

WageScape

State of Pay · What employers are advertising this quarter

LOGISTICS · Q2 2026

Same job. Same quarter. A different price in every metro.

18%

The advertised Truck Driver median runs \$66K in Kansas City and \$78K in Washington–Arlington — an 18% gap inside one role. Post at the national median and you mis-price in most metros.

Postings analyzed: Apr 1 – Jun 30, 2026 · Government comparison: BLS OEWS May 2025

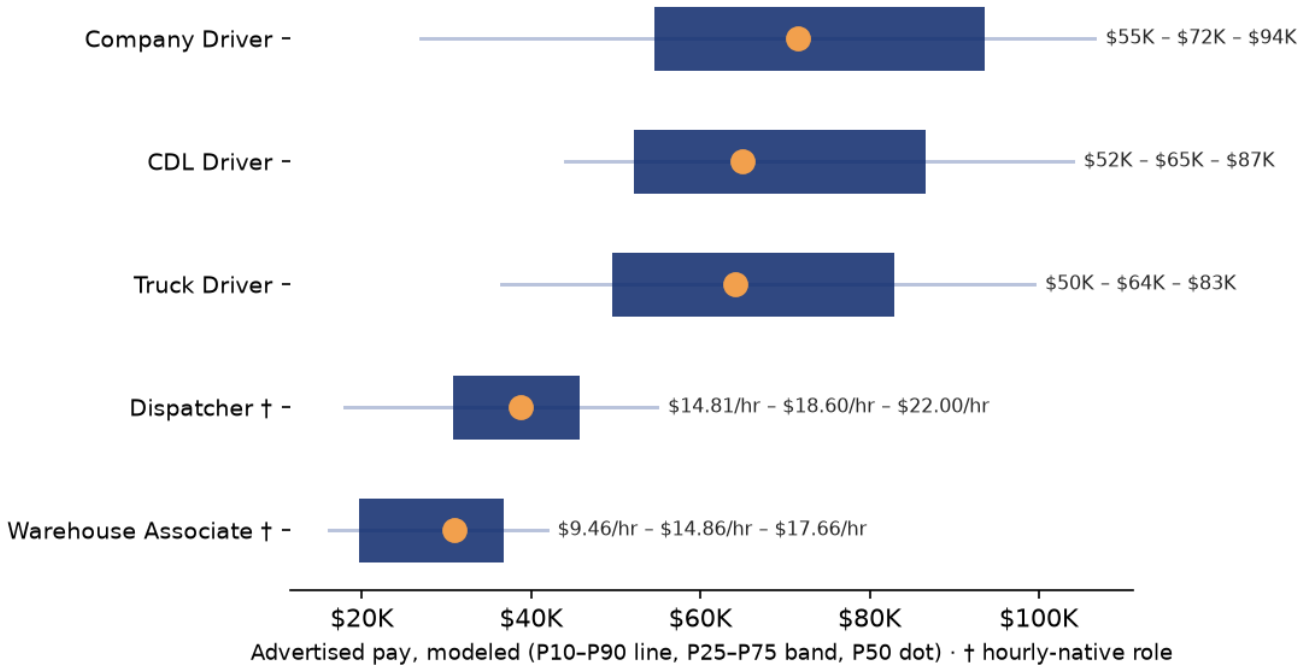
n = 2.5M postings · 5 core roles · 175K hiring companies · listing-weighted · WageScape / MarketTrak

Pay levels are modeled from postings and directional — structure (spread, premiums, geography) is the signal. BLS check and method inside.

