

FLEET MANAGER SALARIES

Tight budgets have frozen many fleet manager salaries across the board. Data shows only a 1 percent increase in average salary in the past two years, to \$75,510. Find out how fleet managers are compensated based on region, education, fleet size, and more.

How does your salary stack up against other public sector fleet managers, and how has the economy contributed to overall pay? With a sample size of more than 300 fleet professionals, *GF* looks into what factors impact salaries, including education, age, gender, experience, number of employees managed, and more.

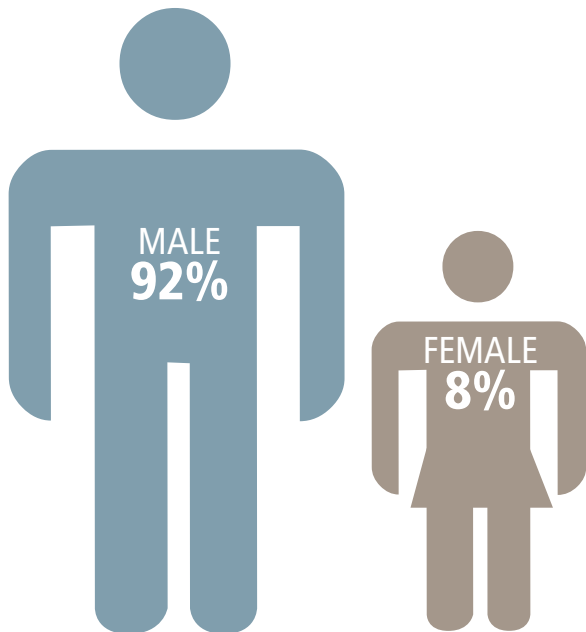
The average fleet manager is a male

between 51 and 60 years old, with more than 20 years of experience, responsible for many facets of vehicle management including acquisition, disposal, maintenance and repair, budgeting, and fleet data systems operation and maintenance.

Some notable trends in 2010, in comparison with 2008 data, is that average salary for female fleet professionals has

increased by more than \$3,000, while salaries for males stayed the same. This largely contributed to the slight increase in overall salaries. Salaries for males were still 18 percent higher than salaries for female fleet professionals in 2010. Another change is the significant decrease in reported performance-based compensation initiatives as well as cost-of-living adjustments for 2010.

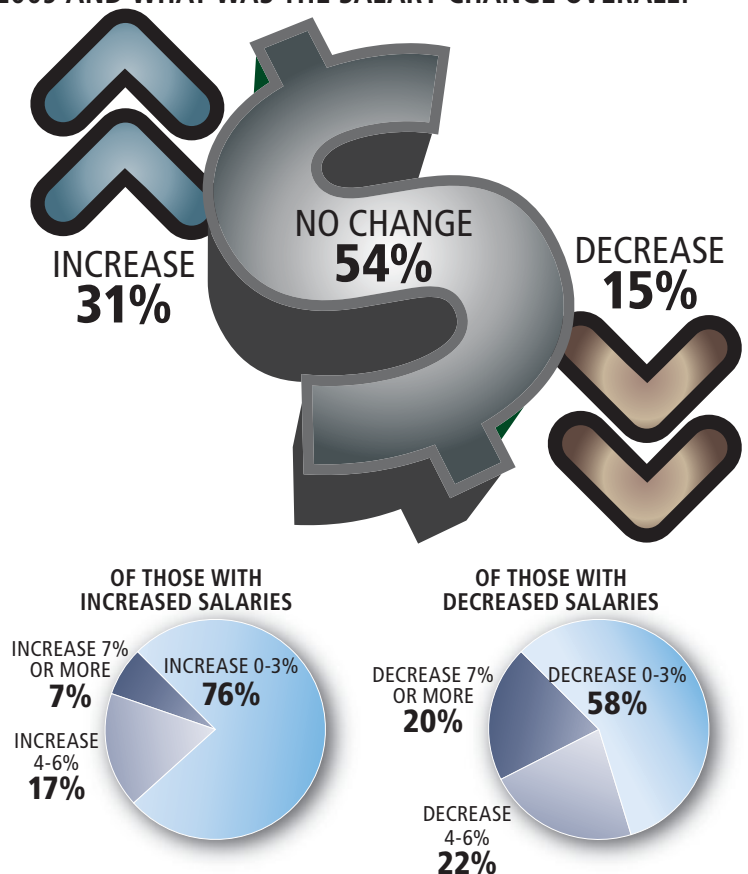
WHAT IS YOUR GENDER?



