

Orders



SOUTH
AUSTRALIAN
EMPLOYMENT
TRIBUNAL

Case Details

Agreement title Port Pirie Regional Council Enterprise Agreement No. 13 of 2023
Employer Port Pirie Regional Council
Case number ET-23-06139

Orders - Approval of Enterprise Agreement Port Pirie Regional Council Enterprise Agreement No. 13 of 2023

I HEREBY APPROVE this Enterprise Agreement pursuant to section 79 of the *Fair Work Act 1994*, with the following undertaking from the Port Pirie Regional Council:

That the wages schedule applies to all employees who are classified pursuant to the Enterprise Agreement who are employed on and from the date of approval.

This Agreement shall come into force on and from 4 April 2024 and have a nominal life extending for a period to 1 December 2025.

A handwritten signature in blue ink, appearing to read 'A. Cairney', written over a light blue circular stamp.

Commissioner Cairney

04 Apr 2024

DOC_BUILDER_ENTERPRISE_AGREEMENTS



Port Pirie Regional Council
Enterprise Agreement No. 13 of 2023



Contents

Part 1 – Application and Operation of Agreement	3
Clause 1 Title.....	3
Clause 2 Definitions	3
Clause 3 Term of Agreement.....	4
Clause 4 Parties Bound	4
Clause 5 Relationship to parent Award and commitment to Collective Bargaining.....	4
Clause 6 Aims and Objectives of the Enterprise Bargaining Agreement	4
Clause 7 Employee Representatives	5
Clause 8 Enterprise Agreement Consultative Committee.....	6
Part 2 – Employment Standards.....	7
Clause 9 Continuous Improvements and Best Practice	7
Clause 10 Recruitment	7
Clause 11 Employee Health Program	8
Clause 12 Employee Assistance Program.....	8
Part 3 – Work Arrangements	8
Clause 13 Hours of Work.....	8
Clause 14 Flexible Working Arrangements	9
Clause 15 Job Sharing	11
Clause 16 Christmas Closure	11
Clause 17 Grace Day	11
Clause 18 Place of Employment	11
Part 4 – Salary and Allowances	11
Clause 19 Salary Increases.....	11
Clause 20 Superannuation.....	12
Clause 21 Corporate Wardrobe.....	13
Clause 22 – Drivers Licence Allowance	13
Clause 23 Income Protection.....	14
Clause 24 Journey Protection.....	14
Clause 25 Travel Time for Training & Representations.....	14
Part 5 – Leave Entitlements	15
Clause 26 Long Service Leave	15
Clause 27 Family Leave.....	15
Clause 28 Domestic and Family Violence Leave.....	15

Clause 29 Parental Leave.....	15
Clause 30 Adoption Leave	16
Clause 31 Study Leave	16
Clause 32 Registered Associated Training Leave	16
Clause 33 Cultural and Ceremonial Leave.....	17
Part 6 – Organisational Change.....	18
Clause 34 Consultation.....	18
Clause 35 Introduction of Change	18
Clause 36 Reclassification.....	19
Clause 37 Employee Relations.....	19
Clause 38 Employment Security.....	19
Clause 39 Staff Development & Training	21
Clause 40 Dispute Resolution.....	21
APPENDIX A – Redeployment and Retraining Guidelines.....	24
APPENDIX B – Transition to Retirement.....	28
APPENDIX C – Salary Schedule.....	30

Part 1 – Application and Operation of Agreement

Clause 1 Title

1.1 This Agreement shall be known as the Port Pirie Regional Council Enterprise Agreement No.13 of 2023.

Clause 2 Definitions

2.1 For the purpose of this Agreement:

“**Agreement**” shall mean the Port Pirie Regional Council Enterprise Agreement No.13 of 2023.

“**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 genuine opportunity to contribute effectively to all decision-making processes.

“**Council**” shall mean the Port Pirie Regional Council.

“**CPI**” shall mean the weighted average index for the twelve (12) month period up to the end of the September quarter each year for Adelaide as reported by the Australian Bureau of Statistics (ABS)

“**Employee**” shall mean all employees employed at the Port Pirie Regional Council, employed pursuant to the Award.

“**Employer**” shall mean the Port Pirie Regional Council.

“**Enterprise Agreement Consultative Committee**” shall mean a Committee consisting of up to four (4) employees including one (1) Australian Services Union SA + NT Branch Workplace Representative; an official from the Union (where specifically requested) and up to three (3) Management nominees who are responsible for monitoring the progress of this Agreement.

“**Family Member**” will include any person who meets the definition of Immediate Family under the Award and specifically in relation to Bereavement Leave shall include any person (such as aunt, uncle, niece, nephew, parent in law, grandparent or grandchild) where Council is satisfied that such leave may be warranted, having regard to the particular circumstances.

“**Local Workplace Committee**” shall mean a committee based upon one work location with representatives drawn from the location.

“**Multi Workplace Committee**” shall mean a committee with representatives from more than one workplace.

“**Partner**” means the relationship between 2 adult persons (whether or not related by family and irrespective of their sex or gender identity who live together as a couple on a genuine domestic basis).

“**Salary**” shall mean total income including superannuation payment, use of vehicle, regular overtime, and allowances. Salary for the purposes of Clause 19 shall mean current Enterprise Agreement Salary.

“**Suitable evidence**” includes Medical Certificates, Statutory Declarations and evidence from the relevant Government Agency directing an employee to self-isolate during a Pandemic.

“**Union**” shall refer to Australian Municipal, Administrative, Clerical Services Union (Australian Services Union or ASU).

“**Workplace Representatives**” shall mean an ASU member or members elected by the membership from the membership appointed under the rules of the Union, whose role is to effectively represent the interests of members at the workplace.

Clause 3 Term of Agreement

- 3.1 This Agreement shall commence from the date of certification and shall remain in force until 1 December 2025.
- 3.2 The Parties commit to commence negotiations on a further agreement no less than six months prior to the expiration of this Agreement.

Clause 4 Parties Bound

- 4.1 This Agreement is binding on the Port Pirie Regional Council and its employees employed pursuant to the Award and the Union in respect to its members.

Clause 5 Relationship to parent Award and commitment to Collective Bargaining

- 5.1 This Agreement shall be read in conjunction with the terms of the South Australian Municipal Salaried Officers Award provided that where there is any inconsistency between this Agreement and the Award; this Agreement shall prevail to the extent of the inconsistency.
- 5.2 During the life of this Agreement Council will bargain collectively with its employees through the Union in respect of the Council’s new and existing employees whose terms and conditions have been covered by the Award.

