

Contents

Introduction	1	Adjusted Pay Due to Inflation in 2022*	17
About This Report	1	Inflationary Pay Structure Adjustment	
How the Tables are Organized	1	Percentage.....	17
Interpreting the Numbers	2	Top 10 Concerns/Issues (All Firms)	18
Disclaimer	2	Employee Compensation	19
Executive Summary	3	Driver Compensation	21
The Economy	5	Class A CDL Delivery Drivers (No Helper)	21
Company Profile	9	Class A CDL Delivery Drivers (With Helper)	22
Public vs. Private (All Firms).....	9	Class A CDL Shuttle Driver	23
Type of Business (All Firms)	9	Class B CDL Route Delivery Drivers.....	24
Territory Served (All Firms).....	10	Non-CDL Drivers	25
Number of Stand-Alone Locations (All Firms)	10	Warehouse Staff Compensation	26
Organization-Wide Sales/Shipments Volume		Dispatcher.....	26
(All Firms).....	10	Electrical/Electric Maintenance.....	26
Location Sales/Shipments Volume (All Firms)	11	Forklift Operator.....	27
Sales Performance (All Firms).....	11	Inspector.....	27
Employee Metrics (All Firms).....	11	Inventory Control Specialist	28
Union Representation (All Firms)	12	Lead Person/Group Leader.....	28
Seasonality of Business (All Firms).....	12	Loader.....	29
Recruiting and Retention	13	Machine Shop Maintenance.....	29
Employee Turnover*, Quit Rates**, and Time-		Machinist/Craftsperson.....	30
to-Fill.....	13	Maintenance Mechanic.....	30
Top 5 Strategies Used to Successfully Fill Open		Material Handler.....	31
Positions (All Firms)	13	Mechanic – Diesel Fleet.....	31
Referrals.....	14	Selector/Picker	32
Top 5 Strategies Used to Attract/ Retain Drivers		Shipper/Receiver	32
(All Firms).....	15	Shipping/Receiving Assistant.....	33
Top 5 Strategies Used to Attract/ Retain		Stocker	33
Warehouse Positions (All Firms).....	15	Warehouse Crane Operator	34
Frequency of Pay Reviews and Adjustments for		Warehouse Worker	34
Driver and Warehouse Positions (All Firms)....	15	Yard Driver.....	35
Increasing Labor Costs & Other Current Issues ..	16	Appendix	37
Increasing Labor Costs Level of Impact on Your		Survey Methodology and Demographics ..	39
Business	16		
Plans to Increase Technology/Automation to			
Manage Labor Costs in the Long-Term.....	16		