



# MLB Salary Arbitration Details – 2009

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## General Info – MLB Salary Arbitration, 2009

- **Number of players that filed:** 111 on 1/15/09
- **Number of players exchanged figures with their clubs:** 46 on the 1/20/09 deadline
- **Club with the most players in salary arbitration** – Phillies with 8
- **Club with the least amount of players in salary arbitration** – Indians with 0 (no players filed)
- **Amount in salaries for all 111 players for '09:** \$298,891,250
- **Amount in salaries for all 111 players (includes multi-year contracts) for '09:** \$580,816,250
- **% of '09 salary for the 46 players that exchanged figures against total:** \$136,275,000 or 46% of the total
- **Total 2008 salaries for the 111 players that filed in 2009:** \$122,947,513
- **Increase in salary from 2008 to 2009 for the 111 players that filed:** 143% (NOTE: The Associated Press reported an increase of 172%. This is due to using annual average value for multi-year contracts, whereas, The Biz of Baseball is using just '09 salary. See "Methodology" for details)
- **Total salaries for 48 players that exchanged figures in 2008:** \$136,275,000
- **Avg. salary for the 48 players that exchanged figures in '08:** \$2,839,063
- **Avg. salary for the 46 that exchanged figures in '09:** \$3,011,638
- **Difference between avg. salary for exchange players from '08-'09:** \$172,575 (an increase of 6 percent from the year prior)
- **Of the 46 that exchanged figures, # of those reached mid-point deals:** 12
- **Number of mid-point contracts in 2008:** 5
- **Of the 111 in '09, number of multi-year contracts:** 15, accounting for \$341,700,000 in total salaries (AAV = \$7,765,909 based upon 44 total contract years)
- **FA players that accepted salary arbitration:** 24 free agents were offered salary arbitration by their clubs in the 2008-'09 off-season. Only two accepted, RP David Weathers of the Reds and Angels RP Darren Oliver.
- **Biggest contract in this year's class:** Nick Markakis of the Orioles (6-years, \$66.1 million)
- **Largest increase in salary:** Dan Uggla of the Florida Marlins. Uggla sees the largest increase in salary from 2008 to 2009. His \$5.35M salary for '09 is over 12 times his \$417,000 salary in '08 (an increase of 1183%).
- **Record deal:** According to Jayson Stark of ESPN, Jonathan Papelbon's contract is the third highest in history by any first-time arbitration-eligible player. The only ones higher were Ryan Howard's \$10 million arbitration award in 2008 and the \$7.4 million that was awarded to Miguel Cabrera after he won his case in 2007. Papelbon's deal becomes the biggest ever by any first-time eligible pitcher -- starter or reliever.
- **Arbitration hearings (1):** Of the 46 players that exchanged salary figures, only three cases were ruled on by arbitration panels, the lowest number of cases since 2005 when Kyle Lohse, Jeremy Affeldt, and Juan Cruz had decisions rendered. This year, the players beat the clubs 2 to 1 in hearing, seeing SP Shawn Hill of the Nationals and 2B Dan Uggla of the Marlins winning their cases, while C Dioner Navarro of the Rays lost his case.
- **Arbitration hearings (2):** This year marks the first time since 1996 that the owners will not have a winning record in salary arbitration hearings. That year, 7 players (Steve Avery, Jeff Fassero, Chuck Knoblauch, Mark Lewis, Mike Stanton, Rick Wilkins, and Bernie Williams) won their cases, while 3 players (Willie Banks, Arthur Rhodes, and Ivan Rodriguez) lost.
- **Historical Hearing Record:** Of the 487 salary arbitration cases that have been heard since the process was collectively bargained into MLB in 1974, owners have won 280 (57%) to the players' 207 (43%) cases heard.



## Atlanta Braves

### Filed

Name	ST	Pos	2008	Date	2009	Raise	Term	Total Salary	Details
Jeff Francoeur	3.088	OF	\$460,000	2/19	\$3,375,000	634%	1	\$3,375,000	Mid-point contract. Includes incentives that could push his earnings this year to \$3.4 million.
Mike Gonzalez	5.014	RP	\$2,362,500	1/19	\$3,450,000	32%	1	\$3,450,000	Reached agreement one day before figures exchanged
Kelly Johnson	3.127	2B	\$430,000	2/17	\$3,332,500	557%	1	\$2,825,000	Johnson also can make \$50,000 for each of 620 and 670 plate appearances. In addition, Johnson can earn \$50,000 for MVP, \$50,000 for being an All-Star, \$25,000 for being a Gold Glove, \$25,000 for being the Silver Slugger, \$50,000 for being the World Series MVP and \$25,000 for being the LCS MVP. His agreement was reached three-days before hearings ended. Salary figure is at the mid-point between offering and asking figures.
Casey Kotchman	3.144	1B	\$1,450,000	2/2	\$2,885,000	99%	1	\$2,885,000	Kotchman could earn an additional \$100,000 in performance bonuses under the deal agreed to last week and announced Monday.

### Exchanged Figures

Name	Player	Club	Diff	Mid	2009	Above/Below Mid	Term	Total \$
Jeff Francoeur	\$3,950,000	\$2,800,000	\$1,150,000	\$3,375,000	\$3,375,000	\$0	1	\$3,375,000
Kelly Johnson	\$3,300,000	\$2,350,000	\$950,000	\$2,825,000	\$2,825,000	\$0	1	\$3,586,250
Casey Kotchman	\$3,250,000	\$2,475,000	\$775,000	\$2,862,500	\$2,885,000	\$22,500	1	\$2,885,000

Total # of Players that Filed – 4

Total # of Players that Exchanged Figures - 2

# of Mid-Point Agreements – 2

Agreements Above Mid-Point (player) – 1

Agreements Below Mid-Point (player) - 0

Club Loss By Mid-Point: \$22,500

Total Salaries - \$12,535,000

2009 Salaries - \$12,535,000



## Arizona Diamondbacks

### Filed

Name	ST	Pos	2008	Date	2009	Term	Raise	Total Salary	Details
Chad Qualls	4.058	RP	\$1,312,500	1/20	\$2,535,000	1	93%	\$2,535,000	
Conor Jackson	3.067	1B	\$419,500	2/17	\$3,050,000	1	627%	\$3,050,000	

### Exchanged Figures

Name	Player	Club	Diff	Mid	2009	Above/Below Mid	Term	Total \$
Conor Jackson	\$3,650,000	\$2,450,000	\$1,200,000	\$3,050,000	\$3,050,000	\$0	1	\$3,050,000

Total # of Players that Filed – 2

Total # of Players that Exchanged Figures - 1

# of Mid-Point Agreements – 1

Agreements Above Mid-Point (player) – 0

Agreements Below Mid-Point (player) - 0

Club Savings/Loss By Mid-Point: \$0

Total Salaries - \$5,585,000

2009 Salaries - \$5,585,000



## Baltimore Orioles

Filed

Name	ST	Pos	2008	Date	2009	Term	Raise	Total Salary	Details
Nick Markakis	3.000	OF	\$455,000	1/22	\$3,000,000	6	559%	\$66,100,000	\$3M in '09, \$6.75M in 2010, \$10.25M in 2011, \$12M in 2012, \$15M in 2013, \$15M in 2014. Club option in 2015 for \$17.5M or \$2M buyout (but player can void the option with no buyout and become FA). \$2M signing bonus. He can raise the base each year by \$500K if he makes the All-Star team, or finishes in the top 10 in MVP voting the previous year
Luke Scott	2.144	OF	\$430,000	1/20	\$2,400,000	1	458%	\$2,400,000	
George Sherrill	3.147	RP	\$1,000,000	2/7	\$2,750,000	1	175%	\$2,750,000	

### Exchanged Figures

Name	Player	Club	Diff	Mid	2009	Above/Below Mid	Term	Total \$
Nick Markakis	\$5,000,000	\$2,900,000	\$2,100,000	\$3,950,000	\$3,000,000	-\$950,000	6	\$66,100,000
George Sherrill	\$3,400,000	\$2,200,000	\$1,200,000	\$2,800,000	\$2,750,000	-\$50,000	1	\$2,750,000

Total # of Players that Filed – 3

Total # of Players that Exchanged Figures - 2

# of Mid-Point Agreements – 0

Agreements Above Mid-Point – 0

Agreements Below Mid-Point – 2

Club Savings By Mid-Point: \$1,000,000

Total Salaries - \$71,250,000

2009 Salaries - \$8,150,000



## Boston Red Sox

Filed

Name	ST	Pos	2008	Date	2009	Term	Raise	Total Salary	Details
Javier Lopez	4.126	RP	\$840,000	1/20	\$1,350,000	1	61%	\$1,350,000	<p>Papelbon's contract surpasses the \$5.65 million deal signed by White Sox closer Bobby Jenks the day before (1/19) as the largest ever for a closer who entered arbitration for the first time. The previous record was \$5 million, by Eric Gagne, in 2004.</p> <p>Papelbon's contract is also the third highest in history by any first-time arbitration-eligible player. The only ones higher were Ryan Howard's \$10 million arbitration award in 2008 and the \$7.4 million that was awarded to Miguel Cabrera after he won his case in 2007. So Papelbon's deal becomes the biggest ever by any first-time eligible pitcher -- starter or reliever. \$1 million signing bonus, \$6 million this year, \$9,125,000 in 2010 and \$12 million in each of the following two seasons. Boston has a \$13 million option for 2013 with a \$1 million buyout.</p>
Jonathan Papelbon	3.064	RP	\$775,000	1/20	\$6,200,000	1	700%	\$6,200,000	
Kevin Youkilis	4.093	1B	\$3,000,000	1/15	\$6,000,000	4	100%	\$41,000,000	

Total # of Players that Filed – 3

Total # of Players that Exchanged Figures - 0

Total Salaries - \$13,550,000

2009 Salaries - \$4,615,000

NOTE: Boston has not gone to arbitration since Theo Epstein became general manager.



