

ALASKA LEGISLATURE COMMITTEE FILES 1995-1996 8672

8651 HOUSE LABOR & COMMERCE

ATTACHMENT #3

1993 Figures

	U.S.	Alaska	Montana	Fairbanks NSB
Earnings by Place of Work	3866555000	11553970	9752799	1358259
Total Employment	140,611,500	354605	471156	46394
State and Local Govt. Earnings	453743000	2051276	1305091	274898
S&L Govt. Employees	15895000	50260	59120	6075
Average Wage	\$27,498.14	\$32,582.65	\$20,699.72	\$29,276.61
Average S&L Govt Wage	\$28,546.27	\$40,813.29	\$22,075.29	\$45,250.70
Average non/S&L Wage	\$27,364.56	\$31,223.43	\$20,502.35	\$26,869.74
Percent of Total Employees, S&L	11.30%	14.17%	12.55%	13.09%

Source: Regional Economic Information System, Bureau of Economic Analysis, U.S. Dept of Commerce
 Personal Income and Employment Tables

dif. = \$ 9,589.86
 or 30.7 %

ATTACHMENT #4

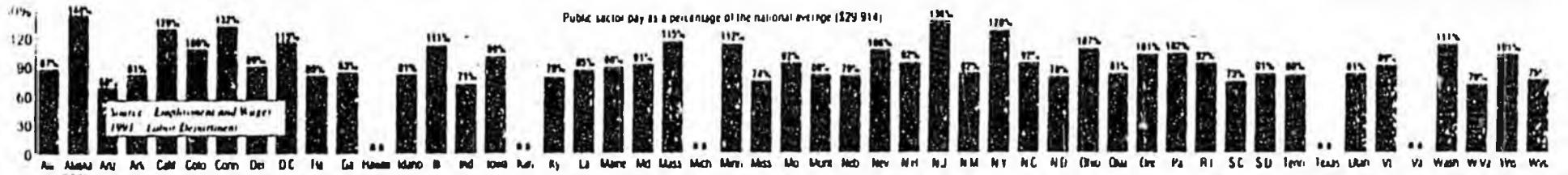
REP. MARK HANLEY
HOUSE FINANCE COM
JUNE 26

JUN 26

INVESTORS DAILY

VITAL SIGNS / Public Sector Pay By State

Tomorrow Private sector pay by state



ATTACHMENT #5



ALASKA STATE EMPLOYEES ASSOCIATION
AFSCME Local 52, AFL-CIO

FOR IMMEDIATE RELEASE

March 9, 1995

For more information, contact:
Chuck O'Connell, Business Manager, 277-5200

Kelly E. Brown, ASEA President, 451-5002
Michael Lacey, Information Officer, 277-5200

ASEA begins strike preparations

On Saturday the Alaska State Employees Association, AFSCME Local 52, committed \$100,000 to begin immediate strike organizational activities. The action came one day after the House Finance Committee of the Alaska Legislature refused to support funding of contracts which the Knowles Administration negotiated last year with ASEA and other state employee labor unions.

When she heard about the Committee's dishonorable attack on Alaska's working people, ASEA President Kelly Brown interrupted the regular business of an ASEA Executive Board meeting in Juneau. Board members discussed their options, then voted unanimously to fund statewide strike preparations.

"The House Finance Committee has shown utter contempt for state employees," said Brown. "The House Majority wants to balance the state's budget on the backs of state workers. This is not fair, and our 8,600 members will not stand for it."

At issue is a 1.4% cost of living pay increase for state employees. ASEA members saw their last cost of living adjustment on January 1, 1992, three and a half years ago, and they have not had a pay raise in more than ten years. ASEA bargained for two and a half years for the new contract, and in the process made concessions to help the State cope with dwindling revenues. Among those concessions were employee contributions for health insurance, restrictions on overtime, reductions in travel reimbursements, and fewer holidays. In exchange, the State agreed to cost of living pay adjustments of one-half the inflation rate - up to a maximum of 1.5% per year. For Anchorage, the Consumer Price Index (CPI-U) increased 2.7% from 1994 to 1995. Under the terms of the contract, this yields a cost of living adjustment of 1.4% - hardly an amount that would break the budget. But the House Finance Committee refused to honor it.

ASEA/AFSCME Local 52 is preparing its members for a strike and other strike-related activities this summer. "We will abide by the law in all ways," said Brown. "But it would be irresponsible not to begin planning for the worst. We support Governor Knowles' plans to bring Alaska to a soft landing as oil revenues decrease. But we will never support the House Majority's plan to spiral the state down to a disastrous crash.

"This Union and the people of Alaska know the games the majority members of the House Finance Committee are playing. State revenues continue to exceed state expenditures, yet they have picked from thin air a target of \$70 million in spending cuts, and they are willing to wreck the economy to reach it."

ASEA is concerned not only about the attempted takeback of fairly-negotiated contract terms from its members. The Union also is worried by the Committee's chainsaw slashes to departmental budgets. Jobs are being pulled from rural Alaska. Safety inspectors are being cut. Service providers are disappearing. In the Department of Labor alone, rural Job Service offices and OSHA inspectors are slated for the chopping block. Other departments are suffering comparable cuts.

Yet the Legislative Majority is NOT taking steps to reduce the mandate for services. Majority legislators are NOT changing legal requirements for law enforcement, mechanical inspections, or safe working places. Instead, they are following their usual pattern of insisting that state employees provide the same level of services with fewer workers and less resources. And now they insist that we do this for less pay under worse conditions!

"Our members have given a lot already," said President Brown. "We want what's best for Alaska. After all, this is our home, too. But we deserve to be treated with dignity and respect. We'll do whatever we must to keep from being ground under the heels of unscrupulous politicians - zealots who don't seem to grasp the concept of good faith collective bargaining!"

- 30 -

ANCHORAGE OFFICE
3510 Spenard Road, Suite 201
Anchorage, AK 99503
(907) 277-5200 FAX (907) 277-5206
TOLL free: 800-478-ASEA

JUNEAU OFFICE
641 West Willoughby, Suite 100
Juneau, AK 99801
(907) 463-4949 FAX (907) 463-4950
TOLL free: 800-478-0049

FAIRBANKS OFFICE
315 Barnard Street, Suite 104
Fairbanks, AK 99701
(907) 452-2300 FAX (907) 452-2307
TOLL free: 800-478-2305

ATTACHMENT #6

ASEA Class 1 (General Government) 37.5 Hour Week

Range	A	B	C	D	E	F	J	K	L	M
5	782.50	804.00	825.50	850.00	876.50	899.00	924.50	951.00	981.50	1012.00
6	826.50	850.00	876.50	899.00	924.50	951.00	981.50	1012.00	1040.50	1073.50
7	876.50	899.00	924.50	951.00	981.50	1012.00	1040.50	1073.50	1108.50	1139.50
8	924.50	951.00	981.50	1012.00	1040.50	1073.50	1108.50	1139.50	1175.00	1210.50
9	981.50	1012.00	1040.50	1073.50	1108.50	1139.50	1175.00	1210.50	1250.50	1290.00
10	1040.50	1073.50	1108.50	1139.50	1175.00	1210.50	1250.50	1290.00	1334.50	1379.50
11	1108.50	1139.50	1175.00	1210.50	1250.50	1290.00	1334.50	1379.50	1427.50	1479.50
12	1175.00	1210.50	1250.50	1290.00	1334.50	1379.50	1427.50	1479.50	1532.00	1589.50
13	1250.50	1290.00	1334.50	1379.50	1427.50	1479.50	1532.00	1589.50	1641.50	1703.50
14	1334.50	1379.50	1427.50	1479.50	1532.00	1589.50	1641.50	1703.50	1765.00	1829.00
15	1427.50	1479.50	1532.00	1589.50	1641.50	1703.50	1765.00	1829.00	1891.50	1957.00
16	1532.00	1589.50	1641.50	1703.50	1765.00	1829.00	1891.50	1957.00	2020.50	2097.00
17	1641.50	1703.50	1765.00	1829.00	1891.50	1957.00	2020.50	2097.00	2161.50	2242.00
18	1765.00	1829.00	1891.50	1957.00	2020.50	2097.00	2161.50	2242.00	2310.00	2395.00
19	1891.50	1957.00	2020.50	2097.00	2161.50	2242.00	2310.00	2395.00	2470.00	2559.50
20	2020.50	2097.00	2161.50	2242.00	2310.00	2395.00	2470.00	2559.50	2644.00	2741.50
21	2161.50	2242.00	2310.00	2395.00	2470.00	2559.50	2644.00	2741.50	2832.50	2938.50
22	2310.00	2395.00	2470.00	2559.50	2644.00	2741.50	2832.50	2938.50	3038.00	3141.00
23	2470.00	2559.50	2644.00	2741.50	2832.50	2938.50	3038.00	3141.00	3256.50	3379.50
24	2644.00	2741.50	2832.50	2938.50	3038.00	3141.00	3256.50	3379.50	3501.00	3634.00
25	2832.50	2938.50	3038.00	3141.00	3256.50	3379.50	3501.00	3634.00	3761.00	3893.50
26	2938.50	3038.00	3141.00	3256.50	3379.50	3501.00	3634.00	3761.00	3893.50	4031.00
27	3038.00	3141.00	3256.50	3379.50	3501.00	3634.00	3761.00	3893.50	4031.00	4178.50

Range	A/B	B/C	C/D	D/E	E/F	F/J	J/K	K/L	L/M	Cumulative (over 19 Years)
5	2.75%	2.90%	2.94%	3.12%	2.57%	2.94%	2.87%	3.21%	3.11%	29.33%
6	2.84%	3.12%	2.57%	2.84%	2.87%	3.21%	3.11%	2.22%	3.17%	29.85%
7	2.57%	2.84%	2.87%	3.21%	3.11%	2.82%	3.17%	3.26%	2.80%	30.01%
8	2.87%	3.21%	3.11%	2.82%	3.17%	3.26%	2.80%	3.12%	3.02%	30.94%
9	3.11%	2.82%	3.17%	3.26%	2.80%	3.12%	3.02%	3.30%	3.16%	31.43%
10	3.17%	3.26%	2.80%	3.12%	3.02%	3.30%	3.16%	3.45%	3.37%	32.58%
11	2.80%	3.12%	3.02%	3.30%	3.16%	3.45%	3.37%	3.48%	3.64%	33.47%
12	3.02%	3.30%	3.16%	3.45%	3.37%	3.48%	3.64%	3.55%	3.75%	35.28%
13	3.16%	3.45%	3.37%	3.48%	3.64%	3.55%	3.75%	3.27%	3.78%	36.23%
14	3.37%	3.48%	3.64%	3.55%	3.75%	3.27%	3.78%	3.61%	3.53%	37.06%
15	3.64%	3.55%	3.75%	3.27%	3.78%	3.61%	3.63%	3.42%	3.46%	37.09%
16	3.75%	3.27%	3.78%	3.61%	3.63%	3.42%	3.46%	3.24%	3.79%	36.88%
17	3.78%	3.61%	3.63%	3.42%	3.46%	3.24%	3.79%	3.08%	3.72%	36.58%
18	3.63%	3.42%	3.46%	3.24%	3.79%	3.08%	3.72%	3.03%	3.68%	35.69%
19	3.46%	3.24%	3.79%	3.08%	3.72%	3.03%	3.68%	3.13%	3.62%	35.32%
20	3.79%	3.08%	3.72%	3.03%	3.68%	3.13%	3.62%	3.30%	3.69%	35.68%
21	3.72%	3.03%	3.68%	3.13%	3.62%	3.30%	3.69%	3.32%	3.74%	35.95%
22	3.68%	3.13%	3.62%	3.30%	3.69%	3.32%	3.74%	3.39%	3.39%	35.97%
23	3.62%	3.30%	3.69%	3.32%	3.74%	3.39%	3.39%	3.68%	3.78%	36.82%
24	3.69%	3.32%	3.74%	3.39%	3.39%	3.68%	3.78%	3.60%	3.80%	37.44%
25	3.74%	3.39%	3.39%	3.68%	3.78%	3.60%	3.80%	3.49%	3.52%	37.46%
26	3.39%	3.39%	3.68%	3.78%	3.60%	3.80%	3.49%	3.52%	3.53%	37.18%
27	3.39%	3.68%	3.78%	3.60%	3.80%	3.49%	3.52%	3.53%	3.66%	37.54%

General Government

From A to B 6 months (range 13 & below) or 1 year Page 1
 From B to C 1 year
 From C to D 1 year

From E to F 1 year
 From F to J 2 years
 From J to K 2 years
 From K to L 5 years
 From L to M 4 years

ASEA Class 2/3 (General Government) 37.5 Hour Week

Range	A	B	C	D	E	F	J	K	L	M
5	775.50	796.50	819.00	842.00	868.00	891.00	916.50	943.00	972.50	1003.00
6	819.00	842.00	868.00	891.00	916.50	943.00	972.50	1003.00	1031.50	1063.50
7	868.00	891.00	916.50	943.00	972.50	1003.00	1031.50	1063.50	1098.50	1129.00
8	916.50	943.00	972.50	1003.00	1031.50	1063.50	1098.50	1129.00	1164.00	1199.00
9	972.50	1003.00	1031.50	1063.50	1098.50	1129.00	1164.00	1199.00	1239.00	1277.50
10	1031.50	1063.50	1098.50	1129.00	1164.00	1199.00	1239.00	1277.50	1322.50	1367.00
11	1098.50	1129.00	1164.00	1199.00	1239.00	1277.50	1322.50	1367.00	1414.50	1466.00
12	1164.00	1199.00	1239.00	1277.50	1322.50	1367.00	1414.50	1466.00	1518.50	1576.00
13	1239.00	1277.50	1322.50	1367.00	1414.50	1466.00	1518.50	1576.00	1627.00	1687.50
14	1322.50	1367.00	1414.50	1466.00	1518.50	1576.00	1627.00	1687.50	1749.50	1812.50
15	1414.50	1466.00	1518.50	1576.00	1627.00	1687.50	1749.50	1812.50	1874.00	1939.00
16	1518.50	1576.00	1627.00	1687.50	1749.50	1812.50	1874.00	1939.00	2002.50	2077.50
17	1627.00	1687.50	1749.50	1812.50	1874.00	1939.00	2002.50	2077.50	2142.00	2221.00
18	1749.50	1812.50	1874.00	1939.00	2002.50	2077.50	2142.00	2221.00	2288.50	2373.00
19	1874.00	1939.00	2002.50	2077.50	2142.00	2221.00	2288.50	2373.00	2447.50	2536.00
20	2002.50	2077.50	2142.00	2221.00	2288.50	2373.00	2447.50	2536.00	2620.00	2717.00
21	2142.00	2221.00	2288.50	2373.00	2447.50	2536.00	2620.00	2717.00	2807.00	2912.00
22	2288.50	2373.00	2447.50	2536.00	2620.00	2717.00	2807.00	2912.00	3010.50	3112.50
23	2447.50	2536.00	2620.00	2717.00	2807.00	2912.00	3010.50	3112.50	3227.50	3349.00
24	2620.00	2717.00	2807.00	2912.00	3010.50	3112.50	3227.50	3349.00	3469.50	3600.50
25	2807.00	2912.00	3010.50	3112.50	3227.50	3349.00	3469.50	3600.50	3727.00	3858.00
26	2912.00	3010.50	3112.50	3227.50	3349.00	3469.50	3600.50	3727.00	3858.00	3994.50
27	3010.50	3112.50	3227.50	3349.00	3469.50	3600.50	3727.00	3858.00	3994.50	4141.00

Range	A/B	B/C	C/D	D/E	E/F	F/J	J/K	K/L	L/M	Cumulative (over 15 years)
5	2.71%	2.32%	2.91%	3.09%	2.65%	2.36%	2.89%	3.13%	3.14%	29.34%
6	2.81%	3.09%	2.55%	2.86%	2.89%	3.13%	3.14%	2.84%	3.10%	29.85%
7	2.55%	2.36%	2.89%	3.13%	3.14%	2.84%	3.10%	3.29%	2.78%	30.07%
8	2.89%	3.13%	3.14%	2.84%	3.10%	3.29%	2.78%	3.10%	3.01%	30.82%
9	3.14%	2.34%	3.10%	3.29%	2.78%	3.10%	3.01%	3.34%	3.11%	31.36%
10	3.10%	3.29%	2.78%	3.10%	3.01%	3.34%	3.11%	3.52%	3.36%	32.53%
11	2.78%	3.10%	3.01%	3.34%	3.11%	3.52%	3.36%	3.47%	3.64%	33.45%
12	3.01%	3.34%	3.11%	3.52%	3.36%	3.47%	3.64%	3.58%	3.79%	35.40%
13	3.11%	3.52%	3.36%	3.47%	3.64%	3.58%	3.79%	3.24%	3.72%	36.20%
14	3.36%	3.47%	3.64%	3.58%	3.79%	3.24%	3.72%	3.67%	3.60%	37.05%
15	3.64%	3.58%	3.79%	3.24%	3.72%	3.67%	3.60%	3.39%	3.47%	37.08%
16	3.79%	3.24%	3.72%	3.67%	3.60%	3.39%	3.47%	3.27%	3.75%	36.81%
17	3.72%	3.67%	3.60%	3.39%	3.47%	3.27%	3.75%	3.10%	3.69%	36.51%
18	3.60%	3.39%	3.47%	3.27%	3.75%	3.10%	3.69%	3.04%	3.69%	35.64%
19	3.47%	3.27%	3.75%	3.10%	3.69%	3.04%	3.69%	3.14%	3.62%	35.33%
20	3.75%	3.10%	3.69%	3.04%	3.69%	3.14%	3.62%	3.31%	3.70%	35.68%
21	3.69%	3.04%	3.69%	3.14%	3.62%	3.31%	3.70%	3.31%	3.74%	35.95%
22	3.69%	3.14%	3.62%	3.31%	3.70%	3.31%	3.74%	3.38%	3.39%	36.01%
23	3.62%	3.31%	3.70%	3.31%	3.74%	3.38%	3.39%	3.69%	3.76%	36.83%
24	3.70%	3.31%	3.74%	3.38%	3.39%	3.69%	3.76%	3.60%	3.78%	37.42%
25	3.74%	3.38%	3.39%	3.69%	3.76%	3.60%	3.78%	3.51%	3.51%	37.44%
26	3.38%	3.39%	3.69%	3.76%	3.60%	3.78%	3.51%	3.51%	3.54%	37.17%
27	3.39%	3.69%	3.76%	3.60%	3.78%	3.51%	3.51%	3.54%	3.67%	37.55%

General Government

From A to B 6 months (range 13 & below) or 1 year Page 1
 From B to C 1 year
 From C to D 1 year
 From D to E 1 year

From E to F 1 year
 From F to J 2 years
 From J to K 2 years
 From K to L 5 years
 From L to M 4 years

