

Mayors Partnership for Progress Benchmarking Report 2017

Survey conducted and results compiled by:

Ohio University's Voinovich School of Leadership and Public Affairs
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Background: Mayors Partnership for Progress Benchmarking Report

In February of 2017, the Mayors Partnership for Progress (MPP) expressed interest in reissuing a survey, previously conducted in 2006 and 2012, to examine the services, human resources, insurance benefits and tax structures of municipalities throughout the region. This information can be used by cities and villages when making service and resource decisions. The Voinovich School of Leadership and Public Affairs at Ohio University collaborated with the Partnership to redistribute the survey that would gather the requested information from all municipalities in the Partnership region.

The survey, distributed in February of 2017, resulted in responses from eight municipalities from the Partnership area. A subsequent request was mailed out in June of 2017, yielding one additional submission by July of 2017. The collection period was closed in September of 2017.

In addition to the information provided by the municipalities, Ohio University collected information about each of the responding cities and villages from the U.S. Census Bureau (www.census.gov). The Census information used in this report is based on 2016 calculations.

The information gathered from the Census Bureau was used in forming the municipal match groups for comparison. Full-Time employees (FTE's) also influenced the selection of municipal match groups.

About the Mayors Partnership for Progress

For 22 years, Mayors from cities and villages throughout Appalachian Ohio have been working together to share information and resources to tackle common issues faced by municipalities throughout the region. The Mayors Partnership for Progress is a powerful learning network for local officials to work together to identify regional and local policy issues that impact their communities.

Counties included in the Mayors Partnership for Progress include **Athens, Gallia, Hocking, Jackson, Lawrence, Meigs, Morgan, Perry, Pike, Ross, Scioto, Vinton and Washington.**

The Ohio University's Voinovich Center for Leadership and Public Affairs provides research and technical assistance for the Partnership.

Amesville Village, Athens County

Population: 157

Employees: Amesville Village has 2.2 Full Time Equivalent employees.

Department	FTE
Finance	.75
Parks	.10
Police	.25
Water	.50
Wastewater	.50
Facilities	.10
Total:	2.2

Fire: Amesville is served by a volunteer fire department comprised of a fire chief, assistant chief and 25 firefighters. The department operates out of a single location. Firefighters are cross-trained for EMS and maintain one rescue/EMS vehicle.

Police: Amesville employs a part-time officer at .25 full time equivalent (FTE). The department has one vehicle but no police station.

Water: Amesville provides water service to residents at the base rate of \$15.00 per month and 60 cents for each additional 100 gallons. A \$50 deposit is required for each residential tap.

Sewer: Amesville residents pay a \$30 base rate and 60 cents for each additional 100 gallons. An \$80 deposit is required for each sewer tap.

Refuse and Recycling: Amesville does not provide a refuse collection service.

Revenue: Amesville does not have an income tax. Revenue is derived from property taxes, local government funds.

Roads and Parks: Amesville maintains 2.1 miles of roads and 7.1 acres of parks.

Insurance: Amesville does not provide insurance to municipal employees.

Zaleski Village, Vinton County

Population: 263

Employees: Zaleski does not employ any full-time equivalent employees.

Fire: Zaleski maintains a fire department with 20 volunteer firefighters. The department has one station and five vehicles.

Police: Zaleski does not have a police department.

Water: Zaleski provides water service to residents for \$20.00 per month for the first 2,000 gallons. The village uses a graduated scale and charges a tap fee of \$500. Customers may not opt out of any of the municipality's provided utility services.

Sewer: Zaleski does not provide sewer service.

Refuse and Recycling: Zaleski does not provide refuse service.

Revenue: Zaleski does not have an income tax. The top source of revenue for Zaleski is property taxes.

Roads and Parks: Zaleski maintains 3.5 miles of roads and one acre of parks.

Insurance: Zaleski spends zero percent of its budget on employee health benefits. The village does not pay for insurance.

Racine Village, Meigs County

Population: 658

Employees: Racine has four full-time equivalent employees.

Fire: Racine maintains a fire department with forty volunteer firefighters led by a fire chief who is paid an annual salary of \$500. The department has one station and five vehicles. Thirty firefighters are hazmat-trained.

Police: Racine maintains a police department with zero part-time patrol officers led by a police chief who is paid \$6,000 a year and an assistant police chief that is paid \$4,300 a year. The department has one station and one vehicle.

Water: Racine provides water service to residents for \$27.61 per month for the first 2,000 gallons. For nonresidential consumer village uses a graduated scale and charges a tap fee of \$400. Customers may not opt out of any of the municipality's provided utility services.

Sewer: Racine does not provide sewer service.

Refuse and Recycling: Racine provides refuse service for \$15.00 per month with one truck that covers two routes. Meigs County provides recycling through a separate program with one truck and one route.

Revenue: Racine does not have an income tax. The top source of revenue for Racine are property taxes, local government funds, and rentals.

Roads and Parks: Racine maintains 6.4 miles of roads and eleven acres of parks.

Insurance: Racine spends 1% of its budget on employee health benefits. The village pays for insurance for one employee who is covered by a fully funded indemnity plan.

Match Group I Summary: Includes the Villages of Amesville, Zaleski and Racine

Average Population: 359

Group #1	Insurance	Police #	Fire	Water	Sewer
Amesville	0	1	25	\$15.00	\$30.00
Zaleski	0	0	20	\$20.00	0
Racine	1%	0	40	\$27.61	0

Fire: The villages in Match Group I do provide fire services. The villages maintain volunteer fire departments. Zaleski has twenty volunteer firefighters and one station and Amesville has twenty-five volunteer firefighters in one station. Racine maintains a fire department with forty volunteer firefighters led by a fire chief who is paid an annual salary of \$500. The department has one station and five vehicles. Thirty firefighters are hazmat-trained.

Police: Only one village in Match Group I has police stations that is Racine. Zaleski has no police department. Amesville has one part time officer.

Water: The villages in Match Group I provide water services to residents. Zaleski provides for \$20.00 per month for the first 2,000 gallons. The village uses a graduated scale and charges a tap fee of \$375. Customers may not opt out of any of the municipality's provided utility services. Amesville provides water services to residents at the base rate of \$15.00 per month and 60 cents for every additional 100 gallons. A \$50 deposit is required for each residential tap. Racine provides water service to residents for \$27.61 per month for the first 2,000 gallons. For nonresidential consumer village uses a graduated scale and charges a tap fee of \$400.

Sewer: Only one of the Villages in Match Group I provides sewer service. Zaleski and Racine does not provide sewer service, whereas Amesville residents pay a \$30 base rate and pay 60 cents for each additional 100 gallons. An \$80 deposit is required for each sewer tap.

Refuse and Recycling: Only Racine provides refuse service for \$15.00 per month with one truck that covers two routes. Meigs County provides recycling through a separate program with one truck and one route.

Revenue: None of the Villages in Match Group I have an income tax.

The top source of revenue reported by Match Group I: Property Taxes

Roads and Parks: The villages in Match Group I maintain an average of four miles of roads. Zaleski maintains no parks. Amesville maintains 7.1 acres of park land while Racine maintains 11 acres of park land.

Insurance: Amesville and Zaleski spend zero of their budget on employee health benefits. Racine spends 1% of its budget on employee health benefits. The village pays for insurance for one employee covered by a fully funded indemnity plan.

Somerset Village, Perry County

Population: 1,463

Employees: Somerset has eight Full-time equivalent employees.

Fire: Somerset does not have a fire department or a fire chief.

Police: Somerset maintains a police department with two full-time patrol officers led by a police chief who is paid \$41,100 a year. The department has one station and three vehicle.

Water: Somerset provides water service to residents and for a minimum price of \$27.79. Somerset charges a tap fee of \$1500. Customers may not opt out of any of the municipality's provided utility services.

Sewer: Somerset provides sewer service for a minimum price of \$34.86, the commercial rate is a minimum of \$43.30

Refuse and Recycling: Somerset does not provides refuse service.

Revenue: Somerset does not have an income tax.

Roads and Parks: Racine maintains six miles of roads and fifty plus acres of parks.

Insurance: The village pays for insurance for five employees who are covered by a fully funded indemnity plan.

Crooksville Village, Perry County

Population: 2,497

Employees: Crooksville has sixteen full-time equivalent employees.

Fire: Crooksville maintains a fire department with twenty volunteer firefighters. The department has one station and seven vehicles and seven trained paramedics. The fire chief is paid an annual salary of \$2,000 the assistant chief is paid an annual salary of \$1,500.

Police: Crooksville maintains a police department with three full-time patrol officers led by a police chief who has an annual salary of \$34,320. The department has one station and three vehicles.

Water & Sewer: Crooksville provides water and sewer service at a combined rate of \$64.89 per month on a graduated scale. The village water tap fee is \$2,000 in town, \$2,500 out of town. Crooksville sewer tap fee is \$200.

Customers may not opt out of any of the municipality's provided utility services.

Refuse and Recycling: Crooksville does not provide refuse service.

Revenue: Crooksville has a 1.5% income tax and has two tax levies (General Fund and Park & Pool). The top sources of revenue for Crooksville are income taxes, real estate tax, and local government.

Roads and Parks: Information not provided.

Insurance: Crooksville spends 20% of its budget on a fully funded PPO health insurance plan. All municipal employees are enrolled. The village does not offer incentives to opt out of the insurance plan. The village does offer a life Insurance policy and dental benefits.

New Lexington Village, Perry County

Population: 4,731

Employees: New Lexington has seventeen full-time equivalent employees.

Fire: New Lexington maintains a fire department with zero volunteer firefighters. The department has one station and five vehicles and seven trained paramedics. The fire chief is paid an annual salary of \$3,120 the assistant chief is paid an annual salary of \$1,920.

Police: New Lexington maintains a police department with four full-time patrol officers led by a police chief who has an annual salary of \$56,650. The department has one station and six vehicles.

Water: New Lexington provides water at a rate of \$19.67 and \$30.49 for out of town customers.

Sewer: New Lexington provides sewer service at a rate of \$16.61 and \$25.75 for out of town customers. The village water tap fee is \$1200 for ¾ inch. The sewer tap fee is \$1200 per 5 hours, and \$75.00 per hour above 5 hours.

Customers may not opt out of any of the municipality's provided utility services.

Refuse and Recycling: New Lexington does provide refuse service.

Revenue: New Lexington has a 1.0% income tax and has five tax levies (General, Fire & EMS, Cemetery, Fire and Parks & Recreation). The top sources of revenue for New Lexington are income taxes, property tax, and local government funds.

Roads and Parks: New Lexington maintains 27.276 miles of roads and 17.59 acres of parks.

Insurance: New Lexington spends 12 % of its budget on a fully funded PPO health insurance plan. All municipal employees are enrolled. The village does not offer incentives to opt out of the insurance plan. The village does offer a life Insurance policy, dental, vision, and a cafeteria plan.

Wellston City, Jackson County

Population: 5,663

Employees: Wellston has thirty full-time equivalent employees.

Fire: Wellston maintains a fire department with fifty volunteer firefighters and three paid firefighters. The department has one station and N/A vehicles and ten volunteer paramedics. The fire chief is paid an annual salary of \$47,390 the assistant chief is paid an annual salary of \$45,354.

Police: Wellston maintains a police department with seven full-time patrol officers led by a police chief who has an annual salary of \$52,998. The department has one station and four vehicles.

Water: Wellston provides water at a rate of \$2.00. The city water tap fee four ¾ inch \$600.00
2 inches \$725.00, 3 inches \$975.00, 4 inches \$1,225.00.

Sewer: Wellston provides sewer service at a rate of \$3.50. The sewer tap fee is \$600.00. Customers may not opt out of any of the municipality's provided utility services.

Refuse and Recycling: Wellston does provide refuse service with two trucks and five routes.

Revenue: Wellston has a 1.0% income tax and has five tax levies (General, Fire & EMS, Cemetery, Fire and Parks & Recreation). The top sources of revenue for Wellston are income taxes, property tax, and local government funds.

