

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA11/7

TITLE: Marrickville Council Ranger Services Agreement 2011

I.R.C. NO: IRC11/735

DATE APPROVED/COMMENCEMENT: 30 May 2001 / 30 May 2011

TERM: 36

**NEW AGREEMENT OR
VARIATION:** New.

GAZETTAL REFERENCE: 9 September 2011

DATE TERMINATED:

NUMBER OF PAGES: 20

COVERAGE/DESCRIPTION OF

EMPLOYEES: The agreement applies to Senior Community Rangers, Senior Community Traffic Officers, Companion Animal Officers, Community Rangers and Community Traffic Officers employed by Marrickville Council located at 2-14 Fisher Street, Petersham NSW 2049 who fall within the coverage of the Local Government (State) Award 2010.

PARTIES: Marrickville Council -&- the New South Wales Local Government, Clerical, Administrative, Energy, Airlines & Utilities Union

Marrickville Council
Ranger Services
Agreement 2011

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1. TITLE AND INTENTION OF THE PARTIES

- a) This Enterprise Agreement will be known as the Marrickville Council Ranger Services Agreement 2011 ("Agreement") and covers employees engaged in the positions of Senior Community Ranger, Senior Community Traffic Officer, Community Ranger, Companion Animals Officer and Community Traffic Officer ("employees")
- b) This Agreement does not cover employees engaged on a casual basis.

2. THE PARTIES

- a) The parties to this Agreement are Marrickville Council ("the employer") and the New South Wales Local Government, Clerical, Administrative, Energy, Airlines and Utilities Union ("the union")
- b) This Agreement has been entered into in good faith and without duress.

3. NOMINAL TERM

- a) The Agreement will commence from the first full pay period to commence on or after the date of certification by the Industrial Relations Commission of NSW, and will have a nominal term of three (3) years. This Agreement will remain in force until terminated in accordance with the *Industrial Relations Act 1996* (NSW).

4. RELATIONSHIP WITH THE AWARD

- a) The Agreement will be read and interpreted wholly in conjunction with the Local Government (State) Award 2010, or its successor ("the Award").
- b) The Agreement will not affect the payment of Award based increases and there shall be no absorption of such increases for the purposes of the Agreement.
- c) In the event of any inconsistency between the Award and the Agreement, the Agreement will prevail to the extent of the inconsistency.
- d) Where this Agreement is silent, the Award will prevail.

5. OBJECTIVES

- a) To develop and document work practices that allow the flexibility required to meet community needs and expectations in the delivery of services.
- b) To develop and maintain a productive, safe and harmonious working environment where employees take pride in their work.
- c) To eliminate unnecessary demarcations between work functions and to promote flexibility of jobs and duties subject only to the limitations imposed by individual skill levels.
- d) To promote fair standards of work and proper conduct within which each employee will be treated fairly and reasonably.

- e) To develop a workplace relationship between employees and management based on honesty, co-operation, mutual trust, understanding and sincerity.

6. DEFINITIONS

- A) Full-time – means an employee who works an average of thirty eight (38) ordinary hours per week, up to a maximum of one hundred and fifty two (152) ordinary hours per four week cycle. Part-time- means an employee who is engaged on the basis of a regular number of hours, which are less than the full-time ordinary hours.
- B) Senior Community Ranger - means an employee who may be required to perform any of the functions in accordance with the Job and Person Specification attached at Appendix "A".
- B) Senior Community Traffic Officer - means an employee who may be required to perform any of the functions in accordance with the Job and Person Specification attached at Appendix "B"
- C) Community Ranger – means an employee who may be required to perform any of the functions in accordance with the Job and Person Specification attached at Appendix "C".
- D) Companion Animal Officer – means an employee who may be required to perform any of the functions in accordance with the Job and Person Specification attached at Appendix "D"
- E) Community Traffic Officer- means an employee who may be required to perform any of the functions in accordance with the Job and Person Specification attached at Appendix "E".
- F) Weekend is defined as a Saturday or a Sunday or both Saturday and Sunday together.

7. LOCATIONS OF WORK

- a) All duties will be undertaken within the Marrickville Council Local Government Area.

8. HOURS OF WORK

- a) Ordinary hours shall be arranged between 5am and 12 midnight Monday to Sunday inclusive and shall not exceed twelve (12) hours on any one day, (exclusive of unpaid meal breaks).
- b) For payment with respect to Saturday, Sunday and shift work refer to clause 10.

9. ROSTERS

- a) Full time and part time employees will be given a roster which shows;
 - i. Their starting and finishing time of work; and
 - ii. Their rostered days of work.

Note:

- I. An employee can be required to work on weekends, public holidays and union picnic day.
 - II. A roster will operate on the basis of nineteen (19) days per four (4) week cycle unless otherwise agreed; and
 - III. An employee will be required to work ordinary hours on no more than two (2) weekends per four (4) week cycle
 - IV. Rangers, the Senior Ranger and Companion Animal Officers will work no more than two (2) night shifts in any one week. All other Officers will work no more than five (5) night shifts in any one week.
 - V. Indicative roster attached at Appendix G
- b) A roster will operate over a four (4) week cycle and will not be changed unless by mutual agreement, subject to 9 (c) of this Agreement.
- c) The employer may change an employee's roster by giving fourteen (14) days notice, provided the change is discussed prior to any changes becoming effective.

10. RATES OF PAY

- a) The ordinary rates of pay for this Agreement are provided at Appendix "F".
- b) The ordinary rates of pay under this Agreement include an amount in respect of Saturday and Sunday weekend penalty rates for nineteen (19) weekends per financial year and shift work penalty rates for hours worked between 10pm and 12 midnight.
- c) Where an employee works on a public holiday, union picnic day or overtime, the appropriate penalty rate prescribed by the Award is payable.
- d) Where an employee works in excess of nineteen (19) weekends per financial year, the appropriate (overtime rate or public holiday penalty rate) prescribed by the Award is payable.

11. ON-CALL

- a) Senior Community Rangers and Community Rangers covered by this Agreement may be required to participate in an on-call roster.
- b) Clause 18B – On-Call of the Award will apply. The following provisions supplement the Award.
- c) For the purposes of this Agreement, an employee will be deemed to be on-call if required by the employer to be available for duty outside of their ordinary hours of work in order to attend emergency work.
- d) An on-call employee must be able to be contacted and be able to respond by attending the location within 45 minutes of receiving the call when necessary.
- e) The on-call period for any employee will be no more than one (1) continuous week (i.e. seven (7) consecutive days) in any four (4) week cycle.
- f) An employee while on-call may, in exceptional circumstances, at the discretion of the Team Leader Ranger Services be granted a break prior to being required to attend work on the day following their on-call period.

12. LEAVE PROVISIONS

- a) Leave provisions will be in accordance with the Award.

13. DRESS STANDARDS

- a) The employer, having regard to the nature of the industry, the work to be performed and the comfort of the employee, has the right to determine the preferred standard of dress for each employee including uniform and colour of clothing.
- b) Employees will be neat and tidy at all times (as would be acceptable when dealing with citizens) and will be responsible for maintaining their uniform in a neat and tidy condition.
- c) Employees are expected to dress in the appropriate Council issued clothing ie. boots, shirts, pants, vests (where applicable), a hat and name badge. Shirts will be tucked in at all times and boots are to be clean and tidy.

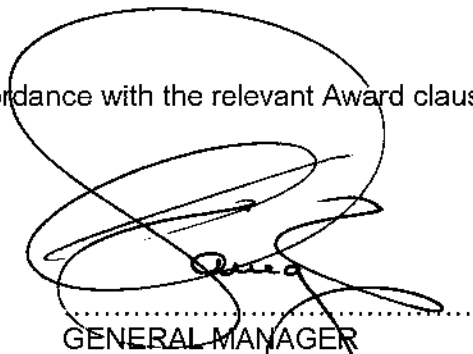
14. DISPUTE RESOLUTION

- a) Dispute resolution process will operate in accordance with the relevant Award clause.

