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

**COMPENSATION SATISFACTION**

- 6.6
  - AVERAGE NUMBER OF FURLOUGH DAYS FOR THOSE AFFECTED

- 15%
  - PERCENT OF FLEET MANAGERS WHO SAID THEY HAD MANDATED FURLOUGH DAYS

- 46%
  - PERCENT OF THOSE WHO REPORTED HAVING MANAGEMENT LEAVE TIME

**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 $75,333

**ASSIGNED VEHICLE**

- Yes 53%
  - Yes, average salary $80,047
  - No 67%
  - No, average salary $77,766

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

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.

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

More than $1 million
8%
$750,001-$1,000,000
1%
$100,01-$200,000
8%
$50,001-$100,000
17%
$25,001-$50,000
13%
$1-$10,000
29%

73% PERCENT OF FLEET MANAGERS RESPONSIBLE FOR IN-HOUSE FUEL OPERATIONS

YES, AVERAGE SALARY $82,581
NO, AVERAGE SALARY $66,279

78% PERCENT OF FLEET MANAGERS RESPONSIBLE FOR MANAGING A MAINTENANCE FACILITY

YES, AVERAGE SALARY $80,427
NO, AVERAGE SALARY $70,660

34% PERCENT OF FLEET MANAGERS WHO INSOURCE FLEET SERVICES FOR OUTSIDE AGENCIES

YES, AVERAGE SALARY $83,408
NO, AVERAGE SALARY $76,165

*LOW RESPONSE RATE MAY INFLUENCE AVERAGE.
Consistent with 2010 statistics, fleet managers in the Western states on average earned more than fleet managers in any other area of the country.

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.

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.

"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."
Fleet management responsibilities are varied and include all of the below. Other responsibilities not listed include facilities and warehouse management, transit management, engineering, air quality representation, and charter bus operations.

*MORE THAN ONE RESPONSE POSSIBLE*