



SOUTH
AUSTRALIAN
EMPLOYMENT
TRIBUNAL

REGIONAL COUNCIL OF GOYDER ENTERPRISE AGREEMENT NO 8 - 2018

File No. 2026 of 2018

This Agreement shall come into force on and from 10 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 10 JULY 2018.

A handwritten signature in dark ink, appearing to be 'A.L.', positioned above a horizontal line.

COMMISSIONER

REGIONAL COUNCIL OF GOYDER ENTERPRISE AGREEMENT NO 8 -2018

CLAUSE 1 - TITLE

This Agreement shall be known as the Regional Council of Goyder Enterprise Agreement No. 8 -2018.

CLAUSE 2 - ARRANGEMENT

1. Title.
 2. Arrangement.
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CLAUSE 3 - DEFINITIONS

- ✚ “Agreement” means the Regional Council of Goyder Enterprise Agreement No. 8 –2018.
- ✚ “Award” means the Local Government Employees Award.
- ✚ “CEO” means the Chief Executive Officer, being that person appointed by Council under Section 96 of the Local Government Act 1999.
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- ✚ “Consultation” is the process which will have regard to employee’s interests in the formulation of plans which have a direct impact upon them. It provides the employees with the opportunity to have their viewpoint heard and taken into account prior to a decision being made.
- ✚ “Council” means the Regional Council of Goyder
- ✚ “Employee” means an employee of the Council who performs work covered by the Award and this Agreement.
- ✚ “Employer” means the Regional Council of Goyder.
- ✚ “SAET” means the South Australian Employment Tribunal.
- ✚ “Statewide Super” means the Statewide Superannuation Pty Ltd ABN 008 099 223 (AFSL 243171) Trustee and RSE Licensee of Statewide Superannuation Trust ABN 54 145 196 298..
- ✚ “Union” means the Australian Workers Union (AWU South Australian Branch) and (Amalgamated AWU (SA) State Union).

CLAUSE 4 - PARTIES BOUND

- 4.1 Parties to the Agreement are:
- 4.1.1 The Council;
- 4.1.2 The Union and;
- 4.1.3 The Employees.

CLAUSE 5 - OBJECTIVES

- 5.1 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 Council.
- 5.1.1 The objectives are to:
- 5.1.1.1 Encourage and develop a higher level of skill, innovation and excellence amongst employees.
- 5.1.1.2 Develop a higher degree of teamwork, trust and shared commitment to the achievement of real and sustainable improvements in productivity.
- 5.1.1.3 Increase the level of individual expertise of employees through the provision of training and skills improvement programs.
- 5.1.1.4 Promote measures to eliminate industrial disputation, absenteeism and lost time through injury by the design of jobs which provide a safer and more enjoyable working environment.

- 5.1.1.5 Promote a higher standard of excellence in the delivery of services in Council operations.
- 5.1.1.6 Eliminate unproductive time.
- 5.1.1.7 Establish 'performance indicators' and the use of 'benchmarking' to achieve real and lasting improvements in efficiency, flexibility and productivity
- 5.1.1.8 Adopt practices to improve standards of Work Health and Safety.
- 5.1.1.9 Enhance careers and benefits and maximise job security for employees.
- 5.1.1.10 Ensure Council's continued viability and stability, with all parties striving at all times to do all that is practical and reasonable to enhance, improve and sustain the image of Council.

CLAUSE 6 - PERIOD OF OPERATION

- 6.1 This Agreement shall commence from the 30th June, 2018 and remain in force until 30th June, 2021.

CLAUSE 7 - RELATIONSHIP TO CURRENT AWARD

- 7.1 This Agreement shall be read in conjunction with the terms of the Award provided that where there is an inconsistency between this Agreement and the Award this Agreement shall prevail to the extent of the inconsistency.

