

DISTRICT COUNCIL OF MOUNT REMARKABLE ENTERPRISE AGREEMENT NO 6 - 2010

File No. 4746 of 2010

This Agreement shall come into force on and from 29 October 2010 and have a life extending for a period of thirty-six months therefrom.

THE COMMISSION HEREBY APPROVES THIS ENTERPRISE AGREEMENT PURSUANT TO SECTION 79 OF THE FAIR WORK ACT 1994.

DATED 29 OCTOBER 2010.



COMMISSION MEMBER



DISTRICT COUNCIL OF MOUNT REMARKABLE
ENTERPRISE AGREEMENT NO. 6 - 2010

CLAUSE 1 - TITLE

- 1.1 This Agreement shall be entitled "District Council of Mount Remarkable Enterprise Agreement No 6-2010"

CLAUSE 2 - ARRANGEMENT

1	Title
2	Arrangement
3	Application
4	Period of Operation
5	Definitions
6	Relationship to Current Award
7	Intent and Objectives
8	Consultative Mechanism
9	Training
10	Employee Relations
11	Specific Changes
12	Basic Standards Not Affected
13	Employees Protection
14	Occupational Health, Safety and Welfare
15	Pay Increases
16	Income Protection
17	Dispute Resolution
18	Superannuation
19	Salary Sacrifice
20	No Further Claims
21	Not to be used as a Precedent
22	Signatories
APPENDIX A	Rates of Pay

CLAUSE 3 - APPLICATION

- 3.1 This Agreement shall be binding upon the District Council of Mount Remarkable (the employer) and the Australian Workers Union (AWU South Australian Branch) and (Amalgamated AWU (SA) State Union) and all employees of the District Council of Mount Remarkable in respect of work performed pursuant to the terms of the Local Government Employees Award.
-

CLAUSE 4 - PERIOD OF OPERATION

4.1 This Agreement shall commence from the date of certification and remain in force for a thirty six (36) month period from that date. This Agreement will be reviewed and re-negotiated during the final three (3) months of the thirty six (36) month period.

CLAUSE 5 - DEFINITIONS

5.1 For the purposes of this Agreement:

- ***"Award"*** means Local Government Employees Award.
- ***"Employer"*** means the District Council of Mount Remarkable.
- ***"Union"*** means the Australian Workers Union (AWU South Australian Branch) and (Amalgamated AWU (SA) State Union).
- ***"Employee"*** means any employee of the Council who performs work covered by this Agreement and the Award.
- ***"Agreement"*** means District Council of Mount Remarkable Enterprise Agreement No 6 - 2010.
- ***"Consultation"*** means the process which will have regard to employees interested in the formulation of plans which have a direct impact upon them. It provides employees with the opportunity to have their viewpoints heard and taken into account prior to a decision being made.

CLAUSE 6 - RELATIONSHIP TO CURRENT AWARD

6.1 This Agreement shall be read in conjunction with the Award, provided that where there is any inconsistency this Agreement shall take precedence.

CLAUSE 7 - INTENT AND OBJECTIVES

7.1 The intent is to be leaders in the South Australian Local Government workplace.

7.2 The economic health of the Employer and the well being of all is dependent on the success of a shared commitment to prepare for the future and a more competitive environment.

- 7.3 The aim of this Agreement is to develop and support a flexible workforce and management structure committed to the continued improvement and success of the Employer and there upon develop and encourage an "Enterprise Culture" whereby the desire to embrace measures aimed at achieving improved productivity will ultimately lead to the success of the Enterprise and therefore offer to employees a sustainable level of job security.
- 7.4 The aims and objectives of this Agreement will be achieved by addressing such matters as:
- 7.4.1 the removal of artificial demarcations and unreasonably restrictive working and management practices with a view to further and on-going harmonious industrial relations;
 - 7.4.2 improving flexibility in labour supply, without a reduction in current staff levels;
 - 7.4.3 reviewing and improving work arrangements;
 - 7.4.4 develop a high degree of participation, team work, trust and shared commitment to the goals and policies of the Employer and the achievement of real and sustainable improvements in productivity;
 - 7.4.5 adoption of practices to improve standards of Occupational Health Safety and Welfare, (OHS&W);
 - 7.4.6 looking at new ways of improving work practices and reduction of wastage and lost time;
 - 7.4.7 continuing development and adoption of initiatives designed to enhance the Employers performance;
 - 7.4.8 introduction of measures to reduce absenteeism;
 - 7.4.9 continuously looking at new ways to improve processes and customer satisfaction;
 - 7.4.10 affirmative action by all and commitment to Equal Employment Opportunity principles;
 - 7.4.11 to ensure the Employers continued viability and stability, with all parties striving at all times to do all that is practical and reasonable to enhance, improve and sustain the image of the employer;
-

- 7.4.12 employees agree to promote the corporate image by the compliance to wear the Employers uniform as per OHS&W depot policy;
- 7.4.13 implement a training and skills improvement programme by the Employer for all employees. Such programme will enable employees to increase their level of individual expertise and in turn improve the excellence of the Employer through the provision of defined career paths and opportunities;
- 7.4.14 ensure strict adherence to the Award, this Agreement and all Statutory provisions.

CLAUSE 8 - CONSULTATIVE MECHANISM

8.1 The parties agree that the effective operation of this Agreement is dependent on the continuation of the established Consultative Structures within the workplace. The principle Consultative Structure is the Single Bargaining Unit.

8.2 Single Bargaining Unit

8.2.1 The Single Bargaining Unit shall comprise:

8.2.1.1 Employer representatives employed and/or elected by the Employer.

8.2.1.2 Employee representatives elected by employees of the Employer.

8.2.1.3 The Chief Executive Officer of the employer or his/her proxy.

8.2.1.4 The Secretary of the Australian Workers Union South Australian Branch (or their nominee), who shall be a permanent member of the Committee.

8.2.2 The role of the Single Bargaining Unit shall be:

8.2.2.1 To reach decisions by consensus. All decisions will operate as recommendations.

8.2.2.2 To hear and acknowledge reports and ideas generated by employee and employer representatives on a range of issues.

8.2.2.3 To provide a forum for information flow between the employer and employees.



CLAUSE 9 - TRAINING

- 9.1 Training of the Single Bargaining Unit members is considered essential to ensure optimal outcomes. To this end, the employer agrees to institute appropriate training for Single Bargaining Unit Members, in the employers time. Further, such training is to be discussed and approved by agreement between the employer and the Union.

CLAUSE 10 - EMPLOYEE RELATIONS

- 10.1 The parties recognise the need to maintain mutual trust and understanding to improve employee relations throughout the organisation.
- 10.2 The parties agree the need to refocus the traditional Industrial Relations approach to one of employee relations, where consultation is viewed as essential to any change. Management recognises the need for employee commitment to achieve effective improvements in productivity.
- 10.3 Management is committed to ensure that there is an opportunity for employees to be involved and express their opinions before changes occur which are likely to have an impact on the workplace and their jobs.

CLAUSE 11 - SPECIFIC CHANGES

- 11.1 Existing Flexibilities
- 11.1.1 The parties acknowledge that flexibilities and productive work practices already exist at the workplace. On the basis, a component of the wage increase contained in Clause 15 is for the recognition of those flexibilities.
- 11.2 Training Needs Analysis
- 11.2.1 The parties are committed to investigate the training requirements for each individual employed by the Employer. The parties will develop an appropriate training agenda based on this training needs analysis and shall implement such training at the earliest possible opportunity. The objective of such training shall be to ensure a multi-skilled flexible work force for the Employer.
-

11.3 Work Practices

- 11.3.1 The parties shall identify any restrictive work and management practices applicable, and seek to minimise and/or eliminate such practices through agreement by the parties.
- 11.3.2 The parties agree that best practices are simply the best way of doing things and recognise it is a process of constantly changing and adapting to new pressures.
- 11.3.3 The parties are committed to implementing change (including technological) to improve work processes.
- 11.3.4 The parties acknowledge that there is a need to redesign jobs (in particular where outdated management and work practices exist) with a view to improving the level of productivity.
- 11.3.5 Consultative mechanisms, appropriate to the size and nature of the organisation will be utilised where practical in order to facilitate job redesign and to effect change with objective of a more flexible, effective and efficient work force.

11.4 Casuals

- 11.4.1 A casual employee is an employee who is engaged under an hourly contract of hire and paid a casual loading of 25% in addition to the applicable rates of pay prescribed under Appendix A of the Agreement.
 - 11.4.2 A casual employee is paid for time worked only and is not entitled to the various types of leave prescribed in Part 7 of the Award. Provided however that where a casual employee performs work at a time which attracts penalty rates under the Award, the penalties will also apply for the work performed by the casual employee.
 - 11.4.3 Where the work is stopped by rain or dust, up to twenty (20) minutes will be allowed for shelter, and, if such weather conditions improve sufficiently to permit resumption of work, the time will be paid for, but if by direction of the employer, work does not resume, the employees will be paid for that day, no less than two (2) hours pay for the day.
 - 11.4.4 Where a casual employee, on any day, reports for duty without having received notice before leaving their home, when work has been unavoidably stopped, they will be paid for that day, no less than two (2) hours pay.
-

- 11.4.5 The minimum engagement for a casual is two (2) consecutive hours.
- 11.4.6 With the exception of swimming pool attendances, the maximum term of engagement for a casual working full-time (i.e. a thirty eight (38) hour week) will be ten (10) consecutive weeks.
- 11.4.7 Provided however that there are no limitations on the term of engagement of a casual employee working less than full-time hours.

11.5 Part-time Employees

- 11.5.1 An employee employed on less than a full-time basis may be engaged as a part-time employee.
- 11.5.2 Where a part-time employee agrees such employee may work up to thirty eight (38) hours per week within the normal span of hours without attracting overtime. All work performed in excess of thirty eight (38) hours per week within the normal span of hours to be paid at the appropriate overtime rate and work performed outside the normal span of hours to attract penalty. The employee shall be given a minimum of twenty four (24) hours notice of the requirement to work additional hours and shall be engaged for no less than one (1) additional hour or in situations where the officer is required to work on an additional day the term of engagement shall be no less than three (3) hours.
- 11.5.3 Adjustments to all entitlements to be made proportionate to the additional hours worked over the officers contractual hours of duty.

11.6 Annual Leave

- 11.6.1 Annual Leave loading shall be paid as part of the first pay in December each year.

11.7 Work/Family

- 11.7.1 The Employer acknowledges the relationship of work and family and the importance of the effective combination of both in increasing productivity and reducing absenteeism and staff turnover rates in the workplace. In order to achieve these goals there will be no change in the current sick leave entitlement (nor the accrual of untaken sick leave from year to year) for employees but sick leave may be used as "Personal Leave". Personal Leave of up to ten (10) days per year will incorporate leave for employees who require time away from work for sickness, for themselves or their immediate family or for urgent personal or family needs.
-

- 11.7.2 Where possible employees will be required to give prior notice of absence for Personal Leave to enable the Employer to make required adjustments to work schedules.
 - 11.7.3 The Employer will provide training for Managers, Supervisors and Team Leaders to ensure they have a full understanding of the impact of absenteeism on the Council.
 - 11.8 Security of Employment
 - 11.8.1 The Employer agrees to security of employment and undertakes that there will be no reduction in employment levels below nine (9) employees.
 - 11.9 Minimum Classification
 - 11.9.1 That the parties agree upon signing of the agreement the minimum classification for permanent multi-skilled and permanent part time multi-skilled employees will be grade five (5).
 - 11.10 Flexible Hours - Aggregate Hours Approach
 - 11.10.1 Based on a thirty eight (38) hour per week, all hours shall be worked as part of a two (2) week cycle with the minimum working requirement being seventy six (76) hours. The spread of the ordinary hours of work for employees shall be between 6.00 am and 6.00 pm Monday to Friday.
 - 11.10.2 This Agreement allows for up to one hundred (100) hours to be worked as part of the two (2) week cycle on the basis that the time worked in excess of seventy six (76) hours may be accumulated for time off in lieu of payment or paid at the ordinary hourly rates.
 - 11.10.3 All time worked in excess of one hundred (100) hours in the two (2) week cycle will be paid at the appropriate overtime rate.
 - 11.10.4 Deployment of employees on flexible hours will be by agreement between the employee and the employer on the basis of seasonal and/or organisational needs.
 - 11.10.5 This flexible hours arrangement will be between Monday to Friday and may include public holidays and rostered days off.
-

11.11 Recalls and Call outs

1.11.1 All recalls and call outs will be paid for time worked at ordinary time except where the employee has worked in excess of one hundred (100) hours in the two (2) week cycle then the employee will be paid at time and one half of ordinary time.

11.12 Emergencies

11.12.1 Where directed by the employer, employees undertake to work to combat emergencies as they arise. Time spent combating emergencies shall be included in the flexible hours agreement. Up to one hundred (100) hours per two (2) week cycle shall be paid at ordinary time with time worked in excess of one hundred (100) hours paid at time and one half of ordinary time.

11.12.2 The flexible hours arrangement includes time spent combating emergencies such as bushfires where attendance at these incidents will be directed by the employer.

11.13 Patrol Grading

11.13.1 Flexibility of Hours 5.30 am - 6.30 pm (Maximum twelve (12) Hour day excluding breaks)

11.13.2 Patrol grader operators shall endeavour to be flexible with their duty and operating schedule so as to accommodate seasonal need. Therefore by mutual agreement between the employer and employee, employees will have the option of carrying out grading operations on the weekend. Employees will be paid the appropriate penalty rates as prescribed in the Award for all weekend work.

11.13.3 Flexibility in rest period to allow as paid time in each working day: three (3) by twenty (20)-minute breaks at the discretion of the operator when working in excess of ten (10) hours.

11.13.4 Hours worked beyond one hundred (100) in two week cycle will incur provisions as per Clause 11.10.3.

11.13.5 Nine-day fortnight will apply, recognising Rostered Day Off (RDO). If RDO worked at the request of the Manager/Supervisor, normal time will apply unless work is carried out past the one hundred (100) hours.

11.14 Drivers Licence/National Driver Work Diary

11.14.1 Upon presentation of the licence/national driver work diary by the employee, for employees which require a drivers licence/national driver work diary as a condition of their employment, the Employer will reimburse the yearly cost of employees driver's licence at the current yearly rate on the first pay period on or after the 1st of July in the new financial year.

11.14.2 National driver work diary shall be paid in the first pay period after the presentation of the receipt for reimbursement.

11.14.3 Where an employee is required to undertake training to obtain a licence in addition to that held, the Employer will pay for all associated costs.

11.15 Multi-skilling Clause

11.15.1 All employees agree to be multi-skilled in all operations of the Employers earthmoving machinery, to provide additional skills to employees through training and flexibility to the Employer in the daily work activities.

11.15.2 The Employer will endeavour to give all employees the opportunity to be multi-skilled to ensure they are performing to a determined standard whereby the minimum classification can be enhanced.

11.15.3 An annual employee development and appraisal process will be an integral component ensuring ongoing monitoring of work performance and work roles, and the identification of training and development needs so as to have all employees multi-skilled and performing at the determined standard.

11.15.4 Employees will continue to have the ability to raise any issues when the need arises with the annual employee development and appraisal process not being a substitute for the same.

11.16 Employee Incentive Scheme

11.16.1 During the term of this Agreement, all employees are encouraged to bring forward their views to Management regarding ways in which their work or operations may be carried out more productively or efficiently.

11.16.2 Upon receipt of the proposal in writing, the Manager Works & Technical services shall acknowledge receipt in writing to the employee(s) concerned.

11.16.3 The Manager Works & Technical Services and the Chief Executive Officer shall give due consideration to the proposal and advise the employee(s) of any intention to implement changes arising from the proposal.

11.16.4 Where the changes lead to a quantifiable savings against the employer's Budget the employee(s) responsible for initiating the idea(s) shall be recognised by the employer in a form to be determined and reflective of the nature and quantity of savings achieved.

11.17 Finishing of work due to inclement weather

11.17.1 Where work ceases due to inclement weather employees shall hold themselves available for duty, unless when mutually agreed upon between the employer and the employee they will be discharged by the responsible person. Where an employee is discharged due to inclement weather they shall be entitled to payment for that period of time off. Half of the time off will be payed at the applicable rates of pay the other half where available will be time off in lieu of payment. If no time off in lieu of payment is available to the employee then the applicable rates of pay for the full period shall apply.

11.17.2 All parties will ensure that a minimum of seventeen (17) hours of TOIL remain in the TOIL bank to allow employees to take the period of time off.

11.17.3 During days of extreme hot weather and through a majority consensus of employees, employees and upon mutual agreement with the Employer, employees will start at 6am.

CLAUSE 12 - BASIC STANDARDS NOT AFFECTED

12.1 Basic standards of employment and entitlements in the workplace will not be negotiated at the Enterprise level for the life of this Agreement, including the following:

12.1.1 Hours of Duty

12.1.2 Award Rates of Pay and Classifications

12.1.3 Annual Leave

12.1.4 Penalty Rates e.g.: Overtime Rates, TOIL Rates

12.1.5 Training Levy

12.1.6 Average Weekly Working Hours of thirty eight (38) Hours

12.1.7 Nine (9) Day Fortnight

CLAUSE 13 - EMPLOYEES PROTECTION

- 13.1 This Agreement shall not operate so as to cause any employee to suffer a reduction in remuneration and benefits provided by the Employer applicable at the time of signing of the Agreement or in National Standards such as standard hours of work, annual leave or long service, etc.

CLAUSE 14 - OCCUPATIONAL HEALTH, SAFETY AND WELFARE

- 14.1 All employees of the employer shall be ensured a safe working environment at all times.
- 14.2T he Employer, Union and the employees shall give full cooperation to the achievement of high standards of OHS&W.
- 14.3 The parties recognise safety education and safety programmes shall be fundamental in achieving this objective. On all of the employers projects there shall be strict compliance to all Acts and Regulations, Industry Codes of Practice and other relevant OHS&W guidelines so as to provide and maintain a safe working environment.

CLAUSE 15 - PAY INCREASES

- 15.1 Upon signing with regard to the general intent and principles of the Enterprise Agreement, the employer agrees that:
- 15.2 Employees will be entitled to the following wage increases:
- 15.2.1 Upon Signing of this Agreement wages to be 16% above the award base rate and service increments, to be back dated to the 1/1/2010.
- 15.2.2 Upon certification Disability Allowance to be included in the award base rates and service increments and then 16% applied on top of that.
- 15.2.3 Twelve (12) months from certification an increase to be 17% above the award base rate. Disability Allowance and service increments to be included in base rate before the percentage is applied.
- 15.2.4 Twenty Four (24) months from certification an increase to be 18% above the Award rate. Disability Allowance and service increments to be included in base rate before the percentage is applied.
-

- 15.3 The rates are inclusive of service and supplementary payments and absorbs the allowances and special rates set out under Schedule 4 and 5 to the Award other than Motor Vehicle allowance.
- 15.4 Any forward movement in the above regard will take the form of Award Safety Net adjustment being advanced to Employees as and when they occur.
- 15.5 The wage rates are contained in Appendix A.

CLAUSE 16 - INCOME PROTECTION

- 16.1 The Employer will take out and keep current on behalf of all employees personal accident and illness insurance coverage in accordance with the Local Government Income Protection Scheme as provided by Local Government Risk Services. Full details of the scheme and any periodical amendments are to be made available to all employees.

CLAUSE 17 - DISPUTE RESOLUTION

- 17.1 The procedures below are established and agreed to between the parties in order to minimise the effects of industrial disputes and are entered into as a measure and commitment to this effect without limiting the rights of any party.
- 17.2 At all stages of the procedures, the parties to the dispute shall endeavour to resolve the matter promptly, and shall endeavour to have work proceed without stoppage or the imposition of bans, limitations or restrictions (except where justified on the grounds of occupational health and safety), and no party shall be prejudiced as to the final settlement by the continuance of work in accordance with this Clause.
- 17.2.1 The employee and/or the Job Representative will contact the Supervisor and attempt to settle the matter at that level, or where appropriate the Supervisor shall contact the employee and/or the Job Representative.
- 17.2.2 If the dispute is not settled at Stage 1, the employee and the Job Representative will meet with the Supervisor and his/her Manager.
- 17.2.3 If the dispute is not settled at Stage 2, the employee, Job Representative and Union Organiser will meet with the Supervisor, Manager and Chief Executive Officer.
- 17.2.4 If the dispute is not settled at Stage 3, the State Secretary of the Union will be advised. If the employer considers it appropriate, additional assistance may be sought from the Local Government Association of South Australia (LGA) in order to settle the matter.
-

- 17.2.5 If the dispute is not settled at Stage 4, either party may refer the matter to the South Australian Industrial Relations Commission for conciliation and/or arbitration.
- 17.3 Every effort will be made to ensure that the processes contained in Stages 1, 2 and 3 above will be completed within five (5) working days.

CLAUSE 18 - SUPERANNUATION

- 18.1 The employer must pay superannuation contributions in respect of each employee into the Local Government Superannuation Scheme.
- 18.2 For the purpose of this clause:
- 18.2.1 ***"Local Government Superannuation Scheme"*** means the superannuation scheme established in 1984 under the Local Government Act 1934 (as amended) and as a result of the Local Government (Superannuation Scheme) Amendment Act 2008, from 1 January 2009 governed substantially by a stand-alone trust deed between the Local Government Superannuation Board (former Trustee) and Local Super Pty Ltd (new Trustee).
- 18.3 ***"Superannuation Contributions"*** means:
- 18.3.1 contributions which the employer is required to pay under the terms of the rules governing the Local Government Superannuation Scheme;
- 18.3.2 contributions which the employer must pay to a superannuation fund in respect of the employee in order to avoid the imposition of a superannuation guarantee charge under the Superannuation Guarantee (Administration) Act 1992;
- 18.3.3 Council will pay to the Superannuation Scheme and amount (in respect to each employee) no less than the amount specified in the Superannuation Guarantee (Administration) Act 1992;
- 18.3.4 any additional superannuation contributions which the Employer agrees to pay in respect of any employee.

CLAUSE 19 - SALARY SACRIFICE

- 19.1 A salary sacrifice arrangement is available to the employees on the following basis:
-

- 19.2 a maximum of 30% of an Employee's pre-tax salary, may be sacrificed and applied to noncash benefits.
- 19.3 Salary and allowances otherwise payable to the employee are abated and reduced to the extent that payments are made by the employer in accordance with a Salary Sacrifice arrangement.
- 19.4 The employer holds no liability whatsoever, including Fringe Benefits Tax (FBT).
- 19.5 Employees have sole responsibility for seeking independent personal financial advice.

CLAUSE 20 - NO FURTHER CLAIMS

- 20.1 The Union undertakes that during the period of operation of this Agreement there shall be no further wage increase sought or granted, except for those provided under the terms of this Agreement.
- 20.2 This Agreement and payments contained herein include any wage rises negotiated between the LGA and the Union relating to the absorption of allowances. That is, the payments contained herein include both cost neutral changes to the wages structure and enterprise based increases negotiated with the LGA and implemented through Award variations.

CLAUSE 21 - NOT TO BE USED AS A PRECEDENT

- 21.1 This Agreement represents a compromise on the part of all parties and is confidential. This Agreement shall not be used in any manner whatsoever to obtain similar arrangements or benefits in any other Local Government Authority.
-

CLAUSE 22 - SIGNATORIES

Signed for and on behalf of the District Council of Mount Remarkable:

SEAN CHERITON
Chief Executive Officer

Witness

On this day of 2010

Signed for and on behalf of the Australian Workers Union, (South Australian Branch):

WAYNE HANSON
Secretary

Witness

On this day of 2010



APPENDIX A - RATES OF PAY

District Council of Mount Remarkable

AWU EBA No. 6 of 2010

Grade	Year	Wage Rates - Stage I							
		From 01/01/2010 (on signing)							
		Sch 1	Sch 2	Sch 3	Total	DA	Base	16%	Hourly
1	1	586.20			586.20		586.20	679.99	17.8945
	2	586.20	7.80		594.00		594.00	689.04	18.1326
	3	586.20	7.80	7.70	601.70		601.70	697.97	18.3677
2	1	603.20			603.20		603.20	699.71	18.4135
	2	603.20	7.80		611.00		611.00	708.76	18.6516
	3	603.20	7.80	7.70	618.70		618.70	717.69	18.8866
3	1	620.60			620.60		620.60	719.90	18.9446
	2	620.60	7.80		628.40		628.40	728.94	19.1827
	3	620.60	7.80	7.70	636.10		636.10	737.88	19.4178
4	1	641.60			641.60		641.60	744.26	19.5857
	2	641.60	7.80		649.40		649.40	753.30	19.8238
	3	641.60	7.80	7.70	657.10		657.10	762.24	20.0588
5	1	658.00			658.00		658.00	763.28	20.0863
	2	658.00	7.80		665.80		665.80	772.33	20.3244
	3	658.00	7.80	7.70	673.50		673.50	781.26	20.5595
6	1	670.30			670.30		670.30	777.55	20.4618
	2	670.30	7.80		678.10		678.10	786.60	20.6999
	3	670.30	7.80	7.70	685.80		685.80	795.53	20.9349
7	1	682.60			682.60		682.60	791.82	20.8373
	2	682.60	7.80		690.40		690.40	800.86	21.0754
	3	682.60	7.80	7.70	698.10		698.10	809.80	21.3104
8	1	693.90			693.90		693.90	804.92	21.1822
	2	693.90	7.80		701.70		701.70	813.97	21.4203
	3	693.90	7.80	7.70	709.40		709.40	822.90	21.6554

