



SOUTH
AUSTRALIAN
EMPLOYMENT
TRIBUNAL

COORONG DISTRICT COUNCIL AWU ENTERPRISE AGREEMENT NUMBER 8 OF 2017

File No. 5401 of 2018

**This Agreement shall come into force on and
from 1 July 2018 and have a life extending for a
period of 36 months therefrom.**

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



DATED 20 FEBRUARY 2019.

COMMISSIONER

**Coorong District Council
AWU Enterprise Agreement No 8 of 2017**



**This agreement shall come into force on
and from 1 July 2018 and have a life extending
until 30 June 2021**

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Clause 3 - Application

- 3.1 This agreement is binding on the Coorong District Council in respect of the Employees employed pursuant to the Award and the Amalgamated AWU (SA) State Union in respect of its members employed at Council.
- 3.2 This agreement supersedes all previous agreements in respect of the Employees employed pursuant to the Award and the Australian Workers' Union South Australian Branch in respect of its members employed at Council.

Clause 4 - Definitions

- 4.1 "Agreement" means the Coorong District Council (AWU) Enterprise Agreement Number 8 of 2017.
- 4.2 "Award" means the Local Government Employees Award 1998.
- 4.3 "Consultation" is a process, which will have regard to Employee's interests in the formulation of plans, which will have 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.
- 4.4 "Council or Employer" means the Coorong District Council.
- 4.5 "Employee" is the person engaged pursuant to the Local Government Employees Award at the Coorong District Council in the occupational groupings of Horticulture and/or Maintenance and Construction.
- 4.6 "Union" means Amalgamated AWU (SA) State Union.

Clause 5 - Parties Bound

This Agreement is binding on:-

- 5.1 Coorong District Council
- 5.2 Amalgamated AWU (SA) State Union
- 5.3 Employees engaged by the Coorong District Council who are eligible to be members of the Australian Workers Union.

Clause 6 - Objectives of the Agreement

The objective of this Agreement is to develop and support a flexible workforce and management structure committed to the continued improvement of productivity and efficiency within the Coorong District Council.

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The objectives are to:

- 6.1 Encourage and develop a high level of skill, innovation and excellence amongst all Employees.
- 6.2 Develop a high degree of teamwork, trust and shared commitment to the achievement.
- 6.3 Increase the level of individual expertise of Employees through the provision of training and skills improvement programs.
- 6.4 Promote measures to eliminate industrial disputation, absenteeism and lost time due to injury by the design of jobs which provide a safer and more enjoyable working environment.
- 6.5 Eliminate lost time.

Clause 7 - Period of agreement

This Agreement shall commence from 1 July 2018 and remain in force for a 36 month period until 30 June 2021, with salary increase to take effect from the first full pay period on or after 1 July 2017. This Agreement will be reviewed and renegotiated by the Enterprise Bargaining Committee during the final six months of the Agreement.

Clause 8 - Relationship to parent Award

This Agreement shall be read in conjunction with the Local Government Employees Award 1998, provided that where there is any inconsistency this Agreement shall take precedence.

Clause 9 - No Further Claims

The AWU 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.

This Enterprise Agreement shall not preclude increases granted by a National or State Wage Case for economic adjustment purposes from being accessed by those covered by this agreement. Such National or State Wage Case decisions must clearly determine that any such increases are in addition to Enterprise Bargaining increases.

Clause 10 - Variations

This Agreement may be varied by mutual consent of all parties during the life of this Agreement.

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PART 2 - COMMUNICATIONS, CONSULTATION & DISPUTE RESOLUTION

Clause 11 - Consultative Mechanism

- 11.1 All parties recognise the need to maintain mutual trust and understanding to improve workplace relations throughout the organisation.
- 11.2 The Enterprise Bargaining Committee shall consist of:
- 11.2.1 Three (3) employer representatives appointed by the Coorong District Council.
 - 11.2.2 Three (3) elected Employee representatives, elected by the workforce of the Coorong District Council and covered by the Local Government Employee's Award.
 - 11.2.3 The State Secretary of the Australian Workers Union (South Australian Branch or his/her nominee, who shall be a permanent member of the Committee.
 - 11.2.4 An industrial relations consultant nominated by the Employer who shall provide advice to the Employer as required.
- 11.3 The role of the Enterprise Bargaining Committee during the bargaining period is to represent the views of those who they represent in the negotiation process in accordance with best endeavours bargaining.
- 11.4 The role of the Enterprise Bargaining Committee during the life of the Agreement shall be but not limited to:
- Reach decisions by consensus. All decisions will operate as recommendations.
 - To hear and acknowledge reports & ideas generated by Employee and employer representatives on a range of issues.
 - To provide a forum for information flow between the employer and Employees.
 - To review and monitor the operations and implementation of the Enterprise Agreement.
- 11.5 Training of the Enterprise Bargaining Committee members is considered essential to ensure optimal outcomes. To this end, the employer agrees to facilitate and/or provide appropriate training for committee members, in the employer's time. Further, such training is to be negotiated between the employer and the Union.
- 11.6 The Enterprise Bargaining Committee shall meet at least once every four (4) months, or as otherwise mutually agreed, to discuss issues relating to the Enterprise Agreement together with productivity, efficiency and working conditions.
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- 11.7 After consulting with Employees and taking into consideration of all points, issues and concerns raised, Management will determine the most appropriate course of action for the long term interests of the organisation and Employees.

