

#1

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, September 15, 2025 1:29:11 PM
Last Modified: Monday, September 15, 2025 1:30:58 PM
Time Spent: 00:01:47
IP Address: 216.196.183.67

Page 1

Q1

What is your name and jurisdiction?

Joanee Van Pelt - mariemont

Q2

What is the portion that employees pay for their OP & F and OPERS? Do you pay for a portion of what the employees have to pay?

12.25%...10% - no the Village does not pay any of the employee portion

Q3

What percentage do your employees have to pay for their health insurance?

it varies 10%-13%

Q4

How does your municipality handle salary steps for employees (e.g. New Hire, 1 - 2 years, 3 - 4 years, etc.)?

step increases 6 month basis for 3 years - then yearly

Q5

Respondent skipped this question

If you have a related policy, please either include a link here, or send a copy of that policy to DWehmeyer@locklandoh.org and ZHuett@C4LG.org.

#2

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, September 15, 2025 1:48:22 PM
Last Modified: Monday, September 15, 2025 1:57:03 PM
Time Spent: 00:08:40
IP Address: 66.42.178.78

Page 1

Q1

What is your name and jurisdiction?

Beth Gunderson, Sycamore Township

Q2

What is the portion that employees pay for their OP & F and OPERS? Do you pay for a portion of what the employees have to pay?

OP & F 12.25%, OPERS 10%, No

Q3

What percentage do your employees have to pay for their health insurance?

Between 2% and 11% depending on plan/tier.

Q4

How does your municipality handle salary steps for employees (e.g. New Hire, 1 - 2 years, 3 - 4 years, etc.)?

For Fire Dept only

Q5

Respondent skipped this question

If you have a related policy, please either include a link here, or send a copy of that policy to DWehmeyer@locklandoh.org and ZHuett@C4LG.org.

#3

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, September 15, 2025 2:12:35 PM
Last Modified: Monday, September 15, 2025 2:17:20 PM
Time Spent: 00:04:44
IP Address: 69.61.229.154

Page 1**Q1**

What is your name and jurisdiction?

Miami Township

Q2

What is the portion that employees pay for their OP & F and OPERS? Do you pay for a portion of what the employees have to pay?

Employees pay their full portion.

Q3

What percentage do your employees have to pay for their health insurance?

The Employer shall pay the monthly premiums for employees, regardless of the type of insurance chosen, up to a maximum of \$410.00 per month premium cost for each employee covered. Should the premium cost exceed \$410.00 per month, the employer shall pay the base \$410.00 per month plus 75% of the excess premium cost above \$410.00 per month. The employee shall pay the remaining 25% of the premium cost above \$410.00 per month." Includes medical and dental only.

Q4

How does your municipality handle salary steps for employees (e.g. New Hire, 1 - 2 years, 3 - 4 years, etc.)?

Through union contracts only.

Q5

Respondent skipped this question

If you have a related policy, please either include a link here, or send a copy of that policy to DWehmeyer@locklandoh.org and ZHuett@C4LG.org.

#4**COMPLETE**

Collector:	Web Link 1 (Web Link)
Started:	Monday, September 15, 2025 2:41:30 PM
Last Modified:	Monday, September 15, 2025 2:45:48 PM
Time Spent:	00:04:18
IP Address:	74.83.145.218

Page 1

Q1

What is your name and jurisdiction?

Jessica Chaney - Indian Hill

Q2

What is the portion that employees pay for their OP & F and OPERS? Do you pay for a portion of what the employees have to pay?

No

Q3

What percentage do your employees have to pay for their health insurance?

7.5%

Q4

How does your municipality handle salary steps for employees (e.g. New Hire, 1 - 2 years, 3 - 4 years, etc.)?

6 months, 12 months, 18 months, 24 months, 3 year, 4 year, 5 year then yearly thereafter.

Q5

Respondent skipped this question

If you have a related policy, please either include a link here, or send a copy of that policy to DWehmeyer@locklandoh.org and ZHuett@C4LG.org.

#5

COMPLETE

Collector:	Web Link 1 (Web Link)
Started:	Monday, September 15, 2025 2:59:50 PM
Last Modified:	Monday, September 15, 2025 3:01:07 PM
Time Spent:	00:01:17
IP Address:	216.196.244.58

Page 1

Q1

What is your name and jurisdiction?