Clause 6 Aims and Objectives of the Enterprise Bargaining Agreement

- 6.1 To encourage and develop a high level of skill, innovation and excellence among staff employed at the Port Pirie Regional Council through the provision of training and skills improvement programs;

- 6.2 To ensure strict adherence to the Award, this Agreement, and all other statutory provisions;
- 6.3 To enhance careers and benefits for staff;
- 6.4 To develop an environment where all parties are involved in decision-making processes;
- 6.5 To provide for increased salaries for employees;
- 6.6 The parties to this Agreement are committed to working collaboratively to improve the efficiency and productivity of Council throughout the life of this Agreement to benefit both Council and Employees;
- 6.7 This Agreement aims to ensure the quality of services to Council's customers is continually improved;
- 6.8 To recognise the integral role of the Union and its representatives in facilitating positive workplace change;

Clause 7 Employee Representatives

- 7.1 The employer acknowledges the moral and legal right of employees to belong to, or not belong to a Union and to be represented.
- 7.2 Employee Representatives will be entitled to:
 - 7.2.1 Be treated with respect and without discrimination by representatives of the employer;
 - 7.2.2 Bargain collectively;
 - 7.2.3 Be consulted about workplace issues and have access to information about the workplace and the business; and
 - 7.2.4 Meet with Management to discuss issues of concern.
- 7.3 Employee Representatives will be allowed reasonable work time to carry out tasks as a result of their representative role and these may include:
 - 7.3.1 Speaking to, meeting with and representing other employees;
 - 7.3.2 Attending conference, seminars and committee meetings;
 - 7.3.3 Representing other employees at employment tribunal hearings and conferences as relevant to the workplace;
 - 7.3.4 Speaking to and meeting with officials of the Union; and

- 7.3.5 Speaking to and meeting with members of other Unions at the workplace when appropriate.
- 7.4 To enable them to represent other employees, employee representatives will be allowed to;
 - 7.4.1 Use the Council telephones, photocopier, internet and email;
 - 7.4.2 Access the Award and/or Agreement;
 - 7.4.3 Display notices on the various staff notice boards;
 - 7.4.4 Store and secure material relating to the representation of other employees in facilities provided by Council; and
 - 7.4.5 Use meeting rooms to meet with other employees.
- 7.5 Employee Representatives will have the following responsibilities:
 - 7.5.1 In order to allow the employer to properly deploy resources it is recognised that the following responsibilities accompany the entitlements outlined above:
 - 7.5.1.1 Before an employee representative leaves their work area to attend to representative tasks, they must inform their Supervisor;
 - 7.5.1.2 If a general meeting of staff in work time is required, this must be authorised by the Chief Executive Officer or nominee;
 - 7.5.1.3 Care must be taken to ensure that representative matters of a routine nature are dealt with at times that provides the least inconvenience to the community and other customers;
 - 7.5.1.4 The use of the employer's equipment and facilities to undertake representation is a privilege and, therefore, care should be taken to ensure that the employer's policy for the appropriate use is followed and communication is at all times respectful and courteous.
- 7.6 Employee access to advice;
 - 7.6.1 The employer will allow its employee's access during working hours to an accredited official, Workplace Representative or other accredited advisors.

Clause 8 Enterprise Agreement Consultative Committee

- 8.1 It is agreed that, as part of an ongoing process, the Enterprise Agreement Consultative Committee (EACC) will review and monitor progress of this Agreement and report on outcomes from time to time and address issues of mutual concern.

- 8.2 The EACC may establish local workplace committees and/or multi workplace committees to assist in the above process
- 8.3 The EACC may act as a forum to provide feedback to the Executive Management Team on workplace proposals.

Part 2 – Employment Standards

Clause 9 Continuous Improvements and Best Practice

- 9.1 The parties agree that to achieve best practice it will be necessary to continue a process of continuous improvement and adaptation to new service requirements. The parties are committed to implementing change to improve work systems, processes and procedures and recognise that there may be a need to redesign work systems and procedures with a view to improving productivity.
- 9.2 The parties are committed to identify areas of potential savings.
- 9.3 Service standards will be set annually by Councils Executive Management Team following consultation with employees and reviewed as required.
- 9.4 It is agreed that, if as a result of a service review, productivity gains can be attained by providing employees with new, additional or updated tools, training, plant or equipment, this will be provided at the earliest opportunity.
- 9.5 Where the service review results in changes to an employee's duties and responsibilities, a new agreed job description will be prepared and the classification reviewed within 21 days of the decision to change the duties. If the classification is lower than the existing classification, the provisions of Clause 38 Employment Security shall apply.
- 9.6 As a result of the annual service review and in line with councils performance review process individual employees, in negotiation with the appropriate Manager, will be provided key performance indicators (KPI's) to help drive the success of the services provided.
- 9.7 The Council and employees will jointly work together to develop new work efficiencies, and key performance indicators.

Initial setting up of the new work efficiencies will be undertaken at the Departmental level with joint input from team members and the Department Manager to determine the new efficiency with appropriate KPI's set.

Clause 10 Recruitment

- 10.1 The employer confirms its preferred position is to recruit from within rather than to recruit external applications. This results in assisting employee career paths, provides

opportunities for employees to progress to more senior levels and benefits the employer by utilising the expertise within the existing employee group. This preferred position applies across Council but does not apply to a person who is performing in the role and is not a permanent employee of Council.

10.2 Where a choice of suitably qualified and experienced applicants exists within the Council, who are likely to apply for the vacant position, the vacancy will be advertised internally within Council.

10.3 Where the recruitment base is considered unduly restrictive, vacancy may be simultaneously advertised in the external media and within Council.

10.4 Selection to all vacancies shall be made on the basis of 'merit'.

Clause 11 Employee Health Program

11.1 To support employees with their health and wellbeing, the employer will provide employees the opportunity to participate in annual health and skin clinics.

Clause 12 Employee Assistance Program

12.1 As part of the commitment to the provision of a safe, healthy and harmonious working environment, the employer will provide employees with access to professional, independent and confidential counselling services at no cost to the employee. A self-referral service will be available for easy access by all employees.

Part 3 – Work Arrangements

Clause 13 Hours of Work

13.1 The provisions of the Award, Part 5 Hours of Work, Shift Work, Overtime and Meal Breaks shall continue to apply, subject to the following agreed changes contained in Clauses 13 and 14 hereof:

13.2 This Agreement requires that the existing working hours, worked by employees at the conclusion of the previous Agreement be maintained and remain the employee's permanent hours per fortnight.

