



# **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.

Presented on January 26, 2026

A construction site featuring a large red steel truss structure under construction. In the foreground, two workers in safety gear are visible. One worker on the left is wearing a grey jacket, orange safety vest, and white boots, standing on a grid of steel rebar. Another worker on the right is wearing a bright green safety vest and yellow boots, holding a long wooden pole. The ground is covered in gravel and concrete. The background shows more of the steel structure and a clear blue sky 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

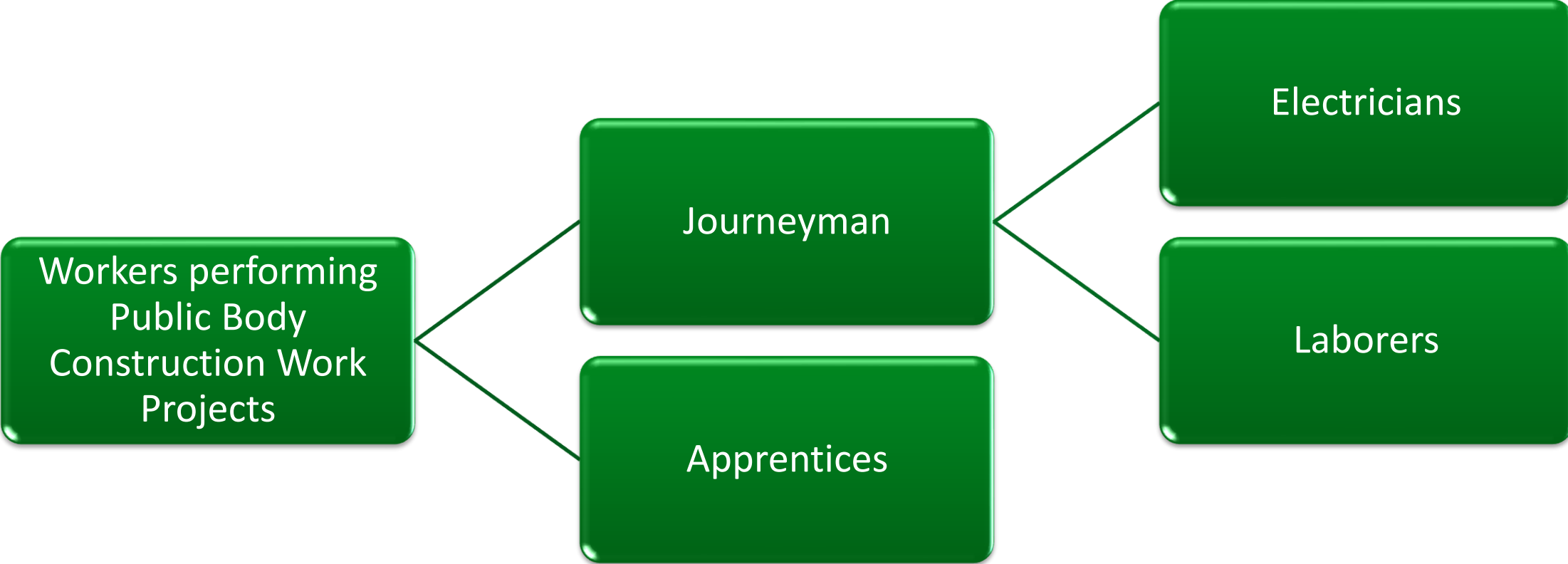
The Prevailing Wage Act governs the wages that a contractor or subcontractor is required to pay all laborers, workers and mechanics who perform work on public works projects.

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

<b>Retirement Plan</b>	<b>Vision</b>	<b>Dental</b>
<b>Sick Leave</b>	<b>Pension</b>	<b>Vacation</b>
<b>Training</b>	<b>Health/Welfare</b>	<b>Annuity Fund</b>



# 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

**PREVAILING WAGE RATES**

English

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Conciliation and Mediation Division

Historical Prevailing Wage Rates

2025

- [Current Rates - December 15, 2025](#)
- [Rates - Effective November 4, 2025](#)
- [Rates - Effective September 15, 2025](#)
- [Rates - Effective August 15, 2025](#)
- [Rates - Effective July 15, 2025](#)
- [Rates - Effective May 19, 2025](#)
- [Rates - Effective April 15, 2025](#)
- [Rates - Effective March 3, 2025](#)
- [Rates - Effective January 15, 2025](#)

