MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into by and between the City of Peru (the "City") and the Illinois FOP Labor Council, Lodge No. 137 (the "Union").

WHEREAS, the City and the Union are parties to a collective bargaining agreement which is effective through April 30, 2024 (the "Contract"); and

WHEREAS, Section 13.1 of the Contract contains negotiated salaries for all positions included in the bargaining unit and covered by the Contract; and

WHEREAS, the City has determined in its discretion that, due to the current state of the economy and other factors, the salaries set forth in the Contract have become non-competitive require adjustment; and

WHEREAS, the City desires to fairly compensate its employees and to continue to be able to attract and retain qualified individuals for City employment; and

WHEREAS, the City has determined in its discretion that it is in the best interests of the City and its residents, businesses, and employees to increase the annual salaries provided for in the Contract effective May 1, 2023, as set forth herein;

NOW, THEREFORE, the City and the Union agree as follows:

1.   The Whereas clauses set forth above are incorporated herein as substantive provisions of this Agreement.

2.   All annual salaries set forth in Section 13.1 of the Contract for the year starting May 1, 2023 shall be increased by 4%. Accordingly, the salaries starting May 1, 2023 shall be as follows:

	May 1, 2023
During Cadet/Training	$61,954.88
When Assigned Solo Patrol	$64,284.48
After Completion of Two Years	$67,499.12
After Completion of Five Years	$72,856.16
After Completion of Ten Years	$78,213.20
After Completion of Fifteen Years	$81,426.80
After Completion of Twenty Years	$85,712.64

3.   All provisions of the Contract not expressly modified herein shall remain in full force and effect and are not modified in any way by this Agreement.

CITY OF PERU

By: _____

Its: Mayor

Date: 04-24-23

ILLINOIS FOP LABOR COUNCIL, LODGE 137

By: _____

Its: Field Representative

Date: April 21, 2023.