13.3 All new full time employees will be designated to work a 76 hour fortnight, unless varied in their letter of appointment.

13.4 Nothing in this Agreement prevents an employee and their Manager, by mutual agreement, varying the ordinary hours an employee is required to work each fortnight.

13.5 The ordinary hours of work of an employee are either 35 or a maximum of 38 hours per week, these hours to be worked between the span of 6.30am to 7.00pm Monday to Friday inclusive (excluding public holidays).

13.6 Lunch breaks are to be between a minimum of 30 minutes and a maximum of 60 minutes. Lunch breaks outside this span requires approval from the appropriate Manager.

13.6.1 Flexi time may accrue, without prior approval, if a lunch break taken is less than 60 minutes. Alternatively with the approval of the appropriate Manager start or finish times may be altered by the same amount of time that would have accrued as flexi time. All parties must ensure that customer service delivery remains unaffected.

13.6.2 Clause 14.1 of this Agreement does not apply to flexi leave accrued as a result of a lunch break that is less than 60 minutes.

13.6.3 Clause 14.2.6 of this Agreement applies to flexi time accrual during lunch breaks only when flexi time accrued is above 30 hours.

Clause 14 Flexible Working Arrangements

14.1 Flexi time is a flexible arrangement of working time that allows employees (excluding casual employees) to negotiate how and when hours will be worked within agreed limits and conditions of the Agreement.

14.2 It is agreed between the parties that on occasions a flexible starting or finishing time can benefit both the employee and the Council. Accordingly, hours may be altered on the following basis:

14.2.1 Any change in normal starting and finishing times must be by genuine mutual agreement between the employee and his or her Manager and in writing.

14.2.2 A proposal seeking more flexible arrangement may be submitted by an employee or the Council, as a minimum setting out the proposed change, the duration, whether there is a trial term and the anticipated benefits to the employee and the Council.

14.2.3 In giving consideration to a request for more flexible arrangement, the employee or the Council will give consideration to the elements of the proposal, may counter propose alternatives for consideration and consider any other reasonable option prior to making a determination in writing, listing reasons for the decisions.

14.2.4 Up to 9 hours in any one day may be worked between 6.30am and 7.00pm Monday to Friday inclusive (excluding public holidays) without attracting a penalty rate. If the appropriate Manager wishes an employee to work 9 hours in any one day, 24 hours notice must be given.

14.2.5 A maximum of 90 hours in any one fortnight can be worked without attracting a penalty rate. All hours worked in excess of 90 hours in any fortnight must be

authorised by the relevant Manager and will either be paid at the rate of double time, or flexi time will accrue at single time.

- 14.2.6 Hours accrued shall be taken at a mutually agreed time between the Manager and employee.
- 14.2.7 No more than 30 hours should be accrued at any given time. Employees can take no more than 2 flex days per calendar month and a total of 15 flex days per calendar year. Any exception to this must be approved by the relevant Manager.
- 14.2.8 Where more than 30 hours has accrued and agreement as to the taking of the accrued time cannot be reached, an employee can be directed to take the equivalent of 50% of the total balance provided that the time is to be taken in single days and at least one week's notice is given. Further accrual of flexi time, including flexi time accrued as a result of a lunch break of less than 60 minutes, will not be approved until the balance has reduced by the time required.
- 14.2.9 Employees may take leave for periods of less than a day in duration; however, their Manager must give prior consent to this leave being taken.
- 14.2.10 Council recognises and is prepared to investigate a range of flexible working options during the term of this agreement in collaboration with employees.

Enabling flexibility:

- Supports our employees to achieve a balance between their work and home obligations
- Is a key enabler to Council attracting and retaining the best talent

Flexible work could be ad-hoc, formal, informal, short or long term. All employees would have the right to request flexible working arrangements, which would be considered in line with the business requirements.

The Parties recognise that not all types of flexibility would work for every role.

The aim of the clause is to enable a joint investigation into a range of potential options that maybe applicable to how this Council operates. Council is open to a trial and review period with employees of options raised to determine if the specific flexible working arrangement could produce outcomes that benefit both parties and therefore would be suitable to be included as an option in future enterprise agreements.

Flexible working arrangements may include the following but is not limited to:

- Flexi Time
- Part-Time
- Job Sharing
- Compressed Weeks

- Purchased Leave

The investigation of the potential identified options would include potential benefits, costs, structure and availability to employees.

Clause 15 Job Sharing

15.1 Job sharing will be supported by the parties to this Agreement. It will be by genuine mutual agreement between Council, the employee(s) concerned and their representatives. It is recognised by Council and the employee that productivity and efficiency will be maintained.

Clause 16 Christmas Closure

16.1 The Administration Centre, Library, the Depot Office at Port Pirie and the Crystal Brook Office will close for one week commencing at the close of business on the last working day on or prior to Christmas Eve and re-open on the working day immediately following the New Year's Day public holiday.

Clause 17 Grace Day

17.1 Employees will continue to be entitled to one grace day between Christmas Day and New Year's Day each year.

Clause 18 Place of Employment

18.1 The parties agree that staff will be required to undertake administrative work from time to time from any location of Council's offices. Council will endeavour to provide an appropriate period of notice where an employee is required to commence work at the alternative office other than their usual work location. Such period of notice will be not less than 24 hours, or such lesser period as agreed between Management and the relevant employee.

Part 4 – Salary and Allowances

Clause 19 Salary Increases

19.1 Agreement has been reached with the salary adjustments being:

First Payment

Five per cent (5%) of employee's current salary classification to be paid from the first full pay period on or after the 1 December 2023.

Second Payment

Four per cent (4%) of employee's adjusted salary to be paid from the first full pay period on or after the 1 December 2024.

19.2 No Further Increases

The Union undertakes that for the life of this Agreement, apart from the increases contained in Clause 19.1, there will be no further salary increases.

19.3 The salary adjustments will only apply to those employees covered by this Agreement at the time of approval by the South Australian Employment Tribunal.

Clause 20 Superannuation

20.1 Choice of fund applies which gives existing and new Employees the option to nominate a superannuation fund of their choice in accordance with applicable legislation.

Unless the Employer is required to make superannuation contributions into another fund for the Employee in order to comply with applicable superannuation legislation, the Employer will make superannuation contributions into the Hostplus Superannuation Fund (Hostplus) being the nominated default fund, or its successor.

