

## SUPPORT STAFF SALARIES

FLEET SUPPORT STAFF SALARIES HAVE ALSO BEEN CHALLENGED BY BUDGET RESTRICTIONS, LEADING FLEET MANAGERS TO WORRY ABOUT EMPLOYEE MORALE AND RETENTION.

Like fleet managers' salaries, support staff salaries of have also been challenged by budget restrictions, leading to worries about morale and retention.

One fleet manager is hopeful that a union contract negotiation can help with the support staff salary freeze that began in 2010.

"Hourly workers are currently negotiating their first union contract," he said. "Morale is understandably lower than normal, but I think it will improve when [the] contract is ratified."

Another fleet manager, who also wished to remain anonymous, said lack of employee raises could lead to loss of talent.

"Some young mechanics with little seniority do not have a vested interest in staying with our organization since they are losing ground in [the] compensation growth they were counting on when they came to work for us. They will leave for a new opportunity that provides higher take-home pay, with or without a defined retirement benefit, so they can support their family."

One fleet manager said he's already seeing this at his fleet, which "is losing experienced employees to other entities with higher wages," he said.

Keith Leech, fleet manager for the City of Sacramento, said most bargaining unit employees at the City are now required to pay the employee share of the retirement contribution, while health care contributions have risen dramatically.

"I am hopeful that future labor negotiations will result in higher wages and benefits being paid to our technicians in exchange for reductions in paid time off and increased productivity standards," he said.

### FILLED TECHNICIANS IN A FLEET\* (MEDIAN)



General technicians, light- and heavy-duty technicians, and service technicians are the most common filled fleet titles.

\*ONLY FLEETS WITH LISTED TITLES WERE INCLUDED IN THE MEDIAN COUNT.

SOURCE: GOVERNMENT FLEET 2012 SALARY SURVEY

AVERAGE SUPPORT STAFF SALARIES			
TITLE	AVERAGE	LOWEST	HIGHEST
Assistant Fleet Manager	\$63,302	\$24,864	\$120,000
Body Shop Technician	\$45,627	\$33,000	\$75,000
Body Shop Technician 2	\$39,800	\$26,000	\$48,000
Fuel Systems Clerk	\$38,367	\$15,000	\$60,000
Fleet/Data Analyst	\$49,454	\$18,000	\$136,000
General Technician	\$44,600	\$22,896	\$80,000
IT Person	\$61,326	\$32,000	\$102,500
Master Technician	\$52,523	\$24,000	\$90,000
Office Clerk	\$35,016	\$16,000	\$55,000
Office Manager	\$46,578	\$22,000	\$110,000
Office Supervisor	\$49,307	\$28,000	\$100,000
Parts Clerk	\$38,121	\$18,000	\$70,000
Parks Pickup and Delivery	\$31,556	\$18,000	\$45,000
Parts Supervisor	\$49,726	\$23,900	\$95,000
PM Technician	\$37,453	\$17,000	\$60,000
Service Technician	\$43,807	\$18,000	\$75,000
Shop Foreman	\$57,072	\$26,000	\$81,000
Shop Lead Person	\$53,022	\$32,000	\$90,000
Shop Supervisor	\$59,864	\$32,000	\$100,000
Technician Assistant	\$39,378	\$16,000	\$59,000
Technician - Heavy	\$48,520	\$25,000	\$80,000
Technician - Light	\$43,528	\$21,800	\$75,358
Technician - Light - 2	\$44,160	\$32,000	\$58,000
Technician - Service Truck	\$45,952	\$24,960	\$76,000
Technician's Helper	\$35,891	\$19,000	\$60,000
Tire Repair Person	\$34,079	\$18,000	\$63,000
Welder	\$47,568	\$28,000	\$76,000

AVERAGE SUPPORT STAFF SALARIES BY FLEET SIZE						
FLEET SIZE (UNITS)	GENERAL TECHNICIAN	MASTER TECHNICIAN	OFFICE CLERK	PARTS CLERK	SHOP SUPERVISOR	TECHNICIAN - HEAVY
250 and Less	\$43,192	\$54,862	\$32,983	\$37,027	\$65,196	\$43,287
251 - 500	\$45,743	\$53,469	\$36,259	\$41,526	\$63,259	\$49,946
501 - 1,000	\$41,874	\$48,191	\$34,271	\$36,115	\$56,109	\$47,762
1,001 - 2,000	\$48,782	\$49,500	\$37,260	\$36,893	\$56,895	\$48,511
More than 2,000	\$47,674	\$55,514	\$33,586	\$39,726	\$61,651	\$50,218

**GF** pulled statistics for this table from titles with the most data. They include a compilation of all fleet types, including cities, counties, states, federal agencies, universities, etc.