

## TABLE OF CONTENTS

<b>Executive Summary</b>	1
<b>Section I -</b> Introduction, Background and Important Notes	2
<b>Section II -</b> Survey Process and Review	4
<b>Section III -</b> Definitions and Terms	5
<b>Section IV -</b> Survey Analysis and Data Presentation	7
2006 Ferry System Data	
Salary Data Presentation	
Exhibit I – Base Salary Comparison (Excludes Benefits and Includes COLD Where Applicable)	10
Exhibit II – Salary Data Presentation (Includes Benefits and COLD Where Applicable)	11
Exhibit III - Alaska Cost of Living Differential (COLD)	12
Premium Pay and Benefits Data	
Exhibit IV - Master, Mates and Pilots	13
Exhibit V - Engine Room	17
Exhibit VI - Deck/Terminal	21
2006 Shipyards Data	
Salary Data Presentation	
Exhibit VII - Data Presentation and Comparison (Includes Benefits)	26
Exhibit VIII - Premium Pay and Benefits Data	28
2006 Administration - Office and Terminal Data	
Exhibit IX – Administration - Office and Terminal Data Presentation (Includes Benefits)	32
Exhibit X - Premium Pay and Benefits Data	36
<b>Section V -</b> Planned for Wage Adjustments Not Included in the Survey Salary Data	39
<b>Appendix</b>	
<b>Section A -</b> Technical Notes and Information	
Exhibit A - Weighted Average Calculation Example	
Exhibit B - Canadian Health Care Information/Analysis and Assessment	
Exhibit C - Survey Participants by Category	
<b>Section B –</b> Benchmark Titles and Job Description Summaries	
<b>Section C -</b> Survey Questionnaires	