

**2021-2027 Memorandum of Agreement**  
**International Organization of Masters, Mates and Pilots, Atlantic Maritime Group**  
**and the City of New York**

1. Term

August 6, 2021 to February 5, 2027 (5 years and 6 months)

2. General Wage Increases

| <u>Effective Date</u> | <u>General Wage Increases</u> |
|-----------------------|-------------------------------|
| a. August 6, 2021     | 3.00%                         |
| b. August 6, 2022     | 3.00% compounded              |
| c. August 6, 2023     | 3.00% compounded              |
| d. August 6, 2024     | 3.00% compounded              |
| e. August 6, 2025     | 3.25% compounded              |

3. Separations From Service

Employees who separated from MMP Bargaining Unit on or before November 21, 2024 other than by retirement, promotion, or deceased, shall not be entitled to retroactive pay pursuant to paragraph 2 of this MOA. For the purpose of this section, employees separated from service shall include those who resigned, were dismissed, terminated or transferred to another title within the City other than those titles represented by MMP or those titles that are promotional from MMP within the Department of Transportation.

4. Ratification Bonus

- a. A lump sum cash payment in the amount of \$3,000, pro-rated for other than full time employees, shall be payable as soon as practicable upon ratification of the Agreement to those employees who are in active payroll status as of the date of ratification. Active payroll status is defined as being in active payroll status ("B Status"), military leave with pay ("K status"), or on paid family leave. The lump sum cash payment shall be pensionable, consistent with applicable law.

All full time per annum and full time per diem employees in such titles who were in active status on the date of the ratification are entitled to receive the lump sum cash payment of \$3,000. Employees who were terminated for cause, resigned, retired, or otherwise separated from service prior to the date of ratification of this Agreement shall not be eligible for the lump sum cash payment.

In no event shall any employee receive greater than \$3,000 in ratification bonus payments pursuant to this section.

Other than full-time employees shall be paid a pro-rated bonus based on hours worked between December 1, 2023, and November 30, 2024 (e.g., a part-time or hourly paid employee who worked full-time hours would receive the whole bonus).

5. New Vessel Lump Sum Payments

A one-time, non-pensionable lump sum payment in the amount of \$3,000 shall be issued as soon as practicable to each full-time Marine Oiler (TC 91547) or Deckhand (TC 91529) in active status or on paid military leave (“B” or “K” Status”), or on paid family leave on the date of execution of this agreement.

The parties agree that these payments will resolve any remaining claims under Article IV-A, Section 16 of the 2010-2017 Collective Bargaining Agreement (“CBA”), or any other claim for additional pay based on the implementation of the Ollis Class vessels. Nothing in this section shall constitute precedent for future negotiations regarding new vessels under Article IV-A, Section 16 of the CBA, or any other provision or claim for additional pay based on the implementation of the Ollis Class vessel.

No employee shall, under any circumstances, receive more than one new vessel payment..

6. Conditions of Payment

- a. The general wage increases pursuant to Section 2(a) through 2(d) shall be payable as soon as practicable upon ratification.
- b. The general wage increase pursuant to Section 2(e) shall be payable as soon as practicable following the effective date of such increases.
- c. The ratifications bonus payment pursuant to Section 4 of this 2021-2027 MOA shall be payable as soon as practicable upon ratification.
- d. The new vessel lump sum payments pursuant to Section 5 of this 2021-2027 MOA shall be payable as soon as practicable upon ratification.

7. Salary Rates

- a. Marine Oiler (TC 91547) Salary Schedule (Those Hired After 4/6/2025)

Effective April 6, 2025, the following salary schedule shall apply based on years of title service in the Marine Oiler (TC 91547) title to any employee hired into or promoted to the title on or after that date.

| <b>Marine Oiler<br/>(Title Code 91547)</b> | <b>4/6/25</b> | <b>8/6/25</b> |
|--|---------------|---------------|
| Years 0 – 2 (new hire rate)                | \$60,244      | \$66,688      |
| Years 2-3 (incumbent rate)                 | \$69,281      | \$76,690      |
| Years 3+                                   | \$73,400      | \$81,250      |

- b. Incumbent Marine Oiler (TC 91547) Salary Schedule (Those Hired on or Prior to 4/6/2023)

All incumbent Marine Oilers, defined as those with two or more years of title service shall have their base salary increased to \$73,400 effective April 6, 2025.