LOGISTICS · THE PAY SPECTRUM · ADVERTISED, Q2 2026

No role has one market rate

The pay band, role by role — P25 / P50 / P75



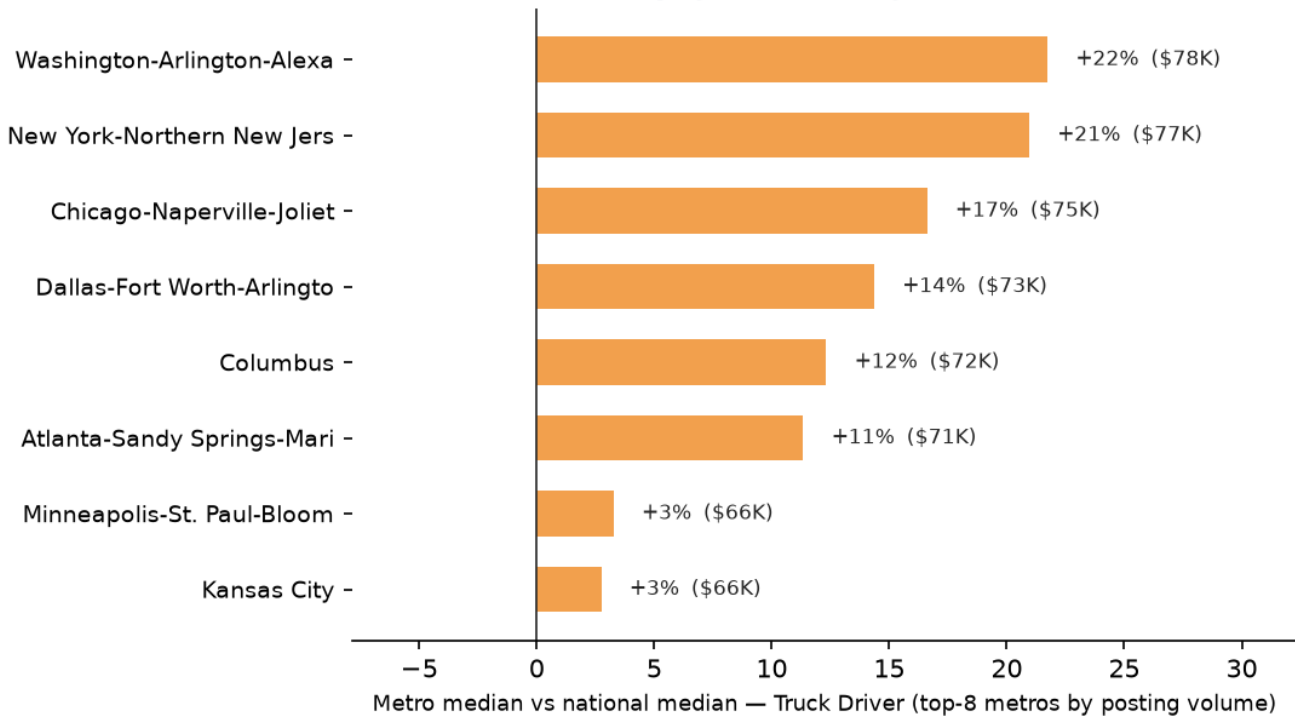
Three structural reads

1. The widest band: Company Driver. P75 (\$94K) pays 1.7× P25 (\$55K). A single “market rate” for this role is a fiction — set bands, not points.
2. The tightest band: Dispatcher (1.5×). Here the market HAS converged — posting outside \$14.81/hr–\$22.00/hr is a deliberate strategy, not noise.
3. Where the band skews: Truck Driver's midpoint sits low in its band — the top half is 1.3× as wide as the bottom. Employers bidding above midpoint have room to run; the stretch to \$83K is where offers differentiate. Position reqs against the skew, not just the midpoint.

LOGISTICS · GEOGRAPHY & DEMAND

The same job does not pay the same everywhere

Where the market pays differently — Truck Driver



Across the top-8 posting markets, the Truck Driver median runs from \$66K (Kansas City) to \$78K (Washington-Arlington-Alexandria) — a 18% geographic gap inside one role, this quarter. Demand is deep: 988K Truck Driver postings from ~52K hiring companies.

What comp teams should do this quarter

- Benchmark to the band, not the point. Quote \$50K–\$83K for Truck Driver, and decide deliberately where in the band each req should sit.
- Localize before you match. A national median mis-prices Truck Driver by up to 18% depending on metro — in premium metros, benchmark to the metro band, not the national band.
- Check your reqs against this quarter's floor. If a posting sits below P25, you are recruiting exclusively from the bottom quartile of advertised offers — make that a decision, not an accident.

The BLS check — we show our work

Every advertised median, next to its government benchmark. Postings measure the hiring market, not the incumbent one: hourly postings quote base starting rates — before differentials, overtime and tenure — and salaried posting cohorts skew junior. Advertised medians therefore typically sit below BLS; the gap is information, not error.

Role	WageScape P50	BLS median	Δ	BLS occupation
Company Driver	\$71.5K	\$57.4K	+24.6%	Heavy/tractor-trailer drivers *
CDL Driver	\$65.0K	\$57.4K	+13.2%	Heavy/tractor-trailer drivers *
Truck Driver	\$64.1K	\$57.4K	+11.7%	Heavy/tractor-trailer drivers *
Dispatcher †	\$18.60/hr	\$23.50/hr	-20.9%	Dispatchers, exc. police/fire
Warehouse Associate †	\$14.86/hr	\$18.12/hr	-18.0%	Hand laborers/material movers *

BLS figures: OEWS May 2025 national medians (bls.gov); * = May 2024, latest published for that occupation. † hourly-native role, both figures per hour. Deltas computed from the printed values.

Methodology

Source: WageScape / MarketTrak — advertised-posting data aggregated from public job postings. Period: Q2 2026 (single quarter; no period-over-period comparisons are made in this report). Sample: 2.5M postings across 5 core logistics roles, 175K hiring companies. National figures are listing-count weighted across metros. Every role is reported as a P25 / P50 / P75 spectrum (P10–P90 in charts); we never publish a lone median. Pay levels are modeled from postings (disclosed wages are rare); hourly-native roles are quoted per hour (annualized at 2,080 hours in charts). Structural signals — spread ratios, role premiums, metro differentials, demand concentration — are ratio-based and robust to level bias. Aggregates only; no individual compensation is shown. Every figure reproduces from a saved, dated query snapshot.

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