

ILLINOIS PREVAILING WAGE RATES
PURSUANT TO THE ILLINOIS FINANCE PROCUREMENT CODE
Effective September 1, 2025

SECURITY GUARDS

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

Wages: Unarmed \$22.38

Armed \$24.70

Lincoln Liberty Museum certain positions only:

Armed Assistant Supervisor: \$25.06

Armed Supervisor \$32.31

Unarmed Officer \$22.38*

Employees who are above these rates shall receive a \$1.70/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 employees 09/01/25 \$781.00 per month

Part-time employees:09/01/25 \$781.00 per month

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 \$0.70 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:

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

When the State of Illinois recognizes a holiday on any other day than the actual date of the Holiday, that shall be the Holiday for the purposes of this Article.

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

All employees shall have two (2) "short notice" paid personal days. Employees using such days shall be required to give forty-eight (48) hours' notice in order to be paid. As long as the appropriate notice is given, the Employer shall not issue discipline or any attendance plan accrual.

Sick Pay

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

One year of service	5 days
Three (3) years of service	6 days
Five years of service	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.