

# We Are The Z-Team!

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## OPERATIONS MANAGER: THE CENTER OF IT ALL

**D**ave Wetzler became the first full-time Operations Manager at Zimmerman Truck Lines in July of 2015 and according to **Mark Zimmerman**, "Dave's done such a remarkable job, it's hard to imagine how the organization functioned before that time."



It's true that even as the lead Dispatcher for the Van Division, Dave had been involved in many projects – especially technology advancements and training. Dave's been the "number two" go-to person for I.T. related issues for years after he took the lead to configure and train everyone on the current TMS (Transportation Management System), now in use since May of 2007.

But since his time as Operations Manager, Dave has done so much more. He has been leading the evolution of the shop from an in-house repair facility to a successful public diesel repair shop. In that time he has also acted as Interim Shop Manager and continues to work closely with current Shop Manager, Jeremy Wilson, on day-to-day operations.

Dave was the leader who evaluated the different options to transition from our in-cab satellite mobile communications system of 20 years to a newer terrestrial-based system in 2014. Once chosen, he then became the in-house expert on the PeopleNet system, developing training materials and managing the months-long transition.

Three years ago, Dave led the investigation into a new integrated computerized Shop Management System. After the purchase decision, he managed the migration from the old system, as well as all the aspects of implementation and training on the use of the new system.

His next big project was getting the new electronic logs installed, running, and integrated into the TMS. His most recent project has been one of his most challenging, that is, making the transition from AOB RD hours of service tracking software to the newer ELD standard.

"Dave is a well organized, self-starter. He has the drive, knowledge, talent, organizational skills, and dedication needed to handle so many varying jobs," **Derek Ritzman**, Chief Financial Officer, told us. *...Continued on Page 4*

### *In This Issue*

Dave in the Spotlight	1
Fuel Leaders Announced	2
Congressman Visits ZTL	3
ELD Updates	3
Hunting Season Sign-Up	4
Birthdays & Anniversaries	4
Quote of the Month	4

### **Dave's Background**

Dave's career in trucking got off to a "clean" start when he worked for C.D. Zimmerman washing trucks while he was in high school. His full-time career with Zimmerman Truck Lines started when he moved to Los Angeles in 1994 to work with his high school buddy, Mark, as a Dispatcher for the fledgling company. That lasted two years. By December 1996 the transition from L.A. to Mifflintown was complete and Dave returned back to Juniata County and his hometown roots.

## NEW FUEL BONUS PLAN FINISHES FIRST “FULL QUARTER”

“We’ve now finished the first full quarter of the New Fuel Bonus Program,” Dave Wetzler, Operations Manager, announced last week as he released the results. “The numbers are in and they are encouraging,” he said. (See below). The first full quarterly measurement period started July 1st.

New goals have also been announced for each of seven truck categories for the next quarter, October through December. Two categories are new, created because of new truck deliveries which began in mid July. Dave also said the next quarter goals, based on last year’s numbers, have been adjusted due to seasonal adjustments and other factors.

Drivers should keep in mind for fuel solution compliance, it’s *not how much* you put in your tank, it’s *where* you buy fuel. Also, if you get a fuel solution which doesn’t “make sense” geographically, immediately call Dispatch and ask for another one. (Don’t continue down the road and then call later.) Drivers are encouraged to reset the MPG counter on their PeopleNet units on the first day of each quarter to track their own MPGs. The official measurement for MPGs comes directly from the PeopleNet units.



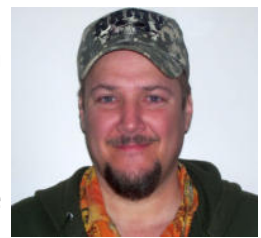
### JULY 1 THROUGH SEPTEMBER 30 — FUEL EFFICIENCY LEADERS

#### **Best in Group — Each Received A \$100 Bonus**

- 2013 KW T660 Flatbed: **Harry Clayton\*** @ 6.3 (goal: 5.4)
- 2015/16 KW T660 Flatbed: **James Price** @ 6.9 (goal: 6.2)
- 2017 International Flatbed: **Marcel Ernst\*** @ 6.8 (goal: 6.2)
- 2013 KW T660 Van: **Paul Yeater\*** @ 6.3 (goal: 5.5)
- 2013/14 KW T680 Van: **Scott Benfer\*** @ 7.5 (goal: 6.7)
- 2016 KW T660 Van: **Tom Diemert** @ 7.9 (goal: 7.2)
- 2017 KW T680 Van: **Gordy Fultz** @ 8.5 (goal: 7.1)

\*Indicates a repeat leader from the previous measurement period.

