

Compensation and Overtime Pay

March 14, 2012

How the Tollway Sets Compensation

- By contracts with employees covered by collective bargaining agreements
- By reviewing Tollway policy for grades and associated salary ranges
- By reviewing position classifications determined by the Illinois Department of Central Management Services
- By researching similar compensation in various marketplaces
- By adhering to state and federal laws, like FLSA



Fair Labor Standards Act (FLSA)

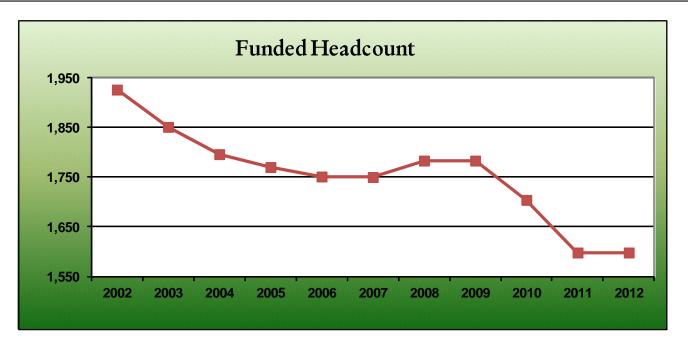
- Requires Tollway to pay employees who are not exempt at least the minimum wage and overtime pay or comptime of 1½ times the regular rate of pay for all hours worked over 40 hours in a workweek
- Exempt Tollway employees include bona fide executive, administrative and professional employees paid on a salary basis
- Tollway periodically reviews positions to ensure they are properly classified



Tollway Headcount

As of 12/31 Each Year

Year	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Funded Positions	1926	1851	1796	<i>177</i> 0	1751	1750	1783	1783	1704	1598	1598





Overtime Trends 2008-2011

2008

- \$5.1 million
- 5.6 percent of gross pay

2009

- \$4.6 million
- 5 percent of gross pay

2010

- \$3.8 million
- 4.25 percent of gross pay

2011

- \$3.8 million
- 4.25 percent of gross pay

- Total number of employees is down more than 9 percent since 2008
- If staffing levels had remained the same, we would be spending \$8 million more annually
- Overtime costs are down25 percent since 2008



How We Determine the Cost/Benefit of Overtime Pay

- Balance costs of hiring additional staff with using overtime
- Consider long-term, unique and seasonal overtime needs of each position
- Evaluate the impact of new technologies on staffing



24/7 Operation

- Need around-the-clock staffing response to maintenance sites
- During winter weather, snow removal teamswork up to 12-hour shifts
- Toll collector operation is 24/7/365





Efficiencies Gained

Recent Teamster contract includes provision requiring all staff who currently have a CDL to maintain their CDL to able to be part of the Tollway's snow removal team

Future Efficiencies

- Cash needs to be deposited within a certain number of days per the Trust Indenture
- Will be reviewing additional work rule changes which may cause unintended overtime usage



Future Improvements

- Monthly overtime reports will be posted on the Tollway's website beginning in April
- Additional management sign-off above certain thresholds
- Enhancing the transparency and accountability of our agency





THANK YOU