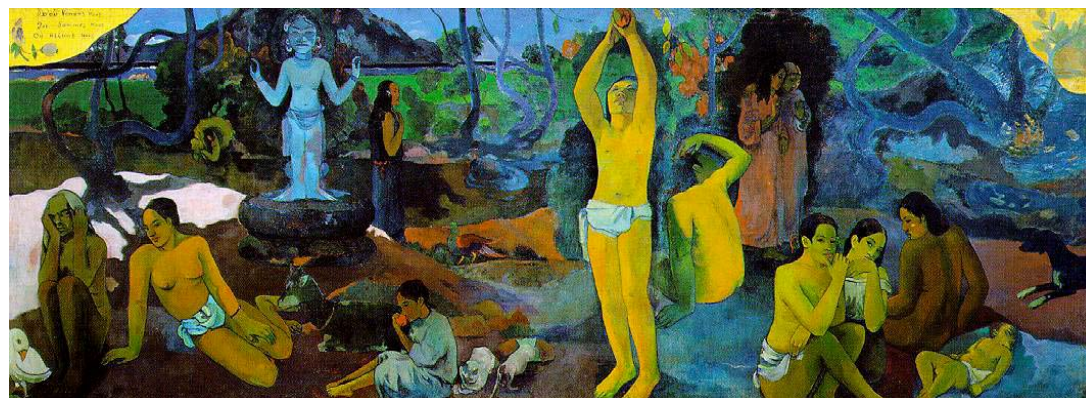


# UNOLS Crew and Technician Recruiting and Retention

RVOC Meeting  
April 22 - 24, 2008



*"Where do we come from? What are we? Where are we going?" (Gauguin, 1897)*

# A Brief History.....

- July 2007: UNOLS council receives a letter from RVOC and RVTEC chairs focusing on recruiting and retaining qualified crew and technicians
- July-Oct 2007: Numerous conference calls and feedback from fleet
- October 2007: RVOC chair presents preliminary findings to UNOLS council (more data to be collected)
- November 2007: Similar presentation presented to RVTEC with very lively feedback
- Dec-March 2008: Complete surveys and continue to get feedback and ideas from fleet
- April 2008: Presentation to RVOC for additional feedback and ideas

# Issues

- Lower salaries across the fleet with increased competition from higher paying employers
- Lack of confidence in long-term viability of the UNOLS fleet
- Higher costs for credentials and training and a lack of funding to support these costs
- Increase in both the regulatory and operational demands on crew and technicians
- Good jobs ashore for technicians and engineers
- Shrinking and Aging workforce

# What are we doing?

- Continue to define the problems (or how bad is bad)
  1. “Near Misses” survey
  2. Comprehensive Salary survey
- Assess how industry is dealing with these problems
- Develop ideas to address this within the UNOLS fleet

# “Near Misses”

[illegible]

# Salary Survey

- 19 Ships
- 17 Tech Groups
- Government = NOAA/MSC Comparables
  - (uncertain of sea pay differential)
- Industry = one set of numbers for container ship.

# Salary Comparison Charts

- We tried to “dumb it down” to what a person would earn per day at sea or ashore.
- Still not easy without asking a lot of questions about how pay is determined.
- Comparisons for techs was limited to NOAA.

