

ORDINANCE NO. 6942

AN ORDINANCE FIXING WAGES FOR EMPLOYEES OF THE CITY OF PERU, ILLINOIS COMMENCING APRIL 27, 2025 AND ENDING APRIL 25, 2026

WHEREAS, the Finance Committee of the City of Peru, an Illinois home rule municipal corporation (“City”), has recommended revision in the wage rate schedule for employees of the City; and

WHEREAS, the City Council of the City concurs, for fiscal year 2026, to adjust City employee wages in accordance with Exhibit A.

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

SECTION 1: WAGE RATES. Effective April 27, 2025, wage rates for employees of the City shall be as shown on Exhibit A, attached hereto and made apart hereof.

SECTION 2: BENEFITS.

1. 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. The employee’s contribution shall be deducted from the employee’s paycheck on a semi-monthly basis.
2. \$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 newly hired employees and employees that remain off the health insurance in subsequent years. Payments are made over 26 pay periods.
3. Full-time employees shall be allowed to participate in the group dental insurance plan offered by the City. Employees shall contribute fifty percent (50%) of the insurance premium. The employee’s contribution shall be deducted from the employee’s paycheck on a semi-monthly basis.
4. All other terms and conditions of employment are governed by the applicable collective bargaining agreement or the current version of the employee manual.

SECTION 3: DEPARTMENT HEAD DETERMINES RATES. Notwithstanding anything in this Ordinance to the contrary, with approval of the Finance Committee, each Department Head has the right to determine the hourly rate for each employee in the Department within the assigned minimum and maximum rates.

While adhering to the parameters listed below, Department Heads will have the sole discretion of wage adjustments for new employees within their first 36 months of employment.

Year 1: 0% - 6% increase

Year 2: 0% - 6% increase

Year 3: 0% - 6% increase

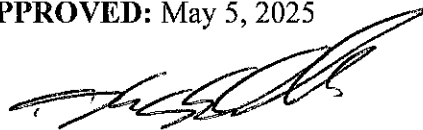
Employees can never exceed the maximum rate within the listed range for given position. All wage adjustments must be supported with a completed performance appraisal.

SECTION 4: COLLECTIVE BARGAINING AGREEMENTS. Any employee covered by a collective bargaining agreement approved by the City Council shall be compensated according to that agreement.

SECTION 5: EFFECTIVE DATE. That this ordinance shall take effect immediately upon passage and approval.

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 Kolowski not voting , which meeting was held on the 5th day of May, A.D. 2025.

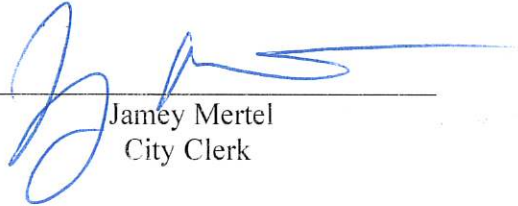
APPROVED: May 5, 2025



Ken Kolowski, Mayor

(CORPORATE SEAL)

ATTEST:



Jamey Mertel
City Clerk



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

WAGE ORDINANCE FISCAL YEAR 2026

Exhibit A

DEPARTMENT	FISCAL YEAR 2026
<p>Human Resources Department: Director of Human Resources</p> <p>Human Resources Assistant</p> <p>Director of Human Resources and Human Resources Assistant shall also receive Section 2 Benefits as hereinafter provided.</p>	<p>*Rates are Per Year \$107,120.00</p> <p>*Rates are Per Hour \$25.25-\$32.14</p>
<p>Finance Department: Director of Finance</p> <p>Senior Accountant Staff Accountant Part-time Staff Accountant</p> <p>Director of Finance, Finance Officer, and Accountants shall also receive Section 2 Benefits as hereinafter provided, except no benefits shall apply to part-time employees.</p>	<p>*Rates are Per Year \$117,500.00</p> <p>*Rates are Per Hour \$30.00-\$45.00 \$27.85-\$37.69 \$27.85-\$37.69</p>
<p>City Clerk's Office: Deputy City Clerk Utility Billing Clerk Office Assistant Part-time Meter Reader</p> <p>City Clerk's Office Employees shall also receive Section 2 Benefits as hereinafter provided, except no benefits shall apply to part-time employees.</p>	<p>*Rates are Per Hour \$25.25-\$32.14 \$25.25-\$32.14 \$20.35-\$25.25</p> <p>Per Separate Compensation Agreement</p>
<p>Legal Department: Corporation Counsel</p> <p>Corporation Counsel shall also receive Section 2 Benefits as hereinafter provided.</p>	<p>*Rate is Per Year \$167,107.20</p>
<p>Public Services Department: Public Services Manager Electric Operations Manager</p> <p>Public Services Manager and Electric Operations Manager shall also receive Section 2 Benefits as hereinafter provided.</p>	<p>*Rate is Per Year \$117,361.68 \$164,800.00</p>

