2026 Annual Salary & Fringe Benefit Survey

MID-OHIO REGIONAL
MORPC
PLANNING COMMISSION



MID-OHIO REGIONAL
MORPC
PLANNING COMMISSION

Dear Central Ohio Community Leaders:

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

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

It's our priority to deliver strong value and return to your community with a wide range of benefits and services, leveraged resources, and new opportunities. We hope you find this **2026 Salary and Fringe Benefit Survey** a tangible, timely, and actionable resource.

Thank you to the 36 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

TABLE OF CONTENTS

SECTION 1	Executive Summary
SECTION 2	Participant Information
SECTION 3	Agency Information and Salary Incentives
SECTION 4	Position Descriptions
SECTION 5	Salaries by Job Title
SECTION 6A	Bargaining - Medical, Dental & Vision Plans
SECTION 6B	Non-Bargaining – Medical, Dental & Vision Plans
SECTION 7	Disability, Sick Leave & Other Insurance
SECTION 8	Paid Time Off
SECTION 9	Retirement
SECTION 10	Miscellaneous
SECTION 11A	Less than 100 Employees-Bargaining
SECTION 11B	Less than 100 Employee-Non Bargaining

2026 PARTICIPATING AGENCIES

City of Bexley	City of Hilliard	City of Sunbury	Orange Township
City of Columbus	City of Johnstown	City of Upper Arlington	Perry Township
City of Canal Winchester	City of Lancaster	City of Westerville	Prairie Township
City of Delaware	City of London	City of Whitehall	Truro Township
City of Dublin	City of Marion	City of Worthington	Violet Township
City of Gahanna	City of Marysville	Delaware County	Village of Galena
City of Grandview Heights	City of Mount Vernon	Fairfield County	Village of Hebron
City of Grove City	City of Powell	Franklin County Board of Commissioners	Village of Plain City
City of Groveport	City of Reynoldsburg	Mifflin Township	Village of West Jefferson

SECTION 1

EXECUTIVE SUMMARY

MID-OHIO REGIONAL PLANNING COMMISSION
2026 SALARY SURVEY

Executive Summary

The Mid-Ohio Regional Planning Commission (MORPC) Salary Survey for 2026 consists of data from 36 member governments on various positions. Salary ranges reported in the survey were received from the participating communities for the year 2026. 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 Tessia Haymaker, Director of Human Resources, with any comments or recommendations you would like to see in future MORPC salary surveys at 614-233-4105 or thaymaker@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

SECTION 2

PARTICIPANT INFORMATION

Participants' Contact Information

(As Available)

City Agencies

Bexley
Toni Mason, Payroll Coordinator
tmason@bexley.org
614-559-4260

Canal Winchester
Nancy Stir, HR Coordinator
nstir@canalwinchesterohio.gov
614-834-5118

Columbus
77 N. Front St
Columbus, Ohio 43215

Delaware
Whitney Faust, HR Specialist
wfaust@delawareohio.net
740-203-1026

Dublin
5555 Perimeter Dr.
Dublin, OH 43017

Gahanna
Lauren Patterson, HR Representative
lauren.patterson@gahanna.gov
614-342-4000

Grandview Heights
James V. Barone, Assistant Director of Finance
jbarone@grandviewheights.org
614-481-6225

Grove City
Vikki Stoneking, HR Coordinator
vstoneking@grovecityohio.gov
614-277-3013

Groveport
Annie Short, Personnel Director
ashort@groveport.org
614-830-2065

Hilliard
Angela Jarosik, HR Generalist
ajarosik@hilliardohio.gov
614-334-1553

Johnstown
David Delande, Finance Director
ddelande@johnstownohio.org
740-967-3177 ext 102

Lancaster
Danielle Williams, HR Coordinator
dwilliams@lancasterohio.gov
740-687-6676

London
20 S. Walnut St. Ste 101
London, OH 43140

Marion
223 W. Center St.
Marion, OH 43302

Marysville
Tara Maine, HR Director
tmaine@marsyvillehohio.org
937-645-7367

Mount Vernon
Elizabeth Turner, HR Director & Merit Systems Administrator
eturner@mountvernonohio.org
740-462-4731

Powell
Jason Nahvi, HR Director
jnahvi@cityofpowell.us
614-885-5380 x 1050

Reynoldsburg
7232 E. Main St.
Reynoldsburg, OH 43068

Sunbury
Dana Steffan, Finance Director
dsteffan@sunburyohio.org
740-965-2684

Upper Arlington
April Gregory, HR Manager
agregory@uaoh.net
614-583-5038

Westerville
21 South State Street
Westerville, Ohio 43081

Whitehall
Tracy Wentz, Director of HR
tracy.wentz@whitehall-oh.us
614-338-3101

Worthington
Angela Harris, Personnel Director
angela.harris@worthington.org
614-786-7349

Participants' Contact Information

(As Available)

County Agencies

Delaware County
91 N. Sandusky St.-3rd Floor
Delaware, Ohio 43015

Fairfield County
Abby Watson, Deputy Director of HR & Risk Management
Abby.Watson@fairfieldcountyohio.gov
740-652-7685

Franklin County BOC
Tracy J. Hanson, Executive Assistant
tjhanson@franklincountyohio.gov
614-525-6405

Township Agencies

Mifflin Township
PO Box 307630
Gahanna, OH 4230

Orange Township
Valerie Bunting, Administrative Manager
vbunting@orangetwp.org
740-548-5430 ext. 3114

Perry Township
Amanda Cavinee, Assistant Township Administrator
acavinee@perrytwp.org
614-889-2669 ext. 1233

Prairie Township
Randi Good, HR Director & Fiscal Coordinator
rgood@prairietownship.org
614-982-2182

Truro Township
Jason Nicodemus, Township Administrator
jnicodemus@trurotwp.org
614-866-1317

Violet Township
Maartje Eagle, Finance Assistant
eagle@violetfo.com
614-382-5988

Village Agencies

Galena
Michelle Dearth, Fiscal Officer
fiscal@galenaohio.com
740-965-2484 ext. 103

Hebron
Deborah Morgan, Chief Fiscal Officer
deborah.morgan@hebronvillage.org
740-928-9439

Plain City
Haley Lupton
hlupton@plain-city.com
614-873-3527

West Jefferson
Rebecca L. Shipley-Arnott, Finance Director
rarnott@westjeffersonohio.gov
614-879-7363

MID-OHIO REGIONAL
MORPC
PLANNING COMMISSION

SECTION 3

AGENCY INFORMATION AND SALARY INCENTIVES

2026 Salary Administration & Incentives

Participant Information	City of Bexley	City of Canal Winchester	City of Columbus	City of Delaware
Total Annual Operating Budget	$43,164,328	$28,994,625	$1,260,000,000	$167,228,975
Total Annual Revenue	$39,313,470	$26,135,800	$1,230,000,000	$210,054,757
Total Number of full-time (non-union)	0	42	1334	213
Total Number of part-time (non-union)	0	8	507	21
Total Number of full-time (union)	0	0	7353	141
Total Number of part-time (union)	0	0	201	0
Total Staff	0	50	9395	375
Annual gross payroll	$11,565,414	$4,054,100	$948,338,488	$30,919,795
Non-Union Annual health insurance (employer cost)	$515,863	$1,370,903	$38,878,343	$3,042,975
Union Annual health insurance (employer cost)	$997,376	$0	$221,943,749	$4,915,931
Non-Union Annual dental insurance (employer cost)	$15,636	$47,211	Included in Health Insurance	$111,353
Union Annual dental insurance (employer cost)	$30,231	$0	Included in Health Insurance	$177,047
Non-Union Annual life insurance (employer cost)	$6,176	$6,732	Included in Health Insurance	$28,666
Union Annual life insurance (employer cost)	$11,940	$0	Included in Health Insurance	$49,892
Total Benefit Cost	$1,577,222	$1,424,846	$260,822,092	$8,325,864
Benefit Cost as a percent of payroll	13.64%	35.15%	27.50%	26.93%

2026 Salary Administration & Incentives

Participant Information	City of Dublin	City of Gahanna	City of Grandview Heights
Total Annual Operating Budget	$119,228,547	$107,858,696	$21,210,210
Total Annual Revenue	$119,524,484	$109,983,342	$23,120,071
Total Number of full-time (non-union)	0	96	57
Total Number of part-time (non-union)	0	18	55
Total Number of full-time (union)	0	125	40
Total Number of part-time (union)	0	2	0
Total Staff	0	241	152
Annual gross payroll	$39,656,795	$30,628,613	$10,442,714
Non-Union Annual health insurance (employer cost)	$5,306,963	$1,253,752	$1,220,014
Union Annual health insurance (employer cost)	$4,532,556	$1,962,042	$895,805
Non-Union Annual dental insurance (employer cost)	$321,141	$96,070	$0
Union Annual dental insurance (employer cost)	$274,280	$120,623	$0
Non-Union Annual life insurance (employer cost)	$16,623	$16,278	$4,254
Union Annual life insurance (employer cost)	$14,197	$22,013	$3,344
Total Benefit Cost	$10,465,760	$1,366,100	$2,123,418
Benefit Cost as a percent of payroll	26.39%	4.46%	20.33%

2026 Salary Administration & Incentives

Participant Information	City of Grove City	City of Groveport	City of Hilliard	City of Johnstown
Total Annual Operating Budget	$132,752,221	$61,938,583	$53,872,906	$4,604,901
Total Annual Revenue	$103,190,369	$48,526,948	$68,066,300	$4,536,470
Total Number of full-time (non-union)	95	71	89	11
Total Number of part-time (non-union)	244	183	197	1
Total Number of full-time (union)	112	24	99	15
Total Number of part-time (union)	0	0	0	0
Total Staff	451	278	385	27
Annual gross payroll	$23,274,372	$10,609,101	$28,841,108	$2,456,120
Non-Union Annual health insurance (employer cost)	$2,335,632	$2,978,694	Family-$33450/Single-$11535	$127,139
Union Annual health insurance (employer cost)	$2,328,244	$1,395,643	Family-$35224/Single-$11778	$200,078
Non-Union Annual dental insurance (employer cost)	$96,109	$87,338	Family-$1299/Single-$448	$8,580
Union Annual dental insurance (employer cost)	$96,110	$41,110	Family-$818/Single-$293	$13,078
Non-Union Annual life insurance (employer cost)	$15,650	$15,405	$15,410	$1,702
Union Annual life insurance (employer cost)	$16,776	$9,152	$24,103	$3,446
Total Benefit Cost	$4,888,521	$4,527,342	$7,991,201	$354,022
Benefit Cost as a percent of payroll	21.00%	42.67%	27.71%	14.41%

Salary Administration Incentives

2026 Salary Administration & Incentives

Participant Information	City of Lancaster	City of London	City of Marion	City of Marysville
Total Annual Operating Budget	$264,082,622		$17,954,822	$132,790,068
Total Annual Revenue	$142,341,927		$17,954,822	$107,421,305
Total Number of full-time (non-union)	153		63	143
Total Number of part-time (non-union)	87		88	125
Total Number of full-time (union)	295		206	88
Total Number of part-time (union)	0		3	0
Total Staff	535		360	356
Annual gross payroll	$38,508,992		$17,300,000	$20,952,775
Non-Union Annual health insurance (employer cost)	$2,794,832		$0	$3,238,713
Union Annual health insurance (employer cost)	$5,388,728		$0	$1,993,054
Non-Union Annual dental insurance (employer cost)	$223,389		$0	$103,060
Union Annual dental insurance (employer cost)	$430,717		$0	$63,422
Non-Union Annual life insurance (employer cost)	$14,201		$0	$18,922
Union Annual life insurance (employer cost)	$27,382		$0	$11,644
Total Benefit Cost	$8,879,248			$5,428,814
Benefit Cost as a percent of payroll	23.06%			25.91%

Salary Administration Incentives

2026 Salary Administration & Incentives

Participant Information	City of Mount Vernon	City of Powell	City of Reynoldsburg	City of Sunbury
Total Annual Operating Budget	$66,721,462	$42,722,089	$0	$35,000,000
Total Annual Revenue	$70,056,143	$34,510,120	$70,933,300	$35,000,000
Total Number of full-time (non-union)	76	27	89	24
Total Number of part-time (non-union)	35	3	5	8
Total Number of full-time (union)	111	31	101	16
Total Number of part-time (union)	0	0	0	0
Total Staff	222	61	195	48
Annual gross payroll	$19,128,489	$7,090,000	$17,790,498	$3,534,000
Non-Union Annual health insurance (employer cost)	$1,675,500	$972,845	$0	$452,560
Union Annual health insurance (employer cost)	$2,802,458	$1,087,155	$0	$368,807
Non-Union Annual dental insurance (employer cost)	$1,705	$30,864	$0	$27,376
Union Annual dental insurance (employer cost)	$3,531	$35,086	$0	$21,764
Non-Union Annual life insurance (employer cost)	$15,741	$16,742	$0	$0
Union Annual life insurance (employer cost)	$15,741	$21,308	$0	$0
Total Benefit Cost	$2,839,177	$2,164,000		$870,507
Benefit Cost as a percent of payroll	14.84%	30.52%		24.63%

Salary Administration Incentives

2026 Salary Administration & Incentives

Participant Information	City of Upper Arlington	City of Westerville	City of Whitehall	City of Worthington
Total Annual Operating Budget	$120,711,900	$255,270,237	$66,866,706	$0
Total Annual Revenue	$105,441,700	$236,521,250	$73,105,306	$0
Total Number of full-time (non-union)	129	239	41	
Total Number of part-time (non-union)	207	397	29	
Total Number of full-time (union)	128	212	124	
Total Number of part-time (union)	0	0	1	
Total Staff	464	848	195	
Annual gross payroll	$46,313,800	$45,551,695	$18,017,867	$0
Non-Union Annual health insurance (employer cost)	$2,508,558	$5,441,217	$0	$0
Union Annual health insurance (employer cost)	$2,526,744	$0	$0	$0
Non-Union Annual dental insurance (employer cost)	$173,050	$0	$0	$0
Union Annual dental insurance (employer cost)	$166,200	$0	$0	$0
Non-Union Annual life insurance (employer cost)	$19,451	$0	$0	$0
Union Annual life insurance (employer cost)	$21,898	$0	$0	$0
Total Benefit Cost	$5,415,901	$5,441,217		
Benefit Cost as a percent of payroll	11.69%	11.95%	0.00%	

2026 Salary Administration & Incentives

Participant Information	Delaware County	Fairfield County	Franklin County Board of Commissioners
Total Annual Operating Budget	$171,549,948	$71,621,589	$820,110,188
Total Annual Revenue	$173,514,892	$74,048,626	$960,914,658
Total Number of full-time (non-union)	849	738	537
Total Number of part-time (non-union)	249	49	0
Total Number of full-time (union)	410	275	884
Total Number of part-time (union)	7	2	1
Total Staff	1515	1064	1422
Annual gross payroll	$97,139,544	$22,652,573	$94,396,990
Non-Union Annual health insurance (employer cost)	$21,456,684	$9,009,587	$29,141
Union Annual health insurance (employer cost)	$0	$3,075,216	$29,141
Non-Union Annual dental insurance (employer cost)	$538,090	$383,531	$1,013
Union Annual dental insurance (employer cost)	$0	$130,761	$1,013
Non-Union Annual life insurance (employer cost)	$0	$29,882	$78
Union Annual life insurance (employer cost)	$132,058	$10,190	$78
Total Benefit Cost	$21,994,773	$12,639,168	$60,463
Benefit Cost as a percent of payroll	22.64%	55.80%	0.06%

2026 Salary Administration & Incentives

Participant Information	Mifflin Township	Orange Township	Perry Township
Total Annual Operating Budget	$32,478,596	$0	$7,140,899
Total Annual Revenue	$28,636,561	$0	$7,158,330
Total Number of full-time (non-union)	118	26	6
Total Number of part-time (non-union)	7	6	9
Total Number of full-time (union)	0	56	15
Total Number of part-time (union)	0	0	15
Total Staff	125	88	45
Annual gross payroll	$12,749,965	$0	$2,161,263
Non-Union Annual health insurance (employer cost)	$2,499,095	$0	$209,424
Union Annual health insurance (employer cost)	$0	$0	$302,501
Non-Union Annual dental insurance (employer cost)	$0	$0	$14,813
Union Annual dental insurance (employer cost)	$0	$0	$22,622
Non-Union Annual life insurance (employer cost)	$0	$0	$0
Union Annual life insurance (employer cost)	$0	$0	$0
Total Benefit Cost	$2,499,095	$0	$549,360
Benefit Cost as a percent of payroll	19.60%		25.42%

2026 Salary Administration & Incentives

Participant Information	Prairie Township	Truro Township	Violet Township	Village of Galena
Total Annual Operating Budget	$25,628,807	$13,069,165	$43,012,721	$7,154,293
Total Annual Revenue	$18,785,460	$13,431,311	$71,548,024	$10,374,174
Total Number of full-time (non-union)	28	49	11	5
Total Number of part-time (non-union)	133	16	7	4
Total Number of full-time (union)	37	0	66	0
Total Number of part-time (union)	0	0	0	0
Total Staff	198	65	84	9
Annual gross payroll	$7,487,797	$6,102,001	$10,834,000	$503,400
Non-Union Annual health insurance (employer cost)	$909,705	$1,423,900	$688,000	$0
Union Annual health insurance (employer cost)	$1,039,662	$0	$3,140,000	$0
Non-Union Annual dental insurance (employer cost)	$0	$61,725	$0	$0
Union Annual dental insurance (employer cost)	$0	$0	$0	$0
Non-Union Annual life insurance (employer cost)	$0	$6,200	$0	$0
Union Annual life insurance (employer cost)	$0	$0	$0	$0
Total Benefit Cost	$1,949,367	$1,491,825	$3,828,000	$0
Benefit Cost as a percent of payroll	26.03%	24.45%	35.33%	

2026 Salary Administration & Incentives

Participant Information	Village of Hebron	Village of Plain City	Village of West Jefferson
Total Annual Operating Budget	$39,143,174	$6,100,000	$19,693,470
Total Annual Revenue	$30,491,185	$6,105,000	$20,148,482
Total Number of full-time (non-union)	28	35	43
Total Number of part-time (non-union)	6	49	43
Total Number of full-time (union)	0	0	0
Total Number of part-time (union)	0	0	0
Total Staff	34	84	86
Annual gross payroll	$1,110,702	$0	$4,300,000
Non-Union Annual health insurance (employer cost)	$227,920	$0	$860,000
Union Annual health insurance (employer cost)	$0	$0	$0
Non-Union Annual dental insurance (employer cost)	$14,259	$0	$40,000
Union Annual dental insurance (employer cost)	$0	$0	$0
Non-Union Annual life insurance (employer cost)	$1,358	$0	$2,500
Union Annual life insurance (employer cost)	$0	$0	$0
Total Benefit Cost	$243,537	$0	$902,500
Benefit Cost as a percent of payroll	21.93%		20.99%

2026 Salary Administration & Incentives

Participant Information	City of Bexley	City of Canal Winchester	City of Columbus	City of Delaware
Average % of increase provided for current year base?				
Non-Bargaining	3%	3%	0%	4%
Bargaining	3.5%		5%	4%
Increased % given to current year salary ranges.				
Non-Bargaining	3%		0%	4%
Bargaining			5%	4%
Avg. % of increase anticipated for base pay next yr.				
Non-Bargaining			Unknown	4%
Bargaining	3%		Unknown	4%
Factors that determine individual salary Inc.				
Non-Bargaining	COLA, Market Based Adjustment	COLA, Market Based Adjustment		COLA, Market Based Adjustment, Performance (Merit) Based Adjustment
Bargaining	COLA, Market Based Adjustment			
Short-term Incentive Pay (Bonus)	No	No	No	No

2026 Salary Administration & Incentives

Participant Information	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% - 3.5%	5%	4.38%
Increased % given to current year salary ranges.			
Non-Bargaining		0.00%	3.75%
Bargaining	3% - 3.5%	4.5%	4.38%
Avg. % of increase anticipated for base pay next yr.			
Non-Bargaining		4%	4%
Bargaining		4.5%	3.75%
Factors that determine individual salary Inc.			
Non-Bargaining	Market Based Adjustment, Performance Based Adjustment	COLA	COLA, Market Based Adjustment, Performance (Merit) Based Adjustment, Competency Based Adjustment
Bargaining	Market Based Adjustment	COLA	COLA, Market Based Adjustment, Performance (Merit) Based Adjustment, Competency Based Adjustment
Short-term Incentive Pay (Bonus)	No	No	No

2026 Salary Administration & Incentives

Participant Information	City of Grove City	City of Groveport	City of Hilliard	City of Johnstown
Average % of increase provided for current year base?				
Non-Bargaining	3%	3%	0%	3-5%
Bargaining	4%		3%	3-8%
Increased % given to current year salary ranges.				
Non-Bargaining	3%	3%	5%	3-5%
Bargaining	4%		3.5%	3-5%
Avg. % of increase anticipated for base pay next yr.				
Non-Bargaining	3%	3%	5%	3-5%
Bargaining	4%		3.5%	3-5%
Factors that determine individual salary Inc.				
Non-Bargaining		Performance (Merit) Based Adjustment	COLA, Market Based Adjustment, Performance (Merit) Based Adjustment	
Bargaining			COLA, Market Based Adjustment, Performance (Merit) Based Adjustment	Perf Based Adj
Short-term Incentive Pay (Bonus)	No	Yes	No	No

2026 Salary Administration & Incentives

Participant Information	City of Lancaster	City of London	City of Marion	City of Marysville
Average % of increase provided for current year base?				
Non-Bargaining	2.5%	4%	3%	4%
Bargaining	4%	4%	3%	4%
Increased % given to current year salary ranges.				
Non-Bargaining	Varies based on the ordinance or resolutions	4%	3%	4%
Bargaining	Unknown until negotiations are completed	4%	3%	
Avg. % of increase anticipated for base pay next yr.				
Non-Bargaining	Unknown		3%	TBD
Bargaining	Unknown until negotiations are completed		2.50%	4-5%
Factors that determine individual salary Inc.				
Non-Bargaining	COLA, Market Based Adjustment - Not unless a market analysis is completed and gaps are found		COLA	COLA, Market Based Adjustment, Performance (Merit) Based Adjustment
Bargaining	Not-negotiated in the contract		COLA	COLA
Short-term Incentive Pay (Bonus)	No		No	No

2026 Salary Administration & Incentives

Participant Information	City of Mount Vernon	City of Powell	City of Reynoldsburg	City of Sunbury
Average % of increase provided for current year base?				
Non-Bargaining	3-5%	5%		3%
Bargaining	5%	5.9%		5%
Increased % given to current year salary ranges.				
Non-Bargaining	3-5%		2-7%	3%
Bargaining	5%		3-4%	5%
Avg. % of increase anticipated for base pay next yr.				
Non-Bargaining	3-5%	3%	Unknown	3%
Bargaining	5%	5%	3-4%	5%
Factors that determine individual salary Inc.				
Non-Bargaining	COLA	COLA, Market Based Adjustment	Market Based Adjustment, Performance (Merit) Based Adjustment	Performance (Merit) Based Adjustment
Bargaining	COLA	COLA, Market Based Adjustment		
Short-term Incentive Pay (Bonus)	No	No	No	No

2026 Salary Administration & Incentives

Participant Information	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%	3.40%	4%	3%
Bargaining	3.25%	USW 2.5% / 3.8% FOP / 3.78%	4%	3%
Increased % given to current year salary ranges.				
Non-Bargaining	2.50%	N/A		
Bargaining	3.25%	USW 2.5% / 3.8% FOP / 3.78%		
Avg. % of increase anticipated for base pay next yr.				
Non-Bargaining	Unknown	N/A	4%	3%
Bargaining	3.25%	USW 2.3% / 3.5% FOP / 3.5%	4%	3%
Factors that determine individual salary Inc.				
Non-Bargaining	COLA, Market Based Adjustment, Performance (Merit) Based Adjustment	COLA, Performance (Merit) Based Adjustment	COLA, Performance (Merit) Based Adjustment	
Bargaining	COLA, Market Based Adjustment, Competency Based Adjustment	COLA, Performance (Merit) Based Adjustment	COLA, Market Based Adjustment, Performance (Merit) Based Adjustment	
Short-term Incentive Pay (Bonus)	No	No	No	No

2026 Salary Administration & Incentives

Participant Information	Delaware County	Fairfield County	Franklin County Board of Commissioners
Average % of increase provided for current year base?			
Non-Bargaining	3.31%	3%	3%
Bargaining	3.92%		3.5% or $0.75
Increased % given to current year salary ranges.			
Non-Bargaining	1%		
Bargaining	0%		
Avg. % of increase anticipated for base pay next yr.			
Non-Bargaining	0%	3%	N/A
Bargaining	0%		N/A
Factors that determine individual salary Inc.			
Non-Bargaining	Performance (Merit) Based Adjustment	Performance (Merit) Based Adjustment	COLA, Market Based Adjustment, Performance (Merit) Based Adjustment
Bargaining	Mkt Based Adj (4 Unions - 911, EMS, RSD, Sheriff), Perf Based ADJ (2 Unions - JFS, RSD)		
Short-term Incentive Pay (Bonus)	No		Yes

2026 Salary Administration & Incentives

Participant Information	Mifflin Township	Orange Township	Perry Township
Average % of increase provided for current year base?			
Non-Bargaining	3%	3%	3.50%
Bargaining			3.50%
Increased % given to current year salary ranges.			
Non-Bargaining	None	3%	3.50%
Bargaining			3.50%
Avg. % of increase anticipated for base pay next yr.			
Non-Bargaining	?	4%	3.50%
Bargaining			3.50%
Factors that determine individual salary Inc.			
Non-Bargaining	COLA, Market Based Adjustment, Performance (Merit) Based Adjustment		COLA, Market Based Adjustment
Bargaining			COLA, Market Based Adjustment
Short-term Incentive Pay (Bonus)		No	Yes

2026 Salary Administration & Incentives

Participant Information	Prairie Township	Truro Township	Violet Township	Village of Galena
Average % of increase provided for current year base?				
Non-Bargaining	3.50%	4%	4%	5%
Bargaining	3.50%		4%	
Increased % given to current year salary ranges.				
Non-Bargaining		4%		
Bargaining				
Avg. % of increase anticipated for base pay next yr.				
Non-Bargaining			not determined	3%
Bargaining		4%	3%	
Factors that determine individual salary Inc.				
Non-Bargaining		COLA, Market Based Adjustment	COLA	COLA, Market Based Adjustment, Performance (Merit) Based Adjustment, Competency Based Adjustment
Bargaining				
Short-term Incentive Pay (Bonus)		Yes	No	

2026 Salary Administration & Incentives

Participant Information	Village of Hebron	Village of Plain City	Village of West Jefferson
Average % of increase provided for current year base?			
Non-Bargaining	3%	3%	3%
Bargaining			N/A
Increased % given to current year salary ranges.			
Non-Bargaining	3%	3%	3%
Bargaining			N/A
Avg. % of increase anticipated for base pay next yr.			
Non-Bargaining	3%	4%	4%
Bargaining			N/A
Factors that determine individual salary Inc.			
Non-Bargaining	COLA, Market Based Adjustment	COLA, Market Based Adjustment , Performance (Merit) Based Adjustment	COLA
Bargaining			N/A
Short-term Incentive Pay (Bonus)	No	No	No

2026 Salary Administration & Incentives

Participant Information	City of Bexley	City of Canal Winchester	City of Columbus	City of Delaware
Please provide a brief description of your incentive program(s):	N/A	N/A	N/A	N/A

2026 Salary Administration & Incentives

Participant Information	City of Dublin	City of Gahanna	City of Grandview Heights
Please provide a brief description of your incentive program(s):	FT, PT, seasonal, temp., & intermittent non-union emps. eligible. Annual dept. bonus funds reward exceptional achievements that improve operations, exceed performance/customer svc. expectations, or demonstrate innovation. Max. 1 bonus/yr., up to 3% of base pay ($5,000 cap). Supervisor, Div. Dir., or Dept. Dir. request and Dept. Dir./City Mgr. approval required. Up to 8 hrs. paid leave may replace cash bonus; value charged to bonus funds. Exceptional effort/results required. No addl. awards after funds are exhausted until next yr.	N/A	N/A

2026 Salary Administration & Incentives

Participant Information	City of Grove City	City of Groveport	City of Hilliard	City of Johnstown
Please provide a brief description of your incentive program(s):	N/A	N/A	We provide "Instant Bonus Awards" to employees who are nominated by a Director for exhibiting our core values, above and beyond their job duties.	N/A

2026 Salary Administration & Incentives

Participant Information	City of Lancaster	City of London	City of Marion	City of Marysville
Please provide a brief description of your incentive program(s):	N/A	N/A	N/A	N/A

2026 Salary Administration & Incentives

Participant Information	City of Mount Vernon	City of Powell	City of Reynoldsburg	City of Sunbury
Please provide a brief description of your incentive program(s):	N/A	N/A	N/A	N/A

2026 Salary Administration & Incentives

Participant Information	City of Upper Arlington	City of Westerville	City of Whitehall	City of Worthington
Please provide a brief description of your incentive program(s):	N/A	Non-Bargaining longevity pay: $950 (5-9 yrs), $1,175 (10-14 yrs), $1,550 (15-19 yrs), and $1,725 (20+ yrs). Additional incentives include shift differential pay of $1.40/hr for FT non-exempt emps. working 2nd or 3rd shifts not reflected in their classification, and $1.50/hr for Electric Division field personnel on 2nd or 3rd shift. Water Division licensure incentives provide an additional $1.00/hr for Water Operator I, $1.50/hr for Water Operator II, and $2.50/hr for Water Operator III for all hours worked.	N/A	N/A

2026 Salary Administration & Incentives

Participant Information	Delaware County	Fairfield County	Franklin County Board of Commissioners
Please provide a brief description of your incentive program(s):	N/A	N/A	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.

2026 Salary Administration & Incentives

Participant Information	Mifflin Township	Orange Township	Perry Township
Please provide a brief description of your incentive program(s):	N/A	N/A	Quarterly sick leave payouts and annual vacation payouts

2026 Salary Administration & Incentives

Participant Information	Prairie Township	Truro Township	Violet Township	Village of Galena
Please provide a brief description of your incentive program(s):	N/A	Administrator - 4% Lump Sum Bonus at year-end. Fire Department staff are eligible for health/wellness bonus yearly and sick leave conversion to pay incentive (quarterly).	N/A	N/A

2026 Salary Administration & Incentives

Participant Information	Village of Hebron	Village of Plain City	Village of West Jefferson
Please provide a brief description of your incentive program(s):	N/A	N/A	N/A

MID-OHIO REGIONAL
MORPC
PLANNING COMMISSION

SECTION 4

POSITION DESCRIPTIONS

2026 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 per 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.

16	**Fire Fighter/Pandemic**
	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
17	**Fire Inspector**
	Inspects premises to detect and eliminate fire hazards; investigates the causes and origins of fires. Inspects fire extinguishing and fire protection equipment is operable and prepares reports listing repairs and replacement needed. Reports on areas and notes and investigates unsafe conditions and practices which might or increase fire hazards. Witnesses test on fire protection equipment in buildings where explosive or flammable materials are processed.
18	**Fire Lieutenant**
	Supervises and coordinates activities of Fire Fighters. Determines work procedures, prepares work schedules, and expedites workflow. Studies and standardizes procedures to improve efficiency of subordinates. Assigns duties and examines work for exactness, neatness, and conformance to policies and procedures of the department. Maintains harmony among workers and resolve grievances. Responds to alarms, evaluates situation at scene and assigns personnel and equipment as needed.
19	**Paramedic**
	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.
	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 confidentially.

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**
	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.
26	**City Administrator**
	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.
28	**City Manager**
	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
29	**Clerk Typist**
	Responsible for secretarial and clerical work performing a variety of journey-level specialized non-routine clerical support functions for the department. Work involves typing; transcribing meeting minutes; producing material through the use of a personal computer; maintain complex or specialized tracking systems; processing monthly status reports, etc.
30	**Controller**
	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.
31	**Council Members**
	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.
32	**Executive Administrative Assistant**
	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.

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
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.
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.
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.

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.
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.
	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 assess 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.
58	**GIS Manager**
	Responsible for the day-to-day functions of GIS. They assist in the development and maintenance of the long-term data vision, strategies and services of the 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.
59	**GIS Specialist II**
	Mid-level GIS position requiring practical knowledge of geographic information systems. Under the supervision of senior GIS staff, this position provides support to a wide variety of GIS needs including spatial data collection, creation, manipulation, and map graphics compilation for various environmental, planning, and transportation projects, as well as creation and maintenance of metadata. They should be able to work independently, however the position is strongly oriented toward team collaboration with other GIS and IT staff. They may be required to provide guidance to interns. Communication via written reports or oral presentations may be necessary.
60	**GIS Specialist III**
	Senior-level GIS position, requiring knowledge of analytic applications of geographic information systems. They should be able to lead a project and a team through development, methodology, analysis, evaluation, and implementation. They provide support to a wide variety of GIS needs including spatial data collection, creation, manipulation, map graphics compilation for various environmental, planning, and transportation projects, as well as creation and of metadata. Should be able to work independently, however the position is strongly oriented toward team collaboration with other GIS and IT staff. Communication via written reports or oral presentations may be necessary.
61	**GIS Specialist IV**
	High-level GIS position, requiring in-depth experience developing and performing analyses with geographic information systems. The position is responsible for leading numerous agency GIS activities. This includes the establishment and implementation of standards and procedures for GIS geodatabases, geodatabase maintenance and administration, analyses using GIS applications, project map production, representation at professional GIS events, and providing general supervision of lower level GIS staff. Able to work independently, however the position is strongly oriented toward team collaboration with other GIS and IT staff. Communication via written reports or oral presentations may be necessary.
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.

72	**Parks Superintendent**
	This is advanced professional and administrative work in planning, organizing, coordinating, and directing the administration, operation, and development activities related to the assigned functional areas of responsibility inherent to the division. The nature of this classification requires the incumbent to exercise independent judgment and discretion in managing the various organizational and functional areas of responsibility. The incumbent directly supervises staff and provides leadership and guidance to the entire divisional staff. Work also includes developing program ideas and program standards, policies, and procedures and considerable coordination with other departments and divisions.
73	**Recreation Coordinator/Supervisor**
	This is supervisory and administrative work planning and developing recreational programs, services, and activities and supervising part-time, seasonal and contract staff providing a variety of recreational and instructional programs. Incumbents assigned to positions in this class are usually assigned to supervise a specific recreation/leisure time activity for a general or special population (e.g., adult recreation, adult sports, youth recreational programs and instructional classes, fitness and wellness programs, summer playground and camp programs and/or aquatic programs). Work involves responsibility for managing financial aspects of assigned programs; planning and developing programs and activities and services; administrative and personnel functions such as recommending for hiring, scheduling, and evaluating staff; safety; and recreation activity promotion.
74	**Senior Citizen Coordinator**
	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.
75	**Urban Forester**
	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.
	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 form 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.
95	**Public Affairs Director**
	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.
96	**Public Information Director**
	Incumbent is responsible for the recruitment, placement, and exit of all volunteers. Arranges the training for the volunteers. Schedules agency films and programs for presentation to community groups and organizations. Gathers and edits information for new releases and agency newsletter. Maintains a current inventory of agency service brochures and mailing inserts. Maintains an inventory of agency audiovisual equipment and maintains the maintenance of these items.
97	**Public Information Officer**
	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.
98	**Public Information Representative**
	Serves as a resource to the staff as requested by the direction of the immediate supervisor which is usually at the director level. Updates and implements the public information plans. Acts as liaison staff member with outside organizations. Coordinates community education activities, seeks maximum constructive publicity through the news media. Organizes and distributes an agency newsletter and develops appropriate brochures and promotional materials. Recommends and maintains organization's mailing list.

99	**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.
100	**Public Relations Director**
	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.
	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.

MID-OHIO REGIONAL
MORPC
PLANNING COMMISSION

SECTION 5

SALARIES BY JOB TITLE

Salaries Broken Down by Title

Court Administration

Clerk of Council	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Clerk of Council	City of Canal Winchester		$ 46,978	$ 69,559				1				1
City Clerk	City of Columbus	$ 158,080	$ 120,598	$ 200,949	Equal to			1				1
Council Clerk	City of Delaware	$ 77,280			Equal to	Associate	2	1				1
Clerk of Council / Dir. Of Legal Services	City of Dublin	$ 123,864	$ 102,600	$ 150,500	Equal to							
Clerk of Council	City of Gahanna	$ 97,926	$ 84,510	$ 122,554	Equal to	Associate	-	1				1
City Clerk	City of Grandview Heights	$ 73,382	$ 55,000	$ 85,000	Equal to			1				1
Clerk of Council	City of Grove City	$ 109,773			Equal							
Clerk of Council	City of Groveport	$ 65,000	$ 54,792	$ 88,585				1				1
Clerk of Council	City of Hilliard	$ 116,389			Equal to	HS or GED	5	1				1
Clerk of Council/Admin Assistant	City of Johnstown	$ 76,876						1				1
Council Clerk	City of Lancaster	$ 12,000							1			1
Clerk of Council	City of London		$ 6,660	$ 6,660					1			1
Clerk of Council	City of Marion	$ 58,136						1				1
Clerk of Council	City of Marysville	$ 73,840	$ 59,000	$ 78,000				1				1
City Clerk / Clerk of Council	City of Mount Vernon	$ 44,866	$ 44,866	$ 62,816		Associate's	2	1				1
Clerk of Council	City of Powell	$ 105,001	$ 66,050	$ 84,299	Equal to	HS or GED	5	1				1
Clerk of Council	City of Reynoldsburg	$ 99,653	$ 71,157	$ 138,237	Equal to	Associate	7	1				1
Assistant Clerk of Council (PT)	City of Reynoldsburg	$ 30,586	$ 24,294	$ 34,819	Equal to	HS or GED	2		1			1
Council Clerk / Community Engagement Specialist	City of Sunbury	$ 54,080	$ 41,600	$ 80,288				1				1
City Clerk	City of Upper Arlington	$ 120,750			Equal to	Bachelor	6					
Clerk of Council	City of Westerville	$ 106,445	$ 106,445	$ 106,445	Equal to	HS or GED	5					
Clerk of Council	City of Whitehall	$ 71,739	$ 52,000	$ 73,611	Equal to	HS or GED		1				1
Clerk of Council/Admin. Asst.	Village of Hebron	$ 56,368	$ 52,000	$ 65,000	Equal to	Bachelor	8	1				1
Management Analyst/Clerk of Council	Village of Plain City		$ 53,471	$ 77,541								
Clerk of Council	Village of West Jefferson		$ 57,265	$ 71,362				1				1
	AVERAGES	**$ 82,478**	**$ 61,071**	**$ 88,679**								

Clerk of Courts	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Clerk of Courts	City of Bexley	$ 78,652	$ 67,728	$ 95,037	Equal to			1				1
Clerk of Courts	City of Canal Winchester		$ 53,418	$ 83,241				1				1
Council Clerk	City of Delaware	$ 77,280			Equal to	Associate	2	1				1
Court Clerk	City of Dublin	$ 59,337	$ 54,200	$ 79,500	Equal to	HS or GED	2					
Deputy Clerk of Court	City of Gahanna	$ 73,709	$ 55,789	$ 73,709	Equal to	Associate	-	2				2
Acct. Specialist	City of Grove City	$ 77,625	$ 46,529	$ 77,625	Equal							
Clerk of Courts	City of Groveport	$ 65,000	$ 54,792	$ 88,585				1				1
Clerk of Courts/Admin Assistant	City of Johnstown	$ 52,603						1				1
Clerk of Courts	City of Marion	$ 55,700						9				9
Municipal Court Clerk	City of Marysville	$ 119,036						1				1
Clerk of Court	City of Mt. Vernon	$ 62,920	$ 62,920	$ 88,109		Associate's	3-5	1				1
Clerk of Courts	City of Reynoldsburg	$ 121,056	$ 75,733	$ 147,763	Equal to	Bachelor	3					
Assistant Clerk of Courts	City of Reynoldsburg	$ 73,882	$ 51,563	$ 73,882	Equal to	HS or GED	1	1				1
Deputy Clerk of Courts	City of Reynoldsburg	$ 67,933	$ 47,403	$ 67,933	Equal to	HS or GED	1	1				1
Clerk of Court	City of Sunbury	$ 56,555	$ 41,600	$ 62,462				1	1			2
Clerk of Court	City of Upper Arlington	$ 91,350	$ 72,355	$ 104,914	Equal to	Associate	2					
Court Administrator / Records Manager	City of Westerville		$ 84,074	$ 126,090	Equal to	2	5	0				
Clerk of Courts	City of Whitehall	$ 85,700		$ 85,700	Equal to	HS or GED	3	1				1
Court Clerk	City of Worthington	$ 75,190	$ 75,190	$ 75,190				1				1
Clerk of Court	Delaware County	$ 92,093						1				1
Public Information Specialist	Fairfield County	$ 56,285	$ 45,781	$ 75,546	Equal to	Bachelor						
	AVERAGES	$ 75,890	$ 59,272	$ 87,830								

Court Administration (Con't.)

