

2022

Marine Employees Compensation Survey

State law requires the Office of Financial Management to create this report
(Revised Code of Washington 47.64.170 (8) and 47.64.006)



State Human Resources
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Section 1: Executive summary

The 2022 Marine Employees Compensation Survey (MECS) compares public and private sector employees among places (west coast states, Alaska, and British Columbia) doing comparable (but not necessarily identical) work. The survey considers the different pay and job classifications and factors that are peculiar to each area (RCW 47.64.320(3)).

We use benchmark jobs to compare the base pay among our competitors. A benchmark job is the state's version of a comparable job in the market. We also collect information about pay practices (such as pay premiums and paid time off), retirement benefits, and health care benefits. This report does not define the appropriate compensation level for our workforce. Instead, state leaders can use it as a tool to find the appropriate balance among:

- Containing government operations costs
- Compensating state employees fairly
- Competing for specialized employees in the job market

What's new in the 2022 report

We improved the total compensation methodology we use by analyzing the *employee value* rather than *employer costs* for health care and retirement. When we say 'total compensation,' we mean the sum of the:

- Average of actual base pay
- Employee value of health care benefits
- Employee value of retirement benefits

We used the same method as the 2020 survey to protect the confidentiality of private organizations' data: We did not display average data for jobs where only one participant reported data, or when one of two participants was a privately held company. We displayed average data when three or more participants reported their data.

Key Findings

What we found

Vessel/terminal

- **We lag the market in base pay for licensed and unlicensed positions.** The average base pay for vessel/terminal positions lag the market by an average of 16.8% for licensed positions and 20.6% for unlicensed positions.
- **We lead the market in base pay for Port Captain.** The average base pay for a vessel/terminal Port Captain leads the market by 13.4%. Marine Engineers Beneficial Association (MEBA) Port Engineer lags the market by 0.8%.
- **We lead the market in retirement benefits.** Vessel/terminal positions lead the market by an overall average of 18.9% for retirement. We did not receive information on the value of health care plans from vessel/terminal participants. So, there was insufficient data to assess Washington's total compensation position to the market.
- We found mixed approaches to salary structures by participants. Some provide a single (flat) rate of pay for jobs and some use a salary range with a minimum and maximum value. We included data from both structures in overall market reporting. You can find additional details about these calculations in [Section 4. Study Methodology, How we calculated total compensation.](#)
- One participant reported a differential rate for relief positions. Relief positions fill in for regularly scheduled employees who are unable to report to work. You can find additional details in the Section 2. [Vessel/Terminal, Part 3. Premium pay notes.](#)
- Seven organizations participated in the vessel/terminal category of the survey. Six participated in 2020, with one new participant this year. Five participants submitted custom questionnaires and State HR collected data from two participants' public web sites.

Shipyard trades

- **We lag the market in base pay.** The average base pay for shipyard positions lag the market by an average of 7.3%.
 - We improved our shipyard trades positions' comparison to market by 30% since the 2020 survey. This appears to be due to additional salary data that new participants provided.
- We did not receive information regarding the value of health care plans or retirement from shipyard trades participants. So, there was insufficient data for us to assess Washington's total compensation position to the market.
- Participation for this category doubled in 2022. Six organizations participated in the shipyard trades category. Three participated in 2020 and there were three new participants this year. All participants submitted custom questionnaires.

Administrative

- **We lag the market in base pay.** The average base pay for administrative positions lags the market by an average of 11.1 percent.
- **We lag the market in total compensation (base pay with benefits).** Administrative positions lag the market by an average of 13.3%. For health care, we lag the market by 10.7%. For retirement, we lag the market by an average of 25.3%.
- Seven organizations participated in the administrative section. Five participated in 2020 and there were two new participants. Six participants submitted custom questionnaires and State HR collected data from one participant's public websites.

How well our health care plans perform against the market

For the 2022 survey, we calculated total compensation through three components: base pay value + health care value + retirement value.

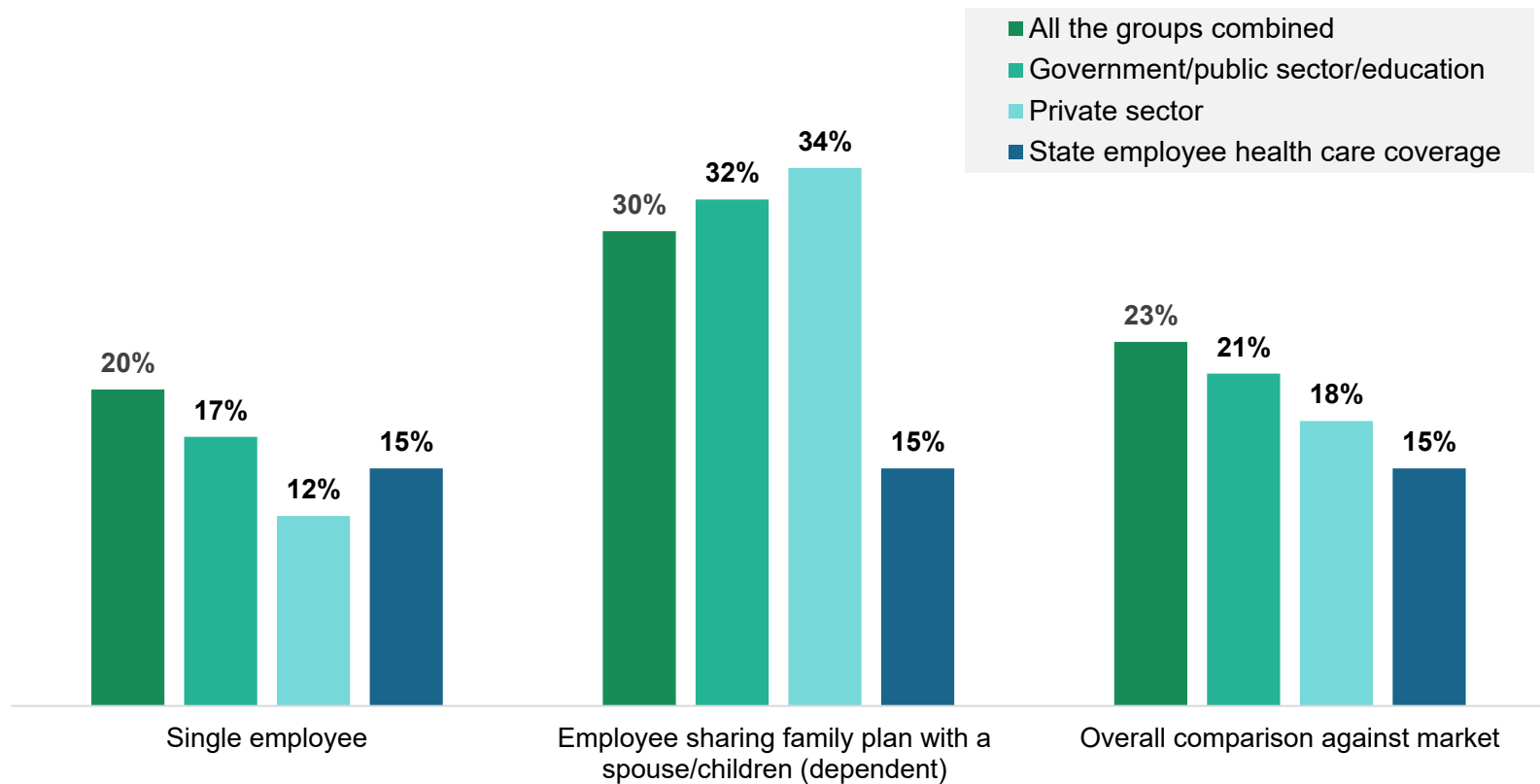
Health care is subject to collective bargaining for most represented employee groups as part of a coalition of unions instead of with each exclusive representative. While retirement benefits in Washington are not subject to collective bargaining for most employees, these benefits are valuable components of total compensation. And these benefits provide important context when we compare Washington's compensation practices with public or private employers.

Private sector organizations did not provide the information we needed to assess the employee's value of health care and retirement benefits. As a result, very few benchmark jobs have a total compensation result for 2022.

Percent of health care coverage paid by state employees

Here are the most important takeaways from this graphic:

- Our health care coverage provides better coverage at a lower price than the market.
- A state employee will pay less for their health care plan than the market can offer.
- A state employee will pay even less for their health care when the plan includes family or dependents (spouse, children, family).



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How well our retirement plans perform against the market

The state is competitive in its retirement plan offerings. To support this conclusion, we took the employee's future benefit amount and turned it into a percentage that we based on average base pay. That's why the state's retirement value varies by benchmark job.

PERS Plan 2 is the state's most popular retirement plan. This defined benefit plan (which is an employee's guaranteed retirement benefit regardless of the stock market) includes most in-state public sector participants.

Published data indicates that private sector employers offer defined contribution plans more often than other kinds of retirement plans. For more information, you can look at [Section 4: Study methodology, retirement value](#).

How we gathered the data

The 2022 survey includes three categories that represent the Washington State Ferry System (WSFS) operations and 13 collective bargaining units:

- **Survey category 1: Vessel/Terminal – bargaining units**
 - 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 Deck and Terminal positions)
 - Ferry Agents, Supervisors and Project Administrators Association (FASPAA Terminal Supervisor)
 - Port Captain (nonrepresented)
- **Survey category 2: Shipyard trades – bargaining units**
 - Pacific Northwest Regional Council of Carpenters (Carpenters)
 - Puget Sound Metal Trades Council (Metal Trades)
 - Inland Boatmen's Union of the Pacific (IBU) (Shoregang positions)

- **Survey category 3: Administrative – bargaining units**
 - 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 Supervisors)

We used three custom questionnaires representing the survey categories to collect pay practice, paid time off, health care, retirement and other benefit questions.

How we sought out the participants

We sent survey invitations to the same 32 organizations that we invited to participate in the 2022 survey:

- Nineteen organizations responded for a 59% participation rate. Fourteen organizations submitted data. State HR collected data from public web sites for two organizations.
- Six organizations are new participants.

We invited organizations to submit data based on the nature of their operation. To make participation more convenient, we pre-populated the questionnaires with previous responses from 2020 participants.

- There were 7 participants for vessel/terminal: Public and private ferry systems on the West Coast of the United States, including Alaska and British Columbia. There was one new participant:
 - Skagit County: invited for 2020 but did not respond.
- There were 5 participants for shipyard trades: public and private shipyards or ports engaged in ship and/or dock building, maintenance and/or repair in the Pacific Northwest, including California and British Columbia. There were three new participants:
 - Boilermakers Local 104: requested to participate by the Metal Trades President.
 - Vigor: invited for 2020 but did not respond.
 - Continental Container of San Diego: referred by a Vigor point of contact.
- There were 6 participants for administrative: public and private companies engaged in marine business and large municipal/transit employers in the Puget Sound region. There were two new participants:
 - Saltchuk Marine Shared Services: this survey contact previously worked for an organization that participated in the 2020 survey.
 - Sound Transit: invited for 2020 but did not respond.

2022 Participating Organizations

| Participant | Vessel/Terminal | Shipyard Trades | Administrative | New 2022 Participant | Survey Response |
|--|-----------------|-----------------|----------------|----------------------|-----------------|
| Alaska Marine Highway System (State Ferry) | ✓ | | | | Submitted data |
| Black Ball Transport | ✓ | | | | Submitted data |
| Boilermakers Local 104 | | ✓ | | ✓ | Submitted data |
| British Columbia Ferry Services Inc. | ✓ | | | | Submitted data |
| City of Seattle | | | ✓ | | Submitted data |
| Continental Maritime of San Diego, LLC. | | ✓ | | ✓ | Submitted data |
| Crowley Maritime Marine Services | | | ✓ | | Submitted data |
| Dakota Creek Industries | | ✓ | | | Submitted data |
| King County | ✓ | | ✓ | | Data mined |
| Kitsap Transit | ✓ | | | | Submitted data |
| Pacific Fisherman | | ✓ | | | Submitted data |
| Pierce County | | | ✓ | | Submitted data |
| Port of Tacoma | | | ✓ | | Submitted data |
| Saltchuk Marine Shared Services | | | ✓ | ✓ | Submitted data |
| Skagit County | ✓ | | | ✓ | Data mined |
| Sound Transit | | | ✓ | ✓ | Submitted data |
| Vancouver Shipyards Co. Ltd. | | ✓ | | | Submitted data |
| Vigor | | ✓ | | ✓ | Submitted data |
| Whatcom County | ✓ | | | | Submitted data |

Section 2: Survey results

In this section, we present Washington's benchmark job information and related participant responses by survey category in five parts:

- Part 1: Participant representation – we note the applicable participant employee group when participants provided information in multiple questionnaires.
- Part 2: Total compensation – includes the hourly rates for base salary, health care value and retirement value.
- Part 3: Premium pay – includes overtime compensation, penalty pay, other premiums paid for undesirable shifts.
- Part 4: Paid time off – includes annual accrual rates for vacation/paid time off, sick leave and holidays.
- Part 5: Other benefits – includes health care value, retirement value, apprenticeship contributions, training, license reimbursement, medical examinations, employer-directed travel.

Where applicable, we provide a summary of selected Washington collective bargaining agreement information and participant variations follow the result tables. We include this information to help the reader better compare between Washington and other groups. This information does not represent a comprehensive overview of the related WSFS collective bargaining agreements.

Survey category 1: Vessel/Terminal

Part 1: Participant representation

MM&P Masters and Mates

- 301 Master/Captain/Pilot
- 302 Chief Mate/Pilot
- 303 Second Mate

| MM&P Masters participants by EE group (benchmarks 301) | MM&P Mates participants by EE group (benchmarks 302 - 303) |
|---|---|
| Alaska Masters, Mates, & Pilots (MMP) | Alaska Masters, Mates, & Pilots (MMP) |
| Black Ball Transport – MMP | Black Ball Transport – MMP |
| King County | British Columbia Ferry Services Inc. |
| Kitsap Transit | King County |
| Skagit County | Kitsap Transit |
| | Skagit County |

MEBA Licensed

- 304 Staff Chief Engineer
- 305 Chief Engineer
- 306 Assistant Engineer

MEBA Unlicensed

- 307 Oiler
- 308 Wiper

| MEBA Licensed participants by EE group (benchmarks 304 - 306) | MEBA Unlicensed participants by EE group (benchmarks 307 - 308) |
|--|--|
| Alaska MEBA | Alaska IBU |
| Black Ball Transport – MEBA | Black Ball Transport – IBU |
| British Columbia Ferry Services Inc. | British Columbia Ferry Services Inc. |
| King County | King County |
| Skagit County | Skagit County |

IBU Deckhand

- 309 Able Seaman/Bos'n
- 310 Able Seaman (AB)
- 310 Ordinary Seaman (OS)

IBU Terminal

- 312 Ticket Seller (Auto)
- 313 Ticket Taker
- 314 Terminal Attendant/Watchman
- 315 Information Agent
- 316 Web Information Agent
- 317 Shore Gang Worker

| IBU Deckhand participants by EE group (benchmarks 309 - 311) | IBU Terminal participants by EE group (benchmarks 312 - 317) |
|---|---|
| Alaska IBU | Alaska SU |
| Black Ball Transport - IBU | British Columbia Ferry Services Inc. |
| British Columbia Ferry Services Inc. | Kitsap Transit |
| King County | Skagit County |
| Kitsap Transit | Whatcom County |
| Skagit County | |
| Whatcom County | |

FASPAA Terminal Supervisor

- 318 Terminal Supervisor

| FASPAA Terminal Supervisor participants by EE group (benchmark 318) |
|--|
| Alaska SU |
| British Columbia Ferry Services Inc. |
| Skagit County |

MEBA Port Engineer, Port Captain

- 319 MEBA Port Engineer
- 320 Port Captain [nonrepresented]

| MEBA Port Engineer participants by EE group (benchmark 320) | Port Captain participants by EE group (benchmark 319) |
|--|--|
| Alaska SU | Alaska SU |
| Kitsap Transit | Kitsap Transit |
| Skagit County | Skagit County |

Part 2: Total compensation

Includes actual base pay, health care value, retirement value.

The following tables show the hourly participant average and Washington's base salary, health care value, retirement value and total compensation for vessel/terminal benchmark jobs.

MM&P Masters

| Benchmark no. | Benchmark title | Participants / Washington | No. of Orgs | No. of employees | Salary Schedule | Hourly salary range minimum (average) | Hourly salary range maximum (average) | Hourly actual base pay (average) | Hourly health care value ¹ | Hourly retirement value ² | Hourly total comp. (actual base pay + health care + retirement) |
|---------------|----------------------|--|-------------|------------------|-----------------|---------------------------------------|---------------------------------------|----------------------------------|---------------------------------------|--------------------------------------|---|
| 301 | Master/Captain/Pilot | All participants | 5 | 28 | 60% | \$40.86 | \$53.06 | \$58.83 | - | \$5.64 | - |
| 301 | Master/Captain/Pilot | Participants requiring Pilot's license for vessels of any gross tons | 2 | 26 | 100% | \$47.44 | \$63.80 | \$53.24 | | | |
| 301 | Master/Captain/Pilot | Washington | 1 | 24 | 0% | \$55.27 | \$55.27 | \$55.27 | \$5.31 | \$7.00 | \$67.58 |
| 301 | Master/Captain/Pilot | % Difference (All participants) | | | | 26.1% | 4.0% | -6.4% | n/a | 19.4% | n/a |

MM&P Masters - Average % Above or Below Market (all participants): **26.1%** **4.0%** **-6.4%** **n/a** **19.4%** **n/a**

MMP Mates

| Benchmark no. | Benchmark title | Participants / Washington | No. of Orgs | No. of employees | Salary Schedule | Hourly salary range minimum (average) | Hourly salary range maximum (average) | Hourly actual base pay (average) | Hourly health care value ¹ | Hourly retirement value ² | Hourly total comp. (actual base pay + health care + retirement) |
|---------------|------------------|--|-------------|------------------|-----------------|---------------------------------------|---------------------------------------|----------------------------------|---------------------------------------|--------------------------------------|---|
| 302 | Chief Mate/Pilot | Participants | 3 | 19 | 0% | - | - | \$55.01 | - | - | - |
| 302 | Chief Mate/Pilot | Participants requiring Pilot's license for vessels of any gross tons | 1 | 17 | 0% | - | - | \$42.99 | | | |
| 302 | Chief Mate/Pilot | Washington | 1 | 35 | 0% | \$44.62 | \$44.62 | \$44.62 | \$5.31 | \$5.65 | \$55.59 |
| 302 | Chief Mate/Pilot | % Difference (All participants) | | | | n/a | n/a | -23.3% | n/a | n/a | n/a |
| 303 | Second Mate | Participants | 3 | 16 | 0% | - | - | \$49.92 | - | - | - |
| 303 | Second Mate | Participants requiring Pilot's license for vessels of any gross tons | 1 | 14 | 0% | - | - | \$36.89 | | | |
| 303 | Second Mate | Washington | 1 | 9 | 0% | \$40.83 | \$40.83 | \$41.65 | \$5.31 | \$5.17 | \$52.14 |
| 303 | Second Mate | % Difference (All participants) | | | | n/a | n/a | -18.2% | n/a | 43.0% | n/a |

MM&P Mates - average % above or below market (all participants): n/a n/a -20.7% n/a n/a% n/a

MEBA Licensed

| Benchmark no. | Benchmark title | Participants / Washington | No. of Orgs | No. of employees | Salary Schedule | Hourly salary range minimum (average) | Hourly salary range maximum (average) | Hourly actual base pay (average) | Hourly health care value ¹ | Hourly retirement value ² | Hourly total comp. (actual base pay + health care + retirement) |
|---------------|----------------------|---------------------------|-------------|------------------|-----------------|---------------------------------------|---------------------------------------|----------------------------------|---------------------------------------|--------------------------------------|---|
| 304 | Staff Chief Engineer | Participants | - | - | - | - | - | - | - | - | - |
| 304 | Staff Chief Engineer | Washington | 1 | 22 | 0% | \$66.77 | \$66.77 | \$66.77 | \$5.31 | \$8.46 | \$80.54 |
| 304 | Staff Chief Engineer | % Difference | | | | n/a | n/a | n/a | n/a | n/a | n/a |
| 305 | Chief Engineer | Participants | 2 | 22 | 0% | - | - | - | - | - | - |
| 305 | Chief Engineer | Washington | 1 | 44 | 0% | \$50.73 | \$50.73 | \$50.73 | \$5.31 | \$6.43 | \$62.47 |
| 305 | Chief Engineer | % Difference | | | | n/a | n/a | -12.5% | n/a | n/a | n/a |
| 306 | Assistant Engineer | Participants | 4 | 14 | 25% | \$44.81 | \$56.80 | \$52.16 | - | \$5.65 | - |
| 306 | Assistant Engineer | Washington | 1 | 60 | 0% | \$42.74 | \$42.74 | \$42.74 | \$5.31 | \$5.41 | \$53.47 |
| 306 | Assistant Engineer | % Difference | | | | -4.8% | -32.9% | -23.5% | n/a | -4.4% | n/a |

MEBA Licensed - Average % Above or Below Market: **-4.8%** **-32.9%** **-23.5** **n/a** **-4.4%** **n/a**

| | | | | | | |
|---|--------------|---------------|---------------|------------|-------------|------------|
| <i>Vessel/Terminal Licensed- Average % Above or Below Market:</i> | 10.6% | -14.4% | -17.8% | n/a | 7.5% | n/a |
|---|--------------|---------------|---------------|------------|-------------|------------|

MEBA Unlicensed

| Benchmark no. | Benchmark title | Participants / Washington | No. of Orgs | No. of employees | Salary Schedule | Hourly salary range minimum (average) | Hourly salary range maximum (average) | Hourly actual base pay (average) | Hourly health care value ¹ | Hourly retirement value ² | Hourly total comp. (actual base pay + health care + retirement) |
|---------------|-----------------|---------------------------|-------------|------------------|-----------------|---------------------------------------|---------------------------------------|----------------------------------|---------------------------------------|--------------------------------------|---|
| 307 | Oiler | Participants | 5 | 14 | 20% | \$32.92 | \$41.73 | \$36.30 | - | \$3.21 | - |
| 307 | Oiler | Washington | 1 | 151 | 0% | \$28.49 | \$28.49 | \$28.49 | \$5.31 | \$3.61 | \$37.41 |
| 307 | Oiler | % Difference | | | | -15.5% | -46.5% | -28.5% | n/a | 11.0% | n/a |

MEBA Unlicensed (continued)

| Benchmark no. | Benchmark title | Participants / Washington | No. of Orgs | No. of employees | Salary Schedule | Hourly salary range minimum (average) | Hourly salary range maximum (average) | Hourly actual base pay (average) | Hourly health care value ¹ | Hourly retirement value ² | Hourly total comp. (actual base pay + health care + retirement) |
|---------------|-----------------|---------------------------|-------------|------------------|-----------------|---------------------------------------|---------------------------------------|----------------------------------|---------------------------------------|--------------------------------------|---|
| 308 | Wiper | Participants | 3 | 5 | 0% | - | - | \$34.48 | - | - | - |
| 308 | Wiper | Washington | 1 | 1 | 0% | \$25.10 | \$25.10 | \$25.10 | \$5.31 | \$3.18 | \$33.59 |
| 308 | Wiper | % Difference | | | | n/a | n/a | -37.4% | n/a | n/a | n/a |