Gordy Fultz was chosen in a random drawing from all the fuel group leaders. He was given a \$500 bonus for his achievement. Read more of his story below.



## ZTL Fuel Bonus!

### Truck Groups and 4th Quarter Goals

- 2014 KW T680 Van: 6.9 mpg**
- 2015/16 KW T660 Flatbed: 6.2 mpg**
- 2016 KW T660 Van: 7.2 mpg**
- 2017 KW T680 Van: 7.4 mpg**
- 2017 International Flatbed: 6.2 mpg**
- 2020 KW T680 Van: 7.1 mpg**
- 2020 KW T680 Flatbed: 6.5 mpg**

Gordon “Gordy” Fultz placed 5th out of 10 drivers in his group in the first bonus measurement period ending June 30th. At 7.2 MPG he was also below the group goal. When he saw how much bonus was being paid (and how he was missing out), he decided to step up his game — and did so in a BIG way. In fact, he said, “I’m in it to win it!” And win it he did!

**Total fuel bonus paid this past quarter (July—Sept): \$32,400.**  
**Did you get your share?**

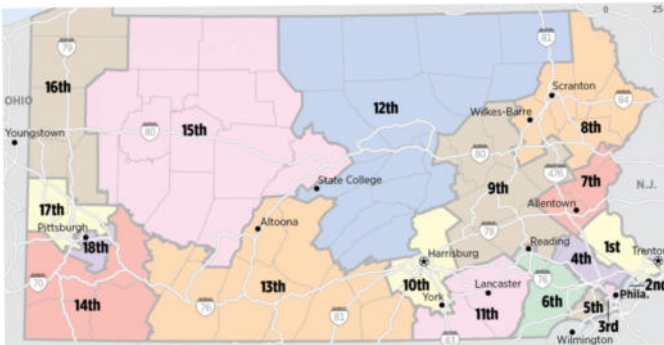
**Daylight savings time ends Sunday November 3rd at 2:00 AM local time. Get an extra hour’s sleep that night!**



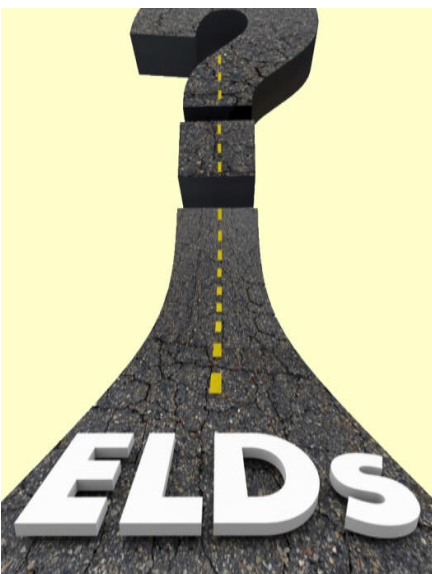
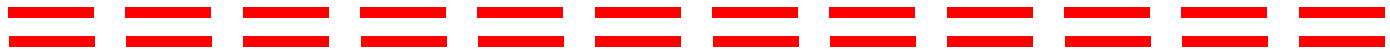
# FRESHMAN CONGRESSMAN FRED KELLER VISITS ZTL

Fred Keller, newly elected congressman from PA's 12th congressional district visited Zimmerman Truck Lines on Tuesday October 8th. He was visiting that day as part of an educational tour to learn about concerns and needs of local businesses and industries. He met with Mark Zimmerman and the ZTL Management Team for about a half hour, then took a tour of our facilities. Issues discussed included ELDs, health insurance costs, and litigation liability.

Representative Keller won his seat in a special election which was held in conjunction with the May primary this past Spring. The special election was necessary after former congressman Tom Marino resigned due to health reasons. Keller, a republican and former State Representative, won with 68% of the vote. The 12th congressional district is the largest in PA covering counties from the New York line south to Harrisburg (see graphic below)



Top: Derek, Congressman Keller, Dave, and Mark; Center: Dave explains in-cab technology; Bottom: 48 year veteran Roy Huffman shares a moment.



