

DISTRICT COUNCIL OF MOUNT REMARKABLE ENTERPRISE AGREEMENT (ASU) NO. 3 OF 2011

File No. 2400 of 2011

This Agreement shall come into force on and from 20 June 2011 and have a life extending for a period of thirty-six months.

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

DATED 20 JUNE 2011.



A handwritten signature in black ink, appearing to be "S. Long".

COMMISSION MEMBER





District Council of Mount Remarkable ASU Enterprise Bargaining Agreement No 3 - 2011

CLAUSE 1 TITLE

This Agreement shall be known as the District Council of Mount Remarkable Enterprise Agreement (ASU) No. 3 of 2011.

CLAUSE 2 ARRANGEMENT

Clause 1	Title
Clause 2	Arrangement
Clause 3	Definitions
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CLAUSE 3 DEFINITIONS

'Agreement' shall mean the District Council of Mount Remarkable ASU Enterprise Agreement No. 3 of 2011.

'Award' shall mean the South Australian Municipal Salaried Officers Award.

'Consultation' is the sharing of information and the exchange of views between the parties and includes the genuine opportunity for employees to contribute effectively to all decision making processes which may affect them. The objective of consultation is reaching agreed outcomes.

'Employee' shall mean an employee of the District Council of Mount Remarkable whose terms and conditions of employment are governed by the Award with the exception of those employees excluded as parties to this Agreement through the operation of Clause 6.

'Employer' shall mean the District Council of Mount Remarkable.

'Salary' for all purposes shall mean the employee's salary in accordance with the rates of pay provided in Schedule 1 of this Agreement.

'Union' shall mean the Australian Services Union (ASU).

'Workplace Representative' shall mean an elected ASU member, whose role is to represent the interests of ASU members at the workplace.

'The Council' shall mean the District Council of Mount Remarkable.

CLAUSE 4 ENTERPRISE AGREEMENT CONSULTATIVE COMMITTEE

- 4.1 The parties agree that the consultative structure for negotiating, reviewing and monitoring the Enterprise Agreement is the Enterprise Agreement Consultative Committee (EACC).
- 4.2 The EACC for this Agreement shall consist of:
- 4.2.1 Employer representatives on behalf of the Council; and
 - 4.2.2 Employee representatives employed by the Council as agreed by the parties
- 4.3 An ASU Industrial Officer may attend and participate in all meetings.
- 4.4 The role of the EACC shall be:
- 4.4.1 To formulate an Enterprise Agreement acceptable to all parties.
 - 4.4.2 To reach decisions through consensus which shall operate as recommendations to the parties they represent.
 - 4.4.3 To consider reports and ideas generated by employee and employer representatives on a range of issues.
 - 4.4.4 To distribute minutes of its meetings together with regular Bulletins. Members of the EACC will make themselves available to employees for the purpose of receiving and providing information.
 - 4.4.5 To review and monitor the operation and implementation of the Enterprise Agreement.
 - 4.4.6 Minutes of the EACC meetings will be made available to the Union office.

CLAUSE 5 DATE AND PERIOD OF OPERATION

This Agreement shall commence from the date of certification and shall remain in force for a period of thirty six (36) months.

CLAUSE 6 PARTIES BOUND

- 6.1 The parties to this agreement are:-
- 6.1.1 The Union and its members at the Council.
 - 6.1.2 Employees of the Council eligible to be members of the ASU.
 - 6.1.3 The Employer.
- 6.2 Any positions that are covered by common law Contracts of Employment which specifically exclude those positions being subject to this Agreement (including the position of Chief Executive Officer) are excluded from the parties bound by this Agreement.
- 6.3 Any employees holding a position as a Trainee with Council under the Award are excluded from the parties bound by this Agreement

CLAUSE 7 RELATIONSHIP TO PARENT AWARD AND COLLECTIVE BARGAINING

- 7.1 This Agreement shall be read in conjunction with the Award. Where there is any inconsistency with the Award, the terms of this Agreement shall prevail to the extent of the inconsistency.
- 7.2 During the life of this Agreement and in its re-negotiation, the employer undertakes to bargain collectively with the parties to this Agreement in respect of employees whose terms and conditions are covered by the Award.
- 7.3 Other than as provided for in Clause 6, an employee commencing his / her employment with the Council after the date on which this Agreement comes into operation shall be employed in accordance with the terms of this Agreement.
- 7.4 This Agreement wholly replaces the District Council of Mount Remarkable Enterprise Agreement No. 2 of 2005.

