

ILLINOIS PREVAILING WAGE RATES
PURSUANT TO THE ILLINOIS FINANCE PROCUREMENT CODE
September 1, 2021

SECURITY GUARDS

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

Wages: Unarmed \$17.70
Armed \$18.45

Lincoln Liberty Museum only:
Armed Officer \$26.54
Unarmed Officer \$20.55

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 \$923.00 per month
Part-time employees: \$923.00 per month

New employees 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 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 \$0.45 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 | |

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.

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.