

## Exhibit XII

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

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

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

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

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

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

214	Maintenan	Maritime/F	3556	3733	5.0%
		Municipal/Transit			
		Seattle Em	3833	3818	-0.4%
		Surveys			
		WSFS	4027	4051	0.6%
215	Office Ass:	Maritime/F	2539	2711	6.8%
		Municipal/	2731	2902	6.3%
		Seattle Em	2674	2811	5.1%
		Surveys	2207	2213	0.3%
		WSFS	2121		

229	Custodian	Maritime/Ports			
		Municipal/	2351	2488	5.8%
		Seattle Em	2629	2617	-0.5%
		Surveys	2200	2222	1.0%
		WSFS	2631	2662	1.2%
230	Custodial	Maritime/Ports			
		Municipal/	3200	3407	6.5%
		Seattle Em	3085	3230	4.7%
		Surveys			
		WSFS	2846	2867	0.7%

Washington State Ferry System excluded in determining overall market percentages.

Total % growth of average weighted base : 0.7%