

State of Washington
Marine Employees' Commission



Photo Courtesy of Stephen J. Brown

2005 Salary Survey Report

March 1, 2005



STATE OF WASHINGTON
MARINE EMPLOYEES' COMMISSION
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March 1, 2005

The Honorable Christine Gregoire
Governor
Legislative Building
P.O. Box 40002
Olympia, WA 98504-0002

Dear Governor Gregoire:

Pursuant to RCW 47.64.220, the Washington State Marine Employees' Commission has completed its biennial survey of wages, hours, benefits and conditions of employment of ferry system and shipyard employees. This report is prepared for the Washington State Ferry System and the thirteen labor organizations that represent state ferry system employees prior to negotiating biennial labor contracts. We are submitting this copy for your interest and information.

Respectfully submitted,

John R. Swanson
Chairman

cc: The Honorable Ed Murray
The Honorable Mary Margaret Haugen

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SECTION I - Introduction and Background

Chapter 47.64 Revised Code of Washington (RCW) was enacted by the Washington State Legislature in 1983. RCW 47.64.220 provided for a biennial salary survey of comparable maritime employers. Surveys were conducted by the Washington State Marine Employees' Commission (MEC), as required, in 1983, 1985, 1987, and 1989. However, the provisions were such that only one employer in the marine industry could be found that was eligible for comparison.

In 1987, Section 14 of House Bill 6076 directed the MEC to secure advisory information and to make recommendations concerning changes in the salary survey provisions of RCW 47.64. A contract for such a study was concluded between Carey Associates, Inc, of San Mateo, California and MEC in 1988, and a report was submitted on July 25, 1988.

The "Carey Report" compiled and analyzed pay and benefit data from various ferry and shipyard organizations, and provided guidelines for future conduct and use of surveys. It specifically recommended that surveys not be used to define or limit pay and benefits. The report did recommend that surveys be used as a background for collective bargaining between employee representatives and management.

Finally, House Bill 1520 in 1989 provided for the expansion of the survey from Washington State employers to public and private sector employers in states along the west coast of the United States, including Alaska, and in British Columbia, Canada.

In March 1991, the MEC presented the first expanded geographical salary survey report to Governor Booth Gardner, the Washington State Ferry System (WSFS) and ferry employee organizations for their use in the collective bargaining process. This is the eighth wage and benefit report published by MEC since the 1989 geographical expansion.

The MEC has contracted with the Washington State Department of Personnel (DOP) to conduct and publish the 2005 Salary Survey Report.

The MEC depends upon the voluntary efforts of ferry and marine operations, shipyards and other employers. We would like to thank those organizations that regularly participate. This participation increases the validity of the survey. Each participant will receive a copy of the 2005 MEC Salary Survey Report.

SECTION II - Survey Process and Review

Prior to the 2001 Salary Survey, the Marine Employees' Commission solicited comments from labor organizations, which represented ferry employees and WSFS management. Updated job description summaries were provided to DOP by the WSFS and are included in **Appendix Section B**. This process was conducted in 2005 as well. Base and premium pay and benefits questionnaires sent to survey participants are included in **Appendix Section C**.

Participants were chosen from ferry operations, shipyards and other marine-related businesses listed in the 2004 Edition of the Maritime Services Directory and located in Washington, Oregon, California, Alaska and British Columbia. As in previous salary survey reports, the DOP, for purposes of collecting data on ferry and terminal classifications, considered the size, tonnage and horsepower of the vessels operated by the WSFS system compared to those vessels operated by private and public sector employers as indicated by the sponsors of HB 1520. Deep-sea maritime employment, both in private industry and in the Alaska Marine Highway System were excluded because payment of wages and benefits were deemed to be based on different criteria than in employment closer to home ports.

As in the 2003 MEC Salary Survey Report, criteria for selection of shipyards were as follows: those shipyards reported by the Maritime Services Directory as employing fifty or more persons in the Puget Sound area and 100 or more persons in the Oregon, California, British Columbia and Alaska areas (Vancouver, Washington shipyard data was included with those from Portland shipyards and are reported as "Columbia River"). The rationale for a more comprehensive survey of Puget Sound shipyards than of shipyards in other areas was that the wage and benefit levels of local shipyards are more meaningful for the apprenticeable crafts in shipyards than are those of more distant shipyards.

Thirty-three shipyards met the criteria: 16 in Puget Sound; 10 in California; 4 in Oregon and Vancouver, Washington, and 3 in British Columbia. As in 2003, DOP found no shipyard in Alaska, which met the MEC criterion for inclusion in the salary survey.

Employers who function strictly as tour boat/excursion operators are also excluded because of differences in staffing and licensure requirements. In the past, passenger-only data has been reported separately from auto ferry data; that practice continues with this survey. In response to concerns raised in 1997, on September 25, 1998, the MEC adopted a statement defining the standard to be used to determine comparability of passenger-only ferry operations with the WSFS. It reads:

In addition to standards stated in chapter 47.64 RCW and Title 316 WAC, the comparability standard for passenger-only ferry operations to be surveyed by the Marine Employees' Commission shall include those passenger-only ferry operations which are primarily commuter-type operations, rather than those which provide primarily excursion tours. Data reported by comparable passenger-only ferry operations, if adequate, will be reported from data reported by comparable auto-carrying ferry operations in MEC salary survey reports.

SECTION II - Survey Process and Review (Continued)

All prospective survey participants were contacted by telephone to identify and solicit the attention of appropriate persons within the operations to whom questionnaires were to be mailed. Survey packets included instructions, job descriptions, wages, premium pay and benefit questionnaires. Employers were instructed to compare job descriptions with jobs in their organizations and report on only those comparable.

Data compiled and submitted by the WSFS include pay rates, employer health and welfare contributions, and other premium pay and benefits established in the 2001-2003 labor agreements between ferry system employee organizations and the WSFS.

The Department of Personnel identified four maritime, two port, four municipal/transit, and six other large Seattle area employers and two local surveys from which it chose to collect data on office, custodial and administrative job classifications. As has been the practice in past surveys, these employers were asked to report data in the Puget Sound area only.

Please Note:

The premium pay and benefits data identified in this report is comprehensive and accurate. However, due to the sheer volume of highly specific premium rates and benefits data, and their applications to the specialized work in the Ferry System, not all data is represented in this survey report.

SECTION III – Definitions and Terms

Adjustment for Wage Area Differential

The weighted wage rate is multiplied by the pay differential to show the Seattle-equivalent rate. Pay differentials from Portland, Oregon (1.16), San Francisco (.87), Los Angeles (1.15) San Diego (1.20) and Alaska (Juneau) (1.18) are based upon the most recent U.S. Department of Labor, Bureau of Labor Statistics National Compensation Surveys (NCS) from the period of April 2003 – January 2004. The NCS is published by the U.S. Dept. of Labor, Bureau of Labor Statistics. It provides a broad coverage of occupations and establishments within the survey area. The pay differential for British Columbia, Vancouver Region, (.96) is based on the 2004 Geographic Reference Report published by the Economic Research Institute (ERI) in Redmond Washington. It is a highly reliable and accurate report of wage differentials across a similar spectrum of jobs as the NCS collects data on. The ERI was chosen because the NCS reports data only on U.S. cities.

Base Rate

Average base pay rate per hour or per month for a job classification. Also see **Exchange Rate** below.

Benefits Data

Benefits which accrue to employees in addition to wages, including health, vision and dental care; life insurance, vacation, sick leave, provision of travel passes where applicable, etc. Health and welfare benefits data are reported for employee, spouse and two children.

Compensatory Time

The allowance of time off at the rate of one and a half time in lieu of paid overtime.

Cost of Living Differential (COLD)

COLD payments are a geographical differential reflecting the calculated difference in the cost of living between Seattle and Anchorage/Juneau Alaska (averaged). The cost of living calculation is taken from Bureau of Labor Statistics data and is applied to the base hourly average of specific positions with the Alaska Marine Highway System.

Exchange Rate

Canadian pay rates adjusted to U.S. dollar equivalent at \$1 Canadian = \$0.8323 U.S., exchange rate published for January, 2005 Federal Reserve Bank of New York.

Ferry and Terminal Employees

Ferry personnel are employees onboard vessels, including deck and engine room personnel, both licensed and unlicensed. Terminal personnel include terminal agents, ticket sellers, ticket takers, terminal attendants/watchmen, information clerks, and shoregang.

SECTION III – Definitions and Terms (Continued)

Office Employees

Office and other administrative personnel including custodial positions.

Premium Pay Data

Extra pay earned by a worker in a specific classification. Includes extra pay for overtime; work on Saturday, Sunday or a holiday; handling of dirty or hazardous materials, etc.

Range

Lowest to highest base salary rate reported by an employer for a specific job classification. This data is reported in U.S. dollars, but is not otherwise adjusted.

Shift Differential

Additional pay per hour worked on either swing (4:00 p.m. –12:00 a.m.) or graveyard (12:00 a.m. – 8:00 a.m.) shifts. Actual scheduled hours worked on either shift may vary due to employer's specific work schedule policy.

Shipyards

Shipyards trades, include shipwrights/carpenters, machinists, electricians, welders, pipefitters, sheet metal workers, truck drivers, warehouse workers etc.

Weighted Benefit

Total hourly or monthly benefits, divided by the number of employees in one job classification.

Weighted Rate Plus Benefits

Weighted wage rates reported (adjusted for wage area differential), plus hourly rates for health, dental and vision care. **Does not include** sick leave, LTD, paid vacation time, OASDI tax, thrift savings plans, annuities or Social Security or other retirement plans. British Columbia health care benefits are not included in the data tables but are discussed in **Appendix Section A - Canadian Health Care Information/Analysis and Assessment**. Data does not include wages and benefits reported by WSFS. For purposes of comparison, WSFS wages and benefits are reported separately. Also see **WSFS Rate Plus Benefits** below.

Weighted Rate

Total wages, adjusted for area wage differential, divided by the number of employees reported as of December 1, 2004.

WSFS Rate Plus Benefits

Straight-time rates paid by WSFS as of December 1, 2004 plus health and welfare benefits, including the contribution made by the WSFS per employee for medical, dental and vision insurance. **Does not include** sick leave, LTD, paid vacation time, OASDI tax, thrift savings plans, annuities or Social Security or other retirement plans. Benefits data are reported for employee, spouse and two children.

SECTION IV - Survey Analysis and Data Presentation

The 2005 MEC Salary Survey results are reported in three categories: Ferry System, Shipyard, and Administration – Office and Terminal employees

Current participation among Ferry Systems shows a drop of one (Blue and Gold – Passenger Only) from six to five (83%). The number of Shipyard participants dropped from 15 to 13 (87%). This reflects the continuous financial struggle being experienced, which is particularly hard among smaller shipyards. One shipyard among the participants is going out of business and several others are experiencing significant downsizing of staff. Changes in participants may produce changes in salary averages that may not be anticipated or truly indicative of a trend in salary growth or reduction. These changes may be caused by factors such as:

- 1) increased/decreased participation among lower or higher paying firms,
- 2) a slightly different mix of employers, and
- 3) in some cases, different wage area differentials, from those used in the 2003 report resulted in unusually lower or higher base salary averages.

Participation, however, increased (14 to 16) among participants providing data for Administration – Office and Terminal benchmark position.

Wage Area Differentials used in this survey are shown in Appendix Section A Exhibit A. Average median rates increased across the board in the U.S. cities surveyed ranging from a high of +12.4% in San Francisco to a low of +3.3% in Juneau, Alaska. Seattle's median wage rate rose 10.3% and Vancouver's average hourly rate declined 2.1% to \$27.72/hour. These median rate increases had a recognizable impact on the calculated wage differentials in the 2005 survey.

A strengthening in the state's economy, particularly with respect to the double-digit range wage growth, has caused a change in the cost of living differences between most of the other cities in the surveyed markets and Seattle. This impacts wages and wage area differentials. These factors must be taken into account when evaluating and making data interpretations and comparisons.

Employers were asked to provide data effective of the date of their submittal if no major salary or benefit changes had occurred since June 30, 2004 but no later than December 1, 2004. This change made it easier for participants to report data and provided a more current salary comparison to WSFS data.

Retirement benefits for WSFS employees are determined by the Washington State Legislature and are outside the scope of collective bargaining by statute. In 1991, maritime unions objected to the omission of data regarding retirement benefits; they argue that maritime workers engaged in collective bargaining in years past have opted to sacrifice wage increases to supplement their retirement benefits. The 2005 MEC Salary Survey "Premium Pay and Other Benefits" questionnaire sent to ferry system participants did ask employers to include data regarding their contribution to retirement and other benefit plans. Ferry and shipyard operators, maritime employers and other participants report a wide range of retirement and other benefit plans. Retirement plan data are reflected in the comparisons of premium pay and benefits between the major Ferry Systems, Shipyards and Administration – Office and Terminal employees.

SECTION IV - Survey Analysis and Data Presentation (Continued)

2005 Ferry System Survey Data

Data from auto-carrying employers (Exhibit I) was reported on 18 benchmarks and averaged 7.8% higher than reported in 2003 (Exhibit II). By comparison, WSFS benchmarks decreased by .1% during that same period. Seven benchmarks reported increased percentages exceeding 8.5%. None reported a decrease from the previous survey.

The WSFS's overall competitive position slipped from a market lag of -1.9% in 2003 to a much larger lag position of -10.3% in 2005. This represents a significant increase in the market lag percentage and is largely caused by the continuing lack of salary adjustments to WSFS pay rates during the last several years. Benchmarks First Mate/Pilot, Second Mate and Assistant Engineer lagged the surveyed market by more than 20.0%

We had only one passenger-only ferry system participate. As a result, we are unable to report this data in our 2005 survey report.

The average hourly rates for health care paid by Ferry System employers showed a decrease of 6.9% over the 2003 averages. This contrasts with the change in the state's health care premium rate which is up 3.8% over the same period. Given that the hourly rates and increases are typically written into labor agreements, and that health care costs have significantly increased over the last several years, it is again likely most participants reduced certain health care coverage levels to "match" the plan to the cost. There is no evidence that employers, with the exception of the state of Washington, have passed on additional health care costs to their employees in the form of increased premiums.

2005 Shipyard Survey Data

Thirteen shipyards contributed salary, premium pay, and benefits data (Exhibit X). The breakout, by area category, included eight employers from Puget Sound, three employers from California, one employer from Columbia River (Portland/Vancouver, WA) and one employer from Canada. No shipyards from Alaska met the MEC criteria. Base salary rate growth among participants since the last survey in 2003 (Exhibit VIII), showed a 10.1% increase. The WSFS has lost its dominant lead position in this market. This is again predominantly the result of no salary adjustments over the last two year period. In spite of business instability, the Puget Sound, California, and Canada market sectors reported consistently strong salary growth.

There were no significant changes in premium pay. However, there was a substantive change (+23.1%) in the average hourly rate for health care benefits paid by employees over that reported in 2003. This we believe is largely the result of a reduced level of participation and greater price volatility among the smaller shipyards.

2005 Administration – Office and Terminal Survey Data

Sixteen employers contributed salary and benefits data - an increase of two participants from 2003 (Exhibit XI). The overall salary rate growth of this category was a modest .7%. This much slower growth resulted in a slight improvement in WSFS competitive position from a lag of -14.4% to a lag of -11.6% (Exhibit XIII).

SECTION IV - 2005 Administration – Office and Terminal Survey Data (Continued)

This improvement in the market lag percentage appears partially attributable to a lower reported rate for 2005 among many participants. Additionally, several participants adjusted their benchmark matches as a result of internal job changes, which resulted in lower reported rates.

The WSFS lags all three major groupings and seems to be increasing. It is significant and broad enough (includes most benchmarks) that it could bring serious recruitment and retention problems as the Seattle area economy improves. Large market lags create a near impossibility of improvement without significant disruption to salary alignments and employee-supervisor pay differentials. A short and long-term strategy needs to be developed to address issues associated with recruitment and retention requirements.

Canadian Health Care

Canada, like the United States, is experiencing significant cost increases in most areas of its socialized health care system. Health care costs more in British Columbia than in any other Province in Canada and has a cost trend factor that continues to exceed 20.0%. The Canadian government and Canadian employers, however, continue to bear the brunt of these cost increases. The subsidized employer cost has actually dropped from 16.7% to 13.9%, a 20.0% reduction, while employees are paying essentially the same premium amounts for the various levels of health care coverage. The Federal Government continues to pick up a significant amount of these cost increases. What is not identified however, is the impact to personal Income Tax Rates (Province/Federal) which have been rising steadily for Canadians to pay for increasing health care costs.

2005 Data Presentation (Includes Benefits)
Ferry System - Auto Carrying

Exhibit I

<i>Benchmark Number</i>	<i>Benchmark Title</i>	<i>Participating Employers</i>	<i># of Employees</i>	<i>Reported Hourly Range Min & Max</i>		<i>Weighted Hourly Base Pay</i>	<i>Weighted Hourly Benefit</i>	<i>Survey Weighted - Base Pay & Benefits</i>	<i>WSFS Base Rate + 3.01/hr Benefit</i>
1	Master/Pilot	3	60	30.00	48.00	42.66	2.75	45.41	40.12
2	First Mate/Pilot	3	78	25.00	38.00	35.60	2.75	38.35	31.42
3	Second Mate	2	94	23.00	32.00	30.86	2.60	33.46	28.63
4	Staff Chief Engineer	1	20		42.96	41.05	0.65	41.70	40.27
5	Chief Engineer	3	104	28.00	42.00	39.52	2.75	42.27	38.67
6	Assistant Engineer	3	126	25.00	34.00	32.82	2.75	35.57	28.55
7	Oiler	3	335	17.00	22.00	21.07	2.75	23.82	23.43
8	Oiler-Passenger Only	<i>No Data Reported</i>							
9	Wiper	1	11	15.00	19.00	18.88	4.54	23.42	21.18
10	Able Seaman - Bos'n	2	19	16.00	23.00	21.73	3.81	25.54	24.60
11	Able Seaman - (AB)	3	463	15.00	22.00	20.61	2.75	23.36	23.50
12	Ordinary Seaman - (OS)	1	66	14.00	19.00	18.88	4.54	23.42	21.24
13	Terminal Supervisor	2	27	27.00	34.00	28.51	2.60	31.11	29.09
14	Ticket Seller, Auto	2	94	13.00	21.66	20.71	1.86	22.57	23.75
15	Ticket Seller, Passenger	1	40		20.24	19.43	0.65	20.08	
16	Ticket Taker	2	29	15.00	21.54	20.98	1.86	22.84	21.24
17	Terminal Attendant/Watchman	2	151	15.00	21.00	19.80	2.60	22.40	20.13
18	Information Agent	2	37	14.00	20.00	17.98	2.60	20.58	20.54
19	Shoregang Worker	<i>No Data Reported</i>							
20	Operations Watch Supervisor	<i>Data being collected</i>							

2003 to 2005 Data Comparison

Exhibit II

Ferry System - Auto Carrying

Average Percentage Growth of Weighted Base Salary Rates (Excludes Benefits)

Benchmark Number	Benchmark Title	Auto Carrying			WSFS		
		2003	2005	% Difference	2003	2005	% Difference
1	Master/Pilot	39.65	42.66	7.6%	37.11	37.11	0.0%
2	First Mate/Pilot	32.98	35.60	7.9%	28.41	28.41	0.0%
3	Second Mate	28.63	30.86	7.8%	25.62	25.62	0.0%
4	Staff Chief Engineer	37.80	41.05	8.6%	37.26	37.26	0.0%
5	Chief Engineer	36.49	39.52	8.3%	35.66	35.66	0.0%
6	Assistant Engineer	30.25	32.82	8.5%	25.54	25.54	0.0%
7	Oiler	19.41	21.07	8.6%	20.42	20.42	0.0%
8	Oiler-Passenger Only						
9	Wiper	18.03	18.88	4.7%	18.17	18.17	0.0%
10	Able Seaman - Bos'n	20.49	21.73	6.1%	21.59	21.59	0.0%
11	Able Seaman - (AB)	18.98	20.61	8.6%	20.49	20.49	0.0%
12	Ordinary Seaman - (OS)	17.81	18.88	6.0%	18.35 ¹	18.23	-0.7%
13	Terminal Supervisor	26.51	28.51	7.5%	26.08	26.08	0.0%
14	Ticket Seller, Auto	19.00	20.71	9.0%	20.74	20.74	0.0%
15	Ticket Seller, Passenger	17.81	19.43	9.1%	NDR		
16	Ticket Taker	19.31	20.98	8.6%	18.31 ¹	18.23	-0.4%
17	Terminal Attendant/Watchman	18.24	19.80	8.6%	17.27 ¹	17.12	-0.9%
18	Information Agent	16.70	17.98	7.7%	17.53	17.53	0.0%
19	Shoregang Worker	No data Reported			21.57	21.57	0.0%
20	Watch Supervisor	Data being collected					
Total Average % growth of base salary				7.8%	-0.1%		

¹ Wage rates paid by WSFS are the same in 2003 and 2005. Any difference is due to reporting method between surveys.

