

Mid-Ohio Regional Planning Commission

# *MORPC Salary & Fringe Benefit Survey 2012*



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**morpc**

Mid-Ohio Regional Planning Commission

# MID-OHIO REGIONAL PLANNING COMMISSION SALARY SURVEY 2012

## **Executive Summary**

The Mid-Ohio Regional Planning Commission (MORPC) Salary Survey for 2012 consists of data from 19 member governments on various positions and descriptions. Salary ranges reported in the survey were received from the participating communities for year 2012. Areas were left blank if no information was provided for that section.

A copy 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 actual number of employees, and average salaries for positions.

Please contact Deborah Murphy, Director of Human Resources & Information Technology with any comments or recommendations you would like to see in future MORPC Salary Surveys at 614-233-4106.

## **NOTE OF CAUTION**

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

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**Mid-Ohio Regional Planning Commission**

**2012 Salary & Fringe Benefit Survey**

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## **Participant Information – Operating Costs**



## 2012 Salary & Fringe Benefit Survey

Participant Information	City of Canal Winchester	City of Columbus	City of Delaware
<b>Total Annual Operating Budget</b>	\$13,798,857	\$738,625,000	\$92,200,035
<b>Total Annual Revenue</b>	\$13,805,230	\$703,853,834	\$92,461,311
<b>Total Number of full-time (non-union)</b>	30	903	80
<b>Total Number of part-time (non-union)</b>	4	610	15
<b>Total Number of full-time (union)</b>	0	6,829	230
<b>Total Number of part-time (union)</b>	0	177	0
<b>Total Staff</b>	34	8,519	325
<b>Annual gross payroll</b>	\$1,723,500	\$534.1 million	
<b>Annual health insurance (employer cost)</b>	\$425,527	Self funded	
<b>Annual dental insurance (employer cost)</b>	\$30,579	Self funded	
<b>Annual life insurance (employer cost)</b>	\$5,168	Self funded	\$25,000
<b>Total Benefit Cost</b>	\$831,700		
<b>Benefit Cost as a percent of payroll</b>	48.25%	\$0	

**Comments:**



## 2012 Salary & Fringe Benefit Survey

Salary Administration & Incentives	City of Canal Winchester	City of Columbus	City of Delaware
Average percent base pay increase 2012?	2.50%	2% - 3.5%	2%
Percent increase to 2012 salary structure?		0% - 6%	
Anticipated average percent base pay 2013?	3.00%	Approximately 2%	2%
Factors that determine individual salary inc.	Competency Based Adj.	Market & Merit based	
Short-term Incentive Pay (Bonus)	No	No	No

Notes:



## 2012 Salary & Fringe Benefit Survey

Participant Information	City of Dublin	City of Gahanna	City of Grandview Heights
<b>Total Annual Operating Budget</b>	\$68.10 million	\$44,948,796	\$9,413
<b>Total Annual Revenue</b>	\$65.75 million	\$43,547,581	\$8,606,035
<b>Total Number of full-time (non-union)</b>	210	62	29
<b>Total Number of part-time (non-union)</b>	3	233	3 Perm, 30 Seasonal
<b>Total Number of full-time (union)</b>	148	94	33
<b>Total Number of part-time (union)</b>	0	0	0
<b>Total Staff</b>	361	389	65 Permanent
<b>Annual gross payroll</b>	\$27,390,461	\$11,792,836	\$5,059,061
<b>Annual health insurance (employer cost)</b>	\$3,350,650	\$1,783,068	\$1,002,588
<b>Annual dental insurance (employer cost)</b>		\$124,602	
<b>Annual life insurance (employer cost)</b>	\$62,460	\$34,650	\$14,007
<b>Total Benefit Cost</b>	\$3,413,110	\$1,942,320	\$1,016,595
<b>Benefit Cost as a percent of payroll</b>	12.50%	16%	20%

**Comments:**



## 2012 Salary & Fringe Benefit Survey

Salary Administration & Incentives	City of Dublin	City of Gahanna	City of Grandview Heights
Average percent base pay increase 2012?	1.80%	3%	1.50%
Percent increase to 2012 salary structure?	2%	0%	1.50%
Anticipated average percent base pay 2013?	Unknown	Unknown	Unknown
Factors that determine individual salary inc.	Market and Merit Based	Merit Based	All of the ones in the survey
Short-term Incentive Pay (Bonus)	Yes	No	No

Notes:





## 2012 Salary & Fringe Benefit Survey

Participant Information	City of Grove City	City of Groveport	City of Marysville
<b>Total Annual Operating Budget</b>	\$41,242,599	\$31,914,797	\$115,951,353
<b>Total Annual Revenue</b>	\$37,761,362	\$26,308,220	\$112,877,599
<b>Total Number of full-time (non-union)</b>	47	72	80
<b>Total Number of part-time (non-union)</b>	143	120	22
<b>Total Number of full-time (union)</b>	93	0	69
<b>Total Number of part-time (union)</b>	0	0	0
<b>Total Staff</b>	283	192	171
<b>Annual gross payroll</b>	\$11,457,533	\$4,861,880	\$8,516,895
<b>Annual health insurance (employer cost)</b>	\$1,765,040	\$1,128,607	\$1,876,588
<b>Annual dental insurance (employer cost)</b>	\$131,564	\$84,100	\$85,525
<b>Annual life insurance (employer cost)</b>	\$14,688	\$9,335	\$14,374
<b>Total Benefit Cost</b>	\$1,911,292	\$1,222,042	\$1,976,487
<b>Benefit Cost as a percent of payroll</b>	17%	26%	

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Comments:



**2012 Salary & Fringe Benefit Survey**

<b>Salary Administration &amp; Incentives</b>	<b>City of Grove City</b>	<b>City of Groveport</b>	<b>City of Marysville</b>
<b>Average percent base pay increase 2012?</b>	3%	3%	2%
<b>Percent increase to 2012 salary structure?</b>	3%		2%
<b>Anticipated average percent base pay 2013?</b>	3%	3%	Unknown
<b>Factors that determine individual salary inc.</b>		Cost of living & Merit	Cost of living & Merit
<b>Short-term Incentive Pay (Bonus)</b>	No	No	No

**Notes:**



## 2011 Salary & Fringe Benefit Survey

Participant Information	City of Pataskala	City of Powell	City of Reynoldsburg
<b>Total Annual Operating Budget</b>	\$21,924,234	\$6 million	\$34,698,110
<b>Total Annual Revenue</b>	\$16,560,436	\$6 million	\$35,164,000
<b>Total Number of full-time (non-union)</b>	16	21	49
<b>Total Number of part-time (non-union)</b>	1	3	38
<b>Total Number of full-time (union)</b>	26	21	75
<b>Total Number of part-time (union)</b>	1	0	0
<b>Total Staff</b>	44	45	162
<b>Annual gross payroll</b>	\$3,703,106	\$4.2 million	\$7,818,591
<b>Annual health insurance (employer cost)</b>	\$544,542	\$616,000	\$1,433,233
<b>Annual dental insurance (employer cost)</b>	\$25,689	\$30,500	\$117,225
<b>Annual life insurance (employer cost)</b>	\$5,153	\$16,100	\$44,030
<b>Total Benefit Cost</b>	\$575,384	\$662,600	\$1,647,788
<b>Benefit Cost as a percent of payroll</b>	15.54%	\$612,147	21%

**Comments:**



## 2011 Salary & Fringe Benefit Survey

Salary Administration & Incentives	City of Pataskala	City of Powell	City of Reynoldsburg
Average percent base pay increase 2012?	4.25%	2%	0%
Percent increase to 2012 salary structure?	4.25%	0%	0%
Anticipated average percent base pay 2013?	3.75%	2%	
Factors that determine individual salary inc.	Cost of living and Competency Based	Merit Based & Market Based	
Short-term Incentive Pay (Bonus)	No	No	No

Notes:



## 2011 Salary & Fringe Benefit Survey

Participant Information	City of Upper Arlington	City of Westerville	City of Whitehall
<b>Total Annual Operating Budget</b>	\$36,239,525	\$29,171,705	\$34,564,553
<b>Total Annual Revenue</b>	\$39,896,427	\$36,700,914	\$32,319,157
<b>Total Number of full-time (non-union)</b>	101	227	31
<b>Total Number of part-time (non-union)</b>	12	52	57
<b>Total Number of full-time (union)</b>	125	202	114
<b>Total Number of part-time (union)</b>	0	0	0
<b>Total Staff</b>	238	481	202
<b>Annual gross payroll</b>	\$26,619,482	\$34,922,376	Self Insured
<b>Annual health insurance (employer cost)</b>	\$3,406,593	\$4,171,818	Self Insured
<b>Annual dental insurance (employer cost)</b>	\$225,000	\$422,517	\$100,000 per employee
<b>Annual life insurance (employer cost)</b>	\$22,428	\$68,818	
<b>Total Benefit Cost</b>	\$8,228,268	\$4,663,153	
<b>Benefit Cost as a percent of payroll</b>	31%	13.35%	

**Comments:**



## 2011 Salary & Fringe Benefit Survey

Salary Administration & Incentives	City of Upper Arlington	City of Westerville	City of Whitehall
Average percent base pay increase 2012?	2%	3%	3%
Percent increase to 2012 salary structure?	0%	3%	0%
Anticipated average percent base pay 2013?	Unknown	3%	Unknown
Factors that determine individual salary inc.	Market & Merit based	Merit Based	Cost of Living Adjustment
Short-term Incentive Pay (Bonus)	No	No	No Longevity pay after 5 years
Notes:		<u>Longevity payments:</u> 5-9 yrs = \$800 10-14 yrs = \$1,100 15-19 yrs = \$1,400 20 or more yrs = \$1,650	Longevity pay after 5 years



Mid-Ohio Regional Planning Commission

## 2011 Salary & Fringe Benefit Survey

<b>Participant Information</b>	<b>City of Worthington</b>	<b>Delaware County</b>	<b>Franklin County Bd. of Commissioners</b>
<b>Total Annual Operating Budget</b>	\$29,276,525	\$187,724,640	\$446,423,808
<b>Total Annual Revenue</b>	\$33,592,807	\$166,036,429	\$477,000,005
<b>Total Number of full-time (non-union)</b>	76	686	441
<b>Total Number of part-time (non-union)</b>	150	207	11
<b>Total Number of full-time (union)</b>	75	364	903
<b>Total Number of part-time (union)</b>	0	0	2
<b>Total Staff</b>	301	1,257	1,357
<b>Annual gross payroll</b>	\$12,660,798	\$46,236,988	\$60,155,923
<b>Annual health insurance (employer cost)</b>	\$2,585,543	\$12,000,000	\$14,634 per employee
<b>Annual dental insurance (employer cost)</b>	\$163,962	\$0	NA
<b>Annual life insurance (employer cost)</b>	\$29,925	\$24,000	\$66 per employee
<b>Total Benefit Cost</b>	\$2,779,430	\$12,024,000	\$18,546,076
<b>Benefit Cost as a percent of payroll</b>	21.95%	0.260051541	31%

**Comments:**



## 2011 Salary & Fringe Benefit Survey

Salary Administration & Incentives	City of Worthington	Delaware County	Franklin County Bd. of Commissioners
Average percent base pay increase 2012?	2.00%	2%	0%
Percent increase to 2012 salary structure?		0%	0%
Anticipated average percent base pay 2013?	Unknown	Unknown	Unknown
Factors that determine individual salary inc.	Merit based	All factors are used	Cost of living & market
Short-term Incentive Pay (Bonus)	No	No	No

Notes:





Mid-Ohio Regional Planning Commission

## 2011 Salary & Fringe Benefit Survey

<b>Participant Information</b>	<b>Violet Township</b>
<b>Total Annual Operating Budget</b>	\$10,200,000
<b>Total Annual Revenue</b>	\$11,600,000
<b>Total Number of full-time (non-union)</b>	11
<b>Total Number of part-time (non-union)</b>	3
<b>Total Number of full-time (union)</b>	45
<b>Total Number of part-time (union)</b>	6
<b>Total Staff</b>	65
<b>Annual gross payroll</b>	\$5,105,205
<b>Annual health insurance (employer cost)</b>	\$1,170,000
<b>Annual dental insurance (employer cost)</b>	\$48,024
<b>Annual life insurance (employer cost)</b>	\$6,936
<b>Total Benefit Cost</b>	\$1,213,140
<b>Benefit Cost as a percent of payroll</b>	24%

**Comments:**



## 2011 Salary & Fringe Benefit Survey

Salary Administration & Incentives	Violet Township
Average percent base pay increase 2012?	4%
Percent increase to 2012 salary structure?	0%
Anticipated average percent base pay 2013?	2% or less
Factors that determine individual salary inc.	
Short-term Incentive Pay (Bonus)	No

Notes:



## **Salaries by Job Title**



## Salaries Broken Down by Title

2012

### Public Works

Director	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Director, Public Service	City of Canal Winchester	\$61,150	\$86,157	\$79,144	1
Public Service Director	City of Columbus	\$128,960	\$216,320	\$144,851	1
	City of Delaware	\$60,046	\$110,108	\$91,234	1
Director of Streets & Utilities	City of Dublin	\$73,100	\$107,300	\$95,157	1
	City of Gahanna	\$84,076	\$116,772	\$96,221	1
Director of Service	City of Grandview Heights	\$61,000	\$87,000	\$0	0
	City of Grove City	\$62,400	\$99,840	\$94,473	1
Public Service Director	City of Marysville	\$80,000	\$95,000	\$92,512	1
	City of Pataskala	\$63,768	\$85,699	\$68,758	2
Safety Services Director	City of Reynoldsburg	\$65,260	\$94,173	\$79,716	1
	City of Upper Arlington	\$80,446	\$116,647	\$100,235	1
Director of Public Service	City of Westerville	\$81,515	\$130,395	\$97,906	1
Director of Public Service	City of Whitehall	\$24,021	\$85,638	\$79,664	1
Director of Public Service	City of Worthington	\$100,443	\$100,443	\$100,443	1
Director of Environmental	Delaware County	\$70,291	\$94,197	\$81,120	1
Director, Public Facilities Management	Franklin Co. Board of Commissioners	\$87,360	\$122,720	\$87,360	1

Assistant Director	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Public Service Deputy Director	City of Columbus	\$89,440	\$149,760	\$116,792	1
Superintendent	City of Delaware		\$73,333	\$73,333	2
Deputy Director	City of Gahanna	\$68,881	\$95,668	\$75,769	1
Assistant City Engineer	City of Powell	\$54,863	\$72,800	\$63,835	1
Deputy Director of Public Service	City of Westerville	\$70,013	\$104,998	\$93,101	1
Assistant to Director of Public Service	City of Whitehall	\$24,960	\$47,840	\$38,126	1
Administrative Assistant/Assistant	City of Worthington	\$50,159	\$50,159	\$50,159	1
Operations Manager	Delaware County	\$52,474	\$63,782	\$66,560	1
Assistant Director, Operations	Franklin Co. Board of Commissioners	\$68,640	\$95,680	\$0	Vacant



## Salaries Broken Down by Title

2012

### Public Works (Con't.)

Maintenance Supervisor	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Street and Water/Wastewater Supervisor	City of Canal Winchester	\$48,984	\$67,547	\$55,820	3
Facility Superintendent	City of Delaware		\$42,618	\$42,618	1
Operations Administrator	City of Dublin	\$52,600	\$77,100	\$72,385	4
	City of Gahanna	\$68,881	\$95,668	\$92,650	1
Public Works Superintendent	City of Groveport	\$50,899	\$81,803		1
Superintendent of Street & Supt of Buildings/Grounds	City of Marysville	\$57,500	\$65,000	\$65,666	2
Street Supervisor	City of Pataskala	\$45,924	\$61,719	\$54,829	1
Maintenance Foreman	City of Reynoldsburg	\$38,160	\$55,042	\$52,101	1
Service Manager	City of Upper Arlington	\$54,621	\$79,201	\$72,856	1
	City of Westerville	\$52,603	\$78,790	\$60,306	3
	City of Worthington	\$67,725	\$85,293	\$85,293	1
Maintenance Superintendent	Delaware County	\$44,669	\$54,295	\$56,160	1
	Franklin Co. Board of Commissioners	\$52,000	\$70,720	\$60,736	1

### City Engineer

City Engineer	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Design & Construction Division Administrator	City of Columbus	\$89,440	\$149,760	\$112,320	1
Director of Engineering Services	City of Delaware	\$60,046	\$110,108	\$94,188	1
Director of Engineering	City of Dublin	\$77,500	\$113,600	\$107,117	1
	City of Gahanna	\$73,946	\$102,703	\$101,553	1
	City of Marysville	\$80,000	\$95,000	\$88,250	1
	City of Reynoldsburg	\$48,710	\$70,229	\$60,000	1
	City of Upper Arlington	\$70,265	\$101,886	\$94,057	1
	City of Westerville	\$52,603	\$78,790	\$107,598	1
	City of Worthington	\$100,443	\$100,443	\$100,443	1
	County Engineer	Delaware County			\$95,680
Assistant Director, Construction	Franklin Co. Board of Commissioners	\$68,640	\$95,680	\$90,106	1
TWP Engineer	Violet Township			\$104,936	1



