
Fire Fighter/Paramedic	City of Grandview Heights	\$ 95,628	\$ 69,801	\$ 102,525	Equal to			15				15
Fire Fighter/Paramedic	City of Lancaster		\$ 71,270	\$ 93,552				65				65
Firefighter EMT-P/B	City of Marysville		\$ 63,917	\$ 89,025				21	15			36
Fire Fighter/Paramedic	City of Mount Vernon	\$ 55,931	\$ 55,931	\$ 89,627								
Fire Fighter/Paramedic	City of Upper Arlington	\$ 94,994	\$ 66,695	\$ 105,174	Equal to	HS or GED		43				43
Firefighter/Paramedic	City of Westerville	\$ 79,664	\$ 79,385	\$ 108,221	Equal to	HS or GED		54				54
Fire Fighter/Paramedic	City of Whitehall	\$ 96,862	\$ 70,802	\$ 101,779	Equal to	HS or GED		28				28
Fire Fighter/Paramedic	City of Worthington		\$ 75,364	\$ 99,958				27				27
Fire Fighter - Paramedic	Clinton Township	\$ 71,314	\$ 68,254	\$ 71,667				6				6
Fire Fighter - Paramedic	Madison Township		\$ 39,520	\$ 99,561	Equal to			46	12			58
Fire Fighter - Paramedic	Mifflin Township		\$ 58,552	\$ 75,816				61				61
Fire Fighter - Paramedic	Orange Township		\$ 99,399	\$ 100,589		HS or GED		55				55
Fire Fighter - Paramedic	Prairie Township		\$ 61,723	\$ 91,911				29				29
Fire Fighter - Paramedic (PT)	Prairie Township		\$ 15,870	\$ 16,578					30			30
Fire Fighter - Paramedic	Truro Township	\$ 85,846	\$ 62,055	\$ 94,155				34				34
Fire Fighter - Paramedic	Violet Township		\$ 64,903	\$ 95,720				55				55
Fire Fighter - Paramedic	Washington Township	\$ 106,270	\$ 73,003	\$ 106,270	Equal to	HS or GED		75	1			76
AVERAGES		\$ 87,056	\$ 65,294	\$ 91,383								

Fire Department												
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 Appr.	Seasonal Employee	# of Employs
Code Enforcement and Fire Inspector	City of Bexley	\$ 78,270	\$ 68,725	\$ 87,815	No match	HS or GED		1				1
Fire Captain	City of Delaware	\$ 119,245	\$ 112,318	\$ 126,390	Less than	Associate	7	6				6
Fire Marshal	City of Grandview Heights	\$ 117,904	\$ 117,904	\$ 117,904	Equal to			1				1
Fire Inspector	City of Lancaster		\$ 71,270	\$ 93,552				2				2
Fire Prevention Firefighter	City of Marysville		\$ 72,705	\$ 92,563				3				3
Fire Inspector	City of Mount Vernon	\$ 90,958										
Fire Inspector	City of Westerville	\$ 113,485	\$ 83,296	\$ 113,479	Equal to	HS or GED	2	4				4
Firefighter/Inspector	City of Whitehall	\$ 96,862	\$ 76,794	\$ 110,531	Equal to	HS or GED		1				1
Fire Inspector	City of Worthington		\$ 75,354	\$ 99,958				1				1
Fire Safety Inspector	Clinton Township	\$ 68,254		\$ 68,254				1				1
Fire Inspector	Madison Township		\$ 101,691	\$ 106,204	Equal to			3				3
Fire Inspector	Mifflin Township		\$ 38,449	\$ 52,738					3			3
Fire Marshal	Prairie Township	\$ 111,682						1				1
Prevention Officer	Truro Township	\$ 107,268						1				1
Fire Safety Inspector	Violet Township		\$ 124,106	\$ 124,106				2				2
Fire Inspector	Washington Township	\$ 111,053	\$ 111,053	\$ 111,053	Equal to	Associate	5	3				3
Fire Marshal	Washington Township	\$ 131,942	\$ 131,942	\$ 131,942	Equal to	Bachelor	7	1				1
Deputy Fire Marshal	Washington Township	\$ 121,047	\$ 121,047	\$ 121,047	Equal to	Bachelor	7	1				1
AVERAGES		\$ 105,664	\$ 93,332	\$ 103,836								



Fire Department												
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 Appr.	Seasonal Employee	# of Employs
Fire Lieutenant	City of Columbus	\$ 126,051		\$ 126,051	Equal to		5 yrs service as a Fire Fighter	216				216
Fire Lieutenant	City of Delaware	\$ 107,328	\$ 101,294	\$ 113,971	Equal to	Associate	5	11				11
Fire Lieutenant	City of Lancaster	\$ 104,779						12				12
Fire Lieutenant	City of Marysville		\$ 93,067	\$ 101,866				6				6
Fire Lieutenant	City of Upper Arlington	\$ 114,386		\$ 114,882	Equal to	HS or GED	3	8				8
Fire Lieutenant	City of Westerville	\$ 89,835	\$ 110,939	\$ 119,035	Equal to	Associate	5	12				12
Fire Lieutenant	City of Whitehall	\$ 115,394	\$ 115,394	\$ 125,216	Equal to	HS or GED	4	6				6
Fire Lieutenant	City of Worthington	\$ 110,783	\$ 106,083	\$ 110,783				7				7
Fire Lieutenant	Clinton Township	\$ 103,785		\$ 103,785				3				3
Fire Lieutenant	Madison Township		\$ 106,841	\$ 108,763	Equal to			9				9
Fire Lieutenant	Mifflin Township		\$ 83,408	\$ 83,408				5				5
Fire Lieutenant	Orange Township		\$ 114,298	\$ 115,488		HSG/GED		6				6
Fire Lieutenant	Prairie Township	\$ 102,940						6				6
Fire Lieutenant	Truro Township	\$ 107,268						6				6
Fire Lieutenant	Violet Township							1				1
Fire Lieutenant	Washington Township	\$ 115,835	\$ 115,835	\$ 115,835	Equal to	Associate	5	11				11
	AVERAGES	\$ 108,944	\$ 105,240	\$ 111,590								

Fire Department												
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 Appr.	Seasonal Employee	# of Employs
Fire Fighter/Paramedic	City of Delaware	\$ 96,996	\$ 78,853	\$ 102,788	Less than	HS or GED		39				39
Paramedic	Delaware County	\$ 43,447	\$ 40,040	\$ 48,318		HS or GED		53	7			60
Paramedic (PT)	Clinton Township	\$ 41,600		\$ 41,600					21			21
	AVERAGES	\$ 60,681	\$ 59,446	\$ 64,229								

Government Administration-General												
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 Appr.	Seasonal Employee	# of Employs
Accountant	City of Dublin	\$ 83,846	\$ 58,800	\$ 86,200	Equal to	Bachelor	3					
Director of Budget Management & Procurement	City of Delaware	\$ 133,892	\$ 114,608	\$ 148,990	Greater than	Master	5	1				1
Management Analyst II - Finance	City of Gahanna	\$ 65,541	\$ 63,170	\$ 91,603	Greater than		3	1				1
Accountant	City of Grandview Heights	\$ 83,200	\$ 65,000	\$ 95,000	Equal to							1
Sr. Accountant	City of Groveport	\$ 81,994	\$ 62,234	\$ 99,570				1				1
Fiscal Officer	City of Hilliard	\$ 90,002	\$ 82,950	\$ 122,850	Equal to	Bachelor	2	1				1
City Auditor	City of Lancaster	\$ 107,000						1				1
Financial Analyst	City of Powell	\$ 75,523	\$ 66,050	\$ 84,299	Equal to	Bachelor	3	1				1
Senior Accountant	City of Reynoldsburg	\$ 90,002	\$ 66,851	\$ 129,563	Equal to	Bachelor	5	1				1
Billing Manager	City of Reynoldsburg	\$ 70,741	\$ 62,379	\$ 115,690	Less than	Associate	3	1				1
Accountant	City of Westerville	\$ 81,661	\$ 63,107	\$ 94,661	Equal to	Associate	2	3				3
Deputy Auditor	City of Whitehall	\$ 85,010	\$ 62,608	\$ 85,010	Equal to	Bachelor	3	1				1
Finance Manager	City of Worthington	\$ 100,000	\$ 100,000	\$ 100,000				1				1
Director of Finance	Delaware County	\$ 152,970	\$ 107,058	\$ 155,230		Bachelor	7	1				1
Accountant	Franklin County - BOC	\$ 55,598	\$ 52,998	\$ 76,856	Equal to	Bachelor	2	5				5
	AVERAGES	\$ 90,465	\$ 73,415	\$ 106,109								



Government Administration-General												
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 Appr.	Seasonal Employee	# of Employs
Administrative Assistant	City of Canal Winchester		\$ 46,978	\$ 69,559				1	1			1
Office Assistant II	City of Columbus	\$ 62,504	\$ 44,366	\$ 70,325	Equal to	HS or GED	3 yrs general office exp.	85	3		3	91
Administrative Assistant	City of Delaware	\$ 59,771	\$ 48,485	\$ 63,086	Equal to	HS or GED		5				5
Administrative Support II	City of Dublin	\$ 60,568	\$ 45,200	\$ 66,200	Equal to	HS or GED	3					
Service Executive Assistant	City of Grove City											
Administrative Assistant II	City of Lancaster		\$ 47,258	\$ 64,064				12				12
Administrative Assistant	City of New Albany		\$ 58,836	\$ 73,581				7				7
Administrative Assistant	City of Powell	\$ 56,784	\$ 44,582	\$ 59,744	Equal to	HS or GED	3	1				1
Administrative Assistant	City of Reynoldsburg	\$ 71,739	\$ 50,066	\$ 71,739	Equal to	HS or GED	3	3				3
Administrative Assistant	City of Upper Arlington	\$ 63,204	\$ 51,007	\$ 71,409	Equal to	HS or GED	2	7				7
Administrative Assistant	City of Westerville	\$ 63,874	\$ 54,392	\$ 76,315	Equal to	HS or GED	3	8				8
Sr. Administrative Assistant	City of Whitehall	\$ 79,976		\$ 81,931	Equal to	HS or GED	2	2				2
Assistant Clerk to BOC	Delaware County	\$ 56,909	\$ 45,926	\$ 66,602		Associate	Must be Notary	1				1
Administrative Assistant 1	Franklin County - BOC	\$ 50,107	\$ 45,864	\$ 66,498	Equal to	Associate	3	4				4
Administrative Assistant	Mifflin Township		\$ 40,997	\$ 53,310				1				1
Administrative Assistant	Orange Township		\$ 51,438	\$ 62,649	Equal to	HSG/GED		3				3
Administrative Assistant	Prairie Township	\$ 72,000						1				1
Administrative Assistant	Village of Galena	\$ 25,000						2				2
Asst to the Mayor/Community Engagement Officer	Village of West Jefferson		\$ 53,190	\$ 66,284				1				1
AVERAGES		\$ 60,203	\$ 48,572	\$ 67,706								

Government Administration-General												
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 Appr.	Seasonal Employee	# of Employs
Deputy City Attorney (U)	City of Columbus	\$ 212,472	\$ 154,482	\$ 257,504	Equal to		Unclassified	1				1
Assistant City Attorney - Real Estate, Assistant City Attorney - Collections & Assistant City Attorney/Prosecutor	City of Delaware		\$ 80,226	\$ 119,038	Less than	Master						
Assistant City Attorney	City of Gahanna	\$ 104,874	\$ 79,747	\$ 115,625	Equal to	Bachelor	Law Degree	1				1
Assistant Law Director	City of Hilliard	\$ 104,000	\$ 93,450	\$ 140,700	Equal to			1				1
Assistant Prosecutor	City of Lancaster	\$ 83,221						1				1
Law Office Manager	City of Marysville	\$ 65,980						1				1
Assistant City Attorney	City of Reynoldsburg	\$ 104,998	\$ 93,579	\$ 152,714	Equal to	24 credit hrs. + bar		1				1
Assistant City Prosecutor	City of Reynoldsburg	\$ 71,302	\$ 138,819		Equal to	24 credit hrs. + bar		1 (3/4)	1 (1/2)			2
Assistant City Attorney	City of Upper Arlington	\$ 104,246	\$ 93,079	\$ 130,310	Equal to	Bachelor	2	1				1
Assistant Law Director(s)/Staff	City of Westerville	\$ 62,000			Equal to							
Assistant City Attorney	City of Whitehall	\$ 81,375		\$ 85,000	Equal to				1			1
Assistant Law Director	City of Worthington	\$ 95,790	\$ 106,128					1				1
Prosecutor Sr. Prosecuting Attorney	Fairfield County	\$ 107,016	\$ 77,834	\$ 136,198								
AVERAGES		\$ 102,361	\$ 94,425	\$ 141,768								



Government Administration-General

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 Appr.	Seasonal Employee	# of Employs
Assistant City Manager	City of Delaware	\$ 135,250	\$ 121,181	\$ 157,518	Equal to	Master	2	1				1
Deputy City Manager	City of Dublin	\$ 209,160	\$ 149,400	\$ 219,100	Equal to	Master	10					
Assistant City Manager	City of Hilliard	\$ 154,975	\$ 127,050	\$ 182,700	Equal to	Bachelor	7	2				2
Office Manager to SSD	City of Lancaster	\$ 53,165						1				1
Assistant City Administrator	City of Pataskala		\$ 114,736	\$ 154,196				1				1
Assistant City Manager	City of Powell	\$ 140,569	\$ 111,299	\$ 130,225	Equal to	Bachelor	8	1				1
Assistant City Manager	City of Upper Arlington	\$ 189,724	\$ 128,978	\$ 189,724	Equal to	Bachelor	6	1				1
Assistant City Manager	City of Westerville	\$ 189,550	\$ 118,373	\$ 189,550	Equal to	Bachelor	7	1				1
Assistant City Manager	City of Worthington	\$ 154,471	\$ 154,471	\$ 154,471				1				1
Deputy County Administrator	Delaware County	\$ 163,000				Bachelor		Commensurate w/exp	1			1
Deputy County Administrator	Fairfield County	\$ 155,763	\$ 115,315	\$ 201,802								
Deputy County Administrator	Franklin County - BOC	\$ 216,549	\$ 143,187	\$ 207,626	Equal to	Bachelor	10	3				3
AVERAGES		\$ 160,198	\$ 128,399	\$ 178,691								

Government Administration-General

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 Appr.	Seasonal Employee	# of Employs
City Administrator	City of Canal Winchester		\$ 107,998	\$ 168,540				1				1
City Administrator	City of Grove City	\$ 195,000			Equal to			1				1
Service Safety Director	City of Lancaster	\$ 128,905						1				1
City Administrator	City of Mount Vernon	\$ 112,690										
City Administrator (Contract)	City of Pataskala				Equal to	Bachelor		1				1
City Administrator	City of Sunbury	\$ 130,000						1				
County Administrator	Delaware County	\$ 223,757				Bachelor		Commensurate w/exp + 5 yrs	1			1
County Administrator	Fairfield County	\$ 184,570	\$ 115,315	\$ 201,802								
County Administrator	Franklin County - BOC	\$ 291,325			Equal to	Bachelor	10	1				1
Township Administrator	Clinton Township	\$ 102,500						1				1
Township Administrator	Madison Township	\$ 146,260			Equal to			1				1
Township Administrator	Orange Township	\$ 142,000			Equal to	Bachelor	4	1				1
Township Administrator	Prairie Township	\$ 171,436						1				1
Township Administrator	Violet Township		\$ 165,000					1				1
Township Administrator	Washington Township	\$ 168,246			Equal to	Bachelor	5	1				1
Village Administrator	Village of Galena	\$ 112,600						1				1
Village Administrator	Village of Gambier	\$ 101,151				Master	5	1				1
Village Administrator	Village of Hebron		\$ 78,409	\$ 91,928				1				1
Village Administrator	Village of Plain City	\$ 121,118	\$ 88,899	\$ 128,898				1				1
AVERAGES		\$ 155,437	\$ 97,655	\$ 151,233								

Government Administration-General

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 Appr.	Seasonal Employee	# of Employs
City Attorney	City of Delaware	\$ 163,234	\$ 123,198	\$ 160,160	Equal to	Juris Doctorate	5	1				1
City Attorney	City of Gahanna	\$ 80,765	\$ 80,765	\$ 80,765	Equal to	Bachelor		1				1
Senior Attorney	City of Lancaster	\$ 102,190						1				1
City Attorney	City of Mount Vernon	\$ 118,101										
City Attorney	City of Reynoldsburg	\$ 126,517	\$ 126,517	\$ 126,517	Equal to			1				1
City Attorney	City of Upper Arlington	\$ 209,684						1				1
City Attorney	City of Whitehall	\$ 100,000		\$ 100,000	Equal to			1				1
Law Director	City of Worthington	\$ 150,530	\$ 150,530	\$ 150,530				1				1
Staff Attorney	Delaware County	\$ 163,000				Law Degree		Commensurate w/exp +10 yrs	1			1
Prosecutor Chief Prosecuting Attorney	Fairfield County	\$ 122,002	\$ 88,733	\$ 155,272								
Village Solicitor	Village of Gambier	\$ 20,000				JD	5		1			1
AVERAGES		\$ 122,366	\$ 113,949	\$ 128,874								



Government Administration-General												
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 Appr.	Seasonal Employee	# of Employs
City Manager	City of Delaware	\$ 192,500	\$ 192,500	\$ 192,500	Equal to	Bachelor	10	1				1
City Manager	City of Dublin	\$ 255,344	\$ 202,000	\$ 296,200	Equal to							
Director of Administration	City of Grandview Heights	\$ 180,000	\$ 130,000	\$ 206,000	Equal to			1				1
City Manager	City of Hilliard	\$ 248,315			Equal to			1				1
City Manager	City of Marysville	\$ 154,180	\$ 120,000	\$ 165,000				1				1
City Manager	City of New Albany		\$ 173,849	\$ 217,312				1				1
City Manager	City of Powell	\$ 183,274	\$ 120,000	\$ 200,000	Equal to	Bachelor	5	1				1
City Manager	City of Upper Arlington	\$ 249,158						1				1
City Manager	City of Westerville	\$ 289,506	\$ 245,000	\$ 245,000	Equal to			1				1
City Manager	City of Worthington	\$ 195,700	\$ 195,700	\$ 195,700				1				1
Township Administrator	Truro Township	\$ 120,000						1				1
AVERAGES		\$ 203,325	\$ 172,381	\$ 214,714								

Government Administration-General												
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 Appr.	Seasonal Employee	# of Employs
City Attorney Clerk	City of Reynoldsburg	\$ 71,739	\$ 50,066	\$ 71,739	Greater than	HS or GED	1	1				1
Secretary 1	Franklin County - BOC	\$ 48,755	\$ 39,000		Equal to	HS or GED	6 mos.	4				4
AVERAGES		\$ 60,247	\$ 44,533	\$ 71,739								

Government Administration-General												
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 Appr.	Seasonal Employee	# of Employs
City Auditor	City of Columbus	\$ 226,616			Equal to			1				1
Deputy Finance Director	City of Delaware	\$ 88,920	\$ 80,226	\$ 112,299	Equal to	Bachelor	5	1				1
Budget Manager	City of Dublin	\$ 93,269	\$ 90,500	\$ 132,700	Equal to	Bachelor	3					
Deputy Finance Director	City of Hilliard	\$ 121,078	\$ 93,450	\$ 140,700	Greater than	Bachelor	5	1				1
Assistant Finance Director	City of Powell	\$ 120,000	\$ 90,332	\$ 121,054	No match	Bachelor	8	1				1
Finance Manager	City of Reynoldsburg	\$ 118,290	\$ 93,579	\$ 152,714	Equal to	Bachelor	6	1				1
Finance Manager	City of Upper Arlington	\$ 98,020	\$ 86,988	\$ 121,784	Equal to	Bachelor	2	1				1
Accounting & Financial Systems Mgr.	City of Westerville	\$ 122,845	\$ 84,032	\$ 126,194	Greater than	Bachelor	2	1				1
Treasurer	City of Whitehall	\$ 15,000		\$ 15,000	Equal to				1			1
County Auditor	Delaware County	\$ 114,151					Elected	1				1
Finance Administrator	Franklin County - BOC	\$ 74,714	\$ 66,123	\$ 95,888	Equal to	Bachelor	3	2				2
Assistant Fiscal Officer	Mifflin Township		\$ 75,000	\$ 112,500				1				1
AVERAGES		\$ 108,446	\$ 84,470	\$ 113,083								



Government Administration-General

Council Members	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 Appr.	Seasonal Employee	# of Employs
Council Member	City of Bexley							7				7
Council Member	City of Canal Winchester		\$ 6,592	\$ 7,251				7				7
City Council Members	City of Columbus	\$ 81,786			Equal to	Elected			8			8
Council Members	City of Delaware	\$ 10,712	\$ 10,712	\$ 10,712	Equal to				8			8
Council Members	City of Dublin	\$ 11,250	\$ 11,250	\$ 11,250	Equal to							
Council Members	City of Gahanna	\$ 9,600	\$ 9,600	\$ 9,600	Equal to							
Council Members	City of Grandview Heights	\$ 8,657	\$ 8,657	\$ 8,657	Equal to			7				7
Council Members	City of Grove City	\$ 11,000			Equal to				7			7
Council Members	City of Hilliard	\$ 14,962			Equal to				7			7
Council Members	City of Lancaster	\$ 10,500						9				9
Council Members	City of Marysville		\$ 8,784	\$ 8,784					7			7
Council Members	City of Mount Vernon	\$ 9,534										
Council Members	City of New Albany		\$ 13,389	\$ 13,389				6				6
Council Members	City of Pataskala		\$ 5,000	\$ 8,000	Equal to			7				7
City Council Members	City of Powell	\$ 8,809	\$ 8,809		Equal to				6			6
City Council	City of Reynoldsburg	\$ 8,809	\$ 8,809	\$ 8,809	Equal to			7				7
Council Members	City of Sunbury	\$ 8,800	\$ 8,800	\$ 8,800	Equal to				6			6
Council Members	City of Upper Arlington	\$ 8,909						6				6
Council Members	City of Westerville	\$ 12,000			Equal to				3			3
City Council Members	City of Whitehall	\$ 7,000	\$ 7,000	\$ 14,000	Equal to				7			7
Commissioners	Delaware County	\$ 102,043					Elected	3				3
Trustees	Madison Township	\$ 25,602			Equal to			3				3
Village Council	Village of Gambier	\$ 1,200							6			6
Council Members	Village of Hebron		\$ 4,200									6
Council Members	Village of Minerva Park	\$ 1,800							6			6
Council	Village of Plain City	\$ 200										6
AVERAGES		\$ 17,659	\$ 8,585	\$ 9,932								

Government Administration-General

Executive 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 Appr.	Seasonal Employee	# of Employs
Chief Executive Assistant	City of Bexley	\$ 81,661	\$ 60,452	\$ 92,269	Equal to	HS or GED		1				1
Executive Secretary II (U)	City of Columbus	\$ 71,843	\$ 51,262	\$ 77,438	Equal to		Unclassified	12				12
Executive Assistant	City of Delaware	\$ 80,163	\$ 59,946	\$ 83,928	Equal to	HS or GED	2	1				1
Executive Assistant to City Manager	City of Dublin	\$ 76,373	\$ 58,800	\$ 86,200	Equal to	HS or GED	5					
Administrative Assistant	City of Gahanna	\$ 51,459	\$ 42,016	\$ 60,902	Equal to	HS or GED	3	1				1
Executive Administrative Assistant	City of Grove City	\$ 97,344	\$ 59,800	\$ 104,312	Greater than			1				1
Office Manager	City of Hilliard	\$ 59,803	\$ 50,494	\$ 75,600	Equal to	HSG/GED	2	1				1
Executive Assistant to the Mayor	City of Lancaster	\$ 69,888						1				1
Executive Assistant	City of Marysville	\$ 60,130	\$ 59,000	\$ 77,500				1				1
Administrative Secretary / Receptionist	City of Pataskala		\$ 51,478	\$ 69,182	Equal to	HS or GED						
Diversity, Equity, Inclusion Compliance Manager	City of Reynoldsburg		\$ 89,128	\$ 148,075		Bachelor	3					
Chief of Police Administrative Assistant	City of Reynoldsburg	\$ 82,722	\$ 60,154	\$ 111,072	Equal to	HS or GED	5	1				1
Command & Staff Administrative Assistant	City of Reynoldsburg	\$ 73,174	\$ 50,981	\$ 73,174	Equal to	HS or GED	3	1				1
Mayor's Secretary	City of Reynoldsburg	\$ 71,739	\$ 62,379	\$ 115,690	Equal to	HS or GED	5	1				1
City Attorney Secretary	City of Reynoldsburg	\$ 74,651	\$ 52,083	\$ 74,651	Equal to	HS or GED	5	1				1
Executive Office Administrator	City of Upper Arlington	\$ 80,086	\$ 57,312	\$ 80,236	Equal to	Associate	6	1				1
Administrative Assistant to the Mayor	City of Whitehall	\$ 80,000		\$ 80,080	Equal to	HS or GED	5	1				1
Executive Assistant	Franklin County - BOC	\$ 63,856	\$ 56,181	\$ 81,453	Equal to	Associate	5	5				5
Administrative Coordinator	Mifflin Township		\$ 49,837	\$ 64,792				1				1
Administrative Manager	Orange Township	\$ 85,232			Equal to	HS or GED	4	1				1
Executive Assistant	Violet Township		\$ 62,400	\$ 87,360		HS or GED		1				1
Building & Zoning Assistant	Violet Township		\$ 62,400	\$ 87,360		HS or GED		1				1
Management Assistant	Washington Township	\$ 68,164	\$ 53,168	\$ 83,160	Equal to	Bachelor	3	1				1
Assistant to VA/Billing	Village of Gambier	\$ 47,244	\$ 47,846	\$ 69,634		Bachelor	5	1				1
AVERAGES		\$ 72,396	\$ 57,005	\$ 85,639								



Government Administration-General

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 Appr.	Seasonal Employee	# of Employs
Assistant Finance Director	City of Bexley	\$ 86,965	\$ 60,452	\$ 92,269	Greater than			1				1
Finance Specialist	City of Canal Winchester	\$ 65,936	\$ 65,936	\$ 103,272				1				1
Assistant Auditor I (U)	City of Columbus	\$ 65,790	\$ 51,262	\$ 77,438	Equal to		Unclassified	9				9
Deputy Finance Director	City of Delaware	\$ 88,920	\$ 80,226	\$ 112,299	Equal to	Bachelor	5	1				1
Assistant Director of Finance	City of Grandview Heights	\$ 107,952	\$ 90,000	\$ 145,000	Equal to			1				1
Accounting Assistant / Tax Administrator	City of Grove City	\$ 90,396	\$ 59,800	\$ 104,312	Greater than			1				1
Assistant Finance Director	City of Marysville	\$ 99,057	\$ 90,000	\$ 125,000				1				1
Finance Manager	City of New Albany		\$ 86,930	\$ 113,926				1				1
Assistant Finance Director	City of Pataskala		\$ 82,495	\$ 110,867	Greater than	Associate		1				1
Assistant Finance Director	City of Upper Arlington	\$ 115,512	\$ 108,558	\$ 151,982	Equal to	Bachelor	4	1				1
Accounting Assistant - PT	City of Westerville	\$ 47,601	\$ 39,229	\$ 51,822	Equal to	HS or GED	3	2				2
Income Tax Specialist	City of Whitehall	\$ 77,459	\$ 64,792	\$ 77,459	Equal to			1				1
Finance Assistant	City of Worthington	\$ 99,479	\$ 75,925	\$ 99,479				1				1
CAFR Specialist	Delaware County	\$ 99,736	\$ 94,094	\$ 136,448				1				1
Budget Officer	Fairfield County	\$ 75,414	\$ 59,550	\$ 104,208	Equal to							1
Benefits Fiscal Specialist	Franklin County - BOC	\$ 59,904	\$ 44,283	\$ 64,210	Equal to	HS or GED	2	1				1
Assistant Fiscal Officer	Clinton Township	\$ 43,054						1				1
Assistant Fiscal Officer	Orange Township	\$ 55,943			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 Minerva Park	\$ 40,600										0.5
Assistant Finance Director/HR	Village of West Jefferson		\$ 68,385	\$ 100,566				1				1
AVERAGES		\$ 78,361	\$ 68,101	\$ 98,417								

Government Administration-General

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 Appr.	Seasonal Employee	# of Employs
Finance Director	City of Bexley	\$ 136,802	\$ 101,270	\$ 143,910	Equal to	Bachelor		1				1
Finance Director	City of Canal Winchester		\$ 91,385	\$ 142,395				1				1
Finance & Management Director (U)	City of Columbus	\$ 247,146	\$ 154,482	\$ 257,504	Equal to		Unclassified	1				1
Finance Director	City of Delaware	\$ 140,608	\$ 123,198	\$ 160,160	Less than	Bachelor	5	1				1
CFO/Director of Finance	City of Dublin	\$ 180,000	\$ 127,600	\$ 187,100	Equal to	Bachelor	5					1
Director of Finance	City of Gahanna	\$ 135,949	\$ 106,704	\$ 154,731	Equal to	Bachelor	7	1				1
Director of Finance	City of Grandview Heights	\$ 156,270	\$ 130,000	\$ 186,000	Equal to			1				1
Finance Director	City of Grove City	\$ 138,985	\$ 106,080	\$ 166,400	Equal to			1				1
Finance Director/Assistant City Admin.	City of Groveport	\$ 132,122	\$ 98,134	\$ 153,421				1				1
Finance Director	City of Hilliard	\$ 164,401	\$ 127,050	\$ 182,700	Equal to	Bachelor	5	1				1
Finance Director	City of Marysville	\$ 131,978	\$ 100,000	\$ 145,000				1				1
Finance Director	City of New Albany		\$ 138,592	\$ 173,240				1				1
Finance Director (Contract)	City of Pataskala				Equal to	Bachelor		1				1
Finance Director	City of Powell	\$ 151,961	\$ 111,299	\$ 149,151	Equal to	Bachelor	10	1				1
City Auditor - Elected	City of Reynoldsburg	\$ 88,269	\$ 88,269	\$ 88,269	Less than			1				1
Finance Director	City of Sunbury	\$ 119,500	\$ 95,000	\$ 122,500				1				1
Finance Director	City of Upper Arlington	\$ 180,000	\$ 128,978	\$ 189,724	Equal to	Bachelor	6	1				1
Finance Director	City of Westerville	\$ 161,990	\$ 118,373	\$ 189,550	Equal to	Bachelor	10	1				1
Auditor	City of Whitehall	\$ 90,000	\$ 90,000	\$ 90,000	Equal to			1				1
Finance Director	City of Worthington	\$ 138,587	\$ 138,587	\$ 138,587				1				1
Chief Deputy Auditor	Delaware County	\$ 180,530					Commensurate w/exp	1				1
County Budget Director	Fairfield County	\$ 112,711	\$ 88,733	\$ 155,272	Equal to	Bachelor		1				1
Director to Office of Management & Budget	Franklin County - BOC	\$ 198,973	\$ 115,794	\$ 167,898	Equal to	Master	7	1				1
Fiscal Officer	Madison Township	\$ 35,076			Greater than			1				1
Fiscal Officer	Mifflin Township		\$ 35,076	\$ 35,076				1				1
Fiscal Officer	Village of Galena	\$ 50,000						1				1
Fiscal Officer	Village of Gambier	\$ 78,480				Bachelor	5	1				1
Chief Fiscal Officer	Village of Hebron		\$ 78,409	\$ 91,928				1				1
Fiscal Officer	Village of Minerva Park	\$ 56,400							1			1
Finance Director	Village of Plain City	\$ 111,550	\$ 79,373	\$ 115,086				1		1		1
Fiscal Officer	Village of Shawnee Hills	\$ 63,600				HS or GED		1				1
Finance Director	Village of West Jefferson		\$ 103,116	\$ 135,339				1				1
AVERAGES		\$ 130,073	\$ 107,729	\$ 148,838								



Government Administration-General												
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 Appr.	Seasonal Employee	# of Employs
Grants Management Coordinator	City of Columbus	\$ 132,995	\$ 88,691	\$ 132,995	Equal to	Bachelor	4 yrs professional exp in finance	1				1
Management Analyst II - Grants	City of Gahanna	\$ 63,170	\$ 63,170	\$ 91,603	Equal to	Bachelor						
Grant Manager-Community Development	City of Lancaster	\$ 85,280						1				1
Management Analyst	City of New Albany		\$ 72,440	\$ 101,416				1				1
Grants Administrator	Franklin County - BOC	\$ 75,358	\$ 66,123	\$ 95,888	Equal to	Bachelor	5	3				3
Management Analyst	Village of Plain City	\$ 66,248	\$ 53,477	\$ 77,542				1				1
	AVERAGES	\$ 84,610	\$ 68,780	\$ 99,889								

Government Administration-General												
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 Appr.	Seasonal Employee	# of Employs
Mail Clerk	City of Columbus	\$ 56,410	\$ 39,104	\$ 62,275	Equal to	HSG/GED		3				3
Clerical Specialist	City of Delaware	\$ 40,456	\$ 39,665	\$ 49,451	Less than	HSG/GED			2			2
Mailroom Clerk	Delaware County	\$ 43,722	\$ 34,715	\$ 50,336		HS or GED		1				1
Mail Clerk	Fairfield County	\$ 41,184	\$ 34,320	\$ 48,048								
Mail Processor	Franklin County - BOC	\$ 43,701	\$ 38,688		Equal to	HS or GED	1	2				2
	AVERAGES	\$ 45,094	\$ 37,298	\$ 52,528								

Government Administration-General												
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 Appr.	Seasonal Employee	# of Employs
Administrative & Public Records Manager	City of Bexley	\$ 96,426	\$ 60,452	\$ 92,269	Less than			1				1
Director of Court Services	City of Dublin	\$ 116,755	\$ 97,700	\$ 143,300	Greater than	Bachelor	3					
Records Coordinator	Delaware County	\$ 76,393	\$ 55,224	\$ 80,080		Bachelor		1				1
Clerk to the Board, Director of Comm. Appointments	Franklin County - BOC	\$ 123,157	\$ 81,536	\$ 118,227	Greater than	Associate	5	1				1
	AVERAGES	\$ 103,724	\$ 73,728	\$ 108,469								

Government Administration-General												
Mayor with a 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 Appr.	Seasonal Employee	# of Employs
Mayor	City of Canal Winchester	\$ 41,205						1				1
Mayor	City of Delaware	\$ 12,319	\$ 12,319	\$ 12,319	Equal to	HS or GED			1			1
Mayor	City of Dublin	\$ 15,750	\$ 15,750	\$ 15,750	Equal to							
Mayor	City of Grandview Heights	\$ 74,160	\$ 74,160	\$ 74,160	Equal to			1				1
Mayor	City of Grove City	\$ 40,000						1				1
Mayor	City of Groveport	\$ 26,000						1				1
Mayor	City of Lancaster		\$ 116,839					1				1
Mayor	City of Mount Vernon	\$ 81,024										
Mayor	City of New Albany		\$ 29,215	\$ 29,215				1				1
Mayor	City of Pataskala		\$ 15,000	\$ 15,000	Equal to				1			1
Mayor	City of Powell	\$ 13,236	\$ 13,236		Equal to					1		1
Mayor	City of Sunbury	\$ 25,000	\$ 25,000	\$ 25,000					1			1
City Council President / Mayor	City of Upper Arlington	\$ 10,009						1				1
Mayor	City of Westerville	\$ 4,800			Equal to				1			1
Mayor	Village of Galena	\$ 62,400						1				1
Mayor	Village of Gambier	\$ 24,000							1			1
Mayor	Village of Hebron		\$ 15,000									1
Mayor	Village of Plain City	\$ 18,000	\$ 18,000	\$ 18,000				1				1
Mayor	Village of Shawnee Hills	\$ 5,000				HS or GED		1				1
	AVERAGES	\$ 30,194	\$ 33,452	\$ 27,063								



Government Administration-General												
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 Appr.	Seasonal Employee	# of Employs
Mayor	City of Bexley	\$ 167,003			Equal to	HS or GED		1				1
Mayor	City of Columbus	\$ 231,525			Equal to		Elected	1				1
Mayor	City of Gahanna	\$ 103,809	\$ 103,809	\$ 103,809	Equal to	Bachelor		1				1
Mayor -Elected	City of Reynoldsburg	\$ 126,517	\$ 126,517	\$ 126,517	Equal to			1				
Mayor	City of Whitehall	\$ 105,000		\$ 105,000	Equal to			1				1
Mayor	Village of Minerva Park	\$ 33,000						1				
Mayor / Public Safety Director	Village of West Jefferson	\$ 20,000	\$ 20,000						1			1
AVERAGES		\$ 112,408	\$ 83,442	\$ 111,775								

Government Administration-General												
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 Appr.	Seasonal Employee	# of Employs
Income Tax Administrator	City of Grandview Heights	\$ 92,331	\$ 70,000	\$ 110,000	Equal to			2				2
Tax Auditor	City of Lancaster	\$ 52,166	\$ 52,166	\$ 68,994				3				3
Income Tax Administrator	City of Marysville	\$ 78,755	\$ 65,000	\$ 87,500				1				1
Tax Finance Manager	City of Reynoldsburg	\$ 108,472	\$ 73,528	\$ 143,458	Equal to	Bachelor	5	1				1
Examiner	City of Upper Arlington	\$ 77,001	\$ 60,752	\$ 85,053	Equal to	HS or GED	2	1				1
Deputy Tax Commissioner	City of Whitehall	\$ 95,014		\$ 95,014	Less than	Bachelor	2-3 yrs.	1				1
County Treasurer	Delaware County	\$ 87,037						Elected	1			1
Income Tax Administrator	Village of Hebron		\$ 64,890	\$ 81,113				1				1
Income Tax Clerk	Village of West Jefferson		\$ 55,596	\$ 69,283				1				1
AVERAGES		\$ 89,768	\$ 63,133	\$ 92,552								

Government Administration-General												
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 Appr.	Seasonal Employee	# of Employs
Payroll Coordinator	City of Bexley	\$ 40,708	\$ 55,998	\$ 79,543	Equal to			1				1
Payroll / Benefits Clerk	City of Columbus	\$ 64,917	\$ 48,963	\$ 73,403	Equal to	HS or GED	4 yrs exp general office exp.	23				23
Financial Specialist II	City of Delaware	\$ 65,626	\$ 59,946	\$ 83,928	Equal to	Bachelor	2	2				2
Payroll Specialist	City of Dublin	\$ 72,040	\$ 58,800	\$ 86,200	Equal to	Associate	3					
Payroll Analyst	City of Gahanna	\$ 57,096	\$ 53,040	\$ 76,898	Equal to	Bachelor	3					
Payroll Specialist	City of Grove City	\$ 85,820	\$ 59,800	\$ 104,312	Equal to			1				1
Payroll Specialist	City of Hilliard	\$ 79,412	\$ 56,700	\$ 84,000	Equal to	Associate	2	1				1
Payroll Specialist	City of Lancaster		\$ 52,166	\$ 68,994				1				1
Senior Finance Clerk	City of Marysville	\$ 71,753	\$ 62,581	\$ 75,193				1				1
Payroll Clerk	City of Mount Vernon	\$ 44,866	\$ 44,866	\$ 45,760								
Payroll Specialist	City of New Albany		\$ 68,599	\$ 86,689				1				1
Auditor's Secretary/Payroll Specialist	City of Reynoldsburg	\$ 63,024	\$ 50,066	\$ 71,739	Equal to	HS or GED	2	1				1
Payroll Administrator	City of Upper Arlington	\$ 79,945	\$ 60,752	\$ 85,053	Equal to	Associate	2	1				1
Payroll Administrator	City of Whitehall	\$ 72,987		\$ 74,880	Equal to	Associate	2-4 yrs.	1				1
Finance Specialist	City of Worthington	\$ 78,557	\$ 62,486	\$ 78,557				1				1
Payroll Specialist	Delaware County	\$ 56,441	\$ 55,120	\$ 80,080		Bachelor		1				1
Fiscal Specialist	Fairfield County	\$ 54,111	\$ 41,621	\$ 66,602								
Payroll Support Officer	Franklin County - BOC	\$ 61,443	\$ 53,747	\$ 76,856	Equal to	HS or GED	2	3				3
Payroll/Finance Specialist	Washington Township	\$ 68,000	\$ 64,020	\$ 100,134	Equal to	HS or GED		1				1
AVERAGES		\$ 65,691	\$ 56,071	\$ 78,885								



