

Integrating Safety Across Your Mobile Workforce

Reimbursement and Lease

Fleet Safety Conference

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SPEAKERS



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Mobile Workforce

Definition and Challenges

POP QUIZ!

WHAT IS A MOBILE WORKFORCE?

> Any employee or contract employee who operates a motor vehicle in the scope of company business may operate a vehicle supplied by the company in the following manner:

- Leased
- Owned
- Reimbursed / Allowance / Stipend
- Rented (fly and drive)

WHO MANAGES THE MOBILE WORKFORCE ?

- A. Fleet
- B. Procurement
- C. Human Resources
- D. Environmental Health & Safety
- E. All of the above
- F. A & B
- G. B & C
- H. D & A

Situation Analysis

DRIVER A COMPANY PROVIDED VEHICLE

> Compliance Requirements

- Safety policy
 - Measures any number of risk metrics including MVR, collision data, camera violations, etc.
- Maintenance and repair
 - Specific maintenance, recall, and vehicle damage protocols in fleet policy

> Oversight

- Direct supervision
- Telematics

DRIVER B COMPANY REIMBURSED VEHICLE

> Compliance Requirements

- Little to none
 - Falls outside of fleet policy rules
 - Drives what he desires – no vehicle requirements
 - No specific maintenance and repair protocols

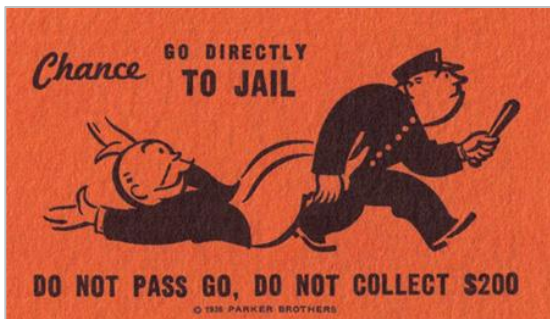
> Oversight

- No fleet department oversight
- Unlikely candidate for telematics

Situation Analysis

DRIVER A NON-COMPLIANCE CONSEQUENCES

- > Faces disciplinary action including suspension, negative performance review or termination.



DRIVER B NON-COMPLIANCE CONSEQUENCES

- > Go unnoticed (sometimes on purpose)



Vehicles and drivers on a reimbursement program are often “swept under the rug” when it comes to policy compliance

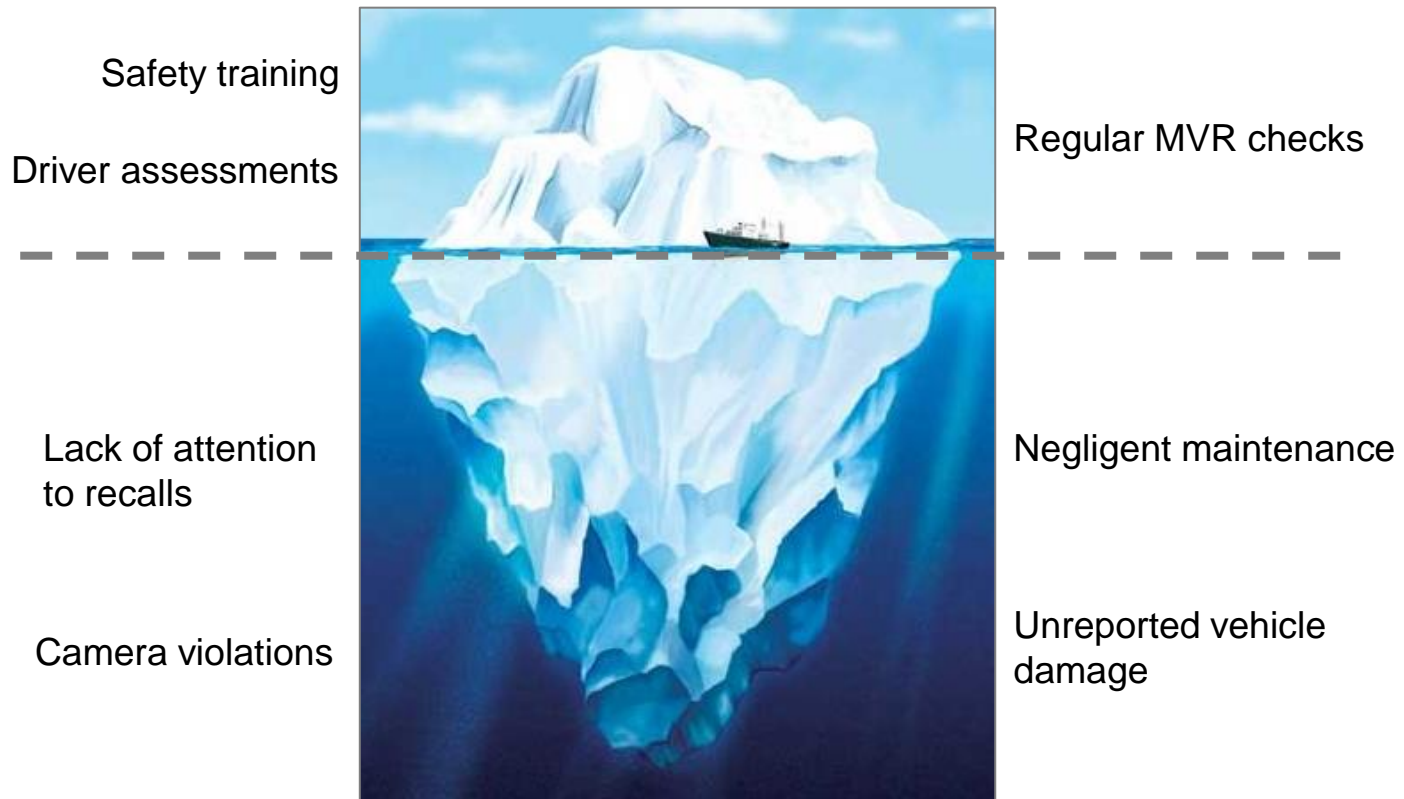
- > Legacy program that “runs” by itself
- > Ignored until something bad happens
- > Out of sight, out of mind...