Addyston

Q2

What is the portion that employees pay for their OP & F and OPERS? Do you pay for a portion of what the employees have to pay?

10% employees and 14% employer - no OP&F

Q3

What percentage do your employees have to pay for their health insurance?

56% employer - 44% employee

Q4

How does your municipality handle salary steps for employees (e.g. New Hire, 1 - 2 years, 3 - 4 years, etc.)?

N/A

Q5

Respondent skipped this question

If you have a related policy, please either include a link here, or send a copy of that policy to DWehmeyer@locklandoh.org and ZHuett@C4LG.org.

#6

COMPLETE

Collector:	Web Link 1 (Web Link)
Started:	Monday, September 15, 2025 3:27:53 PM
Last Modified:	Monday, September 15, 2025 3:28:44 PM
Time Spent:	00:00:50
IP Address:	66.161.212.226

Page 1

Q1

What is your name and jurisdiction?

Jeff Weckbach, Colerain Township

Q2

What is the portion that employees pay for their OP & F and OPERS? Do you pay for a portion of what the employees have to pay?

Employees pay their full share.

Q3

What percentage do your employees have to pay for their health insurance?

20%

Q4

How does your municipality handle salary steps for employees (e.g. New Hire, 1 - 2 years, 3 - 4 years, etc.)?

In unions, yes. Non-union, no.

Q5

Respondent skipped this question

If you have a related policy, please either include a link here, or send a copy of that policy to DWehmeyer@locklandoh.org and ZHuett@C4LG.org.

#7

COMPLETE

Collector:	Web Link 1 (Web Link)
Started:	Monday, September 15, 2025 3:50:15 PM
Last Modified:	Monday, September 15, 2025 3:56:21 PM
Time Spent:	00:06:05
IP Address:	69.61.192.46

Page 1

Q1

What is your name and jurisdiction?

City of Loveland

Q2

What is the portion that employees pay for their OP & F and OPERS? Do you pay for a portion of what the employees have to pay?

The City pays the entire EE portion of OPERS

Q3

What percentage do your employees have to pay for their health insurance?

15%

Q4

How does your municipality handle salary steps for employees (e.g. New Hire, 1 - 2 years, 3 - 4 years, etc.)?

non-bargaining unit employees have 4 steps and bargaining unit have 5 steps from their initial hire rate, regardless of where they start within the range

Q5

Respondent skipped this question

If you have a related policy, please either include a link here, or send a copy of that policy to DWehmeyer@locklandoh.org and ZHuett@C4LG.org.

#8

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, September 15, 2025 3:58:06 PM
Last Modified: Monday, September 15, 2025 4:01:18 PM
Time Spent: 00:03:11
IP Address: 66.161.159.90

Page 1

Q1

What is your name and jurisdiction?

City of Fairfield

Q2

What is the portion that employees pay for their OP & F and OPERS? Do you pay for a portion of what the employees have to pay?

OPERS: 10%; OP&F: 12.25%

Q3

What percentage do your employees have to pay for their health insurance?

17%

Q4

How does your municipality handle salary steps for employees (e.g. New Hire, 1 - 2 years, 3 - 4 years, etc.)?

varies by position and collective bargaining agreement

Q5

Respondent skipped this question

If you have a related policy, please either include a link here, or send a copy of that policy to DWehmeyer@locklandoh.org and ZHuett@C4LG.org.

#9

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, September 15, 2025 4:01:25 PM
Last Modified: Monday, September 15, 2025 4:05:53 PM
Time Spent: 00:04:27
IP Address: 70.60.183.2

Page 1

Q1

What is your name and jurisdiction?

City of Wyoming

Q2

What is the portion that employees pay for their OP & F and OPERS? Do you pay for a portion of what the employees have to pay?

OPERS Full Pension Pick-up. Police pay their 10% per their most recent contract.

Q3

What percentage do your employees have to pay for their health insurance?

20% of the COBRA Rate or 12% of COBRA rate if they participate in the Wellness Program.

Q4

How does your municipality handle salary steps for employees (e.g. New Hire, 1 - 2 years, 3 - 4 years, etc.)?

Union employees have that set in their contract. Non-union employees have salary adjustment based on comparable market rates, job responsibilities/description, and merit.

Q5

Respondent skipped this question

If you have a related policy, please either include a link here, or send a copy of that policy to DWehmeyer@locklandoh.org and ZHuett@C4LG.org.

