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Delphos schools facing dire situation

13 to 17 staffers stand to lose jobs

By Sam Shriver
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DELPHOS — Delphos Schools Superintendent Doug Westrick calls the district's financial situation "bleak" as it seeks a 0.5% traditional income tax that would raise \$1 million.

"It's been 15 years since we received new dollars from our community. It's been quite a stretch," Westrick said.

The school district's funding request is one of two tax issues Delphos voters will be deciding, the other being a 0.25% renewal income tax levy.

The school district has held several meetings, including two large community meetings leading up to the vote on March 17.

"We believe that in getting our message out, when our voters go to the ballot box, they have all the information to make an informed decision," said Westrick.

If one word could describe the financial situation, he said

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THE LIMA NEWS' 27TH ANNUAL REVIEW OF GOVERNMENT SALARIES

Unpacking dollars behind compensation

Competition, complexity influence wages

By Josh Ellerbrock
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LIMA — To understand how an organization spends its dollars, look at its labor costs.

Staffing levels speak to a company's overall revenue. Compensation rates show the type of market a company is competing in. Even an organization's hierarchy can be gleaned from a ranking of employee salaries.

But while much can be learned from the data collected in The Lima News' 27th annual review of government salaries, a little extra context can provide a bigger picture outlook on earnings and how they fit into the larger economy.

Revenue source

For most public entities, like governments, revenue is probably the easiest side of the business equation. Townships, schools, cities, states and the federal government are all largely funded through taxes gathered from citizenry and private businesses, and the many programs that governments push forward often compete with each other for funding.

As a result, government salaries are often closely watched, and governments ensure there's solid data proving the necessity of a salary as taxpayers are asked to foot the bill.

Take the City of Lima as an example. Lima Finance Director Steve Cleaves said the city sets employee compensation after taking close looks at similarly-sized governments and similar



Craig J. Orosz | The Lima News
Ginger Loscavo, left, and Tommie Harner pack emergency pantry bags of food and vegetables at the West Ohio Food Bank to be distributed over the weekend. The West Ohio Food Bank is one of the larger standard nonprofits in the region. Covering 11 counties with annual revenue nearing \$9 million, the staff only numbers 13.

INSIDE

• Top wage earners from area county and municipal governments >>>> 3A-4A

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- Check out our interactive database of government wage-earners at LimaOhio.com/governmentsalaries
- See a list of the highest nonprofit wages at LimaOhio.com/nonprofitwages

markets to figure out what an employee might expect if he or she ends up hired by the city.

"That's the key element of the discussion at least on the employer's side. Of course we are competing for labor resources,

and we're not going to get them if we don't pay what everybody else is paying," Cleaves said.

Many private businesses and nonprofits make similar moves when setting competitive salaries.

Market-rate studies, however, are just one part of the equation on the public side. Taxpayers — the source of the city's revenue — push for low salaries to ensure that compensation isn't inflated, while employee unions often bargain for better pay and benefits. The final compensation package typically weighs all three of these pressures.

Non-government entities, however, don't have the same sort of pressures. Because revenue is often more flexible, so too, can

be employee compensation.

Cleaves pointed to his experience with Saudi Aramco as a precedent. Due to its multi-billion dollar revenue streams, the company is able to offer higher compensation packages in order to attract the best workers from around the world.

"We always wanted people that were at the top of the game," Cleaves said.

Consequently, governments often have a harder time fielding the same salary, but Cleaves said that public entities, instead, create better benefit packages to increase loyalty. More than the private industry, public governments benefit from a steady

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Shawnee grad has key role in Weinstein case

By David Trinko
dtrinko@limanews.com

LOS ANGELES — Paul Thompson wouldn't blame his Shawnee Class of 1999 classmates if they don't remember him.

Still, he'll play a key role in the efforts to put a #MeToo movement figure, film producer Harvey Weinstein, behind bars.

Thompson, 38, works as a deputy district attorney in Los Angeles County. Earlier this year, he was

assigned as the lead prosecutor on Weinstein's charges in Los Angeles. Two women allege Weinstein sexually assaulted them in separate incidents in hotels in Los Angeles and Beverly Hills back in 2013.