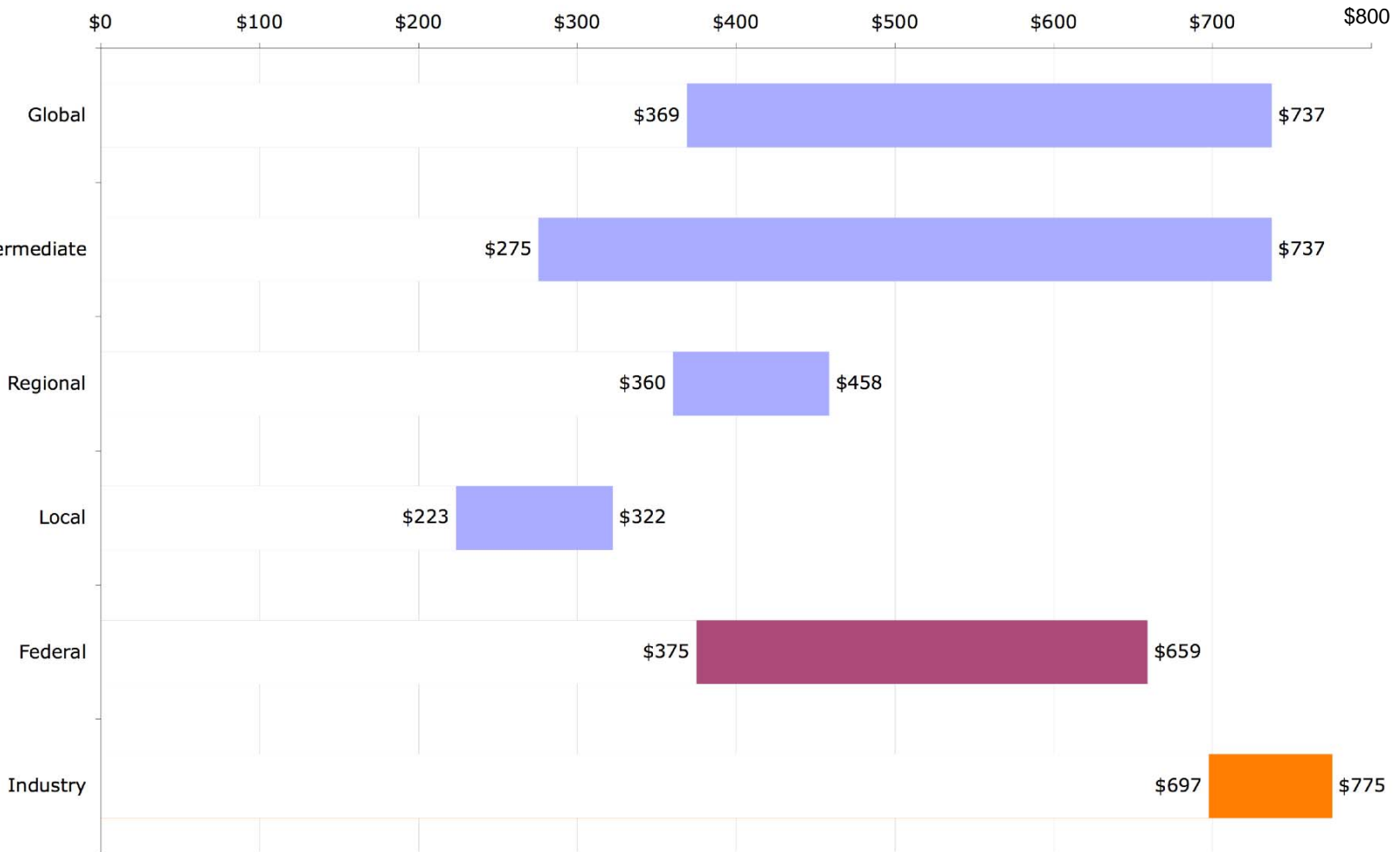
Initial assessment is that our salary levels are not that much different than competing ships of similar employment, but lower than industry when you account for the amount of paid time off that mariners receive.