CLAUSE 8 AIMS & OBJECTIVES

- 8.1 The objective of this agreement is to articulate the unique wages, conditions of employment and methods of operation at the Council. The aim is to provide a document which is:-
- written in "Plain English"
 - unambiguous and meaningful to both employees and management
 - systematic in its approach to the way in which clauses are expressed
- 8.2 It is the objective of the parties to this Agreement to implement measures which will provide for more flexible working arrangements, improve the efficiency and productivity of Council's operations, enhance skills and job satisfaction, and assist positively to ensure that the Council becomes a more efficient organisation.
- 8.3 This agreement aims to:-
- 8.3.1 encourage and develop a high level of skill, innovation and excellence among employees of the Council through the provision of training and skills improvement programs.
 - 8.3.2 provide for improved wages and conditions for employees.
 - 8.3.3 ensure strict adherence to the Award, this Agreement, and all other statutory provisions.
 - 8.3.4 enhance careers and benefits for Council employees.
 - 8.3.5 develop an environment where all parties are involved in decision making processes.
 - 8.3.6 recognise the commitment of employees and past productivity and efficiency improvements.
 - 8.3.7 recognise the integral role of the Union and its representatives in facilitating positive workplace change.

CLAUSE 9 EMPLOYEE RELATIONS

The parties to this agreement:

- 9.1 Recognise the need to build relationships based on care, trust, mutual respect and empathy.
- 9.2 Recognise that participation of all parties in decision-making processes is an essential ingredient of a productive workplace and satisfied workforce.
- 9.3 Recognise the legitimacy of employees pursuing their industrial rights without victimisation, discrimination or disadvantage.
- 9.4 Acknowledge the need to work in partnership and co-operate with each other, to promote a productive and satisfied workforce.

CLAUSE 10 CONSULTATION

- 10.1 Good human resource management is based on effective and continuous consultation between all parties. Effective and positive consultation is based upon a well-developed, honest and open communication strategy, which involves a systematic approach to communication.
- 10.2 To ensure good communications are developed and maintained, Council will undertake in consultation with the employees, a review of existing communication practices to ensure honest and open disclosure, accessibility and participation of all levels of the organisation and prompt dissemination of all information.
- 10.3 Communication strategies will be reviewed by the parties at least annually or as required.
- 10.4 Administration team meetings shall be the primary forum of consultation between the employer and employees.

CLAUSE 11 INTRODUCTION OF CHANGE

- 11.1 The parties recognise that the appropriate management of change is essential.
- 11.2 For the purpose of this Agreement, 'change' is deemed to include but is not limited to:-
 - Change to work practices
 - Introduction of new technology and/or equipment
 - Change in workforce size and / or structure
 - Resource sharing
 - Amalgamation with other organisations
 - Consideration of alternative service delivery.
 - Human Resources Policies
 - Changes to employment contracts for core positions
- 11.3 The Council is committed to open and honest consultation with employees and their Union(s). Any proposed change(s) will be subject to consultation with employees prior to a decision being made. The mechanism for consultation shall be the EACC, as per Clause 4.
- 11.4 Employees directly affected by management's plans will be consulted regarding these plans and their implementation.

CLAUSE 12 SALARY SACRIFICE

Subject to the following conditions an employee must apply to the Council to salary sacrifice any part of his / her salary (including Award or Enterprise Agreement based salary / wages) to make additional contributions to Local Super.