#10

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, September 15, 2025 4:41:32 PM
Last Modified: Monday, September 15, 2025 4:50:27 PM
Time Spent: 00:08:54
IP Address: 96.11.98.186

Page 1

Q1

What is your name and jurisdiction?

Cheryl Allgeyer, Hamilton Township Warren County

Q2

What is the portion that employees pay for their OP & F and OPERS? Do you pay for a portion of what the employees have to pay?

employee pays their portion of OPERS & OP&F, the Township does not pay towards the employee portion

Q3

What percentage do your employees have to pay for their health insurance?

Township offers 3 medical plans, employee contributions toward the premium is: HSA 3%, Core 12%, Buy-up 19%

Q4

How does your municipality handle salary steps for employees (e.g. New Hire, 1 - 2 years, 3 - 4 years, etc.)?

Most Township employees are covered by a CBA or an employment agreement which defines salaries. Non-union employees are "merit" based and reviewed annually.

Q5

Respondent skipped this question

If you have a related policy, please either include a link here, or send a copy of that policy to DWehmeyer@locklandoh.org and ZHuett@C4LG.org.

#11

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, September 15, 2025 4:37:59 PM
Last Modified: Monday, September 15, 2025 4:51:18 PM
Time Spent: 00:13:19
IP Address: 66.161.221.162

Page 1

Q1

What is your name and jurisdiction?

City of Mason

Q2

What is the portion that employees pay for their OP & F and OPERS? Do you pay for a portion of what the employees have to pay?

Employees pay to OPERS- 10%/Police & Fire EE pay to OP&F - 12.25%/ City Pays 100% of Pension for Department Heads

Q3

What percentage do your employees have to pay for their health insurance?

We are Self funded. All Employees contribute to a monthly fee and pay a deductible depending on family or single status.

Q4

How does your municipality handle salary steps for employees (e.g. New Hire, 1 - 2 years, 3 - 4 years, etc.)?

city of Mason non-union employees have opportunity to earn increases in salary based on performance. Steps are part of Police & Fire contracts.

Q5

Respondent skipped this question

If you have a related policy, please either include a link here, or send a copy of that policy to DWehmeyer@locklandoh.org and ZHuett@C4LG.org.

#12

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, September 16, 2025 10:57:33 AM
Last Modified: Tuesday, September 16, 2025 10:59:37 AM
Time Spent: 00:02:03
IP Address: 216.68.226.226

Page 1

Q1

What is your name and jurisdiction?

Tonya Pointer, West Chester Township

Q2

What is the portion that employees pay for their OP & F and OPERS? Do you pay for a portion of what the employees have to pay?

12.25%/no

Q3

What percentage do your employees have to pay for their health insurance?

15%

Q4

How does your municipality handle salary steps for employees (e.g. New Hire, 1 - 2 years, 3 - 4 years, etc.)?

annual review with increase for contract employees

Q5

Respondent skipped this question

If you have a related policy, please either include a link here, or send a copy of that policy to DWehmeyer@locklandoh.org and ZHuett@C4LG.org.

#13

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, September 16, 2025 2:06:13 PM
Last Modified: Tuesday, September 16, 2025 2:10:39 PM
Time Spent: 00:04:25
IP Address: 216.68.204.86

Page 1**Q1**

What is your name and jurisdiction?

Jennifer Kaminer, Village of Fairfax

Q2

What is the portion that employees pay for their OP & F and OPERS? Do you pay for a portion of what the employees have to pay?

Employees pay 5% for OPERS and OP & F, employer picks up 5%;

Q3

What percentage do your employees have to pay for their health insurance?

15%

Q4

How does your municipality handle salary steps for employees (e.g. New Hire, 1 - 2 years, 3 - 4 years, etc.)?

For police officers, public works and tax office: New hire rate, rate after 6 month probation, final rate at 1 year. Then annual reviews after that and cost-of-living increase percentage approved each year by council.

Q5

If you have a related policy, please either include a link here, or send a copy of that policy to DWehmeyer@locklandoh.org and ZHuett@C4LG.org.

All of the information above would be contained in many different ordinances. If there is a particular one that is requested, please email jkaminer@fairfaxoh.org

#14

COMPLETE

Collector:	Web Link 1 (Web Link)
Started:	Tuesday, September 16, 2025 3:39:33 PM
Last Modified:	Tuesday, September 16, 2025 3:43:35 PM
Time Spent:	00:04:02
IP Address:	66.117.212.77

Page 1

Q1

What is your name and jurisdiction?