15. SIGNATURES OF THE PARTIES

Signed for and on behalf of
Marrickville Council

12/05/11
.....
DATE

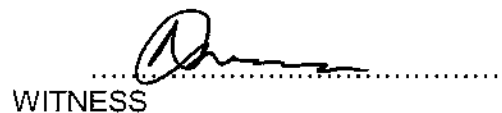

.....
GENERAL MANAGER


.....
WITNESS

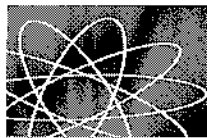
Signed for and on behalf of
New South Wales Local
Government, Clerical, Administrative,
United Services Union:

11/05/11
.....
DATE


.....
GENERAL SECRETARY


.....
WITNESS

APPENDIX 'A'



people @
MARRICKVILLE
COUNCIL

MARRICKVILLE COUNCIL JOB AND PERSON SPECIFICATION

Position No:

Date Reviewed: September 2010

Job Title: Senior Community Ranger **Grade:** 9
Division: Planning and Environmental Services **Band:** 1 **Level:** 4
Section: Monitoring Services
Job Environment: Permanent, full time position based on a 38-hour week, 19 day month. Working hours are in accordance with the Marrickville Council Ranger Services Agreement
Responsible to: Team Leader, Ranger Services
Position Supervises: Up to 5 Community Rangers

JOB SUMMARY

Marrickville Council serves a diverse inner-city population with an innovative and progressive approach to proactively understand and meet the changing community needs.

The Community Rangers investigate public concerns regarding nuisance or dangerous dogs, abandoned vehicles, water issues, unlawful uses of Council's public land and constructions sites adversely affecting the surrounding amenity.

The Community Rangers also carry out proactive patrols that will ensure roads, footpaths, parks and other public areas are efficiently utilized to provide a safe, clean, equitable and accessible environment to meet reasonable community expectations.

While this is primarily a field role, the position is also responsible for planning, coordinating and monitoring the work of the team and team members.

The position will also promote Council by interacting with Council's citizens encouraging them to report issues of concern to Council and proactively providing educational material and community information to the citizens of Marrickville.

KEY ACCOUNTABILITIES

- Develop, implement and review operational procedures;
- Plan, coordinate (and monitor) the work performance of the team and team members;
- Provide training and mentoring to team members;
- Maintain and monitor databases including but not limited to Council's complaint system, outdoor dining, shop front displays and light traffic enforcement;
- Conduct research as required;
- Undertake patrols in accordance with the daily and weekly tasking to ensure compliance with relevant statutory requirements.
- Undertake patrols and investigations in accordance with the current statutory requirements and industry best practice, Council's policies, procedures and guidelines.
- Implement the actions associated with Council's Companion Animals Management Plan.
- Undertake duties in order to maintain Council's animal pound facility.
- Provide courteous, helpful and responsible service to citizens.
- Contribute to the continuous improvement of the Monitoring Services Section and the development of the team.
- Commitment to Marrickville's values (Model), corporate systems, EEO and SAFE

RELATIONSHIPS

Key internal contacts include Citizen Services, Technical Services Division and the People and Workforce Section

Key external contacts include citizens, citizen organisations, the Police local area command and the State Debt Recovery Office.

PERSON SPECIFICATION

Essential Criteria

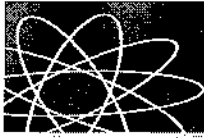
1. Extensive experience in a Community Ranger or other regulatory role.
2. Demonstrated ability to prioritise and schedule the workloads of a team to complete a variety of competing tasks.
3. Demonstrated experience in the development, implementation and review of operational procedures.
4. Ability to work independently and as an effective team member to provide high quality citizen service.
5. Ability to communicate with a diverse community to achieve education and reduce confrontation while undertaking a regulatory role.
6. Ability to read and understand legislation required to be administered by the position.
7. Demonstrated effective written and verbal communication skills including the ability to write short investigative reports and maintain records in support of legal prosecutions.
8. Able to work a rotating 7-day roster and participate in after hours 'on call' duties in accordance with the Marrickville Council Ranger Services Agreement.
9. Current NSW Class C Driver's Licence.

10. Knowledge of and capacity to apply EEO, OH&S and Environmental Management principles.

Desirable Criteria

1. Knowledge of the functions and role of Local Government.
2. Computer skills.
3. Animal handling skills.
4. Higher School Certificate or relevant work experience (including outside local government).