Government Administration-General												
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 Appr.	Seasonal Employee	# of Employs
Procurement Manager	City of Columbus	\$ 136,885	\$ 100,360	\$ 150,613	Equal to	Bachelor	7 yrs exp in procurement	1				1
Purchasing Analyst	City of Delaware	\$ 77,418	\$ 67,350	\$ 94,286	Equal to	Bachelor	4	1				1
Finance Manager	City of Gahanna	\$ 88,571	\$ 84,510	\$ 122,554	Equal to	Bachelor	4	1				1
Purchasing Administrator	City of Upper Arlington	\$ 90,153	\$ 64,395	\$ 90,153	Equal to	Associate	2	1				1
Procurement Manager	City of Westerville	\$ 102,606	\$ 69,472	\$ 104,104	Equal to	Bachelor	5	1				1
Director of Fiscal Services	Delaware County	\$ 145,005				Bachelor		1				1
Director of Purchasing	Franklin County - BOC	\$ 135,678	\$ 102,086	\$ 148,034	Equal to	Bachelor	5	1				1
AVERAGES		\$ 110,902	\$ 81,362	\$ 118,291								
Government Administration-General												
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 Appr.	Seasonal Employee	# of Employs
Office Assistant I	City of Columbus	\$ 55,162	\$ 40,622	\$ 68,994	Equal to	HS or GED	1 yr gen office exp.	71	5		10	86
Clerical Specialist	City of Delaware	\$ 40,456	\$ 39,666	\$ 49,451	Equal to	HS or GED	2		2			2
Administrative Support I	City of Dublin	\$ 49,503	\$ 38,600	\$ 56,500	Equal to	HS or GED	1					
Receptionist	City of Groveport	\$ 15,579							2			2
Customer Service Specialist	City of Marysville	\$ 58,469	\$ 51,960	\$ 62,581				1				1
Administrative Assistant - Front Desk	City of Reynoldsburg	\$ 47,694	\$ 43,909	\$ 62,920	Equal to	HSG/GED	1	1				1
Unit Support Worker II	Fairfield County	\$ 45,053	\$ 36,046	\$ 54,059								
Receptionist	Franklin County - BOC	\$ 42,640	\$ 39,000		Equal to	HS or GED	6 months	1				1
Administration Coordinator	Washington Township	\$ 53,168	\$ 53,168	\$ 83,160	Equal to	HS or GED		1				1
AVERAGES		\$ 45,303	\$ 42,871	\$ 62,523								
Government Administration-General												
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 Appr.	Seasonal Employee	# of Employs
Administrative Secretary	City of Columbus	\$ 74,048	\$ 54,766	\$ 82,181	Equal to		5 yrs secretarial, clerical or cust svc exp.	18				18
Office Manager	City of Delaware	\$ 63,014	\$ 53,352	\$ 74,693	Equal to	HSG/GED	5	2				2
Administrative Coordinator	City of Grandview Heights	\$ 60,154	\$ 50,000	\$ 85,000	Equal to			4				4
Administrative Secretary	City of Grove City	\$ 54,337	\$ 44,928	\$ 78,374	Equal to			5				5
Administrative Assistant	City of Hilliard	\$ 53,430	\$ 47,250	\$ 70,350	Equal to	HS or GED	3	2				2
Secretary/Admin. Clerk	City of Mount Vernon	\$ 63,315										
Planning & Zoning Clerk	City of Pataskala		\$ 45,947	\$ 53,269	Greater than	HS or GED		1				1
Administrative Assistant	City of Reynoldsburg	\$ 52,000	\$ 46,030	\$ 65,957	Equal to	HS or GED	2	3				3
Clerk to the BOC	Delaware County	\$ 77,875	\$ 55,224	\$ 80,080		Bachelor		1				1
Administrative Secretary I	Franklin County - BOC	\$ 48,131	\$ 39,520	\$ 57,304	Equal to	HS or GED	1	8				8
Office Manager	Madison Township		\$ 54,080	\$ 69,472	Greater than			3				3
Secretary/Admin. Clerk	Village of Minerva Park	\$ 33,500							1			
Secretary/Admin. Clerk	Village of Plain City	\$ 55,453	\$ 42,515	\$ 61,651				2				2
AVERAGES		\$ 57,751	\$ 48,510	\$ 70,757								



Human Resources												
	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 Appr.	Seasonal Employee	# of Employs
Assistant HR Manager												
Deputy Director (U)	City of Columbus	\$ 200,824	\$ 113,672	\$ 170,435	Equal to		Unclassified	2				2
Human Resources Specialist	City of Delaware	\$ 80,829	\$ 67,350	\$ 94,286	Equal to	Bachelor	2	1				1
Human Resources Coordinator	City of Grove City	\$ 97,344	\$ 59,800	\$ 104,312	Greater than			1				1
	AVERAGES	\$ 126,332	\$ 80,274	\$ 123,011								

Human Resources												
	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 Appr.	Seasonal Employee	# of Employs
Director of Human Resources												
Director of Human Resources (U)	City of Columbus	\$ 209,893	\$ 136,510	\$ 227,469	Equal to		Unclassified	1				1
Director of Human Resources	City of Delaware	\$ 117,563	\$ 107,120	\$ 139,256	Equal to	Bachelor	4	1				1
Director of Human Resources	City of Dublin	\$ 137,275	\$ 105,900	\$ 155,300	Equal to	Bachelor	5					
Senior Deputy Director of Administrative Services	City of Gahanna	\$ 146,890	\$ 119,912	\$ 173,867	Equal to	Bachelor	7	1				1
Human Resources Division Chief	City of Grove City	\$ 127,712	\$ 99,840	\$ 160,160	Greater than			1				1
Director of Personnel	City of Groveport		\$ 98,134	\$ 153,421				1				1
Chief People Office/HR Director	City of Hilliard	\$ 126,782	\$ 98,700	\$ 149,100	Equal to	Bachelor	3	1				1
Human Resources Coordinator	City of Lancaster	\$ 84,032						1				1
Director of Human Resources	City of Marysville	\$ 110,000	\$ 100,000	\$ 145,000				1				1
Director of Human Resources	City of Mount Vernon	\$ 88,500										
Director of Human Resources	City of Powell	\$ 113,047	\$ 90,332	\$ 121,054	Equal to	Bachelor	5 to 8 yrs	1				1
Director of Human Resources	City of Reynoldsburg	\$ 110,323	\$ 93,579	\$ 152,714	Equal to	Bachelor	5	1				1
Director of Human Resources	City of Upper Arlington	\$ 135,000	\$ 108,558	\$ 151,982	Equal to	Bachelor	6	1				1
Director of Human Resources	City of Westerville	\$ 140,005	\$ 107,661	\$ 172,286	Equal to	Bachelor	5	1				1
Director of Human Resources	City of Whitehall	\$ 96,595	\$ 80,142	\$ 99,590	Equal to	Bachelor	5	1				1
Personnel Director	City of Worthington	\$ 125,000	\$ 125,000	\$ 125,000				1				1
HR and Risk Management Deputy Director	Fairfield County	\$ 91,291	\$ 88,733	\$ 155,272								
Director of Human Resources	Franklin County - BOC	\$ 165,922	\$ 102,086	\$ 148,034	Greater than	Master	7	1				1
Director of Human Resources	Mifflin Township		\$ 75,000	\$ 112,500				1				1
HR Director Fiscal Coordinator	Prairie Township	\$ 88,188						1				1
	AVERAGES	\$ 122,656	\$ 102,189	\$ 149,530								

Human Resources												
	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 Appr.	Seasonal Employee	# of Employs
Employee Benefits Administrator												
Employee Benefits and Wellness Manager	City of Columbus	\$ 108,514	\$ 100,360	\$ 150,613	Equal to	Bachelor	5 yrs exp in admin of employee benefits	1				1
Human Resources Representative	City of Gahanna	\$ 59,238	\$ 53,040	\$ 76,898	Equal to	Associate		1				1
Human Resources Specialist	City of Hilliard	\$ 70,334	\$ 56,700	\$ 84,000	Greater than	HS or GED	5	2				2
Human Resources Specialist	City of Upper Arlington	\$ 74,657	\$ 57,312	\$ 80,236	Equal to	Bachelor	2	1				1
Health & Wellness Coordinator	Delaware County	\$ 70,886	\$ 55,224	\$ 80,080		Associate	4		2			2
HR/RM Benefit and System Specialist	Fairfield County	\$ 58,000	\$ 55,390	\$ 96,949								
Assistant Director of Benefits & Wellness	Franklin County - BOC	\$ 123,906	\$ 88,379	\$ 128,149	Greater than	Bachelor	5	1				1
	AVERAGES	\$ 80,791	\$ 66,629	\$ 99,561								



Human Resources												
Human Resources 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 Appr.	Seasonal Employee	# of Employs
Human Resources Coordinator	City of Bexley	\$ 65,225	\$ 58,978	\$ 90,019	Equal to				1			1
Human Resources Administrator	City of Gahanna	\$ 78,634	\$ 63,170	\$ 91,603	Equal to	Bachelor	2	2				2
Human Resources Officer	City of New Albany		\$ 111,135	\$ 138,919				1				1
Human Resources Coordinator	City of Reynoldsburg	\$ 78,000	\$ 60,154	\$ 111,072	Equal to	Bachelor	3	1				1
Human Resources Administrator	City of Upper Arlington	\$ 74,520	\$ 64,395	\$ 90,153	Equal to	Bachelor	2	1				1
HR/RM Benefit and System Specialist	Fairfield County	\$ 58,000	\$ 55,390	\$ 96,949								
Senior Human Resources Administrator	Franklin County - BOC	\$ 82,243	\$ 72,966	\$ 105,810	Equal to	Bachelor	6	1				1
AVERAGES		\$ 72,770	\$ 69,455	\$ 103,503								

Human Resources												
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 Appr.	Seasonal Employee	# of Employs
Office Assistant II	City of Columbus	\$ 62,504	\$ 44,366	\$ 70,325	Equal to	HSG/GED	3 yrs general office exp.	85	3		3	91
Human Resources Assistant	City of Delaware	\$ 57,200	\$ 53,352	\$ 74,693	Equal to	Associate		1				1
Administrative Support II	City of Dublin	\$ 60,568	\$ 45,200	\$ 66,200	Equal to	HSG/GED	3					
Administrative Coordinator - Department of Administrative Services	City of Gahanna	\$ 61,901	\$ 50,045	\$ 72,550	Equal to	HSG/GED		1				1
Civil Service Administrative Assistant (PT 5-%)	City of Reynoldsburg	\$ 37,326	\$ 52,083	\$ 74,651	Equal to	HSG/GED	2		2			2
Human Resources Assistant - PT	City of Westerville	\$ 45,760	\$ 39,229	\$ 51,822	Equal to	HSG/GED						1
Human Resources Assistant	Delaware County	\$ 48,339	\$ 41,995	\$ 60,902		Bachelor	3	1	1			1
Human Resources Officer 1	Fairfield County	\$ 58,000	\$ 45,781	\$ 75,546								
Executive Assistant	Franklin County - BOC	\$ 76,627	\$ 56,181	\$ 81,453	Equal to	Associate	5	1				1
AVERAGES		\$ 56,469	\$ 47,581	\$ 69,793								

Human Resources												
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 Appr.	Seasonal Employee	# of Employs
Human Resources Coordinator	City of Canal Winchester		\$ 59,217	\$ 89,502				1				1
Human Resources Analyst	City of Columbus	\$ 82,805	\$ 68,702	\$ 103,043	Equal to	Bachelor	2 yrs of professional HR exp.	39	4			43
Human Resources Business Partner	City of Dublin	\$ 80,913	\$ 67,600	\$ 99,100	Equal to	Bachelor	3					
Human Resources Generalist	City of Groveport	\$ 69,410	\$ 62,234	\$ 99,570				1				1
Human Resources Generalist	City of Hilliard	\$ 81,125	\$ 77,700	\$ 115,500	Equal to	Bachelor	1	1				1
Human Resources Coordinator	City of Marysville	\$ 80,000	\$ 59,000	\$ 77,500				1				1
Human Resources Generalist	City of Mount Vernon	\$ 66,466										
Human Resources Generalist	City of New Albany		\$ 72,440	\$ 101,416				1				1
Human Resources Generalist	City of Westerville		\$ 69,472	\$ 104,104	Equal to	Bachelor	2					
Human Resources Generalist	City of Whitehall	\$ 66,500	\$ 58,240	\$ 66,997	Equal to	Bachelor	3-5 yrs.	1				1
Human Resources Coordinator	Delaware County	\$ 74,069	\$ 55,224	\$ 80,080		Bachelor	4	3				3
Human Resources Officer 2	Fairfield County	\$ 49,000	\$ 50,357	\$ 88,130								
Human Resources Officer 2	Franklin County - BOC	\$ 69,347	\$ 62,691	\$ 90,896	Equal to	Associate	3	6				6
AVERAGES		\$ 71,963	\$ 63,573	\$ 92,986								



Human Resources													
Human Resources 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 Appr.	Seasonal Employee	# of Employs	
Human Resources Manager	City of Columbus	\$ 114,026	\$ 88,691	\$ 132,995	Equal to	Bachelor	3 yrs professional HR exp.	17				17	
Human Resources Manager	City of Dublin	\$ 102,079	\$ 90,500	\$ 132,700	Equal to	Bachelor	5						
Human Resources Manager	City of Gahanna	\$ 94,390	\$ 84,510	\$ 122,554	Equal to	Bachelor	4	1				1	
Human Resources Manager	City of Marysville	\$ 58,656	\$ 75,000	\$ 97,500				1				1	
Human Resources Manager	City of Westerville	\$ 100,235	\$ 92,518	\$ 138,694	Equal to	Bachelor	3	1				1	
Human Resources Manager	Delaware County	\$ 87,819	\$ 80,974	\$ 117,416		Bachelor	5	1				1	
JFS HR Coordinator	Fairfield County	\$ 76,170	\$ 55,390	\$ 96,949									
Assistant Director of Human Resources	Franklin County - BOC	\$ 123,240	\$ 88,379	\$ 128,149	Greater than	Bachelor	9	1				1	
Sr. Human Resources Manager	Orange Township	\$ 94,324			Equal to	Bachelor	4	1				1	
Human Resources Manager	Washington Township	\$ 117,500	\$ 91,650	\$ 143,351	Equal to	Bachelor	5	1				1	
AVERAGES		\$ 96,844	\$ 83,068	\$ 123,367									

Human Resources													
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 Appr.	Seasonal Employee	# of Employs	
Training Manager	City of Columbus						5 yrs exp in developing, facilitating, managing and implementing training, educational or staff development programs						
		\$ 132,995	\$ 88,691	\$ 132,995	Equal to	Bachelor		1				1	
Talent and Cultural Programs Manager	City of Dublin	\$ 86,050	\$ 78,200	\$ 114,700	Equal to	Bachelor							
Training Coordinator	City of Gahanna	\$ 53,040	\$ 53,040	\$ 76,898	Equal to	Associate							
Services Coordinator	City of Westerville	\$ 80,454	\$ 63,107	\$ 94,661	Less than	HS or GED	1	1				1	
Senior Human Resources Administrator - Training	Franklin County - BOC	\$ 82,638	\$ 72,966	\$ 105,810	Equal to	Bachelor	6	1				1	
Training Manager	Washington Township	\$ 119,889	\$ 119,889	\$ 119,889	Equal to	Associate	5	1				1	
AVERAGES		\$ 92,511	\$ 79,316	\$ 107,492									

Information Technology													
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 Appr.	Seasonal Employee	# of Employs	
Systems Analyst II	City of Gahanna	\$ 66,955	\$ 66,955	\$ 97,074	Equal to	Bachelor		1				1	
Network Systems Administrator	City of Reynoldsburg	\$ 71,302	\$ 71,302	\$ 138,819		Bachelor	2						
Systems Administrator	City of Upper Arlington	\$ 84,621	\$ 60,752	\$ 85,053	Equal to	HS or GED	2	2				2	
Programmer/Database Administrator	City of Westerville	\$ 113,734	\$ 81,578	\$ 122,512	Equal to	Bachelor	4	2				2	
Network Administrator	Delaware County	\$ 109,691						1				1	
Information Technology Network Analyst	Fairfield County	\$ 95,555	\$ 69,496	\$ 121,618									
Database Analyst	Franklin County - BOC	\$ 64,771	\$ 62,691	\$ 90,896	Equal to	Bachelor	3	1				1	
AVERAGES		\$ 89,221	\$ 68,796	\$ 109,328									



Information Technology												
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 Appr.	Seasonal Employee	# of Employs
Database Administrator	City of Columbus	\$ 111,717	\$ 96,533	\$ 144,830	Equal to	Bachelor	3 yrs exp in enterprise database management	2				2
Network Administrator	City of Gahanna	\$ 102,648	\$ 75,234	\$ 109,075	Equal to	Bachelor	5	1				1
Information Technology Administrator	City of Hilliard	\$ 110,910	\$ 82,950	\$ 122,850	Greater than	Bachelor		1				1
Assistant Information Technology Director	City of Lancaster	\$	\$ 75,795	\$ 99,403				1				1
Information Technology Network Manager	City of Marysville	\$ 104,000	\$ 90,000	\$ 125,000				1				1
Systems Analyst	Delaware County	\$	\$ 55,224	\$ 80,080				1				1
Security Administrator	Franklin County - BOC	\$ 67,122	\$ 52,998	\$ 76,856	Equal to	HS or GED	3	1				1
AVERAGES		\$ 99,279	\$ 75,533	\$ 108,299								

Information Technology												
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 Appr.	Seasonal Employee	# of Employs
Technology Technician	City of Canal Winchester		\$ 53,418	\$ 83,241				1				1
Technology Service Desk Representative	City of Columbus	\$ 68,453	\$ 54,766	\$ 82,181	Equal to		1 yr exp providing technical hardware/software support	4				4
Support Services Analyst	City of Dublin	\$ 68,167	\$ 58,800	\$ 86,200	Equal to	Associate	3					
Information Technology Support Specialist	City of Gahanna	\$ 53,040	\$ 53,040	\$ 76,898	Equal to	Associate	2	2				2
Information Technology Specialist	City of Grandview Heights	\$ 83,138	\$ 65,000	\$ 95,000	Equal to			1				1
Information Technology Support Analyst III	City of Hilliard	\$ 60,008	\$ 56,700	\$ 84,000	Greater than			1				1
Information Technology Specialist II	City of Lancaster	\$	\$ 46,571	\$ 64,397				2				2
Information Technology Network Technician I	City of Marysville	\$ 62,400	\$ 59,000	\$ 77,500				1				1
Information Technology Support Specialist	City of New Albany	\$	\$ 68,599	\$ 86,689				1				1
Applications Engineer	City of Upper Arlington	\$ 101,594	\$ 76,697	\$ 107,375	Equal to	Bachelor	5	1				1
User Support Analyst	City of Westerville	\$ 64,480	\$ 52,811	\$ 74,090	Equal to	Associate		1				1
Information Technology Technician	City of Whitehall	\$ 62,088	\$	\$ 77,147	Equal to	HS or GED	1	1				1
Help Desk Specialist	City of Worthington	\$ 78,557	\$ 62,486	\$ 78,557				1				1
Information Technology Support Specialist	Delaware County	\$ 59,807	\$ 41,995	\$ 60,902		HS or GED	2	3				3
IT Computer Support Specialist	Fairfield County	\$ 76,170	\$ 55,390	\$ 96,949								
Help Desk Lead	Franklin County - BOC	\$ 56,181	\$ 56,181	\$ 81,453	Equal to	Bachelor	1	1				1
AVERAGES		\$ 68,776	\$ 57,430	\$ 82,036								



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 Appr.	Seasonal Employee	# of Employs
Technology Coordinator	City of Canal Winchester		\$ 83,447	\$ 124,958				1				1
Technology Director / CIO (U)	City of Columbus	\$ 238,243	\$ 154,482	\$ 257,504	Equal to			Unclassified	1			1
Chief Information Officer	City of Delaware	\$ 150,987	\$ 123,198	\$ 160,160	Equal to	Master	2	1				1
Director of Information Technology	City of Dublin	\$ 159,541	\$ 105,900	\$ 155,300	Equal to	Bachelor	3					
Manager of Information Technology	City of Gahanna	\$ 119,163	\$ 106,704	\$ 154,731	Equal to	Bachelor	10	1				1
Director of Information Technology	City of Grove City	\$ 135,969	\$ 106,080	\$ 166,400	Greater than			1				1
Director of Information Technology	City of Groveport	\$ 101,005	\$ 86,410	\$ 136,000				1				
Chief Information Officer	City of Hilliard	\$ 151,474	\$ 110,250	\$ 160,650	Equal to	Bachelor	4	1				1
Director of Information Technology	City of Lancaster	\$ 83,387	\$ 83,387	\$ 111,342				1				1
Director of Information Technology	City of Marysville	\$ 114,400	\$ 100,000	\$ 145,000				1				
Information Technology Manager	City of New Albany	\$ 111,135	\$ 111,135	\$ 138,919				1				1
Director of Computer Systems	City of Reynoldsburg	\$ 93,579	\$ 93,579	\$ 152,714		Bachelor	4					
Director of Information Technology	City of Upper Arlington	\$ 138,767	\$ 128,978	\$ 189,724	Equal to	Bachelor	6	1				1
Chief Information Officer	City of Westerville	\$ 160,118	\$ 107,661	\$ 172,286	Greater than	Bachelor		1				1
Director of Information Technology	City of Whitehall	\$ 108,202	\$ 108,202	\$ 108,202	Equal to	HS or GED	3	1				1
Director of Information Technology	City of Worthington	\$ 150,530	\$ 150,530	\$ 150,530				1				1
Chief Technician Officer	Delaware County	\$ 164,959						Commensurate w/exp		1		1
Director of Information Technology	Fairfield County	\$ 115,627	\$ 88,733	\$ 155,272								
Chief Information Officer	Franklin County - BOC	\$ 164,715	\$ 102,086	\$ 148,034	Equal to	Bachelor	5	1				1
Director of Information Technology	Mifflin Township	\$ 105,000	\$ 105,000	\$ 157,500				1				1
Director of Information Technology	Village of West Jefferson	\$ 103,116	\$ 103,116	\$ 135,339				1				1
AVERAGES		\$ 144,590	\$ 107,930	\$ 154,028								

Information Technology

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 Appr.	Seasonal Employee	# of Employs
Information Technology Manager	City of Bexley	\$ 101,754	\$ 82,212	\$ 121,298	Equal to	Bachelor		1		1		2
GIS Manager	City of Columbus	\$ 119,248	\$ 78,957	\$ 118,518	Equal to	Bachelor	3 yrs exp developing data & conducting spatial analysis	3				3
GIS Coordinator	City of Delaware	\$ 88,962	\$ 63,544	\$ 88,962	Equal to	Bachelor	2	1				1
Data & Analytics Manager	City of Dublin	\$ 103,779	\$ 90,500	\$ 132,700	Equal to	Bachelor	3					
GIS Administrator	City of Gahanna	\$ 89,103	\$ 66,955	\$ 97,074	Equal to	Bachelor	6	1				1
GIS Manager	City of Grove City	\$ 89,419	\$ 65,759	\$ 114,732	Equal to			1				1
GIS Administrator	City of Hilliard	\$ 94,581	\$ 82,950	\$ 122,850	Equal to	Bachelor		1				1
GIS Manager	City of Lancaster	\$ 75,795	\$ 75,795	\$ 99,403				1				1
GIS Manager	City of New Albany	\$ 86,930	\$ 86,930	\$ 113,926				1				1
GIS Administrator (FT 3/4)	City of Reynoldsburg	\$ 79,498	\$ 66,851	\$ 129,563	Equal to	Bachelor	4	1				1
GIS Administrator	City of Upper Arlington	\$ 93,882	\$ 72,355	\$ 101,297	Equal to	Associate	3	1				1
GIS Director	Delaware County	\$ 153,020						Commensurate w/exp	1			1
GIS Mapping Room Manager	Fairfield County	\$ 85,311	\$ 62,046	\$ 108,576								
AVERAGES		\$ 99,869	\$ 74,571	\$ 112,408								



Information Technology													
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 Appr.	Seasonal Employee	# of Employs	
GIS Technician	City of Columbus	\$ 78,978	\$ 61,298	\$ 91,915	Equal to		2 yrs exp using GIS software	12				12	
GIS/Data Technician	City of Delaware	\$ 53,352	\$ 53,352	\$ 74,693	Equal to	Associate							
GIS Analyst	City of Grove City	\$ 74,568	\$ 59,800	\$ 104,312	Equal to			1				1	
GIS / Asset Management Analyst II	City of Hilliard	\$ 71,391	\$ 50,494	\$ 75,600	Less than	Associate		1				1	
GIS Specialist	City of Lancaster		\$ 54,766	\$ 70,886				1				1	
GIS Coordinator	City of Marysville	\$ 94,268	\$ 65,000	\$ 87,500				1				1	
GIS Technician	City of New Albany		\$ 61,941	\$ 78,198				1				1	
GIS Analyst	City of Upper Arlington	\$ 71,097	\$ 60,752	\$ 85,053	Equal to	Associate	2	1				1	
GIS Analyst	City of Westerville	\$ 86,164	\$ 69,472	\$ 104,104	Equal to	Bachelor	2	2				2	
GIS Technician II	Delaware County	\$ 120,798						1				1	
GIS Specialist	Fairfield County	\$ 69,243	\$ 50,357	\$ 88,130									
AVERAGES		\$ 83,313	\$ 58,723	\$ 86,039									

Information Technology													
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 Appr.	Seasonal Employee	# of Employs	
GIS Analyst	City of Columbus						2 yrs exp revising, updating, and/or maintaining geographic info databases						
		\$ 88,754	\$ 77,002	\$ 115,482	Equal to	Bachelor		23				23	
GIA Analyst	City of Delaware	\$ 69,046	\$ 56,555	\$ 79,165	Equal to	Bachelor	2	2				2	
GIS Analyst III	City of Hilliard	\$ 75,000	\$ 56,700	\$ 84,000	Equal to	Bachelor	3	1				1	
GIS Intern	City of Upper Arlington	\$ 456			Equal to	HS or GED				1		1	
GIS Technician	Delaware County	\$ 92,500						1				1	
AVERAGES		\$ 65,151	\$ 63,419	\$ 92,882									

Information Technology													
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 Appr.	Seasonal Employee	# of Employs	
GIS Coordinator	City of Delaware	\$ 85,675	\$ 63,544	\$ 88,962	Equal to	Bachelor	2	1				1	
Senior Data Analyst	City of Dublin	\$ 97,185	\$ 78,200	\$ 114,700	Equal to	Bachelor							
GIS Administrator	City of Worthington	\$ 91,581	\$ 72,755	\$ 91,581				1				1	
GIS Manager	Franklin County - BOC	\$ 62,691	\$ 62,691	\$ 90,896	Equal to	Bachelor	3	1				1	
AVERAGES		\$ 84,283	\$ 69,298	\$ 96,535									

Information Technology													
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 Appr.	Seasonal Employee	# of Employs	
Technical Support Specialist	City of Delaware	\$ 62,941	\$ 53,352	\$ 74,693	Equal to	Associate	2	2				2	
Network Operations Manager	City of Dublin	\$ 121,165	\$ 90,500	\$ 132,700	Equal to	Bachelor	3						
Application Systems Analyst	Delaware County	\$ 79,460	\$ 50,066	\$ 72,592				1				1	
AVERAGES		\$ 87,855	\$ 64,639	\$ 93,328									



Information Technology												
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 Appr.	Seasonal Employee	# of Employs
Programmer Analyst	City of Columbus	\$ 81,910	\$ 77,002	\$ 115,492	Equal to	Associate	1 yr tech exp writing & coding computer programs	1				1
Technical Support Specialist I, II, III	City of Delaware	\$ 66,491	\$ 53,352	\$ 99,944	Equal to	h	2	3				3
Programmer/Database Administrator	City of Westerville	\$ 113,734	\$ 81,578	\$ 122,512	Greater than	Bachelor	4	2				2
Programmer / Analyst 3	Franklin County - BOC	\$ 73,944	\$ 66,123	\$ 95,888	Equal to	Bachelor	3	1				1
AVERAGES		\$ 84,020	\$ 69,514	\$ 108,459								

Information Technology												
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 Appr.	Seasonal Employee	# of Employs
Technology Project Manager	City of Columbus	\$ 131,165	\$ 100,360	\$ 150,613	Equal to	Bachelor	4 yrs exp managing info tech projects from design through implementation	6				6
Information Technology Manager	City of Delaware	\$ 102,045	\$ 85,030	\$ 119,038	Equal to	Bachelor	8	1				1
Information Technology Project Leader	City of Dublin	\$ 97,185	\$ 78,200	\$ 114,700	Equal to	Bachelor	3					
System Administrator I	City of Hilliard	\$ 90,024	\$ 82,950	\$ 122,850	Greater than			1				1
Project Implementation Specialist	City of New Albany	\$ 78,747	\$ 99,398					1				1
Project Manager/Web Developer	City of Upper Arlington	\$ 88,477	\$ 68,259	\$ 95,563	Equal to	Bachelor	4	1				1
IS Project Manager	City of Westerville	\$ 106,080	\$ 76,419	\$ 114,670	Greater than	Bachelor		1				1
Website Admin	Delaware County	\$ 88,191	\$ 80,974	\$ 117,416				1				1
Information Technology Project Manager	Franklin County - BOC	\$ 90,542	\$ 69,555	\$ 100,859	Equal to	Bachelor	5	1				1
AVERAGES		\$ 99,214	\$ 80,055	\$ 115,012								

Information Technology												
Senior 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 Appr.	Seasonal Employee	# of Employs
Information Systems Analyst	City of Columbus	\$ 94,515	\$ 77,002	\$ 115,482	Equal to	Bachelor	significant coursework in computer science	13				13
Systems Administrator	City of Gahanna	\$ 103,915	\$ 75,234	\$ 109,075	Equal to	Bachelor		1				1
Information Technology Systems Administrator	City of Marysville	\$ 82,100	\$ 75,000	\$ 97,500				1				1
Infrastructure Engineer	City of Upper Arlington	\$ 100,933	\$ 76,697	\$ 107,375	Equal to	Bachelor	5	1				1
Infrastructure and Operations Engineer	City of Westerville	\$ 104,796	\$ 84,032	\$ 126,194	Equal to	Associate	4	4				4
Systems Administrator	City of Whitehall	\$ 83,158	\$ 91,520		Equal to	HS or GED	2	1				1
Systems Engineer	City of Worthington	\$ 99,479	\$ 75,925	\$ 99,479				1				1
Programmer / Analyst 5	Franklin County - BOC	\$ 84,510	\$ 72,966	\$ 105,810	Equal to	Bachelor	5	2				2
AVERAGES		\$ 94,176	\$ 76,694	\$ 106,554								



Information Technology

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 Appr.	Seasonal Employee	# of Employs
Data Management Coordinator	City of Columbus	\$ 104,458	\$ 78,957	\$ 118,518	Equal to	Bachelor	5 yr exp performing data analysis or report development from a relational database	6				6
AVERAGES		\$ 104,458	\$ 78,957	\$ 118,518								

Parks & Recreation

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 Appr.	Seasonal Employee	# of Employs
Deputy Director	City of Bexley	\$ 108,410	\$ 88,691	\$ 127,494	Equal to	Bachelor		1				1
Recreation & Parks Assistant Director	City of Columbus	\$ 149,157	\$ 113,672	\$ 170,435	Equal to	Bachelor	5 yrs mgmt. exp in parks, recreation, cultural or performing arts...	3				3
Recreation Superintendent	City of Delaware	\$ 70,554	\$ 67,350	\$ 94,286	Equal to	Bachelor	5	1				1
Director of Recreation Services	City of Dublin	\$ 127,068	\$ 97,700	\$ 143,300	Greater than	Bachelor	5					
Recreation Superintendent	City of Grandview Heights	\$ 82,992	\$ 75,000	\$ 120,000	Equal to			1				1
Deputy Director	City of Grove City	\$ 92,934	\$ 72,342	\$ 126,214	Equal to			1				1
Deputy Director	City of Hilliard	\$ 114,121	\$ 93,450	\$ 140,700	Equal to	Bachelor	5	1				1
Assistant Park Superintendent	City of Lancaster	\$ 82,576						1				1
Assistant Director	City of Mount Vernon	\$ 81,660										
Parks Development & Art Superintendent	City of Upper Arlington	\$ 111,094	\$ 81,299	\$ 113,818	Equal to	Bachelor	6	1				1
Assistant Director	City of Worthington	\$ 106,128	\$ 106,128	\$ 106,128				1				1
Deputy Director	Delaware County	\$ 111,397						1				1
Operations Coordinator	Prairie Township	\$ 78,590						1				1
Recreation & Special Events Coordinator - PT	Village of West Jefferson		\$ 20,852	\$ 25,979					2			2
Pool Employees	Village of West Jefferson		\$ 11,128	\$ 14,300					24			24
Intern	Village of West Jefferson		\$ 15,600						1			1
AVERAGES		\$ 101,028	\$ 70,268	\$ 107,514								

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 Appr.	Seasonal Employee	# of Employs
Director	City of Bexley	\$ 147,108	\$ 109,798	\$ 154,570	Equal to	Bachelor		1				1
Director of Parks & Recreation (U)	City of Columbus	\$ 225,389	\$ 154,482	\$ 257,504	Equal to		Unclassified	1				1
Director	City of Delaware	\$ 128,627	\$ 112,424	\$ 146,162	Equal to	Bachelor	4	1				1
Director of Parks & Recreation	City of Dublin	\$ 155,754	\$ 127,600	\$ 187,100	Equal to	Bachelor	5					
Director of Parks & Recreation	City of Gahanna	\$ 123,636	\$ 106,704	\$ 154,731	Equal to	Bachelor	12	1				1
Director of Parks & Recreation	City of Grandview Heights	\$ 141,086	\$ 130,000	\$ 170,000	Equal to			1				1
Director of Parks & Recreation	City of Grove City	\$ 143,000	\$ 106,080	\$ 166,400	Equal to			1				1
Director of Parks & Recreation	City of Hilliard	\$ 140,724	\$ 110,250	\$ 160,650	Equal to	Master	10	1				1
Superintendent	City of Lancaster	\$ 118,248						1				1
Director	City of Mount Vernon	\$ 108,326										
Parks Manager	City of Pataskala		\$ 72,932	\$ 98,015	Equal to			1				1
Director of Parks & Recreation	City of Reynoldsburg	\$ 123,448	\$ 93,579	\$ 152,714	Equal to	Bachelor	3	1				1
Director of Parks & Recreation	City of Upper Arlington	\$ 134,416	\$ 128,978	\$ 189,724	Equal to	Bachelor	6	1				1
Director of Parks & Recreation	City of Westerville		\$ 107,661	\$ 172,286	Equal to	Bachelor	10					
Director of Parks & Recreation	City of Whitehall	\$ 95,000	\$ 104,998		Equal to	Bachelor	4	1				1
Director	City of Worthington	\$ 138,587	\$ 138,587	\$ 138,587				1				1
Director	Delaware County	\$ 132,656						1				1
Recreation Director	Prairie Township	\$ 103,750						1				1
Parks & Recreation Director	Village of Plain City	\$ 86,362	\$ 63,274	\$ 91,728				1				1
Recreation & Special Events Manager	Village of West Jefferson		\$ 53,191	\$ 66,284				1				1
AVERAGES		\$ 130,247	\$ 106,372	\$ 149,850								



Parks & Recreation													
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 Appr.	Seasonal Employee	# of Employs	
Horticulturist	City of Columbus		\$ 68,702	\$ 103,043	Equal to	Bachelor	3 yrs exp in the large scale planting and cultivation of ornamental plants						
City Horticulturist	City of Dublin	\$ 80,004	\$ 58,800	\$ 86,200	Equal to	Bachelor	3						
Horticulturist	City of Gahanna	\$ 73,627	\$ 62,519	\$ 77,304	Equal to	Associate	5	1				1	
Parks Grounds Maintenance	City of Pataskala	\$ 46,472	\$ 46,472	\$ 62,455	Less than			1			2	3	
Horticulturist	City of Reynoldsburg	\$ 72,779	\$ 60,154	\$ 111,072		HS or GED	2	1				1	
Horticulturist Assistant	City of Reynoldsburg	\$ 65,957	\$ 46,030	\$ 65,957		HS or GED	1	1				1	
Landscape Supervisor	City of Upper Arlington	\$ 72,502	\$ 64,395	\$ 90,153	Equal to	Associate	2	1				1	
Maintenance Worker-Parks	City of Westerville	\$ 69,377	\$ 51,792	\$ 70,117	Less than	HS or GED	3	11				11	
Natural Resources Manager	Delaware County	\$ 81,843						1				1	
Landscape Foreman	Franklin County - BOC	\$ 55,307	\$ 50,627	\$ 73,403	Equal to	HS or GED	3	1				1	
AVERAGES		\$ 71,424	\$ 56,610	\$ 82,189									

Parks & Recreation													
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 Appr.	Seasonal Employee	# of Employs	
Recreation Administrative Manager	City of Columbus		\$ 68,702	\$ 103,043	Equal to	Bachelor	3 yrs exp managing the operation of a recreational facility	18				18	
Parks Superintendent	City of Delaware	\$ 90,813	\$ 75,670	\$ 105,955	Equal to	HS or GED	5	1				1	
Parks Superintendent & Recreation Superintendent	City of Gahanna	\$ 91,489	\$ 75,234	\$ 109,075	Equal to	Bachelor	5	2				2	
Parks Superintendent	City of Grandview Heights	\$ 95,014	\$ 75,000	\$ 12,000	Equal to			1				1	
Parks and Facilities Superintendent	City of Groveport	\$ 84,594	\$ 74,236	\$ 117,750				1				1	
Recreation Program Manager	City of Hilliard	\$ 85,977	\$ 70,350	\$ 105,000	Equal to	Bachelor		2				2	
Parks & Recreation Superintendent	City of Marysville	\$ 91,052	\$ 75,000	\$ 97,500				1				1	
Parks and Recreation Manager	City of Powell	\$ 100,712	\$ 90,332	\$ 121,054	Equal to	Bachelor	7 - 10 yrs.	1				1	
Grounds Superintendent	City of Reynoldsburg	\$ 88,837	\$ 69,077	\$ 134,202	Equal to	Associate	2	1				1	
Parks & Forestry Superintendent	City of Upper Arlington	\$ 90,109	\$ 76,697	\$ 107,375	Equal to	Bachelor	6	1				1	
Parks & Facilities Superintendent	City of Westerville	\$ 112,445	\$ 89,814	\$ 134,659	Equal to	Bachelor	5	1				1	
Parks Manager	City of Worthington	\$ 99,479	\$ 75,925	\$ 99,479				1				1	
Operations Supervisor	Delaware County	\$ 83,815						1				1	
AVERAGES		\$ 92,739	\$ 76,336	\$ 103,924									

Salaries by Job Title



Parks & Recreation												
		Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Appr.	Seasonal Employee	# of Employs
Parks Maintenance Supervisor	Government Entity											
Parks Supervisor	City of Bexley	\$ 104,468	\$ 76,752	\$ 104,468	Equal to	Bachelor		1				1
Parks Maintenance Supervisor	City of Columbus						2 yrs exp performing landscaping or grounds maintenance					
		\$ 69,222	\$ 55,890	\$ 73,882	Equal to			11				11
Parks Division Supervisor	City of Delaware	\$ 69,763	\$ 63,544	\$ 88,962	Equal to	HSG/GED	1	1				1
Operations Administrator	City of Dublin	\$ 91,870	\$ 67,600	\$ 99,100	Equal to	HSG/GED	3					
Parks Operation Manager	City of Gahanna	\$ 103,542	\$ 84,510	\$ 122,554	Equal to	Bachelor	4	1				1
Parks Maintenance Worker	City of Grandview Heights	\$ 57,484	\$ 50,000	\$ 80,000	Equal to			3				3
Parks Maintenance Supervisor	City of Grove City	\$ 88,192	\$ 59,800	\$ 104,312	Equal to			1				1
Park Facilities Supervisor	City of Lancaster	\$ 73,611						1				1
Landscape Supervisor	City of Reynoldsburg	\$ 68,120	\$ 60,154	\$ 111,072	Equal to	HSG/GED	3	1				1
Parks & Forestry Supervisor	City of Upper Arlington	\$ 81,467	\$ 68,259	\$ 95,563	Equal to	HS or GED	4	2				2
Facilities Maintenance Manager	City of Westerville	\$ 101,192	\$ 76,419	\$ 114,670	Equal to	HS or GED	7	2				2
Parks Superintendent	City of Whitehall	\$ 90,168	\$ 82,492	\$ 99,050	Equal to	HS or GED		1				1
Park Tech II	Delaware County	\$ 62,774						2				2
Facility Maintenance	Prairie Township	\$ 67,538						1				1
AVERAGES		\$ 80,672	\$ 67,765	\$ 99,421								

Parks & Recreation												
		Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level of Match	Min Educ	Yrs. of Exp	F/T Employee	P/T Employee	Intern Appr.	Seasonal Employee	# of Employs
Park Foreman	Government Entity											
Parks Foreman Forestry Foreman, Parks Facilities Foreman	City of Gahanna	\$ 74,878	\$ 65,246	\$ 80,331	Equal to	Associate	4	4				4
Parks Division Supervisor	City of Delaware	\$ 69,763	\$ 63,544	\$ 88,962	Equal to	HSG/GED	1					
Groundskeeper	City of Grandview Heights	\$ 56,170	\$ 50,000	\$ 70,000	Equal to			2				2
Parks & Recreation Foreman	City of Marysville	\$ 75,192	\$ 62,581	\$ 75,193				1				1
Assistant Grounds Superintendent/Arborist	City of Reynoldsburg	\$ 79,186	\$ 62,379	\$ 115,690	Equal to	Associate	2	1				1
Parks & Forestry Technician	City of Upper Arlington	\$ 61,102	\$ 54,067	\$ 75,694	Equal to	HS or GED	3	6				6
Parks Superintendent	City of Westerville	\$ 116,938	\$ 92,518	\$ 138,694	Equal to	b	5	1				1
Parks Crew Leader	City of Worthington	\$ 88,180	\$ 69,967	\$ 88,180				1				1
Park Manager	Delaware County	\$ 62,858						1				1
Interim Manager	Orange Township	\$ 67,845			Less than	HS or GED	7	1				1
AVERAGES		\$ 75,211	\$ 65,038	\$ 91,593								



Parks & Recreation												
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 Appr.	Seasonal Employee	# of Employs
Recreation Coordinator	City of Bexley	\$ 59,816	\$ 49,635	\$ 69,997	Equal to			10		2		12
Recreation Assistant Manager	City of Columbus						2 yrs exp planning, organizing, and/or leading in the fields of recreation or education					
		\$ 65,728	\$ 54,766	\$ 82,181	Equal to	Bachelor		55				55
Recreation Coordinator	City of Delaware	\$ 55,890	\$ 53,352	\$ 74,693	Equal to	Bachelor	2	1				1
Recreation Program Supervisor	City of Dublin	\$ 70,292	\$ 51,600	\$ 75,700	Equal to	Bachelor	1					
Recreation Supr. - Aquatics, Youth & Family Programming, & Events	City of Gahanna	\$ 65,263	\$ 59,571	\$ 86,382	Equal to	Bachelor	4	3				3
Recreation Coordinator/Recreation Programmer	City of Grandview Heights	\$ 60,000	\$ 55,000	\$ 85,000	Equal to			3				3
Recreation Coordinator Supervisor	City of Grove City	\$ 67,329	\$ 54,350	\$ 94,827	Equal to			7				7
Recreation Supervisor	City of Hilliard	\$ 67,371	\$ 56,700	\$ 84,000	Greater than	Bachelor	2	8				8
Recreation & Events Manager	City of Marysville	\$ 70,720	\$ 59,000	\$ 77,500				1				1
Community Program Administrator	City of New Albany		\$ 86,930	\$ 113,926				1				1
Parks & Recreation Supervisor	City of Powell	\$ 74,039	\$ 66,050	\$ 75,175	Equal to	Associate	3	1				1
Recreation Superintendent	City of Reynoldsburg	\$ 88,837	\$ 69,077	\$ 134,202	Equal to	Bachelor	1	1				1
Recreation Coordinator	City of Reynoldsburg	\$ 57,034	\$ 41,309	\$ 61,090	Less than	Associate	1	1				1
Recreation Supervisor	City of Upper Arlington	\$ 80,448	\$ 64,395	\$ 90,153	Equal to	Bachelor	2	6				6
Program Supervisor	City of Westerville	\$ 65,745	\$ 59,800	\$ 83,616	Equal to	Bachelor	2	5				5
Recreation Superintendent	City of Whitehall			\$ 79,560	Equal to	Bachelor	3					
Recreation Supervisor	City of Worthington	\$ 88,180	\$ 69,967	\$ 88,180				5				5
Naturalist	Delaware County	\$ 58,344						2				2
Parks & Recreation Technician	Madison Township		\$ 48,963	\$ 77,188	No match			1	1			2
Recreation Supervisor	Prairie Township		\$ 67,000	\$ 72,625				2				2
Event Manager	Violet Township			\$ 66,560		HS or GED		1				1
Intermittent Custodial/Event Help	Violet Township		\$ 15,000	\$ 25,000		HS or GED			2			2
Parks & Recreation Assistant	Village of Plain City	\$ 56,763	\$ 45,032	\$ 65,312				1				1
AVERAGES		\$ 67,753	\$ 56,375	\$ 80,130								