ASEA (General Government) 40 Hour Week

Range	A	B	C	D	E	F	J	K	L	M
5	834.50	857.50	881.50	906.50	934.50	959.00	986.50	1014.00	1047.00	1079.50
6	881.50	906.50	934.50	959.00	986.50	1014.00	1047.00	1079.50	1109.50	1144.50
7	934.50	959.00	986.50	1014.00	1047.00	1079.50	1109.50	1144.50	1182.00	1215.00
8	986.50	1014.00	1047.00	1079.50	1109.50	1144.50	1182.00	1215.00	1253.00	1291.50
9	1047.00	1079.50	1109.50	1144.50	1182.00	1215.00	1253.00	1291.50	1334.00	1375.50
10	1109.50	1144.50	1182.00	1215.00	1253.00	1291.50	1334.00	1375.50	1423.00	1471.00
11	1182.00	1215.00	1253.00	1291.50	1334.00	1375.50	1423.00	1471.00	1523.00	1578.00
12	1253.00	1291.50	1334.00	1375.50	1423.00	1471.00	1523.00	1578.00	1634.00	1695.50
13	1334.00	1375.50	1423.00	1471.00	1523.00	1578.00	1634.00	1695.50	1751.00	1816.50
14	1423.00	1471.00	1523.00	1578.00	1634.00	1695.50	1751.00	1816.50	1882.50	1951.00
15	1523.00	1578.00	1634.00	1695.50	1751.00	1816.50	1882.50	1951.00	2017.00	2087.00
16	1634.00	1695.50	1751.00	1816.50	1882.50	1951.00	2017.00	2087.00	2155.00	2236.50
17	1751.00	1816.50	1882.50	1951.00	2017.00	2087.00	2155.00	2236.50	2305.00	2391.00
18	1882.50	1951.00	2017.00	2087.00	2155.00	2236.50	2305.00	2391.00	2464.00	2555.00
19	2017.00	2087.00	2155.00	2236.50	2305.00	2391.00	2464.00	2555.00	2634.00	2730.00
20	2155.00	2236.50	2305.00	2391.00	2464.00	2555.00	2634.00	2730.00	2820.00	2924.00
21	2305.00	2391.00	2464.00	2555.00	2634.00	2730.00	2820.00	2924.00	3021.50	3134.50
22	2464.00	2555.00	2634.00	2730.00	2820.00	2924.00	3021.50	3134.50	3240.50	3350.50
23	2634.00	2730.00	2820.00	2924.00	3021.50	3134.50	3240.50	3350.50	3473.50	3604.00
24	2820.00	2924.00	3021.50	3134.50	3240.50	3350.50	3473.50	3604.00	3734.50	3875.50
25	3021.50	3134.50	3240.50	3350.50	3473.50	3604.00	3734.50	3875.50	4012.00	4153.00
26	3134.50	3240.50	3350.50	3473.50	3604.00	3734.50	3875.50	4012.00	4153.00	4299.50
27	3240.50	3350.50	3473.50	3604.00	3734.50	3875.50	4012.00	4153.00	4299.50	4457.50

Range	A/B	B/C	C/D	D/E	E/F	F/J	J/K	K/L	L/M	Cumulative (over 9 years)
5	2.76%	2.30%	2.34%	3.09%	2.62%	2.87%	2.79%	3.25%	3.10%	29.36%
6	2.84%	3.09%	2.62%	2.87%	2.79%	3.25%	3.10%	2.78%	3.15%	29.84%
7	2.62%	2.87%	2.79%	3.25%	3.10%	2.78%	3.15%	3.28%	2.79%	30.02%
8	2.79%	3.25%	3.10%	2.78%	3.15%	3.28%	2.79%	3.13%	3.07%	30.92%
9	3.10%	2.78%	3.15%	3.28%	2.79%	3.13%	3.07%	3.29%	3.11%	31.38%
10	3.15%	3.28%	2.79%	3.13%	3.07%	3.29%	3.11%	3.45%	3.37%	32.58%
11	2.79%	3.13%	3.07%	3.29%	3.11%	3.45%	3.37%	3.54%	3.61%	33.50%
12	3.07%	3.29%	3.11%	3.45%	3.37%	3.54%	3.61%	3.55%	3.76%	35.32%
13	3.11%	3.45%	3.37%	3.54%	3.61%	3.55%	3.76%	3.27%	3.74%	36.17%
14	3.37%	3.54%	3.61%	3.55%	3.76%	3.27%	3.74%	3.63%	3.64%	37.10%
15	3.61%	3.55%	3.76%	3.27%	3.74%	3.63%	3.64%	3.38%	3.47%	37.03%
16	3.76%	3.27%	3.74%	3.63%	3.64%	3.38%	3.47%	3.26%	3.78%	36.87%
17	3.74%	3.63%	3.64%	3.38%	3.47%	3.26%	3.78%	3.06%	3.73%	36.55%
18	3.64%	3.38%	3.47%	3.26%	3.78%	3.06%	3.73%	3.05%	3.69%	35.72%
19	3.47%	3.26%	3.78%	3.06%	3.73%	3.05%	3.69%	3.09%	3.64%	35.35%
20	3.78%	3.06%	3.73%	3.05%	3.69%	3.09%	3.64%	3.30%	3.69%	35.68%
21	3.73%	3.05%	3.69%	3.09%	3.64%	3.30%	3.69%	3.33%	3.74%	35.99%
22	3.69%	3.09%	3.64%	3.30%	3.69%	3.33%	3.74%	3.38%	3.39%	35.98%
23	3.64%	3.30%	3.69%	3.33%	3.74%	3.38%	3.39%	3.67%	3.76%	36.83%
24	3.69%	3.33%	3.74%	3.38%	3.39%	3.67%	3.76%	3.62%	3.78%	37.43%
25	3.74%	3.38%	3.39%	3.67%	3.76%	3.62%	3.78%	3.52%	3.51%	37.45%
26	3.38%	3.39%	3.67%	3.76%	3.62%	3.78%	3.52%	3.51%	3.53%	37.17%
27	3.39%	3.67%	3.76%	3.62%	3.78%	3.52%	3.51%	3.53%	3.67%	37.56%

General Government

From A to B 6 months (range 13 & below) or 1 year
 From B to C 1 year
 From C to D 1 year
 From D to E 1 year

From E to F 1 year
 From F to J 2 years
 From J to K 2 years
 From K to L 5 years
 From L to M 5 years

ATTACHMENT #7

ALASKA STATE EMPLOYEES ASSOCIATION
GGU

	WAGES % increase to base	LEAVE Days per year	HOLIDAYS Days per year	HEALTH INSURANCE Premium contribution
1984 (A)	No wage increase	Sick leave: 15 days Annual leave: 0 - 2 yrs 15 2 - 5 yrs 21 5 - 10 yrs 24 10+ 30	10 regular, 2 floating.	\$217.65
1985 (A)	7/1/85 5% wage increase	Same as above	10 regular, 2 floating.	\$224.20
1986 (A)	7/1/86 3.8% wage increase not funded by the legislature.	Same as above	10 regular, 2 floating.	\$242.15
1987 (B)	No wage increase	Same as above	10 regular, 2 floating.	\$308.45
1988 (B)	No wage increase	Same as above	10 regular, 2 floating.	\$411.16
1989 (B)	No wage increase	Same as above	10 regular, 2 floating.	<u>\$384.59</u>
1990 (C)	1/1/90 3.3 % wage increase (class 2&3) 1/1/90 4.25% wage increase (class 1)	Same as above	<u>11 regular, 2 floating</u> Class 1 employees only receive 10 regular, 2 floating.	Same as above
1991 (C)	1/1/91 5% wage increase.	Same as above	Same as above	Same as above
1992 (C)	1/1/92 3.6% wage increase.	Same as above	Same as above	Same as above
1993 (D)	No wage increase	Same as above	Same as above	<u>\$423.50</u>
1994 (D)	No wage increase	Same as above	Same as above	Same as above
1995 (E)	No wage increase	Same as above	Same as above	Same as above

	WAGES % increase to base	LEAVE Days per year	HOLIDAYS Days per year	HEALTH INSURANCE Premium contribution
1996 (F)	1/2 the CPI capped at 1.5%	Same as above	11 regular, all employees.	\$423.50 Any increase will be equally matched by the employer and employee, except that the employer's contribution will not exceed more than an additional \$50.00.
1997 (F)	1/2 the CPI capped at 1.5%	Same as above	Same as above	Same as above.
1998 (F)	1/2 the CPI capped at 1.5%	Same as above	Same as above	Same as above.
1999 (F)		Same as above	Same as above	Same as above

Contract Terms:

- (A) 1/1/84 - 12/31/86
- (B) no contract in place, working under terms of A above
- (C) 1/1/90 - 12/31/93
- (D) no contract in place, working under terms of C above
- (E) 7/1/95 - 6/30/96
- (F) 7/1/96 - 6/30/99

Research Report
Alaska Marine Highway System
Comparative Compensation Analysis

Report 25 - 61

October 1994
Division of Audit and Management Services

OMB

STAFF PAPERS AND REPORTS

STATE OF ALASKA

OFFICE OF MANAGEMENT AND BUDGET

**RESEARCH REPORT
ALASKA MARINE HIGHWAY SYSTEM
COMPARATIVE COMPENSATION ANALYSIS**

REPORT NO. 25 - 61

October 1994

STATE OF ALASKA, OMB
DIVISION OF AUDIT AND MANAGEMENT SERVICES
GARY ANDERSON, DIRECTOR

PROJECT STAFF: JERRY BRYANT

CONTENTS

SUMMARY	1
PURPOSE AND SCOPE	3
BACKGROUND	5
COMPARATIVE ANALYSIS	7
WAGE COMPARISON	7
BENEFIT COMPARISON	25
APPENDIX A - FERRY SYSTEMS PROFILES	33
APPENDIX B - WAGES AND BENEFITS SPREADSHEETS	43
APPENDIX C - DIFFERENT COST OF LIVING DIFFERENTIALS WITHIN ALASKA STATE GOVERNMENT	57

FIGURES

FIGURE 1. MASTER MONTHLY WAGE AND BENEFITS	15
FIGURE 2. CHIEF ENGINEER MONTHLY WAGE AND BENEFITS	16
FIGURE 3. BOSUN MONTHLY WAGE AND BENEFITS	17
FIGURE 4. MASTER FULLY LOADED HOURLY RATES	19
FIGURE 5. CHIEF ENGINEER FULLY LOADED HOURLY RATES.....	20
FIGURE 6. BOSUN FULLY LOADED HOURLY RATES.....	21
FIGURE 7. AMHS SOUTHEAST EMPLOYEE ACCRUED LEAVE COMPARED TO WSF AND BCFC	28
FIGURE 8. ACCRUED LEAVE HOURS PER MONTH FOR ALL THREE FERRY SYSTEMS FOR TEN YEARS OF SERVICE	29

TABLES

TABLE 1. SELECTED POSITION HOURLY RATES IN THE THREE FERRY SYSTEMS	9
TABLE 2. LICENSED DECK OFFICER POSITIONS	12
TABLE 3. LICENSED ENGINE ROOM OFFICER POSITIONS	13
TABLE 4. UNLICENSED CREW POSITIONS	14
TABLE 5. COMPENSATED HOURS FOR ANNUAL SALARY	22
TABLE 6. ACTUAL REGULAR HOURS WOPKED FOR INDICATED COMPENSATION	23
TABLE 7. TOTAL GROSS 1992 WAGES BY JOB CLASSIFICATION FOR THE HIGHEST TEN VESSEL EMPLOYEES	24
TABLE 8. SUMMARY OF MAJOR PROVISIONS OF THE PRINCIPAL RETIREMENT PLAN FOR THE THREE FERRY SYSTEMS	31
TABLE 9. AMHS SOUTHEAST AND SOUTHWEST TENTATIVE VESSEL OPERATION SCHEDULES FOR FY92 AND FY93	37

RESEARCH REPORT ALASKA MARINE HIGHWAY SYSTEM COMPARATIVE COMPENSATION ANALYSIS

SUMMARY

This research report is a comparative compensation analysis of vessel positions of the Alaska Marine Highway System (AMHS), the Washington State Ferries (WSF) and the British Columbia Ferry Corporation (BCFC). Comparisons between positions in the three ferry systems were made for 1993, on four different bases: hourly rates, monthly compensation, fully-loaded hourly rates (total wages and benefits earned for each hour worked) and annual compensation. Positions compared represent all three crew categories: licensed deck, licensed engine room and unlicensed. Rates for the various positions are determined using the average length of service for employees of the AMHS (14 years for licensed deck and engine room personnel and eight years for unlicensed crew).

Basic hourly rates When comparing the hourly wage rates of other ferry systems to the AMHS it is only meaningful to use AMHS Southeast rates. According to AMHS, due to the need to transfer employees between the Southeast and Southwest systems, AMHS and the three unions agreed to reduced hourly wage rates and increased hours per pay period for Southwest vessel employees in order to provide an approximate annual equalization of wages and leave with employees of the Southeast system.

AMHS wage rates are Seattle based but have an increment to cover the higher cost of living for employees that reside in Alaska. AMHS pays an additional 22.5% Cost Of Living Differential (COLD) to vessel employees who are residents of Alaska. As of May 1992, 707 of 746 AMHS vessel employees had certified Alaska residency and were receiving the COLD payment. AMHS compensation amounts used for comparative purposes include COLD.

BCFC employees on its two northern route vessels receive premium pay of 29%. These two vessels have routes and work schedules which most closely approximate those of AMHS so the compensation comparisons include this premium pay for the BCFC vessel positions.

Unlicensed crew in the AMHS Southeast and in WSF are paid comparable hourly wages. Unlicensed crew on the BCFC northern route vessels are paid approximately 10% more. Licensed deck and engineering officers in the AMHS Southeast are generally paid substantially more per hour than similar positions in WSF or BCFC.

Monthly compensation The monthly wages and benefits for AMHS Southeast licensed officers are significantly higher than for the licensed officers of WSF or BCFC. The monthly wages of AMHS Southeast unlicensed crew are marginally higher than for the unlicensed crew of WSF or BCFC while the monthly benefits are significantly higher. Monthly wages and benefits for AMHS Southwest licensed officers and unlicensed crew are even higher due primarily to the greater hours worked during their monthly shift schedule.

Fully-loaded hourly rate (total wages and benefits earned for each hour worked) AMHS unlicensed crew on all vessels are compensated approximately 25% more per fully-loaded hour than WSF or BCFC unlicensed crews. On the average, per fully-loaded hour AMHS

Southeast licensed officers are compensated 50% more than their counterparts in WSF or BCFC. The licensed officers on the AMHS Southwest vessel *M/V Tustumena* are also compensated substantially more (15% to 50%), in terms of a fully-loaded hourly rate, than the officers of WSF or BCFC. The licensed officers of the AMHS Southwest vessel, *M/V Bartlett*, on the other hand, are compensated approximately 10% less per fully-loaded hour than the officers of WSF or BCFC and substantially less than either the officers of the AMHS *M/V Tustumena* or the officers of AMHS Southeast. This last anomaly remains unexplained although it is noted that the *M/V Bartlett* licensed officers have 12 hour shifts even though during the winter only one trip of less than six hours a day is scheduled.

Annual compensation In comparing the actual 1992 compensation of the ten highest paid individuals in the three categories for the three ferry systems, AMHS employees averaged compensation is greatest in each category, followed by WSF and then BCFC. The ten highest paid AMHS licensed deck officers averaged \$91,290 while WSF officers averaged \$83,340, followed by the BCFC deck officers at \$57,191. The ten highest paid AMHS licensed engineers averaged \$96,310 compared to the WSF licensed engineers at \$95,290; the BCFC engineers averaged \$66,717. The ten highest AMHS unlicensed crew averaged \$63,241 while the comparable WSF group averaged \$48,670, followed by the BCFC unlicensed crew at \$44,039.

Annual hours worked AMHS employees generally work fewer hours for their annual compensation than do employees of WSF or BCFC. Hours worked by AMHS vessel employees amounts to between 44% and 62% of their annual compensated hours. WSF vessel employees work between 78% and 83% of their annual compensated hours. BCFC northern route vessel employees work 60% to 64% of their annual compensated hours.

Benefit comparison Vacation and sick leave accrual rates are significantly greater in the AMHS Southeast than WSF or BCFC. The maximum leave for AMHS Southeast employees is 64 hours per month for ten or more years of employment. The maximum for WSF is 39 hours after 16 years of service; the maximum leave hours per month for BCFC is 30 hours after 29 years of employment. AMHS Southwest leave rates are not comparable with other systems as the larger leave accruals are planned to offset the lower hourly rates.

The State of Alaska retirement plan (PERS) which covers MMP and IBU employees provides significantly more benefits than plans of the State of Washington or the Province of British Columbia. Upon retirement medical insurance is provided free for AMHS retirees but paid at group rate by WSF retirees. BCFC retirees receive the free basic medical benefit provided to all British Columbia residents.

RESEARCH REPORT ALASKA MARINE HIGHWAY SYSTEM COMPARATIVE COMPENSATION ANALYSIS

PURPOSE AND SCOPE

This report is a comparative compensation analysis of vessel positions of the Alaska Marine Highway System (AMHS), the Washington State Ferries (WSF) and the British Columbia Ferry Corporation (BCFC). The purpose of this report is to provide an analysis of the characteristics, regular wages and benefits of positions in the three ferry systems for 1993 contracts. The report is provided for informational purposes and does not contain recommendations. The information presented is taken from numerous documents and discussions with the AMHS, plus documents obtained from and conversations with BCFC, WSF and the Washington Marine Employees' Commission¹. Unless otherwise indicated, the exchange rate used for the conversion of Canadian dollars to US dollars is .7891 as reported in the *Wall Street Journal* on January 29, 1993.

Appendices A and B are an integral part of this report. Appendix A contains profiles of the three ferry systems in this study. Appendix B contains three spreadsheets of wages and benefits for the AMHS, BCFC and WSF ferry systems. The AMHS spreadsheet is presented in four parts due to the considerable differences in wages, hours, pay periods and benefits within AMHS. The four parts include employees on the Southeast major vessels, Southeast minor vessels, *M/V Tustumena* and *M/V Bartlett*. The *M/V Tustumena* and *M/V Bartlett* are the two vessels in the AMHS Southwest system. Appendix C discusses different cost of living differentials used within Alaska state government.

Vessel positions are discussed according to their duties which include licensed deck officers, licensed engine room officers and unlicensed crew. In the AMHS, for collective bargaining purposes, the licensed deck officers are represented by the International Organization of Masters, Mates and Pilots (IOMP). Licensed engine room personnel are represented by District No. 1 - Pacific Coast District, Marine Engineers Beneficial Association (MEBA). Unlicensed crew are represented by the Inlandboatmen's Union of the Pacific, Alaska Region (IBU). All three unions are AFL-CIO affiliates. While Washington State Ferries vessel employees are also represented by the three unions above, most vessel employees of the British Columbia Ferry Corporation are represented by a single union, the B. C. Ferry and Marine Workers' Union. Thirty-nine BCFC masters are represented by the Excluded Employees administrative bargaining group.

This report considers regular wages and benefits and does not compare overtime rates. Also, for comparative purposes with other ferry systems this report compares positions as much as possible assuming the vessels are "on the run" during the summer months. That is, the manning of vessels during the annual overhauls, refurbishment, repowerment, lay-up, etc. is not considered here although union contracts call for crews to be aboard under various

¹ The Washington Marine Employees' Commission develops a biennial survey of wages, hours, benefits and conditions of employment for onboard and shore side employees.

situations. In addition, because some of the benefits are based on longevity of service we used the average length of service of AMHS vessel employees to compare like position benefits in other ferry systems. The average length of service for AMHS vessel employees represented by their respective unions as of September 1992, is 14 years for MMP, 14 years for MEBA, and 8 years for IBU.

BACKGROUND

CHARACTERISTICS OF THE THREE FERRY SYSTEMS

This section discusses the general characteristics of the three ferry systems used in this study. The British Columbia Ferry Corporation and the Washington State Ferries offer primarily commuter service over relatively short distances compared to most of the Alaska Marine Highway System routes.

Alaska Marine Highway System (AMHS)

The AMHS currently operates eight ferries on three routes to 32 ports of call in two service areas. In Southeast Alaska, 17 communities are served in almost 1,000 nautical miles from Bellingham, WA to Skagway, AK. In Southwest Alaska, 13 communities are served between Cordova and Unalaska/Dutch Harbor. The shortest AMHS trip between ports is one hour while the longest trip is 36 hours. The average running time between ports is nine hours. AMHS transports approximately 410,000 passengers and 110,000 vehicles per year. Five of the ferries have passenger staterooms, seven have bar service and all vessels offer cafeteria service. All vessels have crew quarters. Seven of the eight vessels operate in sheltered waters while the *M/V Tustumena*, on the Southwest route, may also operate on ocean routes within 50 miles of shore. The largest AMHS vessel is 380 feet in length and may carry 971 passengers and 170 vehicles including 22 cargo vans.