Safety Integration

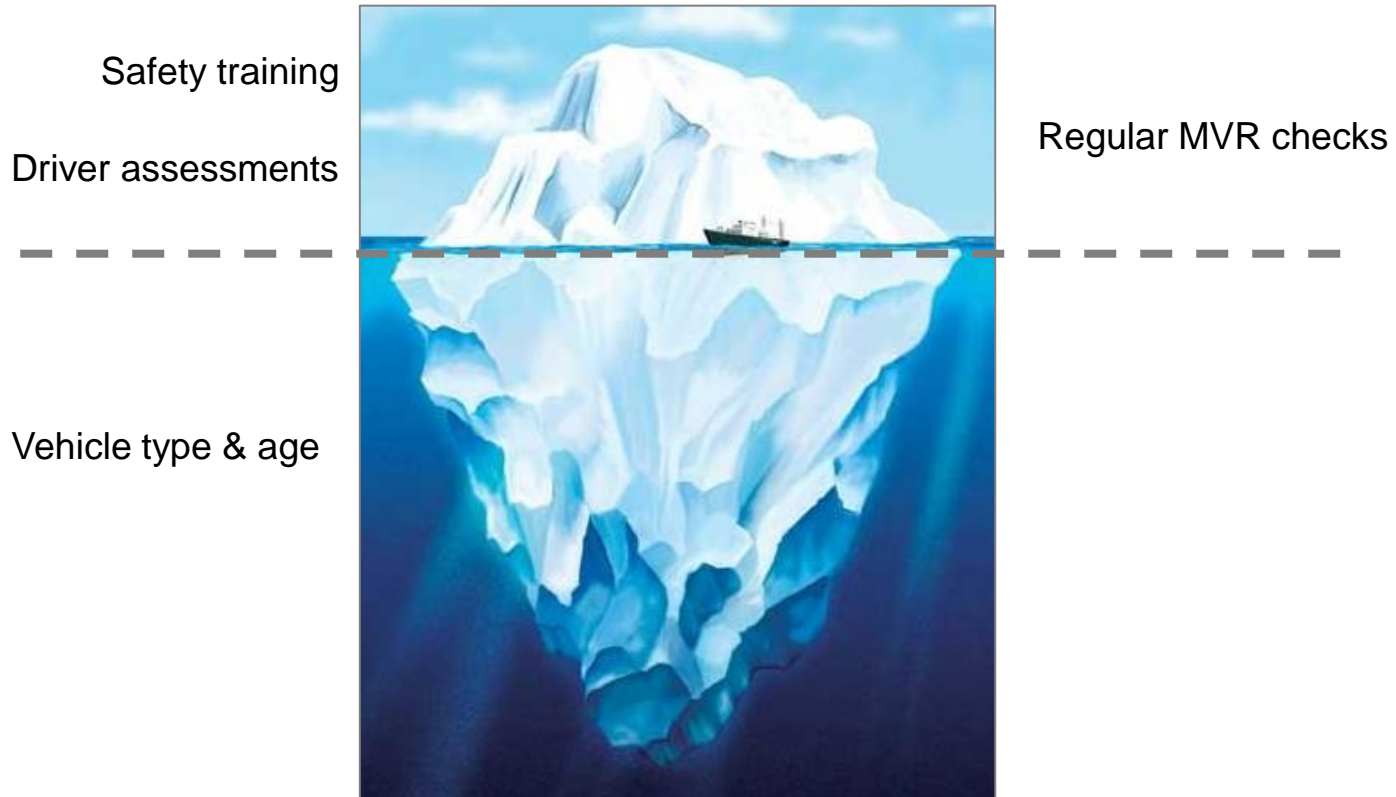
Key Components & Hidden Risks

KEY COMPONENTS FOR COMPANY PROVIDED VEHICLES



HIDDEN RISKS

