



MID-OHIO REGIONAL  
**MORPC**  
PLANNING COMMISSION

# Annual Salary & Fringe Benefit Survey

**2019**

## Parks and Recreation

### 52 Parks Superintendent

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

### 53 Parks Maintenance Supervisor

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

### 54 Recreation Coordinator/Supervisor

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

### 55 Horticulturist

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

## Human Resources

### 56 Director of Human Resources

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

### 57 Assistant Human Resources Manager

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



Salaries Broken Down by Title

**Parks & Recreation**

<b>Director</b>	<b>Government Entity</b>	<b>Avg. Annual Salary</b>	<b>Salary Range Minimum</b>	<b>Salary Range Maximum</b>	<b>Level of Match</b>	<b>Min Educ</b>	<b>Yrs. of Exp</b>	<b>Seasonal Employee</b>	<b>P/T Employee</b>	<b>F/T Employee</b>	<b>Intern Appr.</b>	<b># of Employs</b>
Recreation Director	City of Bexley	\$ 90,354	\$ 75,645	\$ 105,063		Bachelor				1		1
Recreation and Parks Director	City of Columbus	\$ 157,872	\$ 131,934	\$ 219,939	Equal to					1		1
Director	City of Delaware	\$ 90,029	\$ 73,185	\$ 102,459	Equal to	Bachelor	5			1		1
Director of Parks and Recreation	City of Dublin	\$ 138,767	\$ 141,200	\$ 207,100	Equal to					1		1
Director of Parks and Recreation	City of Gahanna	\$ 91,499	\$ 86,338	\$ 120,873	Equal to	Bachelor	12 - 15			1		1
Director of Parks and Recreation	City of Grandview Heights	\$ 96,050	\$ 85,000	\$ 130,000	Equal to					1		1
Parks Manager	City of Pataskala	\$ 45,239	\$ 43,922	\$ 59,027	Equal to					1		1
Director	City of Grove City	\$ 106,433	\$ 93,600	\$ 135,200	Equal to					1		1
Parks & Recreation Director	City of Upper Arlington	\$ 117,320	\$ 90,861	\$ 127,205	Equal to					1		1
Director of Parks & Recreation	City of Westerville	\$ 136,094	\$ 91,562	\$ 146,494	Equal to					1		1
Director	City of Whitehall	\$ 87,000	\$ 67,413	\$ 87,006						1		1
Director	City of Worthington	\$ 113,773			Equal to					1		1
Executive Director	Delaware County	\$ 115,252	\$ 77,672	\$ 120,000			7			1		1
Director of Parks and Recreation	Village of West Jefferson		\$ 36,109	\$ 41,558						1		1
<b>AVERAGES</b>		<b>\$ 106,591</b>	<b>\$ 84,188</b>	<b>\$ 123,225</b>								

<b>Assistant Director</b>	<b>Government Entity</b>	<b>Avg. Annual Salary</b>	<b>Salary Range Minimum</b>	<b>Salary Range Maximum</b>	<b>Level of Match</b>	<b>Min Educ</b>	<b>Yrs. of Exp</b>	<b>Seasonal Employee</b>	<b>P/T Employee</b>	<b>F/T Employee</b>	<b>Intern Appr.</b>	<b># of Employs</b>
Deputy Recreation Director	City of Bexley	\$ 61,500	\$ 61,500	\$ 87,125		Bachelor				1		1
Recreation and Parks Assistant Director	City of Columbus	\$ 117,146	\$ 97,074	\$ 145,558	Equal to	Bachelor	5			3		3
Director of Parks Operations	City of Dublin	\$ 103,379	\$ 84,200	\$ 123,400	Equal to					1		1
Parks Superintendent	City of Delaware	\$ 81,890	\$ 69,555	\$ 81,890	Equal to	Associate	3			1		1
Deputy Director of Parks and Recreation (Vacant)	City of Gahanna	\$ 78,770	\$ 76,841	\$ 107,577	Equal to	Bachelor	5 - 7			1		1
Recreation Superintendent	City of Grove City	\$ 73,715	\$ 68,390	\$ 103,771	Equal to					1		1
Recreation Superintendent	City of Worthington	\$ 100,889	\$ 80,109	\$ 100,229	Equal to					1		1
Deputy Director	Delaware County	\$ 97,162	\$ 70,927	\$ 110,000			5			1		1
<b>AVERAGES</b>		<b>\$ 89,306</b>	<b>\$ 76,074</b>	<b>\$ 107,444</b>								