Male Average Salary	\$76,344
Female Average Salary	\$64,701
Overall Average Salary	\$75,510

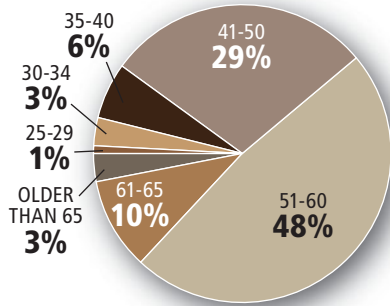
Average fleet salaries for females increased from a reported \$61,477 in 2008, while male fleet salaries stayed largely the same. Average overall fleet salary in 2008 was \$74,693.

IN 2010, DID YOUR SALARY INCREASE OR DECREASE FROM 2009 AND WHAT WAS THE SALARY CHANGE OVERALL?



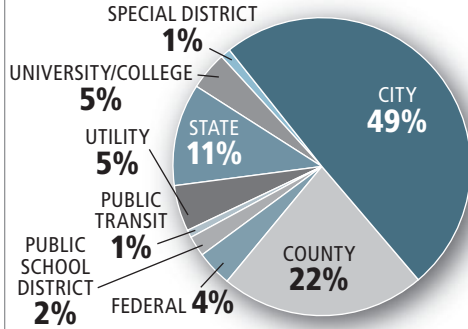
The average salary increase in 2010 was 2.5 percent, and the average decrease was 3.4 percent. 2008 data showed an 82 percent increase in salary, 4 percent decrease, and 14 percent with no change in comparison to salaries in 2007.

WHAT IS YOUR AGE?

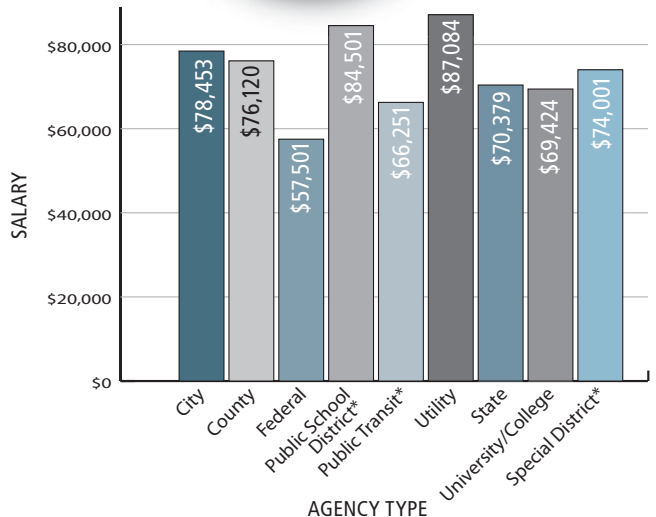


The largest base of fleet managers, those ages 51-60, reported earning an average of \$78,007, more than \$1,000 less than reported 2008 salaries for those in the same age range.

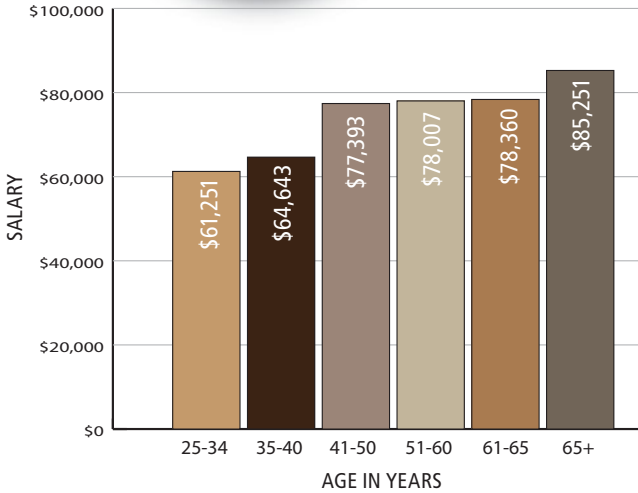
WHAT TYPE OF FLEET DO YOU MANAGE?