Parks & Recreation												
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 Appr.	Seasonal Employee	# of Employs
Senior Volunteer Coordinator	City of Bexley	\$ 22,630							1	1		1
Community Center Coordinator	City of Canal Winchester		\$ 53,418	\$ 83,241				1				1
Aging Programs Care Coordinator	City of Columbus	\$ 69,243	\$ 54,766	\$ 82,181	Equal to	Bachelor	license as a Social Worker	245	9			254
Recreation Program Supervisor	City of Dublin	\$ 70,292	\$ 51,600	\$ 75,700	Equal to	Bachelor	1					
Recreation Supervisor Senior Center	City of Gahanna	\$ 66,539	\$ 59,571	\$ 86,382	Equal to	Bachelor	4	1				1
Senior Citizen Supervisor	City of Grove City	\$ 67,787	\$ 54,350	\$ 94,827	Equal to			1				1
Senior Services Manager	City of Groveport	\$ 74,714	\$ 63,789	\$ 102,059				1				1
Senior Center Manager	City of Reynoldsburg	\$ 82,118	\$ 64,606	\$ 120,328	Greater than	Bachelor	3	1				1
Senior Citizens Assistant	City of Reynoldsburg	\$ 58,739	\$ 39,707	\$ 58,739		Associate	1	1				1
Senior Center Activities Instructor	City of Reynoldsburg		\$ 36,525	\$ 46,592		HS or GED	1					
Program Manager (Senior Center)	City of Westerville		\$ 69,472	\$ 104,104	Equal to	HS or GED	1					
Adult Resource & Engagement Specialist	City of Whitehall	\$ 54,995		\$ 54,995	Equal to	HS or GED	2	1				1
Volunteer Coordinator	Delaware County	\$ 66,914						1				1
Senior Citizen Coordinator	Prairie Township	\$ 17,670							1			1
AVERAGES		\$ 59,240	\$ 54,780	\$ 82,650								



Parks & Recreation												
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 Appr.	Seasonal Employee	# of Employs
Urban Forester	City of Canal Winchester		\$ 59,209	\$ 89,508					1			1
City Forester	City of Columbus	\$ 107,702	\$ 86,216	\$ 129,293	Equal to	Bachelor	3 yrs managerial exp in forestry management	1				1
City Forester	City of Delaware	\$ 73,029	\$ 63,554	\$ 88,962	Equal to	HS or GED	5	1				1
City Forester	City of Dublin	\$ 78,336	\$ 58,800	\$ 86,200	Equal to	Bachelor	3					
Urban Forester	City of Grove City	\$ 88,192	\$ 59,800	\$ 104,312	Equal to			1				1
Forester	City of Lancaster	\$ 48,755	\$ 72,259					2				2
Urban Forester	City of Marysville	\$ 81,120	\$ 65,000	\$ 87,500				1				1
City Forester	City of New Albany		\$ 73,401	\$ 91,796				1				1
Parks & Forestry Specialist	City of Upper Arlington	\$ 67,636	\$ 60,752	\$ 85,053	Equal to	HS or GED	4	4				4
Parks Manager	City of Westerville	\$ 90,782	\$ 76,419	\$ 114,670	Equal to	Bachelor	5	2				2
AVERAGES		\$ 79,444	\$ 67,541	\$ 97,477								
Police Department												
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 Appr.	Seasonal Employee	# of Employs
Animal Control Officer	City of Bexley	\$ 78,849			Equal to	HS or GED		1				1
Animal Control Officer	City of Westerville	\$ 65,936	\$ 49,546	\$ 69,222	Equal to	HS or GED		1				1
Animal Control Officer	City of Whitehall	\$ 55,994		\$ 64,958	Equal to	HS or GED	1-2 yrs.	1				1
Dog Warden	Delaware County	\$ 65,268	\$ 50,690	\$ 73,507		Bachelor	6	1				1
Dog Warden/Dog Adoption Center & Shelter Director	Fairfield County	\$ 60,195	\$ 55,390	\$ 96,949								
Deputy Dog Warden	Franklin County - BOC	\$ 50,357	\$ 42,702		Equal to	HS or GED	2	15				15
Canine Officer	Village of West Jefferson		\$ 73,286	\$ 91,328				1				1
AVERAGES		\$ 62,766	\$ 54,323	\$ 79,193								
Police Department												
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 Appr.	Seasonal Employee	# of Employs
Community Services Officer	City of Delaware	\$ 51,979	\$ 45,219	\$ 63,315	Less than	HS or GED	1	1				1
Community Liaison Officer	City of Gahanna	\$ 114,379	\$ 69,805	\$ 114,379	Equal to	HS or GED		2				2
Police Officer - Community Service	City of Westerville	\$ 114,442	\$ 72,852	\$ 114,435	Equal to	HSG/GED		10				10
Community Affairs Police Liaison	City of Whitehall	\$ 26,000		\$ 26,000	Equal to	HSG/GED			1			1
School Resource Officer	Delaware County	\$ 95,805						5				5
AVERAGES		\$ 80,521	\$ 62,625	\$ 79,532								



Police Department

	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 Appr.	Seasonal Employee	# of Employs
Criminal Investigator												
Police Officer, Police Sergeant	City of Delaware	\$ 97,004	\$ 72,717	\$ 116,480	Less than	HSG/GED		49				49
Crime Analyst	City of Upper Arlington	\$ 82,022	\$ 68,259	\$ 95,563	Equal to	Bachelor	2	1				1
AVERAGES		\$ 89,513	\$ 70,488	\$ 106,021								

Police Department

	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 Appr.	Seasonal Employee	# of Employs
Emergency Evacuation Director												
Emergency Mgmt./Law Enforcement Planner	City of Dublin	\$ 94,892	\$ 67,600	\$ 99,100	Equal to	Associate	2					
EMA Director	Delaware County	\$ 82,482				Bachelor	7	1				1
EMA and Facilities Director	Fairfield County	\$ 126,344	\$ 88,733	\$ 155,272								
AVERAGES		\$ 101,239	\$ 88,733	\$ 155,272								

Police Department

	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 Appr.	Seasonal Employee	# of Employs
Emergency Preparedness Coordinator												
Emergency Preparedness Chief	City of Columbus	\$ 140,816	\$ 100,360	\$ 150,613	Equal to	Bachelor	5 yrs exp in emergency management operations	1	1			2
Training Coordinator (FT 0.75)	City of Reynoldsburg	\$ 50,700	\$ 47,174	\$ 67,600		HS or GED	5	1				1
Public Safety Social worker Supervisor	City of Reynoldsburg	\$ 83,699	\$ 66,851	\$ 129,563			5	1				1
Public Safety Social Worker / Victim Advocate	City of Reynoldsburg		\$ 64,605	\$ 120,328		Bachelor	3					
Community Liaison/Advocate	City of Reynoldsburg	\$ 60,653	\$ 60,154	\$ 111,072		Bachelor		1				1
Support Services Supervisor	City of Reynoldsburg	\$ 74,485	\$ 64,605	\$ 120,328		Associate	3	1				1
Professional Standards Coordinator	City of Upper Arlington	\$ 104,832	\$ 76,697	\$ 107,375	Equal to	Bachelor	5	1				1
EMA Coordinator	Delaware County	\$ 68,786						1				1
AVERAGES		\$ 83,424	\$ 68,635	\$ 115,268								

Police Department

	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 Appr.	Seasonal Employee	# of Employs
Police Captain												
Police Commander	City of Columbus	\$ 184,038			Equal to	Bachelor	1 yr service as Police Lieutenant	19				19
Assistant Police Chief	City of Delaware	\$ 140,556	\$ 135,154	\$ 146,183	Equal to	Bachelor	5	1				1
Deputy Chief of Police	City of Dublin	\$ 151,905	\$ 105,900	\$ 155,300	Equal to							
Deputy Chief of Police	City of Gahanna	\$ 154,606	\$ 113,110	\$ 164,029	Equal to	Bachelor	5	1				1
Deputy Police Chief	City of Grandview Heights	\$ 141,086	\$ 125,000	\$ 165,000	Equal to			1				1
Deputy Police Chief	City of Hilliard	\$ 153,000	\$ 110,250	\$ 160,650	Equal to	Bachelor	10	1				1
Deputy Police Chief	City of Lancaster	\$ 132,163						1				1
Police Captain	City of Marysville	\$ 118,500	\$ 90,000	\$ 125,000				3				3
Police Captain	City of Mount Vernon	\$ 103,543										
Deputy Police Chief	City of Pataskala		\$ 96,089	\$ 127,912	Equal to			1				1
Deputy Police Chief	City of Powell	\$ 130,000	\$ 100,269	\$ 134,370	Equal to	Associate	5	1				1
Deputy Police Chief	City of Reynoldsburg	\$ 157,893	\$ 113,630	\$ 161,970	Equal to	Bachelor	9	1				1
Deputy Police Chief	City of Sunbury	\$ 108,160	\$ 90,000	\$ 122,500				1				1
Deputy Chief of Police	City of Whitehall	\$ 162,718		\$ 162,718	Equal to	Bachelor	1	1				1
Captain	Delaware County	\$ 125,278						2				2
Police Commander	Madison Township	\$ 122,000			Equal to			1				1
AVERAGES		\$ 138,184	\$ 107,940	\$ 147,785								



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 Appr.	Seasonal Employee	# of Employs
Police Chief	City of Bexley	\$ 194,001		\$ 194,001	Equal to	Master		1				1
Police Chief	City of Columbus	\$ 269,859	\$ 215,155	\$ 322,754	Equal to	Bachelor	1 yr service as Deputy Chief	1				1
Police Chief	City of Delaware	\$ 154,606	\$ 136,552	\$ 177,528	Equal to	Bachelor	5	1				1
Chief of Police	City of Dublin	\$ 171,380	\$ 127,600	\$ 187,100	Equal to	Bachelor	5					1
Chief of Police	City of Gahanna	\$ 160,326	\$ 119,912	\$ 173,867	Equal to	Bachelor	10	1				1
Police Chief	City of Grandview Heights	\$ 156,083	\$ 130,000	\$ 175,000	Equal to			1				1
Police Chief	City of Grove City	\$ 159,598	\$ 99,840	\$ 160,160	Equal to			1				1
Police Chief	City of Hilliard	\$ 169,622	\$ 127,050	\$ 182,700	Equal to	Bachelor	5	1				1
Police Chief	City of Lancaster	\$ 138,757						1				1
Police Chief	City of Marysville	\$ 135,140	\$ 100,000	\$ 145,000				1				1
Police Chief	City of Mount Vernon	\$ 119,093										1
Police Chief	City of New Albany		\$ 138,692	\$ 173,240				1				1
Police Chief	City of Pataskala		\$ 104,934	\$ 141,024	Equal to			1				1
Police Chief	City of Powell	\$ 147,000	\$ 111,299	\$ 149,151	Equal to	Bachelor	10	1				1
Chief of Police	City of Reynoldsburg	\$ 169,562	\$ 124,550	\$ 177,885	Equal to	Bachelor	12	1				1
Police Chief	City of Sunbury	\$ 125,600	\$ 105,000	\$ 137,500				1				1
Police Chief	City of Upper Arlington	\$ 164,686	\$ 128,978	\$ 189,724	Equal to	Bachelor	6	1				1
Police Chief	City of Westerville	\$ 166,005	\$ 107,661	\$ 172,286	Equal to	Bachelor	10	1				1
Police Chief	City of Whitehall	\$ 183,851		\$ 183,851	Equal to			1				1
Police Chief	City of Worthington	\$ 158,000	\$ 158,000	\$ 158,000				1				1
Sheriff	Delaware County	\$ 127,725					Elected	1				1
Chief Sheriff Deputy	Fairfield County	\$ 82,619										1
Police Chief	Clinton Township	\$ 118,000						1				1
Police Chief	Madison Township	\$ 133,353			Equal to			1				1
Police Chief	Village of Hebron		\$ 90,500					1				1
Police Chief	Village of Minerva Park	\$ 107,700						1				1
Police Chief	Village of Plain City	\$ 133,515	\$ 125,070	\$ 133,515				1				1
Police Chief	Village of Shawnee Hills	\$ 74,200				HSG/GED		1				1
Police Chief	Village of West Jefferson		\$ 103,116	\$ 135,339				1				1
AVERAGES		\$ 148,397	\$ 123,885	\$ 173,481								



Police Department												
Police Detective	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 Appr.	Seasonal Employee	# of Employs
Police Detective	City of Bexley	\$ 114,691			Equal to	HS or GED		2				2
Police Officer, Police Sergeant	City of Delaware	\$ 97,004	\$ 72,717	\$ 116,480	Less than	HSG/GED		49				49
Police Detective	City of Gahanna	\$ 114,379	\$ 69,805	\$ 114,379	Equal to	HS or GED		8				8
Police Detective	City of Grandview Heights	\$ 112,301	\$ 72,555	\$ 112,301	Equal to			2				2
Police Detective	City of Lancaster							4				4
Police Officer	City of Marysville	\$ 64,563	\$ 64,563	\$ 64,563				4				4
Police Detective	City of Mount Vernon	\$ 80,038	\$ 80,038	\$ 91,291								
Police Detective	City of Pataskala		\$ 58,157	\$ 71,094	Equal to			2				2
Police Detective	City of Powell	\$ 109,985	\$ 72,456	\$ 117,716	Equal to	HSG/GED	2	2				2
Police Detective	City of Sunbury	\$ 79,500	\$ 63,211	\$ 81,640				2				2
Police Detective	City of Upper Arlington	\$ 113,260	\$ 72,279	\$ 113,260	Equal to	HS or GED		6				6
Police Officer - Detectives	City of Westerville	\$ 114,442	\$ 72,852	\$ 114,435	Equal to	HS or GED		8	1			9
Police Detective	City of Whitehall	\$ 102,390	\$ 78,250	\$ 114,837	Equal to	HS or GED		5				5
Deputy Sheriff	Delaware County	\$ 95,805						10				10
Sheriff Detective	Fairfield County	\$ 59,210										
Police Detective	Village of Plain City	\$ 97,885	\$ 86,819	\$ 97,885				1				1
Detective Lieutenant	Village of West Jefferson		\$ 80,867	\$ 100,776				1				1
Investigative Detective	Village of West Jefferson		\$ 77,098	\$ 96,057				1				1
AVERAGES		\$ 96,818	\$ 72,976	\$ 100,479								

Police Department												
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 Appr.	Seasonal Employee	# of Employs
Police Dispatcher	City of Bexley	\$ 78,617	\$ 58,233	\$ 78,870	Equal to	HS or GED		6		1		7
911 Emergency Dispatcher	City of Columbus	\$ 72,592	\$ 64,147	\$ 96,470	Equal to	HS or GED	1 yr exp responding to 911 calls	72			1	73
Communication Technician	City of Dublin	\$ 76,750	\$ 59,347	\$ 76,780	Equal to							
Communication Technician I & II	City of Gahanna	\$ 71,244	\$ 55,973	\$ 75,171	Equal to	HS or GED		11				11
Emergency 911 Dispatcher	City of Grandview Heights	\$ 66,946	\$ 55,000	\$ 85,000	Equal to			6				6
Police Dispatcher	City of Grove City	\$ 79,081	\$ 56,700	\$ 79,081	Equal to			11				11
Communications Technician	City of Lancaster		\$ 50,482	\$ 62,442				11				11
Communications Dispatch Officer	City of Marysville	\$ 68,869	\$ 54,288	\$ 68,869				4				7
Police Dispatcher	City of New Albany		\$ 61,941	\$ 78,198				12				12
Police Dispatcher	City of Reynoldsburg	\$ 65,416	\$ 57,498	\$ 70,693	Equal to	HS or GED		9				9
Communications Technician	City of Westerville	\$ 71,729	\$ 54,392	\$ 76,315	Equal to	HS or GED	1	14	3			17
Police Dispatcher	City of Whitehall	\$ 69,618	\$ 56,326	\$ 74,318	Equal to	HS or GED		6	1			7
Communications Dispatcher	Delaware County	\$ 64,742	\$ 56,160	\$ 57,746				13				13
Sheriff Dispatcher	Fairfield County	\$ 44,876										
AVERAGES		\$ 69,207	\$ 56,960	\$ 75,381								



Police Department												
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 Appr.	Seasonal Employee	# of Employs
Police Lieutenant	City of Bexley	\$ 143,416	\$ 133,689	\$ 143,416	Equal to	HS or GED		2				2
Police Lieutenant	City of Columbus	\$ 159,890			Equal to		1 yr service as Police Sergeant	67				67
Police Captain	City of Delaware	\$ 131,633	\$ 124,592	\$ 133,952	Equal to	Associate	1	2				2
Police Lieutenant	City of Gahanna	\$ 149,552	\$ 137,696	\$ 149,552	Equal to	HSG/GED	1	3				3
Police Lieutenant	City of Grove City	\$ 142,916			Equal to			3				3
Police Lieutenant	City of Hilliard	\$ 143,905	\$ 134,062	\$ 143,905	Equal to		1	2				2
Police Lieutenant	City of Lancaster	\$ 121,181						3				3
Police Corporal	City of Marysville	\$ 98,758	\$ 98,758	\$ 98,758				5				5
Police Lieutenant	City of Mount Vernon	\$ 91,291										
Police Lieutenant	City of New Albany		\$ 120,941	\$ 151,176				1				1
Police Lieutenant	City of Reynoldsburg	\$ 149,614	\$ 149,614	\$ 161,824	Equal to	Associate	8	3				3
Police Lieutenant	City of Upper Arlington	\$ 149,362		\$ 149,363	Equal to	HS or GED	4	3				3
Police Lieutenant	City of Westerville	\$ 140,982	\$ 134,533	\$ 140,970	Equal to	HS or GED	1	5				5
Police Lieutenant	City of Whitehall	\$ 140,109		\$ 144,310	Equal to	Bachelor	1	3				3
Police Lieutenant	City of Worthington	\$ 136,597	\$ 131,674	\$ 136,597				2				2
Lieutenant	Delaware County	\$ 117,062						4				4
Sheriff Patrol Lieutenant	Fairfield County	\$ 78,844										
Police Lieutenant	Clinton Township	\$ 116,854										
Police Lieutenant	Village of Hebron		\$ 85,862	\$ 85,862				1				1
Police Lieutenant	Village of Minerva Park	\$ 97,900						1				1
Police Lieutenant	Village of Plain City	\$ 119,246	\$ 111,737	\$ 119,246				1				1
Police Lieutenant	Village of Shawnee Hills	\$ 63,000				HS or GED		1				1
Police Lieutenant	Village of West Jefferson		\$ 84,941	\$ 105,814				1				1
AVERAGES		\$ 124,606	\$ 120,675	\$ 133,196								

Police Department												
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 Appr.	Seasonal Employee	# of Employs
Police Officer	City of Bexley	\$ 108,005	\$ 68,660	\$ 114,693	Equal to	HS or GED		21				21
Police Officer	City of Columbus	\$ 108,514	\$ 74,227	\$ 116,964	Equal to	HS or GED		1536				1536
Police Officer	City of Delaware	\$ 93,600	\$ 72,717	\$ 101,275	Equal to	HS or GED		41				41
Police Officer	City of Dublin	\$ 106,963	\$ 67,968	\$ 109,765	Equal to							
Police Officer	City of Gahanna	\$ 112,710	\$ 69,805	\$ 114,379	Equal to	HS or GED		32	3			35
Police Officer	City of Grove City		\$ 62,961	\$ 110,032	Equal to			59				59
Police Officer	City of Grandview Heights	\$ 98,555	\$ 72,555	\$ 112,301	Equal to			14				14
Police Officer	City of Hilliard	\$ 107,756	\$ 70,281	\$ 112,771	Equal to	HS or GED		49				49
Police Officer	City of Lancaster		\$ 65,374	\$ 90,043				56				56
Police Officer	City of Marysville	\$ 64,563	\$ 64,563	\$ 64,563				28				28
Police Officer	City of Mount Vernon	\$ 72,113	\$ 72,113	\$ 80,038								
Police Officer	City of New Albany		\$ 71,315	\$ 112,284				25				25
Police Officer	City of Pataskala		\$ 58,157	\$ 71,094	Equal to			15	1			16
Police Officer	City of Powell	\$ 104,832	\$ 772,456	\$ 117,716	Equal to	HSG/GED	2	13				13
Police Officer	City of Reynoldsburg	\$ 100,135	\$ 71,427	\$ 112,525	Equal to	HS or GED		60				60
Patrol Officer	City of Sunbury	\$ 77,000	\$ 63,211	\$ 81,640				11	5			16
Police Officer	City of Upper Arlington	\$ 106,631	\$ 72,279	\$ 113,260	Equal to	HS or GED		36				36
Police Officer - Patrol	City of Westerville	\$ 106,734	\$ 72,852	\$ 114,435	Equal to	HS or GED		42				42
Police Officer	City of Whitehall	\$ 102,390	\$ 78,250	\$ 114,837	Equal to	HS or GED		33	2			35
Police Officer	City of Worthington		\$ 73,046	\$ 108,296				25				25
Deputy Sheriff	Delaware County	\$ 95,805	\$ 69,722	\$ 95,805				110				110
Sheriff Patrol Deputy	Fairfield County	\$ 51,198										
Police Officer	Clinton Township	\$ 84,610	\$ 70,824	\$ 88,941				9				9
Police Officer	Madison Township		\$ 66,206	\$ 94,328	Equal to			14	1			15
Police Officer	Village of Hebron		\$ 48,714	\$ 68,453				6	2			8
Police Officer	Village of Minerva Park	\$ 80,400						8				8
Police Officer	Village of Plain City	\$ 95,035	\$ 74,194	\$ 95,035				7	2			9
Police Officer	Village of West Jefferson		\$ 70,758	\$ 88,187				8				8
Police Cadet	Village of West Jefferson		\$ 60,674					1				1
Patrolman - PT	Village of West Jefferson		\$ 35,381	\$ 44,096					1			1
AVERAGES		\$ 93,877	\$ 92,525	\$ 98,065								



Police Department												
Police Records 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 Appr.	Seasonal Employee	# of Employs
Police Records Technician	City of Columbus	\$ 63,606	\$ 54,496	\$ 73,882	Equal to	HS or GED	1 yr office exp	29				29
Police Records Clerk	City of Delaware	\$ 60,876	\$ 50,814	\$ 71,136	Equal to	HS or GED		4				4
Records Technician II	City of Dublin		\$ 45,200	\$ 66,200	Equal to	HS or GED	2					
Police Secretary	City of Gahanna	\$ 69,047	\$ 50,460	\$ 69,047	Equal to	HS or GED	1	1				1
Records Specialist	City of Grove City	\$ 72,883	\$ 49,420	\$ 82,216	Equal to			1				1
Administrative Assistant	City of Groveport	\$ 61,651	\$ 40,444	\$ 64,919				1				1
Police Support Services Clerk	City of Hilliard	\$ 63,453	\$ 50,523	\$ 64,875	Greater than	HS or GED	2	8				8
Clerk/Typist	City of Lancaster		\$ 45,598	\$ 50,274				2				2
Police Records Clerk	City of Marysville	\$ 51,960	\$ 47,655	\$ 57,108				1				1
Police Records Clerk	City of Mount Vernon	\$ 67,350										
Records Clerk	City of New Albany		\$ 52,299	\$ 65,415				2				2
Clerk	City of Pataskala		\$ 49,094	\$ 56,913	Equal to			1	1			2
Police Clerk	City of Powell	\$ 56,735	\$ 44,582	\$ 59,744	Equal to	HS or GED	2	2	1			3
Public Safety Records Technician	City of Reynoldsburg	\$ 51,327	\$ 46,030	\$ 65,957	Equal to	HS or GED	1	3				3
Public Safety Records/Research Technician	City of Reynoldsburg	\$ 58,760	\$ 50,066	\$ 71,739	Equal to	HS or GED		1				1
Court Specialist	City of Reynoldsburg	\$ 63,502	\$ 47,174	\$ 67,600	Equal to	HS or GED	3	1				1
Property Room Coordinator	City of Reynoldsburg	\$ 67,600	\$ 47,174	\$ 67,600		HS or GED		1				1
Court Liaison (FT 0.75)	City of Reynoldsburg	\$ 40,810	\$ 50,066	\$ 71,739		HS or GED	5	2				2
Accreditation Manager (PT)	City of Reynoldsburg		\$ 47,174	\$ 67,600		HS or GED						
Police Records Specialist	City of Upper Arlington	\$ 75,394	\$ 54,067	\$ 75,694	Equal to	HS or GED	1	1				1
Court-Records Technician I	City of Westerville	\$ 62,051	\$ 54,392	\$ 76,315	Equal to	HS or GED	1	4	2			6
Police Records Clerk	City of Whitehall	\$ 68,619	\$ 62,005	\$ 74,048	Equal to	HS or GED		3	1			4
Records Clerk	Delaware County	\$ 43,819	\$ 40,664	\$ 48,922				9				9
Police Records Clerk	Clinton Township	\$ 55,117		\$ 55,117				1				1
Police Records Clerk	Village of Hebron		\$ 20,748	\$ 27,830					1			1
Police Records Clerk	Village of Shawnee Hills	\$ 40,000				HS or GED		1				1
AVERAGES		\$ 59,728	\$ 47,832	\$ 64,662								

Police Department												
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 Appr.	Seasonal Employee	# of Employs
Police Sergeant	City of Bexley	\$ 132,184		\$ 132,193	Equal to	HS or GED		5				5
Police Sergeant	City of Columbus	\$ 138,008			Equal to		3 yrs service as Police Officer	226				226
Police Sergeant	City of Delaware	\$ 114,447	\$ 108,326	\$ 116,480	Equal to	HS or GED	4	8				8
Police Lieutenant	City of Dublin	\$ 132,350	\$ 132,341	\$ 132,341	Equal to	HS or GED	1					
Police Sergeant	City of Gahanna	\$ 129,397	\$ 121,160	\$ 133,515	Equal to	HS or GED	5	9				9
Police Sergeant	City of Grandview Heights	\$ 130,045	\$ 125,177	\$ 130,045	Equal to			5				5
Police Sergeant	City of Grove City	\$ 126,796			Equal to			8				8
Police Sergeant	City of Hilliard	\$ 131,758	\$ 122,262	\$ 131,758	Equal to		3	9				9
Police Sergeant	City of Lancaster	\$ 104,458						10				10
Police Sergeant	City of Marysville	\$ 107,806	\$ 107,806	\$ 107,806				5				5
Police Sergeant	City of Mount Vernon	\$ 85,571										
Police Sergeant	City of New Albany		\$ 124,393	\$ 131,546				6				6
Police Sergeant	City of Pataskala		\$ 78,208	\$ 87,984	Equal to			5				5
Police Sergeant	City of Powell	\$ 121,521	\$ 120,983	\$ 135,376	Equal to	HSG/GED	3	5				5
Police Sergeant	City of Reynoldsburg	\$ 133,578	\$ 133,578	\$ 144,477	Equal to	Associate	6	9				9
Police Sergeant	City of Sunbury	\$ 90,500	\$ 70,782	\$ 91,146				3				3
Police Sergeant	City of Upper Arlington	\$ 129,951		\$ 129,951	Equal to	HS or GED	3	8				8
Police Sergeant	City of Westerville	\$ 127,824	\$ 121,301	\$ 128,739	Equal to	HS or GED	3	8				8
Police Sergeant	City of Whitehall	\$ 128,544		\$ 132,392	Equal to	HS or GED		5				5
Police Sergeant	City of Worthington		\$ 114,785	\$ 123,462				4				4
Sergeant	Delaware County	\$ 108,478	\$ 103,022	\$ 109,387				14				14
Sheriff Patrol Sergeant	Fairfield County	\$ 69,575										
Police Sergeant	Clinton Township	\$ 101,837		\$ 101,837				2				2
Police Sergeant	Madison Township		\$ 99,216	\$ 107,224	Equal to			3				3
Police Sergeant	Village of Hebron		\$ 76,627	\$ 76,627				1				1
Police Sergeant	Village of Minerva Park	\$ 95,400										
Police Sergeant	Village of Plain City	\$ 106,434	\$ 99,798	\$ 106,434				2				2
Police Sergeant	Village of West Jefferson		\$ 77,095	\$ 96,057				2				2
AVERAGES		\$ 115,748	\$ 107,603	\$ 117,581								



Public Affairs/Communication/Marketing													
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 Appr.	Seasonal Employee	# of Employs	
Community Relations Coordinator	City of Columbus	\$ 70,117	\$ 61,298	\$ 91,915	Equal to	Bachelor	2 yrs exp in public or community relations	24	1			25	
Outreach & Engagement Coordinator	City of Dublin	\$ 51,600	\$ 51,600	\$ 75,700	Equal to	Bachelor	1						
Community Relations Specialist	City of Grove City	\$ 68,598	\$ 54,350	\$ 94,827	Equal to							2	
Executive Assistant	City of Groveport	\$ 60,195	\$ 47,053	\$ 77,008				1				1	
Community Relations Specialist	City of Hilliard	\$ 56,700	\$ 56,700	\$ 84,000	Equal to	Bachelor	3	1				1	
Communications Intern	City of Upper Arlington	\$ 433			Equal to	HS or GED				1		1	
Community Relations Specialist	City of Upper Arlington	\$ 74,200	\$ 62,825	\$ 87,954	Equal to	Bachelor	1	1				1	
Public Relations Specialist	City of Westerville	\$ 76,357	\$ 59,800	\$ 83,616	Equal to	Bachelor	3	1				1	
Communications and Marketing Specialist	City of Whitehall	\$ 49,982		\$ 65,000	Equal to			1				1	
Community Relations Manager	Franklin County - BOC	\$ 69,410	\$ 59,342	\$ 86,050	Equal to	Bachelor	3	1				1	
Community Safety Liaison	Washington Township	\$ 65,000	\$ 53,168	\$ 83,160	Equal to	HS or GED	3	1				1	
AVERAGES		\$ 59,099	\$ 56,237	\$ 82,923									
Public Affairs/Communication/Marketing													
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 Appr.	Seasonal Employee	# of Employs	
Graphic Designer	City of Columbus	\$ 82,181	\$ 54,766	\$ 82,181	Equal to	Bachelor	3 yrs exp in graphic design, visual communications, or mass production or printed material	1				1	
Digital & Graphics Designer	City of Dublin	\$ 71,159	\$ 58,800	\$ 86,200	Equal to	Bachelor	1						
Web Content Graphic Design Specialist	City of Hilliard	\$ 66,524	\$ 56,700	\$ 84,000	Equal to	Bachelor	2	1				1	
Multimedia Communications Specialist	City of New Albany	\$ 72,440	\$ 72,440	\$ 101,416				1				1	
Digital Media Specialist	City of Westerville	\$ 87,360	\$ 63,107	\$ 94,661	Equal to	Bachelor	3	1				1	
Graphics Designer	Franklin County - BOC	\$ 60,299	\$ 47,445	\$ 68,786	Equal to	Bachelor	3	1				1	
AVERAGES		\$ 73,505	\$ 58,876	\$ 86,207									
Public Affairs/Communication/Marketing													
Graphic 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 Appr.	Seasonal Employee	# of Employs	
AVERAGES		\$ -	\$ -	\$ -									
Public Affairs/Communication/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 Appr.	Seasonal Employee	# of Employs	
Marketing & Communication Specialist	City of Gahanna	\$ 64,979	\$ 53,040	\$ 76,898	Equal to	Associate	2	1				1	
Multimedia Communications Strg	City of Dublin		\$ 67,600	\$ 99,100	Greater than	Bachelor	1						
Communications Specialist	City of Upper Arlington	\$ 101,010	\$ 72,355	\$ 101,297	Equal to	Bachelor	1	1				1	
Economic Development Coordinator	Delaware County	\$ 67,129	\$ 55,910	\$ 81,078		Bachelor	3	1				1	
Marketing Assistant	Franklin County - BOC	\$ 48,485	\$ 47,445	\$ 68,786	Equal to	HS or GED	2	1				1	
Marketing Coordinator	Mifflin Township	\$ 67,995	\$ 67,995	\$ 88,400				1				1	
AVERAGES		\$ 70,401	\$ 60,724	\$ 85,926									



Public Affairs/Communication/Marketing												
Marketing 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 Appr.	Seasonal Employee	# of Employs
Communications Director	City of Marysville	\$ 84,000	\$ 65,000	\$ 87,500				1				1
Chief Communications and Marketing Officer	City of New Albany		\$ 111,135	\$ 138,919				1				1
Director Economic Development	Delaware County					Master	Commensurate w/exp +5 yrs	1				1
AVERAGES		\$ 84,000	\$ 88,068	\$ 113,209								

Public Affairs/Communication/Marketing												
Marketing 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 Appr.	Seasonal Employee	# of Employs
Digital and Brand Manager	City of Dublin	\$ 109,967	\$ 78,200	\$ 114,700	Greater than	Bachelor	5					
Marketing Manager	City of Gahanna	\$ 96,089	\$ 75,234	\$ 109,075	Equal to	Bachelor	4	1				1
Community Relations Marketing Administrator	City of Hilliard	\$ 78,000	\$ 63,945	\$ 94,500	Less than	Bachelor	4	1				1
Communications Manager	City of Upper Arlington	\$ 101,010	\$ 72,355	\$ 101,297	Equal to	Bachelor	4	1				1
Parks & Recreation Program & Marketing Supervisor	City of Whitehall	\$ 70,158		\$ 70,845	Equal to	HS or GED	2	1				1
Economic Development Administrator	Delaware County		\$ 88,994	\$ 118,893		Bachelor	6 to 10	1				1
Communications Manager	Village of Plain City	\$ 85,000	\$ 70,866	\$ 102,752				1				1
AVERAGES		\$ 90,037										

Public Affairs/Communication/Marketing												
Public Affairs 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 Appr.	Seasonal Employee	# of Employs
Director of Community Affairs	City of Groveport	\$ 101,046	\$ 72,426	\$ 114,878					1			1
Public Affairs Director	City of Dublin	\$ 125,095	\$ 97,700	\$ 143,300	Equal to	Bachelor	5					
Community Relations Director	City of Hilliard	\$ 124,707	\$ 98,700	\$ 149,100	Greater than	Bachelor	6	1				1
Director of Community Engagement	City of Powell	\$ 99,750	\$ 81,381	\$ 109,058	Equal to	Bachelor	5	1				1
Community Affairs Director	City of Upper Arlington	\$ 134,525	\$ 108,558	\$ 151,982	Equal to	Bachelor	4	1				1
Community Affairs Director	City of Westerville		\$ 92,518	\$ 138,694	Equal to	Bachelor	5					
Public Affairs Director	Franklin County - BOC	\$ 119,995	\$ 81,536	\$ 118,227	Equal to	Bachelor	7	1				1
AVERAGES		\$ 110,521	\$ 76,981	\$ 116,553								



Public Affairs/Communication/Marketing												
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 Appr.	Seasonal Employee	# of Employs
Community Affairs Coordinator	City of Delaware	\$ 113,755	\$ 88,962	\$ 115,648	Equal to	Bachelor	1	1				1
Director of Outreach & Engagement	City of Dublin	\$ 123,522	\$ 97,700	\$ 143,300	Equal to	Bachelor	3					
Public Information/Special Events Director	City of Reynoldsburg	\$ 98,176	\$ 93,579	\$ 152,714	Equal to	Bachelor	4	1				1
Communications Director	City of Worthington	\$ 95,945	\$ 95,945					1				1
Director of Communications	Delaware County	\$ 104,724	\$ 88,994	\$ 118,893		Bachelor	5	1				1
AVERAGES		\$ 106,218	\$ 93,036	\$ 125,300								

Public Affairs/Communication/Marketing												
Public Information 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 Appr.	Seasonal Employee	# of Employs
Public Relations Specialist I	City of Columbus						ok in journalism, English, communications, marketing, public relations	2				2
Community Affairs Coordinator	City of Delaware	\$ 113,755	\$ 88,962	\$ 115,648	Equal to	Bachelor	1	1				1
Public Information Officer	City of Dublin	\$ 159,539	\$ 58,800	\$ 86,200	Equal to	Bachelor	1					
Public Information Officer	City of Gahanna	\$ 90,508	\$ 66,955	\$ 97,074	Equal to	Bachelor	3	1				1
Community Relation Division Chief	City of Grove City	\$ 120,723	\$ 99,840	\$ 160,160	Equal to			1				1
Strategy & Engagement Manager	City of Grandview Heights	\$ 82,950	\$ 65,000	\$ 95,000	Equal to			1				1
Public Information Specialist	City of Reynoldsburg	\$ 55,370	\$ 47,174	\$ 67,600	Equal to	Bachelor	1	1				1
Communications Coordinator	Delaware County		\$ 55,910	\$ 81,078		Bachelor	5	1				
Public Information Officer 2	Franklin County - BOC	\$ 70,200	\$ 62,691	\$ 90,896	Equal to	Bachelor	3	6				6
Information Specialist	Clinton Township	\$ 53,258						1				1
Communications Manager	Washington Township		\$ 86,909	\$ 135,980	Equal to	Bachelor	5					
AVERAGES		\$ 80,569	\$ 68,701	\$ 101,182								

Public Affairs/Communication/Marketing												
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 Appr.	Seasonal Employee	# of Employs
Events/Communications Coordinator	City of Canal Winchester		\$ 59,209	\$ 89,508				1				1
Public Relations Specialist II	City of Columbus						3 yrs prof exp in media, journalism, marketing, or public relations	17				17
Communications Specialist	City of Delaware	\$ 77,168	\$ 59,946	\$ 83,928	Equal to	Bachelor	2	1				1
Event Administrator	City of Dublin	\$ 84,712	\$ 67,600	\$ 99,100	Equal to	Bachelor	3					
Events & Activities Coordinator (Parks & Rec Dept)	City of Grandview Heights	\$ 65,000	\$ 55,000	\$ 80,000	Equal to			1				1
Program Coordinator	City of Groveport	\$ 49,795	\$ 39,458	\$ 63,336				2				2
Community Relations Administrator	City of Hilliard	\$ 83,564	\$ 63,945	\$ 94,500	Equal to	Bachelor	4	1				1
Communications and Marketing Specialist	City of New Albany		\$ 72,440	\$ 101,416				1.5				1.5
Special Events Coordinator	City of Reynoldsburg	\$ 43,909	\$ 43,909	\$ 62,920	Equal to	HS or GED	1	1				1
Special Events & Project Manager/Public Relations Spec.	City of Westerville	\$ 75,130	\$ 59,800	\$ 83,616	Equal to	Bachelor	3	2				2
Communications Specialist	Delaware County	\$ 59,342	\$ 45,926	\$ 66,602		Bachelor	2	1				1
Public Information Specialist/Public Information Officer	Fairfield County	\$ 53,581	\$ 45,781	\$ 75,546								
Public Information Officer 1	Franklin County - BOC	\$ 61,734	\$ 59,342	\$ 86,050	Equal to	Bachelor	3	2				2
Communications & Special Events Manager	Orange Township	\$ 65,000			Equal to	HS or GED	1	1				1
Community Safety Coordinator	Washington Township	\$ 51,168	\$ 53,168	\$ 86,160	Equal to	HS or GED		1				1
AVERAGES		\$ 66,637	\$ 57,323	\$ 84,869								



Public Affairs/Communication/Marketing												
Public Relations 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 Appr.	Seasonal Employee	# of Employs
Community Affairs Coordinator	City of Delaware	\$ 113,755	\$ 88,962	\$ 115,648	Less than	Bachelor	1	1				1
AVERAGES		\$ 113,755	\$ 88,962	\$ 115,648								

Public Works/Public Services												
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 Appr.	Seasonal Employee	# of Employees
Assistant Service Director	City of Bevely	\$ 127,494	\$ 88,691	\$ 127,494		HS or GED		1				1
Assistant Director	City of Canal Winchester		\$ 83,447	\$ 124,958				2				2
Department Deputy Director (Unclassified)	City of Columbus	\$ 180,107	\$ 120,598	\$ 200,949	Equal to		Unclassified	27				27
Director of Public Service	City of Dublin	\$ 145,240	\$ 105,900	\$ 155,300	Equal to	Bachelor	5					
Public Works Coordinator	City of Grandview Heights	\$ 89,086	\$ 65,000	\$ 95,000	Equal to			1				1
Deputy Director	City of Grove City	\$ 106,704	\$ 72,342	\$ 126,214	Equal to			1				1
Operations Administrator	City of Hilliard	\$ 87,803	\$ 70,350	\$ 105,000	Equal to	Bachelor	5	2				2
Assistant Director	City of Mount Vernon	\$ 85,874	\$ 85,874	\$ 91,182								
Deputy Director of Public Service	City of New Albany		\$ 120,941	\$ 151,176				1				1
Deputy Director of Operations	Delaware County	\$ 141,100	\$ 107,058	\$ 155,230		Bachelor	10	1				1
Chief Operating Officer	Franklin County - BOC	\$ 137,197	\$ 95,222	\$ 138,070	Equal to	Bachelor	5	1				1
Assistant Road Superintendent	Prairie Township	\$ 84,739										
Public Works Assistant Superintendent	Village of Hebron		\$ 56,326	\$ 70,429				1				1
AVERAGES		\$ 117,133	\$ 89,312	\$ 128,417								