# Salary Range Chart

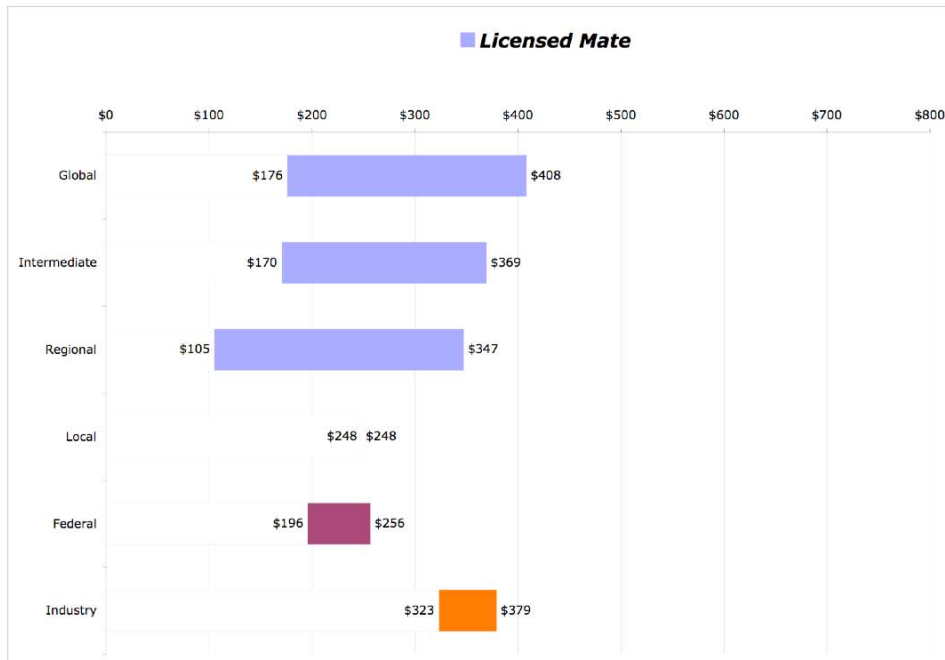
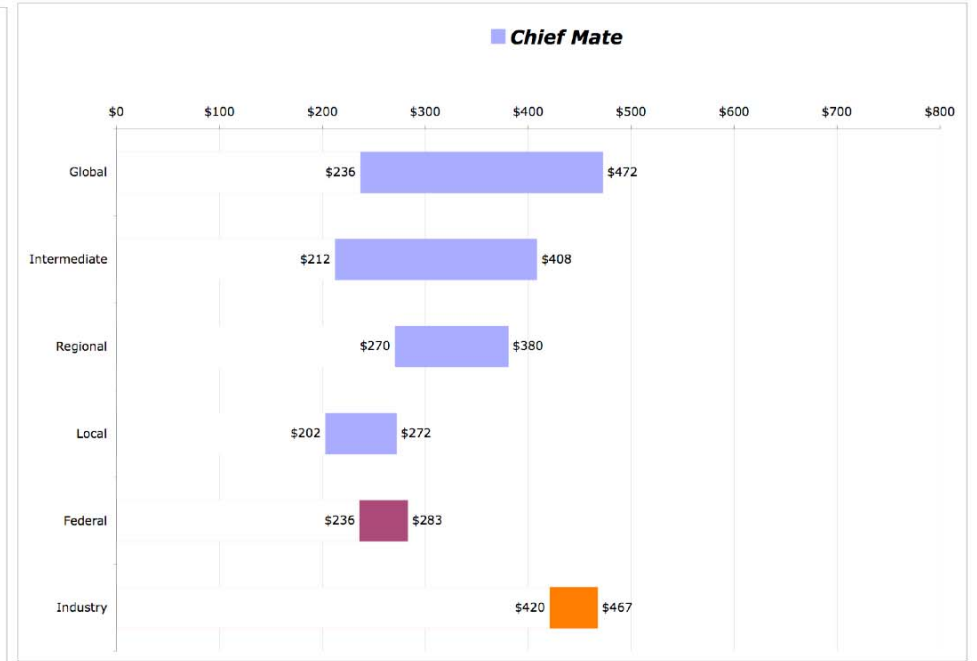
■ **Master**