## Chicago Cubs

Filed

Name	ST	Pos	2008	Date	2009	Term	Raise	Total Salary	Details
Kevin Gregg	5.002	RP	\$2,500,000	1/19	\$4,200,000	1	68%	\$4,200,000	
Michael Wuertz	3.139	RP	\$860,000	1/20	\$1,100,000	1	28%	\$1,100,000	

Total # of Players that Filed – 2

Total # of Players that Exchanged Figures - 0

Total Salaries - \$5,300,000

2009 Salaries - \$5,300,000



## Chicago White Sox

Filed

Name	ST	Pos	2008	Date	2009	Term	Raise	Total Salary	Details
Bobby Jenks	3.090	SP	\$550,000	1/19	\$5,600,000	1	918%	\$5,600,000	Jenks deal is the second highest for a first-time eligible closer behind Jonathan Papelbon's 2009 deal reached the day after Jenks' contract with the White Sox.

Total # of Players that Filed – 1

Total # of Players that Exchanged Figures – 0

Total Salaries - \$5,600,000

2009 Salaries - \$5,600,000



## Cincinnati Reds

Filed

Name	ST	Pos	2008	Date	2009	Term	Raise	Total Salary	Details
Edwin Encarnacion	3.085	3B	\$450,000	2/17	\$2,000,000	2	344%	\$7,600,000	Contract calls for \$2 million in 2009 and \$4.75 million in 2010, along with an \$850,000 signing bonus and performance bonus of \$25,000 for 600 plate appearances.
David Weathers	15.044	RP	\$3,300,000	1/28	\$3,500,000	1	6%	\$3,500,000	24 free agents were offered salary arbitration by their clubs in the 2008-09 off-season. Only two accepted -- Weathers and Angels reliever Darren Oliver.  He can make an additional \$700,000 in incentives based on games finished. Reds have a club option for 2010 worth \$3.7 million and carries a \$400,000 buyout.

### Exchanged Figures

Name	Player	Club	Diff	Mid	2009	Above/Below Mid	Term	Total \$
Edwin Encarnacion	\$3,700,000	\$2,550,000	\$1,150,000	\$3,125,000	\$2,000,000	-\$1,125,000	2	\$7,600,000
David Weathers	\$3,400,000	\$2,200,000	\$1,200,000	\$2,800,000	\$2,750,000	-\$50,000	1	\$2,750,000

Total # of Players that Filed – 2

Total # of Players that Exchanged Figures – 2

# of Mid-Point Agreements – 0

Agreements Above Mid-Point – 0

Agreements Below Mid-Point – 2

Club Savings By Mid-Point: \$1,175,000

Total Salaries - \$11,100,000

2009 Salaries - \$5,500,000



## Colorado Rockies

### Filed

Name	ST	Pos	2008	Date	2009	Term	Raise	Total Salary	Details
Garrett Atkins	4.072	3B	\$4,440,000	2/3	\$7,050,000	1	59%	\$7,050,000	
Clint Barmes	3.122	2B	\$405,000	1/20	\$1,625,000	1	301%	\$1,625,000	Buchholz can earn an additional \$50,000 in performance bonuses: \$25,000 each for 40 and 50 games finished.  \$4,500,000. Includes All-Star and award bonuses de la Rosa can make an additional \$100,000 in incentives based on innings pitched. The \$25,000 clauses kick in at 180 innings pitched and run through the 210-inning threshold. De La Rosa went 10-8 with 4.92 ERA. Can also a \$25,000 check if he's named baseball's comeback player of the year.
Taylor Buchholz	2.140	RP	\$399,000	1/20	\$1,055,000	1	164%	\$1,055,000	
Jason Grilli	3.118	RP	\$420,000	1/20	\$800,000	1	90%	\$800,000	
Huston Street	4.000	RP	\$3,300,000	1/19	\$4,500,000	1	36%	\$4,500,000	
Jorge de la Rosa	4.015	SP	\$ 417,000	1/19	\$2,000,000	1	380%	\$2,000,000	

### Exchanged Figures

Name	Player	Club	Diff	Mid	2009	Above/Below Mid	Term	Total \$
Garrett Atkins	\$7,950,000	\$6,650,000	\$1,300,000	\$7,300,000	\$7,050,000	-\$250,000	1	\$7,050,000

Total # of Players that Filed – 6

Total # of Players that Exchanged Figures – 1

# of Mid-Point Agreements – 0

Agreements Above Mid-Point – 0

Agreements Below Mid-Point – 1

Club Savings By Mid-Point: \$250,000

Total Salaries - \$17,030,000

2009 Salaries - \$17,030,000



## Detroit Tigers

### Filed

Name	ST	Pos	2008	Date	2009	Term	Raise	Total Salary	Details
Edwin Jackson	3.070	SP	\$412,700	1/20	\$2,200,000	1	433%	\$2,200,000	Jackson also can earn \$100,000 in performance bonuses: \$25,000 each for 185, 190, 195 and 200 innings.
Gerald Laird	4.077	C	\$1,600,000	1/20	\$2,800,000	1	75%	\$2,800,000	Laird can earn an additional \$100,000 in performance bonuses: \$50,000 each for 100 and 110 game appearances.
Bobby Seay	4.118	RP	\$780,000	1/20	\$1,300,000	1	67%	\$1,300,000	
Justin Verlander	3.002	SP	\$1,130,000	2/3	\$3,675,000	1	225%	\$3,675,000	
Joel Zumaya	3.000	RP	\$420,000	1/20	\$730,000	1	74%	\$730,000	

### Exchanged Figures

Name	Player	Club	Diff	Mid	2009	Above/Below Mid	Term	Total \$
Justin Verlander	\$4,150,000	\$3,200,000	\$950,000	\$3,675,000	\$3,675,000	\$0	1	\$3,675,000

Total # of Players that Filed – 5

Total # of Players that Exchanged Figures – 1

# of Mid-Point Agreements – 1

Total Salaries - \$4,342,700

2009 Salaries - \$4,342,700



## Florida Marlins

### Filed

Name	ST	Pos	2008	Date	2009	Term	Raise	Total Salary	Details
Alfredo Amezaga	4.097	OF	\$945,000	1/20	\$1,300,000	1	38%	\$1,300,000	Amezaga can receive \$100,000 in available bonuses
Jorge Cantu	4.036	3B	\$500,000	1/19	\$3,500,000	1	600%	\$3,500,000	Nolasco can earn \$50,000 in performance bonuses. Ross earn \$25,000 in performance bonuses Won salary arbitration case with Marlins. The ruling was made by an arbitration panel of Richard Bloch, Fredric Horowitz and Steven Wolf.  Uggla sees the largest increase in salary from 2008 to 2009. His \$5.35M salary for '09 is over 12 times his \$417,000 salary in '08.
Jeremy Hermida	3.033	OF	\$395,000	1/19	\$2,250,000	1	470%	\$2,250,000	
Ricky Nolasco	2.142	SP	\$390,000	1/20	\$2,400,000	1	515%	\$2,400,000	
Cody Ross	3.058	OF	\$390,000	1/20	\$2,250,000	1	477%	\$2,250,000	
* Dan Uggla	3.000	2B	\$417,000	2/12	\$5,350,000	1	1183%	\$5,350,000	

### Exchanged Figures

Name	Player	Club	Diff	Mid	2009	Above/Below Mid	Term	Total \$
* Dan Uggla	\$5,350,000	\$4,400,000	\$950,000	\$4,875,000	\$5,350,000	\$475,000	1	\$5,350,000

Total # of Players that Filed – 6

Total # of Players that Exchanged Figures – 1

# of Mid-Point Agreements – 0

\* Agreements Above Mid-Point – 1

Agreements Below Mid-Point – 0

\* Club Losses By Mid-Point: \$475,000

Total Salaries - \$17,050,000

2009 Salaries - \$17,050,000

\* Salary determined by arbitration ruling. Therefore, losses above mid-point not negotiated with club and player.



## Houston Astros

### Filed

Name	ST	Pos	2008	Date	2009	Term	Raise	Total Salary	Details
Brandon Backe	5.088	SP	\$800,000	1/20	\$1,550,000	1	94%	\$1,550,000	Backe has incentives within the contract (not fully reported)
Tim Lincecum	3.150	RP	* \$335,000	1/20	\$1,000,000	1	199%	\$1,000,000	* Byrdak salary data only available back to 2006 when he was with the Orioles. His \$335,000 reflects his 2006 salary.
Geoff Geary	4.098	RP	\$1,125,000	1/26	\$1,700,000	1	51%	\$1,700,000	Geary has incentives within the contract (not fully reported)
Humberto Quintero	2.141	C	\$405,000	1/19	\$610,000	1	51%	\$610,000	Quintero has incentives within the contract (not fully reported)
Wandy Rodriguez	3.105	SP	\$451,000	1/26	\$2,600,000	1	476%	\$2,600,000	Rodriguez has incentives within the contract (not fully reported)

### Exchanged Figures

Name	Player	Club	Diff	Mid	2009	Above/Below Mid	Term	Total \$
Geoff Geary	\$2,100,000	\$1,425,000	\$675,000	\$1,762,500	\$1,700,000	-\$62,500	1	\$1,700,000
Wandy Rodriguez	\$3,000,000	\$2,250,000	\$750,000	\$2,625,000	\$2,600,000	-\$25,000	1	\$2,600,000

Total # of Players that Filed – 5

Total # of Players that Exchanged Figures – 2

Agreements Above Mid-Point – 0

Agreements Below Mid-Point – 2

Club Saves By Mid-Point: \$87,500

Total Salaries - \$7,460,000

2009 Salaries - \$7,460,000



## Kansas City Royals

Filed

Name	ST	Pos	2008	Date	2009	Term	Raise	Total Salary	Details
Brian Bannister	2.158	SP	\$421,000	2/4	\$1,737,500	1	313%	\$1,737,500	
John Buck	4.101	C	\$2,200,000	1/20	\$2,900,000	1	32%	\$2,900,000	Gobble can earn an additional \$50,000 in performance bonuses: \$25,000 each for 55 and 70 games. Greinke gets \$3.75 million in 2009, \$7.25 million in 2010 and \$13.5 million in each of the final two seasons of the contract.
Jimmy Gobble	4.142	RP	\$1,312,500	1/19	\$1,350,000	1	3%	\$1,350,000	
Zack Greinke	4.057	SP	\$1,400,000	1/26	\$3,750,000	4	168%	\$38,000,000	
Mike Jacobs	3.047	1B	\$395,000	2/17	\$3,275,000	1	729%	\$3,275,000	
Joel Peralta	3.100	RP	\$400,500	1/20	\$640,000	1	60%	\$640,000	
Mark Teahen	3.155	OF	\$2,337,500	2/8	\$3,575,000	1	53%	\$3,575,000	