- c. Deckhand (TC 91529) Salary Schedule (Those Hired After 8/6/2025)

Effective August 6, 2025, the following salary schedule shall apply based on years of title service in the Deckhand (TC 91529) title to any employee hired into or promoted to the title on or after that date.

| <b>Deckhand<br/>(Title Code 91529)</b> | <b>8/6/25</b> |
|--|---------------|
| Years 0 - 2                            | \$64,193      |
| Years 2 - 3                            | \$66,600      |
| Years 3 - 4                            | \$69,007      |
| Years 4+                               | \$73,821      |

- d. Incumbent Deckhand (TC 91529) Salary Schedule (Those Hired on or Prior to 8/6/2025)

Any Deckhand with two or more years of service in the title by August 6, 2025, shall have their base salary increased to \$73,821 effective August 6, 2025.

- e. Ferry Terminal Supervisors

Effective April 6, 2025, the annual salary rate for Ferry Terminal Supervisors shall be increased by \$3,500.

8. Hours of Work

The salary rates set forth in Section 6, effective August 6, 2025, for Deckhands and Marine Oilers are based on a thirty (30) hour week and shall constitute compensation in full for the regular work week consisting of four (4) eight (8) hour tours per week for the entire year, including leap years. "Reduction Days" shall be eliminated effective August 6, 2025. The salary rates set forth above are based on 1,484 hours of pay at straight-time, 182 hours of overtime paid at 1.5x straight time, and 72 hours of holiday pay at straight time, equivalent to 1829 straight time hours.

Reduction day payments earned up until August 6, 2025, shall be payable as soon as practicable thereafter and no further reduction day payments shall be made pursuant to this agreement.

9. Overtime and Holiday Rates

The overtime and holiday premium rates prior to April 6, 2025, shall be the expired contractual rate increased by the general wage increases set forth in Sections 2., a. – 2., d.

- a. Effective April 6, 2025, the overtime and holiday premium rates for Marine Oiler shall be as follows:

| <b>Marine Oiler<br/>(Title Code 91547)</b> | <b>4/6/25<br/>Straight Time</b> | <b>4/6/25<br/>Overtime</b> | <b>8/6/25<br/>Straight Time</b> | <b>8/6/25<br/>Overtime</b> |
|--|---------------------------------|----------------------------|---------------------------------|----------------------------|
| Years 0 – 2 (new hire rate)                | \$35.31                         | \$52.97                    | \$36.46                         | \$54.69                    |
| Years 2-3 (incumbent rate)                 | \$40.61                         | \$60.92                    | \$41.93                         | \$62.90                    |
| Years 3+*                                  | \$43.02                         | \$64.53                    | \$44.42                         | \$66.63                    |

*\*Those incumbent Marine Oilers who had their salaries increased pursuant to Section 7., b. shall be subject to the Year 3+ straight time and overtime rates set forth here.*

- b. Effective April 6, 2025, the overtime and holiday premium rates for Ferry Terminal Supervisor shall be as follows:

| <b>Ferry Terminal Supervisor<br/>(Title Code 81560)</b> | <b>4/6/25<br/>Straight Time</b> | <b>4/6/25<br/>Overtime</b> | <b>8/6/25<br/>Straight time</b> | <b>8/6/25<br/>Overtime</b> |
|---|---------------------------------|----------------------------|---------------------------------|----------------------------|
| Years 0 – 2 (new hire rate)                             | \$39.42                         | \$59.13                    | \$40.70                         | \$61.05                    |
| Years 2+ (incumbent rate)                               | \$45.33                         | \$68.00                    | \$46.81                         | \$70.22                    |

- c. Effective August 6, 2025, the overtime and holiday premium rates for Deckhand shall be as follows:

| <b>Deckhand<br/>(Title Code 91529)</b> | <b>8/6/25<br/>Straight Time</b> | <b>8/6/25<br/>Overtime</b> |
|--|---------------------------------|----------------------------|
| Years 0 - 2                            | \$35.10                         | \$52.65                    |
| Years 2 - 3                            | \$36.41                         | \$54.62                    |
| Years 3 - 4                            | \$37.73                         | \$56.60                    |
| Years 4+*                              | \$40.36                         | \$60.54                    |

*\*Those incumbent Deckhands who had their salaries increased pursuant to Section 7., d. shall be subject to the Year 4+ straight time and overtime rates set forth here.*