MEBA Unlicensed - successful benchmarks average % above or below market: -15.5% -46.5% -32.9% n/a 11.0% n/a

IBU

| Benchmark no. | Benchmark title | Participants / Washington | No. of Orgs | No. of employees | Salary Schedule | Hourly salary range minimum (average) | Hourly salary range maximum (average) | Hourly actual base pay (average) | Hourly health care value ¹ | Hourly retirement value ² | Hourly total comp. (actual base pay + health care + retirement) |
|---------------|----------------------|---------------------------|-------------|------------------|-----------------|---------------------------------------|---------------------------------------|----------------------------------|---------------------------------------|--------------------------------------|---|
| 309 | Able Seaman/Bos'n | Participants | 4 | 16 | 0% | - | - | \$34.94 | - | \$2.62 | - |
| 309 | Able Seaman/Bos'n | Washington | 1 | 30 | 0% | \$33.54 | \$33.54 | \$34.21 | \$5.31 | \$4.25 | \$43.77 |
| 309 | Able Seaman/Bos'n | % Difference | | | | n/a | n/a | -2.1% | n/a | 38.4% | n/a |
| 310 | Able Seaman (AB) | Participants | 5 | 50 | 20% | \$34.52 | \$43.76 | \$37.04 | - | - | - |
| 310 | Able Seaman (AB) | Washington | 1 | 49 | 0% | \$31.85 | \$31.85 | \$32.49 | \$5.31 | \$4.03 | \$41.84 |
| 310 | Able Seaman (AB) | % Difference | | | | -8.4% | -37.4% | -14.0% | n/a | n/a | n/a |
| 311 | Ordinary Seaman (OS) | Participants | 4 | 53 | 25% | \$34.41 | \$46.30 | \$36.85 | - | 3.23 | - |
| 311 | Ordinary Seaman (OS) | Washington | 1 | 78 | 0% | \$26.54 | \$26.54 | \$27.19 | \$5.31 | \$3.36 | \$35.87 |
| 311 | Ordinary Seaman (OS) | % Difference | | | | -29.7% | -74.5% | -35.5% | n/a | 3.8% | n/a |
| 312 | Ticket Seller (Auto) | Participants | 2 | - | 0% | - | - | - | - | - | - |
| 312 | Ticket Seller (Auto) | Washington | 1 | 66 | 0% | \$29.31 | \$29.31 | \$29.94 | \$5.31 | \$3.71 | \$38.97 |
| 312 | Ticket Seller (Auto) | % Difference | | | | n/a | n/a | n/a | n/a | n/a | n/a |

IBU(continued)

| Benchmark no. | Benchmark title | Participants / Washington | No. of Orgs | No. of employees | Salary Schedule | Hourly salary range minimum (average) | Hourly salary range maximum (average) | Hourly actual base pay (average) | Hourly health care value ¹ | Hourly retirement value ² | Hourly total comp. (actual base pay + health care + retirement) |
|---------------|------------------------|---------------------------|-------------|------------------|-----------------|---------------------------------------|---------------------------------------|----------------------------------|---------------------------------------|--------------------------------------|---|
| 313 | Ticket Taker | Participants | 2 | 3 | 0% | - | - | - | - | - | - |
| 313 | Ticket Taker | Washington | 1 | 18 | 0% | \$26.29 | \$26.29 | \$26.54 | \$5.31 | \$3.33 | \$35.19 |
| 313 | Ticket Taker | % Difference | | | | n/a | n/a | n/a | n/a | n/a | n/a |
| 314 | Terminal Attn/Watchman | Participants | 1 | - | 0% | - | - | - | - | - | - |
| 314 | Terminal Attn/Watchman | Washington | 1 | 42 | 0% | \$25.15 | \$25.15 | \$24.94 | \$5.31 | \$3.19 | \$33.44 |
| 314 | Terminal Attn/Watchman | % Difference | | | | n/a | n/a | n/a | n/a | n/a | n/a |
| 315 | Information Agent | Participants | 3 | 5 | 67% | \$23.29 | \$39.02 | \$28.63 | - | \$2.46 | - |
| 315 | Information Agent | Washington | 1 | 14 | 0.0% | \$27.37 | \$27.37 | \$27.04 | \$5.31 | \$3.47 | \$35.82 |
| 315 | Information Agent | % Difference | | | | 14.9% | -42.6% | -5.9 | n/a | 29.2% | n/a |
| 316 | Web Information Agent | Participants | 1 | 1 | 100% | - | - | - | - | - | - |
| 316 | Web Information Agent | Washington | 1 | 4 | 0% | \$29.67 | \$29.67 | \$30.26 | \$5.31 | \$3.76 | \$39.33 |
| 316 | Web Information Agent | % Difference | | | | n/a | n/a | n/a | n/a | n/a | n/a |
| 317 | Shore Gang Worker | Participants | 1 | 11 | 0% | - | - | - | - | - | - |
| 317 | Shore Gang Worker | Washington | 1 | 14 | 0% | \$35.04 | \$35.04 | \$35.74 | \$5.31 | \$4.44 | \$45.49 |
| 317 | Shore Gang Worker | % Difference | | | | n/a | n/a | n/a | n/a | n/a | n/a |

IBU - successful benchmarks average % above or below market: 19.2% -51.5% -14.4% n/a 23.8% n/a

FASPAA Terminal Supervisor

| Benchmark no. | Benchmark title | Participants / Washington | No. of Orgs | No. of employees | Salary Schedule | Hourly salary range minimum (average) | Hourly salary range maximum (average) | Hourly actual base pay (average) | Hourly health care value ¹ | Hourly retirement value ² | Hourly total comp. (actual base pay + health care + retirement) |
|---------------|---------------------|---------------------------|-------------|------------------|-----------------|---------------------------------------|---------------------------------------|----------------------------------|---------------------------------------|--------------------------------------|---|
| 318 | Terminal Supervisor | Participants | 2 | 13 | 50% | - | - | - | - | - | - |
| 318 | Terminal Supervisor | Washington | 1 | 0 | 0% | \$43.70 | \$43.70 | \$43.70 | \$5.31 | \$5.54 | \$54.55 |
| 318 | Terminal Supervisor | % Difference | | | | n/a | n/a | n/a | n/a | n/a | n/a |

FASPAA Terminal Supervisor - successful benchmarks average % above or below market: n/a n/a n/a n/a n/a n/a

| | | | | | | |
|--|-------|--------|--------|-----|-------|-----|
| <i>Vessel/Terminal Unlicensed - successful benchmarks average % above or below market:</i> | -9.7% | -50.2% | -20.6% | n/a | 20.6% | n/a |
|--|-------|--------|--------|-----|-------|-----|

Port Captain

| Benchmark no. | Benchmark title | Participants / Washington | No. of Orgs | No. of employees | Salary Schedule | Hourly salary range minimum (average) | Hourly salary range maximum (average) | Hourly actual base pay (average) | Hourly health care value ¹ | Hourly retirement value ² | Hourly total comp. (actual base pay + health care + retirement) |
|---------------|-----------------|---------------------------|-------------|------------------|-----------------|---------------------------------------|---------------------------------------|----------------------------------|---------------------------------------|--------------------------------------|---|
| 319 | Port Captain | Participants | 2 | 4 | 100% | \$49.01 | \$82.11 | \$55.48 | - | \$5.11 | - |
| 319 | Port Captain | Washington | 1 | 2 | 0% | \$64.03 | \$64.03 | \$64.03 | \$5.31 | \$8.11 | \$77.46 |
| 319 | Port Captain | % Difference | | | | 23.3% | -28.2% | 13.4% | n/a | 37.0% | n/a |

Port Captain - successful benchmarks average % above or below market: 23.3% -28.8% 13.4% n/a 37.0% n/a

MEBA Port Engineer

| Benchmark no. | Benchmark title | Participants / Washington | No. of Orgs | No. of employees | Salary Schedule | Hourly salary range minimum (average) | Hourly salary range maximum (average) | Hourly actual base pay (average) | Hourly health care value ¹ | Hourly retirement value ² | Hourly total comp. (actual base pay + health care + retirement) |
|---------------|-----------------|---------------------------|-------------|------------------|-----------------|---------------------------------------|---------------------------------------|----------------------------------|---------------------------------------|--------------------------------------|---|
| 320 | Port Engineer | Participants | 2 | 2 | 100% | \$46.38 | \$77.29 | \$61.66 | - | \$5.31 | - |
| 320 | Port Engineer | Washington | 1 | 3 | 0% | \$61.15 | \$61.15 | \$61.15 | \$5.31 | \$7.75 | \$74.21 |
| 320 | Port Engineer | % Difference | | | | 24.2% | -26.4% | -0.8% | n/a | 31.4% | n/a |

MEBA Port Engineer - successful benchmarks average % above or below market:

24.2%

-26.4%

-0.8%

n/a

31.4%

n/a

| | | | | | | | | | | | |
|--|--|--|--|--|--|------|--------|------|-----|-------|-----|
| <i>V/T Port Captain, Port Engineer - successful benchmark average % above or below market:</i> | | | | | | 23.7 | -27.3% | 6.3% | n/a | 34.2% | n/a |
|--|--|--|--|--|--|------|--------|------|-----|-------|-----|

The following vessel/terminal benchmarks failed due to lack of participant responses:

- 304 Staff Chief Engineer
- 312 Ticket Seller (Auto)
- 313 Ticket Taker
- 314 Terminal Attendant/Watchman
- 316 Web Information Agent
- 317 Shore Gang Worker
- 320 Port Engineer

Part 3: Premium pay

Includes overtime compensation, penalty pay for hazardous work, and other premiums paid for undesirable shifts.

Overtime rate – this is pay for the time someone worked that was more than their regular scheduled shift.

The tables below show the overtime rates that Washington and participants paid to regular, full-time employees in the vessel/terminal benchmark groups when an employee works more hours than their scheduled shift. We note Washington’s practices with an “x” in the data tables. Where applicable, we provide Washington collective bargaining agreement information and participant variations following the result data tables.

| | Vessel/Terminal overall (benchmarks 301 - 320) | |
|------------------|---|------------|
| Overtime rate | Participants | Washington |
| 150% of base pay | 7 | X |
| 200% of base pay | 4 | |
| Not applicable | | |
| No response | 1 | |

| | MM&P Masters (benchmark 301) | | MM&P Mates (benchmarks 302 - 303) | |
|------------------|---------------------------------|------------|--------------------------------------|------------|
| Overtime rate | Participants | Washington | Participants | Washington |
| 150% of base pay | 3 | X | 3 | X |
| 200% of base pay | 2 | | 2 | |
| Not applicable | | | | |
| No response | 1 | | 1 | |

Washington:

- An employee receives overtime when they work more than a scheduled shift. First hour paid in 6-minute increments, then in 1-hour increments.
- Overtime pay for relief and extra employees may differ.

Participant variations:

- Overtime is reported in 30-minute increments.

| | MEBA Licensed (benchmarks 304 - 306) | | MEBA Unlicensed (benchmarks 307 - 308) | |
|------------------|---|------------|---|------------|
| Overtime rate | Participants | Washington | Participants | Washington |
| 150% of base pay | 3 | X | 3 | X |
| 200% of base pay | 2 | | 2 | |
| Not applicable | | | | |
| No response | | | | |

Washington:

- Overtime is paid in one-hour increments when an employee works more than a scheduled shift.
- MEBA licensed employees receive overtime pay after working more than 12 ½ hours.
- MEBA unlicensed employees receive overtime pay after working eight hours in one day or after working 40 hours in one week.
- Overtime pay for relief and temporary employees may differ.

Participant variations:

- Overtime is reported in 30-minute increments

| | IBU Deckhand (benchmarks 309 - 311) | | IBU Terminal (benchmarks 312 - 317) | |
|------------------|--|------------|--|------------|
| Overtime rate | Participants | Washington | Participants | Washington |
| 150% of base pay | 4 | X | 3 | X |
| 200% of base pay | 2 | | 1 | |
| Not applicable | | | | |
| No response | 1 | | 1 | |

Washington:

- An employee receives overtime when they work more than a scheduled shift. First hour paid in 6-minute increments, then in one-hour increments.

Participant variations:

- Overtime is reported in 30-minute increments.

| | FASPAA Terminal Supervisors (benchmark 318) | |
|------------------|--|------------|
| Overtime rate | Participants | Washington |
| 150% of base pay | 3 | X |
| 200% of base pay | 1 | |
| Not applicable | | |
| No response | 1 | |

Washington:

- An employee receives overtime when they work more than a scheduled shift. First hour paid in 6-minute increments, then in one-hour increments.
- Overtime pyramiding prohibited. This means that only the highest applicable pay premium rate will apply.

Participant variations:

- Overtime is reported in 30-minute increments.

| | Port Captain (nonrepresented) (benchmark 319) | | MEBA Port Engineers (benchmark 320) | |
|------------------|--|------------|--|------------|
| Overtime rate | Participants | Washington | Participants | Washington |
| 150% of base pay | 2 | | 2 | |
| 200% of base pay | | | | |
| Not applicable | | X | | X |
| No response | 1 | | 1 | |

Washington:

- This premium pay is not applicable. Port Captain and MEBA Port Engineer positions are exempt from overtime pay.

Minimum call out pay – work that was more than a scheduled work shift, work on scheduled day off, calls to return to work.

The tables below show the minimum overtime hours and rates that the state and survey participants paid to regular, full-time employees in the vessel/terminal benchmark groups when employees worked more than their scheduled shift. Where applicable, we provide Washington collective bargaining agreement information and participant variations follow the result data tables.

| | Vessel/Terminal overall (benchmarks 301 - 320) | |
|--|---|------------|
| Minimum call out Min. hours / other benefit | No. of participants | Washington |
| 2 hours @ 150% of base pay | 5 | |
| 3 hours @ 150% of base pay | 1 | |
| 4 hours @ 150% of base pay | 1 | |
| 8 hours @ 150% of base pay | | X |
| 3 hours @ 200% of base pay | 1 | |
| Penalty pay in addition to applicable rate | 4 | X |
| 100% for actual hours | | X |
| Not applicable | | X |
| No response | 4 | |

| | MM&P Masters (benchmark 301) | | MM&P Mates (benchmarks 302 - 303) | |
|--|---------------------------------|------------|--------------------------------------|------------|
| Minimum call out Min. hours / other benefit | No. of participants | Washington | No. of participants | Washington |
| 2 hours @ 150% of base pay | 2 | | 2 | |
| 3 hours @ 150% of base pay | 1 | | 1 | |
| 4 hours @ 150% of base pay | | | | |
| 8 hours @ 150% of base pay | | X | | X |
| 3 hours @ 200% of base pay | 1 | | 1 | |
| Penalty pay in addition to applicable rate | 3 | X | 4 | X |
| 100% for actual hours | | | | |
| Not applicable | | | | |
| No response | 2 | | 2 | |

Washington:

- An employee is paid a minimum of eight hours at the overtime rate when they work more than five hours past their regular shift.
- An employee is paid a minimum of eight hours at the overtime rate when they work on their scheduled day off *plus* four hours of ‘penalty pay’ at the regular rate. They receive this regardless of the length of the overtime shift or the actual number of hours worked.
- An employee is paid a minimum of eight hours at the overtime rate when they have to return to work after completing their regular shift and are released before the start of their next regular shift.

Participant call-out variations:

- An employee is paid a minimum of two hours at the overtime rate call-back. Time runs continuously if the employee is released with less than one hour remaining before they go back on watch at straight-time.
- An employee is paid a minimum of one-half hour at the overtime rate for work that is more than their scheduled shift.
- An employee is paid a minimum of two hours at the overtime rate when they are released from duty after completing their regular watch and are called back, then released before next watch.
- An employee is paid a minimum of two hours at the overtime rate when they are called in with less than 24 hours’ notice. An employee is paid a minimum of three hours at the overtime rate when they are called in to work for emergency runs or specials.
- An employee is paid a minimum of two hours additional call out pay if their overtime shift exceeds the length of their regular shift by two hours and if it is more than 10 hours past the employee’s regular shift start time.

| | MEBA Licensed (benchmarks 304 - 306) | | MEBA Unlicensed (benchmarks 307 - 308) | |
|--|---|------------|---|------------|
| Minimum call out Min. hours / other benefit | No. of participants | Washington | No. of participants | Washington |
| 2 hours @ 150% of base pay | 2 | | 1 | |
| 3 hours @ 150% of base pay | 1 | | 1 | |
| 4 hours @ 150% of base pay | | | | |
| 8 hours @ 150% of base pay | | X | | X |
| 3 hours @ 200% of base pay | 1 | | 1 | |
| Penalty pay in addition to applicable rate | 2 | X | 2 | X |
| 100% for actual hours | | | | |
| Not applicable | | | | |
| No response | 1 | | 2 | |

Washington:

MEBA Licensed –

- An employee is paid at 250% of their regular rate when they are required to work a third eight-hour shift, unless the employee gets a six hour break.
- An Engineer Officer is paid a minimum of two hours at 250% of their regular rate when they work beyond 15 continuous hours.

MEBA Unlicensed –

- An employee is paid at 200% of the regular rate of pay *plus* the employee's normal holiday compensation when they get called back to work on a scheduled day off that falls on a paid holiday.
- An employee's first scheduled shift is paid at the regular rate. The second shift is paid at overtime rate and the third shift is paid at 250% of the regular rate. This happens unless the employee has minimum of a six-hour break before the third shift. Travel time is excluded from the calculation of work hours.

Participant variations:

- An employee is paid a minimum of two hours additional 'call out' pay if their overtime exceeds the length of a regular shift by two hours, and if it is more than 10 hours past their regular shift start time.
- An employee is paid a minimum of two hours at the overtime rate when they are called in with less than 24 hours' notice. They are paid a minimum of three hours at the overtime rate when they are called in for emergency runs or specials.

| | IBU Deckhand (benchmarks 309 - 311) | | IBU Terminal (benchmarks 312 - 317) | |
|--|--|------------|--|------------|
| Minimum call out Min. hours / other benefit | No. of participants | Washington | No. of participants | Washington |
| 2 hours @ 150% of base pay | 2 | | 1 | |
| 3 hours @ 150% of base pay | 1 | | | |
| 4 hours @ 150% of base pay | | | | |
| 8 hours @ 150% of base pay | | X | | X |
| 3 hours @ 200% of base pay | 1 | | 1 | |
| Penalty pay in addition to applicable rate | 2 | X | 1 | X |
| 100% for actual hours | | | | |
| Not applicable | | | | |
| No response | 3 | | 3 | |

Washington:

- An employee is paid for actual hours worked at the overtime rate *plus* four hours of ‘call back’ pay at the regular rate when they work on a scheduled day off. This happens regardless of their overtime shift length or the actual number of hours they worked.
- An employee is paid for actual hours worked at the overtime rate *plus* four hours of pay at the regular rate when they are called to return to work after they complete a shift and are released before they start their next regular shift.
- All call-outs exceeding four (4) hours shall be paid a minimum of eight (8) hours pay at the overtime rate.

Participant variations:

- An employee is paid a minimum of two hours at the overtime rate when they are called in with less than 24 hours’ notice. They are paid a minimum of three hours at the overtime when they get called in for emergency runs or specials.
- An employee is paid a minimum of two hours additional ‘call out’ pay if their overtime exceeds the length of their regular shift by two hours and if is more than 10 hours past their regular shift start time.
- A standby employee is paid 10% of 7.5 times the hourly base salary for each calendar day or portion of a day in standby status.

| | FASPAA Terminal Supervisors (benchmark 318) | | MEBA Port Engineers (benchmark 320) | | Port Captain (nonrepresented) (benchmark 319) | |
|--|--|------------|--|------------|--|------------|
| Minimum call out Min. hours / other benefit | No. of participants | Washington | No. of participants | Washington | No. of participants | Washington |
| 2 hours @ 150% of base pay | 1 | | 1 | | 1 | |
| 3 hours @ 150% of base pay | | | | | | |
| 4 hours @ 150% of base pay | | | 1 | | 1 | |
| 8 hours @ 150% of base pay | | X | | | | |
| 3 hours @ 200% of base pay | 1 | | | | | |
| Penalty pay in addition to applicable rate | 1 | | 1 | | 1 | |
| 100% for actual hours | | | | X | | |
| Not applicable | | | | | | X |
| No response | 1 | | 1 | | 1 | |

Washington:

FASPAA –

- An employee is paid a minimum of eight hours at the overtime rate when they are called back to work after completing their scheduled shift and released before the start of their next scheduled shift.

MEBA Port Engineer –

- With pre-approval, an employee may receive ‘straight time’ for time they work when they are called away from their residence for emergencies, responding to vessels, terminals, or the office, for operational or maintenance issues.

Participant variations:

- An employee is paid a minimum of two hours at the overtime rate when they are called in with less than 24 hours’ notice. They are paid a minimum of three hours at the overtime rate when they are called in for emergency runs or specials.
- A standby employee is paid 10% of 7.5 times the hourly base salary for each calendar day or portion of a day in standby status.

Early ‘call out’ pay – this is when an employee is called to work before the start of their regular scheduled shift.

The tables below show the minimum overtime hours and rates that survey participants and the state pay to regular, full-time employees in the vessel/terminal benchmark groups when these employees get called to work before the start of their regular scheduled shift. Where applicable, we provide Washington collective bargaining agreement information and participant variations following these tables.

| | Vessel/Terminal overall (benchmarks 301 - 320) | |
|--|---|------------|
| Early call out Min. hours / other benefit | No. of participants | Washington |
| 1 hour @ 150% of base pay | 1 | X |
| 2 hours @ 150% of base pay | 3 | |
| 4 hours @ 150% of base pay | 1 | |
| 1 hour @ 200% of base pay | 1 | |
| 3 hours @ 200% of base pay | 1 | |
| 8 hours @ 100% of base pay | | X |
| Penalty pay in addition to applicable rate | 2 | X |
| Not applicable | | X |
| No response | 5 | |

| | MM&P Masters (benchmark 301) | | MM&P Mates (benchmarks 302 - 303) | |
|--|---------------------------------|------------|--------------------------------------|------------|
| Early call out Min. hours / other benefit | No. of participants | Washington | No. of participants | Washington |
| 1 hour @ 150% of base pay | 1 | X | 1 | X |
| 2 hours @ 150% of base pay | 1 | | 1 | |
| 4 hours @ 150% of base pay | | | | |
| 1 hour @ 200% of base pay | | | | |
| 3 hours @ 200% of base pay | 1 | | 1 | |
| 8 hours @ 100% of base pay | | | | |
| Penalty pay in addition to applicable rate | | | | |
| Not applicable | | | | |
| No response | 4 | | 4 | |

Washington:

- Employees are paid ‘on call’ at the overtime rate in 1-hour increments.

Participant variations:

- An employee is paid a minimum of one-half hour at the overtime rate when they are called to work before the start of their regular shift *plus* their regular rate of pay once their shift begins.
- An employee is paid one day’s pay at the overtime rate for each watch [shift] work once their workweek is complete, until the start of their next regular workweek.
- An employee is paid at 200% of their regular rate when they are called in on a scheduled day of rest.

| | MEBA Licensed (benchmarks 304 - 306) | | MEBA Unlicensed (benchmarks 307 - 308) | |
|--|---|------------|---|------------|
| Early call out Min. hours / other benefit | No. of participants | Washington | No. of participants | Washington |
| 1 hour @ 150% of base pay | 1 | X | 1 | X |
| 2 hours @ 150% of base pay | 1 | | 1 | |
| 4 hours @ 150% of base pay | | | | |
| 1 hour @ 200% of base pay | | | 1 | |
| 3 hours @ 200% of base pay | 1 | | 1 | |
| 8 hours @ 100% of base pay | | | | |
| Penalty pay in addition to applicable rate | 1 | X | 1 | X |
| Not applicable | | | | |
| No response | 2 | | 1 | |

Washington:

- Early call out is paid in one-hour increments.
- An employee is paid a minimum of eight hours at the overtime rate when they are required to return to work after they complete a regular work shift and are released before the start of their next regular work shift.

