

## MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into by and between the City of Peru (the "City") and the IBEW, Local 51 (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**, Article X of the Contract contains negotiated wage rates 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 wage rates 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 also determined in its discretion that the wage rate for the position of Maintenance Mechanic, Computer Relay Technician requires an additional adjustment, as reflected herein;

**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 wage rates 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 wage rates set forth in Article X of the Contract for the year starting May 1, 2023 shall be increased by 4%. In addition, the wage rate for the position of Maintenance Mechanic, Computer Relay Technician shall be further increased to \$40.00 per hour. Accordingly, the wage rates starting May 1, 2023 shall be as follows:

JOB TITLE	HOURLY WAGE 5/1/2023
General Foreman	54.46
Crew Foreman Electric Distribution	52.00
Journeyman Lineman**	49.54
Lineman Apprentice 4 <sup>th</sup> Yr*	47.01
Lineman Apprentice 3 <sup>rd</sup> Yr*	44.97
Lineman Apprentice 2 <sup>nd</sup> Yr*	42.94

Lineman Apprentice 1 <sup>st</sup> Yr*	40.89
Working Foreman of Maintenance & Generation	51.66
Maintenance Mechanic, Computer Relay Technician	40.00
Operator Maintenance	32.53

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

IBEW LOCAL 51

By: 

Its: Business Manager

Date: 4/24/23