### Exchanged Figures

Name	Player	Club	Diff	Mid	2009	Above/Below Mid	Term	Total \$
Brian Bannister	\$2,025,000	\$1,450,000	\$575,000	\$1,737,500	\$1,737,500	\$0	1	\$1,737,500
Zack Greinke	\$4,400,000	\$3,400,000	\$1,000,000	\$3,900,000	\$3,750,000	-\$150,000	4	\$38,000,000
Mike Jacobs	\$3,800,000	\$2,750,000	\$1,050,000	\$3,275,000	\$3,275,000	\$0	1	\$3,275,000
Mark Teahen	\$3,850,000	\$3,050,000	\$800,000	\$3,450,000	\$3,575,000	\$125,000	1	\$3,575,000

Total # of Players that Filed – 7

Total # of Players that Exchanged Figures – 4

# of Mid-Point Agreements – 2

Agreements Above Mid-Point – 1

Agreements Below Mid-Point – 1

Club Saves By Mid-Point: \$25,000

Total Salaries - \$51,477,500

2009 Salaries - \$17,227,500



## Los Angeles Angels

Filed

Name	ST	Pos	2008	Date	2009	Term	Raise	Total Salary	Details
Maicer Izturis	4.038	SS	\$1,200,000	1/28	\$1,600,000	1	33%	\$1,600,000	Izturis can earn \$100,000 in performance bonuses: \$25,000 each for 475, 500, 525 and 550 plate appearances.
Mike Napoli	2.151	C	\$401,500	1/19	\$2,000,000	1	398%	\$2,000,000	24 free agents were offered salary arbitration by their clubs in the 2008-09 off-season. Only two accepted -- Oliver and Reds reliever David Weathers
Darren Oliver	13.127	RP	\$2,000,000	1/16	\$3,665,000	1	83%	\$3,665,000	
Robb Quinlan	5.040	3B	\$1,050,000	1/20	\$1,100,000	1	5%	\$1,100,000	
Ervin Santana	3.104	SP	\$445,000	2/14	\$3,800,000	3	754%	\$30,000,000	Santana and the Angels reached settlement one day after hearing postponed.  The 26-year-old Santana is the youngest active big league pitcher with at least 50 wins.  Santana will make \$3.8 million in 2009, \$6 million in 2010, \$8 million in 2011 and \$11.2 million in 2012.

### Exchanged Figures

Name	Player	Club	Diff	Mid	2009	Above/Below Mid	Term	Total \$
Maicer Izturis	\$1,885,000	\$1,400,000	\$485,000	\$1,642,500	\$1,600,000	-\$42,500	1	\$1,600,000
Ervin Santana	\$4,325,000	\$3,600,000	\$725,000	\$3,962,500	\$3,800,000	-\$162,500	4	\$30,000,000

Total # of Players that Filed – 5

Total # of Players that Exchanged Figures – 2

# of Mid-Point Agreements – 0

Agreements Above Mid-Point – 0

Agreements Below Mid-Point – 2

Club Saves By Mid-Point: \$20,5000

Total Salaries - \$38,365,000

2009 Salaries - \$12,165,000



## Los Angeles Dodgers

Filed

Name	ST	Pos	2008	Date	2009	Term	Raise	Total Salary	Details
Jonathan Broxton	3.020	RP	\$454,000	1/20	\$1,825,000	1	302%	\$1,825,000	Broxton can earn an additional \$50,000 each for 40, 45, 55 and 60 games finished.
Andre Ethier	2.153	OF	\$424,500	2/17	\$3,100,000	1	630%	\$3,100,000	Ethier can earn \$75,000 in performance bonuses -- \$25,000 each for 596, 625 and 650 plate appearances.  Ethier hit a major-league leading .462 in September of 2008, and during a 20-game stretch from Aug. 28 to Sept. 22, had a .505 on-base percentage and .688 slugging percentage
Russell Martin	2.150	C	\$500,000	1/20	\$3,900,000	1	680%	\$3,900,000	
Jason Repko	3.033	OF	\$487,500	1/19	\$500,000	1	3%	\$500,000	

### Exchanged Figures

Name	Player	Club	Diff	Mid	2009	Above/Below Mid	Term	Total \$
Andre Ethier	\$3,750,000	\$2,650,000	\$1,100,000	\$3,200,000	\$3,100,000	-\$100,000	1	\$3,100,000

Total # of Players that Filed – 4

Total # of Players that Exchanged Figures – 1

# of Mid-Point Agreements – 0

Agreements Above Mid-Point – 0

Agreements Below Mid-Point – 1

Club Saves By Mid-Point: \$100,000

Total Salaries - \$9,325,000

2009 Salaries - \$9,325,000



## Milwaukee Brewers

### Filed

Name	ST	Pos	2008	Date	2009	Term	Raise	Total Salary	Details
									Fielder will make \$6.5 million in 2009, and \$10.5 million in 2010..  The deal also gives Fielder a \$1 million signing bonus, and other incentives, including \$250,000 for 500 plate-appearances. He can earn an additional \$100,000 if he wins the MVP, \$75,000 for second and \$50,000 for third in MVP voting. He will make \$50,000 if he makes the All-Star team, or \$25,000 for being selected as an All-Star. He can earn \$25,000 for being the LCS MVP, \$10,000 for World Series MVP, \$50,000 for winning a Gold Glove, and \$50,000 for winning a Silver Slugger award.  With the signing bonus, and adjusting for the MLBPA's accounting, Fielder will see an extra \$25,000 because the bonus is being received in advance. All told, Fielder's contract is worth \$18.025 million.
Prince Fielder	3.068	1B	\$670,000	2/24	\$6,500,000	2	870%	\$18,025,000	
Corey Hart	3.038	OF	\$444,000	2/17	\$3,250,000	1	632%	\$3,250,000	
Seth McClung	4.111	RP	\$750,000	1/20	\$1,662,500	1	122%	\$1,662,500	
Rickie Weeks	3.131	2B	\$1,056,000	2/3	\$2,800,000	1	165%	\$2,800,000	Weeks can earn an additional \$100,000 in performance bonuses based on plate appearances from 575 to 650. During his first five seasons, Weeks has never had more than 560 plate appearances due to injuries.

### Exchanged Figures

Name	Player	Club	Diff	Mid	2009	Above/Below Mid	Term	Total \$
Prince Fielder	\$8,000,000	\$6,000,000	\$2,000,000	\$7,000,000	\$6,500,000	-\$500,000	2	\$18,025,000
Corey Hart	\$3,800,000	\$2,700,000	\$1,100,000	\$3,250,000	\$3,250,000	\$0	1	\$3,250,000
Rickie Weeks	\$2,800,000	\$2,000,000	\$800,000	\$2,400,000	\$2,800,000	\$400,000	1	\$2,800,000

Total # of Players that Filed – 4

Total # of Players that Exchanged Figures – 3

# of Mid-Point Agreements – 1

Agreements Above Mid-Point – 1

Agreements Below Mid-Point – 1

Club Saves By Mid-Point: \$100,000

Total Salaries - \$25,737,500

2009 Salaries - \$14,212,500

**NOTE:** Brewers GM Doug Melvin has never had a case reach an arbitration hearing since taking over as Milwaukee's general manager in 2002.



## Minnesota Twins

### Filed

Name	ST	Pos	2008	Date	2009	Term	Raise	Total Salary	Details
Matt Guerrier	4.056	RP	\$950,000	2/5	\$1,475,000	1	55%	\$1,475,000	
Jason Kubel	4.009	DH	\$1,300,000	1/29	\$2,750,000	2	112%	\$7,200,000	Kubel gets \$2.75 million in 2009 and \$4.1 million in 2010. The Twins have a \$5.25 million option for 2011 with a \$350,000 buyout. He can earn \$150,000 in performance bonuses: \$50,000 each for 550, 600 and 650 plate appearances.

### Exchanged Figures

Name	Player	Club	Diff	Mid	2009	Above/Below Mid	Term	Total \$
Matt Guerrier	\$1,750,000	\$1,200,000	\$550,000	\$1,475,000	\$1,475,000	\$0	1	\$1,475,000
Jason Kubel	\$3,400,000	\$2,400,000	\$1,000,000	\$2,900,000	\$2,750,000	-\$150,000	2	\$7,200,000

Total # of Players that Filed – 2

Total # of Players that Exchanged Figures – 2

# of Mid-Point Agreements – 1

Agreements Above Mid-Point – 0

Agreements Below Mid-Point – 1

Club Saves By Mid-Point: \$150,000

Total Salaries - \$8,675,000

2009 Salaries - \$4,225,000



## New York Mets

### Filed

Name	ST	Pos	2008	Date	2009	Term	Raise	Total Salary	Details
Ryan Church	3.152	OF	\$2,000,000	1/20	\$2,800,000	1	40%	\$2,800,000	Church can earn an additional \$150,000 this season in performance bonuses: \$50,000 for 400 plate appearances; \$30,000 for 450 plate appearances; \$30,000 for 535 plate appearances; and \$40,000 for 550 plate appearances.
Pedro Feliciano	4.059	RP	\$1,040,000	2/6	\$1,612,500	1	55%	\$1,612,500	Maine can earn an additional \$25,000 if he pitches 200 or more innings. Pagan can earn \$25,000 each for 200 plate appearances and 250 plate appearances.
John Maine	3.013	SP	\$450,000	1/30	\$2,600,000	1	478%	\$2,600,000	
Angel Pagan	2.144	OF	\$425,000	1/20	\$575,000	1	35%	\$575,000	
Jeremy Reed	3.016	OF	\$375,000	1/19	\$925,000	1	147%	\$925,000	
Duaner Sanchez	5.075	RP	\$850,000	1/19	\$1,687,500	1	99%	\$1,687,500	

