



Driver Per Diem Guide

DRIVER TAX SAVINGS FROM PER DIEM

As of January 1, 2018, employee drivers can no longer claim per diem as an itemized deduction on their federal income tax return. However, motor carriers can offer per diem to employee drivers to recapture the lost tax savings.

What is per diem?

The IRS defines per diem as a per day travel expense allowance paid to an employee as an expense reimbursement under an accountable per diem plan.

Is participation in the per diem plan optional?

Yes. You can contact HR to enroll or unenroll in the program at anytime. After you are enrolled, if you have additional questions, please contact the Per Diem Plus support line at (314) 488-1919 (Monday-Friday 9-5 CT). **Note:** You must notify Safety about your enrollment and provide the correct address where you park your truck when you are home. Failure to do so will delay your enrollment.

How do I track a truck driving trip?

Per Diem Plus for Samsara uses the ELD gateway to automatically determine location for qualifying per diem trips for you. Simply drive and PDP does the rest.

Is a driver required to login to use Per Diem Plus for Samsara? No. However, you are required to logout of Samsara when you are on vacation or a leave of absence. Failure to follow these procedures will result in a driver being removed from the per diem plan.

How much per diem will I receive?

- \$80 / day for each FULL day you are away from home (Exit the tax home geofence BEFORE noon or enter the tax home geofence AFTER noon).
- \$60/ day for each PARTIAL day you are away from home (Exit the tax home geofence AFTER noon or enter the tax home geofence BEFORE noon).

Which drivers can receive per diem?

- Only drivers who participate in a company sponsored per diem program, like Per Diem Plus for Samsara, can take advantage of the substantial tax benefits that come with per diem.
- Subject to DOT HOS and who travel away from home overnight where sleep or rest is required, and
- Do not start and end a trip at home on the same DOT HOS 14-hour workday.

Is company-paid per diem taxable to an employee driver?

- No. It is considered non-taxable which reduces your taxable income.
- Amounts under the per diem plan are tax free, not reportable as wages on Form W-2, and are not subject to income or employment taxes.
- Be aware that:
 - The program reallocates your income; the non- taxable amount is not in addition to your base wages and reduces your reportable gross taxable wages on your Form W-2.
 - The lower gross taxable wages may affect your qualifying for loans, mortgages or other lines of credit.
 - For additional information regarding how enrolling in the program may impact your tax reporting, please consult a tax advisor.

How will per diem affect my Social Security?

The per diem pay plan will reduce social security benefits. However, you still come out ahead because you could save thousands in taxes each year under the per diem program and only lose out on \$4 to \$11 per month in social security benefits. Speak with a tax advisor for more information about your situation.



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MARRIED DRIVER

The average Married over-the-road driver earning \$75,000 annually will save approximately \$3,457 in federal income taxes equivalent to \$0.03 cents per mile.

MARRIED DRIVER BENEFIT	NO PER DIEM	PER DIEM
Annual Wages	\$75,000	\$75,000
Company-Paid Per Diem (\$80 x 255 Nights)	\$0	\$20,400
Standard Deduction on US Income Tax Return	(\$29,200)	(\$29,200)
Taxable Income	\$45,800	\$25,400
Federal Income Tax	\$5,032	\$2,584
Employee Share FICA @ 7.5%		\$1,561
Total Income & Payroll Tax Savings		\$4,009
Extra Equivalent Per Mile Cash		\$0.03

SINGLE DRIVER

The average Single over-the-road driver earning \$75,000 annually will save approximately \$4,485 in federal income taxes equivalent to \$0.04 cents per mile.

SINGLE DRIVER BENEFIT	NO PER DIEM	PER DIEM
Annual Wages	\$75,000	\$75,000
Company-Paid Per Diem (\$80 x 255 Nights)	\$0	\$20,400
Standard Deduction on US Income Tax Return	(\$14,600)	(\$14,600)
Taxable Income	\$60,400	\$40,000
Federal Income Tax	\$8,341	\$4,568
Employee Share FICA @ 7.5%		\$1,561
Total Income & Payroll Tax Savings		\$5,334
Extra Equivalent Per Mile Cash		\$0.04