#### 10. Longevity Differential

- a. Effective April 6, 2025, the five (5) year Longevity Differential shall be increased by \$5,057 for those in the following titles:

Deckhand (TC 91529)  
 Ferry Terminal Supervisor (TC 81560)  
 Supervising Dockmaster (TC 81660)  
 Chief Dockmaster (TC 81665)

- b. Effective April 6, 2025, all employees hired prior to April 6, 2023 in the above-referenced titles with two or more years of service but less than five, and active in the unit as of April 6, 2025, shall be entitled to a \$5,057 longevity differential each year, up until they have accrued 5 years of service, upon which they will become eligible for the five (5) year Longevity Differential. Once an employee eligible for this item reaches 5 years of service, and therefore becomes eligible for the five (5) year Longevity Differential, this payment will cease and the employee will become

eligible for the differential set forth in Section 10., a. An employee may not receive the items outlined in Section 10., a. and Section 10., b. concurrently.

- c. All employees in such titles with fewer than two years of service as of April 6, 2025, or newly hired after April 6, 2025, shall only receive the 5-year Longevity Differential upon attaining 5 years of service.

#### 11. Meal Break Compensation

The Union agrees to waive, withdraw, relinquish, and refrain from filing, pursuing or instituting any claim for wages, supplements or other benefits, or any right, remedy, action or proceeding, which the Union has or may have under Section 162 of the Labor Law or any other applicable law. The parties agree that the operational needs of the industry make strict compliance with the Section 162 meal period provisions impractical. The union hereby waives any claims under Section 162 openly and knowingly, absent of duress or coercion, and does so as the result of good faith negotiations between the union and the City. The union acknowledges that employees' compensation reflects a benefit received through those good faith negotiations in return for a waiver.

#### 12. Tankerman Assignment Differential

Effective April 6, 2025, there shall be a Tankerman Assignment Differential in the amount of \$4,000, paid as a pro-rata annual amount to Marine Oilers and Deckhands assigned on a full-time basis to Tankerman duties. No more than 10 Marine Oilers or Deckhands assigned on a full-time basis to Tankerman duties shall receive this differential.

#### 13. Radio Operator License Payments

Effective April 6, 2025, Radio Operators license payments pursuant to Article IV-A, Group 1, Section 8, and Article IV-C, Group 2, Section 6 shall cease.

#### 14. Night Shift Differential

Effective April 6, 2025, the Night Shift Differential shall be reduced to 0.1%. This does not apply to titles covered by the Citywide Agreement.

#### 15. Annual Leave Allowance

Effective April 6, 2025, the annual leave accrual schedule for all employees shall be reduced by 1 day.

#### 16. Welfare Fund Contributions

- a. Effective August 6, 2025, there shall be a recurring thirty-one dollars and twenty-five cents (\$31.25) per annum per active and retiree increase to the welfare fund contribution.

- b. Effective August 6, 2026, there shall be a recurring two-hundred and fifty-seven dollars (\$257.00) per annum per active and retiree increase to the welfare fund contribution.
- c. As soon as practicable after ratification and execution of a supplemental trust agreement, there shall be a one-time lump sum contribution of one-hundred and eighty-thousand, three-hundred, fifty-three-dollars (\$180,353) to the welfare fund.

17. Prohibition of Further Demands

No party to this agreement shall make additional economic or non-economic demands during the term of this MOA.

18. Pay Stubs

Effective as soon as practicable following ratification of this agreement, all employees who receive paychecks via direct deposit shall be opted out of receiving paper pay stubs. Employees may choose to opt-in and receive paper stubs via NYCAPS Employee Self-Service or the appropriate method at employers not on NYCAPS.

19. Continuation of Terms

The terms of the predecessor collective bargaining agreement and related agreements shall be continued except as modified pursuant to this MOA.

20. Approval of Agreement

This Agreement is subject to union ratification.