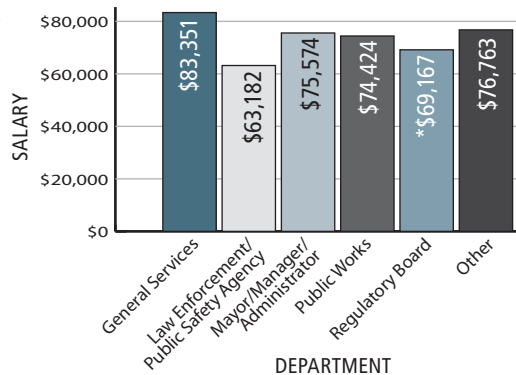
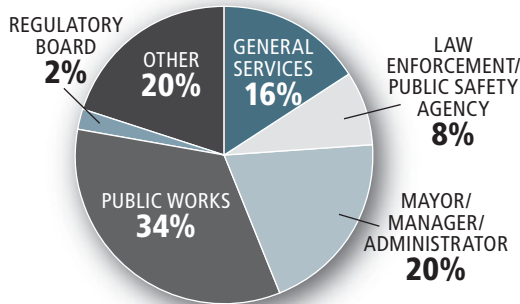
On average, city fleet managers have had the largest income increase since 2008 (4.5 percent).



*Average may be skewed due to insufficient data.



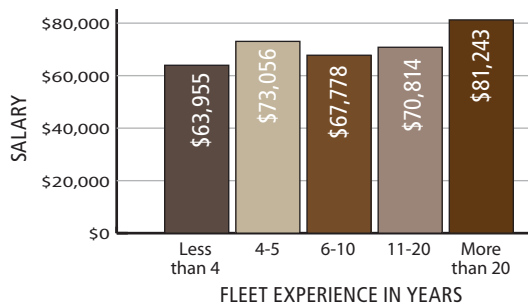
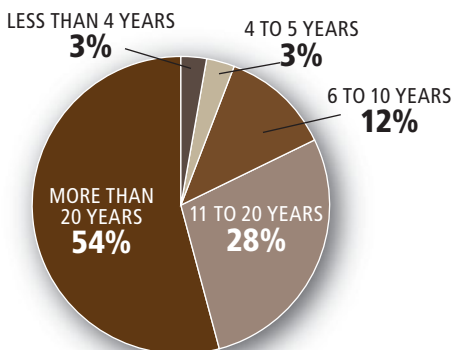
TO WHICH DEPARTMENT DO YOU REPORT?



Data shows the largest percentage of fleet managers report to Public Works, earning an average annual salary of \$74,424. Fleet managers reporting to the General Services Department earned the highest reported 2010 average annual salary in this comparison (\$83,351).

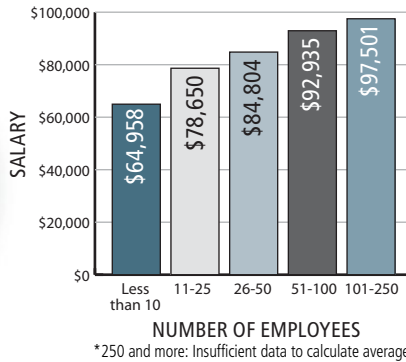
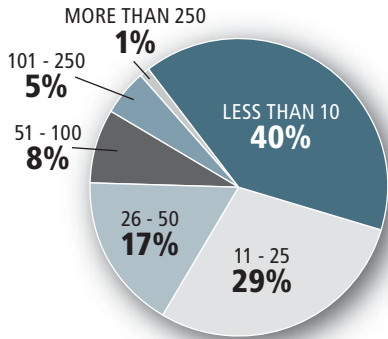
*Average may be skewed due to insufficient data.

HOW MANY YEARS OF FLEET EXPERIENCE DO YOU HAVE?



Fifty-four percent of fleet managers reported having more than 20 years of fleet experience and earned the highest salary, \$81,243.

HOW MANY EMPLOYEES DO YOU MANAGE?



