



City of Peru

David R. Bartley
City Clerk



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AGENDA

SPECIAL MEETING

WEDNESDAY, DECEMBER 27, 2023

4:00 P.M.

ROLL CALL

PUBLIC COMMENT

ORDINANCES/RESOLUTIONS

AN ORDINANCE AMENDING AND ADOPTING THE CITY OF PERU EMPLOYEE MANUAL

*AN AMENDED ORDINANCE FIXING WAGES FOR EMPLOYEES OF THE CITY OF PERU, ILLINOIS
COMMENCING MAY 1, 2023 AND ENDING APRIL 30, 2024*

AN ORDINANCE AFFIRMING PAID LEAVE POLICIES FOR EMPLOYEES OF THE CITY OF PERU

PUBLIC COMMENT

CLOSED SESSION

ADJOURNMENT

ORDINANCE NO. _____

AN ORDINANCE AMENDING AND ADOPTING THE CITY OF
PERU EMPLOYEE MANUAL

WHEREAS, the City Council of the City of Peru, an Illinois home rule municipal corporation (hereinafter, “City”), had previously adopted and maintained in effect a personnel manual entitled: “City of Peru Employee Manual” (hereinafter, “Manual”); and

WHEREAS, the Mayor and City Council of the City find and determine that certain amendments to the Manual are necessary in order to address new laws and to otherwise bring the Manual into compliance with City practices.

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

SECTION 1: Recitals. The foregoing recitals shall be and are hereby incorporated as findings of fact as if said recitals were fully set forth herein.

SECTION 2: Adoption of Amended City of Peru Employee Manual. The City Council hereby approves and adopts the amended Manual dated December 27, 2023, a copy of which shall be attached to this Ordinance and shall supersede and replace all prior versions and iterations thereof.

SECTION 3: Effective Date. This Ordinance shall be effective immediately from and after its passage and approval as provided by law.

PRESENTED, PASSED, AND ADOPTED at a special meeting of the City Council of the City of Peru, Illinois, by an aye and nay roll call vote, with _____ voting aye, _____ voting nay, _____ absent, and Mayor Kolowski _____ voting _____, which meeting was held on the 27th day of December, 2023.

APPROVED: December 27, 2023

Ken Kolowski, Mayor

(CORPORATE SEAL)

ATTEST:

David R. Bartley
City Clerk

<u>Aldermen</u>	<u>Aye</u>	<u>Nay</u>	<u>Absent</u>
Ballard			
Tieman			
Payton			
Edgcomb			
O’Sadnick			
Sapienza			
Lukosus			
Moreno			

ORDINANCE NO. _____

**AN AMENDED ORDINANCE FIXING WAGES FOR EMPLOYEES OF THE
CITY OF PERU, ILLINOIS COMMENCING MAY 1, 2023 AND ENDING
APRIL 30, 2024**

WHEREAS, on April 24, 2023, the City Council of the City of Peru, an Illinois home rule municipal corporation (hereinafter, “City”), duly passed and adopted Ordinance No. 6752, entitled: “An Ordinance Fixing Wages for Employees of the City of Peru, Illinois Commencing May 1, 2023 and Ending April 30, 2024” (“Wage Ordinance”); and

WHEREAS, on July 31, 2023, the City Council duly passed and adopted Ordinance No. 6785, which amended the Wage Ordinance as it relates to compensation for the position of Electric Operations Manager; and

WHEREAS, the City Council finds and determines that the Wage Ordinance contains provisions which are duplicative, unnecessary and/or conflicting to those contained in the City of Peru Employee Manual, and that it is necessary to clarify and amend the Wage Ordinance to, among other things, provide for the new position of Evidence Custodian.

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

SECTION 1: Recitals. The City Council finds as fact the recitals contained in the preamble to this Ordinance and incorporates them herein by reference.

SECTION 2: Wage Ordinance Amendment. The Wage Ordinance shall be and is hereby amended as provided in this Amended Ordinance.

SECTION 3: Wage Rates. The minimum and maximum wage rates and/or salaries for employees of the City of Peru for the period commencing May 1, 2023, and ending April 30, 2024, shall be and are hereby established as set forth on “Exhibit A,” attached hereto and made a part hereof.

SECTION 4: Benefits. The provisions found in Sections 2-8 of the Wage Ordinance relating to paid holidays, personal days, vacations, leave of absence, sick leave, computation of vacation pay, and additional benefits which conflict with the provisions of the City of Peru Employee Manual dated December 27, 2023, shall be and are hereby repealed to the extent of such conflict.