## Salaries Broken Down by Title

2012

### Public Works (Con't.)

Associate Engineer	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Engineer 2	City of Columbus	\$56,160	\$85,280	\$71,802	26
Assistant Engineer	City of Delaware	\$64,480	\$76,219	\$76,219	1
Civil Engineer II	City of Dublin	\$52,600	\$77,100	\$75,000	5
Project Engineer/Assistant Engineer	City of Marysville	\$57,500	\$70,000	\$61,785	2
Staff Engineer	City of Powell	\$38,156	\$51,622	\$42,536	1
Assistant City Engineer	City of Worthington	\$62,742	\$78,979	\$78,979	1
Engineer	Delaware County			\$66,560	2
Manager of Planning	Franklin Co. Board of Commissioners	\$60,320	\$85,280	\$63,502	1

Drafter	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Drafter/CAD Operator	City of Columbus	\$33,280	\$43,680	\$44,907	3
Engineering Technician	City of Westerville	\$45,261	\$63,315	\$58,691	3
Design Technician	Delaware County			\$43,680	2
Engineering Assistant	Franklin Co. Board of Commissioners	\$39,520	\$54,080	\$0	Vacant

Supervisor	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Service Department Supervisor	City of Grandview Heights	\$33,949	\$60,000	\$60,000	2
	City of Upper Arlington	\$48,612	\$70,488	\$57,214	4
Maintenance Supervisor	City of Worthington	\$53,727	\$67,725	\$67,725	4
Operations Manager	Delaware County			\$68,640	1



## Salaries Broken Down by Title

2012

### Public Works (Con't.)

Maintenance Foreman	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Maintenance Worker III	City of Canal Winchester	\$39,624	\$51,121	\$39,624	2
Building Maintenance Supervisor 2	City of Columbus	\$45,760	\$66,560	\$56,930	4
Project Manager	City of Delaware	\$57,324	\$60,234	\$60,234	2
Street Foreman & Water/Sewer	City of Gahanna	\$46,987	\$57,866	\$56,784	2
Service Manager	City of Grove City	\$43,700	\$67,787	\$67,787	1
	City of Groveport	\$37,273	\$59,904		1
Street/Sanitation Foreman	City of Marysville	\$40,664	\$48,776	\$48,776	2
Street Division Superintendent	City of Reynoldsburg	\$44,162	\$63,694	\$53,927	1
Maintenance Specialist	City of Westerville	\$31,352	\$45,285	\$56,480	13
Street Superintendent	City of Whitehall	\$58,240	\$70,720	\$73,361	1
	Franklin Co. Board of Commissioners	\$39,520	\$47,840	\$46,675	2
	Violet Township			\$59,800	1

Labor/Crew Leader	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Maintenance Worker II, I	City of Canal Winchester	\$34,756	\$44,408	\$35,402	5
	City of Delaware			\$51,482	5
Crew Leader	City of Dublin	\$42,200	\$61,900	\$58,000	14
Maintenance Worker	City of Grandview Heights	\$24,401	\$50,000	\$48,776	7
Maintenance Worker I & II	City of Groveport	\$28,184	\$48,963		11
Equipment Operator	City of Pataskala	\$30,077	\$43,576	\$34,497	6
Laborer	City of Powell	\$31,928	\$41,475	\$41,000	5
Street Division Assistant	City of Reynoldsburg	\$40,075	\$57,782	\$57,782	1
Crew Chiefs	City of Whitehall	\$54,080	\$64,480	\$64,480	3
Garage Crew Leader	Delaware County			\$52,000	1



## Salaries Broken Down by Title

2012

### Public Works (Con't.)

Building Inspector Admin.	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Construction Services	City of Canal Winchester	\$61,150	\$86,157	\$76,378	1
Construction Inspector 1	City of Columbus	\$39,520	\$49,920	\$46,176	65
Chief Building Official	City of Delaware	\$62,653	\$75,219	\$75,219	1
Engineering Project Coordinator	City of Dublin	\$47,000	\$68,900	\$55,800	2
Chief Building Official	City of Gahanna	\$60,778	\$84,414	\$70,746	1
Director of Building & Zoning	City of Grandview Heights	\$61,000	\$87,000	\$84,448	1
Chief Building Official	City of Grove City	\$62,400	\$99,840	\$86,403	1
Chief Building Official	City of Groveport	\$55,440	\$89,101		1
Chief Building Official	City of Powell	\$64,643	\$90,459	\$83,803	1
Chief Building Official	City of Reynoldsburg	\$48,710	\$70,229	\$59,427	1
Code Inspector II	City of Westerville	\$52,603	\$78,790	\$69,950	3
Code Comp Supervisor	Delaware County	\$57,422	\$76,950	\$79,040	1

Building Inspector	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Building Inspector	City of Canal Winchester	\$34,756	\$44,408	\$47,674	1
Building Inspector 1	City of Columbus	\$45,760	\$70,720	\$58,323	20
	City of Delaware	\$41,891	\$48,946	\$48,946	3
	City of Dublin	\$47,000	\$68,900	\$65,000	4
Building and Heating Inspector	City of Gahanna	\$50,648	\$70,344	\$57,963	1
	City of Grove City	\$38,604	\$59,883	\$57,345	2
	City of Groveport	\$37,273	\$67,204		1
Building Inspector I & II	City of Powell	\$44,620	\$62,575	\$30,235	0
Building Inspector	City of Reynoldsburg	\$38,160	\$55,042	\$46,599	1
	City of Upper Arlington	\$45,860	\$66,497	\$63,594	1
	City of Westerville	\$70,013	\$104,998	\$92,144	1
Chief Building Official	City of Whitehall	\$29,120	\$60,320	\$56,160	1
Chief Building Inspector	City of Worthington	\$86,254	\$86,254	\$86,254	1
Certified Building Inspector	Delaware County	\$31,373	\$42,043	\$49,920	3
	Franklin Co. Board of Commissioners	\$39,520	\$47,840	\$48,672	1
	Violet Township			\$67,537	1





## Salaries Broken Down by Title

2012

### Public Works (Con't.)

Field/Construction Inspector	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Engineering Technician	City of Upper Arlington	\$43,266	\$62,735	\$56,504	3
Field Inspector Capital	City of Worthington	\$49,784	\$62,742	\$62,742	2
Building Official	Delaware County	\$57,422	\$76,950	\$79,040	1

Certified Mechanic	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Automotive Mechanic (Heavy)	City of Columbus	\$41,600	\$68,640	\$47,590	70
	City of Delaware	\$39,686	\$51,482	\$51,482	3
Auto Mechanic	City of Dublin	\$41,205	\$56,965	\$55,000	4
Fleet Technician	City of Gahanna	\$40,206	\$55,682	\$56,222	4
Mechanic	City of Grove City	\$38,604	\$59,883	\$59,883	1
City Mechanic	City of Marysville	\$42,515	\$51,147	\$51,147	1
Mechanic	City of Reynoldsburg	\$38,160	\$55,042	\$48,474	1
Fleet Maintenance Technician	City of Upper Arlington	\$40,816	\$59,183	\$52,927	4
Fleet Maintenance Supervisor	City of Westerville	\$52,603	\$78,790	\$74,506	1
	City of Whitehall	\$58,240	\$70,720	\$70,720	1
Mechanic/Fleet Maintenance	City of Worthington	\$48,009	\$70,782	\$59,395	2
Mechanic	Delaware County	\$29,769	\$39,893	\$43,680	4
Mechanic	Franklin Co. Board of Commissioners	\$31,200	\$41,600	\$42,827	5

Electrical Inspector	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Electrical Inspector 1	City of Columbus	\$45,760	\$70,720	\$59,488	1
	City of Dublin	\$47,000	\$68,900	\$67,573	1
Mechanic	City of Grove City	\$38,604	\$59,883	\$59,883	1
	City of Reynoldsburg	\$38,160	\$55,042	\$0	0
Electrical Safety Inspector	Delaware County	\$34,982	\$46,879	\$56,160	3



## Salaries Broken Down by Title

2012

### Public Works (Con't.)

Water Treatment Plant Operator	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Water/Wastewater Operator I, II, III	City of Canal Winchester	\$34,756	\$44,408	\$37,814	6
Water Plant Operator 1	City of Columbus	\$41,600	\$49,920	\$49,920	12
Technician III	City of Delaware	\$37,664	\$45,881	\$45,881	4
Utility Maintenance	City of Groveport	\$32,739	\$56,264		2
	City of Marysville	\$38,792	\$46,654		17
Utility Field Technician	City of Pataskala	\$28,038	\$39,229	\$34,294	4
Water/Wastewater Superintendent	City of Reynoldsburg	\$46,371	\$66,866	\$56,618	1
Chief Plant Operator	City of Westerville	\$57,845	\$86,798	\$82,826	1
Operations Supervisor	Delaware County	\$48,276	\$58,679	\$52,000	3
Wastewater Operator 1	Franklin Co. Board of Commissioners	\$35,360	\$49,920	\$37,794	1

Meter Reader	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Technician III	City of Delaware	\$37,664	\$45,881	\$45,881	1
Billing Manager	City of Pataskala	\$37,924	\$50,966	\$42,682	1
	City of Reynoldsburg	\$25,822	\$37,208	\$28,135	1
	City of Westerville	\$33,966	\$47,590	\$39,078	4
Utility Service Worker	Franklin Co. Board of Commissioners	\$29,120	\$39,520	\$32,781	2

Stock Room Clerk	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Utility Clerk	City of Pataskala	\$28,933	\$33,550	\$33,966	1
Stock Clerk	City of Westerville	\$33,966	\$47,590	\$44,741	1



## Salaries Broken Down by Title

2012

### Public Works (Con't.)

Equipment Operator	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
	City of Gahanna	\$39,603	\$54,850	\$47,703	7
	City of Marysville	\$37,086	\$44,449		8
Utilities Operator	City of Pataskala	\$30,077	\$43,576	\$35,724	2
Maintenance Specialist/Equipment	City of Reynoldsburg	\$31,352	\$45,285	\$37,366	10
Street Maintenance Worker	City of Upper Arlington	\$34,407	\$43,031	\$41,840	13
	City of Westerville	\$37,523	\$52,395	\$43,680	1
Operator	Delaware County	\$28,126	\$37,691	\$29,120	14

Traffic Engineer	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Civil Engineer II	City of Dublin	\$52,600	\$77,100	\$70,000	2
Engineering Technician	City of Westerville	\$45,261	\$63,315	\$58,691	3

Traffic Signal Technician	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Electronic System Specialist	City of Columbus	\$45,760	\$66,560	\$63,814	8
Electrical Worker	City of Dublin	\$35,000	\$51,300	\$46,500	4
Electrician	City of Upper Arlington	\$40,816	\$59,183	\$46,785	5
Traffic Signal Technician	City of Westerville	\$45,261	\$63,315	\$57,866	1
	City of Worthington	\$49,784	\$62,742	\$62,742	1

Urban Planner	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Associate Planner	City of Delaware	\$46,300	\$73,287	\$73,287	1
Senior Planner	City of Dublin	\$59,500	\$87,200	\$78,000	3
Economic Development	City of Gahanna	\$57,486	\$79,842	\$60,679	1
Director of Administration	City of Grandview Heights	\$71,000	\$105,000	\$101,504	1
Sr. Program Coordinator	Franklin Co. Board of Commissioners	\$47,840	\$66,560	\$51,230	1



## Salaries Broken Down by Title

2012

### General - Administration

Mayor with no City Manager or City Administrator	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Mayor	City of Canal Winchester			\$80,000	1
Mayor	City of Columbus			\$172,973	1
Mayor	City of Grandview Heights			\$26,000	1
Mayor	City of Grove City			\$20,000	1
Mayor	City of Reynoldsburg			\$97,000	1
Mayor	City of Whitehall			\$77,500	1

Mayor with City Manager of City Administrator	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
	City of Delaware			\$7,371	1
	City of Dublin			\$15,750	1
	City of Gahanna			\$103,809	1
	City of Groveport			\$18,250	1
	City of Marysville			\$16,000	1
	City of Pataskala			\$13,000	1
	City of Powell			\$4,500	1
City Council President	City of Upper Arlington			\$3,700	1
	City of Westerville			\$3,600	1

City Manager	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
	City of Delaware			\$118,861	1
	City of Dublin	\$121,800	\$211,100	\$180,000	1
	City of Powell			\$121,805	1
	City of Upper Arlington			\$180,000	1
	City of Westerville			\$148,500	1
	City of Worthington	\$133,955	\$133,955	\$133,955	1
County Administrator	Delaware County	\$77,736	\$104,174	\$95,680	1
County Administrator	Franklin Co. Board of Commissioners	\$133,120	\$185,120	\$158,080	1



## Salaries Broken Down by Title

2012

### General - Administration (Con't.)

City Administrator	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Assistant City Administrator	City of Gahanna	\$68,881	\$95,668	\$78,830	1
	City of Grove City			\$113,621	1
Administrator	City of Groveport	\$69,535	\$111,742		1
	City of Marysville	\$95,000	\$125,000	\$107,100	1
City Administrator	City of Pataskala			\$103,322	1
Director of Operations	Violet Township			\$107,702	1

Council Members	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
City Council Members	City of Canal Winchester	\$6,000	\$6,500	\$6,000	7
	City of Columbus			\$47,091	7
	City of Delaware			\$6,759	6
	City of Dublin			\$11,250	7
	City of Gahanna			\$14,400	7
	City of Grandview Heights	\$3,000	\$3,600	\$3,000	7
	City of Grove City			\$6,000	5
	City of Marysville			\$4,800	7
	City of Pataskala	\$3,000	\$3,300	\$3,043	7
	City of Powell			\$3,000	6
	City of Reynoldsburg			\$7,500	8
	City of Upper Arlington			\$3,000	5
	City of Whitehall			\$4,000	7
	City of Worthington	\$1,650	\$1,980	\$1,737	7
	Commissioners	Delaware County			\$66,560

Controller	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
City Auditor	City of Columbus			\$156,894	1
City Treasurer	City of Whitehall			\$7,500	1 PT
Administrator of Fiscal Services	Delaware County			\$81,120	1



## Salaries Broken Down by Title

2012

### General - Administration (Con't.)

Finance Director	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Finance and Management Director	City of Canal Winchester	\$61,150	\$86,157	\$83,200	1
	City of Columbus	\$114,400	\$191,360	\$133,640	1
Finance Director/Deputy Director	City of Delaware	\$60,046	\$110,108	\$105,412	1
	City of Dublin	\$96,800	\$142,000	\$111,815	1
Director of Finance	City of Gahanna	\$84,076	\$116,772	\$91,550	1
	City of Grandview Heights	\$63,000	\$90,000	\$90,000	1
Finance Director/Assistant	City of Grove City	\$62,400	\$99,840	\$91,520	1
	City of Groveport	\$60,075	\$96,549		1
Director of Finance	City of Marysville	\$80,000	\$95,000	\$89,760	1
	City of Pataskala			\$42,000	1
City Auditor	City of Powell	\$74,760	\$101,147	\$89,981	1
	City of Upper Arlington	\$83,773	\$121,382	\$120,218	1
Director of Finance	City of Westerville	\$89,606	\$143,478	\$89,606	1
County Auditor	City of Whitehall			\$75,000	1
Deputy County Administrator	City of Worthington	\$96,186	\$96,186	\$96,186	1
	Delaware County			\$76,960	1
	Franklin Co. Board of Commissioners	\$118,560	\$166,400	\$122,117	1

Finance Assistant	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Assistant Auditor 1	City of Columbus	\$37,440	\$58,240	\$47,778	5
Accounting Specialist	City of Dublin	\$38,000	\$55,800	\$54,428	1
Deputy Director, Finance	City of Gahanna	\$68,881	\$95,668	\$72,702	1
Assistant Director of Finance	City of Grandview Heights	\$29,870	\$63,000	\$63,000	1
Senior Accountant	City of Groveport	\$37,273	\$59,904		1
Finance Manager	City of Pataskala	\$46,132	\$61,998	\$51,922	1
Assistant Finance	City of Powell	\$54,863	\$72,800	\$58,240	1
City Auditor	City of Reynoldsburg			\$72,494	1
Finance Manager	City of Upper Arlington	\$61,951	\$89,827	\$75,310	1
Deputy Auditor	City of Whitehall	\$24,284	\$69,324	\$68,640	1
Fiscal Services Assistant Admin.	City of Worthington	\$54,022	\$70,781	\$54,022	1
	Delaware County			\$68,640	1
Benefits Fiscal Assistant	Franklin Co. Board of Commissioners	\$33,280	\$45,760	\$34,923	1
Fiscal Assistant	Violet Township			\$32,850	1



## Salaries Broken Down by Title

2012

### General - Administration (Con't.)

Assistant City Manager	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
	City of Delaware	\$60,046	\$110,108	\$89,978	1
	City of Upper Arlington	\$83,773	\$121,382	\$112,882	1
	City of Westerville	\$89,606	\$143,478	\$108,576	1
	City of Worthington	\$101,805	\$101,805	\$101,805	1
Assistant County Administrator	Delaware County			\$64,480	1
Deputy County Administrator	Franklin Co. Board of Commissioners	\$118,560	\$166,400	\$121,597	2