**2005 Base Salary Comparison (Excludes Benefits)
Ferry System Auto Carrying**

Exhibit III

<i>Benchmark Number</i>	<i>Benchmark Title</i>	<i>Participating Employers</i>	<i># of Employees</i>	<i>Reported Hourly Range Min & Max</i>		<i>Weighted Hourly Base Pay</i>	<i>WSFS Hourly Base Pay</i>	<i>% Difference</i>
1	Master/Pilot	3	60	30.00	48.00	42.66	37.11	-15.0%
2	First Mate/Pilot	3	78	25.00	38.00	35.60	28.41	-25.3%
3	Second Mate	2	94	23.00	32.00	30.86	25.62	-20.5%
4	Staff Chief Engineer	1	20		42.96	41.05	37.26	-10.2%
5	Chief Engineer	3	104	28.00	42.00	39.52	35.66	-10.8%
6	Assistant Engineer	3	126	25.00	34.00	32.82	25.54	-28.5%
7	Oiler	3	335	17.00	22.00	21.07	20.42	-3.2%
8	Oiler-Passenger Only	<i>No Data Reported</i>						
9	Wiper	1	11	15.00	19.00	18.88	18.17	-3.9%
10	Able Seaman - Bos'n	2	19	16.00	23.00	21.73	21.59	-0.6%
11	Able Seaman - (AB)	3	463	15.00	22.00	20.61	20.49	-0.6%
12	Ordinary Seaman - (OS)	1	66	14.00	19.00	18.88	18.23	-3.6%
13	Terminal Supervisor	2	27	27.00	34.00	28.51	26.08	-9.3%
14	Ticket Seller, Auto	2	94	13.00	21.66	20.71	20.74	0.1%
15	Ticket Seller, Passenger	1	40		20.24	19.43		
16	Ticket Taker	2	29	15.00	21.54	20.98	18.23	-15.1%
17	Terminal Attendant/Watchman	2	151	15.00	21.00	19.80	17.12	-15.7%
18	Information Agent	2	37	14.00	20.00	17.98	17.53	-2.6%
19	Shoregang Worker	<i>No Data Reported</i>						
20	Operations Watch Supervisor	<i>Data being collected</i>						
Total % Above (+)/Below (-) Market								-10.3%

**2005 FERRY SYSTEM SURVEY
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

EXHIBIT IV

MASTERS, MATES & PILOTS					
BENEFIT	ALASKA MARINE HIGHWAY SYSTEM	B.C. FERRY CORP.		PRIVATE EMPLOYERS (1) and (2)	WASHINGTON STATE FERRY SYSTEM
Premium Pay: Overtime	Paid @ 150%	Paid @ 200%		Paid @ 200%	Paid @ 200%
Holidays: No.____/Year @ Rate	11 paid holidays @ 150% of base rate Plus 12 hrs. of straight time (250%)	11 paid holidays @ 200% of base rate Christmas & New Year @ 250%		(1) 11 paid holidays (2) 10 paid holidays @ (1) 200% and (2) 300% of base rate	12 holidays @ 200% of base rate
Overtime Paid on Holidays:	150% Paid in hourly increments	200% Paid in 1/2 hour increments		200% Paid in hourly increments	300% Paid in hourly increments
Penalty Pay: Dirty/Obnoxious ____% Base Rate Whole Shift/Actual Hours Worked	N/A	+\$8/hr. Calculated in 1/2 hour increments		(1) 200% (2) 150% While working with dirty materials	N/A
Penalty Pay: Hazardous Mat's/Situations ____% Base Rate Entire Shift/Actual Hours	N/A	+\$8/hr. Paid in 1/2 hour increments		(1) 200% (2) 150% For actual increments	N/A
Vacation	84 hours after 1 yr 168 hours after 2 yrs 252 hours after 3 yrs 336 hours after 4 yrs 420 hours after 5+yrs	15 days after 1-2 yrs 16 days after 3 yrs 17 days after 4 yrs 18 days after 5 yrs 19 days after 6 yrs 20 days after 7 yrs	26 days after 12 yrs 27 days after 13-14 yrs 28 days after 15-18 yrs 29 days after 19 yrs 31 days after 20 yrs 32 days after 21 yrs	(1) 40 hours after 1 yr 74 hours after 2 yrs 120 hours after 3 yrs 136 hours after 4 yrs 168 hours after 5 yrs 180 hours after 10 yrs	6 days after 6 mo 7 days after 7 mo 8 days after 8 mo 9 days after 9 mo 10 days after 10 mo 11 days after 11 mo 12 days after 12 mo

Key: EE = employee ER = employer

**2005 FERRY SYSTEM SURVEY
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

MASTERS, MATES & PILOTS (Continued)					
BENEFIT	ALASKA MARINE HIGHWAY SYSTEM	B.C. FERRY CORP.		PRIVATE EMPLOYERS	WASHINGTON STATE FERRY SYSTEM
Vacation (Continued)	Employees hired before 4/85: 504 hours after 7-10 yrs 588 hours after 10+ yrs	22 days after 8 yrs 23 days after 9 yrs 24 days after 10 yrs 25 days after 11 yrs	33 days after 22 yrs 34 days after 23-24 yrs 36 days after 25-30 yrs 40 days after 31+yrs	(2) 80 hours after 1-4 yrs 120 hours after 5-9 yrs 160 hours after 10 yrs	13 days after 2 yrs 15 days after 3 yrs 17 days after 4 yrs 20 days after 5 yrs 21 days after 15 yrs 22 days after 16 yrs 23 days after 20 yrs 24 days after 21 + yrs
Sick Leave	360 hours/year	6 days @ 100% salary		(1) 0 (2) 144 hours/year	96 hours/year (1 day/month)
Health & Welfare: ER Contribution/Month	\$763/month	Province provides See Canadian Health Care (Technical Notes)		(1) \$350.00/month (2) 350.00/month	\$584.58/month
Retirement, Pension, etc: ER Contribution	14.22% of gross pay	<u>Employer Sponsored</u> 9%/yr up to \$38,300 105%/yr above that amount <u>Federally Sponsored</u> 4.3% of pensionable earnings up to \$1,496/yr		(1) 3% of gross pay and \$215.50/mo (2) \$347.00/mo	All state employees-PERS 2 1.38%
Work Clothes:	Uniform allowance = \$600/yr	Work clothes provided and cleaned by company		(1) Work clothes not provided but has uniform allowance (2) Work clothes provided and 50¢/hr. for captains only	For purchase, maintenance, and cleaning = \$600/yr

**2005 FERRY SYSTEM SURVEY
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

MASTERS, MATES & PILOTS (Continued)				
BENEFIT	ALASKA MARINE HIGHWAY SYSTEM	B.C. FERRY CORP.	PRIVATE EMPLOYERS	WASHINGTON STATE FERRY SYSTEM
Travel: Compensation for ER Directed Travel	Paid at straight time Minimum: 4 hours Maximum: 12 in 24 hours \$106 per diem Mileage at state travel rates \$.325¢/mile	Paid at regular hourly rate Mileage = \$0.65/mile \$42/day for meals	N/A	Paid at straight time rates Mileage = \$.405/mile
Meals discount:	All meals provided free while working	50% while working	(1) All meals free while working (2) N/A	50% while working
Training/Education:	Training reimbursed at 100%. No minimum term Paid at straight time rate ER pays for medical exams necessary for licensure up to \$150	ER reimburses training/education courses at 100%, depending on program Paid at straight time rate ER pays cost of medical exams necessary for licensure	(1) ER reimburses pre-approved programs @ 100% (2) Radar endorsement only \$300	Radar licensure: 8 days' pay & tuition Other training reimbursed @ 100% up to 10 days in each instance ER reimburses cost of medical exams for licensure
Passes:	ER provides to employee + dependents after EE accumulates 6 months seniority	ER provides 24 single trips/year to regular employee + dependents after 6 months' service; after 1827 hours to casual EE	(1) ER provides to employee + dependents No min. term of employment (2) Yes 0-15 miles - free 16-25 miles - 7.50 26-35 miles - 12.50 36+ miles - 17.50	ER provides to employee after 6 months employment, to dependents after 2 years

**2005 FERRY SYSTEM SURVEY
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

MASTERS, MATES & PILOTS(Continued)				
BENEFIT	ALASKA MARINE HIGHWAY SYSTEM	B.C. FERRY CORP.	PRIVATE EMPLOYERS	WASHINGTON STATE FERRY SYSTEM
Other Premium:	Cash allowance for subsistence/quarters: \$65/day lodging \$35/day meals Every year after 8 years EE receives a bonus of one weeks pay	Certificate allowance-officers: \$100/month Spray painting-all employees engaged in act \$2.25/hour Isolation allowance for specified work locations: \$6.25/point/month Pager premium: 1 hour straight time/4 hours standby Shift premiums: \$0.80/hr - 2 nd shift \$1.25/hr - 3 rd shift Shift differential, 12-hour vessels, 14 on/14 off: 29% in addition to base pay 4 on/4 off: 27% in addition to base pay Shift differential, 10-hour vessels; 5% in addition to base pay	N/A	Unscheduled work on a holiday paid @ 200% A. Employees who work on a holiday and also work the day before and/or after that holiday shall be paid an additional 8 hours pay. B. Employees may elect to receive 8 hours of compensation time in lieu of holiday pay for time worked. C. Triple time is paid for work in excess of 16 hours without a minimum 6-hour break.
Other Benefit:	N/A	N/A	N/A	N/A

**2005 FERRY SYSTEM SURVEY
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

EXHIBIT V

ENGINE ROOM				
BENEFIT	ALASKA MARINE HIGHWAY SYSTEM	B.C. FERRY CORP.	PRIVATE EMPLOYERS (1) AND (2)	WASHINGTON STATE FERRY SYS. Includes Oilers/Wipers
Premium Pay: Overtime	Paid @ 150% base rate	Paid @ 200% of base rate	(1) 200% of base rate (2) 300% of base rate	<u>Licensed and Unlicensed</u> Paid @ 200% of base rate
Holidays: No. ___/year @ Rate	11 paid holidays @ 150% of base rate	11 paid holidays @ 200% base rate Christmas & New Years paid at 250%	(1) 11 paid holidays (2) 10 paid holidays @ (1) 200% and (2) 300% of base rate	<u>Licensed and Unlicensed</u> 12 paid holidays @ 200% of base rate
Overtime Paid on Holidays:	150% of base rate Paid in hourly increments	200% of base rate Paid in 1/2 hour increments	200% of base rate Paid in hourly increments	<u>Licensed and Unlicensed</u> 200% of base rate Paid in hourly increments Employees (Engineers only) shall receive 8 hours compensatory time or pay for holidays occurring during their off work.
Penalty Pay: Dirty/Obnoxious ___% Base Rate Whole Shift/Actual Hours Worked	+\$6.04/hour actual hours worked with dirty material	+\$8/hour Calculated in 1/2 hour increments	200% Actual hours worked	<u>Licensed</u> 200% paid in 1 hour - 4 hr increments <u>Unlicensed</u> 200% paid in 1/2 hour - 2 hr increments
Penalty Pay: Hazardous Mat'ls/Situations ___% Base Rate Entire Shift/Actual Hours Worked	N/A	+\$8/hour Calculated in 1/2 hour increments	200% paid for actual hours worked	<u>Licensed and Unlicensed</u> 200% Actual hours worked

Key: EE = employee ER = employer

**2005 FERRY SYSTEM SURVEY
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

ENGINE ROOM (Continued)						
BENEFIT	ALASKA MARINE HIGHWAY SYSTEM	B.C. FERRY CORP.		PRIVATE EMPLOYERS	WASHINGTON STATE FERRY SYS. Includes Oilers/Wipers	
Vacation:	188 hours after 1 yr 250 hour after 2 yrs 318 hours after 3 yrs 390 hours after 4 yrs 468 hours after 5 yrs 551 hours after 7 yrs 638 hours after 10+yrs	15 days after 1-2 yrs 16 days after 3 yrs 17 days after 4 yrs 18 days after 5 yrs 19 days after 6 yrs 20 days after 7 yrs 22 days after 8 yrs 23 days after 9 yrs 24 days after 10 yrs 25 days after 11 yrs	26 days after 12 yrs 27 days after 13-14 yrs 28 days after 15-18 yrs 29 days after 19 yrs 31 days after 20 yrs 32 days after 21 yrs 33 days after 22 yrs 34 days after 23-24 yrs 36 days after 25-30 yrs 40 days after 31+yrs	(1) 84 hours after 1 yr 168 hours after 2 yrs (2) 80 hours after 1-4 yrs 120 hours after 5-9 yrs 160 hours after 10 yrs	<u>Licensed</u> 52 hours after 6 mos 59 hours after 7 mos 67 hours after 8 mos 74 hours after 9 mos 81 hours after 10 mos 89 hours after 11 mos 96 hours after 12 mos 104 hours after 2 yrs 120 hours after 3 yrs 136 hours after 4 yrs 160 hours after 5 yrs 168 hours after 15 yrs 176 hours after 16+yrs	<u>Unlicensed</u> 48 hours after 6 mos 56 hours after 7 mos 64 hours after 8 mos 72 hours after 9 mos 80 hours after 10 mos 88 hours after 11 mos 96 hours after 12 mos 104 hours after 2 yrs 120 hours after 3 yrs 136 hours after 4 yrs 160 hours after 5 yrs 168 hours after 15 yrs 176 hours after 16 yrs
Sick Leave:	112.5 hrs/yr.	6 days @ 100% salary		(1) N/A (2) 144 hrs/yr	96 hours/year	
Health & Welfare: ER Contribution/Month	\$763.00/month	Province provides Universal Health Care See Canadian Health Care (Technical Notes)		(1) \$663.92/month (2) 350.00/month	\$584.58/month	
Retirement, Pension, etc.: ER Contribution	Pension \$6.50/day x 240 days/year for FTE Money Purchase Plan \$13.50/day x 280 days/year	<u>Employer Sponsored</u> 9%/yr up to \$38,300 105%/yr above that amount <u>Federally Sponsored</u> 4.3% of pensionable earnings up to \$1,496/yr		(1) 1% of gross pay (2) \$336.00/mo	PERS 2 – 1.38%	
Work Clothes:	Work clothes not provided but offer \$600/yr cleaning allowance	Work clothes provided Uniforms cleaned by company		(1) N/A (2) Uniforms provided no cleaning allowance	Work clothes provided No cleaning allowance	

**2005 FERRY SYSTEM SURVEY
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

ENGINE ROOM (Continued)				
BENEFIT	ALASKA MARINE HIGHWAY SYSTEM	B.C. FERRY CORP.	PRIVATE EMPLOYERS	WASHINGTON STATE FERRY SYS. Includes Oilers/Wipers
Travel: Compensation for ER Directed Travel	Paid to regularly assigned port @ straight time rate, actual hours Minimum: 4 hours Maximum: 12 hours in 24 Berths if available free of charge \$0.35/mile or airfare, whichever is less \$112.00 per diem	Paid at regular hourly rate Mileage = \$0.65/mile \$42/day for meals	Paid at straight time hourly rate	Paid at straight time rate Mileage: \$0.405/mile Licensed Reimburse expenses if officer must overnight at terminal other than home/relief.
Meal discount:	All meals provided free while working	50% while working	All meals free while working	50% while working
Training/Education	ER contributes \$0.345/day per employee to MEBA Training Plan ER contributes \$0.626/day per employee to joint Employment Comm. Pre-approved training reimbursed 100% by ER	ER reimburses 100% of tuition to pre-approved training or education program Depending on program, paid at straight time wage rate ER reimburses cost of medical exam necessary for licensure	ER contributes \$2.14/month per EE to union training fund	ER reimburses tuition for pre-approved training education programs Paid at straight time wage rate ER reimburses cost of medical exam necessary for licensure
Passes:	ER provides to employee + dependents (to age 19) on space available basis after 6 months' employment	24 single trips provided to regular employee after 6 months' service; to casual employees after 1827 hours	(1) ER provides to employee + dependents with no minimum term of employment (2) Yes 0-15 miles - free 16-25 miles - 7.50 26-35 miles - 12.50 36+ miles - 17.50	ER provides to employee after 6 months; to dependents after 2 years' employment

**2005 FERRY SYSTEM SURVEY
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

ENGINE ROOM (Continued)				
BENEFIT	ALASKA MARINE HIGHWAY SYSTEM	B.C. FERRY CORP.	PRIVATE EMPLOYERS	WASHINGTON STATE FERRY SYS. Includes Oilers/Wipers
<u>Other Premium:</u>	N/A	Certificate allowance officers: \$100/month Spray painting: \$2.25/hour Isolation allowance for specific work locations: \$6.25/point/month Pager premium: 1 hour straight time/4 hours standby Shift Premiums: \$0.80/hr - 2 nd shift \$1.25/hr - 3 rd shift Shift Differential: 14 days on/14 off; 29% in addition to base pay 4 days on/4 off; 27% in addition to base pay Shift Differential, 10 hour vessels: 5% in addition to base pay	N/A	Licensed and Unlicensed: call-in pay on regular day off; minimum of 1 day's pay at 200% Triple time is paid in excess of 16 hours without a minimum of 6-hour break. The use of chipping hammers, scrapers, wire brushes, jitter bugs and desk grinders to additional \$1.00/hr on straight time pay and \$2.00/hr on overtime pay.
<u>Other Benefit:</u>	N/A	N/A	N/A	N/A