**FOR THE CITY OF NEW YORK**

BY: 

RENEE CAMPION  
Commissioner of Labor Relations

**FOR INTERNATIONAL ORGANIZATION  
OF MASTERS, MATES, AND PILOTS,  
ATLANTIC MARITIME GROUP**

BY: 

DON MARCUS  
President



MIKE RIORDAN  
Vice President, Atlantic Maritime Group

Dated: December 3, 2024

Appendix A

| TITLE | CODE | TITLE  | Expired Rates |             |                | 8/6/2021 |             |                | 8/6/2022 |          |             | 8/6/2023       |          |           |
|-------|------|--|---------------|-------------|----------------|----------|-------------|----------------|----------|----------|-------------|----------------|----------|-----------|
|       |      |  | Minimum       | Hiring Rate | Incumbent Rate | Minimum  | Hiring Rate | Incumbent Rate | Maximum  | Minimum  | Hiring Rate | Incumbent Rate | Maximum  | Minimum   |
| 81665 |      | Chief Dockmaster                                 | \$54,911      | \$63,148    | \$77,298       | \$56,558 | \$65,042    | \$79,617       | \$58,255 | \$66,993 | \$82,006    | \$60,003       | \$69,003 | \$84,466  |
| 91529 |      | Deckhand   | \$51,524      | \$59,253    | Flat Rate      | \$53,070 | \$61,031    | Flat Rate      | \$54,663 | \$62,862 | Flat Rate   | \$56,303       | \$64,748 | Flat Rate |
| 81610 |      | Dockmaster                                       | \$47,542      | \$48,968    | \$66,917       | \$48,968 | \$66,313    | \$68,925       | \$50,437 | \$56,002 | \$70,993    | \$51,950       | \$59,742 | \$73,123  |
| 10725 |      | Ferry Agent                                      | \$41,505      | \$47,846    | Flat Rate      | \$42,853 | \$49,281    | Flat Rate      | \$44,138 | \$50,759 | Flat Rate   | \$45,463       | \$52,282 | Flat Rate |
| 81560 |      | Ferry Terminal Supervisor                        | \$69,586      | \$80,024    | Flat Rate      | \$71,674 | \$82,425    | Flat Rate      | \$73,524 | \$84,898 | Flat Rate   | \$76,039       | \$87,445 | Flat Rate |
| 91536 |      | Gasoline Engine Operator (Marine)                | \$56,356      | \$64,809    | Flat Rate      | \$58,046 | \$66,753    | Flat Rate      | \$59,788 | \$68,756 | Flat Rate   | \$61,582       | \$70,819 | Flat Rate |
| 91538 |      | Launch Operator (Water Pollution - Sanitation) * | \$56,356      | \$64,809    | Flat Rate      | \$58,046 | \$66,753    | Flat Rate      | \$59,788 | \$68,756 | Flat Rate   | \$61,582       | \$70,819 | Flat Rate |
| 91573 |      | Launch Operator (Water Pollution - Sanitation)   | \$56,356      | \$64,809    | Flat Rate      | \$58,046 | \$66,753    | Flat Rate      | \$59,788 | \$68,756 | Flat Rate   | \$61,582       | \$70,819 | Flat Rate |
| 91547 |      | Marine Oiler (Ferry Operations)                  | \$53,526      | \$61,555    | Flat Rate      | \$55,132 | \$63,402    | Flat Rate      | \$56,786 | \$65,304 | Flat Rate   | \$58,490       | \$67,283 | Flat Rate |
| 91548 |      | Marine Oiler (DOC)                               | \$53,526      | \$61,555    | Flat Rate      | \$55,132 | \$63,402    | Flat Rate      | \$56,786 | \$65,304 | Flat Rate   | \$58,490       | \$67,283 | Flat Rate |
| 91549 |      | Marine Sounder                                   | \$48,530      | \$55,810    | Flat Rate      | \$49,986 | \$57,484    | Flat Rate      | \$51,486 | \$59,209 | Flat Rate   | \$53,030       | \$60,985 | Flat Rate |
| 91552 |      | Marine Stoker *                                  | \$51,524      | \$59,253    | Flat Rate      | \$53,070 | \$61,031    | Flat Rate      | \$54,663 | \$62,862 | Flat Rate   | \$56,303       | \$64,748 | Flat Rate |
| 81660 |      | Supervising Dockmaster                           | \$51,330      | \$59,029    | \$72,250       | \$52,870 | \$60,800    | \$74,418       | \$54,456 | \$62,624 | \$76,651    | \$56,090       | \$64,503 | \$78,951  |
| 10730 |      | Supervising Ferry Agent                          | \$42,590      | \$48,979    | Flat Rate      | \$43,868 | \$50,448    | Flat Rate      | \$45,183 | \$51,961 | Flat Rate   | \$46,539       | \$53,520 | Flat Rate |
| 91572 |      | Water Tender *                                   | \$53,526      | \$61,555    | Flat Rate      | \$55,132 | \$63,402    | Flat Rate      | \$56,786 | \$65,304 | Flat Rate   | \$58,490       | \$67,283 | Flat Rate |