- 12.1 As salary sacrifice is a complex matter, it is the employee's responsibility to seek advice and fully understand all implications of salary sacrifice before seeking to enter into this arrangement.

- 12.2 The employee's substantive gross salary for all purposes, including but not limited to, superannuation, annual leave, annual leave loading and long service leave, shall be the pre-sacrificing salary.
- 12.3 Any such arrangement shall be by mutual agreement between each individual employee and the Council, provided that approval by the Council shall not be unreasonably withheld.
- 12.4 The application shall be in writing on the form provided by the Chief Executive Officer and shall detail the percentage of salary to be salary sacrificed together with a statement that the "cash" component is adequate for his / her on-going living expenses.
The remaining "cash" component cannot be lower than any minimum salary amount which the Council may otherwise be required to satisfy in respect of an employee.
- 12.5 Each employee may only review and alter the percentage of salary to be salary sacrificed half yearly on 30th June and 31st December in any one twelve month period. The arrangements may only apply to future salary arrangements and cannot operate retrospectively.
- 12.6 The individual agreement to salary sacrifice may be rescinded by the employee provided 30 days prior notice in writing is given to the Council officer responsible for payroll.
- 12.7 The employee shall bear the responsibility and costs associated with taxation and any other matters in respect of the salary sacrifice arrangements. This means that contributions made to Local Super will be adjusted (at the employee's cost) to take account of taxation payable in relation to those contributions.
- 12.8 Salary sacrifice contributions will be treated as employer contributions and may be subject to the superannuation surcharge and are likely to be preserved.

CLAUSE 13 SUPERANNUATION FUND

- 13.1 The parties agree that the employer will pay superannuation contributions in respect of each employee into Local Super. For the purpose of this clause:
"Local Super" 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).
- 13.2 "Superannuation Contributions" means:-
- 13.2.1 contributions which the employer is required to pay under the terms of the rules governing Local Super;
- 13.2.2 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;
- 13.2.3 any additional superannuation contributions which the Employer agrees to pay in respect of any employee.
- 13.3 Council will pay to Local Super an amount (in respect of each employee) no less than the amount specified in the Superannuation Guarantee (Administration) Act 1992.

CLAUSE 14 RESOURCE SHARING

- 14.1 Council and employees express an ongoing commitment to the concept of resource sharing with other organisations and Local Government bodies in an endeavour to maximise the efficient utilisation of human, financial and material resources of the Council in all areas of service and operation.
- 14.2 In relation to Resource Sharing / secondment of employees to other Councils or other Local Authorities, if variations in pay rates, hours of work or conditions exist between Council Enterprise Agreements, these are to be negotiated with all parties prior to the commencement of these other duties.
- 14.3 No employee shall suffer any reduction in remuneration or benefits, either actual or accrued as a result of resource sharing.

CLAUSE 15 EMPLOYMENT SECURITY**15.1 General Principles**

- 15.1.1 There shall be no forced redundancies during the life of this Agreement.
- 15.1.2 The means of adjustment in those situations where organisational change results in positions being no longer required will be dealt with via natural attrition or in one of the following ways:
- Redeployment to a position of the same classification level
 - Redeployment to a position one classification level lower with income maintenance
 - Voluntary Separation Package (VSP).

15.2 Redeployment

- 15.2.1 It is the primary aim to redeploy employees into a position of equal classification and status as their pre-redeployment position.
- 15.2.2 The employee's pre-redeployment salary shall be maintained until the salary of the new classification level equals the employee's pre-redeployment salary.

15.3 Voluntary Separation Package

Should Council offer and an employee accepts to take a VSP, such package shall comprise:

- 15.3.1 2 weeks notice of termination or payment of total weekly salary in lieu thereof and
- 15.3.2 For each year of service
- 3 weeks of total weekly salary
 - pro-rata amount per part year of service calculated as 3 weeks salary multiplied by the number of completed weeks and divided by 52

CLAUSE 16 RECRUITMENT AND PROMOTION

Council will give preference to internal applicants (over external applicants) in recruitment and promotion where all selection criteria are equally met.