SECTION 5: Effective Date. This Amended Ordinance shall be effective immediately from and after its passage and approval as provided by law.

PRESENTED, PASSED, AND ADOPTED at a special meeting of the City Council of the City of Peru, Illinois, by an aye and nay roll call vote, with _____ voting aye, _____ voting nay, _____ absent, and Mayor Kolowski _____ voting _____, which meeting was held on the 27th day of December, 2023.

APPROVED: December 27, 2023

Ken Kolowski, Mayor

(CORPORATE SEAL)

ATTEST:

David R. Bartley
City Clerk

<u>Aldermen</u>	<u>Aye</u>	<u>Nay</u>	<u>Absent</u>
Ballard			
Tieman			
Payton			
Edgcomb			
O'Sadnick			
Sapienza			
Lukosus			
Moreno			

WAGE ORDINANCE FISCAL YEAR 2024

Exhibit A

DEPARTMENT	Year 5/1/2023 - 4/30/2024
<p>Human Resources Department:</p> <p>Director of Human Resources Human Resources Manager</p> <p>Human Resources Assistant Part-time Human Resources Assistant</p> <p>Director of Human Resources and Human Resources Manager shall also receive Section 8 Additional Benefits 2, 3, and 4 as hereinafter provided, except no benefits shall apply to part-time employees.</p>	<p>*Rates are Per Year \$100,000.00 \$66,950.00</p> <p>*Rates are Per Hour \$23.50-\$30.00 \$16.00-\$19.00</p>
<p>Finance Department:</p> <p>Director of Finance Finance Officer</p> <p>Senior Accountant Staff Accountant Part-time Staff Accountant</p> <p>Director of Finance, Finance Officer, and Accountants shall also receive Section 8 Additional Benefits 2, 3, and 4 as hereinafter provided, except no benefits shall apply to part-time employees.</p>	<p>*Rates are Per Year \$104,295.59 \$100,000.00</p> <p>*Rates are Per Hour \$28.00-\$42.00 \$26.00-\$35.18 \$26.00-\$35.18</p>
<p>City Clerk's Office:</p> <p>Deputy City Clerk Utility Billing Clerk (TIER 2) Part-time Meter Reader/Office Assistant Part-time Meter Reader</p> <p>City Clerk's Office Employees shall also receive Section 8 Additional Benefits 2, 3, and 4 as hereinafter provided, except no benefits shall apply to part-time employees.</p>	<p>*Rates are Per Hour \$23.50-\$30.00 \$23.50-\$30.00 \$16.00-\$19.00</p> <p>Per Separate Compensation Agreement</p>
<p>Legal Department:</p> <p>Corporation Counsel</p> <p>Corporation Counsel shall also receive Section 8 Additional Benefits 2, 3, and 4 as</p>	<p>*Rate is Per Year \$156,000.00</p>

WAGE ORDINANCE FISCAL YEAR 2024

Exhibit A

DEPARTMENT	Year 5/1/2023 - 4/30/2024
hereinafter provided.	
Public Services Department: Public Services Manager Electric Operations Manager	*Rate is Per Year \$109,560.94 \$135,000.00
Public Services Manager and Electric Operations Manager shall also receive Section 8 Additional Benefits 2, 3, and 4 as hereinafter provided.	
Administrative Assistant Office Assistant Part-Time Receptionist	\$23.50-\$30.00 \$23.50-\$30.00 \$16.00-\$19.00
Public Services Administrative Assistant and Office Assistant shall also receive Section 8 Additional Benefits 2, 3, and 4 as hereinafter provided. except no benefits shall apply to part-time employees.	
Part-Time Seasonal Splash Pad Operations Manager	\$8,525.74
Part-Time Seasonal Crew Leader (3) Part-Time Seasonal Labor Part-Time Summer Labor Part-Time Summer Splash Pad Attendant Part-Time Seasonal Leaf Vac Labor	*Rates are Per Hour \$5.00 above minimum wage \$3.00 above minimum wage \$2.00 above minimum wage \$2.00 above minimum wage \$16.00
Engineering & Zoning Department: Director of Engineering & Zoning City Engineer Engineering Technician Building & Zoning Inspector Zoning Office Administrator Administrative Assistant Office Assistant	*Rates are Per Year \$171,600.00 \$66,950.00 *Rates are Per Hour \$28.00-\$42.00 \$28.00-\$42.00 \$26.00-\$35.00 \$23.50-\$30.00 \$23.50-\$30.00
Director of Engineering & Zoning, City Engineer, Engineering Technician, Building & Zoning Inspector, Zoning Office Administrator, and Administrative Assistant shall also receive Section 8 Additional Benefits 2, 3, and 4 as hereinafter provided, except no benefits shall apply to part-time employees.	