"I was surprised," Thompson said by phone last week about being handed such a high-profile case, noting he was just happy to have been put on District Attorney Jackie Lacey's "Hollywood Task

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Damian Dovarganes | AP

From left, Shawnee High School graduate Paul Thompson, a deputy district attorney for Los Angeles County, joins Jackie Lacey, District Attorney for Los Angeles County; Michel Moore, Chief of the Los Angeles Police Department; and Sandra Spagnoli, Chief of Police for Beverly Hills, Calif., during a press conference Jan. 6. Thompson is serving as the lead prosecutor in the Los Angeles case against film producer Harvey Weinstein for allegedly raping a woman and sexually assaulting another in separate incidents over a two-day period in 2013.

OHIO LOTTERY

DAILY (Saturday)
Pick 3: 3-9-2 day, 5-7-4 night
Pick 4: 4-9-4-2 day, 8-7-4-0 night
Pick 5: 7-6-4-9-9 day, 2-3-7-4-3 night
Rolling Cash 5: 14-15-32-34-38

CLASSIC (Saturday): 3-7-9-

19-27-32
KICKER: 857841
Jackpot: \$10.5 million
POWERBALL (Wednesday):
18-43-58-60-68
Powerball: 14

MEGA MILLIONS (Friday):

Power Play: 2
Jackpot: \$100 million
15-48-56-58-70
Mega Ball: 4
Megaplier: 4
Jackpot: \$75 million

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2019 GOVERNMENT PAYROLLS

PUTNAM COUNTY

Rank	Name/Title	Salary
1	Michael A. Borer Probate/Juv Judge	\$147,600
1	Chad C. Niese Municipal Court Judge	147,600
1	Keith H. Schierloh Common Pleas Judge	147,600
4	Gary L. Lammers Prosecutor	126,577
5	Michael D. Boaz Superintendent	97,144
6	Michael L. Lenhart Engineer	94,103
7	Douglas H. Deitering Technician/Mechanic	90,686
8	Brooke M. Cassidy CNP	85,298
9	Greg A. Westrick F/T Sheriff Corporal	80,676
10	Kimberly A. Rieman Health Commissioner	80,278
11	Stacy J. Klass CNP	77,862
12	Derek A. Heitzman Deputy Engineer	74,110
13	Harold B. Nelson Sergeant-Road Patrol	73,510
14	Andrew N. Schroeder Garage Superintendent	73,290
15	Patricia A. Lammers SSA Manager	73,206
16	Harry D. Berger FT Sheriff Road Patrol	72,478
17	Brian S. Siefker Sheriff	72,368
18	Suzanne Wischmeyer Director	72,093
19	Kimberly A. Redman Clerk of Courts	71,918
20	Mark A. Brecht Sheriff Sergeant	71,651
21	Brad A. Brubaker Sheriff Captain/911 Coord.	71,607
22	Randall A. Weller FT Sheriff Road Deputy	71,014
23	Gretchen R. Lammers Nursing Supervisor	70,705
24	Michael A. Schroth Dog Warden	70,547
25	Beth A. Hempfling SSAA	69,745

Rank	Name/Title	Salary
1	Jeffrey A Vance Village Administrator	57,593
2	Robert A Michel Water/Sewer	48,758
3	Sean M Hiler Chief	47,674
4	Lucas K Schroeder Water/Sewer	41,350
5	Shana L Kerns Fiscal Officer/Clerk	39,792
6	Eric B Altstaetter Streets	37,308
7	Jesse Meyer Full Time Police	36,308
8	Russell Lammers Full Time Police	34,150
9	Kimberlee R Smith Water/Sewer Office	18,429
10	Sammy Barnhart Water/Sewer Office	12,405

Rank	Name/Title	Salary
1	Craig Hoffman Water Superintendent	44,810
2	James Gulker Police Chief	42,648
3	Andrew Fortman Assistant Maintenance	42,525
4	Jon Edelbrock Street Superintendent	41,545
5	Rita Schroeder Fiscal Officer	40,995
6	Jennifer Klausing Solicitor	7,200
7	Bernice Hanneman Office Assistant	7,024
8	Alan Gerdeman Mayor	7,000
9	Matt Bockrath Patrol Officer	5,357
10	Trevor Williamson Patrol Officer	1,725