Participant variations:

- An employee receives two hours of pay at the overtime rate when they are called out.
- An Engineer receives one day’s pay at the overtime rate when they are called back to work after they have completed their regular workweek. After the first day of callback, they are paid at the overtime rate for each watch [shift] until the start of their next regular workweek.
- An employee is paid a minimum of two hours at the overtime rate if they are called back to work after they complete their regular shift and released before starting their next regular shift.

| | IBU Deckhand (benchmarks 309 - 311) | | IBU Terminal (benchmarks 312 - 317) | |
|--|--|------------|--|------------|
| Early call out Min. hours / other benefit | No. of participants | Washington | No. of participants | Washington |
| 1 hour @ 150% of base pay | 1 | X | | X |
| 2 hours @ 150% of base pay | 1 | | | |
| 4 hours @ 150% of base pay | 1 | | | |
| 1 hour @ 200% of base pay | 1 | | | |
| 3 hours @ 200% of base pay | 1 | | 1 | |
| 8 hours @ 100% of base pay | | | | |
| Penalty pay in addition to applicable rate | 1 | | | |
| Not applicable | | | | |
| No response | 2 | | 2 | |

Washington:

- An employee is paid at the overtime rate in increments of one hour if they are called to work before the start of their regular scheduled shift.

Participant variations:

- An employee is paid a minimum of two hours at the overtime rate if they are called back to work after they complete their regular shift and released before they start their next regular shift.

| | FASPAA Terminal Supervisors (benchmark 318) | | MEBA Port Engineers (benchmark 320) | | Port Captain (nonrepresented) (benchmark 319) | |
|--|--|------------|--|------------|--|------------|
| Early call out Min. hours / other benefit | No. of participants | Washington | No. of participants | Washington | No. of participants | Washington |
| 1 hour @ 150% of base pay | | X | | | | |
| 2 hours @ 150% of base pay | | | | | | |
| 4 hours @ 150% of base pay | | | | | | |
| 1 hour @ 200% of base pay | | | | | | |
| 3 hours @ 200% of base pay | 1 | | | | | |
| 8 hours @ 100% of base pay | | | | X | | |
| Penalty pay in addition to applicable rate | | | | | | |
| Not applicable | | | | | | X |
| No response | 2 | | 3 | | 3 | |

Washington:

FASPAA Terminal Supervisor

- An employee is paid a minimum of one hour at overtime rate if they are called to work before the start of their regular scheduled shift.

MEBA Port Engineer –

- With pre-approval, an employee may receive a minimum of eight hours at their regular rate of pay if they are called to work on a scheduled day off.

Other premium pay – includes overtime compensation, penalty pay for hazardous work, and other premiums paid for undesirable shifts.

The tables below show premium pay rates that Washington and other participants pay to regular, full-time employees in the vessel/terminal benchmark groups when these employees work an undesirable shift. Where applicable, Washington collective bargaining agreement information and participant variations follow the data tables below.

| | Vessel/Terminal overall (benchmarks 301 - 320) | |
|--|---|------------|
| Other premium or penalty Min. hours / other benefit | Participants | Washington |
| Paid for entire shift | 1 | X |
| Paid for actual work | 6 | X |
| Penalty pay in addition to applicable rate | 4 | X |
| Shift differential | 3 | X |
| Not applicable | | X |
| No response | 5 | |

| | MM&P Masters (benchmark 301) | | MM&P Mates (benchmarks 302 - 303) | |
|--|---------------------------------|------------|--------------------------------------|------------|
| Other premium or penalty Min. hours / other benefit | Participants | Washington | Participants | Washington |
| Paid for entire shift | | | | |
| Paid for actual work | 2 | X | 2 | X |
| Penalty pay in addition to applicable rate | 1 | X | 2 | X |
| Shift differential | 2 | | 2 | |
| Not applicable | | | | |
| No response | 2 | | 2 | |

Washington:

- An employee is paid “biohazard” pay at the straight-time rate for a minimum of one-half an hour and in one-half hour increments, in addition to their regular rate of pay.
- An employee is paid at two times the regular rate of pay for hours they work on a holiday *plus* up to three hours of guaranteed holiday pay, for a maximum of 10 hours of holiday compensation.

Participant variations:

- An employee is paid their regular rate of pay *plus* ‘penalty’ pay of \$4 per hour for spray painting. They are paid their regular rate of pay *plus* ‘penalty’ pay of \$10 per hour for spray painting in confined spaces or for work they perform below floor plates. ‘Penalty’ pay is paid in one-half hour increments.
- An employee is paid their regular rate of pay plus ‘penalty’ pay when they perform penalty work.
- An employee is paid their regular rate of pay *plus* ‘shift differential’ of 27% of their regular rate of pay when they work a 14-day-on/14-day-off schedule. They are paid their regular rate of pay *plus* ‘shift differential’ of 25% of their regular rate of pay when they work a 4-day-on/4-day-off schedule.
- An employee is paid their regular rate of pay *plus* ‘shift differential’ of \$0.80 per hour when they work second shift. They are paid their regular rate of pay *plus* ‘shift differential’ of 10% of their regular rate of pay per hour when they work third shift.

| | MEBA Licensed (benchmarks 304 - 306) | | MEBA Unlicensed (benchmarks 307 - 308) | |
|--|---|------------|---|------------|
| Other premium or penalty Min. hours / other benefit | Participants | Washington | Participants | Washington |
| Paid for entire shift | | | | |
| Paid for actual work | 4 | X | 3 | X |
| Penalty pay in addition to applicable rate | 3 | X | 3 | X |
| Shift differential | 2 | | 2 | |
| Not applicable | | | | |
| No response | 1 | | | |

Washington detail:

- Relief Chief Engineer is paid 20% above the Chief Engineer regular rate.
- Relief Assistant Engineer is paid 20% above the Assistant Engineer regular rate.
- An employee is paid for their full shift at 200% of their regular rate when they work on holiday.
- An employee is paid ‘penalty’ pay at their regular rate of pay *plus* the applicable rate of pay (regular or overtime) when they perform penalty work.

Participant comments:

- Relief employees are paid \$26.38 per hour in addition to the applicable rate of pay (regular or overtime).
- An employee is paid their regular rate of pay *plus* ‘penalty’ pay of \$4 per hour for spray painting. They are paid their regular rate of pay *plus* ‘penalty’ pay of \$10 per hour for spray painting in confined spaces or for work they perform below floor plates. ‘Penalty’ pay is paid in one-half hour increments.

- An employee is paid ‘penalty’ pay at their regular rate of pay *plus* the applicable rate of pay (regular or overtime) when they perform penalty work.
- An employee is paid a minimum of on-half hour of ‘penalty’ pay at their regular rate of pay *plus* the applicable rate of pay (regular or overtime) when they perform penalty work.
- An employee is paid ‘penalty’ pay of \$13 per hour *plus* the applicable rate of pay (regular or overtime).
- An employee is paid at 200% of their regular rate of pay for dirty, obnoxious, hazardous work.
- If an employee receives a medical examination for asbestosis exposure, the employer will reimburse them for actual out-of-pocket costs.
- An employee is paid a minimum of one hour of ‘penalty’ pay at the rate equal to the difference their regular and overtime rates. Any additional ‘penalty’ work is paid in 30-minute periods.
- An employee is paid their regular rate of pay *plus* ‘shift differential’ of 27% of their regular rate of pay when they work a 14-day-on/14-day-off schedule. They are paid their regular rate of pay *plus* ‘shift differential’ of 25% of their regular rate of pay when they work a 4-day-on/4-day-off schedule.
- An employee is paid their regular rate of pay *plus* ‘shift differential’ of \$0.80 per hour when they work second shift. They are paid their regular rate of pay *plus* ‘shift differential’ of 10% of their regular rate of pay per hour when they work third shift.
- Shift extensions do not count at call-out. An employee is paid ‘standby’ pay of 10% of their overtime rate for each hour they are on standby.
- A deckhand working a purser/deckhand shift is paid a 2.4% premium. They are paid a 4.8% premium if they work a senior deckhand shift.
- An employee is paid their regular rate of pay *plus* ‘shift differential’ of \$8 per hour for work a shift that starts at noon or later.
- Employer’s ‘shift differential’ rate is \$13 per hour.

| | IBU Deckhand (benchmarks 309 - 311) | | IBU Terminal (benchmarks 312 - 317) | |
|--|--|------------|--|------------|
| Other premium or penalty Min. hours / other benefit | Participants | Washington | Participants | Washington |
| Paid for entire shift | | | 1 | |
| Paid for actual work | 3 | X | 2 | X |
| Penalty pay in addition to applicable rate | 3 | X | 1 | X |
| Shift differential | 2 | | 3 | |
| Not applicable | | | | |
| No response | 1 | | 1 | |

Washington:

- An employee is paid at 200% of their regular rate of pay when they are required to work on holiday.
- An employee is paid 'penalty' pay at their regular rate of pay *plus* the applicable rate of pay (regular or overtime) when they perform penalty work. This is paid in one-half hour increments.

Participant variations:

- An employee is paid their regular rate of pay *plus* 'penalty' pay of \$4 per hour for spray painting. They are paid their regular rate of pay *plus* 'penalty' pay of \$10 per hour for spray painting in confined spaces or for work they perform below floor plates. 'Penalty' pay is paid in one-half hour increments.
- An employee is paid 'penalty' pay at their regular rate of pay *plus* the applicable rate of pay (regular or overtime) when they perform penalty work.
- If an employee receives a medical examination for asbestosis exposure, the employer will reimburse them for actual out-of-pocket costs.
- An employee is paid at 200% of their regular rate of pay for dirty, obnoxious, hazardous work.
- An employee is paid a minimum of one hour of 'penalty' pay at the rate equal to the difference their regular and overtime rates. Any additional 'penalty' work is paid in 30-minute periods.
- An employee is paid a minimum of four hours of 'hazard' pay at 7.5% of their regular rate of pay *plus* their regular rate of pay when they perform hazardous work. Additional 'hazard' pay is paid in four-hour increments.
- An employee is paid 10% of their overtime rate for each hour they are on standby.
- An employee is paid their regular rate of pay *plus* 'shift differential' of 27% of their regular rate of pay when they work a 14-day-on/14-day-off schedule. They are paid their regular rate of pay *plus* 'shift differential' of 25% of their regular rate of pay when they work a 4-day-on/4-day-off schedule.
- An employee is paid their regular rate of pay *plus* 'shift differential' of \$0.80 per hour when they work second shift. They are paid their regular rate of pay *plus* 'shift differential' of 10% of their regular rate of pay per hour when they work third shift.
- A deckhand working a purser/deckhand shift is paid a 2.4% premium. They are paid a 4.8% premium if they work a senior deckhand shift.
- An employee is paid their regular rate of pay *plus* 'shift differential' of \$8 per hour for work a shift that starts at noon or later.
- A deckhand working a purser/deckhand shift is paid a 2.4% premium. They are paid a 4.8% premium if they work a senior deckhand shift.
- Employer pays geographic differentials.
- An employee is paid their regular rate of pay *plus* 'shift differential' of 3.75% when they work swing shift.
- An employee is paid their regular rate of pay *plus* 'shift differential' of 7.5% when they work graveyard shift.
- An employee is paid 'weekend differential' of \$1 per hour for each hour they work on Saturday and Sunday.

| | FASPAA Terminal Supervisors (benchmark 318) | | MEBA Port Engineers (benchmark 320) | | Port Captain (nonrepresented) (benchmark 319) | |
|--|--|------------|--|------------|--|------------|
| Other premium or penalty Min. hours / other benefit | Participants | Washington | Participants | Washington | Participants | Washington |
| Paid for entire shift | 1 | | 1 | | 1 | |
| Paid for actual work | 2 | X | 1 | | 1 | |
| Penalty pay in addition to applicable rate | 1 | | | | | |
| Shift differential | 3 | X | 1 | | 1 | |
| Not applicable | | | | X | | X |
| No response | | | 2 | | 2 | |

Washington FASPAA Terminal Supervisor –

- An employee is paid at two times their regular rate of pay when they work on a holiday.
- An employee is paid ‘penalty’ pay at their regular rate of pay *plus* the applicable rate of pay (regular or overtime) when they perform penalty work.
- An employee’s first scheduled shift is paid at the regular rate. The second shift is paid at overtime rate and the third shift is paid at 250% of the regular rate. This happens unless the employee has minimum of a six-hour break before the third shift.

Vessel/terminal – Alaska Marine Highway System – COLD data

Alaska Marine Highway System offers Cost of Living Differential (COLD) but it is only available to Alaskan residents. COLD reflects the difference in the cost of living between Seattle and Anchorage/Juneau, Alaska. These payments are available to Alaskan residents who are employed in several Alaska Marine Highway System benchmark job responses. We summarized the applicable COLD payments by benchmark jobs in the data tables below.

| Benchmark No. | Benchmark Title | COLD Per Pay Period | COLD Per Hour * |
|---------------|----------------------|---------------------|-----------------|
| 301 | Master/Captain/Pilot | \$664.40 | \$7.91 |
| 302 | Chief Mate/Pilot | \$552.64 | \$6.58 |
| 303 | Second Mate | \$483.78 | \$5.76 |
| 304 | Chief Engineer | \$601.05 | \$7.16 |
| 305 | Assistant Engineer | \$518.10 | \$6.17 |

*Hourly rate calculated based on participant reported 84 hours per two-week pay period.

| Benchmark No. | Benchmark Title | Resident Rate | Non-resident Rate | % Difference |
|---------------|----------------------|---------------|-------------------|--------------|
| 307 | Oiler | 32.55 | 28.04 | 16.1% |
| 308 | Wiper | \$24.39 | \$19.91 | 17.2% |
| 309 | Able Seaman/Bos'n | \$31.60 | \$26.13 | 16.1% |
| 310 | Able Seaman (AB) | \$28.21 | \$23.05 | 17.1% |
| 311 | Ordinary Seaman (OS) | \$25.84 | \$21.07 | 17.3% |

Part 4: Paid time off

This includes the annual accrual rates that employees receive for vacation/paid time off bank (PTO), sick leave and holidays.

Vacation leave

Average vacation accrual –

The annual vacation hour accrual rates and related pay practices are the same for all Washington employees in the vessel/terminal category. The tables below provide a side-by-side comparison of Washington's annual vacation hour accrual rates, maximum carry-over hours and cash-out rates to vessel/terminal participants.

The table below shows the overall average annual vacation hours accrued (accrual rate) for vessel/terminal participant jobs and Washington by years of service.

| | Vessel/Terminal Overall (benchmarks 301 - 320) | Washington (benchmarks 301 - 320) |
|---------------------|---|--------------------------------------|
| Years of service | Annual Accrual (average hours) | Annual Accrual (average hours) |
| 1 | 83 | 96 |
| 5 | 215 | 160 |
| 10 | 237 | 176 |
| 15 | 252 | 200 |
| 20 | 257 | 232 |
| 25 | 267 | 248 |
| 26+ | 274 | 272 |

The table below shows the overall average annual vacation accrual rate for participant vessel/terminal licensed jobs and Washington jobs by the employee's years of service.

| | MM&P Mates and Masters (benchmarks 301 - 303) | MEBA Licensed (benchmarks 304 - 306) | Washington (benchmarks 301 - 306) |
|-------------------------|--|--|--|
| Years of service | Annual Accrual (average hours) | Annual Accrual (average hours) | Annual Accrual (average hours) |
| 1 | 81 | 102 | 96 |
| 5 | 221 | 154 | 160 |
| 10 | 257 | 170 | 176 |
| 15 | 277 | 197 | 200 |
| 20 | 283 | 205 | 232 |
| 25 | 304 | 229 | 248 |
| 26+ | 312 | 239 | 272 |

The table below shows the overall average annual vacation accrual rate for participant vessel/terminal unlicensed jobs and Washington jobs by an employee's years of service.

| | MEBA Unlicensed (benchmarks 307 - 308) | IBU Deckhands (benchmarks 309 - 311) | IBU Terminal (benchmarks 312 - 317) | FASPAA Terminal Supervisor (benchmark 318) | Washington (benchmarks 307 - 320) |
|-------------------------|---|---|--|---|--------------------------------------|
| Years of service | Accrual (avg. hours) | Accrual (avg. hours) | Accrual (avg. hours) | Accrual (avg. hours) | Accrual (avg. hours) |
| 1 | 81 | 72 | 83 | 120 | 96 |
| 5 | 200 | 192 | 152 | 110 | 160 |
| 10 | 215 | 209 | 177 | 171 | 176 |
| 15 | 235 | 233 | 216 | 212 | 200 |
| 20 | 244 | 244 | 224 | 224 | 232 |
| 25 | 262 | 254 | 248 | 259 | 248 |
| 26+ | 276 | 265 | 258 | 275 | 272 |

There was insufficient data to show the average vacation accrual rate for participant vessel/terminal Port Captain and Port Engineer jobs.

| | Port Captain MEBA Port Engineer (benchmarks 319-320) | Washington (benchmarks 301 - 320) |
|-----------------------------|--|--------------------------------------|
| Years of service | Accrual (avg. hours) | Accrual (avg. hours) |
| 1 | Insufficient data | 96 |
| 5 | | 160 |
| 10 | | 176 |
| 15 | | 200 |
| 20 | | 232 |
| 25 | | 248 |
| 26+ | | 272 |

The table below shows the lowest, average and highest vacation hour carry-over and cash-out practices for Washington and vessel/terminal participants.

| | Vacation hours - max. carry-over | | | Vacation hours - cash-out allowed | | | |
|--|----------------------------------|---------|------|-----------------------------------|--------------------------------------|-------------------------------------|----------------------------|
| | Low | Average | High | Year end (no. of participants) | Termination (no. of participants) | Retirement (no. of participants) | Cash out rate (average) |
| Washington (benchmarks 301 - 320) | 240 | 240 | 240 | No | Yes | Yes | 100% |
| Vessel/Terminal Overall (benchmarks 301 - 320) | 270 | 383 | 840 | 5 | 8 | 8 | 100% |
| MM&P Mates and Masters (benchmarks 301 - 303) | 384 | 440 | 840 | 2 | 4 | 4 | 100% |
| MEBA Licensed (benchmarks 304 - 306) | 336 | 440 | 480 | 1 | 3 | 3 | 100% |
| MEBA Unlicensed (benchmarks 307 - 308) | 384 | 440 | 840 | 2 | 4 | 4 | 100% |
| IBU Deckhands (benchmarks 309 - 311) | 270 | 383 | 840 | 2 | 5 | 5 | 100% |
| IBU Terminal (benchmarks 312 - 317) | 270 | 383 | 840 | 2 | 5 | 5 | 100% |
| FASPAA Terminal Supervisor (benchmark 318) | No Response | | | | | | |
| Port Captain MEBA Port Engineer (benchmarks 319-320) | | 400 | | 0 | 1 | 1 | 100% |

Paid-time-off bank (PTO)

Average PTO accrual –

The table below shows the average annual paid-time-off accrual rate for vessel/terminal participant jobs. Washington does not offer a paid-time-off bank.

| | MEBA Licensed (benchmarks 304 - 306) | IBU Terminal (benchmarks 312 - 317) | Washington (benchmarks 301 - 320) |
|------------------|---|--|--------------------------------------|
| Years of service | Accrual (average hours) | Accrual (average hours) | Accrual (average hours) |
| 1 | 177 | 172 | Not applicable |
| 5 | 289 | 200 | |
| 10 | 362 | 224 | |
| 15 | 386 | 260 | |
| 20 | 391 | 268 | |
| 25 | 397 | 276 | |
| 26+ | 397 | 276 | |

The table below shows the vessel/terminal participant maximum PTO hours carry-over and cash-out practices.

| | PTO hours - max. carry-over | | | PTO hours - cash-out allowed | | | |
|---|-----------------------------|-------------|-----------|-----------------------------------|--------------------------------------|-------------------------------------|----------------------------|
| | Low | Median | High | Year end (no. of participants) | Termination (no. of participants) | Retirement (no. of participants) | Cash out rate (average) |
| Vessel/Terminal overall (3 participants) | Prior year accrual | 1,000 hours | Unlimited | 3 | 3 | 3 | 100% |

Sick leave

Sick leave accrual is typically offered with vacation leave accrual. It is not usually offered in addition to PTO.

Sick leave accrual and pay practices are the same for all Washington vessel/terminal employees. The table below shows Washington's annual sick leave hours accrual, maximum carry-over hours, and cash-out practices and those of the vessel/terminal participants.

| | Sick Leave | Maximum carry-over hours | | | Cash out allowed | | | |
|--|-------------------------------|--------------------------|-----------|-----------|-----------------------------------|--------------------------------------|-------------------------------------|----------------------------|
| | Annual accrual (avg. hrs.) | Low | Average | High | Year end (no. of participants) | Termination (no. of participants) | Retirement (no. of participants) | Cash out rate (average) |
| Washington (benchmarks 301 - 320) | 96 | Unlimited | Unlimited | Unlimited | over 480 hours | Yes | Yes | 25% |
| Vessel/Terminal Overall (benchmarks 301 - 320) | 40 | 40 | 530 | 1080 | | 2 | 3 | 53% |
| MM&P Mates and Masters (benchmarks 301 - 303) | 40 | 40 | 500 | 960 | | 1 | 2 | 68% |
| MEBA Licensed (benchmarks 304 - 306) | 960 | 960 | 960 | 960 | | 1 | 2 | 68% |
| MEBA Unlicensed (benchmarks 307 - 308) | 40 | 40 | 500 | 960 | | 1 | 2 | 68% |
| IBU Deckhands (benchmarks 309 - 311) | 40 | 40 | 693 | 1080 | | 2 | 3 | 53% |
| IBU Terminal (benchmarks 312 - 317) | 40 | 40 | 693 | 1080 | | 2 | 3 | 53% |
| FASPAA Terminal Supervisor (benchmark 318) | 62 | 62 | 79 | 96 | | 1 | 1 | 100% |
| Port Captain MEBA Port Engineer (benchmarks 319-320) | 96 | 96 | 96 | 96 | | 1 | 1 | 100% |

Holidays

The table below shows Washington's actual number of paid holidays and personal leave days and the vessel/terminal participant average days.

| | Paid holidays | Personal leave days |
|--|---------------|---------------------|
| | Average | Average |
| Washington (benchmarks 301 - 320) | 13 | 1* |
| Vessel/Terminal Overall (benchmarks 301 - 320) | 11 | |
| MM&P Mates and Masters (benchmarks 301 - 303) | 11 | |
| MEBA Licensed (benchmarks 304 - 306) | 11 | |
| MEBA Unlicensed (benchmarks 307 - 308) | 11 | |
| IBU Deckhands (benchmarks 309 - 311) | 11 | |
| IBU Terminal (benchmarks 312 - 317) | 11 | |
| FASPAA Terminal Supervisor (benchmark 318) | 11 | |
| Port Captain MEBA Port Engineer (benchmarks 319-320) | 11 | |

Part 5: Other benefits

This includes health care value, retirement value, apprenticeship contributions, training, license reimbursement, medical examinations, and compensation for employer-directed travel.