Public Works/Public Services												
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 Appr.	Seasonal Employee	# of Employs
Engineer I	City of Columbus	\$ 93,558	\$ 77,002	\$ 115,482	Equal to		Ohio certificate as a Professional Engineer	9				9
Project Engineer I, II, & III	City of Delaware	\$ 102,346	\$ 71,386	\$ 119,038	Equal to	Bachelor		4				4
Civil Engineer II	City of Dublin	\$ 97,996	\$ 78,200	\$ 114,700	Greater than	Bachelor		4				
Project Engineer II	City of Hilliard	\$ 107,910	\$ 82,950	\$ 122,850	Equal to	Bachelor	5	2				2
Assistant City Engineer	City of Lancaster		\$ 88,067	\$ 115,190				1				1
Engineer II	City of Marysville	\$ 98,000	\$ 90,000	\$ 125,000				1				1
Associate Engineer	City of Mount Vernon	\$ 94,436										
Engineer II	City of New Albany		\$ 86,930	\$ 113,926				2				2
Assistant City Engineer	City of Pataskala		\$ 73,100	\$ 98,240	Equal to	Bachelor						
Project Engineer	City of Powell	\$ 120,000	\$ 90,334	\$ 121,056	Equal to	Bachelor		1				1
Lead Permit Technician	City of Reynoldsburg	\$ 77,938	\$ 62,379	\$ 115,690		HS or GED	2	1				1
Permit Technician	City of Reynoldsburg	\$ 64,792	\$ 48,440	\$ 68,973		HS or GED	2	1				1
Residential Plans Examiner (FT 3/4)	City of Reynoldsburg	\$ 71,760	\$ 64,605	\$ 120,328			Cert	1				1
Assistant City Engineer	City of Upper Arlington	\$ 110,001	\$ 86,988	\$ 121,784	Equal to	Bachelor	4	1				1
Project Manager	City of Westerville	\$ 109,325	\$ 76,419	\$ 114,670	Equal to	Bachelor	1	2				2
Assistant City Engineer	City of Worthington		\$ 91,581	\$ 115,436	Equal to			1				1
Staff Engineer II	Delaware County	\$ 98,892	\$ 81,994	\$ 118,893		Bachelor		3				3
Manager of Planning	Franklin County - BOC	\$ 97,406	\$ 72,966	\$ 105,810	Equal to	Bachelor	5	1				1
AVERAGES		\$ 96,026	\$ 77,844	\$ 113,357								



Public Works/Public Services												
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 Appr.	Seasonal Employee	# of Employs
Automotive Mechanic	City of Columbus	\$ 80,122	\$ 67,725	\$ 93,101	Equal to		1 yr exp as a fully-skilled auto mechanic	81				81
Mechanic Technician Apprentice, I, II, & III	City of Delaware	\$ 67,844	\$ 43,410	\$ 80,392	Equal to	HS or GED	0	4				4
Fleet Technician I	City of Dublin	\$ 71,724	\$ 53,010	\$ 74,729	Equal to							
Fleet Technician	City of Gahanna	\$ 66,709	\$ 55,789	\$ 77,304	Equal to	HS or GED	1	4				4
Master Mechanic	City of Lancaster		\$ 57,117	\$ 67,995				1				1
City Mechanic	City of Marysville	\$ 75,192	\$ 62,581	\$ 75,193				2				2
Certified Mechanic	City of Mount Vernon	\$ 60,611		\$ 68,682								
Fleet Mechanic	City of New Albany		\$ 61,941	\$ 78,198				3				3
Fleet Maintenance Supervisor	City of Reynoldsburg	\$ 72,467	\$ 62,379	\$ 115,690	Greater than	HS or GED	4	1				1
Fleet Maintenance Technician	City of Reynoldsburg	\$ 62,670	\$ 56,472	\$ 71,032	Equal to	HS or GED	4	1				1
Fleet Maintenance Technician	City of Upper Arlington	\$ 70,549	\$ 57,345	\$ 80,236	Equal to	HS or GED	4	4				4
Garage Mechanic	City of Westerville	\$ 77,619	\$ 61,942	\$ 80,558	Equal to	HS or GED	3	3				3
Chief Mechanic	City of Whitehall	\$ 86,195	\$ 75,379	\$ 90,168	Equal to	HS or GED	2	1				1
Fleet Technician	City of Worthington	\$ 84,931	\$ 67,474	\$ 84,931				2				2
Lead Mechanic	Delaware County	\$ 70,845	\$ 50,690	\$ 73,507		HS or GED		1				1
Mechanic	Franklin County - BOC	\$ 55,162	\$ 45,864		Equal to	HS or GED	3	3				3
Mechanic	Orange Township	\$ 98,612			Greater than	HS or GED	5	1				1
Fire Dept. Fleet & Facilities Mechanic	Violet Township		\$ 51,133	\$ 72,897		HS or GED		2				2
AVERAGES		\$ 73,417	\$ 58,141	\$ 80,288								

Public Works/Public Services												
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 Appr.	Seasonal Employee	# of Employs
Construction Director	City of Canal Winchester		\$ 91,385	\$ 142,395				1				1
Design & Construction Division Administrator	City of Columbus	\$ 184,766	\$ 120,598	\$ 200,949	Greater than		RPE + 5 yrs. exp	1				1
City Engineer	City of Delaware	\$ 128,710	\$ 95,534	\$ 133,765	Equal to	Bachelor	5	1				1
Director of Engineering	City of Dublin	\$ 150,000	\$ 115,800	\$ 169,800	Equal to	Bachelor	5					
City Engineer	City of Groveport	\$ 143,187	\$ 98,134	\$ 153,421				1				1
City Engineer/Engineering Director	City of Hilliard	\$ 140,005	\$ 110,250	\$ 160,650	Equal to	Bachelor	5	1				1
City Engineer	City of Lancaster		\$ 101,608	\$ 132,808				1				1
City Engineer	City of Marysville	\$ 131,310	\$ 100,000	\$ 145,000				1				1
City Engineer	City of Mount Vernon	\$ 120,688										
City Engineer	City of New Albany		\$ 111,135	\$ 138,919				1				1
City Engineer	City of Powell	\$ 135,000	\$ 100,277	\$ 134,370	Equal to	Bachelor	5	1				1
Director of Engineering	City of Reynoldsburg		\$ 93,579	\$ 152,714		Bachelor	5					
Director of Engineering	City of Sunbury	\$ 118,000	\$ 95,000	\$ 122,500				1				1
City Engineer	City of Upper Arlington	\$ 119,217	\$ 108,558	\$ 151,982	Equal to	Bachelor	8	1				1
City Engineer	City of Westerville	\$ 127,920	\$ 92,518	\$ 138,694	Equal to	Bachelor	1	1				1
County Engineer	Delaware County	\$ 131,516					Elected	1				1
Project Manager	Orange Township	\$ 76,320			Equal to	Bachelor	4		1			1
AVERAGES		\$ 130,702	\$ 102,455	\$ 148,426								



Public Works/Public Services												
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 Appr.	Seasonal Employee	# of Employs
Plans Examiner	Delaware County	\$ 90,526	\$ 63,752	\$ 92,435			State Certified +5 yrs	4				4
AVERAGES		\$ 90,526	\$ 63,752	\$ 92,435								

Public Works/Public Services												
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 Appr.	Seasonal Employee	# of Employs
Electrical Inspector I	City of Columbus	\$ 91,832	\$ 67,725	\$ 110,261	Equal to		OH EIC	11	1			12
Building Inspector II	City of Delaware	\$ 86,549	\$ 63,544	\$ 88,962	Less than	Associate	2	4				4
Electrical Inspector	City of Dublin	\$ 81,954	\$ 58,800	\$ 86,200	Equal to	HS or GED	3					
Engineering Technician	City of Gahanna	\$ 68,251	\$ 56,222	\$ 81,515	Equal to	Bachelor	2	2				2
Electrical Inspector	City of Reynoldsburg	\$ 50,981	\$ 50,981	\$ 73,174		HS or GED	3					
Electrical Supervisor	City of Upper Arlington	\$ 90,639	\$ 72,355	\$ 101,297	Equal to	HS or GED	4	1				1
Electrical Safety Inspector	Delaware County	\$ 87,471	\$ 71,573	\$ 103,771		HS or GED	3	6				6
AVERAGES		\$ 84,449	\$ 63,029	\$ 92,169								

Public Works/Public Services												
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 Appr.	Seasonal Employee	# of Employs
Equipment Operator 1 & 2	City of Bexley	\$ 64,362	\$ 37,943	\$ 68,162		HSG/GED		9				9
Equipment Operator I	City of Columbus	\$ 68,016	\$ 55,890	\$ 73,882	Equal to		Class A or B commercial operators license	28				28
Street Maintenance & Repair Technician I, II, & III	City of Delaware	\$ 57,564	\$ 48,547	\$ 71,904	Less than	HSG/GED		7				7
Service Maintenance Worker III	City of Gahanna	\$ 77,304	\$ 55,789	\$ 77,304	Equal to	HS or GED	1	8				8
Equipment Operator I	City of Lancaster	\$ 50,752	\$ 50,752	\$ 60,445				5				5
Streets/Stormwater Equipment Operator	City of Marysville	\$ 65,350	\$ 54,599	\$ 65,350				9				9
Maintenance Worker	City of New Albany	\$ 58,836	\$ 58,836	\$ 73,581				21				21
Maintenance Equipment Operator	City of Reynoldsburg	\$ 64,586	\$ 56,472	\$ 71,032	Equal to	HS or GED	1	10				10
Field and Landscape Operator	City of Reynoldsburg	\$ 65,801	\$ 56,472	\$ 71,032	Equal to	HS or GED	3	2				2
Maintenance Worker	City of Sunbury	\$ 52,000	\$ 43,680	\$ 59,488				4			2	6
Engineering Technician	City of Upper Arlington	\$ 74,011	\$ 60,752	\$ 85,053	Equal to	Bachelor	4	4				4
Street Department Laborer	City of Whitehall	\$ 75,194	\$ 65,915	\$ 78,582	Equal to	HS or GED	2	8	1			9
Maintenance Worker	Village of Gambier	\$ 65,000	\$ 43,000	\$ 84,829		HS or GED	1	3			1	4
Equipment Operator I	Village of Hebron	\$ 44,907	\$ 44,907	\$ 56,139				1				1
Public Works Laborer	Village of Plain City	\$ 61,984	\$ 45,032	\$ 65,312				2			1	3
Equipment Operator	Village of West Jefferson	\$ 55,596	\$ 55,596	\$ 69,283				1				1
AVERAGES		\$ 65,931	\$ 52,136	\$ 70,711								



Public Works/Public Services												
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 Appr.	Seasonal Employee	# of Employs
Field/Construction Inspector	City of Delaware	\$ 72,675	\$ 56,555	\$ 79,165	Equal to	HS or GED	2	1				1
Engineering Project Inspector	City of Dublin	\$ 68,413	\$ 58,500	\$ 86,200	Equal to	HS or GED	3					
Project Administrator II	City of Gahanna	\$ 82,243	\$ 70,970	\$ 102,918	Equal to	Bachelor	5	1				1
Property Maint. Inspector	City of Groveport	\$ 82,389	\$ 53,456	\$ 86,424				1				1
Construction Inspector-Engineering Department	City of Hilliard	\$ 74,006	\$ 63,945	\$ 94,500	Equal to	HS or GED		1				1
Construction Inspector	City of Marysville	\$ 75,193	\$ 62,581	\$ 75,193				3				3
Civil Engineer	City of Westerville		\$ 69,472	\$ 104,104	Equal to	HS or GED	1					
Construction Coordinator	Delaware County	\$ 66,837	\$ 63,952	\$ 92,435		Associate	8	1				1
Public Service Construction Inspector	Village of West Jefferson		\$ 56,153	\$ 75,086				1				1
AVERAGES		\$ 74,537	\$ 61,731	\$ 88,447								

Public Works/Public Services												
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 Appr.	Seasonal Employee	# of Employs
Street Maintenance & Repair Division Supervisor	City of Delaware	\$ 76,731	\$ 63,544	\$ 88,962	Equal to	HS or GED	2	1				1
Maintenance Worker	City of Dublin	\$ 67,796	\$ 51,865	\$ 73,057	Equal to							
Streets and Utilities Superintendent	City of Gahanna	\$ 95,627	\$ 75,234	\$ 109,075	Equal to	Bachelor		2				2
Maintenance Workers	City of Grandview Heights	\$ 62,643	\$ 50,000	\$ 80,000	Equal to			10				10
Crew Leader	City of Grove City	\$ 80,903	\$ 54,350	\$ 94,827	Equal to			5				5
Crew Leader	City of Lancaster		\$ 55,723	\$ 66,290				5				5
Laborer/Crew Leader	City of Mount Vernon	\$ 60,611		\$ 68,682								
Maintenance Worker	City of Pataskala		\$ 47,778	\$ 72,093	Equal to	HS or GED		7				7
Maintenance Specialist	City of Powell	\$ 64,176	\$ 58,032	\$ 72,946	Equal to	HS or GED	1	8				8
Public Works Supervisor	City of Upper Arlington	\$ 80,898	\$ 72,355	\$ 101,297	Equal to	HS or GED	3	3				3
Maintenance Specialist	City of Westerville	\$ 77,983	\$ 61,942	\$ 80,558	Equal to	HS or GED	3	6				6
Service Crew Chief	City of Whitehall	\$ 86,330	\$ 75,379	\$ 90,168	Equal to	HS or GED	2-3 yrs.	2				2
Maintenance Technician	City of Worthington		\$ 64,726	\$ 81,489				8				8
Maintenance Worker Crew Leader	Franklin County - BOC	\$ 53,893	\$ 42,702		Equal to	HS or GED	2	1				1
Road Crew	Brown Township	\$ 4,000							3			3
Labor/Crew Leader	Clinton Township	\$ 48,508	\$ 44,928	\$ 52,161				3				3
Maintenance Technician	Madison Township		\$ 54,080	\$ 61,443	No match			4				4
Labor/Crew Leader	Mifflin Township		\$ 54,018	\$ 70,223				1				1
Labor/Crew Leader	Prairie Township		\$ 49,504	\$ 77,043				6				6
Road & Facility Maintenance Worker	Violet Township		\$ 47,840	\$ 66,560		HS or GED		4				4
Intermittent Seasonal Help	Violet Township		\$ 15,000	\$ 25,000		HS or GED		3				3
Crew Member	Village of Galena	\$ 45,700										
Public Works Leader	Village of Hebron		\$ 40,082	\$ 50,107				2	1			3
Crew Leader	Village of Plain City	\$ 69,763	\$ 47,736	\$ 69,222				1				1
Water & Sewer / Labor & Maintenance	Village of West Jefferson		\$ 50,542	\$ 62,985								
AVERAGES		\$ 65,037	\$ 53,516	\$ 73,372								



Public Works/Public Services

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 Appr.	Seasonal Employee	# of Employs
Street Foreman	City of Bexley	\$ 72,921	\$ 56,871	\$ 72,921		HS or GED		1				1
Maintenance Tech III	City of Canal Winchester		\$ 59,209	\$ 89,508				1				1
Building Maintenance Manager	City of Columbus	\$ 99,653	\$ 77,002	\$ 115,482	Equal to	HS or GED	5	13				13
Street Maintenance & Repair Division Supervisor	City of Delaware	\$ 76,731	\$ 63,544	\$ 88,962	Equal to	HS or GED	2	1				1
Team Lead	City of Dublin	\$ 75,773	\$ 73,903	\$ 75,963	Equal to	HS or GED	3					
Utility Foreman	City of Gahanna	\$ 81,757	\$ 66,672	\$ 81,757	Equal to	HS or GED	3	1				1
Maintenance Technician	City of Grandview Heights	\$ 62,000	\$ 55,000	\$ 85,000	Equal to			1				1
Service Manager	City of Grove City	\$ 94,411	\$ 65,769	\$ 114,732	Greater than			1				1
Public Works Superintendent	City of Groveport	\$ 97,552	\$ 72,426	\$ 114,878				1				1
Maintenance Technician	City of Hilliard	\$ 61,599	\$ 45,829	\$ 69,899	Less than	HS or GED	2	29				29
Streets Foreman	City of Marysville	\$ 68,640	\$ 62,581	\$ 75,193				1				1
Utility Superintendent	City of Pataskala		\$ 74,859	\$ 86,782	No match	HS or GED		2				2
Foreman	City of Powell	\$ 81,120	\$ 73,320	\$ 98,259	Equal to	HS or GED	5	1				1
Maintenance Superintendent	City of Reynoldsburg	\$ 85,883	\$ 69,077	\$ 134,202	Equal to	HS or GED	6	1				1
Superintendent of Streets	City of Reynoldsburg	\$ 93,621	\$ 69,077	\$ 134,202	Equal to	HS or GED	6	1				1
Maintenance Manager	City of Upper Arlington	\$ 83,267	\$ 60,752	\$ 85,053	Equal to	Associate	2	1				1
Maintenance Supervisor	City of Westerville	\$ 91,884	\$ 69,472	\$ 104,104	Equal to	HS or GED	5	2				2
Service Supervisor	City of Worthington		\$ 75,509	\$ 95,183				4				4
Maintenance Supervisor	Delaware County	\$ 74,839	\$ 63,752	\$ 92,435		HS or GED	5	1				1
Maintenance Foreman	Franklin County - BOC	\$ 53,331	\$ 50,627	\$ 73,403	Equal to	HS or GED	3	3				3
Maintenance Foreman	Madison Township	\$ 81,120			Equal to			1				1
Maintenance Foreman	Mifflin Township		\$ 58,000	\$ 75,400				1				1
Service Specialist II	Mifflin Township	\$ 50,898	\$ 50,898	\$ 66,167				3				3
Public Works Manager	Orange Township	\$ 87,715			Equal to	HSG/GED	7	1				1
Laborer (PT)	Prairie Township		\$ 18,720	\$ 20,800					6			6
Maintenance Technician	Truro Township	\$ 57,330						1				1
Road & Facility Maintenance Foreman	Violet Township		\$ 62,400	\$ 87,360		HS or GED		2				2
Maintenance Crew Leader	Village of Galena	\$ 60,000										
AVERAGES		\$ 78,150	\$ 62,303	\$ 89,068								

Public Works/Public Services

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 Appr.	Seasonal Employee	# of Employs
Streets Supervisor & Water Service Supervisor	City of Bexley	\$ 85,991	\$ 76,752	\$ 104,468		HS or GED		2				2
Street/Water Superintendent	City of Canal Winchester		\$ 65,939	\$ 103,262				2				2
Building Maintenance Supervisor I	City of Columbus						1 yr exp in building maintenance, or repair work w/ City of Cols					
		\$ 79,976	\$ 61,298	\$ 91,915	Equal to	1		7				7
Public Works Superintendent	City of Delaware	\$ 97,458	\$ 75,670	\$ 105,955	Less than	HS or GED	5	2				2
Operations Administrator	City of Dublin	\$ 92,059	\$ 67,600	\$ 99,100	Equal to	HS or GED	3					
Facility Maintenance Supervisor	City of Grove City	\$ 88,192	\$ 59,800	\$ 104,312	Equal to			1				1
Facilities Manager	City of Grandview Heights	\$ 70,000	\$ 70,000	\$ 100,000	Equal to			1				1
Maintenance Supervisor	City of Hilliard	\$ 79,591	\$ 56,700	\$ 84,000	Equal to	HS or GED	3	4				4
Maintenance Supervisor	City of Lancaster	\$ 79,518						1				1
Streets Superintendent	City of Marysville	\$ 89,400	\$ 75,000	\$ 97,500				1				1
Maintenance Supervisor	City of New Albany		\$ 73,401	\$ 91,796				7				7
Street Supervisor	City of Pataskala		\$ 72,095	\$ 96,890	Equal to	HS or GED		1				1
Maintenance Assistant Superintendent	City of Reynoldsburg	\$ 69,222	\$ 60,154	\$ 111,072	Equal to	HS or GED	5	1				1
Assistant Superintendent of Stormwater	City of Reynoldsburg	\$ 78,427	\$ 62,379	\$ 115,690	Equal to	HS or GED	5	1				1
Assistant Superintendent of Streets	City of Reynoldsburg	\$ 79,498	\$ 62,379	\$ 115,690	Equal to	HS or GED	2	1				1
Building Maintenance Worker	City of Reynoldsburg	\$ 66,082	\$ 57,595	\$ 72,426	Equal to	HS or GED	3	1				1
Streets Supervisor/Wastewater Treatment	City of Sunbury	\$ 79,300	\$ 55,120	\$ 104,000	Equal to	HS or GED		2				2
Facilities Manager	City of Upper Arlington	\$ 95,220	\$ 68,259	\$ 95,563	Equal to	Associate	1	1				1
Maintenance Supervisor	City of Westerville	\$ 91,884	\$ 69,472	\$ 104,104	Equal to	HS or GED	5	2				2
Public Service Superintendent	City of Whitehall	\$ 109,741		\$ 109,741	Equal to	HS or GED	2-3 yrs.	1				1
Maintenance Superintendent	City of Worthington		\$ 91,581	\$ 115,436				1				1
Maintenance Manager	Delaware County	\$ 83,274	\$ 71,573	\$ 103,771		Associate	5	1				1
Facilities Maintenance Supervisor	Fairfield County	\$ 62,275	\$ 47,786	\$ 82,160	Equal to			1				1
Building Manager	Franklin County - BOC	\$ 74,526	\$ 72,966	\$ 105,810	Equal to	Associate	3	4				4
Public Works Assistant Manager	Orange Township	\$ 60,694			Equal to	HSG/GED	4	1				1
Public Works Superintendent	Village of Hebron		\$ 70,637	\$ 88,296				1				1
Water Dept. Superintendent	Village of Hebron		\$ 70,637	\$ 88,296								
Water Dept. Asst. Superintendent	Village of Hebron		\$ 63,066	\$ 78,832				1				1
Maintenance Supervisor	Village of Shawnee Hills	\$ 52,915				HS or GED		1				1
Public Service Operations Manager	Village of West Jefferson		\$ 74,158	\$ 92,268				1				1
Street Labor and Maintenance	Village of West Jefferson		\$ 50,542	\$ 62,985				4				4
AVERAGES		\$ 80,238	\$ 66,761	\$ 97,333								

Salaries by Job Title



Public Works/Public Services												
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 Appr.	Seasonal Employee	# of Employs
Parking Meter Technician	City of Columbus	\$ 67,163	\$ 49,733	\$ 67,538	Equal to		competency in practices and principles used to repair electronic	3				3
Meter Technician I, II, & III	City of Delaware	\$ 54,884	\$ 48,547	\$ 72,904	Equal to	HS or GED		3				3
Utility Distribution Operator	City of Marysville	\$ 54,599	\$ 54,599	\$ 65,350				3				3
Meter Reader	City of Mount Vernon	\$ 60,611		\$ 68,682								
Billing Manager	City of Pataskala		\$ 57,802	\$ 77,681	Greater than	HSG/GED		1				1
Utility Maintenance Specialist 2	Franklin County - BOC	\$ 47,507	\$ 42,702	\$ 61,922	Equal to	HS or GED	1	2				2
Water Department Operators	Village of Hebron		\$ 44,907	\$ 70,637				2				2
AVERAGES		\$ 56,953	\$ 49,715	\$ 69,245								

Public Works/Public Services												
Municipal Housing 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 Appr.	Seasonal Employee	# of Employs
Permit Specialist	City of Whitehall	\$ 62,005	\$ 62,005	\$ 74,048	Equal to			1				1
Housing Program Coordinator	City of Lancaster	\$ 62,566						1				1
AVERAGES		\$ 62,005	\$ 62,005	\$ 74,048								

Public Works/Public Services												
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 Appr.	Seasonal Employee	# of Employs
Utility Billing Clerk	City of Pataskala		\$ 45,947	\$ 53,269	Equal to	HSG/GED		1				1
Storekeeper	City of Westerville	\$ 73,556	\$ 54,392	\$ 76,315	Equal to	HSG/GED	4	3				3
Asset Control Specialist	Delaware County	\$ 53,518	\$ 45,926	\$ 66,602		Associate	3	1				1
Storekeeper	Franklin County - BOC	\$ 39,229	\$ 38,480	\$ 55,806	Equal to	HSG/GED	6 mos.	4				4
AVERAGES		\$ 55,434	\$ 46,186	\$ 62,998								

Public Works/Public Services												
Stormwater 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 Appr.	Seasonal Employee	# of Employs
Stormwater Coordinator	City of Hilliard	\$ 85,010	\$ 70,350	\$ 105,000	Equal to	HSG/GED	2	1				1
Sewer Maintenance & Repair Technician	City of Delaware	\$ 55,983	\$ 48,547	\$ 72,904	Equal to	HSG/GED		6				6
Stormwater Specialist II	City of Lancaster		\$ 52,166	\$ 68,994				1				1
Stormwater Technician	City of Marysville	\$ 68,638	\$ 57,108	\$ 68,638				1				1
Stormwater Technician	City of Mount Vernon	\$ 60,611		\$ 68,682								
Maintenance Equipment Operator-Stormwater	City of Reynoldsburg	\$ 64,771	\$ 56,472	\$ 71,032	Equal to	HSG/GED	1	1				1
Service Worker	City of Upper Arlington	\$ 67,804	\$ 57,687	\$ 70,511	Equal to	HSG/GED	1	18				18
Collection Sys Laborer	Delaware County	\$ 41,240	\$ 40,227	\$ 43,805		HSG/GED		7				7
AVERAGES		\$ 63,125	\$ 55,289	\$ 74,403								



Public Works/Public Services												
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 Appr.	Seasonal Employee	# of Employs
Customer Service Supervisor	City of Gahanna	\$ 77,563	\$ 66,955	\$ 97,074	Equal to	HS or GED	2	1				1
Performance Analyst	City of Upper Arlington	\$ 90,153	\$ 64,395	\$ 90,153	Equal to	Bachelor	4	1				1
Office Manager 2	Franklin County - BOC	\$ 60,507	\$ 50,627	\$ 73,403	Greater than	Associate	3	2				2
AVERAGES		\$ 76,074	\$ 60,659	\$ 86,877								

Public Works/Public Services												
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 Appr.	Seasonal Employee	# of Employs
Traffic Engineer	City of Delaware		\$ 80,226	\$ 112,299	Equal to	Master	5					
Civil Engineer II	City of Dublin	\$ 97,996	\$ 78,200	\$ 114,700	Equal to		4					
Transportation Mobility Engineer	City of Marysville	\$ 91,520	\$ 90,000	\$ 125,000				1				1
Lead Traffic Signal Technician	City of Westerville	\$ 86,445	\$ 63,107	\$ 94,661	Equal to	HS or GED	5	1				1
Deputy Chief Engineer	Delaware County	\$ 144,456					Commensurate w/exp	1				1
AVERAGES		\$ 105,104	\$ 77,883	\$ 111,665								

Public Works/Public Services												
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 Appr.	Seasonal Employee	# of Employs
Electronic System Technician	City of Columbus						2 yrs exp in installation, maintenance, and/or repair of electronic equipment	25				25
Traffic Technician Apprentice, I, II, & III	City of Delaware	\$ 69,394	\$ 43,409	\$ 80,392	Equal to	HS or GED		4				4
Electrical Worker	City of Dublin	\$ 63,013	\$ 52,766	\$ 74,384								
Signal Technician I	City of Lancaster		\$ 52,229	\$ 62,088				2				2
Traffic Signal Technician II	City of Marysville	\$ 71,753	\$ 59,812	\$ 71,753				1				1
Traffic Signal Technician	City of Mount Vernon	\$ 58,968		\$ 67,707								
Electrician/Traffic Technician	City of Upper Arlington	\$ 70,116	\$ 60,752	\$ 85,053	Equal to	Associate	5	3				3
Traffic Signal Technician	City of Westerville	\$ 69,285	\$ 59,800	\$ 83,616	Equal to	HS or GED	7	1				1
Traffic Signal Technician	City of Worthington	\$ 84,931	\$ 67,474	\$ 84,391								
AVERAGES		\$ 71,184	\$ 57,333	\$ 78,428								

Public Works/Public Services												
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 Appr.	Seasonal Employee	# of Employs
Development / Neighborhoods Program Coordinator	City of Columbus	\$ 112,382	\$ 96,533	\$ 144,830	Equal to		2 yrs or managerial exp in city or regional planning	15				15
Planner II	City of Dublin	\$ 80,191	\$ 67,600	\$ 112,600	Equal to	Bachelor	1					
Planner II	City of New Albany		\$ 72,440	\$ 101,416			2					2
Community Planner	City of Westerville	\$ 82,375	\$ 69,472	\$ 104,104	Equal to	Bachelor	2	3				3
Economic Development Specialist	City of Whitehall	\$ 73,008		\$ 74,880	Equal to	Bachelor	1	1				1
Planner I	Delaware County	\$ 79,685						1				1
Economic Development Administrator	Franklin County - BOC		\$ 66,123	\$ 95,888	Equal to	Bachelor	5					
AVERAGES		\$ 85,528	\$ 74,434	\$ 105,620								



Public Works/Public Services												
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 Appr.	Seasonal Employee	# of Employs
Maintenance, Water, Wastewater Technician I	City of Canal Winchester		\$ 46,978	\$ 69,559				9				9
Pretreatment Technician	City of Columbus		\$ 51,147	\$ 70,325	Equal to		1 yr exp collecting samples, conducting lab or field tests, performing plumbing or mechanical maintenance					
Environmental Plant Operator Trainee, I, II, III	City of Delaware	\$ 80,021	\$ 55,453	\$ 86,570	Equal to	HS or GED		7				7
Pretreatment Coordinator	City of Lancaster		\$ 57,117	\$ 67,995				1				1
Wastewater Plant Operator	City of Marysville	\$ 68,638	\$ 57,108	\$ 68,638				6				6
Wastewater Treatment Technician	City of Mount Vernon	\$ 60,611		\$ 68,682								
Utility Operator	City of Pataskala		\$ 53,518	\$ 73,840	Greater than	HS or GED		2				2
Class 1 Operator / Plant Attendant	City of Sunbury	\$ 55,840	\$ 41,600	\$ 79,040				3				3
Wastewater Operator	Fairfield County	\$ 67,791	\$ 47,486	\$ 82,160	Equal to	Bachelor			9			9
Wastewater Operator 1	Franklin County - BOC	\$ 66,123	\$ 47,445	\$ 68,786	Equal to	HS or GED	3	1				1
Utility Operator	Village of Gambier	\$ 86,420				Class II License	2	1				1
Wastewater Superintendent	Village of Hebron		\$ 70,637	\$ 88,296				1				1
Wastewater Asst. Superintendent	Village of Hebron		\$ 63,066	\$ 78,832				1				1
Public Service Wastewater Superintendent	Village of West Jefferson		\$ 75,813	\$ 94,477				1				1
Public Service Assistant Wastewater Superintendent	Village of West Jefferson		\$ 73,286	\$ 91,328				1				1
Water Operator Class 1	Village of West Jefferson		\$ 53,069	\$ 66,134				2				2
AVERAGES		\$ 69,321	\$ 56,694	\$ 76,977								

Public Works/Public Services												
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 Appr.	Seasonal Employee	# of Employs
Maintenance, Water, Wastewater Technician II	City of Canal Winchester		\$ 53,418	\$ 83,241				8				8
Water Plant Operations Manager	City of Columbus						2 yrs exp leading and participating in monitoring, operating, and controlling water treatment processes in a water plant					
Environmental Plant Operator Trainee, I, II, III	City of Delaware	\$ 127,088	\$ 96,533	\$ 144,830	Equal to			3				3
Utility Maintenance Worker	City of Groveport	\$ 79,064	\$ 55,453	\$ 86,570	Equal to	HS or GED		7				7
Water Plant Operator	City of Groveport	\$ 73,653	\$ 53,456	\$ 86,424				3				3
Water Operator (Unclassified-Operator III)	City of Marysville	\$ 68,638	\$ 57,108	\$ 68,638				6				6
Water Treatment Plant Operator	City of Lancaster		\$ 49,317	\$ 64,709				25				25
Utility Field Technician	City of Mount Vernon	\$ 76,981										
Water & Wastewater Superintendent	City of Pataskala		\$ 45,864	\$ 63,856	Greater than	HSG/GED		3				3
Water & Wastewater Assistant Superintendent	City of Reynoldsburg	\$ 92,394	\$ 69,077	\$ 134,202	Greater than	HS or GED	5	1				1
Water Operations Superintendent	City of Reynoldsburg		\$ 62,379	\$ 115,690	Equal to	HS or GED	3					
Regional Wastewater Facility Operator	City of Westerville	\$ 96,907	\$ 84,032	\$ 126,194	Equal to	Bachelor	7	1				1
Utility Service Supervisor, Treatment Operations	Delaware County	\$ 57,988	\$ 47,736	\$ 74,547		HS or GED	License	8				8
Wastewater Operator	Franklin County - BOC	\$ 69,430	\$ 56,181	\$ 68,827	Equal to	HS or GED	5	1				1
Public Service Water Superintendent	Village of Hebron		\$ 44,907	\$ 70,637				2				2
Public Service Assistant Water Superintendent	Village of West Jefferson		\$ 75,813	\$ 94,477				1				1
	Village of West Jefferson		\$ 73,286	\$ 91,328				1				1
AVERAGES		\$ 82,460	\$ 61,637	\$ 91,611								



SECTION 6A

MEDICAL, DENTAL & VISION PLANS (Bargaining)



2025 Health, Dental & Vision Plans BARGAINING	City of Bexley	City of Columbus	City of Delaware	City of Dublin
If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.)		FOP, FOP-OLC, IAFF, AFSCME 1632, CWA 4502, AFSCME 2191	FOP, IAFF, AFSCME, PWUPA, Water & Wastewater	USW / FOP / OLC
Do you offer medical coverage to your employees?		Yes	Yes	Yes
What type of plan do you offer?	HSFA	PPO	PPO / HSFA / DCFSA	HSFA / DCFSA
How many employees are enrolled in medical plan?	87	8,900	163 / 17 / 2	165 / 2
Funding type?	Fully-Insured	Self-Insured	Self-Insured	Self-Insured
If other, please describe:				
Monthly Premiums: Total Monthly Premium			Base PPO	
Employee Only	\$718	\$2,633	\$981	\$1,144
Employee & Spouse/Domestic Partner	\$1,407			
Employee & Children	\$1,591			
Employee & Family	\$2,216	\$2,960	\$2,943	\$2,836
Monthly Premiums: Total Employer Cost				
Employee Only	\$575	\$2,438.60	\$903	\$1,144
Employee & Spouse/Domestic Partner	\$1,126			
Employee & Children	\$1,273			
Employee & Family	\$1,773	\$2,432.60	\$2,707	\$2,836
Monthly Premiums: Total Employee Cost				
Employee Only	\$144	\$194	\$78	
Employee & Spouse/Domestic Partner	\$281			
Employee & Children	\$218			
Employee & Family	\$443	\$522	\$235	

2025 Health, Dental & Vision Plans BARGAINING	City of Bexley	City of Columbus	City of Delaware	City of Dublin
In Network deduct:				
Individual deduct	\$1,650	\$300	\$1,000	\$2,500
Family deduct	\$3,300	\$600	\$25,000	\$5,000
Coinsurance (e.g., 80/20, 70/30, etc.)	50 / 50	80 / 20	20%	85 / 15
Lifetime maximum for medical plan		unlimited		
Office co-payment (Primary Care Physician)	Co-Ins after deduct.	\$20	\$15	
Office co-payment (Specialist)	Co-Ins after deduct.	\$30	\$30, \$75 NP	
Co-payment or co-insurance (Emergency room)	Co-Ins after deduct.	\$150	\$300 after deductible	
Co-payment or co-insurance (Urgent Care)	Co-Ins after deduct.	\$30	\$50 copay	
Co-payment or co-insurance generic drugs (retail)	Co-Ins 10%		\$10	
Co-payment or co-insurance preferred brand (retail)	Co-Ins 25%		\$30	
Co-payment or co-insurance non-preferred drugs (retail)	Co-Ins 25%		\$90	
Co-pay or co-insurance generic drugs (mail order - 3 mos.)	Co-Ins 105%		\$25	
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	Co-Ins 25%		\$75	
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	Co-Ins 25%		\$225	
Out-of-Network deduct:				
Individual deduct	\$2,800	\$800	\$2,000	\$5,000
Family deduct	\$5,600	\$1,600	\$4,000	\$10,000
Coinsurance (e.g., 80/20, 70/30, etc.)	50 / 50	60 / 40 & 90 / 10 for FOP	50%	60 / 40
Lifetime maximum for medical plan		unlimited		
Office co-payment (Primary Care Physician)	30% Co-Ins after ded		50% after deduct	
Office co-payment (Specialist)	30% Co-Ins after ded		50% after deduct	
Co-payment or co-insurance (Emergency room)	Emergency pd at network level (10% Co-Ins) non emergency (30%Co-Ins)	\$150	\$300 after deduct	
Co-payment or co-insurance (Urgent Care)	30% Co-Ins after ded	\$30	50% after deduct	
Co-payment or co-insurance generic drugs (retail)	Paid at in-network level		\$10	
Co-payment or co-insurance preferred brand (retail)	Paid at in-network level		\$30	
Co-payment or co-insurance non-preferred drugs (retail)	Paid at in-network level		\$90	
Co-pay or co-insurance generic drugs (mail order - 3 mos.)	Paid at in-network level		\$25	
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	Paid at in-network level		\$75	
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	Paid at in-network level		\$225	
Do you provide a credit/incentive to employees who opt out of medical coverage?		No	Yes	No

2025 Health, Dental & Vision Plans BARGAINING	City of Bexley	City of Columbus	City of Delaware	City of Dublin
Dental Coverage:				
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	No	Yes
If yes, per person lifetime maximum?	\$1,250	\$1,500		\$2,000
If yes, what age group is covered?	Children	all age groups		Child and Adult
Monthly Dental Premiums if not bundled with medical plan				
Total Monthly Premium				
Employee only	\$39		\$54	\$61
Employee & Spouse/Domestic Partner	\$75			
Employee & Child(ren)	\$88			
Employee & Family	\$135		\$117	\$196
Monthly Employer Cost				
Employee only	\$20		\$45	\$61
Employee & Spouse/Domestic Partner	\$37			
Employee & Child(ren)	\$44			
Employee & Family	\$68		\$100	\$196
Monthly Employee Cost				
Employee only	\$20		\$8	
Employee & Spouse/Domestic Partner	\$37			
Employee & Child(ren)	\$44			
Employee & Family	\$68		\$18	

2025 Health, Dental & Vision Plans BARGAINING	City of Bexley	City of Columbus	City of Delaware	City of Dublin
Vision Coverage:				
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	No	Yes	No	Yes
Please provide information below if not bundled with medical				
Total Monthly Premium				
Employee only	\$9		\$7	\$8
Employee & Spouse/Domestic Partner	\$18		\$12	
Employee & Child(ren)	\$100		\$13	
Employee & Family	\$30		\$19	\$25
Monthly Employer Cost				
Employee only	\$5			\$8
Employee & Spouse/Domestic Partner	\$9			
Employee & Child(ren)	\$15			
Employee & Family	\$15			\$25
Monthly Employee Cost				
Employee only	\$5		\$7	
Employee & Spouse/Domestic Partner	\$9		\$12	
Employee & Child(ren)	\$85		\$13	
Employee & Family	\$15		\$19	
Notes:		Dental plan premium is attached to health care. Maximum Payment – \$1,500 per Member total per Benefit Year on all services, except diagnostic, prophylaxes (cleanings), emergency palliative, fluoride, and brush biopsy. \$1,850 per Member total per lifetime on orthodontic services.	See Additional Base PPO & HSA info within Section 11	



2025 Health, Dental & Vision Plans BARGAINING	City of Gahanna FOP Union Traditional Plan	City of Grove City	City of Groveport	City of Hilliard
If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.)	United Steelworkers, FOP, FOP/OLC	FOP, FOP-OLC, AFSCME	Police	
Do you offer medical coverage to your employees?	Yes	Yes	Yes	Yes
What type of plan do you offer?	PPO / DCFS		PPO	PPO
How many employees are enrolled in medical plan?	107 / 1		25	26
Funding type?	Self-insured		Fully-Insured	Self-Insured
If other, please describe:		HDHP with HSA, self-insured through a health care consortium		
Monthly Premiums: Total Monthly Premium	No Wellness Participation 15 %			
Employee Only	\$846	\$970	\$1,371	\$980
Employee & Spouse/Domestic Partner	\$1,586	\$2,511	\$4,325	\$2,903
Employee & Children	\$1,751	\$2,511	\$4,325	\$2,924
Employee & Family	\$2,491	\$2,511	\$4,325	\$2,924
Monthly Premiums: Total Employer Cost				
Employee Only	\$795	\$824	\$1,242	\$915
Employee & Spouse/Domestic Partner	\$1,491	\$2,134	\$3,918	\$2,709
Employee & Children	\$1,646	\$2,134	\$3,918	\$2,729
Employee & Family	\$2,341	\$2,134	\$3,918	\$2,729
Monthly Premiums: Total Employee Cost				
Employee Only	\$51	\$145	\$129	\$66
Employee & Spouse/Domestic Partner	\$95	\$377	\$407	\$200
Employee & Children	\$105	\$377	\$407	\$195
Employee & Family	\$149	\$377	\$407	\$195

