



BENEFIT CONTRIBUTIONS

Time with Roehl Coverage Type	Less than 12 months		Over 12 months	
	Non-Tobacco	Tobacco	Non-Tobacco	Tobacco
Health Insurance	Per Week		Per Week	
Single	\$13.60	\$27.35	\$9.35	\$23.10
Single + Children	\$37.81	\$51.56	\$29.31	\$43.06
Single + Spouse	\$56.94	\$70.69	\$48.44	\$62.19
Family	\$63.36	\$77.11	\$54.86	\$68.61
Dental Insurance	Per Week		Per Week	
Single	\$4.99		\$4.99	
Single + Children	\$12.46		\$12.46	
Single + Spouse	\$11.28		\$11.28	
Family	\$14.95		\$14.95	
Vision Insurance	Per Week		Per Week	
Single	\$1.40		\$1.40	
Single + Children	\$2.95		\$2.95	
Single + Spouse	\$2.82		\$2.82	
Family	\$3.72		\$3.72	

7-on/7-off drivers contribute an extra \$15.70 weekly.

7-4/7-3 and 14-7 drivers contribute an extra \$6.22 weekly.

NY residents may have slightly higher rates.

DRIVER PAY SCALE

	VAN FLEETS			FLATBED FLEETS		
	National & Northeast (Daily Rate)	Midwest Regional (Daily Rate)	Any HOMEtime Fleet (Daily Rate)	National & Great Lakes Regional (Daily Rate)	Midwest Regional (Daily Rate)	Any HOMEtime Fleet (Daily Rate)
Trainee Pay Grade	\$79.10	\$79.10	\$79.10	\$79.10	\$79.10	\$79.10
Driver Pay Grades						
Grade 1 (1.5 - 6 months)	\$128.20	\$118.20	\$128.20	\$150.90	\$141.85	\$150.90
Grade 2 (6 - 12 months)	\$135.50	\$125.45	\$135.50	\$158.20	\$149.10	\$158.20
Grade 3 (12 - 18 months)	\$144.55	\$134.55	\$144.55	\$167.30	\$158.20	\$167.30
Grade 4 (18 - 24 months)	\$153.65	\$143.65	\$153.65	\$176.40	\$167.30	\$176.40

• Progression to Grade 1 following successful completion of Evolution 1 & Evolution 2 training and completion of written evaluation (JRG) and driving skills evaluation (DSE).

• Partial work days will be compensated: Work less than 4 hours = 1/2 daily pay, work 4 hours or more = full daily pay.

• Earnings are paid weekly.

• Pay periods run Sunday – Saturday.

• All necessary paperwork must be submitted to be paid.

AVAILABLE BONUSSES

Safety/Performance Bonus – Paid Quarterly

- You become eligible to earn the Safety/Performance Bonus at the beginning of your first full quarter after you begin earning Grade 1 pay.
- Safety/Performance Bonus is earned for consistently meeting standards for safety, productivity, efficiency, customer service and attending quarterly safety meetings.
- Safety/Performance Bonus earnings go up to \$.03 per mile depending on your performance and meeting minimum mileage standards.
- You must be an active employee when the bonus is paid.

Annual Mileage Bonus – Paid Annually in December

- Annual Mileage Bonus is earned for meeting or exceeding minimum mileage standards.
- Annual Mileage Bonus earnings go up to \$.01 per mile depending on miles driven on loads that are completed from December 1st through November 30th of following year.
- You must be an active employee when the bonus is paid.

EARNING POTENTIAL*

First Year Annualized – \$34,000 to \$42,500
Second Year Annualized – \$39,000 to \$48,500

*HOMEtime PLUS™ fleets are lower due to number of work days.

Please note that the published rates on this sheet can change without prior notification.