'APPENDIX B'



people @
MARRICKVILLE
council

MARRICKVILLE COUNCIL JOB AND PERSON SPECIFICATION

Position No:

Date Reviewed: September 2010

Job Title: Senior Community Traffic Officer **Grade:** 8

Division: Planning and Environmental Services **Band:** 1 **Level:** 4

Section: Monitoring Services

Job Environment: Permanent, full time position based on a 38-hour week, 19-day month. Working hours are in accordance with the Marrickville Council Ranger Services Agreement.

Responsible to: Team Leader, Ranger Services

Position Supervises: Up to 5 Community Traffic Officers

JOB SUMMARY

Ensure all members of the community are provided with safe and accessible parks, streets and footpaths by undertaking patrols that will enable you to determine compliance with the provisions of the Local Government Act & Regulations, Roads Act, Australian Road Rules, Impounding Act and other relevant legislation.

While this is primarily a field role you will also be responsible for planning, coordinating and monitoring the work of the team and team members.

In the course of these duties promote Council by interacting with Council's citizens to enable them to report issues of concern to Council and proactively provide educational material and community information to the citizens of Marrickville.

KEY ACCOUNTABILITIES

- Plan, coordinate (and monitor) the work performance of the team and team members;
- Develop, implement and review operational procedures;

- Provide training and mentoring to team members;
- Assist in the preparation of Council reports;
- Maintain and monitor databases including but not limited to Council's complaint system and Council's penalty infringement notice system;
- Undertake patrols as directed, in accordance with the relevant training and guidelines to ensure compliance with parking legislation.
- Conduct research as required;
- Report promptly relevant information about Council assets that may need maintenance.
- To actively and promptly advise Council by recording where maintenance is required to a Council asset including street signage, footpath conditions, and general public safety issues.
- In periods of wet weather undertake alternate duties as directed in accordance with the relevant training and guidelines that may include patrols to ensure compliance with light traffic legislation.
- Commitment to Marrickville Values and SAFE.

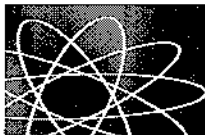
RELATIONSHIPS

Members of public, Council Staff other Government agencies.

PERSON SPECIFICATION

Essential Criteria

- 1 Extensive experience in a primary parking enforcement role.
- 2 Ability to reduce confrontation whilst undertaking a regulatory role.
- 3 Ability to work independently and as an effective team member to provide high quality citizen service.
- 4 Demonstrated experience in the development, implementation and review of operational procedures.
- 5 Effective interpersonal, written and verbal communication skills.
- 6 Demonstrated ability to prioritise and schedule the workloads of a team to complete a variety of competing tasks.
- 7 Strong organisational skills and high attention to detail.
- 8 Demonstrated computer skills in a range of common office applications.
- 9 Current NSW Class C Driver's Licence
- 10 Able to work a rotating 7-day roster in accordance with the Marrickville Council Ranger Services Agreement.
- 11 Understanding of Equal Employment Opportunity, Occupational Health and Safety and Environmental Management principles.



MARRICKVILLE COUNCIL

JOB AND PERSON SPECIFICATION

Position No:

Date prepared: September 2010

Job Title: Community Ranger **Grade:** 7

Division: Development and Environmental Services **Band:** 2 **Level:** 1

Section: Monitoring Services

Job Environment: Permanent, full time position based on a 38-hour week, 19-day month. Working hours are in accordance with the Marrickville Council Ranger Services Agreement.

Responsible to: Senior Community Ranger

Position Supervises: Nil

JOB SUMMARY

Marrickville Council serves a diverse inner-city population with an innovative and progressive approach to proactively understand and meet the changing community needs.

The Community Rangers investigate public concerns regarding nuisance or dangerous dogs, abandoned vehicles, water issues, unlawful uses of Council's public land and construction sites adversely affecting the surrounding amenity.

The Community Rangers also carry out proactive patrols that will ensure roads, footpaths, parks and other public areas are efficiently utilised to provide a safe, clean, equitable and accessible environment to meet reasonable community expectations.

KEY ACCOUNTABILITIES

- Undertake patrols in accordance with the daily and weekly tasking to ensure compliance with relevant statutory requirements.
- Investigate citizen requests of unlawful activity and take appropriate action when required.
- Undertake patrols and investigations in accordance with the current statutory requirements and industry best practice, Councils policies, procedures and guidelines.

