

2018
Marine Employees Compensation Survey

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



Office of Financial Management
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Section 1: Executive summary

Purpose

The state of Washington's Office of Financial Management 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 in addition to 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 staff.

Summary

The 2018 Marine Employees' Compensation Survey was conducted in January 2018. Survey data is effective as of Jan. 1, 2018. Forty organizations were selected to participate in MECS. Nineteen organizations did so, including 10 that participated in the 2016 MECS.

The 2018 survey includes changes to the analysis that affected the overall results as compared with 2016. The survey results are divided into three parts depending on the nature of operation: (1) Vessel/Terminal, (2) Shipyard Trades and (3) Administrative. Each group has a different market standing driven by the different participant groups for each:

- Vessel/Terminal Survey (licensed positions): Lags the market by 17.3 percent for actual base salary.
- Vessel/Terminal Survey (unlicensed positions): Lags the market by 8.2 percent for actual base salary.
- Shipyard Trades Survey: Lags the market by 26.3 percent for actual base salary.
- Administrative Survey: Lags the market by 27 percent for actual base salary.

The most significant changes are:

- Participant changes can be attributed to a couple of factors. 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.
- Vessel/Terminal licensed and unlicensed jobs are aggregated separately for the state of Washington average percentage above or below market. Before 2018, these two groups were merged in an overall average.
- Washington state general government was removed as a surveyed participant for the administrative portion of the survey.
- The Regional Price Parities Index is introduced for data adjustments between the states of Alaska and Washington (refer to the Survey Methodology section for more information).
- “Expatisan.com” introduces a new methodology for data adjustments between Vancouver, B.C., and Seattle, Wash. (refer to the Survey Methodology section for more information).
- The benefit tiers surveyed are expanded from Employee and Family coverage to Employee Only, Employee + Spouse, Employee + Children, Family (refer to the Survey Methodology section for more information).
- Hourly or monthly benefit amounts represent the average hourly benefit for organizations reporting a match to a given benchmark job. This ensures a relevant apples to apples comparison within the framework of a specific benchmark job. In past surveys, hourly or monthly benefit amounts represented the average hourly benefit for all the organizations that provided a match for any of the benchmarks included in a given survey section.
- Questions have been added on vacation and sick leave policies.

- The method used to protect the confidentiality of private organizations' data remains the same. That method is as follows:
 - Average data is not displayed for jobs with only one participant reporting data. Average data is also not displayed for instances of two participants where one participant is a privately held company. Average data is displayed where there are three or more participants reporting data.
 - In 2018, the state of Washington average percentage above or below market values do not include the data removed from the display in the method described above. Reports before 2018 included them.

Key findings

Discretion should be exercised in interpreting salary results, especially with sample sizes of fewer than 15 organizations as these 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 12 different employee groups. These groups are reported separately within the salary and benefit tables:

- 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)
 - Marine Engineers Beneficial Association – Port Engineer
 - Inland Boatmen's Union of the Pacific (IBU) (Terminal and Information positions)
 - Ferry Agents, Supervisors and Project Administrators Association (FASPAA)
- Shipyard Trades
 - Pacific Northwest Regional Council of Carpenters (Carpenters)
 - Puget Sound Metal Trades Council (Metal Trades)
 - Inland Boatmen's Union of the Pacific (IBU) (Shoregang positions)

- 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)

Vessel/Terminal

- Overall, Vessel/Terminal positions lag the market by an average of 17.3 percent for actual base salary for licensed positions and 8.2 percent for unlicensed positions. This change, seen in contrast to the 2016 MECS, was due to market pay changes and fluctuation of participants.
- Vessel/Terminal positions lag the market by an average of 16.9 percent (licensed) and 11.3 percent (unlicensed) for actual base pay plus benefits.
- Two new benchmarks were added. Refer to the jobs marked as New in the list found in the Survey Methodology section of the report.
- 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)
 - 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 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.
 - Washington State Ferry System relief employee (actual average) pay for licensed positions leads the market by 1.3 percent on average.

- WSFS relief employee (actual average) pay for unlicensed positions leads the market by 8 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 are in the Vessel/Terminal Premium Pay and Benefits Summaries).

Shipyard

- Overall, shipyard positions lag the market by an average of 26.3 percent for actual base salary. This market lag is primarily attributed to a major shift in survey participants.
- For average base pay plus benefits, shipyard positions lag the market by an average of 13.4 percent. Because of the small sample size for the benefit rates, average base pay plus benefits includes seven of the nine benchmark jobs. In addition, benefit values were provided by only one participant.
- Pay data for foreperson, leadperson and helper continues to be displayed in a separate table. These rates are summarized as a percentage of the journeyperson rate to create a meaningful display of how the positions are paid in relation to one another. This is consistent with the 2016 MECS. Participant collective bargaining agreements often list pay for these positions based upon a percentage of the journeyperson rate.

Administrative

- Key change in 2018:
 - Three new benchmark jobs were added and identified as New in the Survey Methodology section of the report.
 - The Administrative positions lag the market by an average of 27 percent for actual base salary.
 - For actual base salary plus benefits, Administrative positions lag the market by 28.8 percent. This change is attributed to changes in pay in the market and fluctuations from participants.

Salary range/salary structure observations (Administrative)

- Salary range minimums appear to lag the market by 43.9 percent and salary maximums appear to lag the market by approximately 24 percent.

- Two participants reported significantly different timelines for the progression through their salary structure (approximately six years on average). By way of comparison, OPEIU employees progress through their pay range in approximately 15 years.

Section 2: Survey methodology

Identification of target participants

In the interest of consistency of data from year to year, most of the participants from the 2016 survey were sought to participate in the 2018 survey. Nine organizations are new participants.

It is especially important to consider organization participants when there are so few. Three different survey tools were offered to participants, depending on the nature of the operation: Vessel/Terminal, Shipyard Trades and Administrative. Seven organizations reported salary and fringe benefit data for Vessel/Terminal positions, seven for Shipyard positions, and six for Administrative positions.

Of the 40 organizations in three markets whose participation was sought, 19 did so, representing the following markets:

- Vessel/Terminal: Public and private ferry systems on the West Coast of the United States, including Alaska and British Columbia.
- Shipyard Trades: Public and private shipyards or ports engaged in ship and/or dock building, maintenance and/or repair in the Pacific Northwest, including British Columbia. Additionally, Washington organizations identified by WSF and labor stakeholders employing related carpenters and diesel engine mechanics were sought to participate.
- Administrative: Public and private companies engaged in marine business and large municipal/transit employers in the Puget Sound region.

The 10 participants that were also surveyed in the 2016 MECS 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 2016 participant was sent its 2018 survey questionnaire(s) pre-populated with their previous responses.

Participating organizations for 2018:

Invitee Organizations	Invitees by Survey			New 2018 Participant
	V/T	SYD	ADM	
Alaska Marine Highway System (State Ferry)	✓			
Black Ball Transport	✓			
British Columbia Ferry Corporation	✓			
City of Seattle			✓	
HMS Ferries, Inc. (Pierce County)	✓			✓
King County (Ferry Operations)	✓		✓	
Kitsap Transit	✓			✓
Nichols Brothers Boat Builders		✓		✓
Pacific Fisherman		✓		✓
Pacific Power Group		✓		✓
Performance Contracting Group		✓		✓
Pierce County			✓	
Port of Seattle			✓	
Port of Tacoma			✓	
Puglia Engineering Inc. (Bellingham)		✓		✓
Sound Transit			✓	✓
Vancouver Shipyards Co. Ltd.		✓		
Victoria Shipyards		✓		✓
Whatcom County	✓			

Organizations whose participation was sought but declined to do so:

Invitee Organizations	Invitees by Survey		
	V/T	SYD	ADM
Alaska Airlines			✓
Caterpillar/Progress Rail		✓	
City of Seattle (carpenters)		✓	
Crowley Maritime Marine Services			✓
Cummins		✓	
Dakota Creek Industries		✓	
Foss Maritime Co.		✓	✓
General Electric (GE)		✓	
Golden Gate Bridge Highway & Transportation District	✓		
Hatton Engine and Generator Systems		✓	
Holland America Line	✓		
Hornblower Cruises	✓		
King County lock shop, carpenter shop and insulators		✓	
Lake Union Dry Dock		✓	
Machine Specialties, Inc. (MSI)			
Norwegian Cruise Line	✓		
Pacific Detroit Diesel		✓	
PCI Marine Division (Seattle)		✓	
Puget Sound Naval Shipyard		✓	
Skagit County	✓		
Thyssen Krupp Safway Scaffold		✓	
TOTE Maritime Alaska			✓
Vigor Shipyards		✓	

Benchmark jobs

Benchmark jobs remained consistent for the Shipyard Trades survey. Two jobs were added to the Vessel/Terminal survey, and three were added to the Administrative survey. The table below lists the benchmark jobs surveyed in 2018 and highlights the new benchmarks:

Vessel/Terminal

Master/Captain
First Mate/Pilot
Second Mate
Staff Chief Engineer
Chief Engineer
Assistant Engineer
Oiler
Wiper
Able Seaman/Bos'n
Able Seaman (AB)
Ordinary Seaman (OS)
Ticket Seller (Auto)
Ticket Taker
Terminal Attendant/Watchman
Information Agent
Web Information Agent
Shore Gang Worker
Terminal Supervisor
Port Captain *(New)*
Port Engineer *(New)*

Shipyard Trades

Shipwright/Carpenter
Shipyard Insulation
Shipyard Boilermaker/Welder
Shipyard Electrician
Shipyard Machinist
Shipyard Pipefitter
Shipyard Sheet Metal Worker
Shipyard Truck Driver
Shipyard Warehouse Worker

Administrative

Accountant
Accounting Assistant 2
Accounting Assistant 3
Bid Administrator
Buyer 2
Buyer 3
Consultant Coordinator
Contracts Coordinator 1
Contracts Coordinator 2
Crew Dispatch Coordinator
Crew Dispatcher
Inventory Agent
Mail Clerk
Personnel Assistant 2
Receptionist
Secretary
Staff Aide
Custodian (Janitor)
Marine Operations Watch Supervisor
Fleet Facility Safety Officer *(New)*
Relief Dispatcher *(New)*
Safety Systems Specialist *(New)*

Benefit analysis methodologies

An estimate of benefit values was included as a component of the Actual base pay & benefits category using the following equation for each organization, including WSFS:

(An average of monthly employer-paid medical, dental and vision contributions across all tiers (Employee Only, Employee + Spouse, Employee + Children, Family)/174 hours. This is a change from 2016 where the benefit value estimate was based on the employee + spouse and 2 children, or a composite rate.

Example using WSFS amounts: \$1,028 (medical average of tiers) + \$91.64 (dental) + \$0 (vision) = \$1,119.64 per month
 $\$1,119.64 / 174 = \6.43 per hour

- The conversion of monthly to hourly pay based upon 2,088 hours in a work year is based on a methodology consistent with Washington's State Administrative and Accounting Manual.
- Amounts were not converted into hourly amounts in the administrative survey analysis because the data is already reported as monthly figures.
- Several participants were able to provide only composite benefit rates that were the same for employee-only as well as family. 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.
- Hourly or monthly benefit amounts represent the average hourly benefit for all the organizations specifically at the job level. This ensures a relevant apples to apples comparison within the framework of a specific job. In past surveys, hourly or monthly benefit amounts represented the average hourly benefit for all the organizations that provided a match for *any* of the benchmarks included in that section.

Terms and definitions

Administrative – Office, terminal and other administrative personnel. Other jobs include Custodian as well as the Marine Operation Watch Supervisor and the Fleet Facility Safety Officer

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 rate of pay per hour or per month for all incumbents/employees in a job classification excluding any overtime or pay premiums.

Benefits data – Noncash compensation which accrues to employees in addition to wages, including health, vision and dental care, vacation, personal holiday, sick leave, etc. Premiums for most prevalent health, vision and dental care plans were collected on the basis of all tiers (employee only; employee and spouse; employee and child(ren); and family).

CAD – Canadian dollar

Composite rate – The composite rate is the average paid by the employer across all benefit plans and all benefit tiers. Tiers are designated as employee only; employee and spouse; employee and child(ren); and family.

Cost-of-living differential – COLD payments are a geographic differential 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 in the Alaska Marine Highway system. An additional exhibit detailing this benefit for Alaskan residents can be found following the Vessel/Terminal Premium Pay and Benefits Summary tables. COLD payments are not included in the Vessel/Terminal salary tables or other salary tables. Apart from this Alaskan pay practice, the state of Washington factors in Regional Price Parities Index statistics for states other than Washington (see Regional Price Parities Index, below).

EE – Abbreviation used in premium pay and benefit tables to represent “employee.”

Expatistan.com – A cost-of-living calculator that allows comparisons of the cost of living between cities around the world. The database is constantly updated and improved in a collaborative way by expats across the globe. Expatistan’s methodology not only includes currency exchange rates between countries, but also calculates comparisons based on factors such as food, housing, clothes, transportation, health and entertainment.

Consistent with the OFM’s endorsed practices of assessing international labor trends, base compensation wage and differential data from British Columbia, Canada, have been adjusted to Seattle, Wash., by +9 percent using the Expatistan.com statistics as of Jan. 1, 2018.

Additional information on Expatistan.com is here:

<https://www.expatisitan.com/what-is-it>.

Hourly or monthly benefit – Total hourly or monthly benefits for employer-paid medical, dental and vision care across all benefit tiers, divided by the number of employees in one job classification. Tiers are designated as employee only; employee and spouse; employee and child(ren); and family.

Longevity – Additional step(s) placed on top of a normal salary structure to recognize years of service. Is 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 – The abbreviation for “paid time off,” which is a design option for paid leave that combines sick, vacation and sometimes holiday and personal leave time into one category of available time off that employees manage within certain employer guidelines.

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

Regular employees – The Vessel/Terminal tables refer to non-relief employees as employees who do not receive relief differentials or premiums.

Relief employees — The Vessel/Terminal survey refers to employees 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.

Regional Price Parities Index – The U.S. Department of Commerce’s Bureau of Economic Analysis produces economic accounts statistics that enable government and business decision makers, researchers and the American public to follow and understand the performance of the nation’s economy. The BEA produces some of the nation’s most important economic statistics, including the gross domestic product and RPPI statistics. The RPPI measures the differences in price levels across states and metropolitan areas for a given year and are expressed as a percentage of the overall national price level. RPPIs cover all consumption goods and services, including rents.

Consistent with the state of Washington’s classification and compensation management survey practices, compensation survey data collected from states outside Washington are adjusted using the most current RPPI statistics. For 2018, the most recent RPPI values (from 2015) are used.

An example of this RPPI adjustment method is as follows:

RPPI Adjustment Example			
		2015	Calculation
Row	Region	RPPI Statistic	Example @ \$10.00/hr.
A	U.S. Baseline	100.00%	\$10.00
B	Alaska	105.60%	\$10.56
C	Washington	104.80%	\$10.48
D	AK Adjustment to WA	-0.76%	

Additional information on RPPI is here:

<https://www.bea.gov/newsreleases/regional/rpp/2017/pdf/rpp0617.pdf>.

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 salary range represents the single rate reported for both minimum and maximum.

Salary structure – A predefined salary matrix or structure designed to dictate 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.

Shipyard trades – Shipyard trades included in the survey are shipwright 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” in the tables.

USD – United States dollar

Vessel/Terminal – Employees on-board 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 that participated in 2018 and 2016. Significant changes are especially notable in the Shipyard Trades survey as a result of participant attrition and refinement of participants (based on stakeholder feedback in 2016).

Vessel/Terminal Survey Participants	
2018	2016
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
HMS Ferries, Inc. (Pierce County)	
King County	King County
Kitsap Transit	
Whatcom County	Whatcom County

Shipyard Trades Survey Participants	
2018	2016
Nichols Brothers Boat Builders	
Pacific Fishermen Shipyard and Electric, LLC	
Pacific Power Group	
Performance Contracting Group	
Puglia Engineering, Inc.	
	Lake Union Dry Docks
	Port of Seattle
	Puget Sound Naval Shipyard
Vancouver Shipyards Co. Ltd.	Vancouver Shipyards Co. Ltd.
Victoria Shipyards Co. Ltd.	

Administrative Survey Participants	
2018	2016
City of Seattle	City of Seattle
King County	King County
Pierce County	Pierce County
Port of Seattle	Port of Seattle
Port of Tacoma	Port of Tacoma
Sound Transit	
	Washington State – General Government

2018 Vessel/Terminal – Salary Data Presentation

For confidentiality purposes, average data is not displayed for jobs with only one participant reporting data. Average data is also not displayed for instances of two participants where one participant is a privately held company. Average data is displayed where there are three or more participants reporting data.

MM&P - Masters

Exhibit 1

Benchmark Number	Benchmark Title	Participants or State of WA	# of Orgs	# of EEs	Paid in a Salary Schedule	Average Salary Range Minimum	Average Salary Range Maximum	Average (Actual) Base Pay Rate Relief EEs	Average (Actual) Base Pay Rate Reg. EEs	Hourly Benefit*	(Reg. EEs) Actual Base Pay & Benefits
301	Master/Captain	All Participants	3	34	2.9%	\$47.11	\$49.38	\$58.66	\$58.66	\$7.53	\$66.19
301	Master/Captain	WSFS	1	37	0.0%	\$50.83	\$50.83	\$61.00	\$50.83	\$6.43	\$57.26
301	Master/Captain	% Difference				7.3%	2.8%	3.8%	-15.4%	-17.1%	-15.6%
<i>MM&P Masters - Average % Above or Below Market:</i>						7.3%	2.8%	3.8%	-15.4%	-17.1%	-15.6%

MMP - Mates

Exhibit 2

Benchmark Number	Benchmark Title	Participants or State of WA	# of Orgs	# of EEs	Paid in a Salary Schedule	Average Salary Range Minimum	Average Salary Range Maximum	Average (Actual) Base Pay Rate Relief EEs	Average (Actual) Base Pay Rate Reg. EEs	Hourly Benefit*	(Reg. EEs) Actual Base Pay & Benefits
302	First Mate/Pilot	All Participants	3	23	4.3%	\$49.56	\$49.56	\$49.56	\$49.56	\$7.53	\$57.09
302	First Mate/Pilot	WSFS	1	56	0.0%	\$41.24	\$41.24	\$49.49	\$41.24	\$6.43	\$47.67
302	First Mate/Pilot	% Difference				-20.2%	-20.2%	-0.2%	-20.2%	-17.1%	-19.8%
303	Second Mate	All Participants	3	25	4.0%	\$44.42	\$44.42	\$44.42	\$44.42	\$7.53	\$51.95
303	Second Mate	WSFS	1	23	0.0%	\$37.74	\$37.74	n/a	\$37.74	\$6.43	\$44.17
303	Second Mate	% Difference				-17.7%	-17.7%	n/a	-17.7%	-17.1%	-17.6%
<i>MM&P Mates - Average % Above or Below Market:</i>						-18.9%	-18.9%	n/a	-18.9%	-17.1%	-18.7%

MEBA - Licensed

Exhibit 3

Benchmark Number	Benchmark Title	Participants or State of WA	# of Orgs	# of EEs	Paid in a Salary Schedule	Average Salary Range Minimum	Average Salary Range Maximum	Average (Actual) Base Pay Rate Relief EEs	Average (Actual) Base Pay Rate Reg. EEs	Hourly Benefit*	(Reg. EEs) Actual Base Pay & Benefits
304	Staff Chief Engineer	All Participants	0	n/a	0.0%	n/a	n/a	n/a	n/a	n/a	n/a
304	Staff Chief Engineer	WSFS	1	18	0.0%	\$61.11	\$61.11	\$54.54	\$61.11	\$6.43	\$67.54
304	Staff Chief Engineer	% Difference				n/a	n/a	n/a	n/a	n/a	n/a
305	Chief Engineer	All Participants	3	24	8.3%	\$50.02	\$54.55	\$50.25	\$50.25	\$6.94	\$57.19
305	Chief Engineer	WSFS	1	46	0.0%	\$46.42	\$46.42	\$54.54	\$46.42	\$6.43	\$52.85
305	Chief Engineer	% Difference				-7.8%	-17.5%	7.9%	-8.2%	-7.9%	-8.2%
306	Assistant Engineer	All Participants	4	50	4.0%	\$47.53	\$50.25	\$48.85	\$48.85	\$7.39	\$56.24
306	Assistant Engineer	WSFS	1	79	0.0%	\$39.11	\$39.11	\$45.95	\$39.11	\$6.43	\$45.54
306	Assistant Engineer	% Difference				-21.5%	-28.5%	-6.3%	-24.9%	-14.9%	-23.5%
MEBA - Licensed - Average % Above or Below Market:						-14.6%	-23.0%	0.8%	-16.6%	-11.4%	-15.9%

All Vessel and Terminal Benchmark jobs- Average % Above or Below Market
(MM&P & MEBA Licensed)

-12.0% -16.2% 1.3% -17.3% -14.8% -16.9%

MEBA - Unlicensed

Exhibit 4

Benchmark Number	Benchmark Title	Participants or State of WA	# of Orgs	# of EEs	Paid in a Salary Schedule	Average Salary Range Minimum	Average Salary Range Maximum	Average (Actual) Base Pay Rate Relief EEs	Average (Actual) Base Pay Rate Reg. EEs	Hourly Benefit*	(Reg. EEs) Actual Base Pay & Benefits
307	Oiler	All Participants	5	85	2.4%	\$28.43	\$31.68	\$32.66	\$32.66	\$8.99	\$41.65
307	Oiler	WSFS	1	201	0.0%	\$26.08	\$26.08	\$32.25	\$26.08	\$6.43	\$32.51
307	Oiler	% Difference				-9.0%	-21.5%	-1.3%	-25.2%	-39.8%	-28.1%
308	Wiper	All Participants	3	84	1.2%	\$30.74	\$30.74	\$27.08	\$27.08	\$8.45	\$35.54
308	Wiper	WSFS	1	1	0.0%	\$21.93	\$22.97	n/a	\$22.97	\$6.43	\$29.40
308	Wiper	% Difference				-40.2%	-33.8%	n/a	-17.9%	-31.5%	-20.9%
MEBA - Unlicensed - Average % Above or Below Market:						-24.6%	-27.7%	n/a	-21.6%	-35.6%	-24.5%

Benchmark Number	Benchmark Title	Participants or State of WA	# of Orgs	# of EEs	Paid in a Salary Schedule	Average Salary Range Minimum	Average Salary Range Maximum	Average (Actual) Base Pay Rate Relief EEs	Average (Actual) Base Pay Rate Reg. EEs	Hourly Benefit*	(Reg. EEs) Actual Base Pay & Benefits
309	Able Seaman/Bos'n	All Participants	4	407	0.5%	\$33.14	\$36.86	\$31.03	\$31.03	\$8.45	\$39.48
309	Able Seaman/Bos'n	WSFS	1	39	0.0%	\$30.19	\$30.19	\$36.23	\$30.19	\$6.43	\$36.62
309	Able Seaman/Bos'n	% Difference				-9.8%	-22.1%	14.4%	-2.8%	-31.5%	-7.8%
310	Able Seaman (AB)	All Participants	6	480	0.6%	\$30.66	\$34.46	\$30.97	\$30.97	\$8.59	\$39.56
310	Able Seaman (AB)	WSFS	1	176	0.0%	\$28.67	\$28.67	\$34.40	\$28.67	\$6.43	\$35.10
310	Able Seaman (AB)	% Difference				-7.0%	-20.2%	10.0%	-8.0%	-33.6%	-12.7%
311	Ordinary Seaman (OS)	All Participants	4	74	1.4%	\$24.57	\$26.91	\$27.21	\$27.21	\$8.45	\$35.66
311	Ordinary Seaman (OS)	WSFS	1	221	0.0%	\$21.05	\$24.77	\$28.89	\$23.88	\$6.43	\$30.31
311	Ordinary Seaman (OS)	% Difference				-16.7%	-8.6%	5.8%	-14.0%	-31.5%	-17.7%
312	Ticket Seller (Auto)	All Participants	4	140	0.7%	\$21.09	\$30.05	\$24.36	\$24.36	\$6.32	\$30.68
312	Ticket Seller (Auto)	WSFS	1	90	0.0%	\$23.29	\$27.36	\$27.36	\$27.36	\$6.43	\$33.79
312	Ticket Seller (Auto)	% Difference				9.4%	-9.8%	11.0%	11.0%	1.7%	9.2%
313	Ticket Taker	All Participants	5	210	1.0%	\$26.99	\$34.12	\$27.54	\$27.54	\$7.25	\$34.79
313	Ticket Taker	WSFS	1	5	0.0%	\$20.86	\$24.53	n/a	\$24.53	\$6.43	\$30.96
313	Ticket Taker	% Difference				-29.4%	-39.1%	n/a	-12.3%	-12.8%	-12.4%
314	Terminal	All Participants	2	105	n/a	n/a	n/a	n/a	n/a	n/a	n/a
314	Terminal	WSFS	1	221	0.0%	\$20.02	\$23.48	n/a	\$22.16	\$6.43	\$28.59
314	Terminal	% Difference				n/a	n/a	n/a	n/a	n/a	n/a
315	Information Agent	All Participants	3	19	10.5%	\$21.26	\$30.07	\$22.98	\$22.98	\$7.18	\$30.16
315	Information Agent	WSFS	1	22	0.0%	\$22.05	\$25.54	n/a	\$23.80	\$6.43	\$30.23
315	Information Agent	% Difference				3.6%	-17.7%	n/a	3.4%	-11.6%	0.2%
316	Web Information Agent	All Participants	1	1	n/a	n/a	n/a	n/a	n/a	n/a	n/a
316	Web Information Agent	WSFS	1	2	0.0%	\$23.92	\$27.69	n/a	\$27.69	\$6.43	\$34.12
316	Web Information Agent	% Difference				n/a	n/a	n/a	n/a	n/a	n/a
317	Shore Gang Worker	All Participants	0	n/a	0.0%	n/a	n/a	n/a	n/a	n/a	n/a
317	Shore Gang Worker	WSFS	1	14	0.0%	\$30.59	\$30.59	n/a	\$30.59	\$6.43	\$37.02
317	Shore Gang Worker	% Difference				n/a	n/a	n/a	n/a	n/a	n/a
IBU - Average % Above or Below Market:						-8.3%	-19.6%	10.3%	-3.8%	-19.9%	-6.9%

FASPAA Terminal Sup

Exhibit 6

Benchmark Number	Benchmark Title	Participants or State of WA	# of Orgs	# of EEs	Paid in a Salary Schedule	Average Salary Range Minimum	Average Salary Range Maximum	Average (Actual) Base Pay Rate Relief EEs	Average (Actual) Base Pay Rate Reg. EEs	Hourly Benefit*	(Reg. EEs) Actual Base Pay & Benefits
318	Terminal Supervisor	All Participants	2	31	n/a	n/a	n/a	n/a	n/a	n/a	n/a
318	Terminal Supervisor	WSFS	1	27	0.0%	\$40.38	\$40.38	\$47.45	\$40.38	\$6.43	\$46.81
318	Terminal Supervisor	% Difference				n/a	n/a	n/a	n/a	n/a	n/a
FASPAA Terminal Sup - Average % Above or Below Market:						n/a	n/a	n/a	n/a	n/a	n/a

All Vessel and Terminal Benchmark jobs- Average % Above or Below Market (Unlicensed)	-12.4%	-21.6%	8.0%	-8.2%	-23.8%	-11.3%
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Port Captain

Exhibit 7

Benchmark Number	Benchmark Title	Participants or State of WA	# of Orgs	# of EEs	Paid in a Salary Schedule	Average Salary Range Minimum	Average Salary Range Maximum	Average (Actual) Base Pay Rate Relief EEs	Average (Actual) Base Pay Rate Reg. EEs	Hourly Benefit*	(Reg. EEs) Actual Base Pay & Benefits
319	Port Captain	All Participants	0	n/a	0.0%	n/a	n/a	n/a	n/a	n/a	n/a
319	Port Captain	WSFS	1	3	100%	\$3271.00	\$5,636.00	n/a	\$4,569.83	\$6.43	\$4576.26
319	Port Captain	% Difference				n/a	n/a	n/a	n/a	n/a	n/a
Average % Above or Below Market:						n/a	n/a	n/a	n/a	n/a	n/a

Port Engineer

Exhibit 8

Benchmark Number	Benchmark Title	Participants or State of WA	# of Orgs	# of EEs	Paid in a Salary Schedule	Average Salary Range Minimum	Average Salary Range Maximum	Average (Actual) Base Pay Rate Relief EEs	Average (Actual) Base Pay Rate Reg. EEs	Hourly Benefit*	(Reg. EEs) Actual Base Pay & Benefits
320	Port Engineer	All Participants	0	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
320	Port Engineer	WSFS	1	6	100%	\$3,271.00	\$5,636.00	n/a	\$4,523.17	\$6.43	\$4529.60
320	Port Engineer	% Difference				n/a	n/a	n/a	n/a	n/a	n/a
Average % Above or Below Market:						n/a	n/a	n/a	n/a	n/a	n/a
All Vessel and Terminal Benchmark jobs- Average % Above or Below Market (Port Engineer and Port Captain)						n/a	n/a	n/a	n/a	n/a	n/a

Vessel/Terminal endnotes

1. Consistent with previous years' analysis, any Canadian benefits are excluded from salary analysis but included within premium pay and benefit summary tables.
2. Hourly or monthly benefit amounts represent the average hourly benefit at the job level. This is a change in prior survey's methodology. Previously, 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. the same value being used for all jobs in the MEBA Unlicensed bargaining unit break table).
3. 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.
4. The method used to protect the confidentiality of private organizations' data remains the same in 2018 as in previous MECS survey reports. That method is as follows:
 - Average data is not displayed for jobs with only one participant reporting data. Average data is also not displayed for instances of two participants, where one participant is a privately-held company. Average data is displayed where there are three or more participants reporting data.
 - In 2018, the State of Washington average % above or below market values do not include the data removed from the display in the method described above. Reports previous to 2018 included those values.
5. 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.
6. 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 Vessel/Terminal Premium Pay and Benefits Summary tables.
7. Benchmark jobs 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.

8. 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.
9. Relief Employees: No participant indicated they provide additional rates for relief employees for positions covered in the survey.
10. Medical, dental, vision and retirement values are displayed in tables based upon the most widely used plans for participants and WSFS.
11. Where PTO or vacation was reported by a participant in days, data was converted to eight hour days for the purpose of even comparisons.
12. All benefit and premium pay information is reported as it applies to full-time employees.
13. Simple averages used in all average calculations.
14. Where applicable, Canadian dollars were converted to United States dollars according to the “Expatistan.com” methodology for data adjustments between Vancouver, B.C., and Seattle, Wash. (refer to the Survey Methodology section for more information).

2018 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 jobs 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 was compared with each employee group where there was at least one benchmark match. Participants by table:

- MM&P – Benchmarks 301-303 (Masters and Mates)
 - Alaska Marine Highway System (MM&P)
 - Black Ball Transport, Inc. (MM&P)
 - British Columbia Ferry Services Inc.
 - HMS Ferries (Pierce County)
- MEBA – Licensed – Benchmarks 304-306
 - Alaska Marine Highway System (MEBA)
 - Black Ball Transport, Inc. (MEBA)
 - British Columbia Ferry Services Inc.
 - King County
 - Kitsap Transit
- MEBA – Unlicensed - Benchmarks 307- 308
 - Alaska Marine Highway System (IBU)
 - Black Ball Transport, Inc. (MEBA)
 - British Columbia Ferry Services Inc.
 - HMS Ferries (Pierce County)
 - 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)Alaska Marine Highway System (IBU)
 - Black Ball Transport, Inc. (IBU)
 - British Columbia Ferry Services Inc.
 - HMS Ferries (Pierce County)
 - King County
 - Kitsap Transit
 - Whatcom County
 - Terminal Comparator Group – Benchmarks 312 - 317
 - Alaska Marine Highway System (General Government Unit [GGU])
 - Black Ball Transport, Inc.
 - British Columbia Ferry Services Inc.
 - HMS Ferries (Pierce County)
 - Kitsap Transit
 - Whatcom County
 - FASPAA - Terminal Supervisor – Benchmark 318
 - Alaska Marine Highway System (Supervisory Unit [SU])
 - British Columbia Ferry Services Inc.

MM&P - Master and Mates			Exhibit 9
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	2 ER, 150% of base pay. 2 ER, 200% of base	150% of base pay	150% of base pay
Minimum Call Out Pay:	1 ER: .5 hours @ 200% of base pay 1 ER: 2 hours @ 150% of base pay 1 ER: 3 hours @ 200% of base pay	8 hours @ 150% of base pay (Required to work on a scheduled day off 9.2). 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)	8 hours @ 150% of base pay (Required to work on a scheduled day off 9.2) 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)
Early Call Out Pay:	1 ER: .5 hours @ 200% of base pay 1 ER: 2 hours @ 150% of base pay 1 ER: 3 hours @ 200% of base pay (called in on day off)	150% of base pay in increments of one hour	150% of base pay in increments of one hour

MM&P - Master and Mates			Exhibit 9
Benefit	MM&P Comparator Group - Benchmarks 301-303 (Masters & Mates)	Washington State Ferry System (MM&P - Master)	Washington State Ferry System (MM&P - Mates)
Other premium or penalty pay (additional pay offered for undesirable shifts):	1 ER: Shift differentials: Second Shift \$.87; Third shift 10% of basic hourly wage. 1 ER: Straight time rate of pay paid in addition to the rate of pay being paid when penalty work is performed. 1 ER: \$13.00 additional per hour, with a minimum of one hour for various duties 1 ER: Standby pay: 1 ER: 10% of the EEs base hourly rate	200% of base pay (holiday pay) Biohazard pay - paid at straight time rate in addition to regular pay.	200% of base pay (holiday pay) Biohazard pay - paid at straight time rate in addition to regular pay.
Paid Holidays per Year - Including Personal Holidays	1 ER: 10 days/year2 ER: 11 days/year1 ERs: 12 days/year	12 days/year	12 days/year
Paid Time Off (PTO):	1 ERs: Offer a PTO plan: Year 1: 88 hours, Year 5: 168 hours, Year 10: 168 hours	Does not offer a PTO plan	Does not offer a PTO plan

MM&P - Master and Mates				Exhibit 9	
Benefit	MM&P Comparator Group - Benchmarks 301-303 (Masters & Mates)			Washington State Ferry System (MM&P - Master)	Washington State Ferry System System (MM&P - Mates)
Vacation:	3 ERs: Offer paid vacation			Vacation Accrual for all EEs Effective July 1, 2017	Vacation Accrual for all EEs Effective July 1, 2016
	Years	Range (hours)	Average # Hours		
	1	40 - 120	81	96 hours after 1 yr.	96 hours after 1 yr.
	5	144 - 420	244	160 hours after 5 yrs.	160 hours after 5 yrs.
	10	180 - 504	292	176 hours after 10 yrs.	176 hours after 10 yrs.
	15	180 - 504	303	200 hours after 15 yrs.	200 hours after 15 yrs.
	20	180 - 504	311	232 hours after 20 yrs.	232 hours after 20 yrs.
	25	192 - 504	328	248 hours after 25 yrs.	248 hours after 25 yrs.
	30	192 - 504	328	272 hours after 30 yrs.	272 hours after 30 yrs.
	31	192 - 504	339		
	Average Max Annual Accrual (3 ERs) = 339 hours			Max Annual Accrual: 272 hrs.	Max Annual Accrual: 272 hrs.

MM&P - Master and Mates					Exhibit 9	
Benefit	MM&P Comparator Group - Benchmarks 301-303 (Masters & Mates)		Washington State Ferry System (MM&P - Master)		Washington State Ferry System (MM&P - Mates)	
Vacation, cont'd	(Years to accrue vacation for comparators maxes out at 31 years- 1 ER)					
	Carry Over Unused Hours	Yes (3 ER)	Carry Over Unused Hours	Yes	Carry Over Unused Hours	Yes
	Max hours bank/year	Average: 612 Hours (2 ER) 1 ER: Depends on Years of Service; less than 1 year is 88 hours; 1-5 years is 128 hours; 5+ years is 168 hours 1 ER: 56 hours per vacation year for two consecutive vacation years, to a maximum of 112 hours, which must be taken not later than the third consecutive vacation year.	Max hours bank/year	320	Max hours bank/year	320
	Cash out periods, e.g. year-end, termination, retirement	year-end, termination, retirement (1 ER)	Cash out periods, e.g. year-end, termination, retirement	termination, retirement	Cash out periods, e.g. year-end, termination, retirement	termination, retirement
	Cash out Rate of accrued hours	100%	Cash out Rate of accrued hours	100%	Cash out Rate of accrued hours	100%

MM&P - Master and Mates						Exhibit 9
Benefit	MM&P Comparator Group - Benchmarks 301-303 (Masters & Mates)		Washington State Ferry System (MM&P - Master)		Washington State Ferry System (MM&P - Mates)	
Sick Leave:	Accrual Rate (Annual)	1 ER: Deck Officers with a minimum of six (6) months' service (an accumulation of one thousand and ninety-two [1,092] straight-time hours) shall accrue 180 hours/year. 1 ER: 6 days per year at 100%; then 75% of pay for a period not to exceed six months from the date of absence.	Accrual Rate (Annual)	96 hours/year	Accrual Rate (Annual)	96 hours/year
	Carry Over Unused Hours	Yes (1 ER)	Carry Over Unused Hours	100%	Carry Over Unused Hours	100%
	Max hours bank/year	unlimited (1 ER)	Max hours bank/year	unlimited	Max hours bank/year	unlimited
	Cash out periods, e.g. year-end, termination, retirement	No (1 ER)	Cash out periods, e.g. year-end, termination, retirement	1. At Retirement. 2. Optional cash out for accruals exceeding 480 hours	Cash out periods, e.g. year-end, termination, retirement	1. At Retirement. 2. Optional cash out for accruals exceeding 480 hours
	Cash out Rate of accrued hours	not reported	Cash out Rate of accrued hours	25%	Cash out Rate of accrued hours	25%

MM&P - Master and Mates				Exhibit 9					
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	Medical Contributions		Medical Contributions (applies to both bargaining units)						
	3 ER 4 ER Response: Response:								
	ER Contrib.: EE Contrib.:		ER Contrib.: EE Contrib.:						
	EE Only	<table><tr><td>\$986.64</td><td>\$80.99</td></tr></table>	\$986.64	\$80.99	EE Only	<table><tr><td>\$551.00</td><td>\$102.00</td></tr></table>	\$551.00	\$102.00	
	\$986.64	\$80.99							
	\$551.00	\$102.00							
	EE + Spouse	<table><tr><td>\$1,111.37</td><td>\$161.44</td></tr></table>	\$1,111.37	\$161.44	EE + Spouse	<table><tr><td>\$1,092.00</td><td>\$214.00</td></tr></table>	\$1,092.00	\$214.00	
	\$1,111.37	\$161.44							
	\$1,092.00	\$214.00							
	EE + Children	<table><tr><td>\$1,078.75</td><td>\$147.47</td></tr></table>	\$1,078.75	\$147.47	EE + Children	<table><tr><td>\$964.00</td><td>\$179.00</td></tr></table>	\$964.00	\$179.00	
\$1,078.75	\$147.47								
\$964.00	\$179.00								
Family	<table><tr><td>\$1,203.45</td><td>\$150.68</td></tr></table>	\$1,203.45	\$150.68	Family	<table><tr><td>\$1,505.00</td><td>\$291.00</td></tr></table>	\$1,505.00	\$291.00		
\$1,203.45	\$150.68								
\$1,505.00	\$291.00								
Note: 2 employers reported composite rates that are the same for employee-only as well as family. (BC Ferry excluded from average.)		Plan Metal Color: Platinum							

MM&P - Master and Mates				Exhibit 9	
Benefit	MM&P Comparator Group - Benchmarks 301-303 (Masters & Mates)		Washington State Ferry System (MM&P - Master)		Washington State Ferry System (MM&P - Mates)
Dental:	Dental Contributions		Dental Contributions (applies to both bargaining units)		
	1 ER Response: ER Contrib.:	2 ER Response: EE Contrib.:		ER Contrib.:	EE Contrib.:
EE Only	\$20.65	\$4.36	EE Only	\$45.82	\$0.00
EE + Spouse	\$41.12	\$11.95	EE + Spouse	\$91.64	\$0.00
EE + Children	\$50.61	\$17.17	EE + Children	\$91.64	\$0.00
Family	\$70.94	\$24.81	Family	\$137.46	\$0.00

MM&P - Master and Mates				Exhibit 9															
Benefit	MM&P Comparator Group - Benchmarks 301-303 (Masters & Mates)		Washington State Ferry System (MM&P - Master)	Washington State Ferry System (MM&P - Mates)															
Vision:	Vision Contributions		Vision Contributions																
	<table><tr><td></td><td>1 ER Response: ER Contrib.:</td><td>2 ER Response: EE Contrib.:</td></tr><tr><td>EE Only</td><td>\$0.00</td><td>\$2.43</td></tr><tr><td>EE + Spouse</td><td>\$0.00</td><td>\$4.10</td></tr><tr><td>EE + Children</td><td>\$0.00</td><td>\$4.17</td></tr><tr><td>Family</td><td>\$0.00</td><td>\$6.60</td></tr></table>			1 ER Response: ER Contrib.:	2 ER Response: EE Contrib.:	EE Only	\$0.00	\$2.43	EE + Spouse	\$0.00	\$4.10	EE + Children	\$0.00	\$4.17	Family	\$0.00	\$6.60	(Included in Medical)	
	1 ER Response: ER Contrib.:	2 ER Response: EE Contrib.:																	
EE Only	\$0.00	\$2.43																	
EE + Spouse	\$0.00	\$4.10																	
EE + Children	\$0.00	\$4.17																	
Family	\$0.00	\$6.60																	

MM&P - Master and Mates			Exhibit 9
Benefit	MM&P Comparator Group - Benchmarks 301-303 (Masters & Mates)	Washington State Ferry System (MM&P - Master)	Washington State Ferry System (MM&P - Mates)
Retirement:	1 ER: employer uniform contribution rate: 22 % 1 ER: \$212.50/month	Retirement Benefits (applies to both bargaining units) ER Contributes 7.38% of gross pay	
Apprenticeship/Training Program Contribution:	1 ER: Contributes to apprenticeship program \$10.44 per working day to the Masters, Mates and Pilots Maritime Advancement, Training, Education and Safety (MATES) Program	No information	No information
Pre-Approved Training / Education:	2 ERs: Reimburse trade related training and education 1 ER: Reimburses for required training, e.g. USCG courses. If the Employer's budget allows, money may be available to pay for additional training. 1 ER: Reimburses 100% of approved expenses	Trade related training and education are reimbursed at a rate of 100%	Trade related training and education are reimbursed at a rate of 100%
Pre-Approved Training / Education, cont'd	1 ERs: Pay EEs their normal rate of pay for training 1 ER: Pre-approved training reimbursed at 50% with minimum 1 year service before eligibility.	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)	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).

MM&P - Master and Mates			Exhibit 9
Benefit	MM&P Comparator Group - Benchmarks 301-303 (Masters & Mates)	Washington State Ferry System (MM&P - Master)	Washington State Ferry System (MM&P - Mates)
Licensure/Renewals:	<p>1 ER: Pays for required licenses and renewals, but does not pay for TWIC renewal. Entire cost of Continued Proficiency Certificates paid by ER</p> <p>1 ER: Initial TWIC card paid. Also, assistance w/ upgrades of license(s) & certifications is provided to FT vessel crew that have completed 12 mos. service. 13-48 mos. service receive 25% of cost of approved program to max of \$1000/calendar yr. 49-72 mos. service receive 50% of cost of approved program to max of \$2500/calendar yr. 73+ mos. of service receive 75% of cost of approved program to max of \$5000/calendar yr.</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> <p>At Five (5) year intervals</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> <p>At 5 year intervals for license renewals</p>
Medical Exams/Licensure:	<p>2 ERs: Reimburse or pay for medical examinations related to employment</p> <p>1 ER: Pays full cost of a Seafarer's medical.</p> <p>1 ER: Reimburses \$150/year for First Class Pilot physical (as required)</p>	<p>ER pays cost of physical examinations required by the Coast Guard for license renewal.</p>	<p>ER pays cost of physical examination by the Coast Guard for license renewal.</p>

MM&P - Master and Mates			Exhibit 9
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	<p>3 ERs: Compensate EEs for ER directed travel time and/or expenses as follows:</p> <p>1 ER: Paid straight time for a min 4 hrs./ max 12 hrs. per 24-hr period. (crew change or work assignment at other than his or her designated change port, see below)</p> <p>Mileage = AVG.: 54.5 cents/mile; BC: \$.82/mile</p> <p>Meals & Lodging (Standard) = 1 ER: meals and lodging \$50/day. 1 ER: \$60 meals & lodging of ninety-five dollars (\$95.00) per day between May 16 and September 15 and eighty-five dollars (\$85.00) per day between September 16 and May 15. 1 ER: \$70.85 for meals and actual for lodging per day. 1 ER: \$70.85 for meals and actual for lodging per day</p> <p>Meals & Lodging (Seattle) = Not reported</p> <p>Mileage = AVG.: 54 cents/mile</p>	<p>ER-directed travel time and expenses compensated as follows:</p> <p>Travel Time = Straight time</p> <p>Mileage = 54.5 cents/mile</p> <p>Meals and Lodging (Standard) = \$144 per day</p> <p>Meals and Lodging (Seattle) = \$253 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>ER-directed travel time and expenses compensated as follows (relief employees may have different provisions):</p> <p>Travel Time = Straight time</p> <p>Mileage = 54.5 cents/mile</p> <p>Meals and Lodging (Standard) = \$144 per day</p> <p>Meals and Lodging (Seattle) = \$253 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>

MM&P - Master and Mates			Exhibit 9
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, cont'd	Meals and Lodging (Standard) = Meals \$70.85/day - Lodging paid by company per day.	Travel Time = Straight time Mileage = 54.5 cents/mile Meals and Lodging (Standard) = \$144 per day Meals and Lodging (Seattle) = \$253 per day	Travel Time = Straight time Mileage = 54.5 cents/mile Meals and Lodging (Standard) = \$144 per day Meals and Lodging (Seattle) = \$253 per day Meals and Lodging (Standard) = \$144 per day Meals and Lodging (Seattle) = \$253 per day
Relief Employee Pay:	Meals & Lodging (Standard) = 1 ER: \$60 meals and \$85-95 lodging per day; 1 ER: \$92.65 for meals and lodging per day	The differential 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.)	Employees required to travel outside their regular shift hours and on Saturday, Sunday, or holidays shall receive the established overtime rate.
Other Information:	1 ER: Provides an allowance of \$163 for Officers who have certificate(s) of competency superior to existing minimum job specification requirements for their appointed positions, and to all Chief Officers.		

MM&P - Master and Mates			Exhibit 9
Benefit	MM&P Comparator Group - Benchmarks 301-303 (Masters & Mates)	Washington State Ferry System (MM&P - Master)	Washington State Ferry System (MM&P - Mates)
Participants:	Alaska Marine Highway System (MM&P) Black Ball Transport, Inc. (MM&P) British Columbia Ferry Services Inc. (BC) HMS Ferries (Pierce County)		

MEBA Licensed		Exhibit 10
Benefit	MEBA Licensed Comparator Group - Benchmarks 304-306	Washington State Ferry System (MEBA Licensed)
Premium Pay: Overtime	2 ERs: 150% of base pay 2 ER: 200% of base pay	150% of base pay
Minimum Call Out Pay:	1 ER: 2 hours @ 150% of base pay 1 ER: 3 hours @ 150% of base pay 1 ER: 3 hours @ 200% of base pay	8 hours @ 150% of base pay or applicable rate (Calls to return to work on a scheduled day off) 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 4 hours of pay at their straight time rate of pay regardless of the length of the overtime shift or hours actually worked. (6.d)
Early Call Out Pay:	1 ER: 1 hour @ 150% of base pay 1 ER: 2 hours @ 150% of base pay 1 ER: 3 hours @ 200% of base pay	150% of base pay (one hour increments)

MEBA Licensed		Exhibit 10
Benefit	MEBA Licensed Comparator Group - Benchmarks 304-306	Washington State Ferry System (MEBA Licensed)
Other premium or penalty pay (additional pay offered for undesirable shifts):	4 ERs: Reported penalty pay amounts: 1 ER: Offers penalty pay for working with dirty/obnoxious materials; paid \$4.36 - \$10.90 additional per hour. Paid for actual hours with dirty materials; 1/2 hour minimum. 1 ER: Shift differentials: Second Shift \$.87; Third shift 10% of basic hourly wage. 1 ER: Straight time rate of pay paid in addition to the rate of pay being paid when penalty work is performed. 1 ER: \$13.00 additional per hour, with a minimum of one hour for various duties 1 ER: Standby pay: 1 ER: 10% of the EEs base hourly rate	Required work on holiday: 200% of base pay <

MEBA Licensed		Exhibit 10																	
Benefit	MEBA Licensed Comparator Group - Benchmarks 304-306	Washington State Ferry System (MEBA Licensed)																	
Vacation:	3 ERs: Offer paid vacation	Vacation Accrual for All																	
	Years	Range (hours)	Average # Hours																
	1	84 - 176	127																
	5	144 - 184	165																
	10	168 - 208	189																
	15	168 - 232	208																
	20	168 - 248	221																
	25	168 - 288	240																
	30	168 - 288	240																
	31	168 - 320	251																
Average Max Annual Accrual = 250 hours (Years to accrue vacation for comparators maxes out at 31 years- 1 ER)		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.																	
Max Annual Accrual: 272 hrs.																			
<table><tr><td>Carry Over Unused Hours</td><td>Yes (3 ER)</td></tr><tr><td>Max hours bank/year</td><td>272 (2 ER)</td></tr><tr><td>Cash out periods, e.g. year-end, termination, retirement</td><td>year-end /retirement/term (3 ER)</td></tr><tr><td>Cash out Rate of accrued hours</td><td>100% (3 ER)</td></tr></table>		Carry Over Unused Hours	Yes (3 ER)	Max hours bank/year	272 (2 ER)	Cash out periods, e.g. year-end, termination, retirement	year-end /retirement/term (3 ER)	Cash out Rate of accrued hours	100% (3 ER)	<table><tr><td>Carry Over Unused Hours</td><td>Yes</td></tr><tr><td>Max hours bank/year</td><td>320</td></tr><tr><td>Cash out periods, e.g. year-end, termination, retirement</td><td>termination, retirement</td></tr><tr><td>Cash out Rate of accrued hours</td><td>100%</td></tr></table>		Carry Over Unused Hours	Yes	Max hours bank/year	320	Cash out periods, e.g. year-end, termination, retirement	termination, retirement	Cash out Rate of accrued hours	100%
Carry Over Unused Hours	Yes (3 ER)																		
Max hours bank/year	272 (2 ER)																		
Cash out periods, e.g. year-end, termination, retirement	year-end /retirement/term (3 ER)																		
Cash out Rate of accrued hours	100% (3 ER)																		
Carry Over Unused Hours	Yes																		
Max hours bank/year	320																		
Cash out periods, e.g. year-end, termination, retirement	termination, retirement																		
Cash out Rate of accrued hours	100%																		

MEBA Licensed					Exhibit 10			
Benefit	MEBA Licensed Comparator Group - Benchmarks 304-306				Washington State Ferry System (MEBA Licensed)			
Sick Leave:		Accrual Rate (Annual)	1 ER: 96 hours 1 ER: 6 days per year at 100%; then 75% of pay for a period not to exceed six months from the date of absence.			Accrual Rate (Annual)	96 hours/year	
		Carry Over Unused Hours	Yes (1 ER)			Carry Over Unused Hours	100%	
		Max hours bank/year	unlimited (1 ER)			Max hours bank/year	unlimited	
		Cash out periods, e.g. year-end, termination, retirement	death/retirement (1 ER)			Cash out periods, e.g. year-end, termination, retirement	1. At Retirement. 2. Optional cash out for accruals exceeding 480 hours	
		Cash out Rate of accrued hours	35%/year (1 ER).			Cash out Rate of accrued hours	25%	

MEBA Licensed		Exhibit 10												
Benefit	MEBA Licensed Comparator Group - Benchmarks 304-306	Washington State Ferry System (MEBA Licensed)												
Health & Welfare: Employer/Employee Contribution/Month (Medical)	Medical Contributions													
	4 ERs Response:	5 ERs Response:												
	ER Contrib.:	EE Contrib.:												
	EE Only	EE Only												
	EE + Spouse	EE + Spouse												
	EE + Children	EE + Children												
	Family	Family												
	<table> <tr> <td></td><td>\$915.46</td><td>\$19.08</td></tr> <tr> <td></td><td>\$1,282.56</td><td>\$45.25</td></tr> <tr> <td></td><td>\$1,225.86</td><td>\$44.13</td></tr> <tr> <td></td><td>\$1,592.96</td><td>\$55.31</td></tr> </table>			\$915.46	\$19.08		\$1,282.56	\$45.25		\$1,225.86	\$44.13		\$1,592.96	\$55.31
	\$915.46	\$19.08												
	\$1,282.56	\$45.25												
	\$1,225.86	\$44.13												
	\$1,592.96	\$55.31												
	<table> <tr> <td></td><td>\$551.00</td><td>\$102.00</td></tr> <tr> <td></td><td>\$1,092.00</td><td>\$214.00</td></tr> <tr> <td></td><td>\$964.00</td><td>\$179.00</td></tr> <tr> <td></td><td>\$1,505.00</td><td>\$291.00</td></tr> </table>			\$551.00	\$102.00		\$1,092.00	\$214.00		\$964.00	\$179.00		\$1,505.00	\$291.00
	\$551.00	\$102.00												
	\$1,092.00	\$214.00												
	\$964.00	\$179.00												
	\$1,505.00	\$291.00												
	<p>Note: 2 employers reported composite rates that are the same for employee-only as well as family. (BC Ferry excluded from average.)</p> <p>Plan Metal Color: Platinum</p>													

MEBA Licensed		Exhibit 10																								
Benefit	MEBA Licensed Comparator Group - Benchmarks 304-306	Washington State Ferry System (MEBA Licensed)																								
Dental:	<p>Dental Contributions</p> <p>2 ERs Response: 3 ERs Response:</p> <p>ER Contrib.: EE Contrib.:</p> <table> <tr> <td>EE Only</td><td>\$58.27</td><td>\$0.00</td></tr> <tr> <td>EE + Spouse</td><td>\$114.45</td><td>\$0.00</td></tr> <tr> <td>EE + Children</td><td>\$108.24</td><td>\$0.00</td></tr> <tr> <td>Family</td><td>\$166.76</td><td>\$0.00</td></tr> </table>	EE Only	\$58.27	\$0.00	EE + Spouse	\$114.45	\$0.00	EE + Children	\$108.24	\$0.00	Family	\$166.76	\$0.00	<p>Dental Contributions</p> <p>ER Contrib.: EE Contrib.:</p> <table> <tr> <td>EE Only</td><td>\$45.82</td><td>\$0.00</td></tr> <tr> <td>EE + Spouse</td><td>\$91.64</td><td>\$0.00</td></tr> <tr> <td>EE + Children</td><td>\$91.64</td><td>\$0.00</td></tr> <tr> <td>Family</td><td>\$137.46</td><td>\$0.00</td></tr> </table>	EE Only	\$45.82	\$0.00	EE + Spouse	\$91.64	\$0.00	EE + Children	\$91.64	\$0.00	Family	\$137.46	\$0.00
EE Only	\$58.27	\$0.00																								
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Vision:	<p>Vision Contributions</p> <p>3 ERs Response: 4 ERs Response:</p> <p>ER Contrib.: EE Contrib.:</p> <table> <tr> <td>EE Only</td><td>\$6.44</td><td>\$3.00</td></tr> <tr> <td>EE + Spouse</td><td>\$12.87</td><td>\$8.50</td></tr> <tr> <td>EE + Children</td><td>\$14.77</td><td>\$8.50</td></tr> <tr> <td>Family</td><td>\$18.56</td><td>\$8.50</td></tr> </table>	EE Only	\$6.44	\$3.00	EE + Spouse	\$12.87	\$8.50	EE + Children	\$14.77	\$8.50	Family	\$18.56	\$8.50	<p>Vision Contributions</p> <p>Included in medical</p>												
EE Only	\$6.44	\$3.00																								
EE + Spouse	\$12.87	\$8.50																								
EE + Children	\$14.77	\$8.50																								
Family	\$18.56	\$8.50																								

MEBA Licensed		Exhibit 10
Benefit	MEBA Licensed Comparator Group - Benchmarks 304-306	Washington State Ferry System (MEBA Licensed)
Retirement:	1 ER: employer uniform contribution rate: 22 % 1 ER: contributes 7.38% of gross pay	Retirement Benefits ER Contributes 7.38% of gross pay
Apprenticeship/Training Program Contribution:	1 ER: Contributes to apprenticeship/training program - \$9.55/employee per working day. (Allows EEs to attend Calhoon MEBA Engineering School.)1 ER: Covers tuition, books and other training materials for apprentices/trainees who successfully complete off-site classroom training pursuant to apprenticeship/training programs.	Employer contributes \$3.00 per employee per day to participate in the educational program of the MEBA Training Plan.
Pre-Approved Training/Education:	5 ERs: Reimburse trade related training and education 4 ERs: 100% of costs 1 ER: If EE enrolled in electrical related courses the ER reimburses 50% of the leave they use to attend 3 ERs: Pay EEs their normal rate of pay for training Mileage = AVG.: 54 cents/mile	Trade related training and education are reimbursed at a rate of 100% ER pays wages in the amount of straight time for the time the EE attends such programs. 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.
Licensure/Renewals:	3 ERs: Pay for required licensure and renewals 1 ER: Pays the full cost of TWIC 2 ER: Pays full cost for any license required by any applicable regulatory agency	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

MEBA Licensed		Exhibit 10
Benefit	MEBA Licensed Comparator Group - Benchmarks 304-306	Washington State Ferry System (MEBA Licensed)
Medical Exams/Licensure:	2 ERs: Reimburse or pay for medical examinations or drug tests related to employment.	No Information
Travel: Compensation for employer	4 ERs: Compensate EEs for ER directed travel time and/or expenses as follows: Travel Time = 2 ER: base rate for actual time; 1 ER: Paid for a min 4 hrs./ max 12 hrs. per 24-hr period Mileage = 54.5 cents/mile (3 ER); 53.5 cents/mile (1 ER); BC: \$.82/mile Meals & Lodging (Standard) = 1 ER: \$144 (meals & lodging); 1 ER: \$92.65 for meals and lodging per day	ER-directed travel time and expenses compensated as follows (relief employees may have different provisions): Travel Time = Straight time Mileage = 54.5 cents/mile Meals and Lodging (Standard) = \$144 per day
	Meals & Lodging (Seattle) = 1 ER: \$253 meals & lodging per day 2 ERs: Compensate EEs for ER directed travel time and/or expenses if assigned to other than their regular home/relieving terminal as follows: Travel Time = 1 ER: base rate for actual time; 1 ER: Paid for a min 4 hours / max 12 hrs. per 24-hr period Mileage = 54.5 cents/mile (1 ER); BC: \$.82/mile Meals & Lodging (Standard) = 1 ER: \$60 meals & \$85-95 lodging per day (first and last day meal pro-rated); 1 ER: \$92.65 for meals and lodging per day Meals & Lodging (Seattle) = Not reported	Meals and Lodging (Seattle) = \$253 per day 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 = 54.5 cents/mile Meals and Lodging (Standard) = \$144 per day Meals and Lodging (Seattle) = \$253 per day

MEBA Licensed		Exhibit 10
Benefit	MEBA Licensed Comparator Group - Benchmarks 304-306	Washington State Ferry System (MEBA Licensed)
Relief Employee Pay:	<p>3 ERs: Have separate provisions regarding hourly pay and/or travel pay for Relief Employees.</p> <p>1 ER: Pays Relief employees at their current rate for classifications at the same level or lower than their current classification; no provisions excluding these employees from travel time or mileage.</p> <p>1 ER: 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>1 ER: Relief engineers (MEBA) are paid travel time.</p>	<p>The differential 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>Relief employees shall be paid in the same manner as permanent crew members, except that the initial day of the relief assignment shall not be considered a schedule change.</p>
Other Information:	<p>1ER: Provides pay to their Chief Engineer classifications of \$740.33 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>1 ER: Provides an allowance of \$163 for Officers who have certificate(s) of competency superior to existing minimum job specification requirements for their appointed positions, and to all Chief Officers. 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>

MEBA Licensed		Exhibit 10
Benefit	MEBA Licensed Comparator Group - Benchmarks 304-306	Washington State Ferry System (MEBA Licensed)
Participants:	Alaska Marine Highway System (MEBA) Black Ball Transport, Inc. (MEBA) British Columbia Ferry Services Inc. (BC) King County, Washington (All - Single Contract) (Asst. Eng. Only) Kitsap Transit	

MEBA Unlicensed		Exhibit 11
Benefit	MEBA Unlicensed Comparator Group - Benchmarks 307- 308	Washington State Ferry System (MEBA Unlicensed)
Premium Pay: Overtime	2 ERs: 150% of base pay 2 ERs: 200% of base pay	150% of base pay
Minimum Call Out Pay:	1 ER: 2 hours @ 150% of base pay 1 ER: 3 hours @ 150% of base pay 1 ER: 3 hours @ 200% of base pay	8 hours @ 150% of base pay (Calls to return to work (11.05) or on a scheduled day off (11.07)) 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 4 hours of pay at their straight time rate of pay regardless of the length of the overtime shift or hours actually worked. (11.07)
Early Call Out Pay:	1 ER: 1 hour @ 150% of base pay 1 ER: 2 hours @ 150% of base pay 1 ER: 1 hours @ 200% of base pay 1 ER: 3 hours @ 200% of base pay	150% of base pay (one hour increments)
Other premium or penalty pay (additional pay offered for undesirable shifts):	3 ERs: Reported penalty pay amounts: 1 ER: Straight time rate of pay paid in addition to the rate of pay being paid when penalty work is performed; 1/2 hour minimum.	Required work on holiday: 200% of base pay Penalty Pay: 100% of base pay in addition to whatever rate of pay (straight time or overtime) is being paid when penalty work is performed.

MEBA Unlicensed		Exhibit 11
Benefit	MEBA Unlicensed Comparator Group - Benchmarks 307- 308	Washington State Ferry System (MEBA Unlicensed)
Other premium or penalty pay, cont'd	<p>1 ER: Penalty rate will be equal to the difference between straight time and overtime with a minimum of one (1) hour, and in thirty (30) minute periods thereafter.</p> <p>1 ER: Penalty pay for working with dirty/obnoxious materials; paid \$4.36 - \$10.90 additional per hour. Paid for actual hours with dirty materials; 1/2 hour minimum.</p> <p>2 ERs: Reported additional premium pay or shift differentials:</p> <p>1 ER: Standby pay: 1 ER: 10% of the EEs base hourly rate; 1 ER: One hour of straight time pay for each four hours of standby.</p> <p>1 ER: Pager premium = outside scheduled working hours and available to return to duty if called, shall be paid standby pay in the amount of one hour of straight time pay for each four hours of standby</p> <p>1 ER: Shift differentials: Second Shift \$0.87/hour; Third shift 10% of basic hourly wage.</p>	
Paid Holidays per Year - Including Personal Holidays:	<p>1 ER: Offers penalty pay for working with dirty/obnoxious materials; paid \$4.36 - \$10.90 additional per hour. Paid for actual hours with dirty materials; 1/2 hour minimum.</p> <p>1 ER: Shift differentials: Second Shift \$.87; Third shift 10% of basic hourly wage.</p> <p>1 ER: Straight time rate of pay paid in addition to the rate of pay being paid when penalty work is performed.</p> <p>1 ER: \$13.00 additional per hour, with a minimum of one hour for various duties</p> <p>1 ER: Standby pay: 1 ER: 10% of the EEs base hourly rate</p>	12 days/year

MEBA Unlicensed		Exhibit 11																											
Benefit	MEBA Unlicensed Comparator Group - Benchmarks 307- 308	Washington State Ferry System (MEBA Unlicensed)																											
Paid Time Off (PTO):	1 ERs: Offer a PTO plan Less Than 1 Year: 88 hours, Year 5: 128 hours, Year 10: 168 hours	Does not offer a PTO plan																											
Vacation:	<p>3 ERs: Offer paid vacation</p> <table> <tr> <th>Years</th><th>Range (hours)</th><th>Average</th></tr> <tr> <td>1</td><td>40 - 120</td><td>81</td></tr> <tr> <td>5</td><td>144 - 336</td><td>216</td></tr> <tr> <td>10</td><td>180 - 336</td><td>236</td></tr> <tr> <td>15</td><td>180 - 336</td><td>247</td></tr> <tr> <td>20</td><td>192 - 336</td><td>259</td></tr> <tr> <td>25</td><td>192 - 336</td><td>272</td></tr> <tr> <td>30</td><td>192 - 336</td><td>272</td></tr> <tr> <td>31</td><td>192 - 336</td><td>283</td></tr> </table> <p>Average Max Annual Accrual = 283 hours (Years to accrue vacation for comparators maxes out at 31 years- 1 ER)</p>	Years	Range (hours)	Average	1	40 - 120	81	5	144 - 336	216	10	180 - 336	236	15	180 - 336	247	20	192 - 336	259	25	192 - 336	272	30	192 - 336	272	31	192 - 336	283	<p>Vacation Accrual for All</p> <p>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.</p> <p>Max Annual Accrual: 272 hrs.</p>
Years	Range (hours)	Average																											
1	40 - 120	81																											
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25	192 - 336	272																											
30	192 - 336	272																											
31	192 - 336	283																											

MEBA Unlicensed			Exhibit 11	
Benefit	MEBA Unlicensed Comparator Group - Benchmarks 307- 308		Washington State Ferry System (MEBA Unlicensed)	
Vacation, cont'd	Carry Over Unused Hours	Yes (3 ER)	Carry Over Unused Hours	Yes
	Max hours bank/year	Average: 612 Hours (2 ER) 1 ER: Depends on Years of Service; less than 1 year is 88 hours; 1-5 years is 128 hours; 5+ years is 168 hours	Max hours bank/year	320
	Cash out periods, e.g. year-end, termination, retirement	year-end /retirement/term (3 ER)	Cash out periods, e.g. year-end, termination, retirement	termination, retirement
	Cash out Rate of accrued hours	100% (3 ER)	Cash out Rate of accrued hours	100%
Sick Leave:	Accrual Rate (Annual)	3 ER: 108 hours (average) 1 ER: 6 days per year at 100%; then 75% of pay for a period not to exceed six months from the date of absence.	Accrual Rate (Annual)	96 hours/year
	Carry Over Unused Hours	Yes (2 ER)	Carry Over Unused Hours	100%

MEBA Unlicensed			Exhibit 11																															
Benefit	MEBA Unlicensed Comparator Group - Benchmarks 307- 308		Washington State Ferry System (MEBA Unlicensed)																															
Sick Leave, cont'd	Max hours bank/year	1 ER: 1,092 hours. 2 ER: unlimited	Max hours bank/year	unlimited																														
	Cash out periods, e.g. year-end, termination, retirement	death/retirement (2 ER)	Cash out periods, e.g. year-end, termination, retirement	1. At Retirement. 2. Optional cash out for accruals exceeding 480 hours																														
	Cash out Rate of accrued hours	100% (1 ER). 35% (1 ER)	Cash out Rate of accrued hours	25%																														
Health & Welfare: Employer / Employee Contribution / Month	Medical Contributions		Medical Contributions																															
Medical:	<div><div>4 ER Response:</div><div>5 ER Response:</div><table><tr><td></td><td>ER Contrib.:</td><td>EE Contrib.:</td></tr><tr><td>EE Only</td><td>\$964.55</td><td>\$37.09</td></tr><tr><td>EE + Spouse</td><td>\$1,257.78</td><td>\$84.17</td></tr><tr><td>EE + Children</td><td>\$1,193.38</td><td>\$75.78</td></tr><tr><td>Family</td><td>\$1,486.59</td><td>\$107.84</td></tr></table></div>			ER Contrib.:	EE Contrib.:	EE Only	\$964.55	\$37.09	EE + Spouse	\$1,257.78	\$84.17	EE + Children	\$1,193.38	\$75.78	Family	\$1,486.59	\$107.84	<table><tr><td></td><td>ER Contrib.:</td><td>EE Contrib.:</td></tr><tr><td>EE Only</td><td>\$551.00</td><td>\$102.00</td></tr><tr><td>EE + Spouse</td><td>\$1,092.00</td><td>\$214.00</td></tr><tr><td>EE + Children</td><td>\$964.00</td><td>\$179.00</td></tr><tr><td>Family</td><td>\$1,505.00</td><td>\$291.00</td></tr></table>			ER Contrib.:	EE Contrib.:	EE Only	\$551.00	\$102.00	EE + Spouse	\$1,092.00	\$214.00	EE + Children	\$964.00	\$179.00	Family	\$1,505.00	\$291.00
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MEBA Unlicensed		Exhibit 11																														
Benefit	MEBA Unlicensed Comparator Group - Benchmarks 307- 308	Washington State Ferry System (MEBA Unlicensed)																														
Dental:	<p>Dental Contributions</p> <p>2 ER Response: 4 ER Response:</p> <table> <tr> <td></td><td>ER Contrib.:</td><td>EE Contrib.:</td></tr> <tr> <td>EE Only</td><td>\$41.41</td><td>\$2.18</td></tr> <tr> <td>EE + Spouse</td><td>\$82.72</td><td>\$7.97</td></tr> <tr> <td>EE + Children</td><td>\$81.25</td><td>\$11.45</td></tr> <tr> <td>Family</td><td>\$122.49</td><td>\$12.41</td></tr> </table>		ER Contrib.:	EE Contrib.:	EE Only	\$41.41	\$2.18	EE + Spouse	\$82.72	\$7.97	EE + Children	\$81.25	\$11.45	Family	\$122.49	\$12.41	<p>Dental Contributions</p> <table> <tr> <td></td><td>ER Contrib.:</td><td>EE Contrib.:</td></tr> <tr> <td>EE Only</td><td>\$45.82</td><td>\$0.00</td></tr> <tr> <td>EE + Spouse</td><td>\$91.64</td><td>\$0.00</td></tr> <tr> <td>EE + Children</td><td>\$91.64</td><td>\$0.00</td></tr> <tr> <td>Family</td><td>\$137.46</td><td>\$0.00</td></tr> </table>		ER Contrib.:	EE Contrib.:	EE Only	\$45.82	\$0.00	EE + Spouse	\$91.64	\$0.00	EE + Children	\$91.64	\$0.00	Family	\$137.46	\$0.00
	ER Contrib.:	EE Contrib.:																														
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Vision:	<p>Vision Contributions</p> <p>3 ER Response: 4 ER Response:</p> <table> <tr> <td></td><td>ER Contrib.:</td><td>EE Contrib.:</td></tr> <tr> <td>EE Only</td><td>\$3.78</td><td>\$4.21</td></tr> <tr> <td>EE + Spouse</td><td>\$7.57</td><td>\$10.55</td></tr> <tr> <td>EE + Children</td><td>\$6.81</td><td>\$10.59</td></tr> <tr> <td>Family</td><td>\$10.60</td><td>\$11.80</td></tr> </table> <p>1 ER: Includes vision contributions within medical contribution rates. 1 ER: Vision plan is reported as employee paid only.</p>		ER Contrib.:	EE Contrib.:	EE Only	\$3.78	\$4.21	EE + Spouse	\$7.57	\$10.55	EE + Children	\$6.81	\$10.59	Family	\$10.60	\$11.80	<p>Vision Contributions</p> <p>Included in medical</p>															
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MEBA Unlicensed		Exhibit 11
Benefit	MEBA Unlicensed Comparator Group - Benchmarks 307- 308	Washington State Ferry System (MEBA Unlicensed)
Retirement:	<p>1 ER: employer uniform contribution rate: 22 %</p> <p>1 ER contributes 7.38% of gross pay</p>	<p>Retirement Benefits</p> <p>ER Contributes 7.38% of gross pay</p>
Apprenticeship/Training Program Contribution:	<p>1 ER: Employer agrees to pay the Mates trust the sum of five dollars (\$5.00) per working day for each Full Time licensed Marine Employee and the sum of two dollars and fifty cents (\$2.50) per working day for each Full Time unlicensed Marine Employee that performs work for the Employer. 1 ER: Covers tuition, books and other training materials for apprentices/trainees who successfully complete off-site classroom training pursuant to apprenticeship/training programs.</p>	<p>Employer contributes \$3.00 per employee per day to participate in the educational program of the MEBA Training Plan.</p>
Pre-Approved Training/Education:	<p>3 ERs: Pay EEs their normal rate of pay for training.</p> <p>4 ERs: Reimburse trade related training and education:</p> <p>2 ER: 100% of costs for required training.</p> <p>1 ER: Pays for ER directed expenses related to website training classes.</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>

MEBA Unlicensed		Exhibit 11
Benefit	MEBA Unlicensed Comparator Group - Benchmarks 307- 308	Washington State Ferry System (MEBA Unlicensed)
Pre-Approved Training / Education, cont'd	1 ER: Assistance w/ upgrades of license(s) & certifications is provided to FT vessel crew that have completed 12 mos. service. 13-48 mos. service receive 25% of cost of approved program to max of \$1000/calendar yr. 49-72 mos. service receive 50% of cost of approved program to max of \$2500/calendar yr. 73+ mos. of service receive 75% of cost of approved program to max of \$5000/calendar yr.	The ER pays wages in the amount of straight time for the time the EE attends such programs. 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.
Licensure/Renewals:	2 ERs: Pay for required licensure and renewals: 1 ER: Pays the full cost of TWIC. 1 ER: Pays full cost for any license required by applicable regulatory agencies. 1 ER: Pays for Initial TWIC card. Also, provides assistance w/ upgrades of license(s) & certifications is provided to FT vessel crew that have completed 12 mos. service. 13-48 mos. service receive 25% of cost of approved program to max of \$1000/calendar yr. 49-72 mos. service receive 50% of cost of approved program to max of \$2500/calendar yr. 73+ mos. of service receive 75% of cost of approved program to max of \$5000/calendar yr.	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

MEBA Unlicensed		Exhibit 11
Benefit	MEBA Unlicensed Comparator Group - Benchmarks 307- 308	Washington State Ferry System (MEBA Unlicensed)
Medical Exams/Licensure:	1 ERs: The company will reimburse the full cost of a Seafarer's medical; actual cost charged by the Transport Canada authorized physician.	No information
Travel: Compensation for employer directed travel	<p>4 ERs: Compensate EEs for ER directed travel time and/or expenses as follows:</p> <p>Travel Time = 1 ER: straight time</p> <p>Mileage = 54.5 cents/mile (2 ERs); 53.5 cents/mile (1 ER); BC: \$.82/mile</p> <p>Meals & Lodging (Standard) = 1 ER: \$50 meals & lodging; 1 ER: \$92.65 for meals and lodging per day</p> <p>Meals & Lodging (Seattle) = Not reported</p> <p>3 ERs: 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</p> <p>Mileage = 54.5 cents/mile (2 ER); BC: \$.82/mile</p> <p>Meals & Lodging (Standard) = 1 ER: \$50 meals & lodging; 1 ER: \$92.65 for meals and lodging per day</p> <p>Meals & Lodging (Seattle) = Not reported</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 = 54.5 cents/mile</p> <p>Meals and Lodging (Standard) = \$144 per day</p> <p>Meals and Lodging (Seattle) = \$253 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 = 54.5 cents/mile</p> <p>Meals and Lodging (Standard) = \$144 per day</p> <p>Meals and Lodging (Seattle) = \$253 per day</p>
Relief Employee Pay:	1 ER: Pays Relief employees at their current rate for classifications at the same level or lower than their current classification; no provisions excluding these employees from travel time or mileage.	The differential for relief employees is 17.5%

MEBA Unlicensed		Exhibit 11
Benefit	MEBA Unlicensed Comparator Group - Benchmarks 307- 308	Washington State Ferry System (MEBA Unlicensed)
Relief Employee Pay, cont'd	1 ER: IBU employees do not receive differential or assignment pay. Seasonal relief IBU employees receive travel pay only when they become displaced (1 hour for imp temp assignments) Relief employees shall receive the rate of the classification in which the majority of the employee's time was worked within the preceding twelve (12) months.	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.) Relief employees shall be paid in the same manner as permanent crew members, except that the initial day of the relief assignment shall not be considered a schedule change.
Other Information:	1 ER: \$105 reimbursement for asbestosis examination in the event of asbestos exposure. 1 ER: 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. 1 ER: The Employer will reimburse up to one hundred (\$100) for each direction of travel to and from the Union school program.	The use of the specified power tools entitles the user to \$1 per straight time hour increments.
Participants:	Alaska (IBU) Black Ball Transport, Inc. (MEBA) HMS Ferries (Pierce County) British Columbia Ferry Services Inc. (BC) King County	

IBU			Exhibit 12
Benefit	IBU/Deckhand Comparator Group - Benchmarks 309-311	IBU/Terminal Comparator Group - Benchmarks 312 - 317	Washington State Ferry System (IBU)
Premium Pay: Overtime	3 ERs: 150% of base pay 2 ER: 200% of base pay	2 ERs: 150% of base pay 2 ER: 200% of base pay	150% of base pay
Minimum Call Out Pay:	2 ERs: 2 @ 150% of base pay 1 ER: 3 hours @ 150% of base pay 1 ER: 3 hours @ 200% of base pay	1 ER: 2 hours @ 150% of base pay 2 ER: 4 hours @ 150% of base pay 1 ER: 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) 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)
Early Call Out Pay:	1 ER: 1 hour @ 150% of base pay 1 ER: 1 hour @ 200% of base pay 1 ER: 2 hours @ 150% of base pay 1 ER: 3 hours @ 200% of base pay 1 ER: 4 hours @ 150% of base pay	1 ER: 3 hours @ 200% of base pay 1 ER: 4 hours @ 150% of base pay 5 ER: No information	1 hour @ 150% of base pay All call-outs exceeding four (4) hours shall be paid a minimum of eight (8) hours pay at the overtime rate.

IBU			Exhibit 12
Benefit	IBU/Deckhand Comparator Group - Benchmarks 309-311	IBU/Terminal Comparator Group - Benchmarks 312 - 317	Washington State Ferry System (IBU)
Other premium or penalty pay (additional pay offered for undesirable shifts):	<p>2 ERs: Reported additional premium pay or shift differentials: 1 ER: Shift differentials: Second Shift \$0.87/hour; Third shift 10% of basic hourly wage. 1 ER: Straight time rate of pay paid in addition to the rate of pay being paid when penalty work is performed; 1/2 hour minimum. 1 ER: Standby pay: 10% of the EEs base hourly rate 1 ER: Pager premium = outside scheduled working hours and available to return to duty if called, shall be paid standby pay in the amount of one hour of straight time pay for each four hours of standby</p> <p>3 ERs: Reported penalty pay amounts: 1 ER: \$105 reimbursement for asbestosis examination in the event of asbestos exposure 1 ER: Penalty rate will be equal to the difference between straight time and overtime with a minimum of one (1) hour, and in thirty (30) minute periods thereafter. 1 ER: \$150 reimbursement for foul weather gear every 36 months.</p>	<p>2 ERs: Reported additional premium pay or shift differentials: 1 ER: Shift differentials: Second Shift \$0.87/hour; Third shift 10% of basic hourly wage. 1 ER: 107.5% of base rate in 4 hour increments</p> <p>3 ERs: Standby pay: Overtime eligible employees receive .75 of one hour's pay for standby; Overtime ineligible employees receive 1.25 of one hour's pay for standby. 1 ER: 10% of 7.5 times the employees hourly base salary for standby pay. 1 ER: Pager premium = outside scheduled working hours and available to return to duty if called, shall be paid standby pay in the amount of one hour of straight time pay for each four hours of standby</p> <p>4 ERs: Reported penalty pay amounts: 1 ER: Penalty pay for working with dirty/obnoxious materials; paid \$4.36 - \$10.90 additional per hour. Paid for actual hours with dirty</p>	<p>Required work on holiday: 200% of base pay</p> <p>Penalty Pay: 100% of base pay in addition to whatever rate of pay (straight time or overtime) is being paid when penalty work is performed.</p> <p>Paid for actual hours with dirty materials with a 1/2 to 2 hour minimum depending upon assignment.</p> <p>(Eagle Harbor only) Shift differentials: 2nd shift 8 hours plus 10%; 3rd shift 8 hours plus 15%.</p>

IBU			Exhibit 12
Benefit	IBU/Deckhand Comparator Group - Benchmarks 309-311	IBU/Terminal Comparator Group - Benchmarks 312 - 317	Washington State Ferry System (IBU)
Other premium or penalty pay, cont'd	1 ER: Penalty pay for working with dirty/obnoxious materials; paid \$4.36 - \$10.90 additional per hour. Paid for actual hours with dirty materials; 1/2 hour minimum.	materials; 1/2 hour minimum. 1 ER: \$105 reimbursement for asbestosis examination in the event of asbestos exposure 1 ER: 7.5% hazard pay in four hour increments worked. 1 ER: \$150 reimbursement for foul weather gear every 36 months.	
Paid Holidays per Year - Including Personal Holidays:	1 ER: Offers penalty pay for working with dirty/obnoxious materials; paid \$4.36 - \$10.90 additional per hour. Paid for actual hours with dirty materials; 1/2 hour minimum.1 ER: Shift differentials: Second Shift \$.87; Third shift 10% of basic hourly wage.1 ER: Straight time rate of pay paid in addition to the rate of pay being paid when penalty work is performed.1 ER: \$13.00 additional per hour, with a minimum of one hour for various duties1 ER: Standby pay: 1 ER: 10% of the EEs base hourly rate	1 ER: 10 days/year2 ERs: 11 days/year4 ERs: 12 days/year	12 days/year

IBU					Exhibit 12			
Benefit	IBU/Deckhand Comparator Group - Benchmarks 309-311			IBU/Terminal Comparator Group - Benchmarks 312 - 317		Washington State Ferry System (IBU)		
Paid Time Off (PTO):	1 ER: Offer a PTO plan			3 ERs: Offers a PTO plan		Does not offer a PTO plan		
	Years			Years	Range		Average	
		Hours			(hours)			
	1	88		1	88 - 157		134	
	5	168		5	168 - 202		191	
	10	168		10	168 - 225		206	
				15	168 - 270		236	
	Max Annual Accrual = 168 hours			Average Max Annual Accrual = 236 hours				
Vacation:	6 ERs: Offer paid vacation (5 represented below)			4 ERs: Offer paid vacation		Vacation Accrual for All		
	Years	Range	Average	Years	Range		Average	
		(hours)			(hours)			
	1	40 - 176	93	1	45 - 176		106	96 hours after 1 yr.
	5	144 - 336	199	5	144 - 184		165	160 hours after 5 yrs.
	10	180 - 336	221	10	168 - 208		189	176 hours after 10 yrs.
	15	180 - 336	239	15	168 - 232		212	200 hours after 15 yrs.
	20	192 - 336	250	20	168 - 248		222	232 hours after 20 yrs.
	25	192 - 336	261	25	168 - 288		236	248 hours after 25 yrs.
	30	192 - 336	261	30	168 - 288		236	272 hours after 30 yrs.
	31	192 - 336	267	31	168 - 320		244	
	Average Max Annual Accrual = 267 hours			Average Max Annual Accrual = 244 hours		Max Annual Accrual: 272 hrs.		
	(Years to accrue vacation for comparators maxes out at 31 years - 1 ER)			(Years to accrue vacation for comparators maxes out at 31 years - 1 ER)				

IBU					Exhibit 12	
Benefit	IBU/Deckhand Comparator Group - Benchmarks 309-311		IBU/Terminal Comparator Group - Benchmarks 312 - 317		Washington State Ferry System (IBU)	
Vacation, cont'd	Carry Over Unused Hours	Yes (4 ERs)	Carry Over Unused Hours	Yes (3 ERs)	Carry Over Unused Hours	Yes
	Max hours bank/year	Ranges from 112 - 840	Max hours bank/year	Ranges from 112 - 336	Max hours bank/year	320
	Cash out periods, e.g. year-end, termination, retirement	Year-end, term/retirement (3 ERs)	Cash out periods, e.g. termination, retirement	Year-end, term/retirement (3 ERs). At year-end (2 ER)	Cash out periods, e.g. year-end, termination, retirement	termination, retirement
	Cash out Rate of accrued hours	100% (2 ERs)	Cash out Rate of accrued hours	2 ERs: 100% 1 ER: 40 hour increments; 120 hours per year max	Cash out Rate of accrued hours	100%

IBU			Exhibit 12
Benefit	IBU/Deckhand Comparator Group - Benchmarks 309-311	IBU/Terminal Comparator Group - Benchmarks 312 - 317	Washington State Ferry System (IBU)
	<p>1 ER: Accrual limit is 360 hours if hired before 6/17/97. If hired after that, accrual limit is 270 hours.</p> <p>1 ER: An employee may carry over up to seven days' vacation leave per vacation year for two consecutive vacation years, to a maximum of 14 days, which must be taken not later than the third consecutive vacation year. Hours per day vary by classification/shift. 40 days= 320 hours with 8 hour days.</p> <p>1 ER: Paid vacation available only to employees who work a minimum of 1,440 hours per year. An employee shall not be entitled to accrue vacation leave in excess of two (2) years.</p>	<p>1 ER: Year-end cash out: Only if 80 hours of leave have been taken in prior 12 months and 60 hour balance remains after payout</p> <p>1 ER: Accrual limit is 360 hours if hired before 6/17/97. If hired after that, accrual limit is 270 hours.</p> <p>1 ER: An employee may carry over up to seven days' vacation leave per vacation year for two consecutive vacation years, to a maximum of 14 days, which must be taken not later than the third consecutive vacation year. Hours per day vary by classification/shift. 40 days= 320 hours with 8 hour days.</p> <p>1 ER: Paid vacation available only to employees who work a minimum of 1,440 hours per year.</p> <p>1 ER: Employees may carry over General Leave to the next year that is equal to the number of hours actually accrued over the past 52 pay periods.</p>	

IBU					Exhibit 12	
Benefit	IBU/Deckhand Comparator Group - Benchmarks 309-311		IBU/Terminal Comparator Group - Benchmarks 312 - 317		Washington State Ferry System (IBU)	
Sick Leave:	Accrual Rate (Annual)	108 hours per year average (4 ERs)	Accrual Rate (Annual)	108 hours per year (1 ERs)	Accrual Rate (Annual)	96 hours/year
	Carry Over Unused Hours	Yes (4 ERs)	Carry Over Unused Hours		Carry Over Unused Hours	100%
	Max hours bank/year	unlimited (2 ERs), Avg. 1086 hrs. (2 ERs)	Max hours bank/year		Max hours bank/year	unlimited
	Cash out periods, e.g. year-end, termination, retirement	Termination (1 ER), Retirement (3 ERs)	Cash out periods, e.g. year-end, termination, retirement	Termination (1 ER), Retirement (1 ERs)	Cash out periods, e.g. year-end, termination, retirement	1. At Retirement. 2. Optional cash out for accruals exceeding 480 hours
	Cash out Rate of accrued hours	25% (1 ER), 35% (1 ER), 100% (1 ER)	Cash out Rate of accrued hours	25%, Must have 3 or more years of service to cash out. (1 ER)	Cash out Rate of accrued hours	25%

IBU			Exhibit 12
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	Medical Contributions	Medical Contributions	Medical Contributions
	<div> <div>6 ER Response: ER Contrib.:</div> <div>7 ER Response: EE Contrib.:</div> </div>	<div> <div>6 ER Response: ER Contrib.:</div> <div>7 ER Response: EE Contrib.:</div> </div>	<div> <div>ER Contrib.:</div> <div>EE Contrib.:</div> </div>
Medical:	EE Only	EE Only	EE Only
	EE + Spouse	EE + Spouse	EE + Spouse
	EE + Children	EE + Children	EE + Children
	Family	Family	Family
	<div> <div>\$969.88</div> <div>\$55.62</div> </div>	<div> <div>\$958.09</div> <div>\$75.62</div> </div>	<div> <div>\$551</div> <div>\$102</div> </div>
	<div> <div>\$1,276.97</div> <div>\$97.22</div> </div>	<div> <div>\$1,132.06</div> <div>\$139.36</div> </div>	<div> <div>\$1,092</div> <div>\$214</div> </div>
	<div> <div>\$1,222.87</div> <div>\$90.43</div> </div>	<div> <div>\$1,104.58</div> <div>\$132.57</div> </div>	<div> <div>\$964</div> <div>\$179</div> </div>
	<div> <div>\$1,529.95</div> <div>\$121.31</div> </div>	<div> <div>\$1,278.53</div> <div>\$163.46</div> </div>	<div> <div>\$1,505</div> <div>\$291</div> </div>
	Note: 3 employers reported composite rates that are the same for employee-only as well as family. (BC Ferry excluded from average.)	Note: 3 employers reported composite rates that are the same for employee-only as well as family. (BC Ferry excluded from average.)	Plan Metal Color: Platinum

IBU			Exhibit 12		
Benefit	IBU/Deckhand Comparator Group - Benchmarks 309-311		IBU/Terminal Comparator Group - Benchmarks 312 - 317		Washington State Ferry System (IBU)
Dental:	Dental Contributions		Dental Contributions		Dental Contributions
	4 ER Response:	6 ER Response:	3 ER Response:	5 ER Response:	
	ER Contrib.:	EE Contrib.:	ER Contrib.:	EE Contrib.:	ER Contrib.:
	EE Only	\$62.09	EE Only	\$62.07	EE Only
	EE + Spouse	\$95.30	EE + Spouse	\$85.63	EE + Spouse
	EE + Children	\$94.57	EE + Children	\$88.79	EE + Children
	Family	\$128.91	Family	\$113.87	Family
		\$1.45		\$1.74	
		\$4.78		\$5.98	
		\$6.87		\$8.59	
		\$8.27		\$9.92	

IBU			Exhibit 12
Benefit	IBU/Deckhand Comparator Group - Benchmarks 309-311	IBU/Terminal Comparator Group - Benchmarks 312 - 317	Washington State Ferry System (IBU)
Retirement:	<p>1 ER: Employer makes contributions to the Northwest Marine Retirement Trust in the amount of six (\$6.00) dollars per plan year for each employee compensated for at least three hundred sixty (360) hours during that plan year.</p> <p>1 ER: employer uniform contribution rate: 22 %</p> <p>1 ER: contributes 7.38% of gross pay</p>	<p>1 ER: employer uniform contribution rate: 22 %</p>	<p>Retirement Benefits</p> <p>ER Contributes 7.38% of gross pay</p>
Apprenticeship / Training Program Contribution:	<p>1 ER: Covers tuition, books and other training materials for apprentices/trainees who successfully complete off-site classroom training pursuant to apprenticeship/training programs.</p> <p>1 ER: Employer agrees to pay the Mates trust the sum of five dollars (\$5.00) per working day for each Full Time licensed Marine Employee and the sum of two dollars and fifty cents (\$2.50) per working day for each Full Time unlicensed Marine Employee that performs work for the Employer.</p>	<p>1 ER: Covers tuition, books and other training materials for apprentices/trainees who successfully complete off-site classroom training pursuant to apprenticeship/training programs.</p> <p>1 ER: Employer agrees to pay the Mates trust the sum of five dollars (\$5.00) per working day for each Full Time licensed Marine Employee and the sum of two dollars and fifty cents (\$2.50) per working day for each Full Time unlicensed Marine Employee that performs work for the Employer.</p>	<p>No information</p>

IBU			Exhibit 12
Benefit	IBU/Deckhand Comparator Group - Benchmarks 309-311	IBU/Terminal Comparator Group - Benchmarks 312 - 317	Washington State Ferry System (IBU)
Pre-Approved Training / Education:	<p>3 ERs: Reimburse trade related training and education:</p> <p>4 ERs: 100% of costs for required training.</p> <p>1 ER: Pays for ER directed expenses related to website training classes.</p> <p>4 ERs: Pay EEs their normal rate of pay for any required training.</p> <p>1 ER: When approved training costs exceed \$2,000 for a single course, the employee's expenses will be paid if he or she agrees to remain an active employee for at least one year following the completion of the program. If the employee leaves during that time, half of the costs must be reimbursed.</p>	<p>6 ERs: Reimburse trade related training and education:</p> <p>5 ERs: 100% of costs for required training.</p> <p>1 ER: Pays for ER directed expenses related to website training classes.</p> <p>4 ERs: Pay EEs their normal rate of pay for any required training.</p> <p>1 ER: When approved training costs exceed \$2,000 for a single course, the employee's expenses will be paid if he or she agrees to remain an active employee for at least one year following the completion of the program. If the employee leaves during that time, half of the costs must be reimbursed.</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>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. An additional five (5) days' pay at the same rate will be allowed while employee is writing examination, for a total of thirty-five (35) days' pay. EEs required to attend training classes on their day or days off shall be paid the overtime rate of pay.</p>

IBU			Exhibit 12
Benefit	IBU/Deckhand Comparator Group - Benchmarks 309-311	IBU/Terminal Comparator Group - Benchmarks 312 - 317	Washington State Ferry System (IBU)
Licensure / Renewals:	<p>3 ERs: Pay for required licensure and renewals</p> <p>1 ER: Pays the full cost of MMC and/or TWIC</p> <p>1 ER: Pays for Coast Guard and Federal Communications Commission license fees, and TWIC</p> <p>1 ER: Pays full cost for any license required by applicable regulatory agencies.</p>	<p>3 ERs: Pay for required licensure and renewals</p> <p>1 ER: Pays for Coast Guard and Federal Communications Commission license fees, and TWIC</p> <p>1 ER: 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 (documents)</p>
Medical Exams / Licensure:	2 ERs: Reimburse or pay for medical examinations, drug tests and/or immunizations related to employment	2 ERs: Reimburse or pay for medical examinations and/or drug tests related to employment.	No information
Travel: Compensation for employer directed travel	<p>5 ERs: Compensate EEs for ER directed travel time and/or expenses as follows:</p> <p>Travel Time = 1 ER: base rate for actual time; 1 ER: Paid for a min 4 hours / max 12 hrs. per 24-hr period</p> <p>Mileage = 54.5 cents/mile (3 ERs); 53.5 cents/mile (1 ER); BC: \$.82/mile</p>	<p>6 ERs: Compensate EEs for ER directed travel time and/or expenses as follows:</p> <p>Travel Time = 1 ER: base rate for actual time; 1 ER:</p> <p>Mileage = 54.5 cents/mile (4 ERs); 53.5 cents/mile (1 ER); BC: \$.82/mile</p>	<p>ER-directed travel time and expenses compensated as follows:</p> <p>Travel Time = Straight time</p> <p>Mileage = 54.5 cents/mile</p>

IBU			Exhibit 12
Benefit	IBU/Deckhand Comparator Group - Benchmarks 309-311	IBU/Terminal Comparator Group - Benchmarks 312 - 317	Washington State Ferry System (IBU)
Travel, cont'd	<p>Meals & Lodging (Standard) = 1 ER: \$144 meals and lodging per day; 1 ER: \$96.65 for meals and lodging per day</p> <p>Meals & Lodging (Seattle) = 1 ER: \$253 meals & lodging per day</p> <p>4 ERs: 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: base rate for actual time; 1 ER: Paid for a min 4 hours / max 12 hrs. per 24-hr period</p> <p>Mileage = 54.5 cents/mile (3 ERs); BC: \$.82/mile</p> <p>Meals & Lodging (Standard) = 1 ER: \$60 meals and \$85-95 lodging per day; 1 ER: \$96.65 for meals and lodging per day; 1 ER: Actual expenses accrued.</p>	<p>Meals & Lodging (Standard) = 1 ER: \$50 meals and actual for lodging per day; 1 ER: Meals are compensated at \$60 per day for short-term and \$33 for long-term, and lodging, \$30/day. 1 ER: \$96.65 for meals and lodging per day</p> <p>Meals & Lodging (Seattle) = 1 ER: \$253 meals & lodging per day</p> <p>4 ERs: 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: base rate for actual time</p> <p>Mileage = 54.5 cents/mile (3 ERs); BC: \$.82/mile</p> <p>Meals & Lodging (Standard) = 1 ER: \$60 meals and actual for lodging per day; 1 ER: \$96.65 for meals and lodging per day.</p>	<p>Meals and Lodging (Standard) = \$144 per day</p> <p>Meals and Lodging (Seattle) = \$253 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 = 54.5 cents/mile</p> <p>Meals and Lodging (Standard) = \$144 per day</p>

IBU			Exhibit 12
Benefit	IBU/Deckhand Comparator Group - Benchmarks 309-311	IBU/Terminal Comparator Group - Benchmarks 312 - 317	Washington State Ferry System (IBU)
Travel, cont'd	Meals & Lodging (Seattle) = Federal M&IE rates: Lodging Rate:\$244.00 Meal Rate: \$74.00 (1 ER)	Meals & Lodging (Seattle) = Federal M&IE rates: Lodging Rate:\$244.00 Meal Rate: \$74.00 (1 ER)	Meals and Lodging (Seattle) = \$253 per day
Relief Employee Pay:	Meals and Lodging (Standard) = 16% of basic wage or 10% if within 100 miles of Vancouver city hall per day.	1 ER: After 12 months of experience \$25.23 per hour. First 1,080 hours \$18.86, second 1,080 hours \$21.11	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.
Relief, cont'd		1 ER: Pays Relief employees at their current rate for classifications at the same level or lower than their current classification; no provisions excluding these employees from travel time or mileage.	
Participants:	Alaska Marine Highway System (IBU) Black Ball Transport (IBU) British Columbia Ferry Services Inc. HMS Ferries (Pierce County) King County Kitsap Transit Whatcom County	Alaska Marine Highway System (IBU) Black Ball Transport (IBU) British Columbia Ferry Services Inc. HMS Ferries (Pierce County) Kitsap Transit Whatcom County	

FASPAA - Terminal Supervisor		Exhibit 13
Benefit	Terminal Supervisor Comparator Group - Benchmark 318	Washington State Ferry System (FASPAA - Terminal Supervisor)
Premium Pay: Overtime	1 ERs: 150% of base pay 1 ER: 200% of base pay	150% of base pay
Minimum Call Out Pay:	1 ER: 4 hours @ 150% of base pay 1 ER: 3 hours @ 200% of base pay	8 hours @ 150% of base pay plus 4 hours of pay at their straight time rate (Called back on scheduled assigned days off 17.08)
Early Call Out Pay:	1 ER: 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):	2 ERs: Offer other premiums or penalty pays : 1 ER: 7.5% hazard pay in four hour increments worked. 1 ER: Overtime eligible employees receive .75 of one hour's pay for standby; Overtime ineligibles employees receive 1.25 of one hour's pay for standby 1 ER: Shift differentials: Second Shift \$0.87/hour; Third shift 10% of basic hourly wage. 1 ER: Penalty pay for working with dirty/obnoxious materials; paid \$4.36 - \$10.90 additional per hour. Paid for actual hours with dirty materials; 1/2 hour minimum. 1 ER: Pager premium = outside scheduled working hours and available to return to duty if called, shall be paid standby pay in the amount of one hour of straight time pay for each four hours of standby	Required work on holiday: 200% of base pay Penalty 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.

FASPAA - Terminal Supervisor		Exhibit 13																		
Benefit	Terminal Supervisor Comparator Group - Benchmark 318	Washington State Ferry System (FASPAA - Terminal Supervisor)																		
Paid Holidays per Year - Including Personal Holidays:	1 ER: Offers penalty pay for working with dirty/obnoxious materials; paid \$4.36 - \$10.90 additional per hour. Paid for actual hours with dirty materials; 1/2 hour minimum.1 ER: Shift differentials: Second Shift \$.87; Third shift 10% of basic hourly wage.1 ER: Straight time rate of pay paid in addition to the rate of pay being paid when penalty work is performed.1 ER: \$13.00 additional per hour, with a minimum of one hour for various duties1 ER: Standby pay: 1 ER: 10% of the EEs base hourly rate	12 days/year																		
Paid Time Off (PTO):	<div>1 ER: Offers a PTO plan</div> <table><thead><tr><th>Years</th><th>Hours</th></tr></thead><tbody><tr><td>0</td><td>157</td></tr><tr><td>2</td><td>180</td></tr><tr><td>5</td><td>203</td></tr><tr><td>10</td><td>225</td></tr><tr><td>15</td><td>270</td></tr></tbody></table> <div>Max Annual Accrual = 270 hours</div>	Years	Hours	0	157	2	180	5	203	10	225	15	270	Does not offer a PTO plan						
Years	Hours																			
0	157																			
2	180																			
5	203																			
10	225																			
15	270																			
Vacation:	<div>1 ER: Offers paid vacation</div> <table><thead><tr><th>Years</th><th>Hours</th></tr></thead><tbody><tr><td>1</td><td>120</td></tr><tr><td>5</td><td>144</td></tr><tr><td>10</td><td>192</td></tr><tr><td>15</td><td>224</td></tr><tr><td>20</td><td>248</td></tr><tr><td>25</td><td>288</td></tr><tr><td>30</td><td>288</td></tr><tr><td>31</td><td>320</td></tr></tbody></table> <div>Max Annual Accrual = 320 hours</div>	Years	Hours	1	120	5	144	10	192	15	224	20	248	25	288	30	288	31	320	<div>Vacation Accrual for All</div> <div>96 hours after 1 yr.</div> <div>160 hours after 5 yrs.</div> <div>176 hours after 10 yrs.</div> <div>200 hours after 15 yrs.</div> <div>232 hours after 20 yrs.</div> <div>248 hours after 25 yrs.</div> <div>272 hours after 30 yrs.</div> <div>Max Annual Accrual: 272 hrs.</div>
Years	Hours																			
1	120																			
5	144																			
10	192																			
15	224																			
20	248																			
25	288																			
30	288																			
31	320																			

FASPAA - Terminal Supervisor			Exhibit 13	
Benefit	Terminal Supervisor Comparator Group - Benchmark 318		Washington State Ferry System (FASPAA - Terminal Supervisor)	
	Carry Over Unused Hours	Yes	Carry Over Unused Hours	Yes
	Max hours bank/year	1 ER: An employee may carry over up to seven days' vacation leave per vacation year for two consecutive vacation years, to a maximum of 14 days, which must be taken not later than the third consecutive vacation year. Hours per day vary by classification/shift. 40 days= 320 hours with 8 hour days. 1 ER: 1000 hours	Max hours bank/year	320
	Cash out periods, e.g. year-end, termination, retirement	year-end, termination, retirement (1 ER)	Cash out periods, e.g. year-end, termination, retirement	termination, retirement
	Cash out Rate of accrued hours	100% (1 ER)	Cash out Rate of accrued hours	100%

FASPAA - Terminal Supervisor		Exhibit 13	
Benefit	Terminal Supervisor Comparator Group - Benchmark 318	Washington State Ferry System (FASPAA - Terminal Supervisor)	
Sick Leave:	1 ER: 6 days per year at 100%; then 75% of pay for a period not to exceed six months from the date of absence.	Max Sick Leave = 96 hours per year	
		Accrual Rate (Annual)	96 hours/year
		Carry Over Unused Hours	100%
		Max hours bank/year	unlimited
		Cash out periods, e.g. year-end, termination, retirement	1. At Retirement. 2. Optional cash out for accruals exceeding 480 hours
		Cash out Rate of accrued hours	25%

FASPAA - Terminal Supervisor		Exhibit 13																														
Benefit	Terminal Supervisor Comparator Group - Benchmark 318	Washington State Ferry System (FASPAA - Terminal Supervisor)																														
Health & Welfare:Employer/Employee Contribution/Month	<p>Medical Contributions</p> <p>1 ER Response: 2 ER Response:</p> <table> <tr> <td></td><td>ER Contrib.:</td><td>EE Contrib.:</td></tr> <tr> <td>EE Only</td><td>\$1,249.00</td><td>\$20.00</td></tr> <tr> <td>EE + Spouse</td><td>\$1,249.00</td><td>\$57.50</td></tr> <tr> <td>EE + Children</td><td>\$1,249.00</td><td>\$57.50</td></tr> <tr> <td>Family</td><td>\$1,249.00</td><td>\$57.50</td></tr> </table> <p>Plan Metal Color: 1 ER: Silver; BC: Not applicable Note: 1 employer reported composite rates which are the same for employee-only and family. (BC Ferry excluded from average.)</p>		ER Contrib.:	EE Contrib.:	EE Only	\$1,249.00	\$20.00	EE + Spouse	\$1,249.00	\$57.50	EE + Children	\$1,249.00	\$57.50	Family	\$1,249.00	\$57.50	<p>Medical Contributions</p> <table> <tr> <td></td><td>ER Contrib.:</td><td>EE Contrib.:</td></tr> <tr> <td>EE Only</td><td>\$551.00</td><td>\$102.00</td></tr> <tr> <td>EE + Spouse</td><td>\$1,092.00</td><td>\$214.00</td></tr> <tr> <td>EE + Children</td><td>\$964.00</td><td>\$179.00</td></tr> <tr> <td>Family</td><td>\$1,505.00</td><td>\$291.00</td></tr> </table> <p>Plan Metal Color: Platinum</p>		ER Contrib.:	EE Contrib.:	EE Only	\$551.00	\$102.00	EE + Spouse	\$1,092.00	\$214.00	EE + Children	\$964.00	\$179.00	Family	\$1,505.00	\$291.00
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Dental:	<p>Dental Contributions</p> <p>1 ER Response: 2 ER Response:</p> <table> <tr> <td></td><td>ER Contrib.:</td><td>EE Contrib.:</td></tr> <tr> <td>EE Only</td><td>n/a</td><td>\$0.00</td></tr> <tr> <td>EE + Spouse</td><td>n/a</td><td>\$0.00</td></tr> <tr> <td>EE + Children</td><td>n/a</td><td>\$0.00</td></tr> <tr> <td>Family</td><td>n/a</td><td>\$0.00</td></tr> </table>		ER Contrib.:	EE Contrib.:	EE Only	n/a	\$0.00	EE + Spouse	n/a	\$0.00	EE + Children	n/a	\$0.00	Family	n/a	\$0.00	<p>Dental Contributions</p> <table> <tr> <td></td><td>ER Contrib.:</td><td>EE Contrib.:</td></tr> <tr> <td>EE Only</td><td>\$45.82</td><td>\$0.00</td></tr> <tr> <td>EE + Spouse</td><td>\$91.64</td><td>\$0.00</td></tr> <tr> <td>EE + Children</td><td>\$91.64</td><td>\$0.00</td></tr> <tr> <td>Family</td><td>\$137.46</td><td>\$0.00</td></tr> </table>		ER Contrib.:	EE Contrib.:	EE Only	\$45.82	\$0.00	EE + Spouse	\$91.64	\$0.00	EE + Children	\$91.64	\$0.00	Family	\$137.46	\$0.00
	ER Contrib.:	EE Contrib.:																														
EE Only	n/a	\$0.00																														
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FASPAA - Terminal Supervisor		Exhibit 13												
Benefit	Terminal Supervisor Comparator Group - Benchmark 318	Washington State Ferry System (FASPAA - Terminal Supervisor)												
Vision:	<p>Vision Contributions</p> <p>1 ER Response: 2 ER Response:</p> <p>ER Contrib.: EE Contrib.:</p> <table> <tr> <td>EE Only</td><td>\$0.00</td><td>\$6.00</td></tr> <tr> <td>EE + Spouse</td><td>\$0.00</td><td>\$17.00</td></tr> <tr> <td>EE + Children</td><td>\$0.00</td><td>\$17.00</td></tr> <tr> <td>Family</td><td>\$0.00</td><td>\$17.00</td></tr> </table>	EE Only	\$0.00	\$6.00	EE + Spouse	\$0.00	\$17.00	EE + Children	\$0.00	\$17.00	Family	\$0.00	\$17.00	<p>Vision Contributions</p> <p>Included in medical</p>
EE Only	\$0.00	\$6.00												
EE + Spouse	\$0.00	\$17.00												
EE + Children	\$0.00	\$17.00												
Family	\$0.00	\$17.00												
Retirement:	1 ER: employer uniform contribution rate: 22 %	<p>Retirement Benefits</p> <p>ER Contributes 7.38% of gross pay</p>												
Apprenticeship/Training Program Contribution:	1 ER: Covers tuition, books and other training materials for apprentices/trainees who successfully complete off-site classroom training pursuant to apprenticeship/training programs.	No information												
Pre-Approved Training/Education:	<p>2 ERs: Reimburse any required trade related training and education</p> <p>1 ER: Pays for ER directed expenses related to website training classes.</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>1 ERs: Pays EEs their normal rate of pay for any required training</p> <p>1 ER: Career improvement training or educational opportunity of less than ten (10) working days duration approved by the Employer, will normally be at no loss of leave or pay. Courses extending more than ten (10) working days are subject to cooperative Employer-employee financial and leave arrangements.</p>	<p>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.</p>												

FASPAA - Terminal Supervisor		Exhibit 13
Benefit	Terminal Supervisor Comparator Group - Benchmark 318	Washington State Ferry System (FASPAA - Terminal Supervisor)
Licensure/Renewals:	2 ERs: Pay full cost for required licensure and renewals	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.
Medical Exams/Licensure:	2 ERs: Reimburse or pay for medical examinations and/or drug tests related to employment.	Not applicable
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>not reported</u></p> <p>Mileage = 54.5 cents/mile (1 ERs);BC: \$.82/mile</p> <p>Meals & Lodging (Standard) = 1 ER: \$60 meals and \$85-95 lodging per day; 1 ER: \$92.65 for meals and lodging per day</p> <p>Meals & Lodging (Seattle) = Federal M&IE rates: Lodging Rate:\$244.00 Meal Rate: \$74.00 (1 ER)</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 = 54.5 cents/mile</p> <p>Meals and Lodging (Standard) = \$144 per day</p> <p>Meals and Lodging (Seattle) = \$253 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>not reported</u></p> <p>Mileage = 54.5 cents/mile (1 ERs);BC: \$.82/mile</p>	<p>EEs are reimbursed as follows for travel time and expenses if assigned to other than their regular home/relieving terminal:</p>
		Travel Time = Straight time
		Mileage = 54.5 cents/mile

FASPAA - Terminal Supervisor		Exhibit 13
Benefit	Terminal Supervisor Comparator Group - Benchmark 318	Washington State Ferry System (FASPAA - Terminal Supervisor)
Travel, cont'd	Meals & Lodging (Standard) = 1 ER: \$60 meals and \$85-95 lodging per day; 1 ER: \$92.65 for meals and lodging per day	Meals and Lodging (Standard) = \$144 per day
	Meals & Lodging (Seattle) = Federal M&IE rates: Lodging Rate:\$244.00 Meal Rate: \$74.00 (1 ER)	Meals and Lodging (Seattle) = \$253 per day
Relief Employee Pay:	1 ER: Pays Relief employees at their current rate for classifications at the same level or lower than their current classification; no provisions excluding these employees from travel time or mileage.	The differential for relief employees is 17.5%
Other Information:	1 ER: 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.	Annual payment of \$1,000 for drug/alcohol testing certification.
Participants:	Alaska Marine Highway System British Columbia Ferry Services Inc. (BC)	

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)” payable 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. COLD payment data is summarized in the table below:

#	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	Chief Engineer (Chief Engineer)	\$601.05	\$7.16
5	Assistant Engineer (1st Asst. Engineer)	\$518.10	\$6.17

* 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)	\$31.60	\$26.13	20.9%
9	Wiper (same)	\$24.39	\$19.91	22.5%
10	Able Seaman/Bos'n (same)	\$31.60	\$26.13	20.9%
11	Able Seaman (AB) (same)	\$28.21	\$23.05	22.4%
12	Ordinary Seaman (OS) (same)	\$25.84	\$21.07	22.6%

2018 Shipyard Trades – Salary Data Presentation

For confidentiality purposes, average data is not displayed for jobs with only one participant reporting data. Average data is also not displayed for instances of two participants, where one participant is a privately-held company. Average data is displayed where there are three or more participants reporting data.

Carpenters

Exhibit 14

Benchmark Number	Benchmark Title	Participants or WA	# 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	3	11	—	\$31.89	\$33.27	\$40.81	n/a	n/a
401	Shipwright/Carpenter	WSFS	1	12	0%	\$29.71	\$29.71	\$29.71	\$6.43	\$36.14
401	Shipwright/Carpenter	% Difference				-7.3%	-12.0%	-37.4%	n/a	n/a
402	Shipyard Insulation	All Participants	2	14	n/a	n/a	n/a	n/a	n/a	n/a
402	Shipyard Insulation	WSFS	1	2	0%	\$29.71	\$29.71	\$29.71	\$6.43	\$36.14
402	Shipyard Insulation	% Difference			-	n/a	n/a	n/a	n/a	n/a

Carpenters Total % Above or Below Market: -7.3% -12.0% -37.4% n/a n/a

Metal Trades

Exhibit 15

Benchmark Number	Benchmark Title	Participants or WA	# 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	Shipyard Boilrmkr.	All Participants	4	130	—	\$37.40	\$39.40	\$39.07	\$3.94	\$43.01
403	Shipyard Boilrmkr.	WSFS	1	9	0%	\$29.72	\$29.72	\$29.72	\$6.43	\$36.15
403	Shipyard Boilrmkr.	% Difference				-25.8%	-32.6%	-31.5%	38.8%	-19.0%
404	Shipyard Electrician	All Participants	5	38	—	\$32.76	\$34.02	\$37.08	\$3.94	\$41.02
404	Shipyard Electrician	WSFS	1	15	0%	\$29.72	\$29.72	\$29.72	\$6.43	\$36.15
404	Shipyard Electrician	% Difference				-10.2%	-14.5%	-24.8%	38.8%	-13.5%
405	Shipyard Machinist	All Participants	6	81	—	\$29.02	\$36.91	\$37.61	\$3.94	\$41.54
405	Shipyard Machinist	WSFS	1	12	0%	\$29.72	\$29.72	\$29.72	\$6.43	\$36.15
405	Shipyard Machinist	% Difference				2.3%	-24.2%	-26.5%	38.8%	-14.9%
406	Shipyard Pipefitter	All Participants	5	60	—	\$34.55	\$35.55	\$36.75	\$3.94	\$40.69
406	Shipyard Pipefitter	WSFS	1	12	0%	\$29.72	\$29.72	\$29.72	\$6.43	\$36.15
406	Shipyard Pipefitter	% Difference				-16.2%	-19.6%	-23.7%	38.8%	-12.6%
407	Shipyard Sheet Metal	All Participants	4	121	—	\$28.07	\$30.07	\$36.59	\$3.94	\$40.53
407	Shipyard Sheet Metal	WSFS	1	8	0%	\$29.72	\$29.72	\$29.72	\$6.43	\$36.15
407	Shipyard Sheet Metal	% Difference				5.6%	-1.2%	-23.1%	38.8%	-12.1%
408	Shipyard Truck Driver	All Participants	3	1	—	n/a	n/a	\$37.03	\$3.94	\$40.97
408	Shipyard Truck Driver ³	WSFS	1	1	0%	\$29.72	\$29.72	\$29.72	\$6.43	\$36.15
408	Shipyard Truck Driver	% Difference				n/a	n/a	-24.6%	38.8%	-13.3%
409	Shipyard Warehouse	All Participants	3	40	—	\$27.52	\$34.26	\$35.29	\$3.94	\$39.23
409	Shipyard Warehouse	WSFS	1	4	0%	\$29.72	\$29.72	\$29.72	\$6.43	\$36.15
409	Shipyard Warehouse	% Difference				7.4%	-15.3%	-18.8%	38.8%	-8.5%
Metal Trades Total % Above or Below Market:						-6.2%	-17.9%	-24.7%	38.8%	-13.4%
All Shipyards Average % Above or Below Market:						-6.3%	-17.0%	-26.3%	38.8%	-13.4%

Foreperson, Lead Person and Helper Pay

Carpenters

Exhibit 16

Benchmark Number	Benchmark Title	Participants or WA	Foreperson Base Pay % of Journey Actual ²	Lead Person Base Pay % of Journey Actual ²	Helper Base Pay % of Journey Actual ²
401	Shipwright/Carpenter	All Participants	109.0%	102.0%	n/a
401	Shipwright/Carpenter	WSFS	110.0%	105.0%	65.0%
401	Shipwright/Carpenter	% Difference	1.0%	3.0%	n/a
402	Shipyards Insulation	All Participants	n/a	n/a	n/a
402	Shipyards Insulation	WSFS	110.0%	105.0%	65.0%
402	Shipyards Insulation	% Difference	n/a	n/a	n/a

Metal Trades

Exhibit 17

Benchmark Number	Benchmark Title	Participants or WA	Foreperson Base Pay % of Journey Actual ²	Lead Person Base Pay % of Journey Actual ²	Helper Base Pay % of Journey Actual ²
403	Shipyard Boilermaker/Welder	All Participants	114.0%	106.9%	60.2%
403	Shipyard Boilermaker/Welder	WSFS	110.0%	105.0%	65.0%
403	Shipyard Boilermaker/Welder	% Difference	-4.0%	-1.9%	4.8%
404	Shipyard Electrician	All Participants	110.4%	106.4%	n/a
404	Shipyard Electrician	WSFS	110.0%	105.0%	65.0%
404	Shipyard Electrician	% Difference	-0.4%	-1.4%	n/a
405	Shipyard Machinist	All Participants	113.9%	110.0%	n/a
405	Shipyard Machinist	WSFS	110.0%	105.0%	65.0%
405	Shipyard Machinist	% Difference	-3.9%	-5.0%	n/a
406	Shipyard Pipefitter	All Participants	116.4%	106.0%	76.1%
406	Shipyard Pipefitter	WSFS	110.0%	105.0%	65.0%
406	Shipyard Pipefitter	% Difference	-6.4%	-1.0%	-11.1%
407	Shipyard Sheet Metal Worker	All Participants	112.9%	108.0%	77.9%
407	Shipyard Sheet Metal Worker	WSFS	110.0%	105.0%	65.0%
407	Shipyard Sheet Metal Worker	% Difference	-2.9%	-3.0%	-12.9%
408	Shipyard Truck Driver	All Participants	n/a	n/a	n/a
408	Shipyard Truck Driver ³	WSFS	110.0%	105.0%	65.0%
408	Shipyard Truck Driver	% Difference	n/a	n/a	n/a
409	Shipyard Warehouse Worker	All Participants	110.5%	n/a	n/a
409	Shipyard Warehouse Worker	WSFS	110.0%	105.0%	65.0%
409	Shipyard Warehouse Worker	% Difference	-0.5%	n/a	n/a
All Shipyards Average (position) % of Journey Actual:			-2.4%	-1.6%	-6.4%

Shipyard Trades Endnotes

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.
3. Shipyard Truck Driver- WSFS has one employee in this classification as of January 1, 2016. Of the three participants providing survey detail for this position, one organization has one journey level incumbent. The journey rate used in average (actual) base pay rate for the participant as well as WSFS.
4. Data was also collected for Apprentice pay (not included in table). Participants reported a wide range of data for these jobs from 72-95 percent of the journeyperson rate. WSFS offers similar pay ranges.
5. WSFS Helper rates include policy amounts because there are currently no helpers employed in any of the benchmark classifications.
6. 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.
7. Medical, dental, vision and retirement values are displayed in tables based upon the most widely used plans for participants and WSFS alike.
8. 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.
9. All benefit and premium pay information is reported as it applies to full-time employees.
10. 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.
11. Where applicable, Canadian dollars were converted to United States dollars according to the "Expatistan.com" methodology for data adjustments between Vancouver, B.C., and Seattle, Wash. (refer to the Survey Methodology section for more information).

2018 Shipyard Trades – Premium Pay and Benefits Summary

SHIPYARDS			Exhibit 18
Benefit	Canada	Puget Sound	Washington State Ferry System Metal Trades and Carpenters
Premium Pay: Overtime	2 ER, 200% of base	4 ERs, 150% of base pay additionally, 1 ER: 150% of base pay (working in excess of 10 hours in a day)	150% of base pay
Minimum call out pay:	2 ER: 4 hours @ 200% of base pay (after regular shift) (2 hours for inclement weather or other factor out of the company's control) 1 ER: For employees called in to dock or undock a vessel, the minimum payment shall be two (2) hours, instead of the four (4) hours.	1 ER: 2 hours @ 150% of base pay 1 ER: 4 hours @ 100% of base pay \$90 per week if on call (1 ER)	4 hours @ 150% of base pay (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.)
Early call out pay:	2 ER: 4 hours @ 200% of base pay * If called early without an interruption in work (rolls into regular shift): overtime only with no minimum hours.	No information	Four (4) hour minimum overtime, and three (3) hour straight time call back (2 – 4 hour early start)

SHIPYARDS			Exhibit 18
Benefit	Canada	Puget Sound	Washington State Ferry System Metal Trades and Carpenters
Other premium, shift differential (additional pay offered for undesirable shifts) or penalty pay:	<p>1 ER: Offers penalty pay for working with dirty/obnoxious materials; paid \$4.36 - \$10.90 additional per hour. Paid for actual hours with dirty materials; 1/2 hour minimum.</p> <p>1 ER: Shift differentials: Second Shift \$.87; Third shift 10% of basic hourly wage.</p> <p>1 ER: Straight time rate of pay paid in addition to the rate of pay being paid when penalty work is performed.</p> <p>1 ER: \$13.00 additional per hour, with a minimum of one hour for various duties</p> <p>1 ER: Standby pay: 1 ER: 10% of the EEs base hourly rate</p>	<p>Shift Pay:</p> <p>1 ER: \$.75/hr. 2nd Shift differential and \$1.00/hr. 3rd Shift differential</p> <p>1 ER: \$0.45/hr. second shift and \$0.60/hr. third shift</p> <p>1 ER: \$1.00/hr. 2nd shift differential. Field pay is \$1.50/hr. in addition to base.</p> <p>2 ER: Dirty Work: 150% of base for dirty pay. 200% of base pay for human waste pay</p> <p>Additional Premiums: 1 ER Lead Pay (\$.10/hr.), and Senior Lead Pay (\$.25/hr.)</p> <p>1 ER: 1.5x OT over 8 hours and Saturdays; 2x Sundays and Holidays</p>	<p>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</p>
Paid Holidays per Year - Including Personal Holidays:	13 paid holidays	3 ERs: 9 days/year	ALL: 12 days/year

SHIPYARDS			Exhibit 18														
Benefit	Canada	Puget Sound	Washington State Ferry System Metal Trades and Carpenters														
Paid Time Off (PTO):	See Vacation	<div>2 ER: Offers a PTO plan</div> <table><tr><td>1 ER (Non-Represented)</td><td>1 ER (Represented)</td></tr><tr><td>64 hours after 1 yr.</td><td>120 hours after 1 yr.</td></tr><tr><td>120 hours after 5 yrs.</td><td>160 hours after 5 yrs.</td></tr><tr><td>164 hours after 10 yrs.</td><td>160 hours after 10 yrs.</td></tr><tr><td>208 hours after 15 yrs.</td><td>200 hours after 15 yrs.</td></tr><tr><td>208 hours after 20 yrs.</td><td>200 hours after 20 yrs.</td></tr><tr><td colspan="2">Average Max Annual Accrual = 204 hours</td></tr></table>	1 ER (Non-Represented)	1 ER (Represented)	64 hours after 1 yr.	120 hours after 1 yr.	120 hours after 5 yrs.	160 hours after 5 yrs.	164 hours after 10 yrs.	160 hours after 10 yrs.	208 hours after 15 yrs.	200 hours after 15 yrs.	208 hours after 20 yrs.	200 hours after 20 yrs.	Average Max Annual Accrual = 204 hours		Does not offer a PTO plan
1 ER (Non-Represented)	1 ER (Represented)																
64 hours after 1 yr.	120 hours after 1 yr.																
120 hours after 5 yrs.	160 hours after 5 yrs.																
164 hours after 10 yrs.	160 hours after 10 yrs.																
208 hours after 15 yrs.	200 hours after 15 yrs.																
208 hours after 20 yrs.	200 hours after 20 yrs.																
Average Max Annual Accrual = 204 hours																	

SHIPYARDS				Exhibit 18	
Benefit	Canada		Puget Sound		Washington State Ferry System Metal Trades and Carpenters
Vacation:	<p>Years Avg. Hours</p> <p>1 80</p> <p>5 118</p> <p>10 158</p> <p>15 197</p> <p>20 236</p> <p>25 255</p> <p>Max Annual Accrual = 280 hours or 271 hours</p>		<p>2 ERs: Offer Vacation Leave (Both Carpenters and Metal Trades)</p> <p>Years Average</p> <p>1 92</p> <p>5 140</p> <p>10 162</p> <p>15 204</p> <p>20 204</p> <p>25 204</p> <p>Average Max Annual Accrual = 204 hours</p>		<p>Vacation Accrual for all EEs Effective July 1, 2017</p> <p>96 hours after 1 yr. 160 hours after 5 yrs. 176 hours after 10 yrs. 176 hours after 15 yrs. 192 hours after 20 yrs. 200 hours after 25 yrs.</p>
	Carry Over Unused Hours	2 ER: No	Carry Over Unused Hours	2 ER: Yes. 1 ER: No	Carry Over Unused Hours Yes
	Max hours bank/year	N/A	Max hours bank/year	1 ER: 40 hrs. beyond regular accrual. 1 ER: 1.5x annual accrual	Max hours bank/year 320
	Cash out periods, e.g. year-end, termination, retirement Cash out Rate of accrued hours	2 ER: layoff/term ination 2 ER: 100%	Cash out periods, e.g. year-end, termination, retirement Cash out Rate of accrued hours	At year end (1 ER), termination (2 ER), retirement (2 ER) 100%	Cash out periods, e.g. year-end, termination, retirement Cash out Rate of accrued hours 100%

SHIPYARDS				Exhibit 18	
Benefit	Canada	Puget Sound		Washington State Ferry System Metal Trades and Carpenters	
Vacation, cont'd	Employees with over 25 years of service receive an additional 0.04% of gross earnings for each year of service with the Company over 25 years with a maximum entitlement of 5 extra days. Less than 2 years of service is provided according to the Employment Standards Act of British Columbia.	None of the employers report additional vacation accruals beyond 20 years. 2 ER: Vacation is based upon accrual rate per hour worked; calculations based upon 2080 hours/year. 1 ER: vacation is paid at the EE's anniversary date, not when vacation time is taken			
Sick Leave:	No sick leave - Unions have wage indemnity provisions in their benefit plans which become active after 3 working days have been lost.	Accrual Rate (Annual)	1 ER: Approx. 52/year (1 hour for every 40 worked)	Accrual Rate (Annual)	96 hours/year
		Carry Over Unused Hours	1ER: Yes	Carry Over Unused Hours	100%
		Max hours bank/year	1 ER: 40 hours	Max hours bank/year	unlimited
		Cash out periods, e.g. year-end, termination, retirement	No information	Cash out periods, e.g. year-end, termination, retirement	1. At Retirement. 2. Optional cash out for accruals exceeding 480 hours
		Cash out Rate of accrued hours	No information	Cash out Rate of accrued hours	25%

SHIPYARDS			Exhibit 18			
Benefit	Canada	Puget Sound		Washington State Ferry System Metal Trades and Carpenters		
Health & Welfare:Empl oyer / Employee Contribution / Month Medical:	1 ER: These amounts pay the union for health and welfare and give the employee benefits above the Canadian Healthcare Benefits. The Company contributes \$7.20/hour (1 ER) or \$7.80/hr. (1 ER) to the Union's Health, Welfare and Pension plan, effective March 1, 2017. The union then divides the funds between health/welfare benefits and pension as desired. Employer's rates are fixed - no change from single to family. Employee contributions can change based on each unions' plan (managed by each union independently). Dental & Vision: Included in medical and improved on by individual union plans (as a part of the \$7.20/hour paid by the Company to the Union) based on the individual's hours worked.	Medical Contributions		Medical Contributions		
		1ER Response:		3 ER Responses (Avg.):		
		ER Contrib.:		EE Contrib.:		
		EE Only	\$343.47	\$40.76	EE Only	\$551.00 \$102.00
		EE + Spouse	\$702.08	\$89.18	EE + Spouse	\$1,092.00 \$214.00
		EE + Children	\$638.56	\$80.46	EE + Children	\$964.00 \$179.00
		Family	\$997.14	\$128.89	Family	\$1,505.00 \$291.00
		Plan Metal Color: No information		Plan Metal Color: Platinum		

SHIPYARDS			Exhibit 18																											
Benefit	Canada	Puget Sound	Washington State Ferry System Metal Trades and Carpenters																											
Dental:	Dental Contributions Included in medical and improved on by individual union plans (as a part of the \$7.20 or \$7.80/hour paid by the Company to the Union) based on the individual's hours worked.	Dental Contributions 1ER Response: ER Contrib.: 3 ER Responses (Avg.): EE Contrib.: <table><tr><td>EE Only</td><td>\$7.02</td><td>\$9.32</td></tr><tr><td>EE + Spouse</td><td>\$14.78</td><td>\$19.72</td></tr><tr><td>EE + Children</td><td>\$14.00</td><td>\$18.69</td></tr><tr><td>Family</td><td>\$21.80</td><td>\$29.09</td></tr></table>	EE Only	\$7.02	\$9.32	EE + Spouse	\$14.78	\$19.72	EE + Children	\$14.00	\$18.69	Family	\$21.80	\$29.09	Dental Contributions <table><tr><td></td><td>ER Contrib.:</td><td>EE Contrib.:</td></tr><tr><td>EE Only</td><td>\$45.82</td><td>\$0.00</td></tr><tr><td>EE + Spouse</td><td>\$91.64</td><td>\$0.00</td></tr><tr><td>EE + Children</td><td>\$91.64</td><td>\$0.00</td></tr><tr><td>Family</td><td>\$137.46</td><td>\$0.00</td></tr></table>		ER Contrib.:	EE Contrib.:	EE Only	\$45.82	\$0.00	EE + Spouse	\$91.64	\$0.00	EE + Children	\$91.64	\$0.00	Family	\$137.46	\$0.00
EE Only	\$7.02	\$9.32																												
EE + Spouse	\$14.78	\$19.72																												
EE + Children	\$14.00	\$18.69																												
Family	\$21.80	\$29.09																												
	ER Contrib.:	EE Contrib.:																												
EE Only	\$45.82	\$0.00																												
EE + Spouse	\$91.64	\$0.00																												
EE + Children	\$91.64	\$0.00																												
Family	\$137.46	\$0.00																												
Vision:	Vision Contributions Included in medical and improved on by individual union plans (as a part of the \$7.20 or \$7.80/hour paid by the Company to the Union) based on the individual's hours worked.	Vision Contributions 0 ER ER 2 ER EE <table><tr><td>EE Only</td><td>n/a</td><td>\$0.00</td></tr><tr><td>EE + Spouse</td><td>n/a</td><td>\$0.00</td></tr><tr><td>EE + Children</td><td>n/a</td><td>\$0.00</td></tr><tr><td>Family</td><td>n/a</td><td>\$0.00</td></tr></table> 2 ER: Included in medical	EE Only	n/a	\$0.00	EE + Spouse	n/a	\$0.00	EE + Children	n/a	\$0.00	Family	n/a	\$0.00	Vision Contributions Included in medical															
EE Only	n/a	\$0.00																												
EE + Spouse	n/a	\$0.00																												
EE + Children	n/a	\$0.00																												
Family	n/a	\$0.00																												

SHIPYARDS			Exhibit 18
Benefit	Canada	Puget Sound	Washington State Ferry System Metal Trades and Carpenters
Retirement:	Included in medical	<p>1 ER: Pension plan through MTC (no further details provided)</p> <p>1 ER: 401(k), no employer contributions</p> <p>1 ER: 401(k), contributions by employer (no further detail provided)</p>	<p>Employer contributes 7.38% of gross pay. 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.</p>
Apprenticeship / Training Program Contribution:	<p>Employer makes contributions to apprenticeship or similar training programs (amount varies)</p> <p>2 ER: While attending technical training, apprentices receive compensation through a combination of Employment Insurance (EI) and pay from the Company up to a maximum of 95% of their regular wages. EI amounts vary, but apprentices generally receive around 55% of their regular wages from EI while attending school. The Company is registered for the Supplemental Unemployment Benefit program through Service Canada which allows organization to top-up the remaining 40% of their regular wages. In addition, the Company pays the school registration fee, tuition and books.</p>	<p>1 ERs: Contribution of supervisor and Instructor time and training equipment and facilities.</p>	<p>Employer contributes 15 cents for each compensable straight-time hour worked by a Journeyperson at Eagle Harbor up to 2080 hours per year.</p>

SHIPYARDS			Exhibit 18
Benefit	Canada	Puget Sound	Washington State Ferry System Metal Trades and Carpenters
Pre-Approved Training / Education:	Trade related training and education are reimbursed according to the following: 2 ER: 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.	2 ERs: Reimburse pre-approved trade related training and education expenses: 2 ER: reimbursed at 100% 2 ER: No minimum term required for reimbursement 1 ER: Employer pays wages for time attending programs	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. Additionally, employees required to take a welding test shall be paid for the time consumed in the test if they pass it successfully.
Licensure:	The employer will cover costs associated with the general completion of government security forms - in obtaining government security clearances, including Controlled Goods clearances (similar to ITAR).	2 ERs: pay for required licenses, but further details not reported	No information

SHIPYARDS			Exhibit 18
Benefit	Canada	Puget Sound	Washington State Ferry System Metal Trades and Carpenters
Travel: Compensation for employer directed travel:	<p>ER-directed travel time and expenses compensated as follows: Travel Time = straight time up to 8 hours a day Mileage = AVG.: 54 cents/mile Meals and Lodging (Standard) = \$70.85 - Lodging paid by company per day.</p> <p>Meals & Lodging (Standard) = 1 ER: \$60 meals and \$85-95 lodging per day; 1 ER: \$92.65 for meals and lodging per day</p> <p>Travel Time = straight time up to 8 hours a day Meals and Lodging (Standard) = 16% of basic wage or 10% if within 100 miles of Vancouver city hall per day.</p>	<p>ER-directed travel time and expenses compensated as follows: Travel Time = Most Typical: straight time (2 ER) Mileage = Most Typical: 54.5 cents/mile (2 ER) Meals & Lodging = actual cost (1 ER)</p> <p>ER directed travel time and/or expenses if assigned to other than their regular home/relieving terminal are reimbursed/compensated as follows: Travel Time = Most Typical: straight time (1 ER) Mileage = 54.5 cents/mile (1 ER) Meals & Lodging (Standard) = No information</p>	<p>ER-directed travel time and expenses compensated as follows: Travel Time = Straight Time Mileage = 54.5 cents/mile Meals and Lodging (Standard) = \$144 per day Meals and Lodging (Seattle) = \$253 per day</p> <p>Employees required to travel outside their regular shift hours and on Saturday, Sunday, or holidays shall receive the established overtime rate.</p>
Other Information:			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.

SHIPYARDS			Exhibit 18
Benefit	Canada	Puget Sound	Washington State Ferry System Metal Trades and Carpenters
Participants:	Vancouver Shipyards Co. Ltd. Victoria Shipyards	Nichols Brothers Boat Builders Pacific Fisherman Pacific Power Group Puglia Engineering Inc. (Bellingham)	

2018 Administrative – Salary Data Presentation

For confidentiality purposes, average data is not displayed for jobs with only one participant reporting data. Average data is also not displayed for instances of two participants, where one participant is a privately-held company. Average data is displayed where there are three or more participants reporting data.

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Exhibit 19

Benchmark Number	Benchmark Title	Participants or WA	# 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 ¹	Average - Base Pay & Benefits
501	Staff Accountant	All Survey	7	57	0.0%	\$5,206	\$7,065	\$6,193	\$1,517	\$7,710
501	Staff Accountant	WSFS	1	6	0%	\$3,888	\$5,872	\$5,383	\$1,120	\$6,502
501	Staff Accountant	% Difference				-33.9%	-20.3%	-15.1%	-35.5%	-18.6%
502	Accounting Assistant 2	All Survey	6	143	0.0%	\$4,219	\$4,976	\$4,817	\$1,517	\$6,334
502	Accounting Assistant 2	WSFS	1	4	0%	\$3,064	\$4,618	\$3,495	\$1,120	\$4,615
502	Accounting Assistant 2	% Difference				-37.7%	-7.8%	-37.8%	-35.5%	-37.2%
503	Accounting Assistant 3	All Survey	5	163	0.0%	\$4,828	\$5,516	\$5,382	\$1,531	\$6,913
503	Accounting Assistant 3	WSFS	1	4	0%	\$3,219	\$4,845	\$4,209	\$1,120	\$5,328
503	Accounting Assistant 3	% Difference				-50.0%	-13.9%	-27.9%	-36.7%	-29.7%
504	Bid Administrator	All Survey	0	n/a	0.0%	n/a	n/a	n/a	n/a	n/a
504	Bid Administrator	WSFS	1	2	0%	\$4,078	\$6,166	\$5,785	\$1,120	\$6,904
504	Bid Administrator	% Difference				n/a	n/a	n/a	n/a	n/a
505	Buyer 2	All Survey	4	9	0.0%	\$5,253	\$7,052	\$6,038	\$1,332	\$7,369
505	Buyer 2	WSFS	1	0	0%	\$3,373	\$5,082	n/a	n/a	n/a
505	Buyer 2	% Difference				-55.7%	-38.8%	n/a	n/a	n/a
506	Buyer 3	All Survey	5	10	0.0%	\$6,091	\$7,990	\$6,870	\$1,496	\$8,366
506	Buyer 3	WSFS	1	6	0%	\$3,706	\$5,593	\$4,953	\$1,120	\$6,072
506	Buyer 3	% Difference				-64.4%	-42.9%	-38.7%	-33.6%	-37.8%

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Exhibit 19

Benchmark Number	Benchmark Title	Participants or WA	# 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 ¹	Average - Base Pay & Benefits
507	Consultant Coordinator	All Survey	1	2	n/a	n/a	n/a	n/a	n/a	n/a
507	Consultant Coordinator	WSFS	1	0	0%	\$3,373	\$5,082	n/a	n/a	n/a
507	Consultant Coordinator	% Difference				n/a	n/a	n/a	n/a	n/a
508	Contracts Coordinator 1	All Survey	2	20	0.0%	\$5,070	\$7,152	\$6,161	\$1,422	\$7,582
508	Contracts Coordinator 1	WSFS	1	1	0%	\$3,373	\$5,082	\$5,082	\$1,120	\$6,202
508	Contracts Coordinator 1	% Difference				-50.3%	-40.7%	-21.2%	-27.0%	-22.3%
509	Contracts Coordinator 2	All Survey	4	21	0.0%	\$5,257	\$6,911	\$6,344	\$1,550	\$7,894
509	Contracts Coordinator 2	WSFS	1	3	0%	\$3,706	\$5,593	\$4,650	\$1,120	\$5,769
509	Contracts Coordinator 2	% Difference				-41.8%	-23.6%	-36.4%	-38.4%	-36.8%
510	Crew Dispatch Coordinator	All Survey	0	n/a	0.0%	n/a	n/a	n/a	n/a	n/a
510	Crew Dispatch Coordinator	WSFS	1	4	0%	\$3,888	\$5,872	\$4,838	\$1,120	\$5,958
510	Crew Dispatch Coordinator	% Difference				n/a	n/a	n/a	n/a	n/a
511	Crew Dispatcher	All Survey	0	n/a	0.0%	n/a	n/a	n/a	n/a	n/a
511	Crew Dispatcher	WSFS	1	3	0%	\$3,536	\$5,331	\$3,840	\$1,120	\$4,960
511	Crew Dispatcher	% Difference				n/a	n/a	n/a	n/a	n/a
512	Inventory Agent	All Survey	1	1	0.0%	n/a	n/a	n/a	n/a	n/a
512	Inventory Agent	WSFS	1	1	0%	\$3,706	\$5,593	\$5,593	\$1,120	\$6,713
512	Inventory Agent	% Difference				n/a	n/a	n/a	n/a	n/a

OPEIU

Exhibit 19

Benchmark Number	Benchmark Title	Participants or WA	# 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 ¹	Average - Base Pay & Benefits
513	Mail Clerk	All Survey	4	5	0.0%	\$4,009	\$4,406	\$4,354	\$1,695	\$6,049
513	Mail Clerk	WSFS	1	1	0%	\$2,794	\$4,203	\$3,683	\$1,120	\$4,803
513	Mail Clerk	% Difference				-43.5%	-4.8%	-18.2%	-51.4%	-25.9%

514	Human Resources Consultant	All Survey	3	42	0.0%	\$5,219	\$6,976	\$5,928	\$1,399	\$7,326
514	Human Resources Consultant	WSFS	1	3	0%	\$3,536	\$5,331	\$4,742	\$1,120	\$5,862
514	Human Resources Consultant	% Difference				-47.6%	-30.9%	-25.0%	-24.9%	-25.0%

515	Receptionist	All Survey	6	77	0.0%	\$3,776	\$4,457	\$4,111	\$1,517	\$5,628
515	Receptionist	WSFS ¹	1	0	0%	\$2,794	\$4,203	\$3,499	\$1,120	\$4,618
515	Receptionist	% Difference				-35.1%	-6.0%	-17.5%	-35.5%	-21.9%

516	Secretary	All Survey	6	230	0.0%	\$4,441	\$5,893	\$5,351	\$1,517	\$6,868
516	Secretary	WSFS	1	1	0%	\$3,064	\$4,618	\$4,047	\$1,120	\$5,167
516	Secretary	% Difference				-44.9%	-27.6%	-32.2%	-35.5%	-32.9%

517	Program Assistant	All Survey	4	79	0.0%	\$4,510	\$6,145	\$5,266	\$1,647	\$6,914
517	Program Assistant	WSFS	1	8	0%	\$3,373	\$5,082	\$4,447	\$1,120	\$5,567
517	Program Assistant	% Difference				-33.7%	-20.9%	-18.4%	-47.1%	-24.2%

521	Relief Dispatcher (New)	All Survey	0	n/a	0.0%	n/a	n/a	n/a	n/a	n/a
521	Relief Dispatcher (New)	WSFS	1	2	0%	\$3,706	\$5,593	\$3,983	\$1,120	\$5,103
521	Relief Dispatcher (New)	% Difference				n/a	n/a	n/a	n/a	n/a

OPEIU

Exhibit 19

Benchmark Number	Benchmark Title	Participants or WA	# 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 ¹	Average - Base Pay & Benefits
522	Safety Systems Specialist (New)	All Survey	1	1	n/a	n/a	n/a	n/a	n/a	n/a
522	Safety Systems Specialist (New)	WSFS	1	1	0%	\$3,536	\$5,331	\$3,888	\$1,120	\$5,008
522	Safety Systems Specialist (New)	% Difference				n/a	n/a	n/a	n/a	n/a
<i>OPEIU Total % Above or Below Market:</i>						-44.9%	-23.2%	-26.2%	-36.5%	-28.4%

SEIU

Exhibit 20

Benchmark Number	Benchmark Title	Participants or WA	# 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 ¹	Average - Base Pay & Benefits
518	Custodian (Janitor)	All Survey	3	110	0.0%	\$3,216	\$3,937	\$3,879	\$1,428	\$5,307
518	Custodian (Janitor)	WSFS	1	6	0%	\$2,433	\$2,934	\$2,850	\$1,120	\$3,970
518	Custodian (Janitor)	% Difference				-32.2%	-34.2%	-36.1%	-27.6%	-33.7%
<i>Total % Above or Below Market:</i>						-32.2%	-34.2%	-36.1%	-27.6%	-33.7%

MM&P Sup

Exhibit 21

Benchmark Number	Benchmark Title	Participants or WA	# 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 ¹	Average - Base Pay & Benefits
519	Marine Operations Watch Supervisor	All Survey	1	2	n/a	n/a	n/a	n/a	n/a	n/a
519	Marine Operations Watch Supervisor	WSFS	1	6	0%	\$5,928	\$7,411	\$7,399	\$1,120	\$8,518
519	Marine Operations Watch Supervisor	% Difference				n/a	n/a	n/a	n/a	n/a
520	Fleet Facility Safety Officer (New)	All Survey	1	1	n/a	n/a	n/a	n/a	n/a	n/a
520	Fleet Facility Safety Officer (New)	WSFS	1	2	0%	\$7,411	\$7,411	\$7,411	\$1,120	\$8,530
520	Fleet Facility Safety Officer (New)	% Difference				n/a	n/a	n/a	n/a	n/a
<i>Total % Above or Below Market:</i>						n/a	n/a	n/a	n/a	n/a
<i>All Administrative Benchmarks -Total % Above or Below Market:</i>						-43.9%	-24.0%	-27.0%	-35.7%	-28.8%

Administrative Endnotes:

1. Medical, dental, and vision contribution rates are calculated into salary amounts according to the methodology detailed in Section 2 - Benefits Analysis Methodology.
2. The Receptionist job was vacant when data was collected on January 1, 2018. The midpoint of the salary range was used for actual base salary and actual base salary plus benefits comparisons.
3. All benefit and premium pay information is reported as it applies to full-time employees.
4. Simple average used in all calculations within the salary exhibits.
5. Medical, dental, vision and retirement values are displayed in tables based upon the most widely used plans for participants and WSFS.
6. 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.
7. All benefit and premium pay information is reported as it applies to full-time employees.

2018 Administrative – Premium Pay and Benefits Summary

Administrative		Exhibit 22
Benefit	Public/Private Participants	2018 Washington State Ferry System - OPEIU / SEIU / Watch Supervisors (WS)
Premium Pay: Overtime	Most Typical: 150% of base	ALL: 150% of base
Minimum call out pay:	1 ER: 4 hours @ 150% of base pay 1 ER: at least the equivalent of 2 hours @ 150% of base pay 1 ER: 4 hours @ 100% of base pay	OPEIU: 4 hours @ 100% of base pay & WS: 4 hours @ 150% of base pay SEIU: No CBA language
Early call out pay:	1 ER: 2 hours @ 150% or applicable overtime rate of pay (Emergency call-back)	WS: 8 hours @ 150% of base pay (called into work on day off) OPEIU & SEIU: no CBA language
Paid holidays per year: Including personal holidays	Range: 10-12 days/year Most Typical: 12 days/year	ALL: 12 days/year

Administrative				Exhibit 22		
Benefit	Public/Private Participants			2018 Washington State Ferry System - OPEIU / SEIU / Watch Supervisors (WS)		
Paid Time Off (PTO):	1 ER: Offers penalty pay for working with dirty/obnoxious materials; paid \$4.36 - \$10.90 additional per hour. Paid for actual hours with dirty materials; 1/2 hour minimum.1 ER: Shift differentials: Second Shift \$.87; Third shift 10% of basic hourly wage.1 ER: Straight time rate of pay paid in addition to the rate of pay being paid when penalty work is performed.1 ER: \$13.00 additional per hour, with a minimum of one hour for various duties1 ER: Standby pay: 1 ER: 10% of the EEs base hourly rate			Non Represented (1 ERs)		Does not offer any PTO plans
	Years	Hours	Years	Hours		
	1	157.0	1	120		
	3	197.0	5	120		
	7	217.0	10	160		
	12	237.0	15	176		
			20	192		
			25	200		
			25+	200		
	Max Annual Accrual Range: 237					

Administrative						Exhibit 22			
Benefit	Public/Private Participants					2018 Washington State Ferry System - OPEIU / SEIU / Watch Supervisors (WS)			
Vacation:	Represented (4 ERs)			Non Represented (1 ERs)					
	Years	Range (hours)	Average	Years	Hours	Years	OPEIU (Hrs.)	SEIU (Hrs.)	WS (Hrs.)
	1	96	96	1	96	1	112	96	96
	5	120 - 128	122.0	5	128	5	160	160	160
	10	128 - 160	140.0	10	160	10	160	160	176
	15	144 - 184	162.0	15	184	15	168	168	200
	20	160 - 200	190.0	20	200	20	192	192	232
	25	200-240	220.0	25	240	25	200	200	248
	25+	200-240	220.0	25+	240	30	200	200	272
	Max Annual Accrual Range: 60 - 480 Average: 275					Max Annual Accumulation (carry over): ALL: 240 hours			
(None of the participants accrue more vacation beyond 30 years, most end accrual at or before 25 years.)									
Carry Over Unused Hours			5 ER: Yes		Carry Over Unused Hours		Yes		
Max hours bank/year			Ranges from 200-480 hours		Max hours bank/year		240		
Cash out periods, e.g. year-end, termination, retirement			termination (4 ER), retirement (4 ER), annually (2 ER)		Cash out periods, e.g. year-end, termination, retirement		termination/retirement		
	Cash out Rate of accrued hours			100% (4 ER)		Cash out Rate of accrued hours		100%	

Administrative			Exhibit 22	
Benefit	Public/Private Participants		2018 Washington State Ferry System - OPEIU / SEIU / Watch Supervisors (WS)	
Sick Leave:	Accrual Rate (Annual)	Most Typical (5 ERs): 96 hours	Accrual Rate (Annual)	96 hours/year
	Carry Over Unused Hours	4 ER: Yes	Carry Over Unused Hours	100%
	Max hours bank/year	unlimited (4 ER)	Max hours bank/year	unlimited
	Cash out periods, e.g. year-end, termination, retirement	termination (3 ER), retirement (4 ER), annually >240 hrs. (1 ER)	Cash out periods, e.g. year- end, termination, retirement	1. At Retirement. 2. Optional cash out for accruals exceeding 480 hours
	Cash out Rate of accrued hours	25%-50% retirement (3 ER), 25% (2 ER), 10%- 50% at termination (2 ER)	Cash out Rate of accrued hours	25%
	Represented employees additionally receive eight hours for each 172 hours of cumulative overtime. (1 ER). Tiered annual cash out for represented: 25% for less than 5 years of service, 50% for 5 - 10 years of service, 75% for 10 to 15 years of service, 100% for 15 or more years of service. (1 ER)			

Administrative			Exhibit 22		
Benefit	Public/Private Participants		2018 Washington State Ferry System - OPEIU / SEIU / Watch Supervisors (WS)		
Health & Welfare: Employer / Employee Contribution / Month	Medical Contributions		Medical Contributions		
		5 ER Response: ER Contrib.:		5 ER Response: EE Contrib.:	
	EE Only	\$1,052.45		\$34.16	
	EE + Spouse	\$1,433.74		\$71.98	
	EE + Children	\$1,325.10		\$69.31	
	Family	\$1,734.87		\$80.70	
	Most did not report Metal Plan Color - 3 ERs indicated Platinum or Gold 1 employer reported composite rates that are the same for employee-only as well as family		Plan Metal Color: Platinum		
Dental:	Dental Contributions		Dental Contributions		
		5 ER Response: ER Contrib.:		5 ER Response: EE Contrib.:	
	EE Only	\$95.84		\$0.17	
	EE + Spouse	\$126.87		\$2.62	
	EE + Children	\$121.49		\$2.62	
	Family	\$147.46		\$1.31	

Administrative		Exhibit 22												
Benefit	Public/Private Participants	2018 Washington State Ferry System - OPEIU / SEIU / Watch Supervisors (WS)												
Vision:	<p>Vision Contributions</p> <p>3 ER 3 ER Response: Response: ER EE Contrib.: Contrib.:</p> <table> <tr> <td>EE Only</td><td>\$11.62</td><td>\$0</td></tr> <tr> <td>EE + Spouse</td><td>\$15.41</td><td>\$0</td></tr> <tr> <td>EE + Children</td><td>\$14.65</td><td>\$0</td></tr> <tr> <td>Family</td><td>\$18.44</td><td>\$0</td></tr> </table>	EE Only	\$11.62	\$0	EE + Spouse	\$15.41	\$0	EE + Children	\$14.65	\$0	Family	\$18.44	\$0	<p>Vision Contributions</p> <p>(Included in Medical)</p>
EE Only	\$11.62	\$0												
EE + Spouse	\$15.41	\$0												
EE + Children	\$14.65	\$0												
Family	\$18.44	\$0												
Retirement:	<p>Retirement</p> <p>Most common ER contribution: 7.38% of gross pay. 4 of 5 ERs participate in the State's PERS system and the rates reflect contributions to the PERS 2 plan.</p>	<p>Retirement</p> <p>ER Contributes 7.38% of gross pay</p>												
Parking:	<p>5 ERs: No organizations reimburse for parking expenses Several have no applicable regular parking expenses or provide a reduced rate for EEs</p>	<p>ALL: EEs pay 100% of parking expenses</p>												

Administrative		Exhibit 22
Benefit	Public/Private Participants	2018 Washington State Ferry System - OPEIU / SEIU / Watch Supervisors (WS)
Pre-Approved Training / Education:	<p>5 ERs: Reimburse trade related education and training: 100%</p> <p>1 ER: Reimburses 50% of costs</p> <p>2 ERs: Reports minimum term of employment before reimbursement</p> <p>Most Typical: Pay normal salary for time EE spends in such programs</p> <p>4 ERs: Approved training paid by the agency in addition to employee wages for classes held during working hours. 1 of those ER pays 100% up to \$7K tuition.</p> <p>1 ERs: Approved training paid 50% by the agency in addition to employee wages while attending</p>	<p>OPEIU: Regular full-time employees with more than six (6) months of service with the Employer may receive tuition reimbursement for successfully completed job related courses taking place during working hours or outside of working hours taught at a university, college, community college, or approved seminar</p> <p>SEIU: Paid training at least once per calendar year dealing with health safety issues related to bodily fluids and needles.</p> <p>WS: Fleet Familiarization or re-familiarization: compensated at straight-time rate</p>

Administrative		Exhibit 22
Benefit	Public/Private Participants	2018 Washington State Ferry System - OPEIU / SEIU / Watch Supervisors (WS)
Travel: Compensation for employer directed travel	<p>ER directed travel time and expenses compensated as follows:</p> <p>Mileage = AVG.: 54 cents/mile</p> <p>Mileage = 2 standard IRS deduction (54.5 cents/mile), or actual expense method used (2 ER)</p> <p>Meals and Lodging (Standard) = Meals & Lodging (standard IRS rates (1 ER) and \$74/day (1ER).</p> <p>Meals and Lodging (Seattle) = (Standard) = \$144 per day (1 ER)</p> <p>Meals and Lodging (Standard) = \$70.85 - Lodging paid by company per day.</p> <p>Meals & Lodging (Standard) = 1 ER: \$60 meals and \$85-95 lodging per day; 1 ER: \$92.65 for meals and lodging per day</p>	<p>ER directed travel time and expenses compensated as follows:</p> <p>Travel Time = Straight Time</p> <p>Mileage = 54.5 cents/mile</p> <p>Meals and Lodging (Standard) = \$144 per day</p> <p>Meals and Lodging (Seattle) = \$253 per day</p> <p>SEIU & WS: 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>Meals and Lodging (Standard) = \$144 per day</p> <p>Meals and Lodging (Seattle) = \$253 per day</p> <p>Employees required to travel outside their regular shift hours and on Saturday, Sunday, or holidays shall receive the established overtime rate.</p>
Participants:	<p>City of Seattle</p> <p>King County</p> <p>Pierce County</p> <p>Port of Seattle</p> <p>Port of Tacoma</p> <p>Sound Transit</p>	

Section 4: Planned pay increases

In 2018, 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 2019.

Vessel/Terminal – planned pay increases

	WSFS	Whatcom County	BC Ferries
MECS Benchmark Group	1-Jul-18	1-Jan-19	1-Apr-18
MM&P Master (Bmk. 301)	2.50%		
MM&P Mates (Bmks. 302-303)	2.00%		1.75%
MEBA Licensed (Bmks. 304-306) ¹	2.00%		1.75%
MEBA Unlicensed (Bmks. 307-308)	2.00%		1.75%
IBU/Deckhands (Bmks. 309-311)	1.00%	2.00%	1.75%
IBU/Terminal (Bmks. 312-317)	1.00%	2.00%	1.75%
FASPAA (Terminal Supervisor)	2.00%		1.75%

- *Alaska's units were in negotiations at the time of the survey data collection. Previous CBAs (2014-2017) and rates as effective January 1, 2018 were available for the analysis.*
- *King County's MMP, MEBA, IBU contract expired 12/31/17 and is open for 2018 and beyond. No new information available.*

Shipyard – planned pay increases

	WSFS
MECS Benchmark Group	1-July-18
Carpenters	3.00%
Metal Trades	3.00%

Administrative – planned pay increases

	WSFS
MECS Benchmark Group	1-July-18
OPEIU	6.50%
SEIU (Custodian)	4.00%
Watch Supervisor	1.00%

Appendix – 2018 MECS questionnaire



2018 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, 2018.

Your completed submission is requested by: **Tuesday, January 23, 2018.**

If you need assistance or have questions while completing the survey, please contact Joe Antczak at (360) 407-4142 or Kim Grindrod at (360) 407-4110. Completed surveys should be sent to Joe Antczak at joe.antczak@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).

Tab 1 - Compensation Data Sheet

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

Tabs 2 - 6 - Benefits and Premium Pay Questionnaire (Premium Pay, PTO and 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.*

2018 Marine Employees' Compensation Survey - Vessel and Terminal

Organization Name:

Contact Name:

Telephone Number:

Email Address:

Please send the following materials with your completed survey submission to: joe.antczak@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 2018.

Office of Financial Management
State Human Resources Office
Attn: Joe Antczak
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.

2018 Marine Employees' Compensation Survey - Vessel and Terminal (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>
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>

2018 Marine Employees' Compensation Survey - Vessel and Terminal (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>
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>

2018 Marine Employees' Compensation Survey - Vessel and Terminal (Benchmark Job Descriptions)

Job #	Title	Description
308	Wiper	<i>Serves as the entry level of the unlicensed engine department crew.</i> 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. Minimum Qualifications: A valid USCG certificate as Wiper.
309	Able Seaman/Bos'n	<i>Highest rated unlicensed deck employee. May act as Bos'n or Quartermaster.</i> 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. Minimum Qualifications: USCG certificate as Able Bodied Seaman - Limited. Bos'n must hold a valid STCW.
310	Able Seaman (AB)	<i>Highest rated unlicensed deck employee.</i> 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. Minimum Qualifications: USCG certificate as Able Bodied Seaman - Limited. Must hold valid STCW certification.
311	Ordinary Seaman (OS)	<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> 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. Minimum Qualifications: USCG certificate as Ordinary Seaman life Boatman's endorsement. Must hold valid STCW certification.
312	Ticket Seller (Auto)	<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> 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. Minimum Qualifications: One years' experience as Ticket Taker.
313	Ticket Taker	<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> Typical Duties: Collects, cancels, and verifies that proper vehicle and/or pedestrian ticket has been issued. Assists in directing vehicles to proper loading lanes and to ferry boarding aprons. Operates terminal lights, barriers and ramps. Performs cleaning and simple maintenance tasks at terminal. Checks lines, transfer span height and general security of tied-up vessel. Minimum Qualifications: High School diploma or equivalent.
314	Terminal Attendant/Watchman	<i>Assists in janitorial and light maintenance duties, traffic control, terminal equipment operation and/or serves as watchman during vessel tie-up.</i> Typical Duties: Assists in directing vehicles to proper loading lanes and to ferry boarding aprons. Operates terminal lights, barriers and ramps. Performs cleaning and simple maintenance tasks at terminal. Checks lines, transfer span height and general security of tied-up vessel. Minimum Qualifications: High School diploma or equivalent.

2018 Marine Employees' Compensation Survey - Vessel and Terminal (Benchmark Job Descriptions)

Job #	Title	Description
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>
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>
318	Terminal Supervisor	<p><i>Serves as the field supervisor for terminal operations.</i></p> <p>Typical Duties: Supervise the day-to-day operations of any terminal, and ensure the smooth and efficient transfer of vehicle and passenger traffic through the facility toward their destination. Serve as on-site operations coordinator when construction projects are in progress at the terminal. Supervise terminal staff, directing, training, evaluating, and reporting employees' work and adherence to the WSF Code of Conduct. and collective bargaining agreement(s). Develop seasonal work schedules and assign relief coverage. Responsible for maintaining security of all funds, ticket stocks, and revenue. Responsible for terminal/vessel hazardous material accumulation and updating safety documentation and disseminating information. Responsible for terminal security issues, including developing and implementing security duties. Maintains a working knowledge of applicable laws, ordinances, and regulations.</p> <p>Minimum Qualifications: Must obtain Transportation workers identification credential (TWIC) prior to hire.</p>
319	Port Captain (New)	<p>Acts as a management representative and is responsible for enforcement of US Coast Guard regulations, and organizational policies and procedures for all deck employees. Responsible for the efficient and cost effective utilization of labor and vessels, while providing reliable and safe service to the public.</p> <p>Typical Duties: Maximizes workforce in a fiscally responsible manner. Develops, implements, and maintains programs and policies that assure budgetary control. Works to resolve security related issues including developing and implementing security procedures and systems. Conducts investigations of vessel incidents.</p> <p>Preferred Qualifications: College degree with minimum of five to ten years of experience in passenger vessel operations at the management level (vessel master or shore side manager).</p>
320	Port Engineer (New)	<p><i>Responsible for management of vessel maintenance and day to day engine department operations for assigned vessels, including facilities and personnel.</i></p> <p>Typical Duties: Performs management and administration of vessel personnel, scheduling and overseeing vessel maintenance, repairs, lay-ups, and refits to assure vessel systems reliability and efficiency. Creates and manages preventative and unplanned maintenance procedures on assigned vessels. Enforces USCG and other agency safety regulations related to vessel engine room operations.</p> <p>Minimum Qualifications: Requires five years of sailing experience with three years in charge of an engine room. US Coast Guard Chief Engineer's license required.</p>

2018 Marine Employees' Compensation Survey - Vessel and Terminal (Compensation Data as of January 1, 2018)

Detailed Instructions

Please provide all pay information effective as of January 1, 2018. If changes have been 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)	# Employees		Minimum	Maximum	Max Includes Longevity (Y/N)	# Years to Reach Max									
14 Example -	Example Match	E	12	Y	\$12.45	\$17.25	Y	10	\$16.00	\$15.50	84	8	MMPP	7/1/2015	Vessel is	3,925 Tons	Employees work every other week.
24 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																	
319 Port Captain (New)																	
320 Port Engineer (New)																	
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, 2018 if changes have/will been made subsequent to this date, please note.

Benchmark Job Number / Title	Your Match Information			Paid on a Salary Schedule? (Y/N)	Hourly Salary Range			# Hours to Reach Max	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)	# Employees		Minimum	Maximum	Max Includes Longevity (Y/N)									

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.
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 paid 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
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
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 not currently represented by a union (i.e. terms and
W	Effective Date of Current Pay Rates – Please report the date that the preceding pay rates became effective.
X, Y, Z	Report the Largest Vessel (the position matched works on) in tons or horsepower as appropriate.
AA	Notes – Enter additional information pertinent to each benchmark match, as necessary.

2018 Marine Employees' Compensation Survey - Vessel and Terminal (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/Watchm | <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 |
| <input type="checkbox"/> 319 Port Captain | <input type="checkbox"/> 320 Port Engineer | |

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

- e. Paid for entire shift?

- f. Paid for actual hours of qualifying work?

- g. Please provide additional detail below:

2018 Marine Employees' Compensation Survey - Vessel and Terminal (Paid Time Off)

What type of paid leave do you offer? Paid time off or vacation leave?
Paid time off is a combination of vacation and sick leave

Indicate the annual number of hours accrued by years of service

1		10		19	
2		11		20	
3		12		21	
4		13		22	
5		14		23	
6		15		24	
7		16		25	
8		17		25+	
9		18			

How many hours of SICK LEAVE hours are accrued in a year?

Paid Time Off/Vacation Leave

Sick Leave

Can employees carry-over unused hours?

What is the maximum number of hours per year that an employee can "bank". If there is no limit, write "unlimited".

Can employees cash out unused hours?

At Year End

At Termination

At Retirement

At what rate are the hours cashed out (e.g. 25%)

Additional comments regarding leave

Other Type of Leave

Paid Holidays

Paid Personal Days
(in addition to leave detailed above)

How many days do employees receive year ?

Additional comments regarding paid days

Describe other paid leaves offered by your agency not identified above. This can include, but not limited to, retirement planning days, volunteer leave, bereavement leave, etc.

2018 Marine Employees' Compensation Survey - Vessel and Terminal (Health Benefit Information)

For the following questions, please report data for the most popular, highest enrollment plan(s). If you do not have a type of plan, enter "NA" in the plan name.

	Medical Plans				
	Preferred Provider Organization (PPO) Plan	Health Maintenance Organization (HMO) Plan	Consumer Driven Health Plan (CDHP)	Dental Plan	Vision Plan
What is the plan name?					
Provide the website for additional plan information, if available:					
What is the medical plan design actuarial value? ¹					
OR What is the medical plan design metal tier designation?					
Does the medical plan deductible include prescription drugs?					
Monthly Premiums					
<u>Employer</u> Contribution: (\$) (Excluding any contributions to Health Savings Account)					
EE Only					
EE + Spouse					
EE + Children					
Family					
<u>Employee</u> Contribution: (\$)					
EE Only					
EE + Spouse					
EE + Children					
Family					
<u>Employer</u> Contribution to Health Savings Account: (\$)					
EE Only					
EE + Spouse					
EE + Children					
Family					
Use the space below for any additional comments regarding health benefits:					

¹ The Affordable Care Act requires employers offer to employees a health coverage plan with a minimum actuarial value of at least 60% (equivalent of bronze metal tier) or pay the IRS (pay or play mandate). Please identify your plan's actuarial value, or nearest metal tier, as calculated by the federal "Minimum Value Calculator" or certified by your actuary. 45 CFR 156.145 identifies the acceptable methods for determining minimum value.

Additional Resources

[Centers for Medicare & Medicaid Services: 2018 Actuarial Value Calculator](#)

[The Patient Protection and Affordable Care Act - Public Law 111-148](#)

Section 1302 4(d) LEVELS OF COVERAGE.—

(1) LEVELS OF COVERAGE DEFINED.—The levels of coverage described in this subsection are as follows:

(A) BRONZE LEVEL.—A plan in the bronze level shall provide a level of coverage that is designed to provide benefits that are actuarially equivalent to 60 percent of the full actuarial value of the benefits

(B) SILVER LEVEL.—A plan in the silver level shall provide a level of coverage that is designed to provide benefits that are actuarially equivalent to 70 percent of the full actuarial value of the benefits provided

(C) GOLD LEVEL.—A plan in the gold level shall provide a level of coverage that is designed to provide benefits that are actuarially equivalent to 80 percent of the full actuarial value of the benefits provided

(D) PLATINUM LEVEL.—A plan in the platinum level shall provide a level of coverage that is designed to provide benefits that are actuarially equivalent to 90 percent of the full actuarial value of the benefits

2018 Marine Employees' Compensation Survey - Vessel and Terminal (Retirement Benefits)

Does your employees contribute to Social Security?

Please answer the following questions regarding your defined contribution retirement plans, including the contribution rate for both employer and

	All Participants	Out-Of-State Participants Only
	401(a) or 401(k) Retirement Plan Information	Deferred Compensation / 457 Retirement Plan Information
	Defined Benefit/Pension Information	
What is the plan name?	<input type="text"/>	<input type="text"/>
Provide the website for additional plan information, if available:	<input type="text"/>	<input type="text"/>
Employer Contributions to the plan:		
Flat Amount of base salary (% or \$)	<input type="text"/>	<input type="text"/>
Maximum Match of employee contributions (% or \$)	<input type="text"/>	<input type="text"/>
Are employee contributions picked up by employer?	<input type="text"/>	<input type="text"/>
Employee Contributions (Indicate %, \$ or up to IRS Max)	<input type="text"/>	<input type="text"/>

Provide any additional information regarding retirement benefits (for example, differences in contributions among job titles, or additional benefits not listed above).

2018 Marine Employees' Compensation Survey - Vessel and Terminal (Other Benefits)

Apprenticeship/Training:

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

If yes, the amount is

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

Training/Education:

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

If yes, the rate of reimbursement is

%

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

If yes, the minimum term required is

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

The employee is paid at the rate of

%

Please describe below if this question requires more detail:

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?

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:

Travel:

Are employer-directed travel time and expenses compensated?

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?

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:

Medical Exams/Licensure:

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

Reimbursement is at the rate of

Please describe below if this question requires more detail:

Relief Employee Pay:

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

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*

Please describe below if this question requires more detail:

Additional Notes/Information



2018 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, 2018.

Your completed submission is requested by: **Tuesday, January 23, 2018.**

If you need assistance or have questions while completing the survey, please contact Joe Antczak at (360) 407-4142 or Kim Grindrod at (360) 407- 4110. Completed surveys should be sent to Joe Antczak at joe.antczak@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).

Tab 1 - Compensation Data Sheet

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

Tabs 2 - 6 - Benefits and Premium Pay Questionnaire (Premium Pay, PTO and 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.*

2018 Marine Employees' Compensation Survey - Shipyard Trades

Organization Name:	<input type="text"/>
Contact Name:	<input type="text"/>
Telephone Number:	<input type="text"/>
Email Address:	<input type="text"/>

Please send the following materials with your completed survey submission to: joe.antczak@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
- 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 2018.

Office of Financial Management
State Human Resources Office
Attn: Joe Antczak
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.

2018 Marine Employees' Compensation Survey - Shipyard Trades (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	Shipyard Insulation	<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>
403	Shipyard Boilermaker/Welder	<p><i>In the Washington State Ferry System, performs skilled 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	Shipyard Electrician	<p><i>In the Washington State Ferry System, performs skilled 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>
405	Shipyard Machinist	<p><i>In the Washington State Ferry System, performs skilled machinist and marine diesel mechanic 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 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>

2018 Marine Employees' Compensation Survey - Shipyard Trades (Benchmark Job Descriptions)

Job #	Title	Description
406	Shipyard 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>
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>
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>

2018 Marine Employees' Compensation Survey - Shipyard Trades (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>

2018 Marine Employees' Compensation Survey - Shipyard Trades (Compensation Data as of January 1, 2018)

Detailed Instructions

Please provide all pay information effective as of January 1, 2018 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	Yes	\$12.45	\$17.25	Yes	10		\$15.25	84	5	2	\$16.67	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	No					\$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																							
403 Shipyard Boilermaker/Welder																							
404 Shipyard Electrician																							
405 Shipyard Machinist																							
406 Shipyard Pipetfitter																							
407 Shipyard Sheet Metal Worker																							
408 Shipyard Truck Driver																							
409 Shipyard Warehouse Worker																							

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, 2018 if changes have/will been 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 organization's 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. Do not include any other payments or allowances such as overtime, premium pay or cost of living differentials. (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.
Y	Notes -- Enter any additional information specific to each benchmark that we need to know about your data.

2018 Marine Employees' Compensation Survey - Shipyard Trades (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 | <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 |

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

- e. Paid for entire shift?

- f. Paid for actual hours of qualifying work?

- g. Please provide additional detail below:

2018 Marine Employees' Compensation Survey - Shipyard Trades (Paid Time Off)

What type of paid leave do you offer? Paid time off or vacation leave?
Paid time off is a combination of vacation and sick leave

Indicate the annual number of hours accrued by years of service

1		10		19	
2		11		20	
3		12		21	
4		13		22	
5		14		23	
6		15		24	
7		16		25	
8		17		25+	
9		18			

How many hours of SICK LEAVE hours are accrued in a year?

Paid Time Off/Vacation Leave

Sick Leave

Can employees carry-over unused hours?

What is the maximum number of hours per year that an employee can "bank". If there is no limit, write "unlimited".

Can employees cash out unused hours?

At Year End

At Termination

At Retirement

At what rate are the hours cashed out (e.g. 25%)

Additional comments regarding leave

Other Type of Leave

Paid Holidays

Paid Personal Days
(in addition to leave detailed above)

How many days do employees receive year ?

Additional comments regarding paid days

Describe other paid leaves offered by your agency not identified above. This can include, but not limited to, retirement planning days, volunteer leave, bereavement leave, etc.

2018 Marine Employees' Compensation Survey - Shipyard Trades (Health Benefit Information)

For the following questions, please report data for the most popular, highest enrollment plan(s). If you do not have a type of plan, enter "NA" in the plan name.

	Medical Plans				
	Preferred Provider Organization (PPO) Plan	Health Maintenance Organization (HMO) Plan	Consumer Driven Health Plan (CDHP)	Dental Plan	Vision Plan
What is the plan name?					
Provide the website for additional plan information, if available:					
What is the medical plan design actuarial value? ¹					
OR What is the medical plan design metal tier designation?					
Does the medical plan deductible include prescription drugs?					

Monthly Premiums

Employer Contribution: (\$) (Excluding any contributions to Health Savings Account)

EE Only					
EE + Spouse					
EE + Children					
Family					

Employee Contribution: (\$)

EE Only					
EE + Spouse					
EE + Children					
Family					

Employer Contribution to Health Savings Account: (\$)

EE Only	
EE + Spouse	
EE + Children	
Family	

Use the space below for any additional comments regarding health benefits:

¹ The Affordable Care Act requires employers offer to employees a health coverage plan with a minimum actuarial value of at least 60% (equivalent of bronze metal tier) or pay the IRS (pay or play mandate). Please identify your plan's actuarial value, or nearest metal tier, as calculated by the federal "Minimum Value Calculator" or certified by your actuary. 45 CFR 156.145 identifies the acceptable methods for determining minimum value.

Additional Resources

[Centers for Medicare & Medicaid Services: 2018 Actuarial Value Calculator](#)

[The Patient Protection and Affordable Care Act - Public Law 111-148](#)

Section 1302 4(d) LEVELS OF COVERAGE.—

(1) LEVELS OF COVERAGE DEFINED.—The levels of coverage described in this subsection are as follows:

- (A) BRONZE LEVEL.—A plan in the bronze level shall provide a level of coverage that is designed to provide benefits that are actuarially equivalent to 60 percent of the full actuarial value of the benefits
- (B) SILVER LEVEL.—A plan in the silver level shall provide a level of coverage that is designed to provide benefits that are actuarially equivalent to 70 percent of the full actuarial value of the benefits
- (C) GOLD LEVEL.—A plan in the gold level shall provide a level of coverage that is designed to provide benefits that are actuarially equivalent to 80 percent of the full actuarial value of the benefits provided
- (D) PLATINUM LEVEL.—A plan in the platinum level shall provide a level of coverage that is designed to provide benefits that are actuarially equivalent to 90 percent of the full actuarial value of the benefits

2018 Marine Employees' Compensation Survey - Shipyard Trades (Retirement Benefits)

Does your employees contribute to Social Security?

Please answer the following questions regarding your defined contribution retirement plans, including the contribution rate for both employer and

	All Participants	Out-Of-State Participants Only
	401(a) or 401(k) Retirement Plan Information	Deferred Compensation / 457 Retirement Plan Information
		Defined Benefit/Pension Information
What is the plan name?	<input type="text"/>	<input type="text"/>
Provide the website for additional plan information, if available:	<input type="text"/>	<input type="text"/>
Employer Contributions to the plan:		
Flat Amount of base salary (% or \$)	<input type="text"/>	<input type="text"/>
Maximum Match of employee contributions (% or \$)	<input type="text"/>	<input type="text"/>
Are employee contributions picked up by employer?	<input type="text"/>	<input type="text"/>
Employee Contributions (Indicate %, \$ or up to IRS Max)	<input type="text"/>	<input type="text"/>

Provide any additional information regarding retirement benefits (for example, differences in contributions among job titles, or additional benefits not listed above).

2018 Marine Employees' Compensation Survey - Shipyard Trades (Other Benefits)

Apprenticeship/Training:

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

If yes, the amount is

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

Training/Education:

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

If yes, the rate of reimbursement is %

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

If yes, the minimum term required is

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

The employee is paid at the rate of

Please describe below if this question requires more detail:

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?

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:

Travel:

Are employer-directed travel time and expenses compensated?

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?

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



2018 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, 2018.

Your completed submission is requested by: **Tuesday, January 23, 2018.**

if you need assistance or have questions while completing the survey, please contact Joe Antczak at (360) 407-4142 or Kim Grindrod at (360) 407- 4110. Completed surveys should be sent to Joe Antczak at joe.antczak@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).

Tab 1 - Compensation Data Sheet

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

Tabs 2 - 6 - Benefits and Premium Pay Questionnaire (Premium Pay, PTO and 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.*

2018 Marine Employees' Compensation Survey - Administrative

Organization Name:	
Contact Name:	
Telephone Number:	
Email Address:	

Please send the following materials with your completed survey submission to: joe.antczak@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
- 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 2018.

Office of Financial Management
State Human Resources Office
Attn: Joe Antczak
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.

2018 Marine Employees' Compensation Survey - Administrative (Benchmark Job Descriptions)

Job #	Title	Description
501	Staff 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	(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	(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	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.
505	Buyer 2	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.
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	(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.
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	Human Resources Consultant	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	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.
517	Program Assistant (Previously "Staff Aid")	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	<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> 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. 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>520 Fleet Facility Safety Officer (New)</p>	<p><i>Responsible for oversight of terminal and vessel security plan to comply with the Maritime Transportation Security Act (MTSA).</i> Typical Duties: Fulfills all administrative and operational requirements of facility security officers and provides coordination between ferry and terminal security efforts. Schedules and conducts mandated annual security audits of all facilities and vessels. Responds to, investigates and coordinates resolution of breach of security/suspicious activity reports with Washington State Patrol and US Coast Guard. Represents terminal and vessel needs when coordinating security issues with external agencies. Qualifications: Bachelor's degree in such areas as political science, law enforcement, marine transportation, or related. Experience may be substituted for the degree requirement. Five years of professional experience in a managerial position providing security or marine terminal management.</p>
<p>521 Relief Dispatcher (New)</p>	<p>Dispatches deck or engine room personnel to replace crew members who are on vacation or call in sick. Dispatching personnel involves the use of the specialized dispatch database computer program. This includes answering telephones, use of marine radios, using seniority lists for the three unions represented on WSF vessels, and identifying the replacement person based on qualifications and seniority. Schedules vessel fueling, and organizes whole crews for sea trials and boat moves. Typically requires a high school diploma or GED equivalency and one year office experience working in the transportation field or marine industry.</p>
<p>522 Safety Systems Specialist (New)</p>	<p>Supports risk management programs by tracking and maintaining employee and customer injury files and databases. Schedules employee and customer injury interviews, and sets up case files including confidential medical files. Interacts with various departments to provide information, and gathers / checks facts for pending litigation.</p>

2018 Marine Employees' Compensation Survey - Administrative (Compensation Data as of January 1, 2018)

Detailed Instructions

Please provide all pay information effective as of January 1, 2018 if changes have/will be made subsequent to this date, please note.

Benchmark Job Number / Title	Your Match Information			Union Represented? (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 Staff Accountant	Text Text	E	1	No	Yes	\$2,222	\$3,333	Yes	1	\$3,544	1	1	1/1/18	Text Text
502 Accounting Assistant 2														
503 Accounting Assistant 3														
504 Bid Administrator														
505 Buyer 2														
506 Buyer 3														
507 Consultant Coordinator														
508 Contracts Coordinator 1														
509 Contracts Coordinator 2														
510 Crew Dispatch Coordinator														
511 Crew Dispatcher														
512 Inventory Agent														
513 Mail Clerk														
514 Human Resources Consultant														
515 Receptionist														
516 Secretary														
517 Program Assistant (Previously "Staff Aid")														
518 Custodian (Janitor)														
519 Marine Operations Watch Supervisor														
520 Fleet Facility Safety Officer (New)														
521 Relief Dispatcher (New)														
522 Safety Systems Specialist (New)														

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, 2018 if changes have/will been 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
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. Do not include any other payments or allowances such as overtime, premium pay or cost of living differentials.
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.
P	Notes -- Enter any additional information specific to each benchmark that we need to know about your data.

2018 Marine Employees' Compensation Survey - Administrative (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 Staff Accountant | <input type="checkbox"/> 502 Accounting Assistant 2 | <input type="checkbox"/> 503 Accounting Assistant 3 |
| <input type="checkbox"/> 504 Bid Administrator | <input type="checkbox"/> 505 Buyer 2 | <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 | <input type="checkbox"/> 512 Inventory Agent |
| <input type="checkbox"/> 513 Mail Clerk | <input type="checkbox"/> 514 Human Resources Consultant | <input type="checkbox"/> 515 Receptionist |
| <input type="checkbox"/> 516 Secretary | <input type="checkbox"/> 517 Program Assistant | <input type="checkbox"/> 518 Custodian (Janitor) |
| <input type="checkbox"/> 519 Marine Operations Watch Supervisor | <input type="checkbox"/> 520 Fleet Facility Safety Officer (New) | <input type="checkbox"/> 521 Relief Dispatcher (New) |
| <input type="checkbox"/> 522 Safety Systems Specialist (New) | | |

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:

2018 Marine Employees' Compensation Survey - Administrative (Paid Time Off)

What type of paid leave do you offer? Paid time off or vacation leave?
Paid time off is a combination of vacation and sick leave

Indicate the annual number of hours accrued by years of service

1		10		19	
2		11		20	
3		12		21	
4		13		22	
5		14		23	
6		15		24	
7		16		25	
8		17		25+	
9		18			

How many hours of SICK LEAVE hours are accrued in a year?

Paid Time Off/Vacation Leave

Sick Leave

Can employees carry-over unused hours?

What is the maximum number of hours per year that an employee can bank. If there is no limit, write unlimited.

Can employees cash out unused hours?

At Year End

At Termination

At Retirement

At what rate are the hours cashed out (e.g. 25%)

Additional comments regarding leave

Other Type of Leave

Paid Holidays

Paid Personal Days
(in addition to leave detailed above)

How many days do employees receive year ?

Additional comments regarding paid days

Describe other paid leaves offered by your agency not identified above. This can include, but not limited to, retirement planning days, volunteer leave, bereavement leave, etc.

2018 Marine Employees' Compensation Survey - Administrative (Health Benefit Information)

For the following questions, please report data for the most popular, highest enrollment plan(s). If you do not have a type of plan, enter NA in the plan name.

	Medical Plans				
	Preferred Provider Organization (PPO) Plan	Health Maintenance Organization (HMO) Plan	Consumer Driven Health Plan (CDHP)	Dental Plan	Vision Plan
What is the plan name?					
Provide the website for additional plan information, if available:					
What is the medical plan design actuarial value? ¹					
OR What is the medical plan design metal tier designation?					
Does the medical plan deductible include prescription drugs?					

Monthly Premiums

Employer Contribution: () (Excluding any contributions to Health Savings Account)

EE Only					
EE + Spouse					
EE + Children					
Family					

Employee Contribution: ()

EE Only					
EE + Spouse					
EE + Children					
Family					

Employer Contribution to Health Savings Account: ()

EE Only	
EE + Spouse	
EE + Children	
Family	

Use the space below for any additional comments regarding health benefits:

¹ The Affordable Care Act requires employers offer to employees a health coverage plan with a minimum actuarial value of at least 60% (equivalent of bronze metal tier) or pay the IRS (pay or play mandate). Please identify your plan's actuarial value, or nearest metal tier, as calculated by the federal "Minimum Value Calculator" or certified by your actuary. 45 CFR 156.145 identifies the acceptable methods for determining minimum value.

Additional Resources

[Centers for Medicare & Medicaid Services: 2018 Actuarial Value Calculator](#)

[The Patient Protection and Affordable Care Act - Public Law 111-148](#)

Section 1302 4(d) LEVELS OF COVERAGE.—

(1) LEVELS OF COVERAGE DEFINED.—The levels of coverage described in this subsection are as follows:

(A) BRONZE LEVEL.—A plan in the bronze level shall provide a level of coverage that is designed to provide benefits that are actuarially equivalent to 60 percent of the full actuarial value of the benefits provided under the plan.

(B) SILVER LEVEL.—A plan in the silver level shall provide a level of coverage that is designed to provide benefits that are actuarially equivalent to 70 percent of the full actuarial value of the benefits provided under the plan.

(C) GOLD LEVEL.—A plan in the gold level shall provide a level of coverage that is designed to provide benefits that are actuarially equivalent to 80 percent of the full actuarial value of the benefits provided under the plan.

(D) PLATINUM LEVEL.—A plan in the platinum level shall provide a level of coverage that is designed to provide benefits that are actuarially equivalent to 90 percent of the full actuarial value of the benefits provided under the plan.

2018 Marine Employees' Compensation Survey - Administrative (Retirement Benefits)

Does your employees contribute to Social Security?

Please answer the following questions regarding your defined contribution retirement plans, including the contribution rate for both employer and

	All Participants	Out-Of-State Participants Only
	401(a) or 401(k) Retirement Plan Information	Deferred Compensation / 457 Retirement Plan Information
		Defined Benefit/Pension Information
What is the plan name?	<input type="text"/>	<input type="text"/>
Provide the website for additional plan information, if available:	<input type="text"/>	<input type="text"/>
Employer Contributions to the plan:		
Flat Amount of base salary (% or)	<input type="text"/>	<input type="text"/>
Maximum Match of employee contributions (% or)	<input type="text"/>	<input type="text"/>
Are employee contributions picked up by employer?	<input type="text"/>	<input type="text"/>
Employee Contributions (Indicate %, or up to IRS Max)	<input type="text"/>	<input type="text"/>

Provide any additional information regarding retirement benefits (for example, differences in contributions among job titles, or additional benefits not listed above.

2018 Marine Employees' Compensation Survey - Administrative (Other Benefits)

Parking

Does the company reimburse employees for parking expenses?

Employer reimburses for parking expenses at the rate of %

Please describe below if this question requires more detail:

Training/Education:

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

If yes, the rate of reimbursement is %

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

If yes, the minimum term required is

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

The employee is paid at the rate of

Please describe below if this question requires more detail:

Travel:

Are employer-directed travel time and expenses compensated?

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?

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