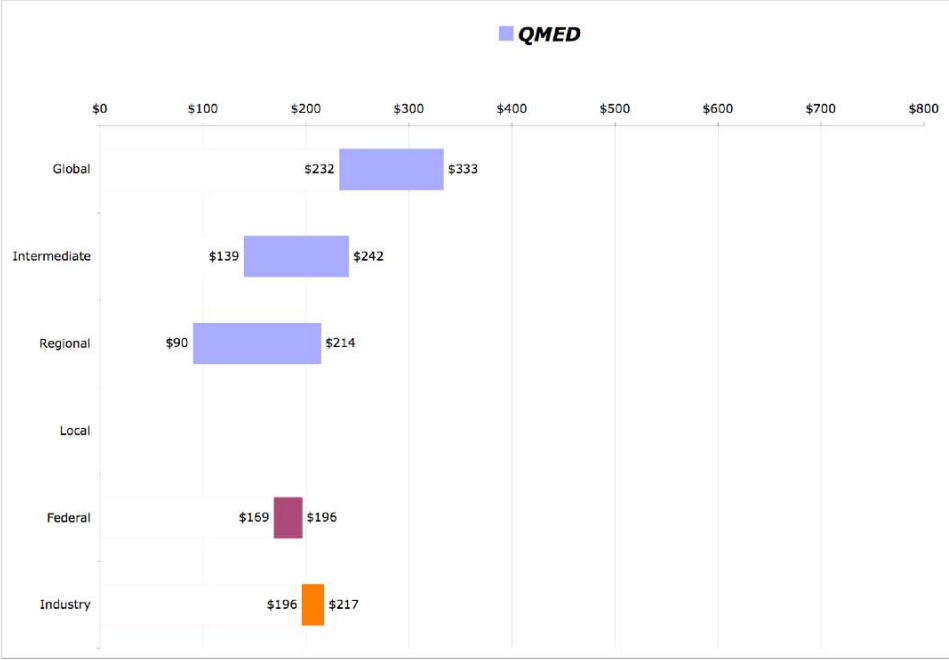
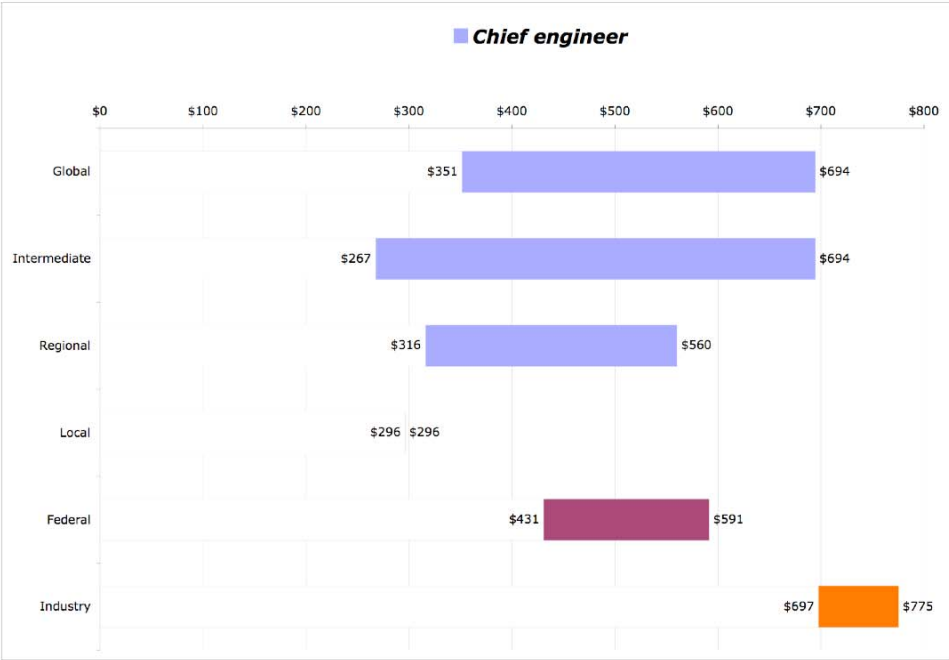
Pay (\$) per Day at Sea - Estimated Range Across the Fleet

