

## FLEET MANAGER SALARIES

While many public agencies have yet to bounce back from pre-recession levels, and many fleets have reported salary freezes, the average overall salary for fleet managers has increased slightly in comparison to last year's data — to \$78,187. Thirty-seven percent of fleet managers reported some increase in their salaries compared to the prior year, and 12% reported salary decreases. This survey of *GF* readership received approximately 325 qualified responses.

One fleet manager from the Great Lakes area reported that his salary is probably above average for comparable towns/fleets in the area, but he makes up for it in workload. "I would take a pay cut if I could add a clerical person to help with paperwork," he said. "Raising my salary will do nothing to cut my workload."

On the other hand, no pay increases are leaving some fleet managers frustrated. "This is the fourth year of no pay increases for our city," said a fleet manager in the Southwest who wished to remain anonymous. "They did pay each employee a \$300 bonus earlier this year, but still required us to take a furlough day. Hourly employees are allowed career progression increases, but all staff wages have been frozen."

At Washington State University, employees have also had salary freezes for the past four years, according to Dennis Rovetto, director of motor pool operations for the University. However, Rovetto said, considering the economy, the fleet didn't do too badly. "Given the federal and state economic times we are all in, it is good that we have survived the recession without layoffs and/or cuts to salary and benefits. We consider ourselves lucky to have maintained," he said.

As for changes in the near future, few fleet managers predict pay raises.

It's "unlikely that any managers will be receiving any adjustments within the next year without expanding [their] span of control and responsibilities, perhaps promotions or overseeing operations above and beyond fleet," said a California fleet manager. However, he reported that while fleet salaries had been frozen, furloughs had ended.

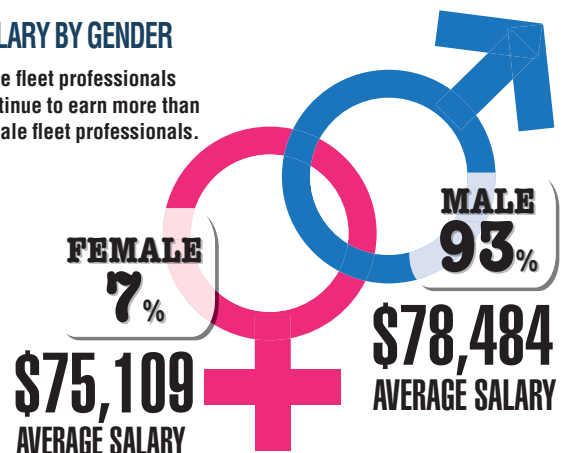
The fleet manager from the Southwest said that while there would be no pay increases, the City would eliminate the furlough day and pay out larger bonuses. David Dunn, CFM, division manager for the Fleet & Facilities Management Division at the City of Orlando, Fla., said after two years of wage freezes, he expects a "3% annual pay increase across the board for City employees" beginning this October. Rovatto said that he doubted there would be any pay increases in the next two years, but he remains optimistic: "We all still have our jobs, and we did not get a cut in pay!" he said.

THE AVERAGE FLEET SALARY HAS INCREASED SLIGHTLY SINCE THE PRIOR YEAR, DESPITE SALARY FREEZES FOR MANY. OVERALL, MOST FLEET MANAGERS ARE SATISFIED OR SOMEWHAT SATISFIED WITH THEIR PAY.

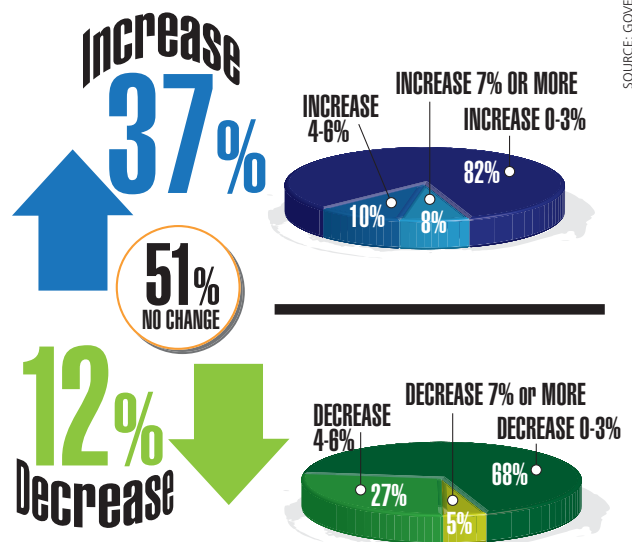
**AVERAGE SALARY** **\$78,187**

### SALARY BY GENDER

Male fleet professionals continue to earn more than female fleet professionals.