CLAUSE 8 - CONSULTATIVE MECHANISM

- 8.1 The parties agree that the effective operation of this Agreement is dependent on the continuation of the established consultative structure within the workplace.
- 8.2 Consultative Committee
 - 8.2.1 The Consultative Committee shall consist of:
 - 8.2.1.1 Up to two (2) Employer representatives employed by Council with the option to invite an additional person as a non-voting member of the Committee.
 - 8.2.1.2 Four (4) representatives elected by employees, with two being on the consultative committee at any one time, with the other two representatives as invited observer members, and with the option to invite a Union representative of the Union as a non-voting member of the committee.
 - 8.2.2 The role of the Consultative Committee shall be:
 - 8.2.2.1 To reach consensus.
 - 8.2.2.2 To hear and acknowledge reports and ideas generated by employee and employer representatives on a range of issues.
 - 8.2.2.3 To provide a forum for information flow between the employer and employees.
 - 8.2.2.4 To review implementation and to monitor progress of the Agreement.
 - 8.2.2.5 To review and negotiate this Agreement, commencing no later than six months prior to the date of expiration of the Agreement.

CLAUSE 9 - STRATEGIES FOR IMPROVED FLEXIBILITY, EFFICIENCY AND PRODUCTIVITY

9.1 Training

9.1.1 The parties shall investigate training requirements for all employees. The employer, 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. The objectives of such training shall be to ensure a multi skilled flexible workforce.

9.2 Work Practices

9.2.1 The parties shall identify any restrictive work and management practices applicable and seek to minimise or eliminate such practices through cooperative problem solving.

9.2.2 The parties agree that best practice is simply the best way of doing things and recognise that there is a need to redesign tasks (in particular where outdated practices exist) with a view to improving the level of productivity.

9.2.3 The parties are committed to implementing change (including technological) to improve work practices.

9.2.4 The parties agree to comply with the Work Health and Safety Act 2012 and the Work Health and Safety Regulations 2012, as varied or replaced from time to time.

9.2.5 Consultative mechanisms will be utilised where practical in order to facilitate job redesign and to effect change with the objective of a more flexible, effective, efficient and productive workforce.

CLAUSE 10 - OPERATION FROM DESIGNATED DEPOTS AND WORKSITES

10.1 The parties recognise that for the purposes of operational effectiveness it is necessary to maintain, and operate from, various depots located throughout the Council district.

10.2 Employees are to commence work at the designated depots at normal commencement time and, at the cessation of the day's work, to return to the depot without claim for payment. All travel will be in a Council vehicle.

CLAUSE 11 - EMPLOYEE RELATIONS

11.1 The parties recognise the need to maintain mutual trust and understanding to improve employee relations throughout the organisation.

11.2 The parties recognise the need for commitment to achieve effective improvements in productivity.

11.3 The employer is committed to ensure that there is opportunity for employees to be involved and express their opinions before changes occur which are likely to have an impact on their workplace and their jobs.

11.4 After consulting with employees and taking into consideration all points, issues and concerns raised, the employer will determine the most appropriate course of action, taking into consideration the long-term interests of Council and employees.

CLAUSE 12 - HOURS OF WORK

12.1 The parties recognise the need to have a flexible approach to hours worked in order to maximise opportunities to achieve effective and sustainable improvements in productivity, to improve work practices, and achieve a reduction of wastage and time lost.

- 12.2 All full time employees shall work a minimum of seventy six (76) hours, nine (9)-day fortnight over a two-(2) week cycle.
- 12.3 Deployment of employees on flexible hours will be by mutual written agreement between the employer and employee on the basis of seasonal and/or organisational needs provided that no more than seventy six (76) hours in one fortnight can be worked by an employee without the employer's consent.
- 12.4 Flexible hours may be worked as follows:
- 12.4.1 Between the hours of 6.00am and 6.00pm Monday to Friday (including RDOs), employees may work up to a total of ninety (90) hours over the nine-day fortnight at the ordinary rate of pay.
- 12.4.1.1 Hours worked on public holidays will be paid at ordinary time in addition to hours normally paid on the day that the public holiday falls.
- 12.4.2 Due to the nature of the work, the parties accept that from time to time there shall be reasonable expectation on behalf of Council for additional hours to be worked, e.g. for seasonal and/or organisational needs.
- 12.5 Overtime
- Additional hours (excluding Recalls/Call-outs) worked outside of the span of hours (6.00am to 6.00pm Monday to Friday (including RDOs)) or more than ninety (90) hours over a fortnight shall be by mutual written agreement between the employer and the employee and will be paid at penalty rates as follows.
- 12.5.1 Overtime - Monday to Friday
- Additional hours (excluding Recalls/Call-outs) worked shall be paid at the rate of time and a half (T½) for the first three hours and double time (T2) thereafter.
- 12.5.2 Overtime Saturday - (Previously Advised)
- Additional hours (excluding Recalls/Call-outs) worked on a Saturday morning (midnight to midday) will be paid at the rate of time and a half (T½) for the first two hours and double time (T2) thereafter. A minimum period of payment for a period of 2 hours applies.
- Additional hours (excluding Recalls/Call-outs) worked on a Saturday afternoon (midday to midnight) will be paid at double time (T2). A minimum period of payment for a period of 2 hours applies.
- 12.5.3 Overtime – Sunday (Previously Advised)
- Additional hours (excluding Recalls/Call-outs) worked on a Sunday will be paid at the rate of double time (T2). A minimum period of payment for a period of 3 hours applies.
- 12.6 This Agreement allows for up to ninety (90) hours to be worked at ordinary time over the two week cycle on the basis that time worked in excess of seventy six (76) hours and up to ninety (90) hours will be, in the first instance, accumulated as ordinary time for time off in lieu of payment.
- If an employee holds a maximum balance of seventeen (17) hours in their time off in lieu bank of hours, as referred to in sub-clause 12.7.2, the time worked in excess of seventy six (76) hours and up to ninety (90) hours will be paid at ordinary time to the employee.
- 12.7 All credited time off in lieu of payment:

- 12.7.1 Shall be taken at a time mutually agreed between the employer and employee concerned on the basis of seasonal or organisation needs.
- 12.7.2 The employer will manage the time off in lieu of payment bank of hours so that each employee does not exceed seventeen (17) hours within their bank at any given period of time.
- 12.8 No employee shall work more than twelve (12) hours in any one day or work two (2) consecutive days without at least a ten (10) hour break between finishing work on one day and commencing work on the next day.
- 12.9 Recalls/Call-outs
- This flexible hours arrangement does not include recalls/call-outs. An employee recalled/called out to work will be paid as follows.
- 12.9.1 Monday to Friday
- An employee recalled to work after the expiration of the employee's working time (whether notified before or after leaving the worksite for the day) will be paid for a minimum of 4 hours work at one and a half times (T½) the ordinary prescribed rate for each time so recalled. Provided that the employee if required to work for 2 hours or more will be paid for a minimum of 4 hours work calculated at one and a half times (T½) the ordinary prescribed rate for the first 3 hours and at double the ordinary rate prescribed (T2) thereafter.
- 12.9.2 Saturdays
- An employee called out to work on a Saturday will be paid for a minimum of 3 hours work calculated at the rate of one and a half times (T½) the ordinary prescribed rate for each time so called out. Provided that the employee if required to work for 2 hours or more will be paid for a minimum of 4 hours work calculated at one and a half times (T½) the ordinary prescribed rate for the first 3 hours and at double the ordinary rate prescribed (T2) thereafter.
- 12.9.3 Sunday
- An employee called out to work on a Sunday will be paid for a minimum of 3 hours work. All work will be paid at double the ordinary rate prescribed (T2).
- 12.9.4 Overlapping Call-outs
- Each call-out stands alone provided however that where an employee is notified of a subsequent call-out prior to returning to his/her place of residence (after performing the first call-out) the total time taken will be treated as a single call-out.
- 12.10 Supervisors will offer opportunities for extra hours to all staff if and when the opportunities become available.

CLAUSE 13 - SICK LEAVE

- 13.1 Council acknowledges the relationship of work and family and the importance of the effective combination of both in increasing productivity and reducing absenteeism and staff turnover rates.
- 13.2 In order to achieve these goals sick leave accrued will be paid out on retirement, permanent disability, resignation, death or redundancy at the following rates:

Accumulated Hours	Percentages
0-190	2.5
191-380	5.0
381-570	7.5
571-760	10.0

- 13.3 Accrued Sick leave may be used as "Personal Leave" as follows:
- 13.3.1 Personal leave of up to 76 hours per year (non-accruing) will incorporate leave for employees who require time away for urgent personal and family needs, that does not otherwise fall within the definition of Sick Leave or Carer's Leave.
 - 13.3.2 Where possible employees will be required to give prior notice of absence for Personal Leave to enable the Council to make required adjustments to work schedules.
 - 13.3.3 As at the 30th June each year employees who have accrued and untaken sick leave in excess of 50 days (380 hours) shall be entitled to cash out up to a maximum of 5 days (38 hours) per year. This is applicable only to accrued and untaken sick leave that has accrued during an employee's employment with council (i.e. balances of accrued and untaken sick leave transferred from another council is ineligible to be cashed out.)