Assistant City Attorney	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Deputy City Attorney	City of Columbus	\$114,400	\$191,360	\$148,034	1
City Attorney	City of Gahanna	\$65,653	\$65,653	\$65,653	1
	City of Marysville			\$56,871	2
	City of Reynoldsburg	\$48,710	\$70,229	\$70,229	1
	City of Upper Arlington	\$82,130	\$119,089	\$110,032	1
City Attorney	City of Whitehall			\$75,000	1
Director of Law	City of Worthington	\$115,898	\$115,898	\$115,898	1
Assistant County Prosecutor	Delaware County			\$49,920	12

Manager of Records Retention	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Court Administrator	City of Dublin	\$59,500	\$87,200	\$74,300	1
Records Administrator	City of Gahanna	\$37,277	\$51,705	\$42,619	1
Records Clerk	City of Upper Arlington	\$38,505	\$55,833	\$41,134	1
Records Coordinator	Delaware County	\$28,547	\$38,256	\$39,520	1



## Salaries Broken Down by Title

2012

### General - Administration (Con't.)

Purchasing Manager	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Procurement Manager	City of Columbus	\$74,880	\$112,320	\$82,930	1
Purchasing Administrator	City of Upper Arlington	\$51,529	\$74,717	\$70,432	1
Procurement Coordinator	City of Westerville	\$52,603	\$78,790	\$55,931	1
Sr Fiscal Specialist	Delaware County			\$39,520	1
Director, Purchasing	Franklin Co. Board of Commissioners	\$68,640	\$95,680	\$85,322	1

Grants Coordinator	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Grants Management Coordinator	City of Columbus	\$66,560	\$99,840	\$85,883	1
	Franklin Co. Board of Commissioners	\$52,060	\$70,720	\$54,829	4

Municipal Tax Assessor	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Income Tax Administrator	City of Delaware	\$50,710	\$60,274	\$60,274	1
	City of Marysville	\$62,500	\$70,000	\$63,750	1
Tax Administrator	City of Reynoldsburg	\$40,075	\$57,782	\$52,478	1
Tax Administrator	City of Upper Arlington	\$57,899	\$83,953	\$73,131	1
Income Tax Auditor	City of Westerville	\$47,778	\$71,677	\$55,661	2
County Treasurer	Delaware County			\$61,256	1

Accountant	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
	City of Delaware	\$61,734	\$73,287	\$73,287	1
	City of Dublin	\$47,000	\$68,900	\$67,070	1
Finance Coordinator	City of Gahanna	\$41,874	\$58,159	\$49,816	1
	City of Grandview Heights	\$25,750	\$54,000	\$53,984	1
	City of Reynoldsburg	\$53,687	\$77,745	\$62,752	1
	City of Westerville	\$47,778	\$71,677	\$59,041	2
	Franklin Co. Board of Commissioners	\$41,600	\$58,240	\$47,715	3





## Salaries Broken Down by Title

2012

### General - Administration (Con't.)

Accounting Assistant	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Accounting Assistant	City of Canal Winchester	\$29,161	\$40,976	\$33,841	1
Fiscal Assistant 2	City of Columbus	\$31,200	\$49,920	\$45,926	22
Accounting Specialist	City of Dublin	\$38,000	\$55,800	\$50,000	7
Accounting Technician	City of Gahanna	\$37,227	\$51,705	\$48,360	1
Payroll/Account Payable Clerk	City of Marysville	\$37,086	\$44,450	\$44,450	1
Finance Specialist	City of Powell	\$38,156	\$51,622	\$50,461	1
Deputy Auditor	City of Reynoldsburg	\$40,075	\$57,782	\$48,921	1
Purchasing Assistant	City of Upper Arlington	\$36,325	\$52,672	\$52,666	1
	City of Westerville	\$37,523	\$52,395	\$39,078	7
Fiscal Specialist	Delaware County			\$48,373	1
Fiscal Support Analyst	Franklin Co. Board of Commissioners	\$27,040	\$35,360	\$35,568	6

Accounting Clerk	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Fiscal Assistant 1	City of Columbus	\$29,120	\$47,840	\$41,642	18
	City of Delaware	\$44,096	\$51,482	\$51,482	1
Accounting Specialist	City of Grove City	\$30,659	\$55,120	\$55,120	1
	City of Groveport	\$30,451	\$48,963		1
	City of Marysville	\$33,883	\$44,664	\$40,664	2
Permit Coordinator	City of Powell	\$38,156	\$51,622	\$49,774	1
Account Clerk	City of Reynoldsburg	\$33,600	\$40,451	\$36,725	2
Fiscal Technician	City of Upper Arlington	\$34,270	\$49,691	\$41,093	1
Finance Analyst	City of Worthington	\$44,460	\$55,896	\$55,896	1
Fiscal Clerk	Delaware County			\$28,517	1
Account Clerk 1	Franklin Co. Board of Commissioners	\$24,960		\$29,370	18



## Salaries Broken Down by Title

2012

### General - Administration (Con't.)

Payroll Clerk	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Payroll/Benefits Clerk	City of Columbus	\$31,200	\$47,840	\$45,448	26
	City of Delaware			\$43,450	1
Payroll Specialist	City of Dublin	\$47,000	\$68,900	\$62,500	1
Payroll Coordinator	City of Gahanna	\$41,874	\$58,159	\$47,923	1
Payroll Specialist	City of Grove City	\$38,604	\$59,883	\$48,363	1
Payroll Administrator	City of Upper Arlington	\$43,266	\$62,735	\$55,543	1
Payroll Administrator	City of Whitehall	\$29,120	\$68,640	\$54,080	1
Payroll Coordinator	Delaware County			\$49,213	2
Payroll Specialist 3	Franklin Co. Board of Commissioners	\$35,360	\$47,840	\$40,290	2

Executive Secretary	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Executive Secretary 2	City of Columbus	\$37,440	\$58,240	\$49,400	15
	City of Delaware	\$44,096	\$49,362	\$49,362	1
Executive Assistant	City of Dublin	\$42,200	\$61,900	\$59,695	1
Administrative Assistant	City of Gahanna	\$37,227	\$51,705	\$39,312	1
Administrative Secretary	City of Grandview Heights	\$27,583	\$56,000	\$56,000	1
Executive Assistant	City of Grove City	\$33,945	\$52,686	\$52,686	2
Executive Assistant	City of Groveport	\$32,739	\$52,624		1
	City of Marysville	\$40,664	\$48,776	\$48,776	1
	City of Reynoldsburg	\$38,160	\$57,782	\$43,250	2
	City of Upper Arlington	\$38,505	\$55,833	\$51,643	1
Administrative Secretary	City of Westerville	\$37,523	\$52,395	\$43,127	12
Secretary to Mayor	City of Whitehall	\$47,840	\$58,240	\$56,160	1
Secretary to City Manager	City of Worthington	\$54,781	\$54,781	\$54,781	1
Executive Assistant	Franklin Co. Board of Commissioners	\$45,760	\$62,400	\$51,480	1



## Salaries Broken Down by Title

2012

### General - Administration (Con't.)

Administrative Assistant	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Office Assistant 3	City of Canal Winchester	\$29,161	\$40,976	\$34,798	2
	City of Columbus	\$35,360	\$54,080	\$47,299	40
	City of Delaware	\$33,281	\$37,900	\$37,900	3
Administrative Specialist	City of Dublin	\$42,200	\$61,900	\$58,000	3
	City of Gahanna	\$37,227	\$51,705	\$38,854	4
Administrative Secretary II	City of Grove City	\$29,161	\$45,198	\$40,164	1
	City of Groveport	\$28,184	\$45,302		4
	City of Marysville	\$37,086	\$44,450	\$44,450	1
Building Department Coordinator (PT)	City of Powell			\$10,000	1PT
	City of Reynoldsburg	\$36,329	\$52,399	\$14,586	1PT
Management Assistant	City of Upper Arlington	\$40,816	\$59,183	\$52,320	4
	City of Westerville	\$41,184	\$57,741	\$57,387	1
	Delaware County			\$36,171	1
Administrative Assistant 1	Franklin Co. Board of Commissioners	\$35,360	\$47,840	\$35,277	7
Administrative Assistant/Receptionist	Violet Township			\$43,472	1

Secretary/Administrative Clerk	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Administrative Secretary	City of Columbus	\$35,360	\$54,080	\$48,298	25
	City of Delaware	\$33,280	\$38,253	\$38,253	4
Administrative Assistant Secretary	City of Dublin	\$38,000	\$55,800	\$51,500	11
	City of Gahanna	\$30,600	\$42,500	\$38,938	4
Department Secretary	City of Grandview Heights	\$24,401	\$48,000	\$41,710	3
Administrative Secretary I Secretary/Receptionist	City of Grove City	\$25,646	\$39,769	\$33,945	5
	City of Powell	\$28,390	\$38,409	\$32,365	1
Administrative Assistant Secretary	City of Reynoldsburg	\$28,461	\$55,042	\$37,296	8
	City of Upper Arlington	\$36,325	\$52,672	\$41,956	9
Secretary	City of Westerville	\$33,966	\$47,590	\$40,836	4
Secretary	City of Worthington	\$41,108	\$51,767	\$51,767	5
Administrative Secretary 1	Franklin Co. Board of Commissioners	\$29,120	\$39,520	\$30,742	12



## Salaries Broken Down by Title

2012

### General - Administration (Con't.)

Receptionist	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Receptionist (Part-time)	City of Canal Winchester	\$17,254	\$23,837	\$18,658	1
Office Assistant 2	City of Columbus	\$31,200	\$47,840	\$43,118	106
	City of Delaware	\$26,458	\$30,867	\$0	0
Office Assistant I	City of Dublin	\$29,400	\$43,100	\$41,850	3
Front Desk/Mail Coordinator	City of Gahanna	\$20,800	\$33,280	\$23,400	1
	Delaware County	\$21,208	\$28,420	\$29,557	1
	Franklin Co. Board of Commissioners	\$24,960	\$29,120	\$25,002	3

Clerk Typist	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Office Assistant 1	City of Columbus	\$29,120	\$47,840	\$38,771	106
Office Assistant II	City of Dublin	\$32,000	\$46,900	\$42,500	6
Clerk	City of Reynoldsburg	\$25,822	\$37,208	\$28,818	1
	Franklin Co. Board of Commissioners	\$24,960	\$29,120	\$26,520	1

Mailroom Clerk	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Mail Clerk	City of Columbus	\$27,040	\$43,680	\$38,875	9
	Delaware County	\$21,208	\$28,420	\$28,163	1
Mail Processor	Franklin Co. Board of Commissioners	\$22,880	\$29,120	\$24,731	4



## Salaries Broken Down by Title

2012

### Court Administration

Clerk of Courts	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Mayor's Clerk of Court	City of Canal Winchester	\$31,636	\$44,075	\$38,188	1
	City of Delaware			\$96,985	1
	City of Gahanna	\$60,778	\$84,414	\$65,505	1
	City of Grandview Heights	\$22,360	\$41,600	\$41,600	1
	City of Grove City	\$30,659	\$55,120	\$55,120	1
	City of Groveport	\$37,273	\$59,904		1
Municipal Court Clerk	City of Marysville			\$75,000	1
	City of Pataskala	\$36,774	\$49,421	\$40,186	1
Clerk of Courts	City of Reynoldsburg	\$42,074	\$60,666	\$52,400	1
	City of Upper Arlington	\$45,860	\$66,497	\$56,312	1
	City of Westerville	\$52,603	\$78,790	\$68,515	1
	City of Whitehall	\$45,760	\$56,160	\$56,160	1
Court Clerk	City of Worthington	\$52,766	\$52,766	\$52,766	1
	Delaware County			\$61,256	1

Probation Officer	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Court Liaison	City of Delaware			\$44,404	4
	City of Reynoldsburg	\$36,329	\$52,399	\$24,347	2 PT
	City of Upper Arlington	\$51,529	\$74,717	\$74,471	1
	Delaware County			\$36,379	1



## Salaries Broken Down by Title

2012

### Court Administration (Con't.)

Clerk of Council	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
City Clerk	City of Columbus	\$85,280	\$126,880	\$102,856	1
	City of Dublin	\$55,000	\$95,000	\$86,900	1
	City of Gahanna	\$68,881	\$95,668	\$86,172	1
	City of Grandview Heights		\$6,720	\$4,840	1
	City of Grove City			\$72,737	1
	City of Groveport	\$37,273	\$59,904		1
Clerk of City Council	City of Marysville			\$48,696	1
	City of Pataskala	\$30,328	\$40,759	\$35,159	1
Council Clerk	City of Powell	\$44,820	\$62,575	\$51,043	1
	City of Reynoldsburg	\$42,074	\$60,666	\$60,665	1
City Clerk	City of Upper Arlington			\$60,000	1
City Clerk	City of Westerville	\$52,603	\$78,790	\$63,669	1
	City of Worthington	\$48,009	\$60,431	\$60,431	1

Custodian	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Custodial Worker	City of Columbus	\$31,200	\$39,520	\$36,878	63
	City of Dublin	\$32,306	\$45,669	\$45,669	1
Facilities Coordinator	City of Gahanna	\$45,053	\$55,682	\$55,682	1
Head Custodian	City of Whitehall	\$47,840	\$58,240	\$54,080	1
Building Custodian	City of Worthington	\$44,460	\$55,896	\$55,896	1
	Delaware County	\$18,477	\$24,761	\$24,190	10

Deputy Clerk of Council	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Deputy Clerk of Council	City of Dublin	\$42,200	\$61,900	\$61,372	1
	City of Gahanna	\$37,227	\$51,705	\$42,619	1
Assistant Clerk of Council	City of Reynoldsburg	\$24,590	\$35,428	\$16,135	1PT
Deputy City Clerk	City of Upper Arlington	\$45,860	\$66,497	\$48,612	1



## Salaries Broken Down by Title

2012

### Development - Planning

Director of Development	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Director of Development	City of Canal Winchester	\$61,150	\$86,157	\$68,494	1
Development Director	City of Columbus	\$114,400	\$191,360	\$149,781	1
	City of Delaware	\$60,046	\$110,108	\$89,558	1
Economic Development Director	City of Dublin	\$96,800	\$142,000	\$135,950	1
	City of Gahanna	\$81,036	\$112,551	\$89,141	1
	City of Grove City	\$62,400	\$99,840	\$99,840	1
Director of Planning	City of Pataskala	\$67,834	\$91,164	\$74,125	1
Development Director	City of Powell	\$74,760	\$101,147	\$86,570	1
	City of Reynoldsburg	\$53,687	\$77,445	\$66,187	1
Community & Economic Development Director	City of Upper Arlington	\$80,446	\$116,647	\$112,603	1
Planning & Development Director	City of Westerville	\$81,515	\$130,395	\$120,349	1
	City of Whitehall	\$24,021	\$92,226	\$62,982	1
Assistant to the City Manager/Economic	City of Worthington	\$88,868	\$88,868	\$88,868	1
Economic Development Director	Delaware County	\$70,291	\$94,197	\$92,810	1
Director, Economic Dev. & Planning	Franklin Co. Board of Commissioners	\$87,360	\$122,720	\$123,843	1
Economic Development Director	Violet Township			\$59,220	1

Zoning/Compliance Officer	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
	City of Delaware	\$39,686	\$47,491	\$47,491	1
Code Enforcement Officer	City of Dublin	\$38,000	\$55,800	\$50,000	2
Planning & Zoning Administrator	City of Gahanna	\$40,206	\$50,565	\$50,565	1
Residential Building Inspector	City of Grandview Heights	\$33,949	\$60,000	\$50,774	1
Planning & Zoning Officer	City of Grove City	\$38,604	\$59,883	\$51,646	1
Code/Zoning Specialist	City of Marysville		\$37,086	\$44,450	1
Zoning Inspector	City of Pataskala	\$34,507	\$38,979	\$40,643	1
Zoning Officer (PT)	City of Powell			\$10,000	1 PT
Code Compliance Officer	City of Reynoldsburg	\$25,822	\$37,208	\$13,353	2 PT
Code Compliance Officer	City of Upper Arlington	\$48,612	\$70,488	\$58,690	1
Zoning & Enforcement Officer	City of Westerville	\$41,184	\$57,741	\$49,930	2
Code Enforcement Officer	City of Whitehall	\$22,880	\$54,080	\$52,000	1
Zoning Enforcement Officer	Franklin Co. Board of Commissioners	\$33,280	\$43,680	\$32,968	2



## Salaries Broken Down by Title

2012

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

Zoning Administrator	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Planning & Zoning Administrator	City of Canal Winchester	\$48,984	\$67,547	\$48,942	1
Chief Zoning Official	City of Columbus	\$66,560	\$99,840	\$90,355	1
Senior Planner	City of Dublin	\$59,500	\$87,200	\$78,000	3
Code Enforcement Officer	City of Gahanna	\$53,180	\$73,861	\$60,862	1
Senior Planner	City of Upper Arlington	\$61,951	\$89,827	\$81,182	1
Senior Planner - Planning/Zoning Officer	City of Westerville	\$70,013	\$104,998	\$86,174	1
Planning Administrator	Franklin Co. Board of Commissioners	\$54,080	\$76,960	\$68,474	1
	Violet Township			\$62,358	1