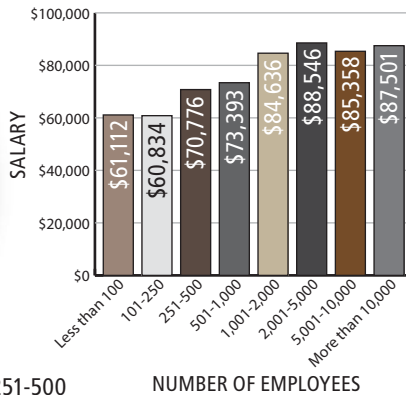
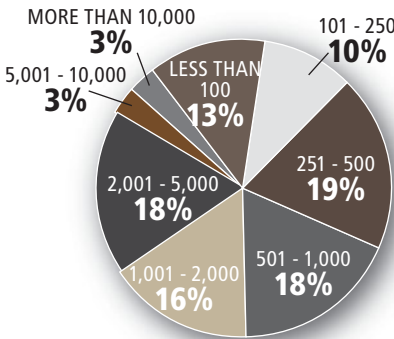
*250 and more: Insufficient data to calculate average

Fleet managers' average salaries are shown to increase proportionate to the total number of employees managed.

63%
PERCENT OF FLEET MANAGERS RESPONSIBLE FOR IN-HOUSE FUEL OPERATIONS

Yes, Average Salary **\$80,572**
No, Average Salary **\$65,245**

HOW MANY TOTAL* VEHICLES DO YOU MANAGE?



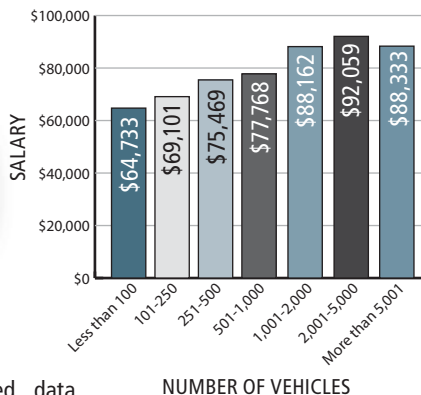
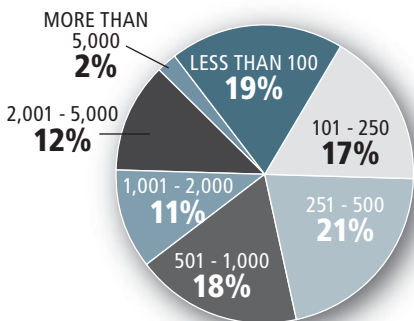
Nineteen percent of fleet managers manage 251-500 units and earn an average annual salary of \$70,776.

*Total includes all on-road and off-road licensed units.

75%
PERCENT OF FLEET MANAGERS RESPONSIBLE FOR MANAGING A MAINTENANCE FACILITY

Yes, Average Salary **\$79,430**
No, Average Salary **\$65,845**

HOW MANY ON-THE-ROAD, LICENSED VEHICLES DO YOU MANAGE?