Clause 12 - Dispute Resolution Procedure

12.1 General

In the event of a dispute between the employer and an Employee or Employees concerning any aspect of work the following procedure shall be observed:

- 12.1.1 Employee(s) shall in the first instance seek to resolve any disputes with the relevant Supervisor.
 - 12.1.2 Conversely a Supervisor should seek to resolve any disputes directly with the Employee(s) concerned, as appropriate.
 - 12.1.3 If the matter remains unresolved then assistance should be sought from the Director Infrastructure & Assets and the appropriate Workplace Representatives, who may involve a Union Official and an Officer of the Local Government Association.
 - 12.1.4 At this stage if matters are unresolved the Director Infrastructure & Assets will liaise with the Chief Executive Officer, as appropriate
 - 12.1.5 If the issue remains unresolved either party may refer the matter to the South Australian Industrial Relations Commission for conciliation and where necessary arbitration. Both parties should endeavour to have the hearing as early as possible.
 - 12.1.6 While procedures (12.1.1), (12.1.2) and (12.1.3) are being followed, work shall continue normally except in a bona-fide situation where the physical safety of an Employee is endangered.
 - 12.1.7 The ultimate terms of settlement of a problem shall not be affected in any way, nor shall the right of any person involved in or affected be prejudiced by the fact that normal work has continued without interruption.
 - 12.1.8 None of the above precludes an Employee from contacting their Workplace Representative or Union official at any time.
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12.2 Enterprise Agreement

In the event of any dispute arising between the employer and Employee(s) as a result of matters contained in this Agreement:-

- 12.2.1 Employee(s) shall in the first instance seek to resolve any disputes with the relevant Supervisor. Employees will retain the right to seek representation from a person or organisation of their choice.
- 12.2.2 Conversely a Supervisor should seek to resolve any disputes directly with the Employee(s) concerned.
- 12.2.3 If matters remain unresolved then the matter should be referred to the Director Infrastructure & Assets and the Enterprise Bargaining Committee who may involve a Union official and an Officer from the Local Government Association Industrial Relations Unit or Chief Executive Officer.
- 12.2.4 If the matter remains unresolved either party may refer the matter to the South Australian Industrial Relations Commission for conciliation and where necessary arbitration. Both parties shall endeavour to have a hearing as early as possible.
- 12.2.5 During discussions and negotiations in accordance with the proceedings prescribed in this clause (except where a bonafide safety issue is involved), the status quo shall remain without prejudice to either party.
- 12.2.6 Any other disputes outside of the Agreement will be addressed as per Clause 12 Dispute Resolution Procedure.

Clause 13 - Change Management

All parties recognise that change is an ongoing feature of the work environment and that appropriate management of significant change is essential for the benefit of all parties.

- 13.1 For the purpose of the Agreement "change" is deemed to include but is not limited to any or all of the following occurring in a significant way:
 - 13.1.1 Improvements to work practices.
 - 13.1.2 Purchase of new equipment, introduction of new technology.
 - 13.1.3 Change in workforce size and structure.
 - 13.1.4 Resource sharing.
 - 13.1.5 Amalgamation with other organisations.
 - 13.1.6 Consideration of alternative service delivery/compulsory competitive tendering.

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- 13.2 As soon as a definite decision is made in relation to change, the matter shall be discussed with the staff affected by the change. The Council will advise the workplace representative and there will be full consultation with all parties who will be affected by the change.
- 13.3 As part of the consultative process, Council will discuss with the Employees affected and the Union, among other things, the changes being considered, the basis for such contemplated changes, the effects such changes are likely to have on Employees, measures which will be taken to eliminate or lessen any adverse effects on Employees and will give due consideration to matters raised and alternatives submitted by the Employees and/or the Union in relation to contemplated changes. Minor changes are not the intent of this clause.
- 13.4 In the event of a position becoming eligible for a voluntary separation package (VSP) as a result of organisational change, a re-organisation or restructure of Council operations and/or employee functions, the contracting out of work previously performed by employees, technological change or the reduction or abolition of functions or services carried out by the Council, the following arrangement(s) shall apply in respect to the employment security of all Council's permanent employees.

13.4.1 **Redeployment**

The Council will make all reasonable efforts, including retraining, to redeploy employees who has been deemed to be eligible for a voluntary separation package (VSP), provided that such redeployment has been identified as available.

13.4.2 **Redundancy**

A 'redundancy' will be identified only after all reasonable effort has been made to redeploy an employee deemed eligible for a voluntary separation package (VSP).

Where a determination is made that a redundancy exists, Council may, at its sole discretion, elect to offer a voluntary separation (severance) package to the affected employee. Employees are under no obligation to accept an offer.

Where the affected employee has indicated no interest in a voluntary separation (severance) package, consideration shall be given to expanding the field of employees who may be offered such a package.

13.4.4 **Voluntary Separation (Severance) Package**

An employee who agrees to take a voluntary separation package (VSP) as a result of a redundancy shall be entitled to the following amount of severance pay in respect to a continuous period of service:

- Equivalent of 5 weeks remuneration in lieu of notice.
 - Employees over 45 years of age at the time of the giving of notice with not less than two years continuous service are entitled to an additional week's notice.
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- Two weeks' pay for each completed year of continuous service at the Coorong District Council.
- In addition to the severance pay an employee with not less than 10 years continuous service, who is over the age of 45 is entitled to an additional 4 weeks' severance pay.
- A \$3,000 outplacement fee (paid to the service provider).
- However, the maximum package available to any employee will not exceed more than 1 years (52 weeks) salary.

For the purposes of the VSP calculations, salary means the base salary applicable immediately prior to the employee's termination date. For the avoidance of doubt this includes superannuation but excludes regular overtime, shift penalties and the like.

The offer of a VSP will be made available for a period of four weeks from the original date of offer.

An equivalent net workforce reduction must be achieved for each voluntary separation package, which arises out of a bona fide redundancy.

For the sake of clarity, no forced redundancies will take place for the life of this agreement, pursuant to clause 15.2.

13.5 Re-Employment

An employee, who has taken a voluntary separation package under the provisions of this Clause, shall not be re-hired or re-employed by the Council for a period of two (2) years from the date of separation from the Council.

All staff are to ensure that when using employment agencies to engage staff for any purpose, it must be specified that the requirement is for staff who have not accepted a voluntary separation package funded by Council in the last two (2) years.

13.6 Vacancies

Ongoing vacancies arising out of organisational change under this clause that result in one or more employees being deemed as eligible for a voluntary separation package (VSP) shall be advertised internally in the first instance.

The purpose of advertising internally in the first instance shall be to allow those employees deemed eligible for a voluntary separation package (VSP) an opportunity to secure an ongoing position. In these circumstances the internal advertising may be restricted to the department, business unit and/or team directly affected by the organisational change process.

If the position cannot be filled internally after the internal process has been undertaken, then the Council may advertise externally.

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Clause 14 - Continuous Improvement

The parties agree that changes to workplace methods, practices, quality and productivity must be consistent with the efficient operation of Council. Further, the parties acknowledge that the current workforce of Council is a critical element in the improvement of quality service provision. Arbitrary job reductions will not be pursued to secure the ongoing improvements in productivity and efficiency sought under this Agreement.

The parties are committed to optimising the employment security of employees by:

- Taking steps to ensure Council has the benefit of a stable and committed workforce.
- Training and developing employees to increase their level of skill and ability within their contracted role, and providing retraining when both reasonable and necessary.
- Providing an environment which supports career development and equal employment opportunity.
- Implementing consultative mechanisms to ensure timely advice and discussion between employees and management about any significant changes to service delivery which may impact upon labour requirements.
- Continuing to manage Council's workforce to minimise the need for involuntary labour reductions in the future.

14.1 Organisational Structure

The parties agree that the organisational structure must support the achievement of Council's Strategic Management Plan whilst ensuring optimum productivity is achieved through the principles of continuous improvement.

Consequently the organisation structure will from time to time be reviewed to ensure that it supports the provision of efficient and effective services to the community.

PART 3 - EMPLOYMENT RELATIONSHIP & RELATED MATTERS

Clause 15 Employee Protection

- 15.1 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 the Agreement, or in national employment standards such as hours of work, annual leave, long service leave, sick leave, personal leave, parental leave etc.
- 15.2 The parties agree that there will be no forced redundancies for the life of this Agreement. If a reduction in staff levels is required they shall be by natural attrition or by mutual agreement.
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Clause 16 - Employee Relations

- 16.1 All parties recognise the need to maintain mutual trust and understanding to improve relations throughout the organisation.
- 16.2 The parties agree consultation is viewed as essential to any change. Management recognises the need for Employee commitment to achieve effective improvements in productivity and efficiency.
- 16.3 Management is committed to ensure that there is an opportunity for Employees to be involved and express their opinions before any changes occur which are likely to have an impact on the workplace and their jobs and is therefore committed to the consultation process.
- 16.4 After consulting with Employees and taking into consideration all points, issues and concerns raised, Management will determine the most appropriate course of action taking into consideration the long term interests of the organisation and Employees.
- 16.5 Parties agree that participation by Employees is vital in decisions which involve work methods and arrangements. This is to ensure that Employees are able to contribute their particular knowledge and understanding to improve operations and to engender a sense of commitment through the ability of Employees to influence matters which affect the way work is carried out.

Clause 17 - Resource Sharing

Resource Sharing and External Services

During the life of this Agreement, where practical, Council will continue to use its in- house permanent employees to continue to provide a high level of efficiency and cost effectiveness.

Council will invest in appropriate skill development, systems and equipment to ensure its workforce is competitive.

The use of external service providers is recognised as a legitimate way of managing the ongoing challenges of a growth in the delivery of services and work programs whilst also maintaining a committed and efficient workforce.

Council will explore opportunities to enter into shared resources, joint enterprise, working regionally with other Councils or service providers, or shared service arrangements to ensure it provides quality and cost effective services to the community.

Where a decision is made to engage in such an arrangement the consultation process set out in this Agreement will apply.

It is the clear position of Council to utilise and promote the use of its in-house permanent employees for the undertaking of Council's works, services and operations.

Council may determine from time to time to utilise external service providers where any of the following criteria are met:

- 17.1 Specialised and/or highly technical tasks for which Council does not have the necessary equipment, resources or expertise.
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- 17.2 Seasonal or short term work when employment of additional permanent employees cannot be justified (recognising that the Award allows for the use of fixed term, casual and agency employees).
 - 17.3 Large or labour intensive works where the Council is unable to apply the required equipment or resources without adversely affecting existing services or operations.
 - 17.4 It can be clearly demonstrated that it is in the public interest to utilise external service providers.
 - 17.5 Extraordinary or unforeseen circumstances.
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Clause 18 – Superannuation

- 18.1 Choice of Fund legislation allows Employees to nominate an alternative complying Superannuation Fund for their superannuation contributions. For any Employee that does not provide a Choice of Fund form within the requisite period determined by the Employer, all contributions will be paid to Statewide Super or its successor.
- 18.2 'Statewide Super' means the superannuation scheme that merged with the Local Government Superannuation Scheme ('Local Super') which was established under the *Local Government Act 1934 (SA)*, continued in existence under Part 2 of Schedule 1 of the *Local Government Act 1999 (SA) (1999 Act)* and then continued in existence under a trust deed dated 25 November 2008 (Trust Deed) pursuant to amendments to the 1999 Act that took effect on 1 January 2009, before merging with Statewide Super pursuant to the provisions of the *Local Government (Superannuation Scheme) (Merger) Amendment Act 2012*.
- 18.3 An Employee can elect to vary the amount of superannuation paid to eligible superannuation fund twice a year and it is agreed that if an Employee elects to make a change is to take place only in July and January in any year for the life of this Agreement.

Clause 19 - Salary Sacrifice of Superannuation

- 19.1 As a salary sacrificing arrangement, an Employee can elect to have any amount of their current salary paid each pay period by the employer into the eligible superannuation fund on behalf of the Employee.
- 19.2 The sacrificed salary shall take the form of a contribution made by the employer on behalf of the Employee and will represent a deemed contribution. The deemed contribution is made on behalf of the member, and is paid from gross salary, thus effectively reducing the taxable salary of the Employee.
- 19.3 An Employee can elect to vary the amount of salary sacrifice paid to eligible superannuation fund twice a year and it is agreed that if an Employee elects to make a change is to take place only in July and January in any year for the life of this Agreement.
- 19.4 The Employee's substantive salary for all purposes (such as, but not limited to, Award and Enterprise Agreement entitlements including superannuation, leave and annual leave loading, penalties etc.) shall be the pre-sacrificed salary.
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PART 3A - RELOCATION OF COUNCIL EMPLOYEES