CLAUSE 14 - LEAVE ENTITLEMENTS

- 14.1 Unless otherwise expressed in this Agreement, all leave entitlements and provisions with regard to the taking of leave will be in accordance with the Award.
- 14.2 When an employee has an accepted claim for compensation under the Return to Work Act 2014 and pursuant to section 39(3) of the Act, and the employee's entitlement to weekly payments in respect of a work injury has come to an end, then the employee can apply for the use of personal leave to attend medical appointments for that work related injury. Such application for personal leave shall be for the period of time of the medical appointment (plus reasonable travel time) and must be notified to Council at least seven (7) calendar days prior to the appointment. The employee will provide a medical certificate from the medical practitioner following the appointment.
- 14.3 Employees will be provided with a summary of all leave taken and all current leave entitlements at least every three months.

CLAUSE 15 - PAY INCREASES

- 15.1 Upon signing of this Agreement with regard to maintaining workplace changes and objectives of this Agreement:
- 15.1.1 The wages of all employees covered by this Agreement will be increased in the first full pay period after the 30th June, 2018 by 2.0%, 30th June, 2019 by 2.0% and 30th June, 2020 by 2.0%.
 - 15.1.2 A schedule of wage rates that apply under this Agreement is shown at Schedule 1 of this Agreement.

CLAUSE 16 - ALLOWANCES/ADDITIONAL RATES

- 16.1 To streamline both administrative and operational procedure the Allowances/Additional Rates as prescribed by the Award (Clause 5.3 and Schedule 4) will not apply to this Agreement with the variation and/or exception of the following.
- 16.1.1 "Disability Allowance"
The work related Disability Allowance (Award Clause 5.3.1 and Schedule 4 Clauses 1[a] and 1[b]) will be absorbed to form part of minimum wage rates as per Schedule 1 of this Agreement.

16.1.2 "First Aid Attendant"

The additional rate for a nominated First Aid Attendant (Award clause 5.3.2.3 and Schedule 4 Clause 4) will apply to this Agreement.

16.1.3 "Drivers Licence/National Driver Work Diary" (Award Clause 5.3.6)

In accordance with the Award, the employee will be reimbursed as follows.

16.1.3.1 Upon presentation of a driver's licence by an employee who requires a driver's licence as a condition of their employment, Council will reimburse the cost of the driver's licence at the current yearly rate on the first pay period on or after the 1st of July in the new financial year.

16.1.3.2 Upon presentation of a national driver work diary and receipt of purchase by an employee who requires a national driver work diary as a condition of their employment, Council will reimburse the cost of the national work diary.

16.2 Where an employee is required to use his/her own mobile telephone to communicate with the employer or other employees during the undertaking of the employee's duties, the Council will pay to the employee a Mobile Telephone Allowance of \$25.00 per fortnight, payable through the payroll process.

CLAUSE 17 - PERSONAL ACCIDENT AND ILLNESS INSURANCE

17.1 Council shall fund and provide Personal Accident, Illness and Journey Insurance cover for all employees under the Local Government Risk Services Accident & Sickness Insurance Policy. Full details of the insurance cover and periodical amendments as they occur from time to time will be made available to the employee.

17.2 Under this insurance cover no reimbursement will be provided for the first ten (10) working days of an accepted claim by the insurer, and the policy excludes reimbursement for any medical related expenses.

17.3 Employees agree that, where applicable, this insurance will be used to minimise Council costs.

CLAUSE 18 - PAYMENT OF WAGES

18.1 Council will pay wages by a system of direct transfer into a bank or other recognised financial institution of the employee's choice

CLAUSE 19 - SUPERANNUATION

19.1 The parties agree that the employer will pay employee superannuation contributions in respect of each employee into a superannuation fund of their choice, and in the instance where not fund is nominated, all contributions will be paid to StatewideSuper.

