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TRANSPORTATION RESEARCH BOARD

Committee Agenda
Impacts of Alternative Compensation Methods on Truck Driver Retention and Safety

Third Meeting (Virtual)

March 24, 2023

OPEN SESSION 1:00 – 2:00 pm

1:00 American Trucking Associations, Chief Economist

Bob Costello
(via video)

1:30 Women In Trucking Association, President & CEO

Ellen Voie

CLOSED SESSION 2:00-5:00 pm

(Committee Members & Staff Only)

ADJOURN 5:00 pm

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Statement of Task

An ad hoc study committee will examine the impacts of existing methods of compensation on commercial motor vehicle driver retention and safety performance in the U.S. long-haul (150 miles or more) trucking and intercity bus sectors. The compensation methods examined will include, at a minimum, pay by the hour, pay by the mile, and pay for detention time. The committee will review the research literature and assess available data to determine if there are relationships among compensation methods, driver retention, driving behaviors, and safety performance. The committee will also consider how other factors may have a bearing on these relationships, such as non-wage rewards and work conditions. As part of its review, the committee will identify limitations and gaps in the data required for such assessments. The committee will collect primary data as needed and to the extent possible, such as by conducting case studies of trucking and bus companies and interviews of drivers and owner-operators. The committee will produce a final report with findings and conclusions about what is currently understood about the effects of compensation methods and other relevant factors on driver retention and safety performance. The report will contain recommendations to the sponsor and potentially to Congress on a research agenda that outlines the kinds of analytic methods, data gathering, and study designs that would be helpful for expanding and strengthening this understanding.

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Presenter Bios

Bob Costello

Bob Costello is the Chief Economist and Senior Vice President of International Trade Policy and Cross-Border Operations at the American Trucking Associations (ATA), the national trade association for the trucking industry. As Chief Economist, he manages all of ATA's collection, analysis and dissemination of trucking economic information. This includes several monthly trucking economic indicators, motor carrier financial and operating data, an annual freight transportation forecast, driver wage studies, weekly diesel fuel price and economic reports, and a yearly trucking almanac. Bob also conducts economic analyses of proposed regulations and legislation affecting the trucking industry.

In 2018, Bob was appointed by Secretary of Commerce Wilbur Ross to the Advisory Committee on Supply Chain Competitiveness. He currently serves on the American Transportation Research Institute's Research Advisory Committee. He is on the Board of Directors for the Border Trade Alliance. Bob is also a member of the National Association for Business Economics and has served on several research and project panels for the Transportation Research Board, which is part of the National Academies. He is also a member of the Industrial Economists Group at Harvard University.

Prior to joining ATA in 1997, Bob was an economist with Joel Popkin & Company in Washington D.C., an economic consulting firm that specializes in the analysis of wages, inflation, and economic trends.

Bob has a Master's degree from the University of Northern Iowa and a Bachelor of Arts from Winona State University. He lives in Alexandria, Va. with his wife and daughter.

Ellen Voie

Ellen Voie (Voy-a) is an internationally recognized speaker and authority on gender diversity and inclusion for women working in non-traditional careers in transportation. She has been invited to speak to audiences in Sweden, Australia, New Zealand, Vietnam, France, Mexico, and Canada, in addition to being a popular speaker at conferences throughout the United States.

Voie founded the Women In Trucking Association in 2007, and currently serves as the nonprofit organization's President & CEO. The Women In Trucking Association was formed to promote the employment of women in the trucking industry, to remove obstacles that might keep them from succeeding, and to celebrate the successes of its members. Voie also currently serves on the Motor Carrier Safety Advisory Committee (MCSAC) to provide recommendations and advice to the FMCSA on motor carrier safety programs and motor carrier safety regulations.

Voie's background in the trucking industry began as the assistant and later Traffic Manager for a steel fabricating plant in the upper Midwest. She then worked as a dispatcher for a grain hauling carrier before becoming co-owner of a small fleet. After starting a family, she used her background to become a freelance transportation consultant to carriers in Wisconsin, licensing and permitting trucks for more than 16 years. Voie also served as the Executive Director of Trucker Buddy International, Inc., a pen pal program between professional drivers and elementary students.

Voie holds a Master's in Communication degree from the University of Wisconsin, Stevens Point, where she completed her Thesis research on the complex identities of women married to professional drivers. She also holds a degree in Traffic and Transportation Management from LaSalle Extension University.

Voie has earned the Certified Association Executive (CAE) credential from the American Society of Association Executives, the leading authority in association management.