

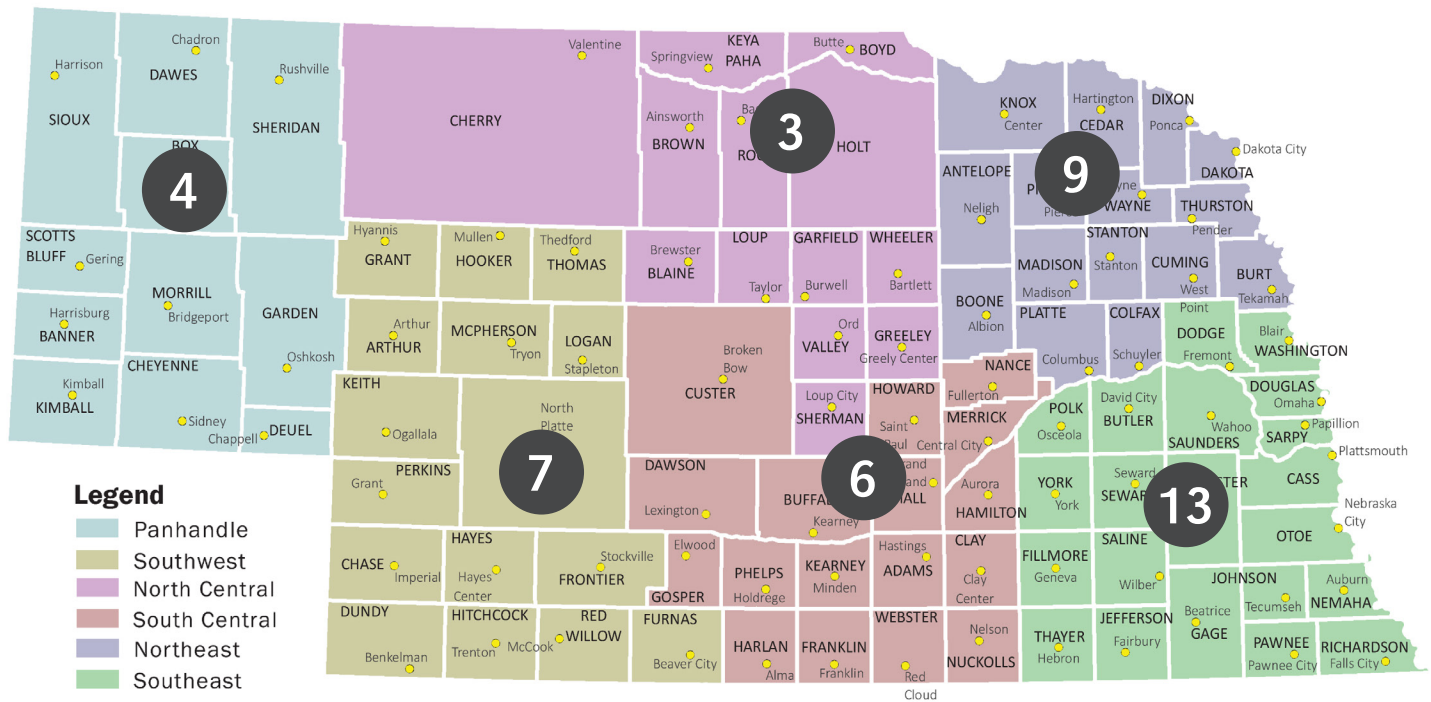
# SUMMARY OF DRIVER DATA FROM WORKFORCE AND PAY SURVEY

## Why Nebraska Public Transit Conducted This Survey

Recently, rural transit managers asked for wage data for transit drivers in response to the driver shortage across the state. In order to provide relevant data on driver wages, the Nebraska Public Transit team developed and conducted an online survey to better understand driver compensation and benefits in Nebraska. The survey was sent to transit managers through the NDOT rural transit listserv and was open from May 4, 2022 through June 1, 2022. The survey received 44 responses, for a response rate of 72%. Not all respondents answered all questions, so the frequency of responses will vary from question to question. A summary of the data is provided on the following pages as well as a regional breakdown of the average starting hourly pay rates for transit drivers.

If you would like additional information or support interpreting this information, please contact Matt Harrington at [mgharrington@unomaha.edu](mailto:mgharrington@unomaha.edu).

The map below identifies regions according to Nebraska’s Mobility Management project and was used to provide a regional breakdown of wage information. The number of survey responses by region is presented in the circles.