**2005 FERRY SYSTEM SURVEY
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

EXHIBIT VI

DECK/TERMINAL

BENEFIT	ALASKA MARINE HIGHWAY SYSTEM	B.C. FERRY CORP.	PRIVATE EMPLOYERS	WASHINGTON STATE FERRY SYSTEM
Premium Pay: Overtime	<u>Deck and Terminal</u> Paid @ 150% base rate	Paid @ 200% of base rate	Paid @ 200% of base rate	Paid @ 200% of base rate
Holidays: No.____/Year @ % Rate	<u>Deck</u> 12 paid holidays @ 150% of base rate Plus 12 hours of straight time <u>Terminal</u> 11 paid holidays/year @ 150% of base rate	11 paid holidays @ 200% of base rate Christmas Day & New Years @ 250%	11 paid holidays 200% of base rate	12 paid holidays @ 200% of base rate
Overtime Paid on Holidays:	<u>Deck and Terminal</u> 150% of base rate Paid in hourly increments	200% of base rate Paid in 1/2 hour increments	200% of base rate Paid in hourly increments	200% of base rate Paid in hourly increments
Penalty Pay: Dirty/Obnoxious ____% Base Rate Whole Shift/Actual Hours Worked	N/A	\$8.00/hr premium paid in 1/2 hour increments	Paid @ 200% of base rate in 1/2 hour increments	Paid @ 200% of base pay rate Paid in 2 hour increments
Penalty Pay: Hazardous Mat's/Situations ____% Base Rate Entire Shift/Actual Hours	<u>Deck</u> N/A <u>Terminal</u> 7.5% base pay in 4 hr increments	\$8.00/hr premium paid in 1/2 hour increments	200% of base rate paid for actual hours of hazard	Paid @ 200% of base rate for actual hours of hazard Paid in 1/2 hour increments

Key: EE = employee ER = employer

**2005 FERRY SYSTEM SURVEY
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

DECK/TERMINAL (Continued)				
BENEFIT	ALASKA MARINE HIGHWAY SYSTEM	B.C. FERRY CORP.	PRIVATE EMPLOYERS	WASHINGTON STATE FERRY SYSTEM
Vacation:	<u>Deck</u> 84 hours after 1-2 yrs 168 hours after 2-3 yrs 252 hours after 3-4 yrs 336 hours after 4-5 yrs 420 hours after 5+yrs <u>Terminal</u> May choose either Personal Leave <u>or</u> Annual Leave option: (1) <u>Personal Leave</u> 7.5 hrs after 0-2 yrs of service 8.44 hrs after 2-5 yrs of service 9.38 hrs after 5-10 yrs of service 11.25 hrs after 10 + yrs of service (2) <u>Annual Leave</u> 4.69 hrs after 0-2 yrs of service 6.56 hrs after 2-5 yrs of service 7.5 hrs after 5-10 yrs of service 9.38 hrs after 10 + yrs of service	15 days after 1-2 yrs 16 days after 3 yrs 17 days after 4 yrs 18 days after 5 yrs 19 days after 6 yrs 20 days after 7 yrs 22 days after 8 yrs 23 days after 9 yrs 24 days after 10 yrs 25 days after 11 yrs 26 days after 12 yrs 27 days after 13-14 yrs 28 days after 15-18 yrs 29 days after 19 yrs 31 days after 20 yrs 32 days after 21 yrs 33 days after 22 yrs 34 days after 23-24 yrs 36 days after 25-30 yrs 40 days after 31 + yrs	(1) 40 hours after 1 yr 84 hours after 2 yrs 120 hours after 3 yrs 136 hours after 4 rs 168 hours after 5 yrs 180 hours after 10+yrs (2) 80 hours after 1-4 yrs 120 hours after 5-9 yrs 160 hours after 10 yrs	6 days after 6 mo 7 days after 7 mo 8 days after 8 mo 9 days after 9 mo 10 days after 10 mo 11 days after 11 mo 12 days after 12 mo 13 days after 2 yrs 15 days after 3 yrs 17 days after 4 yrs 20 days after 5 yrs 21 days after 15 yrs 22 days after 16 yrs 23 days after 20 yrs 24 days after 21 + yrs
Sick Leave:	<u>Deck</u> 360 hours/year <u>Terminal</u> 112.56 hrs/year	6 days @ 100% salary	N/A	96 hours/year
Health & Welfare: ER Contribution/Month	<u>Deck</u> 1575/month Terminal \$515.00/month	Province provides Universal Health Care See Canadian Health Care (Technical Notes)	(1) \$493/month (2) \$350/month	\$584.58/month

**2005 FERRY SYSTEM SURVEY
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

DECK/TERMINAL (Continued)				
BENEFIT	ALASKA MARINE HIGHWAY SYSTEM	B.C. FERRY CORP.	PRIVATE EMPLOYERS	WASHINGTON STATE FERRY SYSTEM
Retirement, Pension, etc.: ER Contribution	<u>Deck and Terminal</u> 14.22% of gross pay	<u>Employer Sponsored</u> 9%/yr up to \$38,300 105%/yr above that amount <u>Federally Sponsored</u> 4.3% of pensionable earnings up to \$1,496/yr	(1) \$212.50/month (2) \$316.00/month	PERS 2 – 1.38%
Work Clothes:	Deck: Work clothes not provided \$300/year clothing allowance no cleaning Terminal: N/A	Work clothes provided and cleaned by employer	(1) Work clothes not provided (2) Work clothes provided	Provided by Employee Terminal Supervisors \$13/mo allowance to clean and maintain
Travel: Compensation for ER Directed Travel	<u>Deck</u> Paid at straight time rates Minimum: 4 hours Maximum: 24 hours \$112 per diem \$0.325/mile <u>Terminal</u> \$0.345/mile \$42 meals/day lodging @ 100%	Paid at regular hourly rate Mileage = \$0.65/mile	N/A	Travel paid @ straight time rates Mileage = \$0.405/mile
Meal discount:	Deck: Provided free while working Terminal: N/A	50% while working	(1) Provided free while working (2) N/A	50% while working

**2005 FERRY SYSTEM SURVEY
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

DECK/TERMINAL (Continued)				
BENEFIT	ALASKA MARINE HIGHWAY SYSTEM	B.C. FERRY CORP.	PRIVATE EMPLOYERS	WASHINGTON STATE FERRY SYSTEM
Training/Education:	<u>Deck and Terminal</u> <u>ER reimburses 100% of pre- approved programs</u>	ER reimburses pre-approved training/education programs Depending on program, paid at straight time rates ER reimburses cost of medical exams necessary for licensure	(1) Pre-approved programs reimbursed @ 100% (2) \$300 radar endorsement with 5 yrs service N/A	100% reimbursement to secure original license N/A
Passes:	<u>Deck</u> ER provides to employee + dependents 6 months minimum term of employment <u>Terminal</u> <u>N/A</u>	ER provides to employee + dependents, 24 single trips/year Minimum 6 months service for regular employees; 1827 hours of service for casual employees	(1) ER provides to employee + dependents with no minimum term of employment (2) Yes 0-15 miles - free 16-25 miles - 7.50 26-35 miles 12.50 36 + miles - 17.50	ER provides to employee after 6 months; to dependents after 2 years
<u>Other Benefit:</u>	<u>Deck</u> Each year, following 8 years of service, employees get a bonus of one week's pay <u>Terminal</u> <u>N/A</u>	N/A	N/A	May take compensatory days in lieu of holiday pay up to 12 times/year.

**2005 FERRY SYSTEM SURVEY
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

DECK/TERMINAL (Continued)				
BENEFIT	ALASKA MARINE HIGHWAY SYSTEM	B.C. FERRY CORP.	PRIVATE EMPLOYERS	WASHINGTON STATE FERRY SYSTEM
<u>Other</u> Premium:	N/A	Spray painting: \$2.25/hr Isolation allowance for specified work location: \$6.25/point/month Pager premium: 1 hour straight time/4 hours standby Shift premiums: \$0.80/hr - 2 nd shift \$1.25/hr - 3 rd shift Shift differential, 12-hour vessels, 14 on/14 off: 29% in addition to base pay 4 on/4 off: 27% in addition to base pay Shift differential, 10 hour vessels: 5% in addition to base pay	N/A	Call-in pay on regular day off: minimum of 8 hours at 200%

**2005 FERRY SYSTEM SURVEY
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

2005 Data Presentation (Includes Benefits)

Exhibit VII

Shipyards

<i>Benchmark Number</i>	<i>Benchmark Title</i>	<i>Area</i>	<i>Participating Employers</i>	<i># of Employees</i>	<i>Reported Hourly Range Min & Max</i>		<i>Weighted Hourly Base Pay</i>	<i>Weighted Hourly Benefit</i>	<i>Survey Weighted - Base Pay & Benefits</i>	<i>Leadman Base Pay</i>	<i>Foreman Base Pay</i>	<i>Helper Base Pay</i>
101	Carpenter	Puget Sound	6	75	16.97	23.07	21.14	3.93	25.07	16.58	18.11	10.64
		Columbia River	1	13	10.53	20.55	20.36	3.49	23.85	19.05	20.05	10.00
		California	1	8	0.00	0.00	19.08	3.57	22.65	18.70	0.00	15.11
		Canada	1	10	0.00	0.00	26.97	2.35	29.32	0.00	0.00	25.93
		WSFS	1	14	0.00	21.84	21.84	3.00	24.84	22.93	23.37	15.30
102	Machinist	Puget Sound	7	301	19.02	25.14	22.15	3.41	25.56	18.29	20.69	12.29
		Columbia River	1	33	10.53	20.55	20.36	3.49	23.85	19.05	20.05	10.00
		California	3	28	9.90	21.75	20.56	3.47	24.03	20.12	21.46	11.41
		Canada	1	5	0.00	0.00	26.97	2.35	29.32	0.00	0.00	25.93
		WSFS	1	16	0.00	21.84	21.84	3.00	24.84	22.93	23.37	15.30
103	Electrician	Puget Sound	4	311	18.59	23.55	23.09	2.88	25.97	23.34	26.72	16.09
		Columbia River	1	36	10.53	20.55	20.36	3.49	23.85	19.05	20.05	10.00
		California	3	19	9.90	21.75	21.64	3.66	25.30	21.03	21.84	11.53
		Canada	1	18	0.00	0.00	26.97	2.35	29.32	0.00	0.00	25.93
		WSFS	1	16	0.00	21.84	21.84	3.00	24.84	22.93	23.37	15.30
104	Boilmaker/ Welder	Puget Sound	7	595	19.01	23.35	22.05	3.56	25.61	18.37	20.51	12.40
		Columbia River	1	39	10.53	20.55	20.36	3.49	23.85	19.05	20.05	10.00
		California	3	78	9.90	21.75	19.76	2.84	22.60	20.12	21.84	11.53
		Canada	1	180	0.00	0.00	26.97	2.35	29.32	0.00	0.00	25.93
		WSFS	1	10	0.00	21.84	21.84	3.00	24.84	22.93	23.37	15.30
105	Pipefitter	Puget Sound	7	425	18.16	25.03	22.90	3.02	25.91	18.02	19.93	12.12
		Columbia River	1	27	10.53	20.55	20.36	3.49	23.85	19.05	20.05	10.00
		California	2	89	9.90	21.75	20.14	2.61	22.74	21.03	21.84	11.53
		Canada	1	35	0.00	0.00	26.97	2.35	29.32	0.00	0.00	25.93
		WSFS	1	17	21.84	21.84	21.84	3.00	24.84	22.93	23.37	15.30

2005 Data Presentation (Includes Benefits)

Shipyards cont.

<i>Benchmark Number</i>	<i>Benchmark Title</i>	<i>Area</i>	<i>Participating Employers</i>	<i># of Employees</i>	<i>Reported Hourly Range Min & Max</i>		<i>Weighted Hourly Base Pay</i>	<i>Weighted Hourly Benefit</i>	<i>Survey Weighted - Base Pay & Benefits</i>	<i>Leadman Base Pay</i>	<i>Foreman Base Pay</i>	<i>Helper Base Pay</i>
106	Sheet Metal Worker	Puget Sound	3	152	17.94	23.55	22.71	3.21	25.91	23.63	25.83	15.67
		Columbia River	1	5	10.53	20.55	20.36	3.49	23.85	19.05	20.05	10.00
		California	2	27	9.90	21.75	20.46	2.84	23.30	21.03	21.84	11.53
		WSFS	1	9	0.00	21.84	21.84	3.00	24.84	22.93	23.37	15.30
107	Truck Driver	Puget Sound	2	26	14.21	21.76	21.23	4.00	25.22	20.55	22.45	14.16
		Columbia River	1	2	17.55	20.55	22.10	3.49	25.59	0.00	0.00	0.00
		California	2	9	9.90	21.75	19.76	2.40	22.15	20.65	21.75	11.50
		Canada	1	3	0.00	0.00	24.52	2.35	26.87	0.00	0.00	25.93
		WSFS	1	1	0.00	21.84	21.84	3.00	24.84	22.93	0.00	15.30
108	Warehouse Worker	Puget Sound	5	22	16.73	20.19	20.66	3.93	24.59	16.52	18.71	11.55
		Columbia River	1	4	10.53	20.55	20.36	3.49	23.85	19.05	20.05	10.00
		California	3	8	11.10	18.82	19.51	2.98	22.49	21.03	21.84	11.53
		Canada	1	7	0.00	0.00	25.26	2.35	27.61	0.00	0.00	25.93
		WSFS	1	6	0.00	21.84	21.84	3.00	24.84	22.93	23.37	15.30

**2003 to 2005 Data Comparison (Excludes Benefits)
Shipyards**

Exhibit VIII

Average Percentage Growth of Weighted Base Salary Rates

<i>Benchmark Number</i>	<i>Benchmark Title</i>	<i>Area</i>	<i>2003</i>	<i>2005</i>	<i>% Difference</i>	<i>Benchmark Number</i>	<i>Benchmark Title</i>	<i>Area</i>	<i>2003</i>	<i>2005</i>	<i>% Difference</i>
101	Carpenter	Puget Sound	20.13	21.14	5.0%	105	Pipefitter	Puget Sound	20.80	22.90	10.1%
		Columbia River	20.01	20.36	1.7%			Columbia River	20.01	20.36	1.7%
		California	18.42	19.08	3.6%			California	18.05	20.14	11.6%
		Canada	23.55	26.97	14.5%			Canada	23.52	26.97	14.7%
		WSFS	21.84	21.84	0.0%			WSFS	21.84	21.84	0.0%
102	Machinist	Puget Sound	20.25	22.15	9.4%	106	Sheet Metal Worker	Puget Sound	20.49	22.71	10.8%
		Columbia River	20.01	20.36	1.7%			Columbia River	20.01	20.36	1.7%
		California	18.70	20.56	9.9%			California	18.53	20.46	10.4%
		Canada	23.52	26.97	14.7%			Canada			
		WSFS	21.84	21.84	0.0%			WSFS	21.84	21.84	0.0%
103	Electrician	Puget Sound	20.93	23.09	10.3%	107	Truck Driver	Puget Sound	18.97	21.23	11.9%
		Columbia River	21.00	20.36	-3.1%			Columbia River	21.72	22.10	1.7%
		California	18.92	21.64	14.4%			California	16.67	19.76	18.5%
		Canada	23.52	26.97	14.7%			Canada	21.39	24.52	14.6%
		WSFS	21.84	21.84	0.0%			WSFS			
104	Boilmaker/ Welder	Puget Sound	19.98	22.05	10.4%	108	Warehouse Worker	Puget Sound	18.61	20.66	11.0%
		Columbia River	17.37	20.36	17.2%			Columbia River	16.97	20.36	20.0%
		California	18.73	19.76	5.5%			California	15.52	19.51	25.7%
		Canada	23.52	26.97	14.7%			Canada	22.04	25.26	14.6%
		WSFS	21.84	21.84	0.0%			WSFS	21.84	21.84	0.0%

*Washington State Ferry System data excluded in determining overall market percentage change.

Total average growth of base salary

10.1%

2005 Base Salary Comparison (Excludes Benefits)

Exhibit IX

Shipyards

Benchmark Number	Benchmark Title	Area	Participating Employers	# of Employees	Weighted Hourly Base Pay	WSFS Rate	% Difference to market
101	Carpenter	Puget Sound	6	75	21.14	21.84	-0.2%
		Columbia River	1	13	20.36		
		California	1	8	19.08		
		Canada	1	10	26.97		
		Totals	9	106	21.89		
102	Machinist	Puget Sound	7	301	22.15	21.84	-3.1%
		Columbia River	1	33	20.36		
		California	3	28	20.56		
		Canada	1	5	26.97		
		Totals	12	367	22.51		
103	Electrician	Puget Sound	4	311	23.09	21.84	-5.4%
		Columbia River	1	36	20.36		
		California	3	19	21.64		
		Canada	1	18	26.97		
		Totals	9	384	23.01		
104	Boilmaker/ Welder	Puget Sound	7	595	22.05	21.84	-2.0%
		Columbia River	1	39	20.36		
		California	3	78	19.76		
		Canada	1	180	26.97		
		Totals	12	892	22.28		
105	Pipefitter	Puget Sound	7	425	22.90	21.84	-3.4%
		Columbia River	1	27	20.36		
		California	2	89	20.14		
		Canada	1	35	26.97		
		Totals	11	576	22.59		

2005 Base Salary Comparisons (Excludes Benefits)

Shipyards cont.

Benchmark Number	Benchmark Title	Area	Participating Employers	# of Employees	Weighted Hourly Base Pay	WSFS Rate	% Difference to market
106	Sheet Metal Worker	Puget Sound	3	152	22.71	21.84	3.2%
		Columbia River	1	5	20.36		
		California	2	27	20.46		
		Totals	6	184	21.17		
107	Truck Driver	Puget Sound	2	26	21.23	21.84	-0.3%
		Columbia River	1	2	22.10		
		California	2	9	19.76		
		Canada	1	3	24.52		
		Totals	6	40	21.90		
108	Warehouse Worker	Puget Sound	5	22	20.66	21.84	1.8%
		Columbia River	1	4	20.36		
		California	3	8	19.51		
		Canada	1	7	25.26		
		Totals	10	41	21.45		
Total % Above (+)/Below (-) market							-1.18%

**2005 SHIPYARD SURVEY
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

EXHIBIT X

BENEFIT	CALIFORNIA	CANADA	COLUMBIA RIVER	PUGET SOUND	WASHINGTON STATE FERRY SYSTEM
Premium Pay: Overtime	<u>3 ERs</u> 150%	<u>200%</u>	<u>1 ER</u> 150%	<u>6 ERs</u> 150%	200%
Premium Pay – Work Assignments on Saturday	<u>3 ERs</u> 150%	<u>200%</u>	<u>1 ER</u> 150%	<u>6 ERs</u> 150%	200%
Premium Pay – Work Assignments on Sunday	<u>3 ERs</u> 200%	<u>200%</u>	<u>1 ER</u> 150%	<u>6 ERs</u> 3 @ 150% 3 @ 200%	200%
Holidays: No. ___/Year @ Rate	<u>3 ER</u> 1 @ 8 days 1 @ 9 days 1 @ 10 days	12	<u>1 ER</u> 10 days	9 to 11 holidays per year Average: 10 days/year	13
Overtime Paid on Holidays:	<u>3 ERs</u> 1 - 150% paid hourly 1 – 200% paid hourly 1 – 300% paid hourly	200% of base pay	<u>1 ER</u> 150% paid hourly	<u>6 ERs</u> 4 @ 200% paid hourly 1 @ 150% paid hourly 1 @ 300% paid hourly	200% paid in hourly increments
Work Assignments on Paid Holidays	1 @ Triple Time 1 @ 200% 1 @ 150%	<u>200%</u>	<u>1 ER</u> 150%	<u>6 ERs</u> 2 @ 100% paid hourly 4 @ 200% paid hourly	200%
Penalty Pay: Dirty/Obnoxious ___% Base Rate Whole Shift/Actual Hours Worked	1 - 200% hours w/hazard 1 - 150% 1 – No premium paid	115%	<u>1 ER</u> 150 hours w/hazard	<u>6 ERs</u> <u>2</u> @ 200% 3 @ 150% 1 - Varies 4% - 50% depends on class.	200%

Key: EE = employee

ER = employer

**2005 SHIPYARD SURVEY
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

BENEFIT	CALIFORNIA	CANADA	COLUMBIA RIVER	PUGET SOUND	WASHINGTON STATE FERRY SYSTEM
Penalty Pay: Hazardous Mat's/Situations ___% Base Rate Entire Shift/Actual Hours	1 - 200% hours w/hazard 1 - 150% 1 – No premium paid	12% of base pay	<u>1 ER</u> \$0.50/ hour	<u>6 ERs</u> <u>3 @ 150%</u> <u>2 @ 200%</u> 1 - Varies 4% - 50% depends on class	+\$3.00/hour
Vacation	<u>1 ERs</u> _40 hours – 1 year 160 hours – 10-12 years <u>1 ER</u> 40 hours – 1 year 120 hours – 15 years <u>1 ER</u> 3% - 1 year 8% - 20+ years	1 year = 3 wks 2 years = 4 wks 15 years = 5 wks 20 years = 6 wks 25 = .4% per yr over 25 years.	1 year 3% 2 nd thro 10 th year –add'1 .5% per year 11 – 15 yrs – 7% 16 – 19 yrs – 7.5 20 = 8%	<u>3 ERs</u> Pay a % of time worked 1 year – 2% - 3% up to 20 years 8.0% 25 years 8.5% <u>3 ERs Varies</u> 1 – 3 years - 40 104 hours 5 years 120-156 hours 10 years 120- hours 15 years -156 hours	6 - 12 days after 1040- 2080 hours 13 days after 2 years 15 days after 3 years 17 days after 4 years 20 days after 5 years 21 days after 7 years 22 days after 10 – 15 years 23 days after 16 – 22 years 24 days after 22 + years
Sick Leave	0 Sick days paid	N/A	none	1 - 104 hours 1 - 80 hours/year 4 - 0	12 days/year

**2005 SHIPYARD SURVEY
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

BENEFIT	CALIFORNIA	CANADA	COLUMBIA RIVER	PUGET SOUND	WASHINGTON STATE FERRY SYSTEM
Health & Welfare: ER Contribution/Month	1 – 3.57/hr 1 – 5.43/hr	See Technical notes: Canadian Health Care	\$3.49/hr	1 - \$2.51/hour 1 - \$2.59/hour 1 – 5.06/hour 1 – 4.36/hour 1 – 4.66/hour 1 – 3.50/hour Average: \$3.78/hr	\$3.36/hour
Retirement, Pension, etc: ER Contribution	<u>1 ER</u> @ 6% <u>2 ERs</u> varies with union contract	4% of gross pay	<u>1 ER</u> 8% match \$1.00/hour Worked	<u>3 ERs</u> Pension paid as part of ER's medical/pension contribution to union plan 1 @ 1.80 per each hr worked 1@ 6% \$6.95 a day 1@ 7.4%	1.38% (PERS 2)
Tools: Spec. Equip at __rate	<u>3 ERs</u> \$0.00	\$.24 unless uniform provided to them \$.13 per hour.	\$.25 per hour supply own tools	<u>2 ERs</u> \$0.10 – 0.20/hour <u>4 ERs</u> \$0.00	\$0.15/hour
Travel: Compensation for ER Directed Travel	<u>Travel</u> <u>3 ERs</u> Pay 100% of base rate for travel <u>Mileage</u> <u>1 - \$0.36</u> 1 - \$.35 1 - \$.375 (IRS)	\$.31/kilometer	<u>1 ERs</u> Actual hours Mileage \$0.37.5 per mile	<u>6 ERs</u> Pay 100% of base rate for travel <u>Mileage</u> 4 @ \$0.36 per mile(IRS) 1@\$0.33 per mile 1 @ \$.325 per mile	100% \$0.405 per mile

**2005 SHIPYARD SURVEY
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

BENEFIT	CALIFORNIA	CANADA	COLUMBIA RIVER	PUGET SOUND	WASHINGTON STATE FERRY SYSTEM
Shift Differential: Swing Shift/Graveyard:	<u>6 ERs</u> 1 @ Swing - \$0.10/hr 1 @ Swing - \$0.15/hr 1 @ Swing - \$0.20/hr 1 @ Graveyard \$0.15/hr 1 @ Graveyard \$.20/hr 1 @ Graveyard \$.40/hr	Swing - \$2.50 Graveyard - \$3.80	<u>1 ER</u> +\$1.00 both shifts	<u>6 ERs</u> 1 @ Swing – 7.5% 1 @ Swing - \$.45/hr 1 @ Swing - \$.75/h 1 @ Graveyard \$0.60/hr 1 @ Graveyard \$1.00/hr 1 @ Graveyard 10%	Swing - 10% Graveyard - 15%
Other Premium or Benefit Paid	(121) Several Codes for Welders in certain processes.	N/A	Sewage Pay – 1 hr add'l straight time pay for each hr worked Bereavement Pay – 3 days max Jury Duty Pay – Straight time for each hr up to 8 hours Double Time – after 12 continuous hours Short Term Disability – 100% paid by ER	<u>1 ER</u> Pays Thrift Savings Plan (matches dollar for dollar for first 30% paid into a 401(k)-type plan up to a total contribution of 10% <u>1 ER</u> Special rates for high, cold and hot work and confined space of 4%. 25% for work over 100 feet <u>1 ER</u> Premium ranging from \$.15-\$1.00/hr for "Special" pay 3 @ N/A	EE only eligible immediately. Family travels free with/without EE after 2 years employment.

2005 Data Presentation (Includes Benefits)

Exhibit XI

Administration - Office and Terminal

<i>Benchmark Number</i>	<i>Benchmark Title</i>	<i>Participating Category Group</i>	<i>Participating Employers</i>	<i># of Employees</i>	<i>Reported Monthly</i>	<i>Range Min & Max</i>	<i>Weighted Monthly Base Pay</i>	<i>Weighted Monthly Benefit Survey</i>	<i>Weighted - Base Pay & Benefits</i>	<i>WSF Rate & Benefits</i>
201	Accountant	Maritime/Ports	6	13			4493	519	5012	3887
		Municipal/Transit	4	26			4029	553	4582	
		Seattle Employers	6	169			4240	447	4687	
		* Surveys	2	693			3757		3757	
		Composite Range			3500	4800				
202	Accounting Assistant 2	Maritime/Ports	2	6			3412	544	3956	3173
		Municipal/Transit	3	17			3031	542	3573	
		*						447	447	
									0	
203	Accounting Assistant 3	Maritime/Ports	3	5			3655	533	4188	3507
		Municipal/Transit	2	6			3608	542	4150	
		Seattle Employers	4	19			3890	509	4399	
		* Surveys	1	591			3093		3093	
		Composite Range			3000	4200				
204	Buyer 2	Maritime/Ports	4	8			3633	528	4161	3299
		Municipal/Transit	2	6			3555	542	4097	
		Seattle Employers	3	44			3843	540	4383	
		* Surveys	2	360			3430		3430	
		Composite Range			3361	4450				
205	Buyer 3	Maritime/Ports	4	5			3836	528	4364	3343
		Municipal/Transit	2	2			4162	542	4704	
		Seattle Employers	4	60			4046	509	4555	
		* Surveys	1	217			3883		3883	
		Composite Range			4246	5370				

**2005 Data Presentation (Includes Benefits)
Administration - Office and Terminal cont.**

<i>Benchmark Number</i>	<i>Benchmark Title</i>	<i>Participating Category Group</i>	<i>Participating Employers</i>	<i># of Employees</i>	<i>Reported Monthly</i>	<i>Range Min & Max</i>	<i>Weighted Monthly Base Pay</i>	<i>Weighted Monthly Benefit Survey</i>	<i>Weighted - Base Pay & Benefits</i>	<i>WSF Rate & Benefits</i>
206	Contracts Coordinator 1	Maritime/Ports	3	3	2815	3730	3162	533	3695	3577
		Municipal/Transit	2	7			3132	542	3674	
		Seattle Employers	3	13			3330	540	3870	
		* Surveys	1	101			3511		3511	
		Composite Range								
207	Contracts Coordinator 2	Maritime/Ports	4	10	3631	5090	3641	550	4191	4228
		Municipal/Transit	3	11			3822	542	4364	
		Seattle Employers	3	51			3900	540	4440	
		* Surveys								
		Composite Range								
208	Crew Dispatch Coordinator	Maritime/Ports	3	4	3200	4255	3239	533	3772	4319
		Municipal/Transit	1	1			4041	560	4601	
		Seattle Employers	2	14			4203	540	4743	
		* Surveys								
		Composite Range								
209	Crew Dispatcher	Maritime/Ports	2	3	3033	3750	3538	533	4071	3727
		Municipal/Transit	1	2			3200	540	3740	
		Seattle Employers	2	47			3411	540	3951	
		* Surveys								
		Composite Range								
210	Customer Information Ass	Maritime/Ports	3	5	2980	3690	3350	533	3883	3577
		Municipal/Transit	3	35			3409	542	3951	
		Seattle Employers	4	41			3619	509	4128	
		* Surveys	1	68			3311		3311	
		Composite Range								

2005 Data Presentation (Includes Benefits)
Administration - Office and Terminal cont.

<i>Benchmark Number</i>	<i>Benchmark Title</i>	<i>Participating Category Group</i>	<i>Participating Employers</i>	<i># of Employees</i>	<i>Reported Monthly</i>	<i>Range Min & Max</i>	<i>Weighted Monthly Base Pay</i>	<i>Weighted Monthly Benefit Survey</i>	<i>Weighted - Base Pay & Benefits</i>	<i>WSF Rate & Benefits</i>
211	Data Entry Clerk	Maritime/Ports	5	11	2200	2680	2473	533	3006	
		Municipal/Transit	3	20			2612	553	3165	
		Seattle Employers	4	23			2626	509	3135	
		* Surveys	1	126			2411		2411	
		Composite Range								
212	Inventory Agent	Maritime/Ports	3	3			4011	542	4553	3806
		Municipal/Transit	2	2			4019	542	4561	
		Seattle Employers								
		* Surveys								
213	Mail/Stock Clerk	Maritime/Ports	4	4	2000	2700	2504	542	3046	2818
		Municipal/Transit	3	22			2411	553	2964	
		Seattle Employers	5	46			2666	447	3113	
		* Surveys	1	288			2031		2031	
		Composite Range								
214	Maintenance Materials Coordinator	Maritime/Ports	2	3	3200	4025	3733	544	4277	4051
		Municipal/Transit								
		Seattle Employers	3	31			3818	509	4327	
		* Surveys								
		Composite Range								
215	Office Assistant 1	Maritime/Ports	5	15	2200	3121	2711	533	3244	
		Municipal/Transit	3	66			2902	553	3455	
		Seattle Employers	5	79			2811	447	3258	
		* Surveys	2	814			2213		2213	
		Composite Range								

**2005 Data Presentation (Includes Benefits)
Administration - Office and Terminal cont.**

<i>Benchmark Number</i>	<i>Benchmark Title</i>	<i>Participating Category Group</i>	<i>Participating Employers</i>	<i># of Employees</i>	<i>Reported Monthly</i>	<i>Range Min & Max</i>	<i>Weighted Monthly Base Pay</i>	<i>Weighted Monthly Benefit Survey</i>	<i>Weighted - Base Pay & Benefits</i>	<i>WSF Rate & Benefits</i>
216	Payroll Assistant 1	Maritime/Ports	2	2			2504	544	3048	
		Municipal/Transit	2	15			2737	542	3279	
		Seattle Employers	2	20			2884	549	3433	
		* Surveys	1	113			2711		2711	
		Composite Range			2504	3085				
217	Payroll Assistant 2	Maritime/Ports	5	5			3534	529	4063	3336
		Municipal/Transit	3	19			3420	542	3962	
		Seattle Employers	5	62			3866	547	4413	
		* Surveys	1	398			2944		2944	
		Composite Range			2900	4030				
218	Payroll Assistant 3/Claims	Maritime/Ports	<i>No Data Collected</i>							
		Municipal/Transit								
		Seattle Employers								
		* Surveys								
219	Payroll Coordinator	Maritime/Ports	4	4			4116	528	4644	4410
		Municipal/Transit	2	2			4344	542	4886	
		Seattle Employers	3	20			4505	540	5045	
		* Surveys	1	60			3949		3949	
		Composite Range			3900	5075				
220	Personnel Assistant 1	Maritime/Ports	2	5			3088	544	3632	
		Municipal/Transit	4	11			3509	553	4062	
		Seattle Employers	3	9			3763	540	4303	
		* Surveys								
		Composite Range			3000	3900				

2005 Data Presentation (Includes Benefits)
Administration - Office and Terminal cont.

<i>Benchmark Number</i>	<i>Benchmark Title</i>	<i>Participating Category Group</i>	<i>Participating Employers</i>	<i># of Employees</i>	<i>Reported Monthly</i>	<i>Range Min & Max</i>	<i>Weighted Monthly Base Pay</i>	<i>Weighted Monthly Benefit Survey</i>	<i>Weighted - Base Pay & Benefits</i>	<i>WSF Rate & Benefits</i>
221	Personnel Assistant 2	Maritime/Ports	5	9			3939	527	4466	3659
		Municipal/Transit	3	12			4207	542	4749	
		Seattle Employers	5	69			3950	453	4403	
		* Surveys	1	212			3023		3023	
		Composite Range			3023	4250				
222	Purchasing Agent	Maritime/Ports	3	3			4017	533	4550	3806
		Municipal/Transit	3	11			3919	542	4461	
		Seattle Employers	3	111			4108	540	4648	
		* Surveys	1	248			3375		3375	
		Composite Range			3375	4200				
223	Purchasing Assistant	Maritime/Ports	1	1			3219	548	3767	2818
		Municipal/Transit	1	1			3036	542	3578	
		Seattle Employers	3	15			2842	540	3382	
		* Surveys	1	37			2669		2669	
		Composite Range			2860	3835				
224	Receptionist	Maritime/Ports	5	5			2817	527	3344	
		Municipal/Transit	3	33			2941	542	3483	
		Seattle Employers	5	91			2800	548	3348	
		* Surveys	1	343			2319		2782	
		Composite Range			2300	2950				
225	Secretary	Maritime/Ports	4	12			3432	539	3971	3263
		Municipal/Transit	4	18			4011	528	4539	
		Seattle Employers	5	337			3862	453	4315	
		* Surveys	2	2700			3039		3039	
		Composite Range			2949	4423				

2005 Data Presentation (Includes Benefits)
Administration - Office and Terminal cont.

<i>Benchmark Number</i>	<i>Benchmark Title</i>	<i>Participating Category Group</i>	<i>Participating Employers</i>	<i># of Employees</i>	<i>Reported Monthly</i>	<i>Range Min & Max</i>	<i>Weighted Monthly Base Pay</i>	<i>Weighted Monthly Benefit Survey</i>	<i>Weighted - Base Pay & Benefits</i>	<i>WSF Rate & Benefits</i>	
226	Security Staff Assistant	Maritime/Ports Municipal/Transit Seattle Employers Surveys	<i>No Data Collected</i>								
227	Staff Aide	Maritime/Ports	2	3			3419	544	3963	3635	
		Municipal/Transit	3	4			3131	550	3681		
		Seattle Employers	1	7			3539	560	4099		
		Surveys									
		Composite Range			3625	4814					
228	Word Processing Specialist	Maritime/Ports	3	5			3122	533	3655	3173	
		Municipal/Transit	1	12			3404	550	3954		
		Seattle Employers									
		* Surveys	1	101			2879		2879		
		Composite Range			3083	3600					
229	Custodian (Janitor)	Maritime/Ports								2662	
		Municipal/Transit	1	27			2488	550	3038		
		Seattle Employers	4	91			2617	509	3126		
		* Surveys	2	2670			2222		2222		
		Composite Range			2469	2659					
230	Custodial Supervisor	Maritime/Ports								2867	
		Municipal/Transit	1	5			3407	550	3957		
		Seattle Employers	4	12			3230	509	3739		
		Surveys									
		Composite Range			2659	3650					

*The "Surveys" group rates do not include benefits

Exhibit XII

2003 to 2005 Data Comparison - Average Percentage Growth of Weighted Base Salary Rates (Excludes Benefits) Administration - Office and Terminal

			Admin Weighted Base Pay						Admin Weighted Base Pay		
Benchmark Number	Benchmark Title	Area	2003	2005	% Difference	Benchmark Number	Benchmark Title	Area	2003	2005	% Difference to Market
201	Accountant	Maritime/F	4349	4493	3.3%	216	Payroll As:	Maritime/F	2495	2504	0.4%
		Municipal/	3878	4029	3.9%			Municipal/	2630	2737	4.1%
		Seattle Em	4100	4240	3.4%			Seattle Em	2703	2884	6.7%
		Surveys	3524	3757	6.6%			Surveys	2611	2711	3.8%
		WSFS	3637	3887	6.9%			WSFS	2902		
202	Accounting	Maritime/F	3812	3412	-11.7%	217	Payroll As:	Maritime/F	3333	3534	6.0%
		Municipal/	2917	3031	3.9%			Municipal/	2997	3420	14.1%
		Seattle Em	3481	3439	-1.2%			Seattle Em	3622	3866	6.7%
		Surveys	2728	2788	2.2%			Surveys	2938	2944	0.2%
		WSFS	3024	3173	4.9%			WSFS	3217	3336	3.7%
203	Accounting	Maritime/F	3957	3655	-8.3%	218	Payroll As:	Maritime/Ports			
		Municipal/	3608	3608	0.0%			Municipal/Transit			
		Seattle Em	3789	3890	2.7%			Seattle Employers			
		Surveys	2908	3093	6.4%			Surveys			
		WSFS	3387	3507	3.5%			WSFS			

204	Buyer 2	Maritime/F	3233	3633	12.4%
		Municipal/	3555	3555	0.0%
		Seattle Em	3256	3843	18.0%
		Surveys	3900	3430	-13.7%
		WSFS	3275	3299	0.7%
205	Buyer 3	Maritime/F	3636	3836	5.5%
		Municipal/	4162	4162	0.0%
		Seattle Em	4131		
		Surveys	4500	3883	-15.9%
		WSFS	3489	3348	-4.2%
206	Contracts C	Maritime/F	3109	3162	1.7%
		Municipal/	2929	3132	6.9%
		Seattle Em	3606	3330	-8.3%
		Surveys	3606	3511	-2.7%
		WSFS	3553	3577	0.7%
207	Contracts C	Maritime/F	4579	3641	-25.8%
		Municipal/	4288	3822	-12.2%
		Seattle Em	4749	3900	-21.8%
		Surveys			
		WSFS	4204	4228	0.6%
208	Crew Disp.	Maritime/F	3217	3239	0.7%
		Municipal/	3800	4041	6.3%
		Seattle Em	3993	4203	5.3%
		Surveys			
		WSFS	4296	4319	0.5%

219	Payroll Cc	Maritime/F	4040	4116	1.9%
		Municipal/	4173	4344	4.1%
		Seattle Em	4344	4505	3.7%
		Surveys	3907	3949	1.1%
		WSFS	4387	4410	0.5%
220	Personnel	Maritime/F	3028	3088	2.0%
		Municipal/	3331	3509	5.3%
		Seattle Em	3439	3763	9.4%
		Surveys			
		WSFS	3364		
221	Personnel	Maritime/F	3608	3939	9.2%
		Municipal/	4349	4207	-3.4%
		Seattle Em	3761	3950	5.0%
		Surveys	2919	3023	3.6%
		WSFS	3703	3659	-1.2%
222	Purchasing	Maritime/F	3758	4017	6.9%
		Municipal/	3725	3919	5.2%
		Seattle Em	3821	4108	7.5%
		Surveys	3333	3375	1.3%
		WSFS	3553	3806	7.1%
223	Purchasing	Maritime/F	3675	3219	-14.2%
		Municipal/	3057	3036	-0.7%
		Seattle Em	3289	2842	-15.7%
		Surveys	2829	2669	-6.0%
		WSFS	2902	2818	-3.0%

209	Crew Disp.	Maritime/F	3348	3538	5.7%
		Municipal/	3272	3200	-2.3%
		Seattle Em	3329	3411	2.5%
		Surveys			
		WSFS	3603	3727	3.4%
210	Customer I	Maritime/F	3320	3350	0.9%
		Municipal/	3243	3409	5.1%
		Seattle Em	3505	3619	3.3%
		Surveys	3300	3311	0.3%
		WSFS	3553	3577	0.7%
211	Data Entry	Maritime/F	2573	2473	-4.0%
		Municipal/	2800	2612	-7.2%
		Seattle Em	2609	2626	0.7%
		Surveys	2377	2411	1.4%
		WSFS	2758		
212	Inventory	Maritime/F	4792	4011	-19.5%
		Municipal/	5199	4019	-29.4%
		Seattle Employers			
		Surveys			
		WSFS	3628	3806	4.9%
213	Mail/Stock	Maritime/F	2471	2504	1.3%
		Municipal/	2500	2411	-3.7%
		Seattle Em	2604	2666	2.4%
		Surveys	1993	2031	1.9%
		WSFS	2588	2818	8.9%

224	Receptioni	Maritime/F	2649	2817	6.3%
		Municipal/	2641	2941	11.4%
		Seattle Em	2647	2800	5.8%
		Surveys	2274	2319	2.0%
		WSFS	2689		
225	Secretary	Maritime/F	3253	3432	5.5%
		Municipal/	3710	4011	8.1%
		Seattle Em	3650	3862	5.8%
		Surveys	2829	3039	7.4%
		WSFS	3149	3263	3.6%
226	Security St	Maritime/Ports			
		Municipal/Transit			
		Seattle Employers			
		Surveys			
		WSFS			
227	Staff Aide	Maritime/F	3613	3419	-5.7%
		Municipal/	3358	3131	-7.3%
		Seattle Em	3950	3539	-11.6%
		Surveys	3086		
		WSFS	3703	3635	-1.9%
228	Word Proc	Maritime/F	3081	3122	1.3%
		Municipal/	3232	3404	5.3%
		Seattle Employers			
		Surveys	3003	2879	-4.3%
		WSFS	3275	3173	-3.2%

214	Maintenan	Maritime/F	3556	3733	5.0%	229	Custodian	Maritime/Ports			
		Municipal/Transit						Municipal/	2351	2488	5.8%
		Seattle Em	3833	3818	-0.4%			Seattle Em	2629	2617	-0.5%
		Surveys						Surveys	2200	2222	1.0%
	WSFS	4027	4051	0.6%		WSFS	2631	2662	1.2%		
215	Office Ass:	Maritime/F	2539	2711	6.8%	230	Custodial	Maritime/Ports			
		Municipal/	2731	2902	6.3%			Municipal/	3200	3407	6.5%
		Seattle Em	2674	2811	5.1%			Seattle Em	3085	3230	4.7%
		Surveys	2207	2213	0.3%			Surveys			
		WSFS	2121					WSFS	2846	2867	0.7%
Washington State Ferry System excluded in determining overall market percentages.								Total % growth of average weighted base : 0.7%			

**2005 Base Salary Comparison (Excludes Benefits)
Administration - Office and Terminal**

Exhibit XIII

<i>Benchmark Number</i>	<i>Benchmark Title</i>	<i>Participating Category Group</i>	<i>Participating Employers</i>	<i># of Employees</i>	<i>Weighted Monthly Base Rate</i>	<i>WSFS Rate</i>	<i>% Difference to Market</i>
201	Accountant	Maritime/Ports	6	13	4493	3382	-14.3%
		Municipal/Transit	4	26	4029		
		Seattle Employers	6	169	4240		
		Surveys	2	693	3757		
		Totals	18	901	3866		
202	Accounting Assistant 2	Maritime/Ports	2	6	3412	2667	-4.8%
		Municipal/Transit	3	17	3031		
		Seattle Employers	6	4	3439		
		Surveys	2	1268	2788		
		Totals	13	1295	2796		
203	Accounting Assistant 3	Maritime/Ports	3	5	3655	3002	-4.2%
		Municipal/Transit	2	6	3608		
		Seattle Employers	4	19	3890		
		Surveys	1	591	3093		
		Totals	10	621	3127		
204	Buyer 2	Maritime/Ports	4	8	3633	2793	-24.6%
		Municipal/Transit	2	6	3555		
		Seattle Employers	3	44	3843		
		Surveys	2	360	3430		
		Totals	11	418	3479		
205	Buyer 3	Maritime/Ports	4	5	3836	2837	-38.1%
		Municipal/Transit	2	2	4162		
		Seattle Employers	4	60	4046		
		Surveys	1	217	3883		
		Totals	11	284	3919		

**2005 Base Salary Comparison (Excludes Benefits)
Administration - Office and Terminal cont.**

<i>Benchmark Number</i>	<i>Benchmark Title</i>	<i>Participating Category Group</i>	<i>Participating Employers</i>	<i># of Employees</i>	<i>Weighted Monthly Base Rate</i>	<i>WSFS Rate</i>	<i>% Difference to Market</i>
206	Contracts Coordinator 1	Maritime/Ports	3	3	3162	3071	-12.7%
		Municipal/Transit	2	7	3132		
		Seattle Employers	3	13	3330		
		Surveys	1	101	3511		
		Totals	9	124	3462		
207	Contracts Coordinator 2	Maritime/Ports	4	10	3641	3722	-3.5%
		Municipal/Transit	3	11	3822		
		Seattle Employers	3	51	3900		
		Surveys					
		Totals	10	72	3852		
208	Crew Dispatch Coordinator	Maritime/Ports	3	4	3239	3814	-4.7%
		Municipal/Transit	1	1	4041		
		Seattle Employers	2	14	4203		
		Surveys					
		Totals	6	19	3992		
209	Crew Dispatcher	Maritime/Ports	2	3	3538	3221	-5.9%
		Municipal/Transit	1	2	3200		
		Seattle Employers	2	47	3411		
		Surveys					
		Totals	5	52	3410		
210	Customer Information Assis	Maritime/Ports	3	5	3350	3071	-11.4%
		Municipal/Transit	3	35	3409		
		Seattle Employers	4	41	3619		
		Surveys	1	68	3311		
		Totals	11	149	3420		

**2005 Base Salary Comparison (Excludes Benefits)
Administration - Office and Terminal cont.**

<i>Benchmark Number</i>	<i>Benchmark Title</i>	<i>Participating Category Group</i>	<i>Participating Employers</i>	<i># of Employees</i>	<i>Weighted Monthly Base Rate</i>	<i>WSFS Rate</i>	<i>% Difference to Market</i>
211	Data Entry Clerk	Maritime/Ports	5	11	2473		
		Municipal/Transit	3	20	2612		
		Seattle Employers	4	23	2626		
		Surveys	1	126	2411		
		Totals	13	180	2465		
					NDR	N/A	
212	Inventory Agent	Maritime/Ports	3	3	4011		
		Municipal/Transit	2	2	4019		
		Seattle Employers					
		Surveys					
		Totals	5	5	4014		
					3300	-21.6%	
213	Mail/Stock Clerk	Maritime/Ports	4	4	2504		
		Municipal/Transit	3	22	2411		
		Seattle Employers	5	46	2666		
		Surveys	1	288	2031		
		Totals	13	360	2141		
					2312	8.0%	
214	Maintenance Materials Coordinator	Maritime/Ports	2	3	3733		
		Municipal/Transit					
		Seattle Employers	3	31	3818		
		Surveys					
		Totals	5	34	3811		
					3545	-7.5%	
215	Office Assistant 1	Maritime/Ports	5	15	2711		
		Municipal/Transit	3	66	2902		
		Seattle Employers	5	79	2811		
		Surveys	2	814	2213		
		Totals	15	974	2316		
					NDR	N/A	

**2005 Base Salary Comparison (Excludes Benefits)
Administration - Office and Terminal cont.**

<i>Benchmark Number</i>	<i>Benchmark Title</i>	<i>Participating Category Group</i>	<i>Participating Employers</i>	<i># of Employees</i>	<i>Weighted Monthly Base Rate</i>	<i>WSFS Rate</i>	<i>% Difference to Market</i>
216	Payroll Assistant 1	Maritime/Ports	2	2	2504		
		Municipal/Transit	2	15	2737		
		Seattle Employers	2	20	2884		
		Surveys	1	113	2711		
		Totals	7	150	2734		
					NDR	N/A	
217	Payroll Assistant 2	Maritime/Ports	5	5	3534		
		Municipal/Transit	3	19	3420		
		Seattle Employers	5	62	3866		
		Surveys	1	398	2944		
		Totals	14	484	3087		
					2830	-9.1%	
218	Payroll Assistant 3/Claims	Maritime/Ports	<i>No Data Collected</i>				
		Municipal/Transit					
		Seattle Employers					
		Surveys					
		Totals					
219	Payroll Coordinator	Maritime/Ports	4	4	4116		
		Municipal/Transit	2	2	4344		
		Seattle Employers	3	20	4505		
		Surveys	1	60	3949		
		Totals	10	86	4095		
					3905	-4.9%	
220	Personnel Assistant 1	Maritime/Ports	2	5	3088		
		Municipal/Transit	4	11	3509		
		Seattle Employers	3	9	3763		
		Surveys					
		Totals	9	25	3516		
					NDR	N/A	

**2005 Base Salary Comparison (Excludes Benefits)
Administration - Office and Terminal cont.**

<i>Benchmark Number</i>	<i>Benchmark Title</i>	<i>Participating Category Group</i>	<i>Participating Employers</i>	<i># of Employees</i>	<i>Weighted Monthly Base Rate</i>	<i>WSFS Rate</i>	<i>% Difference to Market</i>
221	Personnel Assistant 2	Maritime/Ports	5	9	3939	3153	-4.9%
		Municipal/Transit	3	12	4207		
		Seattle Employers	5	69	3950		
		Surveys	1	212	3023		
		Totals	14	302	3309		
222	Purchasing Agent	Maritime/Ports	3	3	4017	3300	-9.5%
		Municipal/Transit	3	11	3919		
		Seattle Employers	3	111	4108		
		Surveys	1	248	3375		
		Totals	10	373	3614		
223	Purchasing Assistant	Maritime/Ports	1	1	3219	2312	-18.3%
		Municipal/Transit	1	1	3036		
		Seattle Employers	3	15	2842		
		Surveys	1	37	2669		
		Totals	6	54	2734		
224	Receptionist	Maritime/Ports	5	5	2817	NDR	N/A
		Municipal/Transit	3	33	2941		
		Seattle Employers	5	91	2800		
		Surveys	1	343	2319		
		Totals	14	472	2460		
225	Secretary	Maritime/Ports	4	12	3432	2757	-13.8%
		Municipal/Transit	4	18	4011		
		Seattle Employers	5	337	3862		
		Surveys	2	2700	3039		
		Totals	15	3067	3137		

**2005 Base Salary Comparison (Excludes Benefits)
Administration - Office and Terminal cont.**

<i>Benchmark Number</i>	<i>Benchmark Title</i>	<i>Participating Category Group</i>	<i>Participating Employers</i>	<i># of Employees</i>	<i>Weighted Monthly Base Rate</i>	<i>WSFS Rate</i>	<i>% Difference to Market</i>	
226	Security Staff Assistant	Maritime/Ports Municipal/Transit Seattle Employers Surveys	<i>No Data Collected</i>					
227	Staff Aide	Maritime/Ports	2	3	3419	3130	-8.5%	
		Municipal/Transit	3	4	3131			
		Seattle Employers	1	7	3539			
		Totals	6	14	3397			
228	Word Processing Specialist	Maritime/Ports	3	5	3122	2668	-10.3%	
		Municipal/Transit	1	12	3404			
		Seattle Employers	1	101	2879			
		Totals	5	118	2943			
229	Custodian (Janitor)	Maritime/Ports				2156	-3.7%	
		Municipal/Transit	1	27	2488			
		Seattle Employers	4	91	2617			
		Surveys	2	2670	2222			
Totals	7	2788	2237					
230	Custodial Supervisor	Maritime/Ports				2362	-39.0%	
		Municipal/Transit	1	5	3407			
		Seattle Employers	4	12	3230			
		Surveys						
Totals	5	17	3282					
Note: NDR=No data reported		Total % above (+)/ Below (-) market					-11.6%	

2005 ADMINISTRATION SURVEY

Exhibit XIV

OFFICE AND TERMINAL PREMIUM PAY AND BENEFITS DATA PRESENTATION

OTHER PREMIUM PAY & BENEFITS	WASHINGTON STATE FERRY SYSTEM (OPEIU/SEIU)	PUBLIC/PRIVATE EMPLOYERS ADMINISTRATION-OFFICE AND TERMINAL		
OVERTIME	OPEIU & SEIU 150% of base	<u>14 ERs</u> 150%		
WORK ON SATURDAY	OPEIU & SEIU 100% (unless over 40 hours/week)	<u>13 ERs</u> 150%	<u>1 ER</u> 150% + \$8.00/shift	
WORK ON SUNDAY	OPEIU 200% SEIU 100%	<u>12 ERs</u> 150%	<u>1 ER</u> 200%	<u>1 ER</u> 150% + \$8.00/shift
NUMBER OF PAID HOLIDAYS/YEAR	OPEIU 12 SEIU 11	<u>3 ERs</u> 10 days/year	<u>2 ERs</u> 11 days/year	<u>9 ERs</u> 12 days/year
RATE OF HOLIDAY PAY	OPEIU & SEIU 100% if worked	<u>13 ERs</u> 150% <u>1 ER</u> 200%		
OVERTIME RATE PAID ON HOLIDAYS	OPEIU & SEIU 200% paid in hourly increments	<u>11 ERs</u> 150% <u>3 ERs</u> 200%		

Key: EE=employee ER=employer

2005 ADMINISTRATION SURVEY

OFFICE AND TERMINAL PREMIUM PAY AND BENEFITS DATA PRESENTATION (Continued)

OTHER PREMIUM PAY & BENEFITS	WASHINGTON STATE FERRY SYSTEM (OPEIU/SEIU)	PUBLIC/PRIVATE EMPLOYERS ADMINISTRATION-OFFICE AND TERMINAL
EMPLOYER CONTRIBUTION TO RETIREMENT	PERS 2 = 1.38%	<p><u>Range</u> All ER's contribution to employee pension ranging from 3.5% - 12.0% of base pay The average contribution percentage is 6.5% of base pay</p>
TRAVEL PAY Mileage/POV	100% base \$0.405/mile	<p><u>14 ERs</u> Travel paid at 100% base Mileage: 14 ERs - IRS-determined rate</p>
TRAINING	Reimbursed at 100% if ER approved and course is satisfactorily completed	<p><u>9 ERs</u> Reimbursed at 100% if ER approved and course is satisfactorily completed (1 reimburses some college-level courses 50-80%) <u>1 ER</u> Depends on length of service <u>2 ERs</u> Do not reimburse unless ER required <u>2 ERs</u> Reimburse @ 50% with successful completion; 100% if required</p>
OTHER PREMIUM PAID	OPEIU - Comp-Time in lieu of overtime if mutually agreed.	N/A

2005 ADMINISTRATION SURVEY

OFFICE AND TERMINAL PREMIUM PAY AND BENEFITS DATA PRESENTATION (Continued)