<b>Senior Citizen Coordinator</b>	<b>Government Entity</b>	<b>Avg. Annual Salary</b>	<b>Salary Range Minimum</b>	<b>Salary Range Maximum</b>	<b>Level of Match</b>	<b>Min Educ</b>	<b>Yrs. of Exp</b>	<b>Seasonal Employee</b>	<b>P/T Employee</b>	<b>F/T Employee</b>	<b>Intern Appr.</b>	<b># of Employs</b>
Senior Citizen Coordinator	City of Bexley	\$ 65,665	\$ 46,228	\$ 65,665		Bachelor				1		1
Community Center Coordinator	City of Canal Winchester	\$ 49,420	\$ 40,506	\$ 58,335	Greater than					1		1
Aging Programs Care Coordinator	City of Columbus	\$ 55,682	\$ 46,127	\$ 69,190			OH Registered Nurse/Social Worker		7	214		221
Senior Center Supervisor	City of Gahanna	Vacant	\$ 51,103	\$ 71,555	Equal to	Bachelor	2 - 3					
Recreation Programmer II	City of Grandview Heights	\$ 71,899	\$ 40,000	\$ 78,000	Equal to					1		1
Recreation Supervisor	City of Grove City	\$ 47,300	\$ 47,300	\$ 71,760	Equal to							
Program Manager	City of Westerville	\$ 63,450	\$ 64,875	\$ 97,510	Equal to							
Senior Center Manager	City of Worthington	\$ 83,724	\$ 63,900	\$ 83,724	Equal to					1		1
<b>AVERAGES</b>		<b>\$ 62,449</b>	<b>\$ 50,005</b>	<b>\$ 74,467</b>								



Salaries Broken Down by Title

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

<b>Parks Superintendent</b>	<b>Government Entity</b>	<b>Avg. Annual Salary</b>	<b>Salary Range Minimum</b>	<b>Salary Range Maximum</b>	<b>Level of Match</b>	<b>Min Educ</b>	<b>Yrs. of Exp</b>	<b>Seasonal Employee</b>	<b>P/T Employee</b>	<b>F/T Employee</b>	<b>Intern Appr.</b>	<b># of Employs</b>
Recreation Administrative Manager	City of Columbus	\$ 73,736	\$ 57,845	\$ 86,803	Equal to	Bachelor	3			12		12
Parks Superintendent	City of Delaware	\$ 81,890	\$ 69,555	\$ 81,890	Equal to	Associate	3			1		1
Director of Park Operations	City of Dublin	\$ 103,379	\$ 84,200	\$ 123,400	Equal to					1		1
Parks & Facilities Superintendent	City of Gahanna	\$ 72,488	\$ 72,491	\$ 101,488	Equal to	Bachelor	5			1		1
Parks Maintenance Supervisor	City of Grandview Heights	\$ 66,144	\$ 50,000	\$ 78,000	Equal to					1		1
Parks Superintendent	City of Lancaster	\$ 59,966			Equal to	HS or GED				1		1
Superintendent of Parks & Grounds	City of Marysville	\$ 75,415	\$ 65,000	\$ 80,000	Equal to					1		1
Parks & Forestry Superintendent	City of Upper Arlington	\$ 91,522	\$ 58,200	\$ 81,480	Equal to					1		1
Parks Superintendent	City of Westerville	\$ 105,934	\$ 78,645	\$ 117,936	Equal to					1		1
<b>AVERAGES</b>		<b>\$ 81,164</b>	<b>\$ 66,992</b>	<b>\$ 93,875</b>								

