

**ILLINOIS PREVAILING WAGE RATES
PURSUANT TO THE ILLINOIS FINANCE PROCUREMENT CODE**

SECURITY GUARDS

Effective September 1, 2022

through August 31, 2023

Jurisdiction: **That area of Chicago bounded by** Roosevelt Road on the South, Lake Michigan on the East, Racine Street on the West, and North Avenue on the North.

<u>Wages:</u>	Security	\$19.08/hour
	Control Room	\$19.50/hour
	Lead Officer	\$21.45/hour

Health and Welfare

Effective **September 1, 2022** employer shall contribute \$5.33 per hour up to \$923.87 per month on behalf of each employee who is on active payroll.

Employers' contributions shall be prorated for those months in which employees begin working, cease their employment and/or remain on medical or personal leaves of absence for periods in excess of following schedule: under one year seniority, no leave; one year to three years' seniority, six months' leave; three years' to five years' seniority, nine months' leave; after five years' seniority, one year leave. For this purpose, "regular full-time employee" shall be one who is normally scheduled to work 120 or more hours within a calendar month. Paid vacations, holidays and funeral leave shall be treated as time worked for this calculation.

Pension: Employers shall contribute \$52.00 per week for each employee who is regularly scheduled to work thirty (30) or more hours per week and who actually works at least 50% of the employee's scheduled workweek. In the event such employee does not work at least 50% of the employee's scheduled workweek and for employees not scheduled to work thirty

hours, the employer shall make contributions at the rate of \$1.30 per hour for all hours actually worked.

These wage rates are required to be paid under the Illinois Procurement Code 30 ILCS. Retroactive reimbursement is required if less than the prevailing wage was paid at any time.

Pension fund payments shall be continued for eligible employees when said employees are on medical leave of absence because of illness or disability, substantiated by medical approval, upon the following schedule: under one year seniority, no leave; one year to three years' seniority, six months' leave; three years to five years' seniority, nine months' leave; after five years' seniority, one year leave; personal leave of absence up to a period of ninety (90) days.

Vacation:

- 1 year worked - annual vacation of 1 week with pay.
- 2 yrs. worked - annual vacation of 2 weeks with pay.
- 6 yrs. worked - annual vacation of 2 weeks and 1 days pay.
- 7 yrs. worked - annual vacation of 2 weeks and 2 days pay.
- 8 yrs. worked - annual vacation of 2 weeks and 3 days pay.
- 9 yrs. worked - annual vacation of 2 weeks and 4 days pay.
- 10 yrs. worked - annual vacation of 3 weeks with pay.
- 18 yrs. worked - annual vacation of 4 weeks with pay.
- 25 yrs. Worked – annual vacation of 5 weeks with pay.

Holidays & Sick Days

Subject to reasonable terms and conditions, the following days, or the days on which they are legally observed, shall be observed as holidays for all regular employees who have completed their ninety (90) day probationary periods:

New Year's Day	Veterans Day
Dr. Martin Luther King Day	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Fourth of July	Christmas Day
Labor Day	Juneteenth

In addition, following completion of their probationary periods regular security employees covered by this Agreement shall receive four (4) personal holidays during each anniversary year of their employment on days mutually acceptable to them and their employers. Personal days may be used for sick time as long as an employee notifies their Employer in accordance with the Employer's policies.

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September 1, 2022 through August 31, 2023

SECURITY GUARDS

Jurisdiction: **The Counties of DuPage, Lake, Will, Kane, and Cook** excluding employees in commercial office buildings in the area of Chicago bounded by Roosevelt Road on the South, Lake Michigan on the East, Racine Street on the West, and North Avenue on the North.

Wages:

Unarmed	\$19.08*
Armed	\$19.88*

All employees specified in Section 1 who receive wages over the amounts specified in this agreement shall receive a 6% raise above their current rate.

Sergeants, Lieutenants, Captains, Dispatchers and other supervisory personnel shall receive an additional payment per hour in addition to the minimum hourly wage above.

Sergeants	\$.20*
Lieutenants	.25*
Captains, Dispatchers	
Other Supervisory Personnel	.30*

*Employees who perform production work, clerical work, or any other duty above and beyond those performed as part of the guards normal duties shall receive twenty-five cents (\$.25) per hour in additional.