19.2 The amount of the employer superannuation contribution will be:

19.2.1 For each employee who is making "SalaryLink Contributions" to StatewideSuper:

(a) 3% of the employee's salary; and

(b) any additional contributions which the employer is required to pay in respect of the employee pursuant to the Trust Deed of StatewideSuper as advised by the Trustee from time to time to finance the SalaryLink benefit for the employee; and

(c) any additional superannuation contribution which the employer agrees to pay in respect of the employee.

“SalaryLink Contributions” has the meaning given to that term under the Trust Deed of Statewide Super.

- 19.2.2 For each other employee:
- (a) contributions which the employer must pay to a superannuation fund in respect of the employee in order to avoid becoming liable for a shortfall in respect of the employee under the Superannuation Guarantee (Administration) Act 1992 (Cth); and
 - (b) any additional superannuation contributions which the employer agrees to pay in respect of the employee.

CLAUSE 20 - SALARY SACRIFICING

- 20.1 Subject to the following conditions an employee may apply to the employer to salary sacrifice any part of salary (including an Award based salary) to the Superannuation Scheme referred to in Clause 19 hereof :
- 20.1.1 Any such arrangement shall be by mutual agreement between the employee and the employer.
 - 20.1.2 The application from the employee shall be in writing and detail the amount of salary to be salary sacrificed together with a statement that the "cash component is adequate for his/her ongoing living expenses".
 - 20.1.3 The application may at any time be rescinded by the employee or the approval of the employer withdrawn.
 - 20.1.4 The employee shall bear the responsibility and costs associated with taxation and other matters in respect of the salary sacrificing arrangements.
- 20.2 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.

CLAUSE 21 - LONG SERVICE LEAVE / PUBLIC HOLIDAYS

- 21.1 The provisions of the Long Service Act 1987 (SA) shall apply to all employees covered by this Agreement except that any proclaimed public holidays falling during the period of Long Service Leave shall be additional to the period of leave.

CLAUSE 22 - DISPUTE RESOLUTION PROCEDURE

- 22.1 Employee Dispute Resolution Procedure in Relation to Disputes Arising from the Operation of this Agreement
- 22.1.1 The purpose of this Dispute Resolution Procedure is to provide a mechanism for all parties to the Agreement to discuss and resolve all matters of grievance and dispute arising from the Agreement and to ensure disputes are resolved as quickly as possible so as to preserve positive working relationships.
 - 22.1.2 The provision of a formalised process for the settlement of any disputes between the parties arising from the operation of this Agreement is necessary to ensure both parties are treated fairly and equitably within the principles of natural justice.
 - 22.1.3 The parties agree to use all stages in the Dispute Resolution Procedure to ensure that all issues receive prompt attention and are resolved, if possible, at the workplace level.
 - 22.1.4 During the implementation of the dispute resolution procedure, work within the Council will proceed without stoppage, work limitations or

restrictions except where the grievance concerns a genuine risk to work health and safety.

Stage One

The employee should, in the first instance, seek to resolve any disputes with their immediate supervisor. Conversely, the immediate supervisor should seek to resolve any dispute directly with the employee.

Stage Two

If the matter is not resolved at Stage One, the employee will discuss the issue with the CEO and, if necessary, an independent mediator, in order to seek a resolution.

Stage Three

If the dispute is not resolved at Stage Two, either the employee or the Council reserves the right to refer the matter to the Commission for conciliation and/or if required, arbitration.

22.1.5 Where practical, the procedure contained in Stages One and Two should be completed within ten (10) days of the issue being raised at Stage One to ensure its expedient resolution.

22.1.6 At any stage in the procedure, either party may involve a representative of their choice.

22.1.7 This procedure does not preclude ultimate access by either party to the SAET for conciliation for arbitration purposes nor prevent the employee from seeking assistance or representation from a representative of their choice at any stage.

22.2 Procedures in Relation to Disputes Arising out of Employment

22.2.1 The procedures below are established in order to minimise the effects of industrial disputes and are entered into by the parties as a measure and commitment to this effect without limiting the rights of any party.

At all stages of the procedures, the parties to the dispute will endeavour to resolve the matter promptly, and will endeavour to have work proceed without stoppage or the imposition of bans, limitations or restrictions (except where justified on the grounds of occupational health and safety), and no party shall be prejudiced as to the final settlement by the continuance of work in accordance with this clause.

