

***SURVEY RESULTS: Incentive Pay Plans*** (survey conducted by Danny Hood, Putnam County, December 2009; contact info below)

Charlie,

Thought I would touch bases with you on the responses I received regarding incentive pay plans.

- \* I received 16 responses from as many districts.
- \* Of those, seven districts have in place plans that provide bonuses for drivers based on perfect attendance. One also has a plan for perfect attendance as well as safe accident/free driving record.
- \* One district offers an hourly stipend for drivers who take one of several course offerings designed to improve their job skills.
- \* One district has in place a hourly rate increase for drivers who have completed either four or two year college degrees.
- \* Three districts have in place a point system that results in pay increase for accident -free driving and/ or perfect attendance.
- \* Four districts responding do not have incentive plans at this time.

Could you please share this information with the other districts. I greatly appreciate all of those who responded. This data will be a big help to me as we put together an incentive plan (s) for our drivers.

Thank you

Danny B. Hood

Director of Transportation

Putnam County School District

(386 ) 329-0553 (386 ) 937-0188 (cell )

801 S. 13th Street

Palatka, Fla. 32177