

ATTACHMENT 1

Guidelines

IWC motor vehicle lease back scheme/agreement for Level 4 Managers (TRPs) provides for:

- Access to a leaseback vehicle for Level 4, Managers on total remuneration packages (TRPs)
- Leaseback costing based on the former Leichhardt costing model. This costing model has been chosen in the benefit of the employee, as it is the most beneficial model from the former 3 costing models.
- Choice of vehicles based on the former Leichhardt choice range – As a general guide, selection is based on vehicles that are available under the State Contracts Control Board contract, unless otherwise determined by the General Manager. Luxury, sports or 8 cylinder vehicles will not be considered, unless otherwise determined by the General Manager.
- NSW Fuel card is supplied and vehicle will be fully maintained
- All agreements and factors will be subject to change once a full completed motor vehicle leaseback scheme policy is drafted and submitted to Joint Consultative Committee for endorsement.
- A car allowance option is **not** available for Total Remuneration Package (TRP) level 4 Manager positions. If a Level 4 TRP Manager wishes not to take a leaseback, their cash salary component is therefore not affected by any lease back fee.

Other positions:

- Access to an IWC motor vehicle scheme for Level 4, Managers (Salaried) is subject to DGM approval
- Access to an IWC motor vehicle scheme for Level 5 positions is subject to DGM approval

Operational Leasebacks:

- A standard vehicle applicable to the respective position will be provided. Choice of vehicle will not be available for operational leasebacks.
- The leaseback fee will be subsidised, due to the standardised vehicle model required and the potential requirement for attending after hours calls.

Vehicle Selection

New employees assuming a role which has an existing vehicle attached to it, will be required to accept that vehicle until the lease on that vehicle expires. Fees will be based on the preferred vehicle the driver intends to drive when the current lease expires.

Staff will have a choice of vehicle within reason, depending on the following broad areas:

- § Staff need to supply make model and colour of vehicles (up to 3) that they would like quoted as soon as possible with any extras and above the factory features of the model and those listed below they have chosen need to be made clear before a price can be given.
- § Vehicles will be available under the State Contracts Control Board contract, or Council Lease Companies or as determined by the General Manager.
- § Vehicles must not be considered as luxury or sports or considered extravagant in style or price. These issues will be as determined by the General Manager
- § Council does not encourage 6 cylinder vehicles in the fleet and will not allow 8 cylinder vehicles.
- § Paint colour and trim may be chosen by the employee for a new vehicle, but in making this choice recognition must be given to the prejudicial effects which choice of colour and trim could have upon the resale value of the vehicle. No garish colours will be permitted. Vehicle selection including colour is subject to the approval of the General Manager and tend to be conservative and conscious of resale value and availability.
- § Vehicles purchased or leased by Council must be of a type and capacity most suited to Council, use by other staff..
- § Council prefers that all fleet vehicles should be an automatic transmission. Staff can request a manual transmission as a personal choice. The choice of a manual vehicle will be subject to approval from the Deputy General Manager who will take into account whether there are a sufficient number of automatic vehicles in the car pool, the need to hold the vehicle for two years despite turnover, when staff resign and the operational needs of their Division. The decision between manual or automatic will be reviewed each time the vehicle is due for renewal.
- § Staff may be given a vehicle that is currently in council's fleet before a new vehicle is ordered but will receive the lower of two leaseback fees.

If not fitted on a vehicle, certain accessories and/or optional extras will be deemed "standard" and will be fitted to new vehicles prior to delivery at no cost to the employee. Standard options and accessories will include;

- § Power steering
- § Automatic transmission
- § Air conditioning
- § Weather shield
- § Mudflaps
- § Air bags
- § ABS brakes
- § Driver and passenger front floor mats
- § Metallic / prestige paint finishes.
- § In car phone kit or access to "Bluetooth" hands-free technology

Standard accessories and options may not be exchanged for other accessories and options.