<b>Parks Maintenance Supervisor</b>	<b>Government Entity</b>	<b>Avg. Annual Salary</b>	<b>Salary Range Minimum</b>	<b>Salary Range Maximum</b>	<b>Level of Match</b>	<b>Min Educ</b>	<b>Yrs. of Exp</b>	<b>Seasonal Employee</b>	<b>P/T Employee</b>	<b>F/T Employee</b>	<b>Intern Appr.</b>	<b># of Employs</b>
Park Maintenance Supervisor	City of Bexley	\$ 68,291	\$ 57,784	\$ 73,544		HS or GED				1		1
Park Maintenance Supervisor	City of Columbus	\$ 56,451	\$ 46,384	\$ 57,262	Equal to		1			15		15
Division Supervisor	City of Delaware	\$ 62,275	\$ 52,874	\$ 62,275	Equal to	HS or GED	3			1		1
Operations Administrator	City of Dublin	\$ 77,900	\$ 61,200	\$ 89,800	Equal to					1		1
Park Maintenance Supervisor	City of Grove City	\$ 70,657	\$ 53,560	\$ 81,265	Equal to		3			1		1
Parks Maintenance Supervisor	City of Grandview Heights	\$ 66,144	\$ 50,000	\$ 78,000	Equal to					1		1
Facility Supervisor	City of Lancaster	\$ 71,843	\$ 55,036	\$ 71,843	Equal to	HS or GED				1		1
Parks & Forestry Supervisor	City of Upper Arlington	\$ 57,058	\$ 58,200	\$ 81,480	Equal to					1		1
Parks Maintenance Supervisor	City of Westerville	\$ 76,891	\$ 59,093	\$ 88,504	Equal to					2		2
Parks Manager	City of Worthington	\$ 83,724	\$ 63,900	\$ 83,724	Equal to					1		1
Operations Manager	Delaware County	\$ 67,874	\$ 50,691	\$ 76,037			5			1		1
<b>AVERAGES</b>		<b>\$ 69,010</b>	<b>\$ 55,338</b>	<b>\$ 76,703</b>								

<b>Park Foreman</b>	<b>Government Entity</b>	<b>Avg. Annual Salary</b>	<b>Salary Range Minimum</b>	<b>Salary Range Maximum</b>	<b>Level of Match</b>	<b>Min Educ</b>	<b>Yrs. of Exp</b>	<b>Seasonal Employee</b>	<b>P/T Employee</b>	<b>F/T Employee</b>	<b>Intern Appr.</b>	<b># of Employs</b>
Parks/Forestry Supervisor	City of Bexley	\$ 71,793	\$ 63,038	\$ 76,171		Associate				1		1
Crew Supervisor	City of Dublin	\$ 64,528	\$ 47,500	\$ 69,600	Greater than					6		6
Parks Foreman	City of Gahanna	\$ 66,789	\$ 54,246	\$ 66,789	Equal to	Associate	4 - 6			1		1
Parks & Grounds Foreman	City of Marysville	\$ 60,237	\$ 50,211	\$ 60,237	Equal to					1		1
Maintenance Specialist	City of Westerville	\$ 68,307	\$ 52,541	\$ 68,307	Equal to					13		13
Parks Crew Chief	City of Whitehall	\$ 65,562	\$ 54,870	\$ 65,562						1		1
<b>AVERAGES</b>		<b>\$ 66,203</b>	<b>\$ 53,735</b>	<b>\$ 67,778</b>								



