

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

September 1, 2024 through August 31, 2025

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	\$21.04*
	Armed	\$21.91*

Employees who are above these rates shall receive a a 4.5% 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 12/31/2023, Employer shall contribute \$606.03 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. As of 01/01/24, Employer shall contribute \$561.14 plus no greater than 8% 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 \$100 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 \$0.60 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 two (2) years of continuous service or more shall be entitled one (1) personal day with pay.

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

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.