

ATA 2014 Driver Compensation Study

The American Trucking Associations' newly released 2014 ATA Driver Compensation Study is a benchmarking tool to inform carriers exactly where they stand in terms of driver pay and benefits. Much improved since last published in 2011, this study is a comprehensive evaluation of the way fleets compensate their drivers, including detailed data ranging from base pay packages and bonuses to benefits, such as paid time off. The survey covered 130 fleets, more than 115,000 employee drivers and nearly 17,000 independent contractors, with data broken down by Private, For-Hire TL, LTL and Drayage. Data is for the first half of 2014, except annual compensation which was for 2013.

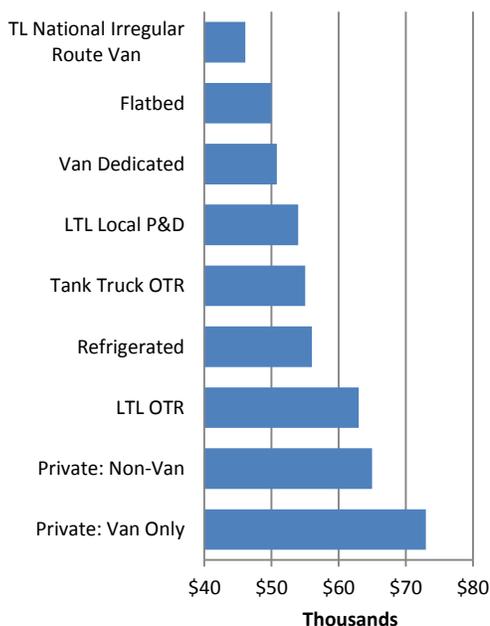
The study provides a company, employee driver, and employee benefits profile for private, TL, and LTL carriers. Base-pay by years of experience, bonus and incentive data was vetted further:

- TL – by trailer type and non-drayage independent contractor
- LTL – by region, then OTR and local
- Private Fleet – by van and non-van
- Drayage – by employee driver and independent contractor

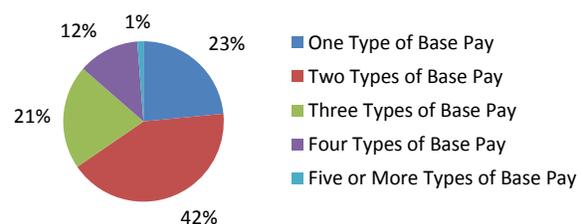
Annual employee driver compensation varied among carrier and trailer types. The 2013 median pay for TL national, irregular route van drivers was just over \$46,000, while private fleet van drivers earned 58 percent more, at \$73,000. While mileage-base pay packages are common, 3 out of 4 fleets pay drivers in multiple ways. The most frequent approach taken by a carrier utilizing two base pay methods was compensation by mileage and by hour.

In this tight driver market, carriers are offering competitive benefits. Nearly 80 percent of truckload fleets give drivers paid holidays off, for example, and four of every five private carriers not only offer a 401(k) plan, but match employee contributions as well.

2013 Median Pay (Solo Drivers)



Percent of Carriers Providing Base Pay in Multiple Ways



Carriers Offering Employee Driver Benefits

