



BUILDING FOR SUCCESS

***Illinois Tollway Fringe Benefits and LCPtracker
Reporting***



**Presented by Illinois Tollway Contract Compliance
January 26, 2026**



Please remain muted for the duration of the webinar

Questions can be submitted via the chat box and will be answered during the Q&A portion



HOUSEKEEPING RULES

Presented on January 26, 2026

WELCOME AND INTRODUCTIONS

Illinois Tollway Fringe Benefits and LCPtracker
Reporting: Illinois Tollway Contract
Compliance

Presented by: Illinois Tollway Senior Contract Compliance
Analysts Michelle Gross and Tamela Reed-McClinton.

A wide-angle photograph of a bridge under construction. In the foreground, a worker wearing a grey hard hat and a high-visibility vest with orange and yellow stripes stands on a rebar grid. In the background, another worker in a green high-visibility vest and yellow boots uses a long-handled tool to spread concrete on the deck. A large red steel truss structure is visible on the right, and a tall concrete pillar with cables is in the center. The sky is blue with some clouds.

ILLINOIS TOLLWAY

Contract Compliance

LCPtracker Fringe Contributions

January 26, 2026

Contract Compliance

The Illinois Tollway Contract Compliance Team is responsible for monitoring all compliance requirements applicable to the Tollway's Disadvantaged Business Enterprise (DBE) Program, Business Enterprise Program (BEP), Veteran Business Program (VBP), Equal Employment Opportunity Program (EEO), the State of Illinois Prevailing Wage and the Employment of Public Workers on Public Works requirements on Tollway awarded and administered contracts.



TRAINING OVERVIEW

What is the Prevailing Wage Act

Defining Fringe Contributions

What are different types of Fringe Contributions

Apprenticeship Fringe Contribution Update

Prevailing Wage Announcements & Reminders





Labor Compliance Program Tracker

It is a cloud-based software that helps contractors and government agencies ensure that contractors are complying with prevailing wage guidelines and labor laws.



***Prevailing Wage**

***EEO**

***EMPLOYMENT OF PUBLIC WORKERS ON PUBLIC WORKS**



820 ILCS 130/0.01

Prevailing Wage Act

(820 ILCS 130/1) (from Ch. 48, par. 39s-1)

Sec. 1. It is the policy of the State of Illinois that a wage of no less than the general prevailing hourly rate as paid for work of a similar character in the locality in which the work is performed, shall be paid to all laborers, workers and mechanics employed by or on behalf of any and all public bodies engaged in public works.

(Source: P.A. 83-443.)

What is the Prevailing Wage Act

The Prevailing Wage Act governs the wages that a contractor or subcontractor is required to pay all laborers, workers and mechanics who perform work on public works projects.

The Act also sets forth the record keeping requirements for a contractor or subcontractor and sets forth the obligations of municipalities and other public bodies to notify in writing all contractors and subcontractors regarding the Prevailing Wage Act when bidding and awarding contracts.

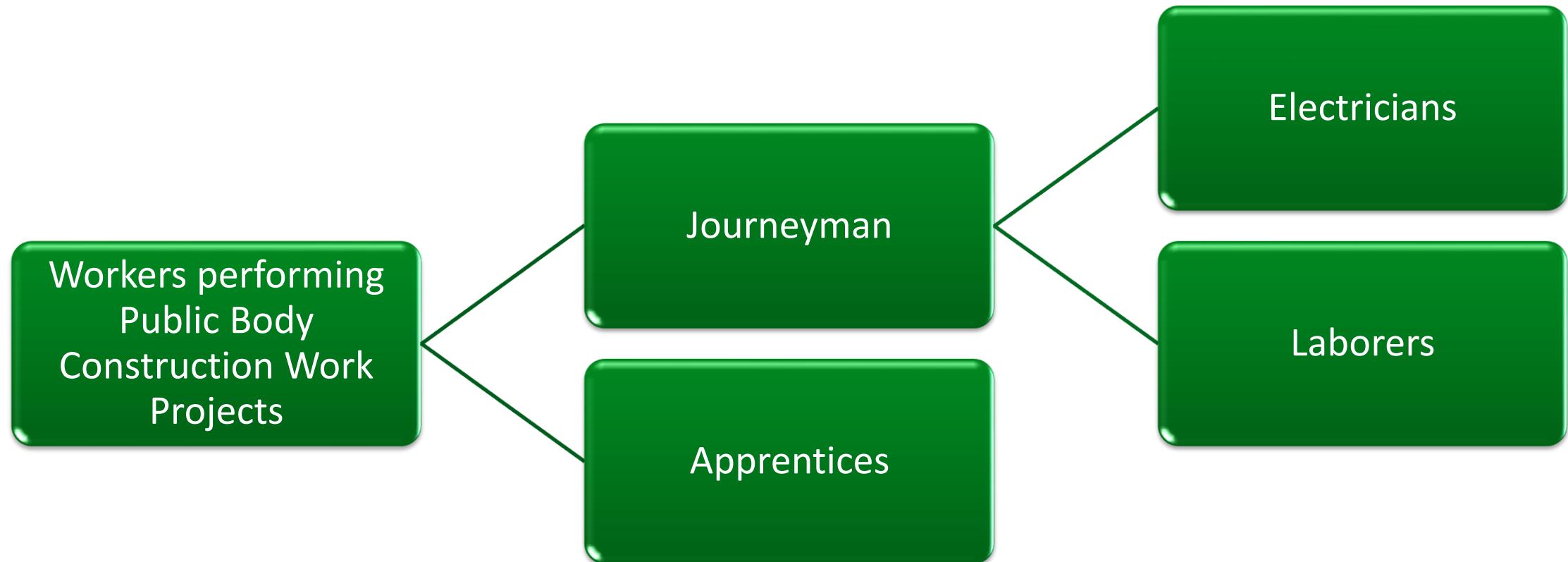


Prevailing Wage Laws

- **Prevailing wage laws mandate contractors to pay a minimum wage that includes a base rate and fringe benefit rate.**
- **The prevailing wage rate comprises of two components: the hourly basic rate and the fringe benefit rate.**



Who does the Illinois Prevailing Wage Act Apply To?