- 3a.1 Council may relocate an employee from a Council facility (such as a works depot or waste transfer station) to a different Council facility subject to this clause.
- 3a.2 Council may relocate an employee at any time with the mutual agreement of that employee (voluntary relocation).
- 3a.3 Council may relocate an employee without mutual agreement (involuntary relocation) if:
- (a) Council decides to fully or partially close that employee's facility or change the operating days and/or hours at that facility; and
 - (b) This decision is made because of genuine operational requirements; and
 - (c) This decision is made following the consultation process in clause 13 – Change Management.
- 3a.4 In the event Council involuntarily relocates an employee:
- (a) Council will provide the employee at least 12 weeks written notice of the relocation;
 - (b) Council will offer the employee alternative employment at a different Council facility which is as far as reasonably practicable the same as, or equivalent to, the employment the employee was working immediately before the relocation;
 - (c) If the employee accepts this alternative employment they will be entitled to the payment in sub-clause 3a.5 below provided they meet the requirements therein;
 - (d) If the employee does not accept this alternative employment then a voluntary separation package will be offered to them under clause 13.4.4 of this Agreement;
- 3a.5 An employee who is subject to involuntary relocation and accepts an offer of alternative employment will be entitled to a one-off payment in recognition of travel and other costs associated with relocation, as follows:
- (a) An amount of \$7,000 will be paid to full time employees. This payment will be adjusted for part time employees proportional to the average hours worked over the 12 month period preceding the relocation;
 - (b) An employee is not entitled to this payment if they have a vehicle included in their salary package or have completed less than 12 months service with Council;
 - (c) An employee who receives this payment must remain in the relocated position for a minimum period of 12 months (unless voluntarily or involuntarily relocated from this position by Council). If an employee chooses to leave their employment with Council before the expiration of this period, the payment must be repaid in full to Council.
- 3a.6 Where an employee is the subject of an involuntary relocation and accepts an offer of alternative employment, they may elect to accept a voluntary separation package under clause 13.4.4 of this Agreement instead at any time within 3 months of the date of relocation. If the employee has received a relocation payment under sub-clause 3a.5 this amount will be deducted from their separation package and the employee must repay any remaining amount to the Council.
- 3a.7 This clause is not applicable to any employees relocated prior to the commencement date of this Agreement.
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PART 4 - WAGE & RELATED MATTERS

Clause 20 - After Hours Callout Provisions

- 20.1 Council in maintaining a safe environment has an after-hours callout roster to provide an after-hours response to unplanned or emergency matters that may arise.
 - 20.2 Employee inclusion on the after-hours callout roster is voluntary and employees, whilst members of this roster, will be paid in accordance with the terms and conditions contained in this Clause.
 - 20.3 If the rostered Person is not available, then another person who has volunteered to be included on the call out roster will be contacted.
 - 20.4 Availability is taken to mean the ability to commence the journey to the site of a callout within 15 minutes of receipt of advice of the need to respond to an after hours callout. The person called out would be expected to be able to respond within such a time frame and comply with all the relevant SA laws particularly with respect to ensuring that they are not under the influence of alcohol or drugs.
 - 20.5 A call out is defined as a request to report for emergency or special work outside of normal working hours.
 - 20.6 Employee(s) required to return to work or are called out to work including Saturdays, Sundays and Public Holidays shall be paid for a minimum of 1 hours work at double time. Subsequent hours are paid at rates defined in the Award.
 - 20.7 Payment for call outs will commence from the time the Employee leaves their place of residence if they reside in the Council area. Other Employees will commence the call out upon arrival at the job site or works depot.
 - 20.8 Council policy is that Employees are entitled to claim pay when operating Council plant and equipment at emergency situations. If Employees are attending emergencies as a volunteer out of normal working hours and not at Council request then Council is not responsible for any wage reimbursement.
 - 20.9 Where there is a requirement to attend further callouts while still at or returning from attendance, the additional time worked continues on from the finalisation of the current callout i.e. it is not a separate 3 hour minimum callout.
 - 20.10 **Essential Services**
 - 20.10.1 The parties agree that on occasions Council will have the right to request selected employees to remain or recall selected employees to deal with the maintaining of essential services and responding to emergencies during times of emergencies or inclement weather.
 - 20.10.2 Employees, who may have ceased work due to an emergency situation or inclement weather who are then recalled to work, within the ordinary span of hours prescribed in Clause 29, shall only be paid at their standard pay rates until they exceed the standard day hours of work of eight (8) hours 30 minutes. Thereafter penalty rates of pay and call out provisions will apply.
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Clause 21 - Public Holidays

The working cycle that an Employee is currently on when a public holiday falls due will determine the number of hours that is paid for the public holiday. As an example an Employee working an 8 day fortnight will be paid at 9.5 hours.

Clause 22 - Emergencies

In case of Employees volunteering to work on an emergency service organisation (Country Fire Service, State Emergency Service, SA Ambulance), payment of wages will be made at ordinary hours during the ordinary span of hours. All time outside the ordinary span of hours to be voluntary.

Clause 23 - Special Rates & Allowances

- 23.1 No payment shall be made for work related allowances as listed in Schedule 4 of the Award.
- 23.2 Allowances payable under Schedule 5 of the Award will continue to apply, excluding meal allowance which will be paid at the following rates:-
- \$19 in first year of agreement,
- \$20 for second year of agreement, and
- \$21 for third year of the agreement.
- 23.3 Under this Agreement Schedule 6 of the Award shall not apply.

Clause 24 - Drivers Licence

- 24.1 Reimbursement of Driver's Licence fee only applies if in the course of employment a class of licence is required above the class for car and motorcycle. Council will reimburse all staff for the renewal of their drivers licence (for a period of renewal not exceeding five years) at any one time upon production of the licence and receipt.
- 24.2 In the event that an Employee has received the benefit of this clause, and subsequently leaves the employment of Council, the remaining value of the licence calculated on a pro-rata basis over the five year period of the licence will be refunded to the Council (unless waived at the discretion of the Chief Executive Officer in extenuating circumstances) and this may be implemented through the calculations for final payment of salary.

Clause 25 – Minimum Classification & Classification Extension

- 25.1 The parties agree that the minimum classifications of Employees will be Municipal Employee grade 6. Those Employees who have attained the Service Requirements under Schedule 2 of the Local Government Employees Award will retain that service.
- 25.2 All new Employees employed by Council at a substantive position before Municipal Grade 6 will move to Grade 6 after the completion of one year's service. Such move to Grade 6 shall be in accordance with the process outlined in Appendix 2.
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- 25.3 In the first six months of this agreement the parties (as defined) shall develop the relevant criteria which are related to the increased classification levels in Grades 9-12 of the wages schedule. The expanded classification will be subject to agreement by all parties and designed to satisfy the operational requirements of Council.

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Clause 26 - Wage rates

- 26.1 Employees will receive a salary increase of 2.2% back dated effective from the first full pay period on or after 1 July 2017.
- 26.2 Effective from the first full pay period on or after the 1 July 2018, employees shall receive a salary increase of 2.5%.
- 26.3 On the first full pay period on or after the 1 July 2019, employees shall receive a salary increase of 2.5%.
- 26.4 On the first full pay period on or after the 1 July 2020, employees shall receive a salary increase of 2.5%.