Deputy Clerk of Counsel	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Deputy City Clerk	City of Columbus	$ 107,619	$ 100,360	$ 150,613	Equal to			1				1
Deputy Clerk of Council	City of Dublin	$ 89,215	$ 71,000	$ 104,100	Equal to	Associate	1					
Deputy Clerk of Council	City of Gahanna	$ 73,195	$ 63,170	$ 91,603	Equal to	Associate	-	1				1
City Council Assistant	City of Hilliard	$ 43,825	$ 37,440	$ 83,200	Less than	HS or GED	2	1				1
Deputy Clerk	City of Lancaster											
Assistant Clerk of Council (PT)	City of Reynoldsburg	$ 30,586	$ 24,294	$ 34,819	Equal to	HS or GED	2					
Deputy Clerk of Court	City of Upper Arlington	$ 76,875	$ 57,311	$ 83,101	Equal to	HS or GED	4					
Administrative Assistant / Deputy Clerk	City of Westerville	$ 62,951	$ 52,250	$ 78,374	Equal to	HS or GED	3					
	AVERAGES	**$ 62,775**	**$ 50,911**	**$ 79,200**								

Probation Officer	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Community Control Officer	City of Delaware	$ 64,443	$ 47,195	$ 67,434	Equal To	Associate	3	5				5
Recovery Court Coordinator	City of Hilliard	$ 67,059	$ 50,494	$ 75,600	Greater than	Bachelor	3	1				1
Probation Officer	City of Johnstown	$ 41,600										
Probation Officer	City of Lancaster											
Probation Officer	City of Marion	$ 60,700	$ 53,500	$ 82,600				7				7
Probation Officer	City of Mount Vernon	$ 48,006	$ 48,006	$ 67,205		Associate's	0	3				3
Criminal Justice Program Administrator	City of Reynoldsburg	$ 67,995	$ 61,963	$ 114,400	Equal to	Bachelor	2	1				1
Probation/Records Clerk	City of Sunbury	$ 59,093	$ 45,760	$ 62,462				1				1
Probation Officer	Delaware County	$ 65,137	$ 60,008	$ 68,557		Degree		10				10
	AVERAGES	**$ 59,254**	**$ 52,418**	**$ 76,894**								

Development - Planning												
Director of Development	**Government Entity**	**Avg. Annual Salary**	**Salary Range Minimum**	**Salary Range Maximum**	**Level Of Match**	**Minimum Educ.**	**Years of Exp.**	**Full-Time Employee**	**Part-Time Employee**	**Intern/Apprentice.**	**Seasonal Employee**	**Total # of Employees**
Director of Administration & Development	City of Bexley	$ 136,150	$ 113,092	$ 159,207	No Match	Bachelor		1				1
Director of Development	City of Canal Winchester		$ 91,385	$ 142,395				1				1
Development Director	City of Columbus	$ 244,296	$ 154,482	$ 257,504	Equal to			1				1
Director of Planning & Community Development	City of Delaware	$ 135,200	$ 114,691	$ 149,094	Equal to	Master	5	1				1
Director of Planning	City of Dublin		$ 111,200	$ 163,100	Equal to	Master	5					
Director of Planning	City of Gahanna	$ 123,635	$ 106,704	$ 154,731	Equal to	Master	7	1				1
Director of Planning and Community Development	City of Grandview Heights	$ 130,000	$ 130,000	$ 170,000	Equal to			1				1
Director of Development	City of Grove City	$ 139,880	$ 106,080	$ 166,400	Equal							
Director of Economic Development	City of Groveport	$ 97,344	$ 86,410	$ 136,000				1				1
Economic Development Director	City of Hilliard	$ 140,713	$ 110,250	$ 160,650	Equal to	Bachelor	6	1				1
Planning Development Manager	City of Marysville	$ 127,961	$ 90,000	$ 130,000				1				1
Planning Director	City of Powell	$ 132,300	$ 100,269	$ 134,370	Equal to	Master	5	1				1
Director of Development	City of Reynoldsburg	$ 127,067	$ 96,387	$ 157,290	Equal to	Bachelor	4					
Community Development Director	City of Upper Arlington	$ 143,280	$ 136,717	$ 198,240	Equal to	Bachelor	6					
Planning and Development Director	City of Westerville	$ 162,011	$ 123,178	$ 189,550	Equal to	Bachelor	10+	1				1
Director of Economic Development	City of Whitehall	$ 113,351		$ 114,400	Equal to			1				1
Dir of Planning & Building	City of Worthington	$ 142,745	$ 142,745	$ 142,745				1				1
Director of Regional Planning	Delaware County	$ 113,131						1				1
Regional Planning Executive Director	Fairfield County		$ 77,831	$ 136,204	Equal to	Bachelor						
Chief of Economic Innovation & Development	Franklin County - BOC	$ 167,918	$ 112,195	$ 162,677	Equal to	Master	7	1				1
Director of Zoning & Development	Orange Township	$ 89,604						1				1
Economic Comm. Development Director	Village of Hebron	$ 94,685	$ 80,761	$ 94,685	Equal to	HS or GED	6	1				1
Director of Development	Village of Plain City		$ 70,860	$ 102,758								
Director of Development	Village of West Jefferson		$ 106,209	$ 139,399				1				1
	AVERAGES	**$ 134,804**	**$ 107,688**	**$ 152,791**								

Planner	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Planner II	City of Columbus	$ 75,836	$ 68,702	$ 103,043	Equal to	Master		29				29
Development Planner	City of Delaware	$ 78,881	$ 63,544	$ 88,962	Equal To	Bachelor	0					
Planner I	City of Dublin	$ 66,700	$ 64,400	$ 94,500	Equal to	Bachelor	1					
Planner II	City of Gahanna	$ 69,451	$ 66,955	$ 97,074	Equal to	Bachelor	5	1				1
Director of Planning and Community Development	City of Grandview Heights	$ 130,000	$ 130,000	$ 170,000	Equal To							
Planner	City of Grove City	$ 75,940	$ 54,350	$ 94,827	Equal							
Planning Director	City of Hilliard	$ 133,588	$ 98,700	$ 149,100	Greater than	Bachelor	10	1				1
City Planner	City of Lancaster		$ 102,298					1				1
Planner I	City of Marysville	$ 68,000	$ 65,000	$ 90,000				1				1
Zoning Assistant	City of Reynoldsburg	$ 59,342	$ 50,565	$ 72,446	Equal to	Associate	0	1				1
Economic Development Specialist	City of Reynoldsburg	$ 82,992	$ 61,963	$ 114,400	Equal to	Bachelor	1					
Planner 1	City of Reynoldsburg	$ 72,114	$ 61,963	$ 114,400	Equal to	Bachelor	1	1				1
Planning & Zoning Administrator	City of Reynoldsburg	$ 93,538	$ 75,733	$ 147,763	Equal to	Bachelor	2	1				1
City Planner	City of Sunbury	$ 52,312	$ 45,760	$ 69,118				1				1
Senior Planner	City of Upper Arlington	$ 116,862	$ 92,208	$ 133,701	Equal to	Bachelor	4	1				1
Community Planner	City of Westerville	$ 85,786	$ 69,930	$ 104,874	Equal to	Bachelor	2	3				3
City Planner	City of Whitehall			$ 69,000	Equal to					1		1
Planning Coordinator	City of Worthington	$ 102,463	$ 78,202	$ 102,463				1				1
Planner 1	Delaware County	$ 70,200						1				1
Regional Planning Planner	Fairfield County	$ 57,346	$ 50,357	$ 88,130	Equal to	Bachelor						
Planner	Franklin County - BOC	$ 61,776	$ 58,302		Equal To	Bachelor	3	3				3
Zoning Assistant	Orange Township	$ 64,521						1				1
Planner	Village of Plain City		$ 63,279	$ 91,735								
Chief Building Inspector	Village of West Jefferson		$ 77,437	$ 96,500								
	AVERAGES	**$ 80,882**	**$ 71,412**	**$ 104,602**								

Development - Planning (Con't.)												
Zoning Administrator	**Government Entity**	**Avg. Annual Salary**	**Salary Range Minimum**	**Salary Range Maximum**	**Level Of Match**	**Minimum Educ.**	**Years of Exp.**	**Full-Time Employee**	**Part-Time Employee**	**Intern/Apprentice.**	**Seasonal Employee**	**Total # of Employees**
Building & Zoning Director	City of Bexley	$ 133,588	$ 104,308	$ 148,227	No Match	Bachelor		1				1
Planning and 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	$ 86,986	$ 75,670	$ 105,955	Equal to	Bachelor	4	1				1
Zoning Inspector	City of Dublin	$ 60,097	$ 54,200	$ 79,500	No match							
Planning Manager	City of Gahanna	$ 103,542	$ 84,510	$ 122,554	Equal to	Bachelor	4					
Director of Building and Zoning	City of Grandview Heights	$ 161,325	$ 130,000	$ 170,000	Equal to			1				1
Deputy Planning Director	City of Hilliard	$ 105,019	$ 93,450	$ 140,700	Greater than	Bachelor	3	1				1
Zoning Administrator	City of Marysville	$ 79,284	$ 65,000	$ 90,000				1				1
Planning Manager	City of Powell	$ 113,034	$ 99,332	$ 121,054	Equal to	Master	2	1				1
Assistant Code Compliance Officer	City of Upper Arlington	$ 70,017	$ 72,355	$ 104,914	Equal to	Bachelor	4	1				1
Enforcement Manager	City of Westerville	$ 95,680	$ 84,074	$ 126,090	Equal to	Bachelor	5+	1				1
Economic Development Administrator	Delaware County	$ 111,787	$ 83,019	$ 120,377				1				1
Planning Administrator	Franklin County - BOC	$ 76,710	$ 68,099	$ 98,738	Equal to	Bachelor	5	2				2
Senior Zoning Officer	Orange Township	$ 64,708					1					
Zoning Inspector	Perry Township	$ 67,808							1			1
Zoning Specialist	Village of Plain City		$ 45,035	$ 65,304								
Building and Zoning Clerk	Village of West Jefferson		$ 42,948	$ 53,521								
	AVERAGES	**$ 97,074**	**$ 78,539**	**$ 111,449**								

Zoning/Compliance Officer	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Code Enforcement Officer	City of Dublin	$ 67,190	$ 54,200	$ 79,500	Equal to	Associate	1					
Zoning Officer	City of Delaware		$ 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	N/A	3				3
Code Enforcement Technician 1	City of Grandview Heights	$ 75,005	$ 65,000	$ 95,000	Equal to			1				1
Planning/Zoning Manager	City of Grove City	$ 86,340	$ 54,360	$ 94,827	Equal to							
Zoning Inspector	City of Hilliard	$ 70,218	$ 50,494	$ 75,600	Greater than	HS or GED	3	1				1
Zoning Inspector	City of Lancaster		$ 56,139	$ 76,273				2				2
Zoning/Compliance Officer	City of Marion	$ 60,000						1				1
Code Enforcement Officer	City of Marysville	$ 68,848	$ 59,000	$ 78,000				1				1
City Inspector	City of Mount Vernon	$ 84,822	$ 84,822	$ 118,747		Bachelor's	2-5	1				1
Code Compliance Specialist	City of Powell	$ 72,842	$ 68,000	$ 80,000	Equal to	Associate	2	1				1
Code Compliance Officer	City of Reynoldsburg	$ 57,034	$ 48,589	$ 69,638	Equal to	HS or GED	1	4				4
Code Compliance Officer Supervisor	City of Reynoldsburg	$ 73,382	$ 61,963	$ 114,400	Equal to	HS or GED	1	1				1
Zoning Officer	City of Sunbury	$ 59,218	$ 45,760	$ 69,888				1				1
Code Compliance Officer	City of Upper Arlington	$ 78,839	$ 115,072	$ 166,854	Equal to	Bachelor	1	1				1
Enforcement Officer	City of Westerville	$ 62,234	$ 93,350	$ 84,458	Equal to	HS or GED	2					
Code Enforcement Officer	City of Whitehall	$ 73,445		$ 74,880	Equal to			1				1
PT Code Enforcement	City of Worthington	$ 69,492	$ 55,078	$ 69,492					1			1
Economic Dev. Specialist	Delaware County	$ 48,443		$ 67,426				1				1
Zoning Enforcement Officer	Franklin County - BOC	$ 50,898	$ 47,445		Equal to	Associate	3	2				2
Zoning/Compliance Officer	Orange Township							1				1
Zoning Inspector	Perry Township	$ 67,808							1			1
Zoning Officer	Violet Township		$ 76,960	$ 110,240	Equal to	Bachelor		1				1
Zoning Officer	Village of Galena	$ 78,000						1				1
Zoning Coordinator	Village of Hebron	$ 55,000	$ 49,920	$ 61,984	Equal to	HS or GED	6	1				1
Zoning Compliance Officer	Village of Plain City		$ 45,035	$ 65,304	Equal to	Bachelor						
Development Officer Supervisor	Village of West Jefferson		$ 53,360	$ 66,496	Equal to	Bachelor						
	AVERAGES	**$ 67,852**	**$ 61,673**	**$ 84,826**								

Fire Department

Emergency Medical Technician (EMT)	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Firefighter/EMT	City of Delaware	$ 75,097	$ 78,101	$ 106,878		HS or GED	0	14				14
Firefighter/Paramedic Trainee	City of Lancaster	$ 70,597						0				
EMT Basic	Delaware County	$ 35,609	$ 33,529	$ 43,305		HS or GED		17	2			19
	AVERAGES	**$ 60,435**	**$ 55,815**	**$ 75,092**								

Fire Captain/Assistant Chief	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Fire Assistant Chief	City of Columbus	$ 194,500	$ 129,667	$ 194,501	Equal To	Bachelor		4				4
Assistant Fire Chief	City of Delaware	$ 143,135	$ 139,332	$ 149,847		Associate	5	2				2
Assistant Fire Chief	City of Grandview Heights	$ 144,394	$ 125,000	$ 165,000	Equal To			1				1
Assistant Fire Chief	City of London											
Fire Captain/Assistant Chief	City of Marion	$ 90,250	$ 81,100	$ 102,000				10				10
Assistant Fire Chief	City of Marysville	$ 122,720	$ 90,000	$ 130,000				1				1
Assistant Fire Chief	City of Mount Vernon	$ 78,541	$ 78,541	$ 109,949		Associate	8	1				1
Assistant Fire Chief	City of Upper Arlington	$ 157,274	$ 115,072	$ 166,854	Equal to	Associate	4					
Deputy Fire Chief	City of Westerville		$ 111,987	$ 172,286	Equal to	Bachelor	5+					
Assistant Fire Chief	City of Whitehall	$ 170,851		$ 170,851	Equal to	Bachelor	10-Jan	1				1
Assistant Chief	City of Worthington	$ 134,271	$ 126,671	$ 134,271				2				2
EMS Assistant Chief	Delaware County	$ 116,755	$ 113,911	$ 119,600		Bachelor		2				2
Deputy Chief	Mifflin Township	$ 158,400										
Fire Captain	Orange Township	$ 131,901						2				2
Assistant Chief	Truro Township	$ 155,204						1				1
Assistant Fire Chief	Violet Township	$ 163,000						1				1
	AVERAGES	**$ 140,085**	**$ 111,128**	**$ 146,833**								

Fire Department												
Fire Captain/Battalion Chief	**Government Entity**	**Avg. Annual Salary**	**Salary Range Minimum**	**Salary Range Maximum**	**Level Of Match**	**Minimum Educ.**	**Years of Exp.**	**Full-Time Employee**	**Part-Time Employee**	**Intern/Apprentice.**	**Seasonal Employee**	**Total # of Employees**
Fire Captain	City of Columbus	$ 155,480	N/A	N/A	Equal to			65				65
Fire Captain	City of Delaware	$ 126,465	$ 116,810	$ 131,445		Associates Degree	7	6				6
Battalion Fire Chief	City of Lancaster	$ 123,220						3				3
Battalion Chief	City of Marysville	$ 131,338	$ 90,000	$ 135,000				3				3
Fire Captain	City of Mt. Vernon	$ 83,428	$ 83,428			High School	5	3				3
Battalion Chief	City of Upper Arlington	$ 141,459			Equal to	HS or GED	6					
Platoon Battalion Chief	City of Westerville	$ 108,638	$ 92,539	$ 138,798	Equal to	Bachelor's	2+	3				3
Battalion Chief	City of Whitehall	$ 136,356	$ 133,005	$ 144,310	Equal to	HS or GED	1	4				4
Battalion Chief	City of Worthington	$ 124,940	$ 118,438	$ 124,940				3				3
EMS Captain	Delaware County	$ 63,960	$ 56,638	$ 89,044		HS or GED		7				7
Battalion Chief	Mifflin Township	$ 135,500						3				3
Fire Captain	Mifflin Township	$ 125,000						4				4
Captain	Orange Township											
Fire Captain	Prairie Township	$ 116,132						3				3
Battalion Chief	Truro Township	$ 139,308	$ 124,648	$ 139,308				3				3
Battalion Chief	Violet Township	$ 133,067						3				3
	AVERAGES	**$ 122,953**	**$ 101,938**	**$ 128,978**								

Fire Chief	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Fire Chief	City of Columbus	Vacant	$ 161,866	$ 242,778	Equal to	Bachelor						0
Fire Chief	City of Delaware	$ 154,710	$ 136,552	$ 177,528		Bachelor	5	1				1
Fire Chief	City of Grandview Heights	$ 161,928	$ 130,000	$ 175,000	Equal to			1				1
Fire Chief	City of Lancaster	$ 135,542						1				1
Fire Chief	City of London		$ 88,247	$ 111,990				1				1
Fire Chief	City of Marion	$ 126,200						1				1
Fire Chief	City of Marysville	$ 135,786	$ 100,000	$ 155,000				1				1
Chief of Fire Department and Emergency Services	City of Mt. Vernon	$ 84,822	$ 84,822	$ 118,747		Bachelor	10	1				1
Fire Chief	City of Upper Arlington	$ 174,254	$ 136,717	$ 198,240	Equal to	Associate	6	1				1
Fire Chief	City of Westerville	$ 165,360	$ 123,178	$ 189,550	Equal to	Bachelor	10+	1				1
Fire Chief	City of Whitehall	$ 193,045		$ 193,045	Equal to	Bachelor	15-Feb	1				1
Fire Chief	City of Worthington	$ 153,617	$ 153,617	$ 153,617				1				1
EMS Director	Delaware County	$ 142,086	$ 108,396	$ 157,174		Bachelor		1				1
Fire Chief	Mifflin Township	$ 171,100						1				1
Fire Chief	Orange Township	$ 143,219						1				1
Fire Chief	Prairie Township	$ 133,000						1				1
Fire Chief	Truro Township	$ 172,171	$ 164,360	$ 172,171				1				1
Fire Chief	Violet Township	$ 177,500						1				1
	AVERAGES	**$ 151,521**	**$ 126,160**	**$ 170,403**								

Fire Emergency Medical Coordinator	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
EMS Physician	City of Columbus	$ 236,080	$ 154,482	$ 257,504	Equal to	Medical License		1	2			3
C.A.R.E.S Manager	City of Upper Arlington	$ 96,868	$ 81,298	$ 117,883	Equal to	Bachelor	4	1				1
EMS Supervisor	City of Whitehall		$ 133,005	$ 144,310	Equal to	HS or GED	1	1				1
Community Paramedic	Mifflin Township											
Medical Director	Orange Township											
Fire Emergency Medical Coordinator	Prairie Township	$ 115,590										
EMS Coordinator	Truro Township	$ 111,559						1				1
Lieutenant EMS Coordinator	Violet Township	$ 129,058						1				1
Community Medic	Violet Township	$ 129,058						2				2
	AVERAGES	**$ 136,369**	**$ 122,928**	**$ 173,232**								

Fire Fighter	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Fire Fighter	City of Columbus	$ 102,668	$ 69,975	$ 112,164	Equal to	HSG/GED		1337				1337
Fire Fighter	City of London		$ 71,641	$ 87,026				0				
Fire Fighter	City of Marion	$ 50,900	$ 48,800	$ 57,000				6				6
Firefighter	City of Westerville	$ 78,100	$ 55,973	$ 80,558	Equal to	HS or GED	0	10				10
Assistant Fire Chief	Orange Township	$ 132,614						1				1
	AVERAGES	**$ 91,070**	**$ 61,597**	**$ 84,187**								

Fire Fighter/Paramedic	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Fire Fighter/Paramedic	City of Delaware	$ 75,097	$ 78,101	$ 106,878		HS Diploma	0	43				43
Fire Fighter/Paramedic	City of Grandview Heights	$ 102,168	$ 72,419	$ 106,370	Equal to			15				15
Fire Chief	City of Lancaster		$ 74,833	$ 98,230				61				61
Fire Fighter/Paramedic	City of London		$ 75,213	$ 91,391				11				11
Fire Fighter/Paramedic	City of Marion	$ 66,700	$ 57,000	$ 71,400				34				34
Firefighter EMT-P/B	City of Marysville		$ 70,230	$ 98,426				21	15			36
Firefighter Paramedic	City of Mount Vernon	$ 60,611	$ 60,611	$ 74,796		HS or GED		33	10			43
Firefighter/Paramedic	City of Upper Arlington	$ 148,454			Equal to	HS or GED						
Firefighter/Paramedic	City of Westerville	$ 81,904	$ 62,192	$ 84,781	Equal to	HS or GED	0	55				55
Firefighter/Paramedic	City of Whitehall	$ 99,086	$ 72,593	$ 104,315	Equal to	HS or GED		28				28
Fire Fighter/Paramedic	City of Worthington		$ 77,614	$ 102,498				27				27
Fire Fighter - Paramedic	Mifflin Township		$ 56,846	$ 73,611		HS Diploma	0	70				70
Fire Fighter/Paramedic	Orange Township	$ 103,563						43				43
Fire Fighter - Paramedic	Prairie Township		$ 63,884	$ 95,128				25				25
Firefighter Paramedic	Truro Township	$ 88,099	$ 64,537	$ 97,921				34				34
Firefighter/Paramedic	Violet Township		$ 67,499	$ 99,549				47				47
	AVERAGES	**$ 91,743**	**$ 68,112**	**$ 93,235**								

Fire Inspector	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Code Enforcement	City of Bexley	$ 80,618	$ 70,786	$ 90,449	No Match	HS or GED		1				1
Fire Captain	City of Delaware	$ 126,465	$ 116,810	$ 131,445		Degree	7	6				6
Fire Marshall	City of Grandview Heights	$ 122,325	$ 122,325	$ 122,325	Equal to			1				1
Fire Inspector	City of Lancaster		$ 74,833	$ 98,230				2				2
Fire Prevention Firefighter	City of Marysville		$ 77,314	$ 98,426				3				3
Fire Marshall	City of Mount Vernon	$ 72,717	$ 72,717	$ 101,816		High School	5	1				1
Fire Inspector	City of Westerville	$ 117,790	$ 86,466	$ 117,790	Equal to	HS or GED	2	4				4
Firefighter/Inspector	City of Whitehall	$ 113,298	$ 78,707	$ 113,298	Equal to	HS or GED		2				2
Fire Inspector	City of Worthington		$ 77,614	$ 102,498				1				1
Fire Inspector	Orange Township	$ 104,083						3				3
Fire Marshall	Prairie Township			$ 115,591				1				1
Fire Marshall	Truro Township	$ 111,559						1				1
Fire Safety Inspector	Violet Township	$ 129,058						2				2
	AVERAGES	**$ 108,657**	**$ 86,397**	**$ 109,187**								

Fire Lieutenant	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Fire Lieutenant	City of Columbus	$ 132,353	N/A	N/A	Equal to		5yrs as FF					
Fire Lieutenant	City of Delaware	$ 112,541	$ 105,346	$ 118,530		Associate	5	12				12
Fire Captain	City of Grandview Heights	$ 122,325	$ 122,325	$ 122,325	Equal To			3				3
Firefighter/Paramedic	City of Lancaster	$ 110,017						10				10
Fire Lieutenant	City of London		$ 91,513	$ 95,023				4				4
Fire Lieutenant	City of Marion	$ 77,160	$ 69,600	$ 78,600				5				5
Fire Lieutenant	City of Marysville		$ 106,259	$ 111,738				6				6
Fire Lieutenant	City of Mt. Vernon	$ 78,707	$ 78,707	$ 118,747		HS or GED	5	6				6
Lieutenant	City of Upper Arlington	$ 120,905			Equal to	HS or GED	3	8				8
Fire Lieutenant	City of Westerville	$ 92,366	$ 86,902	$ 93,246	Equal to	Associate	5	12				12
Fire Lieutenant	City of Whitehall	$ 118,288	$ 118,288	$ 128,336	Equal to	HS or GED	4	6				6
Fire Lieutenant	City of Worthington		$ 109,265	$ 114,106				7				7
Lieutenant	Delaware County	$ 51,708	$ 49,504	$ 55,681		HS or GED		32				32
Fire Lieutenant	Mifflin Township	$ 81,000				HS or GED	8yrs exp as FF/EMS	8				8
Fire Lieutenant	Orange Township	$ 117,894						3				3
Fire Lieutenant	Prairie Township			$ 106,543				6				6
Fire Lieutenant	Truro Township	$ 111,559						6				6
Lieutenant	Violet Township	$ 113,490						10				10
	AVERAGES	**$ 102,880**	**$ 93,771**	**$ 103,898**								

Paramedic	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Paramedic	City of Delaware	$ 75,097	$ 78,101	$ 106,878		HS Diploma	0	43				43
Paramedic	Delaware County	$ 45,219	$ 41,766	$ 50,128		HSG/GED		50				50
Lieutenant Paramedic	City of London		$ 96,092	$ 99,785				2				2
Fire Support Coordinator	Orange Township	$ 78,716						1				1
	AVERAGES	**$ 66,344**	**$ 71,986**	**$ 85,597**								

Government Administration-General

Accountant		Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Deputy Finance Director	City of Delaware	$ 88,920	$ 80,226	$ 112,299	Equal to	Bachelors	5	1				1
Accountant	City of Dublin	$ 75,150	$ 64,400	$ 94,500	Equal to	Bachelor	3					
Management Analyst II - Finance	City of Gahanna	$ 65,541	$ 63,170	$ 91,603	Greater than	3	0	1				1
Accountant	City of Grandview Heights	$ 86,320	$ 65,000	$ 95,000	Equal to			1				1
Fin Budget AP	City of Grove City	$ 85,820	$ 59,800	$ 104,312	Equal to							
Fiscal Officer	City of Hilliard	$ 95,472	$ 82,950	$ 122,850	Equal to	Bachelor	2	1				1
City Auditor	City of Lancaster	$ 113,000						1				1
Accountant	City of Marion	$ 64,900						1				1
Assistant Finance Director	City of Powell	$ 120,000	$ 90,332	$ 121,054	No match	Bachelor	8	1				1
Billing Manager	City of Reynoldsburg	$ 73,216	$ 64,251	$ 119,163	Equal to	Associate	3	1				1
Accountant 1	City of Reynoldsburg	$ 62,962	$ 53,643	$ 76,898	Equal to	Associate	2	1				1
Accountant	City of Westerville	$ 74,027	$ 65,957	$ 98,946	Equal to	Bachelor's	2+	1	1			2
Deputy Auditor	City of Whitehall	$ 91,998	$ 62,608	$ 91,998	Equal to	Bachelor	3	1				1
Finance Manager	City of Worthington	$ 103,000	$ 103,000	$ 103,000				1				1
Accountant II	Delaware County	$ 109,990	$ 99,521	$ 116,101		Bachelor		3				3
Budget Officer & Airport Clerk	Fairfield County	$ 88,650	$ 62,046	$ 108,581				1				1
Accountant	Franklin County - BOC	$ 57,262	$ 54,558	$ 79,102	Equal to	Bachelor	2	5				5
	AVERAGES	$ 85,660	$ 71,431	$ 102,360								

Accounting Assistant	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Fiscal Assistant II	City of Columbus	$ 69,555	$ 46,592	$ 77,584	Equal to	HS or GED	4	24	1			25
Financial Specialist II	City of Delaware	$ 65,626	$ 59,946	$ 83,928	Equal to	Bachelor	2					
Finance Analyst	City of Gahanna	$ 68,930	$ 53,040	$ 76,898	Greater than	1	0	1	0			1
Assistant Auditor	City of Lancaster		$ 83,203	$ 108,778				1				1
Accounting Assistant	City of Marion	$ 48,600	$ 27,800	$ 58,100				3	1			4
Finance Clerk I	City of Marysville		$ 54,037	$ 65,091				1				1
Finance Operations Manager	City of Powell	$ 90,000	$ 72,000	$ 99,000	Equal to	Bachelor	3	1				1
Account Clerk 2	City of Reynoldsburg	$ 58,420	$ 48,589	$ 69,638	Equal to	HS	1.5	2				2
Accounting Assistant	City of Upper Arlington	$ 74,825	$ 57,311	$ 83,101	Equal to	Associate	2	1				1
Accounting Assistant	City of Westerville	$ 68,689	$ 58,698	$ 88,067	Equal to	HS or GED	1+					
Accounting Specialist	City of Whitehall			$ 80,000	Equal to	Associate	4-Feb					
Fiscal Support Analyst	Franklin County - BOC	$ 49,608	$ 41,101		Equal to	Associate	2	4				4
Fiscal Assistant	Mifflin Township					HS or GED	3-yrs clerical acct	1				1
Part-time Office Assistant	Violet Township		$ 47,840	$ 66,560					1			1
	AVERAGES	$ 66,028	$ 54,180	$ 79,729								

Accounting Clerk	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Fiscal Assistant I	City of Columbus	$ 59,966	$ 42,640	$ 73,840	Equal to	HS or GED	2	8				8
Financial Specialist I	City of Delaware	$ 52,208	$ 50,336	$ 70,470	Equal To	HS or GED	0	1	1			2
Accounting Specialist	City of Dublin	$ 56,352	$ 54,200	$ 79,500	Equal to	HS or GED	1					
Fin Budget AP	City of Grove City	$ 75,940	$ 54,350	$ 94,827	Equal							
Accounting Clerk	City of Groveport	$ 64,834	$ 47,053	$ 77,008				1				1
Finance Assistant	City of Hilliard	$ 70,965	$ 50,494	$ 75,600	Equal to	Bachelor	1	3				3
Accounting Clerk	City of Johnstown	$ 47,195						1				1
Finance Specialist	City of Lancaster		$ 53,476	$ 70,720				3				3
Deputy Clerk	City of London		$ 42,161	$ 55,515				1				1
Accounting Clerk	City of Marion	$ 51,300	$ 50,700	$ 52,700				8				8
Finance Clerk II	City of Marysville	$ 62,214	$ 59,401	$ 71,386				1				1
Accounting Specialist	City of Powell	$ 66,768	$ 50,606	$ 64,875	Equal to	Associate	3	1				1
Deputy Auditor	City of Reynoldsburg	$ 110,240	$ 75,733	$ 147,763	Equal to	Bachelor	5	1				1
Finance Clerk	City of Sunbury	$ 49,400	$ 41,600	$ 66,872				2				2
Management Analyst	City of Upper Arlington	$ 71,525	$ 60,750	$ 88,088	Equal to	Associate	4	1				1
Account Clerk 1	Franklin County - BOC	$ 45,656	$ 39,520		Equal To	HS or GED	2	15				15
Accounting Clerk	Mifflin Township											
Fiscal Officer Assistant	Orange Township											
Water/Sewer Clerk	Village of West Jefferson		$ 48,154	$ 60,009								
	AVERAGES	$ 63,183	$ 51,323	$ 76,612								

Government Administration-General

Administrative Assistant	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Administrative Assistant	City of Canal Winchester		$ 46,978	$ 69,559				1	1			2
Office Assistant !!	City of Columbus	$ 65,748	$ 46,592	$ 73,840	Equal to	HS or GED	3	79	8			87
Administrative Assistant	City of Delaware	$ 62,458	$ 46,613	$ 69,264	Equal To	HS or GED	1 to 6					
Administrative Support II	City of Dublin	$ 61,089	$ 54,200	$ 79,500	Equal to	HS or GED	3					
Administrative Assistant	City of Groveport	$ 47,133	$ 40,444	$ 64,919				3				3
Administrative Assistant 1,2, 3	City of Lancaster		$ 45,884	$ 70,720				12				12
Legal Secretary/Executive Asst.	City of London		$ 50,273	$ 71,323				1				1
Administrative Assistant	City of Marion	$ 58,100						1				1
Administrative Assistant	City of Powell	$ 62,795	$ 50,606	$ 64,875	Equal to	Associate	3	2				2
Administrative Assistant	City of Upper Arlington	$ 66,264	$ 54,067	$ 78,397	Equal to	HS or GED	2	7				7
Administrative Assistant	City of Westerville	$ 66,729	$ 52,250	$ 78,374	Equal to	HS or GED	3+	7				7
Senior Administrative Assistant	City of Whitehall	$ 83,970	$ 74,880	$ 83,970	Equal to	HS or GED	2	2				2
Administrative Assistant	Delaware County	$ 61,145	$ 38,834	$ 61,318		Associate		6				6
Administrative Assistant 1	Franklin County - BOC	$ 52,562	$ 47,424	$ 68,765	Equal To	Associate	3	4				4
Administrative Assistant	Mifflin Township											
Administrative Assistant	Perry Township	$ 79,040	$ 79,040					1				1
Administrative Assistant	Prairie Township	$ 76,590						1				1
Administrative Assistant	Village of Galena	$ 25,000						1				1
Administrative Assistant	Village of Hebron	This position is combined with Clerk of Council (see above)										
Administrative Assistant	Village of Plain City		$ 42,516	$ 61,659								
Asst to the Mayor/Community Engagement Officer	Village of West Jefferson		$ 54,786	$ 68,273								
	AVERAGES	$ 62,045	$ 51,587	$ 70,984								

Assistant City Attorney	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Deputy City Attorney	City of Columbus	$ 212,472	$ 154,482	$ 257,504	Equal to		Unclassified	1				1
Assistant City Attorney	City of Delaware	$ 86,923	$ 80,226	$ 112,299	Less than	Juris Doctorate		1				1
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	$ 109,200	$ 93,450	$ 140,700	Equal to			1				1
Assistant City Attorney	City of Marion	$ 60,500						1				1
Assistant Law Director	City of Marysville	$ 80,102						1				1
Assistant Director of Law I	City of Mount Vernon	$ 78,541	$ 78,541	$ 109,949		Juris Doctorate	3-5	1				1
Assistant City Attorney	City of Reynoldsburg	$ 109,013	$ 96,387	$ 157,290	Equal to	Juris Doctorate						
Assistant City Attorney	City of Upper Arlington	$ 118,840	$ 98,664	$ 143,062	Equal to	Bachelor	2					
Assistant Law Director(s)/Staff	City of Westerville	$ 80,000			Equal to							
Assistant City Attorney	City of Whitehall	$ 89,000	$ 75,000	$ 89,000	Equal to				1			1
Assistant Law Director	City of Worthington	$ 98,664	$ 98,664	$ 98,664				1				1
Prosecutor Senior Prosecuting Attorney	Fairfield County	$ 114,442	$ 77,834	$ 136,198								
	AVERAGES	$ 103,275	$ 93,299	$ 136,029								

Assistant City Manager	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Assistant City Manager	City of Delaware	$ 148,782	$ 121,181	$ 157,518	Equal to	Bachelor	5					
Deputy City Manager	City of Dublin	$ 215,434	$ 176,900	$ 259,500	Equal to	Master	10					
Assistant City Administrator	City of Groveport	$ 137,405	$ 116,514	$ 174,760				1				1
Assistant City Manager	City of Hilliard	$ 163,195	$ 127,050	$ 182,700	Equal to	Bachelor	7	2				2
Office Manager to SSD	City of Lancaster		$ 53,476	$ 70,720				5				5
Assistant City Manager/ Public Utilities Director	City of Marysville	$ 163,739	$ 120,000	$ 165,000				1				1
Assistant City Manager	City of Powell	$ 147,597	$ 120,000	$ 150,000	Equal to	Bachelor	8	1				1
Assistant City Manager	City of Sunbury	$ 130,000	$ 95,000	$ 128,625				1				1
Assistant City Manager	City of Upper Arlington	$ 199,210	$ 136,717	$ 198,240	Equal to	Bachelor	6					
Assistant City Manager	City of Westerville	$ 189,550	$ 123,178	$ 189,550	Equal to	Bachelor	10+	1				1
Assistant City Manager	City of Worthington	$ 159,105	$ 159,105	$ 159,105				1				1
Deputy County Administrator	Delaware County	$ 169,520				Bachelor		2				2
Deputy County Administrator	Fairfield County	$ 163,550	$ 115,315	$ 201,802								
Deputy County Administrator	Franklin County - BOC	$ 222,456	$ 147,493	$ 213,866	Equal to	Bachelor	10	3				3
Administrative Manager	Orange Township	$ 87,789						1				1
Assistant Township Administrator	Perry Township	$ 90,417							1			1
	AVERAGES	$ 159,183	$ 123,994	$ 173,184								

City Administrator	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
City Administrator	City of Canal Winchester		$ 107,998	$ 168,540				1				1
Director of Administration	City of Grandview Heights	$ 186,763	$ 130,000	$ 206,000	Equal to			1				1
City Administrator	City of Grove City	$ 200,850			Equal to							
City Administrator	City of Groveport	$ 148,117	$ 116,514	$ 174,760				1				1
Service Safety Director	City of Lancaster		$ 101,088	$ 133,120				1				1
City Manager	City of Sunbury	$ 155,000										
County Administrator	Delaware County	$ 230,469				Bachelor		1				1
County Administrator	Fairfield County	$ 193,793	$ 115,315	$ 201,802								
County Administrator	Franklin County - BOC	$ 305,906			Equal to	Bachelor	10	1				1
Township Administrator	Orange Township	$ 146,260						1				1
Township Administrator	Prairie Township	$ 177,435										
Township Administrator	Violet Township	$ 170,000						1				1
Village Administrator	Village of Galena	$ 63,000						1				1
Village Administrator	Village of Hebron	$ 94,685	$ 80,761	$ 94,685	Equal to	HS or GED	6					
	AVERAGES	$ 172,690	$ 108,613	$ 163,151								

City Attorney	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
City Attorney	City of Delaware	$ 153,234	$ 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
City Attorney	City of Groveport	$ 145,637	$ 116,514	$ 174,760				1				1
Senior Attorney	City of Lancaster	$ 108,778						1				1
Law Director	City of London		$ 93,314	$ 93,314				1				1
City Attorney	City of Marion	$ 107,400	$ 92,500	$ 122,300				2				2
Law Director	City of Marysville	$ 145,626						1				1
City Attorney	City of Reynoldsburg	$ 129,048	$ 129,048	$ 129,048	Equal to	Juris Doctor						0
City Attorney	City of Upper Arlington	$ 220,168						1				1
City Attorney	City of Whitehall	$ 100,000		$ 100,000	Equal to			1				1
Law Director	City of Worthington	$ 155,046	$ 155,046	$ 155,046				1				1
Prosecutor Chief Prosecuting Attorney	Fairfield County	$ 137,904	$ 88,733	$ 155,272								
	AVERAGES	$ 134,873	$ 109,890	$ 130,074								

City Manager	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
City Manager	City of Delaware	$ 192,500	$ 192,500	$ 192,500	Equal To	Bachelors	10					
City Manager	City of Dublin	$ 265,558	$ 212,100	$ 311,000	Equal to							
Council Members	City of Grandview Heights	$ 9,249	$ 9,249	$ 9,249	Equal To			7				7
City Manager	City of Hilliard	$ 255,000			Equal to			1				1
City Manager	City of Johnstown	$ 131,040						1				1
City Manager	City of Marion	$ 115,000						1				1
City Manager	City of Marysville	$ 182,000	$ 175,000	$ 215,000				1				1
City Manager	City of Powell	$ 185,000						1				1
City Manager	City of Sunbury	$ 155,000						1				1
City Manager	City of Upper Arlington	$ 260,566						1				1
City Manager	City of Westerville	$ 264,600	$ 264,600	$ 264,600	Equal to			1				1
City Manager	City of Worthington	$ 201,571	$ 201,571	$ 201,571				1				1
Township Administrator	Perry Township	$ 106,953							1			1
Twp. Administrator	Truro Township	$ 120,000						1				1
City Manager	Village of Plain City		$ 88,901	$ 128,897								
	AVERAGES	$ 174,574	$ 163,417	$ 188,974								
												0

Clerk Typist	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Secretary 1	Franklin County - BOC	$ 44,866	$ 40,560		Equal To	HS or GED	6 mos.	5				5
City Attorney Legal Clerk	City of Reynoldsburg	$ 73,882	$ 51,563	$ 73,882	Equal to	HS or GED	1	1				1
	AVERAGES	$ 59,374	$ 46,062	$ 73,882								

Controller	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
City Auditor	City of Columbus	$ 116,032	N/A	N/A	Equal to	Elected						
Deputy Finance Director	City of Delaware	$ 88,920	$ 80,226	$ 112,299	Equal to	Bachelor	5	1				1
Budget Manager	City of Dublin	$ 105,000	$ 95,000	$ 139,300	Equal to	Bachelor	3					
Deputy Finance Director	City of Hilliard	$ 127,132	$ 93,450	$ 140,700	Greater than	Bachelor	5	1				1
Finance Director	City of Powell	$ 147,000	$ 111,299	$ 149,151	Equal to	Bachelor	10					
Finance Manager	City of Reynoldsburg	$ 94,016	$ 71,157	$ 138,237	Equal to	Bachelor	6	1				1
Assistant Finance Director	City of Upper Arlington	$ 122,443	$ 115,072	$ 166,854	Equal to	Bachelor	4					
Accounting and Financial Systems Manager	City of Westerville	$ 128,378	$ 92,539	$ 138,798	Greater	Bachelor	5+	1				1
Treasurer	City of Whitehall	$ 15,000		$ 15,000	Equal to				1			1
County Auditor	Delaware County	$ 116,149						1				1
Finance Administrator	Franklin County - BOC	$ 77,418	$ 68,099	$ 98,738	Equal To	Bachelor	3	2				2
Assistant Fiscal Officer	Mifflin Township											
	AVERAGES	$ 103,408	$ 90,855	$ 122,120								
												0

Council Members	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Council Member	City of Bexley								7			7
Council Member	City of Canal Winchester		$ 9,249	$ 10,174				7				7
City Council Members	City of Columbus	$ 96,753	N/A	N/A	Equal to	Elected						
Council Member	City of Delaware	$ 10,712	$ 10,712	$ 10,712	Equal To			6				6
Council Member	City of Dublin	$ 11,250	$ 11,250	$ 11,250	Equal to							
Council Members	City of Gahanna	$ 9,600	$ 9,600	$ 9,600	-	-	-	-	-	-	-	
Council Members	City of Grandview Heights	$ 9,249	$ 9,249	$ 9,249	Equal To							
Council Members	City of Grove City	$ 11,000			Equal to							
Council Members	City of Hilliard	$ 16,027						7				
Council Members	City of Lancaster	$ 10,000						11				11
Council Members	City of London		$ 6,660	$ 6,660					8			
Council Members	City of Marion	$ 9,000							10			
City Council Members	City of Marysville	$ 9,320							6			6
City Council Member	City of Powell	$ 9,249						6				6
City Council	City of Reynoldsburg	$ 8,963	$ 8,963	$ 8,963					8			8
Council Members	City of Sunbury	$ 8,800	$ 8,800	$ 8,800				6				6
City Council Members	City of Upper Arlington	$ 9,349						6				6
Council Members	City of Westerville	$ 12,000			Equal to			0	3			3
Council Members	City of Whitehall	$ 8,000	$ 7,000	$ 14,000	Equal to				7			7
Commissioner	Delaware County	$ 103,829						3				3
Trustee	Orange Township	$ 26,882										
Trustee	Perry Township	$ 1,689							3			
Trustee	Truro Township	$ 26,605	$ 26,605	$ 26,882					3			
Council Member	Village of Galena	$ 1,200										6
Council Member	Village of Hebron	$ 4,200	$ 4,200	$ 4,200	Equal to	HS or GED		6				6
Council Members	Village of Plain City		$150 per meeting									
	AVERAGES	**$ 18,804**	**$ 10,208**	**$ 10,954**								

Executive Administrative Assistant	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Communications & Admin Mgr.	City of Bexley	$ 89,575	$ 62,266	$ 95,037	Equal to	HS or GED		1				1
Executive Secretary II	City of Columbus	$ 72,904	$ 51,626	$ 77,438	Equal to			9	1			10
Executive Assistant	City of Delaware	$ 82,971	$ 59,946	$ 83,928	Equal To	HS or GED	5	1				1
Executive Asst. to City Mgr.	City of Dublin	$ 82,020	$ 64,400	$ 94,500	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	$ 102,273	$ 59,800	$ 104,312	Greater							
Executive Administrative Assistant	City Of Groveport	$ 62,899	$ 47,053	$ 77,008				1				1
Office Manager	City of Hilliard	$ 62,192	$ 50,494	$ 75,600	Equal to	HS or GED	2	1				1
Administrative Assistant 1,2, 3	City of Lancaster		$ 22	$ 34								
Executive Administrative Assistant	City of London		$ 43,777	$ 70,003				1				1
Executive Administrative Assistant	City of Marion	$ 45,700							1			1
Executive Assistant	City of Marysville		$ 59,000	$ 78,000				1				1
Administrative Assistant to the Mayor	City of Mt. Vernon	$ 44,866	$ 44,866	$ 62,816		Associate's	2	1				1
Mayor's Secretary	City of Reynoldsburg	$ 75,338	$ 64,251	$ 119,163	Equal to	Associate	3	1				1
City Attorney Secretary	City of Reynoldsburg	$ 58,302	$ 53,643	$ 76,898	Equal to	HS or GED	2	1				1
Executive Office Administrator	City of Upper Arlington	$ 83,290	$ 60,750	$ 88,088	Equal to	Associate	6	1				1
Executive Assistant	City of Westerville	$ 78,915	$ 65,957	$ 98,946	Equal to	HS or GED	<1	1				1
Executive Administrative Assistant	City of Whitehall	$ 85,010		$ 85,010	Equal to	HS or GED	5	1				1
Executive Assistant	Delaware County	$ 66,498	$ 56,609	$ 82,083				1				1
Executive Assistant	Franklin County - BOC	$ 64,438	$ 57,741	$ 83,720	Equal To	Associate	5	5				5
Administrative Coordinator	Mifflin Township											
Assistant Fiscal Officer	Orange Township	$ 57,624						1				1
Executive Assistant	Violet Township		$ 62,400	$ 87,360				1				1
Building & Zoning Assistant	Violet Township		$ 62,400	$ 87,360				1				1
	AVERAGES	$ 70,349	$ 53,451	$ 80,391								

Government Administration-General

Finance Assistant	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Finance Analyst	City of Bexley	$ 89,575	$ 62,266	$ 95,037	Greater than			1				1
Finance Specialist	City of Canal Winchester		$ 65,936	$ 103,272				1				1
Assistant Auditor I	City of Columbus	$ 65,665	$ 51,626	$ 77,438	Equal to			7				7
Deputy Finance Director	City of Delaware	$ 88,920	$ 80,226	$ 112,299	Equal To	Bachelors	5	1				1
Assistant Director of Finance	City of Grandview Heights	$ 112,008	$ 90,000	$ 145,000	Equal To			1				1
Acct. Asst./Tax Administrator	City of Grove City	$ 92,643	$ 59,800	$ 104,312	Greater							
Finance Assistant	City of Johnstown	$ 72,602						1				1
Chief Deputy Auditor	City of London		$ 43,777	$ 70,003				1				1
Assistant Finance Director	City of Marysville		$ 90,000	$ 130,000				1				1
Finance Manager	City of Upper Arlington	$ 106,781	$ 92,208	$ 133,701	Equal to	Bachelor	4	1				1
PT Accounting Assistant	City of Westerville				Equal to				3			3
Income Tax Specialist	City of Whitehall	$ 79,394	$ 69,534	$ 83,366	Equal to			1				1
Finance Assistant	City of Worthington	$ 102,463	$ 78,202	$ 102,463				1				1
CAFR Assistant	Delaware County	$ 102,731						1				1
County Budget Director	Fairfield County	$ 118,352	$ 88,733	$ 155,272								
Benefits Fiscal Specialist	Franklin County - BOC	$ 62,067	$ 45,843	$ 66,477	Equal To	HS or GED	2	1				1
Assistant Fiscal Officer	Mifflin Township		$ 75,004	$ 112,507		Associate	5	1				1
Fiscal Officer Assistant	Orange Township	$ 26,790							1			1
Assistant Fiscal Officer	Perry Township	$ 96,886							1			1
Finance Assistant	Violet Township		$ 62,400	$ 87,360				1				1
Intermittent Assistant Fiscal Officer	Violet Township		$ 83,200	$ 108,160					1			1
Financial Analyst	Village of Plain City		$ 53,471	$ 77,541								
Assistant Finance Director/HR Manager	Village of West Jefferson		$ 70,436	$ 103,583				1				1
	AVERAGES	**$ 86,920**	**$ 70,148**	**$ 103,766**								

Finance Director	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Finance Director	City of Bexley	$ 140,907	$ 104,308	$ 148,227	Equal to	Bachelor		1				1
Finance Director	City of Canal Winchester		$ 91,385	$ 142,395				1				1
Finance and Management Director	City of Columbus	$ 247,145	$ 154,482	$ 257,504	Equal to			1				1
Director of Finance	City of Delaware	$ 140,608	$ 123,198	$ 160,160	Less than	Bachelors	5	1				1
CFO/Director of Finance	City of Dublin	$ 185,850	$ 134,000	$ 196,500	Equal to	Bachelor	5					
Director of Finance	City of Gahanna	$ 135,949	$ 106,704	$ 154,731	Equal to	Bachelor	7	1				1
Finance Director	City of Grandview Heights	$ 162,136	$ 130,000	$ 186,000	Equal To			1				1
Finance Director	City of Grove City	$ 145,932	$ 106,080	$ 166,400	Equal							
Finance Director	City of Groveport	$ 137,405	$ 116,514	$ 174,760				1				1
Finance Director	City of Hilliard	$ 170,977	$ 127,050	$ 182,700	Equal to	Bachelor	5	1				1
Finance Director	City of Johnstown	$ 122,262						1				1
Auditor	City of London		$ 59,982	$ 59,982				1				1
Finance Director	City of Marion	$ 85,000						1				1
Finance Director	City of Marysville	$ 137,257	$ 100,000	$ 155,000				1				1
Finance Director	City of Powell	$ 147,000	$ 111,299	$ 149,151	Equal to	Bachelor	10	1				1
City Auditor (Elected)	City of Reynoldsburg	$ 95,545	$ 95,545	$ 95,545				1				1
Director of Finance	City of Sunbury	$ 123,400	$ 95,000	$ 128,625				1				1
Director of Finance	City of Upper Arlington	$ 189,900	$ 136,717	$ 198,240	Equal to	Bachelor	6	1				1
Director of Finance	City of Westerville	$ 171,142	$ 123,178	$ 189,550	Equal to	Bachelor's	10	1				1
Auditor	City of Whitehall	$ 100,000		$ 100,000	Equal to			1				1
Finance Director	City of Worthington	$ 142,745	$ 142,745	$ 142,745				1				1
Director of Finance	Delaware County	$ 159,089						1				1
County Budget Director	Fairfield County	$ 118,352	$ 88,733	$ 155,272								
Director to Office of Management & Budget	Franklin County - BOC	$ 187,866	$ 119,267	$ 146,099	Equal To	Master	7	1				1
Fiscal Officer	Mifflin Township	$ 36,830				Elected Official		1				1
Fiscal Officer	Orange Township	$ 36,830						1				1
Fiscal Officer	Perry Township								1			1
Fiscal Officer	Truro Township	$ 35,690							1			1
Fiscal Officer	Village of Galena	$ 60,000						1				1
Chief Fiscal Officer	Village of Hebron	$ 88,625	$ 80,761	$ 94,685	Equal to	HS or GED	5	1				1
Finance Director	Village of Plain City		$ 79,363	$ 115,085								
Finance Director	Village of West Jefferson		$ 106,209	$ 139,399				1				1
	AVERAGES	$ 129,794	$ 110,110	$ 151,615								