### Exchanged Figures

Name	Player	Club	Diff	Mid	2009	Above/Below Mid	Term	Total \$
Pedro Feliciano	\$1,950,000	\$1,350,000	\$600,000	\$1,650,000	\$1,612,500	-\$37,500	1	\$1,612,500
John Maine	\$3,000,000	\$2,200,000	\$800,000	\$2,600,000	\$2,600,000	\$0	1	\$2,600,000

Total # of Players that Filed – 6

Total # of Players that Exchanged Figures – 2

# of Mid-Point Agreements – 1

Agreements Above Mid-Point – 0

Agreements Below Mid-Point – 1

Club Saves By Mid-Point: \$37,500

Total Salaries - \$10,200,000

2009 Salaries - \$10,200,000



## New York Yankees

### Filed

Name	ST	Pos	2008	Date	2009	Term	Raise	Total Salary	Details
Brian Bruney	3.164	RP	\$725,000	1/30	\$1,250,000	1	72%	\$1,250,000	
* Melky Cabrera	2.148	OF	\$461,200	1/20	\$1,400,000	1	204%	\$1,400,000	Cabrera can earn an additional \$100,000 in performance bonuses based on plate appearances: \$25,000 each for 525, 550, 575 and 600.
Xavier Nady	5.059	OF	\$3,350,000	1/20	\$6,550,000	1	96%	\$2,600,000	

### Exchanged Figures

Name	Player	Club	Diff	Mid	2009	Above/Below Mid	Term	Total \$
Brian Bruney	\$1,550,000	\$1,100,000	\$450,000	\$1,325,000	\$1,250,000	-\$75,000	1	\$1,250,000
* Melky Cabrera	\$1,700,000	\$1,200,000	\$500,000	\$1,450,000	\$1,400,000	-\$50,000	1	\$1,400,000

\* Cabrera's agreement came in just in advance of figure exchange being released.

Total # of Players that Filed – 3

Total # of Players that Exchanged Figures – 2

# of Mid-Point Agreements – 0

Agreements Above Mid-Point – 0

Agreements Below Mid-Point – 2

Club Saves By Mid-Point: \$125,000

Total Salaries - \$9,200,000

2009 Salaries - \$9,200,000



## Oakland Athletics

### Filed

Name	ST	Pos	2008	Date	2009	Term	Raise	Total Salary	Details
Justin Duchscherer	5.051	SP	\$1,200,000	1/24	\$3,900,000	1	193%	\$3,900,000	Duchscherer also can earn an additional \$150,000 in performance bonuses based on starts.

### Exchanged Figures

Name	Player	Club	Diff	Mid	2009	Above/Below Mid	Term	Total \$
Justin Duchscherer	\$4,600,000	\$3,000,000	\$1,600,000	\$3,800,000	\$3,900,000	\$100,000	1	\$3,900,000

Total # of Players that Filed – 1

Total # of Players that Exchanged Figures – 1

# of Mid-Point Agreements – 0

Agreements Above Mid-Point – 1

Agreements Below Mid-Point – 0

Club Losses By Mid-Point: \$125,000

Total Salaries - \$3,900,000

2009 Salaries - \$3,900,000



## Philadelphia Phillies

### Filed

Name	ST	Pos	2008	Date	2009	Term	Raise	Total Salary	Details
Greg Dobbs	3.035	3B	\$440,000	1/16	\$1,150,000	2	161%	\$2,500,000	Dobbs will earn \$1.15 million in 2009 and \$1.35 million in 2010. Durbin can earn an additional \$50,000 if he finishes first in the Rolands relief standings, or \$25,000 if he finishes second, or \$15,000 if he finishes third. Madson receives a \$1M signing bonus and \$2M in 2009, then \$4.5m each of the next two seasons. Werth will earn \$3 million in 2009 and \$7 million in 2010.
Chad Durbin	4.102	RP	\$900,000	1/22	\$1,635,000	1	82%	\$1,635,000	
Ryan Madson	5.027	RP	\$1,400,000	1/19	\$2,000,000	1	43%	\$12,000,000	
Jayson Werth	5.102	OF	\$1,700,000	1/21	\$3,000,000	2	76%	\$10,000,000	
Shane Victorino	3.092	OF	\$480,000	1/20	\$3,125,000	1	551%	\$3,125,000	
Cole Hamels	2.143	SP	\$500,000	1/18	\$4,350,000	3	770%	\$20,500,000	The contract will pay Hamels \$4.35 million this year, \$6.65 million in 2010 and \$9.5 million in 2011.  If Hamels wins the Cy Young Award, his base salary would increase by \$500,000 the following season. If he places second or third in the Cy Young voting, the contract would increase by \$250,000 in the following season.
Joe Blanton	4.016	SP	\$3,700,000	1/20	\$5,475,000	1	48%	\$5,475,000	Howard will earn \$15 million in 2009, \$19 million next year and \$20 million in 2011.  Howard asked for \$18 million in salary arbitration, the third-highest figure submitted since the process began in 1974.  Howard won his arbitration case in 2008, thus being awarded \$10 million, the largest amount for a first time salary arbitration eligible player at the time. In two years, Howard has seen his salary rise 1567 percent from his \$900,000 salary in 2007.
Ryan Howard	3.145	1B	\$10,000,000	2/8	\$15,000,000	3	50%	\$54,000,000	

### Exchanged Figures

Name	Player	Club	Diff	Mid	2009	Above/Below Mid	Term	Total \$
Chad Durbin	\$1,950,000	\$1,350,000	\$600,000	\$1,650,000	\$1,635,000	-\$15,000	1	\$1,635,000
Ryan Howard	\$18,000,000	\$14,000,000	\$4,000,000	\$16,000,000	\$15,000,000	-\$1,000,000	3	\$54,000,000

Total # of Players that Filed – 8

Total # of Players that Exchanged Figures – 2

# of Mid-Point Agreements – 0

Agreements Above Mid-Point – 1

Agreements Below Mid-Point – 2

Club Saves By Mid-Point: \$1,015,000

Total Salaries - \$109,235,000

2009 Salaries - \$35,735,000

NOTE: The Phillies had the most players file for salary arbitration in 2009.



## Pittsburgh Pirates

### Filed

Name	ST	Pos	2008	Date	2009	Term	Raise	Total Salary	Details
Zach Duke	3.094	SP	\$400,000	1/20	\$2,200,000	1	450%	\$2,200,000	LaRoche can earn another \$50,000 with 555 plate appearances and additional \$50,000 if he reaches 590 Pas. LaRoche is eligible for free agency in 2010. Maholm will receive \$3.5 million in 2009, \$4.5 million in 2010 and \$5.75 million in 2011. Pittsburgh holds a \$9.75 million option for 2012 with a \$750,000 buyout, and the option price can escalate to \$11.05 million based on his performance. McLouth gets a \$1.5 million signing bonus and salaries of \$2 million this year, \$4.5 million in 2010 and \$6.5 million in 2011. Pittsburgh has a \$10.65 million option for 2012 with a \$1.25 million buyout.
John Grabow	5.016	RP	\$1,135,000	1/20	\$2,300,000	1	103%	\$2,300,000	
Adam LaRoche	5.000	1B	\$5,000,000	1/20	\$7,050,000	1	41%	\$7,050,000	
Paul Maholm	3.037	SP	\$424,500	1/30	\$3,500,000	3	724%	\$14,500,000	
Nate McLouth	3.056	OF	\$425,500	2/17	\$2,000,000	3	370%	\$15,750,000	

### Exchanged Figures

Name	Player	Club	Diff	Mid	2009	Above/Below Mid	Term	Total \$
Paul Maholm	\$3,800,000	\$2,650,000	\$1,150,000	\$3,225,000	\$3,500,000	\$275,000	3	\$14,500,000
Nate McLouth	\$3,800,000	\$2,750,000	\$1,050,000	\$3,275,000	\$2,000,000	-\$1,275,000	3	\$15,750,000

Total # of Players that Filed – 5

Total # of Players that Exchanged Figures – 2

# of Mid-Point Agreements – 0

Agreements Above Mid-Point – 1

Agreements Below Mid-Point – 1

Club Saves By Mid-Point: \$1,000,000

Total Salaries - \$43,100,000

2009 Salaries - \$18,350,000



## San Diego Padres

### Filed

Name	ST	Pos	2008	Date	2009	Term	Raise	Total Salary	Details
Heath Bell	3.099	RP	\$420,000	1/20	\$1,255,000	1	199%	\$1,255,000	

Total # of Players that Filed – 1

Total # of Players that Exchanged Figures – 0

Total Salaries - \$1,255,000

2009 Salaries - \$1,255,000



## Seattle Mariners

### Filed

Name	ST	Pos	2008	Date	2009	Term	Raise	Total Salary	Details
Erik Bedard	5.171	SP	\$7,000,000	1/20	\$7,750,000	1	11%	\$7,750,000	Bedard's raise could total more than \$1.3 million if he stays healthy in 2009. Bedard, who turns 30 in March, can make \$600,000 in performance bonuses: \$75,000 for 150 innings, \$100,000 for 165 innings, \$150,000 for 180 innings, \$125,000 for 195 innings and \$150,000 for 205 innings.  He went 6-4 with a 3.67 ERA in 15 starts in his abbreviated first season with the Mariners in 2008
Aaron Heilman	4.123	RP	\$1,200,000	1/20	\$1,625,000	1	35%	\$1,625,000	
Felix Hernandez	3.060	SP	\$540,000	1/19	\$3,800,000	1	604%	\$3,800,000	

Total # of Players that Filed – 3

Total # of Players that Exchanged Figures – 0

Total Salaries - \$13,175,000

2009 Salaries - \$13,175,000



## San Francisco Giants

### Filed

Name	ST	Pos	2008	Date	2009	Term	Raise	Total Salary	Details
Jack Taschner	2.146	RP	\$400,500	1/20	\$835,000	1	108%	\$835,000	