Planner	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
	City of Columbus	\$49,920	\$74,880	\$54,309	18
	City of Delaware	\$61,734	\$73,287	\$73,287	1
	City of Dublin	\$47,000	\$68,900	\$55,000	2
	City of Grove City	\$47,700	\$67,787	\$63,897	1
City Planner	City of Marysville	\$57,500	\$65,000	\$59,517	1
Development Planner	City of Powell	\$44,620	\$62,575	\$49,962	1
Planning Administrator	City of Reynoldsburg	\$48,710	\$70,229	\$52,540	1
Planning Officer	City of Upper Arlington	\$48,612	\$70,488	\$55,821	1
	City of Westerville	\$47,778	\$71,677	\$57,252	2
	Franklin Co. Board of Commissioners	\$47,840	\$66,560	\$51,750	3

Public Info/Special Events Coordinator	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
	City of Delaware	\$60,046	\$110,108	\$60,389	1
Events Administrator	City of Dublin	\$69,500	\$101,900	\$65,000	2
Event/Promotion Coordinator	City of Marysville			\$3,120	1 PT
Public Information Officer	City of Powell	\$38,156	\$51,622	\$51,085	1
Communications Affairs Administrator	City of Westerville	\$63,606	\$95,493	\$76,918	1
Communications Manager	Delaware County	\$57,422	\$76,950	\$63,190	1





## Salaries Broken Down by Title

2012

### Police Department

Police Chief	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
	City of Columbus	\$114,400	\$170,560	\$149,614	1
	City of Delaware	\$60,046	\$110,108	\$98,400	1
Chief of Police	City of Dublin	\$77,500	\$113,600	\$112,400	1
Chief of Police	City of Gahanna	\$86,862	\$120,641	\$109,937	1
	City of Grandview Heights	\$61,000	\$90,000	\$83,200	1
	City of Grove City	\$64,480	\$110,240	\$108,160	1
	City of Groveport	\$27,711	\$92,750		1
	City of Marysville	\$80,000	\$95,000	\$84,000	1
	City of Pataskala	\$70,087	\$94,191	\$72,190	1
	City of Powell	\$74,760	\$101,147	\$93,122	1
Chief of Police	City of Reynoldsburg	\$71,105	\$101,642	\$97,122	1
	City of Upper Arlington	\$80,446	\$116,647	\$111,830	1
	City of Westerville	\$81,515	\$130,395	\$108,160	1
	City of Whitehall	\$114,905	\$114,905	\$114,889	1
	City of Worthington	\$98,292	\$106,118	\$98,296	1
Sheriff	Delaware County			\$84,531	1

Police Captain	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Police Commander	City of Columbus			\$113,069	18
	City of Delaware	\$85,060	\$91,433	\$91,433	2
Deputy Chief of Police	City of Gahanna	\$73,946	\$102,703	\$96,689	1
	City of Grove City	\$64,480	\$110,240	\$106,180	1
Assistant Police Chief	City of Marysville	\$65,000	\$80,000	\$78,000	1
	City of Pataskala	\$62,537	\$63,410	\$62,537	1
Deputy Police Chief	City of Powell	\$64,643	\$90,459	\$87,838	1
Deputy Police Chief	City of Westerville	\$70,013	\$104,998	\$101,941	1
	Delaware County			\$78,146	2



## Salaries Broken Down by Title

2012

### Police Department (Con't.)

Police Lieutenant	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
	City of Columbus			\$95,826	51
	City of Dublin	\$73,100	\$107,300	\$98,000	2
	City of Gahanna	\$91,943	\$98,209	\$98,209	3
	City of Grove City			\$101,712	2
	City of Groveport	\$48,628	\$78,154		2
	City of Pataskala	\$46,654	\$51,605	\$0	0
	City of Reynoldsburg	\$61,626	\$88,054	\$87,131	2
	City of Upper Arlington		\$102,348	\$102,348	3
	City of Westerville	\$100,027	\$100,942	\$100,942	3
	City of Whitehall	\$98,696	\$98,696	\$98,696	2
	City of Worthington	\$90,942	\$94,551	\$92,747	2
	Delaware County			\$73,715	3

Police Sergeant	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
	City of Columbus			\$81,203	214
	City of Delaware	\$70,774	\$77,586	\$77,586	6
	City of Dublin	\$82,260		\$93,000	6
	City of Gahanna	\$80,895	\$87,826	\$87,826	7
	City of Grandview Heights	\$81,802	\$81,802	\$81,802	4
	City of Grove City			\$90,251	7
	City of Groveport	\$41,808	\$67,204		4
	City of Marysville	\$64,840	\$70,806	\$70,806	4
	City of Pataskala	\$42,640	\$44,325	\$41,981	3
	City of Powell		\$78,770	\$78,770	3
	City of Reynoldsburg		\$84,406	\$84,856	6
	City of Upper Arlington		\$88,936	\$88,936	8
	City of Westerville	\$87,173	\$90,938	\$90,938	5
	City of Whitehall	\$86,195	\$96,195	\$86,195	8
	City of Worthington	\$78,560	\$84,921	\$83,649	5
	Delaware County			\$69,534	7



## Salaries Broken Down by Title

2012

### Police Department (Con't.)

Police Officer	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
	City of Columbus			\$66,248	1,562
	City of Delaware	\$47,437	\$63,648	\$67,466	47
	City of Dublin	\$55,190	\$82,231	\$88,500	46
	City of Gahanna	\$40,198	\$76,368	\$75,275	59
	City of Grandview Heights	\$47,406	\$71,258	\$71,258	10
	City of Grove City	\$46,030	\$78,312		50
Patrol Officer	City of Groveport	\$37,273	\$59,904		11
	City of Marysville	\$40,145	\$58,351		22
Patrol Officer	City of Pataskala	\$31,866	\$37,274	\$36,600	14
	City of Powell	\$48,880	\$70,664	\$69,972	10
	City of Reynoldsburg	\$46,300	\$72,904	\$71,395	36
	City of Upper Arlington	\$49,082	\$77,400	\$76,004	30
	City of Westerville	\$49,171	\$77,251	\$76,873	47
	City of Whitehall	\$49,920	\$74,880		29
	City of Worthington	\$47,961	\$73,803	\$73,803	24
Deputy	Delaware County			\$62,088	81

Police Detective	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
	City of Delaware	\$47,441	\$67,467	\$67,467	4
Police Officer	City of Dublin	\$51,001	\$75,991	\$88,500	4
Detective	City of Gahanna	\$40,198	\$76,368	\$76,378	7
Detective	City of Groveport	\$39,540	\$63,523		2
Detective	City of Pataskala	\$31,866	\$37,274	\$42,578	1
Detective	City of Powell	\$48,880	\$70,664	\$69,972	2
	City of Reynoldsburg	\$44,152	\$70,096	\$72,904	7
	City of Upper Arlington	\$49,082	\$77,400	\$77,400	5
	City of Westerville	\$49,171	\$77,251		10
	City of Whitehall	\$49,920	\$74,880		6
	Delaware County			\$69,534	3



## Salaries Broken Down by Title

2012

### Police Department (Con't.)

Police Dispatcher	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Police Communications	City of Columbus	\$41,600	\$54,080	\$49,858	87
Communications Technician	City of Dublin	\$43,478	\$56,250	\$57,200	12
Police Radio Dispatcher	City of Gahanna	\$35,673	\$51,462	\$48,131	10
Communications Coordinator	City of Grandview Heights	\$24,401	\$48,000	\$45,490	4
	City of Grove City	\$38,400	\$59,627	\$50,627	12
Communications Dispatch Officer	City of Marysville	\$32,167	\$45,250	\$45,250	6
	City of Reynoldsburg	\$36,838	\$47,900	\$46,960	8
Communications Operator	City of Upper Arlington	\$39,273	\$51,010	\$51,010	7
Communications Technician	City of Westerville	\$37,378	\$48,568	\$49,229	13
	City of Whitehall	\$39,520	\$52,000		7
Communication Technician	City of Worthington	\$43,588	\$54,800	\$54,800	9
	Delaware County			\$41,600	5

Police Records Clerk	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Police Records Technician	City of Columbus	\$31,200	\$45,760	\$41,558	28
	City of Delaware	\$35,176	\$41,119	\$41,119	3
Police Property Technician	City of Dublin	\$38,000	\$55,800	\$53,225	1
Administrative Assistant	City of Gahanna	\$37,227	\$51,705	\$44,678	2
Police Clerk	City of Pataskala	\$25,451	\$34,203	\$28,642	1
Police Clerk	City of Powell	\$28,390	\$38,409	\$30,000	2
	City of Reynoldsburg	\$27,102	\$39,084	\$34,832	4
Police Records Specialist	City of Upper Arlington	\$38,505	\$55,833	\$43,404	1
Police Records Technician	City of Westerville	\$32,677	\$39,229	\$40,394	5
	City of Whitehall	\$41,600	\$49,920		5
	Delaware County			\$28,288	3

Emergency Evacuation Director	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Emergency Management Law Enforcement Planner	City of Dublin	\$52,600	\$77,100	\$66,290	1
Director, Emergency Management	City of Gahanna	\$36,400	\$36,400	\$36,400	1 PT
EMA Director	Delaware County			\$71,594	1



## Salaries Broken Down by Title

2012

### Police Department (Con't.)

Community Service Police Officer	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
	City of Delaware	\$47,447	\$67,467	\$67,466	1
Police Officer	City of Gahanna	\$40,198	\$76,368	\$75,275	3
Community Relations Officer	City of Upper Arlington	\$49,082	\$77,400	\$77,400	1
Community Service Aid	City of Westerville	\$30,908	\$43,306	\$42,037	1

Animal Control Police Officer	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
	City of Westerville	\$37,523	\$52,395	\$50,877	1
	City of Whitehall	\$22,880	\$54,080	\$43,680	1
Dog Warden	Delaware County	\$38,204	\$46,437	\$53,722	1
Deputy Dog Warden	Franklin Co. Board of Commissioners	\$29,120	\$37,440	\$30,930	18

### Fire Department

Fire Chief	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
	City of Columbus	\$116,480	\$174,720	\$155,189	1
	City of Delaware	\$60,046	\$110,108	\$100,110	1
	City of Grandview Heights	\$61,000	\$90,000	\$86,840	1
	City of Marysville	\$80,000	\$95,000	\$84,000	1
	City of Upper Arlington	\$80,446	\$116,647	\$102,515	1
	City of Westerville	\$81,515	\$130,395	\$118,955	1
	City of Whitehall	\$114,899	\$114,899	\$114,899	1
	City of Worthington	\$98,296	\$106,118	\$106,118	1
	Violet Township			\$114,587	1



## Salaries Broken Down by Title

2012

### Fire Department (Con't.)

Fire Captain/Battalion Chief	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Fire Captain	City of Columbus	\$79,040	\$95,680	\$92,414	58
	City of Delaware	\$74,610	\$80,739	\$80,739	5
Fire Captain	City of Grandview Heights	\$69,198	\$69,198	\$69,198	4
Assistant Fire Chief	City of Marysville	\$65,000	\$80,000		
Battalion Chief	City of Upper Arlington		\$88,751	\$88,751	3
Deputy Fire Chief	City of Westerville	\$70,013	\$104,998	\$104,998	2
	City of Whitehall	\$64,480	\$64,480		4
	City of Worthington	\$73,260	\$86,220	\$81,854	6
	Violet Township			\$93,965	

Fire Lieutenant	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Battalion Chief	City of Columbus	\$64,480	\$79,040	\$78,312	196
	City of Marysville	\$62,550	\$65,548		3
	City of Upper Arlington		\$68,897	\$68,897	6
Battalion Chief	City of Westerville	\$58,280	\$61,506	\$92,967	3
	City of Whitehall	\$58,240	\$58,240		3
	City of Worthington	\$67,296	\$70,443	\$70,443	3
	Violet Township			\$80,154	

Fire Fighter	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Fire/Medic	City of Columbus	\$43,680	\$66,560	\$63,294	1,237
	City of Delaware	\$49,938	\$62,561	\$62,561	10
	City of Grandview Heights	\$40,582	\$60,172	\$60,172	13
	City of Marysville	\$43,033	\$56,900		8
	City of Upper Arlington	\$38,492	\$60,700	\$58,727	18
	City of Westerville	\$39,653	\$53,968	\$70,748	36



## Salaries Broken Down by Title

2012

### Fire Department (Con't.)

Fire Inspector	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Prevention Lieutenant	City of Delaware	\$49,939	\$62,561	\$62,561	1
	City of Marysville	\$66,015	\$69,013		1
	City of Upper Arlington	\$41,758	\$65,853	\$65,853	1
	City of Westerville	\$57,943	\$78,948	\$78,948	3
	City of Whitehall	\$54,080	\$76,960	\$76,960	1
Fire Inspector Lieutenant	City of Worthington	\$67,296	\$70,443	\$70,443	1
	Violet Township			\$71,905	1

Fire Fighter/Paramedic	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Firefighter/EMT-P	City of Delaware	\$49,938	\$62,561	\$62,561	35
	City of Marysville	\$46,043	\$59,810		11
	City of Upper Arlington	\$40,417	\$63,735	\$63,735	26
Fire Fighter/Medic	City of Westerville	\$41,692	\$56,811	\$75,274	29
	City of Whitehall	\$35,360	\$58,240		27
	City of Worthington	\$46,716	\$62,896	\$61,535	27
Paramedic	Delaware County			\$27,144	80
	Violet Township			\$70,285	

Fire Emergency Medical Coord.	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
EMS Coordinator	City of Columbus	\$114,400	\$191,360	\$150,634	1
EMS Chief	Delaware County	\$70,291	\$94,197	\$77,522	1



## Salaries Broken Down by Title

2012

### Parks & Recreation

Director	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Recreation and Parks Director	City of Columbus	\$114,400	\$191,360	\$133,827	1
Director of Parks and Open Space	City of Dublin	\$77,500	\$113,600	\$107,176	1
	City of Gahanna	\$81,036	\$112,551	\$97,379	1
Parks & Recreation Director	City of Grandview Heights	\$61,000	\$87,000	\$84,448	1
	City of Grove City	\$62,400	\$99,840	\$90,292	1
Recreation Director	City of Groveport	\$55,440	\$89,101		1
Parks/Recreation Superintendent (Part-time)	City of Marysville			\$20,465	1 PT
Parks, Recreation & Public Service Director	City of Powell	\$74,760	\$101,147	\$79,539	1
	City of Reynoldsburg	\$51,135	\$73,742	\$70,390	1
	City of Upper Arlington	\$80,446	\$116,647	\$97,053	1
Director of Parks and Recreation	City of Westerville	\$81,515	\$130,395	\$106,059	1
	City of Whitehall	\$32,000	\$83,144	\$65,104	
Director of Parks & Recreation	City of Worthington	\$96,186	\$96,186	\$96,186	1
	Delaware County			\$93,683	1

Assistant Director	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Recreation and Parks Assistant	City of Columbus	\$52,000	\$79,040	\$104,395	2
Director of Recreation Services	City of Dublin	\$73,100	\$107,300	\$94,000	1
Deputy Director	City of Gahanna	\$68,881	\$95,668	\$79,802	1
Recreation Superintendent	City of Grove City	\$43,700	\$67,787	\$67,787	1
Assistant Parks, Recreation & Public Service Director	City of Powell	\$38,156	\$51,622	\$44,408	1
Recreation Director	City of Worthington	\$67,725	\$85,293	\$85,293	1
Deputy Director Parks	Delaware County			\$78,354	1





## Salaries Broken Down by Title

2012

### Parks & Recreation (Con't.)

Senior Citizen Coordinator	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
	City of Canal Winchester	\$34,756	\$48,651	\$38,854	1
Aging Program Administrator	City of Columbus	\$89,440	\$149,760	\$108,784	1
Recreation Program Supervisor	City of Dublin	\$42,200	\$61,900	\$61,000	1
Senior Center Supervisor	City of Gahanna	\$45,076	\$62,606	\$61,906	1
Recreation Supervisor	City of Grandview Heights	\$26,523	\$55,000	\$51,579	1
Recreation Coordinator	City of Grove City	\$30,971	\$48,027	\$48,027	1
	City of Groveport	\$35,006	\$56,264		1
Director Senior Citizen Center	City of Reynoldsburg	\$42,074	\$60,666	\$60,418	1
Senior Center Administrator	City of Upper Arlington	\$48,612	\$70,488	\$63,080	1
Senior Center Manager	City of Westerville	\$57,845	\$86,798	\$70,470	1
Senior Center Manager	City of Worthington	\$54,023	\$70,782	\$70,782	1

Parks Superintendent	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Recreation Administrative Manager	City of Columbus	\$45,760	\$66,560	\$60,715	10
	City of Delaware		\$56,833	\$56,833	1
Parks Administrator	City of Dublin	\$59,500	\$87,200	\$73,853	1
Parks & Facilities Superintendent	City of Gahanna	\$57,486	\$79,842	\$65,789	1
	City of Groveport	\$37,273	\$59,904		1
Parks & Forestry Superintendent	City of Upper Arlington	\$54,621	\$79,201	\$79,200	1
Recreation and Operations	City of Westerville	\$70,013	\$104,998	\$89,461	1
Parks Manager	City of Worthington	\$59,069	\$73,466	\$68,054	1
Parks Manager	Delaware County			\$40,456	3



