

IDOL Posting Date: August 15, 2018

Effective September 1, 2018 subject to revision as needed.

SECURITY GUARDS

Jurisdiction: **The Counties of DuPage, Lake, Will, and Cook, IL and Lake County, IN, but 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 \$16.40
 Armed \$17.15

Employees who are above these rates shall receive a \$2.00/hour 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 \$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:

Full-time and part-time employees who work in the aforesaid counties shall have the opportunity to participate in the health plan(s) offered by the Employer to non-union employees working in said counties, on the same basis and with same employee contributions as offered to non-union employees.

Pension/401K:

After the 90th day of employment, the Employer shall contribute

\$0.30 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 year shall receive vacation prorated based on the ratio of actual hours worked during the anniversary year to eighteen hundred (1,800) hours.