Total # of Players that Filed – 1

Total # of Players that Exchanged Figures – 0

Total Salaries - \$835,000

2009 Salaries - \$835,000



## St. Louis Cardinals

### Filed

Name	ST	Pos	2008	Date	2009	Term	Raise	Total Salary	Details
Rick Ankiel	5.033	OF	\$975,000	2/12	\$2,825,000	1	190%	\$2,825,000	Ludwick can earn another \$100,000 if he gets 675 plate appearances this year -- \$25,000 if he reaches 625 trips, another \$25,000 at 650 and another \$50,000 if he gets to 675.
Chris Duncan	2.144	OF	\$439,000	1/19	\$825,000	1	88%	\$825,000	
Ryan Ludwick	3.109	OF	\$421,000	2/16	\$3,700,000	1	779%	\$3,700,000	
Brad Thompson	3.110	RP	\$414,000	1/20	\$650,000	1	57%	\$650,000	
Todd Wellemeyer	5.009	SP	\$1,000,000	1/19	\$4,050,000	1	305%	\$4,050,000	

### Exchanged Figures

Name	Player	Club	Diff	Mid	2009	Above/Below Mid	Term	Total \$
Rick Ankiel	\$3,300,000	\$2,350,000	\$950,000	\$2,825,000	\$2,825,000	\$0	1	\$2,825,000
Ryan Ludwick	\$4,250,000	\$2,800,000	\$1,450,000	\$3,525,000	\$3,700,000	\$175,000	1	\$3,700,000

Total # of Players that Filed – 5

Total # of Players that Exchanged Figures – 2

# of Mid-Point Agreements – 1

Agreements Above Mid-Point – 1

Agreements Below Mid-Point – 0

Club Losses By Mid-Point: \$175,000

Total Salaries - \$12,050,000

2009 Salaries - \$12,050,000



## Tampa Bay Rays

### Filed

Name	ST	Pos	2008	Date	2009	Term	Raise	Total Salary	Details
Willy Aybar	2.153	3B	\$401,200	2/18	\$975,000	2	143%	\$4,525,000	Aybar will get \$975,000 in 2009 and \$1.35-million in 2010, then either a \$2.2-million salary in 2011 or a \$275,000 buyout. There are escalator clauses, based on how much he plays, that could increase the 2010 and 2011 salaries, and the whole deal to around \$6 million.  Lost salary arbitration case with Rays. The ruling was made by an arbitration panel of Elizabeth Neumeier, James Oldham, and Steven Wolf..
Jason Bartlett	3.086	SS	\$416,600	1/20	\$1,981,250	1	376%	\$1,981,250	
* Dioner Navarro	3.103	C	\$432,500	2/10	\$2,100,000	1	386%	\$2,100,000	

### Exchanged Figures

Name	Player	Club	Diff	Mid	2009	Above/Below Mid	Term	Total \$
Willy Aybar	\$1,050,000	\$900,000	\$150,000	\$975,000	\$975,000	\$0	2	\$4,525,000
* Dioner Navarro	\$2,500,000	\$2,100,000	\$400,000	\$2,300,000	\$2,100,000	-\$200,000	1	\$3,700,000

Total # of Players that Filed – 3

Total # of Players that Exchanged Figures – 2

# of Mid-Point Agreements – 1

Agreements Above Mid-Point – 0

\* Agreements Below Mid-Point – 1

\* Club Saves By Mid-Point: \$200,000

Total Salaries - \$8,606,250

2009 Salaries - \$5,056,250

\* Salary determined by arbitration ruling. Therefore, savings above mid-point not negotiated with club and player.



## Texas Rangers

### Filed

Name	ST	Pos	2008	Date	2009	Term	Raise	Total Salary	Details
Marlon Byrd	5.045	OF	\$1,800,000	2/2	\$3,060,000	1	70%	\$3,060,000	Contract has incentives
Frank Francisco	4.053	RP	\$331,500	1/19	\$1,600,000	1	383%	\$1,600,000	
C.J. Wilson	3.055	RP	\$417,460	1/20	\$1,850,000	1	343%	\$1,850,000	

### Exchanged Figures

Name	Player	Club	Diff	Mid	2009	Above/Below Mid	Term	Total \$
Marlon Byrd	\$3,600,000	\$2,700,000	\$900,000	\$3,150,000	\$3,060,000	-\$90,000	1	\$3,060,000

Total # of Players that Filed – 2

Total # of Players that Exchanged Figures – 1

# of Mid-Point Agreements – 0

Agreements Above Mid-Point – 0

Agreements Below Mid-Point – 1

Club Saves By Mid-Point: \$90,000

Total Salaries - \$6,510,000

2009 Salaries - \$6,510,000



## Toronto Blue Jays

### Filed

Name	ST	Pos	2008	Date	2009	Term	Raise	Total Salary	Details
Jeremy Accardo	3.088	RP	\$392,200	1/20	\$900,000	1	129%	\$900,000	
Jose Bautista	3.165	3B	\$1,800,000	1/20	\$2,400,000	1	33%	\$2,400,000	
Shawn Camp	3.170	RP	\$411,000	2/7	\$750,000	1	82%	\$750,000	
Jason Frasor	4.134	RP	\$1,125,000	1/20	\$1,450,000	1	29%	\$1,450,000	
Brandon League	2.145	RP	\$400,300	1/19	\$640,000	1	60%	\$640,000	
Brian Tallet	3.146	RP	\$640,000	2/5	\$1,015,000	1	59%	\$1,015,000	

### Exchanged Figures

Name	Player	Club	Diff	Mid	2009	Above/Below Mid	Term	Total \$
Shawn Camp	\$950,000	\$700,000	\$250,000	\$825,000	\$750,000	-\$75,000	1	\$750,000
Brian Tallet	\$1,300,000	\$950,000	\$350,000	\$1,125,000	\$1,015,000	-\$110,000	1	\$1,015,000

Total # of Players that Filed – 6

Total # of Players that Exchanged Figures – 2

# of Mid-Point Agreements – 0

Agreements Above Mid-Point – 0

Agreements Below Mid-Point – 2

Club Saves By Mid-Point: \$185,000

Total Salaries - \$7,155,000

2009 Salaries - \$7,155,000

NOTE: The Blue Jays haven't gone to a hearing since failing to agree with Bill Risley in 1997 (Risley was seeking \$550,000 while the Blue Jays were offering \$380,000. Risley lost the decision)



## Washington Nationals

### Filed

Name	ST	Pos	2008	Date	2009	Term	Raise	Total Salary	Details
* Shawn Hill	2.153	SP	\$402,000	2/7	\$775,000	1	93%	\$775,000	First salary arbitration case of 2009. Won salary arbitration case with Nationals. The ruling was made by an arbitration panel of Elizabeth Neumeier, Robert Bailey and Fredric Horowitz.
Scott Olsen	3.101	SP	\$ 405,000	2/8	\$2,800,000	1	591%	\$2,800,000	
Josh Willingham	3.123	OF	\$405,000	2/18	\$2,950,000	1	628%	\$2,950,000	Zimmerman's contract calls for performance bonuses of \$75,000 for 500 plate appearances, and \$50,000 each for 550 and 600 plate appearances.
Ryan Zimmerman	3.032	3B	\$465,000	2/20	\$3,325,000	1	615%	\$3,325,000	

### Exchanged Figures

Name	Player	Club	Diff	Mid	2009	Above/Below Mid	Term	Total \$
* Shawn Hill	\$775,000	\$500,000	\$275,000	\$637,500	\$775,000	\$137,500	1	\$775,000
Scott Olsen	\$3,500,000	\$2,500,000	\$1,000,000	\$3,000,000	\$2,800,000	-\$200,000	1	\$2,800,000
Josh Willingham	\$3,600,000	\$2,550,000	\$1,050,000	\$3,075,000	\$2,950,000	-\$125,000	1	\$2,950,000
Ryan Zimmerman	\$3,900,000	\$2,750,000	\$1,150,000	\$3,325,000	\$3,325,000	\$0	1	\$3,325,000

Total # of Players that Filed – 4

Total # of Players that Exchanged Figures – 4

# of Mid-Point Agreements – 1

Agreements Above Mid-Point – 1

\* Agreements Below Mid-Point – 2

\* Club Saves By Mid-Point: \$187,500

Total Salaries - \$9,850,000

2009 Salaries - \$9,850,000

\* Salary determined by arbitration ruling. Therefore, savings above mid-point not negotiated with club and player.

## Methodology

- Contract details for the 111 players that filed for salary arbitration on 1/15/09, broken down by club
- A sub-category for the 46 players that exchanged salary figures on 1/20/09 after not reaching agreements before this date has also been provided for each of the 29 clubs in salary arbitration this year (the Cleveland Indians did not have any players file for this year's class. The club has not gone to salary arbitration since 1991.)
- Major league service time, position, and 2008 salary provided by the MLB Players Association
- Contract details for 2009 and multi-year contracts from a variety of news sources ([see links to each originating source](#))
- 2009 reflects base salary. Bonuses and deferrals not included.
- Where noted, club or player figures may have been ruled on by arbitration hearing. ([see details and arbitration scorecard here](#))
- Raise (%) reflects percentage of increase from 2008 salary to 2009 salary.
- In the case of multi-year contracts, AAV (average annual value) not used to calculate '09 salary. Instead, reported actual base salary for '09 used (see "Details" column)
- Option year salaries are not calculated as part of "Total Salary"

### Notes per Club

- Savings/Loss by Mid-Point relates to players that exchanged salary figures with their respective clubs. The value refers to the amount of salary above or below the mid-point between player asking figures and club offering figures that is within contracts.
- # of Mid-Point Agreements reflects a count of contracts reached by the players and club that was exactly at the mid-point between asking and offering figures.
- 2009 Salary reflects total for all salaries for the 2009 season.
- Total Salary reflects contract value for multi-year and single-year contracts as it pertains to base salary.