STAGES OF DISPUTE SETTLEMENT

Stage 1: The employee and/or the Job Representative will contact the Supervisor and attempt to settle the matter at that level, or where appropriate the Supervisor will contact the employee and/or the Job Representative.

Stage 2: If the dispute is not settled at Stage 1 the employee and the Job Representative will meet with the Supervisor and his/her Manager.

Stage 3: If the dispute is not settled at Stage 2, the employee, Job Representative and Union Organiser will meet with the Supervisor/Manager and CEO.

Stage 4: If the dispute is not settled at Stage 3, the State Secretary of the Union will be advised. If Council considers it appropriate, additional assistance may be sought from the LGA in order to settle the matter.

Stage 5: If the dispute is not settled at Stage 4, either party may refer the matter to the SAET for conciliation and/or arbitration.

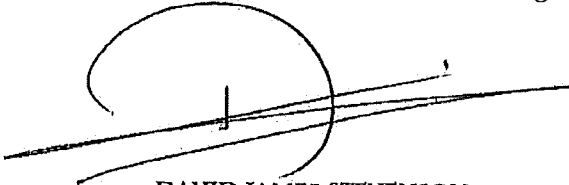
22.2.2 Every effort will be made to ensure that the processes contained in Stages 1, 2 and 3 above will be completed within five working days.

CLAUSE 23 - NO FURTHER CLAIMS

23.1 The Parties undertake that for the life of this Agreement, there will be no further wage increases sought for the life of this Agreement except as provided for under Clause 15.

CLAUSE 24- SIGNATORIES

Signed for and on behalf of the Regional Council of Goyder:

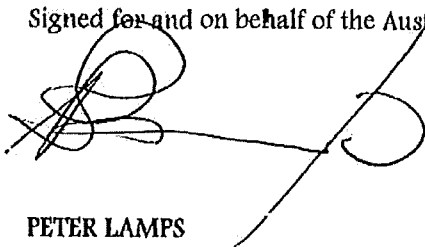


DAVID JAMES STEVENSON

Chief Executive Officer

On this 2nd day of May 2018

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



PETER LAMPS

Secretary

On this 10th day of MAY 2018

Schedule 1 - Pay Rates (refer Clause 15)

This Schedule details the current rates of pay and the adjustments to be applied as per Clause 15 on certification of this Agreement, including the Disability Allowance and Service Payments.