The amount of the Employer superannuation contribution will be:

For each employee who is making a "Salarylink Contribution" to Statewide Super:

- (a) 3% of the greater of Employee's Superannuation Salary OR Ordinary Time Earnings; and
- (b) Any additional contributions which the Employer is required to pay in respect of the employee pursuant to the Trust Deed as advised by Hostplus from time to time to finance the Salarylink benefit for the Employee; and
- (c) Any additional superannuation contributions which the Employer agrees to pay in respect of the Employee.

For each other Employee:

- (a) Contributions which the Employer must pay to a superannuation fund in respect of the Employee in order to avoid a charge under superannuation legislation; and
- (b) Any additional superannuation contributions which the Employer agrees to pay in respect of the Employee.

The Hostplus rules set out in the Trust Deed in respect to Employees making a Salarylink Contribution ensure that Employees are provided with at least a minimum benefit that meets the requirements of the Superannuation Guarantee (Administration) Act 1992 (Cth).

Salary sacrificing of superannuation contributions shall be available to Employees. An Employee may elect to vary the amount of salary sacrifice paid to an eligible superannuation fund on a prospective basis at any time during the life of this Agreement.

The Employee's salary referred to in this Agreement shall be the pre-sacrificed salary. However, the parties agree that the net salary paid to an Employee will be reduced by any amount salary sacrificed to superannuation.

For the purposes of this clause:

- “Salarylink Benefit” has the meaning given to that term under the Trust Deed.
- “Salarylink Contribution” has the meaning given to that term under the Trust Deed.
- “Member’s Salary” has the meaning given to that term under the Trust Deed.
- “Trust Deed” means the Hostplus Superannuation Fund Trust Deed, as amended or replaced from time to time.

Clause 21 Corporate Wardrobe

21.1 It is recognised that the presentation of employees to the public needs to be of a high standard and that uniforms be kept clean and tidy and worn daily.

Where an employee’s duties require other than the corporate uniform outlined below, this clause will operate for the relevant attire to carry out their duties:

- Supervisors
- General inspectors
- Administration based staff who have duties that require them to work outside

The attire items shall be purchased from an approved supplier and approved by the relevant Manager/Director. The amount will be recorded as an amount as per Clause 21.2.

21.2 Council to contribute a maximum of \$350 to the purchase of an employee’s corporate uniform per annum, for the term of this Agreement, with no roll over of any unspent balance into the next financial year.

21.3 Employees to pay balance of costs above \$350.

21.4 Pro-rata amount to be applied for contracted positions.

21.4 An invoice will be issued by Council to the employee; the balance is to be paid via BPAY or payment can be made at the Reception Counter of the Port Pirie Regional Council’s Administration Centre.

21.5 As per Councils payment term, payment is required to be made in full within 30 days of the invoice date.

21.6 Council will not be responsible for the maintenance of the corporate wardrobe.

21.7 This clause will be applicable to all staff (excluding Casual positions)

21.8 Personal Protection Equipment is not to be included in Clause 21.

Clause 22 – Drivers Licence Allowance

22.1 Council will pay an allowance of \$71 inclusive of administration costs within the first full pay period on or after 1st September of each year, for employees whose duties require them to drive a vehicle during the course of their normal duties.

22.2 The allowance will increase each year in line with State Government fees schedule.

Clause 23 Income Protection

23.1 An Income Protection policy be maintained and paid for by the Port Pirie Regional Council. The policy provides all employees with income protection in the event that they are sick or injured and unable to work for an extended time. This cover is also for accidents other than Journey claims (refer Clause 24). It is noted that Council has no authority regarding claims for Income Protection. Claims for Income Protection are lodged through an external body and acceptance of such claims is at the sole discretion of the scheme.

Clause 24 Journey Protection

24.1 A Journey Protection policy be maintained and paid for by the Council. This policy covers employees if they are injured whilst on a journey and unable to work, this includes any journey including those of a private nature. This cover is for loss of salary or wages only. It is noted that Council has no authority regarding claims for Journey Protection. Claims for Journey Protection are lodged through an external body and acceptance of such claims is at the sole discretion of the scheme.

Clause 25 Travel Time for Training & Representations

25.1 All parties agree that time spent travelling on authorised Council business outside the Council district, e.g. conferences, training sessions or meetings, outside of the employee's normal hours of work, be taken as single time in lieu.

25.2 Where an employee, after mutual agreement, is required to use their private vehicle for Council business, the employee shall be recompensed for that travel in accordance with the rates set out in Clause 4.4.5 of the Award.

Part 5 – Leave Entitlements

Clause 26 Long Service Leave

- 26.1 Except in the circumstances covered by Clause 38.8.3 of this Agreement, the provisions of the Long Service Leave Act (SA) shall apply to all employees covered by this Agreement.
- 26.2 Permanent full time employees who negotiate to reduce their hours of work to part time shall have their long service leave hours (accrual or entitlement) preserved at the amount applicable at the time of the reduction in their hours of work. Accrual from this point will be at the part time rate as agreed.

Clause 27 Family Leave

- 27.1 Family leave shall be as provided for in the Award, except that this leave maybe accessed for illness or urgent family needs.
- 27.2 An employee shall be allowed a maximum aggregate of five days family and sick leave per annum without a medical certificate, provided that for any period of family leave exceeding two consecutive days, or single days taken together with a public holiday or rostered day off, or where (both) the days preceding and following a weekend are taken off duty, satisfactory evidence shall be submitted by the employee concerned if required by the employer.
- 27.3 An employee shall also be entitled to use their sick leave entitlement to care for or support any person who meets the definition of a Family Member under this Agreement.

Clause 28 Domestic and Family Violence Leave

- 28.1 Council is committed to providing support to staff that experience domestic or family violence.
- 28.2 An employee experiencing domestic or family violence will have access to 20 days per year of paid special leave for medical appointments, legal proceedings and other related activities to domestic violence as outlined in policy – Domestic Violence Support Policy.
- 28.3 This leave will be in addition to existing leave entitlements and may be taken as consecutive or single days or as a fraction of a day and can be taken without prior approval.

Clause 29 Parental Leave

- 29.1 Fulltime and part-time employees who have completed 12 months of continuous service are entitled to eight (8) weeks paid parental leave.

29.2 An employee who has completed 12 months continuous service will be entitled to one week paid paternity leave on the production of a medical certificate from a legally qualified medical practitioner confirming the pregnancy of their Partner.

Clause 30 Adoption Leave

30.1 Fulltime and part-time employees who have completed 12 months of continuous service are entitled to eight (8) weeks paid adoption leave if they are the primary carer.