We present vessel/terminal overall results in this section.

Health care value

Health care value is the “value that the employee receives ” and is how much you can expect your plan to pay for your health care costs. We collected the following information to calculate the health care value for participant vessel/terminal employees. We present health care value results in [Part 2: Total compensation](#). For more information, you can review [Section 4: Study Methodology, health care value](#).

| Health Plan Type | Preferred Provider Organization | Plan includes vision | No response |
|---------------------|---------------------------------|----------------------|-------------|
| Washington | X | X | |
| No. of participants | 3 | 3 | 9 |

| Health plan metal tier | Gold | Platinum | Unknown |
|------------------------|------|----------|---------|
| Washington | X | | |
| No. of participants | | 3 | 9 |

Retirement value

We calculated the retirement value after a model we developed in partnership with the Office of the State Actuary. This framework calculates the lump-sum present value for the retirement benefit that an employee earned, regardless of the various participants' plan (such as defined-contribution, or DC; defined-benefit, or DB; or hybrid plans).

We collected the following information to calculate the retirement value. We presented the retirement value results in [Part 2: Total compensation](#). For more information, you can visit [Section 4: Study Methodology, retirement value](#).

| Retirement data | Plan Type | Normal retirement age | Defined benefit multiplier | Cost of living adjustment | Defined benefit plan design employer cost share |
|-----------------|-----------------|-----------------------|----------------------------|---------------------------|---|
| Washington | Defined benefit | 65 | 2% | 2.75% | 50% |
| King County | Defined benefit | 65 | 2% | 2.75% | 50% |
| Kitsap County | Defined benefit | 65 | 2% | 2.45% | 50% |
| Whatcom County | Defined benefit | 65 | 2% | 2.45% | 50% |

Social Security

The table below is a summary of vessel/terminal participant responses regarding Social Security contributions.

| Do employees contribute to Social Security? | No. of orgs |
|---|-------------|
| Washington | Yes |
| Yes | 4 |
| No | 1 |
| No response | 7 |

Apprenticeship contributions

The table below shows the Washington collective bargaining groups and number of vessel/terminal participants that make contributions to apprenticeships or similar training.

| Does the employer make contributions to apprenticeships or similar training? | |
|--|--------------------------------|
| Washington | MEBA Licensed, MEBA Unlicensed |
| Participants | 3 |

Training

The table below shows Washington's training practices for vessel/terminal licensed jobs and the participant response rate.

| | MM&P Masters and Mates (benchmarks 301 - 303) | | MEBA Licensed (benchmarks 304 - 306) | |
|-------------------------------------|--|-------------------|---|-------------------|
| Training benefit | Participants | Washington | Participants | Washington |
| Provides training reimbursement | 4 | X | 4 | X |
| Paid for scheduled work shift | 1 | X | 1 | X |
| Paid at regular rate | 2 | X | 3 | X |
| Minimum term of employment required | | | | |
| No response | 1 | | 1 | |

The table below shows Washington's training practices for vessel/terminal unlicensed jobs and the participant response rate.

| | MEBA Unlicensed (benchmarks 307 - 308) | | IBU Deckhand (benchmarks 309 - 311) | | IBU Terminal (benchmarks 312 - 317) | | FASPAA Terminal Supervisors (benchmark 318) | |
|-------------------------------------|---|-------------------|--|-------------------|--|-------------------|--|-------------------|
| Training benefit | Participants | Washington | Participants | Washington | Participants | Washington | Participants | Washington |
| Provides training reimbursement | 3 | X | 5 | X | 5 | X | 2 | X |
| Paid for scheduled work shift | 1 | X | 4 | X | 4 | X | 2 | X |
| Paid at regular rate | 3 | X | 4 | X | 4 | X | 2 | X |
| Minimum term of employment required | | | 2 | X | 2 | X | | |
| No response | 1 | | 1 | | 1 | | 1 | |

The table below shows Washington's training practices for vessel/terminal Port Captain and MEBA Port Engineer, and the participant response rate.

| | Port Captain (nonrepresented) (benchmark 319) | | MEBA Port Engineers (benchmark 320) | |
|-------------------------------------|--|-------------------|--|-------------------|
| Training benefit | Participants | Washington | Participants | Washington |
| Provides training reimbursement | 2 | X | | X |
| Paid for scheduled work shift | 1 | | | |
| Paid at regular rate | 1 | X | | X |
| Minimum term of employment required | 1 | | | |
| No response | | | | |

License reimbursement

The table below shows Washington's license reimbursement practices for vessel/terminal licensed jobs and the participant response rate.

| | MM&P Masters and Mates (benchmarks 301 - 303) | | MEBA Licensed (benchmarks 304 - 306) | |
|---------------------------|--|------------|---|------------|
| License benefit | Participants | Washington | Participants | Washington |
| Pay for required licenses | 3 | X | 4 | X |
| Any required | 1 | X | 2 | X |
| Only Coast Guard required | | | | |
| Only TWIC | 1 | | 1 | |
| No response | 3 | | 2 | |

The table below shows Washington's license reimbursement practices for vessel/terminal unlicensed jobs and the participant response rate.

| | MEBA Unlicensed (benchmarks 307 - 308) | | IBU Deckhand (benchmarks 309 - 311) | | IBU Terminal (benchmarks 312 - 317) | | FASPAA Terminal Supervisors (benchmark 318) | |
|---------------------------|---|------------|--|------------|--|------------|--|------------|
| License benefit | Participants | Washington | Participants | Washington | Participants | Washington | Participants | Washington |
| Pay for required licenses | 3 | X | 4 | X | 3 | X | 3 | X |
| Any required | 1 | X | 1 | X | 1 | X | 2 | |
| Only Coast Guard required | | | 1 | | 1 | | | |
| Only TWIC | 1 | | 1 | | | | | X |
| No response | 2 | | 3 | | 1 | | 1 | |

The table below shows Washington's license reimbursement practices for vessel/terminal unlicensed Port Captain and MEBA Port Engineer, and the participant response rate.

| | Port Captain (nonrepresented) (benchmark 319) | | MEBA Port Engineers (benchmark 320) | |
|---------------------------|---|------------|--|------------|
| License benefit | Participants | Washington | Participants | Washington |
| Pay for required licenses | 3 | | 3 | |
| Any required | 1 | | 1 | |
| Only Coast Guard required | | | | |
| Only TWIC | 1 | | 1 | |
| No response | | X | | X |

Medical examinations

Physical examinations are required for U.S. Coast Guard license renewals. The table below shows Washington's medical examination reimbursement practice and the vessel/terminal participant response rate.

| | MM&P Masters and Mates (benchmarks 301 - 303) | | MEBA Licensed (benchmarks 304 - 306) | |
|----------------------|--|------------|---|------------|
| Medical exam benefit | Participants | Washington | Participants | Washington |
| At 100% | 3 | X | 4 | |
| Flat \$ rate | | | | |
| No response | 3 | | 3 | |

Compensation for employer-directed travel

The table below shows Washington's compensation for employer-directed travel and the number of vessel/terminal participants with similar practices.

| Travel benefit | Compensation for employer-directed travel | | |
|---------------------------|---|------------|-------------|
| | Participants | Washington | No Response |
| Travel time paid at 100% | 9 | X | |
| Travel time paid at 200% | 1 | | |
| Mileage reimbursement | X | X | 1 |
| Meals and lodging per day | 4 | X | 6 |

Survey category 2: Shipyard Trades

Part 1: Participant representation

Pacific NW Regional Council of Carpenters

- 401 Shipwright/Carpenter
- 402 Shipyard Insulator

Puget Sound Metal Trades Council

- 403 Shipyard Boilermaker/Welder
- 404 Shipyard Electrician
- 405 Shipyard Machinist
- 406 Shipyard Pipefitter
- 407 Shipyard Sheet Metal Worker
- 408 Shipyard Truck Driver
- 409 Shipyard Warehouse Worker

| Shipyard Trades overall (benchmarks 401 - 409) |
|---|
| Boilermakers Local 104 |
| Continental Maritime of San Diego, LLC. |
| Dakota Creek Industries, Inc. |
| Pacific Fishermen Shipyard and Electric, LLC |
| Vancouver Shipyards Company Ltd. |
| Vigor |

Part 2: Total compensation

The following tables show the hourly participant average and Washington's base salary, health care value, retirement value and total compensation for shipyard trades benchmark jobs.

Carpenters

| Benchmark no. | Benchmark title | Participants / Washington | No. of Orgs | No. of journey employees | Salary Schedule | Hourly salary range minimum (average) | Hourly salary range maximum (average) | Hourly actual base pay (average) | Hourly health care value ¹ | Hourly retirement value ² | Hourly total comp. (actual base pay + health care + retirement) |
|--|----------------------|---------------------------|-------------|--------------------------|-----------------|---------------------------------------|---------------------------------------|----------------------------------|---------------------------------------|--------------------------------------|---|
| 401 | Shipwright/Carpenter | Participants | 9 | 80 | 0.0% | \$27.12 | \$42.42 | \$33.43 | - | - | - |
| 401 | Shipwright/Carpenter | Washington | 1 | 9 | 0.0% | \$33.09 | \$33.09 | \$33.09 | \$5.31 | \$4.19 | \$42.60 |
| 401 | Shipwright/Carpenter | % Difference | | | | 18.0% | -28.2% | -1.0% | n/a | n/a | n/a |
| 402 | Shipyard Insulation | Participants | 5 | 9 | 0.0% | \$30.95 | \$43.06 | \$34.96 | - | - | - |
| 402 | Shipyard Insulation | Washington | 1 | 2 | 0.0% | \$33.09 | \$33.09 | \$33.09 | \$5.31 | \$4.19 | \$42.60 |
| 402 | Shipyard Insulation | % Difference | | | | 6.5% | -30.1% | -5.7% | n/a | n/a | n/a |
| <i>Carpenters - successful benchmarks total % above or below market:</i> | | | | | | 12.3% | -29.1% | -3.3% | n/a | n/a | n/a |

Metal Trades

| Benchmark no. | Benchmark title | Participants / Washington | No. of Orgs | No. of journey employees | Salary Schedule | Hourly salary range minimum (average) | Hourly salary range maximum (average) | Hourly actual base pay (average) | Hourly health care value ¹ | Hourly retirement value ² | Hourly total comp. (actual base pay + health care + retirement) |
|---------------|-----------------------------|---------------------------|-------------|--------------------------|-----------------|---------------------------------------|---------------------------------------|----------------------------------|---------------------------------------|--------------------------------------|---|
| 403 | Shipyard Boilermaker/Welder | Participants | 8 | 427 | 0.0% | \$36.83 | \$43.53 | \$36.14 | - | - | - |
| 403 | Shipyard Boilermaker/Welder | Washington | 1 | 9 | 0.0% | \$33.10 | \$33.10 | \$33.10 | \$5.31 | \$4.19 | \$42.61 |
| 403 | Shipyard Boilermaker/Welder | % Difference | | | | -11.3% | -31.5% | -9.2% | n/a | n/a | n/a |

Metal Trades

| Benchmark no. | Benchmark title | Participants / Washington | No. of Orgs | No. of journey employees | Salary Schedule | Hourly salary range minimum (average) | Hourly salary range maximum (average) | Hourly actual base pay (average) | Hourly health care value ¹ | Hourly retirement value ² | Hourly total comp. (actual base pay + health care + retirement) |
|---|-----------------------------|---------------------------|-------------|--------------------------|-----------------|---------------------------------------|---------------------------------------|----------------------------------|---------------------------------------|--------------------------------------|---|
| 404 | Shipyard Electrician | Participants | 7 | 65 | 0.0% | \$30.85 | \$43.86 | \$35.09 | - | - | - |
| 404 | Shipyard Electrician | Washington | 1 | 12 | 0.0% | \$33.10 | \$33.10 | \$33.10 | \$5.31 | \$4.19 | \$42.61 |
| 404 | Shipyard Electrician | % Difference | | | | 6.8% | -32.5% | -6.0% | n/a | n/a | n/a |
| 405 | Shipyard Machinist | Participants | 4 | 13 | 0.0% | \$31.13 | \$43.85 | \$35.73 | - | - | - |
| 405 | Shipyard Machinist | Washington | 1 | 9 | 0.0% | \$33.10 | \$33.10 | \$33.10 | \$5.31 | \$4.19 | \$42.61 |
| 405 | Shipyard Machinist | % Difference | | | | 6.0% | -32.5% | -8.0% | n/a | n/a | n/a |
| 406 | Shipyard Pipefitter | Participants | 4 | 107 | 0.0% | \$21.75 | \$37.78 | \$36.51 | - | - | - |
| 406 | Shipyard Pipefitter | Washington | 1 | 9 | 0.0% | \$33.10 | \$33.10 | \$33.10 | \$5.31 | \$4.19 | \$42.61 |
| 406 | Shipyard Pipefitter | % Difference | | | | 34.3% | -14.1% | -10.3% | n/a | n/a | n/a |
| 407 | Shipyard Sheet Metal Worker | Participants | 3 | 224 | 0.0% | \$21.75 | \$37.78 | \$36.36 | - | - | - |
| 407 | Shipyard Sheet Metal Worker | Washington | 1 | 8 | 0.0% | \$33.10 | \$33.10 | \$33.10 | \$5.31 | \$4.19 | \$42.61 |
| 407 | Shipyard Sheet Metal Worker | % Difference | | | | 34.3% | -14.1% | -9.9% | n/a | n/a | n/a |
| 408 | Shipyard Truck Driver | Participants | 3 | 64 | 0.0% | \$27.38 | \$39.99 | \$36.65 | - | - | - |
| 408 | Shipyard Truck Driver | Washington | 1 | 0 | 0.0% | \$33.10 | \$33.10 | \$33.10 | \$5.31 | \$4.19 | \$42.61 |
| 408 | Shipyard Truck Driver | % Difference | | | | 17.3% | -20.8% | -10.7% | n/a | n/a | n/a |
| 409 | Shipyard Warehouse Worker | Participants | 4 | 58 | 0.0% | \$30.06 | \$40.67 | \$34.71 | - | - | - |
| 409 | Shipyard Warehouse Worker | Washington | 1 | 4 | 0.0% | \$33.10 | \$33.10 | \$33.10 | \$5.31 | \$4.19 | \$42.61 |
| 409 | Shipyard Warehouse Worker | % Difference | | | | 9.2% | -22.9% | -4.9% | n/a | n/a | n/a |
| Metal Trades total % above or below market: | | | | | | 13.8% | -24.1% | -8.4% | n/a | n/a | n/a |
| Shipyard Trades average % above or below market: | | | | | | 13.4% | -25.2% | -7.3% | n/a | n/a | n/a |

The following tables show the participants' average percent difference and Washington's percent difference between the shipyard trades journey level (benchmark job) and foreman, leadperson and helper positions.

Carpenters

| Benchmark no. | Benchmark title | Participants / Washington | No. of Orgs | No. of journey employees | Foreperson base pay % of journey (actual) ³ | Leadperson base pay % of journey (actual) ³ | Helper base pay % of journey (actual) ³ |
|---------------|----------------------|---------------------------|-------------|--------------------------|--|--|--|
| 401 | Shipwright/Carpenter | Participants | 9 | 80 | 119.6% | 106.5% | 77.1% |
| 401 | Shipwright/Carpenter | Washington | 1 | 9 | 110.0% | 105.0% | 65.0% |
| 401 | Shipwright/Carpenter | % Difference | | | -9.6% | -1.5% | -12.1% |
| 402 | Shipyard Insulation | Participants | 5 | 9 | 143.8% | 118.7% | 48.0% |
| 402 | Shipyard Insulation | Washington | 1 | 2 | 110.0% | 105.0% | 65.0% |
| 402 | Shipyard Insulation | % Difference | | | -33.8% | -13.7% | 17.0% |

Metal Trades

| Benchmark no. | Benchmark title | Participants / Washington | No. of Orgs | No. of journey employees | Foreperson base pay % of journey (actual) ³ | Leadperson base pay % of journey (actual) ³ | Helper base pay % of journey (actual) ³ |
|---------------|-----------------------------|---------------------------|-------------|--------------------------|--|--|--|
| 403 | Shipyard Boilermaker/Welder | Participants | 8 | 427 | 118.4% | 109.5% | 80.7% |
| 403 | Shipyard Boilermaker/Welder | Washington | 1 | 9 | 110.0% | 105.0% | 65.0% |
| 403 | Shipyard Boilermaker/Welder | % Difference | | | -8.4% | -4.5% | -15.7% |
| 404 | Shipyard Electrician | Participants | 7 | 65 | 118.1% | 110.7% | 69.9% |
| 404 | Shipyard Electrician | Washington | 1 | 12 | 110.0% | 105.0% | 65.0% |
| 404 | Shipyard Electrician | % Difference | | | -8.1% | -5.7% | -4.9% |
| 405 | Shipyard Machinist | Participants | 4 | 13 | 131.5% | 117.6% | - |
| 405 | Shipyard Machinist | Washington | 1 | 9 | 110.0% | 105.0% | 65.0% |

Metal Trades

| Benchmark no. | Benchmark title | Participants / Washington | No. of Orgs | No. of journey employees | Foreperson base pay % of journey (actual) ³ | Leadperson base pay % of journey (actual) ³ | Helper base pay % of journey (actual) ³ |
|---|-----------------------------|---------------------------|-------------|--------------------------|--|--|--|
| 405 | Shipyard Machinist | % Difference | | | -21.5% | -12.6% | n/a |
| 406 | Shipyard Pipefitter | Participants | 4 | 107 | 131.5% | 112.7% | 53.0% |
| 406 | Shipyard Pipefitter | Washington | 1 | 9 | 110.0% | 105.0% | 65.0% |
| 406 | Shipyard Pipefitter | % Difference | | | -21.5% | -7.7% | 12.0% |
| 407 | Shipyard Sheet Metal Worker | Participants | 3 | 224 | 119.9% | 111.3% | 102.3% |
| 407 | Shipyard Sheet Metal Worker | Washington | 1 | 8 | 110.0% | 105.0% | 65.0% |
| 407 | Shipyard Sheet Metal Worker | % Difference | | | -9.9% | -6.3% | -37.3% |
| 408 | Shipyard Truck Driver | Participants | 3 | 64 | 116.5% | 121.2% | - |
| 408 | Shipyard Truck Driver | Washington | 1 | 0 | 110.0% | 105.0% | 65.0% |
| 408 | Shipyard Truck Driver | % Difference | | | -6.5% | -16.2% | n/a |
| 409 | Shipyard Warehouse Worker | Participants | 4 | 58 | 123.2% | 112.2% | - |
| 409 | Shipyard Warehouse Worker | Washington | 1 | 4 | 110.0% | 105.0% | 65.0% |
| 409 | Shipyard Warehouse Worker | % Difference | | | -13.2% | -7.2% | n/a |
| Shipyard trades average % diff. from benchmark (journey) to Foreperson, Lead, Helper: | | | | | -14.9% | -8.1% | n/a |

Part 3: Premium pay

This includes overtime compensation, penalty pay for hazardous work, and other premiums paid for undesirable shifts.

All participants provided matches for the Carpenters and Metal Trades benchmark groups. Because the same participants responded to these benchmark groups, we only present shipyard trades overall results in this section. Washington collective bargaining agreement information and participant variations follow the result data tables.

Overtime rate – this is pay for the time someone worked that was more than their regular scheduled shift.

The tables below show the overtime rates that Washington and participants paid to regular, full-time employees in the shipyard trades benchmark groups when an employee worked more hours than their scheduled shift. We note Washington’s practices with an “x” in the data tables. Where applicable, we provide Washington collective bargaining agreement information and participant variations following the result data tables.

| Overtime rate | Shipyard Trades overall (benchmarks 401 - 409) | |
|------------------|---|------------|
| | Participants | Washington |
| 150% of base pay | 6 | X |
| 200% of base pay | 1 | |
| No response | | |

Washington:

- An employee is paid a minimum of one hour at 150% of their regular rate when they work more than their scheduled shift.

Minimum call out pay – this is work that exceeds someone’s scheduled work shift, work on scheduled day off, or calls to return to work.

The tables below show the minimum overtime hours and rates that Washington and participants paid to regular, full-time employees in the shipyard trades benchmark groups for time they worked that was more than their scheduled shift.

| | Shipyard Trades overall (benchmarks 401 - 409) | |
|--|---|------------|
| Minimum call out Min. hours / other benefit | No. of participants | Washington |
| 2 hours @ 100% of base pay | 1 | |
| 4 hours @ 150% of base pay | 1 | X |
| 4 hours @ 200% of base pay | 1 | |
| Penalty pay in addition to applicable rate | | X |
| No response | 3 | |

Washington:

- An employee is paid three hours of pay at straight time rate *plus* minimum callout pay regardless of how long their overtime shift was or their actual hours worked.
- An employee is paid at the overtime rate for the first eight hours when they work on Saturday and at 200% of their regular rate of pay after that.
- An employee is paid at 200% of their regular rate of pay for any work on Sunday.

Participant variances:

- An employee is paid at 200% for overtime on Sunday and emergency work.
- An employee is paid for a minimum of 2 hours for all call-in work.

Early call out pay – paid when an employee is called to work before the start of their regular scheduled shift.

The tables below show the minimum overtime hours and rates that Washington and participants paid to regular, full-time employees in the shipyard trades benchmark groups when an employee is called to work before the start of their regular scheduled shift.

| | Shipyard Trades overall (benchmarks 401 - 409) | |
|--|---|------------|
| Early call out Min. hours / other benefit | No. of participants | Washington |
| 4 hours @ 150% of base pay | | X |
| 8 hours @ 150% of base pay | 1 | |
| 4 hour @ 200% of base pay | 1 | |
| Penalty pay in addition to applicable rate | | X |
| No response | 4 | |

Washington:

- An employee is paid a minimum of three hours at their regular rate of pay *plus* minimum early call out pay for most start times.

Participant variances:

- An employee is paid the overtime rate for their entire shift if they don't get a full shift off between their regular scheduled shifts.
- An employee is paid a minimum of four hours at 200% of their regular rate of pay when they are called in before the start of their shift and then released only to return later to begin their regular shift.

Other premium pay – this includes overtime compensation, penalty pay for hazardous work, and other premiums paid for undesirable shifts.

The tables below show premium pay rates that Washington and participants paid to regular, full-time employees in the shipyard trades benchmark groups when an employee works an undesirable shift. Where applicable, Washington collective bargaining agreement information and participant variations follow the result data tables.

| | Shipyard Trades overall (benchmarks 401 - 409) | |
|--|---|------------|
| Other premium or penalty Min. hours / other benefit | Participants | Washington |
| Paid for entire shift | 3 | |
| Paid for actual work | 5 | X |
| Penalty pay in addition to applicable rate | 3 | X |
| Shift differential | 3 | |
| No response | 1 | |

Washington:

- An employee is paid at 200% of their regular rate of pay for dirty work.
- An employee is paid ‘penalty’ pay of 20% of their regular salary *plus* the applicable rate (regular or overtime) when they work with asbestos.