Grants Coordinator	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Grants Management Coordinator	City of Columbus	$ 132,995	$ 88,691	$ 132,995	Equal to	Bachelor	4	1				1
Grant Administrator	City of Delaware		$ 67,350	$ 94,286	More Than	Bachelors	5					
Management Analyst II - Grants	City of Gahanna	$ 63,170	$ 63,170	$ 91,603	Equal to	Bachelor						
Grant Manager-Community	City of Lancaster		$ 69,721	$ 90,417								
Grants Coordinator	City of Marion	$ 63,800						1				1
Grants Administrator	Franklin County - BOC	$ 70,283	$ 72,259	$ 98,738	Equal To	Bachelor	5	1				1
	AVERAGES	$ 82,562	$ 72,238	$ 101,608								

Mailroom Clerk	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Mail Clerk	City of Columbus	$ 59,529	$ 41,059	$ 65,395	Equal to	HS or GED		3				3
Clerical Specialist	City of Delaware	$ 40,456	$ 39,666	$ 49,451	Less than	HS or GED						
Mailroom Clerk	Delaware County	$ 45,136	$ 35,591	$ 51,608		HS or GED		1				1
Mail Clerk	Fairfield County		$ 34,320	$ 48,048								
Mail Processor	Franklin County - BOC	$ 43,618	$ 38,688		Equal To	HS or GED	1	3				3
	AVERAGES	$ 47,185	$ 37,865	$ 53,625								

Manager of Records Retention	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Administrative and Public Records Manager	City of Bexley	$ 95,037	$ 62,666	$ 95,037	Less than			1				1
Director Court Services	City of Dublin	$ 121,542	$ 102,600	$ 150,500	Greater than	Bachelor	3					
Records Coordinator	Delaware County	$ 78,876	$ 56,609	$ 82,083		Bachelor		1				1
Clerk to the Board, Director of Comm. Appointments	Franklin County - BOC	$ 127,171	$ 83,990	$ 121,784	Greater than	Associate	5	1				1
	AVERAGES	$ 105,657	$ 76,466	$ 112,351								

Mayor with a City Manager or City Administrator	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Mayor - with a City Manager or City Administrator	City of Canal Winchester	$ 73,986						1				1
Mayor	City of Delaware	$ 12,319	$ 12,319	$ 12,319	Equal to			1				1
Mayor - with a City Manager or City Administrator	City of Dublin	$ 15,750	$ 15,750	$ 15,750	Equal to							
Mayor	City of Grandview Heights	$ 76,385	$ 76,385	$ 76,385	Equal To			1				1
Mayor - with a City Manager or a City Administrator	City of Grove City	$ 40,000										
	City of Groveport	$ 148,117	$ 116,514	$ 174,760								
Mayor	City of London		$ 59,982	$ 59,982				1				1
Mayor - with a City Manager or City Administrator	City of Marion	$ 75,000						1				1
President of Council	City of Marysville	$ 11,650						1				1
Mayor	City of Powell	$ 13,874						1				1
Mayor (Elected)	City of Reynoldsburg	$ 129,048	$ 129,048	$ 129,048				1				1
Mayor	City of Sunbury	$ 25,000	$ 25,000	$ 25,000				1				1
City Council President - Mayor	City of Upper Arlington	$ 10,449						1				1
Mayor	City of Westerville	$ 4,800			Equal to				1			1
Mayor	Village of Galena	$ 62,400						1				1
Mayor - with a City Manager or a City Administrator	Village of Hebron	$ 15,000	$ 15,000	$ 15,000	Equal to			1				1
Mayor - with a City Manager or a City Administrator	Village of Plain City		$ 17,000	$ 17,000								
	AVERAGES	$ 47,585	$ 51,889	$ 58,360								

Mayor with No City Manager of City Administrator	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Mayor	City of Bexley	$ 170,000			Equal to	HS or GED						1
Mayor	City of Columbus	$ 273,063	N/A	N/A	Equal to		Elected	1				1
Mayor	City of Gahanna	$ 103,809	$ 103,809	$ 103,809	Equal to	Bachelor		1	0			1
Mayor	City of Mt. Vernon	$ 83,455										1
Park Ranger	City of Reynoldsburg	$ 61,485	$ 50,565	$ 72,446	Equal to	HS or GED						1
Mayor	City of Whitehall	$ 105,000		$ 105,000	Equal to			1				1
Mayor/Public Safety Director	Village of West Jefferson		$ 20,000	$ 20,000				1				1
	AVERAGES	$ 132,802	$ 58,125	$ 75,314								

Municipal Tax Assessor	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Income Tax Administrator	City of Grandview Heights	$ 95,805	$ 70,000	$ 110,000	Equal To			2				2
Tax Auditor	City of Lancaster	$ 53,476	$ 70,720					3				3
Tax Director	City of London		$ 11,871	$ 88,703				1				1
Municipal Tax Assessor	City of Marion	$ 64,800						1				1
Income Tax Administrator	City of Marysville	$ 81,905	$ 65,000	$ 90,000				1				1
Income Tax Administrator	City of Mt. Vernon	$ 62,920	$ 62,920	$ 88,109		High School	1-2	1				1
Tax Financial Manager	City of Reynoldsburg	$ 120,000	$ 75,733	$ 147,763	Equal to	Bachelor	5	1				1
Examiner	City of Upper Arlington	$ 79,696	$ 64,397	$ 93,376	Equal to	HS or GED	2	1				1
Deputy Tax Commissioner	City of Whitehall	$ 100,015		$ 100,006	Less than	Bachelor	3-Feb	1				1
County Treasurer	Delaware County	$ 92,093						1				1
Income Tax Administrator	Village of Hebron	$ 68,207	$ 66,837	$ 83,546	Less than	HS or GED	5	1				1
Income Tax Administrator	Village of Plain City		$ 53,471	$ 77,541								
Income Tax Administrator	Village of West Jefferson		$ 57,264	$ 71,361				1				1
	AVERAGES	$ 81,892	$ 59,821	$ 95,040								

Government Administration-General

Payroll Clerk	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Payroll Coordinator	City of Bexley	$ 41,923	$ 55,998	$ 79,543	Equal to							
Payroll/Benefits Clerk	City of Columbus	$ 64,022	$ 48,963	$ 73,403	Equal to	HS or GED	4	21				21
Finance Specialist II	City of Delaware	$ 65,626	$ 59,946	$ 83,928	Equal To	Bachelors	2	1				1
Payroll Specialist	City of Dublin	$ 77,467	$ 64,400	$ 94,500	Equal to	Associate	3					
Payroll Analyst	City of Gahanna	$ 57,096	$ 53,040	$ 76,898	Equal to	Bachelor	3	0				
Payroll Specialist	City of Grove City	$ 88,192	$ 59,800	$ 104,312	Greater							
Payroll Specialist	City of Hilliard	$ 76,698	$ 56,700	$ 84,000	Equal to	Associate	2	2				2
Payroll Specialist	City of Lancaster	$ 53,476	$ 70,720									
Senior Finance Clerk	City of Marysville	$ 78,200	$ 65,091	$ 78,200				1				1
Payroll Specialist	City of Reynoldsburg	$ 64,917	$ 51,563	$ 73,882	Equal to	Associate	2	1				1
Payroll Administrator	City of Upper Arlington	$ 85,142	$ 64,397	$ 93,376	Equal to	Associate	2	1				1
Payroll Administrator	City of Whitehall	$ 81,245		$ 81,245	Equal to	Associate	4-Feb	1				1
Finance Specialist	City of Worthington	$ 80,914	$ 64,360	$ 80,914				1				1
Payroll Specialist	Delaware County	$ 62,712				Bachelor		2				2
Fiscal Specialist	Fairfield County	$ 59,654	$ 41,621	$ 66,602								
Payroll Support Officer	Franklin County - BOC	$ 63,690	$ 54,558	$ 79,102	Equal To	HS or GED	2	3				3
	AVERAGES	$ 68,811	$ 57,940	$ 82,136								

Purchasing Manager	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Procurement Manager	City of Columbus	Vacant	$ 100,360	$ 150,613	Equal to	Bachelor	7					
Purchasing Analyst	City of Delaware	$ 77,418	$ 67,350	$ 94,286	Equal To	Bachelors	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	$ 95,112	$ 81,298	$ 117,883	Equal to	Associate	2	1				1
Procurement Manager	City of Westerville	$ 107,224	$ 78,562	$ 117,853	Equal to	Bachelor's	5	1				1
Admin of Fiscal Services	Delaware County	$ 149,355				Bachelor		1				1
Director, Purchasing Department	Franklin County - BOC	$ 139,942	$ 105,144	$ 152,464	Equal To	Bachelor	5	1				1
	AVERAGES	$ 109,604	$ 86,204	$ 125,942								

Receptionist	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Office Assistant I	City of Columbus	$ 59,342	$ 42,640	$ 72,446	Equal to	HS or GED	1	64	6			70
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	$ 54,415	$ 42,400	$ 62,200	Equal to	HS or GED	1					
Receptionist	City of Groveport	$ 33,467	$ 29,848	$ 44,772				2				2
Customer Service Specialist	City of Marysville	$ 63,586	$ 54,037	$ 65,091				1				1
Front Desk Administrative Assistant	City of Reynoldsburg	$ 53,061	$ 45,219	$ 64,813	Equal to	HS or GED	1	1				1
Unit Support Worker 2*	Fairfield County	$ 37,107	$ 36,046	$ 54,059								
Receptionist	Franklin County - BOC	$ 44,200	$ 39,000		Equal To	HS or GED	6 mos.	1				1
Staff Assistant	Orange Township	$ 52,977						1				1
	AVERAGES	$ 48,735	$ 41,107	$ 58,976								

Secretary/Administrative Clerk	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Administrative Secretary	City of Columbus	$ 74,360	$ 54,766	$ 82,181	Equal to		5	16				16
Office Manager	City of Delaware	$ 63,014	$ 53,352	$ 74,693	Equal To	HS or GED	5	2				2
Administrative Coordinator	City of Grandview Heights	$ 62,405	$ 50,000	$ 85,000	Equal To			4				4
Secretary/Admin. Clerk	City of Grove City	$ 56,488	$ 44,928	$ 78,374	Equal							
Administrative Assistant	City of Hilliard	$ 55,566	$ 47,250	$ 70,350	Equal to	HS or GED	3	2				2
Tax Clerk	City of London		$ 50,273	$ 71,323				1				1
Secretary/Admin. Clerk	City of Marion	$ 52,200	$ 50,700	$ 60,500				6	1			7
Engineering Technician I	City of Mount Vernon	$ 30	$ 30	$ 30		Associate's	2					
Administrative Assistant	City of Reynoldsburg	$ 66,331	$ 51,563	$ 73,882	Equal to	HS or GED	2	4				4
Clerk to the BOC	Delaware County	$ 80,787	$ 56,609	$ 82,083		Bachelors		1				1
Administrative Secretary 1	Franklin County - BOC	$ 48,818	$ 41,600	$ 60,320	Equal To	HS or GED	1	7				7
Administrative Assistant-Seasonal	Perry Township	$ 31,200							1			1
	AVERAGES	$ 53,745	$ 45,552	$ 67,158								

Human Resources

Assistant HR Manager	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Department Deputy Director	City of Columbus	$ 182,874	$ 120,598	$ 200,949	Equal to			2				2
HR Specialist	City of Delaware	$ 80,829	$ 67,350	$ 94,286	Equal To	Bachelors	4	2				2
HR Coordinator	City of Grove City	$ 102,273	$ 59,800	$ 104,312	Greater							
	AVERAGES	**$ 121,992**	**$ 82,583**	**$ 133,182**								

Director of Human Resources	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Human Resources Director	City of Columbus	$ 209,996	$ 136,510	$ 227,469	Equal to			1				1
Director of Human Resources	City of Delaware	$ 117,563	$ 107,120	$ 139,256	Equal to	Bachelor's	4	1				1
Director Human Resources	City of Dublin	$ 142,766	$ 111,200	$ 163,100	Equal to	Bachelor	5					
HR Division Chief	City of Grove City	$ 136,801	$ 99,840	$ 160,160	Greater							
Director of Human Resources	City of Groveport	$ 105,000	$ 100,588	$ 157,256				1				1
Chief People Officer/HR Director	City of Hilliard	$ 136,455	$ 98,700	$ 149,100	Equal to	Bachelor	3	1				1
Human Resources Coordinator	City of Lancaster	$ 89,446						1				1
Human Resources Director	City of Marysville	$ 114,400	$ 100,000	$ 155,000				1				1
Director of Human Resources and Merit Systems Administrator	City of Mount Vernon	$ 84,822	$ 84,822	$ 118,747		Master's	5	1				1
Human Resources Director	City of Powell	$ 118,699	$ 90,332	$ 121,054	Equal to	Bachelor	5 to 8	1				1
Director of Human Resources	City of Reynoldsburg	$ 116,626	$ 96,387	$ 157,290	Equal to	Bachelor's	5	1				1
Human Resources Director	City of Upper Arlington	$ 139,725	$ 115,072	$ 166,854	Equal to	Bachelor	6	0				
HR Director	City of Westerville	$ 147,950	$ 111,987	$ 172,286	Equal to	Bachelor's	10+	1				1
Director of Human Resources	City of Whitehall	$ 102,500	$ 80,142	$ 102,502	Equal to	Bachelor's	5	1				1
Personnel Director	City of Worthington	$ 128,750	$ 128,750	$ 128,750				1				1
HR Director	Delaware County	$ 108,849	$ 96,476	$ 139,890		Bachelor's	5	1				1
HR and Risk Management Deputy Director	Fairfield County	$ 100,630	$ 88,733	$ 155,272								
Director of Human Resources	Franklin County - BOC	$ 187,200	$ 105,144	$ 152,464	Greater than	Master	7	1				1
HR Director Fiscal Coordinator	Prairie Township	$ 91,274						1				1
	AVERAGES	**$ 125,234**	**$ 103,047**	**$ 150,968**								

Employee Benefits Administrator	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Employee Benefits & Wellness Manager	City of Columbus	$ 108,513	$ 100,360	$ 150,613	Equal to	Bachelor	5	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	$ 71,806	$ 56,700	$ 84,000	Greater than	HS or GED	5	2				2
Human Resources Specialist	City of Upper Arlington	$ 78,390	$ 60,750	$ 88,088	Equal to	Bachelor	2	1				1
Benefits & Wellness Coordinator	Delaware County	$ 73,444	$ 56,609	$ 82,083		Bachelor's			2			2
HR/RM Benefit and System Specialist	Fairfield County	$ 63,502	$ 55,390	$ 96,949								
Assistant Director of Benefits & Wellness	Franklin County - BOC	$ 127,941	$ 91,021	$ 131,976	Greater than	Bachelor's	5	1				1
	AVERAGES	$ 83,262	$ 67,696	$ 101,515								

Human Resources Administrator	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
HR Coordinator	City of Bexley	$ 67,182	$ 58,978	$ 90,019	Equal to							
HR Administrator	City of Gahanna	$ 78,634	$ 63,170	$ 91,603	Equal to	Bachelor	2	2	0			2
Human Resources Coordinator	City of Reynoldsburg	$ 72,301	$ 61,963	$ 114,400	Less than	Bachelor	4	1				1
Human Resources Administrator	City of Upper Arlington	$ 79,736	$ 68,259	$ 98,976	Equal to	Bachelor	2	1				1
HR/RM Benefit and System Specialist	Fairfield County	$ 63,502	$ 55,390	$ 96,949								
Deputy Director, Human Resources	Franklin County - BOC	$ 93,371	$ 83,990	$ 121,784	Equal To	Bachelor's	6	1				1
	AVERAGES	$ 75,788	$ 65,292	$ 102,288								

Human Resources (Con't.)

Human Resources Administrative Asst.	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Office Assistant II	City of Columbus	$ 65,748	$ 46,592	$ 73,840	Equal to	HS or GED	3	77	10			87
HR Assistant	City of Delaware	$ 57,200	$ 53,352	$ 74,693	Equal To	Associate	2	1				1
Administrative Support II	City of Dublin	$ 61,089	$ 54,200	$ 79,500	Equal to	HS or GED	3					
Administrative Coordinator - Department of Administrative Services	City of Gahanna	$ 61,901	$ 50,045	$ 72,550	Equal to	HS or GED	-	1	-			1
HR Assistant	Delaware County	$ 51,813	$ 46,500	$ 67,426		Bachelor's		1				1
Human Resources Officer 1	Fairfield County	$ 45,781	$ 45,781	$ 75,546								
Executive Assistant	Franklin County - BOC	$ 79,726	$ 57,741	$ 83,720	Equal To	Associate	5	1				1
	AVERAGES	$ 60,465	$ 50,601	$ 75,325								

Human Resources Generalist	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
HR Coordinator	City of Canal Winchester		$ 59,217	$ 89,502				1				1
Human Resources Analyst	City of Columbus	$ 83,220	$ 68,702	$ 103,043	Equal to	Bachelor	2	41	4			45
Human Resources Business Partner	City of Dublin	$ 85,700	$ 71,000	$ 104,100	Equal to	Bachelor	3					
HR Generalist	City of Groveport	$ 70,000	$ 63,789	$ 102,059				1				1
HR Generalist	City of Hilliard	$ 84,370	$ 77,700	$ 115,500	Equal to	Bachelor	1	1				1
Human Resources Coordinator	City of Marysville	$ 61,002	$ 59,000	$ 78,000				1				1
Human Resources Generalist	City of Mount Vernon	$ 54,974	$ 54,974	$ 76,960		Bachelor's	1-3	1				1
Human Resources Business Partner	City of Westerville	$ 81,016	$ 69,930	$ 104,874	More than	Bachelor's	2+	3				3
HR Generalist	City of Whitehall	$ 69,000	$ 58,240	$ 69,000	Equal to	Bachelor	5-Mar	1				1
HR Coordinator	Delaware County	$ 73,345	$ 56,609	$ 82,083		Bachelor		2				2
Human Resources Officer 2	Fairfield County		$ 50,357	$ 88,130								
Human Resources Officer 2	Franklin County - BOC	$ 71,864	$ 64,563	$ 93,621	Equal To	Associate	3	6				6
HR Generalist	Mifflin Township		$ 72,800					1				1
	AVERAGES	$ 73,449	$ 63,606	$ 92,239								

Human Resources Manager	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Human Resources Manager	City of Columbus	$ 112,652	$ 88,691	$ 132,995	Equal to	Bachelor	3	15				15
HR Manager	City of Dublin	$ 119,600	$ 95,000	$ 139,300	Equal to	Bachelor	5					
Human Resources Manager	City of Marysville	$ 83,200	$ 75,000	$ 100,000				1				1
Human Resources Manager	City of Upper Arlington	$ 94,089	$ 81,298	$ 117,883	Equal to	Bachelor	4	1				1
HR Manager	City of Westerville	$ 104,936	$ 92,539	$ 138,798	Equal to	Bachelor's	5+	1				1
JFS HR Coordinator	Fairfield County	$ 61,069	$ 55,390	$ 96,949								
Assistant Director of Human Resources	Franklin County - BOC	$ 127,275	$ 91,021	$ 131,976	Greater than	Bachelor	9	1				1
Sr. Human Resources Manager	Orange Township											
	AVERAGES	$ 100,403	$ 82,706	$ 122,557								

Training Manager	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Training Manager	City of Columbus	$ 132,995	$ 88,691	$ 132,995	Equal to	Bachelor	5	1				1
Talent and Cultural Programs Manager	City of Dublin	$ 92,456	$ 82,100	$ 120,500	Equal to	Bachelor						
Training Coordinator	City of Gahanna	$ 53,040	$ 53,040	$ 76,898	Equal to	Associate	-	0				
IT Technology Trainer	City of Westerville	$ 82,867	$ 65,957	$ 98,946	Less than	Bachelor's	2+	1				1
Senior Human Resources Administrator - Training	Franklin County - BOC	$ 88,109	$ 75,150	$ 108,971	Equal To	Bachelor	6	1				1
	AVERAGES	$ 89,893	$ 72,988	$ 107,662								

Information Technology

Database Analyst	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Systems Analyst II	City of Gahanna	$ 66,955	$ 66,955	$ 97,074	Equal to	Bachelor	-	1				1
Systems Administrator	City of Upper Arlington	$ 87,179	$ 64,397	$ 93,376	Equal to	HS or GED	2	1				1
Full Stack Engineer / Programmer - Database Administrator	City of Westerville	$ 121,846	$ 84,074	$ 126,090	Equal to	Bachelor	1+	2				2
IT Network Analyst	Fairfield County	$ 90,106	$ 69,493	$ 121,618								
Data Systems Supervisor	Franklin County - BOC	$ 98,030	$ 78,686	$ 114,088	Equal To	Bachelor	5	2				2
	AVERAGES	$ 92,823	$ 72,721	$ 110,449								

Database Manager	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Database Administrator	City of Columbus	$ 120,515	$ 96,533	$ 144,830	Equal to	Bachelor	3	1				1
Network Administrator	City of Gahanna	$ 102,648	$ 75,234	$ 109,075	Equal to	Bachelor	5	1				1
IT Administrator	City of Hilliard	$ 62,408	$ 56,700	$ 84,000	Greater than			1				1
Assistant IT Director	City of Lancaster		$ 77,688	$ 101,878				1				1
IT Network Manager	City of Marysville	$ 108,160	$ 90,000	$ 130,000				1				1
Systems Analyst	Delaware County	$ 81,874						1				1
Security Administrator	Franklin County - BOC	$ 61,818	$ 54,558	$ 79,102	Equal To	HS or GED	3	2				2
	AVERAGES	$ 89,570	$ 75,119	$ 108,148								

Data Processing/Help Desk Spec.	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Technology Technician	City of Canal Winchester		$ 53,418	$ 83,241				1				1
Technology Service Desk Representative	City of Columbus	$ 68,536	$ 54,766	$ 82,181	Equal to		1	3				3
Support Services Analyst	City of Dublin	$ 69,190	$ 64,400	$ 94,500	Equal to	Associate	3					
IT Support Specialist	City of Gahanna	$ 53,040	$ 53,040	$ 76,898	Equal to	Associate	2	2				2
IT Support Analyst II	City of Hilliard	$ 62,408	$ 56,700	$ 84,000	Greater than			1				1
IT Specialist II and III	City of Lancaster		$ 49,857	$ 70,720				2				2
IT Network Tech II	City of Marysville	$ 70,096	$ 65,000	$ 90,000				1				1
Applications Engineer	City of Upper Arlington	$ 106,673	$ 81,298	$ 117,883	Equal to	Bachelor	5	1				1
IT Helpdesk Analyst	City of Westerville	$ 65,749	$ 58,698	$ 88,067	Equal to	Associate	>1	2				2
IT Technician	City of Whitehall	$ 69,992		$ 77,147	Equal to	HS or GED	1					
Help Desk Specialist	City of Worthington	$ 80,914	$ 64,360	$ 80,914								
IT Support Specialist	Delaware County	$ 58,926				HS or GED		2				2
IT Computer Support Specialist	Fairfield County	$ 58,913	$ 55,390	$ 96,949								
Help Desk Lead	Franklin County - BOC	$ 57,741	$ 57,741	$ 83,720	Equal To	Bachelor	1	1				1
	AVERAGES	**$ 68,515**	**$ 59,556**	**$ 86,632**								

Director of Information Technology	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Technology Coordinator	City of Canal Winchester		$ 83,447	$ 124,958				1				1
Technology Director/CIO	City of Columbus	$ 238,243	$ 154,482	$ 257,504	Equal To							
Chief Information Officer	City of Delaware	$ 150,987	$ 123,198	$ 160,160	Equal To	Masters	2	1				1
Director Information Technology	City of Dublin	$ 159,722	$ 111,200	$ 163,100	Equal to	Bachelor	3					
Director of IT	City of Gahanna	$ 119,163	$ 106,704	$ 154,731	Equal to	Bachelor	10	1				1
Director of Information Technology	City of Grandview Heights	$ 160,014	$ 130,000	$ 170,000	Equal To			1				1
Director of Information Technology	City of Grove City	$ 140,046	$ 106,080	$ 166,400	Greater							
Director of Information Technology	City of Groveport	$ 105,040	$ 86,410	$ 136,000				1				1
Chief Information Officer	City of Hilliard	$ 157,533	$ 110,250	$ 160,650	Equal to	Bachelor	4	1				1
IT Director	City of Lancaster		$ 87,193	$ 114,400				1				1
Director of Information Technology	City of Marion	$ 76,500						1				1
Information Technology Director	City of Marysville	$ 118,976	$ 100,000	$ 155,000				1				1
Director of Information Technology	City of Upper Arlington	$ 135,450	$ 136,717	$ 198,240	Equal to	Bachelor	6	1				1
Chief Information Officer	City of Westerville	$ 150,134	$ 123,178	$ 189,550	Greater	Bachelor's	10+	1				1
Director of Information Technology	City of Whitehall	$ 113,000		$ 113,006	Equal to	HS or GED	1					
IT Director	City of Worthington	$ 142,745	$ 142,745	$ 142,745				1				1
Chief Tech Officer	Delaware County	$ 195,408						1				1
IT Director	Fairfield County	$ 121,409	$ 88,733	$ 155,272								
Chief Information Officer	Franklin County - BOC	$ 167,918	$ 105,144	$ 152,464	Equal To	Bachelor	5	1				1
Technology Director	Mifflin Township		$ 137,280					1				1
Director of Information Technology	Village of West Jefferson		$ 106,209	$ 139,399				1				1
	AVERAGES	$ 144,252	$ 113,276	$ 158,532								

GIS Manager	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
IT Manager	City of Bexley	$ 104,808	$ 84,678	$ 124,937	Equal to	Bachelor						
GIS Manager	City of Columbus	$ 111,924	$ 78,957	$ 118,518	Equal to	Bachelor	3	3				3
GIS Coordinator	City of Delaware	$ 88,962	$ 63,544	$ 88,962	Equal To	Bachelor	2	0				
Data & Analytics Manager	City of Dublin	$ 118,112	$ 95,000	$ 139,300	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	$ 94,411	$ 65,769	$ 114,732	Equal							
GIS Administrator	City of Hilliard	$ 98,364	$ 82,950	$ 122,850	Equal to	Bachelor		1				1
GIS Manager	City of Lancaster		$ 77,688	$ 70,720				1				1
GIS Manager	City of Marion	$ 59,400						1				1
GIS Administrator (30 Hrs. FT)	City of Reynoldsburg	$ 81,884	$ 51,636	$ 100,090	Equal to	Bachelor	4	1				1
GIS Administrator	City of Upper Arlington	$ 86,258	$ 76,696	$ 111,210	Equal to	Associate	3	1				1
GIS Director	Delaware County	$ 157,610						1				1
GIS/Mapping Room Manager	Fairfield County	$ 70,574	$ 62,046	$ 108,576								
	AVERAGES	$ 96,784	$ 73,265	$ 108,815								

GIS Specialist II	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
IT Support Analyst	City of Bexley	$ 57,678	$ 57,678	$ 81,929	Equal to	Bachelor		1				1
GIS Technician	City of Columbus	$ 77,500	$ 61,298	$ 91,915	Equal to		$2	11				11
GIS/Data Technician	City of Delaware		$ 53,352	$ 74,693	Equal To	Associates	2	0				
GIS Analyst	City of Grove City	$ 79,123	$ 59,800	$ 104,312	Equal							
GIS/Asset Mgmt. Analyst II	City of Hilliard	$ 74,247	$ 50,494	$ 75,600	Less than	Associate		1				1
GIS Specialist	City of Lancaster		$ 56,139	$ 74,193				1				1
GIS Coordinator	City of Marysville	$ 98,037	$ 75,000	$ 100,000				1				1
GIS Analyst	City of Upper Arlington	$ 65,000	$ 64,397	$ 93,376	Equal to	Associate	2	1				1
GIS Analyst	City of Westerville	$ 90,979	$ 69,930	$ 104,874	Equal to	Bachelor's	1+	2				2
GIS Tech II	Delaware County	$ 103,355						1				1
GIS Specialist	Fairfield County	$ 52,832	$ 50,357	$ 88,130								
	AVERAGES	$ 77,639	$ 59,844	$ 88,902								

GIS Specialist III	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
GIS Analyst	City of Columbus	$ 89,273	$ 77,002	$ 115,482	Equal to	Bachelor	2	24				24
GIS Analyst	City of Delaware	$ 69,046	$ 56,555	$ 79,165	Equal to	Bachelor	2	1				1
GIS Analyst III	City of Hilliard	$ 78,001	$ 56,700	$ 84,000	Equal to	Bachelor	3	1				1
	AVERAGES	$ 78,773	$ 63,419	$ 92,882								

GIS Specialist IV	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Senior Data Analyst	City of Dublin	$ 98,259	$ 82,100	$ 120,500	Equal to	Bachelor	1					
GIS Administrator	City of Worthington	$ 94,328	$ 74,937	$ 94,328				1				1
GIS Manager	Franklin County - BOC	$ 64,563	$ 64,563	$ 93,621	Equal To	Bachelor	3	1				1
	AVERAGES	$ 85,717	$ 73,867	$ 102,816								

Manager Data Processing	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Network Operations Manager	City of Dublin	$ 116,071	$ 95,000	$ 139,300	Equal to	Bachelor	3					
Application Systems Analyst	Delaware County	$ 81,844						1				1
	AVERAGES	$ 98,958	$ 95,000	$ 139,300								

Programmer	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Programmer Analyst	City of Columbus	Vacant	$ 77,002	$ 115,482	Equal to	Associate	1					
Technical Support Specialist I,II & III	City of Delaware	$ 66,491	$ 53,352	$ 99,944	Equal To	HS or GED	2	4				4
Full Stack Engineer / Programmer - Date Base Administrator	City of Westerville	$ 121,846	$ 84,074	$ 126,090	Greater	Bachelor's	1+	2				2
Programmer / Analyst 3	Franklin County - BOC	$ 71,594	$ 68,099	$ 98,738	Equal To	Bachelor	3	2				2
	AVERAGES	$ 86,644	$ 70,632	$ 110,063								

Project Leader	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Technology Project Manager	City of Columbus	$ 128,044	$ 100,360	$ 150,613	Equal to	Bachelor	4	10				10
IT Manager	City of Delaware	$ 102,045	$ 85,030	$ 119,038	Equal to	Bachelors	8	1				1
Program Manager	City of Dublin	$ 122,969	$ 95,000	$ 139,300	Equal to	Bachelor	3					
System Administrator 1	City of Hilliard	$ 93,624	$ 82,950	$ 122,850	Greater than			1				1
Project Manager/Web Developer	City of Upper Arlington	$ 93,785	$ 72,355	$ 104,914	Equal to	Bachelor	4	1				1
IT Project Manager	City of Westerville	$ 111,238	$ 78,562	$ 117,853	Greater	Bachelor's	3	1				1
Information Technology Project Manager	Franklin County - BOC	$ 93,912	$ 71,635	$ 103,875	Equal To	Bachelor	5	1				1
	AVERAGES	$ 106,517	$ 83,699	$ 122,635								

Senior Systems Programmer	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Information Systems Analyst	City of Columbus	$ 95,659	$ 77,002	$ 115,482	Equal to	Bachelor		9				9
Systems Administrator	City of Gahanna	$ 103,915	$ 75,234	$ 109,075	Equal to	Bachelor	-	1	0		-	1
IT Systems Administrator	City of Marysville	$ 85,384	$ 75,000	$ 100,000				1	6			7
Infrastructure Engineer	City of Upper Arlington	$ 105,980	$ 81,298	$ 117,883	Equal to	Bachelor	5	1				1
Infrastructure and Operations Engineer	City of Westerville	$ 101,234	$ 84,074	$ 126,090	Equal to	Bachelor	3	2	1		0	3
Systems Administrator	City of Whitehall	$ 70,000		$ 91,520	Equal to	HS or GED	2					
Systems & Security	City of Worthington	$ 102,463	$ 78,202	$ 102,463				1				1
Programmer / Analyst 5	Franklin County - BOC	$ 86,070	$ 75,150	$ 108,971	Equal To	Bachelor	5	2				2
	AVERAGES	$ 93,838	$ 77,994	$ 108,935								

Parks & Recreation												
Assistant Director	**Government Entity**	**Avg. Annual Salary**	**Salary Range Minimum**	**Salary Range Maximum**	**Level Of Match**	**Minimum Educ.**	**Years of Exp.**	**Full-Time Employee**	**Part-Time Employee**	**Intern/Apprentice.**	**Seasonal Employee**	**Total # of Employees**
Deputy Director	City of Bexley	$ 11,654	$ 91,352	$ 131,318	Equal to	Bachelor		1				1
Recreation and Parks Assistant Director	City of Columbus	$ 143,270	$ 113,672	$ 170,435	Equal to	Bachelor	5	4				4
Recreation Superintendent	City of Delaware	$ 70,554	$ 67,350	$ 94,286	Equal To	Bachelors	5	1				1
Recreation Services Administrator	City of Dublin	$ 93,008	$ 102,600	$ 150,500	Greater than	Bachelor	5					
Recreation Superintendent	City of Grandview Heights	$ 94,994	$ 75,000	$ 120,000	Equal To			1				1
Deputy Director	City of Grove City	$ 106,704	$ 72,342	$ 126,214	Equal							
Deputy Director of Recreation and Parks	City of Hilliard	$ 118,686	$ 93,450	$ 140,700	Equal to	Bachelor	5	1				1
Assistant Park Superintendent	City of Lancaster		$ 77,688	$ 101,878				1				1
Assistant Director	City of London		$ 44,226	$ 67,503				1				1
Deputy Director of Parks & Recreation	City of Upper Arlington	$ 125,537	$ 115,072	$ 166,854	Equal to	Bachelor	6	1				1
Assistant Director	City of Worthington	$ 109,312	$ 109,312	$ 109,312				1				1
Deputy Director	Delaware County	$ 120,510						1				1
Administrative Assistant	Orange Township	$ 51,168						1				1
PT Recreation & Special Events Coordinator	Village of West Jefferson		$ 42,952	$ 53,518					1			1
	AVERAGES	**$ 95,036**	**$ 83,751**	**$ 119,377**								

Director of Parks & Recreation	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Director	City of Bexley	$ 150,505	$ 113,092	$ 159,207	Equal to	Bachelor		1				1
Recreations and Parks Director	City of Columbus	$ 225,388	$ 154,482	$ 257,504	Equal to			1				1
Director of Parks & Natural Resources	City of Delaware	$ 128,627	$ 112,424	$ 146,162	Equal to	Bachelor	4	1				1
Director Recreation	City of Dublin	$ 132,151	$ 134,000	$ 196,500	Equal to	Bachelor	5					
Director of Parks and Recreation	City of Gahanna	$ 123,635	$ 106,704	$ 154,731	Equal to	Bachelor	12	1	0		0	1
Director of Parks and Recreation	City of Grandview Heights	$ 146,370	$ 130,000	$ 170,000	Equal to			1				1
Director	City of Grove City	$ 147,284	$ 106,080	$ 166,400	Equal to							
Recreation Director	City of Groveport	$ 99,028	$ 86,410	$ 136,000				1				1
Director of Recreation and Parks	City of Hilliard		$ 110,250	$ 160,650	Equal to	Master	10	1				1
Director	City of London		$ 59,326	$ 83,069				1				1
Recreation Director	City of Mount Vernon	$ 62,920	$ 62,920	$ 88,109		Bachelor	3	0	0		0	
Parks and Recreation Manager	City of Powell	$ 105,748	$ 90,332	$ 121,054	Equal to	Bachelor	7 to 10	1				1
Director of Parks & Recreation	City of Reynoldsburg	$ 129,667	$ 96,387	$ 157,290	Equal to	Bachelor	3	1				1
Parks & Recreation Director	City of Upper Arlington	$ 142,481	$ 136,717	$ 198,240	Equal to	Bachelor	6	1				1
Director of Parks and Recreation	City of Westerville	$ 150,821	$ 123,178	$ 189,550	Equal to	Bachelor	10+	1				1
Director of Parks & Recreation	City of Whitehall	$ 120,000		$ 120,000	Equal to	Bachelor	4					
Director	City of Worthington	$ 142,745	$ 142,745	$ 142,745				1				1
Director	Delaware County	$ 137,962						1				1
Recreation Director	Prairie Township	$ 107,381						1				1
Director	Village of Plain City		$ 63,279	$ 91,735								
Parks and Recreation Superintendent	Village of West Jefferson		$ 63,551	$ 79,206				1				1
	AVERAGES	$ 132,513	$ 105,104	$ 148,324								

Horticulturist	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Horticulturist	City of Columbus	Vacant	$ 68,702	$ 103,043	Equal to	Bachelor	3					
City Horticulturist	City of Dublin	$ 85,445	$ 64,400	$ 94,500	Equal to	Bachelor	3					
Horticulturist	City of Gahanna	$ 73,627	$ 62,519	$ 77,304	Equal to	Associate	5	1	-		-	1
Horticulturist	City of Reynoldsburg	$ 79,331	$ 61,963	$ 114,400	Equal to	Bachelor	5	1				1
Horticulturist Assistant	City of Reynoldsburg	$ 72,446	$ 50,565	$ 72,446	Equal to	Associate	3	1				1
Landscape Supervisor	City of Upper Arlington	$ 78,979	$ 68,259	$ 98,976	Equal to	Associate	2	1				3
Maintenance Worker - Parks	City of Westerville	$ 64,938	$ 54,288	$ 73,486	Less than	HS or GED	3	11				14
Natural Resources Manager	Delaware County	$ 84,708						1				1
Landscape Foreman	Franklin County - BOC	$ 56,867	$ 52,187	$ 75,670	Equal To	HS or GED	3	1				4
	AVERAGES	$ 74,543	$ 60,360	$ 88,728								

Parks Foreman	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Parks Division Supervisor	City of Delaware	$ 69,763	$ 63,544	$ 88,962	Equal To	HS or GED	1	1				
Parks Foreman Forestry Foreman, Parks Facilities Foreman	City of Gahanna	$ 74,878	$ 65,246	$ 80,331	Equal to	Associate	4	4				
Parks & Recreation Foreman	City of Marysville	$ 69,701	$ 65,091	$ 78,200				1				1
Assistant Grounds Superintendent	City of Reynoldsburg	$ 81,557	$ 64,251	$ 119,163	Equal to	Associate	2	1				1
Parks & Forestry Technician	City of Upper Arlington	$ 65,468	$ 57,311	$ 83,101	Equal to	HS or GED	3					6
Crew Leader	City of Worthington	$ 90,824	$ 72,066	$ 90,824								
Park Planner	Delaware County	$ 87,550						1				1
Laborer	Orange Township	$ 54,579						3				
	AVERAGES	$ 74,290	$ 64,585	$ 90,097								

Parks Maintenance Supervisor	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Parks Supervisor	City of Bexley	$ 107,602	$ 79,055	$ 107,602	Equal to	Bachelor		1				1
Park Maintenance Supervisor	City of Columbus	$ 74,339	$ 58,676	$ 77,584	Equal to		2	11				11
Parks Division Supervisor	City of Delaware	$ 69,763	$ 63,544	$ 88,962	Equal To	HS or GED	1	1				2
Operations Administrator	City of Dublin	$ 95,966	$ 71,000	$ 104,100	Equal to	HS or GED	3					
Parks Operation Manager	City of Gahanna	$ 103,542	$ 84,510	$ 122,554	Equal to	Bachelor	4	1				5
Crew Leader	City of Grandview Heights	$ 69,921	$ 50,000	$ 80,000	Equal To			1				1
Parks Maintenance Supervisor	City of Grove City	$ 90,396	$ 59,800	$ 104,312	Equal							
Park Facilities Supervisor	City of Lancaster		$ 75,441	$ 98,508				1				1
Landscape Supervisor	City of Reynoldsburg	$ 74,942	$ 61,963	$ 114,400	Equal to	HS or GED	3	1				1
Parks & Forestry Supervisor	City of Upper Arlington	$ 86,963	$ 72,355	$ 104,914	Equal to	HS or GED	4	2				2
Facilities Maintenance Manager	City of Westerville	$ 99,674	$ 84,074	$ 126,090	Equal to	HS or GED	7	1				1
Parks Superintendent	City of Whitehall	$ 92,414	$ 84,552	$ 101,525	Equal to	HS or GED						
Admin Manager	Delaware County	$ 85,500						1				1
	AVERAGES	$ 87,585	$ 70,414	$ 102,546								

Parks & Recreation

Parks Superintendent	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Recreation Administrative Manager	City of Columbus	$ 92,289	$ 68,702	$ 103,043	Equal to	Bachelor	3	17				17
Parks Superintendent	City of Delaware	$ 90,813	$ 75,670	$ 105,955	Equal To	HS or GED	5	1				1
Parks Superintendent & Rec Superintendent	City of Gahanna	$ 91,489	$ 75,234	$ 109,075	Equal to	Bachelor	5	2	0		0	2
Parks Superintendent	City of Grandview Heights	$ 95,014	$ 75,000	$ 120,000	Equal To			1				1
Superintendent/Parks & Facility	City of Groveport	$ 87,963	$ 74,236	$ 117,750				1				1
Recreation Program Manager	City of Hilliard	$ 90,528	$ 70,350	$ 105,000	Equal to	Bachelor		2				2
Superintendent	City of Lancaster		$ 87,193	$ 114,129				1				1
Parks Superintendent	City of Marion	$ 77,100						1				1
Parks & Recreation Superintendent	City of Marysville	$ 87,500	$ 75,000	$ 100,000				1				1
Grounds Superintendent	City of Reynoldsburg	$ 101,275	$ 71,157	$ 138,237	Equal to	Associate	2	1				1
Recreation Superintendent	City of Reynoldsburg	$ 95,056	$ 71,157	$ 138,237	Equal to	Bachelor	1	1				1
Parks & Forestry Superintendent	City of Upper Arlington	$ 96,867	$ 81,298	$ 117,883	Equal to	Bachelor	6	1				1
Parks and Facilities Superintendent	City of Westerville	$ 121,035	$ 92,539	$ 138,798	Equal to	Associate's	5	1				1
Parks Manager	City of Worthington	$ 102,463	$ 78,202	$ 102,463				1				1
Operations Supervisor	Delaware County	$ 87,041						1				1
Maintenance Specialist	Orange Township	$ 68,952						1				1
	AVERAGES	$ 92,359	$ 76,595	$ 116,198								

Recreation Coord/Supervisor	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Recreation Coordinator	City of Bexley	$ 61,610	$ 51,124	$ 72,097	Equal to			10				10
Recreation Assistant Manager	City of Columbus	$ 66,747	$ 54,766	$ 82,181	Equal to	Bachelor	2	47				47
Recreation Coordinator	City of Delaware	$ 55,890	$ 53,352	$ 74,693	Equal To	Bachelor	2	1				1
Recreation Program Supervisor	City of Dublin	$ 73,662	$ 59,000	$ 86,600	Equal to	Bachelor	1					
Recreation Supervisor - Aquatics, Youth and Family Programming, and Events	City of Gahanna	$ 65,263	$ 59,571	$ 86,382	Equal to	Bachelor	4	3	-		-	3
Recreation Coordinator / Recreation Programmer	City of Grandview Heights	$ 62,868	$ 55,000	$ 85,000	Equal To			2				2
Recreation Supervisor	City of Grove City	$ 69,472	$ 54,350	$ 94,827	Equal							
Recreation Supervisor	City of Hilliard	$ 71,604	$ 56,700	$ 84,000	Greater than	Bachelor	2	8				8
Recreation/Event Manager	City of Marysville		$ 65,000	$ 90,000				1				1
Parks and Recreation Supervisor	City of Powell	$ 65,000	$ 66,050	$ 75,175	Equal to	Associate	3	1				1
Recreation Coordinator	City of Reynoldsburg	$ 65,146	$ 48,589	$ 69,638	Equal to	Associate	1	1				1
Recreation Supervisor	City of Upper Arlington	$ 84,111	$ 68,259	$ 98,976	Equal to	Bachelor	2	6				6
Program Supervisor	City of Westerville	$ 68,474	$ 52,250	$ 78,374	Equal to	Bachelor	2	6				6
Recreation Superintendent	City of Whitehall	$ 74,984		$ 79,560	Equal to	Bachelor	3					
Rec Supervisor	City of Worthington	$ 90,824	$ 72,066	$ 90,824				5				5
Operations Supervisor	Delaware County	$ 61,849	$ 52,000	$ 71,698				2				2
Recreation Supervisor	Prairie Township		$ 60,000	$ 76,000				3				3
Event Manager	Violet Township	$ 69,222				HS or GED		1				1
Intermittent Custodial/Event Help	Violet Township		$ 31,200	$ 52,000		HS or GED			2		2	4
Parks Assistant	Village of Plan City		$ 45,035	$ 65,304								
	AVERAGES	$ 69,170	$ 55,795	$ 79,649								