## Salaries Broken Down by Title

2012

### Parks & Recreation (Con't.)

Parks Maintenance Supervisor	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
	City of Columbus	\$39,520	\$47,840	\$45,094	9
	City of Delaware		\$47,403	\$47,403	1
Operations Specialist	City of Dublin	\$47,000	\$68,900	\$58,655	1
Maintenance Worker	City of Grandview Heights	\$24,401	\$56,000	\$53,099	1
	City of Grove City	\$38,604	\$59,883	\$44,366	1
Parks, Recreation & Public Service Superintendent	City of Powell		\$58,053	\$58,053	1
	City of Reynoldsburg	\$38,160	\$55,042	\$47,337	1
Parks & Forestry Superintendent	City of Upper Arlington	\$48,612	\$70,488	\$64,676	1
Parks and Facilities Superintendent	City of Westerville	\$70,013	\$104,998	\$79,394	1
Parks Supervisor	City of Worthington	\$49,784	\$62,742	\$62,742	1

Park Foreman	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
	City of Gahanna	\$46,987	\$57,866	\$46,987	1
Groundskeeper	City of Grandview Heights	\$24,401	\$45,000	\$39,034	1
Parks Maintenance Crew Chief	City of Upper Arlington	\$36,325	\$52,672	\$45,310	1
Crew Chief	City of Whitehall	\$45,760	\$56,160	\$56,160	1
Park Ranger	Delaware County			\$36,234	7

Recreation Coord/Supervisor	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Recreation Supervisor	City of Columbus	\$35,360	\$54,080	\$48,838	37
Recreation Coordinator/Supervisor	City of Dublin	\$42,200	\$61,900	\$54,000	7
Recreation Supervisor	City of Gahanna	\$45,076	\$62,606	\$48,582	1
Recreation Supervisor	City of Grandview Heights	\$26,523	\$55,000	\$46,689	1
Recreation Coordinator	City of Groveport	\$35,006	\$56,264		1
Parks, Recreation & Public Service Program Coord. (PT)	City of Powell			\$15,000	1 PT
Recreation Supervisor	City of Reynoldsburg	\$38,160	\$55,042	\$46,000	1
Recreation Supervisor	City of Upper Arlington	\$45,860	\$66,497	\$58,173	2
Recreation Administrator	City of Westerville	\$63,606	\$95,493	\$73,757	1
Recreation Leader	City of Worthington	\$49,784	\$62,742	\$62,742	7



## Salaries Broken Down by Title

2012

### Parks & Recreation (Con't.)

Horticulturist	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Horticulturist Specialist 2	City of Columbus	\$35,360	\$54,080	\$48,651	1
	City of Dublin	\$47,000	\$68,900	\$62,600	1
Forestry Technician	City of Gahanna	\$45,053	\$55,682	\$55,682	1
Urban Forester	City of Grove City	\$43,700	\$67,787	\$60,276	1
	City of Reynoldsburg	\$27,102	\$39,084	\$34,353	1
	City of Upper Arlington	\$45,800	\$66,497	\$49,887	1
Maintenance Specialist	City of Westerville	\$44,408	\$57,741	\$56,480	1
Landscape Foreman	Franklin Co. Board of Commissioners	\$27,040	\$33,280	\$45,926	1

### Human Resources

HR VP or Director of HR	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Human Resources Director	City of Columbus	\$114,400	\$191,360	\$136,136	1
Director of Administrative	City of Delaware	\$60,046	\$110,108	\$73,795	1
Director of HR	City of Dublin	\$77,500	\$113,600	\$106,850	1
Director, HR	City of Gahanna	\$73,946	\$102,703	\$80,519	1
HR Manager	City of Marysville	\$62,500	\$70,000	\$66,989	1
Director of HR	City of Reynoldsburg	\$51,175	\$73,742		
HR Manager	City of Upper Arlington	\$65,668	\$95,217	\$81,716	1
HR Administrator	City of Westerville	\$70,013	\$104,998	\$85,925	1
	City of Whitehall	\$60,000	\$87,791	\$87,776	1
Assistant to the City Manager/Personnel	City of Worthington	\$77,165	\$77,165	\$77,165	1
Director of Administrative Services	Delaware County	\$70,291	\$94,197	\$81,598	1
Director, Human Resources	Franklin Co. Board of Commissioners	\$87,360	\$122,720	\$88,878	1



## Salaries Broken Down by Title

2012

### Human Resources (Con't.)

Assistant HR Manager	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Deputy Director	City of Columbus	\$89,440	\$149,760	\$105,893	1
HR Manager	City of Dublin	\$69,500	\$101,900	\$90,600	1
HR Coordinator	City of Gahanna	\$52,167	\$72,454	\$59,702	1
HR Coordinator	City of Grove City	\$38,604	\$59,883	\$56,451	1
Personnel Coordinator	City of Groveport	\$37,273	\$69,904		1
HR Coordinator	City of Westerville	\$47,778	\$71,677	\$49,920	1
Sr. Human Resources Administrator	Franklin Co. Board of Commissioners	\$58,240	\$81,120	\$65,832	1

Training Manager	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
	City of Columbus	\$66,560	\$99,840	\$0	0
Training Administrator	Franklin Co. Board of Commissioners	\$54,080	\$76,960	\$0	0

Employee Benefits Administrator	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Employee Benefits/Risk Manager	City of Columbus	\$74,880	\$112,320	\$90,542	1
Human Resources Specialist	City of Delaware		\$50,229	\$60,236	1
Insurance Risk Technician	Delaware County	\$24,258	\$32,507	\$39,021	1
Director, Benefits & Risk Management	Franklin Co. Board of Commissioners	\$87,360	\$122,720	\$106,954	1



## Salaries Broken Down by Title

2012

### Human Resources (Con't.)

HR Administrative Assistant	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
HR Coordinator (Part-time)	City of Canal Winchester	\$22,559	\$31,577	\$26,420	1
HR Assistant	City of Dublin	\$35,000	\$51,300	\$51,300	1
HR Secretary	City of Gahanna	\$30,600	\$42,500	\$35,027	1
HR Assistant	City of Marysville	\$37,086	\$44,450	\$44,450	1
HR Assistant	City of Reynoldsburg	\$40,075	\$57,782	\$23,250	1 PT
HR Assistant	City of Upper Arlington	\$43,266	\$62,735	\$58,327	1
HR Assistant	City of Westerville	\$41,184	\$57,741	\$44,470	1
	City of Whitehall	\$24,021	\$47,850	\$47,028	1
	Delaware County	\$24,258	\$32,507	\$32,968	1
HR Assistant	Franklin Co. Board of Commissioners	\$35,360	\$49,920	\$40,539	1

### Information Technology

Director of Information Technology	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Technology Director/CIO	City of Columbus	\$114,400	\$191,360	\$149,781	1
Chief Information Officer	City of Delaware	\$60,046	\$110,108	\$86,885	1
Director of IT	City of Dublin	\$73,100	\$107,300	\$105,776	1
Director of Technology	City of Gahanna	\$73,946	\$102,703	\$84,627	1
IT Manager	City of Grove City	\$58,926	\$91,374	\$91,374	1
IT Manager	City of Marysville	\$62,500	\$70,000	\$65,000	1
Computer System Director	City of Reynoldsburg	\$51,131	\$73,742	\$62,438	1
	City of Upper Arlington	\$70,265	\$101,886	\$96,348	1
Information Systems Director	City of Westerville	\$81,515	\$130,395	\$103,688	1
Deputy Information Technology	City of Whitehall	\$45,000	\$82,800	\$68,910	1
Assistant to City Manager/Information	City of Worthington	\$77,165	\$77,165	\$77,165	1
Data Center Director	Delaware County			\$85,280	1
Chief Information Officer	Franklin Co. Board of Commissioners	\$74,880	\$104,000	\$85,862	1



## Salaries Broken Down by Title

2012

### Information Technology

Project Leader	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Project Manager	City of Columbus	\$74,880	\$112,320	\$83,304	6
	City of Delaware		\$60,234	\$60,234	1
IT Project Lead	City of Dublin	\$59,500	\$87,200	\$78,600	1
Applications Manager	City of Westerville	\$77,043	\$115,606	\$86,736	1
IT Technician	City of Whitehall	\$24,960	\$44,553	\$36,400	1
Network Administrator	Delaware County			\$65,146	1
IT Project Manager	Franklin Co. Board of Commissioners	\$58,240	\$81,120	\$57,554	1

### Manager Data Processing

Manager Data Processing	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Project Manager	Project Manager			\$69,638	1

### Sr. Systems Programmer

Sr. Systems Programmer	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Senior Programmer Analyst	City of Columbus	\$56,160	\$85,280	\$71,365	23
	City of Delaware		\$65,195	\$65,195	1
Systems Administrator	City of Gahanna	\$45,076	\$62,606	\$51,584	1
Systems Engineer	City of Upper Arlington	\$54,621	\$79,201	\$66,579	1
Systems Analyst	Delaware County			\$60,112	1
Programmer/Analyst 5	Franklin Co. Board of Commissioners	\$60,320	\$85,280	\$63,274	2

### Database Analyst

Database Analyst	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
GIS Coordinator	City of Delaware		\$60,234	\$60,234	1
	City of Dublin	\$52,600	\$77,100	\$70,000	1
GIS/IT Analyst	City of Marysville	\$47,000	\$64,000		
Systems Analyst	City of Westerville	\$47,778	\$71,677	\$59,550	2
IT Technician	City of Worthington	\$46,054	\$57,981	\$57,981	1
PC Administrator	Delaware County			\$40,414	2



## Salaries Broken Down by Title

2012

### Information Technology (Con't.)

Data Processing/Help Desk Spec.	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Help Desk Representative	City of Columbus	\$35,360	\$54,080	\$52,333	4
	City of Delaware		\$31,005	\$31,005	1
Support Services Analyst	City of Dublin	\$43,000	\$68,900	\$56,000	1
Desktop Support Specialist	City of Gahanna	\$37,227	\$51,705	\$38,459	1
Information Manager	City of Marysville	\$37,086	\$44,450		1
Help Desk Technician	City of Upper Arlington	\$43,266	\$47,692	\$62,735	1
User Support Analyst	City of Westerville	\$47,778	\$71,677	\$41,600	1

Programmer	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Programmer Analyst	City of Columbus	\$49,920	\$74,880	\$63,606	2
Program Coordinator	City of Groveport	\$30,451	\$48,963		1
DBA/Programmer	City of Westerville	\$63,606	\$95,493	\$76,981	2
Senior Web Developer	Delaware County			\$47,611	1
Programmer/Analyst 3	Franklin Co. Board of Commissioners	\$54,080	\$76,960	\$59,030	3

Database Manager	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Database Administrator	City of Columbus	\$62,400	\$95,680	\$79,872	5
Network Manager	City of Dublin	\$69,500	\$101,900	\$89,650	1
Network Administrator	City of Gahanna	\$57,486	\$79,842	\$65,789	1
Network Operations Manager	City of Westerville	\$77,043	\$115,606	\$89,877	1
Security Administrator	Franklin Co. Board of Commissioners	\$41,600	\$58,240	\$41,683	1



## Salaries Broken Down by Title

2012

### Public Affairs/Communication

Director Public Affairs	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Community Affairs Director	City of Canal Winchester	\$48,984	\$67,547	\$54,184	1
Public Information Officer	City of Delaware	\$56,062	\$103,875	\$60,389	1
Public Affairs Officer	City of Dublin	\$77,500	\$113,600	\$86,000	1
Community Affairs Director	City of Groveport	\$46,358	\$74,504		1
Community Affairs Director	City of Upper Arlington	\$61,373	\$88,990	\$78,373	1
Administrative Assistant/Public	City of Worthington	\$63,387	\$63,387	\$63,387	1
Deputy Director, CA/CE	Franklin Co. Board of Commissioners	\$60,320	\$85,280	\$82,742	1

Director, Public Relations	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Community Relations Director	City of Dublin	\$77,500	\$113,600	\$107,071	1
Community & Business Relations Manager	City of Grove City	\$52,145	\$80,932	\$80,932	1
Director, Public Affairs	Franklin Co. Board of Commissioners	\$68,640	\$95,680	\$80,496	1

Public Information Director	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Public Information Manager	City of Gahanna	\$57,486	\$79,842	\$65,789	1
Public Information Clerk (PT)	City of Marysville			\$11,440	1 PT

Community Relations Specialist	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Community Relations	City of Columbus	\$39,520	\$60,320	\$53,747	6
Public Information Officer	City of Dublin	\$47,000	\$68,900	\$51,790	1
	City of Grove City	\$30,971	\$48,027	\$48,027	1
Community Affairs Coordinator	City of Whitehall	\$18,435	\$56,823	\$48,500	1





## Salaries Broken Down by Title

2012

### Public Affairs/Communication (Con't.)

Public Information Representative	Government Entity	Salary Range	Salary Range	Avg. Annual	# of
		Minimum	Maximum	Salary	Incumb
Public Relations Specialist 1	City of Columbus	\$35,360	\$54,080	\$47,965	3
Public Information Officer	Franklin Co. Board of Commissioners	\$47,840	\$66,560	\$53,581	4



**Insurance Plans  
(Health, Dental, Vision, RX)**



Mid-Ohio Regional Planning Commission

## 2012 Health & Dental Plans

	City of Canal Winchester	City of Columbus	City of Delaware	City of Dublin
<b>Do you offer medical coverage to your employees?</b>	Yes	Yes	Yes	Yes
<b>What type of plan do you offer?</b>	High Deductible w/HAS	PPO	PPO	PPO & High deductible with HAS
<b>How many employees are enrolled in medical plan?</b>	30	7,573	275	347
<b>Funding type?</b>	Member of Central Ohio Health Care Consortium	Self Insured	Self insured	Self insured
<b>Monthly Premiums: Total Monthly Premium</b>				
Employee Only	\$430.51	\$1,440.12	NA	\$45,942.00
Employee & Spouse	NA	NA		\$1,010.73
Employee & Children	NA	NA	NA	\$781.01
Employee & Family	\$1,115.02	\$1,530.30		\$1,401.00
<b>Monthly Premiums: Total Employer Cost</b>				
Employee Only	\$430.51	\$1,380.00	Varies	
Employee & Spouse	NA	NA	NA	
Employee & Children	NA	NA	NA	
Employee & Family	\$1,115.02	\$1,380.00	Varies	
<b>Monthly Premiums: Total Employee Cost</b>				
Employee Only	NA	\$60.10	8%	
Employee & Spouse	NA	NA	NA	
Employee & Children	NA	NA	NA	
Employee & Family	NA	\$150.30	8%	
<b>In Network Deductible:</b>				
Individual deductible	\$2,500	\$200	\$700	\$2,500
Family deductible	\$5,000	\$400	\$1,200	\$5,000
Coinsurance (e.g., 80/20, 70/30, etc.)	NA	<b>See Notes Below</b>	80/20	85/15
Lifetime maximum for medical plan	No co-pays	NA	\$0	None
Office co-payment (Primary Care Physician)	No co-pays	\$15	\$10	None
Office co-payment (Specialist)	No co-pays	\$25	\$10	None
Co-payment or co-insurance (Emergency room)	No co-pays	80/20 co-insurance	\$50	85/15
Co-payment or co-insurance (Urgent Call)	No co-pays	80/20 co-insurance	\$10	85/15
Co-payment or co-insurance generic drugs (retail)	No co-pays	\$5	80/20	15% to \$25 max



## 2012 Health & Dental Plans

	City of Canal Winchester	City of Columbus	City of Delaware	City of Dublin
<b>In Network Deductible: (Con't.)</b>				
Co-payment or co-insurance preferred brand (retail)	No co-pays	\$10	80/20	25% to \$100 max
Co-payment or co-insurance non-preferred drugs (retail)	No co-pays	\$25	70/30	30% to \$200 max
Co-pay or co-insurance generic drugs (mail order- 3 mos)	No co-pays	\$10	90/10	15% to \$50 max
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	No co-pays	\$20	90/10	25% to \$200 max
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos)	No co-pays		80/20	30% to 400 max
<b>Out-of-Network Deductible:</b>				
Individual deductible	\$5,000	\$200	\$5,000	\$5,000
Family deductible	\$10,000	\$400	\$25,000	\$10,000
Coinsurance (e.g., 80/20, 70/30, etc.)	NA	<b>See Notes Below</b>	80/20	60/40
Lifetime maximum for medical plan	No co-pays	NA	\$0	None
Office co-payment (Primary Care Physician)	No co-pays	\$15	\$10	None
Office co-payment (Specialist)	No co-pays	\$25	\$10	None
Co-payment or co-insurance (Emergency room)	No co-pays	60/40 co-insurance	\$50	85/15
Co-payment or co-insurance (Urgent Call)	No co-pays	60/40 co-insurance	Total	60/40
Co-payment or co-insurance generic drugs (retail)	No co-pays	\$15	80/20	
Co-payment or co-insurance preferred brand (retail)	No co-pays	\$20	80/20	
Co-payment or co-insurance non-preferred drugs (retail)	No co-pays		70/30	
Co-pay or co-insurance generic drugs (mail order- 3 mos)	No co-pays		90/10	
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	No co-pays		90/10	
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos)	No co-pays		80/20	
Do you provide a credit to employees who opt out of medical coverage?	Yes	No	Yes	No
<b>Dental Coverage:</b>				
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	No	Yes
If yes, per person lifetime maximum?	1500 per person	\$1,850		\$2,000
If yes, what age group is covered?	Up to age 19	Under age 19	NA	