30.2 Adoption leave is applicable for a child up to the age of 5 years.

30.3 An employee who is not deemed as the primary carer of an infant/child to be legally adopted and who has completed 12 months continuous service will be entitled to one week paid adoption leave on the production of confirmation of the adoption and the expected date for it to be granted.

Clause 31 Study Leave

31.1 Employees undertaking courses of study shall be permitted time off with pay of up to five hours per week (including travelling 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:

- a. That such courses are appropriate to local government;
- b. That such courses and the method of understanding such courses are approved and authorised by the employer.

31.2 Employees undertaking course of study by correspondence shall be permitted time off with pay of two 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 31.1(a) hereof.

31.3 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 32 Registered Associated Training Leave

32.1 Subject to the following conditions Workplace Representatives shall be entitled to a minimum of 10 days bi-annual accredited trade union training, and all other Union members shall be entitled to five (5) days paid leave per year to attend accredited trade union training courses:

32.2 That not less than 3 weeks notice is given to the employer of the date of the course, or such lesser time as may be agreed.

32.3 The employer is able to make adequate staffing arrangements during the period of such leave.

32.4 Leave taken pursuant to this clause shall be counted as continuous service for all purposes of the Award, this Agreement and for purposes of long service leave entitlements.

Clause 33 Cultural and Ceremonial Leave

33.1 The Employer recognises the importance of enabling and encouraging Aboriginal and Torres Strait Islander employees to attend and participate in cultural and ceremonial activities. Such activities are essential to the continuation and promotion of Aboriginal and Torres Strait Islander cultures.

33.2 The Employer will support Aboriginal and Torres Strait Islander employees to meet their cultural and/or ceremonial obligations in the workplace.

33.3 Where absence from the workplace is required to fulfil cultural and/or ceremonial obligations (for example, attendance at a particular event), Aboriginal and Torres Strait Islander employees will be entitled to Paid Cultural and Ceremonial Leave up to a maximum of five days per calendar year, as well as entitled to Unpaid Cultural and Ceremonial Leave up to a maximum of five additional days per calendar year. Such leave, whether paid or unpaid, will not be unreasonably withheld by the Employer.

33.4 Where the above paid and unpaid leave entitlements have been exhausted, and other appropriate leave options have also been exhausted, Aboriginal and Torres Strait Islander employees will be entitled to apply for further Leave Without Pay. Such leave will not be unreasonably withheld by the Employer. In deciding whether or not to grant such leave, the Employer will take into account fairness, the employee's years of service, the operational requirements of the organisation, the nature of the cultural and/or ceremonial obligation(s), and the abovementioned importance of enabling and encouraging Aboriginal and Torres Strait Islander employees to attend and participate in cultural and ceremonial activities.

33.5 Cultural and/or ceremonial obligations may include attendance at NAIDOC Week events.

33.6 Where an Aboriginal or Torres Strait Islander employee has other paid leave available, they may choose to use that leave in preference for the unpaid leave entitlements referred to above.

Part 6 – Organisational Change

Clause 34 Consultation

34.1 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 including:

34.1.1 A systematic approach to communication.

34.1.2 Council will undertake at Departmental level, in consultation with the parties, a review of basic, management, operational and external communications to ensure honest and open disclosure, accessibility and participation of all levels of the organisation and prompt dissemination of all information.

34.1.3 Communication strategies will be reviewed by the parties before the expiration of this Agreement.

34.1.4 Where organisational reviews are to occur, a local workplace committee and/or multi workplace committees may be established to assist in the above process.

Clause 35 Introduction of Change

35.1 Employer's duty to notify:

Where an employer has made a definite decision to introduce major changes in production, program, organisation, structure or technology that are likely to have significant effects on employees, the employer shall notify the employees who may be affected by the proposed changes and the Union.

35.1.2 "Significant effects" include termination of employment; major changes in the composition, operation or size of the employer's workforce or in the skills required; the elimination or diminution of job opportunities, promotion opportunities or job tenure; the alteration of hours of work, the need for retraining or transfer of employees to other work or locations and the restructuring of jobs, provided that where the Award makes provision for alteration of any of the matters referred to herein an alteration shall be deemed not to have significant effect.

35.2 Employer's duty to discuss change:

The employer shall discuss with the employees affected and the relevant union(s) prior to the introduction of the changes referred to in Clause 35.1 hereof, the effects the changes are likely to have on employees, measures to avert or mitigate the adverse effects of such change on employees, and shall give prompt consideration to matters raised by the employees and/or the relevant union(s) in relation to the changes.

35.2.1 The discussions shall commence as early as practicable after a definite decision has been made by the employer to make the changes referred to in Clause 35.1 hereof.

35.2.2 For the purposes of such discussion, the employer shall provide in writing to the employees concerned and the relevant union(s) all relevant information about the changes including the nature of the changes proposed, the expected effects of the changes on employees and any other matters likely to affect employees provided that any employer shall not be required to disclose confidential information the disclosure of which would be inimical to the employer's interests.

Clause 36 Reclassification

36.1 For the purpose of classifying and reclassifying positions, the sole point of reference will be the South Australian Municipal Salaried Officers Award.

36.2 Any request for a reclassification shall be examined and determined by the employer within two months of receipt of such application, unless agreed between the Council and employee(s). Date of reclassification shall take effect from the date the employee commenced the changed duties.

36.3 Any member not satisfied with the determination may access the dispute resolution/grievance procedure as per Clause 40 of this Agreement.

Clause 37 Employee Relations

37.1 The Parties:

- a. Recognise the need to build relationships based on care, trust, mutual respect and empathy.
- b. Agree with the need to work in partnership and cooperation with each other.
- c. Recognise that participatory decision-making processes are an essential ingredient of workplace change processes.

Clause 38 Employment Security

38.1 There shall be no forced redundancies during the life of this Agreement.

38.2 Any determination being made regarding redundant positions will be made by the organisation in conjunction with employees and the Australian Services Union.

38.3 The means of adjustment in those situations where organisational change results in positions being no longer required will be dealt with in the following way:

38.3.1 Natural attrition, or

- 38.3.2 Redeployment to a position of the same classification level, or
- 38.3.3 Redeployment to a position of lower classification level with income maintenance, or
- 38.3.4 Voluntary separation package.

However, employees may seek a voluntary separation package at any stage of the process.

38.4 It is the primary aim to redeploy employees into a position of equal classification and status as their pre-redeployment position.