- [2025 Food Service Rates](#)
- [2025 Janitorial Service Rates](#)
- [2025 Security Rates](#)

Illinois Prevailing Wage Current Prevailing Wage Rates effective 12/15/2025

Illinois Prevailing Previous Prevailing Wage Rates prior to 11/04/2025

## Apprentice Fringe Contribution Update

U.S. DEPARTMENT OF LABOR - OFFICE OF APPRENTICESHIP  
APPRENTICESHIP CERTIFICATION

Company Name

The following individuals are apprentices registered with the U.S. Department of Labor, Office of Apprenticeship, under the sponsorship of program CHICAGO REGIONAL COUNCIL OF CARPENTERS APPR & TRG 1

Union Information

Apprentice ID	SSN	Apprentice Name	Occupation	Date Apprenticeship Began	Date Cancelled	Date Completed
IL-XXXXXX	***-**-XXXX	Employee Name	FORM BUILDER (Covered by IAW 102944LY v.1) Hybrid	8/16/2019		

Certified by the U.S. Department of Labor  
Date Issued: 3/4/2020

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 15<sup>th</sup> of every month

Apprentice Fringe Contributions Update

Questions Regarding Prevailing Wages Rates – Contact IDOL

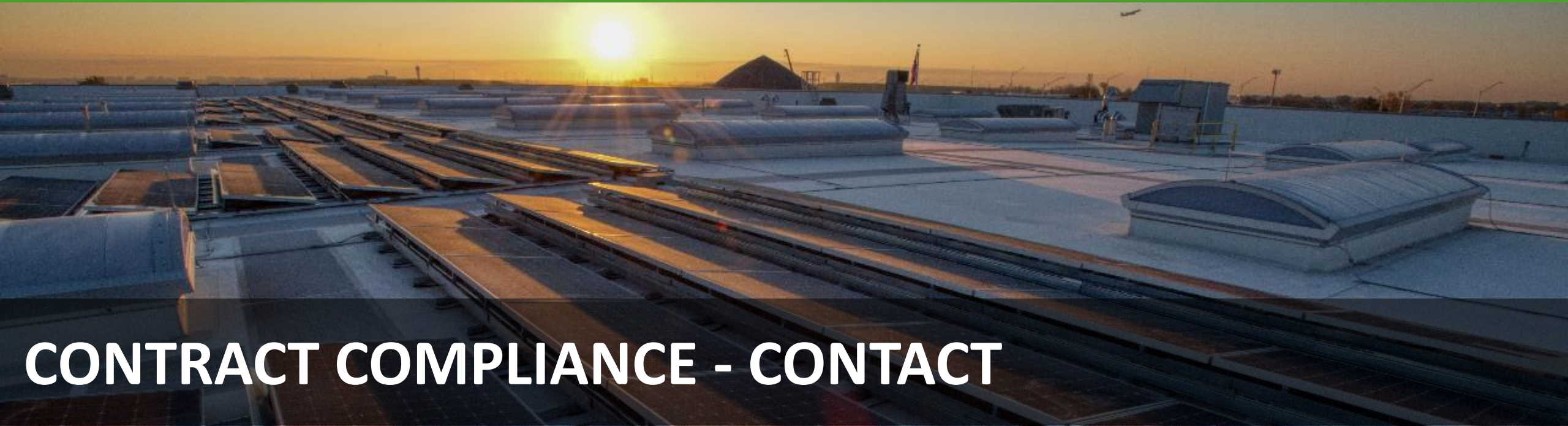


# REQUIREMENTS

- 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

Assigned Contract Compliance Analyst and/or [contractcompliance@getipass.com](mailto:contractcompliance@getipass.com)

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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!

[lperez@getipass.com](mailto:lperez@getipass.com)

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The screenshot shows the Illinois Tollway website's Diversity and Strategic Development page. At the top, there is a navigation bar with the Illinois Tollway logo, a search icon, and a menu icon. Below the navigation bar, the breadcrumb trail reads "Doing Business > Diversity > Diversity Overview". The main heading is "Diversity And Strategic Development". Below the heading, there is a paragraph of text: "The Illinois Tollway Department of Diversity and Strategic Development is a driving force for increasing economic opportunities in the diverse communities we serve." At the bottom of the screenshot, there is a video player showing a group of diverse people smiling, with a red play button in the center. The video title is "Illinois Tollway Depart..." and the Illinois Tollway logo is visible in the top left corner of the video frame.





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# SOCIAL MEDIA



**THANK YOU**

