

2005 ADMINISTRATION SURVEY

Exhibit XIV

OFFICE AND TERMINAL PREMIUM PAY AND BENEFITS DATA PRESENTATION

OTHER PREMIUM PAY & BENEFITS	WASHINGTON STATE FERRY SYSTEM (OPEIU/SEIU)	PUBLIC/PRIVATE EMPLOYERS ADMINISTRATION-OFFICE AND TERMINAL		
OVERTIME	OPEIU & SEIU 150% of base	<u>14 ERs</u> 150%		
WORK ON SATURDAY	OPEIU & SEIU 100% (unless over 40 hours/week)	<u>13 ERs</u> 150%	<u>1 ER</u> 150% + \$8.00/shift	
WORK ON SUNDAY	OPEIU 200% SEIU 100%	<u>12 ERs</u> 150%	<u>1 ER</u> 200%	<u>1 ER</u> 150% + \$8.00/shift
NUMBER OF PAID HOLIDAYS/YEAR	OPEIU 12 SEIU 11	<u>3 ERs</u> 10 days/year	<u>2 ERs</u> 11 days/year	<u>9 ERs</u> 12 days/year
RATE OF HOLIDAY PAY	OPEIU & SEIU 100% if worked	<u>13 ERs</u> 150% <u>1 ER</u> 200%		
OVERTIME RATE PAID ON HOLIDAYS	OPEIU & SEIU 200% paid in hourly increments	<u>11 ERs</u> 150% <u>3 ERs</u> 200%		

Key: EE=employee ER=employer

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OFFICE AND TERMINAL PREMIUM PAY AND BENEFITS DATA PRESENTATION (Continued)

OTHER PREMIUM PAY & BENEFITS	WASHINGTON STATE FERRY SYSTEM (OPEIU/SEIU)	PUBLIC/PRIVATE EMPLOYERS ADMINISTRATION-OFFICE AND TERMINAL
EMPLOYER CONTRIBUTION TO RETIREMENT	PERS 2 = 1.38%	<p><u>Range</u> All ER's contribution to employee pension ranging from 3.5% - 12.0% of base pay</p> <p>The average contribution percentage is 6.5% of base pay</p>
TRAVEL PAY Mileage/POV	100% base \$0.405/mile	<p><u>14 ERs</u> Travel paid at 100% base</p> <p>Mileage: 14 ERs - IRS-determined rate</p>
TRAINING	Reimbursed at 100% if ER approved and course is satisfactorily completed	<p><u>9 ERs</u> Reimbursed at 100% if ER approved and course is satisfactorily completed (1 reimburses some college-level courses 50-80%)</p> <p><u>1 ER</u> Depends on length of service</p> <p><u>2 ERs</u> Do not reimburse unless ER required</p> <p><u>2 ERs</u> Reimburse @ 50% with successful completion; 100% if required</p>
OTHER PREMIUM PAID	OPEIU - Comp-Time in lieu of overtime if mutually agreed.	N/A

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OFFICE AND TERMINAL PREMIUM PAY AND BENEFITS DATA PRESENTATION (Continued)