OTHER PREMIUM PAY & BENEFITS	WASHINGTON STATE FERRY SYSTEM (OPEIU/SEIU)	PUBLIC/PRIVATE EMPLOYERS ADMINISTRATION-OFFICE AND TERMINAL																																																			
VACATION DAYS/YEAR	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%; vertical-align: top;">OPEIU</td> <td style="width: 50%; vertical-align: top;">SEIU</td> </tr> <tr> <td>6 days after 6 mo</td> <td>6 days after 6 mo</td> </tr> <tr> <td>7 days after 7 mo</td> <td>7 days after 7 mo</td> </tr> <tr> <td>8 days after 8 mo</td> <td>8 days after 8 mo</td> </tr> <tr> <td>9 days after 9 mo</td> <td>9 days after 9 mo</td> </tr> <tr> <td>10 days after 10 mo</td> <td>10 days after 10 mo</td> </tr> <tr> <td>11 days after 11 mo</td> <td>11 days after 11 mo</td> </tr> <tr> <td>12 days after 12 mo</td> <td>12 days after 12 mo</td> </tr> <tr> <td>13 days after 2 yrs</td> <td>13 days after 2 yrs</td> </tr> <tr> <td>15 days after 3 yrs</td> <td>15 days after 3 yrs</td> </tr> <tr> <td>17 days after 4 yrs</td> <td>17 days after 4 yrs</td> </tr> <tr> <td>20 days after 5 yrs</td> <td>20 days after 5 yrs</td> </tr> <tr> <td>21 days after 15 yrs</td> <td>21 days after 15 yrs</td> </tr> <tr> <td>22 days after 16 yrs</td> <td>22 days after 16 yrs</td> </tr> <tr> <td>24 days after 21 yrs</td> <td></td> </tr> </table>	OPEIU	SEIU	6 days after 6 mo	6 days after 6 mo	7 days after 7 mo	7 days after 7 mo	8 days after 8 mo	8 days after 8 mo	9 days after 9 mo	9 days after 9 mo	10 days after 10 mo	10 days after 10 mo	11 days after 11 mo	11 days after 11 mo	12 days after 12 mo	12 days after 12 mo	13 days after 2 yrs	13 days after 2 yrs	15 days after 3 yrs	15 days after 3 yrs	17 days after 4 yrs	17 days after 4 yrs	20 days after 5 yrs	20 days after 5 yrs	21 days after 15 yrs	21 days after 15 yrs	22 days after 16 yrs	22 days after 16 yrs	24 days after 21 yrs		<table style="width: 100%; border: none;"> <tr> <td style="width: 30%;"></td> <td style="width: 30%; text-align: center;"><u>Range</u></td> <td style="width: 40%; text-align: center;"><u>Most Typical</u></td> </tr> <tr> <td>Years 1</td> <td>10-12 days</td> <td>12 days</td> </tr> <tr> <td>5</td> <td>10-15 days</td> <td>15 days</td> </tr> <tr> <td>10</td> <td>15-20 days</td> <td>20 days</td> </tr> <tr> <td>15</td> <td>15-22 days</td> <td>20 days</td> </tr> <tr> <td>20</td> <td>20-29 days</td> <td>20 days</td> </tr> <tr> <td>20 +</td> <td>20-30 days</td> <td>20 days</td> </tr> </table>		<u>Range</u>	<u>Most Typical</u>	Years 1	10-12 days	12 days	5	10-15 days	15 days	10	15-20 days	20 days	15	15-22 days	20 days	20	20-29 days	20 days	20 +	20-30 days	20 days
OPEIU	SEIU																																																				
6 days after 6 mo	6 days after 6 mo																																																				
7 days after 7 mo	7 days after 7 mo																																																				
8 days after 8 mo	8 days after 8 mo																																																				
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15 days after 3 yrs	15 days after 3 yrs																																																				
17 days after 4 yrs	17 days after 4 yrs																																																				
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	<u>Range</u>	<u>Most Typical</u>																																																			
Years 1	10-12 days	12 days																																																			
5	10-15 days	15 days																																																			
10	15-20 days	20 days																																																			
15	15-22 days	20 days																																																			
20	20-29 days	20 days																																																			
20 +	20-30 days	20 days																																																			
SICK LEAVE DAYS/YEAR	OPEIU & SEIU 96 hours/year	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%;"><u>11 ERs</u></td> <td style="width: 50%;"><u>1 ER</u></td> </tr> <tr> <td>96 hrs/yr</td> <td>90 hrs/yr</td> </tr> <tr> <td><u>1 ER</u></td> <td></td> </tr> <tr> <td>80 hrs/yr</td> <td></td> </tr> <tr> <td><u>1 ER</u></td> <td></td> </tr> <tr> <td colspan="2">Varies by length of service</td> </tr> </table>	<u>11 ERs</u>	<u>1 ER</u>	96 hrs/yr	90 hrs/yr	<u>1 ER</u>		80 hrs/yr		<u>1 ER</u>		Varies by length of service																																								
<u>11 ERs</u>	<u>1 ER</u>																																																				
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80 hrs/yr																																																					
<u>1 ER</u>																																																					
Varies by length of service																																																					
EMPLOYER CONTRIBUTION TO MEDICAL INS	OPEIU & SEIU \$584.54/month	ER contributions ranged from \$444.00/mo - \$719.17/mo Average \$563.83/mo																																																			

Exhibit A

Wage Area Differentials

2005 MEC Survey

	Seattle	Portland	San Francisco	Los Angeles	San Diego	Alaska Juneau	British Columbia
All Occup. – Median/Hr	19.50 (17.68)	16.84 (15.87)	22.29 (19.83)	17.00 (15.63)	16.20 (15.00)	16.50 (15.97)	*See Data Sources
Area Wage Differential	1.0	1.16 (1.14)	.87 (.89)	1.15 (1.13)	1.20 (1.13)	1.18 (1.11)	.96 (.88)
White Collar Occup. Median/Hr	22.75 (21.22)	20.23 (19.09)	27.04 (24.30)	20.60 (19.84)	20.49 (19.84)	19.47 (18.54)	N/A
Blue Collar Occup. Median/Hr	17.55 (17.15)	15.20 (14.86)	19.00 (16.76)	12.91 (11.77)	15.53 (14.87)	14.25 (17.25)	N/A
Service Occup. Median/Hr	11.55 (10.29)	10.10 (10.10)	13.00 (11.88)	9.82 (9.04)	9.00 (8.18)	11.00 (10.82)	N/A
Total # Workers Repr. In Survey	763,600 (771,600)	436,300 (427,300)	1,384,600 (1,369,000)	2,588,200 (2,621,800)	505,600 (454,400)	51,300 (46,300)	N/A

Note: **Bolded data in parentheses is from the 2003 survey period**

Data Sources

- **U.S. Cities** Median Hourly Wage Table 6.1 National Compensation Surveys (NCS) from each city locality, April 2003-January 2004 Total number of workers represented in NCS data used in 2003 survey report – 5,729,600

Includes:

- Establishment Jobs
 - All Workers
 - Selected Occupations
 - All Industries
- ***British Columbia - Vancouver** 2004 Geographic Reference Report Published by Economic Research Institute 18th Edition. Comparison of Seattle (26.61/hr.) and Vancouver, BC (27.72/hr.) median salary data on 26 benchmark jobs. Effective January 1, 2004. Canadian data not adjusted.

Exhibit B

Wage And Benefits Weighted Average Calculation Example

"2. First Mate/Pilot"

Number of Employees/ Ferry Operation	X	Hourly Wage Reported	+ Cost of Living Differential, Other Pay	Subtotal	Adjusted for Wage Area Differential	=Subtotal
46	X	19.99	0.00	919.54	x 1.14	1048.27
2	X	33.01	0.00	66.02		66.02
18	X	24.87	8.81*	606.24	x 0.86	521.36
Total -- 66 employees						1635.65/66 TOTAL= \$24.78/hour

RANGE.....\$19.99 - 33.01/hour
WEIGHTED ADJUSTED RATE.....\$24.78/hour (\$1635.65/66)
**WEIGHTED HOURLY BENEFIT.....\$2.61/hour (Total hourly
benefits reported/number of employees.)**
WEIGHTED RATE + WEIGHTED BENEFIT.....\$24.78 + 2.61 = 27.39/hour

*COST OF LIVING DIFFERENTIAL, OTHER PAY "Other "includes a non-watch pay

Please note: WSFS Weighted Rate + weighted benefit data is not included in the calculations but is reported by separately.

Canadian Health Care – Information, Analysis and Assessment

Provincial Medical Plan

Available and “free” to employees and retirees through Federal Canadian Health Care Plan.

- **Coverage**
 - Physicians/Surgeons Bills 100% (Prescription drugs not covered)
 - Paramedical covers (e.g. Chiropractor, Naturopathic)
 - Hospital Stay 100% with shared occupancy
 - Basic vision/hearing checkup
 - Specific annual dollar limits by coverage type and medical service cost limits and formularies

- **Subsidized Costs (if employee were to pay)**
 - Single - \$56.00/mo.
 - Couple - \$92.00/mo.
 - Family - \$141.00/mo.
 - Cost Trend + 19%/yr.

- **Open Access**
- **Managed Utilization (HMO like)**
- **No deductibles or co-pays**

Extended Health Plan

(Not available to retirees unless provided by employer)

Subsidized premiums paid by employer are not taxable income to employee.

- **Coverage**
 - Prescription drugs
 - Hospital stay - single room
 - Vision - glasses, contacts
 - Hearing appliances
 - Mental, drug and alcohol abuse
 - Limits are reduced and formularies are more flexible

Canadian Health Care Information Analysis and Assessment – (Continued)

Extended Health Plan (*continued*)

- Home Nursing Care
- Extended care

- **Open Access**
- **Less utilization management (PPO like)**
- **Subsidized Costs**
 - Single - \$82.00/mo
 - Couple - \$130.00/mo
 - Family - \$196.00/mo
 - Cost Trend - 13%/yr.
 - 72% of Canadian BC employers provide with 62% paying entire premium
 - 62% of Canadian BC employers provide subsidized extended care coverage to retirees.

Dental Plan

(Subsidized premiums paid by employer are not taxable income to employee)

- **Coverage**
 - 100% Preventative
 - 100% Surgery
 - 100% minor restorative
 - 80% major restorative
 - 60% Orthodontics
- **Open Access**
- **No deductibles or co-pays**
- **Annual limits by coverage type with specific formularies as well**
- **Subsidized Costs**
 - Single - \$65.00
 - Couple - \$129.00
 - Family - \$178.00
 - Trend - 6.2 %/yr.
 - 78% of employers provide this coverage; 62% pay entire premium

- □ 75% of employers provide subsidized dental care coverage to retirees

Canadian Health Care Information Analysis and Assessment – (Continued)

Top Up or Private Plans

Premiums, if paid by employer, are not taxable income to employee.

- Highest level of coverage; fills specific coverage and utilization holes of other employee coverage
- Covers Health Care (Medical, Dental Vision)
- 46% of Canadians have some level of private plan coverage
- 15% of Canadian BC employers offer private plan coverage
- Employer paid plans focused primarily on Executives
- Cost usually ranges from 25¢-57¢/hr. depending on coverage level and age

Other Information

Canadian Health Care Provincial Medical Plan

- Operates primarily like an HMO with no co-pays; differs in that there is open access. Also, has no dental, prescription drugs, or mental/drug/alcohol recovery coverage.
- Utilization is managed through specific procedures/formularies and rationing of high cost services/denial of services in specific circumstances.
- Vancouver, BC has the highest medical cost and cost increase trends of any large urban center in Canada.
- Canadians are taxed much more heavily than U.S. citizens partially to account for Universal Health Care coverage. British Columbia also has a provincial income tax equal to 51% of the Federal Rate.
- The average Vancouver BC employer’s cost for family coverage is \$2.70/hr. for all coverage levels.
- Coverage and costing data provided by 1) Western Compensation and Benefits Association – Vancouver BC; 2) Frank Russell Company, Tacoma, WA; 3) Health Care Authority, Olympia, WA.

Employer Cost (\$/hr.)

	<u>Vancouver & BC Region*</u>	<u>Seattle/Greater Seattle Region – Equivalent Cost</u>
<u>Family Coverage</u>		
Basic Provincial Medical Plan	.66	2.90
Extended Health Care	1.05	1.61
Dental Plan	.99	1.25

Total Cost/hr.	2.70	5.76 (\$998.00/mo)
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***Note: Does not include Top Up/Private Plans cost**

Canadian Health Care Information Analysis and Assessment – (Continued)

Assessment Basis

- Similar actuarial coverage and valuation.
- Large employer within similarly sized metropolitan region.
- Utilization restrictions similar to Canadian plans.
- Each plan priced in its own currency.
- Does not include “private coverage” options.
- Significantly “Higher Canadian tax rates (Federal and Province) and Federal funding priorities result in much higher levels of subsidization resulting in much lower health care costs and services to the employer and employee.” (*ERI Canadian Perspective*)
- The subsidized and largely paid for (by employer) Canadian Health Care Plan is estimated to cost \$5.76/hour or \$998.00/month when the equivalent plan is costed in US dollars.

Note:

The cost assessment comparison is well researched and reflects current cost trends but is a “best estimate” of the cost/hour differences between the Canadian Health Care system (Vancouver BC area) and a plan of comparable coverage in the Seattle area. There are a number of factors, some of which are not considered due to the lack of precise technical data available for analysis and others which are strictly situational, that could influence overall costs of either plan. This information should be used in that context.

Exhibit D

Survey Participants By Category

Ferry & Terminal

Alaska Marine Highway System (A)
Black Ball Transport (PS)
British Columbia Ferry Corp. (C)
Golden Gate Ferry System (SF)
Washington State Ferry System (PS)

Shipyard Trades

Al Larson Boat Shop (LA)
Cascade General Inc. (CR)
Continental Maritime (SD)
Duwamish Shipyard (PS)
Foss Shipyard (PS)
Lake Union Drydock (PS)
Marco Shipyard Seattle (PS)
Pacific Fisherman (PS)
Pacific Ship Repair (SD)
Puget Sound Naval Shipyard (PS)
Todd Shipyards (PS)
Vancouver Shipyard (C)
Washington State Ferry System (PS)

Administration – Office/Terminal

Maritime/Ports

Crowley Maritime Corp. (PS)
Foss Shipyard (PS)
Gunderson Marine (CR)
Totem Ocean Trailer Express (TOTE) (PS)
Port of Seattle (PS)
Port of Tacoma (PS)
Municipals/Transit
City of Seattle
King County
Pierce County
Sound Transit
Washington State Ferry System

Seattle Region Employers

Boeing
Group Health
Paccar
Seattle Center
Seattle Public Library
Weyerhaeuser

Surveys

2004 Regional Salary Survey Milliman Inc.
2004 Total Compensation Survey –
State of Washington
Seattle/ Greater Seattle Regional Market Breakout
Regional Market Breakout

KEY:

(A) Alaska
(C) Canada
(CR) Columbia River
(LA) Los Angeles
(PS) Puget Sound
(SD) San Diego
(SF) San Francisco

JOB DESCRIPTION SUMMARIES

Section B

2005 Marine Employees' Commission Salary Survey
Ferry and Terminal Operations – Benchmark List

<u>Benchmark Number</u>	<u>Benchmark Title</u>
1	Master/Pilot
2	First Mate/Pilot
3	Second Mate
4	Staff Chief Engineer
5	Chief Engineer
6	Assistant Engineer
7	Oiler
8	Oiler - Passenger Only
9	Wiper
10	Able Seaman - Bos'n
11	Able Seaman - (AB)
12	O.S. (Ordinary Seaman)
13	Terminal Supervisor
14	Ticket Seller, Auto
15	Ticket Seller, Passenger
16	Ticket Taker
17	Terminal Attendant/Watchman
18	Information Agent
19	Shoregang Worker

BENCHMARK JOB DESCRIPTIONS

Ferry and Terminal Operations

1. **MASTER/PILOT** - Exercises full command of a vessel of any gross tons and has authority over all persons on board. Also serves as licensed pilot.

Typical Duties:

- Navigates vessel; in command of all landings, safely adheres to published schedule.
- Maintains discipline on board. Supervises all vessel personnel
- Inspects the entire vessel at least once during each shift or designates the first officer to do so. Trains crew in normal and emergency operations.
- Prepares and submits timely reports of vessel damage to USCG and management.
- Maintains vessel's records, logs and inventories.

Minimum Qualifications:

USCG license as Master of Steam or Motor Vessels of any gross tons, with endorsement as first class pilot on all routes operated, plus radar observer endorsement and FCC marine radio operator permit. Must hold valid STCW certificate on designated runs.

2. **FIRST MATE/PILOT** - Serves as Chief Officer, second in command of vessel of any gross tons.

Typical Duties:

- Directs other officers and all members of the deck crew on all matters pertaining to the safe operation and maintenance of the vessel.
- Implements orders of the Master; oversees all work and maintenance in deck department; assumes charge of car deck during loading and unloading operations.
- Stands as watch officer in charge on bridge during normal operations.
- Creates and posts watch assignments. Conducts fire and boat drills; takes charge at scene in emergencies.
- Maintains records of stores and equipment in the deck department; approves requisitions.

Minimum Qualifications:

USCG license as Mate of Steam and Motor Vessels of any gross tons, with endorsement as First Class Pilot on all routes operated, on vessels of any gross tons, plus radar observer endorsement and FCC marine operator permit. Must hold valid STCW certificate on designated runs.

3. **SECOND MATE** - Deck officer next in rank below First Mate of a vessel of any gross tons.

Typical Duties:

- Directs other officers and all members of the deck crew on all matters pertaining to the safe operation and maintenance of the vessel.
- Under orders of Master or Chief Officer, oversees all work and maintenance in deck department; assumes charge of car deck during loading and unloading operations.
- Stands as watch officer in charge on bridge during normal operations.
- Creates and posts watch assignments. Conducts fire and boat drills; takes charge at scene in emergencies.
- Maintains records of stores and equipment in the deck department; approves requisitions.

BENCHMARK JOB DESCRIPTIONS (Continued)

SECOND MATE (continued)

Minimum Qualifications:

USCG license as Mate of Steam or Motor Vessels of any gross tons, with endorsement as First Class Pilot on all routes operated, on vessels of any gross tons, plus radar observer endorsement and FCC marine radio operator permit. Must hold valid STCW certificate on designated runs.

4. **STAFF CHIEF ENGINEER** - Supervises and ensures the efficient operation and maintenance of all propulsion and electrical systems of the vessel. Supervises and coordinates the activities of all engine room employees assigned to the vessel.

Typical Duties:

- Ensures that the vessel's mechanical and electrical machinery is properly maintained and serviced, including all watertight doors, valves, piping, wiring within engine room, as well as shaft alleys, steering compartments, storerooms, workshops, compartments, and areas below the floor plates, voids and uptakes. Makes frequent inspections of mechanical and electrical systems; orders necessary repairs and adjustments. Records fuel consumption.
- Assigns licensed and unlicensed engine room employees to duty stations. Maintains strict discipline of engine room crew. Approves pay orders. Evaluates performance of engine room personnel on watch.
- Orders stores, equipment and supplies for engineering operations.
- Serves as Chief Engineer during one watch.
- Knows and enforces applicable USCG rules and regulations. Maintains active safety program.
- Staff Chief Engineers are appointed by, and directly responsible to, the Port Engineer.

Minimum Qualifications:

Valid USCG license as Chief Engineer Limited Near Coastal of Motor Vessels of the necessary horsepower rating to cover the assigned vessel horsepower. Must hold valid STCW certificate on designated runs.

5. **CHIEF ENGINEER** - Under general direction of vessel's Staff Chief Engineer, is in full charge of Engine Department of a ferry of any class carrying vehicles and passengers during a watch (shift).

Typical Duties:

- Ensures that the vessel's mechanical and electrical machinery is properly maintained and serviced, including all watertight doors, valves, piping, wiring within engine room, as well as shaft alleys, steering compartments, storerooms, workshops, compartments and areas below the floor plates, voids and uptakes. Makes frequent inspections of mechanical and electrical systems; orders necessary repairs and adjustments. Records fuel consumption.
- Assigns licensed and unlicensed engine room employees to duty stations. Maintains strict discipline of engine room crew. Approves pay orders. Evaluates performance of engine room personnel on watch.
- Knows and enforces applicable USCG rules and regulations. Maintains active safety program.