### SALARY CHANGE FROM 2010 TO 2011



While more than half of fleet managers reported no change in their salaries, far more have had salary increases than decreases. Eighty-two percent of the salary increases were 3% or less.

## PERFORMANCE-BASED COMPENSATION INCENTIVES

**YES 13%**

**YES,  
AVERAGE  
SALARY  
\$90,476**

**NO 87%**

**NO,  
AVERAGE  
SALARY  
\$76,507**

## COST OF LIVING ADJUSTMENTS

**YES 18%**

**YES,  
AVERAGE  
SALARY  
\$80,167**

**NO 82%**

**NO,  
AVERAGE  
SALARY  
\$77,611**

## EDUCATIONAL REIMBURSEMENT

**YES 42%**

**YES,  
AVERAGE  
SALARY  
\$81,313**

**NO 58%**

**NO,  
AVERAGE  
SALARY  
\$75,833**

## ASSIGNED VEHICLE

**YES 33%**

**NO 67%**

**46% OF ASSIGNED VEHICLES ARE  
TAKE-HOME VEHICLES**

## TIME OFF (AVERAGE)

**MANAGEMENT  
LEAVE\***

**39 HOURS**

**VACATION  
150  
HOURS**

**SICK TIME  
103  
HOURS**

\*OF THOSE WHO  
REPORTED HAVING  
MANAGEMENT LEAVE TIME.

## MANDATED FURLOUGH DAYS

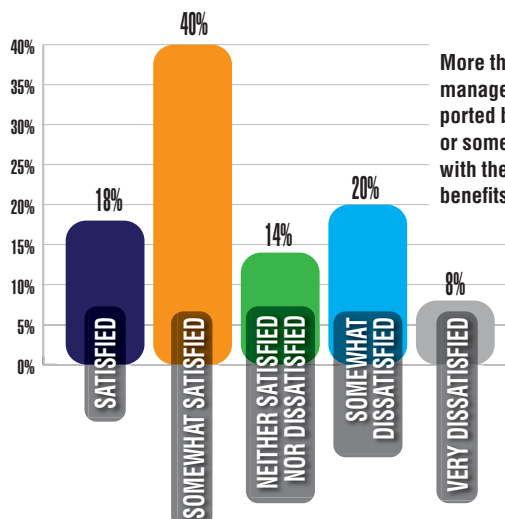
**15%**

PERCENT OF  
FLEET MANAGERS  
WHO SAID THEY  
HAD MANDATED  
FURLOUGH DAYS

**6.6**

AVERAGE NUMBER  
OF FURLOUGH  
DAYS FOR THOSE  
AFFECTED

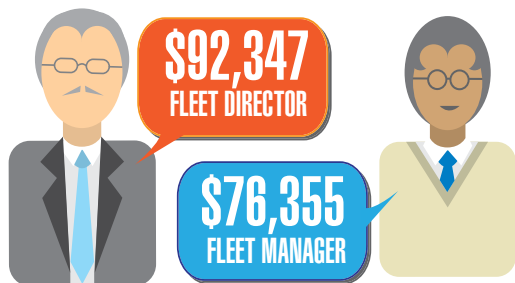
## COMPENSATION SATISFACTION



More than half of fleet managers surveyed reported being satisfied or somewhat satisfied with their salaries and benefits packages.

# salary

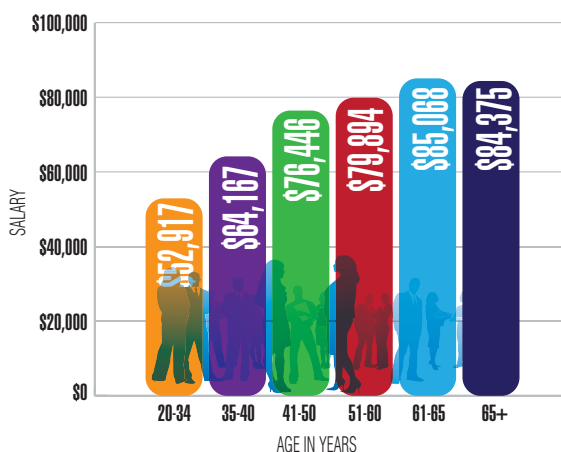
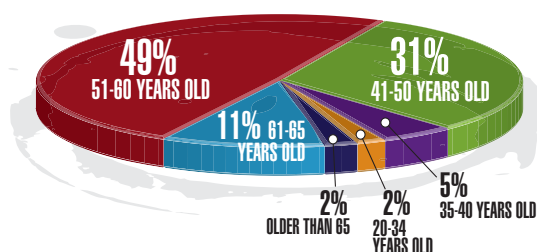
SOURCE: GOVERNMENT FLEET 2012 SALARY SURVEY



## SALARY BY TITLE

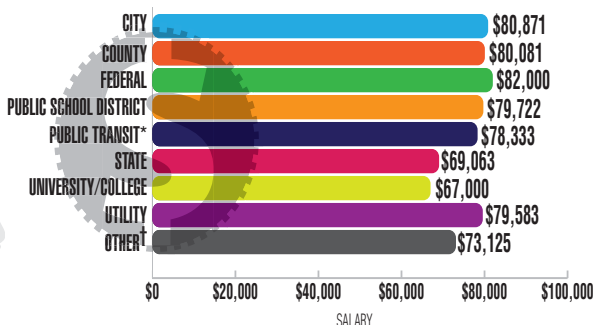
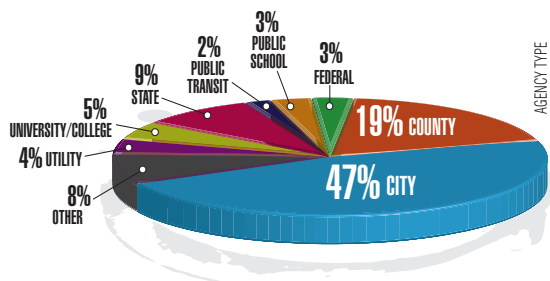
This represents the average salary for those with these exact titles. Other titles listed, which consisted of approximately 30% of total responses, ranged from fleet supervisors in small agencies to division directors. Because of the wide range of "other" titles listed, an average is not calculated.

## SALARY BY AGE



The largest base of fleet managers are those between 51-60 years old. The highest earners are those just approaching retirement, between 61-65 years old.

## SALARY BY AGENCY TYPE

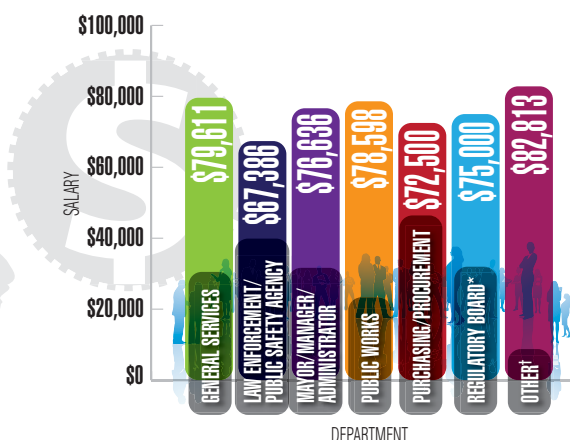
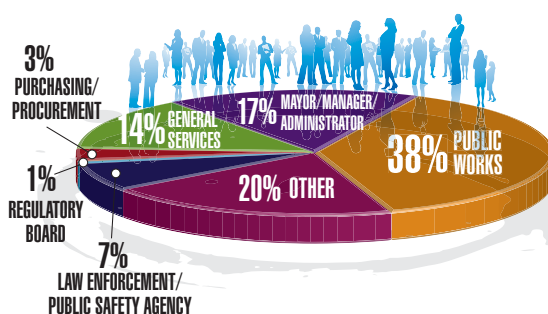


Statistics show there is little difference in fleet pay for cities and counties, by far the largest base of respondents.

\* LOW RESPONSE RATE MAY INFLUENCE AVERAGE.

†"OTHER" OPTIONS INCLUDE SPECIAL DISTRICTS, QUASI-GOVERNMENT AGENCIES, AIRPORT DISTRICTS, POLICE- AND FIRE-SPECIFIC FLEETS, AND TOWNS.

## SALARY BY HEAD DEPARTMENT



Fleet managers reporting to General Services continue to earn the highest salaries, consistent with 2010 data.

