

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

September 1, 2025 through August 31, 2026

SECURITY GUARDS

Jurisdiction:    **The Counties of DuPage, Lake, Will, Kane, and Cook** 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.

|               |         |          |
|---------------|---------|----------|
| <u>Wages:</u> | Unarmed | \$22.74* |
|               | Armed   | \$24.70* |

Employees who are above these rates shall receive a  
a \$1.70 per 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             | \$ .20* |
| Lieutenants           | .25*    |
| Captains, Dispatchers |         |
| Other Supervisory     |         |
| Personnel             | .30*    |

\*Employees who perform production work, clerical work, or any other duty  
above and beyond those performed as part of the guards normal duties shall  
receive twenty-five cents (\$.25) per hour  
in additional.

Health and Welfare:

Until 12/31/2025, Employer shall contribute \$654.51 per month for  
Covered full-time and part-time employees, provided that this single  
Monthly coverage is payable by the employer only for full-time  
Employees who elect in writing to pay \$75 per month towards the Health  
& Welfare premium.

New employees may become eligible upon 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 90<sup>th</sup> day of employment, the Employer shall  
Contribute \$0.70 per hour to pension or 401k plan on behalf of each

employee.

|                  |                     |         |
|------------------|---------------------|---------|
| <u>Vacation:</u> | 1 year of service   | 5 days  |
|                  | 2 years of service  | 10 days |
|                  | 8 years of service  | 15 days |
|                  | 12 years of service | 20 days |
|                  | 20 years of service | 25 days |

Employees who work less than one year receive prorated vacation  
Employees who work less than eighteen hundred (1800) hours during  
their anniversary year shall receive vacation prorated on the ratio  
of actual hours worked during the anniversary year to eighteen hundred  
(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 |
| Juneteenth                 | Christmas Day          |
| Fourth of July             |                        |
| Labor Day                  |                        |

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

All employees shall have two (2) "short notice" paid personal days. Employees using such days shall be paid in order to be paid. As long as the appropriate notice is given, the Employer shall not issue discipline or any attendance plan point accrual.

|           |             |         |
|-----------|-------------|---------|
| Sick pay: | One year    | 5 days  |
|           | Three years | 6 days  |
|           | Five years  | 12 days |

**Employer will also hire police officers were required at attached rates.**

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.

