

**ILLINOIS PREVAILING WAGE RATES**  
**PURSUANT TO THE ILLINOIS FINANCE PROCUREMENT CODE**  
**Effective September 1, 2023**

**SECURITY GUARDS**

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

Wages: Unarmed \$19.79

Armed \$20.63

Lincoln Liberty Museum only:

Armed Officer \$29.68

Unarmed Officer \$22.98

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 09/01/23-12/31/23 \$985.00 per month

01/01/24-08/31/24 \$1,029.00 per month

Part-time employees:09/01/23-12/31/23 \$985.00 per month

01/01/23-08/31/24 \$1,029.00 per month

This single monthly coverage is payable by the employer only for full-time employees who elect in writing to pay 20% of the total premium and 50% as to part-time employees. Alternately, the

Employer may offer health insurance plans to covered employees that are the same as are offered to employees generally in the covered area.

Pension/401K :4

After reaching the 90<sup>th</sup> day of employment, the Employer shall Contribute \$0.60 per hour to a pension or 401K plan on behalf of each employee.

New employees become eligible upon the completion of 90 days of Employment.

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:

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.