KEY COMPONENTS FOR EMPLOYEE PROVIDED VEHICLES



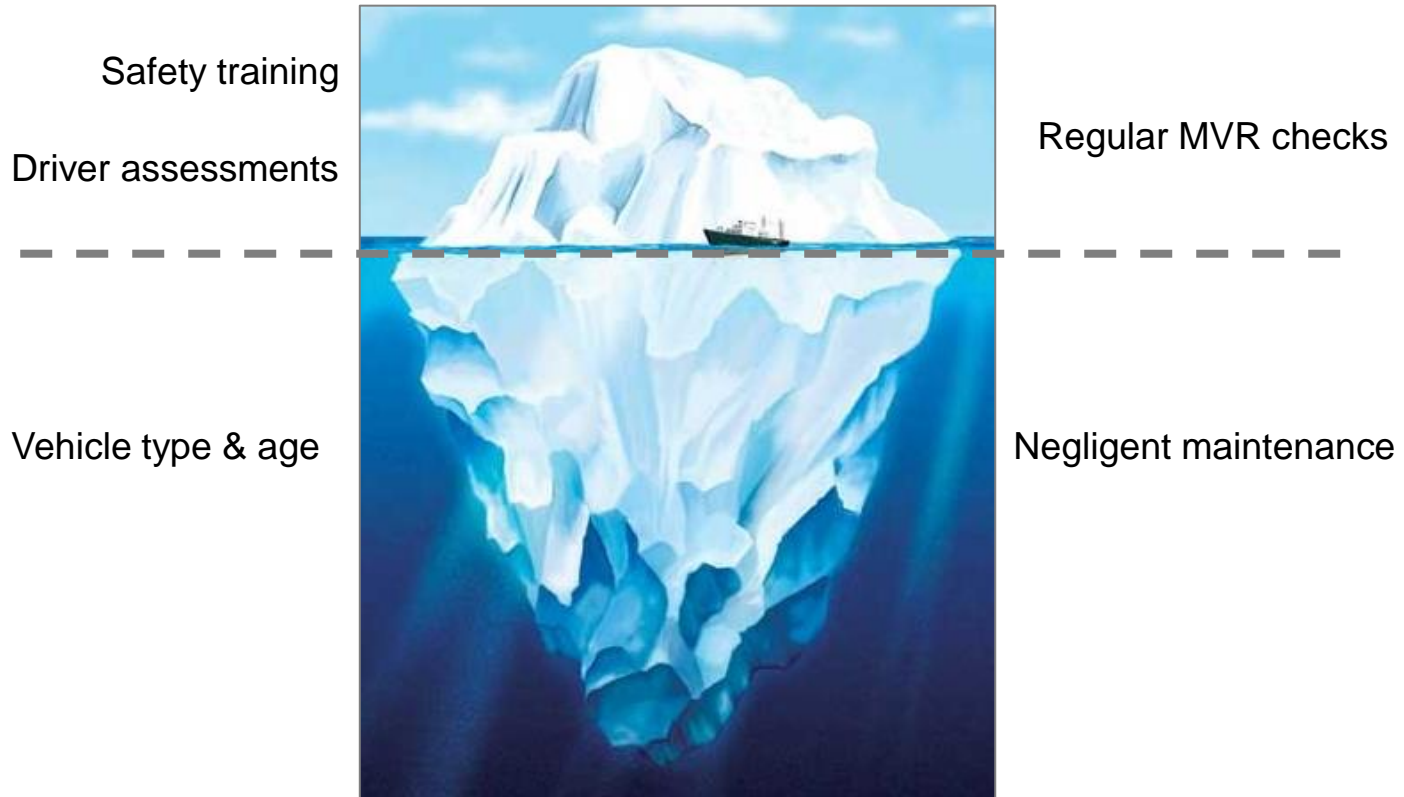
HIDDEN RISKS

Vehicle type and age

WHO CARES WHAT THEY DRIVE?