Roads and Parks: Wellston maintains seven miles of roads and zero acres of parks.

Insurance: Wellston spends 55 % of its budget on a fully funded PPO health insurance plan. Eighty-five percent of municipal employees are enrolled. The city does not offer incentives to opt out of the insurance plan. The city does offer a life Insurance policy, dental, vision, and a cafeteria plan.

Match Group 2 Summary: Includes the Villages of Somerset, Crooksville, New Lexington, and the City of Wellston

Average Population: 3,602

Group #2	Insurance	Police #	Fire	Water	Sewer
Somerset	0	2	0	\$27.79	\$34.86
Crooksville	20%	3	20v	\$32.44	\$32.44
New Lexington	12%	4	0	\$19.67	\$16.61
Wellston	55%	7	50 v/3 paid	\$2.00	\$3.50

Fire: On average, the municipalities in Match Group 2 provide fire services with one station and 17seventeen volunteer firefighters.

Police: On average, the municipalities in this group have four patrol officers.

Water: The municipalities in this group provide water services; the average cost for water service is \$28.58.

Sewer: The municipalities in this group provide sewer services; the average cost for sewer service is \$21.84.

Refuse and Recycling: Only, the City of Wellston provides refuse service with two trucks and five routes.

Revenue: Wellston has a 1.0% income tax and has five tax levies (General, Fire & EMS, Cemetery, Fire and Parks & Recreation). The top sources of revenue for Wellston are income taxes, property tax, and local government funds. New Lexington has a 1.0% income tax and has five tax levies (General, Fire & EMS, Cemetery, Fire and Parks & Recreation). The top sources of revenue for New Lexington are income taxes, property tax, and local government funds. Crooksville has a 1.5% income tax and has two tax levies (General Fund and Park & Pool). The top sources of revenue for Crooksville are income taxes, real estate tax, and local government. Somerset does not have an income tax.

Tops sources of Revenue Reported by Match Group 2:

- Property Taxes
- Local Government Fund

Roads and Parks: The municipalities maintain between 6 to 27.276 miles of roads and 17.59 to 50 acres of parks.

Insurance: Wellston spends 55 % of its budget on a fully funded PPO health insurance plan. Eighty-five percent of municipal employees are enrolled. The city does not offer incentives to opt out of the insurance plan. The city does offer a life Insurance policy, dental, vision, and a cafeteria plan. New Lexington spends 12 % of its budget on a fully funded PPO health insurance plan. One hundred percent of municipal employees are enrolled. The village does not offer incentives to opt out of the insurance plan. The village does offer a life Insurance policy, dental, vision, and a cafeteria plan. Crooksville spends 20% of its budget on a fully funded PPO health insurance plan. One hundred percent of municipal employees are enrolled. The village does not offer incentives to opt out of the insurance plan. The village does offer a life Insurance policy and dental benefits. The village of Somerset pays for insurance for five employees who are covered by a fully funded indemnity plan.

Jackson City, Jackson County

Population: 6,397

Employees: Jackson has 95 full-time equivalent employees.

Employees:

Utilities	8
Administrative Services	9
Police	23
Auditor's Office	3
Maintenance	2
Cemetery Department	3
Streets	5
Electric	11
Garbage	6
Wastewater Treatment	10
Water Distribution	8
Water Treatment Plant	7
Total Employees	95

Three unions represent Jackson city employees, and 66% of the employees belong to a union.

Fire: Jackson maintains a fire department with 21 volunteer firefighters led by a fire chief who is paid an annual salary of \$ 12,090.00 and an assistant fire chief who is paid \$ 9,490.00 per year. The department has one station and seven vehicles. Fifteen firefighters are hazmat-trained. The city does not charge residents for ambulance transportation.

Police: Jackson maintains a police department with fifteen patrol officers and two investigators led by a police chief who is paid an annual salary of \$46,654 and an assistant chief who is paid \$44,117 per year. The department has one station and eleven vehicles and five dispatchers. The department has three shifts. Shift differential pay (for all days of the week) is .30 per hour for second shift and 1.00 per hour for a swing shift.