- Implement the actions associated with Council's Companion Animals Management Plan.
- Undertake duties in order to maintain Council's animal pound facility.
- Provide courteous, helpful and responsible service to citizens.
- Contribute to the continuous improvement of the Monitoring Services Section and the development of the team.
- Commitment to Marrickville's values (Model), corporate systems, EEO and SAFE.

RELATIONSHIPS

Key internal contacts include Citizen Services, Technical Services Division and the People and Workforce section.

Key external contacts include citizens, citizen organizations and the Police local area commands and the State Debt Recovery Officer.

PERSON SPECIFICATION

Essential Criteria

1. Ability to communicate with a diverse community to achieve education while undertaking a regulatory role.
2. Ability to reduce confrontation while undertaking a regulatory role.
3. Ability to read and understand legislation required to be administered by the position.
4. Demonstrated effective written and verbal communication skills including the ability to write short investigative reports and maintain records in support of legal prosecutions
5. Ability and willingness to contribute to and effectively work in a team environment.
6. Ability to work unsupervised.
7. Willingness to expand and develop skills within a changing work environment.
8. Able to work a rotating 7-day roster and participate in after hours 'on call' duties in accordance with the Marrickville Council Rangers Services Agreement.
9. Demonstrated commitment to quality customer service.
10. Current NSW Class C drivers licence.
11. Understanding of EEO, OH&S and Environmental Management principles in the workplace.

Desirable Criteria

- 1) Knowledge of the functions and role of Local Government.
- 2) Computer skills.
- 3) Animal handling skills.
- 4) Higher School Certificate or relevant work experience (including outside local government

APPENDIX 'D'



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MARRICKVILLE COUNCIL JOB AND PERSON SPECIFICATION

Position No:

Date prepared: September 2010

Job Title: Companion Animals Officer **Grade:** 11
Division: Development and Environmental Services **Band:** 2 **Level:** 2
Section: Monitoring Services
Job Environment: Permanent, full time position based on a 35-hour week, 19-day month. Working hours are in accordance with the Marrickville Council Ranger Services Agreement.
Responsible to: Team Leader, Ranger Services
Position Supervises: Nil

JOB SUMMARY

Marrickville Council serves a diverse inner-city population with an innovative and progressive approach to proactively understand and meet the changing community needs.

To plan, promote and deliver outcomes for companion animals in the Marrickville area.

KEY ACCOUNTABILITIES

- Administer the provisions of the Companion Animals Act.
- Implement the actions associated with Council's Companions Animals Management Plan.
- Undertake regulatory field duties on a regular basis for companion animal issues and general ranger functions as required.
- Assist with the organising, administration and functioning of the Companion Animals Management Committee..
- Research, monitor and analyze key companion animal issues, best practice trends and initiatives in the public and private sectors to ensure key issues are effectively managed and anticipated.
- Commitment to Marrickville values, corporate systems and SAFE.

RELATIONSHIPS

Key internal contacts include citizen services, records, technical services, human resources, finance, IT, administrative services, assessment, outdoors staff and the Councils solicitor.

Key external contacts include State Government bodies, other Government agencies, special interest groups, other Councils, citizens, and citizen organisations.

PERSON SPECIFICATION

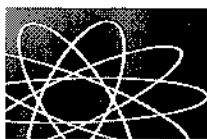
Essential Criteria

1. Detailed knowledge of companion animal matters in the Local Government context.
2. Demonstrated experience in the planning, compilation, production and delivery of training and educational materials and programs.
3. Knowledge of the State legislation that relates to the key accountabilities of this position.
4. Ability to meet deadlines, to set and achieve realistic goals and establish work priorities.
5. Working knowledge of budget and finance.
6. Able to work a rotating 7-day roster in accordance with the Marrickville Council Ranger Services Agreement.
7. Current NSW Class C drivers licence.
8. Basic computer skills (word processing, spreadsheet, database.)
9. Well developed written and communication and interpersonal skills, including demonstrated conflict resolution, consultation and negotiation, and customer service skills.
10. Understanding of EEO, OH&S and Environmental Management principles.