Clause 27 - Wage/Payroll Deductions

- 27.1 The employer shall make payment of wages to all Employees covered by this Agreement by way of direct transfer into Employees' bank or other recognised financial institution.
- 27.2 The current practice of all payroll deduction services for Employees will be maintained for the duration of this Agreement.

Clause 28 - Personal Income Protection (PIP) Insurance

- 28.1 In addition to the pay rises outlined under this Agreement, Council will insure all Council Employees subject to the Agreement in a Personal Accident and Illness Insurance policy.
- 28.2 The Policy covers Employees for non-work related injury or illness.
- 28.3 Policy benefits, excess/waiting periods and exclusions are all covered under the Insurance Policy and will be determined under this Policy, as amended from time to time.
- 28.4. During a period of absence on PIP Insurance, the Employee's continuity of service is suspended but not broken.

PART 5 - HOURS OF WORK, WORK PRACTICES

Clause 29 - Hours of Work

The parties acknowledge that productivity can be enhanced by increasing the flexibility of working hours and days in which employees can work their standard day. It is also recognised that duties and functions carried out by work groups and individual employees are extremely diverse and efficiency is impacted by a number of factors affecting work groups in differing ways. Changes to the hours of work must recognise these issues, along with the impact of seasons, weather conditions, daylight saving and the type of activity being undertaken.

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The following working hour's arrangements will apply:

- The ordinary span of hours shall be between 6.00 am to 7.30 pm Monday to Friday inclusive.
 - Ordinary hours of work shall be based upon 76 hours per fortnight, with spread of hours being flexible by mutual agreement between employer and employee(s).
 - Unless otherwise agreed shift start times will be 7.00am and finish times will be 4.00pm being eight days at 8.5 hours each day and one day of 8 hours Monday to Friday with a total of 76 normal hours being worked over a nine day fortnight.
 - Both parties agree that any existing staff operating under an eight day fortnight being eight days at 9.5 hours each day, will cease to do so by natural attrition or mutual agreement.
 - By mutual agreement between the Manager and the work team and to take into account of specific circumstances such as seasonal work e.g. grading or peak work periods, completion of projects, or the needs of employees, the ordinary hours of work on a particular day may be temporarily altered, provided that the standard day is worked between the hours of 6.00 am and 7.30 pm.
 - A standard day worked between 6.00 am to 7.30 pm Monday to Friday (or up to 8pm where agreed) shall not attract any additional payment.
 - Employees may, by negotiation and agreement with the Coordinator and dependent upon the nature and extent of work, seasonal demands and logistical support from Council vary the standard RDO on a work group-by work-group basis.
 - Rostered days off to be taken on a consecutive Friday and Monday configuration with separate gangs or Employees alternating weekends so as to enable Council to continue to provide the community with a service for five days per week (excluding Public Holiday weeks).
 - The maximum number of ordinary hours that may be worked on any one day is 10.5 hours.
 - Time can be worked in excess of seventy six (76) hours per fortnight with prior management approval. Such work will be banked to the employee(s) Accrued Time Bank at their ordinary time rate and taken as time in lieu, or be paid as follows:
 - Saturday - time and a half
 - Sunday - double time
 - Public Holiday - normal plus time and a half
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Clause 30 - Rostered Days Off (RDO)

- 30.1 Employees who work a nine day fortnight will be entitled to 24 Rostered Days Off (RDO) per calendar year, and those working an eight day fortnight will be entitled to 48 RDO per calendar year.
- 30.2 The employer and all Employees shall adopt a flexible approach to Rosters Days Off with any variation being by mutual agreement between the employer and relevant Employee(s). In the event that a Rostered Day Off is not taken on the normally agreed due date, this Rostered Day Off will be taken at some other mutually agreed time.
- 30.3 If a Rostered Day Off falls on a Public Holiday, it shall be taken the following work day or at a mutually agreed time.

Clause 31 - Time Off In Lieu for Accrued Time Bank (TOIL)

- 31.1 Approved hours worked outside of the standard day hours as specified in Clause 29 may be placed in the Accrued Time Bank. TOIL must be approved prior to being worked by the relevant Manager or their delegated person.
 - 31.2 An employee may bank up to a maximum of 38 hours of TOIL to be taken at a convenient time by mutual agreement between the Supervisor and employee at ordinary time rates. Any hours banked above 38 hours may be paid out by mutual agreement at ordinary time rates on a quarterly basis.
 - 31.3 The rate at which TOIL is accrued is at the Employee's single hourly rate unless outside the span of hours. In this case TOIL will be accrued at the appropriate penalty rate.
 - 31.4 The Employee may choose to forgo the TOIL and elect to be paid overtime. In such circumstances all overtime must be approved prior to commencing by the relevant Manager or their delegated person. Failure to obtain approval may result in loss of pay for that time.
 - 31.5 Employees will be allowed to incur a debit in their Accrued Time Bank of a maximum of 10 hours. The intent of having the 10 hour debit provision is to enable employees to have some flexibility in the management of personal situations. Where such debit hours are accrued, it is expected that the employee will remove the debit within a timeframe of two months.
 - 31.6 In the event that the employee exceeds the 10 hour debit after two months, the hours in excess of the 10 hours will be deducted from the employee's next pay unless a written formal alternative/acceptable arrangement is agreed with the Manager. This should only apply in exceptional circumstances. Employees who have accrued debit hours at the time of their termination of employment with the Council shall have such monies recovered from their final pay.
 - 31.7 Accrued time off shall be taken on an hour for hour basis.
 - 31.8 TOIL will be taken at a time mutually agreed to and recorded with the Supervisor and in accordance with operational requirements.
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- 31.9 The taking of TOIL must be approved prior to the leave being taken. Failure to obtain approval will result in loss of pay for that time.
- 31.10 The employer undertakes to provide details of accrued TOIL on a regular basis.

Clause 32 – Inclement Weather

- 32.1 Council recognises the need to operate effectively and efficiently during periods of inclement weather, whilst continuing to recognise the importance of both work health & safety (WHS) and the need to achieve the required budget and works program outcomes and objectives.
- 32.2 Where practicable, Council will attempt to provide (during inclement weather) alternative work or training for employees which may occur at any council depot or office.
- I. In this regard, employees may be required to undertake duties outside of their normal day to day operational duties - but in accordance with all WHS requirements.
 - II. Employees may be required to commence duties earlier in the day, to minimise exposure to extreme hot weather conditions.
 - III. Where extreme hot weather conditions exist or are predicted, then every endeavour will be made to provide alternative work or training to ensure the principles of productivity are maintained.
- 32.3 Employees may elect to take TOIL (in line with the TOIL clause and respective TOIL balance) if they choose, unless formal training has been arranged.
- 32.4 Where extreme conditions exist, employees will use common sense to ensure they are not exposing themselves to unnecessary risks in managing their own WHS requirements.

PART 6 - LEAVE OF ABSENCE

Clause 33 - Personal Leave

- 33.1 Paid personal leave is available to an Employee, other than a casual Employee, when they are absent:
- (a) due to personal illness or injury (sick leave)
 - (b) for the purposes of caring for an immediate family or household member who is sick and requires the Employee's care or support or who requires care or support due to illness or injury or an unexpected emergency (family leave). The term "immediate family" includes:
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- spouse (including a former spouse, a de facto spouse, a former de facto spouse, or same sex partner) of the Employee. A de facto spouse means a person who lives with the Employee as his or her husband or wife on a bona fide domestic basis; and
- child or an adult child (including an adopted child, a step child or an ex-nuptial child), parent, grandparent, grandchild or sibling of the Employee or spouse of the Employee.

(c) for reasons of urgent or personal need (personal leave) subject to the following conditions:

- 33.2 There shall be no change to the sick leave entitlement for full-time Employees.
- 33.3 Employees 10 days accrual of sick leave will convert to 76 hours per annum, with the spread of hours over the eight or nine working day fortnight that an Employee usually works.
- 33.4 The Employee must, as soon as reasonably practicable, advise the employer of their absence and the length or expected length of the absence. This may be after the absence commences.
- 33.5 When taking leave pursuant to this clause, the Employee must, if required by the employer, establish by production of a medical certificate, statutory declaration or other evidence that would satisfy a reasonable person that the Employee was unable to work because of injury or personal illness.
- 33.6 When taking leave to care for members of their immediate family or household who are sick and require care or support, the Employee must, if required by the employer, establish by production of a medical certificate or statutory declaration or other evidence that would satisfy a reasonable person that the person required care or support by the Employee because of personal illness or injury. When taking leave to care for members of their immediate family or household who require care or support due to an unexpected emergency, the Employee must, if required by the employer, establish by production of documentation acceptable to the employer or a statutory declaration or other evidence that would satisfy a reasonable person that such emergency resulted in the person concerned requiring care or support by the Employee.
- 33.7 Sick Leave Incentives - as an incentive for accrual of sick leave, half of sick leave accrued on an annual basis commencing from the date of this Agreement be paid out to Employees who have accrued a minimum of 760 hours sick leave.
- 33.8 If an Employee elects to cash out a portion of sick leave in accordance with this clause, the Employee retains the portion of the sick leave cashed out and may access that leave on a leave without pay basis whilst employed by the Council.

Clause 34 - Leave of Absence (Long Service Leave)

- 34.1 Long Service Leave will be administered in accordance with the Long Service Leave Act 1987 (SA) including the "cashing out" provisions.
- 34.2 During the life of the Agreement, existing Long Service Leave entitlements will be examined and consideration given to methods of reducing outstanding leave entitlements and ensuring that future leave is taken as it falls.
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- 34.3 Long Service Leave accrued in the first 10 years of service must be taken by the completion of the 13th year of service. Department managers are to ensure leave is taken within the allocated time.
- 34.4 Accumulated Long Service Leave (e.g. 11 - 20 years service) must be taken within three (3) years of the next 10 years service anniversary.
- 34.5 Long Service Leave may be taken at a time mutually convenient between Council and the Employee concerned after seven (7) years service.
- 34.6 An Employee may take Long Service Leave after seven (7) years service in the following manner:
- Half pay, thus doubling the period of leave taken;
 - Double pay, thus halving the period of leave taken;
 - 'Cashing out' all or part of their accrued leave; or
 - Taking the leave as normal
- 34.7 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 higher amount of hours at the time of the reduction in their hours of work.

Clause 35 - Compassionate Leave

- 35.1 The provisions of this clause apply to full-time and part-time Employees (on a pro rata basis) but do not apply to casual Employees.
- 35.2 An Employee is entitled to 2 days of compassionate leave for each occasion (a permissible occasion) to spend time with a member of their immediate family or household who sustained a life threatening illness, injury or following the death of the member of the Employee's immediate family or household referred to in sub clause.
- 35.3 An Employee may take compassionate leave for a particular permissible occasion as:
- 35.3.1 a single continuous 2 day period; or
 - 35.3.2 2 separate periods of 1 day each; or
 - 35.3.3 any separate periods to which the Employee and his or her employer agree.
- 35.4 If, in accordance with this clause, an Employee takes a period of compassionate leave, the employer must pay the Employee the full pay the Employee would otherwise have received for the period of leave, excluding any overtime (unless regularly rostered overtime).
- 35.5 An Employee can utilise their accrued personal leave to take additional compassionate leave by agreement with the employer. The employer will not unreasonably refuse to agree to an additional period.
- 35.6 An Employee may take unpaid compassionate leave by agreement with the employer. The employer will not unreasonably refuse to agree to the unpaid period.
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PART 7 - TRAINING

Clause 36 - Staff Development and Training

- 36.1 Study Leave will be provided in accordance with Appendix 1. Where an Employee chooses, they may forego the entitlement in Appendix 1 for paid time off for study, in return for a Study Allowance paid by Council.
- 36.2 This will be up to a maximum of \$2,000.00 per annum, provided the course or courses are directly related to work and are not subject to FBT. Such courses and the method of undertaking such courses are to be approved and authorised by the Chief Executive Officer. No request will be unreasonably withheld, and Council will look favourably on Employees who wish to progress their educational qualifications.
- 36.3 Payment of fees will be subject to the following:
- Fees to be paid to the Institution by Council on presentation of official enrolment documentation.
 - The employee must produce evidence of successful completion of subjects.
 - If subjects are not passed, the Employee with either:
 - (1) Repeat at own expense until passed; or
 - (2) Refund fees paid by Council
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PART 8 - ENDORSEMENT