Water: Jackson provides water service to residents for \$13.03 for the first 2,000 gallons. The city charges a rate of \$9.02 per 1,000 gallons for the next 10,000 gallons. This rate continues to decrease with increased usage. Outside the city, Jackson charges \$15.64 for the first 2,000 gallons and \$10.82 per 1,000 gallons for the next 10,000 gallons. This rate continues to decrease with increased usage.

Sewer: Jackson provides sewer services to residents at a rate of \$11.67 per first 1,00,000 gallons per month.

Refuse and Recycling: Jackson provides refuse service with four trucks on five routes. The city does provide a recycling collection service with one truck on five routes. Each residential customer whether residing inside or outside the city is charged \$17.50 per month for these services.

Revenue: Jackson does not have an income tax. The top sources of revenue for Jackson are property taxes, sales taxes, and utility cost allocations.

Roads and Parks: Jackson maintains 49.73 miles of roads and 2,114.5 acres of parks.

Electricity: Electricity service is provided by the city at rates that vary according to location (inside or outside of the city) and customer type (residential or commercial). Average rates inside the city are \$13.16 per month regardless of the number of kwh of energy.

Insurance: All employees are enrolled in a PPO fully funded health insurance plan. In addition to health insurance, the city provides life insurance, supplemental life insurance, dental benefits, vision benefits, cafeteria plan and prescription drug cost.

<u>Policy Type</u>	<u># of Policies</u>	<u>Policy Cost Per Month</u>	<u>Employee Contributions to Premium Per Month</u>
Employee Only	13	\$425.07	\$27.13
Employee Plus One	0	0	0
Employee Plus Spouse	20	\$1020.09	\$65.11
Employee Plus Child	5	\$849.95	\$54.25
Employee Plus Family	54	\$1275.02	\$81.38

<u>Care Type</u>	<u>Cost</u>
Regular Office Visit	25.00
ER Care	125.00
Urgent Care	55.00
Name-Brand Prescriptions	44.00
Generic Prescriptions	10.00

Match Group 3 Summary: City of Jackson

Average Population: 6,397

Group #3	Insurance	Police #	Fire	Water	Sewer
Jackson	29%	15	21v	\$13.03	\$11.67

Fire: 21

Police: 15

Water: \$13.03

Sewer: \$11.67

Refuse and Recycling: City of Jackson has five routes, three trucks

Revenue: Jackson does not have tax revenue.

Tops sources of Revenue Reported by Match Group 3: N/A

Roads and Parks: Jackson maintains 49.73 miles of roads and 2,114.5 acres of parks.

Insurance: All of the City of Jackson employees are enrolled in a PPO fully funded health insurance plan. In addition to health insurance, the city provides life insurance, supplemental life insurance, dental benefits, vision benefits, cafeteria plan and prescription drug cost.

Marietta City, Washington County

Population: 13,650

Employees: Marietta has 185 full-time equivalent employees.

Employees:

Council	1
Mayor & Treasurer	3
Auditor	4
Law Director	7
Municipal Court	12
Information Systems	2
Service	2
Police	38
Fire	36
Engineering	4
Public Facilities	6
Equipment Maintenance	3
Utility Maintenance	3
health	6
Water Administration	7
Water	17
Water Treatment Plant	17
Street	12
Income Tax	3
Development	2
TOTAL	185

Three unions represent city employees, and 62.0% of employees are union members.

Fire: Marietta maintains a fire department staffed by 35 paid firefighters led by a fire chief who is paid an annual salary of \$77,471 and an assistant fire chief who is paid \$ 65,989 per year.

Marietta does employ a fire inspector. The department has three stations with 12 vehicles. The department and EMS are jointly operated. All firefighters are emergency medical technicians and Hazmat trained.

Police: Marietta has a police department staffed by 30 patrol officers and led by a police chief who is paid a salary of \$74,000 and a police captain who is paid a salary of \$64,000. The department has three investigators. Officers work in two shifts each day. The department has one station, sixteen vehicles and four dispatchers.