Health and Welfare:

Full-time employees: \$520.54 per month

Pension:

\$.55 per hour on behalf of each employee

Vacation:

1 year of service	5 days
2 years of service	10 days
8 years of service	15 days
12 years of service	20 days
20 years of service	25 days

Employees who work less than one year receive prorated vacation
Employees who work less than eighteen hundred (1800) hours during

their anniversary year shall receive vacation prorated on the ratio of actual hours worked during the anniversary year to eighteen hundred (1800) hours.

Holidays & Sick Days

Subject to reasonable terms and conditions, the following days, or the days on which they are legally observed, shall be observed as holidays for all regular employees who have completed their ninety (90) day probationary periods:

New Year's Day	Veterans Day
Dr. Martin Luther King Day	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Juneteenth	Christmas Day
Fourth of July	
Labor Day	

Employees whoa have completed two (2) years of continuous service or more shall be entitled one (1) personal day with pay.

Sick time:	One year	5 days
	Three years	6 days
	Five years	12 days

These wage rates, fringe benefits and working conditions are determined by the Illinois Department of Labor to be conditions prevalent in the State of Illinois and shall be the minimum requirements for security guards under the Illinois Procurement Code. Retroactive reimbursement is required if less than the prevailing wage was paid at any time. For additional information, please call IDOL at 815-721-4661.

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Effective September 1, 2022

SECURITY GUARDS

Jurisdiction: **State of Illinois** excluding Cook, DuPage, Lake and Will County.

Wages: Unarmed \$18.76
Armed \$19.56

Lincoln Liberty Museum only:
Armed Officer \$28.13
Unarmed Officer \$21.78

Sergeants, Lieutenants, Captains, Dispatchers and other supervisory personnel shall receive an additional payment per hour in addition to the minimum hourly wage above.

Sergeants \$0.20*
Lieutenants \$0.25*
Captains, Dispatchers
Other Supervisory Personnel \$0.30*

*Employees who perform production work, clerical work, or any other duty above and beyond those performed as part of the guard's normal duties shall receive twenty-five cents (\$0.25) per hour in addition to their appropriate hourly rate.

Health and Welfare:

Employees working outside the Chicagoland five county area shall be eligible to take the Employers Health Insurance Plan. For full time Employees the Employer agrees to contribute 80% of the single monthly premium provided that the employee elects in writing, on a Health Care Election form, to pay the remainder of the premium for the single plan through payroll deductions. The Employer agrees to contribute 50% of the single monthly premium to part-time employees provided that the employee elects in writing, on a Health Care Election Form, to pay the remainder of the premium for the single plan through payroll deductions.

Full time employees \$965.00 per month
Part-time employees: \$965.00 per month

New employees become eligible upon the completion of 60 days of Employment.

(Part time employees are those who work six (6) hours or more but less than 30 hours per week.)

Sick Days: Employees shall receive no less than five (5) paid sick days per year of employment.

Pension/401 K: The Employer shall contribute \$0.55 per hour to a pension or 401K plan on behalf of each employee.

Vacation: 40 hours vacation with pay after 1 year of service
 80 hours vacation with pay after 2 years of service
 120 hours vacation with pay after 8 years of service
 160 hours vacation with pay after 12 years of service
 200 hours vacation with pay after 20 years of service

Employees who work less than 1 year receive prorated vacation.

Employees who work less than eighteen hundred (1,800) hours during their anniversary shall receive vacation prorated based on the ratio of actual hours worked during the anniversary year to 1800 hours.

Holidays & Sick Days

Subject to reasonable terms and conditions, the following days, or the days on which they are legally observed, shall be observed as holidays for all regular employees who have completed their ninety (90) day probationary periods:

New Year's Day	Veterans Day
Dr. Martin Luther King Day	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Fourth of July	Christmas Day
Labor Day	Juneteenth

Employees who have completed two (2) years of continuous service or more shall be entitled to one (1) personal day with pay

Sick Pay

One year of service	5 days
Three (3) years of service	6 days
Five years of service	12 days

These wage rates, fringe benefits and working conditions are determined by the Illinois Department of Labor to be conditions prevalent in the State of Illinois and shall be the minimum requirements for Security Guards under the Illinois Procurement Code. Retroactive reimbursement is required if less than the prevailing wage was paid at any time. For additional information please call IDOL at 815-721-4661.