Senior Citizen Coordinator	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Senior Volunteer Coordinator	City of Bexley	$ 22,630							1			1
Community Center Coordinator	City of Canal Winchester		$ 53,418	$ 83,241				1				1
Recreation Program Supervisor	City of Dublin	$ 73,662	$ 59,000	$ 86,600	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 Coordinator	City of Grove City	$ 71,926	$ 54,350	$ 94,827	Equal							
Senior Citizen Coordinator	City of Marion	$ 58,900						1				1
Senior Center Manager	City of Reynoldsburg	$ 84,573	$ 66,539	$ 123,947	Equal to	Bachelor	3	1				1
Senior Center Assistant	City of Reynoldsburg	$ 63,814	$ 47,403	$ 67,933	Equal to	Associate	1	1				1
Community Services Coordinator	City of Upper Arlington	$ 76,960	$ 64,397	$ 93,376	Equal to	Associate	2	1				1
Program Manager (Senior Center)	City of Westerville	$ 104,062	$ 78,562	$ 117,853	Equal to	HS or GED	1	1				1
Adult Resource & Engagement Specialist	City of Whitehall	$ 57,990		$ 58,011	Equal to	HS or GED	2					
Volunteer Coordinator	Delaware County	$ 78,478						1				1
Project Manager	Orange Township	$ 78,609						1				1
	AVERAGES	$ 69,845	$ 60,405	$ 90,241								

Urban Forester	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Urban Forester	City of Canal Winchester		$ 59,209	$ 89,508					1			1
City Forester	City of Columbus	$ 109,324	$ 86,216	$ 129,293	Equal to	Bachelor	3	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	$ 80,285	$ 64,400	$ 94,500	Equal to	Bachelor	3					
Urban Forester	City of Grove City	$ 90,396	$ 59,800	$ 104,312	Equal							
Forester	City of Lancaster		$ 57,907	$ 76,648				2				2
Urban Forester	City of Marysville	$ 84,365	$ 65,000	$ 90,000				1				1
Park Ranger	City of Reynoldsburg	$ 61,485	$ 50,565	$ 72,446	Equal to	HS or GED		2				2
Parks & Forestry Specialist	City of Upper Arlington	$ 84,111	$ 68,259	$ 98,976	Equal to	Bachelor	2					
Parks Manager	City of Westerville	$ 94,411	$ 78,562	$ 117,853	Equal to	Associate	5	2	0		0	2
	AVERAGES	$ 84,676	$ 65,347	$ 96,250								

Police Department

Animal Control Officer	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Animal Control Officer	City of Bexley	$ 81,598			Equal to	HS or GED						
Animal Control Officer	City of Westerville	$ 69,410	$ 62,234	$ 93,350	Equal to	HS or GED	0	1				1
Animal Control Officer	City of Whitehall	$ 58,240		$ 67,662	Equal to	HS or GED	2-Jan					
Dog Warden	Delaware County	$ 67,563	$ 51,323	$ 74,419		HS or GED		1				1
Dog Warden/Dog Adoption Center & Shelter Director	Fairfield County	$ 62,005	$ 55,390	$ 96,949								
Deputy Dog Warden	Franklin County - BOC	$ 49,878	$ 42,702		Equal To	HS or GED	2	15				15
	AVERAGES	**$ 64,782**	**$ 52,912**	**$ 83,095**								

Community Service Police Officer	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
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	0		0	2
Support Services Supervisor	City of Reynoldsburg	$ 76,710	$ 66,539	$ 123,947	Equal to	Associate	3	1				1
Police Officer - Community Service	City of Westerville	$ 118,810	$ 75,620	$ 118,783	Equal to	HS or GED	0	10				10
Community Affairs Police Liaison	City of Whitehall	$ 27,040		$ 27,300	Equal to	HS or GED			1			1
School Resource Officer	Delaware County	$ 103,284	$ 100,131	$ 114,317				9				9
	AVERAGES	**$ 82,034**	**$ 71,463**	**$ 93,674**								

Criminal Investigator	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Police Officer, Police Sergeant	City of Delaware	$ 99,270	$ 112,112	$ 120,557	Less than	HS or GED	0	45				45
Crime Analyst	City of Upper Arlington	$ 86,944	$ 72,355	$ 104,914	Equal to	Bachelor	2	1				1
	AVERAGES	**$ 93,107**	**$ 92,233**	**$ 112,736**								

Emergency Evacuation Director	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Emergency Mgt./Law Enfrc. Planner	City of Dublin	$ 98,879	$ 71,000	$ 104,100	Equal to	Associate	2					
EMA Director	Delaware County	$ 84,957				Bachelor		1				1
EMA and Facilities Director	Fairfield County	$ 132,662	$ 88,733	$ 155,272								
	AVERAGES	$ 105,499	$ 79,866	$ 129,686								

Emergency Preparedness Coordinator	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Emergency Preparedness Chief	City of Columbus	$ 135,886	$ 100,360	$ 150,613	Equal to	Bachelor	5	1				1
Professional Standards Coordinator	City of Upper Arlington	$ 110,074	$ 81,298	$ 117,883	Equal to	Bachelor	5	1				3
EMA Coordinator	Delaware County	$ 58,219						1				1
Deputy Director of Operations/Planning	Fairfield County	$ 68,390	$ 50,357	$ 88,130								
	AVERAGES	$ 93,142	$ 77,338	$ 118,875								

Police Captain	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Police Captain	City of Bexley	$ 158,100		$ 158,100	Equal to			1				1
Police Commander	City of Columbus	$ 201,783	N/A	N/A	Equal to	Bachelor	1					
Assistant Police Chief	City of Delaware	$ 152,506	$ 135,124	$ 146,183	Equal to	Bachelor	5	1				1
Deputy Chief of Police	City of Dublin	$ 156,841	$ 111,200	$ 163,100	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	$ 146,370	$ 125,000	$ 165,000	Equal to			1				1
Police Captain	City of Groveport	$ 146,744	$ 100,588	$ 157,256				1				1
Deputy Police Chief	City of Hilliard	$ 159,181	$ 110,250	$ 160,650	Equal to	Bachelor	10	1				1
Deputy Police Chief	City of Lancaster	$ 140,117						1				1
Police Captain	City of Marion	$ 120,400	$ 120,000	$ 120,600				1				1
Police Captain	City of Marysville	$ 123,240	$ 90,000	$ 130,000				3				3
Deputy Chief of Police	City of Powell	$ 143,325	$ 120,000	$ 150,000	Equal to	Associate	5	1				1
Deputy Chief of Police	City of Reynoldsburg	$ 167,045	$ 117,042	$ 172,370	Equal to	Bachelor	9	1				1
Deputy Police Chief	City of Sunbury	$ 111,946	$ 95,000	$ 128,625				1				1
Deputy Chief of Police	City of Whitehall	$ 169,289		$ 170,851	Equal to	Bachelor	1					
Captain	Delaware County	$ 130,915						1				1
	AVERAGES	$ 148,900	$ 112,483	$ 152,828								

Police Chief	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Police Chief	City of Bexley	$ 194,001		$ 194,001	Equal to			1				1
Police Chief	City of Columbus	$ 296,836	$ 215,155	$ 322,754	Equal to	Bachelor		1				1
Chief of Police	City of Delaware	$ 161,658	$ 136,552	$ 177,528	Equal To	Bachelor	5	1				1
Chief of Police	City of Dublin	$ 177,807	$ 134,000	$ 196,500	Equal to	Bachelor	5					
Chief of Police	City of Gahanna	$ 160,326	$ 119,912	$ 173,867	Equal to	Bachelor	10	1	0		0	1
Police Chief	City of Grandview Heights	$ 161,928	$ 130,000	$ 175,000	Equal To			1				1
Police Chief	City of Grove City	$ 159,598	$ 9,840	$ 160,160	Equal							
Police Chief	City of Groveport	$ 155,000	$ 116,514	$ 174,760				1				1
Chief of Police	City of Hilliard	$ 176,407	$ 127,050	$ 182,700	Equal to	Bachelor	5	1				1
Police Chief	City of Johnstown	$ 105,643						1				1
Police Chief	City of Lancaster	$ 149,225						1				1
Police Chief	City of London		$ 88,247	$ 111,990				1				1
Police Chief	City of Marion	$ 146,900						1				1
Chief of Police	City of Marysville	$ 140,546	$ 100,000	$ 155,000				1				1
Chief of Police	City of Powell	$ 154,350	$ 130,000	$ 165,000	Equal to	Bachelor	10	1				1
Chief of Police	City of Reynoldsburg	$ 179,733	$ 128,294	$ 184,122	Equal to	Bachelor	12	1				1
Police Chief	City of Sunbury	$ 130,000	$ 105,000	$ 144,375				1				1
Police Chief	City of Upper Arlington	$ 172,921	$ 136,717	$ 198,240	Equal to	Bachelor	6	1				1
Chief of Police	City of Westerville	$ 166,005	$ 123,178	$ 189,550	Equal to	Bachelor	10	1	1		0	2
Police Chief	City of Whitehall	$ 193,045		$ 193,045	Equal to							
Police Chief	City of Worthington	$ 162,740	$ 162,740	$ 162,740				1				1
Sheriff	Delaware County	$ 129,960						1				1
Police Chief	Mifflin Township	$ 100,984						1				1
Police Chief	Perry Township	$ 133,244	$ 133,244					1				1
Police Chief	Village of Hebron	$ 101,970			Equal to	Bachelor	10	1			0	1
Police Chief	Village of Plain City		$ 128,823	$ 137,521								
Police Chief	Village of West Jefferson		$ 106,209	$ 139,399				1				1
	AVERAGES	**$ 158,784**	**$ 122,709**	**$ 176,913**								

Police Detective	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Police Detective	City of Bexley	$ 114,691			Equal to	HS or GED		2				2
Police Officer, Police Sergeant	City of Delaware	$ 99,270	$ 112,112	$ 120,557	Less than	HS or GED	0	45				45
Police Detective	City of Gahanna	$ 114,379	$ 69,805	$ 114,379	Equal to	HS or GED	-	8				8
Police Detective	City of Grandview Heights	$ 118,441	$ 76,708	$ 118,441	Equal To			2				2
Detective	City of Lancaster		$ 68,640	$ 94,536				4				4
Police Detective	City of London		$ 74,714	$ 93,246				1				1
Police Officer	City of Marysville		$ 71,968	$ 96,435				4				4
Police Detective	City of Mount Vernon	$ 70,720	$ 70,720	$ 70,720			4	2				2
Detective	City of Powell	$ 117,716	$ 72,456	$ 117,716	Equal to	HS or GED	2	2				2
Detective	City of Sunbury	$ 84,573	$ 63,211	$ 85,280				2				2
Detective	City of Upper Arlington	$ 110,074	$ 81,298	$ 117,883	Equal to	Bachelor	5					
Police Officer - Detectives	City of Westerville	$ 118,810	$ 75,620	$ 118,783	Equal to	HS or GED	0	9				9
Police Detective	City of Whitehall	$ 114,837	$ 78,250	$ 114,837	Equal to	HS or GED						
Deputy Sheriff	Delaware County	$ 100,131										
Detective	Perry Township	$ 58,156							1			1
Police Detective	Village of Plain City		$ 89,424	$ 100,821								
Investigative Detective	Village of West Jefferson		$ 79,408	$ 98,939				1				1
Detective Lieutenant	Village of West Jefferson		$ 83,293	$ 103,799				1				1
	AVERAGES	$ 101,816	$ 77,842	$ 104,425								

Police Dispatcher	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Police Dispatcher	City of Bexley	$ 70,936	$ 60,272	$ 81,631	Equal to	HS or GED		6				6
911 Emergency Dispatcher	City of Columbus	$ 77,625	$ 67,350	$ 101,296	Equal to	HS or GED	1	73				73
Communication Technician	City of Dublin	$ 76,738			Equal to							
Communication Technician I & II	City of Gahanna	$ 71,244	$ 55,973	$ 75,171	Equal to	HS or GED	-	11	0			11
Emergency 911 Dispatcher	City of Grandview Heights	$ 68,848	$ 55,000	$ 85,000	Equal to			6				6
Police Dispatcher	City of Grove City		$ 56,700	$ 79,081	Equal to							
Communications Tech	City of Lancaster		$ 52,998	$ 65,956				13				13
Communications Dispatch Officer	City of Marysville		$ 56,460	$ 71,624				7	2			9
Dispatcher	City of Reynoldsburg	$ 69,486	$ 59,779	$ 73,507	Equal to	HS or GED		9				9
Communications Technician	City of Westerville	$ 79,766	$ 55,390	$ 83,075	Equal to	HS or GED	1	13	2			15
Police Dispatcher	City of Whitehall	$ 72,533	$ 59,134	$ 78,042	Equal to	HS or GED						
Communications Dispatcher	Delaware County	$ 66,614	$ 58,240	$ 70,782				13				13
	AVERAGES	$ 72,643	$ 57,936	$ 78,651								

Police Department (Con't.)												
Police Lieutenant	**Government Entity**	**Avg. Annual Salary**	**Salary Range Minimum**	**Salary Range Maximum**	**Level Of Match**	**Minimum Educ.**	**Years of Exp.**	**Full-Time Employee**	**Part-Time Employee**	**Intern/Apprentice.**	**Seasonal Employee**	**Total # of Employees**
Police Lieutenant	City of Bexley	$ 149,157	$ -	$ 149,157	Equal to	HS or GED		2				2
Police Lieutenant	City of Columbus	$ 171,003	N/A	N/A	Equal to							
Police Captain	City of Delaware	$ 138,640	$ 128,953	$ 138,640	Equal To	Associates	1	2				2
Police Lieutenant	City of Gahanna	$ 149,552	$ 137,696	$ 149,552	Equal to	HS or GED	1	3				3
Police Lieutenant	City of Grove City	$ 148,636			Equal							
Police Lieutenant	City of Hilliard	$ 150,700	$ 140,464	$ 150,700	Equal to		1	2				2
Police Lieutenant	City of Lancaster	$ 127,213						3				3
Police Lieutenant	City of Marion	$ 105,500						12				12
Police Corporal	City of Marysville		$ 105,954	$ 105,954				5				5
Police Lieutenant	City of Mount Vernon	$ 95,846	$ 95,846	$ 95,846			5	4				4
Lieutenant	City of Reynoldsburg	$ 155,584	$ 155,584	$ 155,584	Equal to	Associate	8	3				3
Lieutenant	City of Upper Arlington	$ 172,921	$ 136,717	$ 198,240	Equal to	Bachelor	6					
Police Lieutenant	City of Westerville	$ 142,383	$ 139,645	$ 146,326	Equal to	HS or GED	1	6	0			6
Police Lieutenant	City of Whitehall	$ 144,310		$ 144,310	Equal to	Bachelor	1					
Police Lieutenant	City of Worthington	$ 148,947	$ 143,725	$ 148,947				2				2
Lieutenant	Delaware County	$ 115,868	$ 86,320	$ 122,325				7				7
Lieutenant	Perry Township	$ 117,915	$ 112,923	$ 122,923								
Police Lieutenant	Village of Hebron	$ 88,442			Equal to	Bachelor						
Police Lieutenant	Village of Plain City		$ 115,090	$ 122,824								
Police Lieutenant	Village of West Jefferson		$ 87,458	$ 108,989				1				1
	AVERAGES	**$ 136,625**	**$ 113,312**	**$ 137,354**								

Police Officer	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Police Officer	City of Bexley	$ 90,322	$ 71,407	$ 119,279	Equal to	HS or GED		21				21
Police Officer	City of Columbus	$ 114,316	$ 77,938	$ 122,811	Equal to	HS or GED		1524				1524
Police Officer	City of Delaware	$ 95,966	$ 75,254	$ 104,811	Equal To	HS or GED		45				45
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		$ 65,478	$ 114,441	Equal to							
Police Officer	City of Grandview Heights	$ 109,270	$ 76,708	$ 118,441	Equal to			14				14
Police Officer	City of Hilliard	$ 112,203	$ 74,131	$ 118,321	Equal to	HS or GED		49				49
Police Officer	City of Lancaster		$ 68,640	$ 94,536				56				56
Police Officer	City of London		$ 72,634	$ 91,166				14				14
Police Officer	City of Marion	$ 86,400	$ 71,200	$ 91,800				36				36
Police Officer	City of Marysville		$ 71,968	$ 96,435				28				28
Police Officer	City of Mount Vernon	$ 70,720	$ 70,720	$ 84,032		High School		27				27
Police Officer	City of Powell	$ 114,201	$ 72,456	$ 117,716	Equal to	HS or GED	2	13				13
Police Officer	City of Reynoldsburg	$ 95,648	$ 74,269	$ 117,026	Equal to	HS or GED		58				58
Patrol Officer	City of Sunbury	$ 80,184	$ 67,995	$ 86,133				11	3			14
Police Officer	City of Upper Arlington	$ 110,693			Equal to	HS or GED		39				39
Police Officer - Patrol	City of Westerville	$ 112,268	$ 75,620	$ 118,783	Equal to	HS or GED		42				42
Police Officer	City of Whitehall	$ 105,090	$ 78,250	$ 114,837	Equal to	HS or GED						
Police Officer	City of Worthington		$ 81,526	$ 118,922				25				25
Deputy Sheriff	Delaware County	$ 94,391	$ 82,842	$ 100,131				107				107
Police Officer	Mifflin Township		$ 62,400	$ 81,120				2				2
Police Officer	Perry Township	$ 80,641	$ 66,185	$ 95,097				10	12			22
Police Officer	Village of Hebron	$ 70,512	$ 50,170	$ 70,512	Equal to	HS or GED		7	2			9
Police Officer	Village of Plain City		$ 76,419	$ 97,886								
Canine Officer	Village of West Jefferson		$ 75,485	$ 94,068				1				1
Police Officer	Village of West Jefferson		$ 72,881	$ 90,939				9				9
	AVERAGES	**$ 97,384**	**$ 72,095**	**$ 102,945**								

Police Records Clerk	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Police Records Technician	City of Columbus	$ 68,016	$ 57,220	$ 77,584	Equal to	HS or GED	1	31				31
Records Clerk	City of Delaware	$ 61,682	$ 50,814	$ 71,136	Equal To	HS or GED		2				2
Records Technician II	City of Dublin	$ 60,446	$ 54,200	$ 79,500	Equal to	HS or GED	2					
Police Secretary	City of Gahanna	$ 69,047	$ 50,460	$ 69,047	Equal to	HS or GED	1	1	0		0	1
Records Specialist	City of Grove City	$ 74,692	$ 49,420	$ 82,216	Equal							
Police Support Services Clerk	City of Hilliard				Greater than	HS or GED	2	7				7
Clerk/Typist	City of Lancaster		$ 44,304	$ 52,291				2				2
Police Support Specialist	City of London		$ 49,753	$ 64,896				1				1
Records Clerk	City of Marysville	$ 56,784	$ 54,037	$ 65,091				1	1			2
Police Records Clerk and Information Technician	City of Mount Vernon	$ 62,940	$ 62,940	$ 70,720		High School	0-1	1			0	1
Police Clerk	City of Powell	$ 56,659	$ 44,582	$ 59,744	Equal to	HS or GED	2	2	1			3
Public Safety Records Technician	City of Reynoldsburg	$ 60,273	$ 49,546	$ 71,032	Equal to	HS or GED	3	4				4
Public Safety Records/Research Technician	City of Reynoldsburg	$ 64,917	$ 51,563	$ 73,882	Equal to	HS or GED		1				1
Property Room Coordinator (32hrs FT)	City of Reynoldsburg	$ 49,130	$ 45,219	$ 64,813	Equal to	HS or GED	1	1				1
Property Room Coordinator (20hrs PT)	City of Reynoldsburg	$ 80,267	$ 64,251	$ 119,163	Equal to	HS or GED	2		1			1
Police Records Specialist	City of Upper Arlington	$ 154,964			Equal to	HS or GED	4					
Court-Records Technician I	City of Westerville	$ 62,837	$ 52,250	$ 78,374	Equal to	HS or GED	1	4	0		0	4
Police Records Clerk	City of Whitehall	$ 73,497	$ 63,565	$ 75,899	Equal to	HS or GED			1			1
Support Services Technician	City of Worthington	$ 74,937	$ 59,508	$ 74,937				2				2
Records Clerk	Delaware County	$ 47,946	$ 45,677	$ 51,563				9				9
Police Administrative Assistant	Perry Township	$ 71,739	$ 71,739					1				1
Police Admin. Asst.	Village of Hebron	$ 27,993	$ 25,646	$ 30,539	Equal to	HS or GED			1		0	1
	AVERAGES	$ 67,303	$ 52,335	$ 70,128								

Police Sergeant	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Police Sergeant	City of Bexley	$ 90,322	$ 71,407	$ 119,279	Equal to	HS or GED		5				5
Police Sergeant	City of Columbus	$ 144,918	N/A	N/A	Equal to		3					
Police Sergeant	City of Delaware	$ 120,032	$ 112,118	$ 120,557	Equal To	HS or GED	4	8				8
Police Lieutenant	City of Dublin	$ 149,501	$ 149,501	$ 149,501	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	$ 137,392	$ 131,961	$ 137,392	Equal To			5				5
Police Sergeant	City of Grove City	$ 131,872			Equal							
Police Sergeant	City of Hilliard	$ 138,066	$ 128,195	$ 138,066	Equal to		3	9				9
Police Sergeant	City of Lancaster	$ 109,658						11				11
Police Sergeant	City of London		$ 104,270	$ 106,080				4				4
Police Sergeant	City of Marysville		$ 115,363	$ 115,363				5				5
Police Sergeant	City of Powell	$ 135,376	$ 120,983	$ 135,376	Equal to	HS or GED	3	5				5
Sergeant	City of Reynoldsburg	$ 138,923	$ 138,923	$ 138,923	Equal to	HS or GED	5	9				9
Sergeant	City of Sunbury	$ 96,616	$ 77,189	$ 97,448				3				3
Sergeant	City of Upper Arlington	$ 134,824			Equal to	HS or GED	3	9				9
Police Sergeant	City of Westerville	$ 129,909	$ 125,910	$ 133,631	Equal to	HS or GED	3	8				8
Police Sergeant	City of Whitehall	$ 132,392	$ 128,565	$ 132,392	Equal to	HS or GED						
Police Sergeant	City of Worthington	$ 135,012	$ 125,806	$ 135,012				4				4
Sergeant	Delaware County	$ 113,207	$ 107,661	$ 114,317				12				12
Police Sergeant	Perry Township	$ 81,910	$ 58,156	$ 113,193				3	1			4
Police Sergeant	Village of Plain City		$ 63,279	$ 91,735								
Police Sergeant	Village of West Jefferson		$ 79,408	$ 98,939								
	AVERAGES	**$ 124,963**	**$ 108,881**	**$ 122,818**								

Public Affairs/Communication/Marketing

Community Relations Specialist	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Outreach and Engagement Coord.	City of Dublin	$ 69,701	$ 59,000	$ 86,600	Equal to	Bachelor	1					
Community Relations Coordinator	City of Columbus	$ 74,048	$ 61,298	$ 91,915	Equal to	Bachelor	2	24	1			25
Community Relations Specialist	City of Grove City	$ 64,029	$ 54,350	$ 94,827	Equal to							
Communications Manager	City of Groveport	$ 66,352	$ 63,789	$ 102,059				1				1
Community Relations Specialist	City of Hilliard				No Match							
Public Relations Specialist	City of Westerville	$ 79,716	$ 65,957	$ 98,946	Equal to	Bachelor	3	2	0		0	2
Communications and Marketing Specialist	City of Whitehall	$ 55,640		$ 70,000	Equal to							
Community Relations Manager	Franklin County - BOC	$ 72,363	$ 60,902	$ 88,317	Equal to	Bachelor	3	1				1
Communications and Events Assistant	Orange Township	$ 21,000						1				1
	AVERAGES	$ 62,856	$ 60,883	$ 90,380								

Graphic Designer	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Graphics Designer	City of Columbus	$ 82,180	$ 54,766	$ 82,181	Equal to	Bachelor	3	1				1
Digital and Graphics Designer	City of Dublin	$ 77,967	$ 64,400	$ 94,500	Equal to	Bachelor	1					
Web Content & Graphic Design Specialist	City of Hilliard	$ 69,185	$ 56,700	$ 84,000	Equal to	Bachelor	2	1				1
Community Engagement Specialist	City of Powell	$ 67,800	$ 50,000	$ 70,000	Equal to	Associate	2	1				1
Communications & Marketing Specialist	City of Upper Arlington	$ 85,001	$ 68,259	$ 98,976	Equal to	Bachelor	1	1				1
Digital Media Specialist	City of Westerville	$ 90,418	$ 65,957	$ 98,946	Equal to	Bachelor	3	1				1
Graphics Designer	Franklin County - BOC	$ 62,462	$ 49,005	$ 71,053	Equal To	Bachelor	3	1				1
Paid Apprentice	Orange Township	$ 5,070										
	AVERAGES	$ 67,510	$ 58,441	$ 85,665								

Graphic Manager	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Communication & Special Events Manager	Orange Township	$ 66,950	$ -	$ -				1				1
	AVERAGES	$ 66,950	$ -	$ -								

Marketing Coordinator	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Marketing and Communications Specialist	City of Gahanna	$ 64,979	$ 53,040	$ 76,898	Equal to	Associate	2	1	-		-	1
Multimedia Comm. Strg.	City of Dublin	$ 91,464	$ 71,000	$ 104,100	Greater than	Bachelor	1					
Communications & Marketing Specialist	City of Upper Arlington	$ 85,001	$ 68,259	$ 98,976	Equal to	Bachelor	1					
Community Relations Specialist	Franklin County - BOC	$ 49,525	$ 49,005	$ 71,053	Equal To	HS or GED	2	2				2
	AVERAGES	$ 72,742	$ 60,326	$ 87,756								

Marketing Director	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Deputy Director of Communications and Marketing	City of Dublin	$ 122,822			No match							
Communications Manager	City of Marysville	$ 75,000	$ 65,000	$ 90,000				1				5
Communications Manager	City of Upper Arlington	$ 106,566	$ 76,696	$ 111,210	Equal to	Bachelor	4	1				
	AVERAGES	$ 101,463	$ 70,848	$ 100,605								

Marketing Manager	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Digital and Brand Manager	City of Dublin	$ 114,588	$ 82,100	$ 120,500	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	$ 83,554	$ 63,945	$ 94,500	Less than	Bachelor	4	1				1
Communications Manager	City of Upper Arlington	$ 106,566	$ 76,696	$ 111,210	Equal to		4					
Parks & Recreation Programs & Marketing Supervisor	City of Whitehall	$ 58,240		$ 70,845	Equal to		2					
	AVERAGES	$ 91,807	$ 74,494	$ 101,226								

Public Affairs Director	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Communication Affairs Director	City of Groveport	$ 105,082	$ 74,236	$ 117,750				1				1
Chief Communications and Public Relations Officer	City of Dublin	$ 165,524	$ 121,600	$ 178,300	Equal to	Bachelor	5					
Communication Affairs Director	City of Groveport	$ 105,082	$ 74,236	$ 117,750				1				1
Community Relations Director	City of Hilliard	$ 118,019	$ 98,700	$ 149,100	Greater than	Bachelor	6	1				1
Director of Community Engagement	City of Powell	$ 104,738	$ 81,381	$ 109,058	Equal to	Bachelor	5	1				1
Community Affairs Director	City of Upper Arlington	$ 139,233	$ 115,072	$ 166,854	Equal to	Bachelor	4	1				1
Community Affairs Director	City of Westerville	$ 124,010	$ 101,795	$ 152,714	Equal to	Bachelor	10+	1	0		0	1
Director of Neighborhood	City of Whitehall	$ 98,000		$ 98,000				1				1
Director, Public Affairs	Franklin County - BOC	$ 121,555	$ 83,990	$ 121,784	Equal To	Bachelor	7	1				1
	AVERAGES	$ 120,138	$ 93,876	$ 134,590								

Public Information Director	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Community Affairs Coordinator	City of Delaware	$ 113,755	$ 88,962	$ 115,648	Equal to	Bachelor	1	1				1
Director Outreach & Engagement	City of Dublin	$ 128,463	$ 102,600	$ 150,500	Equal to	Bachelor	3					
Community Relations Div. Chief	City of Grove City	$ 108,160	$ 99,840	$ 160,160	Equal to							
Public Information/Special Events Director	City of Reynoldsburg	$ 103,085	$ 96,387	$ 157,290	Equal to	Bachelor	4	1				1
Communications Director	City of Worthington	$ 118,000	$ 118,000	$ 118,000				1				1
Communications Manager	Village of Plain City		$ 70,860	$ 102,758								
	AVERAGES	$ 114,293	$ 96,108	$ 134,059								

Public Affairs/Communication

Public Information Officer	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Community Affairs Coordinator	City of Delaware	$ 113,755	$ 88,962	$ 115,648	Equal to	Bachelor	1	1				1
Senior Public Information Officer	City of Dublin	$ 92,500	$ 64,400	$ 94,500	Equal to	Bachelor	1					
Public Information Officer	City of Gahanna	$ 90,508	$ 66,955	$ 97,074	Equal to	Bachelor	3	1				1
Strategy & Engagement Manager	City of Grandview Heights	$ 86,070	$ 65,000	$ 95,000	Equal to							
Public Information Specialist	City of Reynoldsburg	$ 61,173	$ 48,589	$ 69,638	Equal to	Bachelor	1	1				1
Public Information Specialist/Public Information Officer	Fairfield County	$ 53,581	$ 45,781	$ 75,546								
Public Information Officer 2	Franklin County - BOC	$ 73,320	$ 64,563	$ 93,621	Equal to	Bachelor	3	6				6
	AVERAGES	$ 81,558	$ 63,464	$ 91,575								

Public Information/Spec Events Coord.	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Events and Comm.Coordinator	City of Canal Winchester		$ 59,209	$ 89,508				1				1
Public Relations Specialist II	City of Columbus	$ 98,508	$ 77,022	$ 115,482	Equal to	Bachelor	3	16				16
Event Administrator	City of Dublin	$ 92,214	$ 71,000	$ 104,100	Equal to	Bachelor	3					
Events & Activities Coordinator (Parks & Rec Dept.)	City of Grandview Heights	$ 67,434	$ 55,000	$ 80,000	Equal to			1				1
Communications Manager	City of Groveport	$ 66,352	$ 63,789	$ 102,059								
Special Events Coordinator	City of Reynoldsburg	$ 49,130	$ 45,219	$ 64,813	Equal to	HS or GED	1	1				1
Special Events and Projects Manager/Public Relations Specialist	City of Westerville	$ 90,418	$ 65,957	$ 98,946	Equal to	Bachelor	3	1				1
Public Information Specialist	Fairfield County	$ 56,285	$ 45,781	$ 75,546	Equal to	Bachelor		1				1
Economic & Community Development Manager	Village of Hebron	$ 56,680	$ 52,000	$ 65,000	Less than	HS or GED	6	1				1
Public Information/Special Events Coordinator	Village of Plain City		$ 70,860	$ 102,758								
	AVERAGES	$ 72,128	$ 60,584	$ 89,821								

Public Relations Director	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Community Affairs Director	City of Delaware	$ 113,755	$ 88,962	$ 115,648	Equal To	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	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Assistant Service Director	City of Bexley	$ 127,494	$ 88,691	$ 127,494		HS or GED		1				1
Department Deputy Director	City of Columbus	$ 180,107	$ 120,598	$ 200,949	Equal to			29				29
Assistant Director	City of Canal Winchester		$ 83,447	$ 124,958				2				2
Director Public Service	City of Dublin	$ 150,686	$ 111,200	$ 163,100	Equal to	Bachelor	5					
Deputy Director of Service/Engineering Manager	City of Grandview Heights	$ 122,512	$ 100,000	$ 145,000	Equal to			1				1
Deputy Director	City of Grove City	$ 109,366	$ 72,342	$ 126,214	Equal to							
Public Service Administrator	City of Hilliard	$ 86,195	$ 70,350	$ 105,000	Equal to	Bachelor	5	2				2
Assistant Director of Public Works - Parks and Recreation	City of Mount Vernon	$ 67,330	$ 67,330	$ 94,266		HS or GED	5					
Assistant Director of Public Works - Public Buildings and Grounds	City of Mount Vernon	$ 67,330	$ 67,330	$ 94,266		HS or GED	5					
Assistant Director of Public Works - Street and Fleet Operations	City of Mount Vernon	$ 67,330	$ 67,330	$ 94,266		HS or GED	5					
Deputy Director of Operations	Delaware County	$ 146,744	$ 108,396	$ 157,174		Bachelor		1				1
Chief Operating Officer	Franklin County - BOC	$ 141,502	$ 98,072	$ 142,210	Equal to	Bachelor	5	1				1
Assistant Manager	Orange Township	$ 62,514						1				1
	AVERAGES	$ 110,759	$ 87,924	$ 131,241								

Associate Engineer	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Engineer I	City of Columbus	$ 93,392	$ 77,002	$ 115,482	Equal to			11				11
Project Engineer I, II & III	City of Delaware	$ 102,346	$ 71,386	$ 119,038		Bachelor	0	7				7
Civil Engineer II	City of Dublin	$ 105,742	$ 82,100	$ 120,500	Greater than	Bachelor	4					
Project Engineer II	City of Hilliard	$ 112,425	$ 82,950	$ 122,850	Equal to	Bachelor	5	4				4
Assistant City Engineer	City of Lancaster		$ 89,440	$ 118,060				1				1
Associate Engineer	City of Marion	$ 83,400	$ 66,000	$ 100,800				2				2
Engineer II	City of Marysville	$ 101,920	$ 90,000	$ 130,000				1	1			2
City Engineer	City of Mount Vernon	$ 84,822	$ 84,822	$ 118,747			5					
Project Engineer	City of Powell	$ 126,000	$ 90,334	$ 130,000	Equal to	Bachelor	3	1				1
Assistant City Engineer	City of Upper Arlington	$ 116,051	$ 92,208	$ 133,701	Equal to	Bachelor	4	1				1
Project Manager	City of Westerville	$ 112,736	$ 78,562	$ 117,853	Equal to	Associate	5+	2				2
Asst City Engineer	City of Worthington	$ 118,899	$ 94,328	$ 118,899				1				1
Staff Engineer II	Delaware County	$ 103,775	$ 83,019	$ 120,377		Bachelor		3				3
Sr. Facilities Project Manager	Franklin County - BOC	$ 89,794	$ 71,635	$ 103,875		Bachelor	5	2				2
	AVERAGES	$ 103,946	$ 82,413	$ 119,299								

Building Inspector Administrator	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Construction Inspector I	City of Columbus	$ 71,281	$ 62,108	$ 81,369	Equal to	HS or GED		50	18			68
Chief Building Official	City of Delaware	$ 119,039	$ 85,030	$ 119,038	Equal to	Bachelor	10	1				1
Director Building Standards	City of Dublin	$ 138,829	$ 102,600	$ 150,500	Greater than	Bachelor	5					
Building Inspector II	City of Grandview Heights	$ 93,371	$ 70,000	$ 105,000	Equal to			1				1
Building Standards Director/Chief Building Official	City of Hilliard	$ 135,013	$ 98,700	$ 149,100	Greater than	HS or GED	2	1				1
Certified Building Manager	City of Lancaster		$ 80,121	$ 104,748				1				1
Building Inspector	City of Marion	$ 67,000						1				1
Chief Building Official	City of Powell	$ 115,000	$ 100,269	$ 134,370	Equal to	Bachelor	5	1				1
Chief Building Official	City of Reynoldsburg	$ 70,000	$ 68,858	$ 114,395	Equal to	HS or GED	5	1				1
Code Inspector II	City of Westerville	$ 95,846	$ 69,930	$ 104,874	Greater	HS or GED	Min req by State of Ohio	3	0			3
Chief Building Official	City of Whitehall	$ 109,427		$ 109,429	Equal to	HS or GED	10	1				1
Field Inspector	City of Worthington	$ 90,824	$ 72,066	$ 90,824				2				2
Chief Building Official	Delaware County	$ 120,370	$ 83,019	$ 120,377				1				1
Building Inspector Plans Examiner	Franklin County - BOC	$ 63,523	$ 52,998		Greater than	HS or GED	3	2				2
	AVERAGES	**$ 99,194**	**$ 78,808**	**$ 115,335**								

Building Inspector	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Building Inspector II	City of Columbus	$ 96,948	$ 71,094	$ 115,772	Equal to			16	1			17
Building Inspector II	City of Delaware	$ 86,549	$ 63,544	$ 88,962	Equal to	Associate	2	4				4
Building Inspector	City of Dublin	$ 81,629	$ 64,400	$ 94,500	Equal to	HS or GED	3					
Building and Heat Inspector	City of Gahanna	$ 72,987	$ 59,571	$ 86,382	Equal to	HS or GED	2	1				1
Building Inspector	City of Groveport	$ 105,498	$ 74,236	$ 117,750				1				1
City Inspector	City of Hilliard	$ 70,534	$ 63,945	$ 94,500	Equal to	HS or GED	2	2	1			3
Building Inspector	City of Lancaster		$ 56,139	$ 74,193				2				2
Building Inspector	City of Powell	$ 99,757	$ 73,316	$ 100,000	Equal to	HS or GED	5	1				1
Building Inspector	City of Reynoldsburg	$ 83,699	$ 64,251	$ 119,163	Equal to	HS or GED	3	1				1
Chief Building Inspector	City of Upper Arlington	$ 100,593	$ 98,664	$ 143,062	Equal to	Associate	3	1				1
Chief Building Official	City of Westerville	$ 127,400	$ 101,795	$ 152,714	Equal to	HS or GED	Min required by State of	1				1
Building Inspector	Delaware County	$ 71,500	$ 64,549	$ 93,596		HS or GED		6				6
Building Inspector Plans Examiner	Franklin County - BOC	$ 63,523	$ 52,998		Greater than	HS or GED	3	2				2
	AVERAGES	$ 88,385	$ 69,885	$ 106,716								

Certified Mechanic	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Automotive Mechanic	City of Columbus	$ 86,008	$ 71,094	$ 97,760	Equal to			80				80
Fleet Maintenance Technician Series	City of Delaware	$ 72,056	$ 49,546	$ 80,392	Equal to	HS or GED	2	4				4
Fleet Technician I	City of Dublin	$ 77,014	$ 56,511	$ 79,664	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											
City Mechanic	City of Marysville	$ 78,208	$ 65,091	$ 78,200				1				1
Maintenance Mechanic	City of Mount Vernon	$ 59,051	$ 59,051	$ 78,083		HS or GED	0	4				4
Fleet Maintenance Supervisor	City of Reynoldsburg	$ 74,651	$ 64,251	$ 119,163	Equal to	HS or GED	4	1				1
Fleet Maintenance Technician	City of Reynoldsburg	$ 66,706	$ 58,157	$ 73,154	Equal to	HS or GED	3	1				1
Fleet Maintenance Technician	City of Upper Arlington	$ 75,959	$ 60,750	$ 88,088	Equal to	HS or GED	4	3				3
Garage Mechanic	City of Westerville	$ 82,576	$ 63,502	$ 82,576	Equal to	HS or GED	3	2				2
Chief Mechanic	City of Whitehall	$ 96,949	$ 77,272	$ 96,949	Equal to	HS or GED	2	1				1
Fleet Technician	City of Worthington	$ 87,478	$ 69,497	$ 87,478				2				2
Lead Mechanic	Delaware County	$ 68,973	$ 51,323	$ 74,419		HS or GED		1				1
Mechanic	Franklin County - BOC	$ 56,618	$ 45,864		Equal to	HS or GED	3	3				3
Maintenance Mechanic	Orange Township	$ 101,566						1				1
Fire Department - Fleet & Facilities Mechanic	Violet Township		$ 53,178	$ 75,812		HS or GED		2				2
	AVERAGES	$ 76,701	$ 60,058	$ 84,932								

City Engineer	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
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	Equal to			1				1
City Engineer	City of Delaware	$ 128,710	$ 95,534	$ 133,765	Equal to	Bachelor	5	1				1
Director Engineering	City of Dublin	$ 154,875	$ 111,200	$ 163,100	Equal to	Bachelor	5					
City Engineer	City of Groveport	$ 148,907	$ 100,588	$ 157,256				1				1
City Engineer/Engineering Director	City of Hilliard	$ 145,605	$ 110,250	$ 160,650	Equal to	Bachelor	5	1				1
City Engineer	City of Lancaster		$ 104,145	$ 136,136				1				1
City Engineer	City of Marysville	$ 137,500	$ 100,000	$ 155,000				1				1
City Engineer	City of Mount Vernon	$ 84,822	$ 84,822	$ 118,747		Master's	5	1				1
City Engineer	City of Powell	$ 141,750	$ 120,000	$ 150,000	Equal to	Bachelor	5	1				1
Director of Engineering	City of Reynoldsburg											
Director of Planning & Engineering	City of Sunbury	$ 125,800	$ 95,000	$ 128,625				1				1
City Engineer	City of Upper Arlington	$ 130,176	$ 115,072	$ 166,854	Equal to	Bachelor	8	1				1
City Engineer	City of Westerville	$ 134,326	$ 111,987	$ 172,286	Equal to	Bachelor's	5+	1				1
County Engineer	Delaware County	$ 133,818						1				1
	AVERAGES	$ 137,588	$ 104,660	$ 152,751								

Custodian	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Custodial Worker	City of Columbus	$ 56,347	$ 47,777	$ 61,859	Equal to			55	15			70
Custodial Worker	City of Dublin	$ 51,504	$ 42,589	$ 60,178	Equal to							
Facilities Foreman	City of Gahanna	$ 80,331	$ 65,246	$ 80,331	Equal to	HS or GED	-	1	0		0	1
Custodian	City of Hilliard	$ 44,688	$ 42,938	$ 60,439	Equal to	HS or GED	1	2				2
Building Maintenance	City of Lancaster		$ 49,379	$ 58,988				1				1
Custodian	City of Marion	$ 17,600	$ 26,000	$ 52,600				2	1			3
Custodian	City of Reynoldsburg	$ 57,685	$ 49,754	$ 61,693	Equal to	HS or GED	1	3				3
Building Maintenance Custodian	City of Sunbury	$ 41,600	$ 41,600	$ 54,080				1				1
Maintenance Custodian	City of Westerville	$ 57,096	$ 45,635	$ 58,198	Equal to	10th Grade	0	7				7
Facilities Operations Maintenance Chief	City of Whitehall	$ 92,414	$ 77,272	$ 92,414	Equal to	HS or GED	2	1				1
Custodian	City of Worthington	$ 66,667	$ 52,957	$ 66,667				1				1
Custodian	Delaware County	$ 41,466	$ 35,591	$ 51,608		HS or GED		14				14
Housekeeper	Fairfield County	$ 33,280	$ 31,200	$ 43,680	Equal to	HS or GED			3			3
Custodial Worker	Franklin County - BOC	$ 42,037	$ 38,480		Equal To	HS or GED	6 mos.	60				60
Facilities Technician	Village of Plain City		$ 45,035	$ 65,304								
	AVERAGES	$ 52,517	$ 46,097	$ 62,003								

Director	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Service Director	City of Bexley	$ 132,184	$ 109,798	$ 154,570		Bachelor		1				1
Public Service Director	City of Columbus	$ 250,328	$ 174,907	$ 291,533	Equal to			1				1
Director of Public Works	City of Delaware	$ 152,485	$ 117,374	$ 152,589	Equal to	Bachelor	5	1				1
Deputy City Manager	City of Dublin	$ 215,434	$ 176,900	$ 259,500	Greater than	Master	10					
Director of Public Service	City of Gahanna	$ 114,858	$ 106,704	$ 154,731	Equal to	Bachelor	7	1				1
Director of Service	City of Grandview Heights	$ 155,480	$ 130,000	$ 170,000	Equal To			1				1
Director	City of Grove City		$ 106,080	$ 166,400	Equal							
Superintendent/Parks & Facility	City of Groveport	$ 87,963	$ 74,236	$ 117,750								
Public Service Director	City of Hilliard	$ 149,011	$ 110,250	$ 160,650	Equal to	Master	10	1				1
Director	City of Johnstown	$ 140,904						1				1
Safety Service Director	City of London		$ 90,238	$ 113,981				1				1
Director of Public Service	City of Marysville		$ 90,000	$ 130,000				1				1
Director of Public Works	City of Mount Vernon	$ 84,822	$ 84,822	$ 118,747		Bachelor	10					
Director of Public Service	City of Powell	$ 126,000	$ 111,299	$ 149,151	Equal to	Bachelor	10	1				1
Director of Public Service	City of Reynoldsburg	$ 129,730	$ 96,387	$ 157,290	Equal to	Bachelor	5	1				1
Public Service Manager	City of Reynoldsburg	$ 105,019	$ 91,811	$ 152,526	Equal to	Associate	10	1				1
Public Service Director	City of Upper Arlington	$ 157,409	$ 136,717	$ 198,240	Equal to	Bachelor	8	1				1
Director of Public Service	City of Westerville	$ 147,680	$ 123,178	$ 189,550	Equal to	Bachelor	10	1				1
Director of Public Service	City of Whitehall	$ 115,174		$ 115,586	Equal to			1				1
Director	City of Worthington	$ 142,745	$ 142,745	$ 142,745				1				1
Director of Environmental Services	Delaware County	$ 169,520				Bachelor		1				1
Director of Public Facilities Management	Franklin County - BOC	$ 159,266	$ 105,144	$ 152,464	Equal To	Master	7	1				1
Service Director	Mifflin Township		$ 78,000	$ 117,000				1				1
Public Service Director	Village of West Jefferson		$ 106,209	$ 139,399				1				1
	AVERAGES	$ 144,001	$ 112,514	$ 159,291								

Drafter	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Plans Examiner	Delaware County	$ 88,548	$ 72,467	$ 105,078				3				3
	AVERAGES	$ 88,548	$ 72,467	$ 105,078								

Electrical Inspector	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Electrical Inspector I	City of Columbus	$ 93,225	$ 71,094	$ 115,772	Equal to			10	1			11
Building Inspector II	City of Delaware	$ 86,549	$ 63,544	$ 88,962	Less than	Associate	2	4				4
Electrical Inspector	City of Dublin	$ 84,300	$ 64,400	$ 94,500	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											
Electrical Supervisor	City of Upper Arlington	$ 95,171	$ 76,696	$ 111,210	Equal to	HS or GED	4	1				1
Electrical Safety Inspector	Delaware County	$ 86,786	$ 64,549	$ 93,596		HS or GED		5				5
	AVERAGES	$ 85,714	$ 66,084	$ 97,593								