CLAUSE 17 STUDY LEAVE

- 17.1 Employees undertaking courses of study shall be permitted time off with pay of up to five (5) hours per week (including traveling time) to attend lectures and / or examinations and such time as is necessary for practical training in normal working hours subject to the following provisos:
- 17.1.1 that such courses are appropriate to local government;

- 17.1.2 that such courses and the method of undertaking such courses are approved and authorised by the Chief Executive Officer
- 17.2 Employees undertaking courses of study by correspondence shall be permitted time off with pay of two (2) hours per week per subject for the purpose of completing exercises / assignments which are essential to the course and such time as is necessary for practical training and examinations, subject to the provisions as prescribed in sub-clause 1 hereof.
- 17.3 Where an employee is required by the employer to undertake a course of study or attend a training course, the employer shall on the satisfactory completion of each year, reimburse the employee for all fees paid in respect of such course.

CLAUSE 18 CORPORATE WARDROBE

- 18.1 The corporate wardrobe is not compulsory, however a fifty (50) per cent subsidy up to the value of three hundred dollars (\$300) per annum will be given to employees for voluntary participation in the wearing of staff uniforms.
- 18.2 An employee commencing with Council and being new to Local Government is entitled to receive a fifty (50) per cent subsidy up to the value of four hundred dollars (\$400) for their first purchase of staff uniforms.

CLAUSE 19 FLEXIBLE HOURS OF WORK

- 19.1 Normal hours of work shall be thirty eight (38) hours between the hours of 7.30 am and 6.30 pm Monday to Friday, excluding public holidays (the "span of hours")
- 19.2 It is agreed between the parties to this Agreement that on occasions a flexible starting or finishing time can benefit both the employee and the Council. Accordingly, the normal working day may be altered without attracting penalty rates on the following basis:-
- 19.2.1 Any change in normal starting and finishing times must be by genuine mutual agreement between the employee, his or her supervisor and the Chief Executive Officer. Any hours worked outside of the span of hours will attract normal Award penalties.
- 19.2.2 In normal circumstances no more than twelve (12) hours should be worked in any one day with appropriate breaks.
- 19.3 In recognition of approaches made to employees by residents and ratepayers out of work hours, and other work carried out by employees outside of normal paid time, Council shall continue the practice of providing three (3) productivity / grace days each year, in addition to statutory public holidays, annual leave and long service leave entitlements in respect of each employee, with these days to be taken between Christmas Day and New Year's Day of each year.
- 19.4 At the option of each employee, an entitlement of a maximum of twelve (12) rostered days off per year may be accessed, provided the employee works the additional time required within a nineteen (19) day month over the present requirement of thirty eight (38) hours per week, on a time for time basis. The rostered day off is to be taken in the short term at a mutually agreed time between the employee and his / her supervisor, when work operations will not be unduly or adversely affected. For any employee, no more than three (3) rostered days off can be outstanding at any time.
- 19.5 Clause 19.4 will only apply to employees classified below level 5. Employees classified as level 5 or above are considered to be senior management and will have their flexible hours of work arrangements made directly with the Chief Executive Officer outside of this Agreement.
- 19.6 As an efficiency, productivity and service level improvement, the parties to this Agreement will undertake to make suitable flexible hours of work arrangements within the office work area to facilitate the office opening times being the hours of 8.30 am to 5.30 pm daily.

CLAUSE 20 LONG SERVICE LEAVE

- 20.1 Where an employee's contracted weekly hours are reduced or increased then long service leave entitlement shall be calculated and preserved, and the entitlements shall accrue from that time on at the new hours of work.
- 20.2 Pro-rata long service leave may be accessed by the employee at their discretion after seven (7) years of continuous service.

CLAUSE 21 DISPUTE RESOLUTION PROCEDURE

- 21.1 It is the aim of both parties to ensure that disputes are resolved as quickly as possible in order to preserve positive working relationships. In the event of a dispute between the employer and an employee or employees concerning any aspect of work (including the operation of this Agreement) the following procedure shall apply;
- 21.1.1 **Stage 1**
Employee(s) will in the first instance seek to resolve any dispute with the relevant Supervisor / Manager. If the employee wishes, he or she may involve the Workplace Representative or Union Industrial Organiser in attempting to resolve the dispute. Conversely, Supervisors / Managers should seek to resolve any dispute with the employee(s) concerned.
- 21.1.2 **Stage 2**
If the matter is not resolved at Stage one (1) above, the employee (who may involve the Workplace Representative or Union Industrial Organiser) may refer the matter to the Chief Executive Officer.
- 21.1.3 **Stage 3**
If the matter is not resolved by Stage two (2) above, the parties shall, jointly or individually, refer the matter in dispute to the Industrial Relations Commission of South Australia for conciliation or if unsuccessful arbitration.
- 21.2 Nothing contained in this clause shall prevent the Union from raising matters directly with management.

CLAUSE 22 BEST PRACTICES

- 22.1 In order to recognise past achievements and encourage the continued improvements of work practices to the benefit of employees and the organisation, the parties agree the Best Practices is simply the best way of doing things, it is a process of constantly changing and adapting to new pressures. Best practices are not fixed. At any particular point in time it is the method of operation to achieve exemplary levels of performance. Best practices are not restricted to an examination of costs but also include quality and timeliness of delivery.
- 22.2 Implementation of any improvements shall be via consultation and agreement with employees.
- 22.3 Any improvements in productivity resulting from this process shall be documented and taken into account in the next round of Enterprise Agreement Negotiations.

CLAUSE 23 MULTI-SKILLED

All parties recognise it is desirable for employees to continue to familiarise themselves with duties of other employees. This allows them to readily take on such duties whilst other employees are absent on leave or for other purposes where the employee possesses the requisite skills and knowledge to perform duties.

CLAUSE 24 SALARY INCREASES

- 24.1 This Agreement provides for salary increases to be provided as follows:
- 24.1.1 Upon certification the salaries for all employees covered by this Agreement will be increased to and maintained at 13.0 per cent above the rates in the Award;
 - 24.1.2 Twelve (12) months following certification, the salaries for all employees covered by this Agreement will be increased to and maintained at 14.0 per cent above the rates in the Award; and
 - 24.1.3 Twenty Four (24) months following certification, the salaries for all employees covered by this Agreement will be increased to and maintained at 15.0 per cent above the rates in the Award.
- 24.2 Clause 24.1 allows for (and does not preclude) increases granted by a State Wage Case for economic adjustment purposes to be accessed and passed onto employees covered by this Agreement.

CLAUSE 25 JOURNEY AND PERSONAL ACCIDENT AND ILLNESS INSURANCE

- 25.1 The employer shall provide journey accident insurance for bodily injury to all employees whilst engaged in a journey to and from their residence and place of work and between a place of training and work.
- 25.2 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 26 DRIVER'S LICENCE

For those employees required to hold a driver's licence as a condition of their employment and upon presentation of the licence by the employee, Council will reimburse the yearly cost of an employee's driver's licence at the current yearly rate on the first pay period on or after the 1st July in each applicable financial year.

CLAUSE 27 EMPLOYEE INCENTIVE SCHEME

- 27.1 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.
- 27.2 Upon receipt of such proposal in writing, the Chief Executive Officer shall acknowledge receipt in writing to the employee(s) concerned.
- 27.3 The Chief Executive Officer and other relevant Managers shall give due consideration to the proposal and advise the employee(s) of any intention to implement changes arising from the proposal.
- 27.4 Where the changes lead to a quantifiable savings against the Council's Budget, the employee(s) responsible for initiating the proposal shall be recognised by the Council in a form to be determined and reflective of the nature and quantity of savings achieved.

CLAUSE 28 REVIEW OF AGREEMENT

- 28.1 The parties to this Agreement commit to commence negotiations on a further Agreement not less than six (6) months prior to the expiration of this agreement.

28.2 In the event that the parties have not reached agreement by the nominal expiry date of this Agreement, the parties will continue to observe the provisions of this Agreement and receive the value of annual Award State Wage Case Adjustments.

CLAUSE 29 NO FURTHER CLAIMS

During the period of operation of this Agreement there shall be no further claims or wage increases sought or granted, except for those provided under the terms of this Agreement.

CLAUSE 30 SIGNATORIES

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

.....
S.R. CHERITON
Chief Executive Officer

.....
Witness

on this the day of 2011

Signed for and on behalf of the Australian Services Union,
South Australia & Northern Territory Branch:

.....
KATRINE HILDYARD
Branch Secretary

.....
Witness

on this the day of 2011

**District Council of Mount Remarkable
ASU Enterprise Agreement No. 3 of 2011
Schedule 1 - Salaries and Wages**

Level	Year	On Certification			October 2011 State Wage Adj		12 Months after Certification			October 2012 State Wage Adj			24 Months after Certification			October 2013 State Wage Adj			
		Current Award	13.0 % Above Award		Revised Award	13.0 % Above Award		Revised Award	14.0 % Above Award		Revised Award	14.0 % Above Award		Revised Award	15.0 % Above Award		Revised Award	15.0 % Above Award	
			Annual	Hourly		Annual	Hourly		Annual	Hourly		Annual	Hourly		Annual	Hourly		Annual	Hourly
GENERAL OFFICERS																			
1A	1	30,608.00	34,587.04	17.5036	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	2	31,245.00	35,306.85	17.8678	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	3	31,881.00	36,025.53	18.2315	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	4	33,154.00	37,464.02	18.9595	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
1	1	33,939.00	38,351.07	19.4084	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	2	34,470.00	38,951.10	19.7121	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	3	35,318.00	39,909.34	20.1970	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	4	36,114.00	40,808.82	20.6522	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	5	36,910.00	41,708.30	21.1074	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	6	37,597.00	42,484.61	21.5003	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
2	1	38,404.00	43,396.52	21.9618	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	2	39,200.00	44,296.00	22.4170	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	3	39,996.00	45,195.48	22.8722	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	4	40,523.00	45,790.99	23.1736	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
3	1	41,318.00	46,689.34	23.6282	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	2	41,823.00	47,259.99	23.9170	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	3	42,619.00	48,159.47	24.3722	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	4	43,415.00	49,058.95	24.8274	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
4	1	44,210.00	49,957.30	25.2820	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	2	45,006.00	50,856.78	25.7372	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

