

IDOL Posting Date: August____, 2020

Effective September 1, 2020, subject to revision as needed

SECURITY GUARDS

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

Wages: Unarmed \$17.20
Armed \$17.95

Lincoln Library Museum certain positions only:

Unarmed \$20.05*
Armed \$26.04

Employees who are above these rates shall receive a \$0.50/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 (total premium):

Full-time employees: \$879 per month (\$923 as of 1/1/21)
Part-time employees: \$879 per month (\$923 as of 1/1/21)

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.

New employees may become eligible upon the completion of 90 days of employment.

(Part time employees are those who work six (6) hours or more but less than 32 hours per week.)

Pension/401K:

After reaching the 90th day of employment, the Employer shall contribute \$0.40 per hour to a pension or 401K plan on behalf of each employee.

Vacation:

- 40 hour's vacation with pay after 1 year of service
- 80 hour's vacation with pay after 2 years of service
- 120 hour's vacation with pay after 8 years of service
- 160 hour's vacation with pay after 12 years of service
- 200 hour's 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.

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 | |

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

Sick Pay:

Subject to reasonable terms and conditions, employees shall be entitled to paid sick days according to the following schedule:

<u>YEARS OF CONTINUOUS SERVICE</u>	<u>MAXIMUM AMOUNT OF SICK LEAVE EARNED</u>
One (1) year	5 Days
Three (3) years	6 Days
Five (5) years	12 Days