Equipment Operator	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Equipment Operator 1& 2	City of Bexley	$ 64,362	$ 37,943	$ 68,162		HS or GED		9				9
Equipment Operator I	City of Columbus	$ 71,947	$ 58,676	$ 77,584	Equal to			30				30
Technician III	City of Delaware	$ 57,564	$ 72,904	$ 76,190	Less than	HS or GED	0	9				9
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		$ 52,790	$ 62,857				12				12
Streets/Stormwater Equipment Operator	City of Marysville		$ 56,784	$ 67,968				9				9
Maintenance Equipment Operator	City of Reynoldsburg	$ 66,125	$ 58,157	$ 73,154	Equal to	HS or GED	2	11				11
Maintenance Worker	City of Sunbury	$ 62,400	$ 41,600	$ 62,462				4	3			7
Engineering Technician	City of Upper Arlington	$ 78,811	$ 64,397	$ 93,376	Equal to	Bachelor	4	3				3
Street Department Laborer	City of Whitehall	$ 69,715	$ 67,558	$ 80,538	Equal to	HS or GED	2		1		2	3
Operator	Delaware County	$ 63,512	$ 48,880	$ 83,616				19				19
Equipment Operator	Village of West Jefferson		$ 57,264	$ 71,362				1				1
	AVERAGES	$ 67,971	$ 56,062	$ 74,548								

Field/Construction Inspector	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Construction Inspector	City of Delaware	$ 78,998	$ 56,555	$ 79,165	Equal to	HS or GED	2	1				1
Engineering Project Inspector	City of Dublin	$ 72,383	$ 59,000	$ 86,600	Equal to	HS or GED	3					
Project Administrator II	City of Gahanna	$ 82,243	$ 70,970	$ 102,918	Equal to	Bachelor	5	1				1
Construction Inspector-Engineering Department	City of Hilliard	$ 79,525	$ 63,945	$ 94,500	Equal to	HS or GED		1				1
Field/Construction Inspector	City of Marion	$ 67,000						1				1
Field/Construction Inspector	City of Marysville		$ 65,091	$ 78,200				3				3
Engineering Inspector	City of Powell	$ 82,493	$ 75,000	$ 95,000	Equal to	Associate	2	1				1
Residential Plans Examiner	City of Reynoldsburg	$ 85,706	$ 49,904	$ 92,960				1				1
Civil Engineer / Construction Inspector	City of Westerville	$ 94,494	$ 69,930	$ 104,874	Equal to	HS or GED	3+	1				1
Construction Coordinator	Delaware County	$ 69,009	$ 64,549	$ 93,596		Bachelor		1				1
Public Service Construction Inspector	Village of West Jefferson		$ 57,837	$ 77,339				1				1
	AVERAGES	$ 79,095	$ 63,278	$ 90,515								

Labor/Crew Leader	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Public Works Superintendent	City of Delaware	$ 97,458	$ 75,670	$ 105,955	Equal to	HS or GED	2	1				1
Maintenance Worker	City of Dublin	$ 70,590	$ 53,680	$ 75,613	Equal to							
Streets & Utilities Superintendent	City of Gahanna	$ 95,627	$ 75,234	$ 109,075	Equal to	Bachelor		2				2
Crew Leader	City of Grandview Heights	$ 69,723	$ 50,000	$ 80,000	Equal To			2				2
Crew Leader	City of Grove City	$ 82,180	$ 54,350	$ 94,827	Equal							
Street Maintenance Worker	City of London		$ 45,427	$ 61,006				7				7
Public Works Crew Leader	City of Mount Vernon	$ 72,446	$ 72,446	$ 72,446		HS or GED	3	0				
Maintenance Specialist	City of Powell	$ 68,203	$ 58,032	$ 72,946	Equal to	HS or GED	1	11				11
Parks Grounds Maintenance	City of Reynoldsburg	$ 60,268	$ 58,157	$ 73,154	Equal to	HS or GED	1	2				2
Public Works Supervisor	City of Upper Arlington	$ 82,951	$ 76,696	$ 111,210	Equal to	HS or GED	3	2				2
Maintenance Specialist - Service	City of Westerville	$ 77,549	$ 63,502	$ 82,576	Equal to	HS or GED	3	9				9
Service Crew Chief	City of Whitehall	$ 84,448	$ 77,272	$ 92,414	Equal to	HS or GED		2				2
Maintenance Technician	City of Worthington	$ 83,933	$ 66,667	$ 83,933				8				8
Maintenance Worker Crew Leader	Franklin County - BOC		$ 42,702		Equal To	HS or GED	2	0				
Service Specialist II	Mifflin Township		$ 508,976	$ 67,080								
Laborer	Orange Township	$ 52,811						4				4
Road Crew	Perry Township	$ 71,427	$ 52,000	$ 79,040				2				2
Labor/Crew Leader	Prairie Township		$ 51,230	$ 79,747				7				7
Road & Facility Maintenance Worker	Violet Township		$ 47,840	$ 72,696				3				3
Intermittent Seasonal Help	Violet Township		$ 31,200	$ 52,000							2	2
Maintenance Tech	Village of Galena	$ 56,500						4				4
Labor/Crew Leader	Village of Plain City		$ 47,735	$ 69,218								
Water & Sewer Labor & Maintenance	Village of West Jefferson		$ 52,058	$ 64,874				0				
	AVERAGES	$ 75,074	$ 79,089	$ 79,990								

Maintenance Foreman	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Street Foreman	City of Bexley	$ 72,921	$ 56,871	$ 72,921		HS or GED		1				1
Maintenance III	City of Canal Winchester		$ 59,209	$ 89,508				1				1
Building Maintenance Manager	City of Columbus	$ 102,190	$ 77,002	$ 115,482	Equal to	HS or GED	5	12				12
Division Supervisor	City of Delaware	$ 80,434	$ 63,544	$ 88,962	Equal to	HS or GED	3	8				8
Team Lead	City of Dublin	$ 78,145	$ 76,119	$ 78,241	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	$ 64,480	$ 55,000	$ 85,000	Equal to			1				1
Service Manager	City of Grove City	$ 94,411	$ 65,769	$ 114,732	Equal to							
Maintenance Technician	City of Hilliard	$ 63,574	$ 49,564	$ 75,595	Less than	HS or GED	2	29				29
Street Foreman	City of London		$ 58,073	$ 70,678				1				1
Streets Foreman	City of Marysville	$ 74,630	$ 65,091	$ 78,200				1				1
Foreman	City of Powell	$ 85,176	$ 73,320	$ 98,259	Equal to	HS or GED	5	1				1
Maintenance Superintendent	City of Reynoldsburg	$ 91,811	$ 71,157	$ 138,237	Equal to	HS or GED	5	1				1
Superintendent of Streets	City of Reynoldsburg	$ 113,443	$ 71,157	$ 138,237	Equal to	HS or GED	5	1				1
Maintenance Manager	City of Upper Arlington	$ 87,430	$ 64,397	$ 93,376	Equal to	Associate	2	1				1
Maintenance Supervisor	City of Worthington	$ 98,038	$ 77,774	$ 98,038				4				4
Maintenance Manager	Delaware County	$ 85,518	$ 72,467	$ 105,078		Associate		1				1
Maintenance Foreman	Franklin County - BOC	$ 56,118	$ 52,187	$ 75,670	Equal to	HS or GED	3	1				1
Foreman	Mifflin Township		$ 57,990	$ 75,400								
Foreman	Perry Township	$ 78,561	$ 78,561					1				1
Road & Facility Maintenance Foreman	Violet Township		$ 62,400	$ 90,854				2				2
Maintenance Worker	Village of Plain City		$ 45,035	$ 65,304								
	AVERAGES	$ 82,861	$ 64,516	$ 91,882								

Public Works/Public Services (Con't.)												
Maintenance Supervisor	**Government Entity**	**Avg. Annual Salary**	**Salary Range Minimum**	**Salary Range Maximum**	**Level Of Match**	**Minimum Educ.**	**Years of Exp.**	**Full-Time Employee**	**Part-Time Employee**	**Intern/Apprentice.**	**Seasonal Employee**	**Total # of Employees**
Streets Supervisor & Water & Service Supervisor	City of Bexley	$ 85,991	$ 76,752	$ 104,468		HS or GED		2				2
Street/Water/Wastewater Supt	City of Canal Winchester		$ 65,939	$ 103,262				3				3
Building Maintenance Supervisor I	City of Columbus	$ 81,120	$ 61,298	$ 91,915	Equal to	HS or GED	1	8				8
Operations Administrator	City of Dublin	$ 96,145	$ 71,000	$ 104,100	Equal to	HS or GED	3					
Facility Maintenance Supervisor	City of Grove City	$ 90,396	$ 59,800	$ 104,312	Equal							
Facilities Manager	City of Grandview Heights	$ 72,613	$ 70,000	$ 100,000	Equal To			1				1
Maintenance Supervisor	City of Hilliard	$ 80,369	$ 56,700	$ 84,000	Equal to	HS or GED	3	5				5
Street Superintendent	City of Johnstown	$ 66,560						1				1
Street Superintendent	City of London		$ 64,961	$ 88,703				1				1
Superintendent of Streets	City of Marysville	$ 92,976	$ 75,000	$ 100,000				1				1
Maintenance Assistant Superintendent	City of Reynoldsburg	$ 77,938	$ 61,963	$ 114,400	Equal to	HS or GED	2	1				1
Assistant Superintendent of Streets	City of Reynoldsburg	$ 98,030	$ 64,251	$ 119,163	Equal to	HS or GED	3	1				1
Building Maintenance Worker	City of Reynoldsburg	$ 74,589	$ 59,322	$ 74,589	Equal to	HS or GED	0.5	1				1
Streets Supervisor / Wastewater Treatment Superintendent	City of Sunbury	$ 94,120	$ 76,440	$ 109,200				1				1
Facilities Manager	City of Upper Arlington	$ 100,029	$ 72,355	$ 104,914	Equal to	Associate	1	1				1
Maintenance Supervisor / Utilities Maintenance Supervisor	City of Westerville	$ 93,246	$ 78,562	$ 117,853	Equal to	HS or GED	5	3				3
Public Service Superintendent	City of Whitehall	$ 96,949	$ 84,552	$ 101,525	Equal to	HS or GED		1				1
Maintenance Superintendent	City of Worthington	$ 118,899	$ 94,328	$ 118,899				1				1
Facilities Maintenance Supervisor	Fairfield County	$ 53,581	$ 45,781	$ 75,546	Equal to							
Building Manager	Franklin County - BOC	$ 75,712	$ 75,150	$ 108,971	Equal To	Associate	3	4				4
Maintenance Manager	Orange Township	$ 90,347						1				1
Maintenance Technician	Truro Township	$ 60,197						1				1
Road Superintendent	Perry Township	$ 97,593	$ 97,593					1				1
Maintenance Supervisor	Village of Galena	$ 60,000			Equal to			1				1
Public Works Superintendent	Village of Hebron	$ 78,062	$ 72,758	$ 90,937	Less than	HS or GED	5	1				1
Maintenance Supervisor	Village of Plain City		$ 56,485	$ 81,905	Equal to							
Public Service Operations Manager	Village of West Jefferson		$ 76,383	$ 95,036	Equal to			1				1
Street Labor and Maintenance	Village of West Jefferson		$ 52,058	$ 64,874	Equal to			4				4
	AVERAGES	**$ 84,150**	**$ 69,560**	**$ 98,199**								

Meter Reader	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Parking Service Technician	City of Columbus	$ 70,907	$ 52,228	$ 70,907	Equal to			3				3
Water Distribution Meter Technician I - III	City of Delaware	$ 55,702	$ 50,371	$ 76,190	Greater than	HS or GED	0	2				2
Utility Distribution Operator	City of Marysville		$ 56,784	$ 67,968				3				3
Utility Maintenance Specialist 2	Franklin County - BOC	$ 59,384	$ 44,429	$ 64,418	Equal To	HS or GED	1	1				1
	AVERAGES	$ 61,998	$ 50,953	$ 69,871								

Municipal Housing Specialist	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Permit Specialist	City of Whitehall	$ 69,534	$ 63,565	$ 75,899	Equal to			1				1
	AVERAGES	$ 69,534	$ 63,565	$ 75,899								

Stock Room Clerk	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Storekeeper	City of Westerville	$ 70,886	$ 65,957	$ 98,946	Equal to	HS or GED	2	3	0	1	0	4
Asset Control Specialist	Delaware County	$ 55,266	$ 46,500	$ 67,426		Associate				1		1
Storekeeper 1	Franklin County - BOC	$ 40,789	$ 40,040		Equal To	HS or GED	6 mos.	4				4
	AVERAGES	$ 55,647	$ 50,832	$ 83,186								

Stormwater Technician	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Sewer Maintenance & Repair Technician	City of Delaware	$ 57,104	$ 52,582	$ 78,957	Equal to	HS or GED	0	5				5
Stormwater Coordinator	City of Hilliard	$ 82,514	$ 70,350	$ 105,000	Equal to	HS or GED	2	1				1
Storm Water Specialist III	City of Lancaster		$ 53,476	$ 70,720				1				1
Stormwater Technician	City of Marysville		$ 59,401	$ 71,386				1				1
Legal Assistant	City of Mount Vernon	$ 48,006	$ 48,006	$ 67,205		Associate						
Assistant Superintendent of Stormwater	City of Reynoldsburg	$ 89,190	$ 64,251	$ 119,163	Equal to	HS or GED	3	1				1
Service Worker	City of Upper Arlington	$ 72,273	$ 59,418	$ 72,627	Equal to	HS or GED	1	15				15
Collection System Laborer	Delaware County	$ 52,336	$ 43,047	$ 62,418		HS or GED		6				6
	AVERAGES	$ 54,720	$ 47,815	$ 70,687								

Supervisor, Data Entry	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
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	$ 95,562	$ 68,259	$ 98,976	Equal to	Bachelor	4	1				1
Office Manager 2	Franklin County - BOC	$ 62,067	$ 52,187	$ 75,670	Greater than	Associate	3	2				2
	AVERAGES	$ 78,398	$ 62,467	$ 90,573								

Public Works/Public Services

Traffic Engineer	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Traffic Engineer	City of Delaware		$ 80,226	$ 112,299	Equal to	Master	5					
Civil Engineer II	City of Dublin	$ 105,742	$ 82,100	$ 120,500	Equal to		4					
Transportation/Mobility Engineer	City of Marysville	$ 118,976	$ 90,000	$ 130,000				1				1
Electrician/Traffic Technician	City of Upper Arlington	$ 63,638	$ 60,750	$ 88,088	Equal to	Associate	5	1				1
Lead Traffic Signal Technician	City of Westerville	$ 89,898	$ 74,110	$ 111,176	Equal to	HS or GED	5+	1				1
Deputy Chief Engineer	Delaware County	$ 149,157						1				1
	AVERAGES	$ 105,482	$ 77,437	$ 112,413								

Traffic Signal Technician	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Electronic System Technician	City of Columbus	$ 86,049	$ 65,540	$ 101,296	Equal to		2	29				29
Traffic Technician Apprentice I, II & III	City of Delaware	$ 69,394	$ 43,410	$ 80,392	Equal to	HS or GED		5				5
Electrical Worker	City of Dublin	$ 70,596	$ 54,612	$ 76,987	Equal to							
Signal Technician II	City of Lancaster		$ 57,948	$ 68,640				2				2
Traffic Signal Technician II	City of Marysville	$ 74,630	$ 62,214	$ 74,630				1				1
Public Works Traffic Signal Technician	City of Mount Vernon	$ 61,924	$ 61,924	$ 71,094		HS or GED	0-1					
Electrician/Traffic Technician	City of Upper Arlington	$ 63,638	$ 60,750	$ 88,088	Equal to	Associate	5					
Traffic Signal Technician	City of Westerville	$ 72,405	$ 65,957	$ 98,946	Equal to	HS or GED	>1	1				1
Traffic Signal Technician	City of Worthington	$ 87,478	$ 69,497	$ 87,478				1				1
	AVERAGES	$ 73,264	$ 60,206	$ 83,061								

Urban Planner	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Development/Neighborhoods Program Coordinator	City of Columbus	$ 112,923	$ 96,533	$ 144,830	Equal to	Bachelor	2	15				
Planner II	City of Dublin	$ 90,776	$ 71,000	$ 104,100	Equal to	Bachelor	1					
Community Planner	City of Westerville	$ 85,786	$ 69,930	$ 104,874	Equal to	Bachelor	2+	3				3
Economic Development Specialist	City of Whitehall	$ 75,564		$ 76,107	Equal to	Bachelor	1	1				1
Planner I	Delaware County	$ 70,200						1				1
Economic Development Administrator	Franklin County - BOC		$ 68,099	$ 98,738	Equal to	Bachelor	5					
	AVERAGES	$ 87,050	$ 76,390	$ 105,730								

Public Works/Public Services (Con't.)

Wastewater Treatment Technician	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Maintenance, Water, Wastewater Tech I	City of Canal Winchester		$ 46,978	$ 69,559				10	1			11
Pretreatment Technician	City of Columbus	Vacant	$ 53,705	$ 73,840	Equal to		1					
Environmental Plant Operator-Trainee I, II & III	City of Delaware	$ 80,021	$ 55,453	$ 86,570	Equal To	HS or GED		14				14
Superintendent	City of Johnstown	$ 92,539						1				1
Pretreatment Coordinator	City of Lancaster		$ 59,404	$ 70,720				1				1
Wastewater Treatment Technician	City of Marion	$ 63,670	$ 58,000	$ 73,000				26				26
Wastewater Plant Operator	City of Marysville		$ 59,401	$ 71,386				6				6
Wastewater Plant - Bio-Solids Technician	City of Mount Vernon	$ 75,296	$ 75,296	$ 75,296		HS or GED		1				1
Assistant Superintendent of Water/Wastewater	City of Reynoldsburg	$ 79,810	$ 64,251	$ 119,163	Equal to	HS or GED	3	1				1
Class 1 Operator / Plant Attendant	City of Sunbury	$ 53,040	$ 41,600	$ 82,992				2				2
RSD Maintenance Tech	Delaware County	$ 64,011	$ 54,912	$ 77,584				9				9
Wastewater Operator	Fairfield County	$ 33,280	$ 31,200	$ 43,680	Equal to							
Wastewater Operator 1	Franklin County - BOC	$ 68,349	$ 49,005	$ 71,053	Equal To	HS or GED	3	1				1
Water Reclamation Superintendent	Village of Hebron	$ 90,937	$ 72,758	$ 90,937	Equal to	HS or GED	5	1				1
Public Service Water Superintendent	Village of West Jefferson		$ 78,088	$ 97,311				1				1
Public Service Asst Water Superintendent	Village of West Jefferson		$ 75,485	$ 94,068				1				1
	AVERAGES	$ 70,095	$ 58,369	$ 79,811								

Water Treatment Plant Operations	Government Entity	Avg. Annual Salary	Salary Range Minimum	Salary Range Maximum	Level Of Match	Minimum Educ.	Years of Exp.	Full-Time Employee	Part-Time Employee	Intern/Apprentice.	Seasonal Employee	Total # of Employees
Maintenance, Water, Wastewater Tech II	City of Canal Winchester		$ 53,418	$ 83,241				7				7
Water Plant Operations Manager	City of Columbus	$ 121,929	$ 96,533	$ 144,830	Equal to		2	3				3
Environmental Plant Operator-Trainee I, II & III	City of Delaware	$ 79,064	$ 55,453	$ 86,570	Equal to	HS or GED		14				14
Superintendent	City of Johnstown	$ 74,776						1				1
Water Operator (Unclassified-Operator III)	City of Lancaster		$ 53,790	$ 67,288				28				28
Water Treatment Plant Operator	City of Marion	$ 102,700	$ 93,100	$ 112,300				2				2
Water Plant Operator	City of Marysville		$ 59,401	$ 71,386				6				6
Shift Operator - Water & Wastewater Plant	City of Mount Vernon	$ 59,051	$ 59,051	$ 72,113		HS or GED		8				8
Water/Wastewater Superintendent	City of Reynoldsburg	$ 95,160	$ 71,157	$ 138,237	Equal to	HS or GED	5	1				1
Water Operations Superintendent	City of Westerville	$ 106,787	$ 101,795	$ 152,714	Equal to	Bachelor's	5+	1				1
Regional Wastewater Facility Operator	Delaware County	$ 63,512	$ 48,880	$ 83,616		HS or GED		19				19
Utility Service Supervisor, Treatment Operations	Franklin County - BOC	$ 71,760	$ 57,741	$ 83,720	Equal to	HS or GED	5	1				1
Water Superintendent	Village of Hebron	$ 90,937	$ 72,758	$ 90,937	Equal to	HS or GED	5	1				1
Public Service Wastewater Superintendent	Village of West Jefferson		$ 78,088	$ 97,311				1				1
Public Service Asst Wastewater Superintendent	Village of West Jefferson		$ 75,485	$ 94,068				1				1
Water Operator Class 1	Village of West Jefferson		$ 54,661	$ 68,118				1				1
	AVERAGES	$ 86,568	$ 68,754	$ 96,430								

MID-OHIO REGIONAL
MORPC
PLANNING COMMISSION

SECTION 6A

MEDICAL, DENTAL & VISION PLANS
(Bargaining)

2026 Health, Dental & Vision 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.)	Police, AFSCME	AFSCME 1632, AFSCME 2191, CWA, FOP, FOP-OLC, IAFF	FOP, IAFF, AFSCME, PWUPA, Water & Wastewater	USW, FOP, OLC
Do you offer medical coverage to your employees?	Yes	Yes	Yes	Yes
What type of plan do you offer?	HSFA	PPO, DCFSA	PPO,HFSA,DCFSA	HSFA, DCFSA
How many employees are enrolled in medical plan?		6523-PPO/17-DCFSA	144, 26, 2	175, 4
Funding type?	Fully-insured	PPO Self Insured	Self-insured	Self-Insured
If other, please describe:		The City of Columbus offers a High Deductible Health Plan with an HSA. The enrollment for that plan is 557.		
Monthly Premiums: Total Monthly Premium				
Employee Only	$790.71	$0.00	$1,184	$1,875.00
Employee & Spouse/Domestic Partner	$1,548.64		$0	$0.00
Employee & Child(ren)	$1,750.64		$0	$0.00
Employee & Family	$2,439.20		$3,549	$3,750.00
Monthly Premiums: Total Employer Cost				
Employee Only	$632.57	$2,231.00	$1,006	0
Employee & Spouse/Domestic Partner	$1,238.91		$0	0
Employee & Child(ren)	$1,400.51		$0	0
Employee & Family	$1,951.36	$2,231.00	$3,016	0
Monthly Premiums: Total Employee Cost				
Employee Only	$158.14		$178	$1,875.00
Employee & Spouse/Domestic Partner	$309.73		$0	$0.00
Employee & Child(ren)	$350.13		$0	$0.00
Employee & Family	$487.84		$532	$3,750.00

2026 Health, Dental & Vision BARGAINING	City of Bexley	City of Columbus	City of Delaware	City of Dublin
In Network Deductible:				
Individual deductible	$1,700	$300	$0	$2,500.00
Family deductible	$3,400	$600	$0	$5,000.00
Coinsurance (e.g., 80/20, 70/30, etc.)	50-50	80/20	90/10 for the first $1,000. then 80/20 of the next $3,000	85/15
Lifetime maximum for medical plan		N/A	n/a	
Office co-payment (Primary Care Physician)	Co-Ins after ded	$20	$10	
Office co-payment (Specialist)	Co-Ins after ded	$30	$10	
Co-payment or co-insurance (Emergency room)	Co-Ins after ded	$150, 20% after copay and deductible, copay waived if admitted	Deductible then coinsurance	
Co-payment or co-insurance (Urgent Care)	Co-Ins after ded	$30	Deductible then coinsurance	
Co-payment or co-insurance generic drugs (retail)	Co-Ins 50%	$5	20%	
Co-payment or co-insurance preferred brand (retail)	Co-Ins 50%	$15	50% after $25 copay until max is met, then $25	
Co-payment or co-insurance non-preferred drugs (retail)	Co-Ins 50%	$30	50% after $25 copay until max is met, then $25	
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	Co-Ins 50%	$12.50	10%/25% until out of pocket is met	
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	Co-Ins 50%	$25	10%/25% until out of pocket is met	
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	Co-Ins 50%	$60	10%/25% until out of pocket is met	

2026 Health, Dental & Vision BARGAINING	City of Bexley	City of Columbus	City of Delaware	City of Dublin
Out-of-Network Deductible:				
Individual deductible	$2,900	$800	$500	$5,000
Family deductible	$5,800	$1,600	$1,000	$10,000
Coinsurance (e.g., 80/20, 70/30, etc.)	50-50	60/40	$0.50	60/40
Lifetime maximum for medical plan		N/A	n/a	
Office co-payment (Primary Care Physician)	60% Co-Ins after ded	$0 co-pay, 40% of eligible expenses	50% after deductible	
Office co-payment (Specialist)	60% Co-Ins after ded	$0 co-pay, 40% of eligible expenses	50% after deductible	
Co-payment or co-insurance (Emergency room)	Emergency pd at network level (50% Co-Ins) non emergency (60% Co-Ins)	$150, 20% after copay and deductible, copay waived if admitted	Deductible then coinsurance	
Co-payment or co-insurance (Urgent Care)	60% Co-Ins after ded	$30, 40% after copay and deductible	50% after deductible	
Co-payment or co-insurance generic drugs (retail)	Not Covered	$5	20%	
Co-payment or co-insurance preferred brand (retail)	Not Covered	$15	50% after $25 copay until max is met, then $25	
Co-payment or co-insurance non-preferred drugs (retail)	Not Covered	$30	50% after $25 copay until max is met, then $25	
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	Not Covered	$12.50	10%/25% until out of pocket is met	
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	Not Covered	$25	10%/25% until out of pocket is met	
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	Not Covered	$60	10%/25% until out of pocket is met	
Do you provide a credit/incentive to employees who opt	Yes			
out of medical coverage?			Yes	No

2026 Health, Dental & Vision 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	$1,850		$2,000
If yes, what age group is covered?	Children	Treatment must begin prior to age 19 and coverage will		Child and Adult
Monthly Dental Premiums if not bundled with medical plan				
Total Monthly Premium				
Employee Only	$40.12		$40	$65.66
Employee & Spouse/Domestic Partner	$76.92		$0	$0.00
Employee & Child(ren)	$90.92		$0	$0.00
Employee & Family	$139.14		$88	$210.56
Monthly Employer Cost				
Employee Only	$20.06		$34	$65.66
Employee & Spouse/Domestic Partner	$38.46		$0	$0.00
Employee & Child(ren)	$45.46		$0	$0.00
Employee & Family	$69.57		$75	$210.56
Monthly Employee Cost				
Employee Only	$20.06		$6	$0.00
Employee & Spouse/Domestic Partner	$38.46		$0	$0.00
Employee & Child(ren)	$45.46		$0	$0.00
Employee & Family	$69.57		$13	$0.00

2026 Health, Dental & Vision 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	$9.22		$7	$8.31
Employee & Spouse/Domestic Partner	$18.44		$12	$0.00
Employee & Child(ren)	$29.66		$13	$0.00
Employee & Family	$29.66		$19	$24.93
Monthly Employer Cost				
Employee Only	$4.61		$0	$8.31
Employee & Spouse/Domestic Partner	$9.22		$0	$0.00
Employee & Child(ren)	$14.83		$0	$0.00
Employee & Family	$14.83		$0	$24.93
Monthly Employee Cost				
Employee Only	$4.61		$7	$0.00
Employee & Spouse/Domestic Partner	$9.22		$12	$0.00
Employee & Child(ren)	$14.83		$13	$0.00
Employee & Family	$14.83		$19	$0.00

2026 Health, Dental & Vision BARGAINING	City of Gahanna	City of Grandview Heights	City of Grove City
If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.)	United Steel Workers, FOP, FOP/OLC	IAFF, FOP	FOP, FOP-OLC, AFSCME
Do you offer medical coverage to your employees?	Yes	No	Yes
What type of plan do you offer?	PPO, DCFSA	PPO, DCSFA	
How many employees are enrolled in medical plan?		36	
Funding type?	Self-insured	Fully-insured	
If other, please describe:			HDHP with HSA, self-insured consortium
Monthly Premiums: Total Monthly Premium			
Employee Only	$845.92	$2,818.67	$1,228.57
Employee & Spouse/Domestic Partner	$1,586.07	$2,818.67	$3,181.59
Employee & Child(ren)	$1,750.58	$2,818.67	$3,181.59
Employee & Family	$2,490.73	$2,818.67	$3,181.59
Monthly Premiums: Total Employer Cost			
Employee Only	$795.16	$2,624.67	$1,044.28
Employee & Spouse/Domestic Partner	$1,490.91	$2,324.67	$2,704.35
Employee & Child(ren)	$1,645.55	$2,324.67	$2,704.35
Employee & Family	$2,341.29	$2,324.67	$2,704.35
Monthly Premiums: Total Employee Cost			
Employee Only	$50.76	$194.00	$184.29
Employee & Spouse/Domestic Partner	$95.16	$494.00	$477.24
Employee & Child(ren)	$105.03	$494.00	$477.24
Employee & Family	$149.44	$494.00	$477.24

2026 Health, Dental & Vision BARGAINING	City of Gahanna	City of Grandview Heights	City of Grove City
In Network Deductible:			
Individual deductible	$2,300.00	$200.00	$3,400.00
Family deductible	$6,400.00	$500.00	$5,000.00
Coinsurance (e.g., 80/20, 70/30, etc.)	No charge	100%	
Lifetime maximum for medical plan		-	
Office co-payment (Primary Care Physician)	Deductible then 0%	$20.00	
Office co-payment (Specialist)		$20-$40	
Co-payment or co-insurance (Emergency room)	Deductible then 0%	$150.00	
Co-payment or co-insurance (Urgent Care)		$25.00	
Co-payment or co-insurance generic drugs (retail)	Deductible then $10 copay	$5.00	
Co-payment or co-insurance preferred brand (retail)	Deductible then 25% with min. $25	$25	
Co-payment or co-insurance non-preferred drugs (retail)	Deductible then 35% with min. $70	$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. $50	$63	
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	Deductible then 35% with min. $210	$125	

2026 Health, Dental & Vision BARGAINING	City of Gahanna	City of Grandview Heights	City of Grove City
Out-of-Network Deductible:			
Individual deductible	$6,000	$400	$5,000.00
Family deductible	$12,000	$1,000	$10,000.00
Coinsurance (e.g., 80/20, 70/30, etc.)	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)	N/A	not covered	
Co-payment or co-insurance preferred brand (retail)	N/A	not covered	
Co-payment or co-insurance non-preferred drugs (retail)	N/A	not covered	
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	N/A	not covered	
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	N/A	not covered	
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	N/A	not covered	
Do you provide a credit/incentive to employees who opt			
out of medical coverage?	Yes	No	Yes

2026 Health, Dental & Vision BARGAINING	City of Gahanna	City of Grandview Heights	City of Grove City
Dental Coverage:			
Do you offer Dental coverage to your employees?	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	Yes
If yes, per person lifetime maximum?	$1,500	$2,000	$1,500
If yes, what age group is covered?	Up to age 19 dependents only		Up to 19 yrs old
Monthly Dental Premiums if not bundled with medical plan			
Total Monthly Premium			
Employee Only	$98.34	part of medical	$101.31
Employee & Spouse/Domestic Partner	$98.34	part of medical	$101.31
Employee & Child(ren)	$98.34	part of medical	$101.31
Employee & Family	$98.34	part of medical	$101.31
Monthly Employer Cost			
Employee Only	$98.34	part of medical	$86.11
Employee & Spouse/Domestic Partner	$98.34	part of medical	$86.11
Employee & Child(ren)	$98.34	part of medical	$86.11
Employee & Family	$98.34	part of medical	$86.11
Monthly Employee Cost			
Employee Only	$0.00	part of medical	$15.20
Employee & Spouse/Domestic Partner	$0.00	part of medical	$15.20
Employee & Child(ren)	$0.00	part of medical	$15.20
Employee & Family	$0.00	part of medical	$15.20

2026 Health, Dental & Vision BARGAINING	City of Gahanna	City of Grandview Heights	City of Grove City
Vision Coverage:			
Do you offer vision coverage to your employees?	Yes	Yes	Yes
Is your vision bundled with your medical plan?	Yes	Yes	No
Please provide information below if not bundled with medical			
Total Monthly Premium			
Employee Only	$22.27	part of medical	$23.97
Employee & Spouse/Domestic Partner	$22.27	part of medical	$23.97
Employee & Child(ren)	$22.27	part of medical	$23.97
Employee & Family	$22.27	part of medical	$23.97
Monthly Employer Cost			
Employee Only	$22.27	part of medical	$20.37
Employee & Spouse/Domestic Partner	$22.27	part of medical	$20.37
Employee & Child(ren)	$22.27	part of medical	$20.37
Employee & Family	$22.27	part of medical	$20.37
Monthly Employee Cost			
Employee Only	$0.00	part of medical	$3.60
Employee & Spouse/Domestic Partner	$0.00	part of medical	$3.60
Employee & Child(ren)	$0.00	part of medical	$3.60
Employee & Family	$0.00	part of medical	$3.60

2026 Health, Dental & Vision BARGAINING	City of Groveport	City of Hilliard	City of Johnstown
If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.)	Police		Police / AFSCME
Do you offer medical coverage to your employees?	Yes	Yes	Yes
What type of plan do you offer?	PPO, HSFA, DCFSA	PPO	PPO
How many employees are enrolled in medical plan?	23, 13	27	25
Funding type?	PPO (Fully), HSFA (Self)	Self-insured	Fully-insured
If other, please describe:			
Monthly Premiums: Total Monthly Premium			
Employee Only	$1,419.64	$980.21	$648.43
Employee & Spouse/Domestic Partner	$4,478.51	$2,902.66	$1,424.28
Employee & Child(ren)	$4,478.51	$2,923.71	$1,165.67
Employee & Family	$4,478.51	$2,923.71	$1,941.52
Monthly Premiums: Total Employer Cost			
Employee Only	$1,281.04	$914.60	$583.59
Employee & Spouse/Domestic Partner	$4,041.41	$2,708.88	$1,281.86
Employee & Child(ren)	$4,041.41	$2,728.53	$1,049.11
Employee & Family	$4,041.41	$2,728.53	$1,747.36
Monthly Premiums: Total Employee Cost			
Employee Only	$138.60	$65.61	$64.84
Employee & Spouse/Domestic Partner	$437.10	$193.78	$142.42
Employee & Child(ren)	$437.10	$195.18	$116.56
Employee & Family	$437.10	$195.18	$194.16

2026 Health, Dental & Vision BARGAINING	City of Groveport	City of Hilliard	City of Johnstown
In Network Deductible:			
Individual deductible	$5,000.00	$100.00	$6,550.00
Family deductible	$10,000.00	$200.00	$13,100.00
Coinsurance (e.g., 80/20, 70/30, etc.)	pays 100% of most	10%	100/0
Lifetime maximum for medical plan	none		unlimited
Office co-payment (Primary Care Physician)	no charge after ded.	$30.00	deductible & co-insurance
Office co-payment (Specialist)	no charge after ded.	$30.00	deductible & co-insurance
Co-payment or co-insurance (Emergency room)	no charge after ded.	$100.00	deductible & co-insurance
Co-payment or co-insurance (Urgent Care)	no charge after ded.	$30.00	deductible & co-insurance
Co-payment or co-insurance generic drugs (retail)	no charge after ded.	$5.00	deductible & co-insurance
Co-payment or co-insurance preferred brand (retail)	no charge after ded.	$10.00	deductible & co-insurance
Co-payment or co-insurance non-preferred drugs (retail)	no charge after ded.	$20.00	deductible & co-insurance
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	no charge after ded.	$10.00	deductible & co-insurance
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	no charge after ded.	$20.00	deductible & co-insurance
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	no charge after ded.	$20.00	deductible & co-insurance

2026 Health, Dental & Vision BARGAINING	City of Groveport	City of Hilliard	City of Johnstown
Out-of-Network Deductible:			
Individual deductible	$7,500.00	$250.00	$13,100.00
Family deductible	$15,000.00	$500.00	$26,200.00
Coinsurance (e.g., 80/20, 70/30, etc.)	pays 50%	30%	50/50
Lifetime maximum for medical plan	none		unlimited
Office co-payment (Primary Care Physician)	50% coinsurance	$30.00	deductible & co-insurance
Office co-payment (Specialist)	50% coinsurance	$30.00	deductible & co-insurance
Co-payment or co-insurance (Emergency room)	50% coinsurance	$100.00	deductible & co-insurance
Co-payment or co-insurance (Urgent Care)	no charge after ded.	$30.00	deductible & co-insurance
Co-payment or co-insurance generic drugs (retail)	doesn't apply	n/a	deductible & co-insurance
Co-payment or co-insurance preferred brand (retail)	doesn't apply	n/a	deductible & co-insurance
Co-payment or co-insurance non-preferred drugs (retail)	doesn't apply	n/a	deductible & co-insurance
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	doesn't apply	n/a	deductible & co-insurance
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	doesn't apply	n/a	deductible & co-insurance
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	doesn't apply	n/a	deductible & co-insurance
Do you provide a credit/incentive to employees who opt			
out of medical coverage?	Yes	No	No

2026 Health, Dental & Vision BARGAINING	City of Groveport	City of Hilliard	City of Johnstown
Dental Coverage:			
Do you offer Dental coverage to your employees?	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	Yes
If yes, per person lifetime maximum?	$1,000	$1,500	$2,000
If yes, what age group is covered?	up to 19	Under 18	18
Monthly Dental Premiums if not bundled with medical plan			
Total Monthly Premium			
Employee Only	$44.34	$24.44	$38.06
Employee & Spouse/Domestic Partner	$84.80	$48.86	$70.28
Employee & Child(ren)	$84.80	$68.13	
Employee & Family	$157.86	$68.13	$131.35
Monthly Employer Cost			
Employee Only	$44.34	$22.81	$34.26
Employee & Spouse/Domestic Partner	$84.80	$45.60	$63.26
Employee & Child(ren)	$84.80	$63.59	
Employee & Family	$157.86	$63.59	$118.21
Monthly Employee Cost			
Employee Only	$0.00	$1.63	$3.80
Employee & Spouse/Domestic Partner	$0.00	$3.26	$7.02
Employee & Child(ren)	$0.00	$4.54	
Employee & Family	$0.00	$4.54	$13.14

2026 Health, Dental & Vision BARGAINING	City of Groveport	City of Hilliard	City of Johnstown
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	$18.09	$4.57	$10.44
Employee & Spouse/Domestic Partner	$30.47	$9.12	$17.58
Employee & Child(ren)	$30.47	$10.90	$17.95
Employee & Family	$50.15	$10.90	$28.94
Monthly Employer Cost			
Employee Only	$18.09	$4.27	$9.40
Employee & Spouse/Domestic Partner	$30.47	$8.51	$15.82
Employee & Child(ren)	$30.47	$10.17	$16.15
Employee & Family	$50.15	$10.17	$26.04
Monthly Employee Cost			
Employee Only	$0.00	$0.30	$1.04
Employee & Spouse/Domestic Partner	$0.00	$0.61	$1.76
Employee & Child(ren)	$0.00	$0.73	$1.80
Employee & Family	$0.00	$0.73	$2.90

2026 Health, Dental & Vision BARGAINING	City of Lancaster	City of London	City of Marion
If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.)	AFSCME, FOP, Communications Technicians, FOP Supervisors and Fire	AFSCME, IAFF, OPBA	Fire, Police, AFSCME, USW
Do you offer medical coverage to your employees?	Yes	Yes	Yes
What type of plan do you offer?	PPO, HSFA, DCFSA	PPO, HFSA	PPO
How many employees are enrolled in medical plan?	379, 161, 2	56	154
Funding type?	Self-insured	Self-insured	Self-insured
If other, please describe:			
Monthly Premiums: Total Monthly Premium			
Employee Only	$884.26	$832.15	$1,039.00
Employee & Spouse/Domestic Partner	N/A	$1,830.54	$2,189.00
Employee & Child(ren)	N/A	$1,497.71	$1,977.00
Employee & Family	$2,409.17	$2,496.38	$3,128.00
Monthly Premiums: Total Employer Cost			
Employee Only	$751.62	$707.33	$883.14
Employee & Spouse/Domestic Partner	N/A	$1,555.96	$1,860.64
Employee & Child(ren)	N/A	$1,273.05	$1,680.44
Employee & Family	$2,047.79	$2,121.92	$2,658.80
Monthly Premiums: Total Employee Cost			
Employee Only	$132.64	$124.82	$155.86
Employee & Spouse/Domestic Partner	N/A	$274.58	$328.36
Employee & Child(ren)	N/A	$224.66	$296.56
Employee & Family	$361.38	$374.46	$469.20

2026 Health, Dental & Vision BARGAINING	City of Lancaster	City of London	City of Marion
In Network Deductible:			
Individual deductible	$400.00	$2,000.00	$2,000.00
Family deductible	$800.00	$4,000.00	$4,000.00
Coinsurance (e.g., 80/20, 70/30, etc.)	20%		$0.00
Lifetime maximum for medical plan	$4000/$8,000		
Office co-payment (Primary Care Physician)	$25	$10.00	$20 after deductible
Office co-payment (Specialist)	$25	$40.00	$40 after deductible
Co-payment or co-insurance (Emergency room)	$100	$300.00	$250 after deductible
Co-payment or co-insurance (Urgent Care)	$50	25	$75 after deductible
Co-payment or co-insurance generic drugs (retail)	$10	10	$10 after deductible
Co-payment or co-insurance preferred brand (retail)	$30	35	$35 after deductible
Co-payment or co-insurance non-preferred drugs (retail)	$60	70	$60 after deductible
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	$20	25	$25 after deductible
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	$60	87.5	$88 after deductible
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	$120	175	$150 after deductible

2026 Health, Dental & Vision BARGAINING	City of Lancaster	City of London	City of Marion
Out-of-Network Deductible:			
Individual deductible	$1,000	$5,000.00	$4,000.00
Family deductible	$2,000	$10,000.00	$8,000.00
Coinsurance (e.g., 80/20, 70/30, etc.)	40%		$0.30
Lifetime maximum for medical plan	$10,000/$20,000		
Office co-payment (Primary Care Physician)	40% coinsurance		30% after deductible
Office co-payment (Specialist)	40% coinsurance		30% after deductible
Co-payment or co-insurance (Emergency room)	40% coinsurance		$250 after deductible
Co-payment or co-insurance (Urgent Care)	40% coinsurance		30% after deductible
Co-payment or co-insurance generic drugs (retail)	40% coinsurance		50% coinsurance
Co-payment or co-insurance preferred brand (retail)	40% coinsurance		50% coinsurance
Co-payment or co-insurance non-preferred drugs (retail)	40% coinsurance		50% coinsurance
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	40% coinsurance		not covered
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	40% coinsurance		not covered
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	40% coinsurance		not covered
Do you provide a credit/incentive to employees who opt			
out of medical coverage?	No		Yes

2026 Health, Dental & Vision BARGAINING	City of Lancaster	City of London	City of Marion
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	$1,000	$1,000
If yes, what age group is covered?	child and adult		up to 19
Monthly Dental Premiums if not bundled with medical plan			
Total Monthly Premium			
Employee Only	$52.00	$32.85	$30.40
Employee & Spouse/Domestic Partner	N/A	$63.44	$84.27
Employee & Child(ren)	N/A	$86.39	$84.52
Employee & Family	$104.00	$132.26	$84.58
Monthly Employer Cost			
Employee Only	$44.20	$0.00	$25.84
Employee & Spouse/Domestic Partner	N/A	$0.00	$71.57
Employee & Child(ren)	N/A	$0.00	$71.84
Employee & Family	$88.40	$0.00	$71.90
Monthly Employee Cost			
Employee Only	$7.80	$32.85	$4.56
Employee & Spouse/Domestic Partner	N/A	$63.44	$12.70
Employee & Child(ren)	N/A	$86.39	$12.68
Employee & Family	$15.60	$132.26	$12.68

2026 Health, Dental & Vision BARGAINING	City of Lancaster	City of London	City of Marion
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	$12.39	$7.58	$10.22
Employee & Spouse/Domestic Partner	$18.91	$14.42	$17.22
Employee & Child(ren)	N/A	$21.18	$17.58
Employee & Family	$33.91	$21.18	$28.34
Monthly Employer Cost			
Employee Only	$0.00	$0.00	$0.00
Employee & Spouse/Domestic Partner	$0.00	$0.00	$0.00
Employee & Child(ren)	N/A	$0.00	$0.00
Employee & Family	$0.00	$0.00	$0.00
Monthly Employee Cost			
Employee Only	$12.39	$7.58	$10.22
Employee & Spouse/Domestic Partner	$18.91	$14.42	$17.22
Employee & Child(ren)	N/A	$21.18	$17.58
Employee & Family	$33.91	$21.18	$28.34

2026 Health, Dental & Vision BARGAINING	City of Marysville	City of Mount Vernon	City of Powell
If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.)	IAFF, FOP/OLC	OCSEA, FOP, IAFF	AFSCME, FOP
Do you offer medical coverage to your employees?	Yes	Yes	Yes
What type of plan do you offer?	PPO, HSFA, DCFSA	PPO, HSFA	HSFA
How many employees are enrolled in medical plan?		108, 11	55
Funding type?	Self-insured	Fully-insured	Self-insured
If other, please describe:			
Monthly Premiums: Total Monthly Premium			
Employee Only	$1,408.75	$1,135.51	$998.45
Employee & Spouse/Domestic Partner	$3,680.56	$2,385.14	$2,409.65
Employee & Child(ren)	$3,680.56	$2,044.34	$1,972.53
Employee & Family	$3,680.56	$3,407.60	$3,283.89
Monthly Premiums: Total Employer Cost			
Employee Only	$1,127.00	$1,015.18	$898.61
Employee & Spouse/Domestic Partner	$2,944.45	$2,077.37	$2,190.59
Employee & Child(ren)	$2,944.45	$1,787.69	$1,793.21
Employee & Family	$2,944.45	$2,946.46	$2,985.35
Monthly Premiums: Total Employee Cost			
Employee Only	$281.75	$120.33	$99.84
Employee & Spouse/Domestic Partner	$736.11	$307.77	$219.06
Employee & Child(ren)	$736.11	$256.65	$179.32
Employee & Family	$736.11	$461.14	$298.54