Melanie Hermes and Delhi Township

Q2

What is the portion that employees pay for their OP & F and OPERS? Do you pay for a portion of what the employees have to pay?

State mandated amounts.

Q3

What percentage do your employees have to pay for their health insurance?

15% premium - can earn 1% or 2% participating in wellness plan

Q4

How does your municipality handle salary steps for employees (e.g. New Hire, 1 - 2 years, 3 - 4 years, etc.)?

Only CBAs have steps. New hires eligible for raise after 1 year of employment, then January 1st for all nonCBA employees.

Q5

Respondent skipped this question

If you have a related policy, please either include a link here, or send a copy of that policy to DWehmeyer@locklandoh.org and ZHuett@C4LG.org.

#15

COMPLETE

Collector:	Web Link 1 (Web Link)
Started:	Thursday, September 18, 2025 11:29:47 AM
Last Modified:	Thursday, September 18, 2025 11:39:03 AM
Time Spent:	00:09:16
IP Address:	69.61.243.170

Page 1

Q1

What is your name and jurisdiction?

AMBERLEY VILLAGE

Q2

What is the portion that employees pay for their OP & F and OPERS? Do you pay for a portion of what the employees have to pay?

POLICE EMPLOYEES PAY 12.25% TO OP&F. ALL OTHERS PAY 10% TO OPERS. WE DO NOT DO ANY PICK-UP.

Q3

What percentage do your employees have to pay for their health insurance?

15%FOR THE PLATINUM B PLAN. 15% OF THE B PLAN PRICE PLUS ADDITIONAL COST FOR THE PLATINUM A PLAN.

Q4

How does your municipality handle salary steps for employees (e.g. New Hire, 1 - 2 years, 3 - 4 years, etc.)?

WE DON'T USE A STEP PROGRAM. EMPLOYEES ARE GIVEN A RAISE ON THEIR FIRST ANNIVERSARY AND A COST-OF-LIVING RAISE APPROVED BY COUNCIL ANNUALLY.

Q5

Respondent skipped this question

If you have a related policy, please either include a link here, or send a copy of that policy to DWehmeyer@locklandoh.org and ZHuett@C4LG.org.

#16

COMPLETE

Collector:	Web Link 1 (Web Link)
Started:	Thursday, September 18, 2025 4:22:24 PM
Last Modified:	Thursday, September 18, 2025 4:34:04 PM
Time Spent:	00:11:40
IP Address:	216.68.27.226

Page 1

Q1

What is your name and jurisdiction?

Julie Prickett/City of Montgomery

Q2

What is the portion that employees pay for their OP & F and OPERS? Do you pay for a portion of what the employees have to pay?

We use the salary reduction method for both pension systems

Q3

What percentage do your employees have to pay for their health insurance?

Varies annually. The City sets a cap on the amount of premium it pays. Any amount over the cap is split 50-50 with the City and employee. Current monthly amount of premium for employees' share is as follows: single policy=0, ee and spouse=9.72, ee and child(ren)=0, family=67.28

Q4

How does your municipality handle salary steps for employees (e.g. New Hire, 1 - 2 years, 3 - 4 years, etc.)?

Only FOP contract employees have salary steps. All other employees receive merit pay increases (0 to 6%) based on annual evaluation score. When employee reaches top of pay range, they are eligible for a merit bonus (0-2% of annual base salary)

Q5

Respondent skipped this question

If you have a related policy, please either include a link here, or send a copy of that policy to DWehmeyer@locklandoh.org and ZHuett@C4LG.org.

#17

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Friday, September 19, 2025 12:53:35 PM
Last Modified: Friday, September 19, 2025 1:03:56 PM
Time Spent: 00:10:20
IP Address: 66.203.21.90

Page 1

Q1

What is your name and jurisdiction?

Jennifer Wilder, Washington Township

Q2

What is the portion that employees pay for their OP & F and OPERS? Do you pay for a portion of what the employees have to pay?

OP&F: 12.25% , OPERS: 10% ...no we do not pay any of the employee portion

Q3

What percentage do your employees have to pay for their health insurance?

13.83%

Q4

How does your municipality handle salary steps for employees (e.g. New Hire, 1 - 2 years, 3 - 4 years, etc.)?

