

8. *From the Civil Service Dir. regarding a recommendation for the 2025 proposed seasonal pay scale.



CITY OF LIMA
Sharetta Smith, Mayor

50 Town Square
Lima, Ohio 45801-4900
Phone: 419-228-5462
Fax: 419-221-5199
www.cityhall.lima.oh.us

February 12, 2025

Civil Service Board
c/o Deb Vobbe, Secretary
202 E. High Street, 2nd Floor
Lima, OH 45801

Subject: Approval of the 2025 Proposed Seasonal Pay Scale

Dear Board Members:

I am writing for the Board's approval of the attached 2025 Proposed Seasonal Pay Scale. Changes were submitted to Human Resources by department heads, due to the increase in minimum wage effective January 2025, as well as, the difficulty we have endured to effectively recruit seasonal employment candidates.

Please feel free to contact the Human Resources Department with any questions.

Sincerely,

Della Bradford, Director
Human Resources Dept.

Attachment

cc: PW Director
Utilities Director
City Engineer
HR

Proposed Seasonal Employee Pay Scale for 2025

Years:	1 st		2 nd *		3 rd *	
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Ball Diamond Crew, Utilities						
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Overtime:

Overtime after 40 hours per week or 8 hours per day for all seasonal positions is straight time pay

*All 2nd & 3rd year pay increases are at the discretion of the Department Head – excludes GenNext Youth Site Leader position

Revised January 2025 **State of Ohio Minimum Wage** **\$10.70/Hr.**

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** Added entry– Utilities Department

Jackie R Owens

From: Mayor - Sharetta T. Smith
Sent: Thursday, February 13, 2025 11:03 AM
To: Jackie R Owens
Cc: Della M Bradford
Subject: RE: 2025 Proposed Seasonal Pay Scale

Approved.
Thank you all.

Sharetta Smith, JD / MBA
Mayor



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419-998-5596
sharetta.smith@cityhall.lima.oh.us
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Cc: Della M Bradford <della.bradford@cityhall.lima.oh.us>
Subject: 2025 Proposed Seasonal Pay Scale

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Thank you.

Jacalyn R. Owens
HR Administrator
Department of Human Resources
City of Lima, OH
50 Town Square, 3rd Floor
Lima, OH 45801
Jacalyn.owens@cityhall.lima.oh.us
P: 419-221-5222
F: 419-998-5519

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From: Michael H. Caprella
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Cc: Sara J. Weekley
Subject: FW: 2025 Seasonal Pay Scale Proposed.docx
Attachments: 2025 Seasonal Pay Scale Proposed.docx

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Attachments: Seasonal Pay Changes.docx; 2025 Seasonal Pay Scale Proposed.docx

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If you have any questions feel free to let us know.

Thanks,

Brett M. Roehm
Recreation Supervisor
Lima Parks & Recreation Dept.
900 S. Collett St.
Lima, OH 45804
(419) 221-5195

Proposed 2025 Seasonal Pay Scale

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We are proposing that we increase these hourly wages to the amount listed in black (\$.50 across the board). As we discussed in early 2024, changes would not occur unless minimum wage increased. While minimum wage increased \$.25 for 2025 we found that our 2024 wage was still not competitive enough to secure employees for all of our needed positions.

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FYI— See proposed change from Ian Kohli

From: Ian M. Kohli
Sent: Thursday, January 16, 2025 12:03 PM
To: Jackie R Owens <jacalyn.owens@cityhall.lima.oh.us>; Mayors Staff <admn@cityhall.lima.oh.us>
Cc: Amy L Harpster <amy.harpster@cityhall.lima.oh.us>
Subject: RE: 2025 Proposed Seasonal Pay Scale

Jackie,

I am requesting the following pay scale for Engineering Intern position.

Engineering Intern	15.00	15.50	16.00
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City Engineer
City of Lima, Ohio
419-998-5512

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Just a reminder — I need any proposed changes by tomorrow at 4:00 p.m. Thanks!

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Subject: 2025 Proposed Seasonal Pay Scale

Please find attached the 2025 Proposed Seasonal Pay Scale for Council's approval. Please make any appropriate changes and return to my attention **no later than January 16th 2025**. This item needs to be submitted to the Law Director by Friday, January 17th for the January 27th Council meeting.

Thank you!

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50 Town Square, 3rd Floor
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From: Carmillia E. Zion
Sent: Tuesday, January 21, 2025 1:41 PM
To: Jackie R Owens
Subject: RE: 2025 Proposed Seasonal Pay Scale

Hi Jackie,

Code Enforcement/Neighborhood & Housing	14.50	15.00	15.50
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Director of
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50 Town Square
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