2025 Health, Dental & Vision Plans BARGAINING	City of Gahanna FOP Union Traditional Plan	City of Grove City	City of Groveport	City of Hilliard
In Network deduct:				
Individual deduct	\$2,300	\$33	\$5,000	\$100
Family deduct	\$6,400	\$5,000	\$10,000	\$200
Coinsurance (e.g., 80/20, 70/30, etc.)	No Charge		pays 100% of most	10%
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)	Deductible then 0%		no charge after deduct.	\$30
Office co-payment (Specialist)			no charge after deduct.	\$30
Co-payment or co-insurance (Emergency room)	Deductible then 0%		no charge after deduct.	\$100
Co-payment or co-insurance (Urgent Care)			no charge after deduct.	\$30
Co-payment or co-insurance generic drugs (retail)	Deductible then \$10 copay		no charge after deduct.	\$5
Co-payment or co-insurance preferred brand (retail)	Deductible then 25% with min. \$25		no charge after deduct.	\$10
Co-payment or co-insurance non-preferred drugs (retail)	Deductible then 35% with min. \$70		no charge after deduct.	\$20
Co-pay or co-insurance generic drugs (mail order - 3 mos.)	Deductible then \$25 copay		no charge after deduct.	\$10
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	Deductible then 25% with min. \$50		no charge after deduct.	\$20
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	Deductible then 35% with min. \$210		no charge after deduct.	\$20
Out-of-Network deduct:				
Individual deduct	\$6,000	\$5,000	\$7,500	\$250
Family deduct	\$12,000	\$10,000	\$15,000	\$500
Coinsurance (e.g., 80/20, 70/30, etc.)	80 / 20		pays 50%	30%
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)	Deductible then 20%		50% coinsurance	\$30
Office co-payment (Specialist)			50% coinsurance	\$30
Co-payment or co-insurance (Emergency room)	Deductible then 20%		50% coinsurance	\$100
Co-payment or co-insurance (Urgent Care)			no charge after deduct.	\$30
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	No



2025 Health, Dental & Vision Plans BARGAINING	City of Gahanna FOP Union Traditional Plan	City of Grove City	City of Groveport	City of Hilliard
Dental Coverage:				
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	Yes	Yes
If yes, per person lifetime maximum?	\$1,500	\$1,500	\$1,000	\$1,500
If yes, what age group is covered?	Up to age 19 dependents only	Up to age 19	Up to age 19	Under 18
Monthly Dental Premiums if not bundled with medical plan				
Total Monthly Premium				
Employee only	\$92.00	\$106	\$39	\$24
Employee & Spouse/Domestic Partner	\$92.00	\$106	\$72	\$49
Employee & Child(ren)	\$92.00	\$106	\$134	\$68
Employee & Family	\$92.00	\$106	\$134	\$68
Monthly Employer Cost				
Employee only	\$92.00	\$90	\$39	\$23
Employee & Spouse/Domestic Partner	\$92.00	\$90	\$72	\$46
Employee & Child(ren)	\$92.00	\$90	\$134	\$64
Employee & Family	\$92.00	\$90	\$134	\$64
Monthly Employee Cost				
Employee only		\$16		\$2
Employee & Spouse/Domestic Partner		\$16		\$3
Employee & Child(ren)		\$16		\$5
Employee & Family		\$16		\$5



2025 Health, Dental & Vision Plans BARGAINING	City of Gahanna FOP Union Traditional Plan	City of Grove City	City of Groveport	City of Hilliard
Vision Coverage:				
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				
Total Monthly Premium				
Employee only	\$22	\$24	\$9	\$5
Employee & Spouse/Domestic Partner	\$22	\$24	\$18	\$9
Employee & Child(ren)	\$22	\$20	\$18	\$11
Employee & Family	\$22	\$20	\$18	\$11
Monthly Employer Cost				
Employee only	\$22	\$20	\$9	\$4
Employee & Spouse/Domestic Partner	\$22	\$20	\$18	\$9
Employee & Child(ren)	\$22	\$20	\$18	\$10
Employee & Family	\$22	\$20	\$18	\$10
Monthly Employee Cost				
Employee only		\$4		\$0.30
Employee & Spouse/Domestic Partner		\$4		\$1
Employee & Child(ren)		\$4		\$1
Employee & Family		\$4		\$1
Notes:				



2025 Health, Dental & Vision Plans BARGAINING	City of Lancaster	City of Marysville	City of Mount Vernon	City Of New Albany
If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.)		IAFF, FOP, OLC		FOP
Do you offer medical coverage to your employees?	Yes	Yes	Yes	Yes
What type of plan do you offer?	PPO / HSFA / DCFS	PPO / HSFA / DCFS	PPO / HSFA, DCFS	HSFA / DCFS
How many employees are enrolled in medical plan?	384 / 113 / 4		180 / 1	
Funding type?	Self-Insured	Self-Insured		
If other, please describe:				
Monthly Premiums: Total Monthly Premium				
Employee Only	\$859	\$1,409	\$101	\$936
Employee & Spouse/Domestic Partner		\$3,681	\$268	\$1,726
Employee & Children		\$3,681	\$222	\$2,029
Employee & Family	\$2,339	\$3,681	\$404	\$2,719
Monthly Premiums: Total Employer Cost				
Employee Only	\$730	\$1,127		\$795
Employee & Spouse/Domestic Partner		\$2,944		\$1,467
Employee & Children		\$2,944		\$1,725
Employee & Family	\$1,988	\$2,944		\$2,311
Monthly Premiums: Total Employee Cost				
Employee Only	\$129	\$282	\$101	\$140
Employee & Spouse/Domestic Partner		\$736	\$268	\$259
Employee & Children		\$736	\$222	\$304
Employee & Family	\$351	\$736	\$404	\$408



2025 Health, Dental & Vision Plans BARGAINING	City of Lancaster	City of Marysville	City of Mount Vernon	City Of New Albany
In Network deduct:				
Individual deduct	\$400	\$100	\$1,000	\$2,500.00
Family deduct	\$800	\$200	\$2,000	\$5,000.00
Coinsurance (e.g., 80/20, 70/30, etc.)	\$0.20	80 / 20		
Lifetime maximum for medical plan	\$4000 / \$8000	\$600 / \$1,200		
Office co-payment (Primary Care Physician)	\$25	\$15	\$20	
Office co-payment (Specialist)	\$25	\$15	\$40	
Co-payment or co-insurance (Emergency room)	100%	\$100	\$200	
Co-payment or co-insurance (Urgent Care)	\$50	\$25	\$25	
Co-payment or co-insurance generic drugs (retail)	\$10	\$10	\$10	
Co-payment or co-insurance preferred brand (retail)	\$30	\$25	\$30	
Co-payment or co-insurance non-preferred drugs (retail)	\$60	\$40		
Co-pay or co-insurance generic drugs (mail order - 3 mos.)	\$20	\$25	\$20	
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$60	\$65	\$60	
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	\$120	\$120		
Out-of-Network deduct:				
Individual deduct	\$1,000	\$200		\$5,000
Family deduct	\$2,000	\$400		\$10,000
Coinsurance (e.g., 80/20, 70/30, etc.)	40%	60 / 40		
Lifetime maximum for medical plan	\$10,000/\$20,000	\$1,200 / \$2,400		
Office co-payment (Primary Care Physician)	40% coinsurance	40%		
Office co-payment (Specialist)	40% coinsurance	40%		
Co-payment or co-insurance (Emergency room)	40% coinsurance	\$100		
Co-payment or co-insurance (Urgent Care)	40% coinsurance	40%		
Co-payment or co-insurance generic drugs (retail)	40% coinsurance	\$10		
Co-payment or co-insurance preferred brand (retail)	40% coinsurance	\$25		
Co-payment or co-insurance non-preferred drugs (retail)	40% coinsurance	\$45		
Co-pay or co-insurance generic drugs (mail order - 3 mos.)	40% coinsurance			
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	40% coinsurance			
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	40% coinsurance			
Do you provide a credit/incentive to employees who opt out of medical coverage?	No	Yes	No	No

2025 Health, Dental & Vision Plans BARGAINING	City of Lancaster	City of Marysville	City of Mount Vernon	City Of New Albany
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	\$1,000	\$1,000	\$1,500
If yes, what age group is covered?	Child and Adult	Up to age 19	0-26	Up to age 26
Monthly Dental Premiums if not bundled with medical plan				
Total Monthly Premium				
Employee only	\$52	\$34	\$6	\$97
Employee & Spouse/Domestic Partner		\$101	\$12	\$97
Employee & Child(ren)		\$101	\$13	\$97
Employee & Family	\$104	\$101	\$19	\$97
Monthly Employer Cost				
Employee only	\$44	\$27		\$97
Employee & Spouse/Domestic Partner		\$80		\$97
Employee & Child(ren)		\$80		\$97
Employee & Family	\$88	\$80		\$97
Monthly Employee Cost				
Employee only	\$8	\$7	\$6	
Employee & Spouse/Domestic Partner		\$20	\$12	
Employee & Child(ren)		\$20	\$13	
Employee & Family	\$16	\$20	\$19	



2025 Health, Dental & Vision Plans BARGAINING	City of Lancaster	City of Marysville	City of Mount Vernon	City Of New Albany
Vision Coverage:				
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				
Total Monthly Premium				
Employee only	\$12	\$6	\$1	\$22
Employee & Spouse/Domestic Partner	\$19	\$14	\$2	\$22
Employee & Child(ren)		\$14	\$2	\$22
Employee & Family	\$34	\$14	\$2	\$22
Monthly Employer Cost				
Employee only		\$6		\$22
Employee & Spouse/Domestic Partner		\$11		\$22
Employee & Child(ren)		\$11		\$22
Employee & Family		\$11		\$22
Monthly Employee Cost				
Employee only	\$12		\$1	
Employee & Spouse/Domestic Partner	\$19	\$3	\$2	
Employee & Child(ren)		\$3	\$2	
Employee & Family	\$34	\$3	\$2	
Notes:				



2025 Health, Dental & Vision Plans BARGAINING	City of Pataskala	City of Powell	City of Reynoldsburg	City of Sunbury
If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.)	FOP, OPBA & USW	AFSCME,FOP	FOP/OBPA/Dispatcher/USW	
Do you offer medical coverage to your employees?	Yes	Yes	Yes	
What type of plan do you offer?	PPO / HSFA	HSFA	HSFA	
How many employees are enrolled in medical plan?	28 / 12	28	93	
Funding type?	Other	Self-Insured	Fully-Insured	
If other, please describe:	We belong to the Central Ohio Healthcare Consortium (COHCC) for our medical insurance program.			
Monthly Premiums: Total Monthly Premium				
Employee Only	\$894	\$873	\$637	\$874
Employee & Spouse/Domestic Partner	\$1,781	\$1,834	\$1,712	\$1,916
Employee & Children	\$1,728	\$1,659	\$1,712	\$1,569
Employee & Family	\$2,590	\$2,618	\$1,712	\$2,611
Monthly Premiums: Total Employer Cost				
Employee Only	\$805	\$789	\$561	\$830
Employee & Spouse/Domestic Partner	\$1,603	\$1,657	\$1,507	\$1,794
Employee & Children	\$1,556	\$1,500	\$1,507	\$1,490
Employee & Family	\$2,331	\$2,366	\$1,507	\$2,454
Monthly Premiums: Total Employee Cost				
Employee Only	\$89	\$84	\$77	\$44
Employee & Spouse/Domestic Partner	\$178	\$176	\$205	\$122
Employee & Children	\$173	\$160	\$205	\$78
Employee & Family	\$259	\$252	\$205	\$157

2025 Health, Dental & Vision Plans BARGAINING	City of Pataskala	City of Powell	City of Reynoldsburg	City of Sunbury
In Network deduct:				
Individual deduct	\$2,500	\$3,300	\$3,300	\$2,500
Family deduct	\$5,000	\$5,000	\$6,600	\$5,000
Coinsurance (e.g., 80/20, 70/30, etc.)	100	\$1.00	\$1.00	\$0 after deduct.
Lifetime maximum for medical plan		\$3,200 single/\$5,000 family		
Office co-payment (Primary Care Physician)	deduct. then 100%	deduct then covered in full		0
Office co-payment (Specialist)	deduct. then 100%	deduct then covered in full		\$0 after deduct.
Co-payment or co-insurance (Emergency room)	deduct. then 100%	deduct then covered in full		\$0 after deduct.
Co-payment or co-insurance (Urgent Care)	deduct. then 100%	deduct then covered in full		\$0 after deduct.
Co-payment or co-insurance generic drugs (retail)	deduct. then 100%	deduct then covered in full	\$10	\$0 after deduct.
Co-payment or co-insurance preferred brand (retail)	deduct then 100%	deduct then covered in full	\$30	\$0 after deduct.
Co-payment or co-insurance non-preferred drugs (retail)	deduct then 100%	deduct then covered in full	\$50	\$0 after deduct.
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	deduct then 100%	deduct then covered in full	\$25	\$0 after deduct.
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	deduct then 100%	deduct then covered in full	\$75	\$0 after deduct.
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	deduct then 100%	deduct then covered in full	\$125	\$0 after deduct.
Out-of-Network deduct:				
Individual deduct	\$5,000	\$5,000	\$4,600	\$7,500
Family deduct	\$10,000	\$10,000	\$9,200	\$15,000
Coinsurance (e.g., 80/20, 70/30, etc.)	80%	80%/20%	\$1.00	\$0 after deduct.
Lifetime maximum for medical plan		\$10,000 single/\$20,000 family		
Office co-payment (Primary Care Physician)	deduct then 80%	deduct then 20%		50%
Office co-payment (Specialist)	deduct then 80%	deduct then 20%		50% after deduct.
Co-payment or co-insurance (Emergency room)	deduct then 100%	deduct then covered in full		50% after deduct.
Co-payment or co-insurance (Urgent Care)	deduct then 80%	deduct then 20%		50% after deduct.
Co-payment or co-insurance generic drugs (retail)	deduct then 100%		\$10	50% after deduct.
Co-payment or co-insurance preferred brand (retail)	deduct then 100%		\$30	50% after deduct.
Co-payment or co-insurance non-preferred drugs (retail)	deduct then 100%		\$50	50% after deduct.
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	deduct then 100%		\$25	50% after deduct.
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	deduct then 100%		\$75	50% after deduct.
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	deduct then 100%		\$125	50% after deduct.
Do you provide a credit/incentive to employees who opt out of medical coverage?	Yes	Yes	Yes	No



2025 Health, Dental & Vision Plans BARGAINING	City of Pataskala	City of Powell	City of Reynoldsburg	City of Sunbury
Dental Coverage:				
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	No	Yes	Yes
If yes, per person lifetime maximum?	\$1,500	\$1,500	\$1,500	\$1,000
If yes, what age group is covered?	<= 19		Up to age 19	Up to age 26
Monthly Dental Premiums if not bundled with medical plan				
Total Monthly Premium				
Employee only	\$35	\$29	\$99	\$32
Employee & Spouse/Domestic Partner	\$69	\$78	\$99	\$65
Employee & Child(ren)	\$86	\$78	\$99	\$89
Employee & Family	\$132	\$78	\$99	\$122
Monthly Employer Cost				
Employee only	\$31	\$28	\$92	\$31
Employee & Spouse/Domestic Partner	\$62	\$74	\$92	\$61
Employee & Child(ren)	\$77	\$74	\$92	\$85
Employee & Family	\$119	\$74	\$92	\$115
Monthly Employee Cost				
Employee only	\$3	\$1	\$7	\$2
Employee & Spouse/Domestic Partner	\$7	\$4	\$7	\$4
Employee & Child(ren)	\$9	\$4	\$7	\$4
Employee & Family	\$13	\$4	\$7	\$7



2025 Health, Dental & Vision Plans BARGAINING	City of Pataskala	City of Powell	City of Reynoldsburg	City of Sunbury
Vision Coverage:				
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				
Total Monthly Premium				
Employee only	\$22	\$10	\$22	\$8
Employee & Spouse/Domestic Partner	\$23	\$17	\$22	\$16
Employee & Child(ren)	\$23	\$18	\$22	\$17
Employee & Family	\$23	\$29	\$22	\$26
Monthly Employer Cost				
Employee only	\$20		\$20	\$8
Employee & Spouse/Domestic Partner	\$20		\$20	\$15
Employee & Child(ren)	\$20		\$20	\$17
Employee & Family	\$20		\$20	\$24
Monthly Employee Cost				
Employee only	\$3	\$10	\$2	\$0.41
Employee & Spouse/Domestic Partner	\$4	\$17	\$2	\$1
Employee & Child(ren)	\$4	\$18	\$2	\$1
Employee & Family	\$4	\$29	\$2	\$1
Notes:				



2025 Health, Dental & Vision Plans BARGAINING	City of Upper Arlington	City of Westerville	City of Whitehall	City of Worthington
If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.)	FOP, IAFF, Teamsters	USW	FOP, IAFF, CWA, FOP-OLC	
Do you offer medical coverage to your employees?	Yes	Yes	Yes	Yes
What type of plan do you offer?	HDHP/ PPO/ HSFA / DCESA		HSFA / DCESA	PPO
How many employees are enrolled in medical plan?			913 / 3	125
Funding type?	Self-Insured		Self-Insured	Self-Insured
If other, please describe:		USW - BCBS plan is fully insured, while Non-Union, FOP, and IAFF - UHC plan is self-funded	We offer a HDHP (high deductible health plan) with a cafeteria plan (except FOP where it is bundled) and a HSA option; we are a self-insured organization with 105 bargaining employees participating	
Monthly Premiums: Total Monthly Premium	PPO/HDHP Rates			
Employee Only	\$953 / \$873	\$665	\$851	\$1,226
Employee & Spouse/Domestic Partner	\$2001 / \$1833	\$2,254	\$1,852	
Employee & Children	\$1620 / \$1484	\$2,254	\$1,448	\$3,175
Employee & Family	\$2668 / \$2444	\$2,254	\$2,554	
Monthly Premiums: Total Employer Cost				
Employee Only	\$839 / \$768	566	\$799	\$1,161
Employee & Spouse/Domestic Partner	\$1761 / \$1613	1960	\$1,717	
Employee & Children	\$1426 / \$1306	1960	\$1,350	
Employee & Family	\$2348 / \$2151	1960	\$2,379	\$3,008
Monthly Premiums: Total Employee Cost				
Employee Only	\$114 / \$105	\$100	\$52	\$64
Employee & Spouse/Domestic Partner	\$240 / \$220	\$293	\$135	
Employee & Children	\$194 / \$178	\$293	\$98	
Employee & Family	\$320 / \$293	\$293	\$176	\$167

2025 Health, Dental & Vision Plans BARGAINING	City of Upper Arlington	City of Westerville	City of Whitehall	City of Worthington
In Network deduct:				
Individual deduct	\$200 / \$2,000	\$2,000		\$3,300
Family deduct	\$400 / \$4,000	\$4,000	\$6,000	\$6,000
Coinsurance (e.g., 80/20, 70/30, etc.)	20% / 10%			100/0
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)	\$20 / deduct. then 10%		deduct, then \$30	
Office co-payment (Specialist)	\$50 / deduct. then 10%		deduct, then \$60	
Co-payment or co-insurance (Emergency room)	\$250 / deduct. then 10%		deduct, then \$250	
Co-payment or co-insurance (Urgent Care)	\$25 / deduct. then 10%		deduct, then \$75	
Co-payment or co-insurance generic drugs (retail)	\$10 / deduct. then 10%		deduct, then \$10	
Co-payment or co-insurance preferred brand (retail)	\$40 / deduct. then 10%		deduct, then 20%	
Co-payment or co-insurance non-preferred drugs (retail)	\$70 / deduct. then 10%		deduct, then 30%	
Co-pay or co-insurance generic drugs (mail order - 3 mos.)	\$25 / deduct. then 10%		\$20	
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$100 / deduct. then 10%		\$70	
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	\$175 / deduct. then 10%		\$150	
Out-of-Network deduct:				
Individual deduct	\$400 / \$4,000	\$4,000	\$6,000	\$6,000
Family deduct	\$800 / \$8,000	\$8,000	\$12,000	\$12,000
Coinsurance (e.g., 80/20, 70/30, etc.)	40% / 30%	20% co-ins	30%	20%
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)	deduct. then 30%	20% co-ins	deduct, then 30%	
Office co-payment (Specialist)	deduct. then 30%	20% co-ins	deduct, then 30%	
Co-payment or co-insurance (Emergency room)	\$250 / deduct. then 30%		deduct, then \$250	
Co-payment or co-insurance (Urgent Care)	deduct. then 30%	20% co-ins	deduct, then 30%	
Co-payment or co-insurance generic drugs (retail)	\$10 / deduct. then 30%		deduct, then \$10	
Co-payment or co-insurance preferred brand (retail)	\$40 / deduct. then 30%		deduct, then 20%	
Co-payment or co-insurance non-preferred drugs (retail)	\$70 / deduct. then 30%		deduct, then 30%	
Co-pay or co-insurance generic drugs (mail order - 3 mos.)	None / deduct. then 30%		\$20	
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	None / deduct. then 30%		\$70	
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	None		\$150	
Do you provide a credit/incentive to employees who opt out of medical coverage?	No	Yes	No	Yes



2025 Health, Dental & Vision Plans BARGAINING	City of Upper Arlington	City of Westerville	City of Whitehall	City of Worthington
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	varies	\$1,500	\$1,500
If yes, what age group is covered?	All	varies	under age 19	18 and under
Monthly Dental Premiums if not bundled with medical plan				
Total Monthly Premium				
Employee only	\$50	\$30	\$49	\$98
Employee & Spouse/Domestic Partner	\$104	\$92	\$104	\$98
Employee & Child(ren)	\$84	\$92	\$84	\$98
Employee & Family	\$139	\$92	\$148	\$98
Monthly Employer Cost				
Employee only	\$50	\$30	\$45	\$98
Employee & Spouse/Domestic Partner	\$104	\$92	\$92	\$98
Employee & Child(ren)	\$84	\$92	\$76	\$98
Employee & Family	\$139	\$92	\$132	\$98
Monthly Employee Cost				
Employee only			\$4	
Employee & Spouse/Domestic Partner			\$12	
Employee & Child(ren)			\$8	
Employee & Family			\$16	



2025 Health, Dental & Vision Plans BARGAINING	City of Upper Arlington	City of Westerville	City of Whitehall	City of Worthington
Vision Coverage:				
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	No	No	No (except FOP)	No
Please provide information below if not bundled with medical				
Total Monthly Premium				
Employee only	\$6	\$8	\$9	\$29
Employee & Spouse/Domestic Partner	\$11	\$24	\$19	\$29
Employee & Child(ren)	\$12	\$24	\$19	\$29
Employee & Family	\$17	\$24	\$30	\$29
Monthly Employer Cost				
Employee only		\$8	\$9	\$29
Employee & Spouse/Domestic Partner		\$24	\$17	\$29
Employee & Child(ren)		\$24	\$17	\$29
Employee & Family		\$24	\$26	\$29
Monthly Employee Cost				
Employee only	\$6		\$1	
Employee & Spouse/Domestic Partner	\$11		\$2	
Employee & Child(ren)	\$12		\$2	
Employee & Family	\$17		\$4	
Notes:				



2025 Health, Dental & Vision Plans BARGAINING	Delaware County	Franklin County Board of Commissioners	Clinton Township	Madison Township Franklin County
If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.)		AFSCME, OCSEA, Teamsters	FOP & IAFF	Fire, Police
Do you offer medical coverage to your employees?	Yes	Yes	Yes	Yes
What type of plan do you offer?	PPO	PPO / HSFA / DCFS	PPO	PPO
How many employees are enrolled in medical plan?	901		25	74
Funding type?	Fully-Insured	Self-Insured	Fully-Insured	Self-Insured
If other, please describe:				
Monthly Premiums: Total Monthly Premium				
Employee Only	\$984	\$2,242	\$546	\$1,111
Employee & Spouse/Domestic Partner	\$2,168	\$2,242	\$1,194	\$2,843
Employee & Children	\$1,769	\$2,242	\$978	\$2,843
Employee & Family	\$2,952	\$2,242	\$1,627	\$2,843
Monthly Premiums: Total Employer Cost				
Employee Only	\$856	\$2,072	\$496	\$944
Employee & Spouse/Domestic Partner	\$1,886	\$1,863	\$1,087	\$2,417
Employee & Children	\$1,539	\$2,072	\$890	\$2,417
Employee & Family	\$2,569	\$1,863	\$1,480	\$2,417
Monthly Premiums: Total Employee Cost				
Employee Only	\$128	\$170	\$49	\$167
Employee & Spouse/Domestic Partner	\$282	\$379	\$107	\$426
Employee & Children	\$230	\$170	\$88	\$426
Employee & Family	\$384	\$379	\$146	\$426



2025 Health, Dental & Vision Plans BARGAINING	Delaware County	Franklin County Board of Commissioners	Clinton Township	Madison Township Franklin County
In Network deduct:				
Individual deduct	\$650	\$500	\$6,750	\$3,300
Family deduct	\$1,300	\$1,250	\$13,500	\$5,000
Coinsurance (e.g., 80/20, 70/30, etc.)	\$80		\$100	
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)	\$20	\$20		deduct
Office co-payment (Specialist)	\$40	\$20 - \$40		deduct
Co-payment or co-insurance (Emergency room)	\$300	\$150		deduct
Co-payment or co-insurance (Urgent Care)	\$75	\$25		deduct
Co-payment or co-insurance generic drugs (retail)	\$10	\$5		deduct
Co-payment or co-insurance preferred brand (retail)	\$30	\$25		deduct
Co-payment or co-insurance non-preferred drugs (retail)	\$50	\$50		deduct
Co-pay or co-insurance generic drugs (mail order - 3 mos.)	\$20	\$13		deduct
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$60	\$63		deduct
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	\$100	10% up to \$300		deduct
Out-of-Network deduct:				
Individual deduct	\$1,300	\$1,000	\$7,500	\$5,000
Family deduct	\$2,600	\$2,500	\$15,000	\$10,000
Coinsurance (e.g., 80/20, 70/30, etc.)	\$60	20% after deduct,	\$50	
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)		20% after deduct.		deduct
Office co-payment (Specialist)		20% after deduct.		deduct
Co-payment or co-insurance (Emergency room)		\$150		deduct
Co-payment or co-insurance (Urgent Care)		20% after ded		deduct
Co-payment or co-insurance generic drugs (retail)				deduct
Co-payment or co-insurance preferred brand (retail)				deduct
Co-payment or co-insurance non-preferred drugs (retail)				deduct
Co-pay or co-insurance generic drugs (mail order - 3 mos.)				deduct
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)				deduct
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)				deduct
Do you provide a credit/incentive to employees who opt out of medical coverage?	No	No	No	No



2025 Health, Dental & Vision Plans BARGAINING	Delaware County	Franklin County Board of Commissioners	Clinton Township	Madison Township Franklin County
Dental Coverage:				
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	Yes	Yes
If yes, per person lifetime maximum?	\$1,000	\$2,500	2000/1500/1000	\$1,500
If yes, what age group is covered?	Up to age 19	Less than 19	up to age 19	Up to age 19
Monthly Dental Premiums if not bundled with medical plan				
Total Monthly Premium				
Employee only	\$24	Bundled Plan/Composite Rate	\$39	\$36
Employee & Spouse/Domestic Partner	\$47	Bundled Plan/Composite Rate	\$72	\$72
Employee & Child(ren)	\$51	Bundled Plan/Composite Rate	\$134	\$72
Employee & Family	\$84	Bundled Plan/Composite Rate	\$134	\$135
Monthly Employer Cost				
Employee only	\$12		\$35	\$36
Employee & Spouse/Domestic Partner	\$23		\$65	\$72
Employee & Child(ren)	\$26		\$122	\$72
Employee & Family	\$42		\$122	\$135
Monthly Employee Cost				
Employee only	\$12		\$4	
Employee & Spouse/Domestic Partner	\$23		\$6	
Employee & Child(ren)	\$26		\$12	
Employee & Family	\$42		\$12	



2025 Health, Dental & Vision Plans BARGAINING	Delaware County	Franklin County Board of Commissioners	Clinton Township	Madison Township Franklin County
Vision Coverage:				
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	No	Yes	No	No
Please provide information below if not bundled with medical				
Total Monthly Premium				
Employee only	\$7	Bundled Plan/Composite Rate	\$9	\$11
Employee & Spouse/Domestic Partner	\$11	Bundled Plan/Composite Rate	\$30	\$22
Employee & Child(ren)	\$11	Bundled Plan/Composite Rate	\$30	\$22
Employee & Family	\$18	Bundled Plan/Composite Rate	\$30	\$35
Monthly Employer Cost				
Employee only	\$3		\$8	\$11
Employee & Spouse/Domestic Partner	\$6		\$27	\$22
Employee & Child(ren)	\$6		\$27	\$22
Employee & Family	\$9		\$27	\$35
Monthly Employee Cost				
Employee only	\$3		\$1	
Employee & Spouse/Domestic Partner	\$6		\$3	
Employee & Child(ren)	\$6		\$3	
Employee & Family	\$9		\$3	
Notes:				



2025 Health, Dental & Vision Plans BARGAINING	Orange Township	Prairie Township	Violet Township
If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.)	Fire, ASFCME		
Do you offer medical coverage to your employees?	Yes	Yes	Yes
What type of plan do you offer?	PPO / HSFA / DCFS	PPO / HSFA / DCFS	PPO
How many employees are enrolled in medical plan?	42	34 / 7	67
Funding type?	Fully-Insured		Self-Insured
If other, please describe:			
Monthly Premiums: Total Monthly Premium			
Employee Only	\$1,255	\$2,502	\$1,171
Employee & Spouse/Domestic Partner	\$2,634	\$2,502	\$2,581
Employee & Children	\$2,389	\$2,502	\$1,980
Employee & Family	\$3,764	\$2,502	\$3,626
Monthly Premiums: Total Employer Cost			
Employee Only	\$1,066	\$2,502	\$1,071
Employee & Spouse/Domestic Partner	\$2,239	\$2,502	\$2,431
Employee & Children	\$2,026	\$2,502	\$1,855
Employee & Family	\$3,199	\$2,502	\$3,426
Monthly Premiums: Total Employee Cost			
Employee Only	\$188		\$100
Employee & Spouse/Domestic Partner	\$395		\$150
Employee & Children	\$358		\$125
Employee & Family	\$565		\$200



2025 Health, Dental & Vision Plans BARGAINING	Orange Township	Prairie Township	Violet Township
In Network deduct:			
Individual deduct	\$5,000	\$200	\$300
Family deduct	\$10,000	\$500	\$600
Coinsurance (e.g., 80/20, 70/30, etc.)		100%	100%
Lifetime maximum for medical plan			
Office co-payment (Primary Care Physician)	\$30	\$20	\$10
Office co-payment (Specialist)	\$60	\$20 / \$40	\$25
Co-payment or co-insurance (Emergency room)	\$400	\$150	\$150
Co-payment or co-insurance (Urgent Care)	\$75	\$25	\$50
Co-payment or co-insurance generic drugs (retail)	\$20	\$5	Tier 1: \$10 copay Tier 2: \$20 copay
Co-payment or co-insurance preferred brand (retail)	\$50	\$25	
Co-payment or co-insurance non-preferred drugs (retail)	\$80	\$50	
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	\$60	\$15	Tier 1: \$10 Tier 2: \$50
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$150	\$75	
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	\$240	\$150	
Out-of-Network deduct:			
Individual deduct	\$15,000	\$500 *	\$4,000
Family deduct	\$30,000	\$1,250 *	\$8,000
Coinsurance (e.g., 80/20, 70/30, etc.)		100%	70 / 30
Lifetime maximum for medical plan			
Office co-payment (Primary Care Physician)	30% after deduct.		Ded & Co-ins
Office co-payment (Specialist)	30% after deduct.		Ded & Co-ins
Co-payment or co-insurance (Emergency room)	30% after deduct.		Ded & Co-ins
Co-payment or co-insurance (Urgent Care)	30% after deduct.		Ded & Co-ins
Co-payment or co-insurance generic drugs (retail)	0.50		Tier 1: \$10 copay Tier 2: \$20 copay
Co-payment or co-insurance preferred brand (retail)	0.50		
Co-payment or co-insurance non-preferred drugs (retail)	0.50		
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	0.50		Tier 1: \$10 Tier 2: \$50
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	0.50		
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	0.50		
Do you provide a credit/incentive to employees who opt out of medical coverage?	Yes	Yes	No



2025 Health, Dental & Vision Plans BARGAINING	Orange Township	Prairie Township	Violet Township
Dental Coverage:			
Do you offer Dental coverage to your employees?	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	Yes
If yes, per person lifetime maximum?		\$2,500	\$1,500
If yes, what age group is covered?		Under age 19	
Monthly Dental Premiums if not bundled with medical plan			
Total Monthly Premium			
Employee only	\$33		\$27
Employee & Spouse/Domestic Partner	\$63		\$80
Employee & Child(ren)	\$121		\$80
Employee & Family	\$121		\$80
Monthly Employer Cost			
Employee only	\$33		\$27
Employee & Spouse/Domestic Partner	\$63		\$80
Employee & Child(ren)	\$121		\$80
Employee & Family	\$121		\$80
Monthly Employee Cost			
Employee only			
Employee & Spouse/Domestic Partner			
Employee & Child(ren)			
Employee & Family			



2025 Health, Dental & Vision Plans BARGAINING	Orange Township	Prairie Township	Violet Township
Vision Coverage:			
Do you offer vision coverage to your employees?	Yes	Yes	Yes
Is your vision bundled with your medical plan?	No	Yes	No
Please provide information below if not bundled with medical			
Total Monthly Premium			
Employee only	\$6		\$8
Employee & Spouse/Domestic Partner	\$16		\$17
Employee & Child(ren)	\$16		\$15
Employee & Family	\$16		\$23
Monthly Employer Cost			
Employee only	\$6		\$8
Employee & Spouse/Domestic Partner	\$16		\$17
Employee & Child(ren)	\$16		\$15
Employee & Family	\$16		\$23
Monthly Employee Cost			
Employee only			
Employee & Spouse/Domestic Partner			
Employee & Child(ren)			
Employee & Family			
Notes:		*Standard plan shown, there is an incented plan for reduced deductible to those who earn through wellness programs**Dental included with Medical	



SECTION 6B

MEDICAL, DENTAL & VISION PLANS (Non-Bargaining)

2025 Health, Dental & Vision Plans NON-BARGAINING	City of Bexley	City of Canal Winchester	City of Columbus	City of Delaware
Do you offer medical coverage to your employees?	Yes	Yes	Yes	Yes
What type of plan do you offer?	HSFA		PPO / DCFSA	PPO / HSFA / DCFSA
How many employees are enrolled in medical plan?	87		8900 / 20	99 / 13 / 2
Funding type?	Fully-Insured		Self-Insured	Self-Insured
If other, please describe:		High Deductible/Health Savings Account		
Monthly Premiums: Total Monthly Premium				Base PPO
Employee Only	\$718	\$908	\$2,363	\$981
Employee & Spouse/Domestic Partner	\$1,407			
Employee & Children	\$1,591			
Employee & Family	\$2,216	\$2,351	\$2,688	\$2,943
Monthly Premiums: Total Employer Cost				
Employee Only	\$575	\$908	\$2,147	\$903
Employee & Spouse/Domestic Partner	\$1,126			
Employee & Children	\$1,273			
Employee & Family	\$1,773	\$2,351	\$2,147	\$2,707
Monthly Premiums: Total Employee Cost				
Employee Only	\$144		\$217	\$78
Employee & Spouse/Domestic Partner	\$281			
Employee & Children	\$318			
Employee & Family	\$443		\$542	\$235

2025 Health, Dental & Vision Plans NON-BARGAINING	City of Bexley	City of Canal Winchester	City of Columbus	City of Delaware
In Network Deductible:				
Individual deductible	\$1,650	\$3,300	\$300	\$1,000
Family deductible	\$3,300	\$5,000	\$600	\$25,000
Coinsurance (e.g., 80/20, 70/30, etc.)	50 / 50		80 / 20	20%
Lifetime maximum for medical plan			unlimited	
Office co-payment (Primary Care Physician)	Co-Ins after ded		\$20	\$15
Office co-payment (Specialist)	Co-Ins after ded		\$30	\$30, \$75 NP
Co-payment or co-insurance (Emergency room)	Co-Ins after ded		\$150	\$300 after deductible
Co-payment or co-insurance (Urgent Care)	Co-Ins after ded		\$30	\$50 copay
Co-payment or co-insurance generic drugs (retail)	Co-Ins 10%			\$10
In Network Deductible:				
Co-payment or co-insurance preferred brand (retail)	Co-Ins 25%			\$30
Co-payment or co-insurance non-preferred drugs (retail)	Co-Ins 25%			\$90
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	Co-Ins 10%			\$25
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	Co-Ins 25%			\$75
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	Co-Ins 25%			\$225
Out-of-Network Deductible:				
Individual deductible	\$2,800	\$5,000	\$800	\$2,000
Family deductible	\$5,600	\$10,000	\$1,600	\$4,000
Coinsurance (e.g., 80/20, 70/30, etc.)	50 / 50		60 / 40	50%
Lifetime maximum for medical plan			unlimited	
Office co-payment (Primary Care Physician)	30% Co-Ins after ded		deductible then 40%	50% after deductible
Office co-payment (Specialist)	30% Co-Ins after ded		deductible then 40%	50% after deductible
Co-payment or co-insurance (Emergency room)	Emergency pd at network level (10% Co-Ins) non emergency (30% Co-Ins)		\$150	\$300 after deductible
Co-payment or co-insurance (Urgent Care)	30% Co-Ins after ded		\$30	50% after deductible
Co-payment or co-insurance generic drugs (retail)	Paid at in-network level			\$10
Co-payment or co-insurance preferred brand (retail)	Paid at in-network level			\$30
Co-payment or co-insurance non-preferred drugs (retail)	Paid at in-network level			\$90
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	Paid at in-network level			\$25
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	Paid at in-network level			\$75
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	Paid at in-network level			\$225
Do you provide a credit/incentive to employees who optout of medical coverage?	Yes	Yes	No	Yes

2025 Health, Dental & Vision Plans NON-BARGAINING	City of Bexley	City of Canal Winchester	City of Columbus	City of Delaware
Dental Coverage:				
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	Yes	No
If yes, per person lifetime maximum?	\$1,250		\$1,500	
If yes, what age group is covered?	Children		no age limit	
Monthly Dental Premiums if not bundled with medical plan				
Total Monthly Premium				
Employee only	\$39	\$101		\$54
Employee & Spouse/Domestic Partner	\$75			\$117
Employee & Child(ren)	\$88			
Employee & Family	\$132	\$101		
Monthly Employer Cost				
Employee only	\$20	\$101		\$45
Employee & Spouse/Domestic Partner	\$37			\$100
Employee & Child(ren)	\$44			
Employee & Family	\$68	\$101		
Monthly Employee Cost				
Employee only	\$20			\$8
Employee & Spouse/Domestic Partner	\$37			\$18
Employee & Child(ren)	\$44			
Employee & Family	\$68			

2025 Health, Dental & Vision Plans NON-BARGAINING	City of Bexley	City of Canal Winchester	City of Columbus	City of Delaware
Vision Coverage:				
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	No	Yes	Yes	No
Please provide information below if not bundled with medical				
Total Monthly Premium				
Employee only	\$9	\$22		\$7
Employee & Spouse/Domestic Partner	\$18			\$12
Employee & Child(ren)	\$100			\$13
Employee & Family	\$30	\$22		\$19
Monthly Employer Cost				
Employee only	\$5	\$22		
Employee & Spouse/Domestic Partner	\$9			
Employee & Child(ren)	\$15			
Employee & Family	\$15	\$22		
Monthly Employee Cost				
Employee only	\$5			\$7
Employee & Spouse/Domestic Partner	\$9			\$12
Employee & Child(ren)	\$85			\$13
Employee & Family	\$15			\$19
Notes:			Dental plan premium is bundled w/ Med insurance. Maximum Payment – \$1,500 per Member total per Benefit Year on all services, except diagnostic, prophylaxes (cleanings), emergency palliative, fluoride, and brush biopsy. \$1,850 per Member total per lifetime on orthodontic services.	See Additional Base PPO & HSA info within section 11

2025 Health, Dental & Vision Plans NON-BARGAINING	City of Dublin	City of Gahanna	City of Grandview Heights
Do you offer medical coverage to your employees?	Yes	Yes	Yes
What type of plan do you offer?	HSFA / DCFSA	PPO / DCFSA	PPO
How many employees are enrolled in medical plan?	207 / 10	72 / 3	80
Funding type?	Self-Insured	Self-Insured	Fully-Insured
If other, please describe:			
Monthly Premiums: Total Monthly Premium	Wellness Participation & Non-Smoker 6%		
Employee Only	\$1,144	\$846	\$2,497
Employee & Spouse/Domestic Partner		\$1,586	\$2,497
Employee & Children		\$1,751	\$2,497
Employee & Family	\$2,836	\$2,491	\$2,497
Monthly Premiums: Total Employer Cost			
Employee Only	\$1,144	\$795	\$2,318
Employee & Spouse/Domestic Partner		\$1,491	\$2,041
Employee & Children		\$1,646	\$2,041
Employee & Family	\$2,836	\$2,341	\$2,041
Monthly Premiums: Total Employee Cost			
Employee Only		\$51	\$179
Employee & Spouse/Domestic Partner		\$95	\$456
Employee & Children		\$105	\$456
Employee & Family		\$149	\$456

2025 Health, Dental & Vision Plans NON-BARGAINING	City of Dublin	City of Gahanna	City of Grandview Heights
In Network Deductible:			
Individual deductible	\$2,500	\$2,300	\$500
Family deductible	\$5,000	\$6,400	\$1,250
Coinsurance (e.g., 80/20, 70/30, etc.)	85 / 15	No Charge	100
Lifetime maximum for medical plan			
Office co-payment (Primary Care Physician)		Deductible then 0%	\$20
Office co-payment (Specialist)			\$20 - \$40
Co-payment or co-insurance (Emergency room)		Deductible then 0%	\$150
Co-payment or co-insurance (Urgent Care)			\$25
Co-payment or co-insurance generic drugs (retail)		Deductible then \$10 copay	\$5
In Network Deductible:			
Co-payment or co-insurance preferred brand (retail)		Deductible then 25% with min. \$2	\$25
Co-payment or co-insurance non-preferred drugs (retail)		Deductible then 35% with min. \$7	\$50
Co-pay or co-insurance generic drugs (mail order- 3 mos.)		Deductible then \$25 copay	\$13
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)		Deductible then 25% with min. \$5	\$63
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)		Deductible then 35% with min. \$21	\$125
Out-of-Network Deductible:			
Individual deductible	\$5,000	\$6,000	\$1,000
Family deductible	\$10,000	\$12,000	\$2,500
Coinsurance (e.g., 80/20, 70/30, etc.)	60 / 40	80 / 20	80 / 20
Lifetime maximum for medical plan			
Office co-payment (Primary Care Physician)		Deductible then 20%	20%
Office co-payment (Specialist)			20%
Co-payment or co-insurance (Emergency room)		Deductible then 20%	20%
Co-payment or co-insurance (Urgent Care)			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 optout of medical coverage?	No	No	No