2026 Health, Dental & Vision BARGAINING	City of Marysville	City of Mount Vernon	City of Powell
In Network Deductible:			
Individual deductible	$100.00	$1,000.00	$4,000.00
Family deductible	$200.00	$2,000.00	$8,000.00
Coinsurance (e.g., 80/20, 70/30, etc.)	80%/20%	80/20	100%
Lifetime maximum for medical plan	$600/$1,200	-	None
Office co-payment (Primary Care Physician)	$15.00	$20.00	$30 after deductible
Office co-payment (Specialist)	$15.00	$40.00	$60 after deductible
Co-payment or co-insurance (Emergency room)	$100.00	$200.00	Deductible + $400 copay
Co-payment or co-insurance (Urgent Care)	25	$75.00	Deductible + $75 copay
Co-payment or co-insurance generic drugs (retail)	10	$10.00	$0 after deductible
Co-payment or co-insurance preferred brand (retail)	25	$40.00	$35 after deductible
Co-payment or co-insurance non-preferred drugs (retail)	40	$70.00	$70 after deductible
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	25	$20.00	$0 after deductible
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	65	$30.00	$105 after deductible
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	120	$60.00	$210 after deductible

2026 Health, Dental & Vision BARGAINING	City of Marysville	City of Mount Vernon	City of Powell
Out-of-Network Deductible:			
Individual deductible	$200.00		$7,500.00
Family deductible	400,00		$15,000.00
Coinsurance (e.g., 80/20, 70/30, etc.)	60%/40%		50% coinsurance
Lifetime maximum for medical plan	$1,200/$2,400		None
Office co-payment (Primary Care Physician)	40%		50% coinsurance
Office co-payment (Specialist)	40%		50% coinsurance
Co-payment or co-insurance (Emergency room)	$100.00		Deductible + $400 copay
Co-payment or co-insurance (Urgent Care)	40%		50% coinsurance
Co-payment or co-insurance generic drugs (retail)	10		Not covered
Co-payment or co-insurance preferred brand (retail)	25		Not covered
Co-payment or co-insurance non-preferred drugs (retail)	45		Not covered
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	Not Covered		Not covered
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	Not Covered		Not covered
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	Not Covered		Not covered
Do you provide a credit/incentive to employees who opt			
out of medical coverage?	Yes	Yes	Yes

2026 Health, Dental & Vision BARGAINING	City of Marysville	City of Mount Vernon	City of Powell
Dental Coverage:			
Do you offer Dental coverage to your employees?	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	No
If yes, per person lifetime maximum?	$1,000	$1,000	
If yes, what age group is covered?	up to age 19		
Monthly Dental Premiums if not bundled with medical plan			
Total Monthly Premium			
Employee Only	$33.75	$25.15	$29.12
Employee & Spouse/Domestic Partner	$100.58	$49.39	$77.60
Employee & Child(ren)	$100.58	$68.21	$77.60
Employee & Family	$100.58	$92.46	$77.60
Monthly Employer Cost			
Employee Only	$27.01	$21.38	$27.66
Employee & Spouse/Domestic Partner	$80.46	$41.98	$73.72
Employee & Child(ren)	$80.46	$57.98	$73.72
Employee & Family	$80.46	$78.59	$73.72
Monthly Employee Cost			
Employee Only	$6.74	$3.77	$1.46
Employee & Spouse/Domestic Partner	$20.12	$7.41	$3.88
Employee & Child(ren)	$20.12	$10.23	$3.88
Employee & Family	$20.12	$13.87	$3.88

2026 Health, Dental & Vision BARGAINING	City of Marysville	City of Mount Vernon	City of Powell
Vision Coverage:			
Do you offer vision coverage to your employees?	Yes	Yes	No
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	$6.18	$5.62	$10.19
Employee & Spouse/Domestic Partner	$13.99	$10.68	$20.37
Employee & Child(ren)	$13.99	$11.24	$21.82
Employee & Family	$13.99	$16.52	$34.85
Monthly Employer Cost			
Employee Only	$6.18	$4.78	$0.00
Employee & Spouse/Domestic Partner	$11.19	$9.08	$0.00
Employee & Child(ren)	$11.19	$9.55	$0.00
Employee & Family	$11.19	$14.04	$0.00
Monthly Employee Cost			
Employee Only	$0.00	$0.84	$10.19
Employee & Spouse/Domestic Partner	$2.80	$1.60	$20.37
Employee & Child(ren)	$2.80	$1.69	$21.82
Employee & Family	$2.80	$2.48	$34.85

2026 Health, Dental & Vision BARGAINING	City of Reynoldsburg	City of Sunbury	City of Upper Arlington
If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.)			FOP, IAFF, Teamsters
Do you offer medical coverage to your employees?	Yes	Yes	Yes
What type of plan do you offer?	HSFA	PPO, HSFA	HDHP, PPO, HSFA, DCFSA
How many employees are enrolled in medical plan?	97	15, 15	78, 46, 14, 2
Funding type?	Fully-insured	Fully-insured	Self-insured
If other, please describe:			
Monthly Premiums: Total Monthly Premium			
Employee Only	$805.28	$995.47	$1,010.19
Employee & Spouse/Domestic Partner	$2,165.75	$2,183.16	$2,121.37
Employee & Child(ren)	$2,165.75	$1,787.26	$1,717.30
Employee & Family	$2,165.75	$2,974.95	$2,828.51
Monthly Premiums: Total Employer Cost			
Employee Only	$708.65	$945.70	$888.97
Employee & Spouse/Domestic Partner	$1,905.86	$2,044.32	$1,866.81
Employee & Child(ren)	$1,905.86	$1,697.91	$1,511.22
Employee & Family	$1,905.86	$2,796.50	$2,489.09
Monthly Premiums: Total Employee Cost			
Employee Only	$96.63	$49.77	$121.22
Employee & Spouse/Domestic Partner	$259.89	$138.84	$254.56
Employee & Child(ren)	$259.89	$89.35	$206.08
Employee & Family	$259.89	$178.45	$339.42

2026 Health, Dental & Vision BARGAINING	City of Reynoldsburg	City of Sunbury	City of Upper Arlington
In Network Deductible:			
Individual deductible	$3,400.00	$2,500.00	$200.00
Family deductible	$6,800.00	$5,000.00	$400.00
Coinsurance (e.g., 80/20, 70/30, etc.)	$0.00	$0 after deductible	20%
Lifetime maximum for medical plan	n/a		
Office co-payment (Primary Care Physician)	$0.00	$0.00	$20.00
Office co-payment (Specialist)	$0.00	$0 after deductible	$50.00
Co-payment or co-insurance (Emergency room)	$0.00	$0 after deductible	$250.00
Co-payment or co-insurance (Urgent Care)	$0.00	$0 after deductible	25
Co-payment or co-insurance generic drugs (retail)	$10.00	$0 after deductible	10
Co-payment or co-insurance preferred brand (retail)	$30.00	$0 after deductible	40
Co-payment or co-insurance non-preferred drugs (retail)	$50.00	$0 after deductible	70
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	$25.00	$0 after deductible	25
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	$75.00	$0 after deductible	100
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	$120.00	$0 after deductible	175

2026 Health, Dental & Vision BARGAINING	City of Reynoldsburg	City of Sunbury	City of Upper Arlington
Out-of-Network Deductible:			
Individual deductible	$4,800.00	$7,500	$400.00
Family deductible	$9,600.00	$15,000	$800.00
Coinsurance (e.g., 80/20, 70/30, etc.)		$0 after deductible	40%
Lifetime maximum for medical plan	n/a		
Office co-payment (Primary Care Physician)	$0.00	50%	Deductible then 30% co-insurance
Office co-payment (Specialist)	$0.00	50% after deductible	Deductible then 30% co-insurance
Co-payment or co-insurance (Emergency room)	$0.00	50% after deductible	$250.00
Co-payment or co-insurance (Urgent Care)	$0.00	50% after deductible	Deductible then 30% co-insurance
Co-payment or co-insurance generic drugs (retail)	$10.00	50% after deductible	10
Co-payment or co-insurance preferred brand (retail)	$30.00	50% after deductible	40
Co-payment or co-insurance non-preferred drugs (retail)	$50.00	50% after deductible	70
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	$25.00	50% after deductible	not covered
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	$75.00	50% after deductible	not covered
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	$120.00	50% after deductible	not covered
Do you provide a credit/incentive to employees who opt			
out of medical coverage?	Yes	No	

2026 Health, Dental & Vision BARGAINING	City of Reynoldsburg	City of Sunbury	City of Upper Arlington
Dental Coverage:			
Do you offer Dental coverage to your employees?	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	Yes
If yes, per person lifetime maximum?	$1,500	$1,000	$2,000
If yes, what age group is covered?	18	UP TO 26	All
Monthly Dental Premiums if not bundled with medical plan			
Total Monthly Premium			
Employee Only	$99.18	$34.75	$49.61
Employee & Spouse/Domestic Partner	$99.18	$69.50	$104.18
Employee & Child(ren)	$99.18	$95.84	$84.35
Employee & Family	$99.18	$130.59	$138.93
Monthly Employer Cost			
Employee Only	$92.24	$33.02	$49.61
Employee & Spouse/Domestic Partner	$92.24	$65.17	$104.18
Employee & Child(ren)	$92.24	$91.05	$84.35
Employee & Family	$92.24	$123.20	$138.93
Monthly Employee Cost			
Employee Only	$6.94	$1.73	$0.00
Employee & Spouse/Domestic Partner	$6.94	$4.33	$0.00
Employee & Child(ren)	$6.94	$4.79	$0.00
Employee & Family	$6.94	$7.39	$0.00

2026 Health, Dental & Vision BARGAINING	City of Reynoldsburg	City of Sunbury	City of Upper Arlington
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	$21.60	$8.10	$5.78
Employee & Spouse/Domestic Partner	$21.60	$16.20	$10.99
Employee & Child(ren)	$21.60	$17.42	$11.56
Employee & Family	$21.60	$25.52	$17.00
Monthly Employer Cost			
Employee Only	$20.09	$7.69	$0.00
Employee & Spouse/Domestic Partner	$20.09	$15.18	$0.00
Employee & Child(ren)	$20.09	$16.55	$0.00
Employee & Family	$20.09	$24.05	$0.00
Monthly Employee Cost			
Employee Only	$1.51	$0.41	$5.78
Employee & Spouse/Domestic Partner	$1.51	$1.02	$10.99
Employee & Child(ren)	$1.51	$0.87	$11.56
Employee & Family	$1.51	$1.47	$17.00

2026 Health, Dental & Vision BARGAINING	City of Westerville	City of Whitehall	Franklin County Board of Commissioners
If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.)	USW	(Fire, Police, Service, Dispatch-FT, Dispatch-PT)	AFSCME, OCSEA, Teamsters (this is only the Unions for the agencies
Do you offer medical coverage to your employees?	Yes	Yes	Yes
What type of plan do you offer?		HSFA, DCFSA	PPO, HSFA, DCFSA
How many employees are enrolled in medical plan?		17, 3	6063, 829, 94
Funding type?		Self-insured	Self, Fully, Fully
If other, please describe:	USW - BCBS plan is fully insured, while Non-Union, FOP, and IAFF - UHC plan is self-funded		
Monthly Premiums: Total Monthly Premium			
Employee Only	$749.29	$851.97	$2,534
Employee & Spouse/Domestic Partner	$2,195.12	$1,852.83	$2,534
Employee & Child(ren)	$2,195.12	$1,448.34	$2,534
Employee & Family	$2,195.12	$2,555.92	$2,534
Monthly Premiums: Total Employer Cost			
Employee Only	$636.90	$800	$2,342
Employee & Spouse/Domestic Partner	$1,865.85	$1,718	$2,106
Employee & Child(ren)	$1,865.85	$1,351	$2,342
Employee & Family	$1,865.85	$2,380	$2,106
Monthly Premiums: Total Employee Cost			
Employee Only	$112.39	$52	$192
Employee & Spouse/Domestic Partner	$329.27	$135	$428
Employee & Child(ren)	$329.27	$98	$192
Employee & Family	$329.27	$176	$428

2026 Health, Dental & Vision BARGAINING	City of Westerville	City of Whitehall	Franklin County Board of Commissioners
In Network Deductible:			
Individual deductible	$2,000.00	$3,400	$500
Family deductible	$4,000.00	$6,000	$1,250
Coinsurance (e.g., 80/20, 70/30, etc.)	$0.00	$0	N/A
Lifetime maximum for medical plan			N/A
Office co-payment (Primary Care Physician)	$0.00	deductible, then $30	$20
Office co-payment (Specialist)	$0.00	deductible, then $60	$40
Co-payment or co-insurance (Emergency room)	$0.00	deductible, then $250	$150
Co-payment or co-insurance (Urgent Care)	$0.00	deductible, then $75	$25
Co-payment or co-insurance generic drugs (retail)	$0.00	deductible, then $10	$5
Co-payment or co-insurance preferred brand (retail)	$0.00	deductible, then 20%	$25
Co-payment or co-insurance non-preferred drugs (retail)	$0.00	deductible, then 30%	$50
Co-pay or co-insurance generic drugs (mail order- 3 mos.)		$20	$1,250
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)		$70	$63
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)		$150	$125

2026 Health, Dental & Vision BARGAINING	City of Westerville	City of Whitehall	Franklin County Board of Commissioners
Out-of-Network Deductible:			
Individual deductible	$4,000	$6,000	$1,000
Family deductible	$8,000	$12,000	$2,500
Coinsurance (e.g., 80/20, 70/30, etc.)	20 percent coinsurance	30%	80 / 20
Lifetime maximum for medical plan			N/A
Office co-payment (Primary Care Physician)	20 percent coinsurance	deductible, then 30%	80 / 20
Office co-payment (Specialist)	20 percent coinsurance	deductible, then 30%	80 / 20
Co-payment or co-insurance (Emergency room)	$0.00	deductible, then $250	$150.00
Co-payment or co-insurance (Urgent Care)	20 percent coinsurance	deductible, then 30%	80 / 20
Co-payment or co-insurance generic drugs (retail)	$0.00	deductible, then $10	N/A
Co-payment or co-insurance preferred brand (retail)	$0.00	deductible, then 20%	N/A
Co-payment or co-insurance non-preferred drugs (retail)	$0.00	deductible, then 30%	N/A
Co-pay or co-insurance generic drugs (mail order- 3 mos.)		$20	N/A
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)		$70	N/A
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)		$150	N/A
Do you provide a credit/incentive to employees who opt			
out of medical coverage?	Yes	No	No

2026 Health, Dental & Vision BARGAINING	City of Westerville	City of Whitehall	Franklin County Board of Commissioners
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?	Varies	$2,000	$2,500
If yes, what age group is covered?	Varies	under age 19	Under 19 Years
Monthly Dental Premiums if not bundled with medical plan			
Total Monthly Premium			
Employee Only	$33.50	$35	
Employee & Spouse/Domestic Partner	$101.34	$74	
Employee & Child(ren)	$101.34	$60	
Employee & Family	$101.34	$106	
Monthly Employer Cost			
Employee Only	$33.50	$31	Bundled Plan
Employee & Spouse/Domestic Partner	$101.34	$62	Bundled Plan
Employee & Child(ren)	$101.34	$52	Bundled Plan
Employee & Family	$101.34	$90	Bundled Plan
Monthly Employee Cost			
Employee Only	$0.00	$4	
Employee & Spouse/Domestic Partner	$0.00	$12	
Employee & Child(ren)	$0.00	$8	
Employee & Family	$0.00	$16	

2026 Health, Dental & Vision BARGAINING	City of Westerville	City of Whitehall	Franklin County Board of Commissioners
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	$8.21	$9.39	
Employee & Spouse/Domestic Partner	$23.69	$18.80	
Employee & Child(ren)	$23.69	$30.25	
Employee & Family	$23.69	$30.25	
Monthly Employer Cost			
Employee Only	$8.21	$8.39	Bundled Plan
Employee & Spouse/Domestic Partner	$23.69	$16.80	Bundled Plan
Employee & Child(ren)	$23.69	$28.25	Bundled Plan
Employee & Family	$23.69	$26.25	Bundled Plan
Monthly Employee Cost			
Employee Only	$0.00	$1.00	
Employee & Spouse/Domestic Partner	$0.00	$2.00	
Employee & Child(ren)	$0.00	$2.00	
Employee & Family	$0.00	$4.00	

2026 Health, Dental & Vision BARGAINING	Orange Township	Perry Township	Prairie Township	Violet Township
If you have multiple Bargaining Units, please indicate the name of the union. (e.g.: Fire, Police, AFSCME, etc.)		Police		
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?		13	29	66
Funding type?		Fully-insured		Self-insured
If other, please describe:				
Monthly Premiums: Total Monthly Premium				
Employee Only	$1,502	$892	$2,825	$1,259
Employee & Spouse/Domestic Partner	$3,134	$1,961	$2,825	$2,749
Employee & Child(ren)	$5,836	$1,506	$2,825	$2,154
Employee & Family	$4,477	$2,754	$2,825	$3,898
Monthly Premiums: Total Employer Cost				
Employee Only	$1,269	$714	$2,825	$1,159
Employee & Spouse/Domestic Partner	$2,664	$1,569	$2,825	$2,624
Employee & Child(ren)	$5,410	$1,205	$2,825	$2,004
Employee & Family	$3,806	$2,203	$2,825	$3,698
Monthly Premiums: Total Employee Cost				
Employee Only	$234	$178	$0	$100
Employee & Spouse/Domestic Partner	$470	$392	$0	$125
Employee & Child(ren)	$425	$301	$0	$150
Employee & Family	$672	$551	$0	$200

2026 Health, Dental & Vision BARGAINING	Orange Township	Perry Township	Prairie Township	Violet Township
In Network Deductible:				
Individual deductible	$8,000	$6,750	$500	$300
Family deductible	$8,000	$13,500	$1,250	$600
Coinsurance (e.g., 80/20, 70/30, etc.)		$100.00	100% covered	100%
Lifetime maximum for medical plan	$16,000.00	n/a		
Office co-payment (Primary Care Physician)		No charge after deductible is met	$20	$10
Office co-payment (Specialist)		No charge after deductible is met	$40	$25
Co-payment or co-insurance (Emergency room)		No charge after deductible is met	$150	$150
Co-payment or co-insurance (Urgent Care)		No charge after deductible is met	$25	$50
Co-payment or co-insurance generic drugs (retail)		$15	$5	Tier 1: $10 copay Tier 2: $20 copay Tier 3: $35 copay
Co-payment or co-insurance preferred brand (retail)		$45.00	$25.00	
Co-payment or co-insurance non-preferred drugs (retail)		0% coinsurance after deductible is met	$50.00	
Co-pay or co-insurance generic drugs (mail order- 3 mos.)		n/a	$12.50	Tier 1: $10 Tier 2: $50 Tier 3: $70 Tier 4: 20% up to $150
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)		n/a	$62.50	
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)		n/a	$125.00	

2026 Health, Dental & Vision BARGAINING	Orange Township	Perry Township	Prairie Township	Violet Township
Out-of-Network Deductible:				
Individual deductible	$16,000		$200.00	$4,000
Family deductible	$16,000		$500.00	$8,000
Coinsurance (e.g., 80/20, 70/30, etc.)			100% covered	70/30
Lifetime maximum for medical plan	$32,000.00			
Office co-payment (Primary Care Physician)		50% coinsurance after deductible is met		Deductible & Co-insurance
Office co-payment (Specialist)		50% coinsurance after deductible is met		Deductible & Co-insurance
Co-payment or co-insurance (Emergency room)		50% coinsurance after deductible is met		Deductible & Co-insurance
Co-payment or co-insurance (Urgent Care)		50% coinsurance after deductible is met		Deductible & Co-insurance
Co-payment or co-insurance generic drugs (retail)		Not covered		Tier 1: $10 copay Tier 2: $20 copay Tier 3: $35 copay
Co-payment or co-insurance preferred brand (retail)		Not covered		
Co-payment or co-insurance non-preferred drugs (retail)		50% coinsurance after deductible is met		
Co-pay or co-insurance generic drugs (mail order- 3 mos.)		n/a		Tier 1: $10 Tier 2: $50 Tier 3: $70 Tier 4: 20% up to $150
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)		n/a		
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)		n/a		
Do you provide a credit/incentive to employees who opt			Yes	Tier 1: $10 Tier 2: $50 Tier 3: $70 Tier 4: 20% up to $150
out of medical coverage?	Yes	No		No

2026 Health, Dental & Vision BARGAINING	Orange Township	Perry Township	Prairie Township	Violet Township
Dental Coverage:				
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	No	Yes	Yes	Yes
If yes, per person lifetime maximum?		$2,000	$2,500	$1,500
If yes, what age group is covered?		18 and under	under 19	Child orthodontia
Monthly Dental Premiums if not bundled with medical plan				
Total Monthly Premium				
Employee Only	$5.50	$45	$0	$28.68
Employee & Spouse/Domestic Partner	$5.50	$86	$0	$85.96
Employee & Child(ren)	$5.50	$163	$0	$85.96
Employee & Family	$5.50	$163	$0	$85.96
Monthly Employer Cost				
Employee Only	$5.50	$45	$0	$28.68
Employee & Spouse/Domestic Partner	$5.50	$86	$0	$85.96
Employee & Child(ren)	$5.50	$163	$0	$85.96
Employee & Family	$5.50	$163	$0	$85.96
Monthly Employee Cost				
Employee Only	$0.00	$0.00	$0.00	$0.00
Employee & Spouse/Domestic Partner	$0.00	$0.00	$0.00	$0.00
Employee & Child(ren)	$0.00	$0.00	$0.00	$0.00
Employee & Family	$0.00	$0.00	$0.00	$0.00

2026 Health, Dental & Vision BARGAINING	Orange Township	Perry Township	Prairie Township	Violet 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	Yes	No
Please provide information below if not bundled with medical				
Total Monthly Premium				
Employee Only	$6.28	$18.07	$0.00	$8.49
Employee & Spouse/Domestic Partner	$15.60	$18.07	$0.00	$16.99
Employee & Child(ren)	$15.60	$18.07	$0.00	$14.99
Employee & Family	$15.60	$18.07	$0.00	$22.99
Monthly Employer Cost				
Employee Only	$6.28	$18.07	$0.00	$8.49
Employee & Spouse/Domestic Partner	$15.60	$18.07	$0.00	$16.99
Employee & Child(ren)	$15.60	$18.07	$0.00	$14.99
Employee & Family	$15.60	$18.07	$0.00	$22.99
Monthly Employee Cost				
Employee Only	$0	$0.00	$0.00	$0.00
Employee & Spouse/Domestic Partner	$0	$0.00	$0.00	$0.00
Employee & Child(ren)	$0	$0.00	$0.00	$0.00
Employee & Family	$0	$0.00	$0.00	$0.00

MID-OHIO REGIONAL
MORPC
PLANNING COMMISSION

SECTION 6B

MEDICAL, DENTAL & VISION PLANS
(Non-Bargaining)

2026 Health, Dental & Vision 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?	90		1170-PPO/2-DCFSA	101, 18, 3
Funding type?	Fully Insured		PPO-Self Insured	Self-insured
If other, please describe:		High Deductible/Health Savings Account		
Monthly Premiums: Total Monthly Premium				
Employee Only	$791	$1,149	$2,228	$1,184
Employee & Spouse/Domestic Partner	$1,549	$0.00		$0.00
Employee & Child(ren)	$1,751	$0.00		$0.00
Employee & Family	$2,439	$2,977	$2,630	$3,549
Monthly Premiums: Total Employer Cost				
Employee Only	$633	$1,149	$1,960	$1,006
Employee & Spouse/Domestic Partner	$1,239	$0.00		$0.00
Employee & Child(ren)	$1,401	$0.00		$0.00
Employee & Family	$1,951	$2,977	$1,960	$3,016
Monthly Premiums: Total Employee Cost				
Employee Only	$158	$0.00	$268.00	$178
Employee & Spouse/Domestic Partner	$310	$0.00		$0.00
Employee & Child(ren)	$350	$0.00		$0.00
Employee & Family	$488	$0.00	$670.00	$532

2026 Health, Dental & Vision Non-Bargaining	City of Bexley	City of Canal Winchester	City of Columbus	City of Delaware
In Network Deductible:				
Individual deductible	$1,700	$3,400	$300	$0.00
Family deductible	$3,400	$5,000	$600	$0.00
Coinsurance (e.g., 80/20, 70/30, etc.)	50-50		80/20	90/10 for the first $1,000. then 80/20 of the next $3,000
Lifetime maximum for medical plan			N/A	n/a
Office co-payment (Primary Care Physician)	Co-Ins after ded		$20	$10
Office co-payment (Specialist)	Co-Ins after ded		$30	$10
Co-payment or co-insurance (Emergency room)	Co-Ins after ded		$150, 20% after copay and deductible, copay waived if admitted	Deductible then coinsurance
Co-payment or co-insurance (Urgent Care)	Co-Ins after ded		$30	Deductible then coinsurance
Co-payment or co-insurance generic drugs (retail)	Co-Ins 50%		$5	20%
Co-payment or co-insurance preferred brand (retail)	Co-Ins 50%		15	50% after $25 copay until max is met, then $25
Co-payment or co-insurance non-preferred drugs (retail)	Co-Ins 50%		30	50% after $25 copay until max is met, then $25
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	Co-Ins 50%		12.50	10%/25% until out of pocket met
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	Co-Ins 50%		25	10%/25% until out of pocket met
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	Co-Ins 50%		60	10%/25% until out of pocket met

2026 Health, Dental & Vision Non-Bargaining	City of Bexley	City of Canal Winchester	City of Columbus	City of Delaware
Out-of-Network Deductible:				
Individual deductible	$2,900	$5,000	$800	$500
Family deductible	$5,800	$10,000	$1,600	$1,000
Coinsurance (e.g., 80/20, 70/30, etc.)	50-50		60/40	$0.50
Lifetime maximum for medical plan			N/A	n/a
Office co-payment (Primary Care Physician)	60% Co-Ins After Ded.		$0 co-pay, 40% of eligible expenses	50% after deductible
Office co-payment (Specialist)	60% Co-Ins After Ded.		$0 co-pay, 40% of eligible expenses	50% after deductible
Co-payment or co-insurance (Emergency room)	Emergency pd at network level (50% Co-Ins) non emergency (60% Co-Ins)		$150, 20% after copay and deductible, copay waived if admitted	Deductible then coinsurance
Co-payment or co-insurance (Urgent Care)	60% Co-Ins After Ded.		$30, 40% after copay and deductible	50% after deductible
Co-payment or co-insurance generic drugs (retail)	Not Covered		5	20%
Co-payment or co-insurance preferred brand (retail)	Not Covered		15	50% after $25 copay until max is met, then $25
Co-payment or co-insurance non-preferred drugs (retail)	Not Covered		30	50% after $25 copay until max is met, then $25
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	Not Covered		12.50	10%/25% until out of pocket met
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	Not Covered		25	10%/25% until out of pocket met
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	Not Covered		60	10%/25% until out of pocket met
Do you provide a credit/incentive to employees who opt of med coverage	Yes	Yes	No	Yes

2026 Health, Dental & Vision 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		$1,850	
If yes, what age group is covered?	Children		Any	
Monthly Dental Premiums if not bundled with medical plan				
Total Monthly Premium				
Employee Only	$40.12	$101		$40
Employee & Spouse/Domestic Partner	$76.92	$0.00		$0.00
Employee & Child(ren)	$90.92	$0.00		$0.00
Employee & Family	$139.14	$101		$88
Monthly Employer Cost				
Employee Only	$20.06	$101		$34
Employee & Spouse/Domestic Partner	$38.46	$0.00		$0.00
Employee & Child(ren)	$45.46	$0.00		$0.00
Employee & Family	$69.57	$101		$75
Monthly Employee Cost				
Employee Only	$20.06	$0.00		$6
Employee & Spouse/Domestic Partner	$38.46	$0.00		$0.00
Employee & Child(ren)	$45.46	$0.00		$0.00
Employee & Family	$69.57	$0.00		$13

2026 Health, Dental & Vision 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	$21.99		$7
Employee & Spouse/Domestic Partner	$18.44	$0.00		$12
Employee & Child(ren)	$29.66	$0.00		$13
Employee & Family	$29.66	$21.99		$19
Monthly Employer Cost				
Employee Only	$4.61	$21.99		$0.00
Employee & Spouse/Domestic Partner	$9.22	$0.00		$0.00
Employee & Child(ren)	$14.83	$0.00		$0.00
Employee & Family	$14.83	$21.99		$0.00
Monthly Employee Cost				
Employee Only	$4.61	$0.00		$7
Employee & Spouse/Domestic Partner	$9.22	$0.00		$12
Employee & Child(ren)	$14.83	$0.00		$13
Employee & Family	$14.83	$0.00		$19

2026 Health, Dental & Vision 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, DCFSA
How many employees are enrolled in medical plan?	203, 12		53
Funding type?	Self-insured	Self-insured	Fully-insured
If other, please describe:			
Monthly Premiums: Total Monthly Premium			
Employee Only	$1,875	$845.92	$2,819
Employee & Spouse/Domestic Partner	$0.00	$1,586.07	$2,819
Employee & Child(ren)	$0.00	$1,750.58	$2,819
Employee & Family	$3,750	$2,490.73	$2,819
Monthly Premiums: Total Employer Cost			
Employee Only	$1,875	795.16	$2,625
Employee & Spouse/Domestic Partner	$0.00	1490.91	$2,325
Employee & Child(ren)	$0.00	1645.55	$2,325
Employee & Family	$3,750	2341.29	$2,325
Monthly Premiums: Total Employee Cost			
Employee Only	$8.31	$51	$194
Employee & Spouse/Domestic Partner	$0.00	$95	$494
Employee & Child(ren)	$0.00	$105	$494
Employee & Family	$0.00	$149	$494

2026 Health, Dental & Vision Non-Bargaining	City of Dublin	City of Gahanna	City of Grandview Heights
In Network Deductible:			
Individual deductible	$2,500	$2,300	$200
Family deductible	$5,000	$6,400	$500
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
Co-payment or co-insurance preferred brand (retail)		Deductible then 25% with min. $25	$25
Co-payment or co-insurance non-preferred drugs (retail)		Deductible then 35% with min. $70	$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. $50	$63
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)		Deductible then 35% with min. $210	$125

2026 Health, Dental & Vision Non-Bargaining	City of Dublin	City of Gahanna	City of Grandview Heights
Out-of-Network Deductible:			
Individual deductible	$50,000	$6,000	$400
Family deductible	$10,000	$12,000	$1,000
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)		N/A	Not covered
Co-payment or co-insurance preferred brand (retail)		N/A	Not covered
Co-payment or co-insurance non-preferred drugs (retail)		N/A	Not covered
Co-pay or co-insurance generic drugs (mail order- 3 mos.)		N/A	Not covered
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)		N/A	Not covered
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)		N/A	Not covered
Do you provide a credit/incentive to employees who opt of med coverage	No	No	No

2026 Health, Dental & Vision 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	$2,000
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	$65.66	$98.34	part of medical
Employee & Spouse/Domestic Partner	$0.00	$98.34	part of medical
Employee & Child(ren)	$0.00	$98.34	part of medical
Employee & Family	$210.56	$98.34	part of medical
Monthly Employer Cost			
Employee Only	$65.66	$98.34	part of medical
Employee & Spouse/Domestic Partner	$0.00	$98.34	part of medical
Employee & Child(ren)	$0.00	$98.34	part of medical
Employee & Family	$210.56	$98.34	part of medical
Monthly Employee Cost			
Employee Only	$0.00	$0.00	part of medical
Employee & Spouse/Domestic Partner	$0.00	$0.00	part of medical
Employee & Child(ren)	$0.00	$0.00	part of medical
Employee & Family	$0.00	$0.00	part of medical

2026 Health, Dental & Vision 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	Yes	Yes
Please provide information below if not bundled with medical			
Total Monthly Premium			
Employee Only	$8.31	$22.27	part of medical
Employee & Spouse/Domestic Partner	$0.00	$22.27	part of medical
Employee & Child(ren)	$0.00	$22.27	part of medical
Employee & Family	$24.93	$22.27	part of medical
Monthly Employer Cost			
Employee Only	$8.31	$22.27	part of medical
Employee & Spouse/Domestic Partner	$0.00	$22.27	part of medical
Employee & Child(ren)	$0.00	$22.27	part of medical
Employee & Family	$24.93	$22.27	part of medical
Monthly Employee Cost			
Employee Only	$0.00	$0.00	part of medical
Employee & Spouse/Domestic Partner	$0.00	$0.00	part of medical
Employee & Child(ren)	$0.00	$0.00	part of medical
Employee & Family	$0.00	$0.00	part of medical

2026 Health, Dental & Vision Non-Bargaining	City of Grove City	City of Groveport	City of Hilliard
Do you offer medical coverage to your employees?	Yes	Yes	Yes
What type of plan do you offer?		PPO, HSFA, DCFSA	DCFSA
How many employees are enrolled in medical plan?		47	
Funding type?		PPO (fully), HSFA (self)	
If other, please describe:			Self-insured HDHP-HSA 132 Employees Enrolled
Monthly Premiums: Total Monthly Premium			
Employee Only	$1,228.57	$1,419.64	$1,043.38
Employee & Spouse/Domestic Partner	$3,181.59	$4,478.51	$0.00
Employee & Child(ren)	$3,181.59	$4,478.51	$0.00
Employee & Family	$3,181.59	$4,478.51	$3,025.81
Monthly Premiums: Total Employer Cost			
Employee Only	$1,044	$1,281.04	$997.92
Employee & Spouse/Domestic Partner	$2,704	$4,041.41	
Employee & Child(ren)	$2,704	$4,041.41	
Employee & Family	$2,704	$4,041.41	$2,893.97
Monthly Premiums: Total Employee Cost			
Employee Only	$184	$138.60	$45.46
Employee & Spouse/Domestic Partner	$477	$437.10	
Employee & Child(ren)	$477	$437.10	
Employee & Family	$477	$437.10	$131.84

2026 Health, Dental & Vision Non-Bargaining	City of Grove City	City of Groveport	City of Hilliard
In Network Deductible:			
Individual deductible	$3,400	$5,000	$2,000
Family deductible	$5,000	$10,000	$4,000
Coinsurance (e.g., 80/20, 70/30, etc.)		pays 100% of most	10%
Lifetime maximum for medical plan		none	$0.00
Office co-payment (Primary Care Physician)		no charge after ded.	$0.00
Office co-payment (Specialist)		no charge after ded.	$0.00
Co-payment or co-insurance (Emergency room)		no charge after ded.	$0.00
Co-payment or co-insurance (Urgent Care)		no charge after ded.	10%
Co-payment or co-insurance generic drugs (retail)		no charge after ded.	$10
Co-payment or co-insurance preferred brand (retail)		no charge after ded.	$25.00
Co-payment or co-insurance non-preferred drugs (retail)		no charge after ded.	$50.00
Co-pay or co-insurance generic drugs (mail order- 3 mos.)		no charge after ded.	$20.00
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)		no charge after ded.	$50.00
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)		no charge after ded.	$100.00

2026 Health, Dental & Vision Non-Bargaining	City of Grove City	City of Groveport	City of Hilliard
Out-of-Network Deductible:			
Individual deductible	$5,000	$7,500	$4,000.00
Family deductible	$10,000	$15,000	$8,000.00
Coinsurance (e.g., 80/20, 70/30, etc.)		pays 50%	30%
Lifetime maximum for medical plan		none	
Office co-payment (Primary Care Physician)		50% coinsurance	
Office co-payment (Specialist)		50% coinsurance	
Co-payment or co-insurance (Emergency room)		50% coinsurance	30%
Co-payment or co-insurance (Urgent Care)		no charge after ded.	30%
Co-payment or co-insurance generic drugs (retail)		doesn't apply	
Co-payment or co-insurance preferred brand (retail)		doesn't apply	
Co-payment or co-insurance non-preferred drugs (retail)		doesn't apply	
Co-pay or co-insurance generic drugs (mail order- 3 mos.)		doesn't apply	
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)		doesn't apply	
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)		doesn't apply	
Do you provide a credit/incentive to employees who opt of med coverage		Yes	No

2026 Health, Dental & Vision Non-Bargaining	City of Grove City	City of Groveport	City of Hilliard
Dental Coverage:			
Do you offer Dental coverage to your employees?	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	Yes
If yes, per person lifetime maximum?	$1,500	$1,000	$1,500
If yes, what age group is covered?	Up to 19 yrs old	up to 19	under 18
Monthly Dental Premiums if not bundled with medical plan			
Total Monthly Premium			
Employee Only	$101.31	$44.34	$37.34
Employee & Spouse/Domestic Partner	$101.31	$84.80	$0.00
Employee & Child(ren)	$101.31	$84.80	$0.00
Employee & Family	$101.31	$157.86	$108.27
Monthly Employer Cost			
Employee Only	$86.11	$44.34	$35.71
Employee & Spouse/Domestic Partner	$86.11	$84.80	
Employee & Child(ren)	$86.11	$84.80	
Employee & Family	$86.11	$157.86	$103.55
Monthly Employee Cost			
Employee Only	$15.20	$0.00	$1.63
Employee & Spouse/Domestic Partner	$15.20	$0.00	
Employee & Child(ren)	$15.20	$0.00	
Employee & Family	$15.20	$0.00	$4.72

2026 Health, Dental & Vision Non-Bargaining	City of Grove City	City of Groveport	City of Hilliard
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	$23.97	$18.09	$5.32
Employee & Spouse/Domestic Partner	$23.97	$30.47	$0.00
Employee & Child(ren)	$23.97	$30.47	$0.00
Employee & Family	$23.97	$50.15	$16.19
Monthly Employer Cost			
Employee Only	$20.37	$18.09	$5.09
Employee & Spouse/Domestic Partner	$20.37	$30.47	
Employee & Child(ren)	$20.37	$30.47	
Employee & Family	$20.37	$50.15	$15.48
Monthly Employee Cost			
Employee Only	$3.60	$0.00	$0.23
Employee & Spouse/Domestic Partner	$3.60	$0.00	
Employee & Child(ren)	$3.60	$0.00	
Employee & Family	$3.60	$0.00	$0.71

2026 Health, Dental & Vision Non-Bargaining	City of Johnstown	City of Lancaster	City of Marion
Do you offer medical coverage to your employees?	Yes	Yes	Yes
What type of plan do you offer?	PPO	PPO, HSFA,DCFSA	PPO
How many employees are enrolled in medical plan?	25	379, 161	56
Funding type?	Fully-insured	Sel-insured	Self-insured
If other, please describe:			
Monthly Premiums: Total Monthly Premium			
Employee Only	$648.43	$884.26	$1,039.00
Employee & Spouse/Domestic Partner	$1,424.28	N/A	$2,189.00
Employee & Child(ren)	$1,165.67	N/A	$1,977.00
Employee & Family	$1,941.52	$2,409.17	$3,128.00
Monthly Premiums: Total Employer Cost			
Employee Only	$583.59	$751.62	$883.14
Employee & Spouse/Domestic Partner	$1,281.86	N/A	$1,860.64
Employee & Child(ren)	$1,049.11	N/A	$1,680.44
Employee & Family	$1,747.36	$2,047.79	$2,658.80
Monthly Premiums: Total Employee Cost			
Employee Only	$64.84	$132.64	$155.86
Employee & Spouse/Domestic Partner	$142.42	N/A	$328.36
Employee & Child(ren)	$116.56	N/A	$296.56
Employee & Family	$194.16	$361.38	$469.20

2026 Health, Dental & Vision Non-Bargaining	City of Johnstown	City of Lancaster	City of Marion
In Network Deductible:			
Individual deductible	$6,550	$400	$2,000.00
Family deductible	$13,100	$800	$4,000.00
Coinsurance (e.g., 80/20, 70/30, etc.)	100/0	20%	$0.00
Lifetime maximum for medical plan	unlimited	$4000/$8,000	
Office co-payment (Primary Care Physician)	deductible & co-insurance	$25	$20 after deductible
Office co-payment (Specialist)	deductible & co-insurance	$25	$40 after deductible
Co-payment or co-insurance (Emergency room)	deductible & co-insurance	$100	$250 after deductible
Co-payment or co-insurance (Urgent Care)	deductible & co-insurance	$50	$75 after deductible
Co-payment or co-insurance generic drugs (retail)	deductible & co-insurance	$10	$10 after deductible
Co-payment or co-insurance preferred brand (retail)	deductible & co-insurance	$30	$35 after deductible
Co-payment or co-insurance non-preferred drugs (retail)	deductible & co-insurance	$60	$60 after deductible
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	deductible & co-insurance	$20	$25 after deductible
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	deductible & co-insurance	$60	$88 after deductible
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	deductible & co-insurance	$120	$150 after deductible

2026 Health, Dental & Vision Non-Bargaining	City of Johnstown	City of Lancaster	City of Marion
Out-of-Network Deductible:			
Individual deductible	$13,100.00	$1,000	$4,000.00
Family deductible	$26,200.00	$2,000	$8,000.00
Coinsurance (e.g., 80/20, 70/30, etc.)	50/50	40%	$0.30
Lifetime maximum for medical plan	unlimited	$10,000/$20,000	
Office co-payment (Primary Care Physician)	deductible & co-insurance	40% coinsurance	30% after deductible
Office co-payment (Specialist)	deductible & co-insurance	40% coinsurance	30% after deductible
Co-payment or co-insurance (Emergency room)	deductible & co-insurance	40% coinsurance	$250 after deductible
Co-payment or co-insurance (Urgent Care)	deductible & co-insurance	40% coinsurance	30% after deductible
Co-payment or co-insurance generic drugs (retail)	deductible & co-insurance	40% coinsurance	50% coinsurance
Co-payment or co-insurance preferred brand (retail)	deductible & co-insurance	40% coinsurance	50% coinsurance
Co-payment or co-insurance non-preferred drugs (retail)	deductible & co-insurance	40% coinsurance	50% coinsurance
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	deductible & co-insurance	40% coinsurance	not covered
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	deductible & co-insurance	40% coinsurance	not covered
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	deductible & co-insurance	40% coinsurance	not covered
Do you provide a credit/incentive to employees who opt of med coverage		No	Yes

2026 Health, Dental & Vision Non-Bargaining	City of Johnstown	City of Lancaster	City of Marion
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	$2,000	$1,000
If yes, what age group is covered?	18	child and adult	up to age 19
Monthly Dental Premiums if not bundled with medical plan			
Total Monthly Premium			
Employee Only	$38.06	$52.00	$30.40
Employee & Spouse/Domestic Partner	$70.28	N/A	$84.27
Employee & Child(ren)		N/A	$84.52
Employee & Family	$131.35	$104.00	$84.58
Monthly Employer Cost			
Employee Only	$34.26	$44	$25.84
Employee & Spouse/Domestic Partner	$63.26	N/A	$71.57
Employee & Child(ren)		N/A	$71.84
Employee & Family	$118.21	$88	$71.90
Monthly Employee Cost			
Employee Only	$3.80	$7.80	$4.56
Employee & Spouse/Domestic Partner	$7.02	N/A	$12.70
Employee & Child(ren)		N/A	$12.68
Employee & Family	$13.14	$15.60	$12.68

2026 Health, Dental & Vision Non-Bargaining	City of Johnstown	City of Lancaster	City of Marion
Vision Coverage:			
Do you offer vision coverage to your employees?	Yes	Yes	Yes
Is your vision bundled with your medical plan?	Yes	No	No
Please provide information below if not bundled with medical			
Total Monthly Premium			
Employee Only	$10.44	$12.39	$10.22
Employee & Spouse/Domestic Partner	$17.58	$18.91	$17.22
Employee & Child(ren)	$17.95	N/A	$17.58
Employee & Family	$28.94	$33.91	$28.34
Monthly Employer Cost			
Employee Only	$9.40	$0.00	$0.00
Employee & Spouse/Domestic Partner	$15.82	$0.00	$0.00
Employee & Child(ren)	$16.15	N/A	$0.00
Employee & Family	$26.04	$0.00	$0.00
Monthly Employee Cost			
Employee Only	$1.04	$12.39	$10.22
Employee & Spouse/Domestic Partner	$1.76	$18.91	$17.22
Employee & Child(ren)	$1.80	N/A	$17.58
Employee & Family	$2.90	$33.91	$28.34

2026 Health, Dental & Vision Non-Bargaining	City of Marysville	City of Mount Vernon	City of Powell
Do you offer medical coverage to your employees?	Yes	Yes	Yes
What type of plan do you offer?	PPO, HSFA, DCFSA	PPO. HSFA	HSFA
How many employees are enrolled in medical plan?		45, 4	55
Funding type?	Self-insured	Fully-insured	Self-insured
If other, please describe:			
Monthly Premiums: Total Monthly Premium			
Employee Only	$1,408.75	$1,135.51	$998.45
Employee & Spouse/Domestic Partner	$3,680.56	$2,385.14	$2,409.65
Employee & Child(ren)	$3,680.56	$2,044.34	$1,972.53
Employee & Family	$3,680.56	$3,407.60	$3,283.89
Monthly Premiums: Total Employer Cost			
Employee Only	$1,127.00	$1,015.18	$898.61
Employee & Spouse/Domestic Partner	$2,944.45	$2,077.37	$2,190.59
Employee & Child(ren)	$2,944.45	$1,787.69	$1,793.21
Employee & Family	$2,944.45	$2,946.46	$2,985.35
Monthly Premiums: Total Employee Cost			
Employee Only	$281.75	$120.33	$99.84
Employee & Spouse/Domestic Partner	$736.11	$307.77	$219.06
Employee & Child(ren)	$736.11	$256.65	$179.32
Employee & Family	$736.11	$461.14	$298.54