**MIN WAGE
SCHED**
 \$13/HR 2023
 \$14/HR 2024
 \$15/HR 2025

WAGE ORDINANCE FISCAL YEAR 2024

Exhibit A

DEPARTMENT	Year 5/1/2023 - 4/30/2024
Police Department:	*Rate is Per Year
Additional annual compensation for Detectives	\$1,019.02
Part-time Sworn Police Officer in Training	*Rates are Per Hour \$21.01
Part-time Sworn Police Officer (Solo Patrol)	* Same hourly wage as FT sworn officer pursuant to FOP agreement compensation schedule.
Community Service Officer	*Rates are Per Hour \$26.00-\$35.18
Evidence Custodian	\$26.00-\$35.18
Records Clerk / Administrative Assistant	\$26.00-\$35.18
Public Safety Telecommunicator/Records Clerk	\$23.50-\$30.00
Part-time Office Clerk	\$16.00-\$19.00
Custodian	\$16.00-\$19.00
Uniform Allowance for PT Sworn Police Officer and Community Service Officer 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
reduced by any uniform payments heretofore directly made to employee this fiscal year, with a maximum \$200.00 carry-over to the following year.	
Uniform Allowance for the Administrative Assistant and Telecommunicator/Records Clerk shall be pursuant to a Quarter Master System with the City directly paying for all such approval uniform purchases with the maximum allowance per employee set in the amount of:	
*Rate per year	\$363.00
The aforesaid members of the Police Department shall also receive Section 8 Additional Benefits 1, 2, 3, and 4 as hereinafter provided, except no benefits shall apply to part-time employees.	
Crossing Guards:	\$24.39

WAGE ORDINANCE FISCAL YEAR 2024

Exhibit A

DEPARTMENT	Year 5/1/2023 - 4/30/2024
No benefits shall apply to Crossing Guards.	
Fire Department:	*Rates are Per Year
Fire Chief	\$17,949.66
Fire Marshall	
Safety Officer	
Deputy Fire Chief	\$2,367.20
No other benefits shall be paid or allowed to the Fire Chief and Deputy Fire Chief.	
	*Rates are Per Call
Paid On Call Firefighters Certified	\$44.00
Paid On Call Firefighters Non-Certified	\$34.00
	*Rate is Per Hour
Special Event/Training/Detail Pay	\$16.72
Additional \$15.00 per hour for any fire call that lasts more than two hours.	
Notwithstanding the foregoing, Paid on Call Firefighters shall be paid the MABAS established rate for MABAS callouts, hazardous material spills, and for statewide callouts by the Illinois Management Agency.	
ESDA:	*Rates are Per Month
Co-Director (Police)	\$207.45
Co-Director (Fire)	\$207.45
No other benefits shall be paid or allowed to the ESDA Co-Directors.	
Recreation Department:	*Rates are Per Year
Recreation Director/Special Events Coordinator	\$57,952.77
Recreation Manager	\$11,826.82
Recreation Director/Special Events Coordinator shall also receive Section 8 Additional Benefits 2, 3 and 4 as hereinafter provided, except no benefits shall apply to part-time employees.	
Information Technology Department	*Rate is Per Year
Director of Information Technology	\$115,000.00

WAGE ORDINANCE FISCAL YEAR 2024

Exhibit A

DEPARTMENT	Year 5/1/2023 - 4/30/2024
Help Desk Technician	*Rates are Per Hour \$26.00-\$35.18
Director of Information Technology and Help Desk Technicians shall also receive Section 8 Additional Benefits 2, 3, and 4 as hereinafter provided, except no benefits shall apply to part-time employees.	

ORDINANCE NO. _____

**AN ORDINANCE AFFIRMING PAID LEAVE POLICIES FOR
EMPLOYEES OF THE CITY OF PERU**

WHEREAS, the Illinois Municipal Code, 65 ILCS 5/1-2-1, provides that the corporate authorities of each municipality may pass all ordinances and make all rules and regulations proper or necessary, to carry into effect the powers granted to municipalities, with such fines or penalties as may be deemed proper; and

WHEREAS, the City of Peru, Illinois (“City”) is a home rule unit of government pursuant to Article VII, Section 6(a) of the Illinois Constitution and, pursuant to the provisions of said Section 6 of Article VII, may exercise any power or perform any function pertaining to its government and affairs; and

WHEREAS, on or about March 12, 2023, Governor JB Pritzker signed into law the Paid Leave for All Workers Act (820 ILCS 192/1 *et seq.*) (the “Act”); and

WHEREAS, the State of Illinois did not make the necessary appropriations or include statutory language exempting the Act from the Illinois State Mandates Act (30 ILCS 805/1 *et seq.*); and

WHEREAS, the Act does not include any express limitation on the City’s home rule authority as required by Article VII, Section 6 of the Illinois Constitution; and

WHEREAS, effective January 1, 2024, the Act requires an employer to provide certain paid leave to their employees, unless the employer is subject to an existing municipal or county ordinance that requires the employer to provide any form of paid leave to their employees; and

WHEREAS, the General Assembly incorporated language into Section 15(p) of the Act, 820 ILCS 192/15(p), which expressly provides that “[t]he provisions of this Act shall not apply to any employer that is covered by a municipal or county ordinance that is in effect on the effective date of this Act that requires employers to give any form of paid leave to their employees, including paid sick leave or paid leave;” and

WHEREAS, Section 15(n) of the Act further provides that “[n]othing in this Act shall be deemed to affect the validity or change the terms of bona fide collective bargaining agreements in effect on January 1, 2024. After that date, requirements of this Act may be waived in a bona fide collective bargaining agreement, but only if the waiver is set forth explicitly in such agreement in clear and unambiguous terms;” and

WHEREAS, the City recognizes the importance of paid leave and currently provides reasonable paid leave benefits to its employees; and

WHEREAS, the City has determined that applying the Act to its own employees will negatively impact the City and place an undue financial and operational burden on the City's ability to provide uninterrupted services to its residents; and

WHEREAS, the City currently provides reasonable paid leave benefits to its employees; and

WHEREAS, the City finds that it is in the best interests of the City to clearly define the paid leave benefits that City employees shall receive, and that it is in the best interest of public health, safety and welfare to opt out of the Act.

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

SECTION 1: Recitals. The foregoing recitals shall be and are hereby incorporated as findings of fact as if said recitals were fully set forth herein.

SECTION 2: Affirmation and Adoption of Paid Leave Policies.

A. Pursuant to its home rule authority and the express provisions of the Act, including Sections 15(p) and 15(n) of the Act, the City hereby affirms and adopts its current Paid Leave Policies, as detailed in Article VII of the City's Employee Manual (the "Paid Leave Policies"), which may be amended from time to time in compliance with law, as the required paid leave benefits for its employees, except as otherwise provided in a currently-existing collective bargaining agreement to which the City is a party.

B. Pursuant to Section 15(p) of the Act, the City expressly affirms that the provisions of the Act shall not apply to the City's employees. This Ordinance governs and supersedes all provisions of the Act impacting the employment relationship between the City of Peru and its employees.

C. Pursuant to Section 15(n) of the Act, the City hereby affirms the paid leave benefits included in the respective and currently existing collective bargaining agreements to which the City is a party. Nothing in the Act or in this Ordinance shall be deemed to affect the validity or change the terms of the currently existing collective bargaining agreements. To the extent the terms of any collective bargaining agreement conflict with the City's Paid Leave Policies, the terms of the collective bargaining agreement shall prevail.

D. No additional obligations with regard to mandatory paid leave, including without limitation, any obligations adopted under the Act by the State of Illinois, shall apply to the City in its capacity as an employer, except those required by federal or State of Illinois laws and regulations preempting the City's home rule authority.

SECTION 3: Repeal of Conflicting Provisions. All ordinances, resolutions, and policies or parts thereof, in conflict with the provisions of this Ordinance are, to the extent of the conflict, expressly repealed on the effective date of this Ordinance.

SECTION 4: Severability. If any provision of this Ordinance or application thereof to any person or circumstance is ruled unconstitutional or otherwise invalid, such invalidity shall not affect other provisions or applications of this Ordinance that can be given effect without the invalid application or provision, and each invalid provision or invalid application of this Ordinance is severable.

SECTION 5: Effective Date. This Ordinance shall be effective immediately from and after its passage and approval as provided by law.

PRESENTED, PASSED, AND ADOPTED at a special meeting of the City Council of the City of Peru, Illinois, by an aye and nay roll call vote, with _____ voting aye, _____ voting nay, _____ absent, and Mayor Kolowski _____ voting _____, which meeting was held on the 27th day of December, 2023.

APPROVED: December 27, 2023

Ken Kolowski, Mayor

(CORPORATE SEAL)

ATTEST:

David R. Bartley
City Clerk

<u>Aldermen</u>	<u>Aye</u>	<u>Nay</u>	<u>Absent</u>
Ballard			
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