# APPENDIX A: Multi-Year Contracts

Details for the 15 multi-year contracts:

Name	ST	Club	Position	2008	Date	Term	2009 Salary	%	Total Salary	Total Deal
Nick Markakis	3	BA	OF	\$455,000	1/22/2009	6	\$3,000,000	559%	\$66,100,000	6-years. \$3M in '09, \$6.75M in 2010, \$10.25M in 2011, \$12M in 2012, \$15M in 2013, \$15M in 2014. Club option in 2015 for \$17.5M or \$2M buyout (but player can void the option with no buyout and become FA). \$2M signing bonus. He can raise the base each year by \$500K if he makes the All-Star team, or finishes in the top 10 in MVP voting the previous year
Kevin Youkilis	4.093	BO	1B	3,000,000	1/15/2009	4	\$6,000,000	100%	\$41,000,000	\$41 million total. \$1 million signing bonus, \$6 million this year, \$9,125,000 in 2010 and \$12 million in each of the following two seasons. Boston has a \$13 million option for 2013 with a \$1 million buyout.
Edwin Encarnacion	3.085	CI	3B	\$450,000	2/17/2009	2	\$2,000,000	344%	\$7,600,000	The deal calls for \$2 million in 2009 and \$4.75 million in 2010, along with an \$850,000 signing bonus and performance bonuses of \$25,000 for 600 plate appearances.
Zack Greinke	4.057	KC	SP	1,400,000	1/26/2009	4	\$3,750,000	168%	\$38,000,000	He gets \$3.75 million this year, \$7.25 million in 2010 and \$13.5 million in each of the final two seasons of the deal.
Ervin Santana	3.104	LAA	SP	\$445,000	2/14/2009	3	\$3,800,000	754%	\$30,000,000	Reached settlement one day after hearing postponed.  Under his new contract, Santana will make \$3.8 million this season, \$6 million in 2010, \$8 million in 2011 and \$11.2 million in 2012.
Prince Fielder	3.068	MI	1B	670,000	1/24/2009	2	\$6,500,000	870%	\$18,025,000	2/\$18.025M. Fielder make \$6.5 million in 2009, and \$10.5 million in 2010. Fielder made \$670,000 last season.  The deal avoided arbitration with the Brewers who were offering \$6 million while Fielder's arbitration figure was \$8 million. In inking the deal, his 2009 salary will be \$500,000 under the midpoint of \$7 million between the two figures.  The deal also gives Fielder a \$1 million signing bonus, and other incentives, including \$250,000 for 500 plate-appearances. He can earn an additional \$100,000 if he wins the MVP, \$75,000 for second and \$50,000 for third in MVP voting. He will make \$50,000 if he makes the All-Star team, or \$25,000 for being selected as an All-Star. He can earn \$25,000 for being the LCS MVP, \$10,000 for World Series MVP, \$50,000 for winning a Gold Glove, and \$50,000 for winning a Silver Slugger award.  With the signing bonus, and adjusting for the MLBPA's accounting, Fielder will see an extra \$25,000 because the bonus is being received in advance. All told, Fielder's contract is worth \$18.025 million.
Jason Kubel	4.009	MN	DH	1,300,000	1/29/2009	2	\$2,750,000	112%	\$7,200,000	Kubel and the Minnesota Twins agreed to a \$7.2 million, two-year contract on Thursday (1/29), avoiding salary arbitration. The designated hitter gets \$2.75 million this year and \$4.1 million in 2010. The Twins have a \$5.25 million option for 2011 with a \$350,000 buyout.  He can earn \$150,000 in performance bonuses: \$50,000 each for 550, 600 and 650 plate appearances.
Greg Dobbs	3.035	PH	3B	440000	1/16/2009	2	\$1,150,000	161%	\$2,500,000	Dobbs will earn \$1.15 million this year and \$1.35 million in 2010. He earned \$440,000 last season.
Ryan Madson	5.027	PH	RP	1400000	1/19/2009	3	\$2,000,000	43%	\$12,000,000	Agreement. \$12 million. \$1M signing bonus and \$2M this year, then \$4.5m each of the next two

Name	ST	Club	Position	2008	Date	Term	2009 Salary	%	Total Salary	Total Deal
Jayson Werth	5.102	PH	OF	1700000	1/21/2009	2	\$3,000,000	76%	\$10,000,000	SI.com reported that Werth will be paid \$10 million over the length of the contract -- \$3 million in 2009 and \$7 million in 2010.
Cole Hamels	2.143	PH	SP	\$500,000	1/18/2009	3	\$4,350,000	770%	\$20,500,000	The contract will pay Hamels \$4.35 million this year, \$6.65 million in 2010 and \$9.5 million in 2011.  If Hamels wins the Cy Young Award, his base salary would increase by \$500,000 the following season. If he places second or third in the Cy Young voting, the contract would increase by \$250,000 in the following season.
Ryan Howard	3.145	PH	1B	10000000	2/8/2009	3	\$15,000,000	50%	\$54,000,000	Howard will earn \$15 million this season, \$19 million next year and \$20 million in 2011.  Howard asked for \$18 million in salary arbitration, the third-highest figure submitted since the process began in 1974. Philadelphia offered him \$14 million, a raise of \$4 million. A hearing was scheduled for later this week.
Paul Maholm	3.037	PI	SP	424,500	1/30/2009	3	\$3,500,000	724%	\$14,500,000	\$14.5 million. He receives \$3.5 million this season, \$4.5 million in 2010 and \$5.75 million in 2011. Pittsburgh holds a \$9.75 million option for 2012 with a \$750,000 buyout, and the option price can escalate to \$11.05 million based on his performance.
Nate McLouth	3.056	PI	OF	\$425,500	2/17/2009	3	\$2,000,000	370%	\$15,750,000	He gets a \$1.5 million signing bonus and salaries of \$2 million this year, \$4.5 million in 2010 and \$6.5 million in 2011. Pittsburgh has a \$10.65 million option for 2012 with a \$1.25 million buyout.
Willy Aybar	2.153	TB	3B	\$401,200	2/18/2009	2	\$975,000	143%	\$4,525,000	Aybar will get \$975,000 this season and \$1.35-million in 2010, then either a \$2.2-million salary in 2011 or a \$275,000 buyout. There are escalator clauses, based on how much he plays, that could increase the 2010 and 2011 salaries, and the whole deal to around \$6-million.

## APPENDIX B: 2009 Super Twos

The following are details for the 16 Super Twos in this year's salary arbitration class:

Name	ST	Club	Position	2008	2009 Salary
Luke Scott	2.144	BA	OF	\$430,000	\$2,400,000
Taylor Buchholz	2.14	CO	RP	\$399,000	\$1,055,000
Ricky Nolasco	2.142	FL	SP	\$390,000	\$2,400,000
Humberto Quintero	2.141	HO	C	\$405,000	\$610,000
Brian Bannister	2.158	KC	SP	\$421,000	\$1,737,500
Mike Napoli	2.151	LAA	C	\$401,500	\$2,000,000
Andre Ethier	2.153	LAD	OF	\$424,500	\$3,100,000
Russell Martin	2.15	LAD	C	\$500,000	\$3,900,000
Angel Pagan	2.144	NYM	OF	\$425,000	\$575,000
Melky Cabrera	2.148	NYN	OF	\$461,200	\$1,400,000
Cole Hamels	2.143	PH	SP	\$500,000	\$4,350,000
Jack Taschner	2.146	SF	RP	\$400,500	\$835,000
Chris Duncan	2.144	SL	OF	\$439,000	\$825,000
Willy Aybar	2.153	TB	3B	\$401,200	\$975,000
Brandon League	2.145	TO	RP	\$400,300	\$640,000
Shawn Hill	2.153	WA	SP	\$402,000	\$775,000
				<b>Total '09</b>	<b>\$27,577,500</b>
				<b>Avg. '09</b>	<b>\$1,723,594</b>
				<b>Total '08</b>	<b>\$5,606,200</b>
				<b>Avg. '08</b>	<b>\$431,246</b>
				<b>Increase</b>	<b>392%</b>

