Case Study
SMART DRIVER PAY

OVERVIEW

With a gross revenue of $791.7 billion and employing 3.6 million drivers, trucking represents a critical industry in the US. Surprisingly, this monumental task is carried out by an army of small companies. Over 97% of carriers operate with a maximum of just 20 trucks, while most of them have no more than 6. The trucking industry is a growth industry that accounts for 5,400 new employees each month, increasing payroll complications and the margin of error.

Retail companies with small fleets cannot afford to have as much as a third of their expenses inaccurately handled due to the complexity of payroll structures associated with drivers. Outdated and unsustainable systems can cause serious growing pains for companies scaling in size or amount of business. Unreliable pay for drivers can harm relationships, contribute to an 80% driver turnover rate, and lead to unnecessary legal issues.

Currently, most ERPs do not have features robust enough to manage the complexities of driver pay. Additionally, there are few, if any, payroll software platforms specifically tailored to the trucking industry. Regardless, the complications of having different software platforms to manage the payroll of drivers can be greatly mitigated with integration through Smart Driver Pay.

Smart Driver Pay replaces obsolete systems and fills the gaps left by those that remain to ensure a seamless, accurate, and reliable payment process. It is a fully integrated system which provides a centralized location for viewing and adjusting all data. Automating this process, Smart Driver Pay eliminates payroll errors, increases time efficiency, and greatly reduces the occurrence of payment corrections. These benefits allow a company to manage and increase fleet size and revenue with simplicity.

Smart Driver Pay is a Cloud-based, SaaS solution with a simple subscription service. By running this service in the cloud, we eliminate the need to run and maintain on-premises and lighten the load on your hardware. There are no additional systems needed and no increase in IT maintenance costs.

PAY SUMMARY

Within the Pay Summary, the driver can analyze and have access to a full report of their total pay. This **visibility** promotes **trust, honesty, and loyalty**, resulting in **driver retention** and **long-lasting relationships**.

By automating the payment process, Smart Driver Pay **eliminates** the calculation errors that are more prevalent in manual methods for a **smart** solution that provides an **accurate, fair, and quick** payment process.

Incentives are a great way to increase productivity and create performance-driven individuals; therefore, Smart Driver Pay has this feature to facilitate and encourage these rewards. Unlike the manual method, our solution entails a **straightforward design** to help make these add-ons **effortless** and **simple** in a **consolidated** payment system.

TRIPS

When managing multiple trips, it is important to have a clear understanding and record of the data. Smart Driver Pay offers **Real-Time Trip Tracking** that ensures **clarity** for all members of the team at any given moment. Smart Driver Pay creates **visualization** in calculating the **precise** pay at every step of the way. All the trip details, including **driver assignments**, are presented in a **systematic** way that helps facilitate any action necessary.

DRIVERS & ACTIVITIES

Smart Driver pay provides complete **visibility** by **tracking** driver activities and the corresponding pay. It **organizes** driver details in a manner that is **easily accessible** for quick reference access. Smart Driver Pay allows not only for **comfort** and **clarity**, but also **time optimization** through the process of assigning drivers to **fully customizable** groups. Therefore, you can make changes on a group basis rather than on individual users to increase **efficiency** with **automatic** pay.

RESULTS

An average company with around 250 drivers needs at least 2 payroll employees which would total about $200k-$220k of annual department expenses. With 300 hours invested, Smart Driver Pay cuts the time by ⅔ of the hours spent. This results in both savings of around 35-40% annually, as well as resources redirected to other business development activities.

BUSINESS CHALLENGES

1. A growing retailer is expanding its store presence in the US. The company decided to acquire a private fleet of trucks to move its inventory from distribution centers to its stores, rather than being delivered by 3rd-party carriers. They hired full-time drivers to support long-term operations and contract drivers to help support an increase in business volume during the peak season. They want to establish their new fleet upon a strong foundation that will allow for easier expansion. SDP allows them to streamline their business by automating their manual payment process, freeing up time to focus on their business rather than revaluating records for accurate pay.

2. A medium-sized retail company has been building on the family business for a few years, but they are experiencing hurdles throughout the process. Their team has worked long hours to eliminate the growing pains hindering their potential success. Inaccurate and late payments are upsetting drivers resulting in poor performance and lack of trust. This limits their ability to onboard new drivers and increase revenue over time. SDP's system encourages strong driver retention with end-to-end visibility so that drivers can access their pay history and transactions every step of the way. This promotes honesty, transparency, and better communication to assure fair and accurate pay in a timely manner.

3. A well-established retailer has a fleet of 2500 trucks. Their current systems feed information to different spreadsheets. The payroll team has the task of pulling information from those separate systems to enter manually into the payroll software. The company wants to lower its expenditures by cutting back on data input time. SDP integrates their existing systems and centralizes the company's base configuration data so that adjustments can be made in one place, rather than across multiple platforms. Not only does this increase their time efficiency but it also decreases errors caused by data discrepancies across platforms.