AMHS has 777 vessel employees, as of September 1, 1992, represented by the three AFL-CIO affiliate unions above, i.e., 70 by MMP, 82 by MEBA and 625 by IBU. Each of the three labor relation agreements specify terms for the Southeast system where most ferry activity occurs and six of the eight vessels operate. Supplemental Agreements in each of the three contracts are used to specify selected terms for employees on the Southwest vessels, the *M/V Bartlett* and the *M/V Tustumena*. The selected terms include wage rates, leave, working hours, and other conditions of employment. In the Southwest, crews may have duty assignments of several months in length whereas in the Southeast crews work one or two weeks on followed by one or two weeks off.

British Columbia Ferry Corporation (BCFC)

BCFC primarily operates a commuter system with 41 ferries on 29 routes to 42 ports of call in the greater Vancouver, B.C. area. In the most recent year reported, BCFC carried 20 million passengers and eight million vehicles on voyages as short as 10 minutes to as long as 15 hours. Sixteen of the major ferries have cafeterias but only two have passenger staterooms. The two Northern route vessels which provide service between Port Hardy, B.C. (on the Northern end of Vancouver Island) and Prince Rupert, B. C. offer service similar to AMHS ferries. The largest BCFC vessel is 545 feet in length carrying 2,100 passengers and 470 vehicles.

With the exception of most vessel Masters, BCFC vessel employees are represented by the B. C. Ferry and Marine Workers' Union. Masters for large vessels and northern route vessels

are management employees excluded from the union contract. They are among a group of administrative salaried employees who receive an annual salary for 1,827 duty hours per year. In addition, they receive a benefit package that is approximately 23% of their annual salary. Once a Master has worked the required 1,827 hours per year, they take the remainder of the year off as paid leave. Northern route Masters work the 14 day on/off schedule approximately 9.5 months and are off with pay for 2.5 months.

Washington State Ferries (WSF)

WSF operate 25 ferries on nine routes to 20 ports of call as a commuter system for the islands and peninsulas of Puget Sound. WSF transports over 23 million passengers and nine million vehicles per year. In a service area stretching approximately 150 miles, the shortest route is one and one-half miles while the longest is 38.2 miles. There are no overnight staterooms for passengers and the galley/snack bars are operated by Marriott Host International. The two largest ferries are 440 feet in length carrying 2,000 passengers and 206 vehicles.

WSF employs 951 vessel employees represented by the same three unions that represent AMHS vessel employees. There are 142 represented by MMP, 341 by MEBA, and 468 by IBU.

According to a salary and benefits study for the Washington Marine Employees' Commission, WSF employees are scheduled for 2,080 hours per year. They are paid for working 1,728 hours per year. In addition, they are paid for 96 hours of holidays, 160 hours of vacation and 96 hours of sick leave. The basic work period is five or ten consecutive eight hours days although some schedules require 10 or 12 hours per day.

Vessels are required to provide around the clock operations in case emergency service is needed to their ports of call. Second and third shift "touring watches" permit vessels to be on standby for emergency transport although these watches are used primarily for maintenance and cleaning.

COMPARATIVE ANALYSIS

WAGE COMPARISON

After a discussion of work schedules and increments above the base wage, four comparisons are made of hourly, monthly and annual compensation. First, the hourly wage rates of AMHS vessel employees are compared with similar positions in BCFC and WSF. Next, monthly wages plus benefits of the three ferry systems are compared using three tables and figures of representative positions. Then, the fully loaded hourly rates of wages and benefits are compared for each ferry system using three figures. Fully-loaded hourly rate represents the total cost (compensation plus all fringes) to the ferry system for each hour worked. Lastly, certain comparisons are made on an annual basis.

The comparisons are by AMHS represented groups and include selected sample positions found in each of the three ferry systems. The criteria for selecting the positions are based on similar positions found in all three ferry organizations. Due to the WSF operational differences which result in a limited number of defined positions only 12 positions were found to be similar in the three ferry systems. The positions were taken from the spreadsheets in Appendix B.

Work Schedules

There are many different work schedules that affect wages and benefits in each of the three ferry systems. For example, all AMHS Southeast vessel employees work six hours on followed by six hours off. Southeast MMP and MEBA employees work twenty-six 84 hour (12 hours * 7 days) pay periods per year (182 hours per month). Southeast IBU employees are paid twice monthly for an average of 91 hours per pay period. However, the Southeast IBU employees work 84 hour duty assignments over an eight day period where six hours are worked on the first day, 12 hours are worked for each of the next six days and six hours are worked on the eighth day. MMP and MEBA may work seven days on followed by seven days off or 14 days on and 14 days off.

In the Southwest where AMHS work assignments may be several months of continuous duty, some employees work eight hours per day while others work 12 hours per day. On the *M/V Tustumena*, all employees work eight hour days paid in twenty-four 120 hour pay periods per year (240 hours per month). Some employees work a sea watch schedule of two four hours shifts each separated by eight hours off. On the *M/V Bartlett*, MMP and MEBA employees work 12 hour days paid in twenty-four 180 hour pay periods per year (360 hours per month). But *M/V Bartlett* IBU employees work eight hour days paid in twenty-four 120 hour pay periods per year (240 hours per month).

BCFC vessel employees are paid on a salary basis for 1,827 hours per year which is 152.25 hours per month. BCFC employees, except Masters, work the 14 day on/off 12 hour per day schedule on the northern route vessels. On the 14 day duty assignment employees work 168 hours (14 days times 12 hours per day). The overtime in excess of normal shift hours is paid at a rate determined by dividing the monthly salary by 152.25 hours.

The BCFC union agreement specifies that the compensated shift time will be inclusive of meal breaks and rest periods. For a 7.5 hour shift the time worked would be approximately 6.5 hours; for a 12 hour shift the time worked would be approximately 10 hours.

WSF vessel employees generally work a forty hour week (2,080 hours per year). Engineering officers working seven days on and seven days off are paid for eighty hours with four hours accrued as compensatory time.

Increments Above The Base Wage

AMHS wage rates are Seattle based but have an increment to cover the higher cost of living for employees that live in Alaska. AMHS pays an added Cost Of Living Differential (COLD) to vessel employees who certify they live in Alaska. The differential ranges from 20.57% to 22.65% with an outlier in one position of 13.61%. Frequently in discussions of COLD the original percentage of 22.5% is used, however, based on the AMHS spreadsheet in Appendix B the current average percent is 21.9%. In May 1992, AMHS records indicated that only 39 of 746 vessel employees were not receiving the COLD payment. In order to present the typical hourly wage rates for comparative purposes the COLD payment has been included in the AMHS hourly rates in the comparisons which follow².

BCFC employees, except Masters, who work the 14 day on/off, 12 hour per day schedule on the northern route vessels, are paid a 29% premium for the long duty schedule. With the exception of the BCFC Masters, the premium is included in the hourly rates of the comparisons that follow. BCFC Excluded Employees masters are not eligible for the 29% premium.

Hourly Rate Comparisons of AMHS SE with BCFC and WSF

The reader is cautioned about making comparisons based on the AMHS Southwest system hourly wage rates since much of the compensation is in the fringe benefits rather than wages. Employees in the Southwest system are compensated more hours per pay period and they are paid significantly less per hour, so their annual incomes will approximate their counterparts in the Southeast. According to AMHS staff, due to the need to transfer employees between the Southeast and Southwest systems, AMHS and the three unions agreed to lower hourly wage rates and increased hours per pay period for Southwest vessel employees in order to provide an approximate annual equalization of wages and leave with employees of the Southeast system. For this reason, hourly wage rates of other systems will be compared only to the hourly wage rates of the AMHS Southeast system.

Unless otherwise noted, comparisons with the BCFC are made using the employees of the northern route vessels since these vessels operate under conditions similar to AMHS vessels. With the exception of the excluded masters, the crews of the BCFC northern route vessels receive the 29% premium mentioned above.

² In the labor contracts the AMHS COLD benefit is included in the hourly base rate for unlicensed personnel but is paid as a separate earnings to licensed deck and engineering officers. Appendix B shows the COLD wage separately for all three bargaining units.

Hourly rates (including COLD) are as a group significantly higher for AMHS Southeast licensed vessel employees compared to employees in similar positions with WSF and BCFC. For similar positions AMHS Southeast unlicensed vessel employees hourly rates (including COLD) are comparable to WSF rates and significantly lower compared to BCFC rates. Another comparison may be made using AMHS Seattle rates without COLD and BCFC rates without the 29% premium for northern route vessels. In such a comparison, AMHS hourly Seattle rates for Southeast licensed vessel employees are comparable to WSF rates and are slightly greater than BCFC rates for comparable positions. And AMHS Seattle rates for unlicensed employees are significantly lower than either BCFC or WSF rates for comparable positions. Appendix B provides the basis of these conclusions.

Table 1 shows the hourly rates of selected positions within the three ferry systems. The hourly rates in Table 1 include the COLD for AMHS vessel employees and the 29% northern route premium for BCFC vessel employees. The table provides some examples for the conclusions drawn in the paragraph above. The highest hourly rates are shaded the darkest.

Table 1. SELECTED POSITION HOURLY RATES IN THE THREE FERRY SYSTEMS

POSITION	AMHS SE WITH COLD	WSF	BCFC NORTHERN ROUTE 29% PREMIUM
Master	17.15	21.74	31.06
2nd Mate	27.27	21.74	29.94
Chief Engineer	19.18	29.94	21.45
1st Engineer	29.18	21.45	17.87
Bosun	16.71	17.87	20.28
Able Seaman	16.71	19.44	19.44

The COLD payment has been included in the hourly and monthly rates of AMHS employees in the tables and figures on the following pages. Also included in the hourly rates in the tables for BCFC vessel employees is the 29% premium for working the 14 day on/off schedule on the northern route vessels. In the spreadsheet in Appendix B these amounts are set out separately rather than being included as part of the basic hourly rate.

The AMHS pays overtime at the time and one-half rate while both BCFC and WSF pay overtime at the double time rate. WSF pays a double time premium for work after eight hours per day, on Saturday, Sunday and holidays and when employees are working with dirty materials. On holidays however, AMHS pays double time and one-half while the other two ferry systems continue the double time rate. BCFC pays an additional \$0.50 per hour for the second shift work and \$1.25 per hour for the third shift work. WSF employees received a 3% wage increase effective January 1, 1993. BCFC employees received a 2% wage increase above contract rates of an agreement that expired on October 31, 1992.

Included in the hourly rate for AMHS Masters, in addition to their base pay, are monthly premiums for Master's pay (\$245.17) and non-watch pay³ (\$293.75) in lieu of overtime to be available as needed. Rates for these premiums are specified separately in the first year of the labor contracts. As Consumer Price Index increases are added on in subsequent years the increases are calculated on the combined hourly rate rather than on each of the three components. Thus on the spreadsheet in the appendices, premiums are not shown separately for Masters but are included in the hourly rates.

During the busier summer season, the Chief Mates of the larger AMHS Southeast vessels and the AMHS *M/V Tustumena* also receive non-watch pay. The additional non-watch pay is included in the rates given in the spreadsheets and tables. The additional non-watch pay for Chief Mates in the AMHS Southeast is \$1.61 per hour while it is \$1.16 per hour for the Chief Mate of the *M/V Tustumena*. The Second and Third Mates are eligible for overtime.

The contract hourly rate including COLD for Chief Engineers in AMHS on Southeast vessels is \$33.85, however, since all AMHS Chief Engineers receive non-watch pay of \$969.54 per month. The effective hourly rate is \$39.18.

Monthly Wage Plus Benefit Comparisons

In this section monthly wages and monthly wages plus benefits comparisons are made between the represented groups, i.e., licensed deck, licensed engine room and unlicensed crew. Since the employees of the AMHS Southwest system work a continuous schedule, the hours they may work in a given month are significantly greater than the hours worked either by AMHS Southeast employees or the employees of the WSF or BCFC systems. During a year, the AMHS Southwest employees may also have paid months in which they do not work at all. As a result, monthly amounts for AMHS Southwest employees would have to be converted to average monthly amounts in order to be directly comparable to the other systems. Again the most meaningful comparisons are made between the AMHS Southeast and WSF and BCFC.

On a monthly basis both licensed and unlicensed AMHS vessel employees receive wages and benefits significantly greater than similar positions in the other two ferry systems. On the average AMHS Southeast MMP employees are compensated 61% greater than WSF licensed deck officers and 86% greater than their BCFC counterparts. On the average AMHS Southeast MEBA employees are compensated 49% greater than WSF licensed engineers and 72% more than their BCFC counterparts. On the average AMHS Southeast IBU unlicensed crew are compensated 26% greater than WSF unlicensed crew and 41% more than their BCFC counterparts. AMHS Southeast vacation accruals, which average 1.5 to 3.5 times the vacation accruals of the other two systems, are the most significant factors in the above comparisons.

In the three tables and related figures on pages 13 through 18, table entries are taken from a sampling of the three spreadsheets in Appendix B. Please refer to the spreadsheets for the basis of the sample comparisons that follow. The selection criteria are based on the existence of similar positions on vessels of all three ferry systems studied. The tables are used to point out some of the many variables of the three ferry systems as well as hourly wage rates and monthly pay and benefits.

³ The inclusion of non-watch pay for masters, chief engineers and certain chief mates may overstate wages and benefits from six to 20 hours. However, since AMHS is contractually obligated to pay non-watch pay it is included in the comparisons.

Included in the hourly rate for AMHS Masters, in addition to their base pay, are monthly premiums for Master's pay (\$245.17) and non-watch pay³ (\$293.75) in lieu of overtime to be available as needed. Rates for these premiums are specified separately in the first year of the labor contracts. As Consumer Price Index increases are added on in subsequent years the increases are calculated on the combined hourly rate rather than on each of the three components. Thus on the spreadsheet in the appendices, premiums are not shown separately for Masters but are included in the hourly rates.

During the busier summer season, the Chief Mates of the larger AMHS Southeast vessels and the AMHS *M/V Tustumena* also receive non-watch pay. The additional non-watch pay is included in the rates given in the spreadsheets and tables. The additional non-watch pay for Chief Mates in the AMHS Southeast is \$1.61 per hour while it is \$1.16 per hour for the Chief Mate of the *M/V Tustumena*. The Second and Third Mates are eligible for overtime.

The contract hourly rate including COLD for Chief Engineers in AMHS on Southeast vessels is \$33.85, however, since all AMHS Chief Engineers receive non-watch pay of \$969.54 per month. The effective hourly rate is \$39.18.

Monthly Wage Plus Benefit Comparisons

In this section monthly wages and monthly wages plus benefits comparisons are made between the represented groups, i.e., licensed deck, licensed engine room and unlicensed crew. Since the employees of the AMHS Southwest system work a continuous schedule, the hours they may work in a given month are significantly greater than the hours worked either by AMHS Southeast employees or the employees of the WSF or BCFC systems. During a year, the AMHS Southwest employees may also have paid months in which they do not work at all. As a result, monthly amounts for AMHS Southwest employees would have to be converted to average monthly amounts in order to be directly comparable to the other systems. Again the most meaningful comparisons are made between the AMHS Southeast and WSF and BCFC.

On a monthly basis both licensed and unlicensed AMHS vessel employees receive wages and benefits significantly greater than similar positions in the other two ferry systems. On the average AMHS Southeast MMP employees are compensated 61% greater than WSF licensed deck officers and 86% greater than their BCFC counterparts. On the average AMHS Southeast MEBA employees are compensated 49% greater than WSF licensed engineers and 72% more than their BCFC counterparts. On the average AMHS Southeast IBU unlicensed crew are compensated 26% greater than WSF unlicensed crew and 41% more than their BCFC counterparts. AMHS Southeast vacation accruals, which average 1.5 to 3.5 times the vacation accruals of the other two systems, are the most significant factors in the above comparisons.

In the three tables and related figures on pages 13 through 18, table entries are taken from a sampling of the three spreadsheets in Appendix B. Please refer to the spreadsheets for the basis of the sample comparisons that follow. The selection criteria are based on the existence of similar positions on vessels of all three ferry systems studied. The tables are used to point out some of the many variables of the three ferry systems as well as hourly wage rates and monthly pay and benefits.

³ The inclusion of non-watch pay for masters, chief engineers and certain chief mates may overstate wages and benefits from six to 20 hours. However, since AMHS is contractually obligated to pay non-watch pay it is included in the comparisons.

Table 2 contains selected positions from the wage and benefit spreadsheets in Appendix B for the licensed deck officers represented by MMP in the AMHS.

Table 2. LICENSED DECK OFFICER POSITIONS

POSITION	POSITION ASSIGNMENT	HRLY RATE	HRS PER DAY	PAY PERIODS PER YEAR	MTHLY WAGE	MTHLY WAGE + BENEFITS
Master	AMH Bartlett	20.98	6+6	24 180 hours	5,751	13,298
	AMH Tustumena	27.73	4+4	24 120 hours	6,654	13,913
	AMH SE	37.49	6+6	26 84 hours	6,815	11,665
Second Mate	AMH Bartlett	18.19	6+6	24 180 hours	6,487	11,491
	AMH Tustumena	21.40	4+4	24 120 hours	5,135	10,846
	AMH SE LV	27.27	6+6	26 84 hours	4,963	8,626
	AMH SE MV	26.12	6+6	26 84 hours	4,753	8,281
Master	WSF	32.15	8	26 80 hours	5,345	7,513
2nd Mate LV	WSF	21.74	8	26 80 hours	3,769	5,286
Master LV	BCFC LV 12 hr	31.09	12	24 76 hours	4,718	5,812
Master - MV	BCFC MV	22.22	7	24 76 hours	3,013	3,967
2nd Officer	BCFC LV 12 hr	26.17	12	24 76 hours	3,984	4,956
Mate	BCFC MV	19.79	7	24 76 hours	3,013	3,967

SE = Southeast, LV = Large Vessel, MV = Minor Vessel

Several of the benefits presented may lack comparability between systems on the basis shown. The most obvious of these is health insurance. That is, the benefit to the employee is not truly measured by the cost to the employer, particularly in the BCFC where the monthly cost is only \$55.

In the comparison of monthly wages plus benefits with the other two ferry systems there are 12 similar positions which allow comparison. The 12 positions are based on the limited number of positions in the WSF system. The comparisons that follow are representative samples of the 12 positions common to all three ferry systems in this study.

Licensed Deck Sample Positions

The monthly wages for AMHS Southeast licensed deck officers are significantly higher than for the licensed deck officers of WSF or BCFC. Masters and Mates of the AMHS Southeast are paid approximately one-third more per month and the total monthly wage plus benefits is equivalent to twice the WSF or BCFC monthly amount due primarily to the greater leave benefits accrued in the AMHS.

Within the AMHS, monthly wages and benefits are greater for MMP employees in the Southwest, i.e., on the *M/V Bartlett* and the *M/V Tusumena*. The Master wage on the *M/V Bartlett* is \$7,551 per month plus benefits of \$5,747 per month, i.e., a total of wages and benefits of \$13,298 per month. The Master wage on the *M/V Tusumena* is \$6,654 per month plus benefits of \$7,259 for a total of \$13,913 per month. In the Southeast, the Masters of the large vessels are paid \$6,815 per month plus benefits of \$4,850 for a total of \$11,665 per month. The difference is mainly accounted for in the leave accrued by each master. The Master of the *M/V Tusumena* accrues 169 hours or \$4,686 in a month and the Master of the *M/V Bartlett* accrues 144 hours at a lower rate for \$3,021 per month. The Masters on the larger Southeast vessels accrue 49 hours or \$1,835 per month. As noted previously, leave accrued above for Southwest Masters assumes the Master works every day of the month. On the average the differences should be substantially less than shown, although still significant.