Define Fringe Contributions

- **Prevailing wage fringes are additional benefits provided to employees working on government-funded projects, on top of their base hourly wage.**
- **These benefits are part of the overall prevailing wage rate and can include health insurance, retirement plans, training, vacation, holiday pay and other non-wage compensation which count towards the total prevailing wage package on public works projects.**
- **Contractors fringe contributions can be paid through a union, cash or both to meet the total hourly rate requirement.**



Define Fringe Contributions Cont'd

- ✓ **Fringe Contributions: Must be a direct benefit to the worker**
- ✓ **Base Hourly Rate + Fringe contributions = Total Obligation**
- ✓ **Fringe Contributions: Health/Welfare + Pension + Vacation + Training + Other Insurance***

**Other Insurance (typically represents a bona fide fringe benefit) must be a cost to the employer and benefit to the worker.*



Direct Vs Indirect Fringe Benefit

- Fringe benefits must ultimately benefit from the employee (example health insurance, retirement, paid leave, pension etc).
- Contractors can offer benefits or pay the employee in cash equivalent to the required value of fringe contributions.
- Employee's who Opt Out of the union benefits must be paid (IN LIEU OF FRINGES) reported in LCPtracker.

NOTE: All Contributions paid by the Union may not apply towards Fringe Contributions



Types of Direct Contributions

Retirement Plan

Vision

Dental

Sick Leave

Pension

Vacation

Training

Health/Welfare

Annuity Fund



Indirect Contributions Examples



Political Action Committee (PAC)



Industry Advancement Fund



Ironworker Management Progressive Action Cooperative Trust Fund (IMPACT)



Construction Industry Service Corp (CISC)



International Training Fund



Chicagoland Construction Safety Council (CCSC)

CERTIFIED PAYROLL ENTRIES



Apprentices

Approval Required - Contact ISTHA's
Contract Compliance Team



Wage Determination

Check Illinois Department of Labor
website for up-to-date Prevailing
Wages Rates



Trade Classification

All Work must be classified and paid
correctly according to the County in which
the work Is being Performed



Prevailing Wages

Apprentice Fringe Contribution Update



Apprenticeship Fringe Contributions

Apprentices on Illinois Prevailing Wage projects must receive the same fringe benefits as journeymen.



Prevailing Wage Announcements & Reminders

Certified Payroll Reporting - IDOL/LCPtracker

Certified Payroll – Due on the 15th of every month

Apprentice Fringe Contributions Update

Questions Regarding Prevailing Wages Rates – [Contact IDOL](#)



REQUIREMENTS

- ISTHA's Construction Contracts are subject to the Illinois Prevailing Wage Act, 820 ILCS 130/01 et seq. ("the Act").
- Illinois Department of Labor publishes the prevailing wage rates on its website <https://www.illinois.gov/idol/Laws-Rules/CONMED/Pages/Rates.aspx>. The Illinois Department of Labor revises the prevailing wage rates and the contractor/subcontractor has an obligation to check the Illinois Department of Labor's website for revisions to prevailing wage rates.
- All contractors and subcontractors rendering construction work must comply with all requirements of the Act including but not limited to all wage requirements, notice, and record keeping duties.
- Vendor is responsible for contacting the Illinois Department of Labor to ensure understanding of prevailing wage requirements at 217-782-6206 or (<http://www.state.il.us/agency/idol/index.htm>).

REQUIREMENTS – CONT'D

- Tollway's LCPtracker payroll reporting and monitoring system requires weekly reporting of certified payroll. Failure to submit weekly payrolls through the LCPtracker system will cause a delay in the payment of the contractor's pay estimates.
- Contractors must respond within 48 hours of receiving a penalty form ISTHA's Contract Compliance Team.
- Penalty Reports must be resolved within 7 – 14 calendar days.
- ISTHA's Contract Compliance Team will permit edit to update certified payroll information upon receipt of support documentation.
- Contractors and subcontracts must report certified payroll to IDOL by accessing the Certified Transcript of Payroll Portal: <https://labor.illinois.gov/laws-rules/conmed/certifiedtranscriptofpayroll.html>



CONTRACT COMPLIANCE - CONTACT

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QUESTIONS

DIVERSITY AND STRATEGIC DEVELOPMENT

PROGRAMS

- Business assistance
- Mentoring and training
- Construction industry training and hiring opportunities

INITIATIVES

- Virtual outreach sessions
- Training webinars
- Contracting opportunity emails

REGISTER FOR TOLLWAY DIVERSITY ALERTS!

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The screenshot shows a website header with the Illinois Tollway logo and navigation links for 'MENU', 'Doing Business', 'Diversity', and 'Diversity Overview'. The main title 'Diversity And Strategic Development' is displayed in large, bold, dark text. Below the title is a paragraph about the department's role in increasing economic opportunities. A video player is shown at the bottom, featuring a collage of diverse individuals and the Illinois Tollway logo.

The Illinois Tollway Department of Diversity and Strategic Development is a driving force for increasing economic opportunities in the diverse communities we serve.

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SOCIAL MEDIA



THANK YOU 