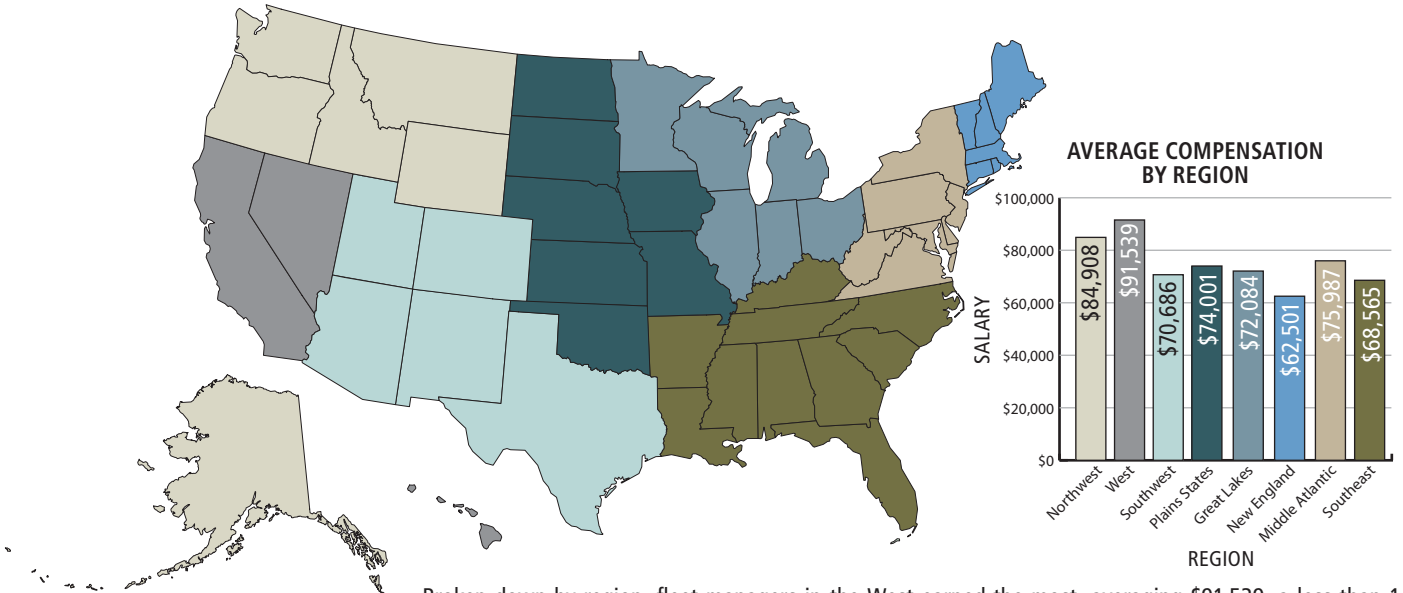


Broken down by type of vehicles managed, data shows that fleet professionals who manage 2,001-5,000 on-the-road, licensed units earned the most (\$92,059), relatively equivalent to 2008 salary data.

54%
PERCENT OF FLEET MANAGERS WHO MANAGE BARGAINING UNIT EMPLOYEES

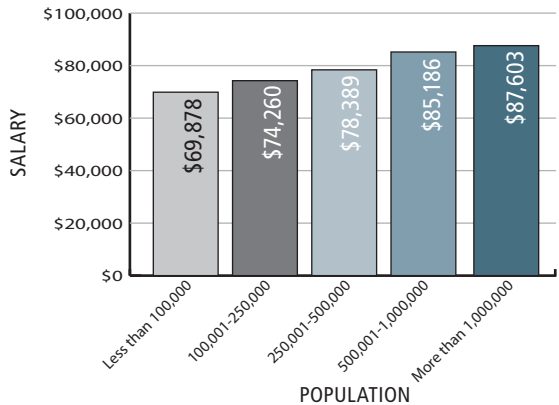
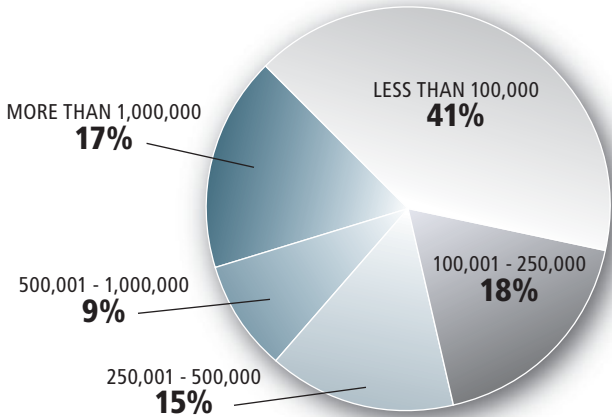
Yes, Average Salary **\$82,346**
No, Average Salary **\$69,197**

COMPENSATION BY REGION



Broken down by region, fleet managers in the West earned the most, averaging \$91,539, a less than 1 percent increase from 2008 salary data.

HOW MANY PEOPLE LIVE IN YOUR JURISDICTION?