Participant variances:

- An employee is paid at 150% of their regular rate when they perform dirty work or human waste work.
- An employee is paid at 125% of their regular rate when they perform work in a restricted space. They are paid at 112% of their regular rate when they perform high work.
- An employee is paid their regular rate of pay *plus* ‘shift differential’ of \$1 per hour when they work swing shift.
- An employee is paid their regular rate of pay *plus* ‘shift differential’ of \$.045 per hour when they work second shift. They are paid their regular rate of pay *plus* ‘shift differential’ of \$0.60 per hour when they work third shift.
- An employee is paid their regular rate of pay *plus* ‘shift differential’ of \$0.50 per hour when they work swing shift. They are paid their regular rate of pay *plus* ‘shift differential’ of \$0.75 per hour when they work graveyard shift.
- An employee is paid their regular rate of pay *plus* ‘shift differential’ of \$2.75 per hour when they work an afternoon shift. They are paid their regular rate of pay *plus* ‘shift differential’ of \$4.15 per hour when they work graveyard shift.

Part 4: Paid time off

This includes annual accrual rates for vacation/paid time off bank (PTO), sick leave and holidays.

All participants provided matches for the Carpenters and Metal Trades benchmark groups. Because the same participants responded to these benchmark groups, we only present shipyard trades overall results in this section.

Vacation leave

Average vacation accrual –

The annual vacation hour accrual rates and related pay practices are the same for all Washington employees in the shipyard trades category. The tables below provide a side-by-side comparison of Washington's annual vacation hour accrual rates, maximum carry-over hours and cash-out rates to those of shipyard trades participants. We have presented overall shipyards trades results in this section because there are no variances between the Carpenter and Metal Trades participant responses.

The table below shows the overall average annual vacation hours accrued (accrual rate) for shipyard trades participant jobs and Washington by an employee's years of service.

| | Shipyard Trades overall (benchmarks 401 - 409) | Washington (benchmarks 401 - 409) |
|--------------|---|--------------------------------------|
| Yrs. of svc. | Accrual (avg. hours) | Accrual (avg. hours) |
| 1 | 40 | 96 |
| 5 | 100 | 160 |
| 10 | 140 | 176 |
| 15 | 166 | 200 |
| 20 | 179 | 232 |
| 25 | 192 | 248 |
| 26+ | 192 | 272 |

The table below shows the lowest, average and highest vacation hour carry-over and cash-out practices for Washington and shipyard trades participants.

| | Vacation hours - max. carry-over | | | Vacation hours - cash-out allowed | | | |
|---|----------------------------------|---------|------|-----------------------------------|--------------------------------------|-------------------------------------|----------------------------|
| | Low | Average | High | Year end (no. of participants) | Termination (no. of participants) | Retirement (no. of participants) | Cash out rate (average) |
| Washington (benchmarks 401 - 409) | | 240 | | No | Yes | Yes | 100% |
| Shipyard Trades overall (benchmarks 401 - 409) | 80 | 80 | 288 | 2 | 3 | 3 | 100% |

Paid-time-off bank (PTO)

Average PTO accrual –

The table below shows the average annual paid-time-off accrual rate for shipyard trades participant jobs. Washington does not offer a paid-time-off bank.

| | Shipyard Trades overall (benchmarks 401 - 409) | Washington (benchmarks 401 - 409) |
|--------------|---|--------------------------------------|
| Yrs. of svc. | Accrual (% of wage) | Accrual (% of wage) |
| 1 | 3% | Not applicable |
| 5 | 4% | |
| 10 | 4% | |
| 15 | 4% | |
| 20 | 4% | |
| 25 | 4% | |
| 26+ | 4% | |

The table below shows the lowest, average and highest PTO hour carry-over and cash-out practices for shipyard trades participants.

| | PTO hours - max. carry-over | | | PTO hours - cash-out allowed | | | |
|---|-----------------------------|---------|------|-----------------------------------|--------------------------------------|-------------------------------------|----------------------------|
| | Low | Average | High | Year end (no. of participants) | Termination (no. of participants) | Retirement (no. of participants) | Cash out rate (average) |
| Shipyard Trades overall (benchmarks 401 - 409) | No response | | | 1 | 1 | 1 | 100% |

Sick leave

Sick leave accrual is typically offered with vacation leave accrual. It is not usually offered in addition to PTO.

Sick leave accrual and pay practices are the same for all Washington shipyard trades employees. There was insufficient data to provide a shipyard trades summary of sick leave hours accrual, maximum carry-over hours, and cash-out practices.

| | Accrual (average) | Low | Average | High | Year end (no. of participants) | Retirement (no. of participants) | Cash out rate (average) |
|---|----------------------|-----|-----------|------|--------------------------------------|--|----------------------------|
| Washington (benchmarks 301 - 320) | 96 | | Unlimited | | over 480 hours | Yes | 25% |
| Shipyard Trades overall (benchmarks 401 - 409) | Insufficient data | | | | | | |

Holidays

The table below shows Washington's actual number of paid holidays and personal leave days and the shipyard trades participants' average days.

| | Paid holidays | Personal leave days |
|---|---------------|---------------------|
| | Average | Average |
| Washington (benchmarks 301 - 320) | 14 | 1 |
| Shipyard Trades overall (benchmarks 401 - 409) | 11 | |

Part 5: Other benefits

This includes health care value, retirement value, apprenticeship contributions, training, license reimbursement, medical examinations, and compensation for employer-directed travel.

We present the overall Shipyard trades results in this section.

Health care value

Health care value is the “value that the employee receives” and is how much you can expect your plan to pay for your health care costs. We collected the following information to calculate the health care value provided to participant employees. We presented health care value results in [Part 2: Total compensation](#). For more information, you can look at [Section 4: Study Methodology, health care value](#).

| Health Plan Type | Preferred Provider Organization | Health Management Plan | Plan includes vision | No response |
|---------------------|---------------------------------|------------------------|----------------------|-------------|
| Washington | X | | X | |
| No. of participants | 1 | 2 | 2 | 3 |

| Health plan metal tier | Bronze | Gold | Unknown |
|------------------------|--------|------|---------|
| Washington | | X | |
| No. of participants | 1 | 1 | 4 |

Retirement value

We calculated the retirement value after a model we developed in partnership with the Office of the State Actuary. This framework calculates the lump-sum present value that an employee earned, regardless of the various participants' plan (such as defined-contribution, or DC; defined-benefit, or DB; or hybrid plans)

We requested the following information to calculate the retirement value. We had insufficient data to provide a summary for shipyard trades participants. But we presented retirement value results in [Part 2: Total compensation](#). For more information, you can look at [Section 4: Study Methodology, retirement value](#).

| Retirement data | Plan Type | Normal retirement age | Defined benefit multiplier | Cost of living adjustment | Defined benefit plan design employer cost share |
|-----------------|-------------------|-----------------------|----------------------------|---------------------------|---|
| Washington | Defined benefit | 65 | 2% | 2.75% | 50% |
| Participants | Insufficient data | | | | |

Social Security

There were no shipyard trades responses regarding Social Security contributions.

| Employees contribute to Social Security | No. of participants |
|---|---------------------|
| Washington | Yes |
| No response | 6 |

Apprenticeship contributions

The table below shows the Washington collective bargaining groups and number of vessel/terminal participants that make contributions to apprenticeships or similar training.

| Does the employer make contributions to apprenticeships or similar training? | |
|--|--------------------------|
| Washington | Carpenters, Metal Trades |
| No. of participants | 4 |

Training

The table below shows Washington's training practices for shipyard trades jobs and the participant response rate.

| | Shipyard Trades overall (benchmarks 401 - 409) | |
|-------------------------------------|---|------------|
| Training benefit | Participants | Washington |
| Provides training reimbursement | 4 | X |
| Paid for scheduled work shift | 1 | X |
| Paid at regular rate | 2 | X |
| Minimum term of employment required | | |
| No response | 1 | |

Compensation for employer-directed travel

The table below shows Washington's compensation for employer-directed travel and the number of shipyard trades participants with similar practices.

| | Compensation for employer-directed travel | | |
|---------------------------|--|------------|-------------|
| Travel benefit | Participants | Washington | No Response |
| Travel time paid at 100% | 3 | X | |
| Mileage reimbursement | 2 | X | 4 |
| Meals and lodging per day | 2 | X | 4 |

Survey category 3: Administrative

Part 1: Participant representation

OPEIU

- 501 Staff Accountant
- 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
- 521 Relief Dispatcher
- 522 Safety Systems Specialist
- 523 Purchasing Agent

| OPEIU (benchmarks 501 - 517, 521 - 523) |
|--|
| Crowley Maritime Marine Services |
| King County |
| Pierce County |
| Port of Tacoma |
| Saltchuk Marine Shared Services |
| Sound Transit |

SEIU

518 Custodian (Janitor)

| SEIU (benchmark 518) |
|-------------------------|
| Pierce County |

MM&P Marine Watch Supervisors

518 Custodian (Janitor)

519 Marine Operations Watch Supervisor

520 Fleet Facility Safety Officer

| MM&P Supervisors (benchmarks 519 - 520) |
|--|
| Crowley Maritime Marine Services |
| King County |
| Pierce County |
| Port of Tacoma |

Part 2: Total compensation

The following tables show the hourly participant average and Washington's base salary, health care value, retirement value and total compensation for administrative benchmark jobs.

OPEIU

| Benchmark no. | Benchmark title | Participants/ Washington | No. of orgs. | No. of EEs | Salary schedule | Monthly salary range minimum (average) | Monthly salary range maximum (average) | Monthly actual base pay (average) | Monthly health care value ¹ (median) | Monthly retirement value ² (median) | Monthly total comp. (actual base pay + health care + retirement) |
|---------------|------------------------|--------------------------|--------------|------------|-----------------|--|--|-----------------------------------|---|--|--|
| 501 | Staff Accountant | Participants | 6 | 21 | 83% | \$5,939 | \$9,000 | \$6,873 | \$1,040 | \$977 | \$8,880 |
| 501 | Staff Accountant | Washington | 1 | 8 | 100% | \$4,928 | \$6,764 | \$6,409 | \$925 | \$740 | \$8,074 |
| 501 | Staff Accountant | % Difference | | | | -20.5% | -33.1% | -7.2% | -12.5% | -30.6% | -10.0% |
| 502 | Accounting Assistant 2 | Participants | 3 | 33 | 33% | \$4,908 | \$6,232 | \$5,724 | \$983 | \$729 | \$7,435 |
| 502 | Accounting Assistant 2 | Washington | 1 | 2 | 100% | \$3,885 | \$5,320 | \$5,320 | \$925 | \$583 | \$6,828 |
| 502 | Accounting Assistant 2 | % Difference | | | | -26.3% | -17.1% | -7.6% | -6.3% | -25.0% | -8.9% |
| 503 | Accounting Assistant 3 | Participants | 5 | 30 | 60% | \$4,829 | \$6,465 | \$5,784 | \$1,040 | \$806 | \$7,630 |
| 503 | Accounting Assistant 3 | Washington | 1 | 5 | 100% | \$4,269 | \$5,853 | \$5,175 | \$925 | \$641 | \$6,741 |
| 503 | Accounting Assistant 3 | % Difference | | | | -13.1% | -10.5% | -11.8% | -12.5% | -25.7% | -13.2% |
| 504 | Bid Administrator | Participants | 1 | 1 | 100% | - | - | - | - | - | - |
| 504 | Bid Administrator | Washington | 1 | 2 | 100% | \$5,170 | \$7,103 | \$7,103 | \$925 | \$777 | \$8,805 |
| 504 | Bid Administrator | % Difference | | | | n/a | n/a | n/a | n/a | n/a | n/a |
| 505 | Buyer 2 | Participants | 2 | 1 | 50% | \$4,290 | \$6,557 | \$5,921 | - | - | - |
| 505 | Buyer 2 | Washington | 1 | 1 | 100% | \$4,269 | \$5,853 | \$5,359 | \$925 | \$641 | \$6,925 |
| 505 | Buyer 2 | % Difference | | | | -0.5% | -12.0% | -10.5% | n/a | n/a | n/a |

OPEIU (continued)

| Benchmark no. | Benchmark title | Participants/ Washington | No. of orgs. | No. of EEs | Salary schedule | Monthly salary range minimum (average) | Monthly salary range maximum (average) | Monthly actual base pay (average) | Monthly health care value ¹ (median) | Monthly retirement value ² (median) | Monthly total comp. (actual base pay + health care + retirement) |
|---------------|---------------------------|--------------------------|--------------|------------|-----------------|--|--|-----------------------------------|---|--|--|
| 506 | Buyer 3 | Participants | 3 | 3 | 67% | \$3,788 | \$5,435 | \$6,733 | \$1,040 | \$849 | \$8,622 |
| 506 | Buyer 3 | Washington | 1 | 5 | 100% | \$4,698 | \$6,443 | \$6,170 | \$925 | \$706 | \$7,800 |
| 506 | Buyer 3 | % Difference | | | | 19.4% | 15.7% | -9.1% | -12.5% | -20.3% | -10.5% |
| 507 | Consultant Coordinator | Participants | 1 | 2 | 100% | - | - | - | - | - | - |
| 507 | Consultant Coordinator | Washington | 1 | 0 | 100% | \$4,269 | \$5,853 | \$5,061 | \$925 | \$641 | \$6,627 |
| 507 | Consultant Coordinator | % Difference | | | | -38.4% | -61.4% | -49.9% | -12.5% | n/a | n/a |
| 508 | Contracts Coordinator 1 | Participants | 4 | 9 | 75% | \$4,699 | \$7,319 | \$6,246 | \$1,002 | \$788 | \$8,036 |
| 508 | Contracts Coordinator 1 | Washington | 1 | 1 | 100% | \$4,269 | \$5,853 | \$4,909 | \$925 | \$641 | \$6,475 |
| 508 | Contracts Coordinator 1 | % Difference | | | | -10.1% | -25.0% | -27.2% | -8.3% | -22.9% | -24.1% |
| 509 | Contracts Coordinator 2 | Participants | 4 | 7 | 75% | \$5,344 | \$8,303 | \$6,863 | \$1,002 | \$891 | \$8,755 |
| 509 | Contracts Coordinator 2 | Washington | 1 | 4 | 100% | \$4,928 | \$6,764 | \$6,412 | \$925 | \$740 | \$8,077 |
| 509 | Contracts Coordinator 2 | % Difference | | | | -8.5% | -22.8% | -7.0% | -8.3% | -20.3% | -8.4% |
| 510 | Crew Dispatch Coordinator | Participants | 1 | 13 | 100% | - | - | - | - | - | - |
| 510 | Crew Dispatch Coordinator | Washington | 1 | 4 | 100% | \$4,928 | \$6,764 | \$6,203 | \$925 | \$740 | \$7,868 |
| 510 | Crew Dispatch Coordinator | % Difference | | | | n/a | n/a | n/a | n/a | n/a | n/a |
| 511 | Crew Dispatcher | Participants | 1 | 3 | 100% | - | - | - | - | - | - |
| 511 | Crew Dispatcher | Washington | 1 | 4 | 100% | \$4,479 | \$6,141 | \$5,157 | \$925 | \$673 | \$6,754 |
| 511 | Crew Dispatcher | % Difference | | | | n/a | n/a | n/a | n/a | n/a | n/a |

OPEIU (continued)

| Benchmark no. | Benchmark title | Participants/ Washington | No. of orgs. | No. of EEs | Salary schedule | Monthly salary range minimum (average) | Monthly salary range maximum (average) | Monthly actual base pay (average) | Monthly health care value ¹ (median) | Monthly retirement value ² (median) | Monthly total comp. (actual base pay + health care + retirement) |
|---------------|----------------------------|--------------------------|--------------|------------|-----------------|--|--|-----------------------------------|---|--|--|
| 512 | Inventory Agent | Participants | 2 | 2 | 100% | - | - | - | - | - | - |
| 512 | Inventory Agent | Washington | 1 | 1 | 100% | \$4,698 | \$6,443 | \$6,443 | \$925 | \$706 | \$8,073 |
| 512 | Inventory Agent | % Difference | | | | n/a | n/a | n/a | n/a | n/a | n/a |
| 513 | Mail Clerk | Participants | 3 | 4 | 67% | \$3,280 | \$5,017 | \$4,206 | - | - | - |
| 513 | Mail Clerk | Washington | 1 | 1 | 100% | \$3,530 | \$4,842 | \$4,432 | \$925 | \$530 | \$5,887 |
| 513 | Mail Clerk | % Difference | | | | 7.1% | -3.6% | 5.1% | n/a | n/a | n/a |
| 514 | Human Resources Consultant | Participants | 3 | 6 | 100% | \$4,723 | \$7,321 | \$5,709 | - | - | - |
| 514 | Human Resources Consultant | Washington | 1 | 3 | 100% | \$4,479 | \$6,141 | \$5,623 | \$925 | \$673 | \$7,220 |
| 514 | Human Resources Consultant | % Difference | | | | -5.4% | -19.2% | -1.5% | n/a | n/a | n/a |
| 515 | Receptionist | Participants | 4 | 10 | 50% | \$3,687 | \$4,771 | \$4,267 | \$1,040 | \$597 | \$5,904 |
| 515 | Receptionist | Washington ¹ | 1 | 0 | 100% | \$3,530 | \$4,842 | \$4,186 | \$925 | \$530 | \$5,641 |
| 515 | Receptionist | % Difference | | | | -4.5% | 1.5% | -1.9% | -12.5% | -12.5% | -4.7% |
| 516 | Secretary | Participants | 4 | 40 | 50% | \$4,917 | \$7,524 | \$5,950 | \$1,040 | \$700 | \$7,689 |
| 516 | Secretary | Washington | 1 | 2 | 100% | \$3,885 | \$5,320 | \$4,570 | \$925 | \$583 | \$6,078 |
| 516 | Secretary | % Difference | | | | -26.6% | -41.4% | -30.2% | -12.5% | -20.0% | -26.5% |
| 517 | Program Assistant | Participants | 3 | 11 | 67% | \$5,282 | \$8,483 | \$6,547 | - | \$859 | - |
| 517 | Program Assistant | Washington | 1 | 8 | 100% | \$4,269 | \$5,853 | \$5,488 | \$925 | \$641 | \$7,054 |
| 517 | Program Assistant | % Difference | | | | -23.7% | -44.9% | -19.3% | n/a | -34.0% | n/a |

OPEIU (continued)

| Benchmark no. | Benchmark title | Participants/ Washington | No. of orgs. | No. of EEs | Salary schedule | Monthly salary range minimum (average) | Monthly salary range maximum (average) | Monthly actual base pay (average) | Monthly health care value ¹ (median) | Monthly retirement value ² (median) | Monthly total comp. (actual base pay + health care + retirement) |
|---------------|-------------------|--------------------------|--------------|------------|-----------------|--|--|-----------------------------------|---|--|--|
| 521 | Relief Dispatcher | Participants | 1 | 6 | 100% | - | - | - | - | - | - |
| 521 | Relief Dispatcher | Washington | 1 | 1 | 100% | \$4,698 | \$6,443 | \$5,170 | \$925 | \$706 | \$6,800 |
| 521 | Relief Dispatcher | % Difference | | | | n/a | n/a | n/a | n/a | n/a | n/a |

| | | | | | | | | | | | |
|-----|---------------------------|--------------|---|---|------|---------|---------|---------|-------|-------|---------|
| 522 | Safety Systems Specialist | Participants | 2 | 2 | 100% | - | - | - | - | - | - |
| 522 | Safety Systems Specialist | Washington | 1 | 1 | 100% | \$4,479 | \$6,141 | \$6,141 | \$925 | \$673 | \$7,738 |
| 522 | Safety Systems Specialist | % Difference | | | | n/a | n/a | n/a | n/a | n/a | n/a |

| | | | | | | | | | | | |
|-----|------------------|--------------|---|---|------|---------|---------|---------|-------|-------|---------|
| 523 | Purchasing Agent | Participants | 1 | 2 | 0% | - | - | - | - | - | - |
| 523 | Purchasing Agent | Washington | 1 | 1 | 100% | \$5,170 | \$7,103 | \$7,103 | \$925 | \$777 | \$8,805 |
| 523 | Purchasing Agent | % Difference | | | | n/a | n/a | n/a | n/a | n/a | n/a |

OPEIU - successful benchmarks total % above or below market: -9.4% -17.7% -10.7% -10.7% -23.5% -13.3%

SEIU

| Benchmark no. | Benchmark title | Participants / Washington | No. of orgs. | No. of EEs | Salary schedule | Monthly salary range minimum (average) | Monthly salary range maximum (average) | Monthly actual base pay (average) | Monthly health care value ¹ (average) | Monthly retirement value ² (average) | Monthly total comp. (actual base pay + health care + retirement) |
|---------------|---------------------|---------------------------|--------------|------------|-----------------|--|--|-----------------------------------|--|---|--|
| 518 | Custodian (Janitor) | Participants | 1 | 1 | 100% | - | - | - | - | - | - |
| 518 | Custodian (Janitor) | Washington | 1 | 4 | 100% | \$2,852 | \$3,424 | \$3,320 | \$925 | \$397 | \$4,642 |
| 518 | Custodian (Janitor) | % Difference | | | | n/a | n/a | n/a | n/a | n/a | n/a |

SEIU - successful benchmarks total % above or below market: n/a n/a n/a n/a n/a n/a

MM&P Supervisors

| Benchmark no. | Benchmark title | Participants / Washington | No. of orgs. | No. of employees | Salary schedule | Monthly salary range minimum (average) | Monthly salary range maximum (average) | Monthly actual base pay (average) | Monthly health care value ¹ (average) | Monthly retirement value ² (average) | Monthly total comp. (actual base pay + health care + retirement) |
|---------------|----------------------------------|---------------------------|--------------|------------------|-----------------|--|--|-----------------------------------|--|---|--|
| 519 | Marine Operations Watch Supvstr. | Participants | 2 | 3 | 100% | \$8,290 | \$11,715 | \$9,151 | - | \$1,267 | - |
| 519 | Marine Operations Watch Supvstr. | Washington | 1 | 7 | 100% | \$6,292 | \$7,865 | \$7,865 | \$925 | \$897 | \$9,686 |
| 519 | Marine Operations Watch Supvstr. | % Difference | | | | -31.8% | -49.0% | -16.4% | n/a | -41.3% | n/a |

| | | | | | | | | | | | |
|-----|-------------------------------|--------------|---|---|------|---------|---------|---------|-------|-------|---------|
| 520 | Fleet Facility Safety Officer | Participants | 2 | 2 | 100% | - | - | - | - | - | - |
| 520 | Fleet Facility Safety Officer | Washington | 1 | 3 | 100% | \$6,292 | \$7,865 | \$7,865 | \$925 | \$897 | \$9,686 |
| 520 | Fleet Facility Safety Officer | % Difference | | | | n/a | n/a | n/a | n/a | n/a | n/a |

MM&P Supervisors - successful benchmarks total % above or below market: -31.8% -49.0% -16.4% n/a -41.3% n/a

| | | | | | | |
|--|--------|--------|--------|--------|--------|--------|
| <i>Administrative - successful benchmarks total % above or below market:</i> | -11.1% | -20.1% | -11.1% | -10.7% | -25.3% | -13.3% |
|--|--------|--------|--------|--------|--------|--------|

The following administrative benchmarks failed because we didn't have enough participant responses:

- 504 Bid Administrator
- 507 Consultant Coordinator
- 510 Crew Dispatch Coordinator
- 511 Crew Dispatcher
- 512 Inventory Agent
- 518 Custodian (Janitor)
- 520 Fleet Facility Safety Officer
- 521 Relief Dispatcher
- 522 Safety Systems Specialist
- 523 Purchasing Agent

Part 3: Premium pay

This includes overtime compensation, penalty pay for hazardous work, and other premiums paid for undesirable shifts.

This section does not include results for benchmark 518 in the SEIU Local 6 union because there was only one participant. Where applicable, Washington collective bargaining agreement information and participant variations follow the result data tables.

Overtime rate – this is pay for time that someone works that is more than their regular scheduled shift.

The tables below show the overtime rates that Washington and participants paid to regular, full-time employees in the administrative benchmark groups when an employee works more hours than their scheduled shift.

| Administrative overall (benchmarks 501 – 523) | | |
|--|--------------|------------|
| Overtime rate | Participants | Washington |
| 150% of base pay | 4 | X |
| No response | 2 | |

| OPEIU (benchmarks 501 – 517, 521 – 523) | | |
|--|--------------|------------|
| Overtime rate | Participants | Washington |
| 150% of base pay | 4 | X |
| No response | 2 | |

Washington:

- Overtime paid for work that is more than their scheduled shift. The first hour is paid in 6-minute increments, then in 1-hour increments.

| MM&P Supervisors (benchmarks 519 – 520) | | |
|--|--------------|------------|
| Overtime rate | Participants | Washington |
| 150% of base pay | 3 | X |
| No response | 1 | |

Washington:

- An employee is paid at the overtime rate for work that is more than their scheduled shift.
- Overtime pyramiding prohibited. This means that only the highest applicable pay premium rate will apply.

Minimum call out pay – this is work that exceeds someone’s scheduled work shift, work on someone’s scheduled day off, or when someone is called to return to work.

The tables below show the minimum overtime hours and rates that Washington and participants paid to regular, full-time employees in the administrative benchmark groups for time that someone worked that exceeded their scheduled shift.

| Administrative overall (benchmarks 501 – 523) | | |
|--|------------------------|------------|
| Minimum call out Min. hours / other benefit | No. of participants | Washington |
| 4 hours @ 150% of base pay | 1 | X |
| Shift differential | | X |
| Not applicable | | |
| No response | 2 | |

| | OPEIU (benchmarks 501 – 517, 521 – 523) | |
|--|--|------------|
| Minimum call out Min. hours / other benefit | No. of participants | Washington |
| 4 hours @ 150% of base pay | 1 | |
| Shift differential | | X |
| Not applicable | | |
| No response | 2 | |

Washington:

- An employee is paid their regular rate of pay *plus* 'shift differential of 10% of their regular rate of pay when they work between 6 p.m. and 6 a.m.
- An employee is paid a minimum of 15 minutes at the overtime rate when they are called at home during non-work or paid leave hours.

| | MM&P Supervisors (benchmarks 519 – 520) | |
|--|--|------------|
| Minimum call out Min. hours / other benefit | No. of participants | Washington |
| 4 hours @ 150% of base pay | 1 | X |
| Shift differential | | X |
| Not applicable | | |
| No response | 2 | |

Washington:

- An employee is paid a minimum of eight hours at the overtime rate *plus* four hours of 'penalty' pay at straight time rate when they work on their scheduled day off. This is paid regardless of the length of their overtime shift or the actual hours they work.
- An employee is paid at the overtime rate for the hours worked on a holiday *plus* they are paid for their regular shift.
- An employee is paid their regular rate of pay *plus* 'shift differential of \$1 per hour when they work between 6 p.m. and 6 a.m.

Early call out pay – this is when someone is called to work before the start of their regular scheduled shift.

The tables below show the minimum overtime hours and rates that Washington and participants paid to regular, full-time employees in the administrative benchmark groups when an employee is called to work before their regular scheduled shift starts.

| | Administrative overall (benchmarks 501 – 523) | |
|--|--|------------|
| Early call out Min. hours / other benefit | No. of participants | Washington |
| Not applicable | 4 | X |
| No response | 2 | |

| | OPEIU (benchmarks 501 – 517, 521 – 523) | |
|--|--|------------|
| Early call out Min. hours / other benefit | No. of participants | Washington |
| Not applicable | 4 | X |
| No response | 2 | |

| | MM&P Supervisors (benchmarks 519 – 520) | |
|--|--|------------|
| Early call out Min. hours / other benefit | No. of participants | Washington |
| Not applicable | 2 | X |
| No response | 2 | |

Part 4: Paid time off

This includes annual accrual rates for vacation/paid time off bank (PTO), sick leave and holidays.

We presented overall administrative results in this section because there was insufficient data to present separate paid time off results for benchmark 518 (SEIU Local 6) and benchmarks 519 – 520 (MM&P Supervisors).

Vacation leave

Average vacation accrual –

The annual vacation hour accrual rates and related pay practices are the same for all Washington employees in the administrative category. The tables below provide a side-by-side comparison of Washington’s annual vacation hour accrual rates, maximum carry-over hours and cash-out rates to shipyard trades participants.

The table below shows the overall average annual vacation hours accrued (accrual rate) for participant administrative jobs and Washington by an employee’s years of service.

| | Administrative overall (benchmarks 501 - 523) | Washington (benchmarks 501 - 523) |
|--------------|--|--------------------------------------|
| Yrs. of svc. | Accrual (avg. hours) | Accrual (avg. hours) |
| 1 | 91 | 96 |
| 5 | 106 | 160 |
| 10 | 138 | 176 |
| 15 | 158 | 200 |
| 20 | 188 | 232 |
| 25 | 208 | 248 |
| 26+ | 210 | 272 |

The table below shows the lowest, median and highest vacation hour carry-over and cash-out practices for Washington and administrative participants.

| | Vacation hours - max. carry-over | | | Vacation hours - cash-out allowed | | | |
|--|----------------------------------|--------|------|-----------------------------------|--------------------------------------|-------------------------------------|----------------------------|
| | Low | Median | High | Year end (no. of participants) | Termination (no. of participants) | Retirement (no. of participants) | Cash out rate (average) |
| Washington (benchmarks 501 - 523) | | 240 | | No | Yes | Yes | 100% |
| Administrative overall (benchmarks 501 - 523) | balance from past 18 months | 240 | 360 | | 2 | 2 | 100% |

Paid-time-off bank (PTO)

Average PTO accrual –

The table below shows the average annual paid-time-off accrual rate for administrative participant jobs. Washington does not offer a paid-time-off bank.

| | Administrative overall (benchmarks 501 - 523) | Washington (benchmarks 501 - 523) |
|--------------|--|--------------------------------------|
| Yrs. of svc. | Accrual (avg. hours) | Accrual (avg. hours) |
| 1 | 140 | Not applicable |
| 5 | 172 | |
| 10 | 204 | |
| 15 | 220 | |
| 20 | 220 | |
| 25 | 220 | |
| 26+ | 220 | |

The table below shows the lowest, average and highest PTO hour carry-over and cash-out practices for administrative participants.

| | PTO hours - max. carry-over | | PTO hours - cash-out allowed | | | |
|--|-----------------------------|------|-----------------------------------|--------------------------------------|-------------------------------------|----------------------------|
| | Low | High | Year end (no. of participants) | Termination (no. of participants) | Retirement (no. of participants) | Cash out rate (average) |
| Administrative overall (benchmarks 501 - 523) | balance from past 18 months | 600 | | 2 | 2 | 75% |

Sick leave

Sick leave accrual is typically offered with vacation leave accrual. It is not usually offered in addition to PTO.

Sick leave accrual and pay practices are the same for all Washington administrative employees. The table below shows Washington's annual sick leave hours accrual, maximum carry-over hours, and cash-out practices and those of the administrative participants.

| | Sick Leave | Maximum carry-over hours | | | Cash out allowed | | | |
|--|----------------------|--------------------------|-----------|-----------|-----------------------------------|--------------------------------------|-------------------------------------|----------------------------|
| | Accrual (average) | Low | Average | High | Year end (no. of participants) | Termination (no. of participants) | Retirement (no. of participants) | Cash out rate (average) |
| Washington (benchmarks 501 - 523) | 96 | | Unlimited | | over 480 hours | Yes | Yes | 25% |
| Administrative overall (benchmarks 501 - 523) | 96 | 80 | 240 | Unlimited | | 1 | 2 | 55% |

Holidays

The table below shows Washington's actual number of paid holidays and personal leave days and the administrative participant average days.

| | Paid holidays | Personal leave days |
|--|---------------|---------------------|
| | Average | Average |
| Washington (benchmarks 501 - 523) | 13 | 1 |
| Administrative overall (benchmarks 501 - 523) | 11 | 2 |

Part 5: Other benefits

This includes health care value, retirement value, apprenticeship contributions, training, license reimbursement, medical examinations, compensation for employer-directed travel and parking.

We present overall administrative results in this section.

Health care value

Health care value is the “value that the employee receives” and is how much you can expect your plan to pay for your health care costs. We collected the following information to calculate the health care value for participant vessel/terminal employees. We present health care value results in [Part 2: Total compensation](#). For more information, you can review [Section 4: Study Methodology, health care value](#).

| Health Plan Type | Preferred Provider Organization | Plan includes vision | No response |
|---------------------|---------------------------------|----------------------|-------------|
| Washington | X | X | |
| No. of participants | 4 | 2 | 1 |

| Health plan metal tier | Gold | Platinum | Unknown |
|------------------------|------|----------|---------|
| Washington | X | | |
| No. of participants | | 2 | 1 |

Retirement value

We calculated the retirement value after a model we developed in partnership with the Office of the State Actuary. This framework calculates the lump-sum present value for the retirement benefit that an employee earned, regardless of the various participants' plan (such as defined-contribution, or DC; defined-benefit, or DB; or hybrid plans).

We requested the following information to calculate the retirement value. We didn't have enough data to provide a summary for shipyard trades participants but we presented retirement value results in [Part 2: Total compensation](#). For more information, you can look at [Section 4: Study Methodology, retirement value](#).

| Retirement data | Plan Type | Normal retirement age | Defined benefit multiplier | Cost of living adjustment | Defined benefit plan design employer cost share | Defined Contribution Employer Match |
|---------------------------------|----------------------|-----------------------|----------------------------|---------------------------|---|-------------------------------------|
| Washington | Defined benefit | 65 | 2% | 2.75% | 50% | NA |
| King County | Defined benefit | 65 | 2% | 2.75% | 50% | NA |
| Pierce County | Defined benefit | 65 | 2% | 2.75% | 50% | NA |
| Port of Tacoma | Defined benefit | 65 | 2% | 2.75% | 50% | NA |
| Saltchuk Marine Shared Services | Defined contribution | NA | NA | NA | NA | 4% |

Social Security

The table below is a summary of administrative participant responses regarding Social Security contributions.

| Employees contribute to Social Security | No. of participants |
|---|---------------------|
| Washington | Yes |
| No. of participants | 5 |

Training

The table below shows Washington's training practices for administrative jobs and the participant response rate.

| | Administrative overall (benchmarks 501 - 523) | |
|-------------------------------------|--|------------|
| Training benefit | Participants | Washington |
| Provides training reimbursement | 5 | X |
| Paid for scheduled work shift | 3 | X |
| Paid at regular rate | 2 | X |
| Minimum term of employment required | 2 | |
| No response | 2 | |

Compensation for employer-directed travel

The table below shows Washington's compensation for employer-directed travel and the number of administrative participants with similar practices.

| | Compensation for employer-directed travel | | |
|---------------------------|--|------------|-------------|
| Travel benefit | Participants | Washington | No Response |
| Travel time paid at 100% | 4 | X | 2 |
| Mileage reimbursement | 4 | X | 2 |
| Meals and lodging per day | 2 | X | 4 |

Parking

We requested information about reimbursement for parking expenses. Five administrative participants indicated they do not provide parking reimbursement while one participant did not respond. Washington offers the following regarding parking for administrative jobs.

- OPEIU employees are offered parking privileges at the 2901 building when they have to work before 5 a.m. or after 9 p.m.
- MM&P Watch Center Supervisors may request to be accompanied to and from designated parking and the Operations Center.

Section 3: Planned pay increases

We asked participants to provide information about planned (approved) salary increases from Jan. 1, 2022, through Oct. 31, 2022. We included this information in the tables below along with the planned increases for Washington.

Vessel/terminal planned pay increases

| | BC Ferries | Blackball (IBU, MM&P, MEBA) | Washington |
|--|---------------|--------------------------------|--------------|
| Benchmark group | April 1, 2022 | April 1, 2022 | July 1, 2022 |
| MM&P Masters (benchmark 301) | | 3.90% | 3.25.% |
| MM&P Mates (benchmarks 302 - 303) | 2.00% | 3.90% | 3.25.% |
| MEBA Licensed (benchmarks 304 - 306) | 2.00% | 3.90% | 3.25.% |
| MEBA Unlicensed (benchmarks 307 - 308) | 2.00% | 3.90% | 3.25.% |
| IBU Deckhand (benchmarks 309 - 311) | 2.00% | 3.90% | 3.25.% |
| IBU Terminal (benchmarks 312 - 317) | 2.00% | | 3.25.% |
| FASPAA Terminal Supervisors (benchmark 318) | 2.00% | | 3.25.% |
| Port Captain (nonrepresented) (benchmark 319) | | | 3.25.% |
| MEBA Port Engineers (benchmark 320) | | | 3.25.% |

Shipyard trades planned pay increases

| | Vancouver Shipyards, LTD. | Washington |
|--|------------------------------|--------------|
| Benchmark group | March 1, 2022 | July 1, 2022 |
| Carpenters (benchmarks 401 - 402) | 3.00% | 3.25% |
| Metal Trades (benchmarks 403 - 409) | 3.00% | 3.25% |

Administrative planned pay increases

| | Participants | Washington |
|--|---------------|--------------|
| Benchmark group | March 1, 2022 | July 1, 2022 |
| OPEIU (benchmarks 501 – 517, 521 – 523) | No responses | 3.25% |
| SEIU (benchmark 518) | | 3.25% |
| MM&P Supervisors (benchmarks 519 - 520) | | 3.25% |

Section 4: Study Methodology

How we calculated total compensation

Total compensation notes:

1. We reported total compensation values based on regular, full-time employment.
2. We used simple averages in all average calculations.
3. Salary schedule indicates the percentage of participants that use a salary schedule with predefined steps. Salary schedules may also include an entry-level or temporary status rate.
4. If Washington had no incumbents in a benchmark job, we reported the base salary flat rate as the hourly flat rate.
5. If a participant did not provide an hourly actual base pay rate, we used the participant's salary range midpoint for this calculation.
6. Hourly health care value is the hourly rate for the participants' average annual amount of a plan member's health care costs that are anticipated to be paid by the health care plan. Refer to the methodologies section for more information.
7. Hourly retirement value is the hourly rate for the participant's average annual lump sum present value of the employer's contribution to the employee's retirement plan. Refer to the methodologies section for more information.
8. Hourly total compensation is the hourly rate for the participants' average sum of actual base pay, hourly health care value and hourly retirement value.
9. For the shipyard trades Foreperson, Leadsperson, Helper) base pay % of journey (actual), we calculated these percentages by dividing reported Foreperson/Leadsperson or Helper base pay by the Actual Base Pay rate for each participant who provided a job match.
10. We normalized base salary data to Washington's rate. Other state government salary data was adjusted to Washington's rate using the Bureau of Economic Analysis Regional Price Parity Index. Salary data from Vancouver, Canadian was adjusted to the Seattle, WA rate using the conversion rate from www.Expatistan.com. See the methodologies section for more information.
11. We reported Cost of Living Differential (COLD) payments provided by the Alaska Marine Highway System in the vessel/terminal premium pay section.
12. Relief employee compensation is excluded from this report due to lack of participant responses.
13. When a participant reported PTO or vacation in days, we converted the data to eight-hour days to consistently compare numbers.

Total compensation calculation

For the 2022 survey, we calculated total compensation through three components: base pay value + health care value + retirement value.

The definitions we used for our calculations:

- **Average actual base pay:** This number reflects an average of actual base pay rates.
- **Health care value:** Health care value is the “value received by the employee” and is how much you can expect your plan to pay for your health care costs. Health care value is *not* the what the employee pays or the what the employer pays for this plan. Refer to the “Health care value” section below for more information.
- **Retirement value:** We calculated the retirement value after a model we developed in partnership with the Office of the State Actuary. This framework calculates the lump-sum present value for the retirement benefit earned, regardless of various participants’ plan designs, e.g., defined-contribution, or DC; defined-benefit, or DB; or hybrid plans (see definitions below).

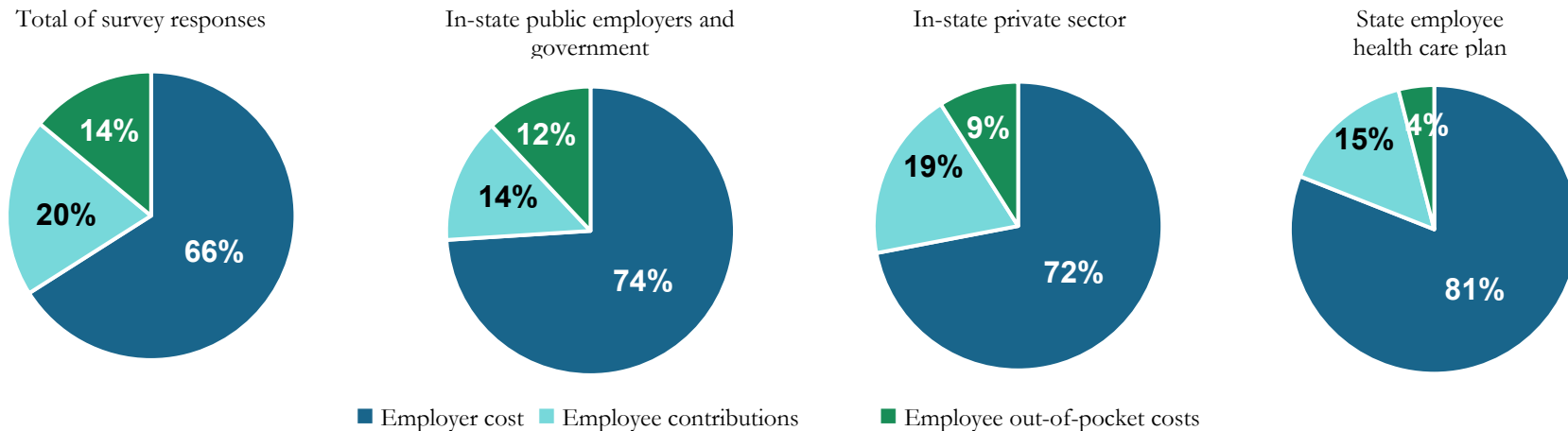
Health care value

The state offers health and dental plans that are competitive with other public and private sector offerings. We know the state’s health plan has lower employee out-of-pocket expenses than other public and private employer offerings. Health care value is the “value received by the employee” and is how much you can expect your plan to pay for your health care costs. Health care value is *not* the what the employee pays or the what the employer pays for this plan.

We used health care cost data from the 2021 Willis Towers Watson High Performance Insights in Health Care survey as a benchmark to calculate our total compensation amounts. The Legislature requested the Office of the State Actuary to hire a vendor to conduct the survey. We provided some of the survey results below (taken from the 2021 WTW Survey, Page 12).

Here are the most important takeaways from this graphic:

- Compared to the overall database, our employees' share of total costs is lower.
- Compared to others in our industry, our employees' share of total costs is lower.
- Compared to employers in Washington, our employees' share of total costs is lower.



Survey data from Willis Towers Watson. All rights reserved. Proprietary and Confidential. For Willis Towers Watson and Willis Towers Watson client use only.

For total compensation calculations, we found the health care value using:

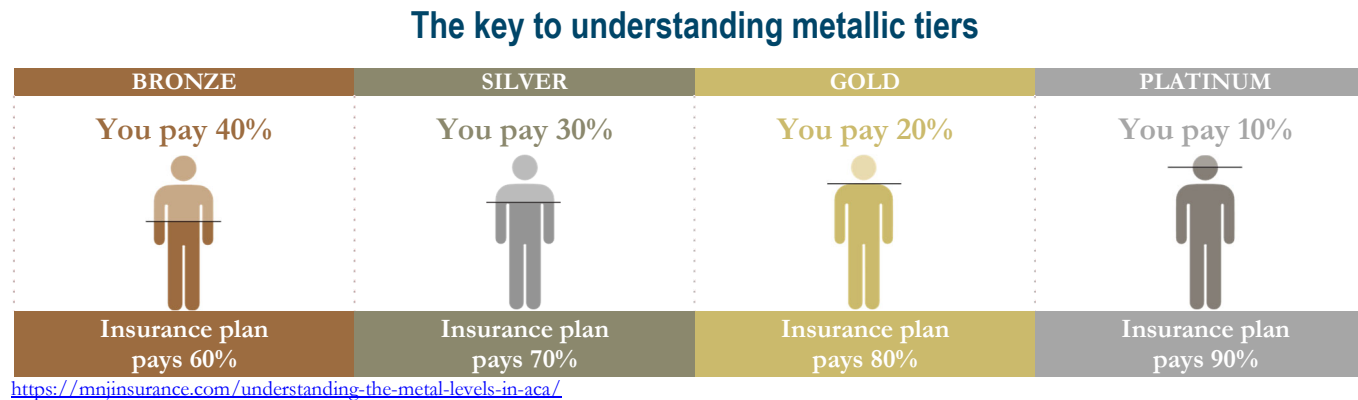
- Proxy health plan cost
- Participant reported Affordable Care Act (ACA) metal tiers

The 2021 Willis Towers Watson Health Care Financial Benchmarks and Network Efficiency Report reported \$13,870 as the 2020 PEBB plan member average health plan cost¹. We used this value as a proxy health plan cost to make our total compensation calculations.

¹ 2020 PEBB average actual health cost value as reported in the 2021 Willis Towers Watson Health Care Financial Benchmarks and Network Efficiency Report – PEBB, <https://leg.wa.gov/osa/additionalservices/Pages/Healthcare.aspx>.

Actuarial value is the estimated average percentage of total health care expenses that an employee can expect their plan to pay (health plan value). Metal tier (see image below) is a similar measure that the Affordable Care Act established to easily compare health plan value².

We calculated health care value by multiplying the ‘proxy health plan cost’ by the ‘participant-reported ACA metal tier of their most populated health care plan.’ (The metal tier definition is in the following graphic).



For example, Washington’s 2021 PEBB health care plans are in the gold metal tier (80-89%) in the graph above.

Example calculation:

2021 Washington employee health care value = \$13,870 (the average PEBB member pan value from the report) x 80% = \$11,096

Retirement value

We used the average retirement value by benchmark job for our total compensation calculations.

We asked survey participants to report on their most populated retirement plan that they offered to new hires, including DB, DC and hybrid plans. The framework’s calculations use the following considerations/assumptions:

Calculation method 1, DC plan

² <https://www.cms.gov/CCIIO/Resources/Fact-Sheets-and-FAQs/ehb11202012a>

The lump-sum present value of a DC benefit provided by the employer is the amount contributed into the retirement account by the employer in a given year. DC calculation methods were applied to the in-state private sector actual base pay values, as described in the benchmark result calculations section above.

Calculation method 2, DB plan

1. A single-life annuity³ accrued for a single and current year of service was calculated. A typical DB plan is based on base pay and a multiplier. For example, a base rate of \$50,000 accrues a \$1,000 single-life annuity under the Washington's Plan 2 formula for a single year of service credit. For example, $\$50,000 \times 2\% \times 1 \text{ year} = \$1,000$.
2. Determine the portion of that single-life annuity paid by the employer based on the plan's cost-sharing policy. Multiply the dollar value of the accrued single-life annuity by the employer cost-sharing percentage. This product represents the amount of the annuity paid for by the employer. Washington's Plan 2 formulas provides that the employer pay for half of the annuity. For example, $\$1,000 \times 50\% = \500 .
3. Multiply the employer-funded dollar amount of the single life annuity calculated in step 2 by the relevant annuity factor.⁴ Annuity factors are simply values used in this method to determine the present value amount and are developed and certified by the Office of the State Actuary according to actuarial standards. For example, $\$500 \times \text{Annuity factor of } 13.435282 = \$6,718$.
 - a. The Annuity factor is determined from various inputs:
 - i. Survey participants' typical cost of living adjustment percentage, i.e., the typical percentage increase in a retiree's post-retirement pension benefit per year
 - ii. Survey participants' normal retirement age
 - iii. A current age assumption of 47 years
 - iv. An assumed investment rate of return with a 3% risk-free assumption⁵

Calculation method 3, hybrid plan: In the case of a hybrid plan, the DC amount from calculation method 1 is added to the DB amount from calculation method 2.

³ A single-life annuity is a periodic benefit payment paid over the life of a plan member.

⁴ An annuity factor can estimate the value of a lifetime benefit in today's dollars. It requires assumptions such as how long the benefit will be paid and how investment income will be earned each year in order to make all future payments. In short, annuity factors represent how much money is needed today to pay \$1.00 per year for the rest of a member's life, starting at the normal retirement age, if all the assumptions are realized.

⁵ Derived from the returns of a 30-year U.S. treasury bond. While this rate fluctuates, the Office of State Actuary believes 3% to be a reasonable current proxy for a risk-free rate of return when the returns for the past 10 years are considered.

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.

CAD – Canadian dollar

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 base pay tables or other base pay 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.”

Defined-benefit plan – An employer-sponsored retirement plan where employee benefits are computed using a formula that considers several factors, such as length of employment and base pay history. The employer administers portfolio management and investment risk for the plan. There are also restrictions on when and by what method an employee can withdraw funds without penalties. Benefits paid are typically guaranteed for life and rise slightly to account for increased cost of living.

Defined-contribution plan – A type of retirement plan in which the employer, employee or both contribute on a regular basis. Individual accounts are set up for participants and benefits are based on the amounts credited to these accounts through employee contributions and, if applicable, employer contributions, plus any investment earnings on the money in the account.

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, we adjusted base compensation wage and differential data from British Columbia, Canada to Seattle, Washington. In 2018, Expatistan.com provided an overall value for British Columbia, Canada. That same year, we adjusted wage rates between British Columbia to Seattle, Washington by +9 percent.

For 2022, the overall value for British Columbia is not available, so we made comparisons between Vancouver to Seattle. In 2022, we adjusted wage data from *Vancouver* to Seattle, Washington by +26 percent. We used Expatistan.com statistics from March 29.

You can find more Expatistan.com information here: <https://www.expatisitan.com/what-is-it>.

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 2022, the most recent RPPI values (from 2020) are used. Here’s an example of the RPPI adjustment:

RPPI adjustment examples

| Region | RPP Adjustment | Example @ \$10.00/hr. |
|---------------|----------------|-----------------------|
| U.S. Baseline | 100.0% | \$10.00 |
| Alaska | 103.4% | \$10.34 |
| California | 110.4% | \$11.04 |
| Washington | 107.4% | \$10.74 |

You can find more RPPI information RPPI here: https://www.bea.gov/newsreleases/regional/rpp/rpp_newsrelease.htm

Salary range – Lowest to highest base pay 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 base pay or 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.

Total compensation – Base compensation plus the employer-provided dollar value of health care and retirement benefits. See total compensation calculations above for additional information.

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.

Appendix – 2022 MECS questionnaires



2022 Marine Employees Compensation Survey - Vessel and Terminal

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

Please provide data effective as of **January 1, 2022**.

Your completed submission is requested by **February 14, 2022**.

If you need assistance or have questions while completing the survey, please contact Terri Parker at (360) 515-6299. Completed surveys should be sent to Terri Parker at terri.parker@ofm.wa.gov.

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 tab 1. Compensation.

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.*

2022 Marine Employees Compensation Survey - Vessel and Terminal

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

Survey data effective date: **January 1, 2022**. Survey due date: **February 14, 2022**.

Please send the following materials with your completed survey submission to: terri.parker@ofm.wa.gov.

- 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) Any changes to general wage increases that are settled between January 1, 2022, and October 31, 2022.

Questions? Contact Terri Parker, Compensation Policy & Planning Analyst, at 360-515-6299 or terri.parker@ofm.wa.gov

Thank you for your participation!

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.

2022 Marine Employees' Compensation Survey - Vessel and Terminal (Benchmark Job Descriptions)

| Job # | Title | Description |
|-------|--|--|
| 301 | Master/Captain/Pilot <i>(Pilot added to title; same bmk description)</i> | <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 | Chief Mate/Pilot <i>(Changed from First Mate/Pilot, same bmk descr.)</i> | <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> |
| 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> |

2022 Marine Employees' Compensation Survey - Vessel and Terminal (Benchmark Job Descriptions)

| Job # | Title | Description |
|-------|----------------------|--|
| 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> |
| 308 | Wiper | <p><i>Serves as the entry level of the unlicensed engine department crew.</i></p> <p>Typical Duties: Under supervision of the licensed engineering officer(s) assists in and learns inspection, maintenance and repair duties throughout the engine department of the vessel. Cleans and paints machinery and spaces as assigned; assists in fuel transfers, pumping bilges, etc. Takes routine readings of quality, level, pressure and temperature indicators as assigned. Learns emergency practices and the care and handling of tools and special-equipment. May perform those duties normally assigned to an Oiler under supervision and for training purposes. Responsible for shipyard boiler watch when Oiler is unavailable.</p> <p>Minimum Qualifications: A valid USCG certificate as Wiper.</p> |
| 309 | Able Seaman/Bos'n | <p><i>Highest rated unlicensed deck employee. May act as Bos'n or Quartermaster.</i></p> <p>Typical Duties: Performs tasks necessary to keep vessel clean, safe and in good order, such as washing outside windows, scrubbing assigned areas, repairing ropes and running gear. Maintains rescue boats. Climbs mast as needed. If designated as Bos'n by the Master, leads, directs and works with deck crew on these tasks. Stands wheelhouse watch as helmsmen. Directs loading and unloading of vehicles. Responds as emergency team member during vessel emergencies. Serves as part of firefighting team; knows all aspects of firefighting. Resolves or refers passenger problems to the mate. Performs deck maintenance. Responsible for security duties.</p> <p>Minimum Qualifications: USCG certificate as Able Bodied Seaman - Limited. Bos'n must hold a valid STCW.</p> |
| 310 | Able Seaman (AB) | <p><i>Highest rated unlicensed deck employee.</i></p> <p>Typical Duties: Performs tasks necessary to keep vessel clean, safe, and in good order, such as washing outside window, scrubbing assigned areas, repairing rope and running gear. Maintains rescue boats. Climbs mast as needed. Stands wheelhouse watch as helmsman. Directs loading and unloading of vehicles. Responds as emergency team member during vessel emergencies. Resolves or refers passenger problems to the mate. Operates rescue boat and leads rescue operations on vessel.</p> <p>Minimum Qualifications: USCG certificate as Able Bodied Seaman - Limited. Must hold valid STCW certification.</p> |
| 311 | Ordinary Seaman (OS) | <p><i>During a shift maintains passenger cabin area, assists passengers with vessel egress, assists with vehicle loading, stands a gangplank watch, assists in line handling, stands as lookout, acts as watchman, fills a position on vessel muster list.</i></p> <p>Typical Duties: Cleans and supplies restrooms; cleans staterooms, day rooms, storage areas, gear lockers, and passenger cabin. Empties trash, washes windows, strips and waxes decks, shampoos carpets. Stocks schedule and rate pamphlets, resolves or refers passenger problems to mate. Responsible for USCG regulated passenger counting. Assists in directing auto traffic. Stands wheelhouse watches for training. Operates the tow tractor. Responsible or security duties.</p> <p>Minimum Qualifications: USCG certificate as Ordinary Seaman life Boatman's endorsement. Must hold valid STCW certification.</p> |
| 312 | Ticket Seller (Auto) | <p><i>Sells vehicle and/or pedestrian tickets or collects fares in accordance with published rate schedule comprised of a variety of fares; assists users and answers questions regarding ferry system operations.</i></p> <p>Typical Duties: Collects money in accordance with published rate schedule, operates Electronic Fare System, makes change and issues ticket for ferry users, including pedestrian and/or a variety of vehicles. Prepares daily report; includes providing statistical information on point of sales, traffic, volumes, overloads and vessel departure times. Complies with security procedures regarding funds, revenues and ticket stock. Runs all facets of shore side activities related to traffic control, staging of vehicles, and transfer of passengers and vehicles to the vessels.</p> <p>Minimum Qualifications: One years' experience as Ticket Taker.</p> |

2022 Marine Employees' Compensation Survey - Vessel and Terminal (Benchmark Job Descriptions)

| Job # | Title | Description |
|-------|-----------------------------|--|
| 313 | Ticket Taker | <p><i>Collects tickets and visually verifies that proper ticket has been sold; assists with traffic control and terminal equipment operation and janitorial and/or light maintenance duties.</i></p> <p>Typical Duties: Collects, cancels, and verifies that proper vehicle and/or pedestrian ticket has been issued. Assists in directing vehicles to proper loading lanes and to ferry boarding aprons. Operates terminal lights, barriers and ramps. Performs cleaning and simple maintenance tasks at terminal. Checks lines, transfer span height and general security of tied-up vessel.</p> <p>Minimum Qualifications: High School diploma or equivalent.</p> |
| 314 | Terminal Attendant/Watchman | <p><i>Assists in janitorial and light maintenance duties, traffic control, terminal equipment operation and/or serves as watchman during vessel tie-up.</i></p> <p>Typical Duties: Assists in directing vehicles to proper loading lanes and to ferry boarding aprons. Operates terminal lights, barriers and ramps. Performs cleaning and simple maintenance tasks at terminal. Checks lines, transfer span height and general security of tied-up vessel.</p> <p>Minimum Qualifications: High School diploma or equivalent.</p> |
| 315 | Information Agent | <p><i>Maintains direct communication with users in person and on the telephone.</i></p> <p>Typical Duties: Staff works in a busy, high pressure WSDOT call center. Answers customer requests for information in person, on the phone and by mail. Assists customers with reservations for three key routes on a year-round basis. Updates customer accounts for reservations as well as handles ORCA Regional Transit accounts and calls. Troubleshoots customer service issues, concerning ferry operations, website sales or information. Works with doctor's offices concerning medical preferential loading and other important customer programs. Agents frequently document customer complaints and other issues for management. This position is responsible for disseminating service information to customers, helping customer to receive refunds for payment. Users take credit card information so must work in a secure environment. Position performs customer outreach at all ferry terminals for ferry management, providing information on schedule changes, changes to service or other key outreach information. Responsible for lost and found for system.</p> <p>Minimum Qualifications: High School diploma or equivalent as well as call center and computer experience.</p> |
| 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 | <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> |

2022 Marine Employees' Compensation Survey - Vessel and Terminal (Benchmark Job Descriptions)

| Job # | Title | Description |
|-------|---------------|---|
| 320 | Port Engineer | <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> |

2022 Marine Employees Compensation Survey - Vessel and Terminal (Compensation Data as of January 1, 2022)

[Detailed Instructions](#)

Please provide all pay information effective as of January 1, 2022 if changes have/will be made subsequent to this date, please note.

| Benchmark Job Number / Title | Your Match Information | | | | (NEU) Paid on a Salary Schedule? (Y/N) | (NEU) Required to be licensed as First Class Pilots of vessels of any gross tons? (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 | | | | | | | | | | |
| 1x Example - | Example Match | E | 12 | | Y | Y | 12.45 | 17.25 | Y | 10 | \$16.00 | \$15.50 | 84 | 5 | MMP | 7/1/2015 | Vessel is | 3,925 | Tons | Employees work every other week |
| 2x Example - | Example Match 2 | E | 4 | | N | N | 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/Pilot (Pilot either is title, same bank description) | | | | | | | | | | | | | | | | | Vessel is | | Tons | |
| 302 Chief Mate/Pilot (Changed from First Mate/Pilot, same bank descr.) | | | | | | | | | | | | | | | | | 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 | | | | | | | | | | | | | | | | | | | | |
| 320 Port Engineer | | | | | | | | | | | | | | | | | | | | |

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

Instructions:

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

2022 Marine Employees Compensation Survey - Vessel and Terminal (Premium Pay)

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:

2022 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 | | 26+ | |
| 9 | | 18 | | | |

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

| | Paid Time Off/Vacation Leave | Sick Leave |
|--|------------------------------|------------|
| Can employees <u>carry-over</u> 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.

2022 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 | | 26+ | |
| 9 | | 18 | | | |

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

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

| Paid Time Off/Vacation Leave | Sick Leave |
|------------------------------|------------|
| | |
| | |
| | |
| | |
| | |
| | |
| | |
| | |

Other Type of Leave

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.

| Paid Holidays | Paid Personal Days (in addition to leave detailed above) |
|---------------|---|
| | |
| | |

2022 Marine Employees Compensation Survey - Vessel and Terminal (Health Care Information)

We suggest collaborating with your Benefits Administrator regarding these questions.

| | Most Populated Medical Plan |
|---|-----------------------------|
| 1 What is the plan name? | |
| 2 Type of Plan | |
| 3 What is the medical plan design actuarial value? | |
| 4 If unknown , what is the medical plan design Affordable Care Act metal tier designation? | |
| 5 Does the medical plan include vision coverage? | |

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.

Resources

Centers for Medicare and Medicaid Services:

[2022 Actuarial Value Calculator \(XL SM\)](#)

[2022 Actuarial Value Calculator Methodology \(PDF\)](#)

[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.

2022 Marine Employees Compensation Survey - Vessel and Terminal (Retirement Benefits)

We suggest collaborating with your Benefits Administrator regarding these questions.

A1 Do your employees contribute to Social Security? (Yes or No)

Please complete questions 1-9 only for your most populated retirement plan offered to new employees.

Most populated retirement plan offered to New Employees (report on only 1 of the plan types below)

| | Defined Benefit (DB) Plan Type | Defined Contribution (DC) Plan Type | Combined DB/DC Plan Type | | | | | | | | | | | | |
|---|--|---|---|---|---|--|---|---|---|---|--|------|---|------|---|
| 1 What is the plan name? | <input style="width: 100%;" type="text"/> | <input style="width: 100%;" type="text"/> | <input style="width: 100%;" type="text"/> | | | | | | | | | | | | |
| 2 Normal or typical retirement age | <input style="width: 100%;" type="text"/> | <input style="width: 100%;" type="text"/> | <input style="width: 100%;" type="text"/> | | | | | | | | | | | | |
| 3 Defined Benefit Multiplier (for example, 2%) ¹ | <input style="width: 100%;" type="text"/> | ---- N/A ---- | <input style="width: 100%;" type="text"/> | | | | | | | | | | | | |
| 4 Typical annual Cost of Living Adjustment (COLA) increase | <input style="width: 100%;" type="text"/> | <input style="width: 100%;" type="text"/> | <input style="width: 100%;" type="text"/> | | | | | | | | | | | | |
| 5 Plan design funding ratio between employer and employee <u>without any unfunded liability included</u> (Employer (ER) / Employee (EE), e.g. 50%/50%) ² | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">ER %</td> <td style="width: 25%;"><input style="width: 100%;" type="text"/></td> <td style="width: 25%;">EE %</td> <td style="width: 25%;"><input style="width: 100%;" type="text"/></td> </tr> </table> | ER % | <input style="width: 100%;" type="text"/> | EE % | <input style="width: 100%;" type="text"/> | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">ER %</td> <td style="width: 25%;"><input style="width: 100%;" type="text"/></td> <td style="width: 25%;">EE %</td> <td style="width: 25%;"><input style="width: 100%;" type="text"/></td> </tr> </table> | ER % | <input style="width: 100%;" type="text"/> | EE % | <input style="width: 100%;" type="text"/> | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">ER %</td> <td style="width: 25%;"><input style="width: 100%;" type="text"/></td> <td style="width: 25%;">EE %</td> <td style="width: 25%;"><input style="width: 100%;" type="text"/></td> </tr> </table> | ER % | <input style="width: 100%;" type="text"/> | EE % | <input style="width: 100%;" type="text"/> |
| ER % | <input style="width: 100%;" type="text"/> | EE % | <input style="width: 100%;" type="text"/> | | | | | | | | | | | | |
| ER % | <input style="width: 100%;" type="text"/> | EE % | <input style="width: 100%;" type="text"/> | | | | | | | | | | | | |
| ER % | <input style="width: 100%;" type="text"/> | EE % | <input style="width: 100%;" type="text"/> | | | | | | | | | | | | |
| 6 Employer defined contribution (DC) percent or amount (if applicable) | ---- N/A ---- | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">\$</td> <td style="width: 25%;"><input style="width: 100%;" type="text"/></td> <td style="width: 25%;">%</td> <td style="width: 25%;"><input style="width: 100%;" type="text"/></td> </tr> </table> | \$ | <input style="width: 100%;" type="text"/> | % | <input style="width: 100%;" type="text"/> | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">\$</td> <td style="width: 25%;"><input style="width: 100%;" type="text"/></td> <td style="width: 25%;">%</td> <td style="width: 25%;"><input style="width: 100%;" type="text"/></td> </tr> </table> | \$ | <input style="width: 100%;" type="text"/> | % | <input style="width: 100%;" type="text"/> | | | | |
| \$ | <input style="width: 100%;" type="text"/> | % | <input style="width: 100%;" type="text"/> | | | | | | | | | | | | |
| \$ | <input style="width: 100%;" type="text"/> | % | <input style="width: 100%;" type="text"/> | | | | | | | | | | | | |
| 7 Maximum Salary Basis (identify maximum percent or amount salary that the employer matches or limits contribution) | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">\$</td> <td style="width: 75%;"><input style="width: 100%;" type="text"/></td> </tr> </table> | \$ | <input style="width: 100%;" type="text"/> | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">\$</td> <td style="width: 75%;"><input style="width: 100%;" type="text"/></td> </tr> </table> | \$ | <input style="width: 100%;" type="text"/> | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">\$</td> <td style="width: 75%;"><input style="width: 100%;" type="text"/></td> </tr> </table> | \$ | <input style="width: 100%;" type="text"/> | | | | | | |
| \$ | <input style="width: 100%;" type="text"/> | | | | | | | | | | | | | | |
| \$ | <input style="width: 100%;" type="text"/> | | | | | | | | | | | | | | |
| \$ | <input style="width: 100%;" type="text"/> | | | | | | | | | | | | | | |
| 8 Additional Employer defined contribution (DC) percent or amount (if applicable) | ---- N/A ---- | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">\$</td> <td style="width: 25%;"><input style="width: 100%;" type="text"/></td> <td style="width: 25%;">%</td> <td style="width: 25%;"><input style="width: 100%;" type="text"/></td> </tr> </table> | \$ | <input style="width: 100%;" type="text"/> | % | <input style="width: 100%;" type="text"/> | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">\$</td> <td style="width: 25%;"><input style="width: 100%;" type="text"/></td> <td style="width: 25%;">%</td> <td style="width: 25%;"><input style="width: 100%;" type="text"/></td> </tr> </table> | \$ | <input style="width: 100%;" type="text"/> | % | <input style="width: 100%;" type="text"/> | | | | |
| \$ | <input style="width: 100%;" type="text"/> | % | <input style="width: 100%;" type="text"/> | | | | | | | | | | | | |
| \$ | <input style="width: 100%;" type="text"/> | % | <input style="width: 100%;" type="text"/> | | | | | | | | | | | | |
| 9 Provide any additional information regarding retirement benefits (for example, differences in contributions among job titles, or additional benefits not listed above). | <div style="border: 1px solid black; height: 40px; width: 100%;"></div> | | | | | | | | | | | | | | |

¹ Defined Benefit Multiplier: This multiplier is typically used in a formula to determine a monthly benefit, e.g. Multiplier * Service Credit Years * Average Final Compensation = Monthly Benefit.

² Values should total 100%. Do not enter percent of salary contributed by ER and EE.

2022 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 |
| |



2022 Marine Employees Compensation Survey - Shipyard Trades

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

Please provide data effective as of **January 1, 2022**.

Your completed submission is requested by **February 14, 2022**.

If you need assistance or have questions while completing the survey, please contact Terri Parker at (360) 515-6299. Completed surveys should be sent to Terri Parker at terri.parker@ofm.wa.gov.

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 tab 1. Compensation.

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

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

2022 Marine Employees' Compensation Survey - Shipyard Trades

Organization Name:

Contact Name:

Telephone Number:

Email Address:

Survey data effective date: **January 1, 2022**. Survey due date: **February 14, 2022**.

Please send the following materials with your completed survey submission to: terri.parker@ofm.wa.gov.

- 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 January 1, 2022 and October 31, 2022.

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.