2025 Health, Dental & Vision Plans NON-BARGAINING	City of Dublin	City of Gahanna	City of Grandview Heights
Dental Coverage:			
Do you offer Dental coverage to your employees?	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	Yes
If yes, per person lifetime maximum?	\$2,000	\$1,500	\$1,500
If yes, what age group is covered?	Child and Adult	Up to age 19 dependents only	Prior to 19
Monthly Dental Premiums if not bundled with medical plan			
Total Monthly Premium			
Employee only	\$61	\$92	
Employee & Spouse/Domestic Partner		\$92	
Employee & Child(ren)		\$92	
Employee & Family	\$196	\$92	
Monthly Employer Cost			
Employee only	\$61	\$92	
Employee & Spouse/Domestic Partner		\$92	
Employee & Child(ren)		\$92	
Employee & Family	\$196	\$92	
Monthly Employee Cost			
Employee only			
Employee & Spouse/Domestic Partner			
Employee & Child(ren)			
Employee & Family			

2025 Health, Dental & Vision Plans NON-BARGAINING	City of Dublin	City of Gahanna	City of Grandview Heights
Vision Coverage:			
Do you offer vision coverage to your employees?	Yes	Yes	Yes
Is your vision bundled with your medical plan?	Yes	No	Yes
Please provide information below if not bundled with medical			
Total Monthly Premium			
Employee only	\$8	\$22	
Employee & Spouse/Domestic Partner		\$22	
Employee & Child(ren)		\$22	
Employee & Family	\$25	\$22	
Monthly Employer Cost			
Employee only	\$8	\$22	
Employee & Spouse/Domestic Partner		\$22	
Employee & Child(ren)		\$22	
Employee & Family	\$25	\$22	
Monthly Employee Cost			
Employee only			
Employee & Spouse/Domestic Partner			
Employee & Child(ren)			
Employee & Family			
Notes:			dental and vision part of medical

2025 Health, Dental & Vision Plans NON-BARGAINING	City of Grove City	City of Groveport	City of Hilliard	City of Lancaster
Do you offer medical coverage to your employees?	Yes	Yes	Yes	Yes
What type of plan do you offer?		PPO / HSFA / DCFSA	DCFSA	PPO / HSFA / DCFSA
How many employees are enrolled in medical plan?		64		384 / 113 / 4
Funding type?		Fully-Insured	Self-Insured	Self-Insured
If other, please describe:	HDHP, HAS, self-insured through a health care consortium		Self-Insured HDHP-HSA-137 Employees Enrolled	
Monthly Premiums: Total Monthly Premium				
Employee Only	\$970	\$1,371	\$1,043	\$859
Employee & Spouse/Domestic Partner	\$2,411	\$4,325		
Employee & Children	\$2,511	\$4,325		
Employee & Family	\$2,511	\$4,325	\$3,026	\$2,339
Monthly Premiums: Total Employer Cost				
Employee Only	\$824	\$1,242	\$998	\$730
Employee & Spouse/Domestic Partner	\$2,134	\$3,918		
Employee & Children	\$2,134	\$3,918		
Employee & Family	\$2,134	\$3,918	\$2,894	\$1,988
Monthly Premiums: Total Employee Cost				
Employee Only	\$145	\$129	\$45	\$129
Employee & Spouse/Domestic Partner	\$377	\$407		
Employee & Children	\$377	\$407		
Employee & Family	\$377	\$407	\$132	\$351

2025 Health, Dental & Vision Plans NON-BARGAINING	City of Grove City	City of Groveport	City of Hilliard	City of Lancaster
In Network Deductible:				
Individual deductible	\$3,300	\$5,000	\$2,000	\$400
Family deductible	\$5,000	\$10,000	\$4,000	\$800
Coinsurance (e.g., 80/20, 70/30, etc.)		pays 100% of most	10%	20%
Lifetime maximum for medical plan				\$4000/\$8000
Office co-payment (Primary Care Physician)		no charge after deductible		\$25
Office co-payment (Specialist)		no charge after deductible		\$25
Co-payment or co-insurance (Emergency room)		no charge after deductible		\$100
Co-payment or co-insurance (Urgent Care)		no charge after deductible	0.10	\$50
Co-payment or co-insurance generic drugs (retail)		no charge after deductible	\$10	\$10
In Network Deductible:				
Co-payment or co-insurance preferred brand (retail)		no charge after deductible	\$25.00	\$30.00
Co-payment or co-insurance non-preferred drugs (retail)		no charge after deductible	\$50.00	\$60.00
Co-pay or co-insurance generic drugs (mail order- 3 mos.)		no charge after deductible	\$20.00	\$20.00
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)		no charge after deductible	\$50.00	\$60.00
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)		no charge after deductible	\$100.00	\$120.00
Out-of-Network Deductible:				
Individual deductible	\$5,000	\$7,500	\$4,000	\$1,000
Family deductible	\$10,000	\$15,000	\$8,000	\$2,000
Coinsurance (e.g., 80/20, 70/30, etc.)		pays 50%	30%	40%
Lifetime maximum for medical plan				\$10,000/\$20,000
Office co-payment (Primary Care Physician)		50% coinsurance		40% coinsurance
Office co-payment (Specialist)		50% coinsurance		40% coinsurance
Co-payment or co-insurance (Emergency room)		50% coinsurance	30%	40% coinsurance
Co-payment or co-insurance (Urgent Care)		no charge after deductible	30%	40% coinsurance
Co-payment or co-insurance generic drugs (retail)				40% coinsurance
Co-payment or co-insurance preferred brand (retail)				40% coinsurance
Co-payment or co-insurance non-preferred drugs (retail)				40% coinsurance
Co-pay or co-insurance generic drugs (mail order- 3 mos.)				40% coinsurance
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)				40% coinsurance
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)				40% coinsurance
Do you provide a credit/incentive to employees who optout of medical coverage?	Yes	Yes	No	No

2025 Health, Dental & Vision Plans NON-BARGAINING	City of Grove City	City of Groveport	City of Hilliard	City of Lancaster
Dental Coverage:				
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	Yes	Yes
If yes, per person lifetime maximum?	\$1,500	\$1,000	\$1,500	\$2,000
If yes, what age group is covered?	Up to age 19	Up to age 19	Under 18	Child and Adult
Monthly Dental Premiums if not bundled with medical plan				
Total Monthly Premium				
Employee only	\$106	\$39	\$37	\$52
Employee & Spouse/Domestic Partner	\$106	\$72		
Employee & Child(ren)	\$106	\$134		
Employee & Family	\$106	\$134	\$108	\$104
Monthly Employer Cost				
Employee only	\$90	\$39	\$36	\$44
Employee & Spouse/Domestic Partner	\$90	\$72		
Employee & Child(ren)	\$90	\$134		
Employee & Family	\$90	\$134	\$104	\$88
Monthly Employee Cost				
Employee only	\$16		\$2	\$8
Employee & Spouse/Domestic Partner	\$16			
Employee & Child(ren)	\$16			
Employee & Family	\$16		\$5	\$16

2025 Health, Dental & Vision Plans NON-BARGAINING	City of Grove City	City of Groveport	City of Hilliard	City of Lancaster
Vision Coverage:				
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				
Total Monthly Premium				
Employee only	\$24	\$9	\$5	\$12
Employee & Spouse/Domestic Partner	\$24	\$18		\$19
Employee & Child(ren)	\$24	\$18		
Employee & Family	\$24	\$18	\$16	\$34
Monthly Employer Cost				
Employee only	\$20	\$9	\$5	
Employee & Spouse/Domestic Partner	\$20	\$18		
Employee & Child(ren)	\$20	\$18		
Employee & Family	\$20	\$18	\$15	
Monthly Employee Cost				
Employee only	\$4		\$0.23	\$12
Employee & Spouse/Domestic Partner	\$4			\$19
Employee & Child(ren)	\$4			
Employee & Family	\$4		\$1	\$34
Notes:				

2025 Health, Dental & Vision Plans NON-BARGAINING	City of Marysville	City of Mount Vernon	City of New Albany
Do you offer medical coverage to your employees?	Yes	Yes	
What type of plan do you offer?	PPO / HSFA / DCFS	PPO / HSFA / DCFS	HSFA / DCFS
How many employees are enrolled in medical plan?		180 / 1	
Funding type?	Self-Insured		
If other, please describe:			
Monthly Premiums: Total Monthly Premium			
Employee Only	\$1,409	\$101	\$936
Employee & Spouse/Domestic Partner	\$3,681	\$267,387	\$1,848
Employee & Children	\$3,681	\$222	\$1,726
Employee & Family	\$3,681	\$404	\$2,719
Monthly Premiums: Total Employer Cost			
Employee Only	\$1,127		\$842
Employee & Spouse/Domestic Partner	\$2,944		\$1,663
Employee & Children	\$2,944		\$1,553
Employee & Family	\$2,944		\$2,447
Monthly Premiums: Total Employee Cost			
Employee Only	\$282	\$101	\$94
Employee & Spouse/Domestic Partner	\$736	\$268	\$185
Employee & Children	\$736	\$222	\$173
Employee & Family	\$736	\$404	\$272

2025 Health, Dental & Vision Plans NON-BARGAINING	City of Marysville	City of Mount Vernon	City of New Albany
In Network Deductible:			
Individual deductible	\$100	\$1,000	\$2,500
Family deductible	\$200	\$2,000	\$5,000
Coinsurance (e.g., 80/20, 70/30, etc.)	80 / 20		
Lifetime maximum for medical plan	\$600 / \$1,200		
Office co-payment (Primary Care Physician)	\$15	\$20	
Office co-payment (Specialist)	\$15	\$40	
Co-payment or co-insurance (Emergency room)	\$100	\$200	
Co-payment or co-insurance (Urgent Care)	\$25	\$25	
Co-payment or co-insurance generic drugs (retail)	\$10	\$10	
In Network Deductible:			
Co-payment or co-insurance preferred brand (retail)	\$25	\$30	
Co-payment or co-insurance non-preferred drugs (retail)	\$40		
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	\$25	\$20	
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$65	\$60	
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	\$120		
Out-of-Network Deductible:			
Individual deductible	\$200		\$5,000
Family deductible	\$400		\$10,000
Coinsurance (e.g., 80/20, 70/30, etc.)	60 / 40		
Lifetime maximum for medical plan	\$1,200 / \$2,400		
Office co-payment (Primary Care Physician)	40%		
Office co-payment (Specialist)	40%		
Co-payment or co-insurance (Emergency room)	\$100		
Co-payment or co-insurance (Urgent Care)	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 optout of medical coverage?	Yes	No	No

2025 Health, Dental & Vision Plans NON-BARGAINING	City of Marysville	City of Mount Vernon	City of New Albany
Dental Coverage:			
Do you offer Dental coverage to your employees?	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	Yes
If yes, per person lifetime maximum?	\$1,000	\$1,000	\$1,500
If yes, what age group is covered?	Up to age 19	0-26	Up to age 26
Monthly Dental Premiums if not bundled with medical plan			
Total Monthly Premium			
Employee only	\$34	\$6	\$97
Employee & Spouse/Domestic Partner	\$101	\$12	\$97
Employee & Child(ren)	\$101	\$13	\$97
Employee & Family	\$101	\$19	\$97
Monthly Employer Cost			
Employee only	\$27		\$97
Employee & Spouse/Domestic Partner	\$80		\$97
Employee & Child(ren)	\$80		\$97
Employee & Family	\$80		\$97
Monthly Employee Cost			
Employee only	\$7	\$6	
Employee & Spouse/Domestic Partner	\$20	\$12	
Employee & Child(ren)	\$20	\$13	
Employee & Family	\$20	\$19	

2025 Health, Dental & Vision Plans NON-BARGAINING	City of Marysville	City of Mount Vernon	City of New Albany
Vision Coverage:			
Do you offer vision coverage to your employees?	Yes	Yes	Yes
Is your vision bundled with your medical plan?	No	No	No
Please provide information below if not bundled with medical			
Total Monthly Premium			
Employee only	\$6	\$1	\$22
Employee & Spouse/Domestic Partner	\$14	\$2	\$22
Employee & Child(ren)	\$14	\$2	\$22
Employee & Family	\$14	\$2	\$22
Monthly Employer Cost			
Employee only	\$6		\$22
Employee & Spouse/Domestic Partner	\$11		\$22
Employee & Child(ren)	\$11		\$22
Employee & Family	\$11		\$22
Monthly Employee Cost			
Employee only		\$1	
Employee & Spouse/Domestic Partner	\$3	\$2	
Employee & Child(ren)	\$3	\$2	
Employee & Family	\$3	\$2	
Notes:			

2025 Health, Dental & Vision Plans NON-BARGAINING	City of Pataskala	City of Powell	City of Reynoldsburg	City of Sunbury
Do you offer medical coverage to your employees?	Yes	Yes	Yes	Yes
What type of plan do you offer?	PPO / HSFA	HSFA	HSFA	PPO / HSFA
How many employees are enrolled in medical plan?	19 / 11	27	71	20 / 20
Funding type?	Other	Self-Insured	Fully-Insured	Self-Insured
If other, please describe:	We belong to the Central Ohio Healthcare Consortium for our medical insurance program			
Monthly Premiums: Total Monthly Premium				
Employee Only	\$894	\$873	\$637	\$874
Employee & Spouse/Domestic Partner	\$1,781	\$1,834	\$1,712	\$1,916
Employee & Children	\$1,728	\$1,659	\$1,712	\$1,569
Employee & Family	\$2,590	\$2,618	\$1,712	\$2,611
Monthly Premiums: Total Employer Cost				
Employee Only	\$805	\$789	\$561	\$830
Employee & Spouse/Domestic Partner	\$1,603	\$1,657	\$1,507	\$1,794
Employee & Children	\$1,556	\$1,500	\$1,507	\$1,490
Employee & Family	\$2,331	\$2,366	\$1,507	\$2,454
Monthly Premiums: Total Employee Cost				
Employee Only	\$89	\$84	\$77	\$44
Employee & Spouse/Domestic Partner	\$178	\$176	\$205	\$122
Employee & Children	\$173	\$160	\$205	\$78
Employee & Family	\$259	\$252	\$205	\$157

2025 Health, Dental & Vision Plans NON-BARGAINING	City of Pataskala	City of Powell	City of Reynoldsburg	City of Sunbury
In Network Deductible:				
Individual deductible	\$2,500	\$3,300	\$3,300	\$2,500
Family deductible	\$5,000	\$5,000	\$6,600	\$5,000
Coinsurance (e.g., 80/20, 70/30, etc.)	100%	\$1.00	\$1.00	\$0 after Deduct.
Lifetime maximum for medical plan		\$3,200 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.
In Network Deductible:				
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.
Out-of-Network Deductible:				
Individual deductible	\$5,000	\$5,000	\$4,600	\$7,500
Family deductible	\$10,000	\$10,000	\$9,200	\$15,000
Coinsurance (e.g., 80/20, 70/30, etc.)	80%	80%/20%	\$1.00	\$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%		50%
Office co-payment (Specialist)	Deduct then 80%	Deductible then 20%		50% after Deduct.
Co-payment or co-insurance (Emergency room)	Deduct then 100%	Deductible then covered in full		50% after Deduct.
Co-payment or co-insurance (Urgent Care)	Deduct then 80%	Deductible then 20%		50% after Deduct.
Co-payment or co-insurance generic drugs (retail)	Deduct then 100%		\$10	50% after Deduct.
Co-payment or co-insurance preferred brand (retail)	Deduct then 100%		\$30	50% after Deduct.
Co-payment or co-insurance non-preferred drugs (retail)	Deduct then 100%		\$50	50% after Deduct.
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	Deduct then 100%		\$25	50% after Deduct.
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	Deduct then 100%		\$75	50% after Deduct.
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	Deduct then 100%		\$125	50% after Deduct.
Do you provide a credit/incentive to employees who optout of medical coverage?	Yes	Yes	Yes	No

2025 Health, Dental & Vision Plans NON-BARGAINING	City of Pataskala	City of Powell	City of Reynoldsburg	City of Sunbury
Dental Coverage:				
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	No	Yes	Yes
If yes, per person lifetime maximum?	\$1,500	\$1,500	\$1,500	\$1,000
If yes, what age group is covered?	<= 19		Up to age 19	Up to age 26
Monthly Dental Premiums if not bundled with medical plan				
Total Monthly Premium				
Employee only	\$35	\$29	\$96	\$32
Employee & Spouse/Domestic Partner	\$69	\$78	\$96	\$65
Employee & Child(ren)	\$86	\$78	\$96	\$89
Employee & Family	\$132	\$78	\$96	\$122
Monthly Employer Cost				
Employee only	\$31	\$28	\$90	\$31
Employee & Spouse/Domestic Partner	\$62	\$74	\$90	\$61
Employee & Child(ren)	\$77	\$74	\$90	\$85
Employee & Family	\$119	\$74	\$90	\$115
Monthly Employee Cost				
Employee only	\$3	\$1	\$7	\$2
Employee & Spouse/Domestic Partner	\$7	\$4	\$7	\$4
Employee & Child(ren)	\$9	\$4	\$7	\$4
Employee & Family	\$13	\$4	\$7	\$7

2025 Health, Dental & Vision Plans NON-BARGAINING	City of Pataskala	City of Powell	City of Reynoldsburg	City of Sunbury
Vision Coverage:				
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				
Total Monthly Premium				
Employee only	\$22	\$10	\$22	\$9
Employee & Spouse/Domestic Partner	\$23	\$17	\$22	\$16
Employee & Child(ren)	\$23	\$18	\$22	\$17
Employee & Family	\$23	\$29	\$22	\$26
Monthly Employer Cost				
Employee only	\$20		\$20	\$8
Employee & Spouse/Domestic Partner	\$20		\$20	\$15
Employee & Child(ren)	\$20		\$20	\$17
Employee & Family	\$20		\$20	\$24
Monthly Employee Cost				
Employee only	\$3	\$10	\$2	\$0.41
Employee & Spouse/Domestic Partner	\$4	\$17	\$2	\$1
Employee & Child(ren)	\$4	\$18	\$2	\$1
Employee & Family	\$4	\$29	\$2	\$1
Notes:				

2025 Health, Dental & Vision Plans NON-BARGAINING	City of Upper Arlington	City of Westerville	City of Whitehall	City of Worthington
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
How many employees are enrolled in medical plan?			1-Apr	125
Funding type?	Self-Insured		Self-Insured	Self-Insured
If other, please describe:		HDHP and HSA. Our health care plan is fully insured and partially funded/self-funded. USW - BCBS plan is fully insured, while Non-Union, FOP, and IAFF - UHC plan is self-funded	We offer a HDHP (high deductible health plan) cafeteria plan, with an HSA option; we are a self-insured organization with 35 non-bargaining employees participating	
Monthly Premiums: Total Monthly Premium	PPO/HDHP Rates			
Employee Only	\$953 / \$873	\$718	\$851	\$1,226
Employee & Spouse/Domestic Partner	\$2001 / \$1833	\$1,579	\$1,852	
Employee & Children	\$1620 / \$1484	\$1,436	\$1,448	
Employee & Family	\$2668 / \$2444	\$2,512	\$2,554	\$3,175
Monthly Premiums: Total Employer Cost				
Employee Only	\$839 / \$768	610	\$799	\$1,161
Employee & Spouse/Domestic Partner	\$1761 / \$1613	1342	\$1,717	
Employee & Children	\$1426 / \$1306	1220	\$1,350	
Employee & Family	\$2348/ \$2151	2135	\$2,379	\$3,008
Monthly Premiums: Total Employee Cost				
Employee Only	\$114 / \$105	\$108	\$52	\$64
Employee & Spouse/Domestic Partner	\$240 / \$220	\$237	\$135	
Employee & Children	\$194 / \$178	\$215	\$98	
Employee & Family	\$320 / \$293	\$377	\$176	\$167

2025 Health, Dental & Vision Plans NON-BARGAINING	City of Upper Arlington	City of Westerville	City of Whitehall	City of Worthington
In Network Deductible:				
Individual deductible	\$200 / \$2,000	\$2,000	\$3,300	\$3,300
Family deductible	\$400 / \$4,000	\$4,000	\$6,000	\$6,000
Coinsurance (e.g., 80/20, 70/30, etc.)	20% / 10%			100/0
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)	\$20 / Deduct. then 10%		Deductible, then \$30	
Office co-payment (Specialist)	\$50 / Deduct. then 10%		Deductible, then \$60	
Co-payment or co-insurance (Emergency room)	\$250 / Deduct. then 10%		Deductible, then \$250	
Co-payment or co-insurance (Urgent Care)	\$25 / Deduct. then 10%		Deductible, then \$75	
Co-payment or co-insurance generic drugs (retail)	\$10 / Deduct. then 10%		Deductible, then \$10	
In Network Deductible:				
Co-payment or co-insurance preferred brand (retail)	\$40 / Deduct. then 10%		Deductible, then 20%	
Co-payment or co-insurance non-preferred drugs (retail)	\$70 / Deduct. then 10%		Deductible, then 30%	
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	\$25 / Deduct. then 10%		\$20	
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$100 / Deduct. then 10%		\$70	
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	\$175 / Deduct. then 10%		\$150	
Out-of-Network Deductible:				
Individual deductible	\$400 / \$4,000	\$4,000	\$6,000	\$6,000
Family deductible	\$800 / \$8,000	\$8,000	\$12,000	\$12,000
Coinsurance (e.g., 80/20, 70/30, etc.)	40% / 30%		30%	20%
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%	
Co-payment or co-insurance generic drugs (retail)	\$10 / Deduct. then 30%		Deductible, then \$10	
Co-payment or co-insurance preferred brand (retail)	\$40 / Deduct. then 30%		Deductible, then 20%	
Co-payment or co-insurance non-preferred drugs (retail)	\$70 / Deduct. then 30%		Deductible, then 30%	
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	None / Deduct. then 30%		\$20	
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	None / Deduct. then 30%		\$70	
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	None		\$150	
Do you provide a credit/incentive to employees who optout of medical coverage?	No	Yes	No	Yes

2025 Health, Dental & Vision Plans NON-BARGAINING	City of Upper Arlington	City of Westerville	City of Whitehall	City of Worthington
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	*50% up to \$1,500	\$1,500	\$1,500
If yes, what age group is covered?	All	children <19 yrs	under age 19	18 and under
Monthly Dental Premiums if not bundled with medical plan				
Total Monthly Premium				
Employee only	\$50	\$30	\$49	\$98
Employee & Spouse/Domestic Partner	\$104	\$92	\$104	\$98
Employee & Child(ren)	\$84	\$92	\$84	\$98
Employee & Family	\$139	\$92	\$148	\$98
Monthly Employer Cost				
Employee only	\$50	\$30	\$45	\$98
Employee & Spouse/Domestic Partner	\$104	\$92	\$92	\$98
Employee & Child(ren)	\$84	\$92	\$76	\$98
Employee & Family	\$139	\$92	\$132	\$98
Monthly Employee Cost				
Employee only			\$4	
Employee & Spouse/Domestic Partner			\$12	
Employee & Child(ren)			\$8	
Employee & Family			\$16	

2025 Health, Dental & Vision Plans NON-BARGAINING	City of Upper Arlington	City of Westerville	City of Whitehall	City of Worthington
Vision Coverage:				
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				
Total Monthly Premium				
Employee only	\$6	\$8	\$9	\$29
Employee & Spouse/Domestic Partner	\$11	\$24	\$19	\$29
Employee & Child(ren)	\$12	\$24	\$19	\$29
Employee & Family	\$17	\$24	\$30	\$29
Monthly Employer Cost				
Employee only		\$8	\$9	\$29
Employee & Spouse/Domestic Partner		\$24	\$17	\$29
Employee & Child(ren)		\$24	\$17	\$29
Employee & Family		\$24	\$26	\$29
Monthly Employee Cost				
Employee only	\$6		\$1	
Employee & Spouse/Domestic Partner	\$11		\$2	
Employee & Child(ren)	\$12		\$2	
Employee & Family	\$17		\$4	
Notes:		*50% up to the \$1,500 lifetime maximum for diagnostics and treatment for dependents <20 yr		

2025 Health, Dental & Vision Plans NON-BARGAINING	Delaware County	Fairfield County	Franklin County BOC
Do you offer medical coverage to your employees?	Yes	Yes	Yes
What type of plan do you offer?	PPO	PPO	PPO / HSFA / DCFS
How many employees are enrolled in medical plan?	901	902	5964 / 1614 / 75
Funding type?	Fully-Insured	Self-Insured	Self-Insured
If other, please describe:			
Monthly Premiums: Total Monthly Premium			
Employee Only	\$984	\$901	\$2,242
Employee & Spouse/Domestic Partner	\$2,168	\$2,148	\$2,242
Employee & Children	\$1,769	\$2,148	\$2,242
Employee & Family	\$2,952	\$2,148	\$2,242
Monthly Premiums: Total Employer Cost			
Employee Only	\$856	\$766	\$2,072
Employee & Spouse/Domestic Partner	\$1,886	\$1,826	\$1,863
Employee & Children	\$1,539	\$1,826	\$2,072
Employee & Family	\$2,569	\$1,826	\$1,863
Monthly Premiums: Total Employee Cost			
Employee Only	\$128	\$135	\$170
Employee & Spouse/Domestic Partner	\$282	\$322	\$379
Employee & Children	\$230	\$322	\$170
Employee & Family	\$384	\$322	\$379

2025 Health, Dental & Vision Plans NON-BARGAINING	Delaware County	Fairfield County	Franklin County BOC
In Network Deductible:			
Individual deductible	\$650	\$500	\$500
Family deductible	\$1,300	\$1,000	\$1,250
Coinsurance (e.g., 80/20, 70/30, etc.)	\$80	\$0.80	
Lifetime maximum for medical plan			
Office co-payment (Primary Care Physician)	\$20	\$15	\$20
Office co-payment (Specialist)	\$40	\$15	\$20 - \$40
Co-payment or co-insurance (Emergency room)	\$300	\$250	\$150
Co-payment or co-insurance (Urgent Care)	\$75	\$20	\$25
Co-payment or co-insurance generic drugs (retail)	\$10	\$10	\$5
In Network Deductible:			
Co-payment or co-insurance preferred brand (retail)	\$30	\$30	\$25
Co-payment or co-insurance non-preferred drugs (retail)	\$50	\$75	\$50
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	\$20	\$25	\$13
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$60	\$75	\$63
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	\$100	\$188	10% up to \$300
Out-of-Network Deductible:			
Individual deductible	\$1,300	\$1,000	\$1,000
Family deductible	\$2,600	\$2,000	\$2,500
Coinsurance (e.g., 80/20, 70/30, etc.)	\$60	\$0.60	20% after ded
Lifetime maximum for medical plan			
Office co-payment (Primary Care Physician)		40% after deductible	20% after deduct
Office co-payment (Specialist)		40% after deductible	20% after deduct
Co-payment or co-insurance (Emergency room)		\$250	\$150
Co-payment or co-insurance (Urgent Care)		40% after deductible	20% after deduct
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 optout of medical coverage?	No	No	No

2025 Health, Dental & Vision Plans NON-BARGAINING	Delaware County	Fairfield County	Franklin County BOC
Dental Coverage:			
Do you offer Dental coverage to your employees?	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	Yes
If yes, per person lifetime maximum?	\$1,000		\$2,500
If yes, what age group is covered?	Up to age 19		Less than 19
Monthly Dental Premiums if not bundled with medical plan			
Total Monthly Premium			
Employee only	\$24	\$42	Bundled with medical
Employee & Spouse/Domestic Partner	\$47	\$97	Bundled with medical
Employee & Child(ren)	\$51	\$97	Bundled with medical
Employee & Family	\$84	\$97	Bundled with medical
Monthly Employer Cost			
Employee only	\$12	\$36	
Employee & Spouse/Domestic Partner	\$23	\$82	
Employee & Child(ren)	\$26	\$82	
Employee & Family	\$42	\$82	
Monthly Employee Cost			
Employee only	\$12	\$6	
Employee & Spouse/Domestic Partner	\$23	\$15	
Employee & Child(ren)	\$26	\$15	
Employee & Family	\$42	\$15	

2025 Health, Dental & Vision Plans NON-BARGAINING	Delaware County	Fairfield County	Franklin County BOC
Vision Coverage:			
Do you offer vision coverage to your employees?	Yes	Yes	Yes
Is your vision bundled with your medical plan?	No	No	Yes
Please provide information below if not bundled with medical			
Total Monthly Premium			
Employee only	\$7	7.71 / 15.68	Bundled with medical
Employee & Spouse/Domestic Partner	\$11	21.27 / 43.33	Bundled with medical
Employee & Child(ren)	\$11	21.27 / 43.33	Bundled with medical
Employee & Family	\$18	21.27 / 43.33	Bundled with medical
Monthly Employer Cost			
Employee only	\$3	6.54 / 6.54	
Employee & Spouse/Domestic Partner	\$6	18.11 / 18.11	
Employee & Child(ren)	\$6	18.11 / 18.11	
Employee & Family	\$9	18.11 / 18.11	
Monthly Employee Cost			
Employee only	\$3	1.17 / 9.14	
Employee & Spouse/Domestic Partner	\$6	3.16 / 25.22	
Employee & Child(ren)	\$6	3.16 / 25.22	
Employee & Family	\$9	3.16 / 25.22	
Notes:			

2025 Health, Dental & Vision Plans NON-BARGAINING	Brown Township	Clinton Township	Madison Township Franklin County	Mifflin Township
Do you offer medical coverage to your employees?		Yes	Yes	Yes
What type of plan do you offer?		PPO	PPO	PPO
How many employees are enrolled in medical plan?		10	15	108
Funding type?		Fully-Insured	Self-Insured	Fully-Insured
If other, please describe:				
Monthly Premiums: Total Monthly Premium				
Employee Only		\$546	\$1,111	\$717
Employee & Spouse/Domestic Partner		\$1,194	\$2,843	
Employee & Children		\$978	\$2,843	
Employee & Family		\$1,627	\$2,843	\$1,969
Monthly Premiums: Total Employer Cost				
Employee Only		\$496	\$944	\$645
Employee & Spouse/Domestic Partner		\$1,087	\$2,417	
Employee & Children		\$890	\$2,417	
Employee & Family		\$1,480	\$2,417	\$1,772
Monthly Premiums: Total Employee Cost				
Employee Only		\$49	\$167	\$72
Employee & Spouse/Domestic Partner		\$107	\$426	
Employee & Children		\$88	\$426	
Employee & Family		\$146	\$426	\$197

2025 Health, Dental & Vision Plans NON-BARGAINING	Brown Township	Clinton Township	Madison Township Franklin County	Mifflin Township
In Network Deductible:				
Individual deductible		\$6,750	\$3,300	\$2,000
Family deductible		\$13,500	\$5,000	\$4,000
Coinsurance (e.g., 80/20, 70/30, etc.)		\$100		90 / 10
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)			deductible	10% after deductible
Office co-payment (Specialist)			deductible	10% after deductible
Co-payment or co-insurance (Emergency room)			deductible	\$250 and 10% after deductible
Co-payment or co-insurance (Urgent Care)			deductible	10% after deductible
Co-payment or co-insurance generic drugs (retail)			deductible	\$5 / \$15 / \$30 copay after deductible
In Network Deductible:				
Co-payment or co-insurance preferred brand (retail)			deductible	\$5 / \$15 / \$30 copay after deductible
Co-payment or co-insurance non-preferred drugs (retail)			deductible	\$5 / \$15 / \$30 copay after deductible
Co-pay or co-insurance generic drugs (mail order- 3 mos.)			deductible	\$10 / \$30 / \$60 copay after deductible
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)			deductible	\$10 / \$30 / \$60 copay after deductible
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)			deductible	\$10 / \$30 / \$60 copay after deductible
Out-of-Network Deductible:				
Individual deductible		\$7,500	\$5,000	\$5,000
Family deductible		\$15,000	\$10,000	\$10,000
Coinsurance (e.g., 80/20, 70/30, etc.)		\$50		60 / 40
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)			deductible	40% after deductible
Office co-payment (Specialist)			deductible	40% after deductible
Co-payment or co-insurance (Emergency room)			deductible	250% and 10% after deductible
Co-payment or co-insurance (Urgent Care)			deductible	40% after deductible
Co-payment or co-insurance generic drugs (retail)			deductible	40% after deductible
Co-payment or co-insurance preferred brand (retail)			deductible	40% after deductible
Co-payment or co-insurance non-preferred drugs (retail)			deductible	40% after deductible
Co-pay or co-insurance generic drugs (mail order- 3 mos.)			deductible	
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)			deductible	
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)			deductible	
Do you provide a credit/incentive to employees who optout of medical coverage?	No	No	No	No

2025 Health, Dental & Vision Plans NON-BARGAINING	Brown Township	Clinton Township	Madison Township Franklin County	Mifflin Township
Dental Coverage:				
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	Yes	Yes
If yes, per person lifetime maximum?	\$1,500	2000/15000/1000	\$1,500	\$1,500
If yes, what age group is covered?	Up to 18	Up to age 19	Up to age 19	Up to 19
Monthly Dental Premiums if not bundled with medical plan				
Total Monthly Premium				
Employee only	\$40	\$39	\$36	\$36
Employee & Spouse/Domestic Partner	\$119	\$72	\$72	
Employee & Child(ren)	\$119	\$134	\$72	
Employee & Family	\$119	\$134	\$135	\$132
Monthly Employer Cost				
Employee only	\$40	\$35	\$36	\$36
Employee & Spouse/Domestic Partner	\$119	\$65	\$72	
Employee & Child(ren)	\$119	\$122	\$72	
Employee & Family	\$119	\$122	\$135	\$132
Monthly Employee Cost				
Employee only		\$4		
Employee & Spouse/Domestic Partner		\$6		
Employee & Child(ren)		\$12		
Employee & Family		\$12		

2025 Health, Dental & Vision Plans NON-BARGAINING	Brown Township	Clinton Township	Madison Township Franklin County	Mifflin Township
Vision Coverage:				
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				
Total Monthly Premium				
Employee only	\$3	\$9	\$11	\$11
Employee & Spouse/Domestic Partner	\$8	\$30	\$22	
Employee & Child(ren)	\$8	\$30	\$22	
Employee & Family	\$8	\$30	\$35	\$29
Monthly Employer Cost				
Employee only	\$3	\$8	\$11	\$11
Employee & Spouse/Domestic Partner	\$8	\$27	\$22	
Employee & Child(ren)	\$8	\$27	\$22	
Employee & Family	\$8	\$27	\$35	\$29
Monthly Employee Cost				
Employee only		\$1		
Employee & Spouse/Domestic Partner		\$3		
Employee & Child(ren)		\$3		
Employee & Family		\$3		
Notes:				

2025 Health, Dental & Vision Plans NON-BARGAINING	Orange Township	Prairie Township	Truro Township	Violet Township	Washington Township
Do you offer medical coverage to your employees?	Yes	Yes	Yes	Yes	Yes
What type of plan do you offer?	PPO / HSFA / DCFS	PPO / HSFA / DCFS	PPO	PPO	POS
How many employees are enrolled in medical plan?	15	22 / 6	49	15	111
Funding type?	Fully-Insured	Self-Insured	Fully-Insured	Self-Insured	Self-Funded
If other, please describe:	Second health plan: HDHP w/HSA. Township puts in \$1k single and \$2k family.		High Deductible/HSA Plan		
Monthly Premiums: Total Monthly Premium					
Employee Only	\$1,255	\$2,502	\$977	\$1,171	\$1,220
Employee & Spouse/Domestic Partner	\$2,634	\$2,502	\$2,143	\$2,581	
Employee & Children	\$2,384	\$2,502	\$1,755	\$1,980	
Employee & Family	\$3,764	\$2,502	\$2,921	\$3,626	\$2,974
Monthly Premiums: Total Employer Cost					
Employee Only	\$1,066	\$2,502	\$928	\$1,138	\$1,220
Employee & Spouse/Domestic Partner	\$2,239	\$2,502	\$2,036	\$2,548	
Employee & Children	\$2,026	\$2,502	\$1,667	\$1,948	
Employee & Family	\$3,199	\$2,502	\$2,775	\$3,594	\$2,974
Monthly Premiums: Total Employee Cost					
Employee Only	\$188		\$49	\$33	
Employee & Spouse/Domestic Partner	\$395		\$107	\$33	
Employee & Children	\$358		\$88	\$33	
Employee & Family	\$565		\$146	\$33	

2025 Health, Dental & Vision Plans NON-BARGAINING	Orange Township	Prairie Township	Truro Township	Violet Township	Washington Township
In Network Deductible:					
Individual deductible	\$5,000	\$200	\$2,000	\$300	\$2,600
Family deductible	\$10,000	\$500	\$4,000	\$600	\$5,200
Coinsurance (e.g., 80/20, 70/30, etc.)		100%		100%	100% Plan 0% Member
Lifetime maximum for medical plan					
Office co-payment (Primary Care Physician)	\$30	\$20		\$10	Ded then covered in full
Office co-payment (Specialist)	\$60	\$20 / \$40		\$25	Ded then covered in full
Co-payment or co-insurance (Emergency room)	\$400	\$150		\$150	Ded then covered in full
Co-payment or co-insurance (Urgent Care)	\$75	\$25		\$50	Ded then covered in full
Co-payment or co-insurance generic drugs (retail)	\$20	\$5		Tier 1: \$10 copay Tier 2: \$20 copay Tier 3: \$35 copay	After Ded \$10
In Network Deductible:					
Co-payment or co-insurance preferred brand (retail)	\$50	\$25			After Ded \$35
Co-payment or co-insurance non-preferred drugs (retail)	\$80	\$50			After Ded \$70
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	\$60	\$15		Tier 1: \$10 Tier 2: \$50 Tier 3: \$70 Tier 4: \$20 up to \$150	After Ded \$10
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$150	\$75			After Ded \$88
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	\$240	\$150			After Ded \$175
Out-of-Network Deductible:					
Individual deductible	\$15,000	\$500 *	\$5,000	\$4,000	\$5,000
Family deductible	\$30,000	\$1250 *	\$10,000	\$8,000	\$10,000
Coinsurance (e.g., 80/20, 70/30, etc.)		100% *		70 / 30	70% Plan 30% Member
Lifetime maximum for medical plan					
Office co-payment (Primary Care Physician)	30% after ded.			Ded & Co-ins	Ded then 30% coinsurance
Office co-payment (Specialist)	30% after ded.			Ded & Co-ins	Ded then 30% coinsurance
Co-payment or co-insurance (Emergency room)	30% after ded.			Ded & Co-ins	Ded then 30% coinsurance
Co-payment or co-insurance (Urgent Care)	30% after ded.			Ded & Co-ins	Ded then 30% coinsurance
Co-payment or co-insurance generic drugs (retail)	0.50			Tier 1: \$10 copay Tier 2: \$20 copay Tier 3: \$35 copay	not covered
Co-payment or co-insurance preferred brand (retail)	0.50				not covered
Co-payment or co-insurance non-preferred drugs (retail)	0.50				not covered
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	0.50			Tier 1: \$10 Tier 2: \$50 Tier 3: \$70 Tier 4: \$20 up to \$150	not covered
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	0.50				not covered
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	0.50				not covered
Do you provide a credit/incentive to employees who optout of medical coverage?	Yes	No	No	No	Yes

2025 Health, Dental & Vision Plans NON-BARGAINING	Orange Township	Prairie Township	Truro Township	Violet Township	Washington Township
Dental Coverage:					
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	Yes	Yes	Yes
If yes, per person lifetime maximum?		\$2,500	\$2,000	\$1,500	\$2,000
If yes, what age group is covered?		under age 19	Up to age 19		up to age 26
Monthly Dental Premiums if not bundled with medical plan					
Total Monthly Premium					
Employee only	\$33		\$39	\$27	\$35
Employee & Spouse/Domestic Partner	\$63		\$74	\$80	
Employee & Child(ren)	\$121		\$143	\$80	
Employee & Family	\$121		\$143	\$80	\$103
Monthly Employer Cost					
Employee only	\$33		\$39	\$27	\$35
Employee & Spouse/Domestic Partner	\$63		\$74	\$80	
Employee & Child(ren)	\$121		\$143	\$80	
Employee & Family	\$121		\$143	\$80	\$103
Monthly Employee Cost					
Employee only					
Employee & Spouse/Domestic Partner					
Employee & Child(ren)					
Employee & Family					

2025 Health, Dental & Vision Plans NON-BARGAINING	Orange Township	Prairie Township	Truro Township	Violet Township	Washington Township
Vision Coverage:					
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	No	Yes	No		
Please provide information below if not bundled with medical				No	No
Total Monthly Premium					
Employee only	\$6		\$9	\$8	\$23
Employee & Spouse/Domestic Partner	\$16		\$18	\$17	
Employee & Child(ren)	\$16		\$30	\$15	
Employee & Family	\$16		\$30	\$23	\$23
Monthly Employer Cost					
Employee only	\$6		\$9	\$8	\$23
Employee & Spouse/Domestic Partner	\$16		\$18	\$17	
Employee & Child(ren)	\$16		\$30	\$15	
Employee & Family	\$16		\$30	\$23	\$23
Monthly Employee Cost					
Employee only					
Employee & Spouse/Domestic Partner					
Employee & Child(ren)					
Employee & Family					
Notes:		*Standard plan shown, there is an incented plan for reduced deductible to those who earn through wellness programs			

2025 Health, Dental & Vision Plans NON-BARGAINING	Village of Galena	Village of Gambier	Village of Hebron
Do you offer medical coverage to your employees?	No	Yes	Yes
What type of plan do you offer?		PPO	PPO
How many employees are enrolled in medical plan?		6	25
Funding type?		Fully-Insured	Fully-Insured
If other, please describe:			
Monthly Premiums: Total Monthly Premium			
Employee Only		\$1,818	\$829
Employee & Spouse/Domestic Partner			\$1,822
Employee & Children		\$2,094	
Employee & Family			\$2,558
Monthly Premiums: Total Employer Cost			
Employee Only		\$1,637	\$829
Employee & Spouse/Domestic Partner			\$1,822
Employee & Children		\$1,813	
Employee & Family			\$2,558
Monthly Premiums: Total Employee Cost			
Employee Only		\$181	
Employee & Spouse/Domestic Partner			
Employee & Children		\$281	
Employee & Family			