38.5 After examining all options, it is agreed by all of the parties that if redeployment to such a position is not feasible, an employee may be redeployed into a position of lower classification on the following basis:

- 38.5.1 The redeployment must be a position which is compatible with the employee's skills, abilities and training.
- 38.5.2 The employer will, as a matter of priority, provide training to assist the redeployee into the new position.
- 38.5.3 The employee's pre-redeployment wage shall be maintained for 12 months, including all incremental advances due, and Agreement increases relevant to the pre-redeployed position. At the end of that term, the employee's wage shall be frozen until the salary of the new classification equals the employee's pre-redeployment classification. The period of income maintenance will be from the date the employee commences the new position, excluding all leave previously accrued.

38.6 Where redeployment occurs the Redeployment and Retraining Guidelines (Appendix A) shall be adhered to.

38.7 The employee must either accept the permanent redeployment offer or access the voluntary separation package.

38.8 Should an employee elect to take a voluntary separation package, such package shall comprise:

- 38.8.1 Ten (10) weeks notice of termination or payment of total weekly salary in lieu thereof.
- 38.8.2 Three (3) weeks of total weekly salary as severance payment for each year of service in local government.
- 38.8.3 Long Service Leave entitlements after more than five (5) years of continuous service.

38.8.4 A payment representing 10% of total annual salary for the purpose of outplacement counselling/training. This payment to be made available on a reimbursement for costs incurred basis for a maximum period of 12 months from the date of separation or until the employee obtains alternative employment, whichever is sooner.

Clause 39 Staff Development & Training

- 39.1 A system will be applied for the development of employees involving regular performance conversations to review KPI's and performance to assist in defining career paths.
- 39.2 Equal Employment Opportunity principles must be observed in any staff development and appraisal system.
- 39.3 Management, in consultation with employees, will develop an appropriate training program based on a training needs analysis and shall implement such training at the earliest possible opportunity.
- 39.4 Training sessions may be offered outside of the ordinary spread of hours (including weekends); however, it is acknowledged that training outside of ordinary hours is voluntary.
- 39.5 Training conducted outside of ordinary hours is to be accrued as Flexi Time at ordinary time rates.

Clause 40 Dispute Resolution

- 40.1 The parties to this Agreement are committed to using the disputes resolution procedure set out below in respect to any dispute arising out of or in relation to the terms of this Agreement.
- 40.2 It is the aim of both parties to ensure that grievances are resolved as quickly as possible in order to preserve positive working relationships.
- 40.3 Employee(s) will in the first instance seek to resolve any dispute with the relevant Supervisor. If the employee wishes, he or she may involve the Workplace Representative or Industrial Officer in attempting to resolve the dispute. Conversely, supervisors should seek to resolve any dispute with the employees concerned.
- 40.4 If the matter is not resolved at that stage, the employee (and the Workplace Representative if desired) may refer the matter to the Chief Executive Officer. The employee and Workplace Representative may involve the Union Industrial Officer at this stage.
- 40.5 Either party reserves the right to notify the South Australian Employment Tribunal (SAET) of a dispute at any stage. If the issues are not resolved in the conference process,

the matter will be referred for determination and the SAET will then arbitrate and make a decision about the issues between the parties.

40.6 Work shall continue as normal whilst these processes are being undertaken.

Clause 41 Signatories

Signed for and on behalf of the Port Pirie Regional Council



.....
Chief Executive Officer



.....
Witness

On this 22 day of Dec 20 23

Signed for and on behalf of the Australian Services Union (SA / NT Branch)



Abbie Spencer – Branch Secretary



Scott Cowen

Witness

On this 22nd day of December 2023

APPENDIX A – Redeployment and Retraining Guidelines

1. Introduction of Change

1.1 Employer's duty to notify:

Where an employer has made a definite decision to introduce major changes in production, program, organisation, structure or technology that are likely to have significant effects on employees, the employer shall notify the employees who may be affected by the proposed changes and the Union.

1.1.1 "Significant effects" include termination of employment; major changes in the composition, operation or size of the employer's workforce or in the skills required; the elimination or diminution of job opportunities, promotion opportunities or job tenure; the alteration of hours of work, the need for retraining or transfer of employees to other work or locations and the restructuring of jobs, provided that where the Award makes provision for alteration of any of the matters referred to herein an alteration shall be deemed not to have significant effect.

1.2 Employer's duty to discuss change:

The employer shall discuss with the employees affected and the relevant Union(s) prior to the introduction of the changes referred to in Clause 34.1 hereof, the effects the changes are likely to have on employees, measures to avert or mitigate the adverse effects of such change on employees, and shall give prompt consideration to matters raised by the employees and/or the relevant Union(s) in relation to the changes.

1.2.1 The discussions shall commence as early as practicable after a definite decision has been made by the employer to make the changes referred to in Clause 34.1 hereof.

1.2.2 For the purposes of such discussion, the employer shall provide in writing to the employees concerned and the relevant Union(s) all relevant information about the changes including the nature of the changes proposed, the expected effects of the changes on employees and any other matters likely to affect employees provided that any employer shall not be required to disclose confidential information the disclosure of which would be inimical to the employer's interests.

1.3 The employee will be consulted, with the aim of reaching agreement on the acceptability of a position to the individual, prior to redeployment to that position.

1.4 To facilitate redeployment, employees will:

a. have assistance in the form of career counselling and the provision of financial advice as appropriate;

- b. be encouraged to apply for vacant positions at any level provided they meet the selection criteria for the vacant position to the satisfaction of the appropriate Manager and it is consistent with their skills and interests.
- 1.5 At all times employees are to be treated with respect and dignity and any redeployment option must be treated as a high priority and give due regard to the personal situation of the employee.
- 1.6 Notwithstanding the contents of these guidelines the employer will endeavour to ensure that in all instances the best person for the job will be appointed.

2. Purpose

- 2.1 The purpose of this policy is to enable Management to redeploy people to meet the employer's needs in a fair and consistent manner.

3. Responsibility

- 3.1 All Managers are responsible for the effective implementation and administration of this policy.
- 3.2 The employee must genuinely consider all reasonable redeployment options and locations.

4. Management of Redeployment

- 4.1 In accordance with the Change Management clause of this Agreement appropriate consultation will occur prior to the introduction of change.
- 4.2 When an employee occupies a position which is declared surplus to requirements the appropriate supervisor shall:
- 4.2.1 Immediately advise the Chief Executive Officer;
 - 4.2.2 Retain responsibility for the welfare of the employee until redeployment;
 - 4.2.3 Give the employee written confirmation of the proposed change to their employment conditions. It is noted that Clause 38 of this Agreement sets out salary maintenance provisions;
 - 4.2.4 Meet with the employee on a regular basis (at intervals to be agreed between the employee and supervisor) to discuss options or developments and to outline the process and assistance available to them.
- 4.3 The overriding priority in redeployment is to place the employee in a position (full-part time) that is acceptable to the employer and the employee. To facilitate the following options will be considered:

- 4.3.1 Same job type
- 4.3.2 Same work level
- 4.3.3 Similar job type or work level (same \$), minor skill difference that can be learnt in 3-6 months
- 4.3.4 Different job type*
- 4.3.5 Different work level*.