Enter steps based on qualifications, step at end of 1-yr probation, with positive performance eval then move to next step at Dec 31, and with continued evals move a step every Dec 31 thereafter until reach the top

Q5

Respondent skipped this question

If you have a related policy, please either include a link here, or send a copy of that policy to DWehmeyer@locklandoh.org and ZHuett@C4LG.org.

Q1 What is your name and jurisdiction?

Answered: 17 Skipped: 0

#	RESPONSES	DATE
1	Jennifer Wilder, Washington Township	9/19/2025 1:04 PM
2	Julie Prickett/City of Montgomery	9/18/2025 4:34 PM
3	AMBERLEY VILLAGE	9/18/2025 11:39 AM
4	Melanie Hermes and Delhi Township	9/16/2025 3:44 PM
5	Jennifer Kaminer, Village of Fairfax	9/16/2025 2:11 PM
6	Tonya Pointer, West Chester Township	9/16/2025 11:00 AM
7	City of Mason	9/15/2025 4:51 PM
8	Cheryl Allgeyer, Hamilton Township Warren County	9/15/2025 4:50 PM
9	City of Wyoming	9/15/2025 4:06 PM
10	City of Fairfield	9/15/2025 4:01 PM
11	City of Loveland	9/15/2025 3:56 PM
12	Jeff Weckbach, Colerain Township	9/15/2025 3:29 PM
13	Addyston	9/15/2025 3:01 PM
14	Jessica Chaney - Indian Hill	9/15/2025 2:46 PM
15	Miami Township	9/15/2025 2:17 PM
16	Beth Gunderson, Sycamore Township	9/15/2025 1:57 PM
17	Joanee Van Pelt - mariemont	9/15/2025 1:31 PM

Q2 What is the portion that employees pay for their OP & F and OPERS? Do you pay for a portion of what the employees have to pay?

Answered: 17 Skipped: 0

#	RESPONSES	DATE
1	OP&F: 12.25% , OPERS: 10% ...no we do not pay any of the employee portion	9/19/2025 1:04 PM
2	We use the salary reduction method for both pension systems	9/18/2025 4:34 PM
3	POLICE EMPLOYEES PAY 12.25% TO OP&F. ALL OTHERS PAY 10% TO OPERS. WE DO NOT DO ANY PICK-UP.	9/18/2025 11:39 AM
4	State mandated amounts.	9/16/2025 3:44 PM
5	Employees pay 5% for OPERS and OP & F, employer picks up 5%;	9/16/2025 2:11 PM
6	12.25%/no	9/16/2025 11:00 AM
7	Employees pay to OPERS- 10%/Police & Fire EE pay to OP&F - 12.25%/ City Pays 100% of Pension for Department Heads	9/15/2025 4:51 PM
8	employee pays their portion of OPERS & OP&F, the Township does not pay towards the	9/15/2025 4:50 PM

	employee portion	
9	OPERS Full Pension Pick-up. Police pay their 10% per their most recent contract.	9/15/2025 4:06 PM
10	OPERS: 10%; OP&F: 12.25%	9/15/2025 4:01 PM
11	The City pays the entire EE portion of OPERS	9/15/2025 3:56 PM
12	Employees pay their full share.	9/15/2025 3:29 PM
13	10% employees and 14% employer - no OP&F	9/15/2025 3:01 PM
14	No	9/15/2025 2:46 PM
15	Employees pay their full portion.	9/15/2025 2:17 PM
16	OP & F 12.25%, OPERS 10%, No	9/15/2025 1:57 PM
17	12.25%...10% - no the Village does not pay any of the employee portion	9/15/2025 1:31 PM

Q3 What percentage do your employees have to pay for their health insurance?