| TITLE | CODE | TITLE  | 8/6/2024 |             |                | 4/6/2025 |             |                | 8/6/2025 |          |             |                |          |           |
|-------|------|--|----------|-------------|----------------|----------|-------------|----------------|----------|----------|-------------|----------------|----------|-----------|
|       |      |  | Minimum  | Hiring Rate | Incumbent Rate | Minimum  | Hiring Rate | Incumbent Rate | Maximum  | Minimum  | Hiring Rate | Incumbent Rate | Maximum  |           |
| 81665 |      | Chief Dockmaster                               | \$61,803 | \$71,073    | \$87,000       | \$61,803 | \$71,073    | \$87,000       | \$63,811 | \$73,383 | \$89,828    | \$63,811       | \$73,383 | \$89,828  |
| 91529 |      | Deckhand                                       | \$57,991 | \$66,690    | Flat Rate      | \$57,991 | \$66,690    | Flat Rate      | \$64,193 | \$73,821 | Flat Rate   | \$64,193       | \$73,821 | Flat Rate |
| 81610 |      | Dockmaster                                     | \$53,508 | \$61,534    | \$75,317       | \$53,508 | \$61,534    | \$75,317       | \$55,247 | \$63,534 | \$77,765    | \$55,247       | \$63,534 | \$77,765  |
| 10725 |      | Ferry Agent                                    | \$46,826 | \$53,850    | Flat Rate      | \$46,826 | \$53,850    | Flat Rate      | \$48,348 | \$55,600 | Flat Rate   | \$48,348       | \$55,600 | Flat Rate |
| 81560 |      | Ferry Terminal Supervisor                      | \$78,320 | \$90,068    | Flat Rate      | \$81,363 | \$93,568    | Flat Rate      | \$84,008 | \$96,609 | Flat Rate   | \$86,609       | \$99,609 | Flat Rate |
| 91536 |      | Gasoline Engine Operator (Marine)              | \$63,430 | \$72,944    | Flat Rate      | \$63,430 | \$72,944    | Flat Rate      | \$65,491 | \$75,315 | Flat Rate   | \$65,491       | \$75,315 | Flat Rate |
| 91538 |      | Launch Operator (Water Pollution) *            | \$63,430 | \$72,944    | Flat Rate      | \$63,430 | \$72,944    | Flat Rate      | \$65,491 | \$75,315 | Flat Rate   | \$65,491       | \$75,315 | Flat Rate |
| 91573 |      | Launch Operator (Water Pollution - Sanitation) | \$63,430 | \$72,944    | Flat Rate      | \$63,430 | \$72,944    | Flat Rate      | \$65,491 | \$75,315 | Flat Rate   | \$65,491       | \$75,315 | Flat Rate |
| 91547 |      | Marine Oiler (Ferry Operations)                | \$60,244 | \$69,281    | Flat Rate      | \$60,244 | \$69,281    | Flat Rate      | \$62,203 | \$71,533 | Flat Rate   | \$62,203       | \$71,533 | Flat Rate |
| 91548 |      | Marine Oiler (DOC)                             | \$60,244 | \$69,281    | Flat Rate      | \$60,244 | \$69,281    | Flat Rate      | \$62,203 | \$71,533 | Flat Rate   | \$62,203       | \$71,533 | Flat Rate |
| 91549 |      | Marine Sounder                                 | \$54,622 | \$62,815    | Flat Rate      | \$54,622 | \$62,815    | Flat Rate      | \$56,397 | \$64,856 | Flat Rate   | \$56,397       | \$64,856 | Flat Rate |
| 91552 |      | Marine Stoker *                                | \$57,991 | \$66,690    | Flat Rate      | \$57,991 | \$66,690    | Flat Rate      | \$59,876 | \$68,857 | Flat Rate   | \$59,876       | \$68,857 | Flat Rate |
| 81660 |      | Supervising Dockmaster                         | \$57,772 | \$66,438    | \$81,320       | \$57,772 | \$66,438    | \$81,320       | \$59,650 | \$68,597 | \$83,963    | \$59,650       | \$68,597 | \$83,963  |
| 10730 |      | Supervising Ferry Agent                        | \$47,936 | \$55,126    | Flat Rate      | \$47,936 | \$55,126    | Flat Rate      | \$49,494 | \$56,918 | Flat Rate   | \$49,494       | \$56,918 | Flat Rate |
| 91572 |      | Water Tender *                                 | \$60,244 | \$69,281    | Flat Rate      | \$60,244 | \$69,281    | Flat Rate      | \$62,203 | \$71,533 | Flat Rate   | \$62,203       | \$71,533 | Flat Rate |