In the BCFC system, vessel Masters, with two exceptions, are not members of the BC Ferry and Marine Workers' Union. One Master included in the BC Ferry and Marine Workers' Union contract is the Master of the *M/V Queen of Sidney*, a position included in the union contract as a result of the acquisition of the vessel from another British Columbia governmental unit. The other Masters included in the union contract are the Masters of the minor vessels, Master - MV. All other Masters and certain administrative employees are excluded from the union contract. BCFC has a separate agreement with the excluded employees, the Terms and Conditions for Excluded Employees.

The BCFC Masters of the two large vessels that serve the two northern routes are paid an annual salary of \$56,749 for 1,827 duty hours (all dollars in this paragraph are expressed in US dollars). Masters work 12 hours per day 14 days on followed by 14 days off. In the 14 days on they work 168 hours. The monthly salary is \$4,729 and the hourly rate is \$31.06. The excluded Masters of the northern route vessels do not receive a 29% premium paid the other crew on northern route vessels for their 14 day 12 hour schedule. BCFC budgets the benefits for Masters at 23% of their annual salary. Thus, the total annual compensation of salary plus benefits is \$69,801. Three Master positions are budgeted for each vessel - one each for the morning shift, the evening shift and the relief when one of the other two are on leave.

Licensed Engineer Sample Positions

The monthly pay of licensed engineers in the AMHS Southeast is 23% to 39% greater than the pay for a similar position in BCFC or WSF while the monthly pay plus benefit package of AMHS Southeast licensed engineers is up to 79% higher than for BCFC and approximately 50% greater than that of WSF.

AMHS premium pay for marine engineering employees is not matched by other ferry systems. Only in the AMHS is there additional pay for non-watch duties. All Chief Engineers on all AMHS vessels receive an additional \$970 per month for non-watch duty in lieu of overtime while the vessels are "on the run". When vessels are in the shipyard for maintenance Chief Engineers are eligible for overtime but not non-watch pay. Each Southeast vessel has a Lead Chief Engineer who receives an additional \$217 per month. There are no Lead Chief Engineers on the two Southwest vessels.

Table 3 contains selected positions of licensed engine room officers. In the table below the Chief Engineer is assumed to have non-watch duties but not lead chief duties.

Table 3. LICENSED ENGINE ROOM OFFICER POSITIONS *

POSITION	POSITION ASSIGNMENT	HRLY RATE	HRS PER DAY	PAY PERIODS PER YEAR	MTHLY WAGE ACCRUAL	MTHLY WAGE + BENEFITS
Chief Eng. NW	AMH Bartles	22.88	6+6	24 180 hours	5,491	7,663
	AMH Tustumena	29.10	4+4	24 120 hours	7,128	12,004
	AMH SE	29.18	6+6	26 84 hours	5,311	8,720
1st Asst. Eng.	AMH Bartles	18.74	6+6	24 180 hours	6,747	11,417
	AMH Tustumena	21.95	4+4	24 120 hours	5,267	9,142
	AMH SE	29.18	6+6	26 84 hours	5,311	8,720
Chief Engineer	WSF	21.45	8	26 84 hours	3,905	5,630
Chief Engineer	BCFC LV	28.35	12	24 76 hours	4,316	5,353
Chief Engineer	BCFC MV	22.45	7	24 76 hours	3,345	4,383
2nd Engineer	BCFC LV 12 hr	28.35	12	24 76 hours	4,316	5,353
2nd Engineer	BCFC	21.97	7	24 76 hours	3,345	4,383

SE = Southeast, LV = Large Vessel, MV = Minor Vessel, NW = Non-watch

* Titles vary for equivalent positions in the three ferry systems.

Unlicensed Crew Sample Positions

Monthly wages for unlicensed crew are comparable among the three systems. Once again, because of the higher leave accruals in the AMHS the monthly wage plus benefit package for AMHS Southeast is 24% to 48% higher than those for BCFC or WSF. AMHS Southwest unlicensed crew monthly wages plus benefits are approximately 44% higher than AMHS Southeast. Table 4 contains selected positions of the unlicensed crew.

Table 4. UNLICENSED CREW POSITIONS

POSITION	POSITION ASSIGNMENT	HRLY RATE	HRS PER DAY	PAY PERIODS PER YEAR	MTHLY WAGE	MTHLY WAGE + BENEFITS
A/B Bosun	AMH SW	14.86	6+6	24 120 hours	3,561	5,295
	AMH SE	18.25	6+6	24 91 hours	3,224	5,168
Able Seaman	AMH SW	13.63	4+4	24 120 hours	3,274	7,651
	AMH SE	16.71	6+6	24 91 hours	3,041	5,319
Bosun	WSF	17.87	8	26 80 hours	3,012	4,399
Able Seaman	WSF	17.38	8	26 80 hours	3,012	4,286
Bosun	BCFC LV 12 hr	20.28	12	24 76 hours	2,961	3,846
	BCFC	15.08			2,295	3,191
Seaman - Able	BCFC LV 12 hr	19.44	12	24 76 hours	2,961	3,734
	BCFC	15.08			2,295	3,069

SW = Southwest, SE = Southeast, LV = Large Vessel

Charts of Licensed Deck, Licensed Engine Room and Unlicensed Crew Sample Positions

Figures 1, 2 and 3 show the monthly wages and monthly wages plus benefits of three positions taken from the shaded positions in the tables above. The figures are used to provide a graphic representation of the differences between the total of wages plus benefits. Figure columns show compensation by regular pay, vacation, retirement, sick/health and other benefit. The positions are Master, Chief Engineer and Able Seaman. The three positions were selected based on like positions in all three ferry systems. Please refer to the spreadsheets in Appendix B for the data on which these relationships exist. The relationship shown in the charts fairly represents the relationships with other vessel positions in the study. Because of the considerable differences in wages and benefits of AMHS vessel employees they are shown as vessel employees of the Southeast, *M/V Tusumena* and *M/V Bartlett*.

Figure 1. MASTER MONTHLY WAGE AND BENEFITS

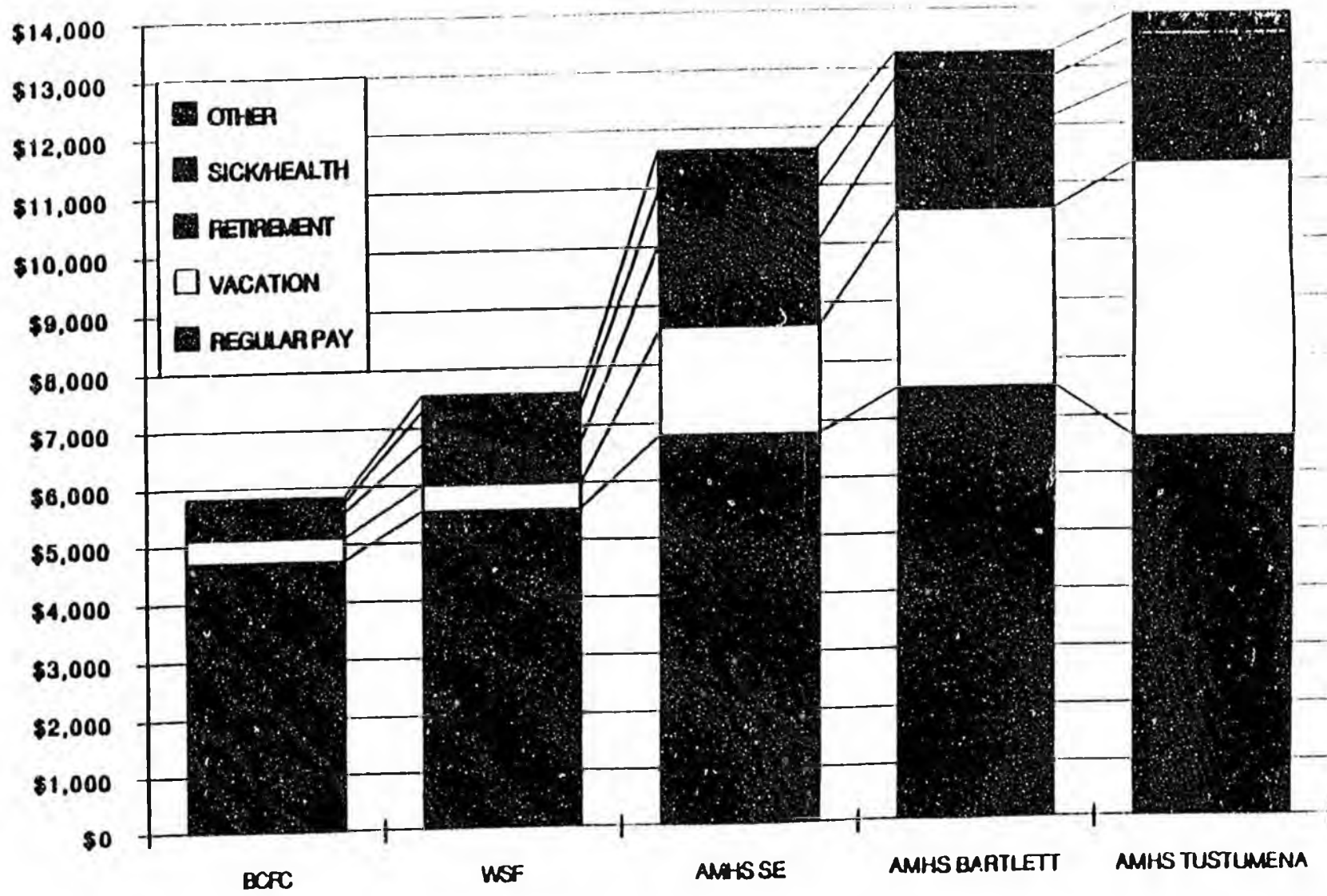


Figure 2. CHIEF ENGINEER MONTHLY WAGE AND BENEFITS

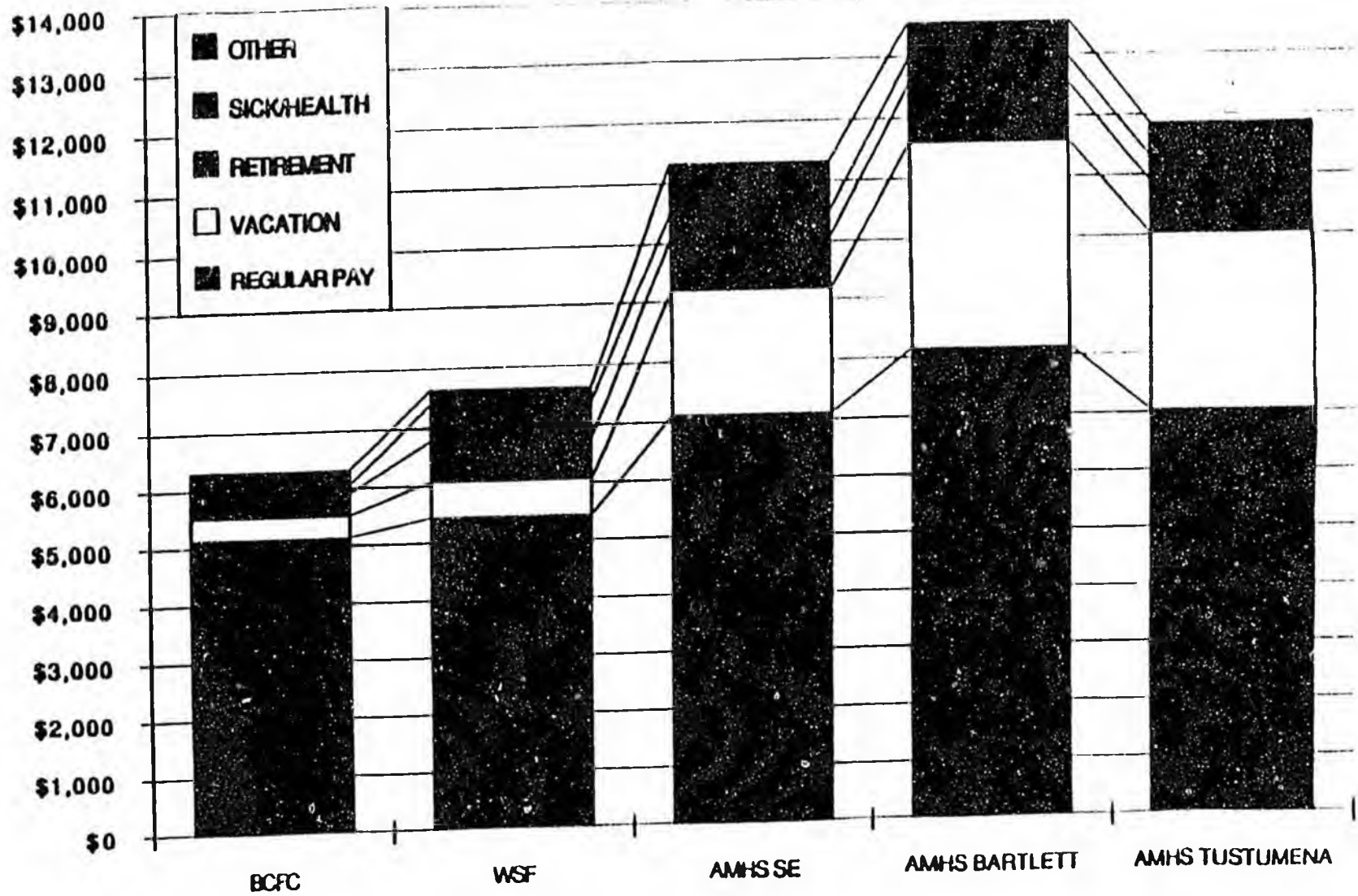
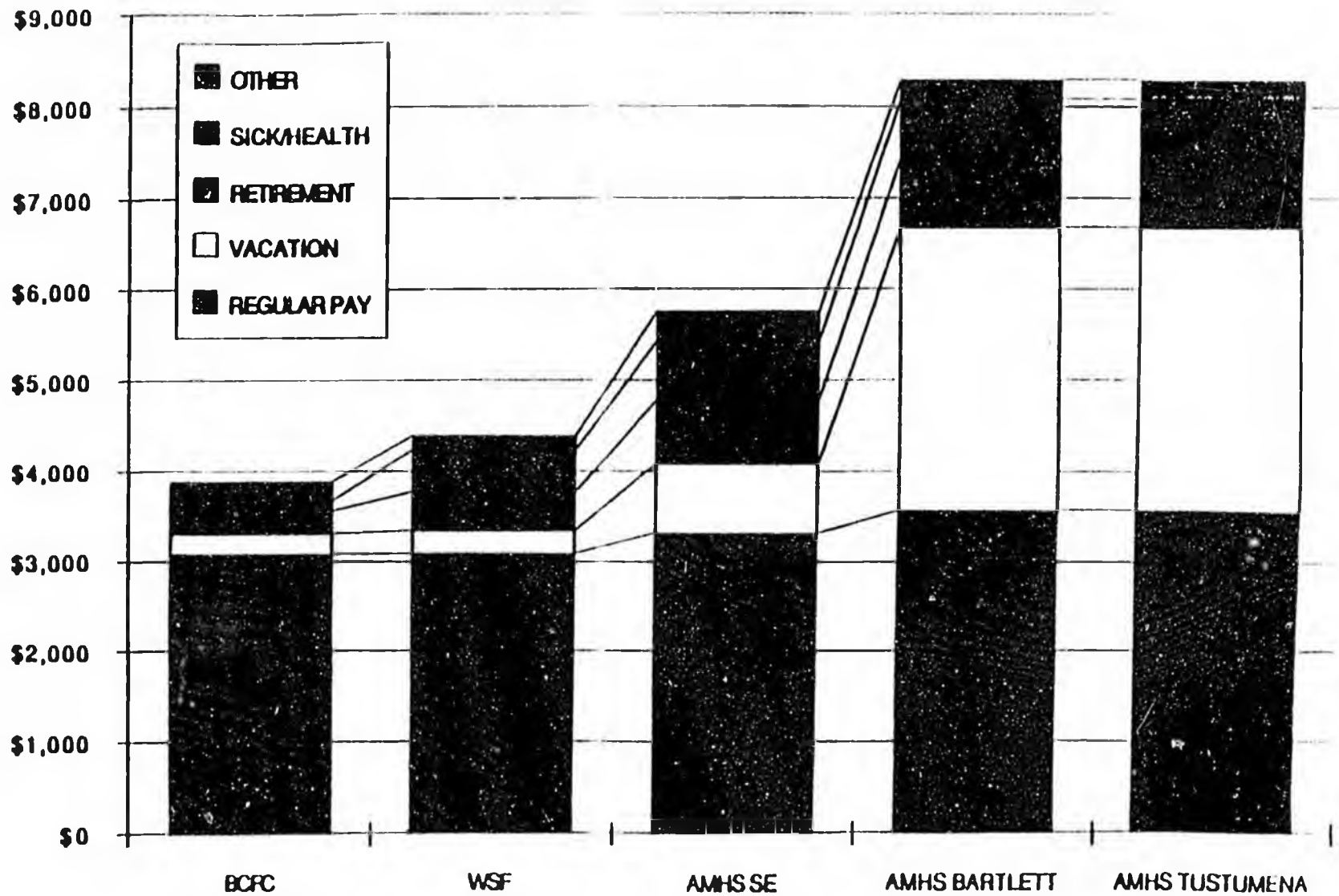


Figure 3. BOSUN MONTHLY WAGE AND BENEFITS



RESEARCH REPORT AMHS COMPARATIVE COMPENSATION ANALYSIS

*Fully Loaded Hourly Rates (Monthly Wages Plus Benefits
Divided By Hours Worked Monthly)*

Fully loaded hourly rates are determined by dividing the sum of the monthly wages plus benefits by the number of hours compensated per month. AMHS Southeast vessel employees are compensated for 182 hours per month while the crew and officers of the *M/V Tusumena* are compensated for 240 hours per month. On the *M/V Bartlett* vessel employees represented by MMP and MEBA are compensated for 360 hours per month and IBU employees 240 hours per month.

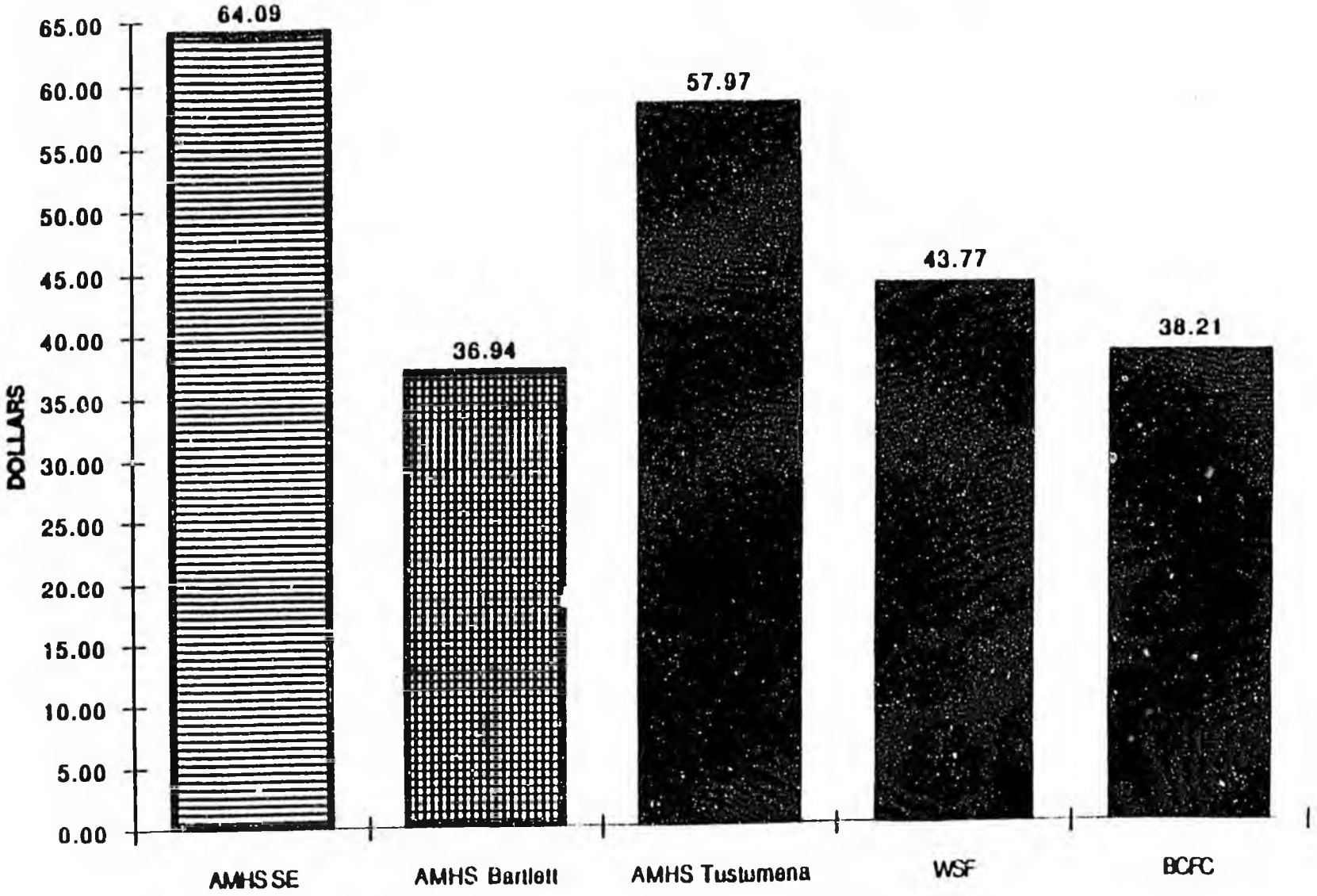
On the average per fully loaded hour AMHS Southeast licensed deck officers are compensated approximately 50% more than their WSF or BCFC counterparts. On the average AMHS Southeast licensed engine room officers are compensated approximately 40% more than engine room officers of WSF or BCFC. On the average AMHS Southeast unlicensed crew are compensated 23% more than WSF crew and 15% more than their BCFC northern route counterparts.