Minimum Qualifications:

USCG license as Chief Engineer Limited Near Coastal of Motor Vessels of the necessary horsepower rating to cover the assigned vessel horsepower. Must hold valid STCW certificate on designated runs.

BENCHMARK JOB DESCRIPTIONS (Continued)

6. **ASSISTANT ENGINEER** - Officer in engine room ranking directly below Chief Engineer of a ferry carrying vehicles and passengers during a watch.

Typical Duties:

- Responsible for running, operation and maintenance of propulsion and electrical systems aboard the vessel. General maintenance duties may extend throughout entire vessel.
- Routinely inspects and maintains all equipment; reports malfunctions and makes adjustments or repairs as directed by Chief Engineer's instructions. May direct and review work of unlicensed employees on duty.
- Performs duties assigned by Staff Chief Engineer or Chief Engineer, depending on level of competence.

Minimum Qualifications:

A valid USCG license as First, Second or Third Assistant Engineer of Motor Vessels or Assistant Engineer - Limited of Motor vessels (Inspected), of the necessary horsepower rating to cover the vessel's assigned horsepower.

7. **OILER** - Serves as the highest rated of the unlicensed members of the engine department crew of a ferry of any class carrying vehicles and passengers.

Typical Duties:

- Under supervision of the licensed engineering officer(s) on watch, performs inspection, maintenance and repair duties throughout the vessel. Regularly checks all lubrication points, water levels and bilges; inspects water pressure and flow to all systems. Monitors temperature readings and inspects drive motors and generators for sparking; checks fuel and lubrication oil purifiers; inspects steering engines and safety barricades for such things as loose fittings, worn hoses, oil and grease levels, services as required and reports needed adjustments and special conditions to the licensed engineer in charge; keeps log of inspection and readings. Assists licensed engineering officer(s) in emergencies such as fire or abandon ship. Ensures proper lighting in all the engineering spaces, shaft alleys, repair, control and steering compartments; assists in fueling operations. Cleans and paints machinery and spaces; assists in fuel transfers, pumping bilges, etc. May serve as a mechanical or electrical aide for other repairs and maintenance.

Minimum Qualifications:

A valid USCG certificate as qualified member of the engine department in the rating of oiler.

8. **OILER-PASSENGER ONLY** - Serves as an unlicensed member of the crew of a passenger-only ferry, or may be an unlicensed member of the shoreside engineering staff assigned to maintenance and repair of passenger-only vessels.

BENCHMARK JOB DESCRIPTIONS (Continued)

OILER-PASSENGER ONLY (Continued)

Typical Duties:

- Under general direction of the Staff Chief Engineer assigned to passenger-only vessels and, while on a vessel, under the supervision of the vessel Master, performs inspection, maintenance and repair duties throughout the engine department of the vessel. Regularly checks all lubrication points, water levels and bilges. Inspects water pressure and flow to all systems; monitors temperature readings and inspects drive motors and generators for sparking. Checks fuel and lubrication oil purifiers; inspects engines and other equipment for such things as loose fittings, worn hoses, oil and grease levels; services as required and reports needed adjustments and special conditions to the licensed engineer in charge; keeps log of inspection and readings. Ensures proper lighting in all the engineering spaces, shaft alleys, repair, control and steering compartments; assists in fueling operations; cleans and paints machinery and spaces; assists I fuel transfers, pumping bilges, etc.; may serve as a mechanical or electrical aide for other repairs and maintenance.
- As directed by the Master, assists deck crew in handling lines and cleaning cabin areas.
- Assists vessel officer(s) I emergencies such as fire or abandon ship.
- If assigned to shoreside duties, assists engineering staff in repairing, servicing, cleaning and otherwise maintaining passenger-only vessels.

Minimum qualifications:

A valid USCG certificate as qualified member of the engine department in the rating of an oiler.

9. **WIPER** - Serves as the entry level of the unlicensed engine department crew of a ferry of any class carrying vehicles and passengers.

Typical Duties:

- Under supervision of the licensed engineering officer(s) assists in and learns inspection, maintenance and repair duties throughout the engine department of the vessel. Cleans and paints machinery and spaces as assigned; assists in fuel transfers, pumping bilges, etc. Takes routine readings of quality, level, pressure and temperature indicators as assigned. Learns emergency practices and the care and handling of tools and special equipment. May perform those duties normally assigned to an oiler under supervision and for training purposes.

Minimum Qualification:

A valid USCG certificate as Wiper.

10. **ABLE SEAMAN/BOS'N** - Highest rated unlicensed deck employee. May act as Bos'n or Quartermaster.

Typical Duties:

- Performs tasks necessary to keep vessel clean, safe and in good order, such as washing outside windows, scrubbing assigned areas, repairing ropes and running gear. Maintains rescue boats. Climbs mast as needed. If designated as Bos'n by the Master, leads, directs and works with deck crew on these tasks.
- Stands wheelhouse watch as helmsman.
- Directs loading and unloading of vehicles.
- Responds as emergency team member during vessel emergencies.
- Resolves or refers passenger problems to the mate.

Minimum Qualifications:

USCG certificate as Able Seaman - Limited. Bos'n must hold a valid STCW on designated runs.

BENCHMARK JOB DESCRIPTIONS (Continued)

11. **ABLE SEAMAN (AB)** - Highest rated unlicensed deck employee.

Typical Duties:

- Performs tasks necessary to keep vessel clean, safe, and in good order, such as washing outside window, scrubbing assigned areas, repairing rope and running gear. Maintains rescue boats. Climbs mast as needed.
- Stands wheelhouse watch as helmsman.
- Directs loading and unloading of vehicles.
- Responds as emergency team member during vessel emergencies.
- Resolves or refers passenger problems to the mate.

Minimum Qualifications:

USCG certificate as Able Seaman - Limited. Must hold valid STCW certificate on designated runs.

12. **ORDINARY SEAMAN (OS)** - During a shift maintains passenger cabin area, assists passengers with vessel egress, assists with vehicle loading, stands a gangplank watch, assists in line handling, stands as lookout, acts as watchman, fills a position on vessel muster list.

Typical Duties:

- Cleans and supplies restrooms; cleans staterooms, day rooms, storage areas, gear lockers, and passenger cabin. Empties trash, washes windows, strips and waxes decks, shampoos carpets. Stocks schedule and rate pamphlets, resolves or refers passenger problems to mate.
- Assists in directing auto traffic.
- Stands wheelhouse watches for training.
- Patrols vessel.
- Performs AB duties for training.

Minimum Qualifications:

USCG certificate as Ordinary Seaman. Life Boatman's endorsement. Must hold valid STCW certificate on designated runs.

13. **TERMINAL SUPERVISOR** - Responsible for overall operation of assigned terminal

Typical Duties:

- Directs terminal operations.
- Assures safety standards are met regarding scheduling of fueling and disposal of septic systems and hazardous wastes. Facilitates terminal repair/improvement projects. Prepares emergency response plans.
- Trains, manages and evaluates terminal personnel. Ensures proper staffing for operation and traffic needs. Resolves employee relations problems.
- Communicates with passengers, vessel crews and staff concerning terminal operations.
- Oversees preparation of accounting, payroll and audit reports, as well as work orders, stores requisitions, deposits and personnel forms.
- Interacts with federal, state and local authorities. Maintains a working knowledge of applicable laws, ordinances, regulations.

BENCHMARK JOB DESCRIPTIONS (Continued)

TERMINAL SUPERVISOR (continued)

Minimum Qualifications:

- BA/BS degree or professional certification, or formal post-secondary technical training.
- Minimum of two to five years in areas of customer service, transportation, public administration, marine industry and management required.

14. **TICKET SELLER, AUTO** - Sells vehicle and/or pedestrian tickets or collects fares in accordance with published rate schedule comprised of a variety of fares; assists users and answers questions regarding ferry system operations.

Typical Duties:

- Collects money in accordance with published rate schedule, makes change and issues ticket for ferry users, including pedestrian and/or a variety of vehicles.
- Prepares daily report; complies with security procedures regarding funds, revenues and ticket stock.
- Inventories ticket stock.
- Answers users' questions in person or by phone.

Minimum Qualifications:

One years' experience as Ticket Taker.

15. **TICKET SELLER, PASSENGER** - Sells pedestrian tickets or collects fares in accordance with published rate schedule comprised of a variety of fares; assists users and answers questions regarding ferry system operations.

Typical Duties:

- Collects money in accordance with published rate schedule, makes change, issues tickets for pedestrian ferry users.
- Prepares daily report; complies with security procedures regarding funds, revenues and ticket stock.
- Inventories ticket stock.
- Answers users' questions in person or by phone.

Minimum Qualifications:

One years' experience as Ticket Taker.

16. **TICKET TAKER** - Collects tickets and visually verifies that proper ticket has been sold; assists with traffic control and terminal equipment operation and janitorial and/or light maintenance duties.

Typical Duties:

- Collects, cancels and verifies that proper vehicle and/or pedestrian ticket has been issued. Assists in directing vehicles to proper loading lanes and to ferry boarding aprons. Operates terminal lights, barriers and ramps.
- Performs cleaning and simple maintenance tasks at terminal.
- Checks lines, transfer span height and general security of tied-up vessel.

Minimum Qualifications:

High School diploma or equivalent.

BENCHMARK JOB DESCRIPTIONS (Continued)

17. **TERMINAL ATTENDANT** - Assists in janitorial and light maintenance duties, traffic control, terminal equipment operation and/or serves as watchman during vessel tie-up.

Typical Duties:

- Assists in directing vehicles to proper loading lanes and to ferry boarding aprons. Operates terminal lights, barriers and ramps.
- Performs cleaning and simple maintenance tasks at terminal.
- Checks lines, transfer span height and general security of tied-up vessel.

Minimum Qualifications:

High School diploma or equivalent.

18. **INFORMATION AGENT** - Maintains direct communication with users in person and on the telephone.

Typical Duties:

- Answers user requests for information in person and on telephone.
- Checks telephone answering equipment.
- Performs seasonal reservation duties.
- Performs simple clerical tasks.
- May perform light cleaning tasks.

Minimum Qualifications:

High School diploma or equivalent and one year of experience in public contact.

19. **SHOREGANG WORKER** - Performs maintenance work on vessels and docks. Serves as backup Able Seaman.

Typical Duties:

- Prepares dock and vessel surfaces for painting; paints by hand and with spray gun.
- Maintains and repairs deck department equipment.
- Repairs paving on docks.
- Performs simple tasks of skilled shipyard trades.
- Serves as backup Able Seaman.

Minimum Qualifications:

USCG certificate as Able Seaman - Limited.

**Marine Employees' Commission Salary Survey
Benchmark List
Shipyard Trades**

<u>Benchmark #</u>	<u>Benchmark Title</u>
101.	Shipwright/Carpenter
102.	Shipyard Machinist
103.	Shipyard Electrician
104.	Shipyard Boilermaker/Welder
105.	Shipyard Pipefitter
106.	Shipyard Sheet Metal Worker
107.	Shipyard Truckdriver
108.	Shipyard Warehouse Worker

BENCHMARK JOB DESCRIPTIONS

Shipyard Trades

- Foreperson In the Washington State Ferry System, performs skilled trades work and supervises lead worker(s) and crews of journey-level trades workers.
- Distinguishing Characteristics: This class is intended to accommodate the foreman level in all of the trades employed in the WSF Shipyard. Incumbents serve as a working second-level supervisor of all lead and journey-level workers in the particular trade for which qualified.
- Minimum Qualifications: Journey-level status in the particular trade for which qualified, and three years of journey-level experience in a ship building or repair facility.
- Leadperson In the Washington State Ferry System, performs skilled trades work and supervises a crew of journey-level trades workers.
- Distinguishing Characteristics: This class is intended to accommodate the lead worker level in all of the trades employed by the WSF Shipyard. Incumbents serve as a working first-line supervisor in the shop, on-site or in the field, of a crew of journey-level workers in the particular trade for which qualified.
- Minimum Qualifications: Journey-level status in the particular trade for which qualified, and two years of journey-level experience in a ship building or repair facility.
- Shipyard Helper Performs unskilled and semi-skilled work assisting journeymen.
-

101. **Shipwright/Carpenter** - In the Washington State Ferry System, performs skilled shipwright/carpentry work.
- Distinguishing Characteristics: This is the journey level of the series. Incumbents are fully qualified to act independently in all aspects of the work but do not perform lead or foreman duties.
- Minimum Qualifications: Journey level status as a Shipwright/Carpenter or completion of a recognized apprenticeship as a Shipwright or Carpenter.
102. **Shipyard Machinist** - In the Washington State Ferry System, performs skilled machinist work.
- Distinguishing Characteristics: This is the journey level of the series. Incumbents are fully qualified to act independently in all aspects of the work but do not perform lead or foreman duties.
- Minimum Qualifications: Journey level status as a Machinist or completion of a recognized apprenticeship as a Machinist.

BENCHMARK JOB DESCRIPTIONS (Continued)

103. **Shipyard Electrician** - In the Washington State Ferry System, performs skilled electrical work.
- Distinguishing Characteristics: This is the journey level of the series. Incumbents are fully qualified to act independently in all aspects of the work but do not perform lead or foreman duties.
- Minimum Qualifications: Journey level status as an Electrician, or completion of a recognized apprenticeship as an Electrician.
104. **Shipyard Boilermaker/Welder**- In the Washington State Ferry System, performs skilled heli-arc, electric arc or gas welding and burning work.
- Distinguishing Characteristics: This is the journey level of the series. Incumbents are fully qualified to act independently in all aspects of the work but do not perform lead or foreman duties.
- Minimum Qualifications: Journey level status as a Boilermaker/Welder or completion of a recognized apprenticeship as a Boilermaker or Welder.
105. **Shipyard Pipefitter** - In the Washington State Ferry System, performs maintenance work on both vessels and shore facilities, often out of the shipyard without supervising personnel present.
- Distinguishing Characteristics: WSF pipefitters are all trained beyond the normal realm of their trade in such things as CPR/First Aid, forklift operations and rigging. Many are also state certified asbestos workers and/or state certified back flow device testers. They are certified to service portable fire extinguishers and are also trained hydraulics, pumps, thermostatic control valves, pneumatic controls and plastic welding.
- Minimum Qualifications: Journey level status as a pipefitter or plumber or completion of a recognized apprenticeship as a pipefitter or plumber plus all or some of the training listed above in "distinguishing characteristics."
106. **Shipyard Sheet Metal Worker** - In the Washington State Ferry System, performs skilled sheet metal work.
- Distinguishing Characteristics: This is the journey level of the series. Incumbents are fully qualified to act independently in all aspects of the work but do not perform lead or foreman duties.
- Minimum Qualifications: Journey level status as a Sheet Metal Worker, or completion of a recognized apprenticeship as a Sheet Metal Worker.

BENCHMARK JOB DESCRIPTIONS (Continued)

107. **Shipyard Truckdriver** - In the Washington State Ferry System, operates light to medium duty trucks under 28,000 GVW to transport a variety of material, supplies and equipment.

Distinguishing Characteristics: This is the journey level of the series. Incumbents are fully qualified to act independently in all aspects of the work but do not perform lead or foreman duties.

Minimum Qualifications: Journey level status as a Truck Driver, and a valid Washington State driver's license and record free from serious or frequent traffic violations.

108. **Shipyard Warehouse Worker** - In the Washington State Ferry System, performs skilled warehousing and storekeeping work.

Distinguishing Characteristics: This is the journey level of the series. Incumbents are fully qualified to act independently in all aspects of the work but do not perform lead or foreman duties.

Minimum Qualifications: (1) Journey level status as a Warehouse Worker or two years of experience in warehousing, stockkeeping, receiving or shipping parts, supplies or equipment in a warehouse operation, marine parts store, retail store of commissary, or closely related work and, (2) A valid Washington State driver's license.

**Marine Employees' Commission Salary Survey
Benchmark List
Administration**

<u>Benchmark #</u>	<u>Benchmark Title</u>
201.	Accountant
202.	Accounting Assistant 2
203.	Accounting Assistant 3
204.	Buyer 2
205.	Buyer 3
206.	Contracts Coordinator 1
207.	Contracts Coordinator 2
208.	Crew Dispatch Coordinator
209.	Crew Dispatcher
210.	Customer Information Assistant
211.	Data Entry Clerk
212.	Inventory Agent
213.	Mail/Stock Clerk
214.	Maintenance Materials Coordinator
215.	Office Assistant 1
216.	Payroll Assistant 1
217.	Payroll Assistant 2
218.	Payroll Assistant 3/Claims
219.	Payroll Coordinator
220.	Personnel Assistant 1
221.	Personnel Assistant 2
222.	Purchasing Agent
223.	Purchasing Assistant
224.	Receptionist
225.	Secretary
226.	Security Staff Assistant
227.	Staff Aide
228.	Word Processing Specialist
229.	Custodian (Janitor)
230.	Custodial Supervisor

BENCHMARK JOB DESCRIPTIONS

Administration

201. **Accountant**

Performs professional accounting, budget and/or financial review functions. Establishes and maintains accounting records. Assists in interpreting accounts and records for management and auditors. May direct lower level employees involved in fiscal matters. The position calls for an intermediate level professional accountant with a bachelor's degree with major study in accounting. Two years' experience in general professional accounting.

202. **Accounting Assistant 2**

Performs as general working level accounting assistant. Prepares and posts revenue summaries. Receives and verifies cash reports. This is an intermediate level position requiring two years of business training or fiscal office/recordkeeping experience.

203. **Accounting Assistant 3**

Performs as functional specialist in accounts payable or accounts receivable. Guides other accounting assistants in processing, reviewing, tabulating, verifying, documenting of records, reports, vouchers, ledgers and payment certification. This is a senior level position requiring basic accounting education and four years of increasingly responsible fiscal office experience.

204. **Buyer 2**

Procures a specific group of commodities, services and related service contracts moderately complex in nature. Works with automated record and file keeping systems. Performs marketing studies. Reviews purchase requests, prepares bids, analyzes bid results and makes bid awards. Interprets specific applicability of purchasing laws, regulations and delegated authorities. Journey level position, requiring two years of college level study in business administration or related field and one year full time experience as a buyer in large-scale procurement environment.

205. **Buyer 3**

As senior buyer, performs specialized and more complex purchasing assignments requiring independent judgement. Has delegated authority to take independent action to purchase goods and services to a specified dollar amount. Monitors contract compliance and performance. Assists Buyers I and II in development of

contract terms for bids. Maintains supplier relations through frequent business contacts. Reviews emergency requirements and adjusts work priorities accordingly. Recommends changes in purchasing policies and procedures. Requires a bachelor's degree involving major study in business administration or related business education or two years work experience as a Buyer II and demonstrated proficiency in complex purchasing assignments.

