

**MEMORANDUM OF AGREEMENT**

This Memorandum of Agreement is entered into by and between the City of Peru (the "City") and the Peru Professional Firefighters Local 4751 (the "Union").

**WHEREAS**, the City and the Union are parties to a collective bargaining agreement which is effective through April 30, 2025 (the "Contract"); and

**WHEREAS**, Section 14.1 of the Contract contains negotiated base 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 base 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. The base salary set forth in Section 14.1 of the Contract for the year starting May 1, 2023 shall be increased by 4%, to \$62,524.02.
3. The base salary set forth in Section 14.1 of the Contract for the year starting May 1, 2024 shall be the new 2023 salary (\$62,524.02) increased by the previously negotiated percentage increase (2%), which equals \$63,774.50.
4. 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.

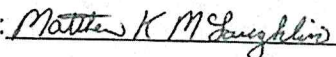
CITY OF PERU

By:  \_\_\_\_\_

Its: Mayor \_\_\_\_\_

Date: 04-24-23 \_\_\_\_\_

IAFF LOCAL 4751

By:  \_\_\_\_\_

Its: President \_\_\_\_\_

Date: April 20, 2023 \_\_\_\_\_