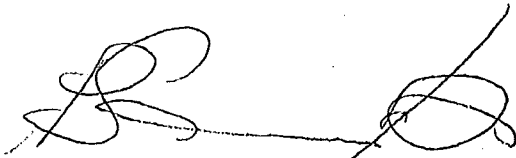
Clause 37 - Signatories

This Agreement is made at

DATED the 12 day of NOVEMBER 2018



CHIEF EXECUTIVE OFFICER
COORONG DISTRICT COUNCIL



PETER LAMPO - STATE UNION SECRETARY

SIGNED FOR AND ON BEHALF OF
AMALGAMATED AWU (SA) STATE UNION

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APPENDIX 1 - STUDY LEAVE

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:
 - (a) That such courses are appropriate to the business of local government.
 - (b) That such courses and the method of undertaking such courses are approved and authorised by the employer.
 2. Following consultation between senior management and interested officers, reasonable opportunity will be given to officers to attend appropriate courses, provided, however, that such reasonable opportunity to attend shall be subject to any organisational constraints which may arise.
 3. Officers undertaking courses 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.
 4. Where an officer is required by the Council to undertake a course of study or attend a training course, the Council shall on the satisfactory completion of each year, reimburse the officer for all fees paid in respect of such course.
 5. Where an officer considers that leave approval, as per item 1 and 2 above, has been unreasonably withheld by the Chief Executive Officer, the officer may raise the matter with the relevant organisation (to which the officer belongs) to enable discussions with the Council to take place regarding the withholding of approval.
 - (a) In the event that the matter cannot be resolved at this level, the matter may be referred to the dispute resolution procedure for determination.
 6. The withholding of approval.
 - (a) In the event that the matter cannot be resolved at this level, the matter may be referred to the dispute resolution procedure for determination.
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APPENDIX 2 - MINIMUM CLASSIFICATION

With regard to Clause 29 the following criteria will apply if Council employs an Employee at a substantive level below that of Municipal Employee Level 6.

- After the completion of one year's satisfactory service an Employee will be reclassified to Municipal Employees Level 6, provided the Employee is willing during the initial twelve month period to undertake training required for him/her to meet the requirements of Level 6.
- If for any reason Council is unable to provide the required training for an Employee to attain the level of Municipal Employee Level 6 after 12 months of employment, Council will automatically grade that Employee at Level 6.
- If for any reason the Employee does not wish to avail him/herself of the opportunity to train to Level 6, the lower rate of pay may continue to operate.

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APPENDIX 3 – SHIFT PATROL GRADING ANNEXURE TO ENTERPRISE AGREEMENT

1. Basis of Operation

The shift patrol grading service offered by the Coorong District Council is based on two teams, each operating 3 shifts of 12 hours each per week.

Team One

Sunday (12 hours) Monday (12 hours) Tuesday (12 Hours) - Operator One

Team Two

Wednesday (12 hours) Thursday (12 hours) Friday (12 hours) - Operator Two

Operators are able to be rotated between the two teams in an effort to ensure that all operators have an opportunity to take advantage of the normally recognised weekend. The maximum period shall be six months on any one team.

The shifts are to commence at 6.00am and conclude at 6.30pm. Both the commencements and conclusion of the shift can be at the operator's home or depot.

A Council owned utility will be available at the end of each shift for use by the operator to return to his/her place of residence, other than at the end of the three-day shift where the utility shall be left at the depot, or may be delivered to the other operators place of residence as agreed between the operators.

Should an operator reside outside of the Council area, the operator shall start and finish work each day at a Council depot.

2. Conditions

- 2.1 Positions are classified level 6 year 3 of the Local Government Employees Award.
 - 2.2 Positions are to receive, and be respondent to, all conditions of the Enterprise Agreement, excepting where this annexure varies those conditions.
 - 2.3 All Sundays and recognised public holidays are to be considered normal working days in terms of the proposal.
 - 2.4 Christmas Day and Good Friday are not to be available to be worked and the normal patrol grading arrangements are to be undertaken on an alternate day (being Saturday).
 - 2.5 The normal 12 hour shift is to be paid at a flat rate (refer 1 above)
 - 2.6 Council will make a payment of 72 hours per fortnight paid at an adjusted hourly rate to reflect normal earnings for a 76 hour fortnight.
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- 2.7 Routes and operational policies and procedures are to be continually reassessed between management and operators to ensure the best possible patrol grading service is achieved.
- 2.8 Sick, personal and family leave is only available to be claimed and paid on working days. Employees are to notify their immediate supervisor as soon as possible if they are unable to attend their shift due to illness.
- 2.9 Annual Leave is to be paid and deducted from accrued leave at the rate of 1 day being 12 hours, i.e. the yearly allowance of annual leave will be 144 hours.
- 2.10 Sick Leave is to be paid and deducted from accrued leave at the rate of 1 day being 12 hours, i.e. the yearly allowance of sick leave will be 72 hours.
- 2.11 Long Service Leave will be accrued in accordance with the Long Service Leave Act 1987 (SA), unless otherwise stated in this agreement.
- 2.10 The application of this annexure is to be monitored by the Enterprise Bargaining Unit with any concerns or disputes to be resolved pursuant to the Grievance and Conflict Resolution Procedures (Clause) of the Agreement.
- 2.11 The shift incorporates a recognised meal break of one half of an hour, timing of which will be at the operator's discretion other than in the last half an hour of shift.