| Deckhands hired on/after 8/6/2025 |                            | 8/6/2025 |          |
|-----------------------------------|----------------------------|----------|----------|
| 91529                             | Deckhand                   | \$64,193 | \$73,821 |
|                                   | 0-2 Years of Title Service | \$64,193 | \$73,821 |
|                                   | 2-3 Years of Title Service | \$66,600 | \$76,600 |
|                                   | 3-4 Years of Title Service | \$69,007 | \$79,407 |
|                                   | 4+ Years of Title Service  | \$73,821 | \$83,963 |

| Marine Oilers hired on/after 4/6/2023 |                                 | 4/6/2025 |          | 8/6/2025 |          |
|---------------------------------------|---------------------------------|----------|----------|----------|----------|
| 91547                                 | Marine Oiler (Ferry Operations) | \$60,244 | \$69,281 | \$66,688 | \$76,690 |
|                                       | 0-2 Years of Title Service      | \$60,244 | \$69,281 | \$66,688 | \$76,690 |
|                                       | 2-3 Years of Title Service      | \$62,815 | \$71,533 | \$68,857 | \$79,407 |
|                                       | 3+ Years of Title Service       | \$67,445 | \$77,765 | \$74,418 | \$84,466 |

|   | Overtime & straight time rates |         | 8/6/2021 |         | 8/6/2022 |         | 8/6/2023 |         | 8/6/2024 |         | 8/6/2025 |         |
|---|--------------------------------|---------|----------|---------|----------|---------|----------|---------|----------|---------|----------|---------|
|   | ST                             | OT      | ST       | OT      | ST       | OT      | ST       | OT      | ST       | OT      | ST       | OT      |
| 91529 Deckhand - new hire                               | \$30.21                        | \$45.31 | \$31.11  | \$46.67 | \$32.04  | \$48.06 | \$33.00  | \$49.50 | \$33.99  | \$50.99 | \$35.10  | \$52.65 |
| Deckhand - incumbent                                    | \$34.74                        | \$52.11 | \$35.77  | \$53.66 | \$36.85  | \$55.28 | \$37.95  | \$56.93 | \$39.09  | \$58.64 | \$40.36  | \$60.54 |
| 81560 Ferry Terminal Supervisor - new hire              | \$33.71                        | \$50.57 | \$34.73  | \$52.10 | \$35.77  | \$53.66 | \$36.84  | \$55.26 | \$37.95  | \$56.93 | \$40.70  | \$61.05 |
| Ferry Terminal Supervisor - incumbent                   | \$38.77                        | \$58.16 | \$39.93  | \$59.90 | \$41.13  | \$61.70 | \$42.37  | \$63.56 | \$43.64  | \$65.46 | \$46.81  | \$70.22 |
| 91547 Marine Oiler (Ferry Operations) - new hire        | \$31.37                        | \$47.06 | \$32.32  | \$48.48 | \$33.29  | \$49.94 | \$34.28  | \$51.42 | \$35.31  | \$52.97 | \$36.46  | \$54.69 |
| Marine Oiler (Ferry Operations) - 2-year rate           | \$36.09                        | \$54.13 | \$37.16  | \$55.74 | \$38.28  | \$57.42 | \$39.43  | \$59.15 | \$40.61  | \$60.92 | \$41.93  | \$62.90 |
| Marine Oiler (Ferry Operations) - incumbent/2 year rate |                                |         |          |         |          |         |          |         | \$43.02  | \$64.53 | \$44.42  | \$66.63 |

Deckhands hired on/after 8/6/2025 Overtime & straight time rates

|                            | 8/6/2025 |         |
|----------------------------|----------|---------|
|                            | ST       | OT      |
| 0-2 Years of Title Service | \$35.10  | \$52.65 |
| 2-3 Years of Title Service | \$36.41  | \$54.62 |
| 3-4 Years of Title Service | \$37.73  | \$56.60 |
| 4+ Years of Title Service  | \$40.36  | \$60.54 |