Salaries Broken Down by Title

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

<b>Recreation Coord/Supervisor</b>	<b>Government Entity</b>	<b>Avg. Annual Salary</b>	<b>Salary Range Minimum</b>	<b>Salary Range Maximum</b>	<b>Level of Match</b>	<b>Min Educ</b>	<b>Yrs. of Exp</b>	<b>Seasonal Employee</b>	<b>P/T Employee</b>	<b>F/T Employee</b>	<b>Intern Appr.</b>	<b># of Employs</b>
Rec. Supervisor Tier 1 and 2	City of Bexley	\$ 54,004	\$ 46,218	\$ 65,665		Bachelor				4		4
Recreation Supervisor	City of Columbus	\$ 56,139	\$ 46,127	\$ 69,190	Equal to	Bachelor	1			42		42
Recreation Supervisor	City of Dublin	\$ 64,528	\$ 47,500	\$ 69,600	Greater than					6		6
Recreation Supervisor	City of Gahanna	\$ 55,474	\$ 51,103	\$ 71,555	Equal to	Bachelor	3 - 4			2		2
Recreation Programmer I	City of Grandview Heights	\$ 44,015	\$ 40,000	\$ 78,000	Equal to					2		2
Recreation Supervisor	City of Lancaster	\$ 53,393	\$ 45,468	\$ 59,363	Equal to	HS or GED				1		1
Recreation & Events Manager	City of Marysville	\$ 60,113	\$ 5,000	\$ 650,000	Equal to					1		1
Recreation Superintendent	City of Upper Arlington	\$ 64,504	\$ 51,799	\$ 72,518	Equal to					3		3
Parks and Rec Technician	Madison Township	\$ 47,800			Equal to					1		1
<b>AVERAGES</b>		<b>\$ 55,552</b>	<b>\$ 41,652</b>	<b>\$ 141,986</b>								

<b>Recreation Program Coordinator</b>	<b>Government Entity</b>	<b>Avg. Annual Salary</b>	<b>Salary Range Minimum</b>	<b>Salary Range Maximum</b>	<b>Level of Match</b>	<b>Min Educ</b>	<b>Yrs. of Exp</b>	<b>Seasonal Employee</b>	<b>P/T Employee</b>	<b>F/T Employee</b>	<b>Intern Appr.</b>	<b># of Employs</b>
Recreation Program Coordinator	City of Bexley	\$ 34,671	\$ 34,671	\$ 50,956		Bachelor				2		2
<b>AVERAGES</b>		<b>\$ 34,671</b>	<b>\$ 34,671</b>	<b>\$ 50,956</b>								

<b>Horticulturist</b>	<b>Government Entity</b>	<b>Avg. Annual Salary</b>	<b>Salary Range Minimum</b>	<b>Salary Range Maximum</b>	<b>Level of Match</b>	<b>Min Educ</b>	<b>Yrs. of Exp</b>	<b>Seasonal Employee</b>	<b>P/T Employee</b>	<b>F/T Employee</b>	<b>Intern Appr.</b>	<b># of Employs</b>
Urban Forester	City of Canal Winchester	\$ 54,622	\$ 45,135	\$ 64,109	Greater than					1		1
Horticulturist	City of Columbus		\$ 57,845	\$ 86,803	Equal to	Bachelor	3			1		1
City Horticulturist	City of Dublin	\$ 68,083	\$ 53,600	\$ 78,700	Greater than					1		1
Forester	City of Lancaster	\$ 50,252	\$ 45,593	\$ 54,255	Equal to	HS or GED				1		1
Park Coordinator Level 1/Horticulture (Part-time)	City of Gahanna	Vacant	\$ 37,544	\$ 52,291	Equal to	HS or GED	5 - 7					
Urban Forestry Supervisor	City of Grove City	\$ 72,425	\$ 53,560	\$ 81,265	Equal to					1		1
Urban Forester	City of Marysville	\$ 60,237	\$ 50,211	\$ 60,237	Equal to					1		1
City Forester	City of New Albany		\$ 56,638	\$ 71,574						1		1
Parks Manager	City of Pataskala	\$ 45,239	\$ 43,922	\$ 59,027	Equal to					1		1
Horticulturist	City of Upper Arlington	\$ 64,596	\$ 54,905	\$ 76,868	Equal to					1		1
Parks Manager	City of Westerville	\$ 83,450	\$ 64,979	\$ 97,510	Equal to					2		2
Natural Resources Manager	Delaware County	\$ 66,500	\$ 50,691	\$ 76,037			3			1	2	1
Landscape Foreman	Franklin County Board of Commissioners	\$ 42,307	\$ 42,307	\$ 59,238	Equal to	HS or GED	3			1		1
<b>AVERAGES</b>		<b>\$ 60,771</b>	<b>\$ 50,533</b>	<b>\$ 70,609</b>								