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APPENDIX 4 – WAGE RATES

Local Government Employees (SA) Award 1992 – AWU Enterprise Agreement no. 8 of 2017

Classification	First pay as at 01/07/2017			First pay as at 01/07/2018			First pay as at 01/07/2019			First pay as at 01/07/2020		
	\$ per week	\$ per fortnight	\$ per annum	\$ per week	\$ per fortnight	\$ per annum	\$ per week	\$ per fortnight	\$ per annum	\$ per week	\$ per fortnight	\$ per annum
	Based on a 2.2% increase from the first full pay period on or after 1 July 2017											
Grade 1 Year 1	913.81	1827.62	47518.06	24.0476	1873.31	48706.01	24.6488	960.07	1920.14	49923.66	25.2650	984.07
Grade 1 Year 2	926.57	1853.14	48181.60	24.3634	1899.47	49366.14	24.9930	973.48	1946.95	50620.79	25.6178	997.81
Grade 1 Year 3	939.16	1878.32	48936.44	24.7148	1925.26	50057.36	25.3327	986.71	1973.41	51308.79	25.9680	1011.38
Grade 2 Year 1	954.47	1908.95	49632.58	25.1177	1956.67	50873.39	25.7456	1002.79	2005.59	52145.22	26.3893	1027.96
Grade 2 Year 2	967.24	1934.47	50296.31	25.4536	1982.84	51553.72	26.0899	1016.20	2032.41	52842.56	26.7422	1041.61
Grade 2 Year 3	979.84	1959.68	50951.56	25.7852	2008.67	52225.34	26.4298	1029.44	2058.88	53530.98	27.0906	1055.18
Grade 3 Year 1	996.36	1992.73	51810.92	26.2201	2042.55	53106.19	26.8758	1046.80	2093.61	54433.85	27.5475	1072.37
Grade 3 Year 2	1009.13	2018.26	52474.66	26.5560	2068.71	53786.52	27.2199	1060.22	2130.43	55131.19	27.9004	1086.72
Grade 3 Year 3	1021.71	2043.42	53126.91	26.8871	2094.51	54457.13	27.5593	1073.43	2146.87	55818.56	28.2483	1100.27
Grade 4 Year 1	1046.35	2092.70	54410.15	27.5355	2145.02	55770.40	28.2239	1099.32	2196.64	57184.86	28.9295	1126.30
Grade 4 Year 2	1059.09	2118.19	55072.90	27.8709	2171.14	56449.72	28.5677	1112.71	2225.42	57860.96	29.2819	1140.53
Grade 4 Year 3	1071.68	2143.37	55727.55	28.2022	2196.95	57120.74	28.9073	1125.94	2251.88	58548.75	29.6299	1154.09
Grade 5 Year 1	1080.77	2161.55	56200.21	28.4414	2215.59	57605.21	29.1524	1135.49	2270.97	59045.34	29.8812	1163.87
Grade 5 Year 2	1093.56	2187.13	56865.33	28.7760	2241.81	58266.96	29.4975	1148.93	2297.85	59744.14	30.2349	1177.85
Grade 5 Year 3	1106.16	2212.31	57520.17	29.1094	2267.62	58958.18	29.8371	1162.16	2324.31	60432.13	30.5831	1191.21
Grade 6 Year 1	1110.20	2220.39	57730.22	29.2157	2275.90	59173.48	29.9461	1166.40	2332.90	60652.82	30.6947	1195.36
Grade 6 Year 2	1122.95	2245.90	58393.37	29.5513	2302.05	59853.20	30.2901	1179.80	2359.60	61349.53	31.0473	1209.29
Grade 6 Year 3	1135.53	2271.06	59047.62	29.8824	2327.84	60523.81	30.6295	1193.02	2386.03	62036.91	31.3952	1222.84
Grade 7 Year 1	1139.58	2279.16	59256.07	29.9869	2336.14	60739.52	30.7386	1197.27	2394.54	62258.01	31.5071	1227.20
Grade 7 Year 2	1152.33	2304.66	59921.21	30.3245	2362.26	61419.24	31.0826	1210.67	2421.34	62954.72	31.8597	1240.93
Grade 7 Year 3	1164.92	2329.85	60576.06	30.6559	2388.09	62090.46	31.4223	1223.90	2447.80	63642.72	32.2079	1254.50
Grade 8 Year 1	1166.71	2333.43	60669.13	30.7030	2391.76	62165.86	31.4706	1225.78	2451.56	63740.50	32.2573	1256.42
Grade 8 Year 2	1179.46	2358.91	61331.68	31.0383	2417.88	62864.97	31.8143	1239.17	2478.33	64436.60	32.6096	1270.14
Grade 8 Year 3	1192.04	2384.07	61985.93	31.3694	2443.68	63535.58	32.1536	1252.38	2504.77	65123.97	32.9575	1283.69
Grade 9 Year 1	1206.75	2417.49	62854.78	31.8091	2477.93	64426.15	32.6043	1269.94	2539.88	66036.80	33.4194	1301.69
Grade 9 Year 2	1225.67	2451.34	63734.89	32.2545	2512.63	65328.26	33.0509	1287.72	2575.44	66961.47	33.8874	1319.91
Grade 9 Year 3	1242.83	2485.66	64627.06	32.7060	2547.80	66242.73	33.5237	1305.75	2611.49	67898.60	34.3617	1338.39
Grade 10 Year 1	1265.95	2531.89	65829.25	33.3144	2595.19	67474.99	34.1473	1330.04	2660.07	69161.86	35.0009	1363.29
Grade 10 Year 2	1289.49	2578.96	67053.58	33.9340	2643.46	68729.92	34.7824	1354.77	2709.55	70448.17	35.6519	1388.64
Grade 10 Year 3	1313.48	2626.96	68300.84	34.5652	2692.63	70008.36	35.4293	1379.94	2759.94	71758.56	36.3151	1414.47
Grade 11 Year 1	1337.91	2675.82	69571.21	35.2081	2742.71	71310.49	36.0883	1405.64	2811.28	73093.25	36.9905	1440.78
Grade 11 Year 2	1362.79	2725.59	70865.29	35.8630	2793.73	72636.92	36.7596	1431.79	2863.57	74452.84	37.6786	1467.58
Grade 11 Year 3	1388.14	2776.28	72183.28	36.5300	2845.69	73967.86	37.4433	1458.41	2916.83	75837.56	38.3793	1494.87
Grade 12 Year 1	1413.96	2827.91	73525.77	37.2094	2898.81	75363.92	38.1396	1485.54	2971.08	77248.02	39.0931	1522.68
Grade 12 Year 2	1440.26	2880.51	74893.36	37.9015	2952.53	76765.70	38.8490	1513.17	3026.34	78684.84	39.8203	1551.00
Grade 12 Year 3	1467.05	2934.09	76286.44	38.6065	3007.45	78193.61	39.5717	1541.32	3082.63	80148.45	40.5610	1579.85
Grader Agreement	1268.89	2537.78	65982.38	35.2470	2601.23	67651.94	36.1282	1333.13	2666.26	69322.74	37.0314	1366.46