*Employee will be required to undertake appropriate training and skill development.

4.4 The Chief Executive Officer will be responsible for coordinating the redeployment program. This will include:

- 4.4.1 Advising redeployees of appropriate job opportunities;
- 4.4.2 Arrange a skill survey for each redeployee;
- 4.4.3 Providing appropriate support and counselling as required;
- 4.4.4 Ensuring redeployees are properly informed of their employment status;
- 4.4.5 Ensuring the appropriate Union is consulted;
- 4.4.6 Ensure identified training needs are satisfied.

4.5 The Manager of the area to which the employee is to be redeployed is responsible for:

- 4.5.1 Supporting employees redeploying to their Department;
- 4.5.2 Arranging for employees redeployed to their department to be properly inducted into the local work environment paying particular attention to occupational health, safety and welfare issues;
- 4.5.3 Arranging appropriate training for employees who have been redeployed to their department; and
- 4.5.4 Preparing ongoing feedback on performance and development;
- 4.5.5 Ensuring temporary redeployees are provided with all necessary support to enable them to properly undertake the temporary assignment.

5. Employees requiring Redeployment

5.1 Employees requiring redeployment will be given information, support and opportunity by their Managers to fulfil the following responsibilities:

- 5.1.1 To fully inform themselves of the various options available;
- 5.1.2 To actively and positively seek an approved position compatible with their skills;
- 5.1.3 To seriously consider any positions offered by the employer;
- 5.1.4 To undertake training which is considered necessary to enable them to carry out the duties of the position to which they are redeployed.

6. Training

- 6.1 Training and development programs will be developed to meet an individual employee's needs and the employer's operational requirements. The training or retraining of an employee to enable redeployment to an identified position should be given priority over normal operational training except where such training is for safety reasons.

7. Temporary Placement

- 7.1 Where an approved position is not readily available, excess employees may be seconded or temporarily transferred to another job. This could include assisting with short term placements to meet customer services. Placements of this nature should be seen as opportunities to enhance future work prospects and may require some additional training.
- 7.2 Where possible temporary placements should be of a reasonable duration, not exceeding 4 weeks.
- 7.3 Managers will monitor all temporary placement arrangements to ensure that the employee's needs and the Council's customer service needs are being met.

8. Procedure

- 8.1 The employer will maintain a register of employees declared surplus and:
 - 8.1.1 ensure a skill survey is conducted for each redeployee;
 - 8.1.2 advise each employee of potential vacancies;
 - 8.1.3 ensure identified training needs are satisfied;
 - 8.1.4 ensure all redeployees are fully informed of these guidelines

APPENDIX B – Transition to Retirement

1. Transition to retirement will enable employees who are approaching retirement (within 2 years), but are unable to continue to work full-time or do not wish to continue to work full-time, to combine aspects of their careers and income with family involvement, other responsibilities and interests.
 2. By written agreement between an eligible full-time or part-time employee and the relevant Manager and Director, an employee may participate in a transition to retirement program that is offered by Council. Participation is voluntary and must be requested by the employee. Transition to retirement will be at the discretion of the relevant Director and must be approved by the CEO.
 3. The terms of the transition of retirement must be specified in a written agreement that is to be signed by the employee and the Director. The agreement must include a nominated retirement date which must be within two years of the agreement date. The nominated retirement date cannot be deferred by more than three months (except in exceptional circumstances), and may be brought forward according to Clause 5 below.
 4. An employee participating in a phased retirement program may be eligible to work part-time and access their accrued leave entitlements (excluding personal [sick] leave) to make up a full fortnight's (76 hours) pay, and may access unpaid leave (provided that no other leave balances are available) under the following conditions:
 - a. A minimum of three (3) months written notice is provided to the Director.
 - b. The employee has completed at least three (3) years continuous service with PPRC.
 - c. To ensure the employee has reserved a minimum of fifteen (15) days to have a holiday each year.
 - d. The employee is not receiving Workers Compensation payments, temporary disability payments under a superannuation related insurance policy, or payments under any income protection or similar insurance policy.
 - e. The employee attends work for a minimum of four (4) days and a maximum of eight (8) days per fortnight over a ten day fortnight and the employee has undertaken not to perform paid employment for any employer other than Council during the hours for which they are being paid from their accrued leave entitlement.
 - f. That the employee has received professional superannuation advice on how the change of employment arrangements affects their superannuation.
 - g. That the employee is aware that when opting for part time hours, Long Service Leave accruals will be accrued on that basis (full time hours will be preserved as per Clause 26.2 of this Agreement).
-

5. An employee who is participating in a transition to retirement program may, subject to the provision of four (4) weeks notice, elect to retire earlier than the date originally nominated by the employee. A shorter notice period maybe agreed at the discretion of the employee's supervisor.
6. Casual employees are excluded from Appendix B Transition to Retirement.
7. It is expected that management of transitioning employees will be undertaken respectfully and with dignity for the transitioning employee. Employees participating in these arrangements may, by agreement, be appointed to another position at the same level as the substantive position that utilises the employee's skills and abilities, while enabling another employee to be appointed to the role in a full time capacity. The employee transitioning may also be used to mentor the new employee to enable critical knowledge and skills to be transferred.