2026 Health, Dental & Vision Non-Bargaining	City of Marysville	City of Mount Vernon	City of Powell
In Network Deductible:			
Individual deductible	Yes	$1,000	$4,000.00
Family deductible	$200	$2,000	$8,000.00
Coinsurance (e.g., 80/20, 70/30, etc.)	80%/20%	80/20	100%
Lifetime maximum for medical plan	$600/$1,200	-	None
Office co-payment (Primary Care Physician)	$15	$20	$30 after deductible
Office co-payment (Specialist)	$15	$40	$60 after deductible
Co-payment or co-insurance (Emergency room)	$100	$200	Deductible + $400 copay
Co-payment or co-insurance (Urgent Care)	$25	$75	Deductible + $75 copay
Co-payment or co-insurance generic drugs (retail)	$10	$10	$0 after deductible
Co-payment or co-insurance preferred brand (retail)	$25.00	$40.00	$35 after deductible
Co-payment or co-insurance non-preferred drugs (retail)	$40.00	$70.00	$70 after deductible
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	$25.00	$20.00	$0 after deductible
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	$65.00	$30.00	$105 after deductible
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	$120.00	$60.00	$210 after deductible

2026 Health, Dental & Vision Non-Bargaining	City of Marysville	City of Mount Vernon	City of Powell
Out-of-Network Deductible:			
Individual deductible	$200.00		$7,500.00
Family deductible	400,00		$15,000.00
Coinsurance (e.g., 80/20, 70/30, etc.)	60%/40%		50% coinsurance
Lifetime maximum for medical plan	$1,200/$2,400		None
Office co-payment (Primary Care Physician)	40%		50% coinsurance
Office co-payment (Specialist)	40%		50% coinsurance
Co-payment or co-insurance (Emergency room)	$100.00		Deductible + $400 copay
Co-payment or co-insurance (Urgent Care)	40%		50% coinsurance
Co-payment or co-insurance generic drugs (retail)	10		Not covered
Co-payment or co-insurance preferred brand (retail)	25		Not covered
Co-payment or co-insurance non-preferred drugs (retail)	45		Not covered
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	Not Covered		Not covered
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	Not Covered		Not covered
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	Not Covered		Not covered
Do you provide a credit/incentive to employees who opt of med coverage	Yes	Yes	Yes

2026 Health, Dental & Vision Non-Bargaining	City of Marysville	City of Mount Vernon	City of Powell
Dental Coverage:			
Do you offer Dental coverage to your employees?	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	No
If yes, per person lifetime maximum?	$1,000	$1,000	
If yes, what age group is covered?	Up to Age of 19		
Monthly Dental Premiums if not bundled with medical plan			
Total Monthly Premium			
Employee Only	$33.75	$25.15	$29.12
Employee & Spouse/Domestic Partner	$100.58	$49.39	$77.60
Employee & Child(ren)	$100.58	$68.21	$77.60
Employee & Family	$100.58	$92.46	$77.60
Monthly Employer Cost			
Employee Only	$27.01	$21.38	$27.66
Employee & Spouse/Domestic Partner	$80.46	$41.98	$73.72
Employee & Child(ren)	$80.46	$57.98	$73.72
Employee & Family	$80.46	$78.59	$73.72
Monthly Employee Cost			
Employee Only	$6.74	$3.77	$1.46
Employee & Spouse/Domestic Partner	$20.12	$7.41	$3.88
Employee & Child(ren)	$20.12	$10.23	$3.88
Employee & Family	$20.12	$13.87	$3.88

2026 Health, Dental & Vision Non-Bargaining	City of Marysville	City of Mount Vernon	City of Powell
Vision Coverage:			
Do you offer vision coverage to your employees?	Yes	Yes	No
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	$6.18	$5.62	$10.19
Employee & Spouse/Domestic Partner	$13.99	$10.68	$20.37
Employee & Child(ren)	$13.99	$11.24	$21.82
Employee & Family	$13.99	$16.52	$34.85
Monthly Employer Cost			
Employee Only	$6.18	$4.78	$0.00
Employee & Spouse/Domestic Partner	$11.19	$9.08	$0.00
Employee & Child(ren)	$11.19	$9.55	$0.00
Employee & Family	$11.19	$14.04	$0.00
Monthly Employee Cost			
Employee Only	$0.00	$0.84	$10.19
Employee & Spouse/Domestic Partner	$2.80	$1.60	$20.37
Employee & Child(ren)	$2.80	$1.69	$21.82
Employee & Family	$2.80	$2.48	$34.85

2026 Health, Dental & Vision Non-Bargaining	City of Reynoldsburg	City of Sunbury	City of Upper Arlington
Do you offer medical coverage to your employees?	Yes	Yes	Yes
What type of plan do you offer?	HFSA	PPO, HFSA	HDHP, PPO, HSFA, DCFSA
How many employees are enrolled in medical plan?	70	22, 22	49, 64, 16, 5
Funding type?	Fully-insured	Fully-insured	Self-insured
If other, please describe:			
Monthly Premiums: Total Monthly Premium			PPO/HDHP Rates
Employee Only	$805.28	$995.47	$1,010.19
Employee & Spouse/Domestic Partner	$2,165.75	$2,183.16	$2,121.37
Employee & Child(ren)	$2,165.75	$1,787.26	$1,717.30
Employee & Family	$2,165.75	$2,974.95	$2,828.51
Monthly Premiums: Total Employer Cost			
Employee Only	$708.65	$945.70	$888.97
Employee & Spouse/Domestic Partner	$1,905.86	$2,044.32	$1,866.81
Employee & Child(ren)	$1,905.86	$1,697.91	$1,511.22
Employee & Family	$1,905.86	$2,796.50	$2,489.09
Monthly Premiums: Total Employee Cost			
Employee Only	$96.63	$49.77	$121.22
Employee & Spouse/Domestic Partner	$259.89	$138.84	$254.56
Employee & Child(ren)	$259.89	$89.35	$206.08
Employee & Family	$259.89	$178.45	$339.42

2026 Health, Dental & Vision Non-Bargaining	City of Reynoldsburg	City of Sunbury	City of Upper Arlington
In Network Deductible:			
Individual deductible	$3,400.00	$2,500.00	$200.00
Family deductible	$6,800.00	$5,000.00	$400.00
Coinsurance (e.g., 80/20, 70/30, etc.)	$0.00	$0 after deductible	20%
Lifetime maximum for medical plan	n/a		
Office co-payment (Primary Care Physician)	$0.00	$0.00	$20.00
Office co-payment (Specialist)	$0.00	$0 after deductible	$50.00
Co-payment or co-insurance (Emergency room)	$0.00	$0 after deductible	$250.00
Co-payment or co-insurance (Urgent Care)	$0.00	$0 after deductible	25
Co-payment or co-insurance generic drugs (retail)	$10.00	$0 after deductible	10
Co-payment or co-insurance preferred brand (retail)	$30.00	$0 after deductible	40
Co-payment or co-insurance non-preferred drugs (retail)	$50.00	$0 after deductible	70
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	$25.00	$0 after deductible	25
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	$75.00	$0 after deductible	100
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	$120.00	$0 after deductible	175

2026 Health, Dental & Vision Non-Bargaining	City of Reynoldsburg	City of Sunbury	City of Upper Arlington
Out-of-Network Deductible:			
Individual deductible	$4,800.00	$7,500.00	$400.00
Family deductible	$9,600.00	$15,000.00	$800.00
Coinsurance (e.g., 80/20, 70/30, etc.)		$0 after deductible	40%
Lifetime maximum for medical plan	n/a		
Office co-payment (Primary Care Physician)	$0.00	50%	Deductible then 30% co-insurance
Office co-payment (Specialist)	$0.00	50% after deductible	Deductible then 30% co-insurance
Co-payment or co-insurance (Emergency room)	$0.00	50% after deductible	$250.00
Co-payment or co-insurance (Urgent Care)	$0.00	50% after deductible	Deductible then 30% co-insurance
Co-payment or co-insurance generic drugs (retail)	$10.00	50% after deductible	10
Co-payment or co-insurance preferred brand (retail)	$30.00	50% after deductible	40
Co-payment or co-insurance non-preferred drugs (retail)	$50.00	50% after deductible	70
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	$25.00	50% after deductible	not covered
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	$75.00	50% after deductible	not covered
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	$120.00	50% after deductible	not covered
Do you provide a credit/incentive to employees who opt of med coverage	Yes	No	No

2026 Health, Dental & Vision Non-Bargaining	City of Reynoldsburg	City of Sunbury	City of Upper Arlington
Dental Coverage:			
Do you offer Dental coverage to your employees?	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	Yes
If yes, per person lifetime maximum?	$1,500	$1,000	$2,000
If yes, what age group is covered?	18	UP TO 26	All
Monthly Dental Premiums if not bundled with medical plan			
Total Monthly Premium			
Employee Only	$99.18	$34.75	$49.61
Employee & Spouse/Domestic Partner	$99.18	$69.50	$104.18
Employee & Child(ren)	$99.18	$95.84	$84.35
Employee & Family	$99.18	$130.59	$138.93
Monthly Employer Cost			
Employee Only	$92.24	$33.02	$49.61
Employee & Spouse/Domestic Partner	$92.24	$65.17	$104.18
Employee & Child(ren)	$92.24	$91.05	$84.35
Employee & Family	$92.24	$123.20	$138.93
Monthly Employee Cost			
Employee Only	$6.94	$1.73	$0.00
Employee & Spouse/Domestic Partner	$6.94	$4.33	$0.00
Employee & Child(ren)	$6.94	$4.79	$0.00
Employee & Family	$6.94	$7.39	$0.00

2026 Health, Dental & Vision Non-Bargaining	City of Reynoldsburg	City of Sunbury	City of Upper Arlington
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	$21.60	$8.10	$5.78
Employee & Spouse/Domestic Partner	$21.60	$16.20	$10.99
Employee & Child(ren)	$21.60	$17.42	$11.56
Employee & Family	$21.60	$25.52	$17.00
Monthly Employer Cost			
Employee Only	$20.09	$7.69	$0.00
Employee & Spouse/Domestic Partner	$20.09	$15.18	$0.00
Employee & Child(ren)	$20.09	$16.55	$0.00
Employee & Family	$20.09	$24.05	$0.00
Monthly Employee Cost			
Employee Only	$1.51	$0.41	$5.78
Employee & Spouse/Domestic Partner	$1.51	$1.02	$10.99
Employee & Child(ren)	$1.51	$0.87	$11.56
Employee & Family	$1.51	$1.47	$17.00

2026 Health, Dental & Vision Non-Bargaining	City of Westerville	City of Whitehall	City of Worthington
Do you offer medical coverage to your employees?	Yes	Yes	
What type of plan do you offer?		HSFA, DCFSA	PPO
How many employees are enrolled in medical plan?		7, 2	122
Funding type?		Self- insured	Self-insured
If other, please describe:	HDHP and HAS. 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) with an HSA option. The plan is self-insured and is a cafeteria plan with dental and vision benefits. There are 35 non-union employees on this plan.	
Monthly Premiums: Total Monthly Premium			
Employee Only	$732.15	$851.97	$1,498
Employee & Spouse/Domestic Partner	$1,610.75	$1,852.83	$0
Employee & Child(ren)	$1,464.33	$1,448.34	$0
Employee & Family	$2,562.56	$2,555.92	$3,880
Monthly Premiums: Total Employer Cost			
Employee Only	$622.33	$799.97	$1,318
Employee & Spouse/Domestic Partner	$1,369.14	$1,717.63	
Employee & Child(ren)	$1,244.68	$1,350.84	
Employee & Family	$2,178.18	$2,380.42	$3,415
Monthly Premiums: Total Employee Cost			
Employee Only	$109.82	$52.00	$180
Employee & Spouse/Domestic Partner	$241.61	$135.20	
Employee & Child(ren)	$219.65	$97.50	
Employee & Family	$384.38	$175.50	$466

2026 Health, Dental & Vision Non-Bargaining	City of Westerville	City of Whitehall	City of Worthington
In Network Deductible:			
Individual deductible	$2,000	$3,400	$3,300
Family deductible	$4,000	$6,000	$6,000
Coinsurance (e.g., 80/20, 70/30, etc.)		$0.00	100/0
Lifetime maximum for medical plan			
Office co-payment (Primary Care Physician)		deductible, then $30	
Office co-payment (Specialist)		deductible, then $60	
Co-payment or co-insurance (Emergency room)		deductible, then $250	
Co-payment or co-insurance (Urgent Care)		deductible, then $75	
Co-payment or co-insurance generic drugs (retail)		deductible, then $10	
Co-payment or co-insurance preferred brand (retail)		deductible, then 20%	
Co-payment or co-insurance non-preferred drugs (retail)		deductible, then 30%	
Co-pay or co-insurance generic drugs (mail order- 3 mos.)		$20	
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)		$70	
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)		$150	

2026 Health, Dental & Vision Non-Bargaining	City of Westerville	City of Whitehall	City of Worthington
Out-of-Network Deductible:			
Individual deductible	$4,000	$6,000	$6,000
Family deductible	$8,000	$12,000	$12,000
Coinsurance (e.g., 80/20, 70/30, etc.)		30%	20%
Lifetime maximum for medical plan			
Office co-payment (Primary Care Physician)		deductible, then 30%	
Office co-payment (Specialist)		deductible, then 30%	
Co-payment or co-insurance (Emergency room)		deductible, then $250	
Co-payment or co-insurance (Urgent Care)		deductible, then 30%	
Co-payment or co-insurance generic drugs (retail)		deductible, then $10	
Co-payment or co-insurance preferred brand (retail)		deductible, then 20%	
Co-payment or co-insurance non-preferred drugs (retail)		deductible, then 30%	
Co-pay or co-insurance generic drugs (mail order- 3 mos.)		$20	
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)		$70	
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)		$150	
Do you provide a credit/incentive to employees who opt of med coverage	Yes	No	

2026 Health, Dental & Vision Non-Bargaining	City of Westerville	City of Whitehall	City of Worthington
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?	50% up to the $1,500 lifetime maximum for diagnostics and treatment for dependents <20 yrs old	$2,000	$1,500
If yes, what age group is covered?	Children < 19 yo	under age 19	under 18
Monthly Dental Premiums if not bundled with medical plan			
Total Monthly Premium			
Employee Only	$33.50	$35.40	$97.50
Employee & Spouse/Domestic Partner	$101.34	$74.34	$97.50
Employee & Child(ren)	$101.34	$60.19	$97.50
Employee & Family	$101.34	$106.18	$97.50
Monthly Employer Cost			
Employee Only	$33.50	$31	$98
Employee & Spouse/Domestic Partner	$101.34	$62	$98
Employee & Child(ren)	$101.34	$52	$98
Employee & Family	$101.34	$90	$98
Monthly Employee Cost			
Employee Only	$0.00	$4	$0
Employee & Spouse/Domestic Partner	$0.00	$12	$0
Employee & Child(ren)	$0.00	$8	$0
Employee & Family	$0.00	$16	$0

2026 Health, Dental & Vision Non-Bargaining	City of Westerville	City of Whitehall	City of Worthington
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	$8.21	$9.39	$28.67
Employee & Spouse/Domestic Partner	$23.69	$18.80	$28.67
Employee & Child(ren)	$23.69	$30.25	$28.67
Employee & Family	$23.69	$30.25	$28.67
Monthly Employer Cost			
Employee Only	$8.21	$8.39	
Employee & Spouse/Domestic Partner	$23.69	$16.80	
Employee & Child(ren)	$23.69	$28.25	
Employee & Family	$23.69	$26.25	
Monthly Employee Cost			
Employee Only	$0.00	$1.00	$28.67
Employee & Spouse/Domestic Partner	$0.00	$2.00	$28.67
Employee & Child(ren)	$0.00	$2.00	$28.67
Employee & Family	$0.00	$4.00	$28.67

2026 Health, Dental & Vision 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	Yes	PPO, HSFA, DCFSA
How many employees are enrolled in medical plan?	895	857	6063, 829, 94
Funding type?	Fully-insured	Self-insured	Self, Fully, Fully
If other, please describe:			
Monthly Premiums: Total Monthly Premium			
Employee Only	$1,114	$988	$2,534
Employee & Spouse/Domestic Partner	$2,554	$2,344	$2,534
Employee & Child(ren)	$2,002	$1,899	$2,534
Employee & Family	$3,342	$2,539	$2,534
Monthly Premiums: Total Employer Cost			
Employee Only	$969	$841	$2,342
Employee & Spouse/Domestic Partner	$2,235	$1,993	$2,106
Employee & Child(ren)	$1,742	$1,660	$2,342
Employee & Family	$2,908	$2,159	$2,106
Monthly Premiums: Total Employee Cost			
Employee Only	$145	$147	$192
Employee & Spouse/Domestic Partner	$319	$352	$428
Employee & Child(ren)	$260	$239	$192
Employee & Family	$434	$381	$428

2026 Health, Dental & Vision Non-Bargaining	Delaware County	Fairfield County	Franklin County BOC
In Network Deductible:			
Individual deductible	$650	$750	$500
Family deductible	$1,300	$1,500	$1,250
Coinsurance (e.g., 80/20, 70/30, etc.)	$80	$0.75	N/A
Lifetime maximum for medical plan		$10,000.00	N/A
Office co-payment (Primary Care Physician)	$20	$20	$20
Office co-payment (Specialist)	$40	$50	$40
Co-payment or co-insurance (Emergency room)	$300	$250	$150
Co-payment or co-insurance (Urgent Care)	$75	$75	$25
Co-payment or co-insurance generic drugs (retail)	$10	$10	$5
Co-payment or co-insurance preferred brand (retail)	$30	$50	$25
Co-payment or co-insurance non-preferred drugs (retail)	$50	$50	$50
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	$20	$125	$1,250
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	$60	$25	$63
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	$100	$125	$125

2026 Health, Dental & Vision Non-Bargaining	Delaware County	Fairfield County	Franklin County BOC
Out-of-Network Deductible:			
Individual deductible	$1,300	$5,000	$1,000
Family deductible	$2,600	$10,000	$2,500
Coinsurance (e.g., 80/20, 70/30, etc.)	$60	$0.50	80 / 20
Lifetime maximum for medical plan		$20,000.00	N/A
Office co-payment (Primary Care Physician)		50% after deductible	80 / 20
Office co-payment (Specialist)		50% after deductible	80 / 20
Co-payment or co-insurance (Emergency room)		$250	$150.00
Co-payment or co-insurance (Urgent Care)		50% after deductible	80 / 20
Co-payment or co-insurance generic drugs (retail)			N/A
Co-payment or co-insurance preferred brand (retail)			N/A
Co-payment or co-insurance non-preferred drugs (retail)			N/A
Co-pay or co-insurance generic drugs (mail order- 3 mos.)			N/A
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)			N/A
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)			N/A
Do you provide a credit/incentive to employees who opt of med coverage	No	No	No

2026 Health, Dental & Vision 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	$1,500	$2,500
If yes, what age group is covered?	19	up to age 19	Less than 19
Monthly Dental Premiums if not bundled with medical plan			
Total Monthly Premium			
Employee Only	$25.36	$43.27	
Employee & Spouse/Domestic Partner	$49.16	$99.88	
Employee & Child(ren)	$53.96	$99.88	
Employee & Family	$88.20	$99.88	
Monthly Employer Cost			
Employee Only	$13	$37	Bundled Plan
Employee & Spouse/Domestic Partner	$25	$85	Bundled Plan
Employee & Child(ren)	$27	$85	Bundled Plan
Employee & Family	$44	$85	Bundled Plan
Monthly Employee Cost			
Employee Only	$13	$7	
Employee & Spouse/Domestic Partner	$25	$15	
Employee & Child(ren)	$27	$15	
Employee & Family	$44	$15	

2026 Health, Dental & Vision 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	$6.92	$7.71	
Employee & Spouse/Domestic Partner	$11.00	$21.30	
Employee & Child(ren)	$11.28	$21.30	
Employee & Family	$18.12	$21.30	
Monthly Employer Cost			
Employee Only	$3.46	$6.54	Bundled Plan
Employee & Spouse/Domestic Partner	$5.50	$18.11	Bundled Plan
Employee & Child(ren)	$5.64	$18.11	Bundled Plan
Employee & Family	$9.06	$18.11	Bundled Plan
Monthly Employee Cost			
Employee Only	$3.46	$1.17	
Employee & Spouse/Domestic Partner	$5.50	$3.19	
Employee & Child(ren)	$5.64	$3.19	
Employee & Family	$9.06	$3.19	

2026 Health, Dental & Vision Non-Bargaining	Mifflin Township	Orange Township	Perry Township
Do you offer medical coverage to your employees?	Yes	Yes	Yes
What type of plan do you offer?	PPO	PPO, HSFA	PPO
How many employees are enrolled in medical plan?	113		9
Funding type?	Fully-insured		Fully-insured
If other, please describe:			
Monthly Premiums: Total Monthly Premium			
Employee Only	$956.28	$1,492.43	$892.00
Employee & Spouse/Domestic Partner	$2,097.47	$3,134.07	$1,960.62
Employee & Child(ren)	$1,717	$2,836	$1,506
Employee & Family	$2,858.27	$4,477.26	$2,753.60
Monthly Premiums: Total Employer Cost			
Employee Only	$904	$1,269	$714
Employee & Spouse/Domestic Partner	$1,983	$2,664	$1,569
Employee & Child(ren)	$1,623	$2,410	$1,205
Employee & Family	$2,702	$3,806	$2,203
Monthly Premiums: Total Employee Cost			
Employee Only	$52	$224	$178
Employee & Spouse/Domestic Partner	$114	$470	$392
Employee & Child(ren)	$94	$425	$301
Employee & Family	$156	$672	$551

2026 Health, Dental & Vision Non-Bargaining	Mifflin Township	Orange Township	Perry Township
In Network Deductible:			
Individual deductible	$2,000	$8,000	$6,750
Family deductible	$4,000	$8,000	$13,500
Coinsurance (e.g., 80/20, 70/30, etc.)	90 / 10		$100.00
Lifetime maximum for medical plan	6,550 / 13,100	$16,000.00	n/a
Office co-payment (Primary Care Physician)	deductible then 10% coinsurance	Plan Pays 100%	No charge after deductible is met
Office co-payment (Specialist)	deductible then 10% coinsurance	Plan Pays 100%	No charge after deductible is met
Co-payment or co-insurance (Emergency room)	$250 copay and deductible then 10% coinsurance	Plan Pays 100%	No charge after deductible is met
Co-payment or co-insurance (Urgent Care)	deductible then 10% coinsurance	Plan Pays 100%	No charge after deductible is met
Co-payment or co-insurance generic drugs (retail)	deductible then $5 copay		$15
Co-payment or co-insurance preferred brand (retail)	deductible then $15 copay		$45
Co-payment or co-insurance non-preferred drugs (retail)	deductible then $30 copay		0% coinsurance after deductible is met
Co-pay or co-insurance generic drugs (mail order- 3 mos.)		Plan Pays 100%	n/a
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)			n/a
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)			n/a

2026 Health, Dental & Vision Non-Bargaining	Mifflin Township	Orange Township	Perry Township
Out-of-Network Deductible:			
Individual deductible		$16,000	
Family deductible		$16,000	
Coinsurance (e.g., 80/20, 70/30, etc.)			
Lifetime maximum for medical plan		$32,000.00	
Office co-payment (Primary Care Physician)		Plan Pays 70%	50% coinsurance after deductible is met
Office co-payment (Specialist)		Plan Pays 70%	50% coinsurance after deductible is met
Co-payment or co-insurance (Emergency room)		Not Covered	50% coinsurance after deductible is met
Co-payment or co-insurance (Urgent Care)		Plan Pays 70%	50% coinsurance after deductible is met
Co-payment or co-insurance generic drugs (retail)			Not covered
Co-payment or co-insurance preferred brand (retail)			Not covered
Co-payment or co-insurance non-preferred drugs (retail)			50% coinsurance after deductible is met
Co-pay or co-insurance generic drugs (mail order- 3 mos.)		Plan Pays 100%	n/a
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)			n/a
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)			n/a
Do you provide a credit/incentive to employees who opt of med coverage	Yes	Yes	No

2026 Health, Dental & Vision Non-Bargaining	Mifflin Township	Orange Township	Perry Township
Dental Coverage:			
Do you offer Dental coverage to your employees?	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	No	Yes
If yes, per person lifetime maximum?	$1,500		$2,000
If yes, what age group is covered?	up to 19		18 and under
Monthly Dental Premiums if not bundled with medical plan			
Total Monthly Premium			
Employee Only	$36.38	$5.50	$44.76
Employee & Spouse/Domestic Partner	$69.14	$5.50	$86.12
Employee & Child(ren)	$69.14	$5.50	$162.68
Employee & Family	$132.14	$5.50	$162.68
Monthly Employer Cost			
Employee Only	$36	$5.50	$45
Employee & Spouse/Domestic Partner	$69	$5.50	$86
Employee & Child(ren)	$69	$5.50	$163
Employee & Family	$132	$5.50	$163
Monthly Employee Cost			
Employee Only	$0	$0	$0
Employee & Spouse/Domestic Partner	$0	$0	$0
Employee & Child(ren)	$0	$0	$0
Employee & Family	$0	$0	$0

2026 Health, Dental & Vision Non-Bargaining	Mifflin Township	Orange Township	Perry Township
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	$10.56	$6.28	$18.07
Employee & Spouse/Domestic Partner	$16.06	$15.60	$18.07
Employee & Child(ren)	$16.06	$15.60	$18.07
Employee & Family	$28.81	$15.60	$18.07
Monthly Employer Cost			
Employee Only	$10.56	$6.28	$18.07
Employee & Spouse/Domestic Partner	$16.06	$15.60	$18.07
Employee & Child(ren)	$16.06	$15.60	$18.07
Employee & Family	$28.81	$15.60	$18.07
Monthly Employee Cost			
Employee Only	$0.00	$0	$0.00
Employee & Spouse/Domestic Partner	$0.00	$0	$0.00
Employee & Child(ren)	$0.00	$0	$0.00
Employee & Family	$0.00	$0	$0.00

2026 Health, Dental & Vision Non-Bargaining	Prairie Township	Truro Township	Violet Township
Do you offer medical coverage to your employees?		Yes	Yes
What type of plan do you offer?	PPO, DCFSA	PPO	PPO
How many employees are enrolled in medical plan?	28	49	15
Funding type?		Fully-insured	Self-insured
If other, please describe:			
Monthly Premiums: Total Monthly Premium			
Employee Only	$2,825.17	$976.97	$1,258.67
Employee & Spouse/Domestic Partner	$2,825.17	$2,143.33	$2,774.40
Employee & Child(ren)	$2,825	$1,755	$2,129
Employee & Family	$2,825.17	$2,920.95	$3,898.38
Monthly Premiums: Total Employer Cost			
Employee Only	$2,825	$977	$1,226.17
Employee & Spouse/Domestic Partner	$2,825	$2,143	$2,741.90
Employee & Child(ren)	$2,825	$1,755	$2,096.56
Employee & Family	$2,825	$2,921	$3,865.88
Monthly Premiums: Total Employee Cost			
Employee Only	$0.00	$0.00	$32.50
Employee & Spouse/Domestic Partner	$0.00	$0.00	$32.50
Employee & Child(ren)	$0.00	$0.00	$32.50
Employee & Family	$0.00	$0.00	$32.50

2026 Health, Dental & Vision Non-Bargaining	Prairie Township	Truro Township	Violet Township
In Network Deductible:			
Individual deductible	$500	$2,000	$300
Family deductible	$1,250	$4,000	$600
Coinsurance (e.g., 80/20, 70/30, etc.)	100% covered		100%
Lifetime maximum for medical plan			
Office co-payment (Primary Care Physician)	$20		$10
Office co-payment (Specialist)	$40		$25
Co-payment or co-insurance (Emergency room)	$150		$150
Co-payment or co-insurance (Urgent Care)	$25		$50
Co-payment or co-insurance generic drugs (retail)	$5		Tier 1: $10 copay Tier 2: $20 copay Tier 3: $35 copay
Co-payment or co-insurance preferred brand (retail)	$25		
Co-payment or co-insurance non-preferred drugs (retail)	$50		
Co-pay or co-insurance generic drugs (mail order- 3 mos.)	$13		Tier 1: $10 Tier 2: $50 Tier 3: $70 Tier 4: 20% up to $150
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	$63		
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos.)	$125		

2026 Health, Dental & Vision Non-Bargaining	Prairie Township	Truro Township	Violet Township
Out-of-Network Deductible:			
Individual deductible	$200	$5,000	$4,000
Family deductible	$500	$10,000	$8,000
Coinsurance (e.g., 80/20, 70/30, etc.)	100% covered		70/30
Lifetime maximum for medical plan			
Office co-payment (Primary Care Physician)			Deductible & Co-insurance
Office co-payment (Specialist)			Deductible & Co-insurance
Co-payment or co-insurance (Emergency room)			Deductible & Co-insurance
Co-payment or co-insurance (Urgent Care)			Deductible & Co-insurance
Co-payment or co-insurance generic drugs (retail)			Tier 1: $10 copay Tier 2: $20 copay Tier 3: $35 copay
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.)			Tier 1: $10 Tier 2: $50 Tier 3: $70 Tier 4: 20% up to $150
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 of med coverage	Yes	No	No

2026 Health, Dental & Vision Non-Bargaining	Prairie Township	Truro 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	$2,000	$1,500
If yes, what age group is covered?	under 19	Up to 19	Child orthodontia
Monthly Dental Premiums if not bundled with medical plan			
Total Monthly Premium			
Employee Only	$0.00	$38.86	$28.68
Employee & Spouse/Domestic Partner	$0.00	$74.20	$85.96
Employee & Child(ren)	$0.00	$143.21	$85.96
Employee & Family	$0.00	$143.21	$85.96
Monthly Employer Cost			
Employee Only	$0	$38.86	$28.68
Employee & Spouse/Domestic Partner	$0	$74.20	$85.96
Employee & Child(ren)	$0	$143.21	$85.96
Employee & Family	$0	$143.21	$85.96
Monthly Employee Cost			
Employee Only	$0	$0.00	$0.00
Employee & Spouse/Domestic Partner	$0	$0.00	$0.00
Employee & Child(ren)	$0	$0.00	$0.00
Employee & Family	$0	$0.00	$0.00

2026 Health, Dental & Vision Non-Bargaining	Prairie Township	Truro Township	Violet Township
Vision Coverage:			
Do you offer vision coverage to your employees?	Yes	Yes	Yes
Is your vision bundled with your medical plan?	Yes	No	No
Please provide information below if not bundled with medical			
Total Monthly Premium			
Employee Only	$0.00	$9.21	$8.49
Employee & Spouse/Domestic Partner	$0.00	$18.43	$16.99
Employee & Child(ren)	$0.00	$29.66	$14.99
Employee & Family	$0.00	$29.66	$22.99
Monthly Employer Cost			
Employee Only	$0.00	$9.21	$8.49
Employee & Spouse/Domestic Partner	$0.00	$18.43	$16.99
Employee & Child(ren)	$0.00	$29.66	$14.99
Employee & Family	$0.00	$29.66	$22.99
Monthly Employee Cost			
Employee Only	$0.00	$0.00	$0.00
Employee & Spouse/Domestic Partner	$0.00	$0.00	$0.00
Employee & Child(ren)	$0.00	$0.00	$0.00
Employee & Family	$0.00	0	$0.00

2026 Health, Dental & Vision Non-Bargaining	Village of Galena	Village of Hebron	Village of Plain City	Village of West Jefferson
Do you offer medical coverage to your employees?	No	Yes		Yes
What type of plan do you offer?		PPO		HMO
How many employees are enrolled in medical plan?		24		33
Funding type?		Fully Insured		Fully Insured
If other, please describe:				
Monthly Premiums: Total Monthly Premium				
Employee Only		$676		$1,507
Employee & Spouse/Domestic Partner		$1,487		$3,310
Employee & Child(ren)		$0		$2,709
Employee & Family		$2,028		$4,513
Monthly Premiums: Total Employer Cost				
Employee Only		$676		$1,243
Employee & Spouse/Domestic Partner		$1,487		$2,731
Employee & Child(ren)				$2,235
Employee & Family		$2,028		$3,723
Monthly Premiums: Total Employee Cost				
Employee Only		$0.00		$264
Employee & Spouse/Domestic Partner		$0.00		$579
Employee & Child(ren)				$474
Employee & Family		$0.00		$790

2026 Health, Dental & Vision Non-Bargaining	Village of Galena	Village of Hebron	Village of Plain City	Village of West Jefferson
In Network Deductible:				
Individual deductible		$1,500		$7,500
Family deductible		$3,000		$15,000
Coinsurance (e.g., 80/20, 70/30, etc.)		$0.20		
Lifetime maximum for medical plan		7,000/14,000		
Office co-payment (Primary Care Physician)		$30		
Office co-payment (Specialist)		$60		
Co-payment or co-insurance (Emergency room)		$500		
Co-payment or co-insurance (Urgent Care)		$75		
Co-payment or co-insurance generic drugs (retail)		$10		
Co-payment or co-insurance preferred brand (retail)		$45		
Co-payment or co-insurance non-preferred drugs (retail)		$95		
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.)		$238		

2026 Health, Dental & Vision Non-Bargaining	Village of Galena	Village of Hebron	Village of Plain City	Village of West Jefferson
Out-of-Network Deductible:				
Individual deductible				$7,500
Family deductible				$15,000
Coinsurance (e.g., 80/20, 70/30, etc.)				
Lifetime maximum for medical plan				
Office co-payment (Primary Care Physician)				
Office co-payment (Specialist)				
Co-payment or co-insurance (Emergency room)				
Co-payment or co-insurance (Urgent Care)				
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 of med coverage		No		No

2026 Health, Dental & Vision Non-Bargaining	Village of Galena	Village of Hebron	Village of Plain City	Village of West Jefferson
Dental Coverage:				
Do you offer Dental coverage to your employees?	No	Yes		Yes
Do you offer orthodontic benefits?		Yes		Yes
If yes, per person lifetime maximum?		$1,000		$1,500
If yes, what age group is covered?		Open		Under 18
Monthly Dental Premiums if not bundled with medical plan				
Total Monthly Premium				
Employee Only		$33.20		$39.77
Employee & Spouse/Domestic Partner		$0.00		$72.82
Employee & Child(ren)		$0.00		$72.82
Employee & Family		$100.57		$138.46
Monthly Employer Cost				
Employee Only		$33		$39.77
Employee & Spouse/Domestic Partner				$72.82
Employee & Child(ren)				$72.82
Employee & Family		$101		$138.46
Monthly Employee Cost				
Employee Only		$0		$0.00
Employee & Spouse/Domestic Partner				$0.00
Employee & Child(ren)				$0.00
Employee & Family		$0		$0.00

2026 Health, Dental & Vision Non-Bargaining	Village of Galena	Village of Hebron	Village of Plain City	Village of West Jefferson
Vision Coverage:				
Do you offer vision coverage to your employees?	No	Yes		Yes
Is your vision bundled with your medical plan?	No	No		No
Please provide information below if not bundled with medical				
Total Monthly Premium				
Employee Only		$11.61		$25.11
Employee & Spouse/Domestic Partner		$0.00		$25.11
Employee & Child(ren)		$0.00		$25.11
Employee & Family		$26.27		$25.11
Monthly Employer Cost				
Employee Only		$11.61		$25.11
Employee & Spouse/Domestic Partner				$25.11
Employee & Child(ren)				$25.11
Employee & Family		$26.27		$25.11
Monthly Employee Cost				
Employee Only		$0.00		$0.00
Employee & Spouse/Domestic Partner				$0.00
Employee & Child(ren)				$0.00
Employee & Family		$0.00		$0.00

MID-OHIO REGIONAL
MORPC
PLANNING COMMISSION

SECTION 7

DISABILITY & SICK LEAVE

2026 Disability, Sick Leave & Life Insurance	City of Bexley	City of Canal Winchester	City of Columbus	City of Delaware
Short-Term Disability				
Do you offer a short-term disability (STD) plan?	No	No	Yes	No
If Yes, what is the waiting period (# of work days)?			11	
What is the benefit as a percent of regular salary?			Varies by Employee Group from 81%-89%	
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?				

2026 Disability, Sick Leave & Life Insurance	City of Dublin	City of Gahanna	City of Grandview Heights	City of Grove City
Short-Term Disability				
Do you offer a short-term disability (STD) plan?	Yes	Yes	Yes	No
If Yes, what is the waiting period (# of work days)?	7 working days	8	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%	0%	
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 and 90 day options
What is the benefit as a percent of regular salary?			60%	60%
What percent of the premium does the company pay?			0%	
What is the cost per $1,000 of payroll?			Varies	
What is the maximum time-off for LTD?			Varies	

2026 Disability, Sick Leave & Life Insurance	City of Groveport	City of Hilliard	City of Johnstown	City of Lancaster
Short-Term Disability				
Do you offer a short-term disability (STD) plan?	No	No	No	Yes
If Yes, what is the waiting period (# of work days)?				5
What is the benefit as a percent of regular salary?				60%
What percent of the premium does the company pay?				0%
What is the cost per $100 of payroll?				
What is the maximum time-off for STD?				12 weeks
Long-Term Disability				
Do you offer a long-term disability (LTD) plan?	No	No	No	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?				

2026 Disability, Sick Leave & Life Insurance	City of London	City of Marion	City of Marysville	City of Mount Vernon
Short-Term Disability				
Do you offer a short-term disability (STD) plan?	Yes	No	Yes	Yes
If Yes, what is the waiting period (# of work days)?			1 year	7 days
What is the benefit as a percent of regular salary?			67%	60%
What percent of the premium does the company pay?			0%	0%
What is the cost per $100 of payroll?				$4.30-$11.80
What is the maximum time-off for STD?			13 weeks	13 weeks
Long-Term Disability				
Do you offer a long-term disability (LTD) plan?	Yes	No	No	Yes
If Yes, what is the waiting period (# of work days)?				14 weeks
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?				$2.40
What is the maximum time-off for LTD?				up to 24 months

2026 Disability, Sick Leave & Life Insurance	City of Powell	City of Reynoldsburg	City of Sunbury	City of Upper Arlington
Short-Term Disability				
Do you offer a short-term disability (STD) plan?	Yes	Yes	No	Yes
If Yes, what is the waiting period (# of work days)?	7	14 days		45
What is the benefit as a percent of regular salary?	60% of first $833	60%		60%
What percent of the premium does the company pay?	100%	100%		100%
What is the cost per $100 of payroll?	22.5	.22 per $10 benefits		N/A, Self-insured
What is the maximum time-off for STD?	180 days	6 months		180 days
Long-Term Disability				
Do you offer a long-term disability (LTD) plan?	No	Yes	No	Yes
If Yes, what is the waiting period (# of work days)?		STD expires		180
What is the benefit as a percent of regular salary?		60%		60%
What percent of the premium does the company pay?		100%		100%
What is the cost per $1,000 of payroll?		.31 of $100 monthly payroll		N/A, Self-insured
What is the maximum time-off for LTD?		2		2 years

2026 Disability, Sick Leave & Life Insurance	City of Westerville	City of Whitehall	City of Worthington
Short-Term Disability			
Do you offer a short-term disability (STD) plan?	Yes	Yes	No
If Yes, what is the waiting period (# of work days)?	2 weeks	8	
What is the benefit as a percent of regular salary?	60%	$100-$1500	
What percent of the premium does the company pay?		employee paid	
What is the cost per $100 of payroll?	60% up to 1000/week	$3.72-$12.68	
What is the maximum time-off for STD?	120	13 weeks	
Long-Term Disability			
Do you offer a long-term disability (LTD) plan?	No	Yes	No
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?		employee paid	
What is the cost per $1,000 of payroll?		.3940 per $100 covered salary	
What is the maximum time-off for LTD?		5 years	

2026 Disability, Sick Leave & Life Insurance	Delaware County	Fairfield County	Franklin County Board of Commissioners
Short-Term Disability			
Do you offer a short-term disability (STD) plan?	Yes	Yes	Yes
If Yes, what is the waiting period (# of work days)?	30	14	14 days
What is the benefit as a percent of regular salary?	60%	60%	60% Gross Earnings Weekly
What percent of the premium does the company pay?	0.00%	0.00%	0%
What is the cost per $100 of payroll?	N/A	$1.16	Age Banded
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
If Yes, what is the waiting period (# of work days)?		180	180 days
What is the benefit as a percent of regular salary?		60%	60% Gross Earnings Weekly
What percent of the premium does the company pay?		0.00%	0%
What is the cost per $1,000 of payroll?		0.19	Age Banded
What is the maximum time-off for LTD?		Retirement	Normal Retirement or Reducing Benefits Duration

2026 Disability, Sick Leave & Life Insurance	Mifflin Township	Orange Township	Perry Township
Short-Term Disability			
Do you offer a short-term disability (STD) plan?	Yes	No	No
If Yes, what is the waiting period (# of work days)?	7 days		
What is the benefit as a percent of regular salary?	60 % of Weekly earnings up to $2,000		
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?	12 weeks		
Long-Term Disability			
Do you offer a long-term disability (LTD) plan?	Yes	No	No
If Yes, what is the waiting period (# of work days)?	90 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?	5 years		

2026 Disability, Sick Leave & Life Insurance	Prairie Township	Truro Township	Violet Township
Short-Term Disability			
Do you offer a short-term disability (STD) plan?	Yes	No	No
If Yes, what is the waiting period (# of work days)?	14		
What is the benefit as a percent of regular salary?	60%		
What percent of the premium does the company pay?	0%		
What is the cost per $100 of payroll?			
What is the maximum time-off for STD?	180 days		
Long-Term Disability			
Do you offer a long-term disability (LTD) plan?	Yes	No	No
If Yes, what is the waiting period (# of work days)?	180 days		
What is the benefit as a percent of regular salary?	60%		
What percent of the premium does the company pay?	0		
What is the cost per $1,000 of payroll?			
What is the maximum time-off for LTD?	up to Normal retirement age		

2026 Disability, Sick Leave & Life Insurance	Village of Galena	Village of Hebron	Village of Plain City	Village of West Jefferson
Short-Term Disability				
Do you offer a short-term disability (STD) plan?	No	No	Yes	No
If Yes, what is the waiting period (# of work days)?				
What is the benefit as a percent of regular salary?			60% up to $500/week	
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?				

2026 Disability, Sick Leave & Life Insurance	City of Bexley	City of Canal Winchester	City of Columbus	City of Delaware
Number of sick leave hours accrued/credited annually	120	120	80	120
Does your company have a maximum number of sick leave hours?	Yes		No	No
If Yes, indicate maximum # of sick leave hours allowed	2100			
Sick Leave Cash-Out Plan				
Do you offer a sick leave cash-out plan annually?	No	Yes	Yes for some employee groups	No
If Yes, what employee groups are eligible? (e.g.: Full-time, Part-time, Seasonal or Intern)		Full-time	Full-time	
What is the percentage rate of cash-out?			100% for current year sick leave	
Do you have a cash-out limit?				
If Yes, what is the annual cash-out limit?				

2026 Disability, Sick Leave & Life Insurance	City of Dublin	City of Gahanna	City of Grandview Heights	City of Grove City
Number of sick leave hours accrued/credited annually	72	FULL-TIME UNC LEAVE Hire date-120 hrs./yr USW SICK LEAVE Hire date to 6 yrs-120 hrs./yr 6 yrs to 11 yrs-128 hrs./yr 11 yrs to 16 yrs-136 hrs./yr 16 yrs or more-144 hrs./yr	119.6	120
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? (e.g.: Full-time, Part-time, Seasonal or Intern)	All full-time employees		Full-time	Full-time
What is the percentage rate of cash-out?	100% up to 28 hours of sick		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	Maximum 360 hours

2026 Disability, Sick Leave & Life Insurance	City of Groveport	City of Hilliard	City of Johnstown	City of Lancaster
Number of sick leave hours accrued/credited annually	144	80	120	15
Does your company have a maximum number of sick leave hours?	No	No	No	No
If Yes, indicate maximum # of sick leave hours allowed			960	
Sick Leave Cash-Out Plan			City of Johnstown	
Do you offer a sick leave cash-out plan annually?	No	Yes	Yes	Yes
If Yes, what employee groups are eligible? (e.g.: Full-time, Part-time, Seasonal or Intern)		Full-time	Full-time	All
What is the percentage rate of cash-out?		50% at separation	50%	$500/yr if 960-hr sick leave bal. maintained.
Do you have a cash-out limit?		Yes	Yes	Yes
If Yes, what is the annual cash-out limit?		80 hrs. per year	Excess 960	$500

2026 Disability, Sick Leave & Life Insurance	City of London	City of Marion	City of Marysville	City of Mount Vernon
Number of sick leave hours accrued/credited annually		120	119.6	130
Does your company have a maximum number of sick leave hours?		No	No	No
If Yes, indicate maximum # of sick leave hours allowed				N/A
Sick Leave Cash-Out Plan				
Do you offer a sick leave cash-out plan annually?		Yes	Yes	No
If Yes, what employee groups are eligible? (e.g.: Full-time, Part-time, Seasonal or Intern)		Police and Fire	Full-time	N/A
What is the percentage rate of cash-out?			100%	N/A
Do you have a cash-out limit?			Yes	
If Yes, what is the annual cash-out limit?			32 hours	N/A

2026 Disability, Sick Leave & Life Insurance	City of Powell	City of Reynoldsburg	City of Sunbury	City of Upper Arlington
Number of sick leave hours accrued/credited annually	119	120	120	120
Does your company have a maximum number of sick leave hours?	Yes	No	No	Yes
If Yes, indicate maximum # of sick leave hours allowed	1040			1920
Sick Leave Cash-Out Plan				
Do you offer a sick leave cash-out plan annually?	Yes	No	No	Yes
If Yes, what employee groups are eligible? (e.g.: Full-time, Part-time, Seasonal or Intern)	Full-time			Senior Executives
What is the percentage rate of cash-out?	50%			50%
Do you have a cash-out limit?	Yes	No		No
If Yes, what is the annual cash-out limit?	119 hrs.			

2026 Disability, Sick Leave & Life Insurance	City of Westerville	City of Whitehall	City of Worthington
Number of sick leave hours accrued/credited annually	96	130	120
Does your company have a maximum number of sick leave hours?	No	No	No
If Yes, indicate maximum # of sick leave hours allowed	N/A		
Sick Leave Cash-Out Plan			
Do you offer a sick leave cash-out plan annually?	Yes	Yes	No
If Yes, what employee groups are eligible? (e.g.: Full-time, Part-time, Seasonal or Intern)	FT employees: Completed 1-yr probation; post-cash-out sick leave bal. ≥250 hrs. (≥600 hrs. for Platoon Battalion Chiefs).	Full-time	
What is the percentage rate of cash-out?	50%	3 to 1	
Do you have a cash-out limit?	Yes	Yes	
If Yes, what is the annual cash-out limit?	48 hrs.	24 hours	

2026 Disability, Sick Leave & Life Insurance	Delaware County	Fairfield County	Franklin County Board of Commissioners
Number of sick leave hours accrued/credited annually	120	120	119.6
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
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?			

2026 Disability, Sick Leave & Life Insurance	Mifflin Township	Orange Township	Perry Township
Number of sick leave hours accrued/credited annually	204	3 Weeks	4.616 per pay (120.016 annually)
Does your company have a maximum number of sick leave hours?	Yes	No	No
If Yes, indicate maximum # of sick leave hours allowed	Admin-1413 | Police-2080 | Fire 2824		
Sick Leave Cash-Out Plan			
Do you offer a sick leave cash-out plan annually?	No	No	Yes
If Yes, what employee groups are eligible? (e.g.: Full-time, Part-time, Seasonal or Intern)			Full time - quarterly cash out
What is the percentage rate of cash-out?			25 hours max
Do you have a cash-out limit?		No	25 hours max
If Yes, what is the annual cash-out limit?			100 hours max

2026 Disability, Sick Leave & Life Insurance	Prairie Township	Truro Township	Violet Township
Number of sick leave hours accrued/credited annually	130	120 hrs. (40-hr), 240 hrs. (56-hr)	120.12
Does your company have a maximum number of sick leave hours?	No	No	Yes
If Yes, indicate maximum # of sick leave hours allowed			1,200
Sick Leave Cash-Out Plan			
Do you offer a sick leave cash-out plan annually?	Yes	No	Yes
If Yes, what employee groups are eligible? (e.g.: Full-time, Part-time, Seasonal or Intern)	Full time		FT employees: 600+ sick leave hrs. at year start; ≤40 hrs. used during the calendar year.
What is the percentage rate of cash-out?			50%
Do you have a cash-out limit?	Yes		Yes
If Yes, what is the annual cash-out limit?	40 hours		The balance of that year's allotment of sick leave

2026 Disability, Sick Leave & Life Insurance	Village of Galena	Village of Hebron	Village of Plain City	Village of West Jefferson
Number of sick leave hours accrued/credited annually	124.8	4.6		119.6
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		Yes
If Yes, what employee groups are eligible? (e.g.: Full-time, Part-time, Seasonal or Intern)				Full Time
What is the percentage rate of cash-out?				50%
Do you have a cash-out limit?				Yes
If Yes, what is the annual cash-out limit?				80

2026 Life Insurance	City of Bexley	City of Canal Winchester	City of Columbus	City of Delaware
Do you offer basic group term life insurance?	Yes	Yes	Yes	Yes
Do you offer voluntary supplemental group term life insurance?	Yes	Yes	No	Yes
Do you offer Accidental Death and Dismemberment (AD&D) insurance?	Yes	Yes	No	Yes
Do you offer dependent life insurance?	Yes	Yes	No	Yes
Basic Insurance				
Amount of coverage	$50,000	$50,000	1.5x Salary w/cap	Based on contract and pay plan
Percent company pays	100%	100%	100%	100%
Cost per $1,000 or unit				n/a
Maximum dollar amount of coverage			$200,000	n/a
AD&D Insurance				
Amount of coverage		$50,000		Based on contract and pay plan
Percent company pays		100%		100%
Cost per $1,000 or unit				n/a
Maximum dollar amount of coverage				n/a
Does your company provide/offer the following:				
Supplemental Insurance (e.g. AFLAC)	Yes	No	No	No
Long-term care insurance	No	No	No	No

2026 Life Insurance	City of Dublin	City of Gahanna	City of Grandview Heights	City of Grove City
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 salary	$75,000	Flat dollar
Percent company pays	100%	100%	100%	85%
Cost per $1,000 or unit	$0.18		0.0037	
Maximum dollar amount of coverage	$150,000	$220,000	$500,000	$75,000
AD&D Insurance				
Amount of coverage	1.5x Salary	2x salary	$75,000	Flat dollar
Percent company pays	100%	100%	100.00%	85%
Cost per $1,000 or unit	$0.18		0.02	
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	Yes	No

2026 Life Insurance	City of Groveport	City of Hilliard	City of Johnstown	City of Lancaster
Do you offer basic group term life insurance?	Yes	Yes	Yes	Yes
Do you offer voluntary supplemental group term life insurance?	Yes	Yes	No	Yes
Do you offer Accidental Death and Dismemberment (AD&D) insurance?	Yes	Yes	Yes	Yes
Do you offer dependent life insurance?	Yes	No	No	Yes
Basic Insurance				
Amount of coverage	1x salary		$50,000	$50,000
Percent company pays	100%	100.00%	100.00%	100.00%
Cost per $1,000 or unit	$0.20		$3.36	$0.00
Maximum dollar amount of coverage	$100,000	$100,000		$50,000
AD&D Insurance				
Amount of coverage			$50,000	$50,000
Percent company pays		100.00%	100.00%	100.00%
Cost per $1,000 or unit			$0.48	
Maximum dollar amount of coverage		$100,000		
Does your company provide/offer the following:				
Supplemental Insurance (e.g. AFLAC)		No	No	Yes
Long-term care insurance		No	No	No

2026 Life Insurance	City of London	City of Marion	City of Marysville	City of Mount Vernon
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?		Yes	Yes	Yes
Basic Insurance				
Amount of coverage		$20,000	1.5 Annual up to $100k	$50,000-$500,000
Percent company pays		100%	100.00%	100.00%
Cost per $1,000 or unit		$2.20		$0.14
Maximum dollar amount of coverage		$20,000	100000	$500,000
AD&D Insurance				
Amount of coverage		$20,000	1.5 Annual up to $100k	$50,000-$500,000
Percent company pays		100%	100.00%	100.00%
Cost per $1,000 or unit		$2.20		$0.02
Maximum dollar amount of coverage		$20,000	$100,000	$500,000
Does your company provide/offer the following:				
Supplemental Insurance (e.g. AFLAC)		Yes	Yes	No
Long-term care insurance		No	No	No

2026 Life Insurance	City of Powell	City of Reynoldsburg	City of Sunbury	City of Upper Arlington
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 x Annual Earnings	Min $50K		salary & flat dollar amount(different groups)
Percent company pays	100.00%	100.00%		100%
Cost per $1,000 or unit		$0.13		$0.11
Maximum dollar amount of coverage	$100,000	100K		$250,000
AD&D Insurance				
Amount of coverage	1 x Annual Earnings	Min 50K		salary & flat dollar amount(different groups)
Percent company pays	100.00%	100.00%		100%
Cost per $1,000 or unit		$0.13		$0.02
Maximum dollar amount of coverage	$100,000	$100,000		$250,000
Does your company provide/offer the following:				
Supplemental Insurance (e.g. AFLAC)	Yes	Yes	Yes	No
Long-term care insurance	No	No	No	No

2026 Life Insurance	City of Westerville	City of Whitehall	City of Worthington
Do you offer basic group term life insurance?	Yes	Yes	Yes
Do you offer voluntary supplemental group term life insurance?	No	Yes	Yes
Do you offer Accidental Death and Dismemberment (AD&D) insurance?	Yes	Yes	Yes
Do you offer dependent life insurance?	Yes	Yes	No
Basic Insurance			
Amount of coverage	$100,000	$100,000	$100,000
Percent company pays	100%	100%	100%
Cost per $1,000 or unit		$0.15	$0.20
Maximum dollar amount of coverage	$100,000	$100,000	
AD&D Insurance			
Amount of coverage		$100,000	$100,000
Percent company pays		100%	100%
Cost per $1,000 or unit		$0.03	$0.03
Maximum dollar amount of coverage		$100,000	
Does your company provide/offer the following:			
Supplemental Insurance (e.g. AFLAC)	No	Yes	No
Long-term care insurance	No	No	No

2026 Life Insurance	Delaware County	Fairfield County	Franklin County Board of Commissioners
Do you offer basic group term life insurance?	Yes	Yes	
Do you offer voluntary supplemental group term life insurance?	Yes	Yes	
Do you offer Accidental Death and Dismemberment (AD&D) insurance?	Yes	Yes	
Do you offer dependent life insurance?	Yes	Yes	
Basic Insurance			
Amount of coverage	1x salary	1X salary	Flat Dollar
Percent company pays	100%	100%	100%
Cost per $1,000 or unit	$0.12	2.1/month	$0.08
Maximum dollar amount of coverage	$500,000	$200,000	$50,000
AD&D Insurance			
Amount of coverage	1x salary	1X salary	Flat Dollar
Percent company pays	100%	100%	100%
Cost per $1,000 or unit	$0.12	.75/ month	$0.02
Maximum dollar amount of coverage	$500,000	$200,000	$50,000
Does your company provide/offer the following:			
Supplemental Insurance (e.g. AFLAC)	Yes	No	No
Long-term care insurance	No	No	No

2026 Life Insurance	Mifflin Township	Orange Township	Perry Township
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?	Yes	Yes	Yes
Basic Insurance			
Amount of coverage	flat		$75,000
Percent company pays	all		100%
Cost per $1,000 or unit	differs by age		
Maximum dollar amount of coverage	$50,000		
AD&D Insurance			
Amount of coverage			$10,000
Percent company pays			0%
Cost per $1,000 or unit			
Maximum dollar amount of coverage			$500,000
Does your company provide/offer the following:			
Supplemental Insurance (e.g. AFLAC)	Yes	Yes	Yes
Long-term care insurance	No	Yes	No

2026 Life Insurance	Prairie Township	Truro Township	Violet Township
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?	Yes	No	Yes
Basic Insurance			
Amount of coverage	$50,000	Flat $	$25,000
Percent company pays	100%	100%	basic life & AD&D
Cost per $1,000 or unit		$0.21	dependent on age of employee
Maximum dollar amount of coverage		$50,000	$100,000
AD&D Insurance			
Amount of coverage	varies		$25,000
Percent company pays	100%		basic life & AD&D
Cost per $1,000 or unit			dependent on age of employee
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

2026 Life Insurance	Village of Galena	Village of Hebron	Village of Plain City	Village of West Jefferson
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		Yes
Do you offer dependent life insurance?	No	No		Yes
Basic Insurance				
Amount of coverage		$30,000		
Percent company pays		100%		
Cost per $1,000 or unit		8.13 per person monthly		
Maximum dollar amount of coverage				
AD&D Insurance				
Amount of coverage				Flat
Percent company pays				100%
Cost per $1,000 or unit				
Maximum dollar amount of coverage				$20,000
Does your company provide/offer the following:				
Supplemental Insurance (e.g. AFLAC)	No	Yes		Yes
Long-term care insurance	No	No		Yes

MID-OHIO REGIONAL
MORPC
PLANNING COMMISSION

SECTION 8

PAID TIME OFF

2026 Paid Time Off Vacation	City of Bexley	City of Canal Winchester	City of Columbus	City of Delaware
What is the maximum number of hours per year accrued at the highest level?	208	216	280	200.2
How many years of service does it take to get to the maximum accrual level?	22	24	25	15
What is the maximum hours allowed to roll-over annually?	0	324	480	600.6
Can employees cash out or convert vacation/annual leave to personal time instead of meeting a minimum usage requirement or forfeiting hours?	No		No	Yes
If yes, please explain:				Cash out
Vacation hours accrued per year				
1 year service	10 workdays (end of year 1-3)	96	15 days (1-2yrs)	80.6
5 years service	12 workdays (year 4-7)	96	21 days (3-6yrs)	119.6
8 years service	16 workdays (year 8-11)	144	28 days (6-13yrs)	119.6
10 years service	17 workdays (year 12-14)	144	31 days (13-20yrs)	161.2
15 years service	21 workdays (year 15-17)	176	33 Days (20-25yrs)	200.2
20 years service	22 workdays (year 18-21)	176	35 days (25 yrs plus)	200.2
25 years service	26 workdays (year 22+)	216		200.2
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 and Military	Bereavement, Military leave, Injury leave, Sick leave, Jury duty leave, Examination leave, Court leave	Bereavement, military, jury duty
Holidays/Personal Days				
Total number of Holidays per year	11	11	11	11
Total number of Personal days per year		2	0-However some employee groups have personal days but most do not	4
Do you allow cash-out of personal days?	No		No	Yes
If yes, please indicate the maximum number of personal days eligible for cash-out				32 hours (1 year)

2026 Paid Time Off Vacation	City of Dublin	City of Gahanna	City of Grandview Heights
What is the maximum number of hours per year accrued at the highest level?	246		216
How many years of service does it take to get to the maximum accrual level?	20		23
What is the maximum hours allowed to roll-over annually?	160 hrs. (≤11 yrs svc); 200 hrs. (11-19 yrs svc); 480 hrs. (20+ yrs svc)		648
Can employees cash out or convert vacation/annual leave to personal time instead of meeting a minimum usage requirement or forfeiting hours?	Yes		No
If yes, please explain:	11+ yrs public svc: Cash out up to 80 vac. hrs. with 120-hr YE bal. and 40 vac. hrs. used/yr. Excess accrual hrs. not converted are forfeited. Div./Dept. Directors may cash out up to 160 unused vac. hrs.		
Vacation hours accrued per year			
1 year service	80 (0-1 yr)	104	96 <3 years
5 years service	108 (1 up to 4 yrs)	136	116 after 3 years
8 years service	142 (4 up to 9 yrs)	152	138 after 8 years
10 years service	182 (9 up to 15 yrs)	176	176 after 12 years
15 years service	208 (15 up to 20 yrs)	192	196 after 17 years
20 years service	246 (20 yrs or more)	200	216 after 22 years
25 years service		200	
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, Military, Bereavement, Jury Duty	Sick, Personal Time, Jury Duty, Bereavement, Major Medical, Injury Leave	Bereavement, Military, Paid Parental, Comp
Holidays/Personal Days			
Total number of Holidays per year	11	11	11
Total number of Personal days per year	5	2	3
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			

2026 Paid Time Off Vacation	City of Grove City	City of Groveport	City of Hilliard
What is the maximum number of hours per year accrued at the highest level?	240	200	240
How many years of service does it take to get to the maximum accrual level?	18	21	20
What is the maximum hours allowed to roll-over annually?	720	200	400
Can employees cash out or convert vacation/annual leave to personal time instead of meeting a minimum usage requirement or forfeiting hours?	Yes	No	Yes
If yes, please explain:	Paid at 100%		80 hours
Vacation hours accrued per year			
1 year service	80	80 hours	80
5 years service	120	120 hours	120
8 years service	120	120 hours	
10 years service	160	160 hours	160
15 years service	200	184 hours	200
20 years service	240	200 hours	240
25 years service	240		
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.)		military, funeral, personal, court	Funeral, Military, Jury Duty, Court, Special, Exam
Holidays/Personal Days			
Total number of Holidays per year	14	11	12
Total number of Personal days per year	0	1	40 hours for new hires, 16 hours for everyone else
Do you allow cash-out of personal days?		No	No
If yes, please indicate the maximum number of personal days eligible for cash-out			0

2026 Paid Time Off Vacation	City of Johnstown	City of Lancaster	City of Marion
What is the maximum number of hours per year accrued at the highest level?	6 weeks	200	varies
How many years of service does it take to get to the maximum accrual level?	23	20	25-30 years
What is the maximum hours allowed to roll-over annually?	120/240 union	40	3x accrual
Can employees cash out or convert vacation/annual leave to personal time instead of meeting a minimum usage requirement or forfeiting hours?	No / forfeited	No, forfeited	No
If yes, please explain:			
Vacation hours accrued per year			
1 year service	3.08 / 2 wks.	80 hours	2 weeks
5 years service	4.62 / 3 wks.	120 hours	2 weeks
8 years service	6.15 / 4wks	120 hours	3 weeks
10 years service	7.69/ 5 wks.	120 hours	3 weeks
15 years service	9.23 / 6 wks.	160 hours	4 weeks
20 years service		200 hours	5 weeks
25 years service		200 hours	5 weeks
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.)	Bereavement, military	Comp time and funeral leave	Bereavement, Military, Admin Personal Leave
Holidays/Personal Days			
Total number of Holidays per year	12	11	12
Total number of Personal days per year	3	5	holiday/personal rolled together
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		N/A	

2026 Paid Time Off Vacation	City of Marysville	City of Mount Vernon	City of Powell
What is the maximum number of hours per year accrued at the highest level?	240	88	220
How many years of service does it take to get to the maximum accrual level?	20	25	21
What is the maximum hours allowed to roll-over annually?	2.5x annual accrual		330
Can employees cash out or convert vacation/annual leave to personal time instead of meeting a minimum usage requirement or forfeiting hours?	No	Yes	Yes
If yes, please explain:			Employees may sell back up to 80 hours of vacation leave per calendar year
Vacation hours accrued per year			
1 year service	96	New Hires (after 6-month probation): 40 hours	0-2 years - 80 hrs.
5 years service	144	After 1 year: 48 hours additional	3-4 years - 120 hrs.
8 years service	144	After 3 years: 108 hours	5-9 years - 160 hrs.
10 years service	144	After 5 years: 128 hours	10-15 years - 180 hrs.
15 years service	192	After 10 years: 168 hours	16-20 years - 200 hrs.
20 years service	240	After 15 years: 188 hours	21 + years - 220 hrs.
25 years service	240	After 20 years: 208 hours	
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.)	Holidays,Personal,Sick, Military,FMLA,Bereavement leave,Jury Duty, Examination Leave, Court Leave, Administrative Leave, Injury Leave	Personal time, Bereavement	Personal Days - 2 and Bereavement Leave
Holidays/Personal Days			
Total number of Holidays per year	12	12	13
Total number of Personal days per year	4	4	2
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		N/A	

2026 Paid Time Off Vacation	City of Reynoldsburg	City of Sunbury	City of Upper Arlington
What is the maximum number of hours per year accrued at the highest level?	240	160 plus 8 hours for each yr of service beyond 20	200
How many years of service does it take to get to the maximum accrual level?	15	20	20
What is the maximum hours allowed to roll-over annually?	240	limit is the number of hours accrued each year according to a schedule	3x annual accrual
Can employees cash out or convert vacation/annual leave to personal time instead of meeting a minimum usage requirement or forfeiting hours?	Yes	No	Yes
If yes, please explain:	Employees may cash-out up to 80 hours of unused vacation time once a year.		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
Vacation hours accrued per year			
1 year service			80
5 years service	5-10 Years 120.12 hours		120
8 years service			120
10 years service	11-14 Years 160.16 hours		120
15 years service	15+ 200.2		160
20 years service			200
25 years service			200
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.)	Bereavement, Military, Comp, Flex	Bereavement, personal, military, court	bereavement, military
Holidays/Personal Days			
Total number of Holidays per year	13	13	10
Total number of Personal days per year	1	1	5
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	0		

2026 Paid Time Off Vacation	City of Westerville	City of Whitehall	City of Worthington
What is the maximum number of hours per year accrued at the highest level?	No more than 2x their annual accumulation rate	850	216
How many years of service does it take to get to the maximum accrual level?	24	25	21
What is the maximum hours allowed to roll-over annually?	2x accrual amount	850	288
Can employees cash out or convert vacation/annual leave to personal time instead of meeting a minimum usage requirement or forfeiting hours?	No	No	Yes
If yes, please explain:			
Vacation hours accrued per year			
1 year service	2 weeks	0.04211	100
5 years service	3 weeks	0.05385	120
8 years service		0.05385	148
10 years service	4 weeks	0.06923	172
15 years service	5 weeks	0.07692	204
20 years service	6 weeks	0.08462	240
25 years service		0.09615	240
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.)	Funeral , Medical Donor, Military, Court/Jury Duty, and Work Related Injury Leave (and FMLA), we also have Paid Parental Leave for Non-Union EEs	personal, military, bereavement	FLSA, Kelly Days, Compensatory Leave
Holidays/Personal Days			
Total number of Holidays per year	8	10	12
Total number of Personal days per year	6	5	2
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	N/A		0

2026 Paid Time Off Vacation	Delaware County	Fairfield County	Franklin County Board of Commissioners
What is the maximum number of hours per year accrued at the highest level?	200	200	200
How many years of service does it take to get to the maximum accrual level?	25	15	20
What is the maximum hours allowed to roll-over annually?	3x max	No more than what you would accrue in three years	600
Can employees cash out or convert vacation/annual leave to personal time instead of meeting a minimum usage requirement or forfeiting hours?	No	No	No
If yes, please explain:			
Vacation hours accrued per year			
1 year service	80 Hours (less than 4 yrs service)	40	6 mos. - 80
5 years service	120 Hours (4 yrs but less than 9 yrs)	80	119
8 years service		120	119
10 years service	160 Hours (9 but less than 14)	160	161
15 years service	180 Hours (14 but less than 19 yrs)	200	179
20 years service	200 Hours (19 yrs or more)	200	200
25 years service		200	200
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 and Military Leave	Bereavement, Military, Paid Family Leave
Holidays/Personal Days			
Total number of Holidays per year	13	13	12
Total number of Personal days per year	3	3	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			

2026 Paid Time Off Vacation	Mifflin Township	Perry Township
What is the maximum number of hours per year accrued at the highest level?	240	200
How many years of service does it take to get to the maximum accrual level?	20	16
What is the maximum hours allowed to roll-over annually?	all unused up to maximum balance	200
Can employees cash out or convert vacation/annual leave to personal time instead of meeting a minimum usage requirement or forfeiting hours?	No	No
If yes, please explain:	Yes	
Vacation hours accrued per year		
1 year service	80	80.6 (less than 6 yrs)
5 years service	120	119.6 (6-8 yrs)
8 years service	120	161.2 (9-15 yrs)
10 years service	160	200.2 (beginning 16th yr)
15 years service	200	
20 years service	240	
25 years service	240	
Other forms of paid leave		Yes
Are your employees eligible for other forms of paid leave?	Yes	Yes
If yes, please list other types of leave (e.g. merit leave, bereavement, military, etc.)	bereavement leave 1 to 3 days depending on who passed | Civic Duty Leave current rate for days required |Injury Leave	bereavement, military
Holidays/Personal Days		
Total number of Holidays per year	11	11
Total number of Personal days per year	0	40 hrs.
Do you allow cash-out of personal days?	No	No
If yes, please indicate the maximum number of personal days eligible for cash-out		

2026 Paid Time Off Vacation	Prairie Township	Truro Township	Violet Township
What is the maximum number of hours per year accrued at the highest level?	130	264 hrs. (40-hr), 456 hrs. (56-hr)	depends on years of service
How many years of service does it take to get to the maximum accrual level?		20	25 years
What is the maximum hours allowed to roll-over annually?		24	Max annual accrual for employee's service years
Can employees cash out or convert vacation/annual leave to personal time instead of meeting a minimum usage requirement or forfeiting hours?		No	No
If yes, please explain:			
Vacation hours accrued per year			
1 year service		0-5 yrs - 112 hrs. (40-hr) 240 hrs. (56-hr)	10 days thru yr 5
5 years service	80	6-12 yrs - 160 hrs. (40-hr) 312 (56-hr)	11 days thru yr 7
8 years service		13-19 yrs - 208 hrs. (40-hr) 384 (56-hr)	15 days thru yr 10
10 years service	120	20+ yrs - 264 hrs. (40-hr) 456 (56-hr)	18 days thru yr 14
15 years service	160		21 days thru yr 17
20 years service	200		23 days thru yr 20
25 years service	240		25 days and up
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.)	bereavement, military	Bereavement, paternity, jury, military	Bereavement, Military, Personal, Court, Precinct Election Official
Holidays/Personal Days			
Total number of Holidays per year	10	11	12
Total number of Personal days per year	1		2
Do you allow cash-out of personal days?	No		No
If yes, please indicate the maximum number of personal days eligible for cash-out			

2026 Paid Time Off Vacation	Village of Galena	Village of Hebron	Village of West Jefferson
What is the maximum number of hours per year accrued at the highest level?	cumulative		240
How many years of service does it take to get to the maximum accrual level?	20		21
What is the maximum hours allowed to roll-over annually?	no maximum		3 yrs
Can employees cash out or convert vacation/annual leave to personal time instead of meeting a minimum usage requirement or forfeiting hours?	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	0.0384	80	80 (first day thru 5 years)
5 years service	0.0576	80	120 (6 thru 10 years)
8 years service	0.0576	120	160 (11 thru 15 years)
10 years service	0.0769	120	200 (16 thru 20 years)
15 years service	0.0769	160	240 (21 years and over)
20 years service	0.0961	180	
25 years service	0.0961	200	
Other forms of paid leave			
Are your employees eligible for other forms of paid leave?		Yes	Yes
If yes, please list other types of leave (e.g. merit leave, bereavement, military, etc.)	No	Military, Bereavement	Bereavement, Military
Holidays/Personal Days			
Total number of Holidays per year	12	12	11
Total number of Personal days per year	3	0	5
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			None

MID-OHIO REGIONAL
MORPC
PLANNING COMMISSION

SECTION 9

RETIREMENT BENEFITS

2026 Retirement Plans Defined Benefit (DB) Plan	City of Bexley	City of Canal Winchester	City of Columbus	City of Delaware
Do you offer a defined benefit plan?	Yes	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?	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			
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?	Def Comp, Other	Def 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?				

2026 Retirement Plans Defined Benefit (DB) Plan	City of Dublin	City of Gahanna	City of Grandview Heights
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?	14%		14% OPERS/ 19.5% Police/ 24% Fire
Do employees contribute to this plan?	Yes		Yes
If yes, what percentage does the employee contribute to the plan?	10%		10% OPERS / 12.25% Police & Fire
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			N/A
Specific dollar amount			N/A
Other			N/A
What is your retirement benefit formula?	OPERS and OP&F Determines		
Defined Contribution (DC) Plan			
Do you offer a defined contribution plan?	Yes	Yes	No
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?			

2026 Retirement Plans Defined Benefit (DB) Plan	City of Grove City	City of Groveport	City of Hilliard
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?	14%		19.5% and 14%
Do employees contribute to this plan?	No		Yes
If yes, what percentage does the employee contribute to the plan?			14% and 10%
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		3%	
Specific dollar amount			
Other			
What is your retirement benefit formula?			
Defined Contribution (DC) Plan			
Do you offer a defined contribution plan?	Yes	Yes	No
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	Pre
Is there an employer match to the plan(s)?	No	No	No
If yes, what is the maximum percent of the employer match?			

2026 Retirement Plans Defined Benefit (DB) Plan	City of Johnstown	City of Lancaster	City of Marysville
Do you offer a defined benefit plan?	No	Yes	Yes
If yes, does the employer contribute to the plan?		14%	Yes
If yes, what percentage does the employer contribute to the plan?			14-24%
Do employees contribute to this plan?		Yes	Yes
If yes, what percentage does the employee contribute to the plan?		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?			
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 Roth (post tax) - optional	
If yes, is it a pre or post-tax plan?			Pre
Is there an employer match to the plan(s)?	No	No	No
If yes, what is the maximum percent of the employer match?			

2026 Retirement Plans Defined Benefit (DB) Plan	City of Mount Vernon	City of Powell	City of Reynoldsburg
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"?		Yes	
If you do offer a "Pension Pickup" or "Employer Pickup" is it a:			
Enter percentage		14%	
Specific dollar amount			
Other			
What is your retirement benefit formula?		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, Roth Plan	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?	N/A		

2026 Retirement Plans Defined Benefit (DB) Plan	City of Sunbury	City of Upper Arlington	City of Westerville
Do you offer a defined benefit plan?	No	Yes	Yes
If yes, does the employer contribute to the plan?		Yes	Yes
If yes, what percentage does the employer contribute to the plan?		14%	14%
Do employees contribute to this plan?		Yes	Yes
If yes, what percentage does the employee contribute to the plan?		10%	10%
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?		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
If yes, is it a pre or post-tax plan?	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?			

2026 Retirement Plans Defined Benefit (DB) Plan	City of Whitehall	City of Worthington	Delaware County	Fairfield County
Do you offer a defined benefit plan?	No	Yes	Yes	Yes
If yes, does the employer contribute to the plan?		No	Yes	Yes
If yes, what percentage does the employer contribute to the plan?			14%	14%
Do employees contribute to this plan?		Yes	Yes	Yes
If yes, what percentage does the employee contribute to the plan?		varies	10%	10%
Do you offer a "Pension Pickup" or "Employer Pickup"?	Yes	No	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?				
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		Other	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?				

2026 Retirement Plans Defined Benefit (DB) Plan	Franklin County Board of Commissioners	Mifflin Township	Perry Township
Do you offer a defined benefit plan?	Yes	Yes	No
If yes, does the employer contribute to the plan?	Yes	Yes	
If yes, what percentage does the employer contribute to the plan?	14%	14% OPERS & 24% OP&F	
Do employees contribute to this plan?	Yes	Yes	
If yes, what percentage does the employee contribute to the plan?	10%	10% OPERS & 12.25% OP&F	
Do you offer a "Pension Pickup" or "Employer Pickup"?	No	Yes	Yes
If you do offer a "Pension Pickup" or "Employer Pickup" is it a:			
Enter percentage		10% for some position	9.50%
Specific dollar amount			
Other			of members gross annual income
What is your retirement benefit formula?		See OPERS and OP&F	
Defined Contribution (DC) Plan			
Do you offer a defined contribution plan?		No	Yes
If yes, what type of plan(s) do you offer?	Deferred Comp	Deferred Comp	Deferred Comp, OPERS
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?			18%

2026 Retirement Plans Defined Benefit (DB) Plan	Prairie Township	Truro Township	Violet Township	Village of West Jefferson
Do you offer a defined benefit plan?	Yes	Yes	Yes	No
If yes, does the employer contribute to the plan?	Yes	Yes	Yes	
If yes, what percentage does the employer contribute to the plan?		14% PERS, 24% OPF	For OPERS it is 14% For OP&F it is 24%	
Do employees contribute to this plan?	Yes	Yes	Yes	
If yes, what percentage does the employee contribute to the plan?		10% PERS, 12.25% OPF	For OPERS it is 10%, for OP&F it is 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?				
Defined Contribution (DC) Plan				
Do you offer a defined contribution plan?		Yes	Yes	No
If yes, what type of plan(s) do you offer?	Deferred Comp	Deferred Comp, Roth IRA (post-tax)	Deferred Comp, Other	Deferred Comp, OPERS
If yes, is it a pre or post-tax plan?		Pre	depends on option chosen	
Is there an employer match to the plan(s)?	No	No	No	
If yes, what is the maximum percent of the employer match?				



SECTION 10

MISCELLANEOUS BENEFITS

2026 Miscellaneous **Miscellaneous**	City of Bexley	City of Canal Winchester	City of Columbus	City of Delaware	City of Dublin
Agency vehicle	Yes	No	No	No	No
Vehicle allowance	Yes	Yes	Yes	No	No
Employee Assistance Program (EAP)	Yes	Yes	Yes	Yes	Yes
Cell phone	Yes	Yes	Yes	No	Yes
Cell phone - stipend/allowance	Yes	No	No	Yes	No
Tuition reimbursement	Yes	Yes	Yes	Yes	Yes
457B (Deferred Compensation Plan)	Yes	Yes	Yes	Yes	Yes
Prepaid legal	No	No	Yes	Yes	No
Professional association membership dues	Yes	Yes	Yes	Yes	Yes
Organizational club membership dues	No	No	Yes	Yes	Yes
529 (College Plan)	Yes	No	No	No	Yes
Health & Wellness Incentives	Yes	Yes	Yes	Yes	Yes
Alternative Transportation Incentive	No		Bus Pass	No	No

2026 Miscellaneous Miscellaneous	City of Gahanna	City of Grandview Heights	City of Grove City	City of Groveport
Agency vehicle	No	Yes	No	Yes
Vehicle allowance	No	No	No	No
Employee Assistance Program (EAP)	Yes	Yes	Yes	Yes
Cell phone	No	Yes	Yes	Yes
Cell phone - stipend/allowance	No	Yes	No	Yes
Tuition reimbursement	Yes	Yes	Yes	Yes
457B (Deferred Compensation Plan)	Yes	Yes	Yes	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	Yes	No
Health & Wellness Incentives	Yes	Yes	Yes	No
Alternative Transportation Incentive	No	No	No	No

2026 Miscellaneous **Miscellaneous**	City of Hilliard	City of Johnstown	City of Lancaster	City of Marysville
Agency vehicle	Yes	No	Yes	No
Vehicle allowance	No	No	No	No
Employee Assistance Program (EAP)	Yes	No	Yes	Yes
Cell phone	Yes	No	No	Yes
Cell phone - stipend/allowance	Yes	Yes	No	Yes
Tuition reimbursement	Yes	No	No	Yes
457B (Deferred Compensation Plan)	Yes	Yes	Yes	Yes
Prepaid legal	No	No	No	No
Professional association membership dues	Yes	No	Yes	Yes
Organizational club membership dues	Yes	No	Yes	No
529 (College Plan)	Yes	No	No	Yes
Health & Wellness Incentives	Yes	No	Yes	Yes
Alternative Transportation Incentive	No	No	No	No

2026 Miscellaneous **Miscellaneous**	City of Mount Vernon	City of Powell	City of Reynoldsburg	City of Sunbury
Agency vehicle	Yes	No	No	No
Vehicle allowance	No	Yes	No	No
Employee Assistance Program (EAP)	Yes	Yes	Yes	No
Cell phone	No	Yes	Yes	No
Cell phone - stipend/allowance	No	Yes	No	No
Tuition reimbursement	Yes	Yes	Yes	No
457B (Deferred Compensation Plan)	Yes	Yes	Yes	No
Prepaid legal	No	Yes	No	No
Professional association membership dues	Yes	Yes	Yes	Yes
Organizational club membership dues	Yes	Yes	Yes	Yes
529 (College Plan)	No	Yes	No	No
Health & Wellness Incentives	Yes	Yes	Yes	No
Alternative Transportation Incentive	No	No	No	No

2026 Miscellaneous **Miscellaneous**	City of Upper Arlington	City of Westerville	City of Whitehall	City of Worthington
Agency vehicle	No	No	No	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	Yes	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

2026 Miscellaneous **Miscellaneous**	Delaware County	Fairfield County	Franklin County Board of Commissioners
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)	Yes	Yes	Yes
Prepaid legal	Yes	No	Yes
Professional association membership dues	Yes	No	Yes
Organizational club membership dues	Yes	No	No
529 (College Plan)	Yes	No	No
Health & Wellness Incentives	Yes	Yes	Yes
Alternative Transportation Incentive	No	No	Yes

2026 Miscellaneous Miscellaneous	Mifflin Township	Perry Township	Truro Township	Violet Township
Agency vehicle	Yes	Yes	Yes	Yes
Vehicle allowance	No	Yes	No	Yes
Employee Assistance Program (EAP)	Yes	Yes	Yes	Yes
Cell phone	No	Yes	No	No
Cell phone - stipend/allowance	Yes	No	Yes	Yes
Tuition reimbursement	Yes	Yes	Yes	Yes
457B (Deferred Compensation Plan)	Yes	Yes	Yes	Yes
Prepaid legal	Yes	Yes	No	No
Professional association membership dues	Yes	Yes	Yes	Yes
Organizational club membership dues	No	No	No	No
529 (College Plan)	No	No	No	No
Health & Wellness Incentives	Yes	No	Yes	No
Alternative Transportation Incentive	No	No	No	No

2026 Miscellaneous **Miscellaneous**	Village of Galena	Village of Hebron	Village of West Jefferson
Agency vehicle	No	Yes	Yes
Vehicle allowance	No	No	No
Employee Assistance Program (EAP)	No	Yes	Yes
Cell phone	Yes	Yes	No (only if necessary)
Cell phone - stipend/allowance	No	No	Yes
Tuition reimbursement	No	No	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	No	No
529 (College Plan)	No	No	No
Health & Wellness Incentives	No	Yes	No
Alternative Transportation Incentive	No	No	No

MID-OHIO REGIONAL
MORPC
PLANNING COMMISSION

SECTION 11A

Less Than 100 Employees-Bargaining

2026 MORPC Salary & Fringe Benefit Survey-(100 Employees or Less Bargaining) Medical, Dental, & Vision Insurance Plans	City of Grandview Heights	City of Grandview Heights	City of Grandview Heights	City of Grandview Heights	City of Grandview Heights
Budget, Contribution Strategy & Decision Support					
These questions are meant to support budget planning and executive decision-making, Not just plan description.					
Annual medical cost increase in the most recent renewal (%)	8.30%		14.60%	5% increase	7.51%
Average annual medical cost increase over the last 3 renewals (%)	7.00%		6.50%	Unknown	4.09%
Employer contribution philosophy	15.00%	10%	90/10 - employer pays 90%	80% employer paid	
Do contributions vary by employee classification or tenure?	No	No	No	No	Yes
Do you offer an HSA or HRA employer contribution for any plan?	No	HRA	Yes	HRA	No
Total covered lives (employees + dependents) enrolled in medical	36		112	81	250
Do you generally benchmark benefits against other local governments?	No	Yes	No	Yes	No

2026 MORPC Salary & Fringe Benefit Survey-(100 Employees or Less Bargaining) Medical, Dental, & Vision Insurance Plans	City of Grandview Heights	City of Grandview Heights	City of Grandview Heights	City of Grandview Heights	City of Grandview Heights
Collective Bargaining Context					
Only complete this section for bargaining-covered employees represented on this tab.					
Are healthcare contributions or plan rules set by collective bargaining language?		No	No	Yes	FD has a monthly insurance payment cap for employee contribution
Current agreement expiration date affecting healthcare decisions		12/31/2026	12/31/2026		27-Dec
Can healthcare terms be reopened before contract expiration?		No	No	Yes	
Township & Village Operations Focus (High ROI)					
This section was added specifically because smaller jurisdictions often have limited administrative capacity, more premium volatility, and fewer buying options.					
Primary benefits administration model			HR handles it	Administrator/3rd Party	A broker handles renewals, compliance, and unusual issues, while township staff manage daily administration.
Do you rely on a broker or outside consultant for most benefits decisions?			Broker - HUB	Yes	Yes
Have you had difficulty meeting minimum participation requirements?			No	No	No
Have medical premiums increased by more than 10% in any of the last 3 renewals?			Yes for 2026	Yes	No
Would shared administrative support be valuable (billing review, enrollment support, compliance reminders)?			Yes	No	No
Which outcome would create the most value for your organization right Now?			Lower premiums	Lower premiums, rate stability, buying power,	Rate stability
How much internal time is spent each month on benefits administration?			20 hours	5-10 during enrollment times	60% of one full time employee
Would stronger rate predictability be as important as immediate cost reduction?			Yes	Yes	More important

2026 MORPC Salary & Fringe Benefit Survey-(100 Employees or Less Bargaining) Medical, Dental, & Vision Insurance Plans	City of Grandview Heights	City of Grandview Heights	City of Grandview Heights	City of Grandview Heights	City of Grandview Heights
Consortium Readiness & Shared Purchasing					
These questions help determine whether a regional healthcare pool or consortium would solve real budget and operational problems.					We are currently in a healthcare consortium but would be interested in information
Would your organization consider joining a regional healthcare consortium or shared purchasing pool?	Already Enrolled	Possibly	Yes	Yes	Fairly comfortable
Comfort with shared risk / pooled purchasing	Yes	Possibly	Yes	Yes	Yes
Willingness to accept some shared governance over plan choices	Yes	Possibly	Yes	Yes	To change, we would want to ensure that all members have similar expectations and goals for coverage
Biggest condition that would need to be met before joining a consortium	Already Enrolled	Learn more about it	Cost	Lower premiums, predictable rates, doctor network	Yes
Do you currently participate in any purchasing pool, trust, or cooperative arrangement for benefits or insurance?	Yes	No	Yes - CORMA	No	We would investigate all options
If a consortium offered lower cost but less plan customization, would leadership still consider it?	N/A	Possibly	No	Yes	

MID-OHIO REGIONAL
MORPC
PLANNING COMMISSION

SECTION 11B

Less Than 100 Employees-Non Bargaining

2026 MORPC Salary & Fringe Benefit Survey-(100 Employees or Less Non-Bargaining) Medical, Dental, & Vision Insurance Plans	City of Grandview Heights	City of Johnstown	City of Powell	City of Sunbury
Budget, Contribution Strategy & Decision Support				
These questions are meant to support budget planning and executive decision-making, Not just plan description.				
Annual medical cost increase in the most recent renewal (%)	8.30%	27.84%	14.60%	12
Average annual medical cost increase over the last 3 renewals (%)	7.00%	17.78%	6.50%	15
Employer contribution philosophy	15.00%	10%	90/10 - employer pays 90%	
Do contributions vary by employee classification or tenure?	No	No	No	No
Do you offer an HSA or HRA employer contribution for any plan?	No	HRA	Yes	Yes
Total covered lives (employees + dependents) enrolled in medical	53		112	38
Do you generally benchmark benefits against other local governments?	No	Yes	No	No
Township & Village Operations Focus (High ROI)				
This section was added specifically because smaller jurisdictions often have limited administrative capacity, more premium volatility, and fewer buying options.				
Primary benefits administration model			HR handles it	
Do you rely on a broker or outside consultant for most benefits decisions?			Broker - HUB	
Have you had difficulty meeting minimum participation requirements?			No	
Have medical premiums increased by more than 10% in any of the last 3 renewals?			Yes for 2026	
Would shared administrative support be valuable (billing review, enrollment support, compliance reminders)?			Yes	
Which outcome would create the most value for your organization right now?			Lower premiums	
How much internal time is spent each month on benefits administration?			20 hours	
Would stronger rate predictability be as important as immediate cost reduction?			Yes	

2026 MORPC Salary & Fringe Benefit Survey-(100 Employees or Less Non-Bargaining) Medical, Dental, & Vision Insurance Plans	City of Grandview Heights	City of Johnstown	City of Powell	City of Sunbury
Consortium Readiness & Shared Purchasing				
These questions help determine whether a regional healthcare pool or consortium would solve real budget and operational problems.				
Would your organization consider joining a regional healthcare consortium or shared purchasing pool?	Already Enrolled	Possibly	Yes	Yes
Comfort with shared risk / pooled purchasing	Yes	Possibly	Yes	
Willingness to accept some shared governance over plan choices	Yes	Possibly	Yes	
Biggest condition that would need to be met before joining a consortium	Already Enrolled	Learn more about it	Cost	
Do you currently participate in any purchasing pool, trust, or cooperative arrangement for benefits or insurance?	Yes	No	Yes - CORMA	
If a consortium offered lower cost but less plan customization, would leadership still consider it?	N/A	Possibly	No	

2026 MORPC Salary & Fringe Benefit Survey-(100 Employees or Less Non-Bargaining) Medical, Dental, & Vision Insurance Plans	**Perry Township**	**Truro Township**	**Violet Township**	**Village of West Jefferson**
Budget, Contribution Strategy & Decision Support				
These questions are meant to support budget planning and executive decision-making, Not just plan description.				
Annual medical cost increase in the most recent renewal (%)	5% increase	0.095	0.0751	15%
Average annual medical cost increase over the last 3 renewals (%)	unknown	0.06	0.0409	25%
Employer contribution philosophy	80% employer paid	in 2026 - 100% Employer Paid		Reduce Employee Contribution
Do contributions vary by employee classification or tenure?	No	No	Yes	No
Do you offer an HSA or HRA employer contribution for any plan?	HRA	Yes	No	HRA
Total covered lives (employees + dependents) enrolled in medical	81		250	33
Do you generally benchmark benefits against other local governments?	Yes	No	No	Yes
Township & Village Operations Focus (High ROI)				
This section was added specifically because smaller jurisdictions often have limited administrative capacity, more premium volatility, and fewer buying options.				
Primary benefits administration model	Administrator/3rd Party	Twp. Administrator	A broker assists with renewals, compliance, and unusual situations throughout the year, while township staff manage day-to-day administration.	Finance/Broker
Do you rely on a broker or outside consultant for most benefits decisions?	Yes	Broker	Yes	Yes
Have you had difficulty meeting minimum participation requirements?	No	No	No	No
Have medical premiums increased by more than 10% in any of the last 3 renewals?	Yes	No	No	Yes
Would shared administrative support be valuable (billing review, enrollment support, compliance reminders)?	No		No	No
Which outcome would create the most value for your organization right now?	Lower premiums, rate stability, buying power,	Lower Premiums	Rate stability	Lower Premium
How much internal time is spent each month on benefits administration?	5-10 during enrollment times	2-3 hours	60% of one full time employee	10 Hours
Would stronger rate predictability be as important as immediate cost reduction?	Yes	Yes	More important	Yes

2026 MORPC Salary & Fringe Benefit Survey-(100 Employees or Less Non-Bargaining) Medical, Dental, & Vision Insurance Plans	Perry Township	Truro Township	Violet Township	Village of West Jefferson
Consortium Readiness & Shared Purchasing				
These questions help determine whether a regional healthcare pool or consortium would solve real budget and operational problems.				
Would your organization consider joining a regional healthcare consortium or shared purchasing pool?	Yes	Maybe	Currently in a healthcare consortium but would be interested in information	Maybe
Comfort with shared risk / pooled purchasing	Yes		Fairly comfortable	Prior Bad Experience
Willingness to accept some shared governance over plan choices	Yes		Yes	No
Biggest condition that would need to be met before joining a consortium	Lower premiums, predictable rates, doctor network	Agreement/bylaws - lower premiums, minimal operation change	We would want to ensure that all members have similar expectations and goals for coverage	Finance Risk
Do you currently participate in any purchasing pool, trust, or cooperative arrangement for benefits or insurance?	No	Yes - PEBA	Yes	No
If a consortium offered lower cost but less plan customization, would leadership still consider it?	Yes	Maybe	We would investigate all options	Maybe

Mid-Ohio Regional Planning Commission

111 Liberty Street, Suite 100
Columbus, Ohio 443215

T 614.228.2663 | TTY 614.750.0750

www.morpc.org

MID-OHIO REGIONAL
MORPC
PLANNING COMMISSION