## 2012 Health & Dental Plans

	City of Canal Winchester	City of Columbus	City of Delaware	City of Dublin
<b>Monthly Dental Premiums if not bundled with medical plan</b>		Bundled with medical		Bundled with medical
<b>Total Monthly Premium</b>				
Employee only	\$91.09		Varies	
Employee & Spouse	\$91.09		NA	
Employee & Child(ren)	\$91.09		NA	
Employee & Family	\$91.09		Varies	
<b>Monthly Employer Cost</b>				
Employee only	\$91.09		Varies	
Employee & Spouse	\$91.09		NA	
Employee & Child(ren)	\$91.09		NA	
Employee & Family	\$91.09		Varies	
<b>Monthly Employee Cost</b>				
Employee only	NA		80/20	
Employee & Spouse	NA		NA	
Employee & Child(ren)	NA		NA	
Employee & Family	NA		80/20	
<b>Vision Coverage:</b>				
Do you offer vision coverage to your employees?	Yes	Yes	No	Yes
Is your vision bundled with your medical plan?	No	Yes	NA	Yes
Please provide information below if not bundled with medical		Bundled with medical	NA	Bundled with medical
<b>Total Monthly Premium</b>				
Employee only	\$16.84		NA	
Employee & Spouse	\$16.84		NA	
Employee & Child(ren)	\$16.84		NA	
Employee & Family	\$16.84		NA	
<b>Monthly Employer Cost</b>				
Employee only	\$16.84		NA	
Employee & Spouse	\$16.84		NA	
Employee & Child(ren)	\$16.84		NA	
Employee & Family	\$16.84		NA	



Mid-Ohio Regional Planning Commission

## 2012 Health & Dental Plans

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

**Notes:**

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

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



Mid-Ohio Regional Planning Commission

## 2012 Health & Dental Plans

	City of Gahanna	City of Grandview Heights	City of Grove City	City of Groveport
<b>Do you offer medical coverage to your employees?</b>	Yes	Yes	Yes	Yes
<b>What type of plan do you offer?</b>	PPO	High Deductible w/HAS	PPO & high deductible with HAS	PPO
<b>How many employees are enrolled in medical plan?</b>		65	134	75
<b>Funding type?</b>	Fully insured	Fully insured	Self Insured	Fully Insured
<b>Monthly Premiums: Total Monthly Premium</b>				
Employee Only		\$625.33	PPO \$685/HSA \$519	\$3,923.64
Employee & Spouse				
Employee & Children				
Employee & Family		\$1,531.72	PPO \$1,773/HSA \$1,344	\$87,169.09
<b>Monthly Premiums: Total Employer Cost</b>				
Employee Only		\$531.53	PPO \$616/HSA \$467	
Employee & Spouse				
Employee & Children				
Employee & Family		\$1,301.96	PPO \$1,596/HSA \$1,210	\$78,452.18
<b>Monthly Premiums: Total Employee Cost</b>				
Employee Only		\$93.80	PPO \$69/HSA \$52	\$561.07
Employee & Spouse				
Employee & Children				
Employee & Family		\$229.76	PPO \$177/HSA \$134	\$8,716.91
<b>In Network Deductible:</b>				
Individual deductible	\$100	\$2,000	PPO \$100/HSA \$2,500	\$150
Family deductible	\$200	\$4,000	PPO \$200/HSA \$5,000	\$450
Coinsurance (e.g., 80/20, 70/30, etc.)	90/10		PPO 90/10; HSA 100%	0
Lifetime maximum for medical plan	\$2,000,000,000	\$5,000,000	2 million	
Office co-payment (Primary Care Physician)	Deductible then 10%	\$0	NA	\$0
Office co-payment (Specialist)	Deductible then 10%	\$0	NA	\$0
Co-payment or co-insurance (Emergency room)	\$150 co-pay/deduct 10%	\$0	\$150 co-pay - Deduct. 10%	\$0
Co-payment or co-insurance (Urgent Call)	Deductible then 10%	\$0	Deductible - 10%	\$0
Co-payment or co-insurance generic drugs (retail)	\$7.50/15%	\$10	\$7.50 co-pay - 15%	\$0



## 2012 Health & Dental Plans

	City of Gahanna	City of Grandview Heights	City of Grove City	City of Groveport
<b>In Network Deductible: (Con't.)</b>				
Co-payment or co-insurance preferred brand (retail)	\$20/25%	\$30	\$20 co-pay - 25%	\$0
Co-payment or co-insurance non-preferred drugs (retail)	\$35/35%	\$50	\$35 co-pay - 35%	\$0
Co-pay or co-insurance generic drugs (mail order- 3 mos)	\$10/15%	\$10	\$10 co-pay - 15%	\$0
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$30/25%	\$75	\$30 co-pay - 25%	\$0
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos)	\$50/35%	\$150	\$50 copy - 35%	\$0
<b>Out-of-Network Deductible:</b>				
Individual deductible	\$500	\$2,000	PPO \$200/HSA \$5,000	
Family deductible	\$2,000	\$4,000	PPO \$400/HSA \$10,000	
Coinsurance (e.g., 80/20, 70/30, etc.)	60/40		PPO 60/40; HSA 80/10%	
Lifetime maximum for medical plan	\$2,000,000,000	\$5,000,000		
Office co-payment (Primary Care Physician)	Deductible then 40%			
Office co-payment (Specialist)	Full Cost			
Co-payment or co-insurance (Emergency room)	Full Cost		\$150 co-pay - ded 40%	
Co-payment or co-insurance (Urgent Call)	Full Cost		Deductible - 40%	
Co-payment or co-insurance generic drugs (retail)	Full Cost	50% min \$75		
Co-payment or co-insurance preferred brand (retail)	Full Cost	50% min \$75		
Co-payment or co-insurance non-preferred drugs (retail)	Full Cost	50% min \$75		
Co-pay or co-insurance generic drugs (mail order- 3 mos)	Full Cost	Not covered		
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	Full Cost	Not covered		
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos)	Full Cost	Not covered		
Do you provide a credit to employees who opt out of medical coverage?	Yes	No	Yes	Yes
<b>Dental Coverage:</b>				
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	Yes	Yes
If yes, per person lifetime maximum?	\$1,500	\$2,000	\$1,500	\$1,500
If yes, what age group is covered?	Age 19	Age 19	Under age 19	Under age 19





## 2012 Health & Dental Plans

	City of Gahanna	City of Grandview Heights	City of Grove City	City of Groveport
<b>Monthly Dental Premiums if not bundled with medical plan</b>	Not bundled with medical		Not bundled with medical	
<b>Total Monthly Premium</b>				
Employee only	\$91.01	\$26.58	\$91.01	\$388.96
Employee & Spouse	\$91.01			\$1,502.13
Employee & Child(ren)	\$91.01			
Employee & Family	\$91.01	\$71.86	\$91.01	\$5,009.34
<b>Monthly Employer Cost</b>				
Employee only	\$91.01	\$22.59	\$81.91	\$388.96
Employee & Spouse	\$91.01			\$1,502.13
Employee & Child(ren)	\$91.01			
Employee & Family	\$91.01	\$61.08	\$81.91	\$5,009.34
<b>Monthly Employee Cost</b>				
Employee only	\$0	\$3.99	\$9.10	0
Employee & Spouse	\$0			0
Employee & Child(ren)	\$0			
Employee & Family	\$0	\$10.78	\$9.10	\$0
<b>Vision Coverage:</b>				
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	No	No	No	Yes
Please provide information below if not bundled with medical		Not bundled with medical		
<b>Total Monthly Premium</b>				
Employee only	\$21.29	\$4.98	\$21.29	
Employee & Spouse	\$21.29			
Employee & Child(ren)	\$21.29			
Employee & Family	\$21.29	\$12.50	\$21.29	
<b>Monthly Employer Cost</b>				
Employee only	\$21.29	\$4.23	\$19.16	\$7.83
Employee & Spouse	\$21.29			\$15.66
Employee & Child(ren)	\$21.29			\$25.22
Employee & Family	\$21.29	\$10.63	\$19.16	\$25.22



Mid-Ohio Regional Planning Commission

## 2012 Health & Dental Plans

	City of Gahanna	City of Grandview Heights	City of Grove City	City of Groveport
<b>Monthly Employee Cost</b>				
Employee only	\$0	\$0.75	\$2.13	\$0
Employee & Spouse	\$0			\$0
Employee & Child(ren)	\$0			\$0
Employee & Family	\$0	\$1.87	\$2.13	\$0

Notes:





Mid-Ohio Regional Planning Commission

## 2012 Health & Dental Plans

	City of Marysville	City of Pataskala	City of Powell	City of Reynoldsburg
<b>Do you offer medical coverage to your employees?</b>	Yes	Yes	Yes	Yes
<b>What type of plan do you offer?</b>	High deductible with HAS	High deductible with HRA not HAS	High deductible with HAS	High Deductible w/HAS
<b>How many employees are enrolled in medical plan?</b>	126	39	42	
<b>Funding type?</b>	Fully insured	Fully insured	Fully insured	Fully Insured
<b>Monthly Premiums: Total Monthly Premium</b>				
Employee Only	\$658.00	\$1,580	\$433.58	\$490.18
Employee & Spouse		\$1,060	\$867.16	\$1,323.46
Employee & Children		\$1,040	\$845.48	\$1,323.46
Employee & Family	\$1,717.00	\$540.00	\$1,344.10	\$1,323.46
<b>Monthly Premiums: Total Employer Cost</b>				
Employee Only	\$525.82	\$1,422.00	\$39.02	\$431.36
Employee & Spouse		\$954	\$78.04	\$1,183.46
Employee & Children		\$936	\$76.09	\$1,183.46
Employee & Family	\$1,373.76	\$486.00	\$120.96	\$1,183.46
<b>Monthly Premiums: Total Employee Cost</b>				
Employee Only	\$131.45	\$158.00	\$394.56	\$59
Employee & Spouse		\$106	\$789.12	\$140
Employee & Children		\$104	\$769.39	\$140
Employee & Family	\$343.44	\$54.00	\$1,223.14	\$140
<b>In Network Deductible:</b>				
Individual deductible	\$100	\$1,500	\$2,500	\$2,000
Family deductible	\$200	\$3,000	\$5,000	\$4,000
Coinsurance (e.g., 80/20, 70/30, etc.)	80/20	100%	100%	100% after deductible
Lifetime maximum for medical plan	Unlimited			Unlimited
Office co-payment (Primary Care Physician)	\$15	Ded then 100%	\$0	100% after deductible
Office co-payment (Specialist)	\$15	Ded then 100%	\$0	100% after deductible
Co-payment or co-insurance (Emergency room)	\$100	Ded then 100%	\$0	100% after deductible
Co-payment or co-insurance (Urgent Call)	\$25	Ded then 100%	\$0	100% after deductible
Co-payment or co-insurance generic drugs (retail)	\$10	Ded then 100%	\$10	\$10



Mid-Ohio Regional Planning Commission

## 2012 Health & Dental Plans

	City of Marysville		City of Powell	City of Reynoldsburg
<b>In Network Deductible: (Con't.)</b>				
Co-payment or co-insurance preferred brand (retail)	\$25	Ded then 100%	\$35	\$30
Co-payment or co-insurance non-preferred drugs (retail)	\$40	Ded then 100%	\$60	\$50
Co-pay or co-insurance generic drugs (mail order- 3 mos)	\$10	Ded then 100%	\$0	\$20
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$65	Ded then 100%	\$0	\$60
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos)	\$120	Ded then 100%	\$0	\$100
<b>Out-of-Network Deductible:</b>				
Individual deductible	\$200	\$3,000	\$5,000	\$4,000
Family deductible	\$400	\$6,000	\$10,000	\$8,000
Coinsurance (e.g., 80/20, 70/30, etc.)	60/40	80/20	100%	
Lifetime maximum for medical plan	Unlimited			Unlimited
Office co-payment (Primary Care Physician)	Ded & Co Ins	Ded then coinsurance	\$0	20% after deductible
Office co-payment (Specialist)	Ded & Co Ins	Ded then coinsurance	\$0	20% after deductible
Co-payment or co-insurance (Emergency room)	\$100	Ded then coinsurance	\$0	
Co-payment or co-insurance (Urgent Call)	Ded & Co Ins	Ded then coinsurance	\$0	20% after deductible
Co-payment or co-insurance generic drugs (retail)	50% Co Ins	Ded then coinsurance	\$0	Not covered
Co-payment or co-insurance preferred brand (retail)	50% Co Ins	Ded then coinsurance	\$0	Not covered
Co-payment or co-insurance non-preferred drugs (retail)	50% Co Ins	Ded then coinsurance	\$0	Not covered
Co-pay or co-insurance generic drugs (mail order- 3 mos)	Not Covered	Ded then coinsurance	\$0	Not covered
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	Not Covered	Ded then coinsurance	\$0	Not covered
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos)	Not Covered	Ded then coinsurance	\$0	Not covered
Do you provide a credit to employees who opt out of medical coverage?	Yes	Yes	Yes	No
<b>Dental Coverage:</b>				
Do you offer Dental coverage to your employees?	Yes	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	No	No	Yes
If yes, per person lifetime maximum?	\$1,000	NA	NA	\$1,500
If yes, what age group is covered?	up to age 19	NA	NA	age 19



## 2012 Health & Dental Plans

	City of Marysville	City of Pataskala	City of Powell	City of Reynoldsburg
<b>Monthly Dental Premiums if not bundled with medical plan</b>				
<b>Total Monthly Premium</b>				
Employee only	\$26.04	\$25.00	\$25.89	\$93.15
Employee & Spouse		\$66.50	\$69.17	\$93.15
Employee & Child(ren)		\$66.50	\$69.17	\$93.15
Employee & Family	\$76.46	\$66.50	\$69.17	\$93.15
<b>Monthly Employer Cost</b>				
Employee only	\$20.83	\$22.50	\$25.89	\$86.63
Employee & Spouse		\$59.85	\$69.17	\$86.63
Employee & Child(ren)		\$59.85	\$69.17	\$86.63
Employee & Family	\$61.17	\$59.85	\$69.17	\$86.63
<b>Monthly Employee Cost</b>				
Employee only	\$5.21	\$2.50	\$0	\$6.52
Employee & Spouse		\$6.65	\$0	\$6.52
Employee & Child(ren)		\$6.65	\$0	\$6.52
Employee & Family	\$15.29	\$6.65	\$0	\$6.52
<b>Vision Coverage:</b>				
Do you offer vision coverage to your employees?	Yes	Yes	Yes	Yes
Is your vision bundled with your medical plan?	No	No	Yes	No
Please provide information below if not bundled with medical	NA			
<b>Total Monthly Premium</b>				
Employee only	\$5.40	\$20.00		\$18.36
Employee & Spouse		\$20.00		\$18.36
Employee & Child(ren)		\$20.00		\$18.36
Employee & Family	\$12.22	\$20.00		\$18.36
<b>Monthly Employer Cost</b>				
Employee only	\$5.40	\$18.00		\$17.07
Employee & Spouse		\$18.00		\$17.07
Employee & Child(ren)		\$18.00		\$17.07
Employee & Family	\$9.78	\$18.00		\$17.07



Mid-Ohio Regional Planning Commission

## 2012 Health & Dental Plans

	City of Marysville	City of Pataskala	City of Powell	City of Reynoldsburg
<b>Monthly Employee Cost</b>				
Employee only	\$0	\$2		\$1.29
Employee & Spouse		\$2		\$1.29
Employee & Child(ren)		\$2		\$1.29
Employee & Family	\$2.44	\$2		\$1.29

Notes:

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## 2011 Health & Dental Plans

	City of Upper Arlington	City of Westerville	City of Whitehall	City of Worthington
<b>Do you offer medical coverage to your employees?</b>	Yes	Yes	Yes	Yes
<b>What type of plan do you offer?</b>	PPO & High deductible with HAS	High Deductible w/HAS	PPO	PPO
<b>How many employees are enrolled in medical plan?</b>	226	382	145	142
<b>Funding type?</b>	Self insured	Self Insured	Self Insured	Other
<b>Monthly Premiums: Total Monthly Premium</b>				
Employee Only	\$549.44	\$374.50	\$40-\$50	\$704.57/\$550.71
Employee & Spouse			\$55-\$70	\$1,824.82/\$1,425.55
Employee & Children			\$65-\$90	\$1,824.82/\$1,425.55
Employee & Family	\$1,501.59	\$1,154.18	\$65-\$90	\$1,824.82/\$1,425.55
<b>Monthly Premiums: Total Employer Cost</b>				
Employee Only	\$549.44	\$337.05	Self insured	\$641.15/\$506.38
Employee & Spouse			Self insured	\$1,660.59/\$1,311.51
Employee & Children			Self insured	\$1,660.59/\$1,311.51
Employee & Family	\$1,411.59	\$1,038.76	Self insured	\$1,660.59/\$1,311.51
<b>Monthly Premiums: Total Employee Cost</b>				
Employee Only	\$0	\$37.45	\$40-\$50	\$63.42/\$44.03
Employee & Spouse			\$55-\$70	\$164.23/\$114.03
Employee & Children			\$65-\$90	\$164.23/\$114.03
Employee & Family	\$90	\$115.42	\$65-\$90	\$164.23/\$114.03
<b>In Network Deductible:</b>				
Individual deductible	\$0	\$2,000	\$100-\$150	\$100
Family deductible	\$0	\$4,000	\$300-\$400	\$200
Coinsurance (e.g., 80/20, 70/30, etc.)	80/20	100	90/10 or 70/30	90/10
Lifetime maximum for medical plan	No limit			None
Office co-payment (Primary Care Physician)	\$15		\$10	
Office co-payment (Specialist)	\$15		\$10	
Co-payment or co-insurance (Emergency room)	\$100		0	\$150; 90/10
Co-payment or co-insurance (Urgent Call)	\$25		0	90/10
Co-payment or co-insurance generic drugs (retail)	\$5		\$8	15%; min \$7.50