		Wage Rates - Stage II							
Grade	Year	Following Certification							
		Sch 1	Sch 2	Sch 3	Total	DA	Base	16%	Hourly
1	1	606.70			606.70	25.60	632.30	733.47	19.3018
	2	606.70	8.10		614.80	25.60	640.40	742.86	19.5491
	3	606.70	8.10	8.00	622.80	25.60	648.40	752.14	19.7933
2	1	624.30			624.30	25.60	649.90	753.88	19.8391
	2	624.30	8.10		632.40	25.60	658.00	763.28	20.0863
	3	624.30	8.10	8.00	640.40	25.60	666.00	772.56	20.3305
3	1	642.30			642.30	25.60	667.90	774.76	20.3885
	2	642.30	8.10		650.40	25.60	676.00	784.16	20.6358
	3	642.30	8.10	8.00	658.40	25.60	684.00	793.44	20.8800
4	1	664.10			664.10	25.60	689.70	800.05	21.0540
	2	664.10	8.10		672.20	25.60	697.80	809.45	21.3013
	3	664.10	8.10	8.00	680.20	25.60	705.80	818.73	21.5455
5	1	681.00			681.00	25.60	706.60	819.66	21.5699
	2	681.00	8.10		689.10	25.60	714.70	829.05	21.8172
	3	681.00	8.10	8.00	697.10	25.60	722.70	838.33	22.0614
6	1	693.80			693.80	25.60	719.40	834.50	21.9606
	2	693.80	8.10		701.90	25.60	727.50	843.90	22.2079
	3	693.80	8.10	8.00	709.90	25.60	735.50	853.18	22.4521
7	1	706.50			706.50	25.60	732.10	849.24	22.3483
	2	706.50	8.10		714.60	25.60	740.20	858.63	22.5956
	3	706.50	8.10	8.00	722.60	25.60	748.20	867.91	22.8398
8	1	718.20			718.20	25.60	743.80	862.81	22.7055
	2	718.20	8.10		726.30	25.60	751.90	872.20	22.9527
	3	718.20	8.10	8.00	734.30	25.60	759.90	881.48	23.1969



Grade	Year	Wage Rates - Stage III							
		12 months after Certification							
		Sch 1	Sch 2	Sch 3	Total	DA	Base	17%	Hourly
1	1				-		-	-	-
	2				-	-	-	-	-
	3				-	-	-	-	-
2	1				-	-	-	-	-
	2				-	-	-	-	-
	3				-	-	-	-	-
3	1				-	-	-	-	-
	2				-	-	-	-	-
	3				-	-	-	-	-
4	1				-	-	-	-	-
	2				-	-	-	-	-
	3				-	-	-	-	-
5	1				-	-	-	-	-
	2				-	-	-	-	-
	3				-	-	-	-	-
6	1				-	-	-	-	-
	2				-	-	-	-	-
	3				-	-	-	-	-
7	1				-	-	-	-	-
	2				-	-	-	-	-
	3				-	-	-	-	-
8	1				-	-	-	-	-
	2				-	-	-	-	-
	3				-	-	-	-	-



Grade	Year	Wage Rates - Stage IV							
		24 months after Certification							
		Sch 1	Sch 2	Sch 3	Total	DA	Base	18%	Hourly
1	1				-		-	-	..
	2				-	-	-	-	-
	3				-	-	-	-	-
2	1				-	-	-	-	-
	2				-	-	-	-	-
	3				-	-	-	-	-
3	1				-	-	-	-	-
	2				-	-	-	-	-
	3				-	-	-	-	-
4	1				-	-	-	-	-
	2				-	-	-	-	-
	3				-	-	-	-	-
5	1				-	-	-	-	-
	2				-	-	-	-	-
	3				-	-	-	-	-
6	1				-	-	-	-	-
	2				-	-	-	-	-
	3				-	-	-	-	-
7	1				-	-	-	-	-
	2				-	-	-	-	-
	3				-	-	-	-	-
8	1				-	-	-	-	-
	2				-	-	-	-	-
	3				-	-	-	-	-