## ELD UPDATE

"The training classes went very well," according to Dave Wetzler, "Nearly everyone turned out. But honestly, we've had issues with some units that we can't seem to shake. Problems are related to hardware for the most part. The ELD software is much more demanding than the AOBDR software was. Some drivers are having a difficult time and others are not. The long-term goal is upgraded hardware, but that's going to take time. We are trying to come up with a permanent solution that will be guaranteed to work. Until that's done, we're just having to limp along. At least we met our goal to be in compliance ahead of the December deadline. I am thankful for everyone's cooperation and patience in getting that done."

Remember, you can get your truck washed on the road **TRUCK WASHES** once every 90 days. Before getting in line at the wash, check at the wash office, or better yet, use the **Blue Beacon App** to find the nearest wash and call ahead. As a last resort, you can check with Dave to see if it's been 90 or more days since your last wash.

[www.WeAreTheZ-Team.com](http://www.WeAreTheZ-Team.com)

## Dave Wetzler: Center of it All

*Continued from front cover ...*

In addition to major projects, Dave has undertaken upgrades to the driver training room, contributes to the team which creates specifications for new trucks, is involved in Driver Relations as well as Safety, makes decision on hiring and firing of personnel, and so much more.

One more recent project was to revamp the Fuel Bonus Program. Dave told us, "I thought the Fuel Bonus needed to be fairer so I suggested drivers be compared to other drivers operating the same type of equipment as opposed to each one being compared to the entire fleet. I also thought we could provide greater incentives for the drivers when they were organized in similar groups. At the end of September we finished our first full quarter with the program. After five months, it appears to be working well."

**To say that Dave's contributions to the company over the past 25 years have been important is a dramatic understatement. When you see Dave, tell him how much you appreciate the difference his hard work and dedication have made for all of us.**

### Dates to Remember

Thursday October 31st — Halloween  
 Thursday Nov 1st — 2019 Rider Program ends  
 Sunday Nov 3rd @ 2:00 AM — Daylight Savings Ends  
 Tuesday November 5th — Election Day  
 Monday November 11th — Veterans Day  
 Thursday November 28th — Thanksgiving Day  
 Saturday November 30th — First day of Buck Season  
 Saturday Dec. 7th, 10 AM to 1 PM — Kids Santa Party  
 Saturday Dec. 14th — Holiday Party, Millerstown Moose  
 Wednesday January 1st, 2020 — Reset PeopleNet  
 MPG for the new quarterly measurement period!

*Together we are making it better!*

## NOVEMBER BIRTHDAYS ...

Russ Whitesel — Nov 2  
 Gina Himes — Nov 4  
 Cathy Wible — Nov 5  
 Ethan Woodward — Nov 8  
 Steve Arnold — Nov 13  
 Tom Pannebaker — Nov 13  
 Scott Benfer — Nov 14  
 Herb Haagen — Nov 17  
 Terry Yeager — Nov 17  
 Jeremy Wilson — Nov 17  
 Dan Black — Nov 18  
 Denny Snook — Nov 26

## ... AND ANNIVERSARIES

Scott Barner — 17 years  
 Scott Benfer — 17 years  
 Lane Rumberger — 14 years  
 Garry Brown — 7 years  
 Terry Yeager — 4 years  
 Ed Brooks — 3 years

### Sign Up for Buck Season

**Kerry Hummel**, Van Dispatch, says that this year's sign-up procedures for time-off during deer season will be the same as in previous years. Sign-up sheets will be posted around the main office in a few days. All requests must be included by November 15th. Drivers should indicate the number of days off they are requesting and their first, second, and third choices for their days off. Preference will be given by seniority. Remember, you must have unused vacation time available to have days off scheduled. Also remember, our primary mission is to deliver freight, so the needs of our customers will come first. This is especially crucial around the important holiday shopping season, which is expected to break all records from past years. Please talk to your dispatcher if you have any questions!



### QUOTE FOR THE MONTH

*"If a sump pump doesn't pump sump, then what does a sump pump pump?"*  
 — Tom Magliozzi

**ZIMMERMAN TRUCK LINES, INC.**