Rank	Name/Title	Salary
1	Tony D Schroeder WWTP Supt., Vacation/Comp	\$63,759
2	Eric P Steingass Water Dist. & Street Dept, Vacation/Comp	63,412
3	Russ E Teders Water Supt., Vacation/Comp	61,314
4	Keith D Schroeder WWTP Dept., Vacation/Comp	60,699
5	Tom W Plassman Street Dept., Vacation/Comp	55,382
6	Justin L Barnhart Village Administrator, Vac/Comp	55,222
7	Leo T Ellerbrock Water & Street Spt., Vac/Comp	54,612
8	Dennis L Cupp Police Chief	49,173
9	Nick E Myers Water Dept.	42,101
10	Joe L Quintero Police Officer, Vacation/Comp	40,389

Rank	Name/Title	Salary
1	John Williams Municipal Director	80,497
2	Russell Bales Wastewater Director	80,055
3	Barbara Hermiller Clerk-Treasurer	74,476
4	Douglas Schroeder Wastewater Director	74,297
5	Richard D. Knowlton Safety Director/Police Chief	73,269
6	Michael Meyer Utilities Operator	60,452
7	Gene Youngpeter Utility Operator	55,032
8	Jeff Heringhaus Utility Operator	52,701
9	Daniel Lehman Public Works Supervisor	51,619
10	Alan Wrasman Utility Operator	50,605

Rank	Name/Title	Salary
1	Marty Burchfield Comman Pleas Judge	\$147,600
1	Kevin H. Taylor Probate Judge	147,600
3	James Stripe Superintendent	137,190
4	Eva Yarger Attorney	126,083
5	Joseph E. Quatman Magistrate	105,164
6	Kyle Jay Wendel Engineer	93,846
7	Stephen Mercer Business Manager	78,042
8	Robert E. Wilhelm Superintendent	72,389
9	Thomas Riggerbach Sheriff	72,099
10	Rick W. McCoy Director	71,883
11	Erin Sellers Director	70,962
12	Kimberly S. Saylor Business Administrator	69,856
13	James Roehm Deputy	66,564
14	Lesley Sowers Social Service Worker 3	66,027
15	Laurie Anne Zeeff Instructor/Supvisor Hmg	65,076
16	Michael Wortman Bridge Tech I	63,733
17	Kory Thatcher Assistant Engineer	63,620
18	Ronald P. Keber Sign/Safety Coordinator	63,246
19	Kyle Fittro Deputy Sheriff	61,176
20	Tina K. Day Habilitation Spec.II-SSA	60,837
21	Brian E. Ellerbrock Detective	60,655
21	Andrew J. Tracey Chief Deputy Corrections	60,655
23	John I. Butler IT Director	60,577
24	Greg L. Gamble Eligibility/Refrl Supr 1	60,528
25	Cheri Kimmel Prof Adult Service SSA	60,370

Rank	Name/Title	Salary
1	Jay Fleming Safety Service	\$90,002
2	Joel Hammond Police Chief	80,867
3	Jon Jones Fire Chief	80,681
4	John Lahmon Capt/Ff/Emt	76,643
5	Craig King Capt/Ff/Para	76,029
6	Nicholas Steyer Lt/Ff/Para	74,862
7	William Carter Ff/Para	69,523
8	Kurt Conn Sergeant	68,027
9	David Cummings Capt/Ff/Para	67,480
10	Brandi Dershem Sergeant	67,434
11	John Hatcher Law Director	66,230
12	Brian Ankney Lt/Ff/Para	65,925
13	Robert Miller Lt/Ff/Para	65,774
14	Nathan Wiechart Ff/Para	65,154
15	James Haggerty Lieutenant	65,052

Source: Area governments provided these salaries in response to a public records request. Some employees listed in this graphic are no longer employed by their respective governments.

ONLY ON LIMA OHIO.COM
Check out more facts and figures from area governments online at LimaOhio.com/governmentsalaries.

Dollars

From page 1A

income due to almost certain revenue, and the stability creates really solid jobs that employees tend to hold for longer. Additionally, incremental wide-ranging annual pay raises throughout a career can turn even low-paying positions into a solid income.