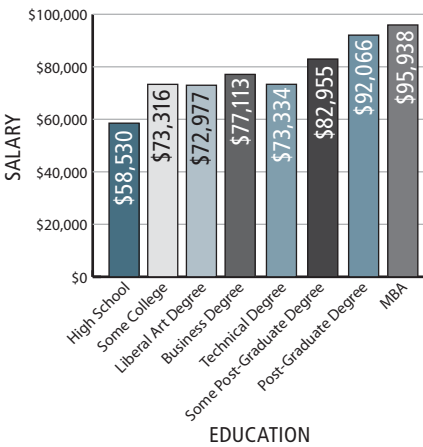
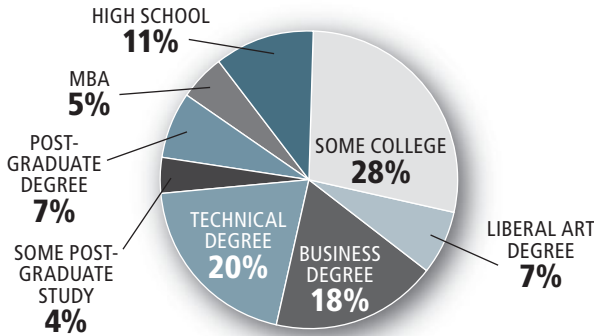
Fleet managers working in larger jurisdictions are shown to be paid more annually, with those working in entities governing more than 1 million people earning \$87,603.

FOR WHICH DUTIES ARE YOU RESPONSIBLE?

88%	Vehicle Acquisition
88%	Vehicle Disposal
82%	Internal Maintenance and Repair
82%	Budgeting
81%	Fleet Data Systems Operation and Maintenance
79%	Fleet Policy Setting
76%	Fleet Regulatory Compliance Oversight
75%	Policy Enforcement
70%	Warranty Work or Recovery
69%	External Maintenance and Repair

64%	Motor Pool Operations
63%	Alternative Fuel Programs
56%	Internal Fuel Program
54%	Rate Setting
45%	External Fuel Program Administration
42%	Fleet Funding Mechanisms Development
34%	Vendor Rental Agreements Administration
30%	Risk Management
30%	Driver Certification and Safety Programs

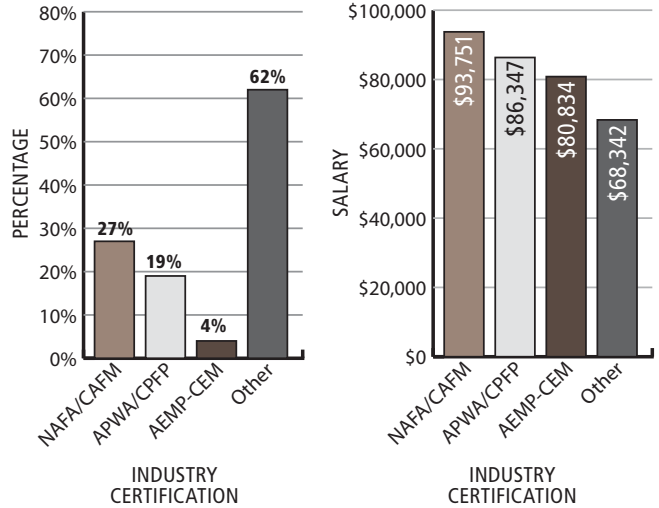
COMPENSATION BREAKDOWN BY EDUCATION



Fleet manager salaries increased with greater education; those holding a Master of Business Administration (MBA) degree earned the highest annual salary, followed by fleet managers who earned other post-graduate degrees.

COMPENSATION BY CERTIFICATION

Breakdown of certification types for those who earned certifications



Fleet managers with the NAFA Fleet Management Association Certified Automotive Fleet Manager (CAFM) certification earned the highest annual salary (\$93,751).

13%
PERCENT OF FLEET MANAGERS WHO RECEIVED PERFORMANCE-BASED COMPENSATION INITIATIVES IN 2010

Yes, Average Salary **\$82,675**
No, Average Salary **\$75,612**

30%
PERCENT OF FLEET MANAGERS WHO RECEIVED COST-OF-LIVING ADJUSTMENTS IN 2010

Yes, Average Salary **\$80,568**
No, Average Salary **\$73,289**

27%
PERCENT OF FLEET MANAGERS WHO RECEIVE A FLEET CAR WITH THEIR POSITION

Yes, Average Salary **\$75,854**
No, Average Salary **\$76,166**

Incentives and adjustments have reduced significantly since 2008. Data of salaries in 2008 showed that 77 percent of fleet managers received performance-based compensation initiatives, and 52 percent received cost-of-living adjustments. The percentage of those receiving fleet vehicles only decreased by 1 percent since 2008.