

Enhancing Driver Retention



Diversified Transfer & Storage

Green Bay WI

November 7, 2017

Driver Pay Structure

- Mileage Paid on Odometer (weekly).
- Guarantee Pay (weekly)
- Safety/Performance Incentive (weekly)
- Fuel Incentive (weekly)
- Unloading Pay (weekly)
- Hourly Pay (weekly)
- Pick and Drop Pay
- Monthly Revenue Sharing Bonus
- Annual Bonus on Truck Profit

Mileage Pay

- Odometer Miles
 - Compared to Practical Routing
 - Miles audited if over a 5% variance
 - Unauthorized out of route?
 - Did the driver go home?

Guarantee Pay

- **Guaranteed a daily income of \$XXX.XX.**
 - Makes up for not turning miles everyday
 - Calculated daily taking into consideration all sources of income for the day
 - Must have the hours to work.
 - Adjusted if hours available are less than 10.
 - Must be available to work.
 - Must be on schedule.

Safety/Performance

● OS&D

- Called in at time of delivery.
- Driver not at fault.
- Reduced by cost of claim until total cost recovered (up to our deductible)

● Physical Damage Claims

- Reduced by cost of claim until total cost recovered (up to our deductible)

● CSA Violations

- Incentive reduced based on severity of violation
- Safety Department's discretion
 - Loss of guarantee pay if placed out of service.
 - Loss of or reduction of safety incentive.
 - Typically for one week

● Fines

- Safety Department's discretion
 - Loss of or reduction of safety incentive.
 - Typically for one week
 - Driver is also responsible for the fine

Fuel Incentive

● Paid on a graduated scale

- 7.00 To 7.49
- 7.50 To 7.99
- 8.00 To 8.49
- 8.50 To 8.749
- 8.75 and up

Other Sources

● Unloading Pay

- Paid cents per case

- Helps get the driver out of the warehouse sooner

● Hourly Pay

- Usually involves re-working the load on the road.

● Pick and Drop Pay

Monthly Revenue Sharing Bonus

- If the driver's monthly income equals less than 22% of the revenue delivered, we will pay the difference.
- Trying to create an owner operator mentality.

Year end Profit Bonus

- Paid just before Christmas.
- Must be employed on the day paid.
- 5% of the truck's net profit for the year.

#1 Earner from 2016

● Gross Pay was over \$100,000.00

Mileage	53%
Guarantee Pay	2%
Safety/Performance	5%
Fuel	1%
Unloading	5%
Hourly	0%
Pick/Drop Pay	18%
Monthly Revenue Sharing Bonus	11%
Year End Profit Bonus	4%
<hr/> Total	<hr/> 100%

WHAT IS A TYPICAL DAY LIKE FOR A PROFESSIONAL TRUCK DRIVER?

I sent out an email earlier this month asking this, and a few other questions, to our DTS Professional Drivers. Following are some of the responses I received...

What is a typical day like for a truck driver?

1. Hurry, hurry, hurry...wait, wait, wait...
2. Work all day, driving, dealing with difficult shippers/receivers, traffic jams, log books, and then sleeping.
3. Dang'd if you do, dang'd if you don't...

What is the biggest challenge in your job?

1. Traffic
2. Meeting the appointment time, dealing with the shipper/receiver to hasten their part of the job so you can make it to the next appointment ON time, as there is only so much time left on the qualcomm clock to meet the quota of the day.
3. Dealing with receivers that don't get their job done quickly enough.

What technology do you use?

1. GPS, cell phone and MCP.
2. Printer/scanner and email.
3. The mighty simple PEN. Simple technology, but important tool to write things down.

How do you communicate with your dispatchers?

1. Cell Phone and MCP.
2. The ole' biblical tool, Face to Face when ever possible!
3. Phablet (smart phone/tablet combined)

What is the most rewarding part of your job?

1. Meeting people and making deliveries on time.
2. The world is my desk from the drivers seat, never the same view each day. Seeing the country that we live in and the variety of people.
3. Doing the impossible....and of course Monday mornings when I check my bank account!

What do you like best about working for DTS Verses other companies?

1. \$\$\$\$\$\$\$\$\$\$\$\$\$\$
2. I love the dispatchers because they answer the phone when I call in. The company is all around wonderful to work for!
3. Better earning capabilities verses just earning by the miles only.

How long have you been in the trucking industry?

1. 40+ years.
2. Just over 2 years.
3. 10 years give or take. What are the biggest changes you've

seen in the industry during that time?

1. It used to be fun...now it's over regulated, Used to be safety checks were for safety,, now they don't have anything to do with the trucks, it's just a revenue stream...we make it, they take it.
2. The qualcomm system that I despise of with every fiber of my being...
3. Trucking regulations and safety.