BENCHMARK JOB DESCRIPTIONS (Continued)

206. **Contracts Coordinator 1**

Provides clerical and direct support in areas of invitation for bids and request for proposal processing, including work processing and other general office support. This position provides entry-level support in contract administration. Requires secretarial or clerical experience in a high-volume office setting, and one years' experience coordinating and administrating a variety of contracts or projects.

207. **Contracts Coordinator 2**

Administers all necessary pre-contract processes and documents for vessel and terminal public works contracts. Acts as lead position for public works contracts, as well as handling mid-level administrative tasks. Requires a Bachelor's degree in business administration, public administration or closely allied field, as well as two years' experience in coordinating or administering contracts, contract property management, contract cost or price analysis, or contract compliance administration.

208. **Crew Dispatch Coordinator**

Arranges for the staffing of all vessels by dispatching appropriate licensed and unlicensed Deck and Engine employees to each vessel in compliance with U.S. Coast Guard, and contractual requirements. Maintains radio communication with the fleet units to coordinate changes in crew as required. Audits fleet time sheets. The position requires high school graduation or equivalency and one years' experience as crew dispatcher. Clear communicating abilities via radio or telephone are most important.

209. **Crew Dispatcher**

Under the limited guidance of a dispatch coordinator or higher operations manager, dispatches licensed and unlicensed ferry deck and engine room personnel and terminal personnel in compliance with all state, federal and contractual requirements. Maintains radio communication between fleet and operations. Maintains job bid files, seniority lists, and crew assignment records and receives and sorts pay orders. Requires high school graduation or equivalency and one years' experience in one of the following: ferry operations office; processing and applying ferry fleet union activities or vessel instructions from the operations staff; implementing USCG regulations.

210. **Customer Information Assistant**

Independently prepares, edits and disseminates routine departmental publications, articles, news stories and other promotional material in support of Public Information Officer. Journey level position. Requires high school diploma and

three years' increasingly responsible experience writing or editing information materials. College-level training in journalism, public relations or advertising may be substituted year for year for experience.

BENCHMARK JOB DESCRIPTIONS (Continued)

211. **Data Entry Clerk**

Performs data inquiry and entry functions. Transcribes and/or verifies complex data into machine-readable format; edits documents. Works under minimal supervision. This is a fully competent working level operator. The position requires high school graduation or equivalent and six months' data entry operations experience.

212. **Inventory Agent**

Oversees the maintenance and operation of parts and consumable inventory system. Monitors the accuracy of the stock/inventory data base and timely acquisition of parts and equipment for inventory and vessel maintenance activity. Assists in development of policy, budgets and procedure. This is an advanced level position requiring two years' college level work in business administration and six years' experience in inventory system operations. Vessel construction, maintenance or engineering experience may substitute for required experience.

213. **Mail/Stock Clerk**

Provides inter-office mail service, including U.S. and express service, and maintains a convenience supply storeroom. Performs entry-level clerical duties. This position requires one year of clerical experience.

214. **Maintenance Materials Coordinator**

Coordinates maintenance materials requirements for repair facility activities. Acts as liaison to ensure timely acquisition of equipment, parts and materials needed to perform work defined by annual lay-up schedule. Develops inventory content specifications; monitors and analyzes stock levels needed for scheduled maintenance of vessels; prepares material requisitions; assists with budget related activities. Requires three years' experience in maintenance planning and procurement activities in a marine environment. Must be able to read and interpret engineering drawings, specification, schematic and parts lists.

215. **Office Assistant**

Maintains document files and records. Prepares correspondence, reports and documents. Receives and relays telecommunications. Receives, records and distributes office mail. This is an entry-level position requiring two years' general clerical experience. College may be substituted for experience.

216. **Payroll Assistant 1**

Performs a variety of manual or automated payroll record-keeping functions in support and relief of higher payroll positions. Entry level position requiring two years' related experience, including one years' experience in payroll.

BENCHMARK JOB DESCRIPTIONS (Continued)

217. **Payroll Assistant 2**

Performs a variety of manual or automated payroll record-keeping resulting in the issuance of payroll warrants or deposits. Performs audits and reconciliation of records. Journey level position requiring 18 months' experience as Payroll Assistant 1.

218. **Payroll Assistant 3/Claims**

Facilitates all phases of employee work injury claims as well as performing manual or automated payroll-related processes. Requires knowledge of laws governing compensation of employees and claims administration in addition to theory and practice of bookkeeping, payroll concepts and practices. Senior level position requiring one year experience as Payroll Assistant 2 and one year experience processing and administering insurance or medical claims.

219. **Payroll Coordinator**

Senior level agent performs all aspects of preparation of payroll, including computer input and distribution. Issues health and welfare and retirement reports and prepares tax documents. Requires Bachelors degree in business-related education and two years' related experience.

220. **Personnel Assistant 1**

Under direction of department manager, performs various personnel functions in areas of employment, employee benefits and personnel records. As a first-level paraprofessional personnel technician, position requires independent performance of personnel activities, including preparing and circulating job vacancy notices, assisting new employees in completion of employment forms, enrolling employees in state retirement and benefits plans. Requires three years' general office experience, including experience in a computer-based personnel office or as a personnel generalist.

221. **Personnel Assistant 2**

Senior level position provides personnel information, management analysis, planning and procedures to employees, administration, and the public. Enters, maintains and updates employee personnel and benefits records on computer. Requires eighteen months' experience as entry-level personnel assistant.

222. **Purchasing Agent**

Receives and review requests for materials. Prepares purchase orders, shipping memos, correspondence, and reports. Analyzes price comparisons and selects or

recommends vendors. Maintains tracking system for timely receipt of goods. This is an intermediate level position, requiring a bachelor's degree in business-related field and two years of buying experience in large-scale procurement environment.

BENCHMARK JOB DESCRIPTIONS (Continued)

223. **Purchasing Assistant**

Provides support services for material management department in areas of purchasing facilitation, vendor communications, office operations and data maintenance. Tracks, investigates and resolves problems relating to procurement, payment and delivery of goods and services. Requires one years' experience as a buyer's assistant, or one years' office experience directly related to purchasing and payables.

224. **Receptionist**

Receives, registers, announces and refers visitors to work unit. Operates switchboard, providing assistance to callers and relaying communication. May perform incidental typing or other routine clerical duties. This is the intermediate level typically requiring one year of office experience.

225. **Secretary**

Relieves professional or administrative supervisors of clerical-level communication activities and initiates clerical support functions to facilitate current work of the Department/Departments involved. Reads and routes incoming mail. Maintains correspondence files and records. May supervise clerical personnel. Receives and screens callers. This is a fully competent working level secretary to the head of an organizational unit in management. Three years' experience as a secretary is considered appropriate background. Keyboarding skill of 60 WPM and personal computer application knowledge. College and/or business school may be substituted for experience.

226. **Security Staff Assistant**

Prepares ticket design and specifications, maintains inventory, fills ticket requests from vendors. Manages system telecommunications and oversight of billings. Acts as system's claims representative, including receipt of personnel injury claims and property damage from the public. Advanced level typically requiring five years' experience in auditing or bookkeeping, two years at senior level. College may be substituted for experience.

227. **Staff Aide**

Provides administrative assistance and office management support in addition to secretarial functions for senior management. Assigns and directs work of department clerical employees. Researches operational procedures and develops recommendations. Assembles and summarizes information and data for use by senior management. Advanced level position with independent judgement. Typically requires business or secretarial training and five years' increasingly

responsible office experience. Keyboarding skill of 60 WPM and knowledge of personal computer applications.

BENCHMARK JOB DESCRIPTIONS (Continued)

228. **Work Processing Specialist**

Performs standard office duties independently and in addition schedules, organizes and performs assigned keyboarding of complex material via personal computer and mainframe applications exercising specialized knowledge of equipment and operating procedures. Develops and program complex formats and design forms. Inputs data to monitor work order/contract status and progress. This is a fully competent level position requiring high school graduation or GED certificate and three years of office experience applying computerized filing and retrieval systems, in addition to applying software programs. Keyboarding skill of 60 WPM. College may be substituted for experience.

229. **Custodian (Janitor)**

Performs a variety of custodial work: waxing, wet mopping, washing floors; washing venetian blinds and light fixtures; spot washing walls, ceilings, and other work which requires the use of ladders and equipment. Requires knowledge of cleaning methods, safety practices, equipment and supplies used in general housekeeping work. May be required to pass medical examination to determine ability to lift heavy objects.

230. **Custodial Supervisor**

Oversees the work of custodians in cleaning and housekeeping duties in assigned work areas. May perform custodial work as a working supervisor.

2005 Ferry & Terminal Operations Pay Questionnaire

Question Number: 1 2 3 4 5 6

Benchmark # /Job Title	Number of employees in Classification	Average Base Pay Rate per Hour	Base Pay Rate Range Per Hour – (Min & Max)	Average hours worked per week	Normal Working Schedule	Effective Date of Current Pay Rates	Largest Vessel in Tons/Horsepower
1. Master/Pilot							Largest Vessel is _____Tons
2. First Mate/Pilot							Largest Vessel is _____Tons
3. Second Mate							Largest Vessel is _____Tons
4. Staff Chief Engineer							Largest Vessel is _____Horsepower
5. Chief Engineer							Largest Vessel is _____Horsepower
6. Assistant Engineer							
7. Oiler							
8. Oiler-Passenger Only							
9. Wiper							
10. Able Seaman/Bos'n							
11. Able Seaman (AB)							
12. Ordinary Seaman (OS)							
13. Terminal Supervisor							
14. Ticket Seller (Auto)							
15. Ticket Seller (Passenger)							
16. Ticket Taker							
17. Terminal Attendant							
18. Information Agent							
19. Shoregang Worker							

PREMIUM PAY AND BENEFITS QUESTIONNAIRE
Ferry and Terminal Operations

Responses to questions 1 - 16 apply to Benchmark number: (Please enter all benchmark #'s in the box that apply to this data.)

1. **Premium Pay:** What extra pay is earned by workers in the job groups indicated for the following work?

- a. Overtime work performed immediately preceding or following a regular shift: _____% of base pay.
- b. Work assignments on paid holidays: _____% of base pay.
- c. Number of paid holidays per year: _____
- d. Overtime worked on paid holidays: _____% of base pay.
 - o is paid in hourly increments.
 - o is paid in some other increments. *Please describe below.*

- e. Work assignments involving dirty or obnoxious materials: _____% of base pay.
 - Paid for entire shift? No Yes
 - Paid for actual hours with dirty materials? No Yes

- f. Work assignments involving hazardous materials or situations: _____% of base pay.
 - Paid for entire shift? No Yes
 - Paid for actual hours of hazard? No Yes

2. **Vacation (Company provides X hours of paid vacation after X years of service):** Attach contract provision or policy if more convenient.

____ hours after ____ years ____ hours after ____ years
____ hours after ____ years ____ hours after ____ years
____ hours after ____ years ____ hours after ____ years

3. **Sick Leave:**

Number of paid sick leave hours per year _____

4. **Medical Insurance (Health & Welfare) - Employer contribution:**

For employee only \$ ____ per month
For employee with spouse and two children \$ ____ per month

5. **Dental Insurance - Employer contribution:**

For employee only \$ ____ per month
For employee with spouse and two children \$ ____ per month

6. **Vision Care Insurance - Employer contribution:**

For employee only \$ ____ per month
For employee with spouse and two children \$ ____ per month

7. **Long Term Disability Insurance:**

Employer contributes _____% of gross pay OR \$ ____ per month

PREMIUM PAY AND BENEFITS QUESTIONNAIRE
Ferry and Terminal Operations

8. **Life Insurance:**
Employer contributes ____% of gross pay OR \$ ____ per month
9. **Retirement Benefits (including pension, profit sharing, 401(k), IRA, other qualified plans):**
Employer contributes ____% of gross pay OR \$ ____ per month
10. **Uniforms:** Does the employer require that employees wear uniforms?
o No o Yes
- If yes, are the uniforms provided by the employer?
o No o Yes
- If not provided, is there a uniform allowance paid?
o No o Yes
- Are uniforms cleaned by employer?
o No o Yes
- Does the employer pay a cleaning allowance?
o No o Yes
11. **Meals:** Does the employer discount meals for employees?
o No o Yes. The meal discount is _____
12. **Training/Education:** Does the employer reimburse employees who take part in pre-approved, job or trade-related training, educational or apprenticeship programs?
o No o Yes. The rate of reimbursement is _____
- Does the employer require a minimum term of employment before making such programs available?
o No o Yes. The minimum term required is _____
- Does the employer pay wages for time the employee attends such programs?
o No o Yes. The employee is paid at the rate of _____
13. **Medical Exams/Licensure:** Does the employer reimburse the cost of medical examinations necessary for licensure?
o No o yes. Reimbursement is at the rate of _____
14. **Travel:** Are employer-directed travel time and expenses compensated?
o No o Yes
If so, at what rate?
Travel Time _____
Mileage _____
Meals & Lodging _____

PREMIUM PAY AND BENEFITS QUESTIONNAIRE
Ferry and Terminal Operations

14. **Travel (continued)**

Are employees reimbursed for travel time and expenses if assigned to other than their regular or home/relieving terminal?

No Yes

If so, at what rate?

Travel Time _____

Mileage _____

Meals & Lodging _____

15. **Passes:** Does the employer provide travel passes for employees?

No

Yes

For employee's: Spouse Dependents

Is there a minimum term of employment which must be worked to earn a pass?

No Yes. The minimum term is _____

16. Are there **any other premium pay and/or benefits** paid?

Please describe here:

Thank you!

For employee with spouse and two children \$____ per month

5. **Dental Insurance - Employer contribution:**

For employee only \$____ per month

For employee with spouse and two children \$____ per month

6. **Vision Care Insurance - Employer contribution:**

For employee only \$____ per month

For employee with spouse and two children \$____ per month

7. **Long Term Disability Insurance:**

Employer contributes ____% of gross pay OR \$ ____ per month

8. **Life Insurance:**

Employer contributes ____% of gross pay OR \$ ____ per month

9. **Retirement Benefits (including pension, profit sharing, 401(k), IRA, other qualified plans):**

Employer contributes ____% of gross pay OR \$ ____ per month

10. **Work Clothes:** Does the employer require that certain uniform apparel be worn by employees?

No

Yes. Work and/or safety apparel is provided by company.

Yes. Work and/or safety apparel allowance of ____ per _____ is paid.

Does the company pay a cleaning allowance?

No

Yes. The allowance is ____ per _____

11. **Meals:** Does the company discount meals for employees?

No

Yes. Meals are discounted at the rate of _____%.

12. **Training/Education:** Does the employer reimburse employees who take part in pre-approved, job or trade-related training, educational or apprenticeship programs?

No

Yes. The rate of reimbursement is _____

Does the employer require a minimum term of employment before making such programs available?

No

Yes. The minimum term required is _____

Does the employer pay wages for time the employee attends such programs?

No

Yes. The employee is paid at the rate of _____

13. **Travel:** Are employer-directed travel time and expenses compensated?

No

Yes

If so, at what rate?

Travel Time _____
Mileage _____
Meals & Lodging _____

Are employees reimbursed for travel time and expenses if assigned to other than their regular duty station?

No Yes

If so, at what rate?

Travel Time _____
Mileage _____
Meals & Lodging _____

Shipyards Trades

14. **Passes:** Does the employer provide travel passes for employees?

No

Yes

For employee's: Spouse Dependents

Is there a minimum term of employment which must be worked to earn a pass?

No Yes. The minimum term is _____

15. Are there **any other premium pay and/or benefits** paid?

Please describe here:

Thank you!

2005 Administration Pay Questionnaire

Benchmark # /Job Title	Number of employees in Classification	Average Base Pay Rate per Month	Base Pay Rate Range per Month Min & Max	Average hours worked per week	Effective date of current pay rates
220. Personnel Assistant 1					
221. Personnel Assistant 2					
222. Purchasing Agent					
223. Purchasing Assistant					
224. Receptionist					
225. Secretary					
226. Security Staff Assistant					
227. Staff Aide					
228. Word Processing Specialist					
229. Custodian (Janitor)					
230. Custodial Supervisor					

PREMIUM PAY AND BENEFITS QUESTIONNAIRE
Administration
Puget Sound Region

Responses to questions 1 - 16 apply to Benchmark number: (Please enter all benchmark #'s in the box that apply to this data.)

1. **Premium Pay:** What extra pay is earned by workers in the job groups for the following work?
 - a. Overtime work performed immediately preceding or following a regular shift: ____% of base pay.
 - b. Work assignments on Saturday: ____% of base pay.
 - c. Work assignments on Sunday: ____% of base pay.
 - d. Work assignments on paid holidays: ____% of base pay.
 - e. Number of paid holidays per year: _____
 - f. Overtime worked on paid holidays: ____% of base pay.
 - o is paid in hourly increments.
 - o is paid in some other increments. *Please describe below.*

2. **Vacation (Company provides X hours of paid vacation after X years of service):** Attach contract provision or policy if more convenient.

____ hours after ____ years	____ hours after ____ years
____ hours after ____ years	____ hours after ____ years
____ hours after ____ years	____ hours after ____ years

3. **Sick Leave:**
Number of paid sick leave hours per year _____

4. **Medical Insurance (Health & Welfare) - Employer contribution:**

For employee only	\$____ per month
For employee with spouse and two children	\$____ per month

5. **Dental Insurance - Employer contribution:**

For employee only	\$____ per month
For employee with spouse and two children	\$____ per month

6. **Vision Care Insurance - Employer contribution:**

For employee only	\$____ per month
For employee with spouse and two children	\$____ per month

7. **Long Term Disability Insurance:**
Employer contributes ____% of gross pay OR \$ ____ per month

8. **Life Insurance:**

Employer contributes ____% of gross pay OR \$ ____ per month

9. **Retirement Benefits (including pension, profit sharing, 401(k), IRA, other qualified plans):**

Employer contributes ____% of gross pay OR \$ ____ per month

10. **Work Clothes:** Does the employer require that certain uniform apparel be worn by employees?

No Yes

If yes, is the work apparel provided?

No Yes

11. **Training/Education:** Does the employer reimburse employees who take part in pre-approved, job or trade-related training, educational or apprenticeship programs?

No Yes. The rate of reimbursement is _____

Does the employer require a minimum term of employment before making such programs available?

No Yes. The minimum term required is _____

Does the employer pay wages for time the employee attends such programs?

No Yes. The employee is paid at the rate of _____

12. **Travel:** Are employer-directed travel time and expenses compensated?

No Yes

If so, at what rate?

Travel Time _____

Mileage _____

Meals & Lodging _____

Are employees reimbursed for travel time and expenses if assigned to other than their regular or home/relieving terminal?

No Yes

If so, at what rate?

Travel Time _____

Mileage _____

Meals & Lodging _____

PREMIUM PAY AND BENEFITS QUESTIONNAIRE
Administration
Puget Sound Region

13. **Passes:** Does the employer provide travel passes for employees?
o No
o Yes
For employee's: o Spouse o Dependents
Is there a minimum term of employment which must be worked to earn a pass?
o No o Yes. The minimum term is _____
14. Are there **any other premium pay and/or benefits** paid?

Please describe here: