

**2005 Base Salary Comparison (Excludes Benefits)**  
**Ferry System Auto Carrying**

**Exhibit III**

<i>Benchmark Number</i>	<i>Benchmark Title</i>	<i>Participating Employers</i>	<i># of Employees</i>	<i>Reported Hourly Range Min &amp; Max</i>		<i>Weighted Hourly Base Pay</i>	<i>WSFS Hourly Base Pay</i>	<i>% Difference</i>
1	Master/Pilot	3	60	30.00	48.00	42.66	37.11	-15.0%
2	First Mate/Pilot	3	78	25.00	38.00	35.60	28.41	-25.3%
3	Second Mate	2	94	23.00	32.00	30.86	25.62	-20.5%
4	Staff Chief Engineer	1	20		42.96	41.05	37.26	-10.2%
5	Chief Engineer	3	104	28.00	42.00	39.52	35.66	-10.8%
6	Assistant Engineer	3	126	25.00	34.00	32.82	25.54	-28.5%
7	Oiler	3	335	17.00	22.00	21.07	20.42	-3.2%
8	Oiler-Passenger Only	<i>No Data Reported</i>						
9	Wiper	1	11	15.00	19.00	18.88	18.17	-3.9%
10	Able Seaman - Bos'n	2	19	16.00	23.00	21.73	21.59	-0.6%
11	Able Seaman - (AB)	3	463	15.00	22.00	20.61	20.49	-0.6%
12	Ordinary Seaman - (OS)	1	66	14.00	19.00	18.88	18.23	-3.6%
13	Terminal Supervisor	2	27	27.00	34.00	28.51	26.08	-9.3%
14	Ticket Seller, Auto	2	94	13.00	21.66	20.71	20.74	0.1%
15	Ticket Seller, Passenger	1	40		20.24	19.43		
16	Ticket Taker	2	29	15.00	21.54	20.98	18.23	-15.1%
17	Terminal Attendant/Watchman	2	151	15.00	21.00	19.80	17.12	-15.7%
18	Information Agent	2	37	14.00	20.00	17.98	17.53	-2.6%
19	Shoregang Worker	<i>No Data Reported</i>						
20	Operations Watch Supervisor	<i>Data being collected</i>						
<b>Total % Above (+)/Below (-) Market</b>								<b>-10.3%</b>