

2006 ADMINISTRATION SURVEY

Exhibit X

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>4 ERs</u> 150% | |
| WORK ON SATURDAY | OPEIU & SEIU 100% (unless over 40 hours/week) | <u>3 ERs</u> 150% | <u>1 ER</u> 150% + \$8.00/shift |
| WORK ON SUNDAY | OPEIU 200% SEIU 100% | <u>2 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>1 ERs</u> 10 days/year | <u>3 ERs</u> 12 days/year |
| OVERTIME RATE PAID ON HOLIDAYS | OPEIU & SEIU 200% paid in hourly increments | <u>3 ERs</u> 150% | <u>1 ER</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 = 2.44% | <u>Range</u> All ER's contribution to employee pension ranging from 3.5% - 12.0% of base pay The average contribution percentage is 6.5% of base pay |
| TRAVEL PAY Mileage/POV | 100% base \$0.445/mile | <u>4 ERs</u> Travel paid at 100% base Mileage: 4 ERs - IRS-determined rate |
| TRAINING | Reimbursed at 100% if ER approved and course is satisfactorily completed | <u>2 ERs</u> Reimbursed at 100% if ER approved and course is satisfactorily completed (1 reimburses some college-level courses 50-80%) <u>1 ER</u> Do not reimburse unless ER required <u>1ER</u> Reimburse @ 50% with successful completion; 100% if required |
| 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)

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|--------------------------------------|--|---|------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|----------------------|----------------------|----------------------|----------------------|----------------------|--|--|--|--------------|---------------------|---------|------------|---------|---|------------|---------|----|------------|---------|----|------------|---------|----|------------|---------|------|------------|---------|
| VACATION DAYS/YEAR | <table style="width: 100%; border-collapse: collapse;"> <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-collapse: collapse;"> <tr> <td style="width: 30%;"></td> <td style="width: 35%; text-align: center;"><u>Range</u></td> <td style="width: 35%; 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 |
| 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 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | <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 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| SICK LEAVE DAYS/YEAR MAXIMUM | OPEIU & SEIU 96 hours/year | <u>3 ERs</u> 96 hrs/yr <u>1 ER</u> Varies by length of service | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| EMPLOYER CONTRIBUTION TO MEDICAL INS | OPEIU & SEIU \$663/month | ER contributions ranged from \$555.00/mo - \$799/mo Average \$583/mo | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |