

State of Washington
Marine Employees' Commission



Photo Courtesy of Stephen J. Brown

2006 Salary Survey Report

June 1, 2006

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Executive Summary

The Department of Personnel has modified the scope of the 2006 Marine Employees' (MEC) Survey. Participation was limited to two ferry systems, four shipyards and three other public sector employers. Legislation passed in the 2006 session moved up the timing of the Marine Employees Commission (MEC) Survey in order to support collective bargaining between the Governor's Labor Relations Office, the WSFS and the labor organizations representing its employees. It was agreed by all parties, having an interest in the MEC Survey, that a smaller but representative participant group would be selected in order that the survey could be completed by the agreed upon June 1, 2006 deadline. Key findings from this survey are presented below.

- Based on actual reported wage rates the WSFS continues to lag the Ferry System and Administration-Office and Terminal markets. The lag is 8.5% and 13.1% respectively. When benefits are factored in with base salaries in these comparisons the lag is reduced to 6.8% and 8.1% respectively.
- When cost-of-living differentials (COLD) are removed from the basic wage rates of Alaska Marine Highway System employees and benefit costs are compared the overall lag is significantly reduced.
- On an overall average basis, the WSFS is essentially paying at market in both salary and salary and benefit comparisons of skilled trades' positions in the shipyards. However, it lags the typical skilled trades (benchmarks 101-106) by 4.4%. Additionally, the lag among the Leadman and Foreman positions averages 4.7% and 16.0% respectively. Benefits paid by the WSFS are, on average, slightly better than those provided by shipyard participants.
- The health care subsidy provided by the Provincial and the Canadian governments continues to increase. The US dollar equivalent of a typical Canadian employer health care plan is \$1025/month nearly 55% greater in cost than the State of Washington's plan.
- Both ferry systems are planning general wage adjustments for 2006/2007 as follows: Alaska Marine Highway System 6%/6% for all employees and the BC Ferries Corporation 5%, 3%/5%, 3% depending on the specific benchmark position. Shipyard participants are planning no additional wage or benefit adjustments for 2006 but are negotiating for the 2007/2008 contract period. Most WSFS employees will receive a general wage adjustment effective 9/1/06 other planned/anticipated adjustments are identified in **Section V – Planned for Wage Adjustments Not Included in the Survey Salary Data.**
- The cost-of-living for the Greater Seattle area April 2005 – April 2006 is 4.3% and the Employment Cost Index is 2.7%. However, the Economic Research Institute (ERI) projects that the July 2005-July 2006 cost-of-living for the Seattle/Greater Seattle area will approach 5.0%.

SECTION I – Introduction, Background and Important Note

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 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 ninth 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 2006 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 2006 MEC Salary Survey Report.

Important Note for the 2006 Survey

Substitute House Bill 3178, as amended by the Senate, passed by the State Legislature and signed into law by Governor Gregoire during the 2006 legislative session, shifts the responsibility for collecting bargaining for state ferry employees from the Washington State Ferries/Washington State Department of Transportation to the Governor's Office (Labor Relations Office). This legislation also established the date of September 1, 2006 for concluding collecting bargaining

Important Note for the 2006 Survey (continued)

agreements with ferry system labor organizations for the 07/09 biennium. The MEC survey provides data to support the salary and benefits portions of the collective bargaining process. It has been conducted in the fall (October-December) of every even numbered year preceding the legislature session since 1989.

Consequently, the timing of this year's survey has been moved up to June 1, 2006 in order to coincide with the revised timing for collective bargaining.

It was decided by the MEC, at their April 2006 monthly meeting, that a "modified" survey should be conducted. The Department of Personnel recommended that the same salary and benefits data be collected for the same benchmarks as previous surveys, but with fewer participants, in order to meet the June 1, 2006 agreed upon deadline for collective bargaining. This is a one time special "modified" survey. The next comprehensive MEC survey will be conducted in either the fall of 2007 or the spring of 2008 to support collective bargaining for the 09/11 biennium.

Two major ferry systems, three local shipyards and three other local public sector employers comprise the modified participant list. Details provided in past surveys such as calculation of wage area differentials for shipyard employers have not been provided in this survey because all participants are located in the same geographical labor market and therefore there is no need to adjust participant data for differences in the cost of living for areas such as Portland, San Francisco, Los Angeles and San Diego. Additionally, previous benefits data from the 2005 MEC survey for Shipyard employers, not surveyed in 2006 is also included. Calls to these shipyards confirm that their reported benefit plan provisions have not changed.

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. Benchmark descriptions are reviewed prior to each survey and adjustments are made, if necessary, to more accurately reflect the work. The latest job descriptions for survey benchmarks are included in **Appendix Section B**. Base and premium pay and benefits questionnaires sent to survey participants are included in **Appendix Section C**.

Participants for the 2006 modified survey were chosen from those who participated in the 2005 survey. Additional criteria included location or proximity to the WSFS labor market and the relevance and importance of collecting their salaries, pay practices and benefits data in order to support the collective bargaining process. It was agreed by all parties that, given the need to select fewer participants due to survey completion timing, the employers selected should be the most representative of the WSFS labor markets. As in previous salary survey reports, the DOP, for purposes of collecting data on ferry and terminal classifications, considered the comparability of the WSFS positions to survey participants. The Department of Personnel used the tonnage figures of 3,925 and horsepower of 16,000 of the vessels operated by the WSFS system compared to those vessels operated by public sector employers as indicated by the sponsors of HB 1520. Deep-sea maritime employment, in the Alaska Marine Highway System (AMHS) was excluded because payment of wages and benefits were deemed to be based on different criteria than in employment closer to home ports. The AMHS employs both types of work.

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 (**see Appendix Sections B - Benchmark Titles and Job Description Summaries and C - Survey 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 includes pay rates, employer health and welfare contributions, and other premium pay and benefits established in the 2001-2005 labor agreements between ferry system employee organizations and the WSFS.

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 and benefits data, and their applications to the specialized work in the Ferry System, not all salary and benefits data provided by an employer may be represented in this survey report.

SECTION III – Definitions and Terms

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.

Consumer Price Index (CPI)

Measures the price changes in a predetermined (by DOL) “market basket” of goods and services. It is largely influenced by changes in the cost of homes/rentals and transportation. Data is gathered and reported by the US Bureau of Labor Statistics.

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 rate of specific positions with the Alaska Marine Highway System.

Employment Cost Index (ECI)

Measures the changes, on a rolling twelve month cycle, in wages/salaries, benefits and a combination of these categories. Data is gathered and reported by the US Bureau of Labor Statistics.

Exchange Rate

Canadian pay rates adjusted to U.S. dollar equivalent at \$1 United States = \$.9067 Canadian, exchange rate published for June 1, 2006 by the Federal Reserve Bank of New York as reported in the June 2, 2006 Wall Street Journal.

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.

Office Employees

Office and other administrative personnel including custodial positions.

SECTION III – Definitions and Terms (Continued)

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, divided by the number of employees reported as of May 15, 2006.

WSFS Rate Plus Benefits

Straight-time rates paid by WSFS as of May 15, 2006 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 2006 MEC Salary Survey results are reported in three categories: Ferry System, Shipyards, and Administration – Office and Terminal employees.

Participation in the 2006 survey was selective and included two Ferry Systems, three Shipyards and three other public sector employers and a participating Shipyard which provided data on Office and Terminal employees. Survey participants are identified in **Appendix Section A - Exhibit C Survey Participants by Category**. Specific benchmark titles and job description summaries are found in **Section B - Benchmark Titles and Job Description Summaries**.

Information and data collected for each category, and formatted into **Exhibits I through Exhibit X** includes base salary ranges (comprised from the lowest reported minimums and the highest reported maximums), pay practices and basic provisions of employer benefit plans.

Employers were asked to provide data effective of the date of their submittal April 17, 2006 through May 31, 2006. Information was also collected on the percentage and timing of their most recent and planned increases in CY 2006. This data provides a context for determining the status of their salary adjustment planning.

Retirement benefits for WSFS employees are determined by the Washington State Legislature by statute and are outside the scope of collective bargaining. 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 2006 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 is reflected in the comparisons of premium pay and benefits between the major Ferry Systems, Shipyards and Administration – Office and Terminal employers and the WSFS, (Exhibits IV, V, VI, VIII and X).

Ferry Systems

Twelve of the benchmarks were matched by both employers and five by one employer or the other. State of Alaska employees provide ticket and terminal management support to the Alaska Marine Highway System (AMHS). Although they are not covered under its collective bargaining contracts, their work matches up with the WSFS benchmarks and therefore their data is included in the survey report. **Exhibit I - 2006 Base Salary Comparison (Excludes Benefits and Includes COLD Where Applicable)** shows the WSFS trailing the Ferry System market on an overall basis by 8.5%. Twelve benchmarks lag the market and five slightly lead the market rate. The impact of higher employer paid health care by the WSFS on average is evident in **Exhibit II – Salary Data Presentation (Includes Benefits and COLD Where Applicable)**. When the hourly benefit is added the overall WSFS's lag is reduced to 6.8%.

The lag among the pilots and engineers (deck officer benchmarks 1-6) is considerable, averaging 18.1% but drops to 14.8% when benefits are factored in.

Ferry Systems (continued)

This lag is largely influenced by the Cost of Living Differential (COLD) paid to certain positions in the Alaska Marine Highway System (See Section III Definitions and Terms page 5).

Exhibit III - Alaska Cost of Living Differential Data (COLD) identifies the COLD rates paid to benchmarks one through three, five through seven and nine through twelve.

The COLD amount for the Pilots and Engineers is typically adjusted at the time of the general wage adjustment. The COLD amount for benchmarks seven and nine through twelve is included in the base rate and is not separately negotiated. The IBU which represents employees in these benchmark positions expresses the COLD through the difference between resident and non resident rates. The 2004 and 2006 COLD amounts were used in the MEC 2005 and 2006 surveys respectively. There were no material changes in pay practices and benefits except in the employer-paid cost of health care. The average rate/hour for health care among the Ferry System participants was \$3.34/hour, an increase of 21.5% over the average rate reported in the 2005 Survey. While the employer-paid rate is fixed in the AMHS contracts (now \$4.54/hr), it changes annually among Canadian employers depending upon the level of federal government subsidy. The BC Ferries Corporation reports their health care benefits rate for 2006 at \$2.14/hour.

Shipyards

Exhibit VII - 2006 Data Presentation and Comparison (Includes Benefits)

identifies the rates and market comparisons of the three Puget Sound shipyards surveyed with the WSFS. On an overall basis (salary rates only) the WSFS is even to market with a slight market lead of .2 %. When benefits are included the lead increases slightly to 1.6%. However, the WSFS does lag 4 of the 8 benchmarks by an average of 6.6% among several of the more difficult to recruit for skilled trades. An additional concern is the WSFS's lag among the Leadman and Foreman base pay rates for those same skilled trades. While an exact comparison of health care cost increases is difficult because of the reduced sample size there appears to be no material changes in pay practices and benefits among Shipyard participants. The data on benefits of Shipyards from several other geographic areas who are not participants in the 2006 survey was included for context. Reports from these Shipyards are consistent with results from participating shipyards which show no substantive changes in benefit plan provisions, since the 2005 MEC Survey.

Administration – Office and Terminal

Exhibit IX - Administration – Office and Terminal Data Presentation (Includes Benefits)

shows the WSFS trailing the local public sector market by an average of 13.1%. This lag decreases to 8.1% when both salaries and benefits are compared. Four local employers, including one Shipyard (Foss) provided data to this survey category. Nineteen (19) of twenty-five (25) WSFS benchmarks showed a lag to market averaging 20.3%. The effects of a stronger benefits plan show clearly here as the overall lag drops to 8.1% when benefits are included in the comparison.

Cost-of-Living and Employment Cost Index Determinations

The chart entitled **National and Regional CPI and ECI Data** identifies both the CPI and ECI changes nationally and for the greater Seattle area over the 12 month period April 05 to April 06.

National and Regional CPI and ECI Data

	<u>National</u>	<u>Greater Seattle Area</u>
Cost-of-Living (CPI ¹)	3.7%	4.4%
Employment Cost Index (ECI ²)	2.6%	2.7%

Sources:

1. Bureau of Labor Statistics CPI - March 2005 - March 2006
2. Economic Research Institute, Redmond, WA

While the cost-of-living continues to rise due to increased costs of homes and oil prices the employment cost index has seen a more moderate increase as employers continue to balance out higher benefits cost with lower salary increase budgets. Seattle's cost-of-living remains above the national average while the employment cost index remains pretty much in line with the national trend. Seattle/Greater Seattle area data was obtained from the Economic Research Institute located in Redmond, Washington. In addition to their national and international work they have been collecting and reporting wage and benefit economic data and cost-of-living data for the Seattle/Greater Seattle area market for over 25 years.

Canadian Health Care

Canada, like the United States, continues to experience significant cost increases in most areas of its health care system, which is socialized. Health care in British Columbia costs more than in any other Province in Canada and has a cost trend factor that continues to exceed 20.0%. The Canadian government (Federal/Provincial) and Canadian employers, however, continue to bear the brunt of these cost increases. While Canadian employers are paying more for employee health care, the percentage of their subsidized cost has been dropping slightly since 2004 due to the federal government's picking up an increased portion of the health care bill. Employees are essentially paying very little in the way of premiums or co-pays for their various levels of health care coverage. Provincial and federal government individual tax rates, however, continue to increase, in part, to offset this extraordinary health care subsidization.

Exhibit I

**2006 Base Salary Comparison (Excludes Benefits and Includes COLD Where Applicable)
Ferry System - Auto Carrying**

Benchmark Number	Benchmark Title	Participating Employers	# of Employees	Reported Hourly Range	Minimum and Maximum	Weighted Hourly Base Pay	WSFS Hourly Base Pay	% Difference
1	Master/Pilot	2	59	40.00	56.14*	43.99*	38.30	-14.9%
2	First Mate/Pilot	2	76	30.00	44.79*	36.26*	29.32	-23.7%
3	Second Mate	2	84	28.00	36.65*	32.01*	26.44	-21.1%
4	Staff Chief Engineer ¹	1	20		42.96	42.76	38.45	-11.2%
5	Chief Engineer ¹	2	103	28.00	46.85*	40.35*	36.80	-9.6%
6	Assistant Engineer ¹	2	124	25.00	39.57*	33.79*	26.36	-28.2%
7	Oiler ¹	2	296	19.00	22.04	21.57	21.07	-2.4%
8	Oiler-Passenger Only	<i>No Data Collected</i>						
9	Wiper ¹	1	21	18.00	19.00*	18.00*	18.75	4.2%
10	Able Seaman - Bos'n	1	12	19.00	23.00*	22.00*	22.28	1.3%
11	Able Seaman - (AB)	2	479	19.00	21.47*	21.19*	21.15	-0.2%
12	Ordinary Seaman - (OS)	1	31	18.00	19.00*	19.00*	18.81	-1.0%
13	Terminal Supervisor	2	13	19.22	46.36	35.32	29.05	-21.6%
14	Ticket Seller, Auto	2	104	14.02	21.66	20.85	21.40	2.6%
15	Ticket Seller, Passenger	<i>No Data Collected</i>						
16	Ticket Taker	2	67	15.82	24.82	19.21	18.81	-2.1%
17	Terminal Attendant/Watchman	2	126	16.84	25.21	20.67	17.67	-17.0%
18	Information Agent	2	21	20.64	29.83	20.06	19.68	-1.9%
19	Shoregang Worker	1	3	18.46	24.16	22.12	22.64	2.4%
20	Operations Watch Supervisor	<i>No Data Reported</i>						

Total % Above or Below (-) Market

-8.5%

* See Exhibit III for Cost of Living Differential (COLD) Data paid by the Alaska Marine Highway System

Note:

- The WSFS benefit amount is \$3.81 per hour.

¹- Currently there are labor agreements which provide for wage increases subject to approval and funding by the Legislature; if approved the wages will be Staff Chief Engineer (\$39.22), Chief Engineer (\$37.54), Assistant Engineer (\$29.53), Oiler (21.38) and Wiper (\$18.94).

**2006 Salary Data Presentation (Includes Benefits and COLD Where Applicable)
Ferry System - Auto Carrying**

Benchmark Number	Benchmark Title	Participating Employers	# of Employees	Reported Hourly Range	Minimum and Maximum	Weighted Hourly Base Pay	Weighted Hourly Benefit	Survey Weighted - Base Pay & Benefits	WSFS Rate + Benefits \$3.81	% Difference
1	Master/Pilot	2	59	40.00	56.14*	43.99*	3.34	47.33	42.11	-12.4%
2	First Mate/Pilot	2	76	30.00	44.79*	36.26*	3.34	39.60	33.13	-19.5%
3	Second Mate	2	84	28.00	36.65*	32.01*	3.34	35.35	30.25	-16.9%
4	Staff Chief Engineer ¹	1	20		42.96	42.76	2.14	44.90	42.26	-6.2%
5	Chief Engineer ¹	2	103	28.00	46.85*	40.35*	3.34	43.69	40.61	-7.6%
6	Assistant Engineer ¹	2	124	25.00	39.57*	33.79*	3.34	37.13	30.17	-23.1%
7	Oiler ¹	2	296	19.00	22.04*	21.57*	3.34	24.91	24.88	-0.1%
8	Oiler-Passenger Only	<i>No Data Collected</i>								
9	Wiper ¹	1	21	18.00	19.00*	18.00*	4.54	22.54	22.56	0.0%
10	Able Seaman - Bos'n	1	12	19.00	23.00*	22.00*	4.54	26.54	26.09	-1.7%
11	Able Seaman - (AB)	2	479	19.00	21.47*	21.19*	3.34	24.53	24.96	1.8%
12	Ordinary Seaman - (OS)	1	31	18.00	19.00*	19.00*	4.54	23.54	22.62	-4.1%
13	Terminal Supervisor	2	13	19.22	46.36	35.32	3.34	38.66	32.86	-17.7%
14	Ticket Seller, Auto	2	104	14.02	21.66	20.85	3.34	24.19	25.21	4.2%
15	Ticket Seller, Passenger	<i>No Data Collected</i>								
16	Ticket Taker	2	67	15.82	24.82	19.21	3.34	22.55	22.62	0.3%
17	Terminal Attendant/Watchman	2	126	16.84	25.21	20.67	3.34	24.01	21.48	-11.8%
18	Information Agent	2	21	20.64	29.83	20.06	3.34	23.40	23.49	0.4%
19	Shoregang Worker	1	3	18.46	24.16	22.12	4.54	26.66	26.45	-0.8%
20	Operations Watch Supervisor	<i>No Data Reported</i>								

* See Exhibit III for Cost of Living Differential (COLD) Data paid by the Alaska Marine Highway System

-6.8%

Note:

- The WSFS benefit amount is \$3.81 per hour.

¹- Currently there are labor agreements which provide for wage increases subject to approval and funding by the Legislature; if approved the wages will be Staff Chief Engineer (\$39.22), Chief Engineer (\$37.54), Assistant Engineer (\$29.53), Oiler (21.38) and Wiper (\$18.94).

ALASKA COST OF LIVING DIFFERENTIAL (COLD)
 (Alaska Marine Highway System Only)

THE COLD APPLIES TO THE FOLLOWING BENCHMARKS

BENCHMARK	2004 Cold Per Hour	2006 Cold Per Hour	% Difference
1) Master/Pilot (Master)	12.89	14.14	9.7
2) 1st Mate/Pilot (Chief Mate)	8.87	9.79	10.4
3) 2 nd Mate (Second Mate)	4.65	5.28	13.5
5) Chief Engineer (1st Asst. Engineer)	4.98	6.07	21.9
6) Assistant Engineer (2nd Asst. Engineer)	4.65	5.75	23.7

Source: MASTER MATES PILOT (MM&P) AND MEBA Master Labor Agreements

Note: Based on 84 Hour Per Month Work Schedule (2 Weeks on 2 Weeks Off)

THE COLD (DIFFERENCE BETWEEN RESIDENT AND NON-RESIDENT RATES) APPLIES TO BENCHMARKS 7 THROUGH 12

BENCHMARK	Resident Wage Rate Per Hour	Non Resident Wage Rate Per Hour	\$ Amount/hr Difference	% Difference
7) Oiler	21.41	17.47	3.94	22.6
9) Wiper	19.46	15.89	3.57	22.5
10) Able Seaman - Bos'n	22.53	18.40	4.13	22.4
11) Able Seaman - (AB)	20.61	16.82	3.79	22.5
12) Ordinary Seaman - (OS)	19.31	15.75	3.56	22.6

Source: IBU SOUTHEAST SALARY SCHEDULE - ALASKA

**2006 FERRY SYSTEM
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

EXHIBIT IV

MASTERS, MATES & PILOTS

BENEFIT	ALASKA MARINE HIGHWAY SYSTEM	B.C. FERRY CORP.	WASHINGTON STATE FERRY SYSTEM
Premium Pay: Overtime	Paid @ 150%	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%	12 holidays @ 200% of base rate
Overtime Paid on Holidays:	150% Paid in hourly increments	200% Paid in 1/2 hour 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	N/A
Penalty Pay: Hazardous Mat's/Situations ___% Base Rate Entire Shift/Actual Hours	N/A	+\$8/hr. Paid in 1/2 hour 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	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

**2006 FERRY SYSTEM
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

BENEFIT	ALASKA MARINE HIGHWAY SYSTEM	B.C. FERRY CORP.		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	13 days after 2 yrs 15 days after 3 yrs 17 days after 4 yrs 20 days after 5 yrs 21 days after 7 yrs 22 days after 9 yrs 23 days after 11 yrs 25 days after 14 yrs 26 days after 15 yrs 27 days after 16 yrs 28 days after 18 yrs 29 days after 20 yrs 30 days after 22 yrs 31 days after 24 yrs 32 days after 26 yrs 33 days after 28 yrs 34 days after 30 yrs
Sick Leave	360 hours/year	6 days @ 100% salary		96 hours/year (1 day/month)
Health & Welfare: ER Contribution/Month	\$763/month	Province provides See Canadian Health Care (Technical Notes)		\$663/month (\$3.81 Hour)
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		All state employees-PERS 2 2.44%

**2006 FERRY SYSTEM
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

BENEFIT	ALASKA MARINE HIGHWAY SYSTEM	B.C. FERRY CORP.	WASHINGTON STATE FERRY SYSTEM
Work Clothes:	Uniform allowance = \$600/yr	Work clothes provided and cleaned by company	For purchase, maintenance, and cleaning = \$600/yr
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	Paid at straight time rates Mileage = \$.445/mile
Meals discount:	All meals provided free while working	50% while working	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	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	ER provides to employee after 6 months employment, to dependents after 2 years

**2006 FERRY SYSTEM
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

BENEFIT	ALASKA MARINE HIGHWAY SYSTEM	B.C. FERRY CORP.	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	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

**2006 FERRY SYSTEM
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

EXHIBIT V

ENGINE ROOM

BENEFIT	ALASKA MARINE HIGHWAY SYSTEM	B.C. FERRY CORP.	WASHINGTON STATE FERRY SYS. Includes Oilers/Wipers
Premium Pay: Overtime	Paid @ 150% base rate	Paid @ 200% 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%	<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	<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	<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	<u>Licensed and Unlicensed</u> 200% Actual hours worked

Key: EE = employee ER = employer

**2006 FERRY SYSTEM
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

BENEFIT	ALASKA MARINE HIGHWAY SYSTEM	B.C. FERRY CORP.		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	<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		96 hours/year	
Health & Welfare: ER Contribution/Month	\$763.00/month	Province provides Universal Health Care See Canadian Health Care (Technical Notes)		\$663/month (\$3.81 Hour)	
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		PERS 2 – 2.44%	
Work Clothes:	Work clothes not provided but offer \$600/yr cleaning allowance	Work clothes provided Uniforms cleaned by company		Work clothes provided No cleaning allowance	

**2006 FERRY SYSTEM
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

BENEFIT	ALASKA MARINE HIGHWAY SYSTEM	B.C. FERRY CORP.	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 rate Mileage: \$0.445/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	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 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	ER provides to employee after 6 months; to dependents after 2 years' employment

**2006 FERRY SYSTEM
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

BENEFIT	ALASKA MARINE HIGHWAY SYSTEM	B.C. FERRY CORP.	WASHINGTON STATE FERRY SYS. Includes Oilers/Wipers
<u>Other</u> Premium:	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	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 grindets to additional \$1.00/hr on straight time pay and \$2.00/hr on overtime pay.
<u>Other</u> Benefit:	N/A	N/A	N/A

**2006 FERRY SYSTEM
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

EXHIBIT VI

DECK/TERMINAL

BENEFIT	ALASKA MARINE HIGHWAY SYSTEM	B.C. FERRY CORP.	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
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%	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
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 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	Paid @ 200% of base rate for actual hours of hazard Paid in 1/2 hour increments

Key: EE = employee ER = employer

**2006 FERRY SYSTEM
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

BENEFIT	ALASKA MARINE HIGHWAY SYSTEM	B.C. FERRY CORP.	WASHINGTON STATE FERRY SYSTEM
Vacation:	<p><u>Deck</u></p> <p>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</p> <p><u>Terminal</u></p> <p>May choose either Personal Leave <u>or</u> Annual Leave option:</p> <p>(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</p> <p>(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</p>	<p>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</p>	<p>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 7 yrs 22 days after 9 yrs 23 days after 11 yrs 24 days after 13 yrs 25 days after 14 yrs 26 days after 16 yrs 28 days after 18 yrs 29 days after 20 yrs 30 days after 22 yrs 31 days after 24 yrs 32 days after 26 yrs 33 days after 28 yrs 34 days after 30 yrs</p>
Sick Leave:	<p><u>Deck</u></p> <p>360 hours/year</p> <p><u>Terminal</u></p> <p>112.56 hrs/year</p>	<p>6 days @ 100% salary</p>	<p>96 hours/year</p>

**2006 FERRY SYSTEM
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

BENEFIT	ALASKA MARINE HIGHWAY SYSTEM	B.C. FERRY CORP.	WASHINGTON STATE FERRY SYSTEM
Health & Welfare: ER Contribution/Month	<u>Deck</u> 1575/month <u>Terminal</u> \$515.00/month	Province provides Universal Health Care See Canadian Health Care (Technical Notes)	\$663/month (\$3.81 Hour)
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	PERS 2 – 2.44%
Work Clothes:	<u>Deck:</u> Work clothes not provided \$300/year clothing allowance no cleaning <u>Terminal:</u> N/A	Work clothes provided and cleaned by employer	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	Travel paid @ straight time rates Mileage = \$0.445/mile

**2006 FERRY SYSTEM
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

BENEFIT	ALASKA MARINE HIGHWAY SYSTEM	B.C. FERRY CORP.	WASHINGTON STATE FERRY SYSTEM
Meal discount:	<p>Deck: Provided free while working</p> <p>Terminal: N/A</p>	50% while working	50% while working
Training/Education:	<p><u>Deck and Terminal</u></p> <p>ER reimburses 100% of pre-approved programs</p>	<p>ER reimburses pre-approved training/education programs</p> <p>Depending on program, paid at straight time rates</p> <p>ER reimburses cost of medical exams necessary for licensure</p>	<p>100% reimbursement to secure original license</p> <p>N/A</p>
Passes:	<p><u>Deck</u></p> <p>ER provides to employee + dependents</p> <p>6 months minimum term of employment</p> <p><u>Terminal</u></p> <p>N/A</p>	<p>ER provides to employee + dependents, 24 single trips/year</p> <p>Minimum 6 months service for regular employees; 1827 hours of service for casual employees</p>	ER provides to employee after 6 months; to dependents after 2 years
<u>Other Benefit:</u>	<p><u>Deck</u></p> <p>Each year, following 8 years of service, employees get a bonus of one week's pay</p> <p><u>Terminal</u></p> <p>N/A</p>	N/A	May take compensatory days in lieu of holiday pay up to 12 times/year.

**2006 FERRY SYSTEM
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

BENEFIT	ALASKA MARINE HIGHWAY SYSTEM	B.C. FERRY CORP.	WASHINGTON STATE FERRY SYSTEM
<u>Other Premium:</u>	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	Call-in pay on regular day off: minimum of 8 hours at 200%

2006 Salary Data Presentation and Comparison (Includes Benefits)
Shipyards

Benchmark Number	Benchmark Title	Area	Participating Employers	# of Employees	Reported Hourly Range Min & Max		Weighted Hourly Base Pay	Weighted Hourly Benefit	Survey Weighted - Base Pay & Benefits	Leadman Base Pay	Foreman Base Pay	Helper Base Pay
101	Carpenter	Puget Sound	3	51	18.72	24.72	21.22	3.89	25.11	24.43	27.51	17.63
		WSFS	1	10	NA	22.54	22.54	3.81	26.35	23.67	24.12	16.90
		% Difference						6.2		5.0%		
102	Machinist	Puget Sound	3	220	18.72	25.47	23.39	3.30	26.69	24.40	27.65	17.63
		WSFS	1	13	NA	22.54	22.54	3.81	26.35	23.67	24.12	16.90
		% Difference						-3.8		-1.3%		
103	Electrician	Puget Sound	3	268	18.72	24.47	24.60	2.78	27.39	24.89	28.14	17.63
		WSFS	1	17	NA	22.54	22.54	3.81	26.35	23.67	24.12	16.90
		% Difference						-9.1		-3.9%		
104	Boilermaker/ Welder	Puget Sound	3	491	18.72	24.85	22.61	3.47	26.07	24.25	27.50	17.63
		WSFS	1	8	NA	22.54	22.54	3.81	26.35	23.67	24.12	16.90
		% Difference						-1		1.1%		
105	Pipefitter	Puget Sound	3	332	18.72	24.47	24.22	2.93	27.15	24.21	27.46	17.63
		WSFS	1	15	NA	22.54	22.54	3.81	26.35	23.67	24.12	16.90
		% Difference						-7.5		-3.0%		

Note: Currently there are labor agreements which provide for wage increases subject to approval and funding by the Legislature; if approved the wage will be: Journeyman (\$23.50), Lead (\$24.67, and Foreman (\$25.14).

**2006 Data Presentation and Comparison (Includes Benefits)
Shipyards cont.**

Benchmark Number	Benchmark Title	Area	Participating Employers	# of Employees	Reported Hourly Range Min & Max		Weighted Hourly Base Pay	Weighted Hourly Benefit	Survey Weighted - Base Pay & Benefits	Leadman Base Pay	Foreman Base Pay	Helper Base Pay
106	Sheet Metal Worker	Puget Sound	2	125	18.72	24.47	23.89	3.13	27.02	26.43	29.38	17.63
		WSFS	1	9	NA	22.54	22.54	3.81	26.35	23.67	24.12	16.90
		% Difference						-6.0		-2.6%		
107	Truck Driver	Puget Sound	3	19	17.31	22.79	21.10	3.97	25.07	21.59	25.12	14.16
		WSFS	1	1	NA	23.67	23.67	3.81	27.48	23.67	24.12	16.90
		% Difference						12.2		9.6%		
108	Warehouse Worker	Puget Sound	3	16	16.15	21.43	20.58	3.82	24.40	22.63	26.07	14.16
		WSFS	1	4	NA	22.54	22.54	3.81	26.35	23.67	24.12	16.90
		% Difference						9.5		8.0%		

Total % Above or Below (-) Market

.2

1.6

Note: Currently there are labor agreements which provide for wage increases subject to approval and funding by the Legislature; if approved the wage will be: Journeyman (\$23.50), Lead (\$24.67, and Foreman (\$25.14).

**2006 SHIPYARDS
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

EXHIBIT VIII

BENEFIT	CALIFORNIA (2005 Data)	CANADA (2005 Data)	COLUMBIA RIVER (2005 Data)	PUGET SOUND	WASHINGTON STATE FERRY SYSTEM
Premium Pay: Overtime	<u>3 ERs</u> 150%	<u>200%</u>	<u>1 ER</u> 150%	<u>3 ERs</u> 150%	200%
Premium Pay – Work Assignments on Saturday	<u>3 ERs</u> 150%	<u>200%</u>	<u>1 ER</u> 150%	<u>3 ERs</u> 150%	200%
Premium Pay – Work Assignments on Sunday	<u>3 ERs</u> 200%	<u>200%</u>	<u>1 ER</u> 150%	<u>3 ERs</u> 1 @ 150% 2 @ 200%	200%
Holidays: No. ___/Year @ Rate	<u>3 ERs</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>3 ERs</u> 2 @ 200% 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>3 ERs</u> 1 @ 100% paid hourly 2 @ 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>3 ERs</u> <u>2 @ 200%</u> 1 - Varies 4% - 50% depends on class.	200%

Key: EE = employee

ER = employer

**2006 SHIPYARDS
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

BENEFIT	CALIFORNIA (2005 Data)	CANADA (2005 Data)	COLUMBIA RIVER (2005 Data)	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>3 @</u> 150%	+\$3.00/hour
Vacation	<u>1 ER</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'l .5% per year 11 – 15 yrs – 7% 16 – 19 yrs – 7.5 20 = 8%	<u>1 ER</u> Pay a % of time worked 1 year – 2% - 3% up to 20 years 8.0% 25 years 8.5% <u>2 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 2- 0	12 days/year

**2006 SHIPYARDS
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

BENEFIT	CALIFORNIA (2005 Data)	CANADA (2005 Data)	COLUMBIA RIVER (2005 Data)	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	\$663 Month (\$3.81 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	2.44% (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>1 ER</u> \$0.10 – 0.20/hour <u>2 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> <u>1 - \$.35</u> <u>1 - \$.375 (IRS)</u>	\$.31/kilometer	<u>1 ER</u> Actual hours Mileage \$0.37.5 per mile	<u>3 ERs</u> Pay 100% of base rate for travel <u>Mileage</u> Per IRS rate	100% \$0.445 per mile

**2006 SHIPYARDS
PREMIUM PAY AND BENEFITS DATA PRESENTATION**

BENEFIT	CALIFORNIA (2005 Data)	CANADA (2005 Data)	COLUMBIA RIVER (2005 Data)	PUGET SOUND	WASHINGTON STATE FERRY SYSTEM
Shift Differential: Swing Shift/Graveyard:	<u>3 ERs</u> 1 @ Swing - \$0.10/hr 1 @ Swing - \$0.15/hr <u>1 @ Swing - \$0.20/hr</u> 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>3 ERs</u> 1 @ Swing – 7.5% 1 @ Swing - \$.45/hr <u>1 @ Swing - \$.75/h</u> 1 @ Graveyard \$0.60/hr 1 @ Graveyard \$1.00/hr 1 @ Graveyard 10%	Swing - 10% Graveyard - 15%
Other Premium or Benefit Paid	Several Rates 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	EE only eligible immediately. Family travels free with/without EE after 2 years employment.

**2006 Salary Data Presentation and Comparison (Includes Benefits)
Administration - Office and Terminal**

Exhibit IX

<i>Benchmark Number</i>	<i>Benchmark Title</i>	<i>Area</i>	<i># Of Survey Participants</i>	<i># of Employees</i>	<i>Reported Hourly</i>	<i>Range Min & Max</i>	<i>Weighted Monthly Base Pay</i>	<i>Weighted Monthly Benefit</i>	<i>Survey Weighted - Base Pay & Benefits</i>
201	Accountant	Survey	4	9	3500	4800	4458	583	5041
		WSFS		4	2882	4159	3578	663	4241
		% Difference					-24.6		-18.9
202	Accounting Assistant 2	Survey	3	5	2788	3820	3391	555	3946
		WSFS		5	2386	3437	2655	663	3318
		% Difference					-27.7		-18.9
203	Accounting Assistant 3	Survey	4	4	3000	4200	3709	583	4292
		WSFS		5	2624	3780	3234	663	3897
		% Difference					-14.7		-10.1
204	Buyer 2	Survey	3	7	3361	4450	3619	555	4174
		WSFS		1	2386	3437	3289	663	3952
		% Difference					-10.0		-5.6
205	Buyer 3	Survey	4	3	4246	5370	4014	583	4597
		WSFS		4	2624	3780	3105	663	3768
		% Difference					-29.3		-22.0
206	Contracts Coordinator 1	Survey	4	5	2815	3730	3328	583	3911
		WSFS		1	2450	3603	3602	663	4265
		% Difference					8.2		9.1
207	Contracts Coordinator 2	Survey	3	8	3631	5090	3779	555	4334
		WSFS		2	3021	4363	4363	663	5026
		% Difference					15.5		16.0
208	Crew Dispatch Coordinator	Survey	3	5	3200	4255	3511	555	4066
		WSFS		2	3170	4581	4482	663	5145
		% Difference					27.7		26.5

**2006 Salary Data Presentation and Comparison (Includes Benefits)
Administration - Office and Terminal cont.**

Benchmark Number	Benchmark Title	Area	# Of Survey Participants	# of Employees	Reported Hourly	Range Min & Max	Weighted Monthly Base Pay	Weighted Monthly Benefit	Survey Weighted - Base Pay & Benefits
209	Crew Dispatcher	Survey	4	5	3033	3750	3603	583	4186
		WSFS		4	2749	3964	3362	663	4025
		% Difference					-7.2		-4.0
210	Customer Information Assistant	Survey	4	17	2980	3690	3470	583	4053
		WSFS		1	2749	3965	3474	663	4137
		% Difference					.1		2.1
211	Data Entry Clerk	Survey	4	18	2200	2680	2490	583	3073
		WSFS		-			-	663	-
		% Difference							
212	Inventory Agent	Survey	3	3	3480	4450	4215	583	4798
		WSFS		2	2749	4159	3333	663	3996
		% Difference					-26.5		-20.0
213	Mail/Stock Clerk	Survey	4	16	2000	2700	2519	583	3102
		WSFS		1	1979	2845	1979	663	2642
		% Difference					-27.3		-17.4
214	Maintenance Materials Coordinator	Survey	4	3	3200	4025	3938	583	4521
		WSFS		1	2882	4159	3487	663	4150
		% Difference					-12.9		-8.9
215	Office Assistant 1	Survey	4	37	2200	3121	3037	583	3620
		WSFS		-				663	-
		% Difference							
216	Payroll Assistant 1	Survey	3	13	2504	3085	2893	555	3448
		WSFS		2	2386	3437	2634	663	3297
		% Difference					-9.8		-4.6

**2006 Salary Data Presentation and Comparison (Includes Benefits)
Administration - Office and Terminal cont.**

Benchmark Number	Benchmark Title	Area	# Of Survey Participants	# of Employees	Reported Hourly	Range Min & Max	Weighted Monthly Base Pay	Weighted Monthly Benefit	Survey Weighted - Base Pay & Benefits
217	Payroll Assistant 2	Survey WSFS % Difference	3	12 2	2900 2498	4030 3602	3488 3234	555 663	4043 3897 -3.7
218	Payroll Assistant 3/Claims	Survey WSFS % Difference	No Data Reported						
219	Payroll Coordinator	Survey WSFS % Difference	3	12 1	3900 3170	5075 4581	4500 4581	555 663	5055 5244 3.7
220	Personnel Assistant 1	Survey WSFS % Difference	4	7 1	3000 2624	3900 3780	3479 2624	583 663	4062 3287 -23.6
221	Personnel Assistant 2	Survey WSFS % Difference	4	11 1	3023 2749	4450 3964	4400 3474	583 663	4983 4137 -20.4
222	Purchasing Agent	Survey WSFS % Difference	4	10 2	3375 2749	4340 3964	4191 3256	583 663	4774 3919 -21.8
223	Purchasing Assistant	Survey WSFS % Difference	No Data Reported						
224	Receptionist	Survey WSFS % Difference	4	14 1	2475 2278	3059 3278	2989 2624	583 663	3572 3287 -8.7

**2006 Salary Data Presentation and Comparison (Includes Benefits)
Administration - Office and Terminal cont.**

Benchmark Number	Benchmark Title	Area	# Of Survey Participants	# of Employees	Reported Hourly	Range Min & Max	Weighted Monthly Base Pay	Weighted Monthly Benefit	Survey Weighted - Base Pay & Benefits
225	Secretary	Survey WSFS % Difference	4	24 2	2950 2386	4420 3437	3836 3151	583 663	4419 3814 -15.9
226	Security Staff Assistant	Survey WSFS % Difference	No Data Reported						
227	Staff Aide	Survey WSFS % Difference	3	4 5	3025 2749	3625 3964	3339 3541	555 663	3894 4204 8.0
228	Word Processing Specialist	Survey WSFS % Difference	4	9 1	3083 2386	3600 3437	3400 3148	583 663	3983 3811 -4.5
229	Custodian (Janitor)	Survey WSFS % Difference	4	69 5	2600 -	2975 2284	2695 2284	583 663	3278 2947 -11.2
230	Custodial Supervisor	Survey WSFS % Difference	4	11 1	2759 -	3650 2513	3493 2513	583 663	4076 3176 -28.3
Total % Above or Below (-) Market							-13.1		-8.1

2006 ADMINISTRATION SURVEY

Exhibit X

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>4 ERs</u> 150%	
WORK ON SATURDAY	OPEIU & SEIU 100% (unless over 40 hours/week)	<u>3 ERs</u> 150%	<u>1 ER</u> 150% + \$8.00/shift
WORK ON SUNDAY	OPEIU 200% SEIU 100%	<u>2 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>1 ERs</u> 10 days/year	<u>3 ERs</u> 12 days/year
OVERTIME RATE PAID ON HOLIDAYS	OPEIU & SEIU 200% paid in hourly increments	<u>3 ERs</u> 150%	<u>1 ER</u> 200%

Key: EE=employee ER=employer

2006 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 = 2.44%	<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
TRAVEL PAY Mileage/POV	100% base \$0.445/mile	<u>4 ERs</u> Travel paid at 100% base Mileage: 4 ERs - IRS-determined rate
TRAINING	Reimbursed at 100% if ER approved and course is satisfactorily completed	<u>2 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> Do not reimburse unless ER required <u>1ER</u> Reimburse @ 50% with successful completion; 100% if required
OTHER PREMIUM PAID	OPEIU - Comp-Time in lieu of overtime if mutually agreed.	N/A

2006 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-collapse: collapse;"> <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-collapse: collapse;"> <tr> <td style="width: 30%;"></td> <td style="width: 35%; text-align: center;"><u>Range</u></td> <td style="width: 35%; text-align: center;"><u>Most Typical</u></td> </tr> <tr> <td>Years 1</td> <td style="text-align: center;">10-12 days</td> <td style="text-align: center;">12 days</td> </tr> <tr> <td>5</td> <td style="text-align: center;">10-15 days</td> <td style="text-align: center;">15 days</td> </tr> <tr> <td>10</td> <td style="text-align: center;">15-20 days</td> <td style="text-align: center;">20 days</td> </tr> <tr> <td>15</td> <td style="text-align: center;">15-22 days</td> <td style="text-align: center;">20 days</td> </tr> <tr> <td>20</td> <td style="text-align: center;">20-29 days</td> <td style="text-align: center;">20 days</td> </tr> <tr> <td>20 +</td> <td style="text-align: center;">20-30 days</td> <td style="text-align: center;">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																																																				
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15	15-22 days	20 days																																																			
20	20-29 days	20 days																																																			
20 +	20-30 days	20 days																																																			
SICK LEAVE DAYS/YEAR MAXIMUM	OPEIU & SEIU 96 hours/year	<u>3 ERs</u> 96 hrs/yr <u>1 ER</u> Varies by length of service																																																			
EMPLOYER CONTRIBUTION TO MEDICAL INS	OPEIU & SEIU \$663/month	ER contributions ranged from \$555.00/mo - \$799/mo Average \$583/mo																																																			

SECTION V – Planned for Wage Adjustments Not Included in the Survey Salary Data

The effective date of the MEC survey is June 1, 2006. The following data is provided to assure that all wage activity is known by those who will utilize this survey for collective bargaining purposes. The wage adjustments are planned for implementation after June 1, 2006 but during this calendar year.

- The Alaska Marine Highway System reports a planned adjustment of 6.0% effective in July 2006 (FY07) for both wage and COLD rates to all employees under its labor contracts.
- The British Columbia (BC) Ferries Corporation is planning a 5% and 3% wage adjustment in November 2006 for benchmarks 1-12 and 13-19 respectively.
- For the Washington State Ferry System
 - Terminal Supervisors will receive a 6% wage increase on 7/1/2006.
 - MM&P members (Master/Pilot, First Mate/Pilot, Second Mate) will receive a 4%-6%-5% wage increase effective 7/1/2006.
 - Most WSFS employees are to receive a 1.6% wage increase effective 9/1/2006.

Additionally:

- OPEIU (administration job benchmark numbers 201-228) are to receive a 2% wage increase effective 1/1/2007.
- IBU (benchmarks 10-12, 14-19) will receive a 1.7% wage increase on 7/1/2007. This wage increase is retroactive to 7/1/2004.
- Shipyard participants are planning no additional wage or benefit adjustments for 2006 but are presently negotiating the 2007/2008 contract period.
- For other Public Sector Employers
 - King County – 2.6% (Effective 7/1/06)
 - City of Seattle – 2.3% (Effective 7/1/06)
 - Port of Seattle – 2.8% (Effective 10/1/06)

APPENDIX

- **Section A – Technical Notes and Information**
- **Section B – Benchmark Titles and Job
Description Summaries**
- **Section C – Survey Questionnaires**

TECHNICAL NOTES AND INFORMATION

Section A

Exhibit A - Weighted Average Calculation Example

Exhibit B - Canadian Health Care Information/Analysis and
Assessment

Exhibit C - Survey Participants by Category

Wage And Benefits Weighted Average Calculation Example

"2. First Mate/Pilot"

Number of Employees/ Ferry Operation	Employer	Hourly Wage Reported	+ Cost of Living Differential, Other Pay	Total
46	X	19.99	0.00	919.54
2	Y	33.01	0.00	66.02
18	Z	24.87	8.81*	606.24
Total -- 66 employees				1591.80/66 TOTAL= \$24.12/hour

RANGE.....\$19.99 - 33.01/hour
WEIGHTED ADJUSTED RATE.....\$24.12/hour
**WEIGHTED HOURLY BENEFIT.....\$2.61/hour (Total hourly
benefits reported/number of employees.)**
WEIGHTED RATE + WEIGHTED BENEFIT.....\$24.12 + 2.61 = 26.73/hour

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

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

- **Government Subsidized Costs (if employee were to pay)**
 - Single - \$63.00/mo.
 - Couple - \$96.00/mo.
 - Family - \$193.00/mo.
 - Cost Trend + 22%/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)**
- **Employer/Government Subsidized Costs**
 - Single - \$89.00/mo
 - Couple - \$130.00/mo
 - Family - \$213.00/mo
 - Cost Trend - 14%/yr.
 - 75% of Canadian BC employers provide with 60% paying the entire premium
 - 62% of Canadian BC employers provide subsidized extended care coverage to retirees.

Dental Plan

- **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**
- **Employer/Government Subsidized Costs**
 - Single - \$65.00
 - Couple - \$88.00
 - Family - \$103.00
 - Trend - 6.6 %/yr.
 - 78% of employers provide this coverage; 62% pay the 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

- Highest level of coverage; fills specific coverage and utilization holes of other employee coverage
- Covers Health Care (Medical, Dental Vision)
- 38% of Canadians have some level of private plan coverage
- 15% of Canadian BC employers offer fully/partially paid private plan coverage, mostly to senior management and 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 in basic plan.
- Comprehensive plans cover the areas not covered under basic plan and is primarily employer paid.
- Utilization is managed through specific procedures/formularies and rationing or denial of high cost 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.
- Subsidized premiums paid by employer are not taxable income to employee.
- The average Vancouver BC employer's cost for family coverage is \$2.93/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; 4) Milliman Inc, Seattle WA.

Estimated Cost (\$/hr.) of Family Coverage

<u>Coverage Type</u>	<u>Vancouver & BC Region*</u>	<u>Seattle/Greater Seattle Region – Equivalent Cost</u>
Basic Provincial Medical Plan	1.11	3.03
Extended Health Care	1.22	1.98
Dental Plan	.60	.88
Total Estimated Cost/hr.	2.93 (\$510/mo)	5.89 (\$1025/mo)

***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 \$5.89/hour or \$1025.00/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 C

Survey Participants By Category

Ferry & Terminal

Alaska Marine Highway System
British Columbia Ferry Corp.
Washington State Ferry System

Shipyard Trades

Foss Shipyard
Puget Sound Naval Shipyard
Todd Shipyard
Washington State Ferry System

Administration – Office/Terminal

Maritime/Ports

Foss Shipyard
Port of Seattle

Municipals/State

City of Seattle
King County
Washington State Ferry System

**BENCHMARK TITLES AND
JOB DESCRIPTION
SUMMARIES**

Section B

**2006 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
20	Operations Watch Supervisor

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.

20. **OPERATIONS WATCH SUPERVISOR** – Supervise all Operations Center activities occurring during a scheduled watch. Ensure accurate recorded information regarding watch activities.

Typical Duties:

- Maintain communications between the Operations Center and field operations (vessels and terminals). Maintain, update and disseminate all recorded information which affects on-time performance, operation disruptions, daily fleet activities, etc.
- Develop and distribute summary of watch activities for Operations Center Daily briefing report

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

<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

- Foreman 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.
- Leadman 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.
- 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 Administration - Office and Terminal Benchmark List

<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 administering 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.

SURVEY QUESTIONNAIRES

Section C

2006 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							
20. Operations Watch Supervisor							

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:

PREMIUM PAY AND BENEFITS QUESTIONNAIRE
Shipyard Trades

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 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.*

- g. Swing shift differential: _____
Graveyard shift differential: _____
Other premium or shift differential: _____

- h. 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

- i. 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

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 _____

Shipyard 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:

2006 Administration – Office and Terminal Pay Questionnaire

Question Number: 1 2 3 4 5

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
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					

2006 Administration – Office and Terminal Pay Questionnaire

Question Number: 1 2 3 4 5

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 – Office and Terminal

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 work 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 – Office Sound Region

13. **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 _____

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

Please describe here:

SUPPLEMENTAL - A

2006 Base Salary Comparison (Excludes Benefits and COLD)

Ferry System - Auto Carrying

Benchmark Number	Benchmark Title	Participating Employers	# of Employees	Reported Hourly Range	Minimum and Maximum	Weighted Hourly Base Pay	WSFS Hourly Base Pay	% Difference
1	Master/Pilot	2	59	40.00	42.00	38.48	38.30	-0.5%
2	First Mate/Pilot	2	76	30.00	35.00	33.43	29.32	-14.0%
3	Second Mate	2	84	28.00	31.37	30.56	26.44	-15.6%
4	Staff Chief Engineer	1	20		42.96	42.76	38.45	-11.2%
5	Chief Engineer	2	103	28.00	40.78	38.82	36.80	-5.5%
6	Assistant Engineer	2	124	25.00	33.82	32.86	26.36	-24.7%
7	Oiler	2	296	15.50	22.04	21.36	21.07	-1.4%
8	Oiler-Passenger Only	<i>No Data Collected</i>						
9	Wiper	1	21	14.69	15.51	14.70	18.75	27.6%
10	Able Seaman - Bos'n	1	12	16.34	18.79	17.97	22.28	24.0%
11	Able Seaman - (AB)	2	479	15.51	21.47	20.49	21.15	3.2%
12	Ordinary Seaman - (OS)	1	31	14.68	15.50	15.50	18.81	21.4%
13	Terminal Supervisor	2	13	19.22	46.36	35.32	29.05	-21.6%
14	Ticket Seller, Auto	2	104	14.02	21.66	20.85	21.40	2.6%
15	Ticket Seller, Passenger	<i>No Data Collected</i>						
16	Ticket Taker	2	67	15.82	24.82	19.21	18.81	-2.1%
17	Terminal Attendant/Watchman	2	126	16.84	25.21	20.67	17.67	-17.0%
18	Information Agent	2	21	20.64	29.83	20.06	19.68	-1.9%
19	Shoregang Worker	1	3	18.46	24.16	22.12	22.64	2.4%
20	Operations Watch Supervisor	<i>No Data Reported</i>						
<i>Total % Above or Below (-) Market</i>								-2.0%

Note:

- The WSFS benefit amount is \$3.81 per hour.

- Currently there are labor agreements which provide for wage increases subject to approval and funding by the Legislature; if approved the wages will be Staff Chief Engineer (\$39.22), Chief Engineer (\$37.54), Assistant Engineer (\$29.53), Oiler (21.38) and Wiper (\$18.94).

SUPPLEMENTAL - B

2006 Base Salary Comparison (Includes Benefits and Excludes COLD)

Ferry System - Auto Carrying

Benchmark Number	Benchmark Title	Participating Employers	# of Employees	Reported Hourly Range	Minimum and Maximum	Weighted Hourly Base Pay & Benefits	WSFS Hourly Base Pay & Benefits	% Difference
1	Master/Pilot	2	59	40.00	42.00	41.82	42.11	0.7%
2	First Mate/Pilot	2	76	30.00	35.00	36.77	33.13	-11.0%
3	Second Mate	2	84	28.00	31.37	33.90	30.25	-12.1%
4	Staff Chief Engineer	1	20		42.96	44.90	42.26	-6.2%
5	Chief Engineer	2	103	28.00	40.78	42.16	40.61	-3.8%
6	Assistant Engineer	2	124	25.00	33.82	36.20	30.17	-20.0%
7	Oiler	2	296	15.50	22.04	24.70	24.88	0.7%
8	Oiler-Passenger Only	<i>No Data Collected</i>						
9	Wiper	1	21	14.69	15.51	19.24	22.56	17.3%
10	Able Seaman - Bos'n	1	12	16.34	18.79	22.51	26.09	15.9%
11	Able Seaman - (AB)	2	479	15.51	21.47	23.83	24.96	4.7%
12	Ordinary Seaman - (OS)	1	31	14.68	15.50	20.04	22.62	12.9%
13	Terminal Supervisor	2	13	19.22	46.36	38.66	32.86	-17.7%
14	Ticket Seller, Auto	2	104	14.02	21.66	24.19	25.21	4.2%
15	Ticket Seller, Passenger	<i>No Data Collected</i>						
16	Ticket Taker	2	67	15.82	24.82	22.55	22.62	0.3%
17	Terminal Attendant/Watchman	2	126	16.84	25.21	24.00	21.48	-11.7%
18	Information Agent	2	21	20.64	29.83	23.40	23.49	0.4%
19	Shoregang Worker	1	3	18.46	24.16	26.66	26.45	-0.8%
20	Operations Watch Supervisor	<i>No Data Reported</i>						
<i>Total % Above or Below (-) Market</i>								-1.5%

Note:

- The WSFS benefit amount is \$3.81 per hour.

- Currently there are labor agreements which provide for wage increases subject to approval and funding by the Legislature; if approved the wages will be Staff Chief Engineer (\$39.22), Chief Engineer (\$37.54), Assistant Engineer (\$29.53), Oiler (21.38) and Wiper ((\$18.94).