WAGE ORDINANCE FISCAL YEAR 2026

Exhibit A

DEPARTMENT	FISCAL YEAR 2026
Administrative Assistant	\$25.25-\$32.14
Office Assistant	\$25.25-\$32.14
Part-Time Receptionist	\$20.35-\$25.25
<p>Public Services Administrative Assistant and Office Assistant shall also receive Section 2 Benefits as hereinafter provided. Except no benefits shall apply to part-time employees.</p>	
Part-Time Seasonal Splash Pad Operations Manager	\$9,132.77
	*Rates are Per Hour
Part-Time Seasonal Crew Leader (3)	\$5.00 above minimum wage
Part-Time Seasonal Labor	\$3.00 above minimum wage
Part-Time Summer Labor	\$2.00 above minimum wage
Part-Time Summer Splash Pad Attendant	\$2.00 above minimum wage
Part-Time Seasonal Leaf Vac Labor	\$17.00
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Engineering & Zoning Department:	*Rates are Per Year
Director of Engineering & Zoning	\$183,817.92
City Engineer	\$71,716.84
	*Rates are Per Hour
Engineering Technician	\$29.99-\$44.99
Building & Zoning Inspector	\$29.99-\$44.99
Zoning Office Administrator	\$27.85-\$37.69
Administrative Assistant	\$25.25-\$32.14
Office Assistant	\$25.25-\$32.14
<p>Director of Engineering & Zoning, City Engineer, Engineering Technician, Building & Zoning Inspector, Zoning Office Administrator, and Administrative Assistant shall also receive Section 2 Benefits as hereinafter provided, except no benefits shall apply to part-time employees.</p>	
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Police Department:	*Rates are Per Hour
Community Service Officer	\$27.85-\$37.69
Evidence Custodian	\$27.85-\$37.69
Records Clerk / Administrative Assistant	\$27.85-\$37.69
Public Safety Telecommunicator/Records Clerk	\$25.25-\$32.14
Part-time Office Clerk	\$20.35-\$25.25
Custodian	\$17.00-\$20.35

2025 MIN WAGE \$15/HR

WAGE ORDINANCE FISCAL YEAR 2026

Exhibit A

DEPARTMENT	FISCAL YEAR 2026
<p>Uniform Allowance for the Community Service Officer, Evidence Custodian, Administrative Assistant/Records Clerk 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:</p>	
<p align="center">*Rate per year</p>	<p align="right">\$363.00</p>
<p>The aforesaid members of the Police Department shall also receive Section 2 Benefits as hereinafter provided, except no benefits shall apply to part-time employees.</p>	
<p align="center">Crossing Guards:</p> <p>No benefits shall apply to Crossing Guards.</p>	<p align="right">\$26.13</p>
<p>Fire Department:</p> <p>Fire Chief Fire Marshall Safety Officer Deputy Fire Chief</p> <p>No other benefits shall be paid or allowed to the Fire Chief and Deputy Fire Chief.</p> <p>Paid On Call Firefighters Certified Paid On Call Firefighters Non-Certified</p> <p>Special Event/Training/Detail Pay</p> <p>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.</p>	<p>*Rates are Per Year \$19,227.68</p> <p>\$2,535.75</p> <p>*Rates are Per Call \$47.13 \$37.13</p> <p>*Rate is Per Hour \$17.91</p>
<p>ESDA:</p> <p>Co-Director (Police) Co-Director (Fire)</p> <p>No other benefits shall be paid or allowed to the ESDA Co-Directors.</p>	<p>*Rates are Per Month \$222.22 \$222.22</p>

WAGE ORDINANCE FISCAL YEAR 2026

Exhibit A

DEPARTMENT	FISCAL YEAR 2026
<p>Recreation Department:</p> <p>Recreation Director/Special Events Coordinator</p> <p>Recreation Manager</p> <p>Recreation Director/Special Events Coordinator shall also receive Section 2 Benefits as hereinaftre provided, except no benefits shall apply to part-time employees.</p>	<p>*Rates are Per Year</p> <p>\$72,800.00</p> <p>\$12,668.89</p>
<p>Information Technology Department</p> <p>Director of Information Technology</p> <p>Help Desk Technician</p> <p>Director of Information Technology and Help Desk Technicians shall also receive Section 2 Benefits as hereinafter provided, except no benefits shall apply to part-time employees.</p>	<p>*Rate is Per Year</p> <p>\$123,188.00</p> <p>*Rates are Per Hour</p> <p>\$27.85-\$37.69</p>
<p>Elected Officials</p> <p>Mayor and Liquor Commissioner</p> <p>Full Time City Clerk</p> <p>City Treasurer</p> <p>Alderman</p> <p>Mayor/Liquor Commissioner, City Clerk, and City Treasurer shall be paid in bi-weekly installments.</p> <p>Aldermen shall be paid in monthly installments.</p> <p>Full Time City Clerk shall receive Section 2 Benefits as hereinafter provided. No benefits shall apply to Mayor/Liquor Commissioner, City Treasurer, or Aldermen.</p>	<p>*Rates are Per Year</p> <p>\$31,600.00</p> <p>\$58,140.40</p> <p>\$5,800.00</p> <p>\$4,940.00</p>