The AMHS *M/V Tusumena* deck and engine room officers are compensated in terms of fully loaded hours approximately 15% less on the average than their counterparts in the AMHS Southeast system and 35% more than the officers of WSF and BCFC. The unlicensed crew of the AMHS *M/V Tusumena* are compensated in terms of fully loaded hours approximately 10% more than the unlicensed crews in the AMHS Southeast system and 30% more than the crews of WSF and BCFC.

The fully loaded hourly rate of the unlicensed crew of the AMHS *M/V Bartlett* is comparable to that for the AMHS *M/V Tusumena*. The fully loaded hourly rate of the licensed deck officers of the AMHS *M/V Bartlett* is approximately 10% less than that for deck officers of WSF or BCFC, and 70% and 55% less than that for AMHS Southeast and the *M/V Tusumena*, respectively. The fully loaded hourly rate of the licensed engine room officers of the AMHS *M/V Bartlett* is approximately 10% less than that for engine room officers of WSF or BCFC, and 60% and 25% less than for AMHS Southeast and the *M/V Tusumena*, respectively.

Figures 4, 5 and 6 show fully loaded hourly rates for Master, Chief Engineer and Bosun positions.

Figure 4. MASTER FULLY LOADED HOURLY RATES



RESEARCH REPORT AMHS COMPARATIVE COMPENSATION ANALYSIS

Figure 5. CHIEF ENGINEER FULLY LOADED HOURLY RATES

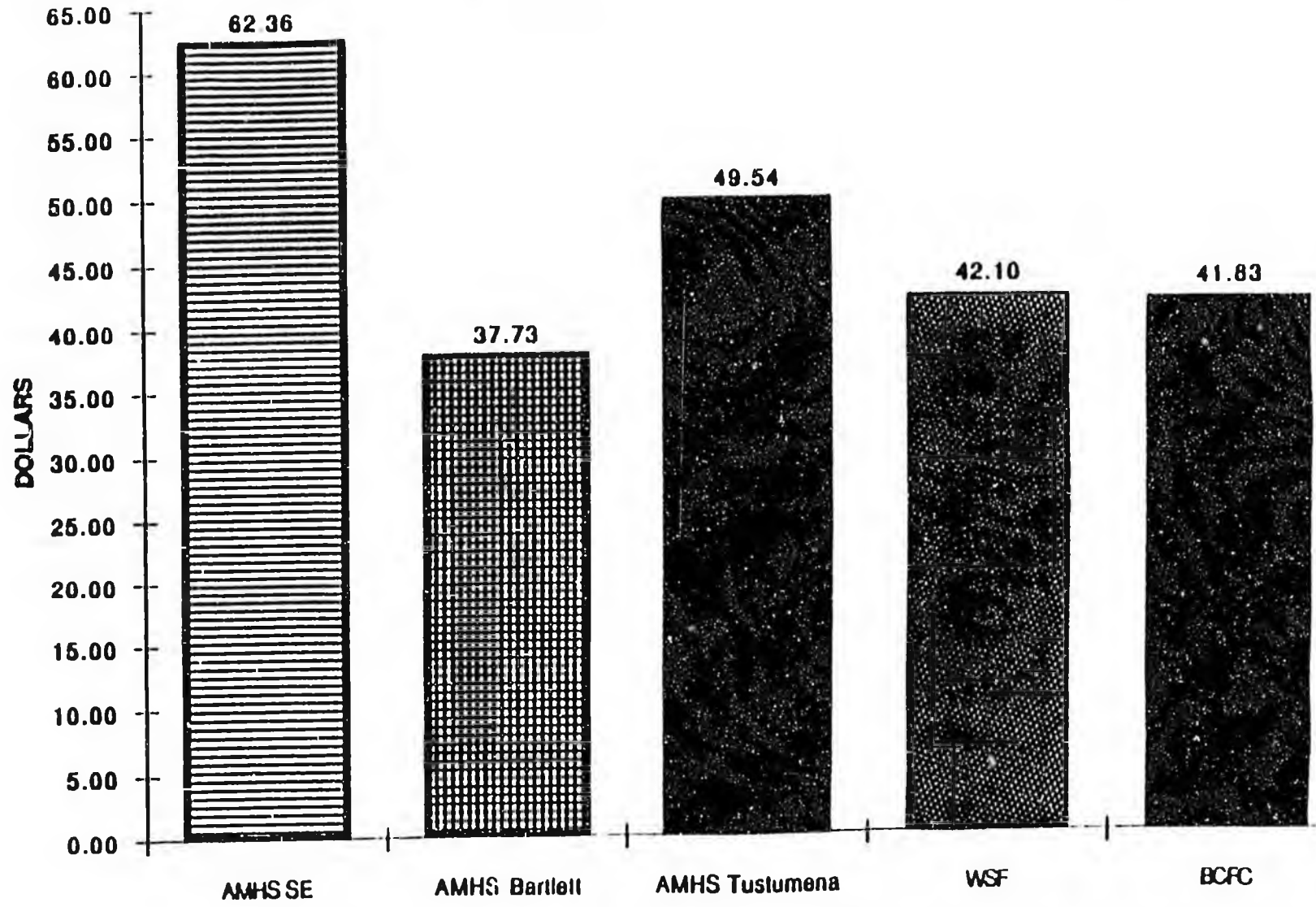
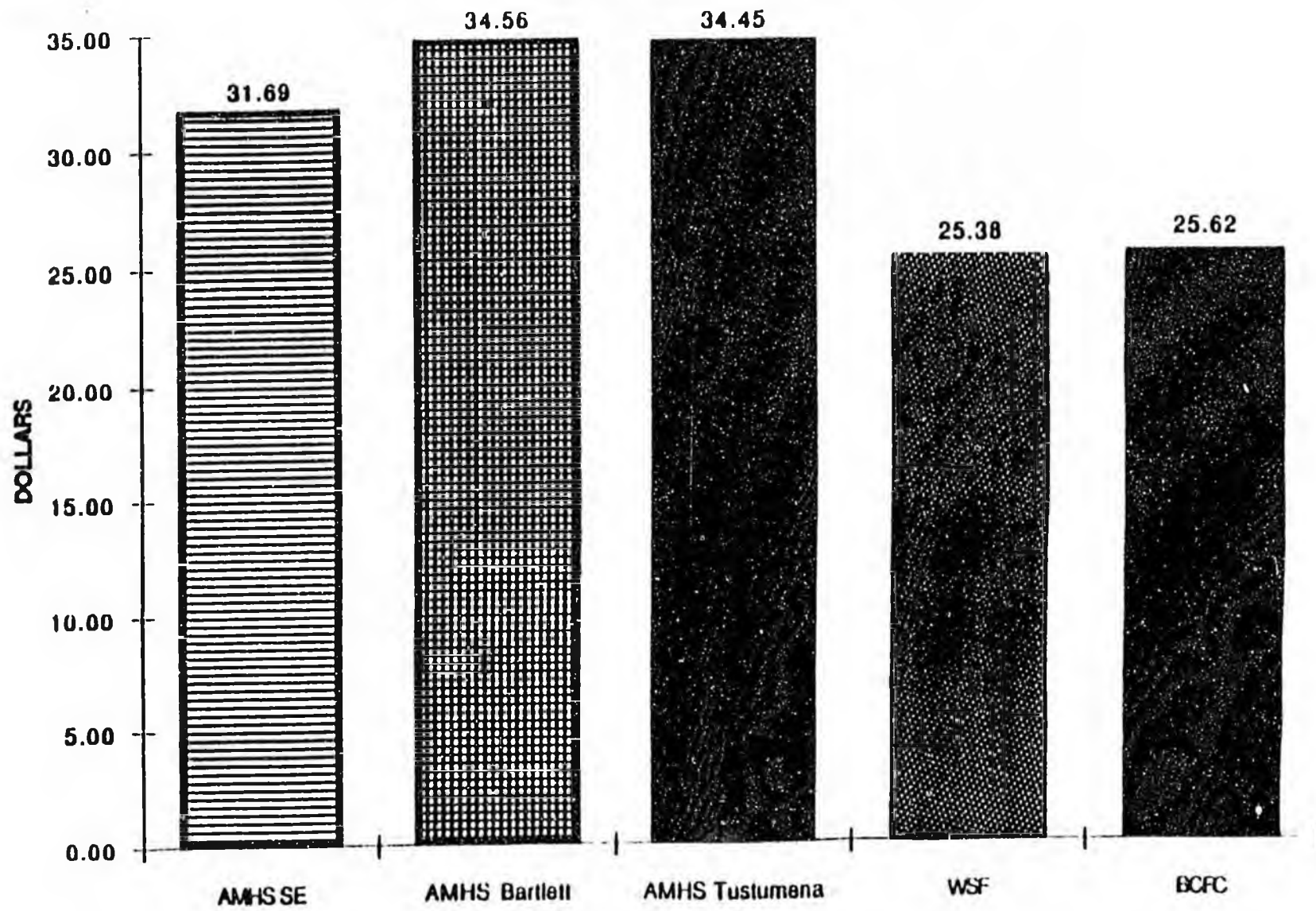


Figure 6. BOSUN FULLY LOADED HOURLY RATES



Annual Comparison

Another series of comparisons can be made based upon annual compensation. Table 5 reflects the annual compensation for regularly scheduled shift hours for masters, chief engineers and bosuns in the three ferry systems. Table 6 derives actual hours worked in order to earn the indicated compensation for the same three vessel positions in the three ferry systems.

Table 5. COMPENSATED HOURS FOR ANNUAL SALARY

FERRY SYSTEM & POSITION	COMPENSATED HOURS	ANNUAL COMPENSATION
<i>Licensed Deck - Master</i>		
AMHS SE	2,184	\$81,791
AMHS Tustumena	2,880	79,862
AMHS Bartlett	4,320	90,634
WSF	2,080	66,789
BCFC	1,827	56,749
<i>Licensed Engine Room - Chief Engineer</i>		
AMHS SE	2,184	85,569
AMHS Tustumena	2,880	85,536
AMHS Bartlett	4,320	98,755
WSF	2,080	62,275
BCFC	2,184	61,746
<i>Unlicensed Crew - Bosun</i>		
AMHS SE	2,184	39,858
AMHS SW	2,880	42,797
WSF	2,080	37,170
BCFC	2,184	37,048

In order to present the data in table 5 in a more comparable and informative manner, we have assumed that the various masters and chief engineers have worked either the maximum hours without overtime (on their assigned shift schedule) or the amount of hours required to earn \$80,000 if that is less than the maximum. In the case of the Bosuns we have made the same assumption, but using \$40,000 to reflect the lower compensation earned. Table 6 then shows the actual hours worked to earn the indicated compensation.

Table 6. ACTUAL REGULAR HOURS WORKED FOR INDICATED COMPENSATION

COMPONENT	ANNUAL COMPENSATED HOURS	REGULAR HOURS WORKED	ACCRUED VACATION A-DAYS PERSONAL LEAVE	ACCRUED SICK LEAVE	HOLIDAYS	MEAL & BREAK TIME	COMPENSATION
<i>Master</i>							
AMHS SE	2,136	1,188	588	180	180		580,000
AMHS Tustumena	2,385	1,283	1,230	180	192		80,000
AMHS Bartlett	3,813	2,964	1,089	180	180		80,000
WSF	2,080	1,736	160	96	88		66,789
BCFC	1,827	1,208	175	42	77	364	56,749
<i>Chief Engineer</i>							
AMHS SE	2,042	1,224	638	N/A	180		80,000
AMHS Tustumena	2,694	1,350	1,224	N/A	120		80,000
AMHS Bartlett	3,500	1,566	1,836	N/A	108		80,000
WSF	2,080	1,632	256	96	96		62,275
BCFC	2,184	1,316	300	72	132	364	61,746
<i>Boatman</i>							
AMHS SE	2,192	1,244	588	180	180		40,000
AMHS SW	2,692	1,196	1,196	180	120		40,000
WSF	2,080	1,728	160	96	96		37,170
BCFC	2,184	1,316	300	72	132	364	37,048

* Estimate based on available data.

Table 7 continues the comparison of annual compensation by showing the position and 1992 compensation of the ten highest paid individuals in each of the three categories for each of the three ferry systems. Unlike other comparisons, the amounts in table 7 represent actual compensation and thus include overtime, leave cash-out, etc. The average compensation for AMHS is greater in each of the three categories.

Table 7. TOTAL GROSS 1992 WAGES
BY JOB CLASSIFICATION FOR THE HIGHEST TEN VESSEL EMPLOYEES

AMHS POSITION	AMHS AMOUNT	BCPC POSITION	BCPC AMOUNT USD	WSP POSITION	WSP AMOUNT
LICENSED DECK					
Master	593,726	Ch OIL-Manning Pool	559,463	Relief Master	588,200
Master	93,703	Excluded Master	56,938	Relief Master	56,300
Master	92,853	Excluded Master	56,938	Relief Master	54,900
Master	92,554	Excluded Master	56,938	Master	54,400
Master	90,496	Excluded Master	56,938	Relief Master	54,100
Master	90,458	Excluded Master	56,938	Relief Master	52,400
Master	90,450	Excluded Master	56,938	Relief Main/Master	51,900
Pilot	89,829	Excluded Master	56,938	Relief Master	51,200
Master	89,717	Excluded Master	56,938	Relief Master	50,400
Master	89,116	Excluded Master	56,938	Relief Main/Master	49,600
		(A)			
AVERAGE	91,290		57,198		53,340
LICENSED ENGINEERS					
Chief Engineer	103,021	Sr Ch Eng 12 hr	72,465	Staff Ch Eng	109,900
1st Asst Eng	101,900	2nd Eng LV	70,769	Staff Ch Eng	100,750
Chief Engineer	96,643	2nd Eng 12 hr	69,854	Staff Ch Eng	97,750
Chief Engineer	96,636	Sr Ch Eng LV	68,016	Staff Ch Eng	95,200
Chief Engineer	95,354	Ch Eng 12 hr	66,120	Relief Ch Eng	93,400
Chief Engineer	95,126	Ch Eng 12 hr	66,030	Chief Engineer	93,100
Chief Engineer	94,355	Ch Eng LV	65,207	Relief Ch Eng	91,500
Chief Engineer	94,002	Ch Eng LV	64,157	Staff Ch Eng	91,100
1st Asst Eng	93,199	Ch Eng MV	62,305	Relief Ch Eng	90,300
1st Asst Eng	92,861	Sr Ch Eng LV	62,243	Staff Ch Eng	89,900
AVERAGE	96,318		68,928		95,250
UNLICENSED CREW					
Able-bodied Boson	65,968	Ch Steward-12 hr	51,042	Relief AB	49,900
Other	65,177	Ch Steward-12 hr	47,860	Other	49,600
Chief Purser	64,193	Ch Steward LV	44,991	Relief AB	49,200
Able-bodied Boson	63,955	Ch Steward LV	44,992	Relief AB	49,000
Able Seaman	63,904	Ch Stew 2-12 hr	44,173	Other	48,800
Chief Purser	63,881	Ch Stew 2-12 hr	44,025	Other	48,500
Able Seaman	63,039	Ch Steward LV	41,691	Other	48,500
Chief Purser	60,945	Ch Steward LV	40,786	Other	47,800
Chief Purser	60,750	Ch Steward LV	40,491	Other	47,700
Able-bodied Boson	60,595	Ch Steward LV	40,436	Other	47,700
		(B)			
AVERAGE	63,410		44,068		48,670

(A) There are 39 Excluded Masters in 1992 all of whom received the identical salary.

Excluded Masters work a fixed number of hours on an annual basis and do not receive overtime.

(B) The highest gross for an unlicensed position other than a Chief Steward is for a Seaman at \$40,142.

BENEFIT COMPARISON

Vacation

Generally vacation accrual rates increase with length of service. Vacation accruals reported below, unless otherwise indicated, are based on 14 years of service for licensed officers and eight years for unlicensed crew for all three ferry systems. These are the average lengths of service for these positions within the Alaska Marine Highway System. Vacation benefits for the three ferry systems are given below.

AMHS

Vacation, or its equivalent time off, is greatest for the Southwest IBU employees. The maximum rate for nine or more years of service is one paid A-Day off for each day worked or required to remain on board. A-Days are earned only when the employee is working or required to be on board. Thus, A-Days differ slightly from other types of leave that is accrued when an employee is in pay status, e.g., working, on vacation or sick leave.

The AMHS uses the following rates for time off for each of the union represented groups. MEBA employees receive "personal leave" which includes a factor for sick leave since they do not receive a separate sick leave benefit.

MMP

- Southeast - 49 hours per month vacation
- *M/V Tustumena* - 49 hours per month vacation plus four hours of A-Days per day worked or required to be on board or 12 hours on holidays, e.g., in the month of July, 49 hours + (4 hours * 31 days) + 12 hours holiday = 185 hours
- *M/V Bartlett* - 144 hours per 30 day month vacation, ranges from 134.4 hours in a 28 day month to 148.8 hours in a 31 day month, accrued at 4.8 hours per day

MEBA

- Southeast - 53.17 hours personal leave per month (638 hours per year)
- *M/V Tustumena* - 102 hours personal leave per month (12.75 days * 8 hours)
- *M/V Bartlett* - 153 hours personal leave per month (12.75 days * 12 hours)

IBU

- Southeast - 42 hours per month vacation
- Southwest - .875 A-Days for every day worked or required to be on board, e.g., 30 days * 8 hours / day * .875 = 210 hours or 26.25 days for an average month.

In addition to taking vacation, AMHS employees are entitled to cash-out various amounts of annual leave once they have worked for ten years after establishing vacation eligibility. The cash-out is paid at the straight time rate. For IBU employees the cash-out includes the COLD since COLD is included in their negotiated hourly wage rate. However, since MMP and MEBA COLD is paid as a separate payroll line item their cash-out does not include COLD.