Desirable Criteria

1. Tertiary qualified with Diploma in Education.

APPENDIX 'E'



people @
MARRICKVILLE
COUNCIL

MARRICKVILLE COUNCIL JOB AND PERSON SPECIFICATION

Position No:

Date prepared: September 2010

Job Title: Community Traffic Officer **Grade:** 5

Division: Development and Environmental Services **Band:** 2 **Level:** 1

Section: Monitoring Services

Job Environment: Permanent, full time position based on a 38-hour week, 19-day month. Working hours are in accordance with the Marrickville Council Ranger Services Agreement

Responsible to: Senior Community Traffic Officer

Position Supervises: Nil

JOB SUMMARY

Marrickville Council serves a diverse inner-city population with an innovative and progressive approach to understanding and responding to changing community needs.

The Community Traffic Officers primary role is to carry out parking patrols that will ensure roads, footpaths, parks and other public areas are efficiently utilised to provide a safe, clean, equitable and accessible environment to meet reasonable community expectations.

From time to time the Community Traffic Officer will also assist Council's Community Rangers when required.

KEY ACCOUNTABILITIES

- Undertake parking patrols in accordance with the daily tasking to ensure compliance with parking regulations.
- Undertake parking patrols in accordance with the current statutory requirements and industry best practice, Councils policies, procedures and guidelines.
- Conduct light traffic patrols as directed.
- Provide courteous, helpful and responsible service to citizens.

- Contribute to the continuous improvement of the Monitoring Services Section and the development of the team.
- Commitment to Marrickville's values (Model), corporate systems, EEO and SAFE.

RELATIONSHIPS

Key internal contacts include citizen services and people and workforce.

Key external contacts include citizens, citizen organizations and the Police local area commands and the State Debt Recovery Officer.

PERSON SPECIFICATION

Essential Criteria

1. Demonstrated ability to communicate with a diverse community and achieve compliance in a regulatory role.
2. Ability to reduce confrontation whilst undertaking a regulatory role.
3. Ability and willingness to contribute to and effectively work in a team environment.
4. Ability to work unsupervised.
5. Ability and willingness to expand and develop skills within a changing work environment.
6. Able to work a rotating 7-day roster in accordance with the Marrickville Council Ranger Services Agreement.
7. Demonstrated commitment to quality customer service.
8. Understanding of EEO, OH&S and Environmental Management principles in the workplace.
9. Current NSW Class C Driver's Licence.

Desirable Criteria

1. Knowledge of the functions and role of Local Government.
2. Computer skills.
3. Higher School Certificate or relevant work experience (including outside local government).

APPENDIX 'F'

GRADES AND PAY STEPS

Ordinary rates of pay under this Agreement are subject to Award increase in accordance with clause 4(b) of this Agreement.

Competency Assessment:

Under Council's Salary System employees have access to a further 8% salary for competency based increases.

Annual Performance Bonus:

Under Council's Salary System eligible employees have access to a further 2% of entry level salary for performance.

Senior Community Ranger	Entry as at 1/11/10
Market Entry	1077.34
Ordinary weekly rate of pay under this Agreement	1222.79

Senior Community Traffic Officer	Entry as at 1/11/10
Market Entry	965.83
Ordinary weekly rate of pay under this Agreement	1147.41

Companion Animals Officer	Entry as at 1/11/10
Market Entry	1088.79
Ordinary weekly rate of pay under this Agreement	1235.78

Community Ranger	Entry as at 1/11/10
Market Entry	984.56
Ordinary weekly rate of pay under this Agreement	1117.48

Community Traffic Officer	Entry as at 1/11/10
Market Entry	847.12
Ordinary weekly rate of pay under this Agreement	1006.38

This Table is as at 1 November 2010 – Entry Rates of Pay and Competency Steps Rates of Pay

Position	Entry	Competency Step1	Competency Step 2	Competency Step 3
Senior Community Ranger Market Entry Pay under this Agreement	1077.34 1222.79	1106.43 1255.81	1135.52 1288.82	1163.53 1320.61
Senior Community Traffic Officer Market Entry Pay under this Agreement	965.83 1147.41	991.91 1178.39	1017.98 1209.37	1043.09 1239.20
Companion Animals Officer Market Entry Pay under this Agreement	1088.79 1235.78	1118.18 1269.15	1147.58 1302.51	1175.89 1334.64
Community Ranger Market Entry Pay under this Agreement	984.56 1117.48	1011.14 1147.65	1037.73 1177.82	1063.32 1206.88
Community Traffic Officer Market Entry Pay under this Agreement	847.12 1006.38	881.00 1046.64	914.89 1086.89	Not Applicable

The parties enter into this agreement with the understanding that Marrickville Council's salary system is in the process of being redesigned. Once Council and the United Services Union have reached agreement on the new salary system, the intention and agreement between the parties is to have the new salary steps incorporated into this agreement provided that no employee will be disadvantaged.

APPENDIX G

	Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday
Officer	Day 1	Day 2	Day 3	Day 4	Day 5	Day 6	Day 7
S/Ranger 1	8am - 4.30pm	8am - 4.30pm	6am - 2.30pm	6am - 2.30pm	6am - 2.30pm	6am - 2.30pm	6am - 2.30pm
Ranger 2	Off	Off	6am - 2.30pm	6am - 2.30pm	6am - 2.30pm	Off	Off
Ranger 3	Off	Off	10am - 6.30pm	10am - 6.30pm	10am - 6.30pm	10am - 6.30pm	10am - 6.30pm
Ranger 4	Off	Off	10am - 6.30pm	10am - 6.30pm	10am - 6.30pm	10am - 6.30pm	10am - 6.30pm
CTO 1	8am - 4.30pm	8am - 4.30pm	6am - 2.30pm	6am - 2.30pm	6am - 2.30pm	6am - 2.30pm	6am - 2.30pm
CTO 2	Off	Off	8am - 4.30pm	8am - 4.30pm	8am - 4.30pm	Off	Off
CTO 3	2pm - 10.30pm	Off	Off	10am - 6.30pm	10am - 6.30pm	10am - 6.30pm	10am - 6.30pm
CTO 4	Off	Off	10am - 6.30pm	10am - 6.30pm	10am - 6.30pm	2pm - 10.30pm	2pm - 10.30pm
Sen CTO	Off	Off	6am - 2.30pm	6am - 2.30pm	6am - 2.30pm	6am - 2.30pm	6am - 2.30pm
Sen CTO	Off	Off	9am - 5.30pm	9am - 5.30pm	9am - 5.30pm	9am - 5.30pm	9am - 5.30pm
Comp A	Off	Off	6am - 2pm	6am - 2pm	6am - 2pm	6am - 2pm	6am - 2pm

	Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday
Officer	Day 8	Day 9	Day 10	Day 11	Day 12	Day 13	Day 14
S/Ranger 1	Off	Off	10am - 6.30pm	10am - 6.30pm	10am - 6.30pm	10am - 6.30pm	10am - 6.30pm
Ranger 2	Off	Off	10am - 6.30pm	10am - 6.30pm	10am - 6.30pm	10am - 6.30pm	10am - 6.30pm
Ranger 3	8am - 4.30pm	8am - 4.30pm	6am - 2.30pm	6am - 2.30pm	6am - 2.30pm	6am - 2.30pm	6am - 2.30pm
Ranger 4	Off	Off	6am - 2.30pm	6am - 2.30pm	6am - 2.30pm	Off	Off
CTO 1	Off	Off	10am - 6.30pm	10am - 6.30pm	10am - 6.30pm	10am - 6.30pm	10am - 6.30pm
CTO 2	Off	Off	10am - 6.30pm	10am - 6.30pm	10am - 6.30pm	2pm - 10.30pm	2pm - 10.30pm
CTO 3	8am - 4.30pm	8am - 4.30pm	6am - 2.30pm	6am - 2.30pm	6am - 2.30pm	6am - 2.30pm	6am - 2.30pm
CTO 4	Off	Off	8am - 4.30pm	8am - 4.30pm	8am - 4.30pm	Off	Off
Sen CTO	2pm - 10.30pm	Off	Off	10am - 6.30pm	10am - 6.30pm	10am - 6.30pm	10am - 6.30pm
Sen CTO	Off	Off	6am - 2.30pm	6am - 2.30pm	6am - 2.30pm	6am - 2.30pm	6am - 2.30pm
Comp A	Off	Off	9am - 5.30pm	9am - 5.30pm	9am - 5.30pm	9am - 5.30pm	9am - 5.30pm
	Off	Off	6am - 2pm	6am - 2pm	6am - 2pm	6am - 2pm	6am - 2pm

	Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday
Officer	Day 15	Day 16	Day 17	Day 18	Day 19	Day 20	Day 21
S/Ranger 1	Off	Off	10am - 6.30pm	10am - 6.30pm	10am - 6.30pm	10am - 6.30pm	10am - 6.30pm
Ranger 2	Off	Off	10am - 6.30pm	10am - 6.30pm	10am - 6.30pm	10am - 6.30pm	10am - 6.30pm
Ranger 3	8am - 4.30pm	8am - 4.30pm	6am - 2.30pm	6am - 2.30pm	6am - 2.30pm	6am - 2.30pm	6am - 2.30pm
Ranger 4	Off	Off	6am - 2.30pm	6am - 2.30pm	6am - 2.30pm	Off	Off
CTO 1	2pm - 10.30pm	Off	Off	10am - 6.30pm	10am - 6.30pm	10am - 6.30pm	10am - 6.30pm
CTO 2	Off	Off	10am - 6.30pm	10am - 6.30pm	10am - 6.30pm	2pm - 10.30pm	2pm - 10.30pm
CTO 3	8am - 4.30pm	8am - 4.30pm	6am - 2.30pm	6am - 2.30pm	6am - 2.30pm	6am - 2.30pm	6am - 2.30pm
CTO 4	Off	Off	8am - 4.30pm	8am - 4.30pm	8am - 4.30pm	Off	Off
Sen CTO	Off	Off	9am - 5.30pm	9am - 5.30pm	9am - 5.30pm	9am - 5.30pm	9am - 5.30pm
Sen CTO	Off	Off	6am - 2.30pm	6am - 2.30pm	6am - 2.30pm	6am - 2.30pm	6am - 2.30pm
Comp A	Off	Off	6am - 2pm	6am - 2pm	6am - 2pm	6am - 2pm	6am - 2pm

	Saturday	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday
Officer	Day 22	Day 23	Day 24	Day 25	Day 26	Day 27	Day 28
S/Ranger 1	Off	Off	6am - 2.30pm	6am - 2.30pm	6am - 2.30pm	Off	Off
Ranger 2	Off	Off	10am - 6.30pm	10am - 6.30pm	10am - 6.30pm	10am - 6.30pm	10am - 6.30pm
Ranger 3	Off	Off	10am - 6.30pm	10am - 6.30pm	10am - 6.30pm	10am - 6.30pm	10am - 6.30pm
Ranger 4	8am - 4.30pm	8am - 4.30pm	6am - 2.30pm	6am - 2.30pm	6am - 2.30pm	6am - 2.30pm	6am - 2.30pm
CTO 1	Off	Off	8am - 4.30pm	8am - 4.30pm	8am - 4.30pm	Off	Off
CTO 2	2pm - 10.30pm	Off	Off	10am - 6.30pm	10am - 6.30pm	10am - 6.30pm	10am - 6.30pm
CTO 3	Off	Off	10am - 6.30pm	10am - 6.30pm	10am - 6.30pm	2pm - 10.30pm	2pm - 10.30pm
CTO 4	8am - 4.30pm	8am - 4.30pm	6am - 2.30pm	6am - 2.30pm	6am - 2.30pm	6am - 2.30pm	6am - 2.30pm
Sen CTO	Off	Off	9am - 5.30pm	9am - 5.30pm	9am - 5.30pm	9am - 5.30pm	9am - 5.30pm
Sen CTO	Off	Off	6am - 2.30pm	6am - 2.30pm	6am - 2.30pm	6am - 2.30pm	6am - 2.30pm
Comp A	Off	Off	6am - 2pm	6am - 2pm	6am - 2pm	6am - 2pm	6am - 2pm

Notes:

This roster is indicative of shifts that may be worked over a four week period and is to be read in conjunction with the EA. The roster is subject to change in accordance with the EA.