Class of Ship





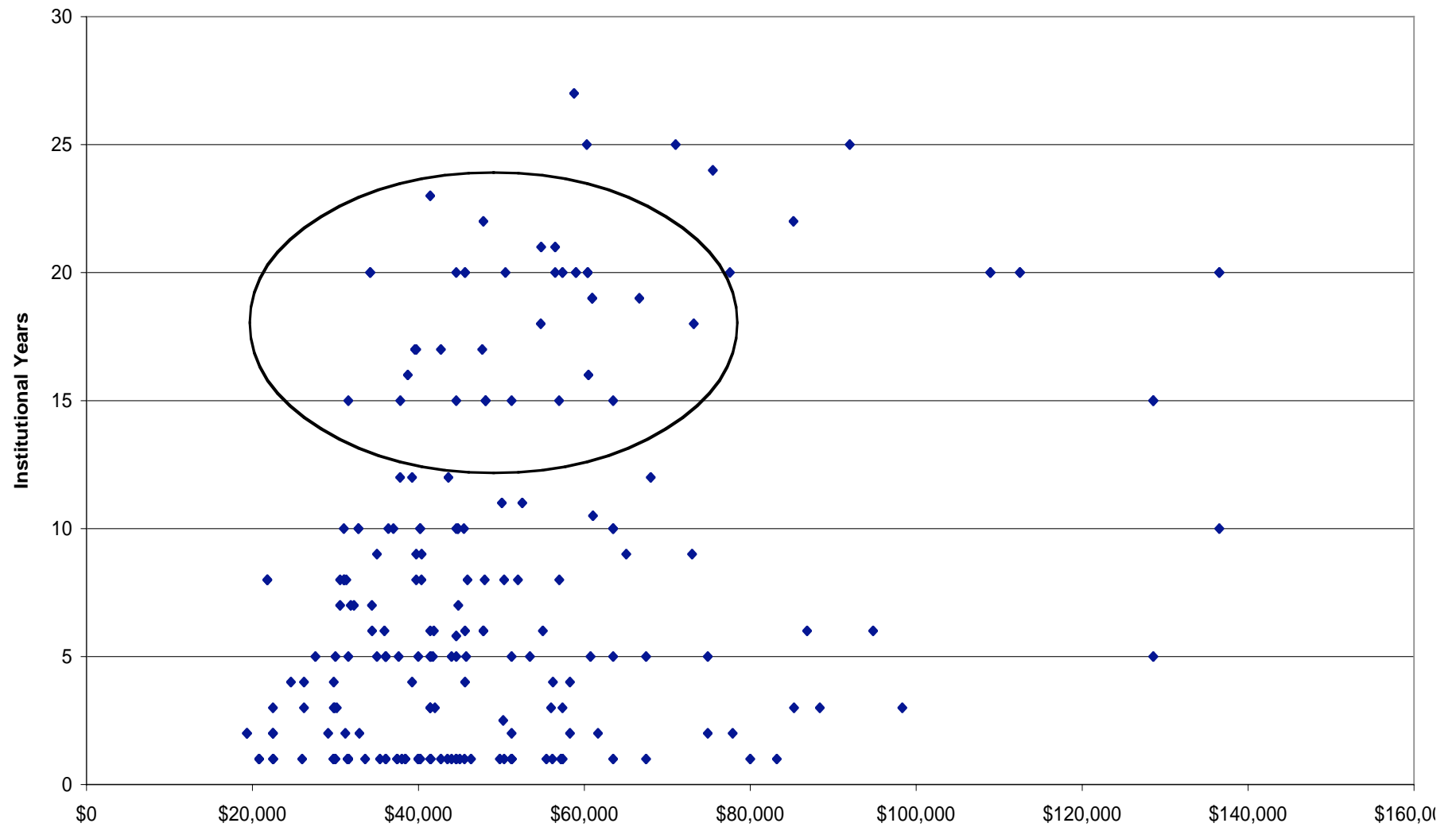




■ **Marine Technician**



## Retention vs. Salary



Now what?

# Possible Solutions

- Budget Priorities – investing in people vs. investing in equipment (Agency/SSSE?)
- More formalized sharing/management of relief personnel (UNOLS/Agency)
- Promotion of the UNOLS fleet(UNOLS/Agency)
  1. Recruiting Brochure or video
  2. Attending Job Fairs
  3. Visiting Maritime Schools
- Promotion of UNOLS “hawse pipe” (training)
- Reduce other operating costs – regulatory relief

# Goals

- Fleet-wide feedback on problems and solutions
- Endorsement from UNOLS Council
- Support from Agencies
- Action by Operators, Technical Services Managers, UNOLS office
- DO NOT GIVE UP.

Comments....



**Base Salary vs Years Service**

—◆— AB —▲— Marine Technician —■— Chief engineer —◆— Master

No Real Correlation between time in service and Pay