25%; min \$20



## 2011 Health & Dental Plans

	City of Upper Arlington	City of Westerville	City of Whitehall	City of Worthington
<b>In Network Deductible: (Con't.)</b>				
Co-payment or co-insurance preferred brand (retail)	\$20		\$20	
Co-payment or co-insurance non-preferred drugs (retail)	\$30		\$40	35%; min \$35
Co-pay or co-insurance generic drugs (mail order- 3 mos)	\$13		\$16	15%; min \$10
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$50		\$40	25%; min \$30
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos)	\$75		\$80	35%; min \$50
<b>Out-of-Network Deductible:</b>				
Individual deductible	\$200	\$4,000	\$400 - \$1,000	\$200
Family deductible	\$400	\$8,000	\$800 - \$3,000	\$400
Coinsurance (e.g., 80/20, 70/30, etc.)	70/30	80	80/20 or 50/50	60/40
Lifetime maximum for medical plan	No Limit			None
Office co-payment (Primary Care Physician)	30% after deduction		\$15	
Office co-payment (Specialist)	30% after deduction		\$25	
Co-payment or co-insurance (Emergency room)	\$100		\$75	\$150; 90/10
Co-payment or co-insurance (Urgent Call)	30% after deduction		\$50	60/40
Co-payment or co-insurance generic drugs (retail)	\$5		NA	15% ltd \$100 30 day
Co-payment or co-insurance preferred brand (retail)	\$20		NA	25% ltd \$100 30 day
Co-payment or co-insurance non-preferred drugs (retail)	\$30		NA	35% ltd \$100 30 day
Co-pay or co-insurance generic drugs (mail order- 3 mos)			NA	
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)			NA	
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos)			NA	
Do you provide a credit to employees who opt out of medical coverage?	No	Yes	No	Yes
<b>Dental Coverage:</b>				
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?	NA	<b>See Below</b>	\$1,500	\$1,500
If yes, what age group is covered?	NA	Under age 20	under age 19	to age 19





## 2011 Health & Dental Plans

	City of Upper Arlington	City of Westerville	City of Whitehall	City of Worthington
<b>Monthly Dental Premiums if not bundled with medical plan</b>			Bundled with medical	
<b>Total Monthly Premium</b>				
Employee only	\$35.51			\$91.01
Employee & Spouse				\$91.01
Employee & Child(ren)				\$91.01
Employee & Family	\$91.79			\$91.01
<b>Monthly Employer Cost</b>				
Employee only	\$35.51			\$91.01
Employee & Spouse				\$91.01
Employee & Child(ren)				\$91.01
Employee & Family	\$91.79			\$91.01
<b>Monthly Employee Cost</b>				
Employee only	\$0			\$0
Employee & Spouse				\$0
Employee & Child(ren)				\$0
Employee & Family	\$0			\$0
<b>Vision Coverage:</b>				
Do you offer vision coverage to your employees?	No	Yes	Yes	Yes
Is your vision bundled with your medical plan?	Yes	No	Yes	No
<b>Please provide information below if not bundled with medical</b>			Bundled with medical	Not bundled with medical
<b>Total Monthly Premium</b>				
Employee only		\$3.65		\$21.29
Employee & Spouse				\$21.29
Employee & Child(ren)				\$21.29
Employee & Family		\$3.65		\$21.29
<b>Monthly Employer Cost</b>				
Employee only		\$3.65		\$21.29
Employee & Spouse				\$21.29
Employee & Child(ren)				\$21.29
Employee & Family		\$3.65		\$21.29



## 2011 Health & Dental Plans

	City of Upper Arlington	City of Westerville	City of Whitehall	City of Worthington
<b>Monthly Employee Cost</b>				
Employee only				\$0
Employee & Spouse				\$0
Employee & Child(ren)				\$0
Employee & Family				\$0

**Notes:**

**Dental life time max**  
Active PPO \$1,500;  
Participating \$1,000





Mid-Ohio Regional Planning Commission

## 2011 Health & Dental Plans

	Delaware County	Franklin County Board of Commissioners	Violet Township
<b>Do you offer medical coverage to your employees?</b>	Yes	Yes	Yes
<b>What type of plan do you offer?</b>	PPO	PPO	PPO
<b>How many employees are enrolled in medical plan?</b>	930	1,278	61
<b>Funding type?</b>	Self Insured	Self Insured	Fully insured
<b>Monthly Premiums: Total Monthly Premium</b>			
Employee Only	\$551.36	\$1,220	\$676
Employee & Spouse		\$1,220	\$1,439
Employee & Children		\$1,220	\$971
Employee & Family	\$1,443.20	\$1,220	\$1,820
<b>Monthly Premiums: Total Employer Cost</b>			
Employee Only	\$537.00	\$1,125	\$760
Employee & Spouse		\$1,125	\$1,439
Employee & Children		\$1,125	\$971
Employee & Family	\$1,407.00	\$1,125	\$1,820
<b>Monthly Premiums: Total Employee Cost</b>			
Employee Only	\$14.36	\$95	\$0
Employee & Spouse		\$195	\$0
Employee & Children		\$95	\$0
Employee & Family	\$36.20	\$195	\$0
<b>In Network Deductible:</b>			
Individual deductible	\$100	\$200	\$3,000
Family deductible	\$200	\$500	\$3,000/\$6,000
Coinsurance (e.g., 80/20, 70/30, etc.)	90/10	100%/0%	90/10
Lifetime maximum for medical plan	\$5 Million	NA	\$5,000,000
Office co-payment (Primary Care Physician)	\$15	\$20	Ded/&100%
Office co-payment (Specialist)	\$15	\$20	Ded/&100%
Co-payment or co-insurance (Emergency room)	\$75	\$150	Ded/&100%
Co-payment or co-insurance (Urgent Call)	\$35	\$25	Ded/&100%
Co-payment or co-insurance generic drugs (retail)	\$15	\$5	Ded/&100%



## 2011 Health & Dental Plans

	Delaware County	Franklin County Board of Commissioners	Violet Township
<b>In Network Deductible: (Con't.)</b>			
Co-payment or co-insurance preferred brand (retail)	\$30	\$25	Ded/&100%
Co-payment or co-insurance non-preferred drugs (retail)	\$50	\$50	Ded/&100%
Co-pay or co-insurance generic drugs (mail order- 3 mos)	\$30	\$12.50	Ded/&100%
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)	\$60	\$62.50	Ded/&100%
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos)	\$100	\$125.00	Ded/&100%
<b>Out-of-Network Deductible:</b>			
Individual deductible	\$200	\$400	\$3,000
Family deductible	\$400	\$1,000	\$3,000/\$6,000
Coinsurance (e.g., 80/20, 70/30, etc.)	70/30	80%/20%	70/30
Lifetime maximum for medical plan	\$5 Million	NA	\$5,000,000
Office co-payment (Primary Care Physician)	30%	80/20 after deductible	Ded.& co-ins.
Office co-payment (Specialist)	30%	80/20 after deductible	Ded.& co-ins.
Co-payment or co-insurance (Emergency room)	75%	\$150	Ded/&100%
Co-payment or co-insurance (Urgent Call)	35%	80/20 after deductible	Ded/&100%
Co-payment or co-insurance generic drugs (retail)		NA	Ded/&100%
Co-payment or co-insurance preferred brand (retail)		NA	Ded/&100%
Co-payment or co-insurance non-preferred drugs (retail)		NA	Ded/&100%
Co-pay or co-insurance generic drugs (mail order- 3 mos)		NA	Ded/&100%
Co-pay or co-insurance preferred drugs (mail order - 3 mos.)		NA	Ded/&100%
Co-pay or co-insurance non-preferred drugs (mail order - 3 mos)		NA	Ded/&100%
Do you provide a credit to employees who opt out of medical coverage?	No	No	No
<b>Dental Coverage:</b>			
Do you offer Dental coverage to your employees?	Yes	Yes	Yes
Do you offer orthodontic benefits?	Yes	Yes	Yes
If yes, per person lifetime maximum?	\$1,000	\$1,500	\$1,500
If yes, what age group is covered?	18 or younger	PPO - under age 19	Age 19



## 2011 Health & Dental Plans

	Delaware County	Franklin County Board of Commissioners	
Monthly Dental Premiums if not bundled with medical plan		Bundled with medical	
<b>Total Monthly Premium</b>			
Employee only	\$19.24		\$23.63
Employee & Spouse	\$38.49		\$71.06
Employee & Child(ren)			\$71.06
Employee & Family	\$65.70		\$71.06
<b>Monthly Employer Cost</b>			
Employee only	\$0.00		\$23.63
Employee & Spouse	\$0.00		\$71.06
Employee & Child(ren)	\$0.00		\$71.06
Employee & Family	\$0.00		\$71.06
<b>Monthly Employee Cost</b>			
Employee only	\$19		0
Employee & Spouse	\$38		0
Employee & Child(ren)			0
Employee & Family	\$66		0
<b>Vision Coverage:</b>			
Do you offer vision coverage to your employees?	Yes	Yes	Yes
Is your vision bundled with your medical plan?	No	Yes	No
Please provide information below if not bundled with medical		Bundled with medical	
<b>Total Monthly Premium</b>			
Employee only	\$7.97		\$20
Employee & Spouse	\$15.90		\$20
Employee & Child(ren)			\$20
Employee & Family	\$24.40		\$20
<b>Monthly Employer Cost</b>			
Employee only	\$0.00		\$20
Employee & Spouse	\$0.00		\$20
Employee & Child(ren)	\$0.00		\$20
Employee & Family	\$0.00		\$20



## **Disability Plans**



Mid-Ohio Regional Planning Commission

## 2012 Disability Plans

	City of Canal Winchester	City of Columbus	City of Delaware	City of Dublin	City of Gahanna
<b>Short-Term Disability (other than sick leave)</b>					
Do you offer a short-term disability plan?	No	Yes	No	Yes	No
Waiting period (# of days)?	NA	14	NA	7 consecutive days	NA
What is the benefit as a percent of salary?	NA	81%	NA	70%	NA
What percent of the premium does the company pay?	NA	100%	NA	Self insured	NA
What is the cost per \$100 of payroll?	NA		NA		NA
What is the maximum time-off for STD?	NA	26 weeks	NA	24 weeks	NA
<b>Long-Term Disability</b>					
Do you offer a long-term disability plan?	No	No	No	No	No
Waiting period (# of days)?	NA	NA	NA	NA	NA
What is the benefit as a percent of salary?	NA	NA	NA	NA	NA
What percent of the premium does the company pay?	NA	NA	NA	NA	NA
What is the cost per \$1,000 of payroll?	NA	NA	NA	NA	NA
What is the maximum time-off for LTD?	NA	NA	NA	NA	NA
<b>Sick Leave (other than short-term disability)</b>					
Number of hours accrued/credited per year	120	72 - 96 hours	120	72	144
Maximum sick leave balance (hours)		Varies by group	Varies	NA	NA



Mid-Ohio Regional Planning Commission

## 2012 Disability Plans

	City of Canal Winchester	City of Columbus	City of Delaware	City of Dublin	City of Gahanna
<b>Sick Leave Cash-Out Plan</b>					
Do you offer a sick leave cash-out plan?	No	Yes	Yes	Yes	Yes
If yes, what employee groups are eligible?		Exempt & Non-exempt	Exempt & non-exempt	Exempt & non-exempt	Exempt & non-exempt
Are annual cash-outs allowed?		Yes	Yes	Yes	No
If yes, at what rate?		100%	Varies	100%	NA
Do you have a cash-out limit?		Yes	Yes	Yes	Yes
If yes, please explain:		Varies by bargaining unit	Varies	28 hours	% may decrease over certain limits upon termination





Mid-Ohio Regional Planning Commission

## 2012 Disability Plans

	City of Grandview Heights	City of Grove City	City of Groveport	City of Marysville	City of Pataskala
<b>Short-Term Disability (other than sick leave)</b>					
Do you offer a short-term disability plan?	No	No	No	Yes	No
Waiting period (# of days)?	NA	NA	NA	Probationary period	NA
What is the benefit as a percent of salary?	NA	NA	NA	67%	NA
What percent of the premium does the company pay?	NA	NA	NA	0%	NA
What is the cost per \$100 of payroll?	NA	NA	NA	\$0	NA
What is the maximum time-off for STD?	NA	NA	NA	13 weeks	NA
<b>Long-Term Disability</b>					
Do you offer a long-term disability plan?	No	No	No	No	No
Waiting period (# of days)?	NA	NA	NA	NA	NA
What is the benefit as a percent of salary?	NA	NA	NA	NA	NA
What percent of the premium does the company pay?	NA	NA	NA	NA	NA
What is the cost per \$1,000 of payroll?	NA	NA	NA	NA	NA
What is the maximum time-off for LTD?	NA	NA	NA	NA	NA
<b>Sick Leave (other than short-term disability)</b>					
Number of hours accrued/credited per year	120	120 hours	80	119.6 hours	3.076 hours
Maximum sick leave balance (hours)	NA	NA	No maximum	NA	800 hours



Mid-Ohio Regional Planning Commission

## 2012 Disability Plans

	City of Grandview Heights	City of Grove City	City of Groveport	City of Marysville	City of Pataskala
<b>Sick Leave Cash-Out Plan</b>					
Do you offer a sick leave cash-out plan?	Yes	Yes	No	Yes	No
If yes, what employee groups are eligible?	All full time w/sick leave	All fulltime employees	NA	Fulltime	NA
Are annual cash-outs allowed?	Yes	Yes	No	Yes	No
If yes, at what rate?	100%	50%	NA	100%	NA
Do you have a cash-out limit?	Yes	Yes	No	Yes	No
If yes, please explain:	Based on the number of hours used in the prior year	Must maintain 500 hours	NA	40 hours, retain min of 240 hours	NA



Mid-Ohio Regional Planning Commission

## 2012 Disability Plans

	City of Powell	City of Reynoldsburg	City of Upper Arlington	City of Westerville	City of Whitehall
<b>Short-Term Disability (other than sick leave)</b>					
Do you offer a short-term disability plan?	Yes	Yes	Yes	No	No
Waiting period (# of days)?	0	14	45	NA	NA
What is the benefit as a percent of salary?	60%	60%	60%	NA	NA
What percent of the premium does the company pay?	100%	100%	100%	NA	NA
What is the cost per \$100 of payroll?		\$2.80	\$0.80	NA	NA
What is the maximum time-off for STD?	180 days		180 days	NA	NA
<b>Long-Term Disability</b>					
Do you offer a long-term disability plan?	No	Yes	Yes	No	No
Waiting period (# of days)?	NA	End of short term	180	NA	NA
What is the benefit as a percent of salary?	NA	60%	60%	NA	NA
What percent of the premium does the company pay?	NA	100%	100%	NA	NA
What is the cost per \$1,000 of payroll?	NA	\$4.90	\$1.80	NA	NA
What is the maximum time-off for LTD?	NA	60 months	2 years	NA	NA
<b>Sick Leave (other than short-term disability)</b>					
Number of hours accrued/credited per year		120	120		0.518
Maximum sick leave balance (hours)		Unlimited	No Limit		Unlimited



Mid-Ohio Regional Planning Commission

## 2012 Disability Plans

	City of Powell	City of Reynoldsburg	City of Upper Arlington	City of Westerville	City of Whitehall
<b>Sick Leave Cash-Out Plan</b>					
Do you offer a sick leave cash-out plan?	No	Yes	No	Yes	Yes
If yes, what employee groups are eligible?	NA	At retirement, time earned with City	NA	Exempt & Non-exempt	Exempt
Are annual cash-outs allowed?	No	No	No	Yes	Yes
If yes, at what rate?	NA	NA	NA	50%	1 to 3 up to 72 hours
Do you have a cash-out limit?		Yes	No	Yes	Yes
If yes, please explain:		percent based upon years with at maximum 880 hours		Final pay out @50% of remaining Sick leave balance not to exceed \$20,500	Upon return may cash out 1 for 6 up to 480 hours



Mid-Ohio Regional Planning Commission

## 2012 Disability Plans

	City of Worthington	Delaware County	Franklin Co. Board of Commissioners	Violet Township
<b>Short-Term Disability (other than sick leave)</b>				
Do you offer a short-term disability plan?	No	No	No	No
Waiting period (# of days)?	NA	NA	NA	NA
What is the benefit as a percent of salary?	NA	NA	NA	NA
What percent of the premium does the company pay?	NA	NA	NA	NA
What is the cost per \$100 of payroll?	NA	NA	NA	NA
What is the maximum time-off for STD?	NA	NA	NA	NA
<b>Long-Term Disability</b>				
Do you offer a long-term disability plan?	No	No	No	
Waiting period (# of days)?	NA	NA	NA	6 Months
What is the benefit as a percent of salary?	NA	NA	NA	
What percent of the premium does the company pay?	NA	NA	NA	100%
What is the cost per \$1,000 of payroll?	NA	NA	NA	
What is the maximum time-off for LTD?	NA	NA	NA	
<b>Sick Leave (other than short-term disability)</b>				
Number of hours accrued/credited per year	120	4.6 hours per day	120	120 days
Maximum sick leave balance (hours)	Unlimited	Unlimited	NA	1,200 hours