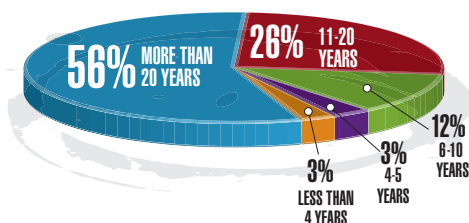
\*LOW RESPONSE RATE MAY INFLUENCE AVERAGE.

†OTHER DEPARTMENTS INCLUDE TRANSPORTATION, SUPPORT SERVICES, ENGINEERING, FACILITIES, AND FINANCE.

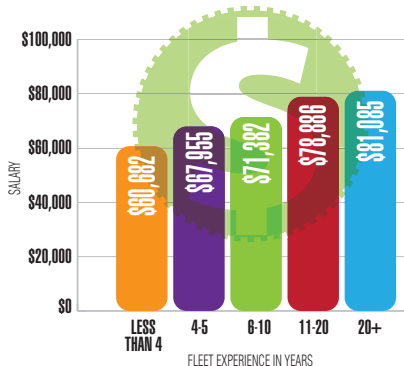
# salary

SOURCE: GOVERNMENT FLEET 2012 SALARY SURVEY

## SALARY BY YEARS OF FLEET EXPERIENCE



Fifty-six percent of fleet managers reported having 20 or more years of fleet experience and earned the highest salaries, averaging \$81,085.



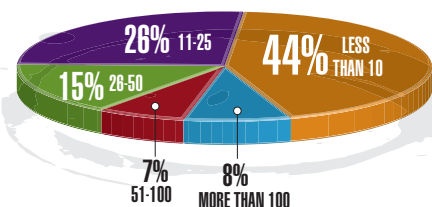
# 73%

PERCENT OF FLEET MANAGERS RESPONSIBLE FOR IN-HOUSE FUEL OPERATIONS

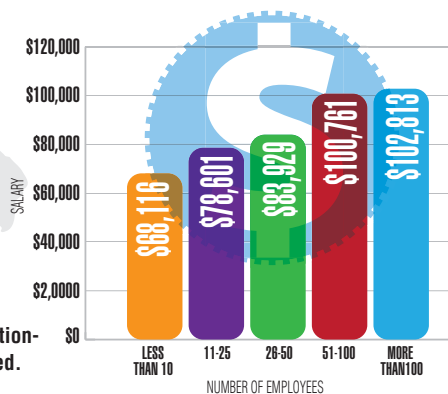
**YES, AVERAGE SALARY \$82,521**

**NO, AVERAGE SALARY \$66,279**

## SALARY BY EMPLOYEES MANAGED



Average salaries are shown to increase proportionately to the total number of employees managed.



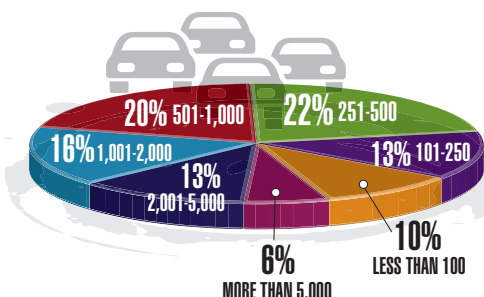
# 78%

PERCENT OF FLEET MANAGERS RESPONSIBLE FOR MANAGING A MAINTENANCE FACILITY

**YES, AVERAGE SALARY \$80,427**

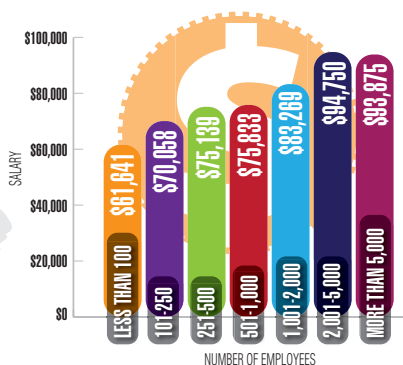
**NO, AVERAGE SALARY \$70,660**

## SALARY BY TOTAL \* VEHICLES MANAGED



Consistent with 2010 data, the highest-earning fleet managers were not those managing the most number of units, but those managing between 2,001-5,000 total units.

\*TOTAL INCLUDES ALL ON-ROAD AND OFF-ROAD LICENSED UNITS.