Answered: 17 Skipped: 0

#	RESPONSES	DATE
1	13.83%	9/19/2025 1:04 PM
2	Varies annually. The City sets a cap on the amount of premium it pays. Any amount over the cap is split 50-50 with the City and employee. Current monthly amount of premium for employees' share is as follows: single policy=0, ee and spouse=9.72, ee and child(ren)=0, family=67.28	9/18/2025 4:34 PM
3	15%FOR THE PLATINUM B PLAN. 15% OF THE B PLAN PRICE PLUS ADDITIONAL COST FOR THE PLATINUM A PLAN.	9/18/2025 11:39 AM
4	15% premium - can earn 1% or 2% participating in wellness plan	9/16/2025 3:44 PM
5	15%	9/16/2025 2:11 PM
6	15%	9/16/2025 11:00 AM
7	We are Self funded. All Employees contribute to a monthly fee and pay a deductible depending on family or single status.	9/15/2025 4:51 PM
8	Township offers 3 medical plans, employee contributions toward the premium is: HSA 3%, Core 12%, Buy-up 19%	9/15/2025 4:50 PM
9	20% of the COBRA Rate or 12% of COBRA rate if they participate in the Wellness Program.	9/15/2025 4:06 PM
10	17%	9/15/2025 4:01 PM
11	15%	9/15/2025 3:56 PM
12	20%	9/15/2025 3:29 PM
13	56% employer - 44% employee	9/15/2025 3:01 PM
14	7.5%	9/15/2025 2:46 PM
15	The Employer shall pay the monthly premiums for employees, regardless of the type of insurance chosen, up to a maximum of \$410.00 per month premium cost for each employee covered. Should the premium cost exceed \$410.00 per month, the employer shall pay the base \$410.00 per month plus 75% of the excess premium cost above \$410.00 per month. The employee shall pay the remaining 25% of the premium cost above \$410.00 per month." Includes medical and dental only.	9/15/2025 2:17 PM

16	Between 2% and 11% depending on plan/tier.	9/15/2025 1:57 PM
17	it varies 10%-13%	9/15/2025 1:31 PM

Q4 How does your municipality handle salary steps for employees (e.g. New Hire, 1 - 2 years, 3 - 4 years, etc.)?

Answered: 17 Skipped: 0

#	RESPONSES	DATE
1	Enter steps based on qualifications, step at end of 1-yr probation, with positive performance eval then move to next step at Dec 31, and with continued evals move a step every Dec 31 thereafter until reach the top	9/19/2025 1:04 PM
2	Only FOP contract employees have salary steps. All other employees receive merit pay increases (0 to 6%) based on annual evaluation score. When employee reaches top of pay range, they are eligible for a merit bonus (0-2% of annual base salary)	9/18/2025 4:34 PM
3	WE DON'T USE A STEP PROGRAM. EMPLOYEES ARE GIVEN A RAISE ON THEIR FIRST ANNIVERSARY AND A COST-OF-LIVING RAISE APPROVED BY COUNCIL ANNUALLY.	9/18/2025 11:39 AM
4	Only CBAs have steps. New hires eligible for raise after 1 year of employment, then January 1st for all nonCBA employees.	9/16/2025 3:44 PM
5	For police officers, public works and tax office: New hire rate, rate after 6 month probation, final rate at 1 year. Then annual reviews after that and cost-of-living increase percentage approved each year by council.	9/16/2025 2:11 PM
6	annual review with increase for contract employees	9/16/2025 11:00 AM
7	city of Mason non-union employees have opportunity to earn increases in salary based on performance. Steps are part of Police & Fire contracts.	9/15/2025 4:51 PM
8	Most Township employees are covered by a CBA or an employment agreement which defines salaries. Non-union employees are "merit" based and reviewed annually.	9/15/2025 4:50 PM
9	Union employees have that set in their contract. Non-union employees have salary adjustment based on comparable market rates, job responsibilities/description, and merit.	9/15/2025 4:06 PM
10	varies by position and collective bargaining agreement	9/15/2025 4:01 PM
11	non-bargaining unit employees have 4 steps and bargaining unit have 5 steps from their initial hire rate, regardless of where they start within the range	9/15/2025 3:56 PM
12	In unions, yes. Non-union, no.	9/15/2025 3:29 PM
13	N/A	9/15/2025 3:01 PM
14	6 months, 12 months, 18 months, 24 months, 3 year, 4 year, 5 year then yearly thereafter.	9/15/2025 2:46 PM
15	Through union contracts only.	9/15/2025 2:17 PM
16	For Fire Dept only	9/15/2025 1:57 PM
17	step increases 6 month basis for 3 years - then yearly	9/15/2025 1:31 PM

Q5 If you have a related policy, please either include a link here, or send a copy of that policy to DWehmeyer@locklandoh.org and ZHuett@C4LG.org.

Answered: 1 Skipped: 16

#	RESPONSES	DATE
1	All of the information above would be contained in many different ordinances. If there is a particular one that is requested, please email jkaminer@fairfaxoh.org	9/16/2025 2:11 PM