Shift differential pay (for all days of the week) is .45 cents per hour for first shift and .45 per hour for second shifts

Water: Consumption is computed in 100 cubic foot increments; all readings over 50 cubic feet are rounded up to the next 100 cubic foot unit. Marietta charges a base rate based on consumption level for the first 3333 cubic feet at \$5.09/100 cu. Ft.

Tap fees are based upon size. For example, \$680.00 is the cost for a ¾ inch tapped pipe. Rates continue to rise as the size of the pipe increases. If the minimum deposit does not cover the total costs of installing the tap, actual cost for labor, materials and equipment will be charged accordingly. Water is based on a graduated scale.

Sewer: Consumption is computed in 100 cubic foot increments; all readings over 50 cubic feet are rounded up to the next 100 cubic foot unit. Marietta charges a base rate of \$3.76/100 cubic feet of usage plus a \$15.01 administrative charge.

Tap fees are \$450 for residential, \$450 for commercial, and \$600 for industrial premises.

Refuse and Recycling: Marietta does not provide refuse and recycling collection services.

Revenue: Marietta has an income tax rate of 1.7%.

Roads and Parks: Marietta maintains 96 miles of roads and 126 acres of parks.

Insurance: Marietta spends 29.0% of its budget on employee health benefits. All municipal employees are enrolled in a self-funded PPO health insurance plan. Employees are offered the following benefits: 123 pre-tax reimbursement amounts, life insurance, supplemental life insurance, disability insurance and dental and vision benefits. The annual premium is \$17,396.60. There are no tier groups; the City pays 85% of the cost at \$12,057.70 and the employees pay 15% at \$2,609.

<u>Care Type</u>	<u>Cost</u>
Regular Office Visit	\$20
ER Care	\$100
Urgent Care	\$45
Name-Brand Prescriptions	\$20
Generic Prescriptions	\$10

Match Group 4 Summary: City of Marietta

Average Population: 13,650

Group #4	Insurance	Police #	Fire	Water	Sewer
Marietta	29.8%	30	35 paid	\$5.09	\$3.76

Fire: The city in Match Group 4 does provide fire services. The city maintains a fire department with 35 paid firefighters in three stations with seven vehicles. The City's fire chief is paid an annual salary of \$77,471 and an assistant fire chief who is paid \$65,989 per year. The City's department and EMS are jointly operated. All firefighters are emergency medical technicians and Hazmat trained.

Police: The city in Match Group 4 does not maintain a police department. Marietta has a police department staffed by 30 patrol officers and led by a police chief who is paid a salary of \$74,000 and a police captain who is paid a salary of \$64,000. The department has three investigators. Officers work in two shifts each day. The department has one station, sixteen vehicles and four dispatchers.

Shift differential pay (for all days of the week) is .35 cents per hour for second shift.

Water: The city in Match Group 4 does provide water service. Consumption is computed in 100 cubic foot increments; all readings over 50 cubic feet are rounded up to the next 100 cubic foot unit. Marietta charges a base rate based on consumption level for the first 3333 cubic feet at \$5.09/100 cu. Ft. Rates continue to decrease as consumption increases at each level. For example, consumption more than 3,333 and up to 13,333 are charged at \$3.21/100 cubic feet.

Sewer: The city in Match Group 4 does not provide sewer service. Consumption is computed in 100 cubic foot increments; all readings over 50 cubic feet are rounded up to the next 100 cubic foot unit. Marietta charges a base rate of \$3.76/100 cubic feet of usage plus a \$15.01 administrative charge.

Refuse and Recycling: The city in Match Group 4 does provide refuse and recycling service.

Revenue: The city in Match Group 4 does have a 1.7% income tax.

The top source of revenue reported by Match Group 4: Income Tax, Property Tax, and Court Fines/ Forfeitures.

Roads and Parks: The city in Match Group 4 maintains 96 miles of roads and 126 acres of parks.

Insurance The city in Match Group 4 spends 29.8% of its budget on employee health benefits. . All municipal employees are enrolled in a self-funded PPO health insurance plan. Employees are offered the following benefits: life insurance, supplemental life insurance, disability insurance and dental and vision benefits.