



Flatbed Driver

We are “Driven to Be the Best”!

Drivers are required to operate in a safe and legal manner to ensure on time delivery to our customers. There will be times when you are required to run irregular hours, drive in adverse weather conditions and deliver to areas of the country that you have not been to in the past. You are the captain of the ship, and we entrust you will communicate effectively and in a timely manner if/when these situations occur to help ensure Safety and excellent Customer Service.

Pay and Bonus Opportunities

Average Miles

Regional: 1,000 - 2,200 miles per week

OTR: 1,200 - 2,600 miles per week

Average Gross Base Pay

Regional: \$1,000-\$1,500 weekly (\$52,000 – \$78,000 annual)

OTR: \$1,200 - \$1,800 weekly (\$62,400 – \$93,600 annual)

Pay Increases

\$.01 at 90 days, then \$.01 increase annually on anniversary date until cap of \$.70 cpm

Monthly Bonus (Performance-Based)

Up to \$.05 cpm per month

Regional: \$217 - \$477 per month

OTR: \$260 - \$563 per month

Per Diem

\$.10 cpm for all Drivers - included in pay rate

Military Pay

Drivers who are currently serving or have served within the past 24 months

<2 years verified service = \$.01 cpm pay increase

2+ years verified service = \$.02 cpm pay increase

Tarp/Securement Pay

- \$25 to tarp/secure

- \$25 to untarp/unsecure

Stop Pay

\$15.00 per pickup and delivery, except load origin and final delivery

Detention Pay

\$20/hour for on-time delivery detention, capped at \$200 each 24-hour period

Layover Pay

24 hours of layover = \$75, subsequent 24-hour periods = \$100

Breakdown Pay

\$100 for 1st day, \$150 for 2nd day, \$200 for 3rd+ days

Chicago Cross Town Loads

\$40 plus mileage

Details of Job Position**Primary Operating Area**

Midwest and Southeast

Home Time

Regional: Home on weekend for a minimum of a 34-hour reset

OTR: Out 12-14 days, home 2 days; Weekends not guaranteed

Load or Unloading

100% no touch; Tarping & securing required

Freight Hauled

Mostly wallboard, coils, lumber, steel, building products

Drop-n-Hook

Occasionally

Scales Paid

Yes

Tolls Paid

Yes

Lumpers Paid

Yes

Paychecks

Weekly via direct deposit

ELD and App

ELDs powered by Geotab and Transflo; Transflo/Decker mobile app

Fuel Card

Comdata

Equipment and Amenities

You will operate a 2020, 2021, 2022, 2023, or 2024 Peterbilt 579, Volvo, or Freightliner Cascadia;

All trucks are governed at 65 mph, 68 mph on cruise control;

All trucks are equipped with: APU, 1,800-watt Inverter, Free Wi-Fi, Smart TV with Satellite Programming, Microwave, Refrigerator, CB Radio, Satellite Radio Hook-ups

[Learn about our Equipment](#)

Benefits

Medical, Dental, Vision, 401 (k), EAP, Life Insurance, Dr. on Demand, and more.

Your benefits are available the first of the month after 60 days of employment.

[Learn about our Benefits](#)

Minimum Pay Criteria

- 1) Be available for dispatch 5 days a week
- 2) No load refusals
- 3) Turn in paperwork after each load and by weekly cutoff
- 4) 100% on-time delivery; No Driver service failures
- 5) No CSA violations
- 6) No preventable accidents

Orientation and Onboarding

Orientation Pay

\$500 after completion of Orientation

Location and Length

Fort Dodge, IA; 3 days

Traveling to Orientation

We offer a rental vehicle, plane, or reimbursement for driving own vehicle

Physicals

Applicants must have either a complete physical within the last 6 months, certified for 6 months or longer and does not expire within the next 3 months; or complete a new physical ahead of time or when arriving to Orientation in Fort Dodge, IA.

Drug Test

All applicants will be subject to a pre-employment urinalysis and hair follicle drug test prior to coming to Orientation. If unable to complete before arriving, tests will be administered on the first day of Orientation. Drivers will not be released to their truck until results come back negative.

Students

The training schedule is 4 weeks total: 1 week in Orientation, 3 weeks with an OTR trainer \$100 per day in Orientation and while with a trainer
Tuition reimbursement up to \$6,000

Tuition Reimbursement

Payout of \$200.00 to begin after 90 days of employment paid out monthly, up to the total amount of the tuition not to exceed \$6,000.00.

- Tuition will be paid based on qualified schools and no prior driving employment before Decker.
- Must be hired w/in 3 months of graduation from qualified Truck Driving School (TDS).
- Tuition documents are required to be provided by the Driver within the first 90 days of employment in order for payment to begin.
- Refresher courses are eligible for tuition reimbursement if the above criteria is met.

Repayment Agreement

You will be presented with a repayment agreement while at orientation that will include the onboarding costs (meals, travel, motel, training, etc). No payments or withdrawals will be required – you will agree to reimbursement the company for 100% of occurred costs if you terminate your employment in the first 30 days. For each month you are employed we will deduct \$100, from the total, and after 6 months of employment the balance is removed.