

ORDINANCE NO. 6537

AN ORDINANCE FIXING WAGES FOR FULL-TIME, SWORN POLICE DEPARTMENT EMPLOYEES OF THE CITY OF PERU, ILLINOIS, THAT ARE NOT PART OF A COLLECTIVE BARGAINING AGREEMENT, COMMENCING MAY 1, 2021 AND ENDING APRIL 30, 2024

WHEREAS, on April 27, 2020, the City Council of the City of Peru, an Illinois home rule municipal corporation, (hereinafter “City”) duly passed and adopted Ordinance No. 6471 entitled “An Ordinance Fixing Wages for Employees of the City of Peru, Illinois” (hereinafter “Wage Ordinance”); and

WHEREAS, the City Council of the City concurs that beginning in fiscal year 2022 there shall be a separate wage ordinance for full-time, sworn police employees that are not part of a collective bargaining unit.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF PERU, LASALLE COUNTY, ILLINOIS, A HOME RULE MUNICIPALITY, AS FOLLOWS:

AMENDMENT: The Wage Ordinance shall be, and is hereby amended to read in its entirety as follows:

SECTION 1: WAGE RATES. Effective May 1, 2021, the wage rates for the full-time, sworn, police employees of the City shall be reflected on the attached Exhibit A which is made a part hereof.

SECTION 2: PAID HOLIDAYS. The following shall be paid holidays for full-time, sworn police employees:

New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, and Christmas Day When any such holiday falls on a Sunday, the Monday next following shall be held and considered such holiday. Sworn, hourly personnel within the Police Department shall follow the same holiday protocol as defined in the FOP collective bargaining agreement.

SECTION 3: PERSONAL DAYS. All full-time, sworn, police employees shall be granted three (3) personal days each year on an employee's anniversary date and must be used within one (1) year of their granting. Employees wishing to use in hourly increments may have up to 24 hours. Unused personal days or remaining hours may not be accumulated or carried over from one year to the next.

SECTION 4: VACATIONS. Full-time, sworn, police employees of the City shall be entitled to vacation leave with pay as follow:

<u>Full Years of Continuous Service</u>	<u>Vacation</u>
1 year	40 hours
2 years	80 hours
7 years	120 hours
12 years	160 hours
20 years	200 hours

SECTION 5: LEAVE OF ABSENCE. In the event of a death in the immediate family, full-time, sworn police employees shall be granted up to three (3) consecutive scheduled workdays with pay as funeral leave if the employee attends the funeral. Immediate family is defined as the employee's spouse, children (including stepchildren), mother, father, sister, brother, mother-in-law, or father-in-law. Full-time, sworn, police employees shall be granted up to two (2)

consecutive scheduled workdays for the death of an employee's grandparent, aunt, uncle, niece, nephew, brother-in-law, or sister-in-law, provided the employee attends the funeral.

SECTION 6: SICK LEAVE. Full-time, sworn police employees shall accrue eight (8) hours of sick leave per month. The maximum sick leave accumulation shall not exceed 1200 hours. Eligible employees who have attained at least 50 years of age; are immediately eligible to retire with an Illinois Downstate Police Pension, retire in good standing with the City, and provide not less than 60 days advance written notice of their retirement can, upon retirement, buy back 100% of the employee's accrued sick leave days for the purpose of offsetting the cost of continued health insurance coverage provided by the City. The City shall pay the monthly health insurance premium on behalf of the retired employee until the amount in the sick leave bank is exhausted. Any employee who retires and does not choose to participate in the City's health insurance plan shall receive 50% of their accrued sick leave upon retirement in a lump sum.

Sick leave shall be for the benefit of employees suffering from sickness or accident and shall not be used for any personal absences, physician appointments, or any other personal use. Sick leave shall be monitored by the Police Chief and any full-time, sworn, police employee found abusing sick leave benefits shall be subject to disciplinary action, including dismissal. Any employee contracting or incurring any non-service connected sickness or disability shall receive sick leave with pay as set forth in this section. In accordance with the "Employee Sick Leave Act" that went into effect January 1, 2017, the use of sick leave may now be extended to family members, as set forth in the "Employee Sick Leave Act" on the same terms to which an employee is allowed to use sick leave. The amount of sick leave hours to be used for a family member's sickness or disability shall not exceed 48 hours in a calendar year. An employee must supply a

doctor's certificate as required and in all events a doctor's certificate shall be supplied for three or more consecutive days of sick leave.

SECTION 7: COMPUTATION OF VACATION PAY. The Finance Department of the City in computing vacation pay for retiring personnel or for personnel leaving the employment of the City of Peru shall be as follows:

1. Any person retiring or terminating employment with the City of Peru shall be paid pro-rated vacation pay.
2. In all other respects, the Police Chief shall comply with Section 7.1, "Vacation Leave" of the City of Peru Employee Manual, as amended.

SECTION 8: ADDITIONAL BENEFITS.


1. The normal work period for sworn, hourly personnel shall be eighty (80) hours. The normal workdays shall be either eight (8) hours, ten (10) hours, or twelve (12) hours as assigned by the Chief of Police. Sworn, hourly personnel assigned to an eight (8) hour day may take a 30-minute paid lunch period each day and may take a 45-minute paid lunch period each day when assigned to a 10 or 12-hour day, subject to emergency work duties. Sworn, hourly personnel shall receive time and one-half overtime pay for all hours in excess of their scheduled work shift during the pay period. In computing overtime pay, hours shall include all hours actually worked, time off pursuant to compensatory time off scheduling, holidays, vacations and paid sick leave. Sworn, hourly personnel shall also receive a shift premium when working second or third shift hours at the applicable rates as defined in the FOP collective bargaining agreement.
2. Full-time employees shall be allowed to participate in the group health insurance plan offered by the City. Employees shall contribute twenty percent (20%) of the insurance premium for the health insurance plan elected by an employee (single or family). The City's cost of said health insurance plan coverage for each employee shall be determined for each bi-weekly pay period and the employee's contribution to said cost shall be directly deducted from each employee's paycheck.
3. \$3,500 annual health insurance waiver incentive to employees that terminated their health insurance coverage for the first time. \$2,500 annual health insurance waiver incentive to employees that remain off the health insurance in subsequent years and newly hired full-time employees. Payments are made over 26 pay periods.

4. Full-time employees shall be allowed to participate in the group dental coverage. Each employee electing dental coverage shall contribute fifty percent (50%) of the cost of said dental coverage each bi-weekly pay period, which contribution shall be directly deducted from each employee's paycheck.

SECTION 11: EFFECTIVE DATE. That this ordinance shall take effect May 1, 2021.

PRESENTED, PASSED, AND ADOPTED at a regular meeting of the City Council of the City of Peru, Illinois, by an aye and nay roll call vote, with 8 voting aye, 0 voting nay, 0 absent, and Mayor Harl not voting , which meeting was held on the 15 day of February , A.D. 2021.

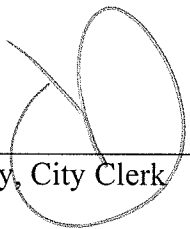
APPROVED: February 15, 2021


 Scott J. Harl, Mayor



(CORPORATE SEAL)

ATTEST:


 David Bartley, City Clerk

<u>Aldermen</u>	<u>Aye</u>	<u>Nay</u>	<u>Absent</u>
Ferrari	X		
Waldorf	X		
Lukosus	X		
Radtke	X		
Sapienza	X		
Payton	X		
Ballard	X		
Buffo	X		

WAGE ORDINANCE FISCAL YEAR 2022

Exhibit A

	Year 5/1/21 - 4/30/22	Year 5/1/22 - 4/30/23	Year 5/1/23 - 4/30/24
Police Command Staff (Rates are per Year)			
Chief (with 5 or more years of service in rank)	\$125,000.00	\$126,250.00	\$128,775.00
Deputy Chief	\$111,000.00	\$112,110.00	\$114,352.20
Patrol/Detective Commanders	\$103,000.00	\$104,030.00	\$106,110.60
* Entry Level Chief (with less than 5 years of service in rank)	\$115,000.00	\$116,150.00	\$118,473.00
* Lieutenant	\$109,000.00	\$110,090.00	\$112,291.80
Uniform Allowance for Chief, Deputy Chief, Lieutenant, and Commanders, shall be pursuant to a Quarter Master System with the City directly paying for all such approved uniforms purchased with the maximum allowance per employee set in the amount of:			
*Rate per Year	\$750.00	\$750.00	\$750.00
reduced by any uniform payments heretofore directly made to employee this fiscal year, with a maximum \$200.00 carry-over to the following year.			
The aforesaid members of the Police Department shall also receive Section 8 Additional Benefits 2, 3, and 4.			
Patrol Sergeants	\$88,000.00	\$88,880.00	\$90,657.60
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