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## Summary of Driver Data from Workforce and Pay Survey

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# SUMMARY OF DRIVER DATA FROM WORKFORCE AND PAY SURVEY

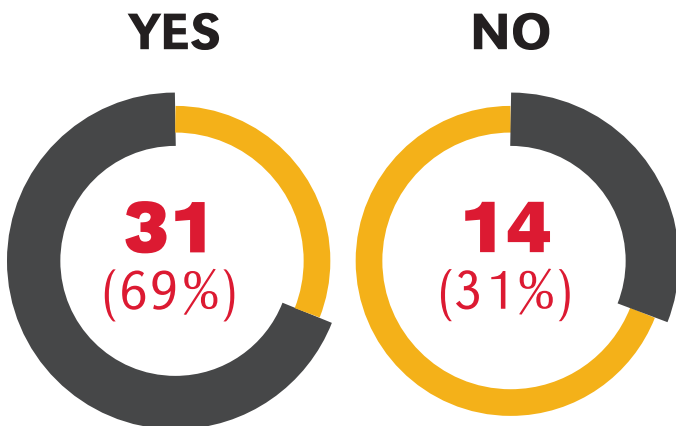
## Who is responsible for operating your transit service?



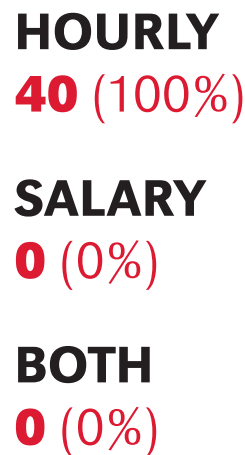
### Other Responses

County Senior Services, Hospital, Council of Governments, Area Agency on Aging, Tribal, University

## Does the operating agency for your transit service have set pay scales that you need to follow for drivers?



## How does your agency pay drivers?



# SUMMARY OF DRIVER DATA FROM WORKFORCE AND PAY SURVEY

## What is the minimum starting hourly pay for your drivers?

	Average starting hourly pay	Lowest minimum starting hourly pay	Highest minimum starting hourly pay
North Central	\$14.83	\$12.50	\$17.00
Northeast	\$13.93	\$10.00	\$17.00
Panhandle	\$12.43	\$10.00	\$15.00
South Central	\$13.38	\$12.00	\$14.90
Southeast	\$11.69	\$9.00	\$14.00
Southwest	\$12.00	\$9.00	\$16.00
<b>OVERALL</b>	<b>\$12.79</b>	<b>\$9.00</b>	<b>\$17.00</b>

## What is the maximum starting hourly pay for your drivers?

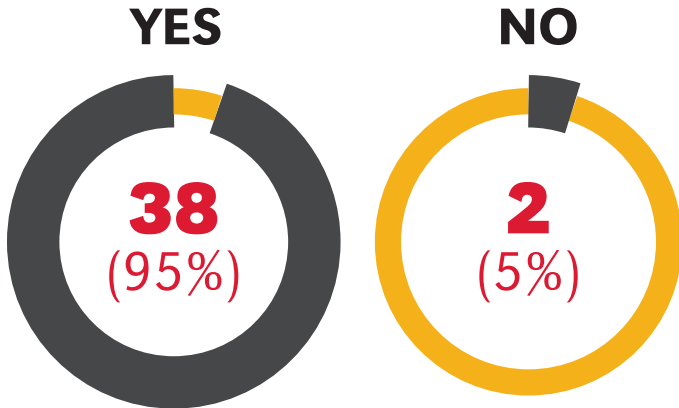
	Average starting hourly pay	Lowest maximum starting hourly pay	Highest maximum starting hourly pay
North Central*	\$13.97	\$13.97	\$13.97
Northeast	\$16.47	\$10.00	\$20.50
Panhandle	\$14.22	\$10.00	\$18.00
South Central	\$14.75	\$12.00	\$18.75
Southeast	\$12.39	\$9.00	\$14.64
Southwest	\$14.00	\$11.00	\$19.00
<b>OVERALL</b>	<b>\$14.20</b>	<b>\$9.00</b>	<b>\$20.50</b>

\*2 respondents for North Central left this question blank so the maximum average starting hourly pay is lower than the minimum average starting hourly pay.



# SUMMARY OF DRIVER DATA FROM WORKFORCE AND PAY SURVEY

## Does your agency offer pay raises for drivers?



### Top 3 Ways Agencies Determine Raises

- Cost of living adjustment (as long as program budgets can afford to give raises)
- Annual increase, usually between 2% - 4%
- Annual merit/performance raises

## Does your agency offer other benefits to drivers?

The majority of transit agencies offer the following benefits to full-time drivers:

- Paid time off/vacation
- Health insurance
- Overtime pay

Other benefits offered include:

- Paid holidays
- Retirement savings
- Flexible spending accounts, though these are not offered widely

## What qualifications or skills does your agency require of drivers when hiring?

The majority of transit agencies require drivers to have their high school diploma or G.E.D. and a valid driver's license and clean driving record. Many respondents noted that the following qualifications are preferred, but not required:

- Previous experience shuttling drivers and/or driving larger vehicles
- Knowledge of equipment and software
- Oral and written communication skills
- Willingness to serve the public
- Willingness to attend required NDOT driver training courses

