

July 1, 2016

## Security Guards

**Jurisdiction:** The Counties of DuPage, Lake, Will and Cook excluding employees Working at 36 South Wabash and/or 33 S. State Street and state Owned locations within the in commercial office buildings in the area bounded by Roosevelt Road on the South, Lake Michigan on the East, Racing Avenue on the West and North Avenue on the North.

**Wages:**

Unarmed	\$14.40
Armed	\$15.15
Sergeants:	20 cents per hour in addition to minimum hourly wage above
Lieutenants:	25 cents per hour in addition to minimum hourly wage above
Captains:	30 cents per hour in addition to minimum hourly wage above
Dispatchers:	30 cents per hour in addition to minimum hourly wage Above
Other Supervisory Personnel	30 cents per hour in addition to minimum hourly wage
Employees who are above minimum rates:	15 cents per hour above Their current rate

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 addition to the minimum hourly rate.

### Health and Welfare:

Full-time employees: Effective November 1, 2016 - \$750.00 per month

Part-time employees: Effective November 1, 2016 - \$750.00 per Month

The single monthly coverage is payable by the employer only for full-time employees who elect in writing to pay 25% of the single monthly premium and for part-time employees who elect in writing to pay 33% of the single monthly premium.

New employees become eligible upon the completion of 180 days of employment.

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

### Pension

The employer shall contribute 25 cents per hour to a 401 (k) plan on behalf of each employee upon completion of one-year of employment of such 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 with less than one year of service receive prorated Vacation.

Employees who work less than 1800 hours during their anniversary shall receive prorated on the ration of actual hours worked during the anniversary year to eighteen hundred (1800) hours.