Level	Year	On Certification			October 2011 State Wage Adj			12 Months after Certification			October 2012 State Wage Adj			24 Months after Certification			October 2013 State Wage Adj		
		Current Award	13.0 % Above Award		Revised Award	13.0 % Above Award		Revised Award	14.0 % Above Award		Revised Award	14.0 % Above Award		Revised Award	15.0 % Above Award		Revised Award	15.0 % Above Award	
			Annual	Hourly		Annual	Hourly		Annual	Hourly		Annual	Hourly		Annual	Hourly		Annual	Hourly
	3	45,802.00	51,756.26	26.1924	-	-		-	-		-	-		-	-		-	-	
	4	46,489.00	52,532.57	26.5853	-	-		-	-		-	-		-	-		-	-	
5	1	47,284.00	53,430.92	27.0399	-	-		-	-		-	-		-	-		-	-	
	2	47,972.00	54,208.36	27.4334	-	-		-	-		-	-		-	-		-	-	
	3	48,768.00	55,107.84	27.8886	-	-		-	-		-	-		-	-		-	-	
6	1	50,094.00	56,606.22	28.6469	-	-		-	-		-	-		-	-		-	-	
	2	51,420.00	58,104.60	29.4052	-	-		-	-		-	-		-	-		-	-	
	3	52,747.00	59,604.11	30.1640	-	-		-	-		-	-		-	-		-	-	
7	1	54,073.00	61,102.49	30.9223	-	-		-	-		-	-		-	-		-	-	
	2	55,398.00	62,599.74	31.6800	-	-		-	-		-	-		-	-		-	-	
	3	56,724.00	64,098.12	32.4383	-	-		-	-		-	-		-	-		-	-	
8	1	58,316.00	65,897.08	33.3487	-	-		-	-		-	-		-	-		-	-	
	2	59,907.00	67,694.91	34.2586	-	-		-	-		-	-		-	-		-	-	
	3	61,499.00	69,493.87	35.1690	-	-		-	-		-	-		-	-		-	-	
SENIOR OFFICERS																			
1	1	50,094.00	56,606.22	28.6469	-	-		-	-		-	-		-	-		-	-	
	2	51,420.00	58,104.60	29.4052	-	-		-	-		-	-		-	-		-	-	
	3	52,747.00	59,604.11	30.1640	-	-		-	-		-	-		-	-		-	-	
2	1	54,073.00	61,102.49	30.9223	-	-		-	-		-	-		-	-		-	-	
	2	55,398.00	62,599.74	31.6800	-	-		-	-		-	-		-	-		-	-	
	3	56,724.00	64,098.12	32.4383	-	-		-	-		-	-		-	-		-	-	
3	1	58,316.00	65,897.08	33.3487	-	-		-	-		-	-		-	-		-	-	
	2	59,907.00	67,694.91	34.2586	-	-		-	-		-	-		-	-		-	-	

Level	Year	On Certification			October 2011 State Wage Adj			12 Months after Certification			October 2012 State Wage Adj			24 Months after Certification			October 2013 State Wage Adj		
		Current Award	13.0 % Above Award		Revised Award	13.0 % Above Award		Revised Award	14.0 % Above Award		Revised Award	14.0 % Above Award		Revised Award	15.0 % Above Award		Revised Award	15.0 % Above Award	
			Annual	Hourly		Annual	Hourly		Annual	Hourly		Annual	Hourly		Annual	Hourly		Annual	Hourly
	3	61,499.00	69,493.87	35.1690		-	-		-	-		-	-		-	-		-	-
4	1	63,135.00	71,342.55	36.1045		-	-		-	-		-	-		-	-		-	-
	2	65,205.00	73,681.65	37.2883		-	-		-	-		-	-		-	-		-	-
5	1	67,793.00	76,606.09	38.7683		-	-		-	-		-	-		-	-		-	-
	2	69,863.00	78,945.19	39.9520		-	-		-	-		-	-		-	-		-	-
6	1	72,450.00	81,868.50	41.4314		-	-		-	-		-	-		-	-		-	-
	2	74,520.00	84,207.60	42.6152		-	-		-	-		-	-		-	-		-	-
7	1	77,108.00	87,132.04	44.0952		-	-		-	-		-	-		-	-		-	-
	2	80,213.00	90,640.69	45.8708		-	-		-	-		-	-		-	-		-	-
8	1	84,353.00	95,318.89	48.2383		-	-		-	-		-	-		-	-		-	-
	2	88,493.00	99,997.09	50.6058		-	-		-	-		-	-		-	-		-	-
9		94,703.00	107,014.39	54.1571		-	-		-	-		-	-		-	-		-	-
10		105,053.00	118,709.89	60.0759		-	-		-	-		-	-		-	-		-	-
11		115,403.00	130,405.39	65.9946		-	-		-	-		-	-		-	-		-	-
12		125,753.00	142,100.89	71.9134		-	-		-	-		-	-		-	-		-	-