

2016

MARINE EMPLOYEES' COMPENSATION SURVEY

*As required by Revised Code of Washington (RCW)
47.64.170 (8) and 47.64.006*

Office of Financial Management
May 2016



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Section 1: Executive Summary

Purpose

The state of Washington's Office of Financial Management (OFM) is required to conduct a comprehensive salary survey providing a comparison with "public and private sector employees in states along the west coast of the United States, including Alaska, and in British Columbia doing directly comparable but not necessarily identical work, giving consideration to factors peculiar to the area and the classifications involved" (RCW 47.64.320(3)). The results of this survey are to be considered by the arbitrator in his/her Washington State Ferry bargaining decisions along with several additional factors set out in law. Prior to 2016, state law required the survey to be conducted by a nationally recognized human resources management consulting firm. However, changes approved in 2015 now allow the survey to be conducted by OFM's State Human Resources (State HR) staff.

Overall Summary

Twenty-four organizations were invited to participate in the 2016 Marine Employees' Compensation Survey (MECS). Thirteen organizations participated in the survey (including 11 that participated in the 2014 MECS). The 2016 survey includes significant changes to the analysis and participants, which impacted the overall results as compared with 2014. The survey results are divided into three parts depending on the nature of operation: (1) Vessel/Terminal, (2) Shipyard and (3) Administrative. Each group has a different market standing driven by the different participant groups for each.

- Vessel/Terminal Survey: Lags the market by 4.9 percent for actual base salary.
- Shipyard Survey: Lags the market by 12.9 percent for actual base salary.
- Administrative Survey: Lags the market by 21.8 percent for actual base salary.

Key Changes

In 2016, the survey underwent changes that impacted the results when compared with 2014 results (see the 2014 OFM Marine Employees Survey for 2014 results). The most significant changes include:

- Changes to the participants: Participants changed partially due to a refinement of the comparator market by State HR in response to stakeholder feedback. Participation also changed as a result of participant attrition. These changes on an already small number of organizations in the survey make it difficult to infer market trends from one year to the next.

Section 1: Executive Summary (cont'd)

- Changes to the averaging methodology: In 2016, all pay averages were simple (organization weighted) averages, whereas (incumbent) weighted averages were used in the salary tables in previous MECS reports. The decision to use simple average rather than weighted was based upon several factors that made weighted methodology impossible for many parts of the 2016 survey. Prohibiting factors included lack of incumbent counts, insufficient pay or benefit information, as well as the reduced sample size for many jobs. Neither method is superior. They simply answer different questions. Simple average answers the question “On average, what are organizations paying for a given job?” Weighted average answers the question “On average, what are incumbents (employees) paid in a given job?” Simple average is also consistent with the methodology used in other State HR surveys.

Key Findings

Discretion should be exercised in interpreting salary results, especially with sample sizes of less than 15 organizations. These surveys can be especially sensitive to market and sample size changes. This report is just one source of data and should be used in conjunction with other workforce factors when considering potential changes to employee pay, benefits or working conditions.

The workforce covered in this survey falls into 11 different bargaining units. These bargaining units are reported separately within the salary and benefit tables and include:

- Vessel/Terminal
 - Masters, Mates and Pilots – Masters (MM&P Masters)
 - Masters, Mates and Pilots – Mates (MM&P Mates)
 - Marine Engineers Beneficial Association – Licensed (MEBA Licensed)
 - Marine Engineers Beneficial Association – Unlicensed (MEBA Unlicensed)
 - Inland Boatmen’s Union of the Pacific (IBU)
 - Ferry Agents, Supervisors and Project Administrators Association (FASPAA)
- Shipyards
 - Pacific Northwest Regional Council of Carpenters (Carpenters)
 - Puget Sound Metal Trades Council (Metal Trades)
- Administrative
 - Office and Professional Employees International Union (OPEIU) Local 8
 - Service Employees International Union (SEIU) Local 6
 - Masters, Mates and Pilots – Watch Center Supervisors (MM&P WS)

Section 1: Executive Summary (cont'd)

Vessel/Terminal (V/T)

- Changes to the averaging methodology and sample size significantly impact the results in this section.
- Overall, Vessel/Terminal positions lag the market by an average of 4.9 percent for actual base salary.
 - This change, seen in contrast to the 2014 MECS, was not due to significant changes in the pay in the market but rather due to the reduction of participants as well as the change in the averaging methodology.
- Vessel/Terminal positions lag the market by an average of 4.6 percent for actual base pay plus benefits.
- Salary range/structure observations:
 - The majority of participants reported single (flat) rates of pay, rather than salary ranges, for matches to:
 - MM&P benchmarks (both Masters and Mates);
 - MEBA (both Licensed and Unlicensed); and
 - IBU Deckhands (AB Bos'n, AB and OS).
 - The remaining IBU positions and the terminal supervisor are the only benchmarks in this survey section where most of the group is paid within a salary range/structure (different rates based upon steps or merit).
- The survey collected information on whether or not other participants offer relief pay differentials or premiums to their employees. Relief employee data was compared to the market in the MM&P, MEBA (Licensed and Unlicensed), FASPAA, and IBU salary data tables.
 - With assignment pay, WSFS relief employee (actual average) pay leads the market by 9 percent on average.
 - Only one of the participants in the Vessel/Terminal comparator groups was found to pay differentials or pay rates higher than the position they relieve (additional details can be found in the Vessel/Terminal Premium Pay and Benefits Summaries).

Shipyard (SYD)

- Key changes in 2016:
 - One position was added to the survey from within the carpenters union: shipyard insulation. No participants were able to provide match data for this new benchmark.
 - The benchmark shore gang worker was removed from this survey section because there were insufficient matches to this group in 2014. The shore gang worker benchmark continues to be included within the vessel/terminal survey.
 - Pay data for foreperson, leadperson and helper is displayed in a separate table this year. These rates were summarized as a percentage of the journeyman rate to create a meaningful display of how the positions are paid in relation to one another. This is consistent with the 2014 MECS. Participant collective bargaining agreements often list pay for these positions based upon a percent of the journeyman rate.
- Overall, shipyard positions lag the market by an average of 12.9 percent for actual base salary.

Section 1: Executive Summary (cont'd)

- This increased market lag since 2014 was not due to changes in the participants' pay since the last survey but rather the change in the averaging methodology in conjunction with the changes in the survey participants.
- For average base pay plus benefits, shipyard positions lag the market by an average of 11.6 percent. Because of small sample size for the benefit rates, average base pay plus benefits includes only five of the nine benchmark positions.

Administrative (ADM)

- Key change in 2016:
 - Six new benchmarks were added to ensure good representation of positions within the group. New positions are marked as "New" within the list found in the benchmark list on page 9:
 - Payroll assistant 3/claims and safety systems specialist positions were removed from the 2016 survey in favor of the new positions. WSFS has not used these two positions for several survey cycles.
- Similar to the observations in the other two surveys, the positions in the Administrative survey lag the market by a greater amount than in 2014.
 - Overall, market data for all of the Administrative benchmark positions lag the market by 21.8 percent for actual base salary; for actual base salary plus benefits, WSFS lags the market by 19.6 percent overall.
 - This change was not due to significant changes in the pay in the market but rather due to the reduction of participants as well as the change in the averaging methodology.
 - When survey changes (including changes to methodology, participants, added or removed matches) are excluded, same-organization, same-job market data shows a modest increase of 3.2 percent on average, for this benchmark group (actual average base pay).
- Salary range/salary structure observations:
 - Salary range maximums appear to be approximately 16 percent more competitive with the market than the salary range minimums on average (the maximums were closer to 10 percent more competitive than the minimums in the 2014 MECS report).
 - This range in competitiveness is a result of the significantly larger salary range width the bargaining unit represented by OPEIU has in comparison to the market:
 - OPEIU – Approximately 50 percent range width from minimum to maximum
 - Market – Average range width of 34 percent from minimum to maximum
 - Participants also have significantly different timelines for the progression through their salary structure as compared with OPEIU.

Section 1: Executive Summary (cont'd)

- OPEIU progresses through the structure based upon the employee's continuous (or adjusted) length of service within the bargaining unit. OPEIU employees can reach the salary range maximum after 25 years within the bargaining unit.
- Participants reported that it takes an average of six years to reach the salary range maximum. This includes the three (out of six) participants that use a step structure. Years to reach maximum for the market is typically based upon years in the position, rather than years in a bargaining unit.

Section 2: Survey Methodology

The 2016 Marine Employees' Compensation Survey (MECS) was conducted in January 2016. Survey data is effective as of January 1, 2016 with the exception of two participants who were unable to provide data in January (details within section 4: Planned Pay Increases).

Identification of Target Participants

In the interest of consistency of data from year to year, most of the participants from the 2014 survey were invited to participate in the 2016 survey. State HR did not invite those organizations that declined participation for several survey cycles or who did not meet the appropriate market criteria for a given survey in 2016. Six additional organizations were invited in 2016 in an attempt to increase participation.

Surveys with a small sample size (small number of participants) are a direct result of the participants included. Therefore, it is important to consider for each survey which organizations are included. There were three different survey tools offered to participants, depending on the nature of the operation: Vessel/Terminal; Shipyards; and Administrative. Five organizations reported salary and fringe benefit data for Vessel/Terminal positions; four for Shipyard positions; and six for Administrative positions.

Invitations to participate in the MECS were sent to 24 organizations; 13 participated in the survey. Participants were targeted within the following markets:

- Vessel/Terminal: Public and private ferry systems on the West Coast of the United States including Alaska, as well as British Columbia.
- Shipyards: Public and private shipyards or ports engaged in ship and/or dock building, maintenance and/or repair within the Pacific Northwest, including British Columbia.
- Administrative: Public and private companies engaged in marine business and large municipal/transit employers in the Puget Sound region.

Of the 13 participants, 11 also participated in the 2014 MECS. Participants did not necessarily receive all three survey tools. Rather, they received survey documents that were relevant to the nature of their operations. In an effort to make participation more convenient for the invited organizations, each 2014 participant was sent their 2016 survey questionnaires pre-populated with their responses from 2014.

Section 2: Survey Methodology (continued)

Organizations invited to each of the surveys and participation represented in the table below:

Organization Name	Invited to the following surveys:			2016 Participant
	V/T	SYD	ADM	
Alaska Marine Highway System (State Ferry)	✓	<input type="checkbox"/>	<input type="checkbox"/>	✓
Black Ball Transport	✓	<input type="checkbox"/>	<input type="checkbox"/>	✓
British Columbia Ferry Corporation	✓	<input type="checkbox"/>	<input type="checkbox"/>	✓
City of Seattle - New for 2016	<input type="checkbox"/>	<input type="checkbox"/>	✓	✓
King County	✓	<input type="checkbox"/>	✓	✓
Lake Union Dry Dock - New for 2016*	<input type="checkbox"/>	✓	<input type="checkbox"/>	✓
Pierce County	<input type="checkbox"/>	<input type="checkbox"/>	✓	✓
Port of Seattle	<input type="checkbox"/>	✓	✓	✓
Port of Tacoma	<input type="checkbox"/>	<input type="checkbox"/>	✓	✓
Puget Sound Naval Shipyard	<input type="checkbox"/>	✓	<input type="checkbox"/>	✓
Vancouver Shipyards Co. Ltd.	<input type="checkbox"/>	✓	<input type="checkbox"/>	✓
Washington State - General Government	<input type="checkbox"/>	<input type="checkbox"/>	✓	✓
Whatcom County	✓	<input type="checkbox"/>	<input type="checkbox"/>	✓
Alaska Airlines - New for 2016	<input type="checkbox"/>	<input type="checkbox"/>	✓	<input type="checkbox"/>
Crowley Maritime Marine Services	<input type="checkbox"/>	<input type="checkbox"/>	✓	<input type="checkbox"/>
Dakota Creek Industries - New for 2016	<input type="checkbox"/>	✓	<input type="checkbox"/>	<input type="checkbox"/>
Foss Maritime Co.	<input type="checkbox"/>	✓	✓	<input type="checkbox"/>
Golden Gate Bridge Highway & Transportation District	✓	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Hatton Engine and Generator Systems - New for 2016	<input type="checkbox"/>	✓	<input type="checkbox"/>	<input type="checkbox"/>
Nichols Brothers Boat Builders - New for 2016	<input type="checkbox"/>	✓	<input type="checkbox"/>	<input type="checkbox"/>
Skagit County	✓	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sound Transit	<input type="checkbox"/>	<input type="checkbox"/>	✓	<input type="checkbox"/>
TOTE Maritime Alaska formerly Totem Ocean Trailer Express, Inc.)	<input type="checkbox"/>	<input type="checkbox"/>	✓	<input type="checkbox"/>
Vigor Shipyards (formerly Todd Pacific Shipyards Corporation)	<input type="checkbox"/>	✓	<input type="checkbox"/>	<input type="checkbox"/>

* Lake Union Dry Docks was unable to participate but was able to be added to the analysis based upon collective bargaining agreements provided by labor partners of WSFS.

Section 2: Survey Methodology (continued)

Note to Survey Participants

The success of this survey depends on the cooperation of ferry and marine operations, shipyards, and other employers. The State HR wishes to express appreciation to the organizations that regularly participate in this survey. Regular participation increases the validity of the data we are able to report. Each participant will receive a complimentary copy of the 2016 survey results.

Benchmarks

Benchmarks remained relatively consistent for the Vessel/Terminal and Shipyard surveys. However, there were six benchmarks added and two benchmarks removed from the 2016 Administrative survey. The table below lists the benchmark jobs surveyed in 2016 and highlights the new benchmarks:

<u>Vessel/Terminal</u>	<u>Shipyards</u>	<u>Administrative</u>
Master/Captain	Shipwright/Carpenter	Accountant
First Mate/Pilot	Shipyard Insulation <i>(New)</i>	Accounting Assistant 2 <i>(New)</i>
Second Mate	Shipyard Boilermaker/Welder	Accounting Assistant 3 <i>(New)</i>
Staff Chief Engineer	Shipyard Electrician	Bid Administrator <i>(New)</i>
Chief Engineer	Shipyard Machinist	Buyer 2 <i>(New)</i>
Assistant Engineer	Shipyard Pipefitter	Buyer 3
Oiler	Shipyard Sheet Metal Worker	Consultant Coordinator
Wiper	Shipyard Truck Driver	Contracts Coordinator 1
Able Seaman/Bos'n	Shipyard Warehouse Worker	Contracts Coordinator 2
Able Seaman (AB)		Crew Dispatch Coordinator
Ordinary Seaman (OS)		Crew Dispatcher <i>(New)</i>
Ticket Seller (Auto)		Inventory Agent
Ticket Taker		Mail Clerk
Terminal Attendant/Watchman		Personnel Assistant 2
Information Agent		Receptionist <i>(New)</i>
Web Information Agent		Secretary
Shore Gang Worker		Staff Aide
Terminal Supervisor		Custodian (Janitor)

Section 2: Survey Methodology (continued)

Benefit Analysis Methodologies

Benefit values were rolled up as a contribution to the “Average (Actual) Base Pay Rate” using the following equation for each organization including WSFS:

(Monthly employer paid medical, dental, and vision contributions for employee w/spouse and 2 children or composite rate) /174 hours

Example using WSFS amounts: \$ 1,330 + \$134 + \$0 = \$1,464 per month

\$1,464/174 = \$8.41 per hour

- This methodology is consistent with what is used in Washington’s State Administrative and Accounting Manual (SAAM) for the conversion of monthly to hourly pay based upon 2,088 hours in a work year. However, this is a slight change from 2014 where the conversion rate was based upon 2,080 hours in a work year.
- WSFS values include the actual amounts paid by the state for medical, dental, and vision contributions for an employee with a spouse and two children.
- Amounts were not converted into hourly amounts within the administrative survey analysis because the data is already reported as monthly figures.
- Several participants were only able to provide composite benefit rates that were the same for employee-only as well as employee plus spouse and two children. These composite rates were used as the benefit value for these organizations.
- Note: This benefit value is a calculation of *benefit premium values* as submitted in the survey documents and does not take into account the *actual value of each program* offered by participants.
- Vessel/terminal and administrative surveys only:
 - Hourly or monthly benefit amounts represent the average hourly benefit for all of the organizations that provided a match for any of the benchmarks included in that section (survey bargaining unit break out). This ensures that meaningful data is still provided even where there is limited data.
 - The exception to this is the Shipyard survey where organizations don’t typically provide the same benefit to each of the positions within the group. For at least half of the positions included in the survey, the benefit amount varied based upon trade. Therefore, benefit values for the Shipyard survey reflect the difference by position.

Section 2: Survey Methodology (continued)

Terms and Definitions

Administrative

Office, terminal, and other administrative personnel. Other positions include Custodian as well as the Marine Operation Watch Supervisor.

Actual Base Pay & Benefits

Average actual base pay rates reported, plus hourly or monthly benefit values. Reported for regular employees and does not include any relief differentials or premiums.

Average (Actual) Base Pay Rate

The average actual base pay per hour or per month for all incumbents/employees in a job classification excluding any overtime or pay premiums.

Benefits Data

Non-cash compensation which accrues to employees in addition to wages, including health, vision, and dental care, vacation, sick leave, etc. Premiums for most prevalent health, vision, and dental care plans were collected on the basis of employee only and employee plus spouse and two children.

CAD

Canadian Dollar

Composite Rate

The composite rate is the weighted average paid by the employer or employee across all the plans and all the tiers. Tiers are designated as: Employee only; employee and spouse; employee and child(ren); and employee, spouse and child(ren).

Cost-of-Living Differential (COLD)

COLD payments are a geographic differential intended to reflect the cost-of-living differences between Seattle and Anchorage/Juneau, Alaska. The cost-of-living differential allowance is applied to the base hourly rate or as an additional payment each pay period for specific positions for Alaskan residents within the Alaska Marine Highway System. Details of these benefits included in a table on page 53. COLD payments are not included in the Vessel/Terminal salary tables or other salary tables.

Section 2: Survey Methodology (continued)

EE

Abbreviation used within premium pay and benefit tables to represent “employee.”

ER

Abbreviation used within premium pay and benefit tables to represent “employer.”

Exchange Rate

Canadian pay and benefit rates adjusted to U.S. dollar equivalent at \$1 CAD = \$ 0.72089 USD. This is based on the average exchange rate on January 1, 2016 as reported by OANDA historical exchange rate calculator.

Hourly or Monthly Benefit

Total hourly or monthly benefits for employer paid medical, dental, and vision for employee with a spouse and two children, divided by the number of employees in one job classification.

Longevity

Additional step(s) placed on top of a normal salary structure to recognize years of service. Often characterized by a change/increase in the number of years to accumulate salary increases.

Premium Pay Data

Extra pay earned by a worker in a specific classification. Includes extra pay for overtime, work on paid holidays, handling of dirty or hazardous materials, shift differentials, etc.

PTO

Paid time off. A design option for paid leave that combines sick, vacation, and sometimes also holiday and personal leave time into one category of available time off that the employee manages with certain employer guidelines.

Represented

Represented employees are those employees in a job for which terms and conditions of employment are bargained by a union.

Regular Employees

As used within the Vessel/Terminal tables — non-relief employees. Pay with no relief differentials or premiums added.

Section 2: Survey Methodology (continued)

Relief Employees

As defined within the Vessel/Terminal Survey — An employee working on a year round basis offered at least full-time hours per work period, to relieve year round employees who are not scheduled for work.

Salary Range

Lowest to highest base salary or salary structure minimum to maximum reported by an employer for a specific job classification. Analysis includes a single rate of pay where there is no salary range. The single rate reported for both minimum and maximum.

Salary Structure

A predefined salary matrix or structure that is designed to dictate upcoming increases for jobs based upon specified factors such as years in position.

Shift Differential

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

Shipyards

Shipyards trades include within the survey include shipwrights carpenters, insulation workers, machinists, electricians, welders, pipefitters, sheet metal workers, truck drivers, and warehouse workers.

Simple Average

Gives equal “weight” to the participant’s data submission regardless of the number of employees. Simply written as “average” within the tables.

USD

United States Dollar

Weighted Average

Gives “weight” to each participant’s data submission based on the number of employees reported for each classification. This type of average was used in for analysis in past MECS reports. All averages are simple averages in 2016.

Section 2: Survey Methodology (continued)

Vessel/Terminal

Vessel personnel are employees onboard vessels, including deck and engine room personnel, both licensed and unlicensed. Terminal personnel include terminal supervisors, ticket sellers, ticket takers, terminal attendants/watchmen, information clerks, and shore gang workers.

Section 3: Survey Results and Presentation of Analysis

The following pages display the salary analysis and benefits data from each of the three surveys. Salary information, as well as premium pay and benefits data, were collected from each participant. The tables below provide detail on the organizations which participated in 2016 as well as the 2014 survey. Participation had more dramatic changes since 2014 than was seen in the previous MECS report. Significant changes are especially visible in the Vessel/Terminal survey as a result of a refinement of participants (based on stakeholder feedback in 2014), but to a lesser degree are also a result of participant attrition.

Vessel/Terminal Survey Participants	
2016	2014
Alaska Marine Highway System (State Ferry)	Alaska Marine Highway System (State Ferry)
Black Ball Transport	Black Ball Transport
British Columbia Ferry Corporation	British Columbia Ferry Corporation
*	Golden Gate Bridge Highway & Transportation District
King County	King County
*	McNeil Island Ferry
*	Skagit County
Whatcom County	Whatcom County

Shipyard Survey Participants	
2016	2014
Lake Union Dry Docks (New)	*
*	Foss Maritime Co.
Port of Seattle	Port of Seattle
Puget Sound Naval Shipyard	Puget Sound Naval Shipyard
Vancouver Shipyards Co. Ltd.	Vancouver Shipyards Co. Ltd.
*	Washington State - General Government

Section 3: Survey Results and Presentation of Analysis

Administrative Survey Participants	
2016	2014
*	Foss Maritime Co.
City of Seattle (New 2016)	*
King County	King County
Pierce County	Pierce County
Port of Seattle	Port of Seattle
Port of Tacoma	Port of Tacoma
*	Sound Transit
*	Totem Ocean Trailer Express, Inc.
Washington State - General Government	Washington State - General Government

2016 VESSEL/TERMINAL - SALARY DATA PRESENTATION

Section 3: Vessel/Terminal - Salary Data Presentation

MM&P Masters - Salary Market Data

Exhibit I

Benchmark Number	Benchmark Title		# of Orgs	# of EEs	Paid in a Salary Schedule	Average Salary Range		Average (Actual) Base Pay Rate		Hourly Benefit*	(Reg EEs) Actual Base Pay & Benefits
						Minimum	Maximum	WSFS Relief EEs	WSFS Reg EEs		
301	Master/Captain	All Participants ¹	2	25	0%	-	-	-	-	-	-
301	Master/Captain	WSFS	1	51	0%	\$48.18	\$48.18	\$57.82	\$48.18	\$8.41	\$56.59
301	Master/Captain	% Difference				-	-	-	-	-	-

MM&P Masters - Average % Above or Below Market: - - - - -

MM&P Mates - Salary Market Data

Exhibit II

Benchmark Number	Benchmark Title		# of Orgs	# of EEs	Paid in a Salary Schedule	Average Salary Range		Average (Actual) Base Pay Rate		Hourly Benefit*	(Reg EEs) Actual Base Pay & Benefits
						Minimum	Maximum	WSFS Relief EEs	WSFS Reg EEs		
302	First Mate/Pilot	All Participants	3	23	0%	\$42.39	\$42.39	\$42.66	\$42.39	\$7.74	\$50.13
302	First Mate/Pilot	WSFS	1	53	0%	\$38.87	\$38.87	\$46.64	\$38.87	\$8.41	\$47.28
302	First Mate/Pilot	% Difference				-9.1%	-9.1%	8.5%	-9.1%	8.0%	-6.0%
303	Second Mate	All Participants	3	23	0%	\$38.06	\$38.06	\$38.06	\$38.06	\$7.74	\$45.79
303	Second Mate	WSFS	1	16	0%	\$35.57	\$35.57	n/a	\$35.57	\$8.41	\$43.98
303	Second Mate	% Difference				-7.0%	-7.0%	-	-7.0%	8.0%	-4.1%

MM&P Mates - Average % Above or Below Market: -8.1% -8.1% 8.5% -8.1% 8.0% -5.1%

- Average data is not displayed where less than two participants reported data; where one participant is private, average data is only displayed where there are three or more participants reported data.

Section 3: Vessel/Terminal – Salary Data Presentation (cont’d)

MEBA Licensed - Salary Market Data

Exhibit III

Benchmark Number	Benchmark Title		# of Orgs	# of EEs	Paid in a Salary Schedule	Average Salary Range Minimum	Average Salary Range Maximum	Average (Actual) WSFS Relief EEs	Base Pay Rate WSFS Reg EEs	Hourly Benefit*	(Reg EEs) Actual Base Pay & Benefits
304	Staff Chief Engineer	All Participants ²	1	0	-	-	-	-	-	-	-
304	Staff Chief Engineer	WSFS	1	26	0%	\$48.12	\$48.12	n/a	\$48.12	\$8.41	\$56.53
304	Staff Chief Engineer	% Difference				-	-	-	-	-	-
305	Chief Engineer	All Participants ³	2	26	-	-	-	-	-	-	-
305	Chief Engineer	WSFS	1	61	0%	\$43.86	\$43.86	\$51.54	\$43.86	\$8.41	\$52.27
305	Chief Engineer	% Difference				-	-	-	-	-	-
306	Assistant Engineer	All Participants	4	56	25%	\$40.70	\$43.38	\$42.26	\$42.26	\$8.81	\$51.07
306	Assistant Engineer	WSFS	1	74	0%	\$36.95	\$36.95	\$43.42	\$36.95	\$8.41	\$45.36
306	Assistant Engineer	% Difference				-10.2%	-17.4%	2.7%	-14.4%	-4.8%	-12.6%

MEBA - Licensed - Average % Above or Below Market: -10.2% -17.4% 2.7% -14.4% -4.8% -12.6%

MEBA Unlicensed - Salary Market Data

Exhibit IV

Benchmark Number	Benchmark Title		# of Orgs	# of EEs	Paid in a Salary Schedule	Average Salary Range Minimum	Average Salary Range Maximum	Average (Actual) WSFS Relief EEs	Base Pay Rate WSFS Reg EEs	Hourly Benefit*	(Reg EEs) Actual Base Pay & Benefits
307	Oiler	All Participants	4	96.5	25%	\$27.28	\$29.24	\$27.28	\$27.28	\$9.63	\$36.91
307	Oiler	WSFS	1	192	0%	\$24.64	\$24.64	\$28.95	\$24.64	\$8.41	\$33.05
307	Oiler	% Difference				-10.7%	-18.7%	5.8%	-10.7%	-14.5%	-11.7%
308	Wiper	All Participants	3	80	0%	\$22.98	\$22.98	\$22.98	\$22.98	\$9.63	\$32.61
308	Wiper	WSFS	1	4	0%	\$20.72	\$21.70	n/a	\$21.70	\$8.41	\$30.11
308	Wiper	% Difference				-10.9%	-5.9%	-	-5.9%	-14.5%	-8.3%

MEBA - Unlicensed - Average % Above or Below Market: -10.8% -12.7% 5.8% -8.5% -14.5% -10.1%

- Average data is not displayed where less than two participants reported data; where one participant is private, average data is only displayed where there are three or more participants reported data.

Section 3: Vessel/Terminal – Salary Data Presentation (cont'd)

IBU - Salary Market Data

Exhibit V

Benchmark Number	Benchmark Title		# of Orgs	# of EEs	Paid in a Salary Schedule	Average Salary Range		Average (Actual) Base Pay Rate		Hourly Benefit*	(Reg EEs) Actual Base Pay & Benefits
						Minimum	Maximum	WSFS Relief EEs	WSFS Reg EEs		
309	Able Seaman/Bos'n	All Participants	3	407	0%	\$26.76	\$26.76	\$26.76	\$26.76	\$8.98	\$35.74
309	Able Seaman/Bos'n	WSFS	1	0	0%	\$27.11	\$27.11	\$32.53	\$27.11	\$8.41	\$35.52
309	Able Seaman/Bos'n	% Difference				1.3%	1.3%	17.8%	1.3%	-6.8%	-0.6%
310	Able Seaman (AB)	All Participants	5	479	20%	\$26.21	\$27.86	\$27.50	\$27.50	\$8.98	\$36.48
310	Able Seaman (AB)	WSFS	1	207	0%	\$25.76	\$25.76	\$30.91	\$25.76	\$8.41	\$34.17
310	Able Seaman (AB)	% Difference				-1.8%	-8.2%	11.0%	-6.8%	-6.8%	-6.8%
311	Ordinary Seaman (OS)	All Participants	4	67	25%	\$22.64	\$26.71	\$24.77	\$24.77	\$8.98	\$33.75
311	Ordinary Seaman (OS)	WSFS	1	151	100%	\$19.75	\$23.24	\$27.89	\$23.24	\$8.41	\$31.65
311	Ordinary Seaman (OS)	% Difference				-14.6%	-14.9%	11.2%	-6.6%	-6.8%	-6.6%
312	Ticket Seller (Auto)	All Participants	3	146	33%	\$20.17	\$28.02	\$20.75	\$20.75	\$8.98	\$29.73
312	Ticket Seller (Auto)	WSFS	1	111	100%	\$21.84	\$25.67	n/a	\$25.67	\$8.41	\$34.08
312	Ticket Seller (Auto)	% Difference				7.6%	-9.1%	-	19.2%	-6.8%	12.8%
313	Ticket Taker	All Participants	3	216	33%	\$24.59	\$32.44	\$25.17	\$25.17	\$8.98	\$34.16
313	Ticket Taker	WSFS	1	4	100%	\$19.57	\$23.01	n/a	\$23.01	\$8.41	\$31.42
313	Ticket Taker	% Difference				-25.7%	-41.0%	-	-9.4%	-6.8%	-8.7%
314	Terminal Attendant/Watchman	All Participants	2	115	50%	\$19.47	\$31.24	\$20.34	\$20.34	\$8.98	\$29.32
314	Terminal Attendant/Watchman	WSFS	1	82	100%	\$18.78	\$22.03	n/a	\$22.16	\$8.41	\$30.58
314	Terminal Attendant/Watchman	% Difference				-3.7%	-41.8%	-	8.2%	-6.8%	4.1%
315	Information Agent	All Participants	3	22	67%	\$19.73	\$27.05	\$20.98	\$20.98	\$8.98	\$29.96
315	Information Agent	WSFS	1	19	100%	\$20.68	\$23.96	n/a	\$22.16	\$8.41	\$30.57
315	Information Agent	% Difference				4.6%	-12.9%	-	5.3%	-6.8%	2.0%
316	Web Information Agent	All Participants	1	11		-	-	-	-	-	-
316	Web Information Agent	WSFS	1	3	100%	\$21.50	\$25.03	n/a	\$25.03	\$8.41	\$33.44
316	Web Information Agent	% Difference				-	-	-	-	-	-
317	Shore Gang Worker	All Participants	0	0		-	-	-	-	-	-
317	Shore Gang Worker	WSFS	1	14	0%	\$27.49	\$27.49	n/a	\$27.49	\$8.41	\$35.90
317	Shore Gang Worker	% Difference				-	-	-	-	-	-

IBU - Average % Above or Below Market: -4.0% -17.2% 13.5% 1.7% -6.8% -0.5%

- Average data is not displayed where less than two participants reported data; where one participant is private, average data is only displayed where there are three or more participants reported data.

Section 3: Vessel/Terminal – Salary Data Presentation (cont'd)

FASPAA Terminal Supervisor Salary Market Data

Exhibit VI

Benchmark Number	Benchmark Title		# of Orgs	# of EEs	Paid in a Salary Schedule	Average Salary Range	Average Salary Range	Average (Actual) Base Pay Rate		Hourly Benefit*	(Reg EEs) Actual Base Pay & Benefits
						Minimum	Maximum	WSFS Relief EEs	WSFS Reg EEs		
318	Terminal Supervisor	All Participants	2	21	50%	\$24.44	\$38.48	\$32.88	\$32.88	-	-
318	Terminal Supervisor	WSFS	1	28	0%	\$38.06	\$38.06	\$44.72	\$38.06	\$8.41	\$46.47
318	Terminal Supervisor	% Difference				35.8%	-1.1%	26.5%	13.6%	-	-

FASPAA Terminal Sup - Average % Above or Below Market: **35.8%** **-1.1%** **26.5%** **13.6%** - -

All Vessel and Terminal Benchmark jobs- Average % Above or Below Market⁴: **-5.1%** **-13.8%** **9.0%** **-4.9%** **-3.6%** **-4.6%**

- Average data is not displayed where less than two participants reported data; where one participant is private, average data is only displayed where there are three or more participants reported data.

Section 3: Vessel/Terminal – Salary Data Presentation (cont'd)

Vessel/Terminal Salary, Premium Pay and Benefits Exhibit Notes

Salary Table Endnotes:

- ¹ *Master/Captain – Only two participants had survey matches for this job. One was Alaska Marine Highway System: Flat/Single rate of \$48.25/hour; the other was private and requires public data confidentiality.*
 - ² *Staff Chief Engineer – Only one participant had a survey match for this job. Alaska Marine Highway System: Flat/Single rate of \$40.06/hour.*
 - ³ *Chief Engineer – Only two participants had survey matches for this job. One organization is private and requires public data confidentiality; the other organization is Alaska Marine Highway System: Flat/Single rate of \$37.81/hour.*
 - ⁴ *All Vessel/Terminal Benchmark jobs - Average % Above or Below Market includes all benchmark positions with at least two matches even where data is suppressed in the report to protect private pay information.*
- * *Hourly Benefit:*
- *Consistent with previous years' analysis, any Canadian benefits are excluded from salary analysis but included within premium pay and benefit summary tables.*
 - *Hourly or monthly benefit amounts represent the average hourly benefit for all of the organizations that provided a match for any of the benchmarks included in that section (e.g. market amounts are the same for each job included in MEBA Unlicensed bargaining unit break table).*
 - *Medical, dental, and vision contribution rates for participants and WSFS are calculated into hourly amounts according to the methodology detailed in Section 2: Survey Methodology, Benefit Analysis Methodologies.*

Salary Table/Results detail:

- *When participants provide a single or flat rate for the pay for a given position, this flat rate is used in the calculations of both the salary range minimum and maximum columns.*
- *Data in these tables exclude COLD payments as provided by Alaska Marine Highway System. An additional exhibit detailing this benefit for Alaskan residents can be found following the Premium Pay and Benefits Summary tables.*
- *Benchmark positions 312-316 and 318 are impacted by an outlier salary range maximum. Alaska Marine Highway System does not utilize a salary range maximum; incumbents continue through the step system (for the employee groups listed) for their entire time as employees. Step Z (nearly 40 years) of the appropriate step system is used to provide a salary range maximum in tables.*

Section 3: Vessel/Terminal – Salary Data Presentation (cont'd)

- *BC Ferry jobs received an average overall wage increases of 5.4% since the 2014 MECS, however the CAD has continued to lose value since 2014 (\$1 CAD = \$ 0.72089 USD in 2016 vs. \$1 CAD = \$ 0.9398 USD the same date in 2014) thus bringing a relative reduction in pay for BC Ferry's job matches.*
- *Paid in a Salary Schedule: The percentage of participants paid in a salary schedule represents those positions paid within a pre-defined salary schedule or salary matrix. Schedules include organizations with an entry or temporary rate.*
- *Relief Employees: Market data that is compared to Relief Employees (WSFS Relief EEs) includes one participant that provided additional rates for Relief Employees; the remaining rates did not differ for participants.*

Premium Pay and Benefits Exhibit Notes

- *Medical, dental, vision and retirement values are displayed in tables based upon the most widely used plans for participants and WSFS.*
- *Where PTO or vacation was reported by a participant in days, data was converted to eight hour days for the purpose of even comparisons.*
- *All benefit and premium pay information is reported as it applies to full-time employees.*
- *Simple averages used in all average calculations.*
- *Black Ball Transport, Inc. is a private organization that wishes their premium pay and benefit data to remain confidential from disclosure to the public, thus no benefit information from Black Ball Transport, Inc. is shown outside of range or average summary data.*
- *Where applicable, Canadian dollars were converted to United States dollars according to the exchange rate as of January 1, 2016. See Terms and Definitions "Exchange rate" for 2016 amounts.*

**2016 VESSEL/TERMINAL -
PREMIUM PAY AND BENEFITS
SUMMARY**

Section 3: 2016 Vessel/Terminal – Premium Pay and Benefits Summary

Vessel/Terminal Introduction

Most of the survey participants have separate contracts and benefit/premium pay policies that apply to each group of benchmark positions that correspond to WSFS' different unions.

Benefits and premium pay information was collected for each separate bargaining unit among survey participants as well as the WSFS. Survey participants who provided matches, premium pay, and benefit data that correspond to each group of WSFS jobs are listed below. Summaries of the premium pay and benefits provided for each separate group are set out in the exhibits beginning on the following pages. To ensure accurate comparisons, each participant's premium pay and benefit information (submit separately for most collective bargaining agreements) was compared with each employee group where there was at least one benchmark match. There is one exception: MM&P – Masters had two participants this year and one is private. MM&P – Masters is paired with MM&P – Mates to provide meaningful comparisons given that the three participants that provided matches for the Master use the same agreement for their Mate levels.

- Participants by table:
 - MM&P – Benchmarks 301-303 (Masters and Mates)
 - Alaska Marine Highway System (MM&P)
 - Black Ball Transport, Inc. (MM&P) – Average and range data only
 - British Columbia Ferry Services Inc. – Mates matches only; no matches to WSFS Master benchmark available
 - MEBA – Licensed – Benchmarks 304-306
 - Alaska Marine Highway System (MEBA)
 - Black Ball Transport, Inc. (MEBA) – Average and range data only
 - British Columbia Ferry Services Inc.
 - King County – Assistant Engineer benchmark match only
 - MEBA – Unlicensed - Benchmarks 307- 308
 - Alaska Marine Highway System (IBU)
 - Black Ball Transport, Inc. (IBU) – Average and range data only
 - British Columbia Ferry Services Inc.
 - King County
 - IBU (Split into two groups based on comparators dividing their groups into two separate units)
 - Deckhand Comparator Group – Benchmarks 309-311
 - Alaska Marine Highway System (IBU)
 - Black Ball Transport, Inc. (IBU) – Average and range data only

Section 3: 2016 Vessel/Terminal – Premium Pay and Benefits Summary (cont'd)

- British Columbia Ferry Services Inc.
- King County
- Whatcom County
- Terminal Comparator Group – Benchmarks 312 - 317
 - Alaska Marine Highway System (General Government Unit [GGU])
 - British Columbia Ferry Services Inc.
 - King County
 - (Black Ball Transport provided matches to this group but declined to provide premium pay or benefit information.)
- FASPAA - Terminal Supervisor – Benchmark 318
 - Alaska Marine Highway System (Supervisory Unit [SU])
 - British Columbia Ferry Services Inc.

Section 3: 2016 Vessel/Terminal – Premium Pay and Benefits Summary (cont'd)

MM&P - Master and Mates

Exhibit VII

Benefit	MM&P Comparator Group - Benchmarks 301-303 (Masters & Mates)	Washington State Ferry System (MM&P - Master)	Washington State Ferry System (MM&P - Mates)
Premium Pay: Overtime	<u>1 ER:</u> 150% of base pay <u>1 ER:</u> 200% of base pay	150% of base pay	150% of base pay
Minimum Call Out Pay:	<u>1 ER:</u> 2 hours @ 150% of base pay <u>1 ER:</u> 3 hours @ 200% of base pay	8 hours @ 150% of base pay (Required to work on a scheduled day off 9.2) <i>Called in to work on a scheduled day off: (Employees with 80 non-overtime hours in the work period) Overtime for actual hours worked. In addition, they will receive 4 hours of pay at their straight time rate of pay regardless of the length of the overtime shift or the hours actually worked(9.2). (Relief may differ)</i>	8 hours @ 150% of base pay (Required to work on a scheduled day off 9.2) <i>Called in to work on a scheduled day off: (Employees with 80 non-overtime hours in the work period) Overtime for actual hours worked. In addition, they will receive 4 hours of pay at their straight time rate of pay regardless of the length of the overtime shift or the hours actually worked(9.2). (Relief may differ)</i>
Early Call Out Pay:	<u>1 ER:</u> 2 hours @ 150% of base pay <u>1 ER:</u> 3 hours @ 200% of base pay	1 hour @ 150% of base pay	1 hour @ 150% of base pay
Other premium or penalty pay (additional pay offered for undesirable shifts):	<u>1 ER:</u> Offers penalty pay for working with dirty/obnoxious materials; paid \$4 - \$10 CAD (\$2.88 - 7.21 USD) additional per hour. Paid for actual hours with dirty materials; 1/2 hour minimum. <u>1 ER:</u> Offers additional pay for shift work: Second Shift \$0.80 CAD (\$0.58 USD)/hour; Third shift 10% of basic hourly wage. <u>1 ER:</u> Provides standby/pager pay in the amount of one hour of straight time pay for each four hours of standby.	200% of base pay Paid for actual hours with dirty materials <i>Biohazard pay - paid at straight time rate in addition to regular pay.</i>	200% of base pay Paid for actual hours with dirty materials <i>Biohazard pay - paid at straight time rate in addition to regular pay.</i>

Section 3: 2016 Vessel/Terminal – Premium Pay and Benefits Summary (cont'd)

MM&P - Master and Mates

Exhibit VII (cont'd)

Benefit	MM&P Comparator Group - Benchmarks 301-303 (Masters & Mates)	Washington State Ferry System (MM&P - Master)	Washington State Ferry System (MM&P - Mates)																																						
Paid Holidays per Year - Including Personal Holidays	<u>1 ER</u> : 11 days/year <u>1 ERs</u> : 12 days/year	12 days/year	12 days/year																																						
Paid Time Off (PTO):	<u>0 ERs</u> : Offer a PTO plan	Does not offer a PTO plan	Does not offer a PTO plan																																						
Vacation:	<p><u>3 ERs</u>: Offer paid vacation (2 represented below, see note for Alaska Marine Highway System)</p> <table style="margin-left: 40px;"> <thead> <tr> <th style="text-align: center;"><u>Years</u></th> <th style="text-align: center;"><u>Average # Hours</u></th> </tr> </thead> <tbody> <tr><td style="text-align: center;">1</td><td style="text-align: center;">80</td></tr> <tr><td style="text-align: center;">5</td><td style="text-align: center;">156</td></tr> <tr><td style="text-align: center;">10</td><td style="text-align: center;">186</td></tr> <tr><td style="text-align: center;">15</td><td style="text-align: center;">202</td></tr> <tr><td style="text-align: center;">20</td><td style="text-align: center;">214</td></tr> <tr><td style="text-align: center;">25</td><td style="text-align: center;">240</td></tr> <tr><td style="text-align: center;">30</td><td style="text-align: center;">240</td></tr> <tr><td style="text-align: center;">31</td><td style="text-align: center;">256</td></tr> </tbody> </table> <p style="margin-left: 40px;">Average Max Annual Accrual (<u>2 ERs</u>) = 256 hours</p> <p style="margin-left: 40px;">Alaska Marine Highway System: Max Annual Accrual = 504 hours</p> <div style="margin-left: 40px;"> <p>84 hours after 1 years</p> <p>168 hours after 2 years</p> <p>252 hours after 3 years</p> <p>336 hours after 4 years</p> <p>420 hours after 5 years</p> <p>504 hours after 7 years</p> </div> <p style="margin-left: 40px;"><i>(Years to accrue vacation for comparators maxes out at 31 years- 1 ER)</i></p>	<u>Years</u>	<u>Average # Hours</u>	1	80	5	156	10	186	15	202	20	214	25	240	30	240	31	256	<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left; border-bottom: 1px solid black;"><u>EEs Hired Prior to 6.30.11</u></th> <th style="text-align: left; border-bottom: 1px solid black;"><u>EEs Hired on or after 6.30.11</u></th> </tr> </thead> <tbody> <tr><td>96 hours after 1 yr.</td><td>96 hours after 1 yr.</td></tr> <tr><td>160 hours after 5 yrs.</td><td>160 hours after 5 yrs.</td></tr> <tr><td>176 hours after 10 yrs.</td><td>160 hours after 10 yrs.</td></tr> <tr><td>200 hours after 15 yrs.</td><td>168 hours after 15 yrs.</td></tr> <tr><td>232 hours after 20 yrs.</td><td>176 hours after 20 yrs.</td></tr> <tr><td>248 hours after 25 yrs.</td><td>176 hours after 25 yrs.</td></tr> <tr><td>272 hours after 30 yrs.</td><td>176 hours after 30 yrs.</td></tr> <tr><td>272 hours after 31 yrs.</td><td>176 hours after 31 yrs.</td></tr> <tr> <td style="border-top: 1px solid black;">Max Annual Accrual: 272 hrs.</td> <td style="border-top: 1px solid black;">Max Annual Accrual: 176 hrs.</td> </tr> </tbody> </table>	<u>EEs Hired Prior to 6.30.11</u>	<u>EEs Hired on or after 6.30.11</u>	96 hours after 1 yr.	96 hours after 1 yr.	160 hours after 5 yrs.	160 hours after 5 yrs.	176 hours after 10 yrs.	160 hours after 10 yrs.	200 hours after 15 yrs.	168 hours after 15 yrs.	232 hours after 20 yrs.	176 hours after 20 yrs.	248 hours after 25 yrs.	176 hours after 25 yrs.	272 hours after 30 yrs.	176 hours after 30 yrs.	272 hours after 31 yrs.	176 hours after 31 yrs.	Max Annual Accrual: 272 hrs.	Max Annual Accrual: 176 hrs.	<p><u>Vacation Accrual for all EEs Effective July 1, 2016</u></p> <p>96 hours after 1 yr.</p> <p>160 hours after 5 yrs.</p> <p>176 hours after 10 yrs.</p> <p>200 hours after 15 yrs.</p> <p>232 hours after 20 yrs.</p> <p>248 hours after 25 yrs.</p> <p>272 hours after 30 yrs.</p> <p>272 hours after 31 yrs.</p> <p style="text-align: right;">Max Annual Accrual: 272 hrs.</p>
<u>Years</u>	<u>Average # Hours</u>																																								
1	80																																								
5	156																																								
10	186																																								
15	202																																								
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272 hours after 31 yrs.	176 hours after 31 yrs.																																								
Max Annual Accrual: 272 hrs.	Max Annual Accrual: 176 hrs.																																								
Sick Leave:	Average Max Sick Leave = 114 hours per year	Max Sick Leave = 96 hours per year	Max Sick Leave = 96 hours per year																																						
	<p><u>2 ERs</u>: Offer a sick leave cash-out/pay-out</p> <p><u>Both</u>: Sick leave paid out upon death or retirement only</p>	<p><i>Offers a sick-leave buy-out option.</i></p> <p><i>Sick leave separation (retirement or death) cash out - 1 hour for every 4 hours in cash.</i></p>	<p><i>Offers a sick-leave buy-out option.</i></p> <p><i>Sick leave separation (retirement or death) cash out - 1 hour for every 4 hours in cash.</i></p>																																						

Section 3: 2016 Vessel/Terminal – Premium Pay and Benefits Summary (cont'd)

MM&P - Master and Mates

Exhibit VII (cont'd)

Benefit	MM&P Comparator Group - Benchmarks 301-303 (Masters & Mates)	Washington State Ferry System (MM&P - Master)	Washington State Ferry System (MM&P - Mates)
Health & Welfare: Employer/Employee Contribution/Month	<p style="text-align: center;"><u>3 ERs: Reported Medical Contributions</u></p> <p><u>ER (for EE only):</u> AVG (Composite Rate):* \$1,346/month BC: \$98 CAD/month</p> <p><u>EE (for EE only):</u> AVG: \$64/month (Includes \$0 from 1 ER) BC: \$0/month</p>	<p style="text-align: center;"><u>Medical Contributions</u></p> <p><u>ER (for EE only):</u> \$487.00/month</p> <p><u>EE (for EE only):</u> \$84.00/month</p>	<p style="text-align: center;"><u>Medical Contributions</u></p> <p><u>ER (for EE only):</u> \$487/month</p> <p><u>EE (for EE only):</u> \$84/month</p>
Medical:	<p><u>ER (for EE plus spouse & 2 children):</u> AVG (Composite Rate):* \$1,346/month BC: \$239 CAD/month</p> <p><u>EE (for EE plus spouse & 2 children):</u> AVG: \$64/month (Includes \$0 from 1 ER) BC: \$0/month</p> <p style="text-align: center;">Plan Metal Color: <u>1 ER: Silver; 2 ERs: Unknown</u></p> <p><i>* Both employers provided composite rates that are the same for employee-only and employee plus spouse and 2 children. (BC Ferry is excluded from the average.)</i></p>	<p><u>ER (for EE plus spouse & 2 children):</u> \$1329.89/month</p> <p><u>EE (for EE plus spouse & 2 children):</u> \$241/month</p> <p style="text-align: center;">Plan Metal Color: Gold</p>	<p><u>ER (for EE plus spouse & 2 children):</u> \$1330/month</p> <p><u>EE (for EE plus spouse & 2 children):</u> \$241/month</p> <p style="text-align: center;">Plan Metal Color: Gold</p>
Dental:	<p style="text-align: center;"><u>1 ER: Reported Dental Contributions</u></p> <p><u>ER (for EE only):</u> Most typical included in medical</p> <p><u>EE (for EE only):</u> Most typical included in medical</p> <p><u>ER (for EE plus spouse & 2 children):</u> Most typical included in medical</p> <p><u>EE (for EE plus spouse & 2 children):</u> Most typical included in medical</p>	<p style="text-align: center;"><u>Dental Contributions</u></p> <p>ER Contribution (for EE benefits only): \$45/month</p> <p>ER Contribution (for EE with spouse and two children): \$134/month</p> <p style="text-align: center;">100% Employer paid - no employee contribution</p>	<p style="text-align: center;"><u>Dental Contributions</u></p> <p>ER Contribution (for EE benefits only): \$45/month</p> <p>ER Contribution (for EE with spouse and two children): \$134/month</p> <p style="text-align: center;">100% Employer paid - no employee contribution</p>
Vision:	<p style="text-align: center;"><u>1 ER: Reported Vision Contributions</u></p> <p><u>ER (for EE only):</u> Most typical included in medical</p> <p><u>EE (for EE only):</u> Most typical included in medical</p> <p><u>ER (for EE plus spouse & 2 children):</u> Most typical included in medical</p> <p><u>EE (for EE plus spouse & 2 children):</u> Most typical included in medical</p>	<p style="text-align: center;"><u>Vision Contributions</u></p> <p style="text-align: center;">Included in medical</p>	<p style="text-align: center;"><u>Vision Contributions</u></p> <p style="text-align: center;">Included in medical</p>
Retirement:	<p style="text-align: center;"><u>3 ERs: Provide ER contributions to Retirement</u></p> <p>Average contribution of 7.27% of gross pay or pensionable earnings <i>Some ER's have hourly or monthly contributions in lieu of or in addition to percent of gross or pensionable earnings.</i></p>	<p style="text-align: center;"><u>Retirement Benefits</u></p> <p>Employer contributes 6.12% of gross pay.</p>	<p style="text-align: center;"><u>Retirement Benefits</u></p> <p>ER contributes 6.12% of gross pay.</p>

Section 3: 2016 Vessel/Terminal – Premium Pay and Benefits Summary (cont'd)

MM&P - Master and Mates

Exhibit VII (cont'd)

Benefit	MM&P Comparator Group - Benchmarks 301-303 (Masters & Mates)	Washington State Ferry System (MM&P - Master)	Washington State Ferry System (MM&P - Mates)
Apprenticeship/Training Program Contribution:	<u>1 ER:</u> Contributes to apprenticeship program -\$10.14 per working day	No information	No information
Training/Education:	<u>2 ERs:</u> Reimburse trade related training and education <u>Both ERs:</u> Pay EEs their normal rate of pay for training	Trade related training and education are reimbursed at a rate of 100% The ER pays wages for the time the EE attends such programs for up to 10 days. (Up to 3 days for the renewal of a radar license)	Trade related training and education are reimbursed at a rate of 100% The ER pays wages for the time the EE attends such programs for up to 10 days. (Up to three (3) days for the renewal of a radar license).
Licensure/Renewals:	<u>1 ER:</u> Pays for required licenses and renewals Entire cost of Continued Proficiency Certificates paid by ER	Required licensure and license renewals are paid by ER Merchant Mariner Credential (MMC) and Transportation Worker Identification Credential (TWIC) paid at a max of: \$225 @ Five (5) year intervals	Required licensure and license renewals ARE paid by ER Merchant Mariner Credential (MMC) and Transportation Worker Identification Credential (TWIC) paid at a max of: \$185 At 5 year intervals for license renewals
Medical Exams/Licensure:	<u>2 ERs:</u> Reimburse or pay for medical examinations related to employment <u>1 ER:</u> Pays full cost of a Seafarer's medical. <u>1 ER:</u> Reimburses \$150/year for First Class Pilot physical (as required)	ER pays cost of physical examinations required by the Coast Guard for license renewal.	ER pays cost of physical examination by the Coast Guard for license renewal.

Section 3: 2016 Vessel/Terminal – Premium Pay and Benefits Summary (cont'd)

MM&P - Master and Mates

Exhibit VII (cont'd)

Benefit	MM&P Comparator Group - Benchmarks 301-303 (Masters & Mates)	Washington State Ferry System (MM&P - Master)	Washington State Ferry System (MM&P - Mates)
Travel: Compensation for employer directed travel	<p><u>3 ERs</u>: Compensate EEs for ER directed travel time and/or expenses as follows: Travel Time = <u>1 ER</u>: Double time; <u>1 ER</u>: Paid for a min 4 / max 12 hrs. per 24-hr period Mileage = <u>AVG</u>: 54.5 cents/mile; <u>BC</u>: 69 cents/mile (CAD) Meals & Lodging (Standard) = <u>1 ER</u>: \$60 meals & \$85-95 lodging per day; <u>1 ER</u>: \$85 (CAD) for meals and actual for lodging per day; <u>1 ER</u>: Mileage only Meals & Lodging (Seattle) = <u>1 ER</u>: \$74 meals & \$157-202 lodging per day</p> <p><u>2 ERs</u>: Compensate EEs for ER directed travel time and/or expenses if assigned to other than their regular home/relieving terminal as follows: Travel Time = <u>1 ER</u>: Double time; <u>1 ER</u>: Paid for a min 4 / max 12 hrs. per 24-hr period Mileage = <u>AVG</u>: 62 cents/mile Meals & Lodging = <u>1 ER</u>: \$60 meals & \$85-95 lodging per day; <u>1 ER</u>: \$85 CAD for meals & lodging Meals & Lodging (Seattle) = <u>1 ER</u>: \$74 meals & \$157-202 lodging per day</p>	<p>ER-directed travel time and expenses compensated as follows:</p> <p>Travel Time = Straight Time Mileage = 54 cents/mile Meals and Lodging (Standard) = \$140 per day Meals and Lodging (Seattle) = \$276 per day</p> <p>EEs are reimbursed as follows for travel time and expenses if assigned to other than their regular home/relieving terminal: Travel Time = Straight Time Mileage = 54 cents/mile Meals and Lodging (Standard) = \$140 per day Meals and Lodging (Seattle) = \$276 per day</p>	<p>ER-directed travel time and expenses compensated as follows (relief employees may have different provisions):</p> <p>Travel Time = Straight time Mileage = 54 cents/mile Meals and Lodging (Standard) = \$140 per day Meals and Lodging (Seattle) = \$276 per day</p> <p>EEs are reimbursed as follows for travel time and expenses if assigned to other than their regular home/relieving terminal: Travel Time = Straight time Mileage = 54 cents/mile Meals and Lodging (Standard) = \$140 per day Meals and Lodging (Seattle) = \$276 per day</p>
Relief Employee Pay:	<p><u>1 ER</u>: Has separate provisions regarding hourly pay and/or travel pay for Relief EEs</p> <p><u>1 ER</u>: Pays Relief EEs the same rates of pay as the classification they relieve plus 1-2% (Master and Chief Mate). Other bid positions receive the same pay as position being relieved.</p>	<p>The differential (assignment pay factor) for relief employees is 20% (Reliefs will receive an additional 3.5 hours at the base pay rate as a stipend when that vessel commences out of Friday Harbor. Travel time for Anacortes to Friday Harbor shall be 2.5 hours.)</p> <p>Relief EEs are paid for actual time worked only, plus mileage (not including time spent traveling to and from work)</p> <p>Assignment pay is applicable to vacation leave, compensatory time, and sick leave.</p>	<p>The differential (assignment pay factor) for relief employees is 20% (Reliefs will receive an additional 3.5 hours at the base pay rate as a stipend when that vessel commences out of Friday Harbor. Travel time for Anacortes to Friday Harbor shall be 2.5 hours.)</p> <p>Relief EEs are paid for actual time worked only, plus mileage (not including time spent traveling to and from work)</p> <p>Assignment pay is applicable to vacation leave, compensatory time, and sick leave.</p>
Other Information:	<p><u>1 ER</u>: Provides an allowance of \$150/month CAD (\$108 USD) for Officers who have certificate(s) of competency superior to existing minimum job specification requirements for their appointed positions, and to all Chief Officers.</p>		
Participants:	<p>Alaska Marine Highway System (MM&P) Black Ball Transport, Inc. (MM&P) - <i>Average and range data only</i> British Columbia Ferry Services Inc. (Does not include a Master match)</p>		

Section 3: 2016 Vessel/Terminal – Premium Pay and Benefits Summary (cont'd)

MEBA Licensed

Exhibit VIII

Benefit	MEBA Licensed Comparator Group - Benchmarks 304-306	Washington State Ferry System (MEBA Licensed)
Premium Pay: Overtime	<p><u>2 ERs</u>: 150% of base pay <u>1 ER</u>: 200% of base pay</p>	150% of base pay
Minimum Call Out Pay:	<p><u>1 ER</u>: 2 hours @ 150% of base pay <u>1 ER</u>: 3 hours @ 150% of base pay <u>1 ER</u>: 3 hours @ 200% of base pay</p>	<p>8 hours @ 150% of base pay or applicable rate (Calls to return to work on a scheduled day off)</p> <p><i>Employees who are called in to work on a scheduled day off AND have a minimum of 80 non-overtime compensated hours in the work period, will be compensated at the overtime rate. In addition, they will receive 3 hours of pay at their straight time rate of pay regardless of the length of the overtime shift or hours actually worked. (6.d)</i></p>
Early Call Out Pay:	<p><u>1 ER</u>: 1 hour @ 150% of base pay <u>1 ER</u>: 2 hours @ 150% of base pay <u>1 ER</u>: 3 hours @ 200% of base pay</p>	See above
Other premium or penalty pay (additional pay offered for undesirable shifts):	<p><u>3 ERs</u>: Reported penalty pay amounts:</p> <p><u>1 ER</u>: Straight time rate of pay paid in addition to the rate of pay being paid when penalty work is performed. <u>1 ER</u>: Paid \$4 - \$10 CAD (\$2.88 - 7.21 USD) additional per hour. Paid for actual hours with dirty materials; 1/2 hour minimum. <u>1 ER</u>: \$13.00 additional per hour <u>1 ER</u>: Shift differentials: Second Shift \$0.80 CAD (\$0.58 USD)/hour; Third shift 10% of basic hourly wage.</p> <p><u>2 ERs</u>: Standby pay: <u>1 ER</u>: 10% of the EEs base hourly rate; <u>1 ER</u>: One hour of straight time pay for each four hours of standby.</p>	<p>200% of base pay</p> <p><i>Paid a minimum of 1 or 4 hours, depending upon assignment, paid at the straight time rate of pay in addition to whatever rate of pay (straight or overtime) is being paid when penalty work is performed.</i></p>

Section 3: 2016 Vessel/Terminal – Premium Pay and Benefits Summary (cont'd)

MEBA Licensed

Exhibit VIII (cont'd)

Benefit	MEBA Licensed Comparator Group - Benchmarks 304-306	Washington State Ferry System (MEBA Licensed)																		
Paid Holidays per Year - Including Personal Holidays	<p style="text-align: center;"><u>1 ER</u>: 11 days/year <u>2 ERs</u>: 12 days/year</p>	12 days/year																		
Paid Time Off (PTO):	<p style="text-align: center;"><u>1 ER</u>: Offers a PTO plan</p> <table style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;"><u>Years</u></th> <th style="text-align: center;"><u>Average # Hours</u></th> </tr> </thead> <tbody> <tr><td style="text-align: center;">1</td><td style="text-align: center;">188</td></tr> <tr><td style="text-align: center;">5</td><td style="text-align: center;">468</td></tr> <tr><td style="text-align: center;">10</td><td style="text-align: center;">638</td></tr> <tr><td style="text-align: center;">15</td><td style="text-align: center;">638</td></tr> <tr><td style="text-align: center;">20</td><td style="text-align: center;">638</td></tr> </tbody> </table> <p style="text-align: center;">Max Annual Accrual = 638 hours <i>No additional accrual levels beyond 10 years.</i></p>	<u>Years</u>	<u>Average # Hours</u>	1	188	5	468	10	638	15	638	20	638	Does not offer a PTO plan						
<u>Years</u>	<u>Average # Hours</u>																			
1	188																			
5	468																			
10	638																			
15	638																			
20	638																			
Vacation:	<p style="text-align: center;"><u>3 ERs</u>: Offer paid vacation</p> <table style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;"><u>Years</u></th> <th style="text-align: center;"><u>Average # Hours</u></th> </tr> </thead> <tbody> <tr><td style="text-align: center;">1</td><td style="text-align: center;">100</td></tr> <tr><td style="text-align: center;">5</td><td style="text-align: center;">157</td></tr> <tr><td style="text-align: center;">10</td><td style="text-align: center;">176</td></tr> <tr><td style="text-align: center;">15</td><td style="text-align: center;">189</td></tr> <tr><td style="text-align: center;">20</td><td style="text-align: center;">208</td></tr> <tr><td style="text-align: center;">25</td><td style="text-align: center;">232</td></tr> <tr><td style="text-align: center;">30</td><td style="text-align: center;">232</td></tr> <tr><td style="text-align: center;">31</td><td style="text-align: center;">243</td></tr> </tbody> </table> <p style="text-align: center;">Average Max Annual Accrual = 243 hours <i>(Years to accrue vacation for comparators maxes out at 31 years- 1 ER)</i></p>	<u>Years</u>	<u>Average # Hours</u>	1	100	5	157	10	176	15	189	20	208	25	232	30	232	31	243	<p><u>Vacation Accrual for All</u></p> <p style="text-align: center;">96 hours after 1 yr. 160 hours after 5 yrs. 176 hours after 10 yrs. 200 hours after 15 yrs. 232 hours after 20 yrs. 248 hours after 25 yrs. 272 hours after 30 yrs. 272 hours after 31 yrs. Max Annual Accrual: 272 hrs.</p>
<u>Years</u>	<u>Average # Hours</u>																			
1	100																			
5	157																			
10	176																			
15	189																			
20	208																			
25	232																			
30	232																			
31	243																			
Sick Leave:	<p style="text-align: center;">Average Max Sick Leave = 72 hours per year (<u>2 ERs</u>)</p> <p><u>No ERs</u> reported sick leave cash out; <u>1 ER</u> reported PTO cash out.</p>	<p>Max Sick Leave = 96 hours per year</p> <p><i>Sick leave cash out: Employees are eligible to receive cash on a 1 hour for 4 hours basis for 96 hours or less of their accrued sick leave if sick leave balance meets certain criteria.</i></p>																		

Section 3: 2016 Vessel/Terminal – Premium Pay and Benefits Summary (cont'd)

MEBA Licensed

Exhibit VIII (cont'd)

Benefit	MEBA Licensed Comparator Group - Benchmarks 304-306	Washington State Ferry System (MEBA Licensed)														
Health & Welfare: Employer/Employee Contribution/Month	<u>4 ERs: Reported Medical Contributions</u>	<u>Medical Contributions</u>														
	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%; border: none;"><u>ER (for EE only):</u></td> <td style="width: 50%; border: none;"><u>EE (for EE only):</u></td> </tr> <tr> <td style="border: none;">AVG:* \$1,025/month</td> <td style="border: none;">AVG: \$0/month</td> </tr> <tr> <td style="border: none;">BC: \$98 CAD/month</td> <td style="border: none;">BC: \$0/month</td> </tr> </table>	<u>ER (for EE only):</u>	<u>EE (for EE only):</u>	AVG:* \$1,025/month	AVG: \$0/month	BC: \$98 CAD/month	BC: \$0/month	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%; border: none;"><u>ER (for EE only):</u></td> <td style="width: 50%; border: none;"><u>EE (for EE only):</u></td> </tr> <tr> <td style="border: none;">\$487.00/month</td> <td style="border: none;">\$84.00/month</td> </tr> </table>	<u>ER (for EE only):</u>	<u>EE (for EE only):</u>	\$487.00/month	\$84.00/month				
<u>ER (for EE only):</u>	<u>EE (for EE only):</u>															
AVG:* \$1,025/month	AVG: \$0/month															
BC: \$98 CAD/month	BC: \$0/month															
<u>ER (for EE only):</u>	<u>EE (for EE only):</u>															
\$487.00/month	\$84.00/month															
Medical:	<u>ER (for EE plus spouse & 2 children):</u>	<u>EE (for EE plus spouse & 2 children):</u>														
	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%; border: none;">AVG:* \$1,463/month</td> <td style="width: 50%; border: none;">AVG: \$0/month</td> </tr> <tr> <td style="border: none;">BC: \$239 CAD/month</td> <td style="border: none;">BC: \$0/month</td> </tr> </table> <p style="text-align: center;">Plan Metal Color: <u>1 ER: Platinum</u>; 1 ER: Silver; <u>2 ERs: Unknown</u> <i>* 2 of the 3 employers reported composite rates that are the same for employee-only as well as employee plus spouse and 2 children. (BC Ferry excluded from average.)</i></p>	AVG:* \$1,463/month	AVG: \$0/month	BC: \$239 CAD/month	BC: \$0/month	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%; border: none;">ER (for EE plus spouse & 2 children):</td> <td style="width: 50%; border: none;">EE (for EE plus spouse & 2 children):</td> </tr> <tr> <td style="border: none;">\$1330/month</td> <td style="border: none;">\$241/month</td> </tr> </table> <p style="text-align: center;">Plan Metal Color: Gold</p>	ER (for EE plus spouse & 2 children):	EE (for EE plus spouse & 2 children):	\$1330/month	\$241/month						
AVG:* \$1,463/month	AVG: \$0/month															
BC: \$239 CAD/month	BC: \$0/month															
ER (for EE plus spouse & 2 children):	EE (for EE plus spouse & 2 children):															
\$1330/month	\$241/month															
Dental:	<u>3 ERs: Reported Dental Contributions</u>	<u>Dental Contributions</u>														
	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%; border: none;"><u>ER (for EE only):</u></td> <td style="width: 50%; border: none;"><u>EE (for EE only):</u></td> </tr> <tr> <td style="border: none;"><u>1 ER:</u> \$64/month</td> <td style="border: none;"><u>1 ER:</u> \$0/month</td> </tr> <tr> <td style="border: none;"><u>1 ER:</u> EE paid</td> <td style="border: none;"><u>BC:</u> \$0/month</td> </tr> <tr> <td style="border: none;">BC: \$52 CAD/month</td> <td></td> </tr> </table> <p style="text-align: center;"><u>ER (for EE plus spouse & 2 children):</u></p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%; border: none;"><u>1 ER:</u> \$179/month</td> <td style="width: 50%; border: none;"><u>1 ER:</u> \$0/month</td> </tr> <tr> <td style="border: none;"><u>1 ER:</u> EE paid</td> <td style="border: none;"><u>BC:</u> \$0/month</td> </tr> <tr> <td style="border: none;">BC: \$175 CAD/month</td> <td></td> </tr> </table> <p><u>1 ER:</u> Includes dental contributions within medical contribution rates. <u>1 ER:</u> Dental plan is reported as employee paid only. Employee rates were unavailable.</p>	<u>ER (for EE only):</u>	<u>EE (for EE only):</u>	<u>1 ER:</u> \$64/month	<u>1 ER:</u> \$0/month	<u>1 ER:</u> EE paid	<u>BC:</u> \$0/month	BC: \$52 CAD/month		<u>1 ER:</u> \$179/month	<u>1 ER:</u> \$0/month	<u>1 ER:</u> EE paid	<u>BC:</u> \$0/month	BC: \$175 CAD/month		<p>ER Contribution (for EE benefits only): \$45/month</p> <p style="text-align: right;">100% Employer paid - no employee contribution</p> <p>ER Contribution (for EE with spouse and two children): \$134/month</p>
<u>ER (for EE only):</u>	<u>EE (for EE only):</u>															
<u>1 ER:</u> \$64/month	<u>1 ER:</u> \$0/month															
<u>1 ER:</u> EE paid	<u>BC:</u> \$0/month															
BC: \$52 CAD/month																
<u>1 ER:</u> \$179/month	<u>1 ER:</u> \$0/month															
<u>1 ER:</u> EE paid	<u>BC:</u> \$0/month															
BC: \$175 CAD/month																
Vision:	<u>3 ERs: Reported Vision Contributions</u>	<u>Vision Contributions</u>														
	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%; border: none;"><u>ER (for EE only):</u></td> <td style="width: 50%; border: none;"><u>EE (for EE only):</u></td> </tr> <tr> <td style="border: none;"><u>1 ER:</u> \$12/month</td> <td style="border: none;"><u>1 ER:</u> \$0/month</td> </tr> <tr> <td style="border: none;"><u>1 ER:</u> Completely EE paid</td> <td style="border: none;"><u>BC:</u> \$0/month</td> </tr> <tr> <td style="border: none;">BC: \$1.44 CAD/month</td> <td></td> </tr> </table> <p style="text-align: center;"><u>ER (for EE plus spouse & 2 children):</u></p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%; border: none;"><u>1 ER:</u> \$32/month</td> <td style="width: 50%; border: none;"><u>1 ER:</u> \$0/month</td> </tr> <tr> <td style="border: none;"><u>1 ER:</u> Completely EE paid</td> <td style="border: none;"><u>BC:</u> \$0/month</td> </tr> <tr> <td style="border: none;">BC: \$5.58 CAD/month</td> <td></td> </tr> </table> <p><u>1 ER:</u> Include vision contributions within medical contribution rates. <u>1 ER:</u> Vision plan is reported as employee paid only. Employee rates were unavailable.</p>	<u>ER (for EE only):</u>	<u>EE (for EE only):</u>	<u>1 ER:</u> \$12/month	<u>1 ER:</u> \$0/month	<u>1 ER:</u> Completely EE paid	<u>BC:</u> \$0/month	BC: \$1.44 CAD/month		<u>1 ER:</u> \$32/month	<u>1 ER:</u> \$0/month	<u>1 ER:</u> Completely EE paid	<u>BC:</u> \$0/month	BC: \$5.58 CAD/month		Included in medical
<u>ER (for EE only):</u>	<u>EE (for EE only):</u>															
<u>1 ER:</u> \$12/month	<u>1 ER:</u> \$0/month															
<u>1 ER:</u> Completely EE paid	<u>BC:</u> \$0/month															
BC: \$1.44 CAD/month																
<u>1 ER:</u> \$32/month	<u>1 ER:</u> \$0/month															
<u>1 ER:</u> Completely EE paid	<u>BC:</u> \$0/month															
BC: \$5.58 CAD/month																
Retirement:	<u>4 ERs: Provide ER contributions to Retirement</u>	<u>Retirement Benefits</u>														
	<p>AVG: 10.96% of gross pay or pensionable earnings <i>Average includes Alaska Marine Highway System's (AMHS) current contribution of 11.7% of wages into the MEBA Trust and 8.62% of base wages into the MPB (approx. 20% total). Changes take effect July 1, 2016.</i></p>	Employer contributes 6.12% of gross pay.														

Section 3: 2016 Vessel/Terminal – Premium Pay and Benefits Summary (cont'd)

MEBA Licensed

Exhibit VIII (cont'd)

Benefit	MEBA Licensed Comparator Group - Benchmarks 304-306	Washington State Ferry System (MEBA Licensed)
Apprenticeship/Training Program Contribution:	<u>1 ER:</u> Contributes to apprenticeship/training program - \$9.55/employee per working day. (Allows EEs to attend Calhoon MEBA Engineering School.)	Employer contributes \$2.00 per employee per day to participate in the educational program of the MEBA.
Training/Education:	<p><u>3 ERs:</u> Reimburse trade related training and education</p> <p><u>2 ERs:</u> 100% of costs</p> <p><u>1 ER:</u> Up to \$1000/year CAD (721 USD) (Program reported as inactive due to economic conditions)</p> <p><u>1 ER:</u> If EE enrolled in electrical related courses the ER reimburses 50% of the leave they use to attend</p> <p><u>3 ERs:</u> Pay EEs their normal rate of pay for training</p>	<p>Trade related training and education are reimbursed at a rate of 100%</p> <p>ER pays wages in the amount of straight time for the time the EE attends such programs.</p> <p><i>ER will extend and pay his/her wages for up to 160 hours of classroom time per calendar year in each instance upon successful completion. Training must be pre-approved. Mandatory training attended on the EEs day off will be paid at the overtime rate.</i></p>
Licensure/Renewals:	<p><u>2 ERs:</u> Pay for required licensure and renewals</p> <p><u>1 ER:</u> Pays the full cost of MMC and/or TWIC</p> <p><u>1 ER:</u> Pays full cost for any license required by any applicable regulatory agency</p>	<p>Required licensure and license renewals are paid by ER</p> <p>Merchant Mariner Credential (MMC) and Transportation Worker Identification Credential (TWIC) paid at a max of: \$225</p>
Medical Exams/Licensure:	<u>2 ERs:</u> Reimburse or pay for medical examinations or drug tests related to employment.	No Information

Section 3: 2016 Vessel/Terminal – Premium Pay and Benefits Summary (cont'd)

MEBA Licensed

Exhibit VIII (cont'd)

Benefit	MEBA Licensed Comparator Group - Benchmarks 304-306	Washington State Ferry System (MEBA Licensed)
Travel: Compensation for employer directed travel	<p><u>4 ERs</u>: Compensate EEs for ER directed travel time and/or expenses as follows:</p> <p style="padding-left: 20px;">Travel Time = <u>1 ER</u>: Double time; <u>1 ER</u>: Paid for a min 4 / max 12 hrs. per 24-hr period</p> <p style="padding-left: 20px;">Mileage = <u>AVG</u>: 54 cents/mile <u>BC</u>: 69 cents/mile (CAD)</p> <p style="padding-left: 20px;">Meals & Lodging (Standard) = <u>1 ER</u>: \$60 meals & \$85-95 lodging per day; <u>1 ER</u>: \$85 (CAD) for meals and lodging per day; <u>1 ER</u>: Actual expenses accrued.</p> <p style="padding-left: 20px;">Meals & Lodging (Seattle) = <u>1 ER</u>: \$74 meals & \$157-202 lodging per day.</p> <p><u>2 ERs</u>: Compensate EEs for ER directed travel time and/or expenses if assigned to other than their regular home/relieving terminal as follows:</p> <p style="padding-left: 20px;">Travel Time = <u>1 ER</u>: Double time; <u>1 ER</u>: Paid for a min 4 / max 12 hrs. per 24-hr period</p> <p style="padding-left: 20px;">Mileage = <u>1 ER</u>: 54 cents/mile <u>BC</u>: 69 cents/mile (CAD)</p> <p style="padding-left: 20px;">Meals & Lodging (Standard) = <u>1 ER</u>: \$60 meals & \$85-95 lodging per day; <u>1 ER</u>: \$85 (CAD) for meals and lodging per day</p> <p style="padding-left: 20px;">Meals & Lodging (Seattle) = <u>1 ER</u>: \$74 meals & \$157-202 lodging per day.</p>	<p>ER-directed travel time and expenses compensated as follows (relief employees may have different provisions):</p> <p style="padding-left: 20px;">Travel Time = Straight Time</p> <p style="padding-left: 20px;">Mileage = 54 cents/mile</p> <p style="padding-left: 20px;">Meals and Lodging (Standard) = \$140 per day</p> <p style="padding-left: 20px;">Meals and Lodging (Seattle) = \$276 per day</p> <p>EEs are reimbursed as follows for travel time and expenses if assigned to other than their regular home/relieving terminal:</p> <p style="padding-left: 20px;">Travel Time = Straight Time</p> <p style="padding-left: 20px;">Mileage = 54 cents/mile</p> <p style="padding-left: 20px;">Meals and Lodging (Standard) = \$140 per day</p> <p style="padding-left: 20px;">Meals and Lodging (Seattle) = \$276 per day</p>
Relief Employee Pay:	<p><u>2 ERs</u>: Have separate provisions regarding hourly pay and/or travel pay for Relief Employees.</p> <p><u>1 ER</u>: Pays Relief employees at the same or a lower rate than classification they relieve; no provisions excluding these employees from travel time or mileage.</p> <p><u>1 ER</u>: Pays Relief employees the same rates of pay as the classification they relieve and are paid for travel time to work assignments at other than his or her normal change port.</p>	<p>The differential (assignment pay factor) for relief employees is 17.5%</p> <p>Relief employees are paid for actual time worked only (not including time spent traveling to and from work -with the exception of relief employees dispatched to the Inter-Island vessel. Paid one weekly round trip)</p> <p>Assignment pay shall not apply to annual leave, compensatory time, sick leave.</p>
Other Information:	<p><u>1 ER</u>: Provides pay to their Chief Engineer classifications of \$663 per pay period as non-watch pay in lieu of all overtime for vessel arrival and departure to port, repair and breakdown callout.</p> <p><u>1 ER</u>: Provides an allowance of \$150/month CAD (\$108 USD) for Officers who have certificate(s) of competency superior to existing minimum job specification requirements for their appointed positions, and to all Chief Officers. And Regular and Casual employees working on a 14-on 14-off schedule shall receive a differential of 27% in addition to his/her basic pay; an employee working on a 4-on 4-off schedule shall receive a differential of 25% in addition to his/her basic pay.</p>	<p>If the employee works continuously beyond 16 hours, the employee shall be compensated for that additional time at 2½ times the employee's straight time rate of pay unless a six (6) hour break has been granted.</p>
Participants:	<p>Alaska Marine Highway System (MEBA)</p> <p>Black Ball Transport, Inc. (MEBA) - <i>Average and range data only</i></p> <p>British Columbia Ferry Services Inc. (BC)</p> <p>King County, Washington (All - Single Contract) (Asst. Eng. Only)</p>	

Section 3: 2016 Vessel/Terminal – Premium Pay and Benefits Summary (cont'd)

MEBA Unlicensed

Exhibit IX

Benefit	MEBA Unlicensed Comparator Group - Benchmarks 307- 308	Washington State Ferry System (MEBA Unlicensed)
Premium Pay: Overtime	<p><u>2 ERs</u>: 150% of base pay <u>1 ER</u>: 200% of base pay</p>	150% of base pay
Minimum Call Out Pay:	<p><u>1 ER</u>: 2 hours @ 150% of base pay <u>2 ERs</u>: 3 hours @ 150% of base pay</p>	<p>8 hours @ 150% of base pay (Calls to return to work (11.05) or on a scheduled day off (11.07)) <i>Employees who are called in to work on a scheduled day off AND have a minimum of 80 non-overtime compensated hours in the work period, will be compensated at the overtime rate. In addition, they will receive 3 hours of pay at their straight time rate of pay regardless of the length of the overtime shift or hours actually worked. (11.07)</i></p>
Early Call Out Pay:	<p><u>1 ER</u>: 1 hour @ 150% of base pay <u>1 ERs</u>: 2 hours @ 150% of base pay <u>1 ER</u>: 3 hours @ 200% of base pay</p>	1 hour @ 150% of base pay
Other premium or penalty pay (additional pay offered for undesirable shifts):	<p><u>2 ERs</u>: Offer other premiums, shift differentials or penalty pays including one or more of the following: <u>2 ERs</u>: Reported penalty pay amounts: <u>1 ER</u>: Paid \$4 - \$10 CAD (\$2.88 - 7.21 USD) additional per hour. Paid for actual hours with dirty materials; 1/2 hour minimum. <u>1 ER</u>: Straight time rate of pay paid in addition to the rate of pay being paid when penalty work is performed; 1/2 hour minimum. <u>2 ERs</u>: Reported additional premium pay or shift differentials: <u>1 ER</u>: Shift differentials: Second Shift \$0.80 CAD (\$0.58 USD)/hour; Third shift 10% of basic hourly wage. <u>2 ERs</u>: Standby pay: <u>1 ER</u>: 10% of the EEs base hourly rate; <u>1 ER</u>: One hour of straight time pay for each four hours of standby.</p>	<p>200% of base pay</p> <p>Paid for actual hours with dirty materials. Paid at the straight time rate of pay in addition to whatever rate of pay (straight or overtime) is being paid when penalty work is performed.</p> <p><i>1/2 to 2 hours minimum depending upon assignment</i></p>

Section 3: 2016 Vessel/Terminal – Premium Pay and Benefits Summary (cont'd)

MEBA Unlicensed

Exhibit IX (cont'd)

Benefit	MEBA Unlicensed Comparator Group - Benchmarks 307- 308	Washington State Ferry System (MEBA Unlicensed)																											
Paid Holidays per Year - Including Personal Holidays:	<u>1 ER</u> : 11 days/year <u>2 ERs</u> : 12 days/year	12 days/year																											
Paid Time Off (PTO):	<u>0 ERs</u> : Offer a PTO plan	Does not offer a PTO plan																											
Vacation:	<p><u>4 ERs</u>: Offer paid vacation (3 represented below, see note for Alaska Marine Highway System)</p> <table style="margin-left: auto; margin-right: auto; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;"><u>Years</u></th> <th style="text-align: center;"><u>Range (hours)</u></th> <th style="text-align: center;"><u>Average</u></th> </tr> </thead> <tbody> <tr><td style="text-align: center;">1</td><td style="text-align: center;">40 - 120</td><td style="text-align: center;">85</td></tr> <tr><td style="text-align: center;">5</td><td style="text-align: center;">144 - 168</td><td style="text-align: center;">157</td></tr> <tr><td style="text-align: center;">10</td><td style="text-align: center;">168 - 192</td><td style="text-align: center;">180</td></tr> <tr><td style="text-align: center;">15</td><td style="text-align: center;">176 - 224</td><td style="text-align: center;">193</td></tr> <tr><td style="text-align: center;">20</td><td style="text-align: center;">180 - 248</td><td style="text-align: center;">212</td></tr> <tr><td style="text-align: center;">25</td><td style="text-align: center;">192 - 288</td><td style="text-align: center;">240</td></tr> <tr><td style="text-align: center;">30</td><td style="text-align: center;">192 - 288</td><td style="text-align: center;">240</td></tr> <tr><td style="text-align: center;">31</td><td style="text-align: center;">192 - 320</td><td style="text-align: center;">251</td></tr> </tbody> </table> <p style="text-align: center;">Average Max Annual Accrual = 251 hours Alaska Marine Highway System: Max Annual Accrual = 336 hours 84 hours after 0 years 168 hours after 2 years 252 hours after 3 years 336 hours after 4 years (Reflects schedule for EEs hired on or after July 1, 2008. Prior max annual 420 hours @ 5 years) (Years to accrue vacation for comparators maxes out at 31 years- 1 ER)</p>	<u>Years</u>	<u>Range (hours)</u>	<u>Average</u>	1	40 - 120	85	5	144 - 168	157	10	168 - 192	180	15	176 - 224	193	20	180 - 248	212	25	192 - 288	240	30	192 - 288	240	31	192 - 320	251	<p style="text-align: center;"><u>Vacation Accrual for All</u></p> <p style="text-align: center;">96 hours after 1 yr. 160 hours after 5 yrs. 176 hours after 10 yrs. 200 hours after 15 yrs. 232 hours after 20 yrs. 248 hours after 25 yrs. 272 hours after 30 yrs. 272 hours after 30 yrs.</p> <p style="text-align: center;">Max Annual Accrual: 272 hrs.</p>
<u>Years</u>	<u>Range (hours)</u>	<u>Average</u>																											
1	40 - 120	85																											
5	144 - 168	157																											
10	168 - 192	180																											
15	176 - 224	193																											
20	180 - 248	212																											
25	192 - 288	240																											
30	192 - 288	240																											
31	192 - 320	251																											
Sick Leave:	Average Max Sick Leave: 108 hours per year (<u>3 ERs</u>) <u>0 ERs</u> : Report sick leave buy-out options	Max Sick Leave = 96 hours per year <i>Sick leave cash out: Employees are eligible to receive cash on a 1 hour for 4 hours basis for 96 hours or less of their accrued sick leave if sick leave balance meets certain criteria.</i>																											

Section 3: 2016 Vessel/Terminal - Premium Pay and Benefits Summary (cont'd)

MEBA Unlicensed

Exhibit IX (cont'd)

Benefit	MEBA Unlicensed Comparator Group - Benchmarks 307- 308	Washington State Ferry System (MEBA Unlicensed)				
Health & Welfare: Employer/Employee Contribution/Month	<u>4 ERs: Reported Medical Contributions</u>	<u>Medical Contributions</u>				
	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%; border: none;"><u>ER (for EE only):</u> AVG:* \$1,166/month BC: \$98 CAD/month</td> <td style="width: 50%; border: none;"><u>EE (for EE only):</u> AVG: \$0/month BC: \$0/month</td> </tr> </table>	<u>ER (for EE only):</u> AVG:* \$1,166/month BC: \$98 CAD/month	<u>EE (for EE only):</u> AVG: \$0/month BC: \$0/month	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%; border: none;"><u>ER (for EE only):</u> \$487/month</td> <td style="width: 50%; border: none;"><u>EE (for EE only):</u> \$84/month</td> </tr> </table>	<u>ER (for EE only):</u> \$487/month	<u>EE (for EE only):</u> \$84/month
<u>ER (for EE only):</u> AVG:* \$1,166/month BC: \$98 CAD/month	<u>EE (for EE only):</u> AVG: \$0/month BC: \$0/month					
<u>ER (for EE only):</u> \$487/month	<u>EE (for EE only):</u> \$84/month					
Medical:	<u>ER (for EE plus spouse & 2 children):</u> AVG:* \$1,605/month BC: \$239 CAD/month	<u>EE (for EE plus spouse & 2 children):</u> AVG: \$0/month BC: \$0/month				
	<p style="text-align: center;">Plan Metal Color: <u>1 ER: Platinum</u>; <u>1 ER: Silver</u>; <u>2 ERs: Unknown</u></p> <p style="text-align: center;"><i>* 2 of the 3 employers reported composite rates that are the same for employee-only as well as employee plus spouse and 2 children. (BC Ferry excluded from average.)</i></p>	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%; border: none;"><u>ER (for EE plus spouse & 2 children):</u> \$1330/month</td> <td style="width: 50%; border: none;"><u>EE (for EE plus spouse & 2 children):</u> \$241/month</td> </tr> </table> <p style="text-align: center;">Plan Metal Color: Gold</p>	<u>ER (for EE plus spouse & 2 children):</u> \$1330/month	<u>EE (for EE plus spouse & 2 children):</u> \$241/month		
<u>ER (for EE plus spouse & 2 children):</u> \$1330/month	<u>EE (for EE plus spouse & 2 children):</u> \$241/month					
Dental:	<u>3 ERs: Reported Dental Contributions</u>	<u>Dental Contributions</u>				
	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%; border: none;"><u>ER (for EE only):</u> <u>1 ER: \$64/month</u> <u>1 ER: EE paid</u> BC: \$52 CAD/month</td> <td style="width: 50%; border: none;"><u>EE (for EE only):</u> <u>1 ER: \$0/month</u> <u>1 ER: \$52/month</u> BC: \$0/month</td> </tr> </table>	<u>ER (for EE only):</u> <u>1 ER: \$64/month</u> <u>1 ER: EE paid</u> BC: \$52 CAD/month	<u>EE (for EE only):</u> <u>1 ER: \$0/month</u> <u>1 ER: \$52/month</u> BC: \$0/month	ER Contribution (for EE benefits only): \$45/month		
<u>ER (for EE only):</u> <u>1 ER: \$64/month</u> <u>1 ER: EE paid</u> BC: \$52 CAD/month	<u>EE (for EE only):</u> <u>1 ER: \$0/month</u> <u>1 ER: \$52/month</u> BC: \$0/month					
	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%; border: none;"><u>ER (for EE plus spouse & 2 children):</u> <u>1 ER: \$179/month</u> <u>1 ER: EE paid</u> BC: \$175 CAD/month</td> <td style="width: 50%; border: none;"><u>EE (for EE plus spouse & 2 children):</u> <u>1 ER: \$0/month</u> <u>1 ER: Unavailable</u> BC: \$0/month</td> </tr> </table> <p><u>1 ER:</u> Includes dental contributions within medical contribution rates. <u>1 ER:</u> Dental plan is reported as employee paid only.</p>	<u>ER (for EE plus spouse & 2 children):</u> <u>1 ER: \$179/month</u> <u>1 ER: EE paid</u> BC: \$175 CAD/month	<u>EE (for EE plus spouse & 2 children):</u> <u>1 ER: \$0/month</u> <u>1 ER: Unavailable</u> BC: \$0/month	ER Contribution (for EE with spouse and two children): \$134/month 100% Employer paid - no employee contribution		
<u>ER (for EE plus spouse & 2 children):</u> <u>1 ER: \$179/month</u> <u>1 ER: EE paid</u> BC: \$175 CAD/month	<u>EE (for EE plus spouse & 2 children):</u> <u>1 ER: \$0/month</u> <u>1 ER: Unavailable</u> BC: \$0/month					
Vision:	<u>3 ERs: Reported Vision Contributions</u>	<u>Vision Contributions</u>				
	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%; border: none;"><u>ER (for EE only):</u> <u>1 ER: \$12/month</u> <u>1 ER: EE paid</u> BC: \$1.44 CAD/month</td> <td style="width: 50%; border: none;"><u>EE (for EE only):</u> <u>1 ER: \$0/month</u> <u>1 ER: \$23/month</u> BC: \$0/month</td> </tr> </table>	<u>ER (for EE only):</u> <u>1 ER: \$12/month</u> <u>1 ER: EE paid</u> BC: \$1.44 CAD/month	<u>EE (for EE only):</u> <u>1 ER: \$0/month</u> <u>1 ER: \$23/month</u> BC: \$0/month			
<u>ER (for EE only):</u> <u>1 ER: \$12/month</u> <u>1 ER: EE paid</u> BC: \$1.44 CAD/month	<u>EE (for EE only):</u> <u>1 ER: \$0/month</u> <u>1 ER: \$23/month</u> BC: \$0/month					
	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%; border: none;"><u>ER (for EE plus spouse & 2 children):</u> <u>1 ER: \$32/month</u> <u>1 ER: EE paid</u> BC: \$5.58 CAD/month</td> <td style="width: 50%; border: none;"><u>EE (for EE plus spouse & 2 children):</u> <u>1 ER: \$0/month</u> <u>1 ER: Unavailable</u> BC: \$0/month</td> </tr> </table> <p><u>1 ER:</u> Includes vision contributions within medical contribution rates. <u>1 ER:</u> Vision plan is reported as employee paid only.</p>	<u>ER (for EE plus spouse & 2 children):</u> <u>1 ER: \$32/month</u> <u>1 ER: EE paid</u> BC: \$5.58 CAD/month	<u>EE (for EE plus spouse & 2 children):</u> <u>1 ER: \$0/month</u> <u>1 ER: Unavailable</u> BC: \$0/month	Included in medical		
<u>ER (for EE plus spouse & 2 children):</u> <u>1 ER: \$32/month</u> <u>1 ER: EE paid</u> BC: \$5.58 CAD/month	<u>EE (for EE plus spouse & 2 children):</u> <u>1 ER: \$0/month</u> <u>1 ER: Unavailable</u> BC: \$0/month					
Retirement:	<u>3 ERs: Provide ER contributions to Retirement</u>	<u>Retirement Benefits</u>				
	AVG: 6.92% of gross pay or pensionable earnings	Employer contributes 6.12% of gross pay				

Section 3: 2016 Vessel/Terminal – Premium Pay and Benefits Summary (cont'd)

MEBA Unlicensed

Exhibit IX (cont'd)

Benefit	MEBA Unlicensed Comparator Group - Benchmarks 307- 308	Washington State Ferry System (MEBA Unlicensed)
Apprenticeship/Training Program Contribution:	0 ERs: Report contributions to an apprenticeship/training program	Employer contributes \$2.00 per employee per day to participate in the educational program of the MEBA.
Training/Education:	<p><u>3 ERs</u>: Reimburse trade related training and education:</p> <p><u>1 ER</u>: 100% of costs for required training.</p> <p><u>1 ER</u>: Up to \$1000/year CAD (721 USD) (Program reported as inactive due to economic conditions).</p> <p><u>1 ER</u>: Pays for ER directed expenses related to website training classes.</p> <p><u>3 ERs</u>: Pay EEs their normal rate of pay for training.</p>	<p>Trade related training and education are reimbursed at a rate of 100%</p> <p>Minimum term of employment before reimbursement program is available is 3 years (to secure an original license as Chief Engineer or Assistant Engineer that meets the USCG manning requirements for WSF vessels).</p> <p>The ER pays wages in the amount of straight time for the time the EE attends such programs.</p> <p><i>ER will extend and pay his/her wages for up to 160 hours of classroom time per calendar year in each instance upon successful completion. Training must be pre-approved. Mandatory training attended on the EEs day off will be paid at the overtime rate.</i></p>
Licensure/Renewals:	<p><u>2 ERs</u>: Pay for required licensure and renewals:</p> <p><u>1 ER</u>: Pays the full cost of MMC and/or TWIC.</p> <p><u>1 ER</u>: Pays full cost for any license required by applicable regulatory agencies.</p>	<p>Required licensure and license renewals are paid by ER</p> <p><i>Merchant Mariner Credential (MMC) and Transportation Worker Identification Credential (TWIC) paid at a max of: \$225</i></p>
Medical Exams/Licensure:	<u>2 ERs</u> : Reimburse or pay for medical examinations or drug tests related to employment.	No information

Section 3: 2016 Vessel/Terminal – Premium Pay and Benefits Summary (cont'd)

MEBA Unlicensed

Exhibit IX (cont'd)

Benefit	MEBA Unlicensed Comparator Group - Benchmarks 307- 308	Washington State Ferry System (MEBA Unlicensed)
Travel: Compensation for employer directed travel	<p><u>4 ERs</u>: Compensate EEs for ER directed travel time and/or expenses as follows:</p> <p>Travel Time = <u>1 ER</u>: Double time; <u>1 ER</u>: Paid for a min 4 / max 12 hrs. per 24-hr period</p> <p>Mileage = <u>AVG</u>: 54 cents/mile <u>BC</u>: 69 cents/mile (CAD)</p> <p>Meals & Lodging (Standard) = <u>1 ER</u>: \$60 meals & \$85-95 lodging per day; <u>1 ER</u>: \$85 (CAD) for meals and lodging per day; <u>1 ER</u>: Actual expenses accrued.</p> <p>Meals & Lodging (Seattle) = <u>1 ER</u>: \$74 meals & \$157-202 lodging per day</p> <p><u>2 ERs</u>: Compensate EEs for ER directed travel time and/or expenses if assigned to other than their regular home/relieving terminal as follows:</p> <p>Travel Time = 1 ER: Double time; 1 ER: Paid for a min 4 / max 12 hrs. per 24-hr period</p> <p>Mileage = <u>1 ER</u>: 54 cents/mile <u>BC</u>: 69 cents/mile (CAD)</p> <p>Meals & Lodging (Standard) = <u>1 ER</u>: \$60 meals & \$85-95 lodging per day; <u>1 ER</u>: \$85 (CAD) for meals and lodging per day</p> <p>Meals & Lodging (Seattle) = <u>1 ER</u>: \$74 meals & \$157-202 lodging per day.</p>	<p>ER-directed travel time and expenses compensated as follows (relief employees may have different provisions):</p> <p>Travel Time = Straight Time</p> <p>Mileage = 54 cents/mile</p> <p>Meals and Lodging (Standard) = \$140 per day</p> <p>Meals and Lodging (Seattle) = \$276 per day</p> <p>EEs are reimbursed as follows for travel time and expenses if assigned to other than their regular home/relieving terminal:</p> <p>Travel Time = Straight Time</p> <p>Mileage = 54 cents/mile</p> <p>Meals and Lodging (Standard) = \$140 per day</p> <p>Meals and Lodging (Seattle) = \$276 per day</p>
Relief Employee Pay:	<p><u>1 ER</u>: Relief EEs are paid at a lower rate than classification they relieve; no provisions excluding these EEs from travel time or mileage</p> <p><u>1 ER</u>: Has no separate differential or rate for relief employees and only pays relief EEs travel pay when they are displaced. Reliefs are also guaranteed 84 straight-time pay per assignment and receive a minimum of (full days pay) 12 hours, per assignment.</p>	<p>The differential (assignment pay factor) for relief employees is 17.5%</p> <p><i>Relief EEs are paid for actual time worked only (not including time spent traveling to and from work -with the exception of relief EEs dispatched to the Inter-Island vessel. Paid one weekly round trip.)</i></p> <p><i>Assignment pay shall not apply to annual leave, compensatory time, sick leave.</i></p>
Other Information:	<p><u>1 ER</u>: \$105 reimbursement for asbestosis examination in the event of asbestos exposure.</p> <p><u>1 ER</u>: Provides an annual lump sum payment equal to 84 times an EEs straight-time hourly rate seven years after establishing vacation eligibility.</p> <p><u>1 ER</u>: Provides an allowance of \$150/month CAD (\$108 USD) for Officers who have certificate(s) of competency superior to existing minimum job specification requirements for their appointed positions, and to all Chief Officers.</p> <p><u>1 ER</u>: Regular and Casual employees working on a 14-on 14-off schedule shall receive a differential of 27% in addition to his/her basic pay; an employee working on a 4-on 4-off schedule shall receive a differential of 25% in addition to his/her basic pay.</p>	<p>The use of the specified power tools entitles the user to \$1 per straight time hour increments.</p>
Participants:	<p>Alaska (IBU)</p> <p>Black Ball Transport (IBU) Average and range data only</p> <p>British Columbia Ferry Services Inc. (BC)</p> <p>King County</p>	

Section 3: 2016 Vessel/Terminal – Premium Pay and Benefits Summary (cont'd)

IBU

Exhibit X

Benefit	IBU/Deckhand Comparator Group - Benchmarks 309-311	IBU/Terminal Comparator Group - Benchmarks 312 - 317	Washington State Ferry System (IBU)
Premium Pay: Overtime	<u>3 ERs</u> : 150% of base pay <u>1 ER</u> : 200% of base pay	<u>2 ERs</u> : 150% of base pay <u>1 ER</u> : 200% of base pay	150% of base pay
Minimum Call Out Pay:	<u>3 ERs</u> : (2, 3, or 4 hours) @ 150% of base pay <u>1 ER</u> : 3 hours @ 200% of base pay	<u>1 ER</u> : 3 hours @ 150% of base pay <u>1 ER</u> : 4 hours @ 150% of base pay <u>1 ER</u> : 3 hours @ 200% of base pay	8 hours @ 150% of base pay (Called back to work or on scheduled day off 10.06 & 10.08) <i>Called in to work on a scheduled day off: (Employees with 80 non-overtime hours in the work period) Overtime for actual hours worked. In addition, they will receive 4 hours of pay at their straight time rate of pay regardless of the length of the overtime shift or the hours actually worked (10.02). (Relief may differ)</i>
Early Call Out Pay:	<u>1 ER</u> : 1 hour @ 150% of base pay <u>2 ERs</u> : 2 hours @ 150% of base pay <u>1 ER</u> : 3 hours @ 200% of base pay	<u>1 ER</u> : 1 hours @ 150% of base pay <u>1 ER</u> : 3 hours @ 200% of base pay <u>1 ER</u> : No information	1 hour @ 150% of base pay <i>All call-outs exceeding four (4) hours shall be paid a minimum of eight (8) hours pay at the overtime rate.</i>
Other premium or penalty pay (additional pay offered for undesirable shifts):	<u>2 ERs</u> : Reported penalty pay amounts: <u>1 ER</u> : Paid \$4 - \$10 CAD (\$2.88 - 7.21 USD) additional per hour. Paid for actual hours with dirty materials; 1/2 hour minimum. <u>1 ER</u> : Straight time rate of pay paid in addition to the rate of pay being paid when penalty work is performed; 1/2 hour minimum. <u>2 ERs</u> : Reported additional premium pay or shift differentials: <u>1 ER</u> : Shift differentials: Second Shift \$0.80 CAD (\$0.58 USD)/hour; Third shift 10% of basic hourly wage. <u>2 ERs</u> : Standby pay: <u>1 ER</u> : 10% of the EEs base hourly rate; <u>1 ER</u> : One hour of straight time pay for each four hours of standby.	<u>3 ERs</u> : Reported penalty pay amounts: <u>1 ER</u> : Paid \$4 - \$10 CAD (\$2.88 - 7.21 USD) additional per hour. Paid for actual hours with dirty materials; 1/2 hour minimum. <u>1 ER</u> : Straight time rate of pay paid in addition to the rate of pay being paid when penalty work is performed; 1/2 hour minimum. <u>1 ER</u> : 107.5% of base rate in 4 hour increments <u>2 ERs</u> : Reported additional premium pay or shift differentials: <u>1 ER</u> : Shift differentials: Second Shift \$0.80 CAD (\$0.58 USD)/hour; Third shift 10% of basic hourly wage. <u>3 ERs</u> : Standby pay: <u>1 ER</u> : 10% of the EEs base hourly rate; <u>1 ER</u> : One hour of straight time pay for each four hours of standby; <u>1 ER</u> : 10% of 7.5 times the employees hourly base salary for standby pay.	200% of base pay Paid at the straight time rate of pay in addition to whatever rate of pay (straight or overtime) is being paid when penalty work is performed. Paid for actual hours with dirty materials with a 1/2 to 2 hour minimum depending upon assignment. (Eagle Harbor only) Shift differentials: 2nd shift 8 hours plus 10%; 3rd shift 8 hours plus 15%.

Section 3: 2016 Vessel/Terminal – Premium Pay and Benefits Summary (cont'd)

IBU

Exhibit X (cont'd)

Benefit	IBU/Deckhand Comparator Group - Benchmarks 309-311	IBU/Terminal Comparator Group - Benchmarks 312 - 317	Washington State Ferry System (IBU)																																																															
Paid Holidays per Year - Including Personal Holidays:	<u>1 ER</u> : 11 days/year <u>3 ERs</u> : 12 days/year	<u>1 ER</u> : 11 days/year <u>1 ER</u> : 12 days/year <u>1 ERs</u> : 13 days/year	12 days/year																																																															
Paid Time Off (PTO):	<u>0 ERs</u> : Offer a PTO plan	<p><u>1 ER</u>: Offers a PTO plan (plan for those hired on or after July 1, 2013)</p> <table style="margin-left: auto; margin-right: auto; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left; border-bottom: 1px solid black;">Years</th> <th style="text-align: left; border-bottom: 1px solid black;">Hours</th> </tr> </thead> <tbody> <tr><td>0</td><td>168</td></tr> <tr><td>2</td><td>192</td></tr> <tr><td>5</td><td>216</td></tr> <tr><td>10</td><td>240</td></tr> <tr><td>15</td><td>288</td></tr> </tbody> </table> <p style="text-align: center;">Max Annual Accrual = 288 hours</p> <p><i>Employees hired prior to July 1, 2013 receive one additional hour per pay period for each year break up to 10 where the maximum annual accrual happens (also at 288 hours).</i></p> <p><i>In addition to the above plans, this employer offers an Annual and Sick leave option (not included in tables) however, most employees are enrolled in the PTO plans.</i></p>	Years	Hours	0	168	2	192	5	216	10	240	15	288	Does not offer a PTO plan																																																			
Years	Hours																																																																	
0	168																																																																	
2	192																																																																	
5	216																																																																	
10	240																																																																	
15	288																																																																	
Vacation:	<p><u>5 ERs</u>: Offer paid vacation (4 represented below, see note for Alaska Marine Highway System)</p> <table style="margin-left: auto; margin-right: auto; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left; border-bottom: 1px solid black;">Years</th> <th style="text-align: left; border-bottom: 1px solid black;">Range (hours)</th> <th style="text-align: left; border-bottom: 1px solid black;">Average</th> </tr> </thead> <tbody> <tr><td>1</td><td>40 - 120</td><td>69</td></tr> <tr><td>5</td><td>144 - 168</td><td>159</td></tr> <tr><td>10</td><td>168 - 192</td><td>182</td></tr> <tr><td>15</td><td>176 - 225</td><td>201</td></tr> <tr><td>20</td><td>180 - 248</td><td>215</td></tr> <tr><td>25</td><td>192 - 288</td><td>236</td></tr> <tr><td>30</td><td>192 - 288</td><td>236</td></tr> <tr><td>31</td><td>192 - 320</td><td>244</td></tr> </tbody> </table> <p style="text-align: center;">Average Max Annual Accrual = 244 hours</p> <p style="text-align: center;">Alaska Marine Highway System: Max Annual Accrual = 336 hours</p> <p style="text-align: center;">84 hours after 0 years</p> <p style="text-align: center;">168 hours after 2 years</p> <p style="text-align: center;">252 hours after 3 years</p> <p style="text-align: center;">336 hours after 4 years</p> <p style="text-align: center;"><i>(Reflects schedule for EEs hired on or after July 1, 2008. Prior max annual 420 hours @ 5 years)</i></p> <p style="text-align: center;"><i>(Years to accrue vacation for comparators maxes out at 31 years- 1 ER)</i></p>	Years	Range (hours)	Average	1	40 - 120	69	5	144 - 168	159	10	168 - 192	182	15	176 - 225	201	20	180 - 248	215	25	192 - 288	236	30	192 - 288	236	31	192 - 320	244	<p style="text-align: center;"><u>2 ERs</u>: Offer paid vacation</p> <table style="margin-left: auto; margin-right: auto; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left; border-bottom: 1px solid black;">Years</th> <th style="text-align: left; border-bottom: 1px solid black;">Average Hours</th> </tr> </thead> <tbody> <tr><td>1</td><td>108</td></tr> <tr><td>5</td><td>152</td></tr> <tr><td>10</td><td>180</td></tr> <tr><td>15</td><td>200</td></tr> <tr><td>20</td><td>228</td></tr> <tr><td>25</td><td>264</td></tr> <tr><td>30</td><td>264</td></tr> <tr><td>31</td><td>280</td></tr> </tbody> </table> <p style="text-align: center;">Average Max Annual Accrual = 280 hours</p> <p style="text-align: center;"><i>(Years to accrue vacation for comparators maxes out at 31 years- 1 ER)</i></p>	Years	Average Hours	1	108	5	152	10	180	15	200	20	228	25	264	30	264	31	280	<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left; border-bottom: 1px solid black;"><u>EEs Hired Prior to 6.30.11</u></th> <th style="text-align: left; border-bottom: 1px solid black;"><u>EEs Hired on or after 6.30.11</u></th> </tr> </thead> <tbody> <tr><td>96 hours after 1 yr.</td><td>96 hours after 1 yr.</td></tr> <tr><td>160 hours after 5 yrs.</td><td>160 hours after 5 yrs.</td></tr> <tr><td>176 hours after 10 yrs.</td><td>160 hours after 10 yrs.</td></tr> <tr><td>200 hours after 15 yrs.</td><td>168 hours after 15 yrs.</td></tr> <tr><td>232 hours after 20 yrs.</td><td>176 hours after 20 yrs.</td></tr> <tr><td>248 hours after 25 yrs.</td><td>176 hours after 25 yrs.</td></tr> <tr><td>272 hours after 30 yrs.</td><td>176 hours after 30 yrs.</td></tr> <tr><td>272 hours after 31 yrs.</td><td>176 hours after 31 yrs.</td></tr> </tbody> </table> <p style="text-align: center;">Max Annual Accrual = 272 hours Max Annual Accrual = 176 hours</p> <p style="text-align: center;"><i>For Schedule prior to 6.30.2011 - Vacation leave accumulated in 'working days' - converted to hours based upon 8 hour days.</i></p>	<u>EEs Hired Prior to 6.30.11</u>	<u>EEs Hired on or after 6.30.11</u>	96 hours after 1 yr.	96 hours after 1 yr.	160 hours after 5 yrs.	160 hours after 5 yrs.	176 hours after 10 yrs.	160 hours after 10 yrs.	200 hours after 15 yrs.	168 hours after 15 yrs.	232 hours after 20 yrs.	176 hours after 20 yrs.	248 hours after 25 yrs.	176 hours after 25 yrs.	272 hours after 30 yrs.	176 hours after 30 yrs.	272 hours after 31 yrs.	176 hours after 31 yrs.
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Sick Leave:	Average Max Sick Leave: 108 hours per year (<u>4 ERs</u>) <u>1 ER</u> : Offer a sick leave buy-out/ cash-out; Eligible for 25% of sick leave bank accrued upon termination (Employees with 3 or more years of employment)	Average Max Sick Leave: 72 hours per year (<u>2 ERs</u>) <u>0 ERs</u> : Offer a sick leave buy-out/ cash-out	Max Sick Leave = 96 hours per year Offers a sick-leave buy-out option <i>Sick leave cash out -Employees are eligible to receive cash on a 1 hour for 4 hours basis for 96 hours or less of their accrued sick leave if sick leave balance meets certain criteria.</i>																																																															

Section 3: 2016 Vessel/Terminal – Premium Pay and Benefits Summary (cont'd)

IBU

Exhibit X (cont'd)

Benefit	IBU/Deckhand Comparator Group - Benchmarks 309-311	IBU/Terminal Comparator Group - Benchmarks 312 - 317	Washington State Ferry System (IBU)
Health & Welfare: Employer/Employee Contribution/Month	<u>5 ERs: Reported Medical Contributions</u> ER (for EE only): AVG: * \$1,147/month BC: \$98 CAD/month EE (for EE only): AVG: \$0/month BC: \$0/month	<u>3 ERs: Reported Medical Contributions</u> ER (for EE only): AVG: * \$1,061/month BC: \$98 CAD/month EE (for EE only): 1 ER: \$105/month BC & 1ER: \$0/month	<u>Medical Contributions</u> ER (for EE only): \$487/month EE (for EE only): \$84/month
Medical:	<u>ER (for EE plus spouse & 2 children):</u> AVG: * \$1,476/month BC: \$239 CAD/month EE (for EE plus spouse & 2 children): AVG: \$0/month BC: \$0/month Plan Metal Color: <u>1ER</u> : Platinum; <u>1ER</u> : Silver; <u>3 ERs</u> : Unknown or N/A <i>* 3 of the 4 employers reported composite rates that are the same for employee-only as well as employee plus spouse and 2 children. (BC Ferry excluded from average.)</i>	<u>ER (for EE plus spouse & 2 children):</u> AVG: * \$1,720/month BC: \$239 CAD/month EE (for EE plus spouse & 2 children): 1ER: \$195/month BC & 1ER: \$0/month Plan Metal Color: <u>1ER</u> : Platinum; <u>1ER</u> : Silver; <u>BC</u> : N/A <i>* 1 of the 2 employers reported composite rates that are the same for employee-only as well as employee plus spouse and 2 children. (BC Ferry excluded from average.)</i>	<u>ER (for EE plus spouse & 2 children):</u> \$1330/month EE (for EE plus spouse & 2 children): \$241/month Plan Metal Color: Gold
Dental:	<u>4 ERs: Reported Dental Contributions</u> ER (for EE only): 2 ERs: \$88/month 1 ER: EE paid BC: \$52 CAD/month ER (for EE plus spouse & 2 children): AVG: \$145/month 1 ER: EE paid BC: \$175 CAD/month 1 ER: Includes dental contributions within medical contribution rates. 1 ER: Dental plan is reported as employee paid only.	<u>2 ERs: Reported Dental Contributions</u> ER (for EE only): 1 ER: \$64/month BC: \$52 CAD/month EE (for EE only): 1 ER: \$0/month BC: \$0/month ER (for EE plus spouse & 2 children): 1 ER: \$179/month BC: \$175 CAD/month EE (for EE plus spouse & 2 children): 1 ER: \$0/month BC: \$0/month 1 ER: Includes dental contributions within medical contribution rates.	<u>Dental Contributions</u> ER Contribution (for EE benefits only): \$45/month ER Contribution (for EE with spouse and two children): \$134/month 100% Employer paid - no employee contribution
Vision:	<u>4 ERs: Reported Vision Contributions</u> ER (for EE only): AVG: \$14/month 1 ER: EE paid BC: \$1.44 CAD/month ER (for EE plus spouse & 2 children): AVG: \$24/month 1 ER: EE paid BC: \$5.58 CAD/month 1 ER: Includes vision contributions within medical contribution rates. 1 ER: Vision plan is reported as employee paid only.	<u>2 ERs: Reported Vision Contributions</u> ER (for EE only): 1ER: \$12/month BC: \$1.44 CAD/month EE (for EE only): BC & 1ER: \$0/month ER (for EE plus spouse & 2 children): 1ER: \$32/month BC: \$5.58 CAD/month EE (for EE plus spouse & 2 children): BC & 1ER: \$0/month 1 ER: Includes vision contributions within medical contribution rates.	<u>Vision Contributions</u> Included in medical
Retirement:	<u>5 ERs: Provide ER contributions to Retirement</u> <u>Most Typical</u> : Contribute a % of gross pay or pensionable earnings. AVG: 6.69%	<u>3 ERs: Provide ER contributions to Retirement</u> <u>All</u> : Contribute a % of gross pay or pensionable earnings. AVG: 6.88%	<u>Retirement Benefits</u> Employer contributes 6.12% of gross pay.

Section 3: 2016 Vessel/Terminal – Premium Pay and Benefits Summary (cont'd)

IBU

Exhibit X (cont'd)

Benefit	IBU/Deckhand Comparator Group - Benchmarks 309-311	IBU/Terminal Comparator Group - Benchmarks 312 - 317	Washington State Ferry System (IBU)
Apprenticeship/Training Program Contribution:	<u>0 ERs</u> : Report contributions to an apprenticeship/training program	<u>0 ERs</u> : Report contributions to an apprenticeship/training program	<i>No information</i>
Training/Education:	<p><u>3 ERs</u>: Reimburse trade related training and education:</p> <p><u>1 ER</u>: 100% of costs for required training.</p> <p><u>1 ER</u>: Up to \$1000/year CAD (721 USD) (Program reported as inactive due to economic conditions).</p> <p><u>1 ER</u>: Pays for ER directed expenses related to website training classes.</p> <p><u>3 ERs</u>: Pay EEs their normal rate of pay for any required training.</p>	<p><u>3 ERs</u>: Reimburse trade related training and education:</p> <p><u>1 ER</u>: 100% of costs for required training.</p> <p><u>1 ER</u>: Up to \$1000/year CAD (721 USD) (Program reported as inactive due to economic conditions).</p> <p><u>1 ER</u>: Pays for ER directed expenses related to website training classes.</p> <p><u>3 ERs</u>: Pay EEs their normal rate of pay for any required training.</p>	<p>Ordinary Seaman trade related training and education are reimbursed at a rate of 100% (80% until EE has worked 320 hours as an AB).</p> <p>2 Years seniority required for MMC endorsement for Able Bodied Seaman (AB) limited with a Lifeboatman's certification.</p> <p><i>Once the employee has worked six hundred and thirty-five (635) hours as an AB, the ER shall reimburse the employee for vacation or comp time used on scheduled school days to attend the school/training not to exceed 30 days.</i></p> <p><i>EEs required to attend training classes on their day or days off shall be paid the overtime rate of pay.</i></p>
Licensure/Renewals:	<p><u>3 ERs</u>: Pay for required licensure and renewals</p> <p><u>1 ER</u>: Pays the full cost of MMC and/or TWIC</p> <p><u>1 ER</u>: Reimburse EEs for the cost of Coast Guard and Federal Communications Commission license fees.</p> <p><u>1 ER</u>: Pays full cost for any license required by applicable regulatory agencies.</p>	<p><u>2 ERs</u>: Pay for required licensure and renewals</p> <p><u>1 ER</u>: Pays the full cost of MMC and/or TWIC</p> <p><u>1 ER</u>: Pays full cost for any license required by any applicable regulatory agency.</p>	<p>Required licensure and license renewals are paid by ER</p> <p>Merchant Mariner Credential (MMC) and Transportation Worker Identification Credential (TWIC) paid at a max of: \$228</p>
Medical Exams/Licensure:	<u>2 ERs</u> : Reimburse or pay for medical examinations, drug tests and/or immunizations related to employment	<u>2 ERs</u> : Reimburse or pay for medical examinations and/or drug tests related to employment.	No EE cost for medical examinations related to employment when he/she goes to HealthForce.

Section 3: 2016 Vessel/Terminal – Premium Pay and Benefits Summary (cont'd)

IBU

Exhibit X (cont'd)

Benefit	IBU/Deckhand Comparator Group - Benchmarks 309-311	IBU/Terminal Comparator Group - Benchmarks 312 - 317	Washington State Ferry System (IBU)
Travel: Compensation for employer directed travel	<p><u>5 ERs</u>: Compensate EEs for ER directed travel time and/or expenses as follows:</p> <p>Travel Time = <u>1 ER</u>: Double time; <u>1 ER</u>: Paid for a min 4 /max 12 hours per 24-hr period</p> <p>Mileage = <u>AVG</u>: 54 cents/mile <u>BC</u>: 69 cents/mile (CAD)</p> <p>Meals & Lodging (Standard) = <u>1 ER</u>: \$60 meals and \$85-95 lodging per day; <u>1 ER</u>: \$85 (CAD) for meals and lodging per day; <u>1 ER</u>: Actual expenses accrued.</p> <p>Meals & Lodging (Seattle) = <u>1 ER</u>: \$74 meals and \$157-202 lodging per day; <u>1 ER</u>: Actual expenses accrued.</p> <p><u>3 ERs</u>: Compensate EEs for ER directed travel time and/or expenses if assigned to other than their regular home/relieving terminal as follows:</p> <p>Travel Time = <u>1 ER</u>: Double time; <u>1 ER</u>: Paid for a min 4 /max 12 hours per 24-hr period</p> <p>Mileage = <u>1 ER</u>: 54 cents/mile <u>BC</u>: 69 cents/mile (CAD)</p> <p>Meals & Lodging (Standard) = <u>1 ER</u>: \$60 meals and \$85-95 lodging per day; <u>1 ER</u>: \$85 (CAD) for meals and lodging per day; <u>1 ER</u>: Actual expenses accrued.</p> <p>Meals & Lodging (Seattle) = <u>1 ER</u>: \$74 meals & \$157-202 lodging per day; <u>1 ER</u>: Actual expenses accrued.</p>	<p><u>3 ERs</u>: Compensate EEs for ER directed travel time and/or expenses as follows:</p> <p>Travel Time = <u>1 ER</u>: Double time; <u>1 ER</u>: Actual</p> <p>Mileage = <u>AVG</u>: 54 cents/mile <u>BC</u>: 69 cents/mile (CAD)</p> <p>Meals & Lodging (Standard) = <u>1 ER</u>: \$60 meals and actual for lodging per day; <u>1 ER</u>: \$85 (CAD) for meals and lodging per day.</p> <p>Meals & Lodging (Seattle) = <u>1 ER</u>: \$74 meals and actual for lodging per day.</p> <p><u>2 ERs</u>: Compensate EEs for ER directed travel time and/or expenses if assigned to other than their regular home/relieving terminal as follows:</p> <p>Travel Time = <u>1 ER</u>: Double time; <u>1 ER</u>: Actual</p> <p>Mileage = <u>AVG</u>: 54 cents/mile <u>BC</u>: 69 cents/mile (CAD)</p> <p>Meals & Lodging (Standard) = <u>1 ER</u>: \$60 meals and actual for lodging per day; <u>1 ER</u>: \$85 (CAD) for meals and lodging per day.</p> <p>Meals & Lodging (Seattle) = <u>1 ER</u>: \$74 meals and actual for lodging per day.</p>	<p>ER-directed travel time and expenses compensated as follows:</p> <p>Travel Time = Straight Time</p> <p>Mileage = 54 cents/mile</p> <p>Meals and Lodging (Standard) = \$140 per day</p> <p>Meals and Lodging (Seattle) = \$276 per day</p> <p>EEs are reimbursed as follows for travel time and expenses if assigned to other than their regular home/relieving terminal:</p> <p>Travel Time = Straight Time</p> <p>Mileage = 54 cents/mile</p> <p>Meals and Lodging (Standard) = \$140 per day</p> <p>Meals and Lodging (Seattle) = \$276 per day</p>

Section 3: 2016 Vessel/Terminal – Premium Pay and Benefits Summary (cont'd)

IBU

Exhibit X (cont'd)

Benefit	IBU/Deckhand Comparator Group - Benchmarks 309-311	IBU/Terminal Comparator Group - Benchmarks 312 - 317	Washington State Ferry System (IBU)
Relief Employee Pay:	<p><u>0 ERs:</u> Pay a differential to relief employees above the classifications being relieved.</p> <p><u>1 ER:</u> Relief EEs are paid at a lower rate than classification they relieve.</p> <p><u>1 ER:</u> Relief EEs are paid at a lower rate of pay than the positions they relieve until they have 12 months of experience. Then it is the same rate.</p> <p><u>1 ER:</u> Relief EEs receive the rate of the classification in which the majority of the EEs' time was worked within the preceding 12 months. Additionally, Relief EEs have additional pays such as guaranteed pay for a full day's assignment.</p>	<p><u>0 ERs:</u> Pay a differential to relief employees above the classifications being relieved.</p> <p><u>1 ER:</u> Relief EEs are paid at a lower rate than classification they relieve.</p>	<p>The differential (assignment pay factor) for Relief employees is 20%.</p> <p>(When dispatched to Friday Harbor, Reliefs will receive a \$100.00 stipend pay for each day assigned.)</p> <p>Relief EEs are paid for actual time worked only (not including time traveling to and from home). When necessary for a Relief EE to travel from their original terminal to another terminal in order to begin or complete their shift, they shall be paid for travel time and mileage in accordance with specified schedule.</p> <p>Assignment wage is based on current hourly base rates and is not applicable to vacation, compensatory time, sick leave.</p>
Other Information:	<p><u>1 ER:</u> Provides an annual lump sum payment equal to 84 times that EE's straight-time hourly rate seven years after establishing vacation eligibility.</p> <p><u>1 ER:</u> Regular and Casual employees working on a 14-on 14-off schedule shall receive a differential of 27% in addition to his/her basic pay; an employee working on a 4-on 4-off schedule shall receive a differential of 25% in addition to his/her basic pay.</p> <p><u>1 ER:</u> Offers Longevity: Beginning with the EEs 7th year; additional \$35 per month, thereafter \$5 per month for each year of service to a max of 25 years.</p> <p><u>1 ER:</u> \$150 reimbursement for foul weather gear every 36 months.</p>	<p><u>1 ER:</u> Regular and Casual employees working on a 14-on 14-off schedule shall receive a differential of 27% in addition to his/her basic pay; an employee working on a 4-on 4-off schedule shall receive a differential of 25% in addition to his/her basic pay.</p> <p><u>1 ER:</u> Provides geographic differentials above/below regular pay in the amounts of 5% to 60% depending upon location of assignment.</p> <p><u>1 ER:</u> Provides Sea Duty pay (annualized hourly salary x 0.344) when engaged upon a vessel for periods longer than 24 hours while away from the EEs port of engagement.</p>	
Participants:	<p>Alaska Marine Highway System (IBU) Black Ball Transport (IBU) Average and range data only British Columbia Ferry Services Inc. (BC) King County Whatcom County</p>	<p>Alaska Marine Highway System (GGU) British Columbia Ferry Services Inc. (BC) King County <i>(Black Ball Transport provided matches in this group but no premium pay or benefit information)</i></p>	

Section 3: 2016 Vessel/Terminal – Premium Pay and Benefits Summary (cont'd)

FASPAA - Terminal Supervisor

Exhibit XI

Benefit	Terminal Supervisor Comparator Group - Benchmark 318	Washington State Ferry System (FASPAA - Terminal Supervisor)
Premium Pay: Overtime	<u>1 ERs</u> : 150% of base pay <u>1 ER</u> : 200% of base pay	150% of base pay
Minimum Call Out Pay:	<u>1 ER</u> : 4 hours @ 150% of base pay <u>1 ER</u> : 3 hours @ 200% of base pay	8 hours @ 150% of base pay plus 3 hours of pay at their straight time rate <i>(Called back on scheduled assigned days off 17.07)</i>
Early Call Out Pay:	<u>1 ER</u> : 3 hours @ 200% of base pay	(Paid in increments of 6 minutes then hours after 1 hour) @150% of base pay
Other premium or penalty pay (additional pay offered for undesirable shifts):	<u>2 ERs</u> : Offer other premiums or penalty pays : <u>2 ERs</u> : Offer penalty pay for working with dirty/obnoxious materials: <u>1 ER</u> : Paid \$4 - \$10 CAD (\$2.88 - 7.21 USD) additional per hour. Paid for actual hours with dirty materials; 1/2 hour minimum. <u>1 ER</u> : 7.5% of base pay in four hour increments.	200% of base pay <i>Paid at the straight time rate of pay in addition to whatever rate of pay (straight or overtime) is being paid when penalty work is performed.</i>

Section 3: 2016 Vessel/Terminal – Premium Pay and Benefits Summary (cont'd)

FASPAA - Terminal Supervisor

Exhibit XI (cont'd)

Benefit	Terminal Supervisor Comparator Group - Benchmark 318	Washington State Ferry System (FASPAA - Terminal Supervisor)																			
Paid Holidays per Year - Including Personal Holidays:	<u>1 ER</u> : 11 days/year <u>1 ERs</u> : 13 days/year	12 days/year																			
Paid Time Off (PTO):	<u>1 ER</u> : Offers a PTO plan (plan for those hired on or after July 1, 2013) <table style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;"><u>Years</u></th> <th style="text-align: center;"><u>Hours</u></th> </tr> </thead> <tbody> <tr><td style="text-align: center;">0</td><td style="text-align: center;">157</td></tr> <tr><td style="text-align: center;">2</td><td style="text-align: center;">180</td></tr> <tr><td style="text-align: center;">5</td><td style="text-align: center;">203</td></tr> <tr><td style="text-align: center;">10</td><td style="text-align: center;">225</td></tr> <tr><td style="text-align: center;">15</td><td style="text-align: center;">270</td></tr> </tbody> </table> <p style="text-align: center;">Max Annual Accrual = 270 hours</p>	<u>Years</u>	<u>Hours</u>	0	157	2	180	5	203	10	225	15	270	Does not offer a PTO plan							
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Vacation:	<u>1 ER</u> : Offers paid vacation <table style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;"><u>Years</u></th> <th style="text-align: center;"><u>Hours</u></th> </tr> </thead> <tbody> <tr><td style="text-align: center;">1</td><td style="text-align: center;">120</td></tr> <tr><td style="text-align: center;">5</td><td style="text-align: center;">144</td></tr> <tr><td style="text-align: center;">10</td><td style="text-align: center;">192</td></tr> <tr><td style="text-align: center;">15</td><td style="text-align: center;">224</td></tr> <tr><td style="text-align: center;">20</td><td style="text-align: center;">248</td></tr> <tr><td style="text-align: center;">25</td><td style="text-align: center;">288</td></tr> <tr><td style="text-align: center;">30</td><td style="text-align: center;">288</td></tr> <tr><td style="text-align: center;">31</td><td style="text-align: center;">320</td></tr> </tbody> </table> <p style="text-align: center;">Average Max Annual Accrual = 280 hours</p>	<u>Years</u>	<u>Hours</u>	1	120	5	144	10	192	15	224	20	248	25	288	30	288	31	320	<u>EEs Hired Prior to 6.30.11</u>	<u>EEs Hired on or after 6.30.11</u>
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		Max Annual Accrual = 272 hours	Max Annual Accrual = 176																		
Sick Leave:	Max Sick Leave: 48 hours per year (<u>1 ER</u>)	Max Sick Leave = 96 hours per year Offers a sick-leave buy-out option <i>Sick leave annual cash out -Employees are eligible to receive cash on a 1 hour for 4 hours basis for ninety-six (96) hours or less of their accrued sick leave if sick leave balance meets certain criteria. Sick leave buy-out upon death or retirement shall be allowed in accordance with applicable statutes.</i>																			

Section 3: 2016 Vessel/Terminal – Premium Pay and Benefits Summary (cont'd)

FASPAA - Terminal Supervisor

Exhibit XI (cont'd)

Benefit	Terminal Supervisor Comparator Group - Benchmark 318	Washington State Ferry System (FASPAA - Terminal Supervisor)
Health & Welfare: Employer/Employee Contribution/Month	<p style="text-align: center;"><u>2 ERs: Reported Medical Contributions</u></p> <p><u>ER (for EE only):</u> 1 ER (Composite):* \$1,346/month BC: \$98 CAD/month</p> <p><u>EE (for EE only):</u> 1 ER & BC: \$0</p>	<p style="text-align: center;"><u>Medical Contributions</u></p> <p><u>ER (for EE only):</u> \$487/month</p> <p><u>EE (for EE only):</u> \$84/month</p>
Medical:	<p><u>ER (for EE plus spouse & 2 children):</u> 1 ER (Composite):* \$1,346/month BC: \$239 CAD/month</p> <p><u>EE (for EE plus spouse & 2 children):</u> 1 ER & BC: \$0</p> <p style="text-align: center;">Plan Metal Color: 1 ER: Silver; BC: Not applicable</p> <p><i>*Employer reported composite rates that are the same for employee-only and employee plus spouse and 2 children.</i></p>	<p><u>ER (for EE plus spouse & 2 children):</u> \$1330/month</p> <p><u>EE (for EE plus spouse & 2 children):</u> \$241/month</p> <p style="text-align: center;">Plan Metal Color: Gold</p>
Dental:	<p style="text-align: center;"><u>2 ERs: Reported Dental Contributions</u></p> <p><u>ER (for EE only):</u> 1 ER: EE paid BC: \$52 CAD/month</p> <p><u>EE (for EE only):</u> 1 ER: \$52/month BC: \$0/month</p> <p><u>ER (for EE plus spouse & 2 children):</u> 1 ER: EE paid BC: \$175 CAD/month</p> <p><u>EE (for EE plus spouse & 2 children):</u> 1 ER: Not available BC: \$0/month</p>	<p style="text-align: center;"><u>Dental Contributions</u></p> <p>ER Contribution (for EE benefits only): \$45/month</p> <p>ER Contribution (for EE with spouse and two children): \$134/month</p> <p>100% Employer paid - no employee contribution</p>
Vision:	<p style="text-align: center;"><u>2 ERs: reported Vision Contributions</u></p> <p><u>ER (for EE only):</u> 1 ER: EE paid BC: \$1.44 CAD/month</p> <p><u>EE (for EE only):</u> 1 ER: \$25/month BC: \$0/month</p> <p><u>ER (for EE plus spouse & 2 children):</u> 1 ER: EE paid BC: \$5.58 CAD/month</p> <p><u>EE (for EE plus spouse & 2 children):</u> 1 ER: Unavailable BC: \$0/month</p>	<p style="text-align: center;"><u>Vision Contributions</u></p> <p style="text-align: center;">Included in medical</p>
Retirement:	<p style="text-align: center;"><u>2 ERs: Provide ER contributions to Retirement</u></p> <p>2 ERs: Contribute a % of gross pay or pensionable earnings. AVG: 7.27%</p>	<p style="text-align: center;"><u>Retirement Benefits</u></p> <p style="text-align: center;">Employer contributes 6.12% of gross pay.</p>

Section 3: 2016 Vessel/Terminal – Premium Pay and Benefits Summary (cont’d)

FASPAA - Terminal Supervisor

Exhibit XI (cont’d)

Benefit	Terminal Supervisor Comparator Group - Benchmark 318	Washington State Ferry System (FASPAA - Terminal Supervisor)
Apprenticeship/Training Program Contribution:	No information from either ER	No information
Training/Education:	<p><u>2 ERs</u>: Reimburse trade related training and education:</p> <p><u>1 ER</u>: Up to \$1000/year CAD (721 USD) (Program reported as inactive due to economic conditions).</p> <p><u>1 ER</u>: Pays for ER directed expenses related to website training classes.</p> <p><u>2 ERs</u>: Pay EEs their normal rate of pay for any required training</p>	<p>Trade related training and education are reimbursed at a rate of 100%</p> <p>ER pays a minimum of the scheduled shift hours for the time the EE attends such programs.</p> <p><i>The overtime provision shall apply to training classes exceeding the scheduled shift hours. EEs required to attend training classes on their day(s) off shall be paid the OT rate of pay.</i></p>
Licensure/Renewals:	<p><u>2 ERs</u>: Pay full cost for required licensure and renewals</p>	<p>The Employer shall reimburse employees for the costs associated with the successful renewal of a Transportation Worker Identification Credential (TWIC) as required by regulatory agencies.</p>
Medical Exams/Licensure:	<p><u>2 ERs</u>: Reimburse or pay for medical examinations and/or drug tests related to employment.</p>	Not applicable

Section 3: 2016 Vessel/Terminal – Premium Pay and Benefits Summary (cont'd)

FASPAA - Terminal Supervisor

Exhibit XI (cont'd)

Benefit	Terminal Supervisor Comparator Group - Benchmark 318	Washington State Ferry System (FASPAA - Terminal Supervisor)
Travel: Compensation for employer directed travel	<p><u>2 ERs</u>: Compensate EEs for ER directed travel time and/or expenses as follows:</p> <p>Travel Time = <u>1 ER</u>: Double time; <u>1 ER</u>: Actual hours</p> <p>Mileage = <u>AVG</u>: 54 cents/mile <u>BC</u>: 69 cents/mile (CAD)</p> <p>Meals & Lodging (Standard) = <u>1 ER</u>: \$60 meals & \$85-95 lodging per day; <u>1 ER</u>: \$85 (CAD) for meals and lodging per day; <u>1 ER</u>: Actual Meals & Lodging (Seattle) = <u>1 ER</u>: \$74 meals & \$157-202 lodging per day</p> <p><u>2 ERs</u>: Compensate EEs for ER directed travel time and/or expenses if assigned to other than their regular home/relieving terminal as</p> <p>Travel Time = <u>1 ER</u>: Double time; <u>1 ER</u>: Actual hours</p> <p>Mileage = <u>1 ER</u>: 54 cents/mile <u>BC</u>: 69 cents/mile (CAD)</p> <p>Meals & Lodging (Standard) = <u>1 ER</u>: \$60 meals & \$85-95 lodging per day; <u>1 ER</u>: \$85 (CAD) for meals and lodging per day</p> <p>Meals & Lodging (Seattle) = <u>1 ER</u>: \$74 meals & \$157-202 lodging per day.</p>	<p>ER-directed travel time and expenses compensated as follows (relief employees may have different provisions):</p> <p>Travel Time = Straight time</p> <p>Mileage = 54 cents/mile</p> <p>Meals and Lodging (Standard) = \$140 per day</p> <p>Meals and Lodging (Seattle) = \$276 per day</p> <p>EEs are reimbursed as follows for travel time and expenses if assigned to other than their regular home/relieving terminal:</p> <p>Travel Time = Straight time</p> <p>Mileage = 54 cents/mile</p> <p>Meals and Lodging (Standard) = \$140 per day</p> <p>Meals and Lodging (Seattle) = \$276 per day</p>
Relief Employee Pay:	<p><u>1 ER</u>: Relief EEs are paid a separate rate than regular EEs, generally at a lower rate than the classification they relieve; no provisions for any employees regarding travel time.</p>	<p>The differential (assignment pay factor) for relief employees is 17.5%</p> <p><i>Relief EEs are paid for actual time worked only (not including time traveling to and from work). When assigned to work at a terminal other than the employee's home terminal, mileage shall be paid in accordance with Schedule "A".</i></p> <p><i>Assignment pay shall not apply to annual leave, compensatory time, or sick leave.</i></p>
Other Information:	<p><u>1 ER</u>: Provides geographic differentials above/below regular pay in the amounts of 3.75% to 33.8% depending upon location of assignment.</p> <p><u>1 ER</u>: Provides semi-monthly salary x 0.00424 when engaged upon a vessel for periods longer than 24 hours while away from the EEs port of engagement.</p> <p><u>1 ER</u>: Regular and Casual employees working on a 14-on 14-off schedule shall receive a differential of 27% in addition to his/her basic pay; an employee working on a 4-on 4-off schedule shall receive a differential of 25% in addition to his/her basic pay.</p>	<p>Annual payment of \$1,000 for drug/alcohol testing certification.</p>
Participants:	<p>Alaska Marine Highway System (SU)</p> <p>British Columbia Ferry Services Inc. (BC)</p>	

Section 3: 2016 Vessel/Terminal – Premium Pay and Benefits Summary (cont'd)

Vessel/Terminal – Alaska Marine Highway System – COLD Data

In addition to the benefits included in the previous tables, Alaska Marine Highway System (AMHS) offers the following benefits referred to as Cost of Living Differential (COLD) to Alaskan residents only. COLD payments are a geographic differential intended to reflect the cost of living differences between Seattle and Anchorage/Juneau, Alaska. The cost of living differential allowance is applied to the base hourly rate for AMHS or as an additional payment each pay period for specific positions with the Alaska Marine Highway System:

#	Benchmark Title (AK Title)	COLD Per Pay Period	COLD Per Hour*
1	Master/Pilot (Master)	\$664.40	\$7.91
2	First Mate/Pilot (Chief Mate)	\$552.64	\$6.58
3	Second Mate (Second Mate)	\$483.78	\$5.76
4	Staff Chief Engineer (Lead Chief Engineer)	\$538.03	\$6.41
5	Chief Engineer (Chief Engineer)	\$538.03	\$6.41
6	Assistant Engineer (1st Asst. Engineer)	\$463.80	\$5.52

* Converted for MECS based on 84 hours per pay period (pay period every two weeks).

COLD applies to the following benchmarks in the form of a resident vs. non-resident hourly rate:

#	Benchmark Title (AK Title)	Resident Rate	Non Resident	% Dif.
7	Oiler (Jr Engineer)	\$28.39	\$23.19	22.4%
9	Wiper (same)	\$23.67	\$19.33	22.5%
10	Able Seaman/Bos'n (same)	\$27.39	\$22.38	22.4%
11	Able Seaman (AB) (same)	\$25.08	\$20.46	22.6%
12	Ordinary Seaman (OS) (same)	\$23.49	\$19.16	22.6%

2016 SHIPYARDS – SALARY DATA PRESENTATION

Section 3: 2016 Shipyards – Salary Data Presentation

Carpenters- Salary Market Data

Exhibit XII

Benchmark Number	Benchmark Title		# of Orgs	# of Journey EEs	Paid in a Salary Schedule	Average Salary Range Minimum	Average Salary Range Maximum	Average (Actual) Base Pay Rate	Average Hourly Benefit ¹	Average Actual Base Pay & Benefits
401	Shipwright/Carpenter	All Participants	2	74	50%	\$31.29	\$35.17	\$32.87	\$6.75	\$39.61
401	Shipwright/Carpenter	WSFS	1	12	0%	\$27.74	\$27.74	\$27.74	\$8.41	\$36.15
401	Shipwright/Carpenter	% Difference				-12.8%	-26.8%	-18.5%	19.8%	-9.6%
402	Shipyards Insulation (New)	All Participants	0	0	-	-	-	-	-	-
402	Shipyards Insulation (New)	WSFS	1	4	0%	\$27.74	\$27.74	\$27.74	\$8.41	\$36.15
402	Shipyards Insulation (New)	% Difference				-	-	-	-	-
Carpenters Total % Above or Below Market:						-12.8%	-26.8%	-18.5%	19.8%	-9.6%

- Average data is not displayed where less than two participants reported data.

Section 3: 2016 Shipyards – Salary Data Presentation (cont'd)

Metal Trades – Salary Market Data

Exhibit XIII

Benchmark Number	Benchmark Title		# of Orgs	# of Journey EEs	Paid in a Salary Schedule	Average Salary Range Minimum	Average Salary Range Maximum	Average (Actual) Base Pay Rate	Average Hourly Benefit ¹	Average Actual Base Pay & Benefits
403	Shipyards Boilermaker/Welder	All Participants	3	285	33%	\$28.05	\$30.63	\$29.46	-	-
403	Shipyards Boilermaker/Welder	WSFS	1	8	0%	\$27.74	\$27.74	\$27.74	\$8.41	\$36.15
403	Shipyards Boilermaker/Welder	% Difference				-1.1%	-10.4%	-6.2%	-	-
404	Shipyards Electrician	All Participants	4	290	25%	\$32.07	\$34.01	\$32.77	\$7.34	\$40.11
404	Shipyards Electrician	WSFS	1	15	0%	\$27.74	\$27.74	\$27.74	\$8.41	\$36.15
404	Shipyards Electrician	% Difference				-15.6%	-22.6%	-18.1%	12.7%	-10.9%
405	Shipyards Machinist	All Participants	4	147	25%	\$31.06	\$32.99	\$31.89	\$8.62	\$40.51
405	Shipyards Machinist	WSFS	1	12	0%	\$27.74	\$27.74	\$27.74	\$8.41	\$36.15
405	Shipyards Machinist	% Difference				-12.0%	-18.9%	-15.0%	-2.5%	-12.1%
406	Shipyards Pipefitter	All Participants	4	188	25%	\$32.96	\$34.90	\$33.70	\$7.55	\$41.25
406	Shipyards Pipefitter	WSFS	1	13	0%	\$27.74	\$27.74	\$27.74	\$8.41	\$36.15
406	Shipyards Pipefitter	% Difference				-18.8%	-25.8%	-21.5%	10.3%	-14.1%
407	Shipyards Sheet Metal Worker	All Participants	4	179	25%	\$31.13	\$33.06	\$31.80	\$8.53	\$40.33
407	Shipyards Sheet Metal Worker	WSFS	1	6	0%	\$27.74	\$27.74	\$27.74	\$8.41	\$36.15
407	Shipyards Sheet Metal Worker	% Difference				-12.2%	-19.2%	-14.6%	-1.4%	-11.6%
408	Shipyards Truck Driver	All Participants	2	7	0%	\$31.18	\$31.18	\$31.18	-	-
408	Shipyards Truck Driver *	WSFS	1	0	0%	\$27.74	\$27.74	\$27.74	\$8.41	\$36.15
408	Shipyards Truck Driver	% Difference				-12.4%	-12.4%	-12.4%		
409	Shipyards Warehouse Worker	All Participants	2	53	50%	\$23.20	\$27.67	\$26.78	-	-
409	Shipyards Warehouse Worker	WSFS	1	4	0%	\$27.74	\$27.74	\$27.74	\$8.41	\$36.15
409	Shipyards Warehouse Worker	% Difference				16.4%	0.2%	3.5%	-	-

Metal Trades Total % Above or Below Market: -8.0% -15.6% -12.1% 4.8% -12.2%

All Shipyards Average % Above or Below Market: -8.6% -17.0% -12.9% 4.8% -11.6%

- Average data is not shown where less than two participants report data.

Section 3: 2016 Shipyards – Salary Data Presentation (cont'd)

Foreperson, Leadperson and Helper Pay

Exhibit XIV

Benchmark Number	Benchmark Title		Foreperson Base Pay % of Journey Actual ²	Leadperson Base Pay % of Journey Actual ²	Helper Base Pay % of Journey Actual ²
401	Shipwright/Carpenter	All Participants	126.3%	112.6%	72.8%
401	Shipwright/Carpenter	WSFS	107.0%	105.0%	65.0%
401	Shipwright/Carpenter	% Difference	-19.3%	-7.6%	-7.8%
402	Shipyards Insulation (New)	All Participants	-	-	-
402	Shipyards Insulation (New)	WSFS	107.0%	105.0%	65.0%
402	Shipyards Insulation (New)	% Difference	-	-	-
403	Shipyards Boilermaker/Welder	All Participants	117.7%	105.8%	69.7%
403	Shipyards Boilermaker/Welder	WSFS	107.0%	105.0%	65.0%
403	Shipyards Boilermaker/Welder	% Difference	-10.7%	-0.8%	-4.7%
404	Shipyards Electrician	All Participants	115.7%	105.6%	71.6%
404	Shipyards Electrician	WSFS	107.0%	105.0%	65.0%
404	Shipyards Electrician	% Difference	-8.7%	-0.5%	-6.6%
405	Shipyards Machinist	All Participants	116.9%	105.2%	71.5%
405	Shipyards Machinist	WSFS	107.0%	105.0%	65.0%
405	Shipyards Machinist	% Difference	-9.9%	-0.2%	-6.5%
406	Shipyards Pipefitter	All Participants	119.6%	104.7%	71.2%
406	Shipyards Pipefitter	WSFS	107.0%	105.0%	65.0%
406	Shipyards Pipefitter	% Difference	-12.6%	0.3%	-6.2%
407	Shipyards Sheet Metal Worker	All Participants	115.6%	105.1%	71.4%
407	Shipyards Sheet Metal Worker	WSFS	107.0%	105.0%	65.0%
407	Shipyards Sheet Metal Worker	% Difference	-8.6%	-0.1%	-6.4%
408	Shipyards Truck Driver	All Participants	108.5%	-	-
408	Shipyards Truck Driver *	WSFS	107.0%	105.0%	65.0%
408	Shipyards Truck Driver	% Difference	-1.5%		-
409	Shipyards Warehouse Worker	All Participants	124.2%	106.5%	83.9%
409	Shipyards Warehouse Worker	WSFS	107.0%	105.0%	65.0%
409	Shipyards Warehouse Worker	% Difference	-17.2%	-1.5%	-

All Shipyards Average (position) % of Journey Actual: 118% 106% 72%

- Average Data is not shown where less than two participants report data.

Section 3: 2016 Shipyards – Salary Data Presentation (cont'd)

Shipyards Salary, Premium Pay and Benefits Exhibit Notes

Salary Table Endnotes:

- * Shipyard Truck Driver- WSFS has no journey-level employees in this classification and one employee classified as a lead as of January 1, 2016. Of the two participants providing market data for this position, one had no current incumbents. The journey rate used in average (actual) base pay rate for the participant as well as WSFS.*
- ¹ *Medical, dental, and vision contribution rates are calculated into hourly amounts according to the methodology detailed in Section 2 - Benefit Analysis Methodology. Canadian benefit amounts as well as any participant that includes pension amounts within their composite medical figures are excluded from the averages.*
- ² *(Foreperson/Leadsperson/Helper) Base Pay % of Journey Actual – Percentages were calculated by dividing reported Foreperson/Leadsperson or Helper base pay by the Actual Base Pay rate for each participant providing a job match.*
- *Data was also collected for Apprentice pay (not included in table). Participants reported a wide range of data for these jobs from 55-95 percent of the journeyperson rate depending upon years of experience. WSFS offers similar pay ranges.*
- *WSFS Helper rates include policy amounts because there are currently no helpers employed in any of the benchmark classifications.*
- *When participants provide a single rate for the pay for a given position, this rate is used in the calculations of both the salary range minimum and maximum columns.*

Premium Pay and Benefits Notes:

- *Medical, dental, vision and retirement values are displayed in tables based upon the most widely used plans for participants and WSFS alike.*
- *Where PTO or vacation was reported by a participant or the participant's CBA in days, data was converted to hours based on 8 hour days for the purpose of even comparisons.*
- *All benefit and premium pay information is reported as it applies to full-time employees.*
- *Most participants provided different premium pay and benefit information for each benchmark match because they belong to separate unions with or without a coalition. Summary data includes the average or most typical responses provided.*

2016 SHIPYARDS – PREMIUM PAY AND BENEFITS SUMMARY

Section 3: 2016 Shipyards – Premium Pay and Benefits Summary

Shipyards

Exhibit XV

Benefit	Canada*	Puget Sound	Washington State Ferry System Metal Trades and Carpenters
Premium Pay: Overtime	200% of base pay	<u>Most Typical</u> : 150% of base pay	150% of base pay
Minimum call out pay:	2 - 4 hours @ 200% of base pay <small>(2 hours for incimate weather or other factor out of the company's control.)</small>	<u>1 ER</u> : 4 hours @ 100% of base pay <u>1 ER</u> : 3 hours @ 150% of base pay <u>1 ER (varies by position)</u> : 1 hour @ 150%; 2 hours @ 200%; 4 hours @ 100%; or 4 hours @ 150% of base pay	4 hours @ 100% of base pay - 150% on weekends or call-outs <small>(Between regularly scheduled work shifts; emergency or unforeseen operational needs. If required to work past 4 hours the Lead/Journeyperson will be compensated for actual hours worked including travel and also receive 3 hours at basic pay, per occurrence, in addition to all other compensation due for hours worked.)</small>
Early call out pay:	Actual - 4 hours @ 200% of base pay <small>* If called early without an interruption in work (rolls into regular shift): overtime only with no minimum hours.</small>	1 ER: 4 hours @ 200% of base pay (single classification only)	4 hours @ 100% of base pay
Other premium, shift differential (additional pay offered for undesirable shifts) or penalty pay:	Dirty/Hazardous premium pays: 112% -125% of base pay Shift Differentials: Afternoon \$2.70 additional per hour; Graveyard \$4.10 additional per hour.	3 ERs also offer other premium pays; 3 ERs offer shift premiums; 1 ER offers standby pay <u>Shift Pay</u> : <u>1 ER</u> : Swing 110% of base for full 8 hour day; Graveyard 115% of base for full 8 hour day (Carpenter, Electrician, Pipefitter (no graveyard) and Sheet Metal benchmarks); Truck Driver: Night/Swing additional \$1.00 per hour; Third/graveyard: \$1.50 per hour; Auto Machinists working regular, swing or graveyard shifts outside of their regular schedule shall be compensated at 150% of their regular shifts rate of pay. <u>1 ER</u> : Second shift premium of \$0.75 per hour; Third shift works 7 hours minus 30 minute meal period but paid 8 hours plus the third shift premium of \$1.00 per hour; Saturday work at 150% rate; Sunday work 200% of base. <u>1 ER</u> : Swing shift -7.5% additional pay; Graveyard 10% additional pay <u>Stand-by</u> : <u>1 ER</u> : Sheet Metal \$50 for stand-by; Pipefitter minimum of 4 hours paid if no work and 150% for hours if called in for construction stand-by; Electricians 200% of base pay in .5 intervals for phone calls outside of regular shifts. <u>Additional Premiums</u> : <u>1 ER</u> : Electricians - 105% of pay per hour for working at heights greater than 75ft; Cable Splice r- \$4.70 /hour; Welder \$2.35 /hour; CDL \$2.35 /hour; High Time \$2.35 /hour; Plumbers - Mask Pay additional \$3/ hour. <u>1 ER</u> : Dirty work usually 150% except human waste (200%). <u>1 ER</u> : High work >50 ft. 125% of base; hot/cold work 104% of base; Extreme high work>100 ft., Duty aboard a submerged vessel 150% of base; Asbestos work 108% of base.	Swing (Second) Shift 110%; Graveyard (Third) Shift 115% of base pay. 200% of base pay for dirty work; 120% of base pay for asbestos work

Section 3: 2016 Shipyards – Premium Pay and Benefits Summary (cont'd)

Shipyards

Exhibit XV (cont'd)

Benefit	Canada*	Puget Sound	Washington State Ferry System Metal Trades and Carpenters																																												
Paid Holidays per Year - Including Personal Holidays:	13 paid holidays	<u>Most Typical</u> : 10 paid holidays	13 paid holidays																																												
Paid Time Off (PTO):	See Vacation	<p><u>1 ER</u>: Offers a PTO plan to certain classifications</p> <table style="width: 100%; border: none;"> <tr> <td style="text-align: center;"><u>Carpenters (1 ER)</u></td> <td style="text-align: center;"><u>Electricians (1 ER)</u></td> </tr> <tr> <td>120 hours after 1 yr.</td> <td>157 hours after 1 yr.</td> </tr> <tr> <td>160 hours after 5 yrs.</td> <td>197 hours after 5 yrs.</td> </tr> <tr> <td>160 hours after 10 yrs.</td> <td>217 hours after 10 yrs.</td> </tr> <tr> <td>200 hours after 15 yrs.</td> <td>237 hours after 15 yrs.</td> </tr> <tr> <td>200 hours after 20 yrs.</td> <td>237 hours after 20 yrs.</td> </tr> </table> <p style="text-align: center;">Max Annual Accrual = 200 hours / 237 hours</p> <p style="text-align: center;"><i>Accumulated based upon accrual rate per hour. Based on 2080 hours/year. In place of sick leave, the above employees receive 1/2 day of pay for every month of service.</i></p>	<u>Carpenters (1 ER)</u>	<u>Electricians (1 ER)</u>	120 hours after 1 yr.	157 hours after 1 yr.	160 hours after 5 yrs.	197 hours after 5 yrs.	160 hours after 10 yrs.	217 hours after 10 yrs.	200 hours after 15 yrs.	237 hours after 15 yrs.	200 hours after 20 yrs.	237 hours after 20 yrs.	Does not offer a PTO plan																																
<u>Carpenters (1 ER)</u>	<u>Electricians (1 ER)</u>																																														
120 hours after 1 yr.	157 hours after 1 yr.																																														
160 hours after 5 yrs.	197 hours after 5 yrs.																																														
160 hours after 10 yrs.	217 hours after 10 yrs.																																														
200 hours after 15 yrs.	237 hours after 15 yrs.																																														
200 hours after 20 yrs.	237 hours after 20 yrs.																																														
Vacation:	<table style="width: 100%; border: none;"> <thead> <tr> <th style="text-align: center;"><u>Years</u></th> <th style="text-align: center;"><u>Hours</u></th> </tr> </thead> <tbody> <tr><td style="text-align: center;">1</td><td style="text-align: center;">80</td></tr> <tr><td style="text-align: center;">5</td><td style="text-align: center;">120</td></tr> <tr><td style="text-align: center;">10</td><td style="text-align: center;">160</td></tr> <tr><td style="text-align: center;">15</td><td style="text-align: center;">200</td></tr> <tr><td style="text-align: center;">20</td><td style="text-align: center;">240</td></tr> <tr><td style="text-align: center;">25</td><td style="text-align: center;">*</td></tr> <tr><td style="text-align: center;">30</td><td style="text-align: center;">*</td></tr> </tbody> </table> <p style="text-align: center;">Max Annual Accrual = 280 hours</p> <p><i>*Employees with over 25 years of service receive an additional .04% of gross earnings for each year of service with the company over 25 years with a max entitlement of 5 extra days. Less than 2 years of service is provided according to the Employment Standards Act of British Columbia.</i></p>	<u>Years</u>	<u>Hours</u>	1	80	5	120	10	160	15	200	20	240	25	*	30	*	<p style="text-align: center;"><u>3 ERs</u>: Offer Vacation Leave</p> <table style="width: 100%; border: none;"> <thead> <tr> <th style="text-align: center;"><u>Years</u></th> <th style="text-align: center;"><u>Average</u></th> </tr> </thead> <tbody> <tr><td style="text-align: center;">1</td><td style="text-align: center;">85.7</td></tr> <tr><td style="text-align: center;">5</td><td style="text-align: center;">126.7</td></tr> <tr><td style="text-align: center;">10</td><td style="text-align: center;">137.0</td></tr> <tr><td style="text-align: center;">15</td><td style="text-align: center;">174.7</td></tr> <tr><td style="text-align: center;">20</td><td style="text-align: center;">191.3</td></tr> <tr><td style="text-align: center;">25</td><td style="text-align: center;">191.3</td></tr> </tbody> </table> <p style="text-align: center;">Average Max Annual Accrual = 202 hours</p> <p><i>None of the employers report additional vacation accruals beyond 20 years.</i></p> <p><u>1 ER</u>: Vacation is based upon accrual rate per hour worked; calculations based upon 2080 hours/year.</p> <p><u>1 ER</u>: Vacation only available to Machinists; Truck Drivers only have unpaid vacation; Pipefitters and Sheet Metal Workers have vacation that is funded but not specified in days.</p>	<u>Years</u>	<u>Average</u>	1	85.7	5	126.7	10	137.0	15	174.7	20	191.3	25	191.3	<table style="width: 100%; border: none;"> <thead> <tr> <th style="text-align: center;"><u>EEs Hired Prior to 6.30.11</u></th> <th style="text-align: center;"><u>EEs Hired on or after 6.30.11</u></th> </tr> </thead> <tbody> <tr><td style="text-align: center;">96 hours after 1 yr.</td><td style="text-align: center;">96 hours after 1 yr.</td></tr> <tr><td style="text-align: center;">160 hours after 5 yrs.</td><td style="text-align: center;">160 hours after 5 yrs.</td></tr> <tr><td style="text-align: center;">176 hours after 10 yrs.</td><td style="text-align: center;">160 hours after 10 yrs.</td></tr> <tr><td style="text-align: center;">176 hours after 15 yrs.</td><td style="text-align: center;">168 hours after 15 yrs.</td></tr> <tr><td style="text-align: center;">184 hours after 20 yrs.</td><td style="text-align: center;">176 hours after 20 yrs.</td></tr> <tr><td style="text-align: center;">192 hours after 25 yrs.</td><td style="text-align: center;">176 hours after 25 yrs.</td></tr> </tbody> </table> <p style="text-align: center;">Max Annual Accrual = 192 hours Max Annual Accrual = 176</p>	<u>EEs Hired Prior to 6.30.11</u>	<u>EEs Hired on or after 6.30.11</u>	96 hours after 1 yr.	96 hours after 1 yr.	160 hours after 5 yrs.	160 hours after 5 yrs.	176 hours after 10 yrs.	160 hours after 10 yrs.	176 hours after 15 yrs.	168 hours after 15 yrs.	184 hours after 20 yrs.	176 hours after 20 yrs.	192 hours after 25 yrs.	176 hours after 25 yrs.
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Sick Leave:	See Vacation	<p style="text-align: center;"><u>2 ERs</u>: Max Sick Leave: 72 - 104 hours/year</p> <p style="text-align: center;"><u>2 ERs</u>: No sick leave for all or some of the classifications.</p> <p><u>1 ER</u>: Offers a sick-leave buy-out option for at least one employee group upon termination or retirement.</p>	Max Sick Leave: 96 hours/year																																												
	No sick leave - Unions have wage indemnity provisions in their benefit plans which become active after 3 working days have been lost.		No sick leave buy-out																																												

Section 3: 2016 Shipyards – Premium Pay and Benefits Summary (cont'd)

Shipyards

Exhibit XV (cont'd)

Benefit	Canada*	Puget Sound	Washington State Ferry System Metal Trades and Carpenters
Health & Welfare: Employer/Employee Contribution/Month	<u>Medical Contributions</u>	<u>Medical Contributions</u>	<u>Medical Contributions</u>
Medical:	<p><u>EE only AND EE plus spouse and 2 children (Same rates):</u> (Varies by position range \$0 - \$174.9 CAD (\$878 USD)/month</p> <p><u>EE only AND EE plus spouse and 2 children (Same rates):</u> (Varies by position range \$0 - \$106.62 USD/month)</p> <p>Plan Metal Color: n/a</p> <p>Amounts pay the union for health and welfare and give the employee benefits above the Canadian Healthcare Benefits. The company contributes \$7 CAD (\$5 USD) /hour to effective March 1, 2016. The union then divides money between health/welfare benefits and pension as desired. Employee contribution varies by union: Machinist = \$.02 CAD (\$.01 USD) /hour; Pipefitters = \$.57 CAD (\$.41 USD) /hour; Electricians = \$.85 CAD (\$.61 USD) /hour; Welders, Ship Fitters, Truck Drivers and Storesman = \$0/ hour.</p>	<p><u>ER (for EE only):</u> 2 ER AVG:* \$1,009/month</p> <p><u>EE (for EE only):</u> 1 ER: \$246/month (others did not provide information)</p> <p><u>ER (for EE plus spouse & 2 children):</u> 2 ER AVG* \$1,307/month</p> <p><u>EE (for EE plus spouse & 2 children):</u> 1 ER: \$855/month (Others did not provide information)</p> <p>Plan Metal Color: 2 ERs: Unknown; 1 ER: Gold</p> <p><i>*1 of the 2 employers reported composite rates that are the same for employee-only and employee plus spouse and 2 children. Said employer also has different rates per position; rates are averaged by employer.</i></p> <p>1 ER: Reports medical, dental, vision, and pension within a single rate per classification (not included in the average calculations).</p> <p>1 ER: Includes overtime in eligible hours to accrue medical insurance contributions for at least one employee group.</p>	<p><u>ER (for EE only):</u> \$487/month</p> <p><u>EE (for EE only):</u> \$84/month</p> <p><u>ER (for EE plus spouse & 2 children):</u> \$1330/month</p> <p><u>EE (for EE plus spouse & 2 children):</u> \$241/month</p> <p>Plan Metal Color: Gold</p>
Dental:	<u>Dental Contributions</u>	<u>Dental Contributions</u>	<u>Dental Contributions</u>
	Included in medical	<p>2 ERs: Included in medical</p> <p>1 ER: Additional employer contributions for Machinists (\$174/month) and Truck Drivers (\$133/month); no employee contributions.</p>	<p><u>ER Contribution (for EE benefits only):</u> \$45/month</p> <p><u>ER Contribution (for EE with spouse and two children):</u> \$134/month</p> <p>100% Employer paid - no employee contribution</p>
Vision:	<u>Vision Contributions</u>	<u>Vision Contributions</u>	<u>Vision Contributions</u>
	Included in medical	<p>2 ERs: Included in medical</p> <p>1 ER: Additional employer contributions for Machinists (\$12/month) and Truck Drivers (\$15/month); no employee contributions.</p>	Included in medical
Retirement:	<u>Retirement Benefits</u>	<u>Retirement Benefits</u>	<u>Retirement Benefits</u>
	Included in medical	<p>1 ER: Contributes \$7.85 avg/hour (separate rate per classification);</p> <p>1 ER: 9.6 - 11.9% of employee gross pay depending upon date of hire.</p> <p>1 ER: Included in medical</p>	<p>Employer contributes 6.12% of gross pay.</p> <p><i>In addition to the straight-time hourly rates of pay the Employer will pay a total of \$25/month as additional wage payment in lieu of payment into any pension trust fund other than the State of Washington Public Employees Retirement System.</i></p>

Section 3: 2016 Shipyards – Premium Pay and Benefits Summary (cont'd)

Shipyards

Exhibit XV (cont'd)

Benefit	Canada*	Puget Sound	Washington State Ferry System Metal Trades and Carpenters
Apprenticeship/Training Program Contribution:	Employer makes contributions to apprenticeship or similar training programs (amount varies) <i>Employer tops up wages paid by the government's Supplemental Unemployment Benefit program, the program provides up to 65% of the apprentices wages while in school. The company tops up the pay to 95% of the wage. In addition the company pays for the school registration, books and fees required for the learning term.</i>	<u>2 ERs</u> : Make contributions to apprenticeship or similar training programs Contributions range from \$1.75 per employee per month and \$0.10 to \$1.38 per hour worked.	Employer contributes 15 cents for each compensable straight-time hour worked by a Journeyperson at Eagle Harbor up to 2080 hours per year.
Training/Education:	Trade related training and education are reimbursed according to the following: <i>The employer will provide financial assistance for welders testing and certification. ER will make up the difference in remuneration between the Government allowance and their regular pay for any apprentice attending an approved apprenticeship course.</i>	<u>2 ERs</u> : Reimburse trade related training and education expenses: <u>1 ER</u> : 50%-75% depending upon years of education attained. <u>1 ER</u> : Limited to welder paid to take welding test if successfully passed.	Trade related training and education are reimbursed at a rate of 100%. The employer pays wages in the amount of straight time for the time the employee attends such programs. <i>Additionally, employees required to take a welding test shall be paid for the time consumed in the test if they pass it successfully.</i>
Licensure:	No information	No information	No information
Travel: Compensation for directed travel:	ER-directed travel time and expenses compensated as follows: Travel Time = straight time Mileage = 80 CAD (58 USD) cents/mile Meals and Lodging (Standard) = Meals \$65 CAD (\$47 USD) - Lodging paid by company per day. ER directed travel time and/or expenses if assigned to other than their regular home/relieving terminal are Travel Time = straight time Mileage = 80 CAD (58 USD) cents/mile Meals and Lodging (Standard) = 16% of basic wage or 10% if within 100 miles of Vancouver city hall per day. <i>Miles converted from kilometers.</i>	ER-directed travel time and expenses compensated as follows: Travel Time = <u>Most Typical</u> : straight time Mileage = <u>Most Typical</u> : IRS max cents/mile Meals & Lodging (Standard) = <u>1 ER</u> : 100% of amounts; <u>1 ER</u> : 100% of "reasonable" amounts per day. ER directed travel time and/or expenses if assigned to other than their regular home/relieving terminal are reimbursed/compensated as follows: Travel Time = <u>Most Typical</u> : straight time Mileage = <u>Most Typical</u> : IRS max cents/mile Meals & Lodging (Standard) = <u>1 ER</u> : 100% of amounts; <u>1 ER</u> : 100% of "reasonable" amounts per day.	ER-directed travel time and expenses compensated as follows: Travel Time = Straight Time Mileage = 54 cents/mile Meals and Lodging (Standard) = \$140 per day Meals and Lodging (Seattle) = \$276 per day <i>Employees required to travel outside their regular shift hours and on Saturday, Sunday, or holidays shall receive the established overtime rate.</i>
Other Information:			<i>If the employer fails to furnish tools required by the employer, then the employer shall pay any employee assigned to use such tools 25 cents per hour worked until tools are furnished.</i>
Participants:	* Canada data represents information from Vancouver Shipyards Co. Ltd. only.	Lake Union Dry Docks Port of Seattle Puget Sound Naval Shipyard	

2016 ADMINISTRATIVE – SALARY DATA PRESENTATION

Section 3: 2016 Administrative – Salary Data Presentation

OPEIU – Salary Market Data

Exhibit XVI

Benchmark Number	Benchmark Title		# of Orgs	# of EEs	Paid in a Salary Schedule	Average Salary Range Minimum	Average Salary Range Maximum	Average (Actual) Base Pay Rate	Average Monthly Benefit*	Average - Base Pay & Benefits
501	Accountant	All Survey	6	344	100%	\$4,686	\$6,319	\$5,519	\$1,674	\$7,194
501	Accountant	WSFS	1	6	100%	\$3,562	\$5,379	\$4,790	\$1,464	\$6,254
501	Accountant	% Difference				-31.6%	-17.5%	-15.2%	-14.4%	-15.0%
502	Accounting Assistant 2 (New)	All Survey	4	318	100%	\$3,424	\$4,188	\$3,986	\$1,674	\$5,660
502	Accounting Assistant 2 (New)	WSFS	1	4	100%	\$2,807	\$4,230	\$2,948	\$1,464	\$4,412
502	Accounting Assistant 2 (New)	% Difference				-22.0%	1.0%	-35.2%	-14.4%	-28.3%
503	Accounting Assistant 3 (New)	All Survey	4	156	100%	\$3,809	\$4,666	\$4,512	\$1,674	\$6,187
503	Accounting Assistant 3 (New)	WSFS	1	4	100%	\$2,948	\$4,438	\$3,735	\$1,464	\$5,199
503	Accounting Assistant 3 (New)	% Difference				-29.2%	-5.1%	-20.8%	-14.4%	-19.0%
504	Bid Administrator (New)	All Survey	0	0	100%	-	-	-	-	-
504	Bid Administrator (New)	WSFS	1	2	100%	\$3,562	\$5,379	\$4,945	\$1,464	\$6,409
504	Bid Administrator (New)	% Difference				-	-	-	-	-
505	Buyer 2 (New)	All Survey	4	65	100%	\$4,827	\$6,305	\$5,502	\$1,674	\$7,177
505	Buyer 2 (New)	WSFS	1	1	100%	\$2,948	\$4,438	\$3,394	\$1,464	\$4,858
505	Buyer 2 (New)	% Difference				-63.7%	-42.1%	-62.1%	-14.4%	-47.7%
506	Buyer 3	All Survey	5	38	100%	\$5,385	\$7,014	\$6,375	\$1,674	\$8,050
506	Buyer 3	WSFS	1	5	100%	\$3,239	\$4,883	\$4,254	\$1,464	\$5,718
506	Buyer 3	% Difference				-66.3%	-43.6%	-49.9%	-14.4%	-40.8%
507	Consultant Coordinator	All Survey	2	519	100%	\$3,940	\$5,901	\$4,667	\$1,674	\$6,341
507	Consultant Coordinator	WSFS	1	1	100%	\$3,089	\$4,655	\$4,262	\$1,464	\$5,726
507	Consultant Coordinator	% Difference				-27.6%	-26.8%	-9.5%	-14.4%	-10.7%
508	Contracts Coordinator 1	All Survey	3	24	100%	\$4,043	\$5,593	\$4,878	\$1,674	\$6,552
508	Contracts Coordinator 1	WSFS	1	1	100%	\$3,089	\$4,655	\$4,454	\$1,464	\$5,918
508	Contracts Coordinator 1	% Difference				-30.9%	-20.2%	-9.5%	-14.4%	-10.7%
509	Contracts Coordinator 2	All Survey	3	69	100%	\$4,939	\$6,314	\$6,033	\$1,674	\$7,707
509	Contracts Coordinator 2	WSFS	1	3	100%	\$3,394	\$5,123	\$5,123	\$1,464	\$6,587
509	Contracts Coordinator 2	% Difference				-45.5%	-23.3%	-17.8%	-14.4%	-17.0%

- Average data is not displayed where less than two participants reported data.

Section 3: 2016 Administrative – Salary Data Presentation (cont'd)

OPEIU – Salary Market Data

Exhibit XVI (cont'd)

Benchmark Number	Benchmark Title		# of Orgs	# of EEs	Paid in a Salary Schedule	Average Salary Range Minimum	Average Salary Range Maximum	Average (Actual) Base Pay Rate	Average Monthly Benefit*	Average - Base Pay & Benefits
510	Crew Dispatch Coordinator	All Survey	0	0		-	-	-	-	-
510	Crew Dispatch Coordinator	WSFS	1	4	100%	3,562	5,379	4,190	1,464	5,654
510	Crew Dispatch Coordinator	% Difference				-	-	-	-	-
511	Crew Dispatcher (New)	All Survey	0	0		-	-	-	-	-
511	Crew Dispatcher (New)	WSFS	1	2	100%	3,239	4,883	3,656	1,464	5,120
511	Crew Dispatcher (New)	% Difference				-	-	-	-	-
512	Inventory Agent	All Survey	2	6	100%	\$3,380	\$4,752	\$4,338	\$1,674	\$6,012
512	Inventory Agent	WSFS	1	1	100%	\$3,394	\$5,123	\$4,902	\$1,464	\$6,366
512	Inventory Agent	% Difference				0.4%	7.2%	11.5%	-14.4%	5.6%
513	Mail Clerk	All Survey	3	135	100%	\$2,619	\$3,503	\$3,361	\$1,674	\$5,036
513	Mail Clerk	WSFS	1	1	100%	\$2,330	\$3,498	\$2,933	\$1,464	\$4,397
513	Mail Clerk	% Difference				-12.4%	-0.2%	-14.6%	-14.4%	-14.5%
514	Personnel Assistant 2	All Survey	4	114	100%	\$4,429	\$5,371	\$5,071	\$1,674	\$6,746
514	Personnel Assistant 2	WSFS	1	2	100%	\$3,239	\$4,883	\$3,744	\$1,464	\$5,208
514	Personnel Assistant 2	% Difference				-36.8%	-10.0%	-35.4%	-14.4%	-29.5%
515	Receptionist (New)	All Survey	5	112	100%	\$3,137	\$4,020	\$3,633	\$1,674	\$5,308
515	Receptionist (New)	WSFS ¹	1	0	100%	\$2,559	\$3,849	\$3,204	\$1,464	\$4,668
515	Receptionist (New)	% Difference				-22.6%	-4.4%	-13.4%	-14.4%	-13.7%
516	Secretary	All Survey	6	715	100%	\$3,808	\$5,074	\$4,727	\$1,674	\$6,401
516	Secretary	WSFS	1	2	100%	\$2,807	\$4,230	\$3,547	\$1,464	\$5,011
516	Secretary	% Difference				-35.7%	-20.0%	-33.3%	-14.4%	-27.7%
517	Staff Aide	All Survey	5	214	100%	\$3,968	\$5,372	\$4,669	\$1,674	\$6,343
517	Staff Aide	WSFS	1	11	100%	\$3,089	\$4,655	\$3,968	\$1,464	\$5,432
517	Staff Aide	% Difference				-28.5%	-15.4%	-17.7%	-14.4%	-16.8%
OPEIU Total % Above or Below Market:						-32.7%	-16.2%	-21.7%	-14.4%	-19.7%

- Average data is not displayed where less than two participants reported data.

Section 3: 2016 Administrative – Salary Data Presentation (cont'd)

SEIU – Salary Market Data

Exhibit XVII

Benchmark Number	Benchmark Title		# of Orgs	# of EEs	Paid in a Salary Schedule	Average Salary Range Minimum	Average Salary Range Maximum	Average (Actual) Base Pay Rate	Average Monthly Benefit*	Average - Base Pay & Benefits
518	Custodian (Janitor)	All Survey	4	377	100%	\$2,799	\$3,500	\$3,340	\$1,556	\$4,897
518	Custodian (Janitor)	WSFS	1	6	0%	\$2,255	\$2,720	\$2,708	\$1,464	\$4,172
518	Custodian (Janitor)	% Difference				-24.1%	-28.7%	-23.3%	-6.3%	-17.4%
Custodian (SEIU) Total % Above or Below Market:						-24.1%	-28.7%	-23.3%	-6.3%	-17.4%

Watch Supervisor – Salary Market Data

Exhibit XVIII

Benchmark Number	Benchmark Title		# of Orgs	# of EEs	Paid in a Salary Schedule	Average Salary Range Minimum	Average Salary Range Maximum	Average (Actual) Base Pay Rate	Average Monthly Benefit*	Average - Base Pay & Benefits
519	Marine Operations Watch Supervisor	All Survey ²	1	2	-	-	-	-	-	-
519	Marine Operations Watch Supervisor	WSFS	1	6	0%	\$6,852	\$6,852	\$6,852	\$1,464	\$8,316
519	Marine Operations Watch Supervisor	% Difference				-	-	-	-	-
All Administrative Benchmarks -Total % Above or Below Market:						-32.3%	-16.7%	-21.8%	-13.8%	-19.6%

- Average data is not displayed where less than two participants reported data.

Section 3: 2016 Administrative – Salary Data Presentation (cont'd)

Administrative Salary, Premium Pay and Benefits Exhibit Notes

Salary Table Endnotes:

- * *Medical, dental, and vision contribution rates are calculated into hourly amounts according to the methodology detailed in Section 2 - Benefits Analysis Methodology.*
- ¹ *The Receptionist job was vacant when data was collected on January 1, 2016. The midpoint of the salary range was used for actual base salary and actual base salary plus benefits comparisons.*
- ² *Marine Operations Watch Supervisor had only one benchmark match in 2016. Salary range \$6,678 - 10,684; Average actual base pay \$7,958.*
- *100 percent of organizations providing matches to the benchmarks in this section report utilizing a salary structure (as opposed to a single rate) to administer pay to the job matches.*
- *All benefit and premium pay information is reported as it applies to full-time employees.*
- *Simple average used in all calculations within the salary exhibits.*

Premium Pay and Benefit Exhibit Notes

- *Medical, dental, vision and retirement values are displayed in tables based upon the most widely used plans for participants and WSFS.*
- *Where PTO or vacation was reported by a participant or the participant's CBA in days, data was converted to into hours based upon 8 hour days for the purpose of even comparisons.*
- *All benefit and premium pay information is reported as it applies to full-time employees.*

2016 ADMINISTRATIVE – PREMIUM PAY AND BENEFITS SUMMARY

Section 3: 2016 Administrative - Premium Pay and Benefits Summary

Administrative

Exhibit XIX

Benefit	Public/Private Participants	2016 Washington State Ferry System - OPEIU / SEIU / Watch Supervisors (WS)
Premium Pay: Overtime	<u>Most Typical</u> : 150% of base	<u>ALL</u> : 150% of base
Minimum call out pay:	<u>1 ER</u> : 4 hours @ the applicable rate of pay <u>1 ER</u> : 2 or 4 hours @ 150% of base pay (depending on bargaining unit) <u>3 ERs</u> : 2 hours @ 150% of base pay (2 indicated "or @ the applicable rate of pay")	<u>OPEIU</u> : 4 hours @ 100% of base pay & <u>WS</u> : 4 hours @ 150% of base pay <u>SEIU</u> : No CBA language
Early call out pay:	<u>1 ER</u> : 2 hours @ 150% or applicable overtime rate of pay (Emergency call-back)	<u>WS</u> : 8 hours @ 150% of base pay <u>OPEIU & SEIU</u> : no CBA language
Paid holidays per year: Including personal holidays	<u>Range</u> : 10-12 days/year <u>Most Typical</u> : 12 days/year	<u>ALL</u> : 12 days/year

Section 3: 2016 Administrative - Premium Pay and Benefits Summary (cont'd)

Administrative

Exhibit XIX (cont'd)

Benefit	Public/Private Participants	2016 Washington State Ferry System - OPEIU / SEIU / Watch Supervisors (WS)																																																																																								
Paid Time Off (PTO):	<p><u>1 ER</u>: Offers a PTO plan to Non-Represented EEs</p> <p style="text-align: center;">157 hours after 0 yrs. 197 hours after 3 yrs. 217 hours after 7 yrs. 237 hours after 11 yrs.</p> <p style="text-align: center;">Max Annual Accrual = 237 hours</p> <p style="text-align: center;"><i>(Rather than 96 hours of sick leave per year this ER offers extended illness pay of 6 days/year maximum)</i></p>	Does not offer any PTO plans																																																																																								
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Sick Leave:	<u>Most Typical (5 ERs)</u> : 96 hours maximum sick leave per year	Max Sick Leave = 96 hours per year																																																																																								

Section 3: 2016 Administrative - Premium Pay and Benefits Summary (cont'd)

Administrative

Exhibit XIX (cont'd)

Benefit	Public/Private Participants	2016 Washington State Ferry System - OPEIU / SEIU / Watch Supervisors (WS)
Health & Welfare: Employer/Employee Contribution/Month Medical:	<p style="text-align: center;"><u>Medical Contributions</u></p> <p><u>ER (for EE only):</u> AVG:* \$844/month</p> <p><u>EE (for EE only):</u> AVG: \$30/month (includes the 50% reporting \$0/month)</p> <p><u>ER (for EE plus spouse & 2 children):</u> AVG:* \$1,525/month</p> <p><u>EE (for EE plus spouse & 2 children):</u> AVG: \$81/month (includes the 33% reporting \$0/month)</p> <p>Most did not report Metal Plan Color - <u>2 ERs</u> indicated Gold or Platinum *2 of the 6 employers reported composite rates that are the same for employee-only and employee plus spouse and 2 children.</p>	<p style="text-align: center;"><u>Medical Contributions</u></p> <p><u>ER (for EE only):</u> \$487/month</p> <p><u>EE (for EE only):</u> \$84/month</p> <p><u>ER (for EE plus spouse & 2 children):</u> \$1330/month</p> <p><u>EE (for EE plus spouse & 2 children):</u> \$241/month</p> <p style="text-align: center;">Plan Metal Color: Gold</p>
Dental:	<p style="text-align: center;"><u>Dental Contributions</u></p> <p><u>ER (for EE only):</u> AVG: \$77/month</p> <p><u>EE (for EE only):</u> AVG: Less than \$1/month (5 of 6 reported \$0/month)</p> <p><u>ER (for EE plus spouse & 2 children):</u> AVG: \$140/month</p> <p><u>EE (for EE plus spouse & 2 children):</u> AVG: \$1.30/month (5 of 6 reported \$0/month)</p>	<p style="text-align: center;"><u>Dental Contributions</u></p> <p><u>ER (for EE only):</u> \$45/month</p> <p style="text-align: center;"><u>100% Employer paid - no employee contribution</u></p> <p><u>ER (for EE plus spouse & 2 children):</u> \$134/month</p>
Vision:	<p style="text-align: center;"><u>Vision Contributions</u></p> <p><u>ER (for EE only):</u> AVG: \$6/month (50% of ERs included in medical)</p> <p><u>EE (for EE only):</u> ALL: \$0/month</p> <p><u>ER (for EE plus spouse & 2 children):</u> AVG: \$10/month (50% of ERs included in medical)</p> <p><u>EE (for EE plus spouse & 2 children):</u> ALL: \$0/month</p> <p><u>3 ERs:</u> Included in Medical</p>	<p style="text-align: center;"><u>Vision Contributions</u></p> <p style="text-align: center;">Included in Medical</p>
Retirement:	<p style="text-align: center;">Retirement</p> <p>Average ER contribution: 6.77% of gross pay</p> <p><u>5 of 6 ERs</u> participate in the State's PERS system and the rates reflect contributions to the PERS 2 plan.</p>	<p style="text-align: center;">Retirement</p> <p>ER Contributes 6.12% of gross pay</p>

Section 3: 2016 Administrative - Premium Pay and Benefits Summary (cont'd)

Administrative

Exhibit XIX (cont'd)

Benefit	Public/Private Participants	2016 Washington State Ferry System - OPEIU / SEIU / Watch Supervisors (WS)
Parking:	<p><u>3 ERs</u>: EE pays 100% of parking expenses Others have no applicable regular parking expenses or provide a reduced rate for EEs</p>	<p><u>ALL</u>: EEs pay 100% of parking expenses (with the exception below). <i>OPEIU Dispatchers and Dispatch Coordinators receive ER paid parking.</i></p>
Training/Education:	<p><u>3 ERs</u>: Reimburse trade related education and training: 100% <u>1 ER</u>: Reimburses 50-75% of costs <u>1 ER</u>: Reports minimum term of employment before reimbursement <u>Most Typical</u>: Pay normal salary for time EE spends in such programs <u>1 ER</u>: Approved training may be paid by the agency in addition to employee wages while attending. Some agencies provide tuition reimbursement for college/university courses but do not pay the employee wages while attending. Higher Education Institutions may provide a tuition waiver for approved college/university courses but do not pay the employee wages while attending.</p>	<p><u>OPEIU</u>: Trade related training and education are reimbursed at a rate of 100% <u>OPEIU</u>: Minimum term of employment before reimbursement program is available is 6 months <u>OPEIU</u>: The ER pays wages in the amount of 100% for the time the EE attends such programs <u>SEIU</u>: Paid training once per calendar year dealing with health safety issues related to bodily fluids and needles. <u>WS</u>: Fleet Familiarization or re-familiarization: compensated at straight-time rate for time spent completing a log or report.</p>
Travel: Compensation for employer directed travel	<p>ER directed travel time and expenses compensated as follows (<u>5 ERs</u>): Travel Time = <u>Most Typical</u>: Normal salary rate Mileage = <u>AVG</u>: 54 cents/mile or current IRS rate Meals and Lodging (Standard) = <u>1 ER</u>: Meals & Lodging \$140/day (others not specified) Meals and Lodging (Seattle) = <u>1 ER</u>: Meals & Lodging \$276/day (others not specified) <u>1 ER</u>: Compensate EEs for ER directed travel time and expenses if assigned to other than their regular home/relieving terminal. Mileage = <u>AVG</u>: 54 cents/mile</p>	<p>ER directed travel time and expenses compensated as follows: Travel Time = <u>ALL</u>: Straight time pay Mileage = <u>ALL</u>: 54 cents/mile Meals and Lodging (Standard) = <u>ALL</u>: \$140 per day Meals & Lodging (Seattle) = <u>ALL</u>: \$276 per day <u>SEIU & WS</u>: EEs are reimbursed as follows for travel time and expenses if assigned to other than their regular home/relieving terminal: Travel Time = Straight time pay Mileage = 54 cents/mile Meals and Lodging (Standard) = \$140 per day Meals & Lodging (Seattle) = \$276 per day</p>
Participants included:	<p>City of Seattle (New 2016) King County Pierce County Port of Seattle Port of Tacoma Washington State General Gov't and Higher Ed.</p>	

Section 4: Planned Pay Increases

In 2016, participants were asked to provide their most current collective bargaining agreements for all the positions covered by the survey. Participant increases according to the provided collective bargaining agreements, or other information submitted by the participants, are detailed in the following tables. Consistent with the rest of the report, individual data is not provided for any private organization. Participants not represented in the tables are those that did not report increases due to expired contracts or have no documented planned increases. There were no documented increases indicated by any participant beyond 2017.

Vessel/Terminal – Planned Pay Increases

MECS Benchmark Group	WSFS	Alaska Marine Highway System (State Ferry)	
	1-Jul-16	9-Apr-16	1-Jul-16
MM&P Master (Bmk. 301)	0.00%	-	2.00 %
MM&P Mates (Bmks. 302-303)	3.00%	-	2.00%
MEBA Licensed (Bmks. 304-306) ¹	2.75%	1.00%	No info.
MEBA Unlicensed (Bmks. 307-308)	2.75%	-	2.00%
IBU/Deckhands (Bmks. 309-311)	2.50%	-	2.00%
IBU/Terminal (Bmks. 312-317)	2.50%	-	No info.
FASPAA (Terminal Supervisor)	3.00%	-	No info.

¹ Alaska's MEBA unit was in negotiations at the time of the survey data collection. Previous CBA (2011-2014) and rates as effective January 1, 2016 were available for the analysis. April increases were not retroactive.

- King County's MMP, MEBA, IBU contract states that it will reopen negotiations for the limited purpose of negotiating a cost of living adjustment for 2017. No new information available.
- Whatcom county rates used in the survey already reflect the January 2016 increases.
- BC Ferry was unable to participate until April of 2016 and thus provided all rates effective as of April 2016 (inclusive of any applicable increases).

Section 4: Planned Pay Increases (cont'd)

Shipyard – Planned Pay Increases

MECS Benchmark Group	WSFS	Port of Seattle		Vancouver Shipyards	
	1-Jun-17	1-Jun-16	1-Jun-17	1-Mar-16	1-Mar-17
Carpenters	3.00%	No information (2013-2015 Contract)	No information (2013-2015 Contract)	No matches	No matches
Metal Trades	4.00%	3 of the 5 contracts include upcoming increases at TBD amounts (0-6% or 80% of another union's wage and pension increase).	2 of the 5 contracts had information with regard to 2017 increases: \$1.00 allocated to the union per employee for wages and fringe benefits; 80% of another union's wage and pension increase.	(Late submittal - submitted rates as of March 2016 and inclusive of any rate increases.)	3.00%

Administrative – Planned Pay Increases

MECS Benchmark Group	WSFS	Pierce County*	State of WA- Gen Gov't
	1-Jul-16	20-Jun-16	1-Jul-16
OPEIU	2.50%	1%	1.80% or 1% + \$20/month (whichever is greater)
SEIU (Custodian)	1.80%	1%	1.80% or 1% + \$20/month (whichever is greater)
Watch Supervisor	5.00%	n/a	n/a

* Pierce County increases apply to non-represented employees; represented employee collective bargaining agreements were in process of negotiations.

APPENDIX - 2016 MECS QUESTIONNAIRE



2016 Marine Employees' Compensation Survey - Vessel and Terminal

Thank you for your time and effort in completing this survey.

All data should have a common effective date of: January 1, 2016.

Your completed submission is requested by: **Friday, January 22, 2016.**

If you need assistance or have questions while completing the survey, please contact Kamaron Durocher at (360) 407-4142 or Kim Grindrod at (360) 407- 4110. Completed surveys should be sent to Kamaron Durocher at Kamaron.Durocher@ofm.wa.gov (please note new email address).

Main Survey Components

Participant Info

Use this sheet to enter your contact information and view the checklist of additional materials requested as part of this survey.

Benchmark Job Descriptions

Use this sheet to view summary descriptions of all of the positions included in the survey. Please read each description thoroughly to determine which of your organization's jobs are good matches. (As a rule of thumb, if your incumbent(s) spend 80% or more of their time in the role as stated in the summary description, then it is a good match.) [It is recommended that you print the Benchmark Job Descriptions for reference](#) while completing the Compensation Sheet (I- Comp).

Section I - Compensation Data Sheet (I- Comp)

Use this sheet to complete base pay information for all of the positions included in the survey to which your organization has matches.

Section II - Benefits and Premium Pay¹ Questionnaire (II- Premium Pay, II- PTO and II- Medical & Other Benefits

Complete the three sheets titled II- Premium Pay, II- PTO and II- Medical & Other Benefits. These pages consist of a list of questions designed to collect specific benefit and premium pay information pertinent to the benchmark positions in this survey. Please enter your organization's information into the grey boxes on each sheet.

After typing data into cells you may hit the Tab key to proceed to the next question. Hitting the Enter key may not take you to the next required input cell. Be sure to click on all applicable Yes/No boxes and check boxes that may be placed in between input cells.

THANK YOU FOR YOUR PARTICIPATION

Additional Terms/Definitions

- ¹ *Premium Pay is extra pay earned by a worker in a specific classification. May include extra pay for overtime; work on Saturday, Sunday or a holiday; handling of dirty or hazardous materials, etc.*

Participant Information

Organization Name:

Contact Name:

Telephone Number:

Email Address:

Please send the following materials with your completed survey submission to: Kameron.Durocher@ofm.wa.gov or send via US mail to the address shown below

- 1) Current Collective Bargaining Agreements¹ (CBAs) and/or Memorandum of Understanding (MOUs)² covering pay or benefit information for the positions covered by the survey
- 2) Salary Schedules for the positions covered in this survey (if not included in the above)
- 3) General wage increases scheduled for term of contract, and for any pending CBAs/MOUs at the time of the survey
- 4) We also ask if you would please send us any updated general wage increases that are settled between the date of the survey and October 31, of 2016

Office of Financial Management
State Human Resources Office
Attn: Kameron Durocher
PO Box 47500
Olympia, WA 98504-7500

Footnotes

1 Collective Bargaining Agreements or CBAs are the written, legally enforceable contracts for specified periods, between the management of an organization and its employees represented by an independent trade union. It sets and defines conditions of employment (wages, working hours and conditions, overtime payments, holidays, vacations, benefits, etc.) and procedures for dispute resolution.

2 Memorandum of Understanding or MOUs are signed documents describing agreements between two parties.

Benchmark Job Descriptions

Job #	Title	Description
301	Master/Captain	<p><i>Exercises full command of a vessel of any gross tons, manager of and responsible for entire vessel operations. Has authority over all persons on board. Also serves as licensed pilot.</i></p> <p>Typical Duties: Navigates vessel; commands the pilotage of all landings, safely adheres to published schedules. Maintains discipline on board. Manages and supervises all vessel personnel regarding performance management, operations, training, and environmental protection. Inspects the entire vessel at least once during each shift. 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. Vessel security officer.</p> <p>Minimum Qualifications: USCG license as Master of Motor Vessels of any gross tons, with endorsement as first class pilot for all routes operated, plus radar observer endorsement and FCC marine radio operator permit. Must hold valid STCW certification. Required to be Electronic Chart Display & Information System (ECDIS) certified.</p>
302	First Mate/Pilot	<p><i>Serves as Chief Officer, second in command of vessel of any gross-tons.</i></p> <p>Typical Duties: Directs other officers and all members of the deck crew on all matters pertaining to the safe operation and deck 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. Medical first responder. Required to fill in for Master and pilotage of the vessel. Responsible for security duties.</p> <p>Minimum Qualifications: USCG license as Mate of Motor Vessels of any gross tons, with endorsement as First Class Pilot on all routes, on vessels of any gross tons, plus radar observer endorsement and FCC marine operator permit. Must hold valid STCW certification. Required to be Electronic Chart Display and Information System (ECDIS) certified.</p>

Benchmark Job Descriptions

Job #	Title	Description
303	Second Mate	<p><i>Deck officer next in rank below First Mate of a vessel of any gross tons.</i></p> <p>Typical Duties: Directs other officers and all members of the deck crew on all matters pertaining to the safe operation and deck 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. Responsible for security duties.</p> <p>Minimum Qualifications: USCG license as Mate of Motor Vessels of any gross tons, with endorsement as First Class Pilot on all routes, on vessels of any gross tons, plus radar observer endorsement and FCC marine radio operator permit. Must hold valid STCW certification. Required to be Electronic Chart Display and Information System (ECDIS) certified.</p>
304	Staff Chief Engineer	<p><i>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. Establishes vessel procedures for all engine room operations and maintenance.</i></p> <p>Typical Duties: Ensures that the vessel's mechanical and electrical machinery is properly maintained and serviced. Attend to cleanliness and good condition of 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. Develops and responds for vessel maintenance plan for all vessel equipment and hull. Troubleshoot and repair engine room related issues. 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. Nighttime shipyard security officer. Responsible for safety and lock out tag out repairs. Eagle Harbor layup planning for vessel. Obsolescence planning. Responding to afterhours concerns to include 24/7 response to shipyard. Vessel inventory control and management. Create preventative maintenance schedule, standing orders, safety and inventory program. Responsible for creating Capitol lifecycle cost model determination and updates. System quality assurance and quality control of all vessel inspections.</p> <p>Minimum Qualifications: Valid USCG license as Chief Engineer Limited Near Coastal of Motor Vessels. Must hold valid STCW certification.</p>

Benchmark Job Descriptions

Job #	Title	Description
305	Chief Engineer	<p><i>Under general direction of vessel's Staff Chief Engineer, is in full charge of Engine Department.</i></p> <p>Typical Duties: Ensures that the vessel's mechanical and electrical machinery is properly maintained and serviced. Attend to cleanliness and good condition of 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. Nighttime security for vessel during tie-up. Troubleshoot and repair engine room related issues. Administers Staff Chief Engineer direction in preventative maintenance schedule, standing orders, safety program, inventory programs.</p> <p>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 certification.</p>
306	Assistant Engineer	<p><i>Officer in engine room ranking directly below Chief Engineer.</i></p> <p>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. Troubleshoot and repair engine room related issues.</p> <p>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.</p>

Benchmark Job Descriptions

Job #	Title	Description
307	Oiler	<p><i>Serves as the highest rated of the unlicensed members of the engine department.</i></p> <p>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 system 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. Responsible for shipyard boiler watch.</p> <p>Minimum Qualifications: A valid USCG certificate as qualified member of the engine department in the rating of oiler.</p>
308	Wiper	<p><i>Serves as the entry level of the unlicensed engine department crew.</i></p> <p>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. Responsible for shipyard boiler watch when Oiler is unavailable.</p> <p>Minimum Qualifications: A valid USCG certificate as Wiper.</p>
309	Able Seaman/Bos'n	<p><i>Highest rated unlicensed deck employee. May act as Bos'n or Quartermaster.</i></p> <p>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 helmsmen. Directs loading and unloading of vehicles. Responds as emergency team member during vessel emergencies. Serves as part of firefighting team; knows all aspects of firefighting. Resolves or refers passenger problems to the mate. Performs deck maintenance. Responsible for security duties.</p> <p>Minimum Qualifications: USCG certificate as Able Bodied Seaman - Limited. Bos'n must hold a valid STCW.</p>

Benchmark Job Descriptions

Job #	Title	Description
310	Able Seaman (AB)	<p><i>Highest rated unlicensed deck employee.</i></p> <p>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. Operates rescue boat and leads rescue operations on vessel.</p> <p>Minimum Qualifications: USCG certificate as Able Bodied Seaman - Limited. Must hold valid STCW certification.</p>
311	Ordinary Seaman (OS)	<p><i>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.</i></p> <p>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. Responsible for USCG regulated passenger counting. Assists in directing auto traffic. Stands wheelhouse watches for training. Operates the tow tractor. Responsible or security duties.</p> <p>Minimum Qualifications: USCG certificate as Ordinary Seaman life Boatman's endorsement. Must hold valid STCW certification.</p>
312	Ticket Seller (Auto)	<p><i>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.</i></p> <p>Typical Duties: Collects money in accordance with published rate schedule, operates Electronic Fare System, makes change and issues ticket for ferry users, including pedestrian and/or a variety of vehicles. Prepares daily report; includes providing statistical information on point of sales, traffic, volumes, overloads and vessel departure times. Complies with security procedures regarding funds, revenues and ticket stock. Runs all facets of shore side activities related to traffic control, staging of vehicles, and transfer of passengers and vehicles to the vessels.</p> <p>Minimum Qualifications: One years' experience as Ticket Taker.</p>

Benchmark Job Descriptions

Job #	Title	Description
313	Ticket Taker	<p><i>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.</i></p> <p>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.</p> <p>Minimum Qualifications: High School diploma or equivalent.</p>
314	Terminal Attendant/Watchman	<p><i>Assists in janitorial and light maintenance duties, traffic control, terminal equipment operation and/or serves as watchman during vessel tie-up.</i></p> <p>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.</p> <p>Minimum Qualifications: High School diploma or equivalent.</p>
315	Information Agent	<p><i>Maintains direct communication with users in person and on the telephone.</i></p> <p>Typical Duties: Staff works in a busy, high pressure WSDOT call center. Answers customer requests for information in person, on the phone and by mail. Assists customers with reservations for three key routes on a year-round basis. Updates customer accounts for reservations as well as handles ORCA Regional Transit accounts and calls. Troubleshoots customer service issues, concerning ferry operations, website sales or information. Works with doctor's offices concerning medical preferential loading and other important customer programs. Agents frequently document customer complaints and other issues for management. This position is responsible for disseminating service information to customers, helping customer to receive refunds for payment. Users take credit card information so must work in a secure environment. Position performs customer outreach at all ferry terminals for ferry management, providing information on schedule changes, changes to service or other key outreach information. Responsible for lost and found for system.</p> <p>Minimum Qualifications: High School diploma or equivalent as well as call center and computer experience.</p>

Benchmark Job Descriptions

Job #	Title	Description
316	Web Information Agent	<p><i>Maintains Washington State Ferries web site information and provides customer service related to service issues, customer issues and customer operational concerns.</i></p> <p>Typical Duties: Position regularly updates web site information, inputs changes to ferry schedules, and other pertinent information as conditions change (includes highway advisory radios, variable message signs and email alerts to a customer data base.). Responds to customer emails, resends tickets and performs other duties for ticket sales. Works with WSF's extensive commercial accounts for oversized vehicle travel on the ferries as well as mobile homes. Works with terminal engineering to determine if an oversized vehicle axle weights meet set restrictions. Researches ticket-related issues, completes refund requests and reprints lost or stolen cards/tickets. Is part of the Ferry system emergency response team as part of the system's operations system. Tracks late vessels, ferry wait times and other important customer information and dispenses to key customer groups. Troubleshoots ORCA card issues that cannot be handled by information agents. Has more responsibility and has access to key management programs to assist customers with reservations, ticket sales, etc. Works with IT to test new programs before release to public.</p> <p>Minimum Qualifications: Three years of customer service experience and basic HTML code knowledge as well as a proven ability to write and knowledge of the WSF system. Must demonstrate excellent communication skills, written and oral as well as attention to detail.</p>
317	Shore Gang Worker	<p><i>Performs skilled refit and preventative maintenance work on vessels and docks.</i></p> <p>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. Manages, repairs and tracks all lifesaving equipment to include; rafts, rescue boats and evacuation slides. Security duties for Eagle Harbor. Must be ready and available to be dispatched to any vessel as needed for OS/AB position.</p> <p>Minimum Qualifications: Ordinary Seaman (OS) documents including a Merchant Mariner Credential (MMC) and a Transportation Worker Identification Credential (TWIC).</p>

I- Compensation Data Sheet

Please enter any other information we need to know about your data here:

Detailed Instructions

Please provide all pay information effective as of January 1, 2016 if changes have/will be made subsequent to this date, please note.

Benchmark Job Number / Title	Your Match Information			Paid on a Salary Schedule? (Y/N)	Hourly Salary Range				Regular Hourly Base Rate (if paid flat rate)	Average (Actual) Hourly Base Pay Rate	Regularly Scheduled Hours per Week	Average Length of Time in Position (years)	Union Represented? (Union Name/No)	Effective Date of Current Pay Rates	Report for Largest Vessel in Tons/Horsepower	Notes:
	Your Organization's Job Title	Match Level (E, L, H)	# of Employees		Minimum	Maximum	Max Includes Longevity (Y/N)	# Years to Reach Max								
1x Example -	Example Match	E	12	Y	\$12.45	\$17.25	Y	10	\$16.00	\$15.50	84	5	MMP	7/1/2015	Vessel is 3,925 Tons	Employees work every other week
2x Example -	Example Match 2	E	4	N	n/a	n/a	n/a	n/a	\$23.24	\$24.00	38	8	No	1/1/2016		2.5% increase approved effective 12/16
301 Master/Captain															Vessel is Tons	
302 First Mate/Pilot															Vessel is Tons	
303 Second Mate															Vessel is Tons	
304 Staff Chief Engineer															Vessel is Tons	
305 Chief Engineer															Vessel is Horsepower	
306 Assistant Engineer															Vessel is Horsepower	
307 Oiler																
308 Wiper																
309 Able Seaman/Bos'n																
310 Able Seaman (AB)																
311 Ordinary Seaman (OS)																
312 Ticket Seller (Auto)																
313 Ticket Taker																
314 Terminal Attendant/Watchman																
315 Information Agent																
316 Web Information Agent																
317 Shore Gang Worker																
318 Terminal Supervisor																

Detailed Instructions

Please provide all pay information effective as of January 1, 2016 if changes have/will be made subsequent to this date, please note.

Benchmark Job Number / Title	Your Match Information			Paid on a Salary Schedule?	Hourly Salary Range		Regular Hourly Base Rate (if paid)	Average (Actual) Hourly Base	Regularly Scheduled Hours per	Average Length of Time in	Union Represented? (Union)	Effective Date of Current Pay	Report for Largest Vessel in Tons/Horsepower	Notes:
	Your Organization's	Match Level	# of		Min Includes	# Years to								

Instructions:

Column	Description
A, B	Benchmark Job Number / Title -- You do not need to type anything here. Please read the descriptions of job duties and qualifications in the Benchmark Job Description sheet to accurately match your jobs to the survey's job.
C	Your Organization's Job Title -- Report the title of the position at your organization that matches to the benchmark job.
D	Match Level -- Record the level of match between your organization's position and the survey benchmark job. Record as E (Even/Solid Match), L (Low/Light Match), or H (High/Heavy Match). Example: If your position has more responsibility than the benchmark position (yet still meets the 80% match criteria) you would answer "H" for a High match.
E	# of Employees -- Report the number of regular (full-time, year-round) employees currently employed in this position in your organization.
F	Paid on a Salary Schedule? (Y/N) -- Report Y (Yes) or N (No) to indicate whether or not the position is paid within a pre-defined salary schedule or salary matrix. (If Yes, please attach and send a copy of said salary schedule(s) with your survey submission.)
G, H, I	Hourly Salary Range - Minimum, Maximum and Longevity -- If your organization uses a pay range for this position, report the hourly salary range minimum (or first step) and maximum (or top step) for each survey match. If the position is eligible for longevity or other tenure based pay beyond the regular pay schedule, please note this with a Y (yes) in column I and record the maximum hourly salary for this position according to your organizations longevity schedule. Please exclude any overtime and premium pay additions. (If your organization does NOT have a salary range for this position, leave columns G through J blank and complete the applicable information in the Hourly Base Pay Rate columns.)
J	Hourly Salary Range - Years to reach Max -- If your organization uses a pay range for this position, report the total number of years required to reach the maximum of the stated pay range.
P	Regular Hourly Base Pay Rate -- If your organization has a common base rate (flat rate) for employees in this position (per policy or agreement), enter the hourly amount in this column. This is typically seen in lieu of a salary range. Do not include premium pay or other pay additions.
S	Average (Actual) Hourly Base Pay Rate -- Report the average (actual) hourly base pay rate for all regular, full-time employees in this position. Do not include any other payments or allowances such as overtime or premium pay.
T	Regularly Scheduled Hours per Week -- For the regular (year round, full-time) employees in this position, what is the average number of working hours per week? If this position has an irregular work month (i.e. one week off, one week on, etc.) please include this detail in the notes section.
U	Average Length of Time in Position -- Enter the average number of years employees in the current position have spent in the job.
V	Union Represented? (Union Name/No) -- Report the name of the Union if the position is represented by a union or "No" if the matched position is not currently represented by a union (i.e. terms and conditions of employment bargained by a union).
W	Effective Date of Current Pay Rates -- Please report the date that the preceding pay rates became effective.

II- Premium Pay

All questions in section II apply to the benchmarks included in this survey. Please place a check next to each benchmark job that applies to the data you complete in these sheets.

- | | | |
|--|--|---|
| <input type="checkbox"/> 301 Master/Captain | <input type="checkbox"/> 302 First Mate/Pilot | <input type="checkbox"/> 303 Second Mate |
| <input type="checkbox"/> 304 Staff Chief Engineer | <input type="checkbox"/> 305 Chief Engineer | <input type="checkbox"/> 306 Assistant Engineer |
| <input type="checkbox"/> 307 Oiler | <input type="checkbox"/> 308 Wiper | <input type="checkbox"/> 309 Able Seaman/Bos'n |
| <input type="checkbox"/> 310 Able Seaman (AB) | <input type="checkbox"/> 311 Ordinary Seaman (OS) | <input type="checkbox"/> 312 Ticket Seller (Auto) |
| <input type="checkbox"/> 313 Ticket Taker | <input type="checkbox"/> 314 Terminal Attendant/Watchman | <input type="checkbox"/> 315 Information Agent |
| <input type="checkbox"/> 316 Web Information Agent | <input type="checkbox"/> 317 Shore Gang Worker | <input type="checkbox"/> 318 Terminal Supervisor |

1. Premium Pay:

What premium (extra) pay is earned by workers in the benchmark jobs for the following work?

a. Overtime work performed immediately preceding or following a regular shift: % of base pay

b. Minimum call out pay (xx hrs. at xx % of base pay): hours at % of base pay

Please describe below if this question requires more detail:

c. Early call out pay (xx hrs. at xx % of base pay): hours at % of base pay

Please describe below if this question requires more detail:

d. Other premium, shift differential (additional pay offered for undesirable shifts) or penalty pay (such as dirty, obnoxious or hazardous material pay): % of base pay

Paid for entire shift? Yes No

Paid for actual hours of qualifying work? Yes No

Please describe below if this question requires more detail:

II- Paid Time Off

2. Holidays

How many paid holidays do employees receive each year? (Include personal holidays)

Please describe below if this question requires more detail:

3. Paid Time Off (PTO)

Do you offer a PTO program, with sick leave, vacation time, etc. combined (excluding holidays)?

Yes No

If Yes, indicate the number of PTO days accrued to a full-time employee annually: (Company provides X **hours** of PTO after X years of service): Attach contract provision or policy if more convenient or more space is required than allotted below.

<input type="text"/>	hours after	<input type="text"/>	years
<input type="text"/>	hours after	<input type="text"/>	years
<input type="text"/>	hours after	<input type="text"/>	years
<input type="text"/>	hours after	<input type="text"/>	years
<input type="text"/>	hours after	<input type="text"/>	years
<input type="text"/>	hours after	<input type="text"/>	years
<input type="text"/>	hours after	<input type="text"/>	years
<input type="text"/>	hours after	<input type="text"/>	years

Maximum annual accrual hours

Please describe below if this question requires more detail:

II- Paid Time Off

4. Paid Vacation (if not part of PTO Program)

Indicate the number of **vacation** days accrued to a full-time employee annually: (Company provides X **hours** of paid vacation after X years of service): Attach contract provision or policy if more convenient or more space is required than allotted below.

<input type="text"/>	hours after	<input type="text"/>	years
<input type="text"/>	hours after	<input type="text"/>	years
<input type="text"/>	hours after	<input type="text"/>	years
<input type="text"/>	hours after	<input type="text"/>	years
<input type="text"/>	hours after	<input type="text"/>	years
<input type="text"/>	hours after	<input type="text"/>	years
<input type="text"/>	hours after	<input type="text"/>	years
<input type="text"/>	hours after	<input type="text"/>	years

Maximum annual accrual hours

Please describe below if this question requires more detail:

5. Sick Leave (if not part of PTO Program):

a. Number of paid sick leave hours per year

Please describe the accrual rate of sick leave for full time employees at your company (Company provides credit of one day of paid sick leave for every one month completed service):

b. Does your company offer a sick-leave buy-out option?

Yes No

If yes, please describe:

Please describe below if this question requires more detail:

II- Medical and Other Benefits

For questions 6-8, please report the monthly premium contributions (per employee) for the **most widely used plans**

6. Medical Insurance: (Health & Welfare)

Employee Only Coverage:

Employer Contribution: \$ per month

Employee Contribution: \$ per month

Employee with spouse and two children (coverage):

Employer Contribution: \$ per month

Employee Contribution: \$ per month

V6b. What is the metal tier designation of the plan reported above (i.e. Bronze, Silver, Gold or Platinum) as defined by the Affordable Care Act (ACA) OR the actuarial value (i.e. 84.8%)?

Please describe below if this question requires more detail:

7. Dental Insurance: (if not included in Medical Insurance Premium)

Employee Only Coverage:

Employer Contribution: \$ per month

Employee Contribution: \$ per month

Employee with spouse and two children (coverage):

Employer Contribution: \$ per month

Employee Contribution: \$ per month

Please describe below if this question requires more detail:

8. Vision Care Insurance: (if not included in Medical Insurance Premium)

Employee Only Coverage:

Employer Contribution: \$ per month

Employee Contribution: \$ per month

Employee with spouse and two children (coverage):

Employer Contribution: \$ per month

Employee Contribution: \$ per month

Please describe below if this question requires more detail:

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

Employer contributes % of gross pay OR \$ per month

Please describe below if this question requires more detail:

10. Apprenticeship:

Does the employer make contributions to apprenticeship or similar training programs?

- No
 Yes

If yes, the amount is

If yes, please describe which positions are attached to said apprenticeships or training programs:

II- Medical and Other Benefits

11. Training/Education:

Does the employer reimburse employees who take part in pre-approved job or trade-related training, educational programs (aside from apprenticeships)?

- No
- Yes If yes, the rate of reimbursement is %

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

- No
- Yes If 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

Please describe below if this question requires more detail:

12. License/License Renewals:

Does the employer pay for required license and/or license renewals such as Transportation Worker Identification Card and/or Marine Merchant Credentials?

- No
- Yes
- If Yes, list licensures and renewals paid:

License/Renewal type: \$ Max

License/Renewal type: \$ Max

License/Renewal type: \$ Max

Please describe below if this question requires more detail

II- Medical and Other Benefits

13. Medical Exams/Licensure:

Does the employer reimburse the cost of medical examinations necessary for licensure?

- No
- Yes Reimbursement is at the rate of

Please describe below if this question requires more detail:

14. Travel:

Are employer-directed travel time and expenses compensated?

- No
- Yes
- If so, at what rate?
- Travel Time
- Mileage cents/mile
- Meals & Lodging (Standard) dollars per day
- Meals & Lodging (Seattle) dollars per day (if different)

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 cents/mile
- Meals & Lodging (Standard) dollars per day
- Meals & Lodging (Seattle) dollars per day (if different)

Please describe below if this question requires more detail:

II- Medical and Other Benefits

15. Relief Employee Pay:

Does your organization provide additional pay to relief employees* such as differential or assignment pay?

No

Yes If yes, what is the differential/additional pay?

Are relief employees paid for hours actually worked (only) or are they paid for travel time/mileage (to assignment) as well?

Actual hours worked only

Paid for travel time/mileage in addition to hours worked

**Relief Employees are defined, for the purposes of this survey, as an employee working on a year around basis, offered at least full time hours per work period, to relieve year around employees who are not scheduled for work.*

Please describe below if this question requires more detail:

Additional Notes/Information

Please describe here:

2016 Marine Employees' Compensation Survey - Shipyard Trades



Thank you for your time and effort in completing this survey.
All data should have a common effective date of: January 1, 2016.
Your completed submission is requested by: **Friday, January 22, 2016**

If you need assistance or have questions while completing the survey, please contact Kamaron Durocher at (360) 407-4142 or Kim Grindrod at (360) 407- 4110. Completed surveys should be sent to Kamaron Durocher at Kamaron.Durocher@ofm.wa.gov (please note new email address).

Main Survey Components

Participant Info

Use this sheet to enter your contact information and view the checklist of additional materials requested as part of this survey.

Benchmark Job Descriptions

Use this sheet to view summary descriptions of all of the positions included in the survey. Please read each description thoroughly to determine which of your organization's jobs are good matches. (As a rule of thumb, if your incumbent(s) spend 80% or more of their time in the role as stated in the summary description, then it is a good match.)

It is recommended that you print the [Benchmark Job Descriptions for reference](#) while completing the Compensation Sheet (I-Comp).

Section I - Compensation Data Sheet (I- Comp)

Use this sheet to complete base pay information for all of the positions included in the survey to which your organization has matches.

Section II - Benefits and Premium Pay¹ Questionnaire (II- Premium Pay, II- PTO and II- Medical & Other Benefits)

Complete the three sheets titled II- Premium Pay, II- PTO and II- Medical & Other Benefits. These pages consist of a list of questions designed to collect specific benefit and premium pay information pertinent to the benchmark positions in this survey. Please enter your organization's information into the grey boxes on each sheet.

After typing data into cells you may hit the Tab key to proceed to the next question. Hitting the Enter key may not take you to the next required input cell. Be sure to click on all applicable Yes/No boxes and check boxes that may be placed in between input cells.

THANK YOU FOR YOUR PARTICIPATION

Additional Terms/Definitions

- ¹ *Premium Pay is extra pay earned by a worker in a specific classification. May include extra pay for overtime; work on Saturday, Sunday or a holiday; handling of dirty or hazardous materials, etc.*

Participant Information

Organization Name:

Contact Name:

Telephone Number:

Email Address:

Please send the following materials with your completed survey submission to: Kameron.Durocher@ofm.wa.gov or send via US mail to the address shown below.

- 1) Current Collective Bargaining Agreements¹ (CBAs) and/or Memorandum of Understanding (MOUs)² covering pay or
- 2) Salary Schedules for the positions covered in this survey (if not included in the above)
- 3) General wage increases scheduled for term of contract, and for any pending CBAs/MOUs at the time of the survey
- 4) We also ask if you would please send us any updated general wage increases that are settled between the date of the survey and October 31, of 2016

Office of Financial Management
State Human Resources Office
Attn: Kameron Durocher
PO Box 47500
Olympia, WA 98504-7500

Footnotes

¹ *Collective Bargaining Agreements or CBAs are the written, legally enforceable contracts for specified periods, between the management of an organization and its employees represented by an independent trade union. It sets and defines conditions of employment (wages, working hours and conditions, overtime payments, holidays, vacations, benefits, etc.) and procedures for dispute resolution.*

² *Memorandum of Understanding or MOUs are signed documents describing agreements between two parties.*

Benchmark Job Descriptions

Job #	Title	Description
401	Shipwright/Carpenter	<p><i>In the Washington State Ferry System, performs skilled shipwright/commercial carpenter/glazier/rigger work.</i></p> <p>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.</p> <p>Typical Work: Performs work in vessels and terminals. Vessels: Constructs staging, shoring, temporary supports, stairways, ladders and other wooden structures; installs, repairs, patches, sizes and replaces carpeting, floor and ceiling tiles, marine glass and millwork, ferring compounds, vinyl/rubber coverings, plastic laminate, fiberglass, wall coverings and general caulking. Materials and processes meet US Coast Guard standards. Terminals: Constructs, alters, remodels and repairs building additions, offices, rooms, storage buildings, fence posts, rails, barriers, traffic arms and other structures from blueprints plans and sketches; repairs, patches, sizes and repairs carpeting, floor and ceiling tiles, glass and millwork; rigs, repairs, and replaces transfer span cables; installs and repairs roofing, plastic gutters and downspouts, constructs staging, shoring and temporary supports. General: Operates a full function joiner and cabinet shop. Cleans, sharpens, maintains and repairs power and hand tools. Responds to safety and service issues around the clock.</p> <p>Minimum Qualifications: Journey level status as a Shipwright/Carpenter or completion of a recognized apprenticeship as a Shipwright or Carpenter. Valid Washington State Driver license. Transportation Worker Identification Credential (TWIC) within 90 days of hire. Forklift certificate.</p>
402	Shipyards Insulation (New)	<p><i>In the Washington State Ferry System, performs skilled insulation/asbestos work in the Washington State Ferries system.</i></p> <p>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.</p> <p>Typical Work: Removes, repairs, and replaces thermal, acoustic and fire barrier insulating materials for mechanical, pipe and HVAC systems, in terminal buildings, docks and on vessels using materials such as fiberglass, PVC, foam sheet, hull board, ceramic glass, cellular rubber, urethane, calcium silicate, lead sheet and mineral wool. Measures, fabricates and installs multi-component insulation blankets. Sets up and removes containment systems for maintenance and removal of asbestos. Maintains and removes materials containing asbestos from vessels and terminals. Maintains asbestos management database. Maintains respiratory protection equipment for all trades at industrial facility.</p> <p>Minimum Qualifications: Journey level status as an insulator/asbestos worker. Sources include carpenter/shipwright, asbestos worker, and heat and frost worker trades. Valid Washington State Driver License. Transportation Worker Identification Credential (TWIC) within 90 days of hire. Forklift certificate.</p>

Benchmark Job Descriptions

Job #	Title	Description
403	Shipyards Boilermaker/Welder	<p><i>In the Washington State Ferry System, performs skiffed welding, burning, rigging and shipfitting work in accordance with state and US Coast Guard regulations.</i></p> <p>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.</p> <p>Typical Work: Repair and fabricate new steel, stainless steel, aluminum and copper-nickel parts and equipment as required to maintain ferries, terminals and bridges in good working condition. Maintain welding certifications to Coast Guard and Washington Association of Building Officials standards. Lay out, fit up, and weld fabricated, cast, and forged components of ship and terminal structure and assemblies. Assemblies include pressure vessels, pipe assemblies, deck plate supports, equipment foundations, ladders, railings, gates, pad eyes and traffic control devices. Performs all work in accordance with blueprints, plans and knowledge of various codes, welding processes and metallurgy. Performs non-destructive testing, operational tests and documents results in accordance with Coast Guard, American Bureau of Shipping and American Welding Society codes, as applicable. Responds to equipment failures around the clock to sustain service reliability.</p> <p>Minimum Qualifications: Journey level status as a Boilermaker/Welder or completion of a recognized apprenticeship as a Boilermaker or Welder. Valid Washington State Driver License. Transportation Worker Identification Credential (TWIC) within 90 days of hire. Forklift certificate.</p>
404	Shipyards Electrician	<p><i>In the Washington State Ferry System, performs skiffed industrial electrical work in accordance with state and US Coast Guard regulations</i></p> <p>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.</p> <p>Typical Work: Installs, adjusts, maintains and repairs complex analog and digital power and control systems on vessels and at terminals with alternating current systems up to 4,160 volts and direct current systems up to 300 volts. Systems include shipboard propulsion, electrical power and distribution, motor controls, alarm and monitoring systems, main engine controls, steering systems, lighting systems, cathodic protection systems, battery charging systems, internal communications, surveillance and security system. Specialized skills include rebrushing, cleaning, polishing commutators, rebuilding brush boxes and testing of large DC motors and generators, installation and maintenance of fiber optic systems, use of electronic diagnostic systems. Responds to equipment failures around the clock to sustain service reliability.</p> <p>Minimum Qualifications: Journey level status as an Electrician, or completion of a recognized apprenticeship as an Electrician. Valid Washington State Driver License. Transportation Worker Identification Credential (TWIC) within 90 days of hire. Forklift certificate.</p>

Benchmark Job Descriptions

Job #	Title	Description
405	Shipyards Machinist	<p>In the Washington State Ferry System, performs skilled machinist and marine diesel mechanic work.</p> <p>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.</p> <p>Typical Work: Performs work on vessels, terminals and in the Machine Shop. Machine shop work includes operation of lathes, milling machines, drill press and other shop equipment commonly found in machine shops. Troubleshoot, repair and overhaul of marine propulsion engines, reduction gears, steering systems, generators, pumps, outboard motors, boat davits and miscellaneous auxiliary machinery. Repair and overhaul of pumps to include sewage, potable water, raw water, fuel and oil transfer and saltwater. Specialized skills include precision alignment of pumps with dial indicator and laser alignment tooling. Diagnose and repair hydraulic systems. Stocks and operates tool room for Eagle Harbor Maintenance Facility. Responds to equipment failures around the clock to sustain service reliability. Work in harsh weather conditions and at heights required.</p> <p>Minimum Qualifications: Journey level status as a Machinist or completion of a recognized apprenticeship as a Machinist. Valid Washington State Driver License. Transportation Worker Identification Credential (TWIC) within 90 days of hire. Forklift certificate.</p>
406	Shipyards Pipefitter	<p><i>In the Washington State Ferry System (WSF), performs skilled pipefitting and plumbing maintenance work on both vessels and shore facilities, comparable to both marine and construction trades, in accordance with state and US Coast Guard requirements.</i></p> <p>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.</p> <p>Typical Work: Performs skilled pipefitting and plumbing work using non-ferrous pipe, tube and hoses. Work includes inspection, diagnosis, measurement, fabrication (welding, brazing, bending), installation, repair, maintenance, testing and documentation. Systems include hydraulic, steam systems, exhaust systems, fire main systems, bilge systems, potable water, sewage systems, CO2 fixed systems, mist systems, engine systems, fuel and lube oil systems, pneumatic systems. Specifically regulated or hazardous processes include boiler inspection, hydro, repair, re-gasket and replace; fire suppression system (fixed and portable) testing and maintenance; asbestos identification, containment and removal; high pressure hose fabrication and testing; hydraulic system troubleshooting; high temperature, exhaust piping maintenance; field run/engineering of piping systems and potable water backflow prevention certification. Responds to equipment failures around the clock to sustain service reliability.</p> <p>Minimum Qualifications: Journey level status as a pipefitter or plumber or completion of a recognized apprenticeship as a pipefitter or plumber. Valid Washington State Driver License. Transportation Worker Identification Credential (TWIC) within 90 days of hire. Forklift certificate.</p>

Benchmark Job Descriptions

Job #	Title	Description
407	Shipyard Sheet Metal Worker	<p><i>In the Washington State Ferry System, performs skilled sheet metal work, welding, rigging and ventilation system maintenance in accordance with state and US Coast Guard requirements.</i></p> <p>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.</p> <p>Typical Work: Fabricate, install and repair all light gauge sheet metal on vessels, docks and terminal buildings as needed. Perform general repair, fabrication and welding in shop. Selects gauge and type of sheet metal. Read and interpret blueprints, sketches or product specifications to determine sequence and methods of fabrication, assembly and installation of sheet metal products. Systems and equipment include metal doors, overhead ceilings, ventilation systems, fire protection systems, shipboard furniture, galley and head equipment, prefabricated metal stair treads, joiner and non-structural bulkheads, equipment guards and covers, flashing, roofing and gutters on terminal buildings. Inspect, clean and maintain vessel and terminal ventilation system ductwork. Removal and reinstallation of interferences in support of shipboard equipment repair. Respond to equipment failures around the clock to sustain service reliability.</p> <p>Minimum Qualifications: Journey level status as a Sheet Metal Worker, or completion of a recognized apprenticeship as a Sheet Metal Worker. Valid Washington State Driver license. Transportation Worker Identification Credential (TWIC) within 90 days of hire. Forklift certificate.</p>
408	Shipyard Truck Driver	<p><i>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.</i></p> <p>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.</p> <p>Typical Work: Provides deliveries, both loading and unloading to and from the main warehouse for the Ferry system. Uses forklift, pallet jack or other material conveyance devices as need to load and unload deliveries. Drives a route, which includes all terminals, office facilities and maintenance facilities in local area. Makes deliveries and pick-ups at vendors as requested.</p> <p>Minimum Qualifications: Journey level status as a Truck Driver and a valid Washington State driver's license with a record free from serious or frequent traffic violations.</p>

Benchmark Job Descriptions

Job #	Title	Description
409	Shipyard Warehouse Worker	<p><i>In the Washington State Ferry System, performs skilled warehousing and storekeeping work.</i></p> <p>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.</p> <p>Typical Work: Performs a variety of tasks in connection with the requisition, receipt, storage and issuance of spare parts, supplies and equipment such as: requisitions and receives supplies; checks nomenclature, stock number, quantity and condition; loads or unloads supplies on or from trucks or other conveyances; moves supplies to and from receiving, storage and shipping areas; operates forklifts, hand trucks, hand and electric pallet trucks and other related equipment.</p> <p>Minimum Qualifications: Journey level status as a Warehouse Worker or two years of experience in warehousing, stock keeping, receiving or shipping parts, supplies or equipment in a warehouse operation, marine parts store, retail store of commissary, or closely related work and a valid Washington State driver's license.</p>

Benchmark Job Descriptions

Job #	Title	Description
Survey Job Level Summaries		
	Journey	All benchmark positions included in this survey are Journey-level. Please see each individual description for additional detail.
	Foreperson	<p><i>In the Washington State Ferry System (WSF), performs skilled trades work and supervises lead worker(s) and crews of journey-level trades workers.</i></p> <p>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.</p> <p>Typical Work: Serve as direct supervisor to trade lead person(s), journey persons, and apprentices in the scheduling, assignment and prioritization of work, analyzing/resolving work problems and personnel performance challenges. Perform administrative duties and complete documentation as needed. Manage time keeping for payroll; ensure daily records are maintained and time sheets are audited for accuracy prior to submittal. Approve and maintain shop personnel leave. Ensure personnel are available to support maintenance activities in coordination with leave and training schedules. Schedule and coordinate work demands and maintenance activities with General Forepersons and other shop supervisors. Plan ahead to anticipate needs, estimate materials and predict labor hour requirements needed to accomplish work objectives. Submit overtime authorization slips as needed for work after normal business hours. Study work/training plans and schedules. Consult with the EH Planning Office, EH Safety Office, Vessel/Terminal employees, IT/Security personnel, contractors, vendors/service representatives, warehouse employees and others during job planning or assigned projects. Attend meetings, training, ship checks and terminal tours as required by General Forepersons or management. Utilize Computerized Maintenance Management Systems software to coordinate and complete work assignments within the priority timeline, supervise the procurement of materials/pars/equipment and manage trade-specific work requisitions. Monitor, promote, initiate and enforce safe work practices. Ensure compliance with QNQC inspections, documentation and standard operating procedures. Administer all provisions of applicable Collective Bargaining Agreements and WSF policies and procedures.</p> <p>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.</p>
	Leadperson	<p><i>In the Washington State Ferry System (WSF), performs skilled trades work and supervises a crew of journey-level trades workers.</i></p> <p>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.</p> <p>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.</p>
	Apprentice	<i>In the Washington State Ferry System, performs journey skills only in the accompaniment of the journeyman and must be in an approved apprenticeship program.</i>
	Helper	<i>In the Washington State Ferry System, performs unskilled and semi-skilled work assisting journeymen.</i>

I- COMPENSATION DATA SHEET

Please enter any other information we need to know about your data here:

Detailed Instructions

Please provide all pay information effective as of January 1, 2016 if changes have/will be made subsequent to this date, please note.

Benchmark Job Number / Title	Your Match Information			Union Rep-resented? (Union Name/No)	Paid on a Salary Schedule? (Y/N)	Hourly Salary Range				Hourly Base Pay Rate	Average (Actual) Hourly Base Pay Rate	Regularly Scheduled Hours per Week	Average Length of Time in Position (years)	Foreman		Leadman		Apprentice		Helper		Effective Date of Current Pay Rates	Notes:
	Your Organization's Job Title	Match Level (E, L, H)	# (Journey-level) Employees			Minimum	Maximum	Max Includes Longevity (Y/N)	# Years to Reach Max					# of Employees	Average Hourly Base Pay Rate	# of Employees	Average Hourly Base Pay Rate	# of Employees	Average Hourly Base Pay Rate	# of Employees	Average Hourly Base Pay Rate		
1x Example -	Example Match	E	12	No	Y	\$12.45	\$17.25	Y	10		\$15.25	34	5	2	\$18.67	4	\$17.50	4	\$16.50	1	\$14.00	10/1/2015	Employees work every other week
2x Example -	Example Match 2	E	4	Local 777	N					\$14.25	\$14.50	38	8	3	\$16.80	6	\$15.95	4	\$15.00	2	\$12.50	12/1/2015	2.5% increase approved effective Feb 2016
401 Shipwright/Carpenter																							
402 Shipyard Insulation (New)																							
403 Shipyard Boilermaker/Welder																							
404 Shipyard Electrician																							
405 Shipyard Machinist																							
406 Shipyard Pipefitter																							
407 Shipyard Sheet Metal Worker																							
408 Shipyard Truck Driver																							
409 Shipyard Warehouse Worker																							

Detailed Instructions

Please provide all pay information effective as of January 1, 2016 if changes have/will be made subsequent to this date, please note.

Benchmark Job Number / Title	Your Match Information			Union Rep-resented? (Union Name/No)	Paid on a Salary Schedule? (Y/N)	Hourly Salary Range				Hourly Base Pay Rate	Average (Actual) Hourly Base Pay Rate	Regularly Scheduled Hours per Week	Average Length of Time in Position (years)	Foreman		Leadman		Apprentice		Helper		Effective Date of Current Pay Rates	Notes:
	Your Organization's Job Title	Match Level (E, L, H)	# (Journey-level) Employees			Minimum	Maximum	Max Includes Longevity (Y/N)	# Years to Reach Max					# of Employees	Average Hourly Base Pay Rate	# of Employees	Average Hourly Base Pay Rate	# of Employees	Average Hourly Base Pay Rate	# of Employees	Average Hourly Base Pay Rate		

Instructions:

Column	Description
A, B	Benchmark Job Number / Title-- You do not need to type anything here. Please read the descriptions of job duties and qualifications in the Benchmark Job Description sheet to accurately match your jobs to the survey's job.
C	Your Organization's Job Title -- Report the title of the position at your organization that matches to the benchmark job.
D	Match Level -- Record the level of match between your organization's position and the survey benchmark job. Record as E (Even/Solid Match), L (Low/Light Match), or H (High/Heavy Match). Example: If your position has more responsibility than the benchmark position (yet still meets the 80% match criteria) you would answer "H" for a High match.
E	# Journey-level Employees -- Report the number of regular (full-time, year-round) journey-level employees currently employed in this position in your organization. (There will be a separate place to enter the number of Foremen, Leadmen, etc.)
F	Union Rep-resented? (Union Name/No) -- Report the name of the Union if the position is represented by a union or "No" if the matched position is not currently represented by a union (i.e. terms and conditions of employment bargained by a union).
G	Paid on a Salary Schedule? (Y/N) -- Report Y (Yes) or N (No) to indicate whether or not the position is paid within a pre-defined salary schedule or salary matrix. (If Yes, please attach and send a copy of said salary schedule(s) with your survey submission.)
H, I, J	Hourly Salary Range - Minimum, Maximum and Longevity -- If your organization uses a pay range for this position, report the hourly salary range minimum (or first step) and maximum (or top step) for each survey match. If the position is eligible for longevity or other tenure based pay beyond the regular pay schedule, please note this with a Y (yes) in column J and record the maximum hourly salary for this position according to your organizations longevity schedule. Please exclude any overtime and premium pay additions. If your organization has a common base rate for all employees in this position, leave columns H through K blank and complete column L.
K	Hourly Salary Range - Years to reach Max -- If your organization uses a pay range for this position, report the total number of years required to reach the maximum of the stated pay range.
L	Hourly Base Pay Rate -- If your organization has a common base rate for all employees in this position (per policy or agreement), enter the hourly amount. Do not include any other payments or allowances such as overtime, premium pay or cost of living differentials.
M	Average (Actual) Hourly Base Pay Rate -- Report the average actual hourly base pay rate for all regular, full-time employees in this position. <i>Do not include any other payments or allowances such as overtime, premium pay or cost of living differentials.</i> (If column K is completed it may reflect the same value as column L. Column L is intended to especially capture data where there is a set salary range but also to capture instances where the hourly base pay rate is different than what is actually being paid to employees.) Please complete this column whether or not the value is the same as column K.
N	Regularly Scheduled Hours per Week -- For the regular (year round, full-time) employees in this position, what is the average number of working hours per week? If this position has an irregular work month (i.e. one week off, one week on, etc.) please include this detail in the notes section.
O	Average Length of Time in Position -- Enter the average number of years employees in the current position have spent in the job.
P - W	Foreman, Leadman, Apprentice, Helper (# of Employees and Average Hourly Base Pay Rate) -- For each job report the number of regular (full-time, year-round) employees currently employed in each of these positions in your organization then report the average hourly base pay rate for each job level used within your organization. Please match to the job level summary descriptions found in grey at the bottom of the Benchmark Job Description sheet.
X	Effective Date of Current Pay Rates -- Please report the date that the preceding pay rates became effective.

II- Premium Pay

All questions in section II apply to the benchmarks included in this survey. Please place a check next to each benchmark job that applies to the data you complete in these sheets.

- | | | |
|--|--|--|
| <input type="checkbox"/> 401 Shipwright/Carpenter | <input type="checkbox"/> 402 Shipyard Insulation (New) | <input type="checkbox"/> 403 Shipyard Boilermaker/Welder |
| <input type="checkbox"/> 404 Shipyard Electrician | <input type="checkbox"/> 405 Shipyard Machinist | <input type="checkbox"/> 406 Shipyard Pipefitter |
| <input type="checkbox"/> 407 Shipyard Sheet Metal Worker | <input type="checkbox"/> 408 Shipyard Truck Driver | <input type="checkbox"/> 409 Shipyard Warehouse Worker |

1. Premium Pay:

What premium (extra) pay is earned by workers in the benchmark jobs for the following work?

a. Overtime work performed immediately preceding or following a regular shift: % of base pay

Please describe below if the question requires more detail:

b. Minimum call out pay (xx hrs. at xx % of base pay): hours @ % of base pay

Please describe below if the question requires more detail:

c. Early call out pay (xx hrs. at xx % of base pay): hours @ % of base pay

Please describe below if the question requires more detail:

d. Other premium, shift differential (additional pay offered for undesirable shifts), or penalty pay (such as dirty, obnoxious or hazardous material pay): % of base pay

Paid for entire shift? Yes No

Paid for actual hours of qualifying work? Yes No

Please provide additional detail below:

II- Paid Time Off

2. Holidays

How many paid holidays do employees receive each year? (Include personal holidays)

Please describe below if this question requires more detail:

3. Paid Time Off (PTO)

Do you offer a PTO program, with sick leave, vacation time, etc. combined (excluding holidays)?

Yes No

*If Yes, indicate the number of PTO days accrued to a full-time employee annually: (Company provides X **hours** of PTO after X years of service): Attach contract provision or policy if more convenient or more space is required than allotted below.*

<input type="text"/>	hours after	<input type="text"/>	years
<input type="text"/>	hours after	<input type="text"/>	years
<input type="text"/>	hours after	<input type="text"/>	years
<input type="text"/>	hours after	<input type="text"/>	years
<input type="text"/>	hours after	<input type="text"/>	years
<input type="text"/>	hours after	<input type="text"/>	years
<input type="text"/>	hours after	<input type="text"/>	years
<input type="text"/>	hours after	<input type="text"/>	years

Maximum annual accrual hours

Please describe below if this question requires more detail:

II- Paid Time Off

3. Paid Vacation (if not part of PTO Program)

Indicate the number of **vacation** hours accrued to a full-time employee annually: (Company provides X **hours** of paid vacation after X years of service): Attach contract provision or policy if more convenient or more space is required than allotted below.

<input type="text"/>	hours after	<input type="text"/>	years
<input type="text"/>	hours after	<input type="text"/>	years
<input type="text"/>	hours after	<input type="text"/>	years
<input type="text"/>	hours after	<input type="text"/>	years
<input type="text"/>	hours after	<input type="text"/>	years
<input type="text"/>	hours after	<input type="text"/>	years
<input type="text"/>	hours after	<input type="text"/>	years
<input type="text"/>	hours after	<input type="text"/>	years

Maximum annual accrual hours

Please describe below if this question requires more detail:

4. Sick Leave (if not part of PTO Program):

a. Number of paid sick leave hours per year

Please describe the accrual rate of sick leave for full time employees at your company (Company provides credit of one day of paid sick leave for every one month completed service)

b. Does your company offer a sick-leave buy-out option? Yes No

If yes, please describe:

Please describe below if this question requires more detail:

II- Medical and Other Benefits

For questions 5-7, please report the monthly premium contributions (per employee) for the **most widely used plans**

5. Medical Insurance: (Health & Welfare) Premiums

Employee Only Coverage:

Employer Contribution: \$ per month

Employee Contribution: \$ per month

Employee with spouse and two children (coverage):

Employer Contribution: \$ per month

Employee Contribution: \$ per month

5b. What is the metal tier designation of the plan reported above (i.e. Bronze, Silver, Gold or Platinum) as defined by the Affordable Care Act (ACA) OR the actuarial value (i.e. 84.8%)?

Please describe below if this question requires more detail:

6. Dental Insurance: (if not included in Medical Insurance Premium)

Employee Only Coverage:

Employer Contribution: \$ per month

Employee Contribution: \$ per month

Employee with spouse and two children (coverage):

Employer Contribution: \$ per month

Employee Contribution: \$ per month

Please describe below if this question requires more detail:

7. Vision Care Insurance: (if not included in Medical Insurance Premium)

Employee Only Coverage:

Employer Contribution: \$ per month

Employee Contribution: \$ per month

Employee with spouse and two children (coverage):

Employer Contribution: \$ per month

Employee Contribution: \$ per month

Please describe below if this question requires more detail:

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

Employer contributes % of gross pay OR \$ per month

Please describe below if this question requires more detail:

9. Apprenticeship/Training:

Does the employer make contributions to apprenticeship or similar training programs?

No

Yes

If yes, the amount is

If yes, please provide detail and describe which positions are attached to said apprenticeships or training programs:

II- Medical and Other Benefits

10. Training/Education:

Does the employer reimburse employees who take part in pre-approved job or trade-related training, educational or apprenticeship programs?

- No
 Yes If yes, the rate of reimbursement is %

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

- No
 Yes If 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

Please describe below if this question requires more detail:

11. License/License Renewals:

Does the employer pay for required license and/or license renewals such as Transportation Worker Identification Card and/or Marine Merchant Credentials?

- No
 Yes If Yes, list licensures and renewals paid:
- | | | |
|-----------------------|----------------------|-----------------------------|
| License/Renewal type: | <input type="text"/> | \$ <input type="text"/> Max |
| License/Renewal type: | <input type="text"/> | \$ <input type="text"/> Max |
| License/Renewal type: | <input type="text"/> | \$ <input type="text"/> Max |

Please describe below if this question requires more detail:

II- Medical and Other Benefits

12. Travel:

Are employer-directed travel time and expenses compensated?

- No
 Yes

If so, at what rate?

Travel Time

Mileage cents/mile

Meals & Lodging (Standard) dollars per day

Meals & Lodging (Seattle) dollars per day (If different)

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 cents/mile

Meals & Lodging (Standard) dollars per day

Meals & Lodging (Seattle) dollars per day (If different)

Please describe below if this question requires more detail:

Additional Notes/Information

Please describe here:

2016 Marine Employees' Compensation Survey - Administrative



Thank you for your time and effort in completing this survey.
All data should have a common effective date of: January 1, 2016.
Your completed submission is requested by: **Friday, January 22, 2016.**

If you need assistance or have questions while completing the survey, please contact Kamaron Durocher at (360) 407-4142 or Kim Grindrod at (360) 407-4110. Completed surveys should be sent to Kamaron Durocher at Kamaron.Durocher@ofm.wa.gov (please note new email address).

Main Survey Components

Participant Info

Use this sheet to enter your contact information and view the checklist of additional materials requested as part of this survey.

Benchmark Job Descriptions

Use this sheet to view summary descriptions of all of the positions included in the survey. Please read each description thoroughly to determine which of your organization's jobs are good matches. (As a rule of thumb, if your incumbent(s) spend 80% or more of their time in the role as stated in the summary description, then it is a good match.) **It is recommended that you print the Benchmark Job Descriptions for reference** while completing the Compensation Sheet (I- Comp).

Section I - Compensation Data Sheet (I- Comp)

Use this sheet to complete base pay information for all of the positions included in the survey to which your organization has matches.

Section II - Benefits and Premium Pay¹ Questionnaire (II- Premium Pay, II- PTO and II- Medical & Other Benefits)

Complete the three sheets titled II- Premium Pay, II- PTO and II- Medical & Other Benefits. These pages consist of a list of questions designed to collect specific benefit and premium pay information pertinent to the benchmark positions in this survey. Please enter your organization's information into the grey boxes on each sheet.

After typing data into cells you may hit the Tab key to proceed to the next question. Hitting the Enter key may not take you to the next required input cell. Be sure to click on all applicable Yes/No boxes and check boxes that may be placed in between input cells.

THANK YOU FOR YOUR PARTICIPATION

Additional Terms/Definitions

- Premium Pay is extra pay earned by a worker in a specific classification. May include extra pay for overtime; work on Saturday, Sunday or a holiday; handling of dirty or hazardous materials, etc.*

Participant Information

Organization Name:

Contact Name:

Telephone Number:

Email Address:

Please send the following materials with your completed survey submission to: Kameron.Durocher@ofm.wa.gov or send via US mail to the address shown below.

- 1) Current Collective Bargaining Agreements¹ (CBAs) and/or Memorandum of Understanding (MOUs)² covering pay or benefit information for the positions covered by the survey.
- 2) Salary Schedules for the positions covered in this survey (if not included in the above).
- 3) General wage increases scheduled for term of contract, and for any pending CBAs/MOUs at the time of the survey.
- 4) We also ask if you would please send us any updated general wage increases that are settled between the date of the survey and October 31, of 2016.

Office of Financial Management
State Human Resources Office
Attn: Kameron Durocher
PO Box 47500
Olympia, WA 98504-7500

Footnotes

¹ *Collective Bargaining Agreements or CBAs are the written, legally enforceable contracts for specified periods, between the management of an organization and its employees represented by an independent trade union. It sets and defines conditions of employment (wages, working hours and conditions, overtime payments, holidays, vacations, benefits, etc.) and procedures for dispute resolution.*

² *Memorandum of Understanding or MOUs are signed documents describing agreements between two parties.*

Benchmark Job Descriptions

Job #	Title	Description
501	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 typically calls for an intermediate level professional accountant with a bachelor's degree with major study in accounting. Two years of experience in general professional accounting.
502	Accounting Assistant 2 (New)	(First level in the Accounting Assistant series) Responsible for specific accounting records, processes and/or financial validation. Typical work includes reviewing and approving invoices for compatibility to purchase orders, preparing daily revenue summaries from sales reports by terminals, reviewing information for errors, and posting information to ledgers. Typically requires two years' experience in a fiscal office performing bookkeeping or fiscal record keeping tasks.
503	Accounting Assistant 3 (New)	(Senior level in the para-professional Accounting Assistant series) Performs and guides other Accounting Assistants in the processing, review, tabulation, verification, document preparation, reports, ledger, vouchers and payment certification. Performs as a functional specialist for an assigned financial activity, e.g. accounts payable, accounts receivable. Typically requires four years of experience in a fiscal office with progressively responsible assignments in accounts payable, accounts receivable, reconciliation, banking services, or comparable functions.
504	Bid Administrator (New)	Plans, organizes and performs complex work related to the administration of departmental bids for shift assignments, vacation assignments and fleet employee documentation. Requires high-level understanding of the applicable contract language, vessel requirements and qualification requirements of each employee group. Determines bid schedules and timelines. Processes bids and communicates award information to affected employees and managers. Researches and verifies required documentation on all employees assigned to vessels. Inputs data into dispatch program and runs a variety of reports for distribution and auditing purposes. Acts as dispatch team leader in the absence of Crew Resource Manager. Performs additional duties as required and directed by HR, Training or management. Typically requires five years of experience as a WSF Crew Dispatcher.

Benchmark Job Descriptions

Job #	Title	Description
505	Buyer 2 (New)	Performs procurement duties under guidance. Assigned a specific group of commodities and services moderately complex in nature and related to service contracts in the assigned commodity area. Maintains a delegated purchase authority up to a specified dollar amount. Typically requires two years of college level study and one year of related work experience.
506	Buyer 3	As senior buyer, performs specialized and more complex purchasing assignments requiring independent judgment. Has delegated authority to take independent action to purchase goods and services to a specified dollar amount. Monitors contract compliance and performance. May assist lower level Buyers and Purchasing Assistants. Maintains supplier relations through frequent business contacts. Reviews emergency requirements and adjusts work priorities accordingly. Recommends changes in purchasing policies and procedures. Typically requires a bachelor's degree involving major study in business administration or related business education or two years work experience as a Buyer 2 and demonstrated proficiency in complex purchasing assignments.
507	Consultant Coordinator	Performs the first level of professional consultation administration work in the preparation, negotiation, and administration of all consultant agreements, supplements, and task orders. Reviews, coordinates, organizes, updates and files all relevant agreement documentation; independently reviews task order packets; coordinates with program management office and accounting regarding work order issues. Sends and receives invoices from managers and prepares invoices for final approval by the Consultant Liaison Engineer. Coordinates with accounting staff to ensure prompt payments. Prepares routine correspondence for approvals, performance evaluations, etc. Maintains and updates spreadsheets and graphics. This is the first level of professional administration work for Consultant Agreements. Typically requires a high school diploma or GED equivalency and two-years experience in coordinating or administering a variety of agreements or projects. Knowledge of state and federal laws and regulations.
508	Contracts Coordinator 1	Performs the first level of para-professional contracts administration work for Contracts and Legal Services. Assists assigned department in the preparation and administration of contracts. Provides direct support to the Contracts Coordinator 2 for processing invitation for bids and request for proposal processing, from project advertisement to award and execution. Maintains all document control and department filing systems for contracts developed and administered by the department. Updates and monitors the department's contract inventory system. Monitor payments for bid packages, issue invoices and coordinate accounts payable with the accounting department. Typically requires two years experience in a high-volume office setting, and one year experience coordinating and administering a variety of contracts or projects.

Benchmark Job Descriptions

Job #	Title	Description
509	Contracts Coordinator 2	Develops and administers all necessary pre-contract processes and documents for vessel and terminal public works contracts. Review and monitor all insurance, bonds, sensitive security information and contractor payments for such contracts. Assist with the development and administration of other contracts, including concession, interagency, property leases, etc. Typically 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.
510	Crew Dispatch Coordinator	Has the primary responsibility for arranging for the long-term staffing of all vessels by dispatching appropriate licensed and unlicensed Deck and Engine employees to each vessel in compliance with International Safety Management, Washington State Ferries and U.S. Coast Guard requirements, and in conformance with five labor agreements. Requires understanding of the applicable contract language, vessel requirements, and qualification requirements of each employee group. Approves the use of sick leave, annual leave, transfers, promotions, and emergencies. Maintains radio communication with the fleet units to coordinate changes in crew as required. Instructs Crew Dispatchers and coordinates with other Dispatch Coordinators. Answers inquiries regarding vessel scheduling and vessel moves. Coordinates orders and tracks all requests/deliveries of vessel fuel and lube oil, including removal of oily bilge from vessels and Eagle Harbor facility. Works directly with Operations Watch Supervisors. Performs additional duties as required and directed by HR, Training or management. The position typically requires high school graduation or equivalency and two years of experience as a Crew Dispatcher. Clear communication abilities via radio or telephone are most important.
511	Crew Dispatcher (New)	(Support level dispatcher) Assigned to assist Crew Dispatch Coordinators in daily deck and engine room staffing and performing other fleet support tasks. Dispatch licensed and unlicensed deck and engine room personnel as well as terminal personnel in compliance with International Safety Management, Washington State Ferries and U.S. Coast Guard requirements, and in conformance with five labor agreements. Requires understanding of the applicable contract language, vessel requirements and qualification requirements of each employee groups. Approves the use of sick leave, annual leave, transfers, promotions and emergencies. Maintain radio communication between WSF operations and fleet personnel. Carry out duties to maintain related records. Works directly with Operations Watch Supervisors. Performs additional duties as required and directed by HR, Training or management. Typically requires one year office experience working in the transportation field or marine industry.

Benchmark Job Descriptions

Job #	Title	Description
512	Inventory Agent	Oversees the maintenance and operation of parts and consumable inventory system. Monitors the accuracy of the stock/inventory database 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 typically requiring two years of college level work in business administration and six years of experience in inventory system operations. Vessel construction, maintenance or engineering experience may substitute for required experience.
513	Mail Clerk	Provides internal and external office mail service including performing daily deliveries as well as U.S. and express service. Performs entry-level clerical duties. This position typically requires one year of clerical experience.
514	Personnel Assistant 2	Senior level (para-professional) position provides Human Resource services to managers, supervisors and employees. Evaluates, investigates, and solves problems involving human resources. Researches and explains pertinent policies, procedures and guidelines. Enters, maintains and updates employee personnel and benefits records. Typically requires eighteen months of experience as entry-level personnel assistant.
515	Receptionist (New)	Responsible for answering and routing calls; greeting and providing information and assistance to visitors; tracking and validating parking. Performs routine clerical tasks including maintaining logs and receiving cash, checks and packages. Responsible for issuing Letters of Time for fleet personnel. Responsible for screening visitors and verifying appointments for secure floor access. Typically requires one year of experience in a clerical or receptionist position with heavy public contact.
516	Secretary	Relieves professional or administrative supervisors of clerical-level communication activities and initiates clerical support functions to facilitate current work of the department(s) involved. Performs routine secretarial duties such as taking notes, transcribing minutes, keeping supervisors and/or staff member's calendars, preparing basic correspondence. Reads and routes incoming mail. Maintains correspondence files and records. May instruct the activities of subordinate personnel. Receives and screens callers. This is a fully competent working level secretary to the head of an organizational unit in management. Typically requires three years of experience as a secretary is considered appropriate background. College and/or business school may be substituted for experience.

Benchmark Job Descriptions

Job #	Title	Description
517	Staff Aide	Provides administrative assistance and office management support in addition to secretarial functions for senior management. (Not a formal manager) 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 judgment. Handles division timekeeping and vacation scheduling. Maintains log of external communications with WSDOT Headquarters, Office of Financial Management, and legislative staff. Typically requires business or secretarial training and five years of increasingly responsible office experience.
518	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.
519	Marine Operations Watch Supervisor	<p><i>Acts as the central point-of-contact for directing all vessel and terminal incidents including emergency response, inspections and customer relations. Directs Dispatch, Information and Terminal staff in absence of responsible manager.</i></p> <p>Typical Duties: Provides around the clock interface between internal management, field operations and external agencies for emergency response. Has ICS role for federal/agency emergencies or drills. Responsible for the scheduling and documentation of USCG annual inspections of vessels as well as other required state and federal vessel compliance document renewals. Responsible for all regulatory and operational compliance for HAZMAT charters. Responsible for media and interagency contact and public notifications for service disruptions. Coordinates all vendor aspects of vessel movements (crewing, berthing, moorage, etc.) for Terminal, Deck and Engine Department as needed. Writes work requirements for vessels and terminals and coordinates and/or writes purchase orders for external vendors. Develops, maintains and disseminates operation center documents such as daily logs, vessel position reports and sailing schedules.</p> <p>Qualifications: Five years of experience in marine operations working with passenger transportation systems, or a bachelor's degree and one year of supervisory experience in a marine transportation system. Additional qualifying experience in marine operations or passenger transportation systems may be substituted, year for year, for the education.</p>

I- COMPENSATION DATA SHEET

Please enter any other information we need to know about your data here:

Detailed Instructions

Please provide all pay information effective as of January 1, 2016 if changes have/will be made subsequent to this date, please note.

Benchmark Job Number / Title	Your Match Information			Union Rep-resented? (Union Name/No)	Paid on a Salary Schedule? (Y/N)	Monthly Salary Range				Average (Actual) Monthly Base Pay	Regularly Scheduled Hours per Week	Average Length of Time in Position (years)	Effective Date of Current Pay Rates	Notes:
	Your Organization's Job Title	Match Level (E, L, H)	# of Employees			Minimum	Maximum	Max Includes Longevity (Y/N)	# Years to Reach Max					
1x Example -	Example Match	E	12	IBU	Y	\$2,917	\$4,167	Y	12	\$3,333	45	3	8/1/2013	Employees work every other week
2x Example -	Example Match 2	E	4	No	N	\$3,700	\$3,700	N	N/A	\$3,700	35	8	2/1/2013	2.5% increase approved effective 2.14
501 Accountant														
502 Accounting Assistant 2 (New)														
503 Accounting Assistant 3 (New)														
504 Bid Administrator (New)														
505 Buyer 2 (New)														
506 Buyer 3														
507 Consultant Coordinator														
508 Contracts Coordinator 1														
509 Contracts Coordinator 2														
510 Crew Dispatch Coordinator														
511 Crew Dispatcher (New)														
512 Inventory Agent														
513 Mail Clerk														
514 Personnel Assistant 2														
515 Receptionist (New)														
516 Secretary														
517 Staff Aide														
518 Custodian (Janitor)														
519 Marine Operations Watch Supervisor														

Detailed Instructions

Please provide all pay information effective as of January 1, 2016 if changes have/will be made subsequent to this date, please note.

Benchmark Job Number / Title	Your Match Information			Union Rep-resented? (Union Name/No)	Paid on a Salary Schedule? (Y/N)	Monthly Salary Range				Average (Actual) Monthly Base Pay	Regularly Scheduled Hours per Week	Average Length of Time in Position (years)	Effective Date of Current Pay Rates	Notes:
	Your Organization's Job Title	Match Level (E, L, H)	# of Employees			Minimum	Maximum	Max Includes Longevity (Y/N)	# Years to Reach Max					

Instructions:

Column	Description
A, B	Benchmark Job Number / Title -- You do not need to type anything here. Please read the descriptions of job duties and qualifications in the Benchmark Job Description sheet to accurately match your jobs to the survey's job.
C	Your Organization's Job Title -- Report the title of the position at your organization that matches to the benchmark job.
D	Match Level -- Record the level of match between your organization's position and the survey benchmark job. Record as E (Even/Solid Match), L (Low/Light Match), or H (High/Heavy Match). Example: If your position has more responsibility than the benchmark position (yet still meets the 80% match criteria) you would answer "H" for a High match.
E	# of Employees -- Report the number of regular (full-time, year-round) employees currently employed in this position in your organization.
F	Union Rep-resented? (Union Name/No) -- Report the name of the Union if the position is represented by a union or No if the matched position is not currently represented by a union (i.e. terms and conditions of employment bargained by a union).
G	Paid on a Salary Schedule? (Y/N) -- Report Y (Yes) or N (No) to indicate whether or not the position is paid within a pre-defined salary schedule or salary matrix. (If Yes, please attach and send a copy of said salary schedule(s) with your survey submission.)
H, I, J	Monthly Salary Range - Minimum, Maximum and Longevity -- If your organization uses a pay range for this position, report the monthly salary range minimum (or first step) and maximum (or top step) for each survey match. If the position is eligible for longevity or other tenure-based pay beyond the regular pay schedule, please note this with a Y (yes) in column J and record the maximum monthly salary for this position according to your organization's longevity schedule in column I. Please exclude any overtime and premium pay additions. <i>If your organization has a common base rate for all employees in this position, leave columns H through K blank and complete column L.</i>
K	Monthly Salary Range - Years to reach Max -- If your organization uses a pay range for this position, report the total number of years required to reach the maximum of the stated pay range.
L	Average (Actual) Monthly Base Pay -- Report the average actual monthly base pay for all regular, full-time employees in this position. <i>Do not include any other payments or allowances such as overtime, premium pay or cost of living differentials.</i>
M	Regularly Scheduled Hours per Week -- For the regular (year round, full-time) employees in this position, what is the average number of working hours per week? If this position has an irregular work month (i.e. one week off, one week on, etc.) please include this detail in the notes section.
N	Average Length of Time in Position -- Enter the average number of years employees in the current position have spent in the job.
O	Effective Date of Current Pay Rates -- Please report the date that the preceding pay rates became effective.

II- Premium Pay

All questions in section II apply to the benchmarks included in this survey. Please place a check next to each benchmark job that applies to the data you complete in these sheets.

- | | | |
|---|---|---|
| <input type="checkbox"/> 501 Accountant | <input type="checkbox"/> 502 Accounting Assistant 2 (New) | <input type="checkbox"/> 503 Accounting Assistant 3 (New) |
| <input type="checkbox"/> 504 Bid Administrator (New) | <input type="checkbox"/> 505 Buyer 2 (New) | <input type="checkbox"/> 506 Buyer 3 |
| <input type="checkbox"/> 507 Consultant Coordinator | <input type="checkbox"/> 508 Contracts Coordinator 1 | <input type="checkbox"/> 509 Contracts Coordinator 2 |
| <input type="checkbox"/> 510 Crew Dispatch Coordinator | <input type="checkbox"/> 511 Crew Dispatcher (New) | <input type="checkbox"/> 512 Inventory Agent |
| <input type="checkbox"/> 513 Mail Clerk | <input type="checkbox"/> 514 Personnel Assistant 2 | <input type="checkbox"/> 515 Receptionist (New) |
| <input type="checkbox"/> 516 Secretary | <input type="checkbox"/> 517 Staff Aide | <input type="checkbox"/> 518 Custodian (Janitor) |
| <input type="checkbox"/> 519 Marine Operations Watch Supervisor | | |

1. Premium Pay:

What premium (extra) pay is earned by workers in the benchmark jobs for the following work?

a. Overtime work performed immediately preceding or following a regular shift: % of base pay

Please describe below if this question requires more detail:

b. Minimum call out pay (xx hrs at xx % of base pay): hours @ % of base pay

Please describe below if this question requires more detail:

c. Early call out pay (xx hrs at xx % of base pay): hours @ % of base pay

Please describe below if this question requires more detail:

II- Paid Time Off

2. Holidays

How many paid holidays do employees receive each year? (Include personal holidays)

Please describe below if this question requires more detail:

3. Paid Time Off (PTO)

Do you offer a PTO program, with sick leave, vacation time, etc. combined (excluding holidays)?

Yes No

If Yes, indicate the number of PTO days accrued to a full-time employee annually: (Company provides X **hours** of paid vacation after X years of service): Attach contract provision or policy if more convenient or more space is required than allotted below.

Represented

hours after years
 hours after years

Nonrepresented

hours after years
 hours after years

Maximum annual accrual hours

Maximum annual accrual hours

Please describe below if this question requires more detail:

II- Paid Time Off

4. Paid Vacation (if not part of PTO Program)

Indicate the number of vacation hours accrued to a full-time employee annually: (Company provides X **hours** of paid vacation after X years of service): Attach contract provision or policy if more convenient or more space is required than allotted below.

Represented

hours after years
 hours after years

Maximum annual accrual hours

Nonrepresented

hours after years
 hours after years

Maximum annual accrual hours

Please describe below if this question requires more detail:

5. Sick Leave (if not part of PTO Program):

Number of paid sick leave hours per year

Please describe the accrual rate of sick leave for full time employees at your company (Company provides credit of one day of paid sick leave for every one month completed service)

II- Medical and Other Benefits

For questions 6-8, please report the monthly premium contributions (per employee) for the **most widely used plans**

6. Medical Insurance: (Health & Welfare)

Employee Only Coverage:

Employer Contribution: \$ per month

Employee Contribution: \$ per month

Employee with spouse and two children (coverage):

Employer Contribution: \$ per month

Employee Contribution: \$ per month

6b. What is the metal tier designation of the plan reported above (i.e. Bronze, Silver, Gold or Platinum) as defined by the Affordable Care Act (ACA) OR the actuarial value (i.e. 84.8%)?

Please describe below if this question requires more detail:

7. Dental Insurance: (if not included in Medical Insurance Premium)

Employee Only Coverage:

Employer Contribution: \$ per month

Employee Contribution: \$ per month

Employee with spouse and two children (coverage):

Employer Contribution: \$ per month

Employee Contribution: \$ per month

Please describe below if this question requires more detail:

8. Vision Care Insurance: (if not included in Medical Insurance Premium)

Employee Only Coverage:

Employer Contribution: \$ per month

Employee Contribution: \$ per month

Employee with spouse and two children (coverage):

Employer Contribution: \$ per month

Employee Contribution: \$ per month

Please describe below if this question requires more detail:

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

Employer contributes % of gross pay OR \$ per month

Please describe below if this question requires more detail:

II- Medical and Other Benefits

10. Parking:

Does the company reimburse employees for parking expenses?

- No Employee pays 100% of accrued parking expenses
- Yes Employer reimburses for parking expenses at the rate of %
- NA Not applicable - Employees have no applicable regular parking expenses

Please describe below if this question requires more detail:

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 If yes, the rate of reimbursement is %

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

- No
- Yes If 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

Please describe below if this question requires more detail:

II- Medical and Other Benefits

12. Travel:

Are employer-directed travel time and expenses compensated?

- No
 Yes

If so, at what rate?

Travel Time

Mileage cents/mile

Meals & Lodging (Standard) dollars per day

Meals & Lodging (Seattle) dollars per day (If different)

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 cents/mile

Meals & Lodging (Standard) dollars per day

Meals & Lodging (Seattle) dollars per day (If different)

Please describe below if this question requires more detail:

Additional Notes/Information:

Please describe here:

Office of Financial Management
P.O. Box 43113 * Olympia, WA * 98504-3113
Telephone 360-902-0555