2022 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> |

2022 Marine Employees Compensation Survey - Shipyard Trades (Benchmark Job Descriptions)

| Job # | Title | Description |
|-------|-----------------------------|--|
| 405 | Shipyard Machinist | <p>In the Washington State Ferry System, performs skilled machinist and marine diesel mechanic work.</p> <p>Distinguishing Characteristics: This is the journey level of the series. incumbents are fully qualified to act independently in all aspects of the work but do not perform lead or foreman duties.</p> <p>Typical Work: Performs work on vessels, terminals and in the Machine Shop. Machine shop work includes operation of lathes, milling machines, drill press and other shop equipment commonly found in machine shops. Troubleshoot, repair and overhaul of marine propulsion engines, reduction gears, steering systems, generators, pumps, outboard motors, boat davits and miscellaneous auxiliary machinery. Repair and overhaul of pumps to include sewage, potable water, raw water, fuel and oil transfer and saltwater. Specialized skills include precision alignment of pumps with dial indicator and laser alignment tooling. Diagnose and repair hydraulic systems. Stocks and operates tool room for Eagle Harbor Maintenance Facility. Responds to equipment failures around the clock to sustain service reliability. Work in harsh weather conditions and at heights required.</p> <p>Minimum Qualifications: Journey level status as a Machinist or completion of a recognized apprenticeship as a Machinist. Valid Washington State Driver License. Transportation Worker Identification Credential (TWIC) within 90 days of hire. Forklift certificate.</p> |
| 406 | 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> |

2022 Marine Employees Compensation Survey - Shipyard Trades (Benchmark Job Descriptions)

| Job # | Title | Description |
|-------|---------------------------|--|
| 409 | Shipyard Warehouse Worker | <p><i>In the Washington State Ferry System, performs skilled warehousing and storekeeping work.</i></p> <p>Distinguishing Characteristics: This is the journey level of the series. Incumbents are fully qualified to act independently in all aspects of the work but do not perform lead or foreman duties.</p> <p>Typical Work: Performs a variety of tasks in connection with the requisition, receipt, storage and issuance of spare parts, supplies and equipment such as: requisitions and receives supplies; checks nomenclature, stock number, quantity and condition; loads or unloads supplies on or from trucks or other conveyances; moves supplies to and from receiving, storage and shipping areas; operates forklifts, hand trucks, hand and electric pallet trucks and other related equipment.</p> <p>Minimum Qualifications: Journey level status as a Warehouse Worker or two years of experience in warehousing, stock keeping, receiving or shipping parts, supplies or equipment in a warehouse operation, marine parts store, retail store of commissary, or closely related work and a valid Washington State driver's license.</p> |

Survey Job Level Summaries

| | |
|------------|---|
| Journey | <p>All benchmark positions included in this survey are Journey-level. Please see each individual description for additional detail.</p> |
| 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</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 | <p><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></p> |
| Helper | <p><i>In the Washington State Ferry System, performs unskilled and semi-skilled work assisting journeymen.</i></p> |

2022 Marine Employees Compensation Survey - Shipyard Trades (Compensation Data as of January 1, 2022)

Detailed Instructions

| Detailed Instructions | | | | | | | | | | | | | | | | | | | | | | | | |
|------------------------------|-----------------------------|-------------------------------|-----------------------|-----------------------------|--|----------------------------------|---------------------|---------|------------------------------|----------------------|----------------------|---------------------------------------|------------------------------------|--|----------------|------------------------------|----------------|------------------------------|----------------|------------------------------|----------------|------------------------------|-------------------------------------|---|
| 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 Pipefitter | | | | | | | | | | | | | | | | | | | | | | | |
| 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:

Instructions:

| Column | Description |
|---------|---|
| A, B | Benchmark Job Number / Title -- You do not need to type anything here. Please read the descriptions of job duties and qualifications in the Benchmark Job Description sheet to accurately match your jobs to the survey's job. |
| C | Your Organization's Job Title -- Report the title of the position at your organization that matches to the benchmark job. |
| D | Match Level -- Record the level of match between your organization's position and the survey benchmark job. Record as E (Even/Solid Match), L (Low/Light Match), or H (High/Heavy Match). Example: If your position has more responsibility than the benchmark position (yet still meets the 80% match criteria) you would answer "H" for a High match. |
| E | # Journey-level Employees -- Report the number of regular (full-time, year-round) journey-level employees currently employed in this position in your organization. (There will be a separate place to enter the number of Foremen, Leadmen, etc.) |
| F | Union Rep-resented? (Union Name/No) -- Report the name of the Union if the position is represented by a union or "No" if the matched position is not currently represented by a union (i.e. terms and conditions of employment bargained by a union). |
| G | Paid on a Salary Schedule? (Y/N) -- Report Y (Yes) or N (No) to indicate whether or not the position is paid within a pre-defined salary schedule or salary matrix. (If Yes, please attach and send a copy of said salary schedule(s) with your survey submission.) |
| H, I, J | Hourly Salary Range - Minimum, Maximum and Longevity -- If your organization uses a pay range for this position, report the hourly salary range minimum (or first step) and maximum (or top step) for each survey match. If the position is eligible for longevity or other tenure based pay beyond the regular pay schedule, please note this with a Y (yes) in column J and record the maximum hourly salary for this position according to your organizations longevity schedule. Please exclude any overtime and premium pay additions. If your organization has a common base rate for all employees in this position, leave columns H through K blank and complete column L. |
| K | Hourly Salary Range - Years to reach Max -- If your organization uses a pay range for this position, report the total number of years required to reach the maximum of the stated pay range. |
| L | Hourly Base Pay Rate -- If your organization has a common base rate for all employees in this position (per policy or agreement), enter the hourly amount. Do not include any other payments or allowances such as overtime, premium pay or cost of living differentials. |
| M | Average (Actual) Hourly Base Pay Rate -- Report the average actual hourly base pay rate for all regular, full-time employees in this position. 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. |

2022 Marine Employees' Compensation Survey - Shipyard Trades (Premium Pay)

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:

2022 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 | | 26+ | |
| 9 | | 18 | | | |

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

| | Paid Time Off/Vacation Leave | Sick Leave |
|--|------------------------------|------------|
| Can employees <u>carry-over</u> 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.

2022 Marine Employees Compensation Survey - Shipyard Trades (Health Care Information)

We suggest collaborating with your Benefits Administrator regarding these questions.

| | Most Populated Medical Plan |
|---|-----------------------------|
| 1 What is the plan name? | |
| 2 Type of Plan | |
| 3 What is the medical plan design actuarial value? | |
| 4 If unknown , what is the medical plan design Affordable Care Act metal tier designation? | |
| 5 Does the medical plan include vision coverage? | |

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.

Resources

Centers for Medicare and Medicaid Services:

[2022 Actuarial Value Calculator \(XL SM\)](#)

[2022 Actuarial Value Calculator Methodology \(PDF\)](#)

[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.

2022 Marine Employees Compensation Survey - Shipyard Trades (Retirement Benefits)

We suggest collaborating with your Benefits Administrator regarding these questions.

A1 Do your employees contribute to Social Security? (Yes or No)

Please complete questions 1-9 only for your most populated retirement plan offered to new employees.

Most populated retirement plan offered to New Employees (report on only 1 of the plan types below)

| | Defined Benefit (DB) Plan Type | Defined Contribution (DC) Plan Type | Combined DB/DC Plan Type | | | | | | | | | | | | |
|---|--|---|---|---|---|--|---|---|---|---|--|------|---|------|---|
| 1 What is the plan name? | <input style="width: 100%;" type="text"/> | <input style="width: 100%;" type="text"/> | <input style="width: 100%;" type="text"/> | | | | | | | | | | | | |
| 2 Normal or typical retirement age | <input style="width: 100%;" type="text"/> | <input style="width: 100%;" type="text"/> | <input style="width: 100%;" type="text"/> | | | | | | | | | | | | |
| 3 Defined Benefit Multiplier (for example, 2%) ¹ | <input style="width: 100%;" type="text"/> | ---- N/A ---- | <input style="width: 100%;" type="text"/> | | | | | | | | | | | | |
| 4 Typical annual Cost of Living Adjustment (COLA) increase | <input style="width: 100%;" type="text"/> | <input style="width: 100%;" type="text"/> | <input style="width: 100%;" type="text"/> | | | | | | | | | | | | |
| 5 Plan design funding ratio between employer and employee <u>without any unfunded liability included</u> (Employer (ER) / Employee (EE), e.g. 50%/50%) ² | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">ER %</td> <td style="width: 25%;"><input style="width: 100%;" type="text"/></td> <td style="width: 25%;">EE %</td> <td style="width: 25%;"><input style="width: 100%;" type="text"/></td> </tr> </table> | ER % | <input style="width: 100%;" type="text"/> | EE % | <input style="width: 100%;" type="text"/> | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">ER %</td> <td style="width: 25%;"><input style="width: 100%;" type="text"/></td> <td style="width: 25%;">EE %</td> <td style="width: 25%;"><input style="width: 100%;" type="text"/></td> </tr> </table> | ER % | <input style="width: 100%;" type="text"/> | EE % | <input style="width: 100%;" type="text"/> | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">ER %</td> <td style="width: 25%;"><input style="width: 100%;" type="text"/></td> <td style="width: 25%;">EE %</td> <td style="width: 25%;"><input style="width: 100%;" type="text"/></td> </tr> </table> | ER % | <input style="width: 100%;" type="text"/> | EE % | <input style="width: 100%;" type="text"/> |
| ER % | <input style="width: 100%;" type="text"/> | EE % | <input style="width: 100%;" type="text"/> | | | | | | | | | | | | |
| ER % | <input style="width: 100%;" type="text"/> | EE % | <input style="width: 100%;" type="text"/> | | | | | | | | | | | | |
| ER % | <input style="width: 100%;" type="text"/> | EE % | <input style="width: 100%;" type="text"/> | | | | | | | | | | | | |
| 6 Employer defined contribution (DC) percent or amount (if applicable) | ---- N/A ---- | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">\$</td> <td style="width: 25%;"><input style="width: 100%;" type="text"/></td> <td style="width: 25%;">%</td> <td style="width: 25%;"><input style="width: 100%;" type="text"/></td> </tr> </table> | \$ | <input style="width: 100%;" type="text"/> | % | <input style="width: 100%;" type="text"/> | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">\$</td> <td style="width: 25%;"><input style="width: 100%;" type="text"/></td> <td style="width: 25%;">%</td> <td style="width: 25%;"><input style="width: 100%;" type="text"/></td> </tr> </table> | \$ | <input style="width: 100%;" type="text"/> | % | <input style="width: 100%;" type="text"/> | | | | |
| \$ | <input style="width: 100%;" type="text"/> | % | <input style="width: 100%;" type="text"/> | | | | | | | | | | | | |
| \$ | <input style="width: 100%;" type="text"/> | % | <input style="width: 100%;" type="text"/> | | | | | | | | | | | | |
| 7 Maximum Salary Basis (identify maximum percent or amount salary that the employer matches or limits contribution) | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">\$</td> <td style="width: 75%;"><input style="width: 100%;" type="text"/></td> </tr> </table> | \$ | <input style="width: 100%;" type="text"/> | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">\$</td> <td style="width: 75%;"><input style="width: 100%;" type="text"/></td> </tr> </table> | \$ | <input style="width: 100%;" type="text"/> | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">\$</td> <td style="width: 75%;"><input style="width: 100%;" type="text"/></td> </tr> </table> | \$ | <input style="width: 100%;" type="text"/> | | | | | | |
| \$ | <input style="width: 100%;" type="text"/> | | | | | | | | | | | | | | |
| \$ | <input style="width: 100%;" type="text"/> | | | | | | | | | | | | | | |
| \$ | <input style="width: 100%;" type="text"/> | | | | | | | | | | | | | | |
| 8 Additional Employer defined contribution (DC) percent or amount (if applicable) | ---- N/A ---- | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">\$</td> <td style="width: 25%;"><input style="width: 100%;" type="text"/></td> <td style="width: 25%;">%</td> <td style="width: 25%;"><input style="width: 100%;" type="text"/></td> </tr> </table> | \$ | <input style="width: 100%;" type="text"/> | % | <input style="width: 100%;" type="text"/> | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">\$</td> <td style="width: 25%;"><input style="width: 100%;" type="text"/></td> <td style="width: 25%;">%</td> <td style="width: 25%;"><input style="width: 100%;" type="text"/></td> </tr> </table> | \$ | <input style="width: 100%;" type="text"/> | % | <input style="width: 100%;" type="text"/> | | | | |
| \$ | <input style="width: 100%;" type="text"/> | % | <input style="width: 100%;" type="text"/> | | | | | | | | | | | | |
| \$ | <input style="width: 100%;" type="text"/> | % | <input style="width: 100%;" type="text"/> | | | | | | | | | | | | |
| 9 Provide any additional information regarding retirement benefits (for example, differences in contributions among job titles, or additional benefits not listed above). | <input style="width: 100%; height: 40px;" type="text"/> | | | | | | | | | | | | | | |

¹ Defined Benefit Multiplier: This multiplier is typically used in a formula to determine a monthly benefit, e.g. Multiplier * Service Credit Years * Average Final Compensation = Monthly Benefit.

² Values should total 100%. Do not enter percent of salary contributed by ER and EE.

2022 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:

\$

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:

Additional Notes/Information



2022 Marine Employees Compensation Survey - Administrative

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

Please provide data effective as of **January 1, 2022**.

Your completed submission is requested by **February 14, 2022**.

If you need assistance or have questions while completing the survey, please contact Terri Parker at (360) 515-6299. Completed surveys should be sent to Terri Parker at terri.parker@ofm.wa.gov.

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 tab 1. Compensation.

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

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

2022 Marine Employees' Compensation Survey - Administrative

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

Survey data effective date: **January 1, 2022**. Survey due date: **February 14, 2022**.

Please send the following materials with your completed survey submission to: terri.parker@ofm.wa.gov.

- 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

2022 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. |

2022 Marine Employees' Compensation Survey - Administrative (Benchmark Job Descriptions)

| Job # | Title | Description |
|-------|--|---|
| 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. |

2022 Marine Employees' Compensation Survey - Administrative (Benchmark Job Descriptions)

| Job # | Title | Description |
|-------|------------------------------------|--|
| 519 | Marine Operations Watch Supervisor | <p><i>Acts as the central point-of-contact for directing all vessel and terminal incidents including emergency response, inspections and customer relations. Directs Dispatch, Information and Terminal staff in absence of responsible manager.</i></p> <p>Typical Duties: Provides around the clock interface between internal management, field operations and external agencies for emergency response. Has ICS role for federal/agency emergencies or drills. Responsible for the scheduling and documentation of USCG annual inspections of vessels as well as other required state and federal vessel compliance document renewals. Responsible for all regulatory and operational compliance for HAZMAT charters. Responsible for media and interagency contact and public notifications for service disruptions. Coordinates all vendor aspects of vessel movements (crewing, berthing, moorage, etc.) for Terminal, Deck and Engine Department as needed. Writes work requirements for vessels and terminals and coordinates and/or writes purchase orders for external vendors. Develops, maintains and disseminates operation center documents such as daily logs, vessel position reports and sailing schedules.</p> <p>Qualifications: Five years of experience in marine operations working with passenger transportation systems, or a bachelor's degree and one year of supervisory experience in a marine transportation system. Additional qualifying experience in marine operations or passenger transportation systems may be substituted, year for year, for the education.</p> |
| 520 | Fleet Facility Safety Officer | <p><i>Responsible for oversight of terminal and vessel security plan to comply with the Maritime Transportation Security Act (MTSA).</i></p> <p>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.</p> <p>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> |
| 521 | Relief Dispatcher | <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> |
| 522 | Safety Systems Specialist | <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> |
| 523 | Purchasing Agent | <p><i>Conducts procurement and contract related work in support of the daily activities of the Purchasing Department.</i></p> <p>Typical Duties: Receive and review requests for materials and services. Conduct bid processes, perform pricing research, and instruct on vendor selection. Prepare purchase orders and determine appropriate methods of procurement to meet timelines. Prepare agreements for contract services in accordance with WSDOT purchasing rules and regulations. Maintain WSF Purchasing Contract records. Initiate contract renewals and requests for bid. Interface with Accounting Services or vendor to resolve discrepancies on invoices. Maintain and coordinate system for tracing goods not received on a timely basis.</p> <p>Qualifications: Bachelor's degree in such areas as business administration, economics, purchasing, marketing or related and two years experience as a buyer in a large scale procurement environment. Experience may be substituted for the degree requirement.</p> |

2022 Marine Employees Compensation Survey - Administrative (Compensation Data as of January 1, 2022)

Detailed Instructions

Please provide all pay information effective as of January 1, 2022 if changes have/will been 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 | | | | | | | | | | | | | | |
| 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 | | | | | | | | | | | | | | |
| 521 Relief Dispatcher | | | | | | | | | | | | | | |
| 522 Safety Systems Specialist | | | | | | | | | | | | | | |
| 523 Purchasing Agent | | | | | | | | | | | | | | |

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, 2022 if changes have/will be made subsequent to this date, please note.

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

Instructions:

| Column | Description |
|---------|--|
| A, B | Benchmark Job Number / Title -- You do not need to type anything here. Please read the descriptions of job duties and qualifications in the Benchmark Job Description sheet to accurately match your jobs to the survey's job. |
| C | Your Organization's Job Title -- Report the title of the position at your organization that matches to the benchmark job. |
| D | Match Level -- Record the level of match between your organization's position and the survey benchmark job. Record as E (Even/Solid Match), L (Low/Light Match), or H (High/Heavy Match). Example: If your position has more responsibility than the benchmark position (yet still meets the 80% match criteria) you would answer H for a High match. |
| E | # of Employees -- Report the number of regular (full-time, year-round) employees currently employed in this position in your organization. |
| F | Union Rep-resented? (Union Name/No) -- Report the name of the Union if the position is represented by a union or No if the matched position is not currently represented by a union (i.e. terms and conditions of employment bargained by a union). |
| G | Paid on a Salary Schedule? (Y/N) -- Report Y (Yes) or N (No) to indicate whether or not the position is paid within a pre-defined salary schedule or salary matrix. (If Yes, please attach and send a copy of said salary schedule(s) with your survey submission.) |
| H, I, J | Monthly Salary Range - Minimum, Maximum and Longevity -- If your organization uses a pay range for this position, report the monthly salary range minimum (or first step) and maximum (or top step) for each survey match. If the position is eligible for longevity or other tenure-based pay beyond the regular pay schedule, please note this with a Y (yes) in column J |
| 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. |

2022 Marine Employees Compensation Survey - Administrative (Premium Pay)

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:

2022 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 | | 26+ | |
| 9 | | 18 | | | |

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

| | Paid Time Off/Vacation Leave | Sick Leave |
|--|------------------------------|------------|
| Can employees <u>carry-over</u> 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.

2022 Marine Employees Compensation Survey - Administrative (Health Care Information)

We suggest collaborating with your Benefits Administrator regarding these questions.

| | Most Populated Medical Plan |
|---|-----------------------------|
| 1 What is the plan name? | |
| 2 Type of Plan | |
| 3 What is the medical plan design actuarial value? | |
| 4 If unknown , what is the medical plan design Affordable Care Act metal tier designation? | |
| 5 Does the medical plan include vision coverage? | |

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.

Resources

Centers for Medicare and Medicaid Services:

[2022 Actuarial Value Calculator \(XLSM\)](#)

[2022 Actuarial Value Calculator Methodology \(PDF\)](#)

[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.

2022 Marine Employees Compensation Survey - Administrative (Retirement Benefits)

We suggest collaborating with your Benefits Administrator regarding these questions.

A1 Do your employees contribute to Social Security? (Yes or No)

Please complete questions 1-9 only for your most populated retirement plan offered to new employees.

Most populated primary retirement plan offered to New Employees (report on only 1 of the plan types below)

| | Defined Benefit (DB) Plan Type | Defined Contribution (DC) Plan Type | Combined DB/DC Plan Type | | | | | | | | | | | | |
|--|--|---|---|---|---|--|---|---|---|---|--|------|---|------|---|
| 1 What is the plan name? | <input style="width: 100%;" type="text"/> | <input style="width: 100%;" type="text"/> | <input style="width: 100%;" type="text"/> | | | | | | | | | | | | |
| 2 Normal or typical retirement age | <input style="width: 100%;" type="text"/> | <input style="width: 100%;" type="text"/> | <input style="width: 100%;" type="text"/> | | | | | | | | | | | | |
| 3 Defined Benefit Multiplier (for example, 2%) ¹ | <input style="width: 100%;" type="text"/> | --- N/A --- | <input style="width: 100%;" type="text"/> | | | | | | | | | | | | |
| 4 Typical annual Cost of Living Adjustment (COLA) increase | <input style="width: 100%;" type="text"/> | <input style="width: 100%;" type="text"/> | <input style="width: 100%;" type="text"/> | | | | | | | | | | | | |
| 5 Plan design funding ratio between employer and employee <u>without any unfunded liability included</u> Employer (ER) / Employee (EE) (Example: 50%/50% = 100%) ² | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">ER %</td> <td style="width: 25%;"><input style="width: 100%;" type="text"/></td> <td style="width: 25%;">EE %</td> <td style="width: 25%;"><input style="width: 100%;" type="text"/></td> </tr> </table> | ER % | <input style="width: 100%;" type="text"/> | EE % | <input style="width: 100%;" type="text"/> | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">ER %</td> <td style="width: 25%;"><input style="width: 100%;" type="text"/></td> <td style="width: 25%;">EE %</td> <td style="width: 25%;"><input style="width: 100%;" type="text"/></td> </tr> </table> | ER % | <input style="width: 100%;" type="text"/> | EE % | <input style="width: 100%;" type="text"/> | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">ER %</td> <td style="width: 25%;"><input style="width: 100%;" type="text"/></td> <td style="width: 25%;">EE %</td> <td style="width: 25%;"><input style="width: 100%;" type="text"/></td> </tr> </table> | ER % | <input style="width: 100%;" type="text"/> | EE % | <input style="width: 100%;" type="text"/> |
| ER % | <input style="width: 100%;" type="text"/> | EE % | <input style="width: 100%;" type="text"/> | | | | | | | | | | | | |
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| ER % | <input style="width: 100%;" type="text"/> | EE % | <input style="width: 100%;" type="text"/> | | | | | | | | | | | | |
| 6 Employer defined contribution (DC) percent or amount (if applicable) | --- N/A --- | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">\$</td> <td style="width: 25%;"><input style="width: 100%;" type="text"/></td> <td style="width: 25%;">%</td> <td style="width: 25%;"><input style="width: 100%;" type="text"/></td> </tr> </table> | \$ | <input style="width: 100%;" type="text"/> | % | <input style="width: 100%;" type="text"/> | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">\$</td> <td style="width: 25%;"><input style="width: 100%;" type="text"/></td> <td style="width: 25%;">%</td> <td style="width: 25%;"><input style="width: 100%;" type="text"/></td> </tr> </table> | \$ | <input style="width: 100%;" type="text"/> | % | <input style="width: 100%;" type="text"/> | | | | |
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| \$ | <input style="width: 100%;" type="text"/> | % | <input style="width: 100%;" type="text"/> | | | | | | | | | | | | |
| 7 Maximum Salary Basis (identify maximum percent or amount salary that the employer matches or limits contribution) | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">\$</td> <td style="width: 75%;"><input style="width: 100%;" type="text"/></td> </tr> </table> | \$ | <input style="width: 100%;" type="text"/> | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">\$</td> <td style="width: 75%;"><input style="width: 100%;" type="text"/></td> </tr> </table> | \$ | <input style="width: 100%;" type="text"/> | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">\$</td> <td style="width: 75%;"><input style="width: 100%;" type="text"/></td> </tr> </table> | \$ | <input style="width: 100%;" type="text"/> | | | | | | |
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| \$ | <input style="width: 100%;" type="text"/> | | | | | | | | | | | | | | |
| 8 Additional Employer defined contribution (DC) percent or amount (if applicable) | --- N/A --- | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">\$</td> <td style="width: 25%;"><input style="width: 100%;" type="text"/></td> <td style="width: 25%;">%</td> <td style="width: 25%;"><input style="width: 100%;" type="text"/></td> </tr> </table> | \$ | <input style="width: 100%;" type="text"/> | % | <input style="width: 100%;" type="text"/> | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">\$</td> <td style="width: 25%;"><input style="width: 100%;" type="text"/></td> <td style="width: 25%;">%</td> <td style="width: 25%;"><input style="width: 100%;" type="text"/></td> </tr> </table> | \$ | <input style="width: 100%;" type="text"/> | % | <input style="width: 100%;" type="text"/> | | | | |
| \$ | <input style="width: 100%;" type="text"/> | % | <input style="width: 100%;" type="text"/> | | | | | | | | | | | | |
| \$ | <input style="width: 100%;" type="text"/> | % | <input style="width: 100%;" type="text"/> | | | | | | | | | | | | |
| 9 Provide any additional information regarding retirement benefits (for example, differences in contributions among job titles, or additional benefits not listed above). | <div style="border: 1px solid #ccc; height: 40px; width: 100%;"></div> | | | | | | | | | | | | | | |

¹ Defined Benefit Multiplier: This multiplier is typically used in a formula to determine a monthly benefit, e.g. Multiplier * Service Credit Years * Average Final Compensation = Monthly Benefit.

² Values should total 100%. Do not enter percent of salary contributed by ER and EE.

2022 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