MMP Southeast and *M/V Tustumena* deck officers are permitted to cash-out 84 hours of vacation per calendar year while *M/V Bartlett* deck officers are permitted to cash-out 180 hours. MEBA Southeast employees may cash-out 168 hours. Although there is not a contract defined hour limit for MEBA Southwest employees, AMHS has allowed them to cash-out 168 hours also. IBU employees in both the Southeast and Southwest are entitled to cash-out 84 hours of vacation per calendar year.

In the AMHS, MMP and MEBA employees have an average of 14 years of service and are at their maximum vacation leave rate. AMHS IBU with an average of 8 years of service are close to the maximum rate. According to the Alaska Department of Administration Division of Personnel, 41% of IBU employees are at the maximum rate.

WSF

Vacation for WSF MMP and IBU employees of comparable length of service is 21 days while for MEBA employees it is 32 days.

BCFC

Vacation for BCFC licensed deck and engine room officers with 14 years of service is 25 days. It is 21 days for unlicensed deck crew with eight years of service. An annual vacation entitlement is provided to a regular employee who has earned ten days' pay per month during the past year. Vacation leave days range from 15 days off for a first year employee to 35 days off for an employee who has worked for BCFC for 30 years.

After working 1,827 hours in a year, Masters excluded from the union contract take the remainder of the year off in paid time off and vacation. At the minimum, excluded Masters accrue 20 days paid vacation per year. Thus, BCFC Masters work approximately 9.5 months and are off the next 2.5 months on paid leave.

Sick Leave

In the AMHS, MMP and IBU employees receive 15 hours of sick leave per month. AMHS MEBA employees do not receive sick leave but instead accrue personal leave. MEBA employees may draw sick pay from the MEBA Sick Leave Bank with the approval of the union. The bank was established in 1988 when the state paid MEBA employees 40% of their accumulated sick leave with the remainder going into the bank.

WSF provides all vessel employees with a sick leave benefit of 96 hours per year, i.e., eight hours per month.

BCFC employees receive six seven-hour days of sick leave per year, unused sick leave may not be accumulated. After using their sick leave, they may use the Short Term Illness and Injury Plan which provides 75% of their base salary for six months. At the end of six months, they become eligible for the Long Term Disability benefits program which provides two thirds of an employees monthly base salary to \$1,900 (\$1,499 USD) and one half above \$1,900 until age 65.

Total Accrued Leave

Leave accrual rates are greater in the AMHS Southeast than BCFC and WSF. The maximum leave hours per month for BCFC is 30 hours after 29 years of employment; the maximum for WSF is 39 hours after 16 years of service. The maximum leave for AMHS Southeast employees is 64 hours per month for ten or more years of employment.

AMHS Southwest employees on the *M/V Bartlett* and *M/V Tusamena* accrue far greater amounts of leave than do employees in the AMHS Southeast. To a large extent these greater leave accruals compensate for the lower hourly rates in the Southwest system. Thus, the AMHS leave accruals in the Southwest system can no more be meaningfully compared to leave accruals in other systems than Southwest hourly rates can be compared to other systems. For this reason, figure 7 compares AMHS Southeast leave rates with WSF and BCFC. Figure 8 however shows all the AMHS leave rates accrued per month at ten years of service compared to WSF and BCFC. By the tenth year of service AMHS employees have reached their maximum leave benefit. In figures 7 and 8 total accrued leave includes A-Days, vacation and sick leave or personal leave.

Figure 7. AMHS SOUTHEAST EMPLOYEE ACCRUED LEAVE COMPARED TO WSF AND BCFC

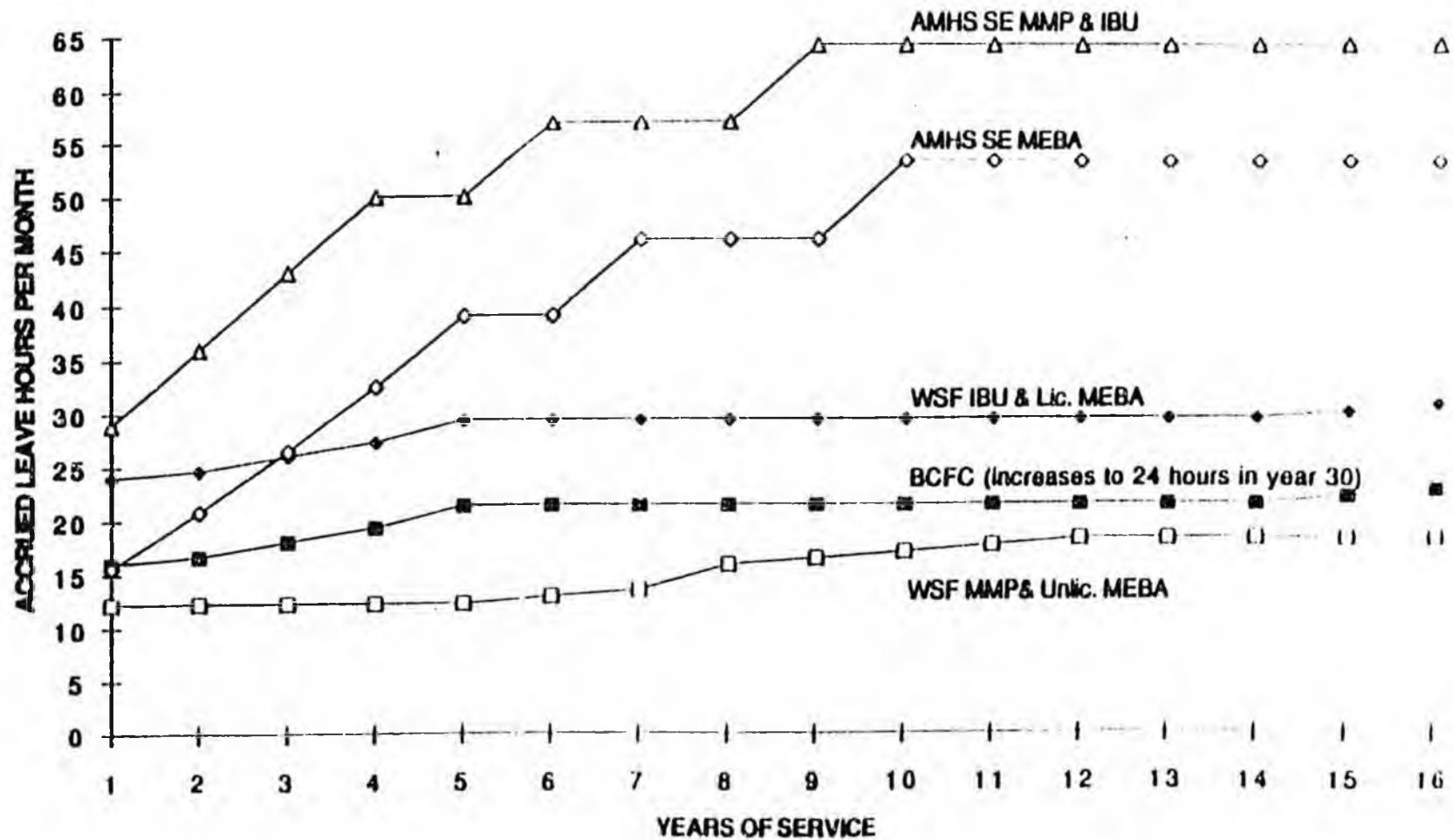
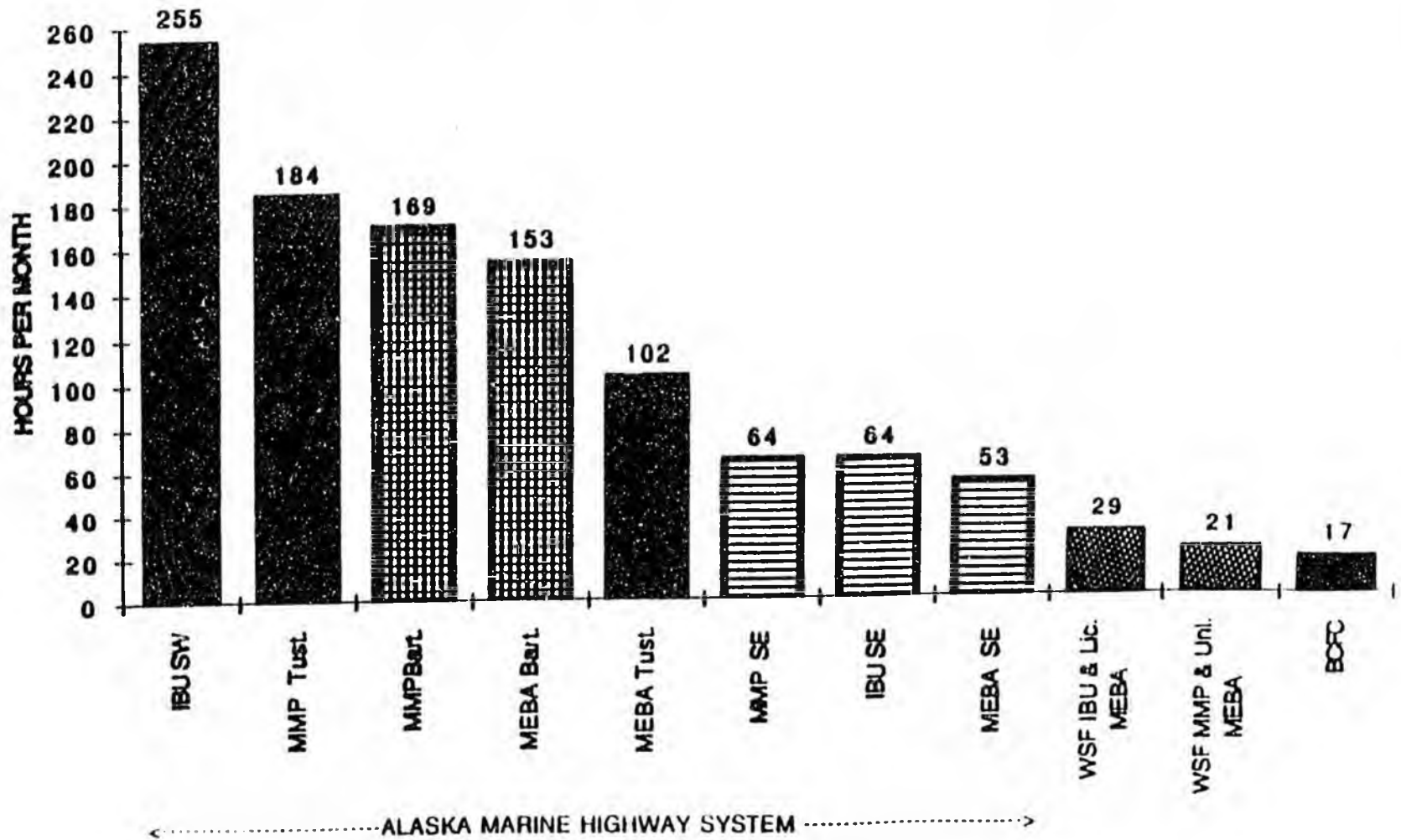


Figure 8. ACCRUED LEAVE HOURS PER MONTH FOR ALL THREE FERRY SYSTEMS FOR TEN YEARS OF SERVICE



Holidays

All AMHS and BCFC vessel employees receive 11 paid holidays. In the WSF system MMP and unlicensed MEBA engine room employees receive 11 holidays while licensed MEBA and IBU employees receive 12 holidays. WSF MEBA employees are credited with compensatory time off in lieu of the actual holidays. The compensatory time may be taken as time off or in pay. However, compensatory time may not be accumulated beyond 22 days.

Health Insurance

The AMHS paid health care cost is the same for all vessel employees, \$386.31 per month. In addition, AMHS pays up to \$150 for an annual physical examination if an employee does not have the voluntary Supplemental Benefits System Option 1. Also, for employees hired after April 16, 1986, AMHS matches the employees' 1.45% of gross wages for Medicare benefits. The AMHS pays \$122.70 per month into the MEBA Reserve Retiree Insurance fund for health insurance for retired MEBA employees.

WSF pays health insurance of \$323.70 per month for MMP and IBU employees and \$388.70 for MEBA employees. WSF also matches the employees' Medicare 1.45% of the gross wages up to \$135,000.

BCFC pays the provincial BC Medical Health Care premium for all employees. The monthly rates expressed in U.S. dollars are \$27.62 for single employees, \$48.92 for an employee with one dependent and \$55.24 for family coverage.

Retirement

All AMHS vessel employees participate in the State of Alaska Supplemental Benefits System (SBS) which require employer and employee matching contributions of 6.13 % of gross wages up to \$57,600 for 1993.

AMHS MMP and IBU employees participate in the State of Alaska Public Employees Retirement System (PERS) where the employee contributes 6.75% and the state contributes 14.92 % (1992) of the employees gross wages. AMHS MEBA employees have two separate retirement systems not managed by the state into which the state contributes a total of \$445 per month for each MEBA employee.

All WSF employees participate in two retirement systems. WSF contributes 7.51% of the employee's base pay to the Washington State Retirement System where the employees contribute either 6% if hired prior to October 1, 1977, otherwise they contribute 4.85%. Also, WSF matches the employees' Social Security contribution of 6.2% of their first \$57,600 for 1993.

BCFC provides two pension retirement plans with contributions from both the employee and employer. In the British Columbia provincial Superannuation Plan for BC BC salaries less than \$32,000 (\$25,250 US) the employee pays 5.5% and the employer pays 8.0%; above \$32,000 the employee contributes 8.0% while the employer contributes 9.0%. BCFC employees also participate in the national Canada Pension Plan where to a maximum contribution of \$696 (\$549 US) per year the employee contributes 2.4% while the employer contributes 3.0%.

Table 8 summarizes the major provisions of the principal retirement plan for each system.

Table 8. SUMMARY OF MAJOR PROVISIONS OF THE PRINCIPAL RETIREMENT PLAN FOR THE THREE FERRY SYSTEMS

PLAN PROVISION	AMHS	WSF	BCFC
Normal Retirement Age	55 or 60 *	60 or 65 **	65
Salary for Benefit Calculation	Three highest consecutive years	2 highest consecutive years for employees hired prior to 10/1/77; 5 consecutive years thereafter	Average of the highest five years
Percentage for Benefit Calculation	2% for first 10 years, 2.25% for second ten years after 7/1/86, and 2.5% for over 20 years after 7/1/86.	2%	2%
Major Medical Coverage	Without cost upon retirement for employees hired prior to July 1, 1986 and at age 65 for others	Employees pay group rate for coverage under several plans that include medical, dental and term life. Cost of coverage is reduced after age 65 when retired employees become eligible for Medicare.	The Medical Services Plan of British Columbia continues to provide basic medical coverage to permanent residents. However, the BCFC Extended Health Care Plan terminates upon retirement.

* Age 55 for employees hired prior to July 1, 1986; 60 for employees first hired thereafter.

** Age 60 for employees hired prior to October 1, 1977; 65 for employees first hired thereafter.

Unemployment Insurance

AMHS pays 1% of gross wages for unemployment insurance for vessel employees.

According to a WSF Human Resources officer, WSF does not pay unemployment insurance for MMP employees and said it is "too low to calculate" for MEBA employees because there is little to no turnover in the licensed deck and engine room positions. WSF unemployment insurance is calculated at 4.68% for unlicensed MEBA Oilers and Wipers but at 8.64% for all IBU employees.

BCFC employees contribute 3% of their first \$710 (\$560 US) gross salary up to \$21.30 (\$16.81 US) per week and BCFC contributes 4.2% of the employees' first \$740 (\$584 US) gross salary up to \$31.08 (\$25.53 US).

Marine Liability Insurance (Workman's Compensation)

The AMHS pays 1.32% of employee gross wages up to a predefined level set each year by the Department of Administration Risk Management Division. Payments are for Jones Act marine insurance which includes its version of workman's compensation insurance for marine employees. The AMHS payroll assessment for ship board employees is for a marine liability

policy that includes vessel hull or machinery damage, passenger or employee injury, and general or automobile liability. Coverage for employee injury under the Jones Act is much broader than workman's compensation insurance. For example, if an employee loses a dental filling in the normal course of eating while working or being required to be on board it is covered under the policy. The Jones Act also permit suits for negligence or unseaworthiness. Since the Jones Act insurance is so broad, it has not been included as an employee benefit.

WSF is also covered under the Jones Act and pays actual claims.

BCFC is self insured for workman's compensation.

Uniform Allotment

The AMHS provides uniforms for vessel employees plus pays a semiannual uniform allowance of \$33 per month to licensed officers and \$25 per month to most unlicensed crew. The allowance is for uniform cleaning and maintenance.

WSF provides work clothes to vessel employees. Licensed deck officers receive a cleaning allowance of \$410 per year (\$34.17 per month).

BCFC provides uniforms to all vessel employees but did not report a cleaning allowance.

Officer Liability Insurance

The AMHS pays for officer liability insurance. It pays at a rate of \$25.83 per month for deck officers and \$15.23 per month for engine room officers. The employees of WSF pay their own officer liability insurance while BCFC pays it for their employees.

Other Benefits

After two years with the AMHS employees are eligible for travel passes for themselves and their immediate family, including vehicles on a space available basis. BCFC and WSF offer the same benefit after six months of service.

Employer Costs Not Considered Benefits

Meals and accommodations on the ferries represent a significant benefit for personnel on the two BCFC northern route vessels and the personnel of the vessels of the AMHS. They have, however, not been considered fringe benefits for purposes of this comparison due to the difficulty of measuring their value.

BCFC non-permanent employees classified as "junior casual" employees are paid an extra \$3.50 (\$2.76 USD) per day in lieu of benefits.

APPENDIX A

**PROFILES
FOR
ALASKA MARINE HIGHWAY SYSTEM
BRITISH COLUMBIA FERRY CORPORATION
WASHINGTON STATE FERRIES**

ALASKA MARINE HIGHWAY SYSTEM PROFILE

GENERAL DESCRIPTION

The Alaska Marine Highway System (AMHS) in its 30th year of service currently operates eight vessels which cruise approximately 3500 miles of scheduled routes. With the exception of annual overhauls and vessel modifications, all vessels operate year around, transport both passengers and vehicles, and provide hot food service to both passengers and crews. In addition, there is a full bar on seven of the vessels. The five largest mainline vessels offer passenger stateroom accommodations.

The AMHS divides its vessel operations into two service areas, the Southeast system and the Southwest system. The longest continuous voyage on the Southeast route is from Bellingham, WA to Ketchikan requiring 36 hours and the shortest is the one hour trip from Haines to Skagway. The longest route in the Southwest is the voyage from Kodiak to Chignik which requires 19 hours; the shortest is the one and one-half hour trip from Homer to Seldovia.

The AMHS operates 32 shore terminals and provides ferry service to 17 communities in the Southeast and 13 communities in the Southwest. The actual passenger counts in 1989, 1990 and 1991 were 395,000, 401,000, and 408,500, respectively. Expected passenger counts for 1992 and 1993 are 410,100 and 412,000. In 1991, 108,100 vehicles were also transported.

Within the AMHS there are four different categories of compensation and working conditions based generally on routes and vessel size. There are three principal routes. The Southeast Inside Passage mainline route is from Bellingham to Skagway. The Southcentral route serves the three Prince William Sound communities while the Southwest Route serves communities from Seward to Unalaska/Dutch Harbor.

In the Southeast, there are four major vessels – the *M/V Columbia*, *M/V Malaspina*, *M/V Matanuska* and the *M/V Takis* as well as two minor vessels – the *M/V LeConte* and *M/V Aurora*. The major vessels provide service from Bellingham and Prince Rupert, BC to Skagway while the minor vessels divide the Southeast Alaska panhandle into two local service areas. The *M/V LeConte* serves the communities of the Northern panhandle and the *M/V Aurora* serves the communities of the Southern panhandle.