APPENDIX C – Salary Schedule

MOA GENERAL OFFICERS	Level	Increment	After Dec 1 2023					After Dec 1 2024				
			5.0%					4.0%				
			ANNUAL SALARY 70 Hour	ANNUAL SALARY 76 Hour	HOURLY RATE	70 hour FORTNIGHT	76 hour FORTNIGHT	ANNUAL SALARY 70 Hour	ANNUAL SALARY 76 Hour	HOURLY RATE	70 hour FORTNIGHT	76 hour FORTNIGHT
	1A	2										
	1A	2										
	1A	3										
	1A	4										
	1	1	\$58,617	\$63,641	\$32,2071	\$2,254.50	\$2,447.74	\$60,962	\$66,187	\$33,4954	\$2,344.68	\$2,545.65
	1	2	\$59,940	\$65,078	\$32,9341	\$2,305.39	\$2,502.99	\$62,338	\$67,681	\$34,2515	\$2,397.60	\$2,603.11
	1	3	\$61,789	\$67,086	\$33,9502	\$2,376.51	\$2,580.21	\$64,261	\$69,769	\$35,3082	\$2,471.57	\$2,683.42
	1	4	\$63,774	\$69,241	\$35,0408	\$2,452.86	\$2,663.10	\$66,325	\$72,010	\$36,4424	\$2,550.97	\$2,769.63
	1	5	\$64,738	\$70,287	\$35,5705	\$2,489.94	\$2,703.36	\$67,328	\$73,099	\$36,9933	\$2,589.53	\$2,811.49
	1	6	\$65,758	\$71,394	\$36,1308	\$2,529.16	\$2,745.94	\$68,388	\$74,250	\$37,5760	\$2,630.32	\$2,855.78
	2	1	\$69,750	\$75,728	\$38,3239	\$2,682.68	\$2,912.62	\$72,540	\$78,757	\$39,8569	\$2,789.98	\$3,029.12
	2	2	\$71,734	\$77,882	\$39,4141	\$2,758.99	\$2,995.47	\$74,603	\$80,998	\$40,9906	\$2,869.35	\$3,115.29
	2	3	\$73,718	\$80,037	\$40,5046	\$2,835.32	\$3,078.35	\$76,667	\$83,239	\$42,1248	\$2,948.73	\$3,201.48
	2	4	\$75,703	\$82,192	\$41,5951	\$2,911.65	\$3,161.22	\$78,731	\$85,479	\$43,2589	\$3,028.12	\$3,287.67
	3	1	\$77,684	\$84,343	\$42,6837	\$2,987.86	\$3,243.96	\$80,792	\$87,717	\$44,3910	\$3,107.37	\$3,373.72
	3	2	\$79,668	\$86,497	\$43,7738	\$3,064.17	\$3,326.81	\$82,855	\$89,957	\$45,5248	\$3,186.74	\$3,459.88
	3	3	\$81,653	\$88,652	\$44,8643	\$3,140.50	\$3,409.69	\$84,919	\$92,198	\$46,6589	\$3,266.12	\$3,546.08
	3	4	\$83,637	\$90,805	\$45,9541	\$3,216.79	\$3,492.51	\$86,982	\$94,438	\$47,7923	\$3,345.46	\$3,632.22
	4	1	\$85,619	\$92,958	\$47,0433	\$3,293.03	\$3,575.29	\$89,044	\$96,676	\$48,9250	\$3,424.75	\$3,718.30
	4	2	\$87,603	\$95,112	\$48,1338	\$3,369.36	\$3,658.17	\$91,108	\$98,917	\$50,0591	\$3,504.14	\$3,804.49
	4	3	\$89,587	\$97,265	\$49,2234	\$3,445.64	\$3,740.98	\$93,170	\$101,156	\$51,1924	\$3,583.47	\$3,890.62
	4	4	\$91,571	\$99,420	\$50,3136	\$3,521.95	\$3,823.83	\$95,234	\$103,396	\$52,3261	\$3,662.83	\$3,976.78
	5	1	\$93,554	\$101,572	\$51,4031	\$3,598.21	\$3,906.63	\$97,296	\$105,635	\$53,4592	\$3,742.14	\$4,062.90
	5	2	\$95,536	\$103,725	\$52,4925	\$3,674.48	\$3,989.43	\$99,358	\$107,874	\$54,5922	\$3,821.46	\$4,149.01
	5	3	\$97,522	\$105,881	\$53,5834	\$3,750.83	\$4,072.33	\$101,423	\$110,116	\$55,7267	\$3,900.87	\$4,235.23
	6	1	\$100,826	\$109,469	\$55,3992	\$3,877.94	\$4,210.34	\$104,860	\$113,847	\$57,6151	\$4,033.06	\$4,378.75
	6	2	\$104,132	\$113,058	\$57,2155	\$4,005.08	\$4,348.37	\$108,297	\$117,580	\$59,5041	\$4,165.29	\$4,522.31
	6	3	\$107,440	\$116,649	\$59,0331	\$4,132.32	\$4,486.52	\$111,738	\$121,315	\$61,3944	\$4,297.61	\$4,665.98
	7	1	\$110,746	\$120,238	\$60,8492	\$4,259.45	\$4,624.54	\$115,175	\$125,048	\$63,2832	\$4,429.82	\$4,809.52
	7	2	\$114,051	\$123,826	\$62,6652	\$4,386.56	\$4,762.55	\$118,613	\$128,779	\$65,1718	\$4,562.03	\$4,953.06
	7	3	\$117,356	\$127,415	\$64,4815	\$4,513.71	\$4,900.59	\$122,051	\$132,512	\$67,0608	\$4,694.25	\$5,096.62
	8	1	\$121,324	\$131,723	\$66,6616	\$4,666.31	\$5,066.28	\$126,177	\$136,992	\$69,3281	\$4,852.97	\$5,268.94
	8	2	\$125,289	\$136,028	\$68,8401	\$4,818.81	\$5,231.85	\$130,301	\$141,469	\$71,5937	\$5,011.56	\$5,441.12
	8	3	\$129,258	\$140,337	\$71,0209	\$4,971.46	\$5,397.59	\$134,428	\$145,951	\$73,8617	\$5,170.32	\$5,613.49
SENIOR OFFICERS	1	1	\$100,826	\$109,469	\$55,3992	\$3,877.94	\$4,210.34	\$104,860	\$113,847	\$57,6151	\$4,033.06	\$4,378.75
	1	2	\$104,132	\$113,058	\$57,2155	\$4,005.08	\$4,348.37	\$108,297	\$117,580	\$59,5041	\$4,165.29	\$4,522.31
	1	3	\$107,440	\$116,649	\$59,0331	\$4,132.32	\$4,486.52	\$111,738	\$121,315	\$61,3944	\$4,297.61	\$4,665.98
	2	1	\$110,746	\$120,238	\$60,8492	\$4,259.45	\$4,624.54	\$115,175	\$125,048	\$63,2832	\$4,429.82	\$4,809.52
	2	2	\$114,051	\$123,826	\$62,6652	\$4,386.56	\$4,762.55	\$118,613	\$128,779	\$65,1718	\$4,562.03	\$4,953.06
	2	3	\$117,356	\$127,415	\$64,4815	\$4,513.71	\$4,900.59	\$122,051	\$132,512	\$67,0608	\$4,694.25	\$5,096.62