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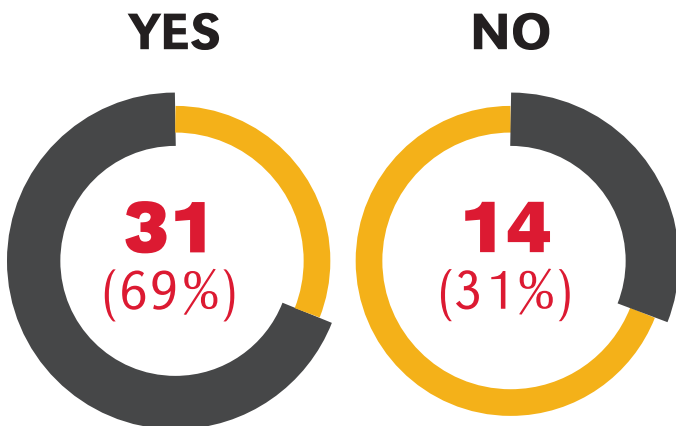
## Who is responsible for operating your transit service?



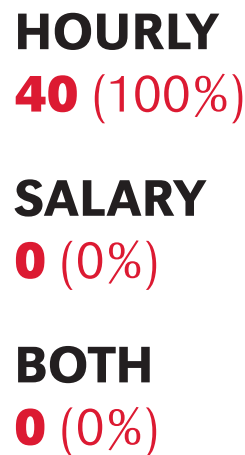
### Other Responses

County Senior Services, Hospital, Council of Governments, Area Agency on Aging, Tribal, University

## Does the operating agency for your transit service have set pay scales that you need to follow for drivers?



## How does your agency pay drivers?



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## What is the minimum starting hourly pay for your drivers?

	Average starting hourly pay	Lowest minimum starting hourly pay	Highest minimum starting hourly pay
North Central	\$14.83	\$12.50	\$17.00
Northeast	\$13.93	\$10.00	\$17.00
Panhandle	\$12.43	\$10.00	\$15.00
South Central	\$13.38	\$12.00	\$14.90
Southeast	\$11.69	\$9.00	\$14.00
Southwest	\$12.00	\$9.00	\$16.00
<b>OVERALL</b>	<b>\$12.79</b>	<b>\$9.00</b>	<b>\$17.00</b>

## What is the maximum starting hourly pay for your drivers?

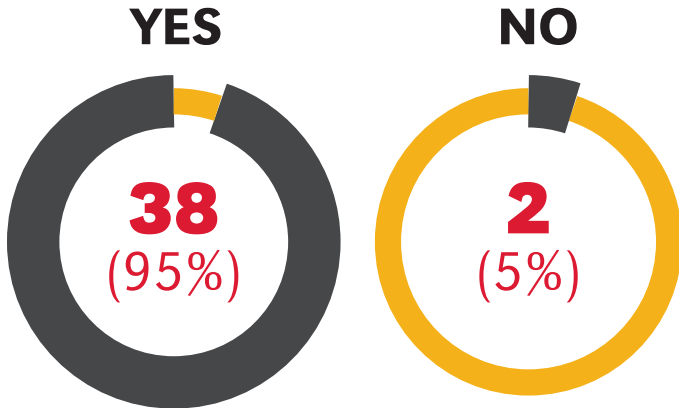
	Average starting hourly pay	Lowest maximum starting hourly pay	Highest maximum starting hourly pay
North Central*	\$13.97	\$13.97	\$13.97
Northeast	\$16.47	\$10.00	\$20.50
Panhandle	\$14.22	\$10.00	\$18.00
South Central	\$14.75	\$12.00	\$18.75
Southeast	\$12.39	\$9.00	\$14.64
Southwest	\$14.00	\$11.00	\$19.00
<b>OVERALL</b>	<b>\$14.20</b>	<b>\$9.00</b>	<b>\$20.50</b>

\*2 respondents for North Central left this question blank so the maximum average starting hourly pay is lower than the minimum average starting hourly pay.



# SUMMARY OF DRIVER DATA FROM WORKFORCE AND PAY SURVEY

## Does your agency offer pay raises for drivers?



### Top 3 Ways Agencies Determine Raises

- Cost of living adjustment (as long as program budgets can afford to give raises)
- Annual increase, usually between 2% – 4%
- Annual merit/performance raises

## Does your agency offer other benefits to drivers?

The majority of transit agencies offer the following benefits to full-time drivers:

- Paid time off/vacation
- Health insurance
- Overtime pay

Other benefits offered include:

- Paid holidays
- Retirement savings
- Flexible spending accounts, though these are not offered widely

## What qualifications or skills does your agency require of drivers when hiring?

The majority of transit agencies require drivers to have their high school diploma or G.E.D. and a valid driver's license and clean driving record. Many respondents noted that the following qualifications are preferred, but not required:

- Previous experience shuttling drivers and/or driving larger vehicles
- Knowledge of equipment and software
- Oral and written communication skills
- Willingness to serve the public
- Willingness to attend required NDOT driver training courses