In the Southwest there are two vessels. The *M/V E L Bartlett* serves three Prince William Sound communities. These are Valdez and Cordova with Whittier added in the summer. The *M/V Tustumena* serves the Kenai Peninsula, Kodiak and the Aleutian Chain out to Unalaska/Dutch Harbor. The *M/V Tustumena* is the only AMHS vessel that is certified by the U. S. Coast Guard (USCG) for ocean going transport within 50 miles of shore. All of the other vessels are certified for sheltered coastal waters.

COLLECTIVE BARGAINING

The AMHS has exclusive representative labor agreements with three unions that are affiliated with the AFL-CIO. The unions are as follows:

- International Organization of Masters, Mates and Pilots (MMP)
- District No. 1 — Pacific Coast District, Marine Engineers Beneficial Association (MEBA)
- Inlandboatmen's Union of the Pacific, Alaska Region (IBU)

The MMP represents 70 licensed deck officers, masters and mates, who have an average length of service of 14 years.

MEBA represents 82 AMHS licensed marine engineers whose average length of service is also 14 years. Unlike employee contracts with members of the other two unions, AMHS allows the MEBA Seattle office to dispatch marine engineers.

The IBU represents 625 AMHS employees whose average length of service is eight years. This union represents exempt, non-classified, unlicensed employees who are in the deck, engine room, steward and purser departments.

Contract terms for vessel employees on the *M/V Tustumena* differ from the terms of the Southeast since the *M/V Tustumena* cruises "blue water" ocean routes. The *M/V Bartlett* however is limited by the US Coast Guard to sheltered waters, like the Southeast vessels, although the crew of the *M/V Bartlett* receive a similar compensation package to that of the crew of the *M/V Tustumena*. All Southwest vessel employees receive Accumulated Days Off or "A-Days" credit in lieu of vacation.

For each day worked, employees hired prior to April 1, 1985, receive .875 A-Days if they have been employed seven to nine years, those employed more than nine years receive one day off for each day worked. Employees hired after April 1, 1985, depending on length of service receive from .5 to .875 A-Days for each day worked. In addition to A-Days, MMP and IBU employees accrue 15 hours per month of sick leave.

VESSEL OPERATIONS

During the last six fiscal years, AMHS vessels operated an average of 73% of the year. In FY93, the eight vessels operated 296.5 weeks and were out of service for a total of 119.5 weeks of a possible 416 weeks. Part of the out of service period, approximately 69 weeks, includes a two month maintenance over haul period for each vessels during its winter schedule.

According to the AMHS FY93 budget, overhauls ranged from 5.4 weeks to 10.9 weeks. AMHS says the *M/V Columbia* is the most expensive vessel to operate and is out of service for 27.7 weeks during FY93. It is scheduled for lay-up between November 15, 1992, and March 28, 1993, then continues on overhaul schedule until May 29, 1993. In addition to vessel overhauls, the 1992/1993 draft Operating Plan calls for the auxiliary refurbishment of the *M/V Columbia* and the repowerment of the *M/V Tabu*, and an out of service period for the *M/V Bartlett*. The *M/V Malaspina* is scheduled for lay-up between February 15 and March 15, 1993, after which it is scheduled for 7.7 weeks of overhaul.

The approximate schedules in table 9 are based on the published ferry schedules and the FY92 AMHS draft Operating Plan of November 9, 1991.

Southeast System

The Southeast system serves 16 communities in the winter and 17 during the summer. A once a week trip to Hyder is added to the summer route. The operating route of the Southeast vessels certified by the USCG is restricted to the sheltered waters of the West Coast of North America. When operating in the waters of British Columbia AMHS vessels are required to have a radio operator on duty.

Southwest System

The two ferries in the Southwest system serve 13 communities. The *M/V Bartlett* can transport vehicles up to 60 feet in length while the *M/V Tustumena* can transport vehicles up to 40 feet in length.

The operating route for the *M/V Bartlett* is limited to three communities in Prince William Sound. When going to or from shipyards it is restricted to the sheltered waters of North America. The *M/V Tustumena* can operate in the Pacific Ocean and the Gulf of Alaska but not more than 50 miles off shore. The "Tusty" serves ten communities on the Kenai Peninsula, Kodiak Island and Aleutian Chain out to Unalaska/Dutch Harbor. A round trip between Homer and Unalaska via Kodiak takes one week.

New Proposed Vessel AMHS has proposed a new multipurpose ocean rated vessel which is expected to be on line in 1996. It will serve as a Southeast mainline vessel, provide replacement service for Southwest route vessels in overhaul, and initiate cross-gulf service between the Southeast and Southwest routes. The proposed new vessel will be 380 feet in length and is expected to carry 500 passengers, have 105 staterooms and transport 100 vehicles using a turntable loading platform like that in use on the *M/V Tustumena*. The AMHS says "... the vessel will be at the ready to provide assistance as a command and communications center in the event of a hazardous spill or other coastal emergency." In times of national emergency it may also be used for military transport.

Table 9. AMHS SOUTHEAST AND SOUTHWEST TENTATIVE VESSEL OPERATION SCHEDULES FOR FY92 AND FY93

VESSEL	GROSS	NET	LENGTH	HORSE POWER	STATE RMS	SUMMER '92 ROUTE	WINTER '92 ROUTE	OVER-HAUL '92	SUMMER '93 ROUTE	COMMENTS
<i>Southeast System</i>										
M/V Aurora	1280	453	214'	4,300	No	So. Panhandle 5/1/92 - 1/4/93	3/4/93 - 4/30/93	1/5/93 - 3/3/93	So. Panhandle 5/1/93 - 9/30/93	Winter panhandle route during overhaul of LoConte
M/V LoConte	1328	566	214'	4,300	No	No. Panhandle 4/30/92 - 1/4/93	1/5/93 - 3/15/93	3/16/93 - 4/30/93	No. Panhandle 5/1/93 - 9/30/93	Winter panhandle route during overhaul of M/V Aurora
M/V Columbia	3946	2683	380'	10,800	Yes	Bellingham to Skagway 5/1/92 - 12/4/92		12/5/92 - 4/30/93	Bellingham to Skagway 5/1/93 - 9/30/93	Auxiliary refurbishment completed during overhaul
M/V Taku	2624	1494	319'	8,000	Yes	Bellingham to Skagway 5/1/92 - 9/29/92		9/30/92 - 5/30/93	Prince Rupert to Skagway 6/1/93 - 9/30/93	Repower and overhaul completed in Mobile, Alabama
M/V Malaspina	2928	1253	375'	8,000	Yes	Prince Rupert to Skagway 5/1/92 - 4/16/93		4/17/93 - 5/31/93	Prince Rupert to Skagway 6/1/93 - 10/2/93	
M/V Metanaska	3009	1235	375'	7,200	Yes	Prince Rupert to Skagway 5/2/92 - 10/5/92	Bellingham to Skagway 12/4/92 - 4/30/93	10/6/92 - 12/3/92		
<i>Southwest System</i>										
M/V B.L. Bartlett	933	384	167'	3,468	No & No Bu	Valdez, Cordova & Whittier 5/1/92 - 9/22/92	Cordova/Valdez 2/23/93 - 4/30/93	9/23/92 - 11/22/92	5/1/93 - 9/23/93	Out of service 11/23/92 thru 2/22/93. Second overhaul 10/25 - 12/7/93
M/V Tuzomena	4593	1377	266'	3,200	Yes	SW w/ 7 trips Aleutian Chain 5/1/92 - 2/22/93		2/23/93 - 4/17/93	SW w/ 5 trips Aleutian Chain 4/18/93 - 9/28/93	Overhaul and propulsion refurbishment 12/6/93 thru 4/10/94

BRITISH COLUMBIA FERRY CORPORATION PROFILE

GENERAL DESCRIPTION

The British Columbia Ferry Corporation (BCFC), established in 1960, provides year-round service to 42 ports of call. In the most recent reporting period, BCFC carried 20 million passengers and eight million vehicles on its 41 ferries. BCFC serves 29 routes with three voyages as short as 10 minutes and one route as long as 15 hours. The Port Hardy to Prince Rupert route is the longest route.

Sixteen of the major ferries have cafeterias but only two vessels are equipped with staterooms for over night passenger use. Reservations are accepted for three of the routes, otherwise, walk-on and/or drive-on traffic meets the ferry just prior to departure. Every ferry operates with a full crew, i.e., enough to carry out all emergency procedures. Some scheduled sailings carry dangerous cargo rather than passengers.

The shortest ferry is 42 feet in length and carries 38 passengers but no vehicles. The longest ferry is 545 feet in length and carries 2,100 passengers and 470 vehicles. BCFC classes as minor vessels those that are generally under 2,500 gross tons. There are 21 minor vessels and 20 major vessels. Vessels gross tonnage range from 20.6 tons to 12,740 tons. The oldest operating ferry was built in 1949, while the newest was built in 1992. One additional major vessel is under construction and will be added to the fleet in 1994.

COLLECTIVE BARGAINING

BCFC licensed deck officers are organized in the Excluded Employees bargaining unit as salaried employees compensated for 1,827 hours per year without overtime compensation.

The other vessel and shore side employees are represented by the B. C. Ferry and Marine Workers' Union. The current collective bargaining agreement expired on October 31, 1992, but a tentative agreement with a 2% increase has been recommended for acceptance by the union and is expected to be approved. All employees working a specific job receive the same wage and all employees are entitled to the same compensation package. BCFC employees are salaried employees; hourly rates are used for convenience of wage and benefit calculations.

The standard work day for which the majority of vessel employees are paid is eight hours. Watch and shift schedules range from a scheduled 7 to 12 hours per day with 30 combinations of shift schedules and durations. All watch configurations are based on 1,827 hours of work per year. Due to the scheduling of shift cycles required for seven day per week operations, some vessel employees receive 17 extra paid days off per year. The paid time off in 1992, was approximately \$1,400,000 US.

Employee shifts include a 30 minute meal period and breaks for which they are compensated. For example, an employee scheduled for a 7.5 hour shift is paid for seven hours and given one-half hour meal compensation time. All over time is paid at double the base rate and may be taken in cash or compensatory time off. Holiday overtime is paid at the double time rate plus an extra leave day. Employees are paid a shift differential of \$.50/hour for hours worked between 1700 to 2359 and are paid a shift differential of \$1.25/hour for hours worked between 2400 to 0659.

Employees working the two Northern route vessels are paid a premium of an additional 29% of the base wage. These employees work 12 hour daily shifts, holidays included. Regular shift overtime is not paid unless an employee works more than 12 continuous hours which is unlikely since the employee is relieved by another 12 hour shift employee already on the vessel. A lesser premium percentage is paid to employees who work regularly scheduled ten hour shifts on other vessels. Vessel employees who are paid the percentage premium are not eligible for the 17 extra days off mentioned above.

BCFC promotes master and mates from within. Unlicensed deck employees are promoted when they obtain their license and positions are available.

WASHINGTON STATE FERRIES PROFILE

GENERAL DESCRIPTION

There are 951 vessel employees who operate the Washington State Ferries' (WSF) 25 ferries which carry over 23 million passengers and nine million cars annually. WSF operates in Puget Sound and its inland waterways from Tacoma to Sidney, B.C. on Vancouver Island. WSF is primarily a year around commuter ferry service with additional tourist traffic in the summer months. WSF has nine routes to 20 ports of call that connect peninsulas and seven islands to the mainland.

The shortest route is one and one-half nautical miles requiring five minutes while the longest route is 38.2 nautical miles requiring two hours and 23 minutes. The longest and shortest times are based on 16 knots per hour. There is no requirement for overnight staterooms for passengers, however, the 22 auto carrying ferries have overnight crew quarters.

Vessels range in size and capacity from *M/V Tye* which is 86 feet in length and carries 319 passengers to the jumbo class *M/V Spokane* and *M/V Walla Walla* both of which are 440 feet in length and carry 2,000 passengers and 206 autos. Twelve of the vessels are diesel powered and thirteen are diesel-electric powered. The four oldest ferries were built in 1927, and rebuilt during the period of 1981 to 1987. The two newest ferries are passenger only and were built in 1989.

Vessels are required to provide around the clock operations in case emergency service is needed to their ports of call. Second and third shift "touring watches" permit vessels to be on standby for emergency transport although these watches are used primarily for maintenance and cleaning.

Most of the ferries have a galley or snack bar operated by Marriott Host International. Marriott contracts the concessionaire galley for which they pay WSF a percent of the profits. The galley serves a fast food menu to both passengers and crew. WSF employees pay one-half the retail price for meals. Galley staff are employees of Marriott although they are also represented by IBC.

COLLECTIVE BARGAINING

WSF has collective bargaining agreements for vessel employees with the International Organization of Masters, Mates and Pilots, the Pacific Maritime Region (MMP), National Marine Engineers Beneficial Association (MEBA), and the Inlandboatmen's Union of the Pacific. Marine Division the International Longshoreman's and Warehousemen's Union (IBU). WSF and MEBA have two contracts one for licensed officers and another contract for unlicensed engine room employees.

There are fewer positions classes on WSF than on the ferries of the Alaska Marine Highway System or British Columbia Ferry Corporation. For example, no purser classification is listed nor are there stewards for the officer quarters or mess. The fewer positions are largely a result of WSF not having passenger staterooms and contracting food service to an independent company.

In each of the last five years, wage rates have increased on January 1 for IBU's Bosun, Able

RESEARCH REPORT AMHS COMPARATIVE COMPENSATION ANALYSIS

Bodied Seamen and Ordinary Seamen.. For the years of 1989, through 1993, wage increases have been 3%, 2.5%, 6%, 3.6%, and 3%, respectively. In 1991, all vessel employees received the 3.6% increase as did other Washington state employees in that year.

This page is intentionally left blank.

APPENDIX B

**WAGE AND BENEFITS SPREADSHEETS
FOR
ALASKA MARINE HIGHWAY SYSTEM
WASHINGTON STATE FERRIES
BRITISH COLUMBIA FERRY CORPORATION**

RESEARCH REPORT ANCHIS COMPARATIVE COMPENSATION ANALYSIS

ALASKA MARINE HIGHWAY SYSTEM 1983 COMPENSATION SCHEDULE

	A	B	C	D	E	F	G	H	I	
1	POSITION	Hourly	Monthly	Monthly	Premium	Monthly	Vacation	Holiday	Sick Leave	
2		Rate	Base	COLL	Pay	Total	Accrual Per	Pay	Accrual Mo	
3	SOUTHEAST MAJOR VESSELS (COL, MAL, MAT, & TAKU)						Mo. for Aver. Serv			
4	MM&P	26	84 hour pay period/year, 12 hours/day, 182 hours/month			48 hrs / mo.				
5	Master	31.061	5,652.921	162.481		6,8151	1,834.921	581.711	465.901	
6	Pilot (Bellingh. run)	28.141	4,757.481	978.401		5,7361	1,544.281	472.741	392.101	
7	Chief Mate NonWatch	25.841	4,702.881	968.941	In nry rate 1	5,6701	1,528.481	467.291	387.601	
8	Chief Mate Watch	N/A1	N/A1	N/A1	N/A1	N/A1	N/A1	N/A1	N/A1	
9	Second Mate	22.621	4,116.841	848.451		4,9631	1,336.271	409.061	339.301	
10	Third Mate	22.621	4,116.841	848.451		4,9631	1,336.271	409.061	339.301	
11										
12	MEBA	26	84 hour pay period/year, 8.4 hours/day, 182 hours per month			53.2 hrs / mo.				
13	Sr Port Engineer	29.051	5,287.101	1,087.871	1,181.871	7,5681	2,210.341	523.831	Plus sick bank	
14	Port Engineer	29.051	5,287.101	1,087.871		6,3751	1,862.231	441.331	Plus sick bank	
15	MEBA	26	84 hour pay period/year, 12 hours/day, 182 hours per month							
16	Lead Chief Eng NonW	28.071	5,108.741	1,051.581	1,188.211	7,3471	2,148.111	605.481	Plus sick bank	
17	Chief Eng. NonWatch	28.071	5,108.741	1,051.581	988.541	7,1301	2,082.811	587.631	Plus sick bank	
18	1st Asst Engr	24.201	4,404.401	908.511		5,3111	1,581.451	437.711	Plus sick bank	
19	2nd Asst Engr	22.801	4,113.201	848.451		4,9601	1,448.841	408.761	Plus sick bank	
20	3rd Asst Engr	21.201	3,658.401	784.001		4,4521	1,359.081	383.441	Plus sick bank	
21										
22	IBU	24	81 hour (aver.) pay period/year, 12 hours/day, 182 hours/month			42 hrs / mo.				
23	Chief Steward	16.901	3,075.801	642.461		3,7181	858.061	306.451	253.501	
24	2nd Steward	14.791	2,691.781	606.061		3,2981	781.041	271.801	221.851	
25	Storkkeeper	14.311	2,604.421	580.581		3,1851	735.001	262.501	214.851	
26	Chief Cook	15.201	2,766.401	622.441		3,3881	782.041	279.301	228.001	
27	2nd Cook	13.351	2,428.701	548.641		2,9781	687.541	245.551	200.251	
28	Asst 2nd Cook	12.661	2,304.121	520.521		2,8251	651.841	232.801	189.901	
29	Bartender	12.661	2,304.121	520.521		2,8251	651.841	232.801	189.901	
30	Head BR Steward	12.661	2,304.121	520.521		2,8251	651.841	232.801	189.901	
31	Head Waiter	12.661	2,304.121	520.521		2,8251	651.841	232.801	189.901	
32	Mess Steward	12.611	2,295.021	516.881		2,8121	648.901	231.751	189.551	
33	Cashier	12.611	2,295.021	516.881		2,8121	648.901	231.751	189.551	
34	Gift Shop Operator	12.611	2,285.021	516.881		2,8121	648.901	231.751	189.551	
35	Officer's BR	12.541	2,282.281	511.421		2,7841	644.701	230.251	188.501	
36	Stewards	12.541	2,282.281	511.421		2,7841	644.701	230.251	188.501	
37	A/B Bos'n	14.911	2,713.621	507.881		3,2211	768.501	273.751	223.551	
38	Able Seaman	13.641	2,482.481	558.741		3,0411	701.821	250.851	204.601	
39	Ordinary Seaman	12.781	2,325.961	522.341		2,8481	657.301	234.751	191.701	
40	Ord Seaman/Porter	12.781	2,325.961	522.341		2,8481	657.301	234.751	191.701	
41	Watchman	12.781	2,325.961	522.341		2,8481	657.301	234.751	191.701	
42	Chief Purser	16.901	3,075.801	642.461		3,7181	858.061	306.451	253.501	
43	Sr Asst Purser	14.791	2,691.781	606.061		3,2981	781.041	271.801	221.851	
44	Jr Asst Purser	12.661	2,304.121	520.521		2,8251	651.841	232.801	189.901	
45	Jr Engineer	15.001	2,730.001	613.241		3,3431	771.541	275.551	225.001	
46	Other	13.751	2,502.501	584.201		3,0871	707.701	252.751	206.251	
47	Wiper	12.871	2,342.341	527.801		2,8701	682.341	236.551	193.351	
48	IBU Probationary Employees									
49	Steward	11.291	2,084.781	480.461		2,5151	580.441	207.301	169.351	
50	Porter & Watchman	11.501	2,093.001	471.381		2,5641	591.781	211.351	172.501	
51	Wiper	11.581	2,107.581	475.021		2,5831	595.981	212.851	173.701	
52	Jr Asst Purser	11.391	2,072.961	468.581		2,5431	588.741	209.551	170.851	
53										
54	Notes:	1. Calculations are based on an employee with average service in his/her union working on a vessel "on the run" May through September								
55		2. MM&P = Masters, Mates and Pilots; MEBA = Marine Engineers Benevolent Assn.; IBU = Inland Boatman's Union								
56		3. The average length of service, as of 9/1/82, for the three unions is MM&P, 14.0; MEBA, 14.0, and IBU 8.1								
57		4. As of 9/1/82, there were 70 MM&P, 82 MEBA, and 825 IBU employees.								
58		5. Southeast IBU vessel employees work 26 84 hour work assignments paid semi-monthly, 24 times per year.								
59		6. MEBA Sick Leave (hour) Bank was created 7/7/89 when MEBA contracted for personal leave. Total individual sick leave hours were distributed as 10% cash pay out, 40% converted to personal leave, and 50% of the hours went into the MEBA controlled Sick Leave Bank to be withdrawn by all members.								
60		7. NonWatch (NonW) pay is paid in lieu of overtime to be available as needed during off duty hours while on the vessels. NonWatch pay of \$283.62 is paid each pay period to all masters & the chief mate of the Columbus class vessels while the chief mate of the Tustumena is paid \$268.58. All chief engineers receive \$447.48 pay period.								
61										
62										
63										
64										
65										