OTHER PREMIUM PAY & BENEFITS	WASHINGTON STATE FERRY SYSTEM (OPEIU/SEIU)	PUBLIC/PRIVATE EMPLOYERS ADMINISTRATION-OFFICE AND TERMINAL																																																			
VACATION DAYS/YEAR	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%; vertical-align: top;">OPEIU</td> <td style="width: 50%; vertical-align: top;">SEIU</td> </tr> <tr> <td>6 days after 6 mo</td> <td>6 days after 6 mo</td> </tr> <tr> <td>7 days after 7 mo</td> <td>7 days after 7 mo</td> </tr> <tr> <td>8 days after 8 mo</td> <td>8 days after 8 mo</td> </tr> <tr> <td>9 days after 9 mo</td> <td>9 days after 9 mo</td> </tr> <tr> <td>10 days after 10 mo</td> <td>10 days after 10 mo</td> </tr> <tr> <td>11 days after 11 mo</td> <td>11 days after 11 mo</td> </tr> <tr> <td>12 days after 12 mo</td> <td>12 days after 12 mo</td> </tr> <tr> <td>13 days after 2 yrs</td> <td>13 days after 2 yrs</td> </tr> <tr> <td>15 days after 3 yrs</td> <td>15 days after 3 yrs</td> </tr> <tr> <td>17 days after 4 yrs</td> <td>17 days after 4 yrs</td> </tr> <tr> <td>20 days after 5 yrs</td> <td>20 days after 5 yrs</td> </tr> <tr> <td>21 days after 15 yrs</td> <td>21 days after 15 yrs</td> </tr> <tr> <td>22 days after 16 yrs</td> <td>22 days after 16 yrs</td> </tr> <tr> <td>24 days after 21 yrs</td> <td></td> </tr> </table>	OPEIU	SEIU	6 days after 6 mo	6 days after 6 mo	7 days after 7 mo	7 days after 7 mo	8 days after 8 mo	8 days after 8 mo	9 days after 9 mo	9 days after 9 mo	10 days after 10 mo	10 days after 10 mo	11 days after 11 mo	11 days after 11 mo	12 days after 12 mo	12 days after 12 mo	13 days after 2 yrs	13 days after 2 yrs	15 days after 3 yrs	15 days after 3 yrs	17 days after 4 yrs	17 days after 4 yrs	20 days after 5 yrs	20 days after 5 yrs	21 days after 15 yrs	21 days after 15 yrs	22 days after 16 yrs	22 days after 16 yrs	24 days after 21 yrs		<table style="width: 100%; border: none;"> <tr> <td style="width: 30%;"></td> <td style="width: 30%; text-align: center;"><u>Range</u></td> <td style="width: 40%; text-align: center;"><u>Most Typical</u></td> </tr> <tr> <td>Years 1</td> <td>10-12 days</td> <td>12 days</td> </tr> <tr> <td>5</td> <td>10-15 days</td> <td>15 days</td> </tr> <tr> <td>10</td> <td>15-20 days</td> <td>20 days</td> </tr> <tr> <td>15</td> <td>15-22 days</td> <td>20 days</td> </tr> <tr> <td>20</td> <td>20-29 days</td> <td>20 days</td> </tr> <tr> <td>20 +</td> <td>20-30 days</td> <td>20 days</td> </tr> </table>		<u>Range</u>	<u>Most Typical</u>	Years 1	10-12 days	12 days	5	10-15 days	15 days	10	15-20 days	20 days	15	15-22 days	20 days	20	20-29 days	20 days	20 +	20-30 days	20 days
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SICK LEAVE DAYS/YEAR	OPEIU & SEIU 96 hours/year	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%;"><u>11 ERs</u></td> <td style="width: 50%;"><u>1 ER</u></td> </tr> <tr> <td>96 hrs/yr</td> <td>90 hrs/yr</td> </tr> <tr> <td colspan="2"> </td> </tr> <tr> <td><u>1 ER</u></td> <td></td> </tr> <tr> <td>80 hrs/yr</td> <td></td> </tr> <tr> <td colspan="2"> </td> </tr> <tr> <td><u>1 ER</u></td> <td></td> </tr> <tr> <td colspan="2">Varies by length of service</td> </tr> </table>	<u>11 ERs</u>	<u>1 ER</u>	96 hrs/yr	90 hrs/yr	 		<u>1 ER</u>		80 hrs/yr		 		<u>1 ER</u>		Varies by length of service																																				
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EMPLOYER CONTRIBUTION TO MEDICAL INS	OPEIU & SEIU \$584.54/month	ER contributions ranged from \$444.00/mo - \$719.17/mo Average \$563.83/mo																																																			