“The public sector is better in that regard. There’s quite more security. You’ll have layoffs and recessions, but you have a pretty good chance of having a long-term job, especially with union contracts,” Cleaves said.

As for a nonprofit businesses — which often function as quasi-governmental entities — revenue comes into the organizations through their services, private donations and, sometimes, public dollars through grants or program allocations.

Linda Hamilton, CEO with the West Ohio Food Bank, explained that nonprofits look to keep their overall administrative and staff costs at a minimum

in order to show to those writing the donation checks that the food bank is a responsible steward of funds.

As a result, nonprofit staffs typically aim to keep administrative costs low. At the West Ohio Food Bank, only 7% of revenues are used for salaries. In comparison, Cleaves said the City of Lima spends roughly 80% of its general fund budget on labor and labor-related costs.

Size and complexity

No matter where an organization ends up getting its funds, they all follow at least one general rule: The larger and more complex the organization, the higher the salaries of its employees.

For governmental entities, the pattern can be seen in federal and state pay rates, which, on average, are higher than local positions. Similarly, cities in major metropolitan areas often have stronger financial muscles to set expanded priorities and hire a wider range of specialized positions.

The same big-to-small rule can be seen when com-

paring local governmental entities, like the City of Lima, with some of the smaller villages and townships in the region. Typically, employees of smaller municipalities in the region look to the city when they start seeking a better pay scale.

One of the reasons behind such compensation differences between large and small companies is due to complexity. Ohio Northern University’s dean of the James F. Dicke College of Business Administration, John Navin, explained how a company’s infrastructure and hierarchy tends to be more complicated and specialized the bigger a business becomes.

For example, not every small business has a person devoted to human resources. Normally, such duties are undertaken by the business owner in the early stages of a business, or an outside consultant is hired.

Those specialized positions increase as a business grows, and while an early focus of small businesses may be securing revenue streams, bigger companies often need to hire marketers, finance experts and

human resource specialists — among others — to maintain profitability and juggle the additional responsibilities that come with managing a larger and larger team of employees.

“With corporations, they hire professional management teams. They bring in people who have specialized in financing,” Navin said.

Similarly for nonprofits, a larger organizational size and revenue stream can allow nonprofits to hire the same management positions, which opens up executives and directors into having more time for a wider approach. Out of the initiatives undertaken by the West Ohio Food Bank, Hamilton said she has been able to set forward-thinking programs and expand the bank’s offerings by not getting stuck fulfilling the day-to-day programming activities.

“If you don’t have the right people in place to ensure that you can grow, then that’s where I think nonprofits struggle to survive,” Hamilton said.

On the local level, the West Ohio Food Bank would qualify as one of the larger standard nonprofits

in the region. Covering 11 counties with annual revenue nearing \$9 million, the staff only numbers 13. Smaller nonprofits, however, have even less flexibility to open up such bandwidth, and many nonprofit employees have to be jacks-of-all-trades as a result, Hamilton said.

Unsurprisingly, nonprofit employees are often paid at lower scales as the markets tend to reward high-demand specialists with higher compensation.

Outside of size, high organizational complexity can also result due to industry sector. A good example, in that aspect, is healthcare, Navin said. The large hospitals in the area often offer some of the best-paying jobs in the region because not only are they employ large workforces, but the bevy of laws and oversight involved in running a hospital can also be very complex. Consequently, executives need to have a working knowledge of many different moving parts to decide which initiatives to undertake to be successful. Such abilities are rare, and the market often rewards such execu-

tives with compensation packages unseen in the public sphere.

Public and private dollars

While making government salaries available offers insight into how local governments are run, the larger picture can be just as illuminating. Simply put, tax dollars aren’t concentrated solely in the budgets of government municipalities.

Private businesses can benefit from tax abatements. Governments provide bonds and financial products to local markets. Nonprofits and contractors receive public dollars through running programs and providing services. State dollars fund large community projects. Some nonprofits function entirely on the taxpayer’s dime. Infrastructure projects are completed after requests from individual companies.

Consequently, almost everyone gets a piece of the government pie, and knowing some of the ins-and-outs of how salaries are set can help explain the why behind the numbers.

Reach Josh Ellerbrock at 567-242-0398.

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