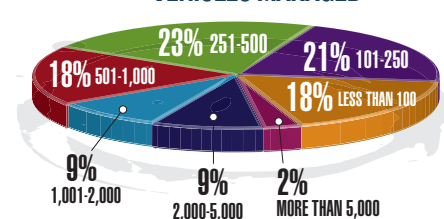
# 34%

PERCENT OF FLEET MANAGERS WHO INSOURCE FLEET SERVICES FOR OUTSIDE AGENCIES

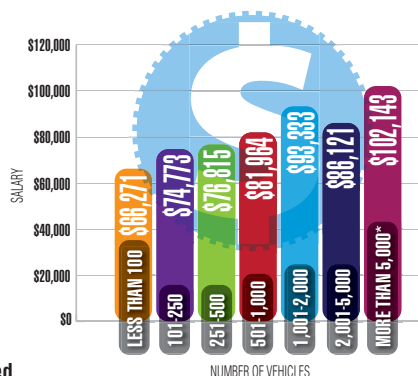
**YES, AVERAGE SALARY \$82,408**

**NO, AVERAGE SALARY \$76,145**

## SALARY BY ON-THE-ROAD LICENSED VEHICLES MANAGED



2011 data shows fleet professionals with the highest number of on-the-road licensed vehicles earned the most.



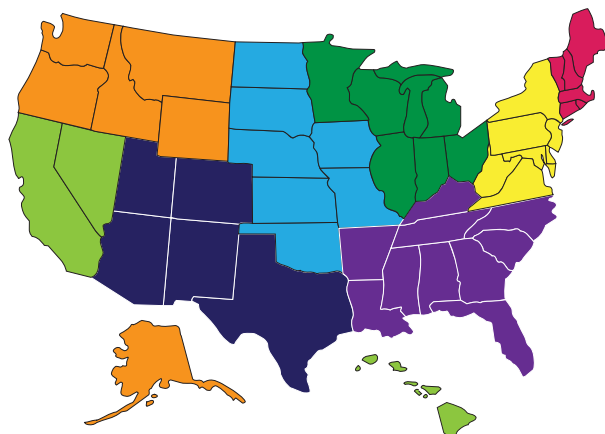
\*LOW RESPONSE RATE MAY INFLUENCE AVERAGE.

REVENUE FROM INSOURCING	PERCENTAGE
\$1-\$10,000	29%
\$10,001-\$25,000	16%
\$25,001-\$50,000	13%
\$50,001-\$100,000	17%
\$100,001-\$200,000	8%
\$200,001-\$500,000	4%
\$500,001-\$750,000	4%
\$750,001-\$1,000,000	1%
More than \$1 million	8%

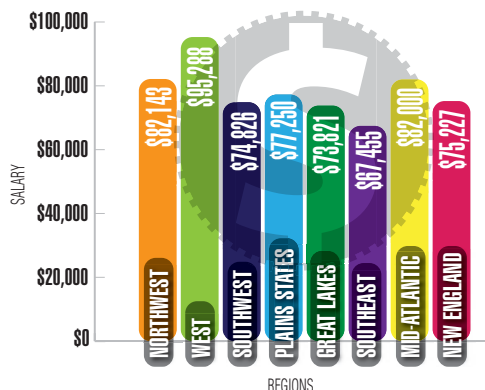


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SOURCE: GOVERNMENT FLEET 2012 SALARY SURVEY

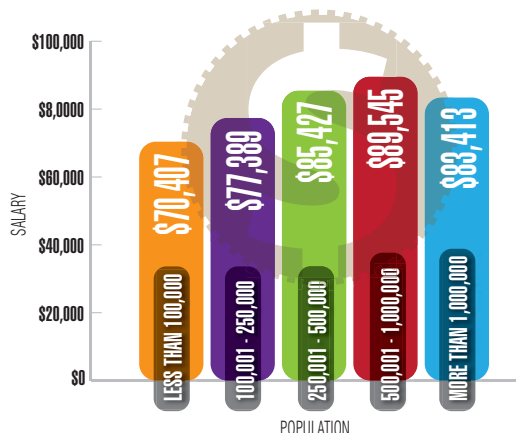
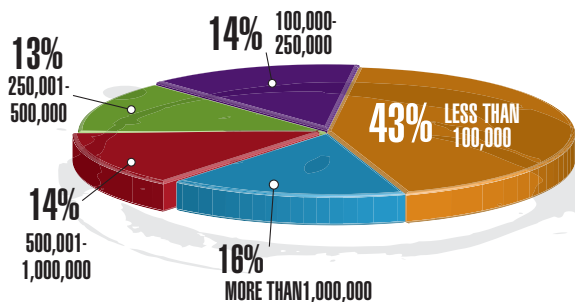


## SALARY BY REGION



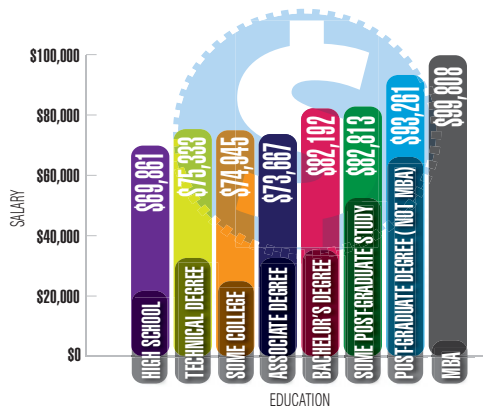
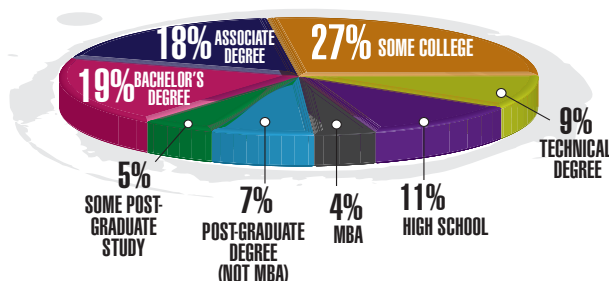
Consistent with 2010 statistics, fleet managers in the Western states on average earned more than fleet managers in any other area of the country.

## SALARY BY PEOPLE IN JURISDICTION



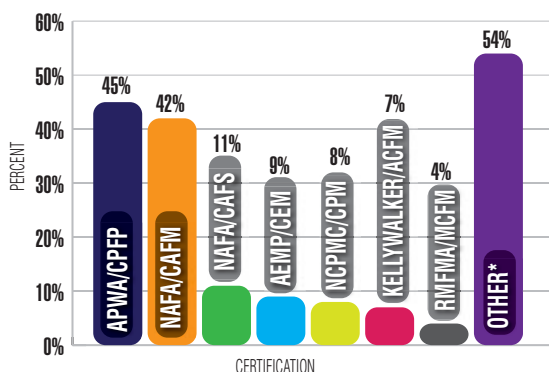
The largest group of fleet managers surveyed work for agencies with jurisdictions of less than 100,000 people. These fleet managers earned less on average than those in agencies governing more populated areas.

## SALARY BY EDUCATION



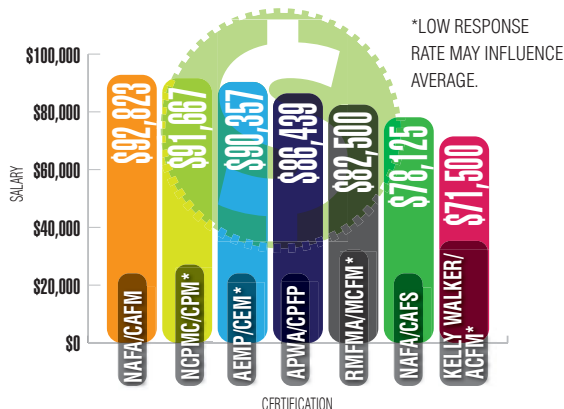
Statistics show that higher education results in higher salaries, and those earning a Master of Business Administration degree earned the highest average salaries, including more than those with other post-graduate degrees.

## SALARY BY CERTIFICATION



\*OTHER CERTIFICATIONS LISTED INCLUDE THOSE FROM THE NATIONAL INSTITUTE FOR AUTOMOTIVE SERVICE EXCELLENCE (ASE), THE CERTIFIED FACILITY MANAGER (CFM) DESIGNATION FROM THE INTERNATIONAL FACILITY MANAGEMENT ASSOCIATION, AND CERTIFIED PROFESSIONAL PUBLIC BUYER (CPPB) DESIGNATION FROM THE UNIVERSAL PUBLIC PROCUREMENT CERTIFICATION COUNCIL.

MORE THAN ONE RESPONSE POSSIBLE



\*LOW RESPONSE RATE MAY INFLUENCE AVERAGE.

## FLEET MANAGER RESPONSIBILITIES