2025 Health, Dental & Vision Plans NON-BARGAINING	Village of Galena	Village of Gambier	Village of Hebron
In Network Deductible:			
Individual deductible			\$3,000
Family deductible			\$6,000
Coinsurance (e.g., 80/20, 70/30, etc.)			
Lifetime maximum for medical plan			\$7,000.00
Office co-payment (Primary Care Physician)			\$25
Office co-payment (Specialist)			\$75
Co-payment or co-insurance (Emergency room)			\$500
Co-payment or co-insurance (Urgent Care)			\$75
Co-payment or co-insurance generic drugs (retail)			\$15
In Network Deductible:			
Co-payment or co-insurance preferred brand (retail)			\$45
Co-payment or co-insurance non-preferred drugs (retail)			\$350
Co-pay or co-insurance generic drugs (mail order- 3 mos.)			\$30
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)			\$113
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)			\$350
Out-of-Network Deductible:			
Individual deductible			\$9,000
Family deductible			\$18,000
Coinsurance (e.g., 80/20, 70/30, etc.)			\$50.00
Lifetime maximum for medical plan			\$21,000.00
Office co-payment (Primary Care Physician)			50% Coinsurance
Office co-payment (Specialist)			50% Coinsurance
Co-payment or co-insurance (Emergency room)			50% Coinsurance
Co-payment or co-insurance (Urgent Care)			50% Coinsurance
Co-payment or co-insurance generic drugs (retail)			50% Coinsurance
Co-payment or co-insurance preferred brand (retail)			50% Coinsurance
Co-payment or co-insurance non-preferred drugs (retail)			50% Coinsurance
Co-pay or co-insurance generic drugs (mail order- 3 mos.)			50% Coinsurance
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)			50% Coinsurance
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)			50% Coinsurance
Do you provide a credit/incentive to employees who optout of medical coverage?		No	No

2025 Health, Dental & Vision Plans NON-BARGAINING	Village of Galena	Village of Gambier	Village of Hebron
Dental Coverage:			
Do you offer Dental coverage to your employees?	No	Yes	Yes
Do you offer orthodontic benefits?		No	Yes
If yes, per person lifetime maximum?			\$1,000
If yes, what age group is covered?			19 and under
Monthly Dental Premiums if not bundled with medical plan			
Total Monthly Premium			
Employee only			\$32
Employee & Spouse/Domestic Partner			
Employee & Child(ren)			
Employee & Family			\$98
Monthly Employer Cost			
Employee only			\$32
Employee & Spouse/Domestic Partner			
Employee & Child(ren)			
Employee & Family			\$98
Monthly Employee Cost			
Employee only			
Employee & Spouse/Domestic Partner			
Employee & Child(ren)			
Employee & Family			

2025 Health, Dental & Vision Plans NON-BARGAINING	Village of Galena	Village of Gambier	Village of Hebron
Vision Coverage:			
Do you offer vision coverage to your employees?	No		Yes
Is your vision bundled with your medical plan?			No
Please provide information below if not bundled with medical			
Total Monthly Premium			
Employee only		\$56	\$12
Employee & Spouse/Domestic Partner			
Employee & Child(ren)			
Employee & Family			\$26
Monthly Employer Cost			
Employee only		\$50	\$12
Employee & Spouse/Domestic Partner			
Employee & Child(ren)			
Employee & Family			\$26
Monthly Employee Cost			
Employee only		\$6	
Employee & Spouse/Domestic Partner			
Employee & Child(ren)			
Employee & Family			
Notes:			

2025 Health, Dental & Vision Plans NON-BARGAINING	Village of Minerva Park	Village of Plain City	Village of Shawnee Hills	Village of West Jefferson
Do you offer medical coverage to your employees?	Yes		Yes	Yes
What type of plan do you offer?	HMO / HSFA		PPO	HMO
How many employees are enrolled in medical plan?	13 / 13		8	32
Funding type?			Fully-Insured	Fully-Insured
If other, please describe:				
Monthly Premiums: Total Monthly Premium				
Employee Only	\$654	\$538	\$820	\$1,306
Employee & Spouse/Domestic Partner	\$1,437	\$1,292		\$2,869
Employee & Children	\$1,104	\$1,023	\$1,475	\$2,348
Employee & Family	\$2,018	\$1,723		\$3,912
Monthly Premiums: Total Employer Cost				
Employee Only	\$614	\$494	\$820	\$1,044
Employee & Spouse/Domestic Partner	\$1,382	\$1,185		\$2,295
Employee & Children	\$1,049	\$939	\$1,106	\$1,878
Employee & Family	\$1,963	\$1,579		\$3,129
Monthly Premiums: Total Employee Cost				
Employee Only	\$40	\$45		\$261
Employee & Spouse/Domestic Partner	\$55	\$107		\$574
Employee & Children	\$55	\$85	\$369	\$470
Employee & Family	\$55	\$143		\$782

2025 Health, Dental & Vision Plans NON-BARGAINING	Village of Minerva Park	Village of Plain City	Village of Shawnee Hills	Village of West Jefferson
In Network Deductible:				
Individual deductible	\$3,250	\$3,500	\$250	\$1,000
Family deductible	\$6,500	\$7,000	\$500	\$2,000
Coinsurance (e.g., 80/20, 70/30, etc.)		Ded then 100%	\$4.00	80 / 20
Lifetime maximum for medical plan			\$5,500 / \$11,000	
Office co-payment (Primary Care Physician)			\$30	\$30
Office co-payment (Specialist)			\$60	\$30
Co-payment or co-insurance (Emergency room)		Ded then 100%	\$350	\$200
Co-payment or co-insurance (Urgent Care)		Ded then 100%	\$75	\$60
Co-payment or co-insurance generic drugs (retail)		Ded then 100%		
In Network Deductible:				
Co-payment or co-insurance preferred brand (retail)		Ded then 100%	15 /45 / 75 / 275	15 / 35 / 70
Co-payment or co-insurance non-preferred drugs (retail)		Ded then 100%		
Co-pay or co-insurance generic drugs (mail order- 3 mos.)		Ded then 100%		\$37.50 / \$87.50 / \$175
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)		Ded then 100%		
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)		Ded then 100%		
Out-of-Network Deductible:				
Individual deductible				\$3,000
Family deductible				\$6,000
Coinsurance (e.g., 80/20, 70/30, etc.)				60 / 40
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)				Deduct then co-ins
Office co-payment (Specialist)				Deduct then co-ins
Co-payment or co-insurance (Emergency room)				\$200
Co-payment or co-insurance (Urgent Care)				Deduct then co-ins
Co-payment or co-insurance generic drugs (retail)				
Co-payment or co-insurance preferred brand (retail)				
Co-payment or co-insurance non-preferred drugs (retail)				
Co-pay or co-insurance generic drugs (mail order- 3 mos.)				
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)				
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)				
Do you provide a credit/incentive to employees who optout of medical coverage?		Yes		No

2025 Health, Dental & Vision Plans NON-BARGAINING	Village of Minerva Park	Village of Plain City	Village of Shawnee Hills	Village of West Jefferson
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?		No Limit	\$1,000	\$1,500
If yes, what age group is covered?		No Age		Under 18
Monthly Dental Premiums if not bundled with medical plan				
Total Monthly Premium				
Employee only	\$43	\$30	\$30	\$39
Employee & Spouse/Domestic Partner	\$80	\$89		\$71
Employee & Child(ren)	\$145	\$89	\$83	\$135
Employee & Family	\$145	\$89		\$135
Monthly Employer Cost				
Employee only	\$43	\$30	\$30	\$39
Employee & Spouse/Domestic Partner	\$80	\$89		\$71
Employee & Child(ren)	\$145	\$89		\$135
Employee & Family	\$145	\$89		\$135
Monthly Employee Cost				
Employee only				
Employee & Spouse/Domestic Partner				
Employee & Child(ren)			\$83	
Employee & Family				

2025 Health, Dental & Vision Plans NON-BARGAINING	Village of Minerva Park	Village of Plain City	Village of Shawnee Hills	Village of West Jefferson
Vision Coverage:				
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				
Total Monthly Premium				
Employee only	\$9	\$9	\$8	\$25
Employee & Spouse/Domestic Partner	\$30	\$49		\$25
Employee & Child(ren)	\$30	\$30	\$17	\$25
Employee & Family	\$30	\$30		\$25
Monthly Employer Cost				
Employee only	\$9	\$9	\$8	\$25
Employee & Spouse/Domestic Partner	\$30	\$19		\$25
Employee & Child(ren)	\$30	\$30		\$25
Employee & Family	\$30	\$30		\$25
Monthly Employee Cost				
Employee only				
Employee & Spouse/Domestic Partner				
Employee & Child(ren)			\$17	
Employee & Family				
Notes:				



SECTION 7

DISABILITY & SICK LEAVE



2025 Disability & Sick Leave	City of Bexley	City of Canal Winchester	City of Columbus	City of Delaware
Short-Term Disability (other than sick leave)				
Do you offer a short-term disability (STD) plan?	No	No	Yes	No
If yes, what is the waiting period (# of work days)?			11 days	
What is the benefit as a percent of regular salary?			Varies by employee group	
What percent of the premium does the company pay?			100%	
What is the cost per \$100 of payroll?				
What is the maximum time-off for STD?			26 weeks	
Long-Term Disability				
Do you offer a long-term disability (LTD) plan?	No	No	No	No
If yes, what is the waiting period (# of work days)?				
What is the benefit as a percent of regular salary?				
What percent of the premium does the company pay?				
What is the cost per \$1,000 of payroll?				
What is the maximum time-off for LTD?				
Sick Leave (other than short-term disability)				
Number of hours accrued/credited annually	120 hours	120 hours	80 hours	120 hours
Does your company have a maximum number of sick leave hours?	Yes		Yes	No
If yes, indicate maximum # of sick leave hours allowed	2100		varies by tenure from 20 days -60 days	
Sick Leave Cash-Out Plan				
Do you offer a sick leave cash-out plan annually?	No	Yes	Yes	No
If yes, what employee groups are eligible?		Full-time	Full time/MCP-FOPP-OLC-IAFF	
(e.g.: Full-time, Part-time, Seasonal or Intern)				
What is the percentage rate of cash-out?			100%	
Do you have a cash-out limit?			Yes	
If yes, what is the annual cash-out limit?			72 hours	



2025 Other Insurance	City of Bexley	City of Canal Winchester	City of Columbus	City of Delaware
Life Insurance				
Do you offer basic group term life insurance?	Yes	Yes	Yes	Yes
Do you offer voluntary supplemental group term life insurance?	Yes	Yes	No	No
Do you offer Accidental Death and Dismemberment (AD&D) insurance?	Yes	Yes	No	Yes
Do you offer dependent life insurance?	Yes	Yes	No	Yes
Basic Insurance				
Amount of coverage	\$50,000	\$50,000	1.5X	Based on contract & pay plan
Percent company pays	100%	100%	100%	100%
Cost per \$1,000 or unit				
Maximum dollar amount of coverage			\$200,000	
AD&D Insurance				
Amount of coverage		\$50,000		
Percent company pays		100%		
Cost per \$1,000 or unit				
Maximum dollar amount of coverage				
Does your company provide/offer the following:				
Supplemental Insurance (e.g. AFLAC)	Yes	Yes	No	No
Long-term care insurance	No	No	No	No
Comments:				
N/A	N/A	N/A	N/A	N/A



2025 Disability & Sick Leave	City of Dublin	City of Gahanna	City of Grandview Heights	City of Grove City
Short-Term Disability (other than sick leave)				
Do you offer a short-term disability (STD) plan?	Yes	Yes	Yes	No
If yes, what is the waiting period (# of work days)?	7 work days	8 days	14 days	
What is the benefit as a percent of regular salary?	70%	60%	60%	
What percent of the premium does the company pay?	100%	100%		
What is the cost per \$100 of payroll?	\$100	\$0.25	Varies	
What is the maximum time-off for STD?	24 weeks	13 weeks	26 weeks	
Long-Term Disability				
Do you offer a long-term disability (LTD) plan?	No	No	Yes	Yes
If yes, what is the waiting period (# of work days)?			180 days	14 or 90 days
What is the benefit as a percent of regular salary?			60%	60%
What percent of the premium does the company pay?				
What is the cost per \$1,000 of payroll?			Varies	
What is the maximum time-off for LTD?			Varies	
Sick Leave (other than short-term disability)				
Number of hours accrued/credited annually	72 hours	See tables	119.6 hours	120 hours
Does your company have a maximum number of sick leave hours?	No	No	No	No
If yes, indicate maximum # of sick leave hours allowed				
Sick Leave Cash-Out Plan				
Do you offer a sick leave cash-out plan annually?	Yes	No	Yes	Yes
If yes, what employee groups are eligible?	All Full-time employees		Full-time Employees	Full-time Employees
(e.g.: Full-time, Part-time, Seasonal or Intern)				
What is the percentage rate of cash-out?	100% up to 28hrs		100%	50%
Do you have a cash-out limit?	Yes		Yes	Yes
If yes, what is the annual cash-out limit?	28 hours		80 hours	Must maintain 360 hrs.



2025 Other Insurance	City of Dublin	City of Gahanna	City of Grandview Heights	City of Grove City
Life Insurance				
Do you offer basic group term life insurance?	Yes	Yes	Yes	Yes
Do you offer voluntary supplemental group term life insurance?	Yes	Yes	Yes	Yes
Do you offer Accidental Death and Dismemberment (AD&D) insurance?	Yes	Yes	Yes	Yes
Do you offer dependent life insurance?	Yes	Yes	Yes	Yes
Basic Insurance				
Amount of coverage	1.5x Salary	2X Annual Salary	\$75,000.00	Flat Dollar
Percent company pays	100%	100%	100%	85%
Cost per \$1,000 or unit	\$0.18		\$0.037	
Maximum dollar amount of coverage	\$150,000	\$220,000	\$500,000	\$75,000
AD&D Insurance				
Amount of coverage	1.5X salary	2X annual salary	\$75,000.00	Flat
Percent company pays	100%	100%	100.00%	85%
Cost per \$1,000 or unit	\$0.18		0.020	
Maximum dollar amount of coverage	\$150,000	\$220,000	\$500,000	
Does your company provide/offer the following:				
Supplemental Insurance (e.g. AFLAC)	No	No	Yes	No
Long-term care insurance	No	No	No	No
Comments:				
N/A	N/A	FULL-TIME UNC LEAVE Date of Hire 120 hours per year USW Sick Leave Date of Hire up to 6 years= 120 hours per year 6 years up to 11 years=128 hours per year 11 years up to 16 years=136 hours per year 16 years or more=144 hours per year FOP Sick Leave 0-5 years=120 hours per year & 6-10 years=130 hours per years & 11-15 years=140 hours per year 16 or more years=150 hours per year FOP-OLC Sick Leave 0-5 years=120 hours per year &6-10 years=130 hours per years & 11-15 years=140 hours per year & 16 or more years=150 hours per year	N/A	N/A



2025 Disability & Sick Leave	City of Groveport	City of Hilliard	City of Lancaster	City of Marysville	City of Mount Vernon
Short-Term Disability (other than sick leave)					
Do you offer a short-term disability (STD) plan?	No	No	No	Yes	No
If yes, what is the waiting period (# of work days)?				generally 1 year	
What is the benefit as a percent of regular salary?				67%	
What percent of the premium does the company pay?					
What is the cost per \$100 of payroll?					
What is the maximum time-off for STD?				13 weeks	
Long-Term Disability					
Do you offer a long-term disability (LTD) plan?	No	No	No	No	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?					
Sick Leave (other than short-term disability)					
Number of hours accrued/credited annually	144 hours	80 hours	406 hrs.per every 80 hrs.worked	119.6 hours	130 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	Yes	No
If yes, what employee groups are eligible?		Full-time	All	Full-time	
(e.g.: Full-time, Part-time, Seasonal or Intern)					
What is the percentage rate of cash-out?		50% upon separation	\$500 annually: maintain sick leave of 960 hrs.	100%	
Do you have a cash-out limit?		Yes	Yes	Yes	
If yes, what is the annual cash-out limit?		80 hours per yr	\$500	Up to 32 hours	



2025 Other Insurance	City of Groveport	City of Hilliard	City of Lancaster	City of Marysville	City of Mount Vernon
Life Insurance					
Do you offer basic group term life insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer voluntary supplemental group term life insurance?	Yes	Yes	No	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	Yes
Basic Insurance					
Amount of coverage	1x salary		\$50,000	1.5 Annual up to \$100K	\$50,000
Percent company pays	100%	100%	100%	100%	\$50,000
Cost per \$1,000 or unit	\$0.20				per employee
Maximum dollar amount of coverage	\$100,000	\$100,000	\$50,000	\$100,000	\$50,000
AD&D Insurance					
Amount of coverage			\$50,000	1.5 Annual up to \$100K	\$50,000
Percent company pays		100%	100%	100%	\$50,000
Cost per \$1,000 or unit			0.00011		per employee
Maximum dollar amount of coverage		\$100,000	\$50,000	\$100,000	\$50,000
Does your company provide/offer the following:					
Supplemental Insurance (e.g. AFLAC)	Yes	No	No	Yes	Yes
Long-term care insurance	No	No	No	No	No
Comments:					
N/A	N/A	N/A	N/A	N/A	N/A



2025 Disability & Sick Leave	City of New Albany	City of Pataskala	City of Powell	City of Reynoldsburg	City of Sunbury
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		7 days	14 days	
What is the benefit as a percent of regular salary?	60%		60% of first \$833	60%	
What percent of the premium does the company pay?	100%		100%	100%	
What is the cost per \$100 of payroll?	.288 per \$10 benefits		\$22.50	.22 per \$10 benefits	
What is the maximum time-off for STD?	90 days		180 days	6 mos.	
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)?				STD expired	
What is the benefit as a percent of regular salary?				60%	
What percent of the premium does the company pay?				100%	
What is the cost per \$1,000 of payroll?				.31 of \$100 monthly payroll	
What is the maximum time-off for LTD?				2	
Sick Leave (other than short-term disability)					
Number of hours accrued/credited annually	120 hours	120 hours	119 hours	120 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			1040 hours		
Sick Leave Cash-Out Plan					
Do you offer a sick leave cash-out plan annually?	Yes	No	Yes	No	No
If yes, what employee groups are eligible?	Full-time		Full-time		
(e.g.: Full-time, Part-time, Seasonal or Intern)					
What is the percentage rate of cash-out?	100%		50%		
Do you have a cash-out limit?	Yes		Yes	No	
If yes, what is the annual cash-out limit?	80 hours		119 hours		



2025 Other Insurance	City of New Albany	City of Pataskala	City of Powell	City of Reynoldsburg	City of Sunbury
Life Insurance					
Do you offer basic group term life insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer voluntary supplemental group term life insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer Accidental Death and Dismemberment (AD&D) insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer dependent life insurance?	Yes	Yes	Yes	Yes	Yes
Basic Insurance					
Amount of coverage	1.5x salary	\$100,000	1x Annual Earnings	Min \$50K	
Percent company pays	100%	90%	100%	100%	
Cost per \$1,000 or unit	\$0.14	\$0.24		\$0.13	
Maximum dollar amount of coverage	\$300,000	\$100,000	\$100,000	\$100,000	
AD&D Insurance					
Amount of coverage	1.5x salary	\$200,000	1x Annual Earnings	Min \$50K	
Percent company pays	100%	90%	100%	100%	
Cost per \$1,000 or unit	\$0.03	\$0.03		\$0.13	
Maximum dollar amount of coverage	\$300,000	\$200,000	\$100,000	\$100,000	
Does your company provide/offer the following:					
Supplemental Insurance (e.g. AFLAC)	Yes	Yes	Yes	Yes	Yes
Long-term care insurance	No	No	No	Yes	No
Comments:					
N/A	N/A	N/A	N/A	N/A	N/A



2025 Disability & Sick Leave	City of Upper Arlington	City of Westerville	City of Whitehall	City of Worthington
Short-Term Disability (other than sick leave)				
Do you offer a short-term disability (STD) plan?	Yes	Yes	Yes	No
If yes, what is the waiting period (# of work days)?	45 days	2 weeks	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%		employee paid	
What is the cost per \$100 of payroll?	Self-Insured	60% up to \$1,000/week	3.7260 - 12.6810	
What is the maximum time-off for STD?	180 days	120 weeks	13 weeks	
Long-Term Disability				
Do you offer a long-term disability (LTD) plan?	Yes	No	Yes	No
If yes, what is the waiting period (# of work days)?	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?	100%			
What is the cost per \$1,000 of payroll?	Self-Insured		.3940 of \$100 covered salary	
What is the maximum time-off for LTD?	2 years		5 years	
Sick Leave (other than short-term disability)				
Number of hours accrued/credited annually	120 hours	96 hours	130 hours	120 hours
Does your company have a maximum number of sick leave hours?	Yes	No	No	No
If yes, indicate maximum # of sick leave hours allowed	1920 hours			
Sick Leave Cash-Out Plan				
Do you offer a sick leave cash-out plan annually?	Yes	Yes	Yes	No
If yes, what employee groups are eligible?	Senior Executives	FT employees who have met their 1 yr probationary period and must have a min. sick leave balance of 250 after cash-out (for the Platoon Battalion Chiefs it needs to be a balance of 600 hrs. after cash-out)	Full-time	
(e.g.: Full-time, Part-time, Seasonal or Intern)				
What is the percentage rate of cash-out?	50%	50%	3 to 1	
Do you have a cash-out limit?	No	Yes	Yes	
If yes, what is the annual cash-out limit?		48 hours	24 hours	



2025 Other Insurance	City of Upper Arlington	City of Westerville	City of Whitehall	City of Worthington
Life Insurance				
Do you offer basic group term life insurance?	Yes	Yes	Yes	Yes
Do you offer voluntary supplemental group term life insurance?	Yes	No	Yes	Yes
Do you offer Accidental Death and Dismemberment (AD&D) insurance?	Yes	Yes	Yes	Yes
Do you offer dependent life insurance?	Yes	Yes	Yes	No
Basic Insurance				
Amount of coverage	Salary & Flat Dollar	\$100,000	\$100,000	\$100,000
Percent company pays	100%	100%	100%	100%
Cost per \$1,000 or unit	\$0.1080		\$0.15	\$0.20
Maximum dollar amount of coverage	\$250,000	\$100,000	\$100,000	
AD&D Insurance				
Amount of coverage	Salary and Flat Dollar		\$100,000	\$100,000
Percent company pays	100%		100%	100%
Cost per \$1,000 or unit	\$0.0190		\$0.03	\$0.03
Maximum dollar amount of coverage	\$250,000		\$100,000	
Does your company provide/offer the following:				
Supplemental Insurance (e.g. AFLAC)	No	No	Yes	No
Long-term care insurance	No	No	No	No
Comments:				
N/A	N/A	N/A	N/A	N/A



2025 Disability & Sick Leave	Delaware County	Fairfield County	Franklin County Board of Commissioners	Clinton Township
Short-Term Disability (other than sick leave)				
Do you offer a short-term disability (STD) plan?	Yes	Yes	Yes	No
If yes, what is the waiting period (# of work days)?	30 days	14	14 days	
What is the benefit as a percent of regular salary?	60%	60%	60%	
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?	22 weeks	24 weeks	26 weeks	
Long-Term Disability				
Do you offer a long-term disability (LTD) plan?	No	Yes	Yes	No
If yes, what is the waiting period (# of work days)?		180 days	180 days	
What is the benefit as a percent of regular salary?		60%	60%	
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 Age	
Sick Leave (other than short-term disability)				
Number of hours accrued/credited annually	120 hours	120 hours	119.6 hours	119.6 hours
Does your company have a maximum number of sick leave hours?	No	No	No	
If yes, indicate maximum # of sick leave hours allowed				
Sick Leave Cash-Out Plan				
Do you offer a sick leave cash-out plan annually?	No	No	No	No
If yes, what employee groups are eligible?				
(e.g.: Full-time, Part-time, Seasonal or Intern)				
What is the percentage rate of cash-out?				
Do you have a cash-out limit?				
If yes, what is the annual cash-out limit?				



2025 Other Insurance	Delaware County	Fairfield County	Franklin County Board of Commissioners	Clinton Township
Life Insurance				
Do you offer basic group term life insurance?	Yes	Yes	Yes	Yes
Do you offer voluntary supplemental group term life insurance?	Yes	Yes	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
Basic Insurance				
Amount of coverage	1x salary	\$50,000	Flat dollar	\$50,000.00
Percent company pays	100%	100%	100%	91%
Cost per \$1,000 or unit	\$0.12	2.1/mo.	\$0.075	
Maximum dollar amount of coverage	\$500,000	\$50,000	\$50,000	
AD&D Insurance				
Amount of coverage	1x salary	\$50,000	Flat dollar	
Percent company pays	100%	100%	100%	
Cost per \$1,000 or unit	\$0.12	.75/mo.	\$0.020	
Maximum dollar amount of coverage	\$500,000	\$50,000	\$50,000	
Does your company provide/offer the following:				
Supplemental Insurance (e.g. AFLAC)	Yes	No	No	Yes
Long-term care insurance	No	No	No	No
Comments:				
N/A	N/A	N/A	N/A	N/A



2025 Disability & Sick Leave	Madison Township Franklin County	Mifflin Township	Orange Township	Prairie Township
Short-Term Disability (other than sick leave)				
Do you offer a short-term disability (STD) plan?	No	No	No	Yes
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	No	No	Yes
If yes, what is the waiting period (# of work days)?				180 days
What is the benefit as a percent of regular salary?				60%
What percent of the premium does the company pay?				
What is the cost per \$1,000 of payroll?				varies
What is the maximum time-off for LTD?				greater of social security normal retirement age or reducing benefit duration
Sick Leave (other than short-term disability)				
Number of hours accrued/credited annually	120 hours	288 hrs. (56-hr Firefighters) 204 hrs. (Non 56-hr)	120 hours	130 hours
Does your company have a maximum number of sick leave hours?	No	Yes	No	No
If yes, indicate maximum # of sick leave hours allowed		3960 hrs. (56-hr Firefighters) (2080 hrs. Police , 2824 hrs. Fire Admin., 1413 hrs. Other)		
Sick Leave Cash-Out Plan				
Do you offer a sick leave cash-out plan annually?	No	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?				100%
Do you have a cash-out limit?				Yes
If yes, what is the annual cash-out limit?				40 hours



2025 Other Insurance	Madison Township Franklin County	Mifflin Township	Orange Township	Prairie Township
Life Insurance				
Do you offer basic group term life insurance?	Yes	Yes	Yes	Yes
Do you offer voluntary supplemental group term life insurance?	Yes	Yes	Yes	Yes
Do you offer Accidental Death and Dismemberment (AD&D) insurance?				
Do you offer dependent life insurance?	Yes	Yes	Yes	Yes
Basic Insurance				
Amount of coverage	Flat	\$50,000	\$50,000	\$50,000
Percent company pays	100%	100%	100%	100%
Cost per \$1,000 or unit	\$0.22			
Maximum dollar amount of coverage	\$75,000			
AD&D Insurance				
Amount of coverage	Flat	\$50,000	\$50,000	\$50,000
Percent company pays	100%	100%	100%	100%
Cost per \$1,000 or unit	\$0.04			
Maximum dollar amount of coverage	\$75,000			
Does your company provide/offer the following:				
Supplemental Insurance (e.g. AFLAC)	Yes	Yes	Yes	No
Long-term care insurance	Yes	No	No	No
Comments:				
N/A	N/A	N/A	N/A	N/A



2025 Disability & Sick Leave	Truro Township	Violet Township	Washington Township
Short-Term Disability (other than sick leave)			
Do you offer a short-term disability (STD) plan?	No	No	No
If yes, what is the waiting period (# of work days)?			
What is the benefit as a percent of regular salary?			
What percent of the premium does the company pay?			
What is the cost per \$100 of payroll?			
What is the maximum time-off for STD?			
Long-Term Disability			
Do you offer a long-term disability (LTD) plan?	No	No	Yes
If yes, what is the waiting period (# of work days)?			90
What is the benefit as a percent of regular salary?			60%
What percent of the premium does the company pay?			100
What is the cost per \$1,000 of payroll?			.46 of earnings
What is the maximum time-off for LTD?			\$5,000
Sick Leave (other than short-term disability)			
Number of hours accrued/credited annually	240 hrs. (56-hr); 120 hrs. (40-hr)	120.12 hours	288 hrs. Unit Pers 192 hrs. Non-Unit Pers
Does your company have a maximum number of sick leave hours?	No	Yes	Yes
If yes, indicate maximum # of sick leave hours allowed		1200 hours	4000 hours
Sick Leave Cash-Out Plan			
Do you offer a sick leave cash-out plan annually?	No	Yes	No
If yes, what employee groups are eligible?		Full-time employees who have a sick leave balance of at least 600 hours at the beginning of the year and who have used 40 or fewer hours in a 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	
If yes, what is the annual cash-out limit?		The balance of that year's allotment of sick leave	



2025 Other Insurance	Turo Township	Violet Township	Washington Township
Life Insurance			
Do you offer basic group term life insurance?	Yes	Yes	Yes
Do you offer voluntary supplemental group term life insurance?	Yes	Yes	Yes
Do you offer Accidental Death and Dismemberment (AD&D) insurance?	Yes	Yes	Yes
Do you offer dependent life insurance?	No	Yes	Yes
Basic Insurance			
Amount of coverage	Flat	\$25,000	\$100,000
Percent company pays	100%	basic life & AD&D	100%
Cost per \$1,000 or unit	\$0.21	dependent on age of emp.	\$14.00
Maximum dollar amount of coverage	\$50,000	\$100,000	
AD&D Insurance			
Amount of coverage		included	\$100,000
Percent company pays		basic life & AD&D	100%
Cost per \$1,000 or unit		dependent on age of emp.	\$4.00
Maximum dollar amount of coverage		\$100,000	
Does your company provide/offer the following:			
Supplemental Insurance (e.g. AFLAC)	Yes	Yes	Yes
Long-term care insurance	No	No	No
Comments:			
N/A	N/A	N/A	N/A



2025 Disability & Sick Leave	Village of Galena	Village of Gambier	Village of Hebron
Short-Term Disability (other than sick leave)			
Do you offer a short-term disability (STD) plan?	No	No	No
If yes, what is the waiting period (# of work days)?			
What is the benefit as a percent of regular salary?			
What percent of the premium does the company pay?			
What is the cost per \$100 of payroll?			
What is the maximum time-off for STD?			
Long-Term Disability			
Do you offer a long-term disability (LTD) plan?	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?			
Sick Leave (other than short-term disability)			
Number of hours accrued/credited annually		120 hours	119.6 hours
Does your company have a maximum number of sick leave hours?		Yes	No
If yes, indicate maximum # of sick leave hours allowed		960 hours	
Sick Leave Cash-Out Plan			
Do you offer a sick leave cash-out plan annually?	No	No	No
If yes, what employee groups are eligible?			
(e.g.: Full-time, Part-time, Seasonal or Intern)			
What is the percentage rate of cash-out?			
Do you have a cash-out limit?			
If yes, what is the annual cash-out limit?			



2025 Other Insurance	Village of Galena	Village of Gambier	Village of Hebron
Life Insurance			
Do you offer basic group term life insurance?	No	Yes	Yes
Do you offer voluntary supplemental group term life insurance?	No	No	Yes
Do you offer Accidental Death and Dismemberment (AD&D) insurance?	No		Yes
Do you offer dependent life insurance?	No		No
Basic Insurance			
Amount of coverage		\$7,500	\$30,000
Percent company pays		100%	100%
Cost per \$1,000 or unit			
Maximum dollar amount of coverage			\$30,000
AD&D Insurance			
Amount of coverage		\$3,750	
Percent company pays		100%	
Cost per \$1,000 or unit			
Maximum dollar amount of coverage			
Does your company provide/offer the following:			
Supplemental Insurance (e.g. AFLAC)	No	No	Yes
Long-term care insurance	No	No	No
Comments:			
N/A	N/A	N/A	N/A



2025 Disability & Sick Leave	Village of Minerva Park	Village of Plain City	Village of Shawnee Hills	Village of West Jefferson
Short-Term Disability (other than sick leave)				
Do you offer a short-term disability (STD) plan?	Yes	Yes	No	*No
If yes, what is the waiting period (# of work days)?	7 days	7 days		
What is the benefit as a percent of regular salary?	60	66 2/3		
What percent of the premium does the company pay?	100%	100%		
What is the cost per \$100 of payroll?		\$5.00		
What is the maximum time-off for STD?	90 days	12 weeks		
Long-Term Disability				
Do you offer a long-term disability (LTD) plan?	No	No	No	*No
If yes, what is the waiting period (# of work days)?				
What is the benefit as a percent of regular salary?				
What percent of the premium does the company pay?				
What is the cost per \$1,000 of payroll?				
What is the maximum time-off for LTD?				
Sick Leave (other than short-term disability)				
Number of hours accrued/credited annually	120 hours	115 hours		119.6 hours
Does your company have a maximum number of sick leave hours?	No	Yes		No
If yes, indicate maximum # of sick leave hours allowed		480 hours		
Sick Leave Cash-Out Plan				
Do you offer a sick leave cash-out plan annually?	Yes	Yes	No	Yes
If yes, what employee groups are eligible?	Full-time	Full-time		Full-time
(e.g.: Full-time, Part-time, Seasonal or Intern)				
What is the percentage rate of cash-out?	Variable	50%		50%
Do you have a cash-out limit?	Yes	No		Yes
If yes, what is the annual cash-out limit?	Net Current Yr. Bal.			80



2025 Other Insurance	Village of Minerva Park	Village of Plain City	Village of Shawnee Hills	Village of West Jefferson
Life Insurance				
Do you offer basic group term life insurance?	Yes	Yes	Yes	Yes
Do you offer voluntary supplemental group term life insurance?	Yes	No	No	Yes
Do you offer Accidental Death and Dismemberment (AD&D) insurance?	Yes	Yes	Yes	Yes
Do you offer dependent life insurance?	Yes	No	No	Yes
Basic Insurance				
Amount of coverage	\$50,000	Flat	\$20,000	Flat
Percent company pays	100%	100%	100%	100%
Cost per \$1,000 or unit	\$2.00	\$7.20		
Maximum dollar amount of coverage		\$25,000		\$20,000
AD&D Insurance				
Amount of coverage	\$50,000	Flat	\$20,000	
Percent company pays		100%	100%	100%
Cost per \$1,000 or unit	\$2.10	\$0.75		
Maximum dollar amount of coverage		\$25,000		
Does your company provide/offer the following:				
Supplemental Insurance (e.g. AFLAC)	No	No	No	Yes
Long-term care insurance	No	No	No	Yes
Comments:				
N/A	N/A	N/A	N/A	N/A



SECTION 8

PAID TIME OFF



2025 Paid Time Off	City of Bexley	City of Canal Winchester	City of Columbus	City of Delaware
Vacation				
What is the maximum number of hours per year accrued at the highest level?	208 hours	216 hours	varies 160 - 480 hrs	200.2 hours
How many years of service does it take to get to the maximum accrual level?	22	24 years	25 years	15 years
What is the maximum hours allowed to roll-over annually?	0	324 hours	no limit under the mas	600.6 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
If yes, please explain:				Cash out
Vacation hours accrued per year				
1 year service	10 wk days (End of yr 1 - 3)	96 hours	1-3 yrs: 10 days	80.6 hours
5 years service	12 wk days (Year 4 - 7)	96 hours	3-5 yrs: 16 days	119.6 hours
8 years service	16 wk days (Year 8 - 11)	144 hours	6-12 yrs: 23 days	119.6 hours
10 years service	17 wk days (Year 12 - 14)	144 hours	13-19 yrs: 26-30 days	161.2 hours
15 years service	21 wk days (Year 15 - 17)	176 hours	20-24 yrs: 28-32 days	200.2 hours
20 years service	22 wk days (Year 18 - 21)	176 hours	25+ yrs: 35 days	200.2 hours
25 years service	26 wk days (Year 22+)	216 hours		200.2 hours



2025 Paid Time Off	City of Bexley	City of Canal Winchester	City of Columbus	City of Delaware
Vacation				
Other forms of paid leave				
Are your employees eligible for other forms of paid leave?	Yes	Yes	Yes	Yes
If yes, please list other types of leave (e.g. merit leave, bereavement, military, etc.)	Military	Bereavement, Military	Bereavement, Military, Court Leave, Paid Family Leave, Organ Donor leave, Jury Duty leave	Bereavement, Military, Jury Duty
Holidays/Personal Days				
Total number of Holidays per year	11 days	11 days	11 days	11 days
Total number of Personal days per year		2 days	most employee groups do not, but at least one has 3 days	4 days
Do you allow cash-out of personal days?			No	No
If yes, please indicate the maximum number of personal days eligible for cash-out				
Comments:				
N/A	N/A	N/A	N/A	N/A



2025 Paid Time Off	City of Dublin	City of Gahanna	City of Grandview Heights	City of Grove City
Vacation				
What is the maximum number of hours per year accrued at the highest level?	246 hours		216 hours	240 hours
How many years of service does it take to get to the maximum accrual level?	20 years		23 years	18 years
What is the maximum hours allowed to roll-over annually?	160 hrs. w/ 11 or less; 200 hrs. w/ 11-19; 240 hrs. w/ 20 +		648 hours	720 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
If yes, please explain:	Convert up to 40 hours of vacation leave to cash is permissible with EE's that have 11 or more years of public service and a leave balance of a minimum 120 hours at the end of the payroll calendar year (must have used a minimum of 40 hours vacation during calendar year). Hours not used above the maximum and not converted are forfeited. Division and Department Directors may convert a maximum of 160 hours of unused vacation leave to cash.			Paid at 100%
Vacation hours accrued per year				
1 year service	80 hours - up to 1 yr	104 hours	96 hours (less than 3 yrs.)	80 hours
5 years service	108 hours - 1 up to 4 yrs	136 hours	116 hours (after 3 yrs.)	120 hours
8 years service	142 hours - 4 up to 9 yrs	152 hours	138 hours (after 8 yrs.)	120 hours
10 years service	182 hours - 9 up to 15 yrs	176 hours	176 hours (after 12 yrs.)	160 hours
15 years service	208 hours - 15 yrs up to 30 yrs	192 hours	196 hours (after 17 yrs.)	200 hours
20 years service	246 hours - 20 yrs or more	200 hours	216 hours (after 22 yrs.)	240 hours
25 years service		200 hours		240 hours



2025 Paid Time Off	City of Dublin	City of Gahanna	City of Grandview Heights	City of Grove City
Vacation				
Other forms of paid leave				
Are your employees eligible for other forms of paid leave?	Yes	Yes	Yes	No
If yes, please list other types of leave (e.g. merit leave, bereavement, military, etc.)	Personal, Military, Bereavement, Jury Duty	Sick, Personal Time, Jury Duty, Bereavement, Major Medical, Injury Leave	Bereavement, Military, Comp.	
Holidays/Personal Days				
Total number of Holidays per year	10 days	11 days	11 days	14 days
Total number of Personal days per year	5 days	2 days	3 days	
Do you allow cash-out of personal days?	No	No	No	
If yes, please indicate the maximum number of personal days eligible for cash-out				
Comments:				
N/A	N/A	Part-Time Unclassified- After 6 months=7. 1YR=24, 2YR=35 <hr/> FOP- 0- 2YRS=80, 3-4YRS=88, 5- 9YRS=136, 10-14YRS=176, 15- 19YRS=200, 20+YRS=248 <hr/> FOP/OLC- 0- 2YRS=80, 3-4YRS=88, 5-9YRS=136, 10-14YRS=176, 15-19YRS=200, 20+YRS=248 <hr/> USW Vacation- 0-3YRS=104, 4-7YRS=136, 8- 11YRS=152, 12-15YRS=176, 16- 19YRS=192, 20-25YRS=200, 26+YRS=216 <hr/>	N/A	N/A



2025 Paid Time Off	City of Groveport	City of Hilliard	City of Lancaster	City of Marysville
Vacation				
What is the maximum number of hours per year accrued at the highest level?	200 hours	240 hours	200 hours	240 hours
How many years of service does it take to get to the maximum accrual level?	21 years	20 years	20 years	20 years
What is the maximum hours allowed to roll-over annually?	200 hours	400 hours	40 hours	2.5x annual accrual
In lieu of taking a minimum number of vacation/annual leave hours or forfeiture of used hours, can employees cash out or convert to personal time?	No	Yes	No	No
If yes, please explain:		80 hours	Forfeited	
Vacation hours accrued per year				
1 year service	80 hours	80 hours	80 hours 1 wk at 6 mos and 2nd at 1 yr	96 hours
5 years service	120 hours	120 hours	120 hours	144 hours
8 years service	120 hours		120 hours	144 hours
10 years service	160 hours	160 hours	120 hours	144 hours
15 years service	184 hours	200 hours	160 hours	192 hours
20 years service	200 hours	240 hours*	200 hours	240 hours
		*hired before 10-26-11		
25 years service			200 hours	240 hours



2025 Paid Time Off	City of Groveport	City of Hilliard	City of Lancaster	City of Marysville
Vacation				
Other forms of paid leave				
Are your employees eligible for other forms of paid leave?	Yes	Yes	Yes	Yes
If yes, please list other types of leave (e.g. merit leave, bereavement, military, etc.)	Military, Funeral, Personal, Court	Funeral, Military, Jury Duty, Court, Special, Examination leave	Comp time and Funeral leave	Holidays, Personal, Sick, Military, FMLA, Bereavement leave, Jury Duty, Examination Leave, Court Leave, Administrative Leave, Injury Leave
Holidays/Personal Days				
Total number of Holidays per year	11 days	12 days	11 days	12 days
Total number of Personal days per year	1 day	40 hrs New Hire / 16 hrs rest	5 days	4 days
Do you allow cash-out of personal days?	No	No	No	No
If yes, please indicate the maximum number of personal days eligible for cash-out				
Comments:				
N/A	N/A	N/A	N/A	N/A



