HIRING INTELLIGENCE ENGINE™

Full Economics Model — Executive Presentation

Field Service Technician (CDL-A) — Austin, TX

Prepared for: Confidential Client — Environmental Services Sector
Date: February 25, 2026
Prepared by: Fountainhead Business Solutions

This document contains confidential business analysis. Client-identifying details have been redacted for distribution.

1. Executive Header Block

Role: Field Service Tech (CDL Class A Truck Driver)

Location: Austin, Texas

Client: Confidential — Environmental Services Sector

Date: February 26, 2026

2. Role Snapshot

Category	Detail
Best-Fit Title	CDL-A Vacuum Tanker Driver / Environmental Field Service Technician
CDL / Credential Classification	CDL Class A + Tanker Endorsement (CDL+)
Job Gravity	High
Schedule Profile	Monday–Saturday, 12:00 AM start, 10–14 hour routes, home daily
Estimated Weekly Hours	60–70 hours
Credential Stack	CDL-A, Tanker Endorsement (Day One), DOT Medical, FMCSA Clearinghouse, Clean MVR
Physical Burden Summary	55+ lb lifting, vacuum hose operation, outdoor/industrial, waste exposure
Location Radius Modeled	25 miles (Austin Metro)

3. Executive Decision Dashboard

Metric	Assessment
Hiring Success Probability	At Risk
Fill Difficulty	Hard
Estimated Time-to-Fill	6–12+ weeks (estimate)
Candidate Supply Condition	Tight
Offer Acceptance Outlook	Fragile
90-Day Retention Risk	Elevated (~40%)
Primary Stall Driver	Burden–Pay Mismatch
Current Compensation Percentile	~25th percentile
Burden-Adjusted Target Percentile	75th–85th percentile

4. Pay vs. Burden Visual

Burden Level *82th percentile*

Current Pay Level *25th percentile*

The role operates at a burden level near the 80th percentile while compensation is positioned near the 25th percentile. This structural gap explains hiring friction and churn exposure.

5. Compensation & Market Positioning

Percentile	Hourly Range
P10	$24.00 – $26.00
P25	$26.00 – $28.00
P50	$28.00 – $31.00
P75	$31.00 – $34.00
P90	$34.00 – $38.00

Current Pay Position: $26/hr — ~25th percentile

Target Pay Zone: $31–$34/hr — 65th–75th percentile

Recommended Compensation Bands

Candidate Tier	Hourly Range
Entry / Low Qualified	$26.00 – $28.00
Solid Fit	$28.00 – $31.00
Premium Specialist	$31.00 – $34.00

Market interpretation: comparable CDL-A + Tanker postings in the Austin market frequently advertise $28–$34/hr. Current pay does not offset the overnight start time, six-day schedule, or physical demands of the role.

6. Role Burden Index

Burden Score: 8.2 / 10

Classification: High

Burden Percentile Equivalent: 82nd percentile

Gravity Drivers

- 12:00 AM start time
- Six-day work week
- 60–70 hour weeks sustained
- CDL-A + Tanker required Day One
- Strict DOT / safety compliance
- Physical lifting + environmental exposure

Structural Mismatch Explanation

The burden profile places the role in the upper quintile of CDL market difficulty, while compensation is positioned near the lower quartile. This inversion creates predictable hiring resistance.

7. Candidate Supply Model

Likely Fit Profiles

- CDL-A local route driver (1–3 years) with Tanker endorsement
- Military motor transport veteran
- Municipal or construction tanker driver accustomed to early starts

High-Churn Profiles

- Drivers expecting 40-hour weeks
- CDL-A holders without Tanker endorsement who are unwilling to obtain one
- Candidates unable to sustain 12:00 AM starts

Supply Overlap Summary

The overlap pool is narrow. Only candidates tolerant of overnight starts and high weekly hours will remain viable long-term.

8. Competitive Landscape Snapshot

Employer	Role	Pay Visible	Notes
Arnold Oil Company	CDL-A Tanker	Yes	$28/hr, daytime schedule
This Role (Current Posting)	Field Service Tech	Yes	$24–$30/hr
Venturi Supply LLC	Commercial Driver	Yes	$24–$28/hr
WRM	Local CDL-A Vacuum Driver	Yes	$28–$31.67/hr

Market Signals

- $28–$34/hr is common for CDL-A + Tanker roles
- Overnight roles require a pay premium to stabilize
- Labor pool is competitive and credential-restricted
- Offer speed is critical in the Austin market

9. Business Impact Model

9A. Vacancy Exposure

Metric	Value
Revenue per Day	$2,000 (estimate)
Revenue per Week	$10,000 (estimate)
Modeled Vacancy Window	8–12 weeks (estimate)
Revenue Exposure Range	$80,000 – $120,000

Vacancy drag materially outweighs the cost of a compensation correction.

9B. Training Investment Risk

Item	Amount
Training Weeks	4
Training Cost per Week	$1,300
Total Training Investment	$5,200
Expected Risk-Weighted Loss (40%)	$2,080

Attrition risk amplifies financial inefficiency.

9C. Compensation Adjustment Economics

Metric	Value
Annual Hours Modeled	2,800 (estimate)
Annual Cost per $1/hr Increase	$2,800
Cost to Move from $26 to $32	$16,800
Comparison Statement	Adjustment materially lower than vacancy exposure

9D. Executive Financial Signal

Financial Justification Strength: Strong

Decision statement: an adjustment to $31–$32/hr is economically justified to reduce vacancy exposure and stabilize retention.

10. Integrated Decision Recommendation

If Base Pay Can Move

- Raise starting pay to $31–$32/hr
- Create a tiered structure for experienced vacuum/tanker drivers
- Add an overnight differential or retention incentive

If Base Pay Cannot Move

- Publish realistic weekly earnings (base + overtime)
- Sponsor Tanker endorsement preparation
- Emphasize home-daily stability and safety culture

11. Execution Checklist

- Adjust starting pay to $31–$32/hr
- Implement tiered compensation structure
- Introduce night differential or retention bonus
- Sponsor Tanker endorsement support
- Publish weekly earnings transparency
- Track fill time and 90-day retention metrics