

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

SECURITY GUARDS

Effective September 1, 2024

through August 31, 2025

Jurisdiction: **State of IL offices in that area of Chicago bounded by 18th Street on the South, Lake Michigan on the East, Ashland Avenue on the West, and North Avenue on the North.**

<u>Wages:</u>	Security	\$21.03/hour
	Control Room	\$21.50/hour
	Lead Officer	\$23.66/hour

Health and Welfare

Employer shall contribute \$932.53 per month on behalf of each full-time Employee who is on active payroll. For Employees below 30 hours per Week, Employer shall contribute \$5.38 per hour.

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 employee shall make contributions at the rate of \$1.30 per

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.

per hour for all hours actually worked.

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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