2025 Paid Time Off	City of Mount Vernon	City of New Albany	City of Pataskala	City of Powell	City of Reynoldsburg
Vacation					
What is the maximum number of hours per year accrued at the highest level?	80 hours	224 hours	280 hours	220 hours	240 hours
How many years of service does it take to get to the maximum accrual level?	25 years	19 years	26 years	21+ years	15 years
What is the maximum hours allowed to roll-over annually?	80 hours	3x annual accrual	Annual Accrual Amount + 40 hours	330 hours	240 hours
In lieu of taking a minimum number of vacation/annual leave hours or forfeiture of used hours, can employees cash out or convert to personal time?	Yes	Yes	Yes	No	Yes
If yes, please explain:		Employees with leave in excess of 480 hours as of December 1 may have up to 80 hours paid out upon request. Anything standing to the credit of the employee above the maximum accrual as of Dec. 1 will be forfeited	Cash out / forfeit		Non-bargaining unit employees can cash-out up to 40-hours of unused vacation time twice/year. To be eligible, employees must have at least 80-hours remaining after cashing out.
Vacation hours accrued per year					
1 year service	88 hours	2 wks. - after year1, 3 wks.	80 hours (0 - 5 yrs.)	80 hours - 0-2 yrs	80 hours (1-5 yrs.)
5 years service	128 hours	4 weeks	120 hours (6 - 11 yrs.)	120 hours 3-4 yrs	120 hours (6-11 yrs.)
8 years service		5 weeks	160 hours (12 - 19 yrs.)	160 hours 5-9 yrs	160 hours (11-15 yrs.)
10 years service	168 hours		200 hours (20 - 25 yrs.)	180 hours 10-15 yrs	200 hours (15+ yrs.)
15 years service	188 hours	after 18 years, 28 days	240 hours (26+ yrs.)	200 hours 16-20 yrs	
20 years service	208 hours			220 hours 21+yrs	
25 years service	268 hours				



2025 Paid Time Off	City of Mount Vernon	City of New Albany	City of Pataskala	City of Powell	City of Reynoldsburg
Vacation					
Other forms of paid leave					
Are your employees eligible for other forms of paid leave?	No	Yes	Yes	Yes	Yes
If yes, please list other types of leave (e.g. merit leave, bereavement, military, etc.)		Personal, Bereavement, Military, Injury	City Admin. & Finance Director each get 2 personal days	Bereavement	Bereavement, Military, compensatory, flex
Holidays/Personal Days					
Total number of Holidays per year	11 days	11 days	13 days	13 days	13 days
Total number of Personal days per year	4 days	2 days	2 days	2 days	1 day
Do you allow cash-out of personal days?	No	Yes	No	No	No
If yes, please indicate the maximum number of personal days eligible for cash-out		2			
Comments:					
N/A	N/A	N/A	N/A	N/A	N/A



2025 Paid Time Off	City of Sunbury	City of Upper Arlington	City of Westerville	City of Whitehall	City of Worthington
Vacation					
What is the maximum number of hours per year accrued at the highest level?	160+8 hrs. for each yr. of svc beyond 20 yrs.	200 hours	< 2x annual accrual rate	850 hours	216 hours
How many years of service does it take to get to the maximum accrual level?	20 years	20 years	24 years	25 years	21 years
What is the maximum hours allowed to roll-over annually?	# of hrs. accrued each yr. according to a schedule	3x annual accrual	2x accrual amt	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?	No	Yes	No	No	Yes
If yes, please explain:		Non-union full-time employees with 5 or more yrs of service can request to cash out up to 80 vacation hrs. providing that 40 vacation hrs. remain at the time of the request	EEs who are accruing at least 3 weeks of vacation a year can request pay in lieu of vacation.	Union employees can convert; all others, anything over 850 is forfeited	
Vacation hours accrued per year					
1 year service	80 hrs. (6mos through & including 5th full year)	80 hours	2 wks. @ 1 yr - Platoon Battalion (PB) Chiefs =120 hrs. @ 1 yr	0.04211 hrs. earned per hrs. worked	100 hours
5 years service	120 hrs. (6 yrs. through & including 10th full yr.)	120 hours	3 wks. @ 6 yrs - PB Chiefs =180 hrs. @ 6 yrs	0.05385 hrs. earned per hrs. worked	120 hours
8 years service	160 hrs. (11 yrs. through & including 20th full yr.)	120 hours	4 wks. @ 12 yrs - PB Chiefs =240 hrs@10 yrs	0.05385 hrs. earned per hrs. worked	148 hours
10 years service	21st yr. or more (160+8hrs for each add '1 yr. beyond 20yrs)	120 hours	5 wks. @ 18 yrs - PB Chiefs =300 hrs. @ 16 yrs	0.06923 hrs. earned per hrs. worked	172 hours
15 years service		160 hours	6 wks. @ 24 yrs - PB Chiefs =360 hrs. @ 22 yrs	0.07692 hrs. earned per hrs. worked	204 hours
20 years service		200 hours		0.08462 hrs. earned per hrs. worked	240 hours
25 years service		200 hours		0.09615 hrs. earned per hrs. worked	240 hours



2025 Paid Time Off	City of Sunbury	City of Upper Arlington	City of Westerville	City of Whitehall	City of Worthington
Vacation					
Other forms of paid leave					
Are your employees eligible for other forms of paid leave?	Yes	Yes	Yes	Yes	Yes
If yes, please list other types of leave (e.g. merit leave, bereavement, military, etc.)	Bereavement, Personal Leave, Military, Court	Bereavement, Military	Funeral , Medical Donor, Military, Court/Jury Duty, and Work Related Injury Leave(and FMLA)	Personal, Military, Bereavement	FLSA, Kelly Days, Compensatory Leave
Holidays/Personal Days					
Total number of Holidays per year	13 days	10 days	8 days	10 days	12 days
Total number of Personal days per year	1 day	5 days	6 days	5 days	2 days
Do you allow cash-out of personal days?	No	No	No	No	No
If yes, please indicate the maximum number of personal days eligible for cash-out					
Comments:					
N/A	N/A	N/A	N/A	N/A	N/A



2025 Paid Time Off	Delaware County	Fairfield County	Franklin County Board of Commissioners
Vacation			
What is the maximum number of hours per year accrued at the highest level?	200 hours	200 hours	200 hours
How many years of service does it take to get to the maximum accrual level?	25 years	15 years	20 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
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
If yes, please explain:			
Vacation hours accrued per year			
1 year service	80 hrs. < 4 yrs. of svc	40 hours	80 hours
5 years service	120 hrs. 4 but < 9 yrs. of svc	80 hours	119 hours
8 years service		120 hours	119 hours
10 years service	160 hrs. 9 but < 14 yrs. of svc	160 hours	161 hours
15 years service	180 hrs. 14 but < 19 yrs. of svc	200 hours	179 hours
20 years service	200 hrs. 19 yrs. or more	200 hours	200 hours
25 years service		200 hours	200 hours



2025 Paid Time Off	Delaware County	Fairfield County	Franklin County Board of Commissioners
Vacation			
Other forms of paid leave			
Are your employees eligible for other forms of paid leave?	Yes	Yes	Yes
If yes, please list other types of leave (e.g. merit leave, bereavement, military, etc.)	Personal, Bereavement, Military Jury Duty	Personal, Bereavement, Military Leave	Bereavement, Military, Paid Family Leave
Holidays/Personal Days			
Total number of Holidays per year	13 days	13 days	12 days
Total number of Personal days per year	3 days	3 days	Up to 40 hours, based on eligibility of Wellness Incentive
Do you allow cash-out of personal days?	No	No	No
If yes, please indicate the maximum number of personal days eligible for cash-out			
Comments:			
N/A	N/A	N/A	N/A



2025 Paid Time Off	Brown Township	Clinton Township	Madison Township Franklin County	Mifflin Township
Vacation				
What is the maximum number of hours per year accrued at the highest level?		160 hours	280 hours	
How many years of service does it take to get to the maximum accrual level?		10 years	25 years	20 years
What is the maximum hours allowed to roll-over annually?			280 hours	All
In lieu of taking a minimum number of vacation/annual leave hours or forfeiture of used hours, can employees cash out or convert to personal time?		No	Yes	No
If yes, please explain:				
Vacation hours accrued per year				
1 year service		80 hours	80 hours	80 hrs / 192 hrs non 56-hr emp / 56-hr emp
5 years service		120 hours	120 hours	120 hrs / 240 hrs non 56-hr emp / 56-hr emp
8 years service			120 hours (5-yrs)	
10 years service		160 hours	160 hours	160 hrs / 312 hrs non 56-hr emp / 56-hr emp
15 years service			200 hours	200 hrs / 360 hrs non 5- hr emp / 56-hr emp
20 years service			240 hours	240 hrs / 408 hrs non 56-hr emp / 56-hr emp
25 years service			280 hours	



2025 Paid Time Off	Brown Township	Clinton Township	Madison Township Franklin County	Mifflin Township
Vacation				
Other forms of paid leave				
Are your employees eligible for other forms of paid leave?		No	Yes	Yes
If yes, please list other types of leave (e.g. merit leave, bereavement, military, etc.)			Bereavement, Injury, Military	Bereavement, Military
Holidays/Personal Days				
Total number of Holidays per year		11 days	12 days	11 days
Total number of Personal days per year		2 days		
Do you allow cash-out of personal days?		No	No	
If yes, please indicate the maximum number of personal days eligible for cash-out				
Comments:				
N/A	N/A	N/A	N/A	N/A



2025 Paid Time Off	Orange Township	Prairie Township	Truro Township	Violet Township	Washington Township
Vacation					
What is the maximum number of hours per year accrued at the highest level?	200 hours	2 years	264 hrs (40-hr), 456 hrs (56-hr)	depends on yrs of service	408 hours-Unit Personnel 280 hours-Non-Unit Personnel
How many years of service does it take to get to the maximum accrual level?	15 years		20 years	25 years	25 years
What is the maximum hours allowed to roll-over annually?			24 hours	Max accrual for emp service yrs	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?	Yes	No	No	No	No
If yes, please explain:	non union may cash out at year end any hours over 120				
Vacation hours accrued per year					
1 year service	80 hours	80 hrs / 144 hrs Bargaining	0-5 yrs -112 hrs (40-hr) 204 hrs (56-hr)	10 days (Thru year 5 Max Accrual 120.08)	Unit Pers 120 hrs / 40-hr Pers 80 hrs completion of 1 yr.
5 years service	120 hours	120 hrs / 192 hrs Bargaining	6-12 yrs -160 hrs (40-hr) 312 hrs (56-hr)	11 days (Thru year 7 Max Accrual 128.14)	Unit Pers 168 hrs / 40-hr Pers 120 hrs completion of 4 yrs.
8 years service	120 hours		13-19 yrs -208 hrs (40-hr) 384 hrs (56-hr)	15 days (Thru year 10 Max Accrual 160.12)	Unit Pers 240 hrs / 40-hr Pers 160 hrs completion of 9 yrs.
10 years service	160 hours	160 hrs / 216 hrs Bargaining	20+ yrs -264 hrs (40-hr) 456 hrs (56-hr)	18 days (Thru year 14 Max Accrual 184.01)	Unit Pers 288 hrs / 40-hr Pers 200 hrs completion of 14 yrs.
15 years service	200 hours	200 hrs / 264 hrs Bargaining		21 days (Thru year 17 Max Accrual 208.22)	Unit Pers 360 hrs / 40-hr Pers 240 hrs completion of 19 yrs.
20 years service		240 hrs / 336 hrs Bargaining		23 days (Thru year 20 Max Accrual 224.08)	Unit Pers 408 hrs* / 40-hr Pers 280 hrs* completion of 24* yrs.
25 years service		360 hrs Bargaining		24 days (Thru year 24 Max Accrual 120.08) 25 days (25 yrs and up)	



2025 Paid Time Off	Orange Township	Prairie Township	Truro Township	Violet Township	Washington Township
Vacation					
Other forms of paid leave					
Are your employees eligible for other forms of paid leave?	Yes		Yes	Yes	Yes
If yes, please list other types of leave (e.g. merit leave, bereavement, military, etc.)	Bereavement, Military, Parental		Bereavement, Paternity, Jury, Military	Bereavement, Military, Personal, Court, Precinct Election Official	Earned Time, Bereavement, Jury/Witness Duty
Holidays/Personal Days					
Total number of Holidays per year	12 days	12 days / 120 hrs Bargaining	11 days	12 days	11 days
Total number of Personal days per year	2 days	1 day / 3 days Bargaining		2 days	2 to 9 days
Do you allow cash-out of personal days?	No	No		No	No
If yes, please indicate the maximum number of personal days eligible for cash-out					
Comments:					
N/A	N/A	N/A	N/A	N/A	N/A



2025 Paid Time Off	Village of Galena	Village of Gambier	Village of Hebron
Vacation			
What is the maximum number of hours per year accrued at the highest level?	160 hours	200 hours	200 hours
How many years of service does it take to get to the maximum accrual level?	10 years	25 years	20 years
What is the maximum hours allowed to roll-over annually?	80 hours	3 years	80 hours
In lieu of taking a minimum number of vacation/annual leave hours or forfeiture of used hours, can employees cash out or convert to personal time?	No	No	No
If yes, please explain:			
Vacation hours accrued per year			
1 year service	80 hours	2 weeks	40 hours
5 years service	120 hours	2 weeks	80 hours - 3 yrs
8 years service	120 hours	3 weeks	120 hours - 7 yrs
10 years service	160 hours	3 weeks	
15 years service	160 hours	4 weeks	160 hours
20 years service	160 hours	4 weeks	200 hours
25 years service	160 hours	5 weeks	



2025 Paid Time Off	Village of Galena	Village of Gambier	Village of Hebron
Vacation			
Other forms of paid leave			
Are your employees eligible for other forms of paid leave?	Yes	Yes	Yes
If yes, please list other types of leave (e.g. merit leave, bereavement, military, etc.)	Personal	Bereavement, Military	Bereavement, Military Leave
Holidays/Personal Days			
Total number of Holidays per year	11 days	11 days	12 days
Total number of Personal days per year	3 days	3 days	
Do you allow cash-out of personal days?		No	No
If yes, please indicate the maximum number of personal days eligible for cash-out			
Comments:			
N/A	N/A	N/A	N/A



2025 Paid Time Off	Village of Minerva Park	Village of Plain City	Village of Shawnee Hills	Village of West Jefferson
Vacation				
What is the maximum number of hours per year accrued at the highest level?		200 hours	240 hours	240 hours
How many years of service does it take to get to the maximum accrual level?		20 years	20 years	21 years
What is the maximum hours allowed to roll-over annually?		200 hours	300 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
If yes, please explain:				If unable to take at least 40 hours of vacation -- upon approval the 40 hours may be cashed at current rate.
Vacation hours accrued per year				
1 year service	80 hours FT / 40 hours PT (0 through 2 yrs)	80 hours	2 weeks	80 hours (1st day through 5 yrs.)
5 years service	120 hours FT / 60 hours PT (3 yrs through 5 yrs)	120 hours	3 weeks	120 hours (6 through 10 yrs.)
8 years service	160 hours FT / 80 hours PT (6 yrs through 9 yrs)	120 hours		160 hours (11 through 15 yrs.)
10 years service	180 hours FT / 90 hours PT (10 yrs through 14 yrs)	160 hours	4 weeks	200 hours (16 through 20 yrs.)
15 years service	200 hours FT / 100 PT (15 yrs through 20 yrs)	160 hours	5 weeks	240 hours (21 yrs. and over.)
20 years service	240 hours FT / 120 hours PT (21 or more years)	200 hours	6 weeks	
25 years service		200 hours		



2025 Paid Time Off	Village of Minerva Park	Village of Plain City	Village of Shawnee Hills	Village of West Jefferson
Vacation				
Other forms of paid leave				
Are your employees eligible for other forms of paid leave?	Yes	Yes	No	Yes
If yes, please list other types of leave (e.g. merit leave, bereavement, military, etc.)	Bereavement, Military, Personal	Bereavement		Bereavement Military
Holidays/Personal Days				
Total number of Holidays per year	11 days	9 days	11 days	11 days
Total number of Personal days per year	4 days	4 days	2 days	5 days
Do you allow cash-out of personal days?	No	No	No	No
If yes, please indicate the maximum number of personal days eligible for cash-out				
Comments:				
N/A	N/A	N/A	N/A	N/A



SECTION 9

RETIREMENT BENEFITS

2025 Retirement Plans	City of Bexley	City of Canal Winchester	City of Columbus	City of Delaware
Defined Benefit (DB) Plan				
Do you offer a defined benefit plan?	Yes	Yes	Yes	Yes
If yes, does the employer contribute to the plan?	Yes	Yes	Yes	Yes
If yes, what percentage does the employer contribute to the plan?	Varies	14%	14%	Per OPERS & OP&F guidelines
Do employees contribute to this plan?	Yes	Yes	Yes	Yes
If yes, what percentage does the employee contribute to the plan?	Varies	10%	10%	Per OPERS & OP&F guidelines
Do you offer a "Pension Pickup" or "Employer Pickup"?	Yes	Yes	No	No
If you do offer a "Pension Pickup" or "Employer Pickup" is it a:				
Enter percentage	7.5%			
Specific dollar amount				
Other	OPERS & OP&F	Depends on the position		
What is your retirement benefit formula?				Per OPERS & OP&F guidelines
Defined Contribution (DC) Plan				
Do you offer a defined contribution plan?	Yes	Yes	Yes	Yes
If yes, what type of plan(s) do you offer?	Deferred Comp, Other	Deferred Comp	Deferred Comp	
If yes, is it a pre or post-tax plan?	Pre	Pre	Pre	Pre & Post
Is there an employer match to the plan(s)?	No	No	No	No
If yes, what is the maximum percent of the employer match?				

2025 Retirement Plans	City of Dublin	City of Gahanna	City of Grandview Heights	City of Grove City
Defined Benefit (DB) Plan				
Do you offer a defined benefit plan?	Yes	No	Yes	Yes
If yes, does the employer contribute to the plan?	Yes		Yes	Yes
If yes, what percentage does the employer contribute to the plan?	14%		OPERS: 14% / Police: 19.5% / Fire: 24%	14%
Do employees contribute to this plan?	Yes		Yes	Yes
If yes, what percentage does the employee contribute to the plan?	10%		OPERS: 10% / OP&F: 12.25%	10%
Do you offer a "Pension Pickup" or "Employer Pickup"?	No	No	No	No
If you do offer a "Pension Pickup" or "Employer Pickup" is it a:				
Enter percentage				
Specific dollar amount				
Other				
What is your retirement benefit formula?	OPERS & OP&F determines			
Defined Contribution (DC) Plan				
Do you offer a defined contribution plan?	Yes	Yes	No	Yes
If yes, what type of plan(s) do you offer?	Deferred Comp, 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?				

2025 Retirement Plans	City of Groveport	City of Hilliard	City of Lancaster	City of Marysville
Defined Benefit (DB) Plan				
Do you offer a defined benefit plan?	No	Yes	Yes	Yes
If yes, does the employer contribute to the plan?		Yes	Yes	Yes
If yes, what percentage does the employer contribute to the plan?		19.5% or 14%	14%	14% - 24%
Do employees contribute to this plan?		Yes	Yes	Yes
If yes, what percentage does the employee contribute to the plan?		14% or 10%	10%	10% - 12.25%
Do you offer a "Pension Pickup" or "Employer Pickup"?		No	No	No
If you do offer a "Pension Pickup" or "Employer Pickup" is it a:				
Enter percentage				
Specific dollar amount				
Other				
What is your retirement benefit formula?		OPERS & OP&F		OPERS and Ohio Police & Fire
Defined Contribution (DC) Plan				
Do you offer a defined contribution plan?		No	Yes	Yes
If yes, what type of plan(s) do you offer?			Deferred Comp	Deferred Comp
If yes, is it a pre or post-tax plan?		Pre	Deferred Comp Roth (post tax)	Pre +post-tax (Roth) plan
Is there an employer match to the plan(s)?		No	No	No
If yes, what is the maximum percent of the employer match?				

2025 Retirement Plans	City of Mt Vernon	City of New Albany	City of Pataskala	City of Powell
Defined Benefit (DB) Plan				
Do you offer a defined benefit plan?	Yes		No	Yes
If yes, does the employer contribute to the plan?	No			Yes
If yes, what percentage does the employer contribute to the plan?		New Albany non-sworn EE's participate OPERS, Law Enforcement in OP&F		14%
Do employees contribute to this plan?	Yes			Yes
If yes, what percentage does the employee contribute to the plan?	10%			10%
Do you offer a "Pension Pickup" or "Employer Pickup"?	No			No
If you do offer a "Pension Pickup" or "Employer Pickup" is it a:				
Enter percentage				
Specific dollar amount				
Other				
What is your retirement benefit formula?	Average Salary			OPERS for staff and OP&F for Police
Defined Contribution (DC) Plan				
Do you offer a defined contribution plan?			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	No
If yes, what is the maximum percent of the employer match?				



2025 Retirement Plans	City of Reynoldsburg	City of Sunbury	City of Upper Arlington
Defined Benefit (DB) Plan			
Do you offer a defined benefit plan?	Yes	No	Yes
If yes, does the employer contribute to the plan?	Yes		Yes
If yes, what percentage does the employer contribute to the plan?	by statue		14%
Do employees contribute to this plan?	Yes		Yes
If yes, what percentage does the employee contribute to the plan?	by statue		10%
Do you offer a "Pension Pickup" or "Employer Pickup"?		No	
If you do offer a "Pension Pickup" or "Employer Pickup" is it a:			
Enter percentage			
Specific dollar amount			
Other			
What is your retirement benefit formula?			final average salary, years of service
Defined Contribution (DC) Plan			
Do you offer a defined contribution plan?	Yes	Yes	Yes
If yes, what type of plan(s) do you offer?	Deferred Comp	Deferred Comp	Deferred Comp
If yes, is it a pre or post-tax plan?	Pre	Pre & Post	Pre
Is there an employer match to the plan(s)?	No	No	No
If yes, what is the maximum percent of the employer match?			

2025 Retirement Plans	City of Westerville	City of Whitehall	City of Worthington
Defined Benefit (DB) Plan			
Do you offer a defined benefit plan?	Yes	No	Yes
If yes, does the employer contribute to the plan?	Yes		No
If yes, what percentage does the employer contribute to the plan?	14%		
Do employees contribute to this plan?	Yes		Yes
If yes, what percentage does the employee contribute to the plan?	10%		Varies
Do you offer a "Pension Pickup" or "Employer Pickup"?	No	Yes	No
If you do offer a "Pension Pickup" or "Employer Pickup" is it a:			
Enter percentage		6%	
Specific dollar amount			
Other			
What is your retirement benefit formula?	OPERS - traditional plan		
Defined Contribution (DC) Plan			
Do you offer a defined contribution plan?	Yes	Yes	Yes
If yes, what type of plan(s) do you offer?	Deferred Comp	Deferred Comp	Deferred Comp
If yes, is it a pre or post-tax plan?	Pre & Post	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?			

2025 Retirement Plans	Delaware County	Fairfield County	Franklin County Board of Commissioners
Defined Benefit (DB) Plan			
Do you offer a defined benefit plan?	Yes	Yes	Yes
If yes, does the employer contribute to the plan?	Yes	Yes	Yes
If yes, what percentage does the employer contribute to the plan?	14%	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%
Do you offer a "Pension Pickup" or "Employer Pickup"?			No
If you do offer a "Pension Pickup" or "Employer Pickup" is it a:			
Enter percentage			
Specific dollar amount			
Other			
What is your retirement benefit formula?	State of Ohio OPERS Plan		
Defined Contribution (DC) Plan			
Do you offer a defined contribution plan?	No		Yes
If yes, what type of plan(s) do you offer?	Other	Deferred Comp	Deferred Comp
If yes, is it a pre or post-tax plan?	Pre	Pre	Pre
Is there an employer match to the plan(s)?	No	No	No
If yes, what is the maximum percent of the employer match?			

2025 Retirement Plans	Brown Township	Clinton Township	Madison Township Franklin County	Mifflin Township
Defined Benefit (DB) Plan				
Do you offer a defined benefit plan?		Yes	Yes	No
If yes, does the employer contribute to the plan?		Yes	Yes	
If yes, what percentage does the employer contribute to the plan?		14%	varies	
Do employees contribute to this plan?		Yes	Yes	
If yes, what percentage does the employee contribute to the plan?		10%	varies	
Do you offer a "Pension Pickup" or "Employer Pickup"?		No	Yes	Yes -only Svc, Police, Fiscal & Admin Depts
If you do offer a "Pension Pickup" or "Employer Pickup" is it a:				
Enter percentage			10% non-union	14%
Specific dollar amount				
Other			5.1% PD and 12.25% Fire	
What is your retirement benefit formula?				
Defined Contribution (DC) Plan				
Do you offer a defined contribution plan?			Yes	Yes
If yes, what type of plan(s) do you offer?			Deferred Comp	Deferred Comp
If yes, is it a pre or post-tax plan?			Pre	Pre
Is there an employer match to the plan(s)?			No	No
If yes, what is the maximum percent of the employer match?				

2025 Retirement Plans	Orange Township	Prairie Township	Truro Township	Violet Township
Defined Benefit (DB) Plan				
Do you offer a defined benefit plan?	Yes	Yes	Yes	Yes
If yes, does the employer contribute to the plan?	Yes	Yes	Yes	Yes
If yes, what percentage does the employer contribute to the plan?	14%		14% PERS, 24% OPF	14% OPERS & 24% OP&F
Do employees contribute to this plan?	Yes		Yes	Yes
If yes, what percentage does the employee contribute to the plan?	10%		10% PERS, 12.25% OPF	10% OPERS & 12.25% OP&F
Do you offer a "Pension Pickup" or "Employer Pickup"?	No	No	No	No
If you do offer a "Pension Pickup" or "Employer Pickup" is it a:				
Enter percentage				
Specific dollar amount				
Other				
What is your retirement benefit formula?				
Defined Contribution (DC) Plan				
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	Def Comp, 401(k), 401(a) Savings
If yes, is it a pre or post-tax plan?	Pre		Pre	
Is there an employer match to the plan(s)?	No		No	No
If yes, what is the maximum percent of the employer match?				

2025 Retirement Plans	Washington Township	Village of Galena	Village of Gambier	Village of Hebron
Defined Benefit (DB) Plan				
Do you offer a defined benefit plan?	Yes	Yes	Yes	Yes
If yes, does the employer contribute to the plan?	Yes	Yes	Yes	Yes
If yes, what percentage does the employer contribute to the plan?	14% to 24%	14%	15%	14% & 19.5% for Police
Do employees contribute to this plan?	Yes	Yes	Yes	Yes
If yes, what percentage does the employee contribute to the plan?	10% to 12.25%	10%	10%	14% & 12.25% for Police
Do you offer a "Pension Pickup" or "Employer Pickup"?	No	No	No	No
If you do offer a "Pension Pickup" or "Employer Pickup" is it a:				
Enter percentage				
Specific dollar amount				
Other				
What is your retirement benefit formula?	OP&F Pension or OPERS Pension Plans			
Defined Contribution (DC) Plan				
Do you offer a defined contribution plan?	Yes	Yes	No	Yes
If yes, what type of plan(s) do you offer?	Deferred Comp / Other	Deferred Comp		Deferred Comp
If yes, is it a pre or post-tax plan?	Pre	Pre		Pre
Is there an employer match to the plan(s)?	No	No		No
If yes, what is the maximum percent of the employer match?				

2025 Retirement Plans	Village of Minerva Park	Village of Plain City	Village of Shawnee Hills	Village of West Jefferson
Defined Benefit (DB) Plan				
Do you offer a defined benefit plan?	No	No		*No
If yes, does the employer contribute to the plan?	No			*Only PERS & OP&F
If yes, what percentage does the employer contribute to the plan?				
Do employees contribute to this plan?				
If yes, what percentage does the employee contribute to the plan?				
Do you offer a "Pension Pickup" or "Employer Pickup"?	No	No		
If you do offer a "Pension Pickup" or "Employer Pickup" is it a:				
Enter percentage				
Specific dollar amount				
Other				
What is your retirement benefit formula?				
Defined Contribution (DC) Plan				
Do you offer a defined contribution plan?	No	Yes		*No
If yes, what type of plan(s) do you offer?		Deferred Comp/HSA Ded		*Only PERS & OP&F
If yes, is it a pre or post-tax plan?		Pre		
Is there an employer match to the plan(s)?		No		
If yes, what is the maximum percent of the employer match?				



SECTION 10

MISCELLANEOUS BENEFITS

2025 Miscellaneous	City of Bexley	City of Canal Winchester	City of Columbus	City of Delaware
<u>Miscellaneous</u>				
Agency vehicle	Yes	No	No	No
Vehicle allowance	Yes	Yes	No	No
Employee Assistance Program (EAP)	Yes	Yes	Yes	Yes
Cell phone	Yes	Yes	Yes	No
Cell phone - stipend/allowance	Yes	Yes	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)	Yes	No	No	No
Health & Wellness Incentives	Yes	Yes	Yes	Yes
Alternative Transportation Incentive	No		Bus Pass	No

2025 Miscellaneous	City of Dublin	City of Gahanna	City of Grandview Heights	City of Grove City
<u>Miscellaneous</u>				
Agency vehicle	No	No	Yes	No
Vehicle allowance	No	No	No	No
Employee Assistance Program (EAP)	Yes	Yes	Yes	Yes
Cell phone	Yes	No	Yes	Yes
Cell phone - stipend/allowance	No	No	Yes	No
Tuition reimbursement	Yes	Yes	Yes	Yes
457B (Deferred Compensation Plan)	Yes	Yes	Yes	Yes
Prepaid legal	No	No	No	Yes
Professional association membership dues	Yes	Yes	Yes	Yes
Organizational club membership dues	Yes	Yes	No	No
529 (College Plan)	Yes	No	No	Yes
Health & Wellness Incentives	Yes	Yes	Yes	Yes
Alternative Transportation Incentive	No	No	No	No

2025 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	No	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	Yes	Yes
Alternative Transportation Incentive	No	No	No	No

2025 Miscellaneous	City of Mt Vernon	City of New Albany	City of Pataskala
<u>Miscellaneous</u>			
Agency vehicle	Yes	No	No
Vehicle allowance	Yes	Yes	No
Employee Assistance Program (EAP)	Yes	Yes	No
Cell phone	Yes	Yes	Yes
Cell phone - stipend/allowance	Yes	Yes	Yes
Tuition reimbursement	Yes	Yes	Yes
457B (Deferred Compensation Plan)	Yes	Yes	Yes
Prepaid legal	No	No	No
Professional association membership dues	Yes	Yes	Yes
Organizational club membership dues	Yes	Yes	No
529 (College Plan)	No	No	No
Health & Wellness Incentives	Yes	Yes	Yes
Alternative Transportation Incentive	No	No	No

2025 Miscellaneous	City of Powell	City of Reynoldsburg	City of Sunbury
<u>Miscellaneous</u>			
Agency vehicle	No	No	No
Vehicle allowance	Yes	No	No
Employee Assistance Program (EAP)	Yes	Yes	No
Cell phone	Yes	Yes	No
Cell phone - stipend/allowance	Yes	No	No
Tuition reimbursement	Yes	Yes	No
457B (Deferred Compensation Plan)	Yes	Yes	No
Prepaid legal	Yes	No	No
Professional association membership dues	Yes	Yes	Yes
Organizational club membership dues	Yes	Yes	Yes
529 (College Plan)	Yes	No	No
Health & Wellness Incentives	Yes	Yes	No
Alternative Transportation Incentive	No	No	No

2025 Miscellaneous	City of Upper Arlington	City of Westerville	City of Whitehall	City of Worthington
<u>Miscellaneous</u>				
Agency vehicle	No	No	No - few positions offered	No
Vehicle allowance	No	Yes	No	No
Employee Assistance Program (EAP)	Yes	Yes	Yes	Yes
Cell phone	Yes	No	Yes	Yes
Cell phone - stipend/allowance	Yes	Yes	No	Yes
Tuition reimbursement	Yes	Yes	Yes	Yes
457B (Deferred Compensation Plan)	Yes	Yes	No	Yes
Prepaid legal	No	No	Yes	No
Professional association membership dues	Yes	Yes	Yes	Yes
Organizational club membership dues	Yes	No	No	Yes
529 (College Plan)	No	No	No	Yes
Health & Wellness Incentives	Yes	Yes	Yes	Yes
Alternative Transportation Incentive	No	No	No	No

2025 Miscellaneous	Delaware County	Fairfield County	Franklin County Board of Commissioners
<u>Miscellaneous</u>			
Agency vehicle	Yes	Yes	No
Vehicle allowance	No	No	No
Employee Assistance Program (EAP)	Yes	Yes	Yes
Cell phone	Yes	Yes	Yes
Cell phone - stipend/allowance	Yes	Yes	No
Tuition reimbursement	Yes	Yes	Yes
457B (Deferred Compensation Plan)	No	Yes	Yes
Prepaid legal	No	No	Yes
Professional association membership dues	Yes	No	Yes
Organizational club membership dues	Yes	No	No
529 (College Plan)	No	No	No
Health & Wellness Incentives	Yes	Yes	Yes
Alternative Transportation Incentive	No	No	Yes

2025 Miscellaneous	Clinton Township	Madison Township Franklin County	Mifflin Township	Orange Township
<u>Miscellaneous</u>				
Agency vehicle	yes	Yes	No	Yes
Vehicle allowance		No	No	No
Employee Assistance Program (EAP)		Yes	Yes	Yes
Cell phone	Yes	Yes		Yes
Cell phone - stipend/allowance		No	Yes	No
Tuition reimbursement	Yes	Yes	Yes	Yes
457B (Deferred Compensation Plan)		Yes		Yes
Prepaid legal		Yes	Yes	No
Professional association membership dues	Yes	Yes	Yes	Yes
Organizational club membership dues	Yes	Yes		No
529 (College Plan)		No		No
Health & Wellness Incentives	Yes	Yes		Yes
Alternative Transportation Incentive		No		No

2025 Miscellaneous	Truro Township	Violet Township	Washington Township
<u>Miscellaneous</u>			
Agency vehicle	Yes	Yes	Yes
Vehicle allowance	No	Yes	No
Employee Assistance Program (EAP)	Yes	Yes	Yes
Cell phone	No	No	Yes
Cell phone - stipend/allowance	Yes	Yes	No
Tuition reimbursement	Yes	Yes	Yes
457B (Deferred Compensation Plan)	Yes	Yes	Yes
Prepaid legal	No	No	No
Professional association membership dues	Yes	Yes	Yes
Organizational club membership dues	No	No	No
529 (College Plan)	No	No	No
Health & Wellness Incentives	Yes	No	No
Alternative Transportation Incentive	No	No	No

2025 Miscellaneous	Village of Galena	Village of Gambier	Village of Hebron
<u>Miscellaneous</u>			
Agency vehicle	No	No	Yes
Vehicle allowance	No	No	
Employee Assistance Program (EAP)	No	Yes	Yes
Cell phone	Yes	Yes	Yes
Cell phone - stipend/allowance	No	No	
Tuition reimbursement	No	No	
457B (Deferred Compensation Plan)	No	No	Yes
Prepaid legal	No	No	
Professional association membership dues	Yes	Yes	Yes
Organizational club membership dues	Yes	No	Yes
529 (College Plan)	No	No	
Health & Wellness Incentives	No	No	Yes
Alternative Transportation Incentive	No	No	

2025 Miscellaneous	Village of Minerva Park	Village of Plain City	Village of Shawnee Hills	Village of West Jefferson
<u>Miscellaneous</u>				
Agency vehicle	No	Yes	Yes	Yes
Vehicle allowance	No	No	No	No
Employee Assistance Program (EAP)	Yes	Yes	No	Yes
Cell phone	No	No	Yes	No-only if necessary
Cell phone - stipend/allowance	No	Yes	No	Yes
Tuition reimbursement	Yes	Yes	No	Yes
457B (Deferred Compensation Plan)	Yes	Yes	No	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	No
Health & Wellness Incentives	Yes	No	No	No
Alternative Transportation Incentive	No	No		No



Section 11

Delaware County Additional Base PPO & HSA Bargaining & Non-Bargaining Information



Delaware County-Additional Bargaining Only Info (Base PPO & HSA)			
Medical Plan (Base PPO)	Employer Cost	Employee Cost	Total Monthly Premium
Employee Only	\$902.67	\$78.49	\$981.16
Employee & Spouse/Domestic Partner			
Employee & Child(ren)			
Employee & Family	\$2,707.28	\$235.42	\$2,942.70

Medical Plan (Base PPO)	In Network	Out of Network
Individual deductible	\$1,000.00	\$2,000.00
Family deductible	\$2,500.00	\$4,000.00
Coinsurance (e.g. 80/20, 70/30, etc.)	20%	50%
Lifetime maximum for medical plan	n/a	n/a
Office co-payment (Primary Care Physician)	\$15.00	50% after deductible
Office co-payment (Specialist)	\$30, \$75 NP	50% after deductible
Co-payment or co-insurance (Emergency Room)	\$300 after deductible	\$300 after deductible
Co-payment or co-insurance (Urgent Care)	\$50 copay	50% after deductible
Co-payment or co-insurance generic drugs (Retail)	\$10	\$10
Co-payment or co-insurance preferred brand (Retail)	\$30	\$30
Co-payment or co-insurance non-preferred (Retail)	\$ 90	\$ 90
Co-payment or co-insurance generic (mail order 3 mos.)	\$ 25	\$ 25
Co-payment or co-insurance preferred (mail order 3 mos.)	\$ 75.00	\$ 75.00
Co-payment or co-insurance non-preferred (mail in 3 mos.)	\$ 225.00	\$ 225.00



Delaware County-Additional Bargaining Only Info (Base PPO & HSA)			
Medical Plan (HSA)	Employer Cost	Employee Cost	Total Monthly Premium
Employee Only	\$907.09	\$123.70	\$1,030.79
Employee & Spouse/Domestic Partner			
Employee & Child(ren)			
Employee & Family	\$2,943.09	\$401.33	\$3,344.42

Medical Plan (HSA)	In Network	Out of Network
Individual deductible	\$3,000.00	\$6,000.00
Family deductible	\$6,000.00	\$12,000.00
Coinsurance (e.g. 80/20, 70/30, etc.)	0%	50%
Lifetime maximum for medical plan	n/a	n/a
Office co-payment (Primary Care Physician)	Deductible then 100%	Deductible then 50%
Office co-payment (Specialist)	Deductible then 100%	Deductible then 50%
Co-payment or co-insurance (Emergency Room)	Deductible then 100%	Deductible then 50%
Co-payment or co-insurance (Urgent Care)	Deductible then 100%	Deductible then 50%
Co-payment or co-insurance generic drugs (Retail)	\$10 copay after deductible	\$10 copay after deductible
Co-payment or co-insurance preferred brand (Retail)	\$30 copay after deductible	\$30 copay after deductible
Co-payment or co-insurance non-preferred (Retail)	\$90 copay after deductible	\$90 copay after deductible
Co-payment or co-insurance generic (mail order 3 mos.)	\$25 copay after deductible	\$25 copay after deductible
Co-payment or co-insurance preferred (mail order 3 mos.)	\$75 copay after deductible	\$75 copay after deductible
Co-payment or co-insurance non-preferred (mail in 3 mos.)	\$225 copay after deductible	\$225 copay after deductible



Delaware County-Additional Non-Bargaining Only Info (Base PPO & HSA)			
Medical Plan (Base PPO)	Employer Cost	Employee Cost	Total Monthly
			Premium
Employee Only	\$902.67	\$78.49	\$981.16
Employee & Spouse/Domestic Partner			
Employee & Child(ren)			
Employee & Family	\$2,707.28	\$235.42	\$2,942.70

Medical Plan (Base PPO)	In Network	Out of Network
Individual deductible	\$1,000.00	\$2,000.00
Family deductible	\$2,500.00	\$4,000.00
Coinsurance (e.g. 80/20, 70/30, etc.)	20%	50%
Lifetime maximum for medical plan	n/a	n/a
Office co-payment (Primary Care Physician)	\$15.00	50% after deductible
Office co-payment (Specialist)	\$30, \$75 NP	50% after deductible
Co-payment or co-insurance (Emergency Room)	\$300 after deductible	\$300 after deductible
Co-payment or co-insurance (Urgent Care)	\$50 copay	50% after deductible
Co-payment or co-insurance generic drugs (Retail)	\$10	\$10
Co-payment or co-insurance preferred brand (Retail)	\$30	\$30
Co-payment or co-insurance non-preferred (Retail)	\$ 90	\$ 90
Co-payment or co-insurance generic (mail order 3 mos.)	\$ 25	\$ 25
Co-payment or co-insurance preferred (mail order 3 mos.)	\$ 75.00	\$ 75.00
Co-payment or co-insurance non-preferred (mail in 3 mos.)	\$ 225.00	\$ 225.00



Delaware County-Additional Non-Bargaining Only Info (Base PPO & HSA)

Medical Plan (HSA)	Employer Cost	Employee Cost	Total Monthly Premium
Employee Only	\$907.09	\$123.70	\$1,030.79
Employee & Spouse/Domestic Partner			
Employee & Child(ren)			
Employee & Family	\$2,943.09	\$401.33	\$3,344.42

Medical Plan (HSA)	In Network	Out of Network
Individual deductible	\$3,000.00	\$6,000.00
Family deductible	\$6,000.00	\$12,000.00
Coinsurance (e.g. 80/20, 70/30, etc.)	0%	50%
Lifetime maximum for medical plan	n/a	n/a
Office co-payment (Primary Care Physician)	Deductible then 100%	Deductible then 50%
Office co-payment (Specialist)	Deductible then 100%	Deductible then 50%
Co-payment or co-insurance (Emergency Room)	Deductible then 100%	Deductible then 50%
Co-payment or co-insurance (Urgent Care)	Deductible then 100%	Deductible then 50%
Co-payment or co-insurance generic drugs (Retail)	\$10 copay after deductible	\$10 copay after deductible
Co-payment or co-insurance preferred brand (Retail)	\$30 copay after deductible	\$30 copay after deductible
Co-payment or co-insurance non-preferred (Retail)	\$90 copay after deductible	\$90 copay after deductible
Co-payment or co-insurance generic (mail order 3 mos.)	\$25 copay after deductible	\$25 copay after deductible
Co-payment or co-insurance preferred (mail order 3 mos.)	\$75 copay after deductible	\$75 copay after deductible
Co-payment or co-insurance non-preferred (mail in 3 mos.)	\$225 copay after deductible	\$225 copay after deductible

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