## APPENDIX C: First Time Salary Arb Filings

Name	ST	Club	Position	2008 Salary	2009 Salary	% Increase
Luke Scott	2.144	BA	OF	\$430,000	\$2,400,000	458%
Taylor Buchholz	2.14	CO	RP	\$399,000	\$1,055,000	164%
Ricky Nolasco	2.142	FL	SP	\$390,000	\$2,400,000	515%
Humberto Quintero	2.141	HO	C	\$405,000	\$610,000	51%
Brian Bannister	2.158	KC	SP	\$421,000	\$1,737,500	313%
Mike Napoli	2.151	LAA	C	\$401,500	\$2,000,000	398%
Andre Ethier	2.153	LAD	OF	\$424,500	\$3,100,000	630%
Russell Martin	2.15	LAD	C	\$500,000	\$3,900,000	680%
Angel Pagan	2.144	NYM	OF	\$425,000	\$575,000	35%
Melky Cabrera	2.148	NYN	OF	\$461,200	\$1,400,000	204%
Cole Hamels	2.143	PH	SP	\$500,000	\$4,350,000	770%
Jack Taschner	2.146	SF	RP	\$400,500	\$835,000	108%
Chris Duncan	2.144	SL	OF	\$439,000	\$825,000	88%
Willy Aybar	2.153	TB	3B	\$401,200	\$975,000	143%
Brandon League	2.145	TO	RP	\$400,300	\$640,000	60%
Shawn Hill	2.153	WA	SP	\$402,000	\$775,000	93%
Clint Barmes	3.122	CO	2B	\$405,000	\$1,625,000	301%
Taylor Buchholz	2.14	CO	RP	\$399,000	\$1,055,000	164%
Jason Grilli	3.118	CO	RP	\$420,000	\$800,000	90%
Bobby Jenks	3.09	CWS	SP	\$550,000	\$5,600,000	918%
Edwin Jackson	3.07	DE	SP	\$412,700	\$2,200,000	433%
Justin Verlander	3.002	DE	SP	\$1,130,000	\$3,675,000	225%
Joel Zumaya	3	DE	RP	\$420,000	\$730,000	74%
Jorge Cantu	4.036	FL	3B	\$500,000	\$3,500,000	600%
Jeremy Hermida	3.033	FL	OF	\$395,000	\$2,250,000	470%
Ricky Nolasco	2.142	FL	SP	\$390,000	\$2,400,000	515%
Cody Ross	3.058	FL	OF	\$390,000	\$2,250,000	477%
Dan Uggla	3	FL	2B	\$417,000	\$5,350,000	1183%
Tim Lincecum	3.15	HO	RP	\$335,000	\$1,000,000	199%
Humberto Quintero	2.141	HO	C	\$405,000	\$610,000	51%
Wandy Rodriguez	3.105	HO	SP	\$451,000	\$2,600,000	476%
Brian Bannister	2.158	KC	SP	\$421,000	\$1,737,500	313%
Mike Jacobs	3.047	KC	1B	\$395,000	\$3,275,000	729%
Joel Peralta	3.1	KC	RP	\$400,500	\$640,000	60%
Mike Napoli	2.151	LAA	C	\$401,500	\$2,000,000	398%
Ervin Santana	3.104	LAA	SP	\$445,000	\$3,800,000	754%
Jonathan Broxton	3.02	LAD	RP	\$454,000	\$1,825,000	302%
Andre Ethier	2.153	LAD	OF	\$424,500	\$3,100,000	630%
Russell Martin	2.15	LAD	C	\$500,000	\$3,900,000	680%
Prince Fielder	3.068	MI	1B	\$670,000	\$6,500,000	870%
Corey Hart	3.038	MI	OF	\$444,000	\$3,250,000	632%
Rickie Weeks	3.131	MI	2B	\$1,056,000	\$2,800,000	165%
John Maine	3.013	NYM	SP	\$450,000	\$2,600,000	478%
Angel Pagan	2.144	NYM	OF	\$425,000	\$575,000	35%
Jeremy Reed	3.016	NYM	OF	\$375,000	\$925,000	147%
Melky Cabrera	2.148	NYN	OF	\$461,200	\$1,400,000	204%
Greg Dobbs	3.035	PH	3B	\$440,000	\$1,150,000	161%
Chad Durbin	4.102	PH	RP	\$900,000	\$1,635,000	82%
Shane Victorino	3.092	PH	OF	\$480,000	\$3,125,000	551%
Cole Hamels	2.143	PH	SP	\$500,000	\$4,350,000	770%
Zach Duke	3.094	PI	SP	\$400,000	\$2,200,000	450%
Paul Maholm	3.037	PI	SP	\$424,500	\$3,500,000	724%
Nate McLouth	3.056	PI	OF	\$425,500	\$2,000,000	370%
Heath Bell	3.099	SD	RP	\$420,000	\$1,255,000	199%
Felix Hernandez	3.06	SE	SP	\$540,000	\$3,800,000	604%
Jack Taschner	2.146	SF	RP	\$400,500	\$835,000	108%
Chris Duncan	2.144	SL	OF	\$439,000	\$825,000	88%
Ryan Ludwick	3.109	SL	OF	\$421,000	\$3,700,000	779%
Brad Thompson	3.11	SL	RP	\$414,000	\$650,000	57%
Willy Aybar	2.153	TB	3B	\$401,200	\$975,000	143%
Jason Barlett	3.086	TB	SS	\$416,600	\$1,981,250	376%
Dioner Navarro	3.103	TB	C	\$432,500	\$2,100,000	386%
Frank Francisco	4.053	TE	RP	\$331,500	\$1,600,000	383%
C.J. Wilson	3.055	TE	RP	\$417,460	\$1,850,000	343%
Jeremy Accardo	3.088	TO	RP	\$392,200	\$900,000	129%
Shawn Camp	3.17	TO	RP	\$411,000	\$750,000	82%
Brandon League	2.145	TO	RP	\$400,300	\$640,000	60%
Shawn Hill	2.153	WA	SP	\$402,000	\$775,000	93%
Totals				\$30,953,868	\$142,146,250	359%

## APPENDIX D: 2009 Salary Arbitration – By Position

Name	ST	Club	Position	2008	Term	2009 Salary	%	Total Salary
Mike Gonzalez	5.014	AT	RP	\$2,362,500	1	\$3,450,000	46%	\$3,450,000
Chad Qualls	4.058	AZ	RP	\$1,312,500	1	\$2,535,000	93%	\$2,535,000
George Sherrill	3.147	BA	RP	\$1,000,000	1	\$2,750,000	175%	\$2,750,000
Javier Lopez	4.126	BO	RP	\$840,000	1	\$1,350,000	61%	\$1,350,000
Jon Papelbon	3.064	BO	RP	\$775,000	1	\$6,200,000	700%	\$6,200,000
Kevin Gregg	5.002	CC	RP	\$2,500,000	1	\$4,200,000	68%	\$4,200,000
Michael Wuertz	3.139	CC	RP	\$860,000	1	\$1,100,000	28%	\$1,100,000
David Weathers	15.044	CI	RP	\$3,300,000	1	\$3,500,000	6%	\$3,500,000
Taylor Buchholz	2.14	CO	RP	\$399,000	1	\$1,055,000	164%	\$1,055,000
Jason Grilli	3.118	CO	RP	\$420,000	1	\$800,000	90%	\$800,000
Huston Street	4	CO	RP	\$3,300,000	1	\$4,500,000	36%	\$4,500,000
Bobby Seay	4.118	DE	RP	\$780,000	1	\$1,300,000	67%	\$1,300,000
Joel Zumaya	3	DE	RP	\$420,000	1	\$730,000	74%	\$730,000
Tim Lincecum	3.15	HO	RP	\$335,000	1	\$1,000,000	199%	\$1,000,000
Geoff Geary	4.098	HO	RP	\$1,125,000	1	\$1,700,000	51%	\$1,700,000
Jimmy Gobble	4.142	KC	RP	\$1,312,500	1	\$1,350,000	3%	\$1,350,000
Joel Peralta	3.1	KC	RP	\$400,500	1	\$640,000	60%	\$640,000
Darren Oliver	13.127	LAA	RP	\$2,000,000	1	\$3,665,000	83%	\$3,665,000
Jonathan Broxton	3.02	LAD	RP	\$454,000	1	\$1,825,000	302%	\$1,825,000
Seth McClung	4.111	MI	RP	\$750,000	1	\$1,662,500	122%	\$1,662,500
Matt Guerrier	4.056	MN	RP	\$950,000	1	\$1,475,000	55%	\$1,475,000
Pedro Feliciano	4.059	NYM	RP	\$1,040,000	1	\$1,612,500	55%	\$1,612,500
Duaner Sanchez	5.075	NYM	RP	\$850,000	1	\$1,687,500	99%	\$1,687,500
Brian Bruney	3.164	NYY	RP	\$725,000	1	\$1,250,000	72%	\$1,250,000
Chad Durbin	4.102	PH	RP	\$900,000	1	\$1,635,000	82%	\$1,635,000
Ryan Madson	5.027	PH	RP	\$1,400,000	3	\$2,000,000	43%	\$12,000,000
John Grabow	5.016	PI	RP	\$1,135,000	1	\$2,300,000	103%	\$2,300,000
Tyler Yates	4.05	PI	RP	\$800,000	1	\$1,300,000	63%	\$1,300,000
Heath Bell	3.099	SD	RP	\$420,000	1	\$1,255,000	199%	\$1,255,000
Aaron Heilman	4.123	SE	RP	\$1,200,000	1	\$1,625,000	35%	\$1,625,000
Jack Taschner	2.146	SF	RP	\$400,500	1	\$835,000	108%	\$835,000
Brad Thompson	3.11	SL	RP	\$414,000	1	\$650,000	57%	\$650,000
Frank Francisco	4.053	TE	RP	\$331,500	1	\$1,600,000	383%	\$1,600,000
C.J. Wilson	3.055	TE	RP	\$417,460	1	\$1,850,000	343%	\$1,850,000
Jeremy Accardo	3.088	TO	RP	\$392,200	1	\$900,000	129%	\$900,000
Shawn Camp	3.17	TO	RP	\$411,000	1	\$750,000	82%	\$750,000
Jason Frasor	4.134	TO	RP	\$1,125,000	1	\$1,450,000	29%	\$1,450,000
Brandon League	2.145	TO	RP	\$400,300	1	\$640,000	60%	\$640,000
Brian Tallet	3.146	TO	RP	\$640,000	1	\$1,015,000	59%	\$1,015,000

Name	ST	Club	Position	2008	Term	2009 Salary	%	Total Salary
Jeff Francoeur	3.088	AT	OF	\$460,000	1	\$3,375,000	634%	\$3,375,000
Nick Markakis	3	BA	OF	\$455,000	6	\$3,000,000	559%	\$66,100,000
Luke Scott	2.144	BA	OF	\$430,000	1	\$2,400,000	458%	\$2,400,000
Alfredo Amezaga	4.097	FL	OF	\$945,000	1	\$1,300,000	38%	\$1,300,000
Jeremy Hermida	3.033	FL	OF	\$395,000	1	\$2,250,000	470%	\$2,250,000
Cody Ross	3.058	FL	OF	\$390,000	1	\$2,250,000	477%	\$2,250,000
Mark Teahen	3.155	KC	OF	\$2,337,500	1	\$3,575,000	53%	\$3,575,000
Andre Ethier	2.153	LAD	OF	\$424,500	1	\$3,100,000	630%	\$3,100,000
Jason Repko	3.033	LAD	OF	\$487,500	1	\$500,000	3%	\$500,000
Corey Hart	3.038	MI	OF	\$444,000	1	\$3,250,000	632%	\$3,250,000
Ryan Church	3.152	NYM	OF	\$2,000,000	1	\$2,800,000	40%	\$2,800,000
Angel Pagan	2.144	NYM	OF	\$425,000	1	\$575,000	35%	\$575,000
Jeremy Reed	3.016	NYM	OF	\$375,000	1	\$925,000	147%	\$925,000
Melky Cabrera	2.148	NYY	OF	\$461,200	1	\$1,400,000	204%	\$1,400,000
Xavier Nady	5.059	NYY	OF	\$3,350,000	1	\$6,550,000	96%	\$6,550,000
Jayson Werth	5.102	PH	OF	\$1,700,000	2	\$3,000,000	76%	\$10,000,000
Shane Victorino	3.092	PH	OF	\$480,000	1	\$3,125,000	551%	\$3,125,000
Nate McLouth	3.056	PI	OF	\$425,500	3	\$2,000,000	370%	\$15,750,000
Rick Ankiel	5.033	SL	OF	\$975,000	1	\$2,825,000	190%	\$2,825,000
Chris Duncan	2.144	SL	OF	\$439,000	1	\$825,000	88%	\$825,000
Ryan Ludwick	3.109	SL	OF	\$421,000	1	\$3,700,000	779%	\$3,700,000
Marlon Byrd	5.045	TE	OF	\$1,800,000	1	\$3,060,000	70%	\$3,060,000
Josh Willingham	3.123	WA	OF	\$405,000	1	\$2,950,000	628%	\$2,950,000