**REGIONAL COUNCIL OF GOYDER
AWU ENTERPRISE AGREEMENT No 8 - 2018**

Level	Award	Salary Ind DA 01 Jul 2017	Annual Gross Salary 01 Jul 2017 21.2%	Annual Gross Salary			Hourly Rate		
				First full pay period on or after			First full pay period on or after		
				30 Jun 2018	30 Jun 2019	30 Jun 2020	30 Jun 2018	30 Jun 2019	30 Jun 2020
				2.0%	2.0%	2.0%	2.0%	2.0%	2.0%
MEG1	1.1	\$ 38,464	\$ 46,606	\$ 47,539	\$ 48,489	\$ 49,459	\$ 24,0580	\$ 24,5392	\$ 25,0299
	1.2	\$ 38,974	\$ 47,229	\$ 48,173	\$ 49,137	\$ 50,119	\$ 24,3792	\$ 24,8668	\$ 25,3641
	1.3	\$ 39,478	\$ 47,843	\$ 48,800	\$ 49,776	\$ 50,772	\$ 24,6964	\$ 25,1904	\$ 25,6942
MEG2	2.1	\$ 39,572	\$ 47,958	\$ 48,918	\$ 49,896	\$ 50,894	\$ 24,7559	\$ 25,2510	\$ 25,7560
	2.2	\$ 40,082	\$ 48,581	\$ 49,552	\$ 50,543	\$ 51,554	\$ 25,0771	\$ 25,5786	\$ 26,0902
	2.3	\$ 40,586	\$ 49,195	\$ 50,179	\$ 51,183	\$ 52,206	\$ 25,3943	\$ 25,9022	\$ 26,4203
MEG3	3.1	\$ 40,721	\$ 49,341	\$ 50,328	\$ 51,335	\$ 52,361	\$ 25,4697	\$ 25,9791	\$ 26,4986
	3.2	\$ 41,231	\$ 49,963	\$ 50,963	\$ 51,982	\$ 53,022	\$ 25,7909	\$ 26,3067	\$ 26,8328
	3.3	\$ 41,735	\$ 50,578	\$ 51,590	\$ 52,621	\$ 53,674	\$ 26,1081	\$ 26,6303	\$ 27,1629
MEG4	4.1	\$ 42,110	\$ 51,016	\$ 52,036	\$ 53,077	\$ 54,138	\$ 26,3341	\$ 26,8608	\$ 27,3980
	4.2	\$ 42,619	\$ 51,638	\$ 52,671	\$ 53,724	\$ 54,799	\$ 26,6553	\$ 27,1884	\$ 27,7322
	4.3	\$ 43,124	\$ 52,253	\$ 53,298	\$ 54,364	\$ 55,451	\$ 26,9726	\$ 27,5120	\$ 28,0622
MEG5	5.1	\$ 43,165	\$ 52,314	\$ 53,360	\$ 54,428	\$ 55,516	\$ 27,0043	\$ 27,5444	\$ 28,0952
	5.2	\$ 43,675	\$ 52,936	\$ 53,995	\$ 55,075	\$ 56,177	\$ 27,3255	\$ 27,8720	\$ 28,4294
	5.3	\$ 44,179	\$ 53,551	\$ 54,622	\$ 55,714	\$ 56,829	\$ 27,6427	\$ 28,1956	\$ 28,7595
MEG6	6.1	\$ 43,982	\$ 53,297	\$ 54,363	\$ 55,451	\$ 56,560	\$ 27,5118	\$ 28,0621	\$ 28,6233
	6.2	\$ 44,491	\$ 53,920	\$ 54,998	\$ 56,098	\$ 57,220	\$ 27,8330	\$ 28,3897	\$ 28,9575
	6.3	\$ 44,996	\$ 54,534	\$ 55,625	\$ 56,737	\$ 57,872	\$ 28,1503	\$ 28,7133	\$ 29,2875
MEG7	7.1	\$ 44,782	\$ 54,273	\$ 55,359	\$ 56,466	\$ 57,595	\$ 28,0154	\$ 28,5758	\$ 29,1473
	7.2	\$ 45,292	\$ 54,895	\$ 55,993	\$ 57,113	\$ 58,255	\$ 28,3366	\$ 28,9034	\$ 29,4814
	7.3	\$ 45,796	\$ 55,510	\$ 56,620	\$ 57,752	\$ 58,908	\$ 28,6539	\$ 29,2270	\$ 29,8115
MEG8	8.1	\$ 45,531	\$ 55,172	\$ 56,275	\$ 57,401	\$ 58,549	\$ 28,4794	\$ 29,0490	\$ 29,6300
	8.2	\$ 46,041	\$ 55,794	\$ 56,910	\$ 58,048	\$ 59,209	\$ 28,8006	\$ 29,3766	\$ 29,9641
	8.3	\$ 46,545	\$ 56,409	\$ 57,537	\$ 58,688	\$ 59,861	\$ 29,1178	\$ 29,7002	\$ 30,2942
MEG9 7.5% above level 8	9.1	\$ 48,946	\$ 59,310	\$ 60,496	\$ 61,706	\$ 62,940	\$ 30,8154	\$ 31,2277	\$ 31,8522
	9.2	\$ 49,494	\$ 59,979	\$ 61,178	\$ 62,402	\$ 63,650	\$ 30,9606	\$ 31,5799	\$ 32,2115
	9.3	\$ 50,036	\$ 60,639	\$ 61,852	\$ 63,089	\$ 64,351	\$ 31,3017	\$ 31,9277	\$ 32,5663
MEG10 22.5% above level 8	10.1	\$ 55,776	\$ 67,586	\$ 68,937	\$ 70,316	\$ 71,722	\$ 34,8873	\$ 35,5850	\$ 36,2967
	10.2	\$ 56,400	\$ 68,348	\$ 69,715	\$ 71,109	\$ 72,531	\$ 35,2807	\$ 35,9863	\$ 36,7061
	10.3	\$ 57,018	\$ 69,101	\$ 70,483	\$ 71,892	\$ 73,330	\$ 35,6693	\$ 36,3827	\$ 37,1104