RESEARCH REPORT AMHS COMPARATIVE COMPENSATION ANALYSIS

BRITISH COLUMBIA FERRY CORPORATION 2003 ESSE: PAY SCHEDULE

	A	B	C	D	E	F	G	H	
1	POSITION	Hourly Rate Canadian \$	Hourly Rate Converted to US \$	Monthly Base Canadian \$	Premium Pay for Non Routes Canadian \$	Monthly Total US\$	Vacation Accrual	Holiday Pay Days/Year	3rd. Leave Accr. Mo Days/Year
2			US \$	52.25	Normal Routes			11 7 hour	
3				Normal	Canadian \$			Days/Year	Days/Year
4									
5							20 7.5 hr daily		
6	Master, Large & Norm. Route Vessels	38.38	31.08	5,993.00	N/A	4,729.00	388.27	188.27	28.71
7							25 7 hr daily		
8	Master, Queen of Sidney	34.00	28.83	5,175.00	N/A	4,084.37	391.22	172.14	33.89
9	Second Officer LV MP	28.51	20.84	3,981.78	N/A	3,142.01	300.98	132.42	72.23
10	Chief Officer LV	27.83	21.97	4,238.55	N/A	3,345.43	320.44	141.00	76.91
11	Second Officer LV	25.70	20.28	3,913.43	N/A	3,088.08	295.79	130.15	70.98
12	Chief Officer 12 hr live aboard	27.83	21.97	4,238.55	1,229.47	4,315.81	320.44	141.00	76.91
13	Second Officer 12 hr live aboard	25.70	20.28	3,913.43	1,134.90	3,983.84	295.79	130.15	70.98
14	Master-MV	28.78	22.72	4,383.88	N/A	3,458.40	331.38	145.80	78.53
15	Mate-MV	25.08	19.78	3,818.70	N/A	3,013.34	288.83	127.00	68.27
16	Mate-MV (ASTO)	25.52	20.14	3,885.48	N/A	3,068.03	293.88	129.22	70.48
17	Third Officer 12 hr live aboard	24.30	19.17	3,888.13	1,072.75	3,789.48	279.60	123.03	67.10
18	Fourth Officer 12 hr live aboard	23.34	18.13	3,588.11	1,017.38	3,571.05	265.18	118.87	63.84
19	Deck Engineer 12 hr live aboard	24.38	19.01	3,888.07	1,083.74	3,733.87	277.25	121.98	68.54
20	Radio Officer 12 hr live aboard	24.30	19.17	3,888.13	1,072.75	3,789.48	279.60	123.03	67.10
21	Electrician 12 hr live aboard	25.51	20.18	3,888.14	1,128.14	3,859.82	294.03	129.37	70.57
22	Boatun 12 hr live aboard	19.82	15.72	3,032.81	878.54	3,087.37	229.24	100.87	55.02
23	Reef Seaman	19.88	15.53	2,997.18	N/A	2,388.09	226.54	98.88	54.37
24	Seaman-WKM Certificate	19.10	15.08	2,908.88	N/A	2,283.24	218.85	96.73	52.78
25	Seaman-ABLE	19.10	15.08	2,908.88	843.52	2,980.85	218.85	96.73	52.78
26	Seaman-Ordinary	18.72	14.77	2,848.88	828.40	2,900.78	215.38	94.77	51.89
27	Seaman Probation	18.88	13.41	2,587.21	N/A	2,041.57	195.55	88.04	46.93
28							25 7 hr daily		
29	Sr Chief Engineer LV	34.00	28.83	5,175.00	N/A	4,084.37	391.22	172.14	33.89
30	Ch Engineer-LV	33.20	28.20	5,054.88	N/A	3,988.78	382.07	168.11	31.70
31	2nd Engineer	27.83	21.97	4,238.55	N/A	3,345.43	320.44	141.00	76.91
32	Jr Engineer 4th Cert LV	23.40	18.48	3,582.47	N/A	2,811.14	288.27	118.48	64.82
33	Jr. Engineer Basic LV	23.12	18.25	3,528.94	N/A	2,778.08	284.10	117.08	63.88
34	Sr Chief Engineer 12 hr live aboard	34.00	28.83	5,175.00	1,501.03	5,388.83	391.22	172.14	33.89
35	Ch Engineer 12 hr live aboard	33.20	28.20	5,054.88	1,488.81	5,148.33	382.07	168.11	31.70
36	2nd Engineer 12 hr live aboard	27.83	21.97	4,238.55	1,229.47	4,315.81	320.44	141.00	76.91
37	Third Engineer 12 hr live aboard	25.51	20.18	3,888.14	1,128.14	3,859.82	294.03	129.37	70.57
38	Jr. Eng 4th Cert, 12 hr live aboard	23.40	18.48	3,582.47	1,033.12	3,828.37	288.27	118.48	64.82
39	Jr. Engineer 4th Cert, MV	22.78	17.97	3,487.74	N/A	2,738.38	282.11	115.33	62.91
40	Jr. Engineer Basic MV	22.51	17.78	3,427.38	N/A	2,704.53	280.09	113.98	62.17
41	Sr Ch Eng-MV	28.78	22.72	4,383.88	N/A	3,458.40	331.38	145.80	78.53
42	Ch Engineer-MV	28.45	22.45	4,331.88	N/A	3,417.73	327.37	144.04	78.57
43	Other	15.10	15.08	2,908.88	843.52	2,980.85	218.85	96.73	52.78
44	Other Apprentice	16.10	15.08	2,908.88	843.52	2,980.85	215.89	96.73	52.78
45	Other Probation	17.34	13.88	2,840.02	N/A	2,083.24	199.54	87.80	47.89
46							21 7 hr daily		
47	Chief Steward LV	25.98	20.50	3,955.38	N/A	3,121.18	298.88	131.54	71.75
48	Chief Steward 2 LV	23.82	18.83	3,588.19	N/A	2,829.33	271.57	119.47	63.27
49	Chief Steward 12 hr live aboard	25.82	20.50	3,955.38	1,147.08	4,038.32	298.88	131.54	71.75
50	Jr. Chief Steward 2, 12 hr live aboard	23.82	18.88	3,588.19	1,043.47	3,682.73	271.87	119.87	63.27
51	2nd Steward	20.18	15.82	3,071.74	N/A	2,423.81	232.17	102.18	59.72
52	Catering Supervisor	20.18	15.82	3,071.74	N/A	2,423.81	232.17	102.18	59.72
53	Head Steward	18.58	14.87	2,831.03	N/A	2,233.88	213.88	94.19	51.38
54	Night Steward	18.47	14.58	2,812.38	N/A	2,218.28	212.37	93.53	51.02
55	Bar Steward 2	18.87	15.08	2,904.02	N/A	2,281.58	218.30	96.58	52.88
56	Bar Steward 1	18.58	14.87	2,831.03	N/A	2,233.88	213.88	94.19	51.38
57	Buffet Attendant	18.88	13.32	2,570.13	N/A	2,028.08	194.28	85.48	48.82
58	Steward	18.12	14.30	2,758.58	109.28	2,809.10	208.58	81.78	50.58
59	Chief Cook	21.78	17.18	3,317.10	N/A	2,817.32	250.72	110.32	60.17
60	2nd Cook	19.38	15.23	2,828.18	N/A	2,318.52	222.08	97.72	53.30
61	3rd Cook/Meal	18.75	14.78	2,854.32	N/A	2,252.38	215.74	94.53	51.78
62	Store Keeper	19.07	15.05	2,804.02	N/A	2,291.58	219.50	96.58	52.88
63	Portymen	18.04	14.24	2,747.17	N/A	2,187.78	207.84	81.38	49.83
64	Galley Helper	17.88	13.82	2,688.88	N/A	2,120.00	203.07	88.39	48.74
65	Dishwasher	17.03	13.44	2,583.43	N/A	2,048.47	198.02	88.29	47.03
66	Cashier 3 Supr	17.98	14.20	2,738.40	N/A	2,181.88	207.08	81.10	49.89
67	Cashier 2	17.81	13.88	2,680.38	N/A	2,115.10	202.80	80.14	48.82
68	Cashier 1	17.03	13.44	2,583.43	N/A	2,048.47	199.02	88.39	47.03
69	Catering Attendant	18.71	13.18	2,543.73	N/A	2,007.28	192.27	84.88	48.14
70	Cleaner 2	17.87	14.10	2,720.77	N/A	2,148.88	205.89	90.48	49.38
71	Cleaner 1	17.17	13.55	2,813.81	N/A	2,082.40	197.58	88.82	47.41
72	Please refer to the notes on the second following page.								

APPENDIX C

DIFFERENT COST OF LIVING DIFFERENTIALS WITHIN ALASKA STATE GOVERNMENT

We also queried a labor economist at the Alaska Department of Labor. The economist indicated that based on their most recent findings the cost of living in Alaska was 12% to 15% higher than in Seattle.

BRDS.

&

COMMIS-

SIONS

1995

July 12, 1994

Ms. Patricia A. Vollendorf
5403 North Star Street
Anchorage, AK 99518

Dear Ms. Vollendorf:

Greetings from the Governor's Office and congratulations on your reappointment to the Alaska Workers' Compensation Board, effective July 5, 1994, for a term ending July 1, 1997. Your willingness to serve is appreciated.

After signing and notarizing the enclosed Oath of Office form, please return it to our office immediately. Upon receipt of the completed form, you will be authorized to exercise the powers and perform the duties of your office pending confirmation by the Legislature.

In addition, we have enclosed an optional Equal Opportunity Survey that we would appreciate having returned with the Oath of Office should you choose to fill it out. This information is kept confidential and used for statistical analysis of boards and commissions only.

Also enclosed is an identification card to facilitate your travel as a board member. Some businesses offer State of Alaska discounts when traveling on official business.

The Alaska Public Offices Commission will send you a Conflict of Interest Statement. Please carefully review their letter to ensure that you are in compliance with the law.

Please feel free to contact me should you have any questions. Best wishes to you as a board member.

Best regards,



Kristie Leaf
Director of Boards and Commissions

Enclosures

bcc: Lt. Governor's Office
Elections
Senate Secretary
R&C Perm File

WJH/KL/rs LETTERS.M6

Contact: Mr. Paul B. Arnoldt
APOC
Chief Clerk of the House
B&C Read File

0109/05

November 1, 1994

Ms. Julie A. Flint
12070 Cross Street
Juneau, AK 99801

Dear Ms. Flint:

Greetings from the Governor's Office and congratulations on your appointment to the Board of Barbers and Hairdressers, effective October 28, 1994, for a term ending July 1, 1996. Your willingness to serve is appreciated.

After signing and notarizing the enclosed Oath of Office form, please return it to our office immediately. Upon receipt of the completed form, you will be authorized to exercise the powers and perform the duties of your office pending confirmation by the Legislature.

In addition, we have enclosed an optional Equal Opportunity Survey that we would appreciate having returned with the Oath of Office should you choose to fill it out. This information is kept confidential and used for statistical analysis of boards and commissions only.

Please feel free to contact me should you have any questions. Best wishes to you as a board member.

Best regards,

Rachel Srigaroff
Administrative Assistant
Boards and Commissions

Enclosures

bcc: Lt. Governor's Office
Elections
Senate Secretary
B&C Form File

WJH/KL/rs
LETTERS.M5

Contact: Ms. Pat Park-Fisher
APOC
Chief Clerk of the House
B&C Read File
0109/05

August 17, 1994

Ms. Mary Ann W. Pease
4670 South Park Bluff
Anchorage, AK 99516

Dear Ms. Pease:

Greetings from the Governor's Office and congratulations on your appointment to the State Board of Registration for Architects, Engineers, and Land Surveyors, effective August 10, 1994, for a term ending July 1, 1998. Your willingness to serve is appreciated.

After signing and notarizing the enclosed Oath of Office form, please return it to our office immediately. Upon receipt of the completed form, you will be authorized to exercise the powers and perform the duties of your office pending confirmation by the Legislature.

In addition, we have enclosed an optional Equal Opportunity Survey that we would appreciate having returned with the Oath of Office should you choose to fill it out. This information is kept confidential and used for statistical analysis of boards and commissions only.

Also enclosed is an identification card to facilitate your travel as a board member. Some businesses offer State of Alaska discounts when traveling on official business.

Please feel free to contact me should you have any questions. Best wishes to you as a board member.

Best regards,



Kristie Leaf
Director of Boards and Commissions

Enclosures

bcc: Lt. Governor's Office
Elections
Senate Secretary
B&C Perm File

WJH/KL/rs
LETTERS.M5

Contact: Ms. Pat Park-Fisher
APOC
Chief Clerk of the House
B&C Read File
0109/05

July 12, 1994

D. Lance Mearig, P.E.
Senior Civil Engineer
USKH, Inc.
418 Harris Street, Suite 317
Juneau, AK 99801

Dear Mr. Mearig:

Greetings from the Governor's Office and congratulations on your appointment to the State Board of Registration for Architects, Engineers, and Land Surveyors, effective July 5, 1994, for a term ending July 1, 1998. Your willingness to serve is appreciated.

After signing and notarizing the enclosed Oath of Office form, please return it to our office immediately. Upon receipt of the completed form, you will be authorized to exercise the powers and perform the duties of your office pending confirmation by the Legislature.

In addition, we have enclosed an optional Equal Opportunity Survey that we would appreciate having returned with the Oath of Office should you choose to fill it out. This information is kept confidential and used for statistical analysis of boards and commissions only.

Also enclosed is an identification card to facilitate your travel as a board member. Some businesses offer State of Alaska discounts when traveling on official business.

Please feel free to contact me should you have any questions. Best wishes to you as a board member.

Best regards,



Kristie Leaf
Director of Boards and Commissions

Enclosures

bcc: Lt. Governor's Office
Elections
Senate Secretary
B&C Perm File

WJH/KL/rs
LETTERS.M5

Contact: Ms. Pat Park-Fisher
APOC
Chief Clerk of the House
B&C Read File
0109/05

July 12, 1994

Mr. Kenneth P. Asplund
4105 Abbott Road
Anchorage, AK 99507

Dear Mr. Asplund:

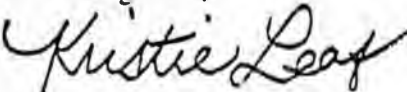
Greetings from the Governor's Office and congratulations on your appointment to the Athletic Commission, effective June 30, 1994, for a term ending May 14, 1996. Your willingness to serve is appreciated.

After signing and notarizing the enclosed Oath of Office form, please return it to our office immediately. Upon receipt of the completed form, you will be authorized to exercise the powers and perform the duties of your office pending confirmation by the Legislature.

In addition, we have enclosed an optional Equal Opportunity Survey that we would appreciate having returned with the Oath of Office should you choose to fill it out. This information is kept confidential and used for statistical analysis of boards and commissions only.

Also enclosed is an identification card to facilitate your travel as a board member. Some businesses offer State of Alaska discounts when traveling on official business.

Please feel free to contact me should you have any questions. Best wishes to you as a board member.

Best regards,


Kristie Leaf
Director of Boards and Commissions

Enclosures

bcc: Lt. Governor's Office
Elections
Senate Secretary
B&C Perm File
WJH/KL/rs
LETTERS.M5

Contact: Ms. Pat Park-Fisher
APOC
Chief Clerk of the House
B&C Read File
0109/05

June 13, 1994

Randall W. Christiansen, O.D.
725 Darrell Drive
Fairbanks, AK 99709

Dear Dr. Christiansen:

Greetings from the Governor's Office and congratulations on your reappointment to the Board of Examiners in Optometry, effective June 15, 1994, for a term ending June 15, 1998. Your willingness to serve is appreciated.

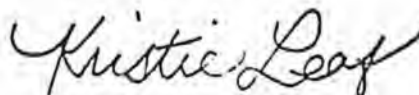
After signing and notarizing the enclosed Oath of Office form, please return it to our office immediately. Upon receipt of the completed form, you will be authorized to exercise the powers and perform the duties of your office pending confirmation by the Legislature.

In addition, we have enclosed an optional Equal Opportunity Survey that we would appreciate having returned with the Oath of Office should you choose to fill it out. This information is kept confidential and used for statistical analysis of boards and commissions only.

Also enclosed is an identification card to facilitate your travel as a board member. Some businesses offer State of Alaska discounts when traveling on official business.

Please feel free to contact me should you have any questions. Best wishes to you as a board member.

Best regards,



Kristie Leaf
Director of Boards and Commissions

Enclosures

bcc: Lt. Governor's Office
Elections
Senate Secretary
B&C Perm File
WJH/KL/rs
LETTERS.M5

Contact: Ms. Pat Park-Fisher
APOC
Chief Clerk of the House
B&C Read File
0109/05

June 13, 1994

Ms. Marilyn S. Porter
1834 Stanford Drive
Anchorage, AK 99508

Dear Ms. Porter:

Greetings from the Governor's Office and congratulations on your reappointment to the Board of Examiners in Optometry, effective June 15, 1994, for a term ending June 15, 1998. Your willingness to serve is appreciated.

After signing and notarizing the enclosed Oath of Office form, please return it to our office immediately. Upon receipt of the completed form, you will be authorized to exercise the powers and perform the duties of your office pending confirmation by the Legislature.

In addition, we have enclosed an optional Equal Opportunity Survey that we would appreciate having returned with the Oath of Office should you choose to fill it out. This information is kept confidential and used for statistical analysis of boards and commissions only.

Also enclosed is an identification card to facilitate your travel as a board member. Some businesses offer State of Alaska discounts when traveling on official business.

Please feel free to contact me should you have any questions. Best wishes to you as a board member.

Best regards,



Kristie Leaf
Director of Boards and Commissions

Enclosures

bcc: Lt. Governor's Office
Elections
Senate Secretary
B&C Perm File
WJH/KL/rs
LETTERS.M5

Contact: Ms. Pat Park-Fisher
APOC
Chief Clerk of the House
B&C Read File
0109/05

August 17, 1994

Bonnie W. Tisler, P.T.
3821 Hampton Drive
Anchorage, AK 99504

Dear Ms. Tisler:

Greetings from the Governor's Office and congratulations on your reappointment to the State Physical Therapy and Occupational Therapy Board, effective September 1, 1994, for a term ending September 1, 1998. Your willingness to serve is appreciated.

After signing and notarizing the enclosed Oath of Office form, please return it to our office immediately. Upon receipt of the completed form, you will be authorized to exercise the powers and perform the duties of your office pending confirmation by the Legislature.

In addition, we have enclosed an optional Equal Opportunity Survey that we would appreciate having returned with the Oath of Office should you choose to fill it out. This information is kept confidential and used for statistical analysis of boards and commissions only.

Also enclosed is an identification card to facilitate your travel as a board member. Some businesses offer State of Alaska discounts when traveling on official business.

Please feel free to contact me should you have any questions. Best wishes to you as a board member.

Best regards,



Kristie Leaf
Director of Boards and Commissions

Enclosures

bcc: Lt. Governor's Office
Elections
Senate Secretary
B&C Perm File
WJH/KL/rs
LETTERS.M5

Contact: Ms. Pat Park-Fisher
APOC
Chief Clerk of the House
B&C Read File
0109/05