KEY COMPONENTS FOR EMPLOYEE PROVIDED VEHICLES



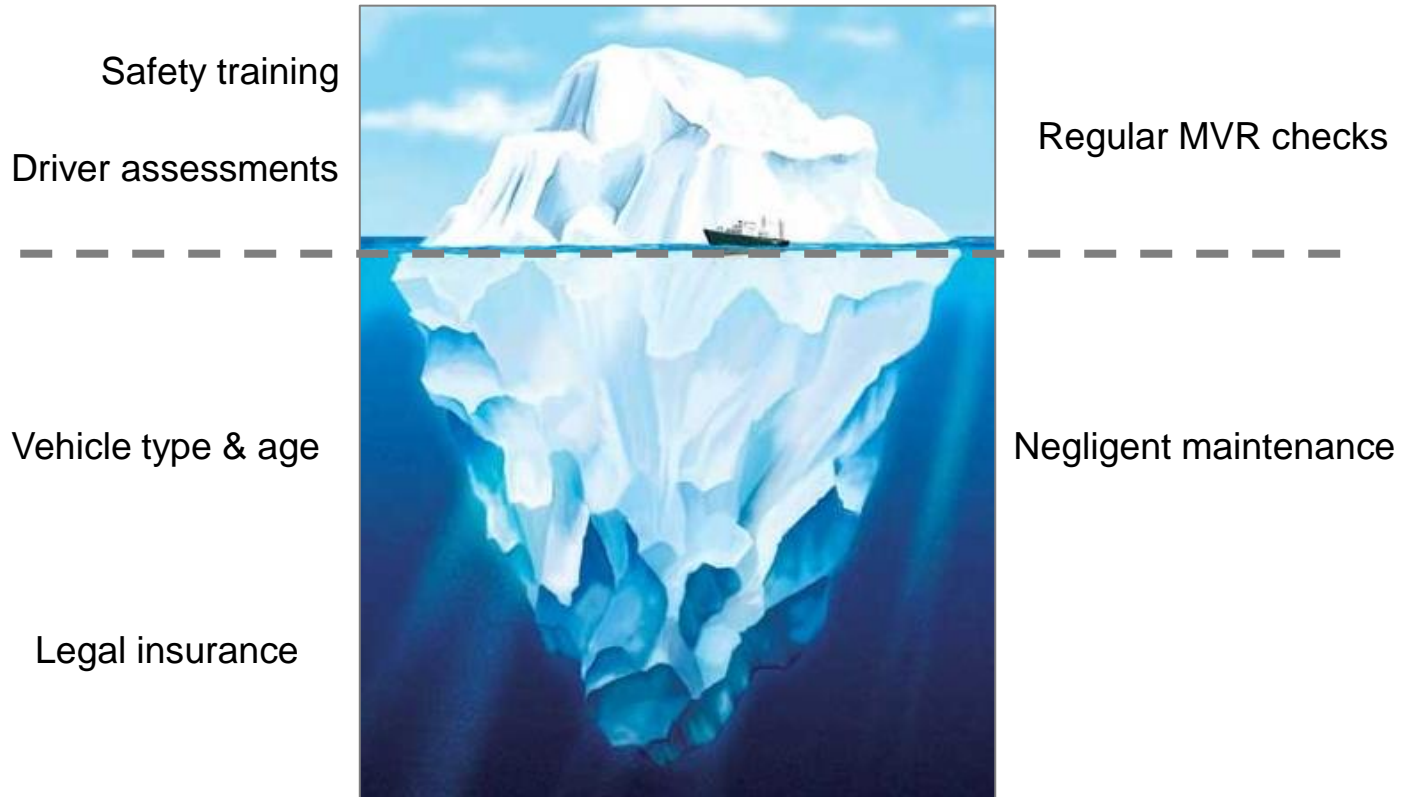
HIDDEN RISKS

Negligent maintenance

“We pay them for maintenance and just hope they are getting it done.”



KEY COMPONENTS FOR EMPLOYEE PROVIDED VEHICLES



HIDDEN RISKS

Legal insurance



Are you confident your reimbursement program is meeting your safety needs?

Preventative maintenance

Operating legally

Vehicle age & image

Insured drivers

Repairs completed



CONFIDENCE

Over paying

Driver payment audits

Fairest rate calculations

Strategic oversight

Rules and complexity

Integration Tips

Do and Don'ts

Integration tips

DON'T

- > Use hope as a risk strategy
 - Don't assume it will get done
- > Focus only on the vehicle
 - Don't ignore the employee behavior
- > Ignore your reimbursement drivers
 - They pose a huge risk if not properly managed

DOs

- > Break down the barriers
 - Assemble company safety council
 - Form relationships with your peers
 - Identify issues together
- > Establish common goals
 - Align or develop policies
 - Develop a fair program
- > Driver communication and reinforcement
 - Educate the value
 - Apply the appropriate risk metrics
- > Develop a strong reimbursement program

AVOID THE SILO APPROACH

THANK YOU!

QUESTIONS?

