

SALARY GUIDE

2026 Commercial Trucking Salary Guide

National wage benchmarks for CDL-A and CDL-B drivers, sourced from BLS Occupational Employment and Wage Statistics — with every proxy classification, and every honest gap, labeled and not hidden.

How to read this guide.

Every wage figure below is sourced from the U.S. Bureau of Labor Statistics and O*NET OnLine, for the closest matching BLS occupational classification — not internal placement data, and not a substitute for a live local wage check.

Several commercial trucking roles don't map to a single, distinct BLS occupation, and for two of the ten roles we don't have a wage figure to cite at all. Where that's the case, we say so explicitly — we don't fabricate a number where the data doesn't exist.

The two driver classifications with a distinct BLS wage figure.

ROLE	BLS CLASSIFICATION	MEDIAN ANNUAL	MEDIAN HOURLY
CDL-A Truck Driver	Heavy and Tractor-Trailer Truck Drivers (53-3032)	~\$58,640	~\$28.19
CDL-B Truck Driver*	Light Truck Drivers (53-3033) — nearest match	~\$44,860	~\$21.57

Figures reflect current BLS-sourced wage data via O*NET OnLine. *There is no dedicated BLS occupation code for CDL-B specifically — Light Truck Drivers is the nearest match, and we're labeling it as a proxy rather than presenting it as an exact figure.

Why the gap between the two is wider than a license-class difference alone explains

The roughly \$13,800 gap between the CDL-A and CDL-B medians tracks with more than just license class — CDL-A work skews toward longer-haul, higher-weight combination freight, which tends to pay more per mile and more in total annual miles than the shorter, lighter-vehicle work typical of CDL-B roles. Because CDL-B doesn't have its own BLS occupation, some of that gap is also just measurement: Light Truck Drivers as a category includes delivery and courier work that isn't directly comparable to commercial fleet CDL-B work, which likely understates the true CDL-B commercial-fleet figure somewhat. We're flagging that honestly rather than adjusting the number ourselves without a source.

We don't have a state-level breakdown for this trade to cite honestly.

Unlike some of the trades we cover, the commercial-trucking hub page this guide is built from doesn't carry a state-by-state wage breakdown for CDL-A or CDL-B drivers. Rather than estimate one, we're telling you plainly: if you need metro- or state-level pay data for a specific market, treat the national figures above as a starting point and verify locally before quoting a number to a client or candidate.

What we can say directionally: wages for both driver classifications tend to move with regional cost of living, local freight demand, and how tight the licensed-driver supply is in that specific market — the same dynamics that drive most commercial-trades wage variation nationally.

RELATED CLASSIFICATIONS CONTEXT

Most of this trade's support roles borrow their wage data from broader occupational groups.

Outside the two driver occupations, every other role a commercial fleet recruits for sits inside a broader BLS major group shared with other industries — dispatch and logistics roles sit alongside Transportation and Material Moving occupations generally; safety, compliance, and HR-adjacent roles sit alongside Business and Financial Operations occupations; management roles sit alongside general Management occupations. That's a structural fact about how BLS classifies work, not a gap specific to trucking — but it does mean a fleet benchmarking those eight roles is really benchmarking against a cross-industry classification, not a trucking-specific one.

Eight roles, named honestly, with no invented number.

The hub page for this trade lists a BLS classification for every one of the ten roles we recruit for — several are explicitly disclosed as the nearest available proxy, because no dedicated code exists for the specialty. We don't have a wage figure sourced for these roles in our dataset, and we're not going to guess one:

- **Dispatcher / Fleet Coordinator** — Dispatchers, Except Police, Fire, and Ambulance (43-5032)
- **Fleet Manager** — Transportation, Storage, and Distribution Managers (11-3071)
- **Safety & Compliance Manager (DOT)** — Compliance Officers (13-1041), nearest match; no dedicated DOT-fleet-safety code exists
- **Diesel Mechanic / Fleet Technician** — Bus and Truck Mechanics and Diesel Engine Specialists (49-3031)
- **Logistics Coordinator** — Cargo and Freight Agents (43-5011), nearest match; no dedicated "logistics coordinator" code exists
- **Driver Recruiter** — Human Resources Specialists, recruiting specialty (13-1071); no dedicated driver-recruiter code exists
- **Terminal Manager** — Transportation, Storage, and Distribution Managers (11-3071), shares its code with Fleet Manager; no separate terminal-manager code exists
- **Route / Delivery Supervisor** — First-Line Supervisors of Material-Moving Machine and Vehicle Operators (53-1043)

We'll update this guide with wage figures for these eight roles as soon as a verifiable, source-backed number exists for each — not before.

Base wage is the start of the conversation, not the end of it.

Especially for CDL-A and CDL-B drivers, total compensation typically includes more than the base hourly or annual figure captured in BLS wage data:

- **Per-mile or per-load pay structures** — many driver roles are paid on a basis other than a flat hourly or salary figure, which can move take-home pay well above or below the BLS median depending on route volume.
- **Home-time and route-type differences** — local, regional, and over-the-road assignments carry different pay structures and lifestyle tradeoffs that a single national median can't capture.
- **Sign-on and retention incentives** — increasingly common in a scarce-license market, and worth confirming explicitly rather than assuming they're standard.
- **Safety and compliance-linked bonuses** — tied to clean inspection records or violation-free periods at some fleets.

When benchmarking an offer against this guide's medians, weigh the full package, not just the base figure.

USING THIS GUIDE

Benchmark honestly — including against yourself.

If you're consistently losing driver candidates at the offer stage, compare your actual offer — base plus the total-compensation factors above — against the correct national median for the license class you're hiring, not a blended "truck driver" figure. A CDL-B offer benchmarked against the CDL-A median will look uncompetitive for no real reason; the reverse mistake undervalues a candidate who's actually running combination freight.

If you're not sure where a specific role or region should land, that's exactly the kind of question a specialized recruiting partner should be able to answer with market data, not a guess.

We don't have a published BLS time-to-fill figure for this trade — but the search data points in a clear direction.

BLS doesn't publish a time-to-fill statistic for any occupation, trucking included, so we're not citing one. But the search-volume asymmetry cited throughout this guide's companion Whitepaper is itself a useful signal: when the volume of people researching how to get licensed and what the job pays vastly outweighs any measurable "hire a driver" search intent, it tells you the constraint sits on the supply side of the labor market, not the demand side. A generalist job posting reaches people who are already actively looking — the smaller of the two groups.

The practical implication: the roles where the licensed or specialized pool is smallest — safety and compliance, and specialized driving assignments — are exactly where a standing, pre-verified pipeline helps most.

All 10 roles, side by side, with wage status labeled honestly.

ROLE	BLS CLASSIFICATION	WAGE FIGURE
CDL-A Truck Driver	Heavy and Tractor-Trailer Truck Drivers (53-3032)	~\$58,640/yr
CDL-B Truck Driver	Light Truck Drivers (53-3033), proxy	~\$44,860/yr
Dispatcher / Fleet Coordinator	Dispatchers, Except Police, Fire, and Ambulance (43-5032)	Not sourced — see note above
Fleet Manager	Transportation, Storage, and Distribution Managers (11-3071)	Not sourced — see note above
Safety & Compliance Manager (DOT)	Compliance Officers (13-1041), proxy	Not sourced — see note above
Diesel Mechanic / Fleet Technician	Bus and Truck Mechanics and Diesel Engine Specialists (49-3031)	Not sourced — see note above
Logistics Coordinator	Cargo and Freight Agents (43-5011), proxy	Not sourced — see note above
Driver Recruiter	Human Resources Specialists (13-1071), proxy	Not sourced — see note above
Terminal Manager	Transportation, Storage, and Distribution Managers (11-3071), shared code	Not sourced — see note above
Route / Delivery Supervisor	First-Line Supervisors of Material-Moving Machine and Vehicle Operators (53-1043)	Not sourced — see note above

"Not sourced" means exactly that — no verifiable wage figure for that specific classification appears in our current dataset. It does not mean the role pays nothing, or that a number doesn't exist anywhere; it means we haven't independently verified one, so we're not printing one.



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