Mid-Ohio Regional Planning Commission

## 2012 Disability Plans

	City of Worthington	Delaware County	Franklin Co. Board of Commissioners	Violet Township
<b>Sick Leave Cash-Out Plan</b>				
Do you offer a sick leave cash-out plan?	Yes	Yes	Yes	
If yes, what employee groups are eligible?	All fulltime employees	Retired only	Exempt & non-exempt	
Are annual cash-outs allowed?	No	No	No	
If yes, at what rate?	NA	NA	NA	
Do you have a cash-out limit?	Yes	Yes	Yes	
If yes, please explain:	Employees with 232 hrs or more shall be able to convert all accrued hours at a rate of 30%	30 days at retirement	Once, only upon termination paid at 25% after 8 years of service; 50% after 18 years of service	



## **Life Insurance Benefits**



## 2012 Life Insurance and Miscellaneous

	City of Canal Winchester	City of Columbus	City of Delaware	City of Dublin	City of Gahanna
<b>Life Insurance</b>					
Do you offer basic group term life insurance?	Yes	Yes	Yes	Yes	No
Do you offer voluntary supplemental group term life insurance?	Yes	Yes	No	Yes	Yes
Do you offer accidental death and dismemberment (AD&D) insurance?	Yes	No	Yes	Yes	Yes
Do you offer dependent life insurance?	Yes	No	No	Yes	Yes
<b>Basic Insurance</b>					
Amount of coverage	\$50,000	1.5X salary rounded	Flat	1.5% of annual salary	2X annual salary
Percent company pays	100%	100%	100%	100%	100%
Cost per \$1,000 or unit	\$0.27		\$0.27	\$0.14/\$1,000	\$0.13
Maximum dollar amount of coverage	\$50,000	\$200,000	Varies	\$150,000	\$220,000
<b>AD&amp;D Insurance</b>					
Amount of coverage	\$50,000		Flat	1.5% of annual salary	2X annual salary
Percent company pays			100%	100%	100%
Cost per \$1,000 or unit			\$0.02		\$0.02
Maximum dollar amount of coverage	\$50,000		Varies	\$150,000	\$220,000





## 2012 Life Insurance and Miscellaneous

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



## 2012 Life Insurance and Miscellaneous

	City of Grandview Heights	City of Grove City	City of Groveport	City of Marysville	City of Pataskala
<b>Life Insurance</b>					
Do you offer basic group term life insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer voluntary supplemental group term life insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer accidental death and dismemberment (AD&D) insurance?	Yes	Yes	No	Yes	Yes
Do you offer dependent life insurance?	Yes	Yes	Yes	Yes	Yes
<b>Basic Insurance</b>					
Amount of coverage	\$75,000	\$50,000		1.5X salary	\$40,000
Percent company pays	100%	90%	100%	100%	90%
Cost per \$1,000 or unit	\$13.13	\$0.12		\$0.13	\$0.12
Maximum dollar amount of coverage	\$75,000	\$50,000		\$50,000	\$40,000
<b>AD&amp;D Insurance</b>					
Amount of coverage	\$75,000				\$40,000
Percent company pays	100%				90%
Cost per \$1,000 or unit	\$3.75				\$0.12
Maximum dollar amount of coverage	\$75,000				\$40,000



## 2012 Life Insurance and Miscellaneous

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



## 2011 Life Insurance and Miscellaneous

	City of Powell	City of Reynoldsburg	City of Upper Arlington	City of Westerville	City of Whitehall
<b>Life Insurance</b>					
Do you offer basic group term life insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer voluntary supplemental group term life insurance?	Yes	Yes	Yes	Yes	Yes
Do you offer accidental death and dismemberment (AD&D) insurance?	No	Yes	Yes	Yes	Yes
Do you offer dependent life insurance?	Yes	No	Yes	Yes	Yes
<b>Basic Insurance</b>					
Amount of coverage	1X salary	1X Salary	Varies	<b>See Below</b>	\$100,000
Percent company pays	100%	100%	100%	100%	100%
Cost per \$1,000 or unit		.330/.280	\$0.11		
Maximum dollar amount of coverage	\$75,000	Based on salary	\$150,000	\$100,000 w/age adj.	\$300,000
<b>AD&amp;D Insurance</b>					
Amount of coverage			Varies		\$100,000
Percent company pays		100%	100%		100%
Cost per \$1,000 or unit		.070/.490	\$0.03		
Maximum dollar amount of coverage			\$150,000		\$300,000
<b>-</b>					

**Basic Life**  
 Under age 65 - \$100,000  
 Age 65 - 69 65% benefit  
 Age 70+ - 50% benefit



## 2011 Life Insurance and Miscellaneous

	City of Powell	City of Reynoldsburg	City of Upper Arlington	City of Westerville	City of Whitehall
<b>Miscellaneous</b>					
Company vehicle	No	No	No	No	Yes
EAP_	Yes	Yes	Yes	Yes	Yes
AFLAC	Yes	Yes	No	Yes	Yes
Cell phone - Depending on position	Yes	Yes	Yes	Yes	Yes
Car allowance	No	No	No	Yes	No
Tuition reimbursement	Yes	Yes	Yes	Yes	Yes
Long-term care insurance	No	No	No	No	No
457B	Yes	No	No	Yes	No
Prepaid legal	No	No	No	No	Yes
Professional association membership dues	Yes	Yes	Yes	Yes	No
Club membership dues	No	No	Yes	No	No
College 529 plan	Yes	No	Yes	Yes	Yes



## 2011 Life Insurance and Miscellaneous

	City of Worthington	Delaware County	Franklin Co. Board of Commissioners	Violet Township
<b>Life Insurance</b>				
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	No
<b>Basic Insurance</b>				
Amount of coverage	\$100,000		\$50,000	
Percent company pays	100%	0%	100%	100%
Cost per \$1,000 or unit	\$0.15		\$0.11	
Maximum dollar amount of coverage			\$50,000	
<b>AD&amp;D Insurance</b>				
Amount of coverage	\$100,000		\$50,000	
Percent company pays	100%	0%	100%	
Cost per \$1,000 or unit	\$0.25		\$0.11	
Maximum dollar amount of coverage			\$50,000	
<b>-</b>				



## 2011 Life Insurance and Miscellaneous

City of  
Worthington

Delaware  
County

Franklin Co. Board  
of Commissioners

Violet  
Township

### Miscellaneous

Company vehicle	No	No	No	No
EAP_	Yes	Yes	Yes	Yes
AFLAC	No	No	No	No
Cell phone - Depending on position	No	Yes	Yes	No
Car allowance	No	No	No	No
Tuition reimbursement	Yes	Yes	Yes	Yes
Long-term care insurance	No	Yes	No	No
457B	No	No	Yes	
Prepaid legal	No	No	No	No
Professional association membership dues	Yes	Yes	Yes	Yes
Club membership dues	No	Yes	No	No
College 529 plan	No	No	No	No



## **Retirement Benefits**





## 2012 Retirement Plans

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



## 2012 Retirement Plans

	City of Grandview Heights	City of Grove City	City of Groveport	City of Marysville	City of Pataskala
<b>Defined Benefit (DB) Plan</b>					
Do you offer a defined benefit plan?	Yes	Yes	Yes	Yes	No
Do employees contribute?	Yes	Yes	Yes	Yes	
If employees contribute, what percentage of base pay do they contribute?	10%	10%	7%	9%	
What is your benefit formula?	OPERS/OP&F	OPERS & OP&F	No formula, actual cost	OPERS	
<b>Defined Contribution (DC) Plan</b>					
Do you offer a defined contribution plan?		Yes	Yes	Yes	No
If yes, is it a pre or post-tax plan?		Pre-tax	Pre-tax	Pre-tax	
If yes, what type of plan(s) do you offer?		Deferred Comp (457 plan)	Deferred Comp (457 plan)	Deferred Comp	
Is there an employer match to the plan(s)?		No	No	No	
If yes, what is the maximum percent of the employer match?		NA	NA	NA	
Is there an employer contribution to the plan that is not a match?		No	No	No	
If yes, what is the amount as a pay of last year's contribution?		NA	NA	NA	



## 2012 Retirement Plans

	City of Powell	City of Reynoldsburg	City of Upper Arlington	City of Westerville	City of Whitehall
<b>Defined Benefit (DB) Plan</b>					
Do you offer a defined benefit plan?	Yes	Yes	Yes	Yes	No
Do employees contribute?	Yes	Yes	Yes	Yes	
If employees contribute, what percentage of base pay do they contribute?	Statutory rates	10%	4% - 10%	10%	
What is your benefit formula?		OPERS or PFDPF	OPERS and Police and Fire	OPERS formula	
<b>Defined Contribution (DC) Plan</b>					
Do you offer a defined contribution plan?	Yes	Yes	Yes	Yes	Yes
If yes, is it a pre or post-tax plan?	Pre-tax	Both	Pre & Post Tax	Pre-tax	Pre-tax
If yes, what type of plan(s) do you offer?	Deferred Comp (457)	Deferred Comp (457)	Deferred Comp & other	Deferred Comp (457 plan)	Deferred Comp (457)
Is there an employer match to the plan(s)?	No	Yes	No	No	No
If yes, what is the maximum percent of the employer match?	NA	14.5 and 19%	NA	NA	NA
Is there an employer contribution to the plan that is not a match?	NA		No	No	NA
If yes, what is the amount as a pay of last year's contribution?	NA		NA	NA	NA



## 2012 Retirement Plans

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



## **Paid Time Off**



## 2012 Paid Time Off

	City of Canal Winchester	City of Columbus	City of Delaware	City of Dublin	City of Gahanna
<b><u>Vacation</u></b>					
What is the maximum number of hours per year accrued at the highest level?	216 hours	240 hours	200.2 hours	246 hours	200 hours
How many years of services does it take to get to the maximum accrual level?	25 years	25 years	20 years	21+ Years	20 years
What is the maximum number of hours of carry-over allowed?	324 hours	480 hours	Varies	240 hours	240 hours
Do employees have option in lieu of taking or forfeiting unused vacation hours on an annual basis?	Yes Employee can convert up to 40 hrs of vacation at the end of the last pay period of the year	No	No	Yes <b>* See Comments below</b>	No
<b><u>Vacation hours accrued per year</u></b>					
1 year service	96 hours	80 hours		1 year service	104 hours
5 years service	96 hours	128 hours		5 years service	136 hours
8 years service	144 hours	184 hours		8 years service	152 hours
10 years service	144 hours	184 hours		10 years service	152 hours
15 years service	176 hours	208 hours		15 years service	176 hours
25 years service	216 hours	240 hours		25 years service	200 hours
<b><u>Other forms of paid leave</u></b>					
Are employees eligible for other forms of paid leave?	Yes	Yes	Yes	Yes	No
If yes, what type?	Personal days - 2 days or 16 hours	Personal business day	Personal day	5 personal days given each calendar year	NA
Do you allow cash-out of personal days?	No	No	Yes	No	No



**2012 Paid Time Off**

	City of Canal Winchester	City of Columbus	City of Delaware	City of Dublin	City of Gahanna
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**Holidays/Personal Days**

Total number of Holidays per year	10 days	12 days	Varies	9 days	12 days
Total number of Personal days	2 days	0 days	4 days	5 days	0 days

**Comments:**

Conversion of vacation leave is permitted on an annual basis in accordance with the following terms and conditions: Employees at Director level shall be permitted to convert maximum of 160 hrs to cash of each payroll calendar year. Employees below Director level shall be permitted to convert a max of 40 hours unused vacation per payroll calendar year.



## 2012 Paid Time Off

	City of Grandview Heights	City of Grove City	City of Groveport	City of Marysville	City of Pataskala
<b><u>Vacation</u></b>					
What is the maximum number of hours per year accrued at the highest level?	216 hours	200 hours	200 hours	240 hours	200 hours
How many years of services does it take to get to the maximum accrual level?	22 years	15 years	21 years	20+ years	20 years
What is the maximum number of hours of carry-over allowed?	648 hours	600 hours	1 year accrual	240 hours	240 hours
Do employees have option in lieu of taking or forfeiting unused vacation hours on an annual basis?	No	Yes Once each calendar yr, employee can be paid for in excess of 240 hours at regular pay	No	No Any hours over 2X annual total accum. hours in any years will be deleted.	Yes Employee may cash out up to 40 hrs vac. provided other requirements are met.
<b><u>Vacation hours accrued per year</u></b>					
1 year service	96	80 hours	80 hours	96 hours	80 hours
5 years service	116	120 hours	80 hours	96 hours	80 hours
8 years service	138	120 hours	120 hours	144 hours	120 hours
10 years service	138	160 hours	120 hours	144 hours	120 hours
15 years service	176	200 hours	160 hours	192 hours	160 hours
25 years service	216	200 hours	200 hours	240 hours	200 hours
<b><u>Other forms of paid leave</u></b>					
Are employees eligible for other forms of paid leave?	Yes	Yes	Yes	Yes	No
If yes, what type?	Personal leave	8 hours for birthday	1 personal day	Jury duty, Admin	NA
Do you allow cash-out of personal days?		No	No	No	No





## 2012 Paid Time Off

	City of Grandview Heights	City of Grove City	City of Groveport	City of Marysville	City of Pataskala
<b>Holidays/Personal Days</b>					
Total number of Holidays per year	10 days	12 days	10 days	11 days	10 days
Total number of Personal days	1 day	0 days	1 day	4 days	0 days

**Comments:**



## 2012 Paid Time Off

	City of Powell	City of Reynoldsburg	City of Upper Arlington	City of Westerville	City of Whitehall
<b>Vacation</b>					
What is the maximum number of hours per year accrued at the highest level?	200 hours	200 hours	120 hours	6 weeks	224 hours
How many years of services does it take to get to the maximum accrual level?	26 years	16 years	5 years	after 24 years	26+ years
What is the maximum number of hours of carry-over allowed?	300 hours	240 hours	360 hours	<b>See Below</b>	850 hours
Do employees have option in lieu of taking or forfeiting unused vacation hours on an annual basis?	Yes Hours are forfeited except Police Officers can request cash out up to two weeks	No	No	Yes <b>See Below</b>	No
<b>Vacation hours accrued per year</b>					
1 year service	120 hours	80 hours	80 hours	2 weeks	88 hours
5 years service	180 hours	80 hours	120 hours	2 weeks	112 hours
8 years service	180 hours	120 hours	120 hours	3 weeks	112 hours
10 years service	210 hours	120 hours	120 hours	3 weeks	144 hours
15 years service	210 hours	160 hours	120 hours	4 weeks	160 hours
25 years service	300 hours	200 hours	120 hours	6 weeks	200 hours
<b>Other forms of paid leave</b>					
Are employees eligible for other forms of paid leave?	No	Yes	No	Yes	Yes
If yes, what type?	NA	Injury leave or comp time	NA	Sick, funeral leave, military leave, personal leave, injury leave	Personal, sick and holidays
Do you allow cash-out of personal days?	No	No	No	No	No



**2012 Paid Time Off**

	City of Powell	City of Reynoldsburg	City of Upper Arlington	City of Westerville	City of Whitehall
<b>Holidays/Personal Days</b>					
Total number of Holidays per year	10 days	12 days	9 days	7 days	7 days
Total number of Personal days	2 days	1 day	5 days	6 days	5 days

**Comments:**

**Max vacation carry-over**

No more than 2X their annual accumulation rate

**Forfeited vacation hours**

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

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

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



## 2012 Paid Time Off

	City of Worthington	Delaware County	Franklin Co. Board of Commissioners	Violet Township
<b><u>Vacation</u></b>				
What is the maximum number of hours per year accrued at the highest level?	18 hours	200 hours	200 hours	192 hours
How many years of services does it take to get to the maximum accrual level?	21 years	25 years	20 years	21 years
What is the maximum number of hours of carry-over allowed?	248/288 with 21+ yrs	No limit	600 hours	40 hours
Do employees have option in lieu of taking or forfeiting unused vacation hours on an annual basis?	Yes	No	No	No
<b><u>Vacation hours accrued per year</u></b>				
1 year service	0-4 = 96 hrs	80 hours	80 hours	80 hours
5 years service	5-8 = 104 hrs	80 hours	112 hours	80 hours
8 years service	9-12 = 144 hrs	120 hours	112 hours	120 hours
10 years service	13-15 = 168 hrs	120 hours	160 hours	120 hours
15 years service	16-20 = 200 hrs	160 hours	176 hours	168 hours
25 years service	21+ = 216 hrs	200 hours	200 hours	192 hours
<b><u>Other forms of paid leave</u></b>				
Are employees eligible for other forms of paid leave?	Yes	No	Yes	Yes
If yes, what type?		NA	Bereavement & Personal leave (only eligible through wellness incentive)	Comp time
Do you allow cash-out of personal days?	No	No	No	No



**2012 Paid Time Off**

**City of  
Worthington**

**Delaware  
County**

**Franklin Co. Board  
of Commissioners**

**Violet  
Township**

**Holidays/Personal Days**

Total number of Holidays per year  
Total number of Personal days

12 days

13 days  
0 days

10 days

11 days  
1 day

**Comments:**