2027 Cross-Industry Compensation Study: Driver and Warehouse Positions Edition

The **2027 Cross Industry Compensation Study: Driver and Warehouse Positions Edition** from Industry Insights aims to provide comprehensive, up-to-date compensation-related benchmarks for driver and warehouse positions for companies in wholesale trade and distribution. The study offers reliable data across various distribution sectors, helping companies align their compensation strategies with industry standards. This study would be available to CDA distributor members. The survey will be fielded via an online questionnaire, offering detailed insights into compensation for driver and warehouse positions. CDA distributor members will receive the Industry Report, and participating companies will receive an individualized Company-Specific Compensation Report, which compares their company's compensation and benefits data to industry averages, displaying their information alongside aggregated data from similar survey respondents.

Key Insights included in the Report:

Company Profile: This section provides charts to help users better understand the participating companies, offering valuable context for interpreting survey results and assessing their relevance. Key data points include:

- Company structure (e.g., public vs. private)
- Territories served
- Number of stand-alone locations
- Sales/shipments volume & performance
- Employee metrics
- Union representation
- Seasonality of business
- Recruiting & retention insights
- Impact of increasing labor costs & other current challenges

Employee Compensation: This section covers compensation details for both Driver and Warehouse Staff, with each position type and brief position description. Key data points include:

- Number of employees
- Average weekly hours
- Base compensation
- Gross compensation
- Effective base rate
- Effective gross rate
- Eligibility & Basis for bonus (for drivers only)

Positions included in the Driver & Warehouse Positions Edition:

Driver Positions

- Class A CDL Delivery Drivers (No Helper)
- Class A CDL Delivery Drivers (With Helper)
- Class A CDL Shuttle Driver
- Class B CDL Route Delivery Drivers
- Non-CDL Drivers

Warehouse Positions (excluding drivers):

- Dispatcher
- Electrical/Electric maintenance
- Forklift operator
- Inspector
- Inventory control specialist
- Lead person/Group leader
- Loader
- Machine shop maintenance
- Machinist/Craftsperson
- Maintenance mechanic
- Material handler
- Mechanic – diesel/fleet
- Selector/Picker
- Shipper/Receiver
- Shipping/Receiving assistant
- Stocker
- Warehouse crane operator
- Warehouse worker
- Yard driver

Please note that this study would be offered in addition to the original Cross-Industry Compensation & Benefits Study, which covers executive and employee compensation and fringe benefits.