Name	ST	Club	Position	2008	Term	2009 Salary	%	Total Salary
Casey Kotchman	3.144	AT	1B	\$1,450,000	1	\$2,885,000	99%	\$2,885,000
Conor Jackson	3.067	AZ	1B	\$419,500	1	\$3,050,000	627%	\$3,050,000
Kevin Youkilis	4.093	BO	1B	\$3,000,000	4	\$6,000,000	100%	\$41,000,000
Mike Jacobs	3.047	KC	1B	\$395,000	1	\$3,275,000	729%	\$3,275,000
Prince Fielder	3.068	MI	1B	\$670,000	2	\$6,500,000	870%	\$18,025,000
Ryan Howard	3.145	PH	1B	\$10,000,000	3	\$15,000,000	50%	\$54,000,000
Adam LaRoche	5	PI	1B	\$5,000,000	1	\$7,050,000	41%	\$7,050,000

Name	ST	Club	Position	2008	Term	2009 Salary	%	Total Salary
Kelly Johnson	3.127	AT	2B	\$430,000	1	\$2,825,000	557%	\$2,825,000
Clint Barmes	3.122	CO	2B	\$405,000	1	\$1,625,000	301%	\$1,625,000
Dan Uggla	3	FL	2B	\$417,000	1	\$5,350,000	1183%	\$5,350,000
Rickie Weeks	3.131	MI	2B	\$1,056,000	1	\$2,800,000	165%	\$2,800,000

Name	ST	Club	Position	2008	Term	2009 Salary	%	Total Salary
Edwin Encarnacion	3.085	CI	3B	\$450,000	2	\$2,000,000	344%	\$7,600,000
Garrett Atkins	4.072	CO	3B	\$4,440,000	1	\$7,050,000	59%	\$7,050,000
Jorge Cantu	4.036	FL	3B	\$500,000	1	\$3,500,000	600%	\$3,500,000
Robb Quinlan	5.04	LAA	3B	\$1,050,000	1	\$1,100,000	5%	\$1,100,000
Greg Dobbs	3.035	PH	3B	\$440,000	2	\$1,150,000	161%	\$2,500,000
Willy Aybar	2.153	TB	3B	\$401,200	2	\$975,000	143%	\$4,525,000
Jose Bautista	3.165	TO	3B	\$1,800,000	1	\$2,400,000	33%	\$2,400,000
Ryan Zimmerman	3.032	WA	3B	\$465,000	1	\$3,325,000	615%	\$3,325,000

Name	ST	Club	Position	2008	Term	2009 Salary	%	Total Salary
Gerald Laird	4.077	DE	C	\$1,600,000	1	\$2,800,000	75%	\$2,800,000
Humberto Quintero	2.141	HO	C	\$405,000	1	\$610,000	51%	\$610,000
John Buck	4.101	KC	C	\$2,200,000	1	\$2,900,000	32%	\$2,900,000
Mike Napoli	2.151	LAA	C	\$401,500	1	\$2,000,000	398%	\$2,000,000
Russell Martin	2.15	LAD	C	\$500,000	1	\$3,900,000	680%	\$3,900,000
Dioner Navarro	3.103	TB	C	\$432,500	1	\$2,100,000	386%	\$2,100,000

Name	ST	Club	Position	2008	Term	2009 Salary	%	Total Salary
Jason Kubel	4.009	MN	DH	\$1,300,000	2	\$2,750,000	112%	\$7,200,000

Name	ST	Club	Position	2008	Term	2009 Salary	%	Total Salary
Bobby Jenks	3.09	CWS	SP	\$550,000	1	\$5,600,000	918%	\$5,600,000
Edwin Jackson	3.07	DE	SP	\$412,700	1	\$2,200,000	433%	\$2,200,000
Justin Verlander	3.002	DE	SP	\$1,130,000	1	\$3,675,000	225%	\$3,675,000
Ricky Nolasco	2.142	FL	SP	\$390,000	1	\$2,400,000	515%	\$2,400,000
Brandon Backe	5.088	HO	SP	\$800,000	1	\$1,550,000	94%	\$1,550,000
Wandy Rodriguez	3.105	HO	SP	\$451,000	1	\$2,600,000	476%	\$2,600,000
Brian Bannister	2.158	KC	SP	\$421,000	1	\$1,737,500	313%	\$1,737,500
Zack Greinke	4.057	KC	SP	\$1,400,000	4	\$3,750,000	168%	\$38,000,000
Ervin Santana	3.104	LAA	SP	\$445,000	3	\$3,800,000	754%	\$30,000,000
John Maine	3.013	NYM	SP	\$450,000	1	\$2,600,000	478%	\$2,600,000
Justin Duchscherer	5.051	OA	SP	\$1,200,000	1	\$3,900,000	225%	\$3,900,000
Cole Hamels	2.143	PH	SP	\$500,000	3	\$4,350,000	770%	\$20,500,000
Joe Blanton	4.016	PH	SP	\$3,700,000	1	\$5,475,000	48%	\$5,475,000
Zach Duke	3.094	PI	SP	\$400,000	1	\$2,200,000	450%	\$2,200,000
Paul Maholm	3.037	PI	SP	\$424,500	3	\$3,500,000	724%	\$14,500,000
Erik Bedard	5.171	SE	SP	\$7,000,000	1	\$7,750,000	11%	\$7,750,000
Felix Hernandez	3.06	SE	SP	\$540,000	1	\$3,800,000	604%	\$3,800,000
Todd Wellemeyer	5.009	SL	SP	\$1,000,000	1	\$4,050,000	305%	\$4,050,000
Shawn Hill	2.153	WA	SP	\$402,000	1	\$775,000	93%	\$775,000
Scott Olsen	3.101	WA	SP	\$405,000	1	\$2,800,000	591%	\$2,800,000
Jorge de la Rosa	4.015		SP	\$417,000	1	\$2,000,000	380%	\$2,000,000
Bobby Jenks	3.09	CWS	SP	\$550,000	1	\$5,600,000	918%	\$5,600,000
Edwin Jackson	3.07	DE	SP	\$412,700	1	\$2,200,000	433%	\$2,200,000
Justin Verlander	3.002	DE	SP	\$1,130,000	1	\$3,675,000	225%	\$3,675,000
Ricky Nolasco	2.142	FL	SP	\$390,000	1	\$2,400,000	515%	\$2,400,000
Brandon Backe	5.088	HO	SP	\$800,000	1	\$1,550,000	94%	\$1,550,000
Wandy Rodriguez	3.105	HO	SP	\$451,000	1	\$2,600,000	476%	\$2,600,000
Brian Bannister	2.158	KC	SP	\$421,000	1	\$1,737,500	313%	\$1,737,500
Zack Greinke	4.057	KC	SP	\$1,400,000	4	\$3,750,000	168%	\$38,000,000
Ervin Santana	3.104	LAA	SP	\$445,000	3	\$3,800,000	754%	\$30,000,000
John Maine	3.013	NYM	SP	\$450,000	1	\$2,600,000	478%	\$2,600,000
Justin Duchscherer	5.051	OA	SP	\$1,200,000	1	\$3,900,000	225%	\$3,900,000
Cole Hamels	2.143	PH	SP	\$500,000	3	\$4,350,000	770%	\$20,500,000
Joe Blanton	4.016	PH	SP	\$3,700,000	1	\$5,475,000	48%	\$5,475,000
Zach Duke	3.094	PI	SP	\$400,000	1	\$2,200,000	450%	\$2,200,000
Paul Maholm	3.037	PI	SP	\$424,500	3	\$3,500,000	724%	\$14,500,000
Erik Bedard	5.171	SE	SP	\$7,000,000	1	\$7,750,000	11%	\$7,750,000
Felix Hernandez	3.06	SE	SP	\$540,000	1	\$3,800,000	604%	\$3,800,000
Todd Wellemeyer	5.009	SL	SP	\$1,000,000	1	\$4,050,000	305%	\$4,050,000
Shawn Hill	2.153	WA	SP	\$402,000	1	\$775,000	93%	\$775,000
Scott Olsen	3.101	WA	SP	\$405,000	1	\$2,800,000	591%	\$2,800,000
Jorge de la Rosa	4.015	CO	SP	\$417,000	1	\$2,000,000	380%	\$2,000,000

Name	ST	Club	Position	2008	Term	2009 Salary	%	Total Salary
Maicer Izturis	4.038	LAA	SS	\$1,200,000	1	\$1,600,000	33%	\$1,600,000
Jason Bartlett	3.086	TB	SS	\$416,600	1	\$1,981,250	376%	\$1,981,250

## APPENDIX E: Hearing Results

The following is details for the three hearings heard in salary arbitration for 2009:

Date	Player	Player Fig	Club Fig	Who Won	Arbitrators
2/7/2009	Shawn Hill (SP) Nationals	\$775,000	\$500,000	Player	Elizabeth Neumeier Robert Bailey Fredric Horowitz
2/10/2009	Dioner Navarro (Catcher) Rays	\$2,500,000	\$2,100,000	Club	Elizabeth Neumeier James Oldham Steven Wolf
2/12/2009	Dan Uggla (2B) Marlins	\$5,350,000	\$4,400,000	Player	Richard Bloch Fredric Horowitz Steven Wolf

## APPENDIX F: Contracts By Date