Indicative Motor Vehicle Costs 2015/16							
Make	Model	Model	Engine	Body	Gearbox	Options	Equivalent Weekly Post Tax Lease Back Contribution
Ford	Focus ST	Econoboost ST	2.0l Petrol	Hatch	MANUAL ONLY 5 door	4 cylinder 91 RON MANUAL	\$109
Ford	Mondeo	Eco Boost Titanium	2.0l Petrol	Hatch	Auto 6 speed 5 door	4 cylinder 4WD 91 RON 5 seater	\$135
Ford	Kuga	4WD TDCi Trend	2.0l Turbo Diesel	Wagon	Auto 6 speed 5 door	4 cylinder 4WD Diesel 5 seater Technology Pack + Tinted Windows	\$95
Ford	Kuga - Powershift	4WD TDCi Trend	2.0l Turbo Diesel	Wagon	Auto 6 speed 5 door	4 cylinder 4WD Diesel + Window Tint	\$71
Ford	Kuga	1.5T Ecoboost Ambiente	1.5l Turbo Unleaded	Wagon	Auto 6 speed 5 door	4 cylinder 91 RON	\$68
Ford	Kuga	4WD TDCi Titanium	2.0l Turbo Diesel	Wagon	Auto 6 speed 5 door	4 cylinder 4WD Diesel 5 seater Technology Pack + Tinted Windows	\$123
Holden	Commodore	SV6	3.6l	Sedan	Auto 6speed 4 door	6 cylinder 91 RON	\$97
Holden	Commodore	SV6	3.6l	Sedan	Auto 6speed 4 door	6 cylinder 91 RON	\$108
Holden	Commodore	SV6 Storm Pack	3.6l	Sedan	Auto 6speed 4 door	6 cylinder 91 RON	\$99
Holden	Commodore VF	Calais V	3.6l	Sedan	Auto 6speed 4 door	6 cylinder 91 RON Prussian Steel Grey 1600KG Towbar	\$111
Honda	Odyssey	VTi	2.4l Petrol	2WD Wagon	Auto CVT 5 door	4 cylinder 91RON 2WD	\$87
Honda	Odyssey	VTi	2.4l Petrol	2WD Wagon	Auto CVT 5 door	4 cylinder 91RON 2WD	\$89
Honda	Odyssey	VTi	2.4l Petrol	2WD Wagon	Auto CVT 5 door	4 cylinder 91RON 2WD	\$70
Honda	Odyssey	Vti-L	2.4l Petrol	2WD Wagon	Auto CVT 5 door	4 cylinder 91RON 2WD	\$123
Hyundai	I30	GDI SR Premium	2.0l Petrol	Hatchback	Auto 6 speed 5 door	4 cylinder 91 RON	\$67
Hyundai	I40	CRDI Active	1.7l Diesel	Sedan	Auto 6 speed 4 door	4 cylinder DIESEL	\$66
Hyundai	Tuscon	CRDi Elite 4WD	2.0l Diesel	4WD Wagon	Auto 6 speed 5 door	4WD 4 cylinder DIESEL	\$75
Hyundai	Tuscon	GDi Elite	2.0l Petrol	Wagon	Auto 6 speed 5 door	4 cylinder 91 RON	\$68
Hyundai	Tuscon	T-GDi Highlander 4WD	1.6l Petrol	4WD Wagon	Auto 6 speed 5 door	4WD 4 cylinder 91 RON	\$88
Hyundai	Tuscon	CRDi Highlander 4WD	2.0l Diesel	4WD Wagon	Auto 6 speed 5 door	4WD 4 cylinder DIESEL	\$90
Hyundai	Tuscon	CRDi Highlander 4WD	2.0l Diesel	4WD Wagon	Auto 6 speed 5 door	4WD 4 cylinder DIESEL	\$108
Hyundai	Tuscon TLE	T-GDi Highlander 4WD	1.6l Petrol	4WD Wagon	Auto 6 speed 5 door	4WD 4 cylinder 91 RON	\$82
Hyundai	Tuscon TLE	T-GDi Highlander 4WD	1.6l Petrol	4WD Wagon	Auto 6 speed 5 door	4WD 4 cylinder 91 RON	\$79
Hyundai	Tuscon TLE	CRDi Highlander 4WD	2.0l Diesel	4WD Wagon	Auto 6 speed 5 door	4WD 4 cylinder DIESEL	\$85
Jeep	Patriot Sport	2WD CVT	2.0l Petrol	Wagon	Auto 4 speed 5 door	4 cylinder 91 RON	\$61
Jeep	Grand Cherokee	V6 Laredo 4WD	3.6l Petrol	Wagon	Auto 8 speed 5 door	6 cylinder 91 RON 4WD	\$151

Make	Model	Model	Engine	Body	Gearbox	Options	Equivalent Weekly Post Tax Lease Back Contribution
Mazda	6	Touring	2.5l Petrol	Wagon	Auto 6 speed 4 door	4 cylinder 91 RON 2WD + Window Tint	\$80
Mazda	CX-3	Neo	2.0l Petrol	Wagon	Auto 6 speed 5 door	4 cylinder 91 RON 2WD	\$54
Mazda	CX-3	Maxx	2.0l Petrol	Wagon	Auto 6 speed 5 door	4 cylinder 91 RON 2WD	\$57
Mazda	CX-3	Akari	2.0l Petrol	Wagon	Auto 6 speed 5 door	4 cylinder 91 RON 2WD	\$84
Mazda	CX-5	Akera 4WD	2.5l Petrol	Wagon	Auto 6 speed 5 door	4 cylinder 91 RON 4WD Window Tint	\$107
Mazda	CX-5	Akera 4WD	2.5l Petrol	Wagon	Auto 6 speed 5 door	4 cylinder 91 RON 4WD	\$106
Mazda	CX-5	Maxx FWD	2.0l Petrol	Wagon	Auto 6 speed 5 door	4 cylinder 91 RON 2WD	\$62
Mazda	CX-5	Maxx Sport 4WD	2.5l Petrol	Wagon	Auto 6 speed 5 door	4 cylinder 91 RON 2WD + Window Tint	\$80
Mazda	CX-5	Grand Touring 4WD	2.5l Petrol	Wagon	Auto 6 speed 5 door	4 cylinder 91 RON 4WD	\$92
Nissan	Qashqai	Ti CVT	2l Petrol	2WD SUV	Auto CVT 5 door 0sp	91RON 2WD	\$67
Peugeot	508 HDI FAP	Allure	2.0l Diesel	2WD Wagon	Auto 6 speed 5 door	DIESEL 2WD	\$163
Peugeot	4008	Active	2.0l Petrol	4WD Wagon	CVT 5 door	95RON 4WD	\$81
Peugeot	308	Allure	1.6l Petrol	2WD Wagon	Auto 6 speed 5 door	95RON 2WD	\$101
Peugeot	308	Gti 270 (200KW)	1.6l Petrol	2WD Hatch	MANUAL 5 door	95RON 2WD	\$161
Peugeot	508	Active	1.6l Petrol	2WD Sedan	Auto 6 speed 4 door	95RON 2WD	\$113
Skoda	Superb 125 TDI	Elegance DSG	2.0l Diesel	2WD Wagon	Auto 6 speed 5 door	4 cylinder 95RON	\$135
Skoda	Superb 162 TSI	162 TSI	2.0l Petrol	2WD Sedan	Auto 6 speed 4 door	4 cylinder 95RON + Tech Pack + Comfort Pack	\$145
Subaru	XV	XV i	2.0l Petrol	4WD Wagon	Auto (CVT) 5 door	4 cylinder 91RON 4WD	\$62
Subaru	Forester	CVT	2.5l iS Petrol	4WD Wagon	Auto CVT 5 door	4 cylinder 91RON CVT	\$72
Subaru	Forester XT	Premium	2.0l Petrol Turbo	4WD Wagon	Auto CVT 5 door	4 cylinder 95RON CVT	\$100
Subaru	Outback	4x4 Wagon	2.0l Diesel Turbo	4WD Wagon	Auto CVT 5 door	4 cylinder Diesel CVT Eyesight Driver Assist + Tinted Windows	\$79
Subaru	Outback	2.5i Premium	2.5l Petrol	4WD Wagon	Auto 5 door	4 cylinder 91RON 4WD	\$92
Suzuki	Vitara	Wagon	1.6l Petrol Turbo	4WD Wagon	Auto 5 door	4 cylinder 91RON	\$62
Toyota	Camry	Altise Hybrid CVT	2.5l Petrol	Sedan	Auto CVT 4 door	4 cylinder 91RON	\$51
Toyota	Camry	Altise	2.5l Petrol	Sedan	Auto 4 door	4 cylinder 91RON	\$62
Toyota	Camry	Altise Hybrid CVT	2.5l Petrol	Sedan	Auto CVT 4 door	4 cylinder 91RON Hybrid	\$58
Toyota	Camry	Atara	2.5l Petrol	Sedan	Auto 4 door	4 cylinder 91RON	\$65
Toyota	Camry	Atara Hybrid CVT	2.5l Petrol	Sedan	Auto CVT 4 door	4 cylinder 91RON Hybrid	\$62
Toyota	Camry	Atara SL	2.5l Petrol	Sedan	Auto 4 door	4 cylinder 91RON	\$80
Toyota	Camry	Atara Hybrid CVT	2.5l Petrol	Sedan	Auto 4 door	4 cylinder 91RON Hybrid	\$69
Toyota	Prius	Hybrid CVT	1.8l Petrol / Hybrid	2WD Hatch	Auto CVT 5 door	4 cylinder 95RON	\$57
Toyota	Prius i-Tech	Hybrid CVT	1.8l Petrol / Hybrid	2WD Hatch	Auto CVT 5 door	4 cylinder 95RON	\$91
Toyota	Prius	Hybrid CVT	1.8l Petrol / Hybrid	2WD Hatch	Auto 1 speed 5 door	4 cylinder 95RON	\$60

Make	Model	Model	Engine	Body	Gearbox	Options	Equivalent Weekly Post Tax Lease Back Contribution
Toyota	Prius C	Hybrid CVT	1.5l Petrol / Hybrid	2WD Hatch	Auto 1 speed 5 door	4 cylinder 95RON	\$48
Toyota	Prius C	Hybrid CVT	1.5l Petrol / Hybrid	2WD Hatch	Auto 1 speed 5 door	4 cylinder 95RON	\$48
Toyota	Kluger	GX 7 Seater	3.5l Petrol	2WD Wagon	Auto 6 speed 5 door	6 cylinder 91RON 7 seater + tint + Rear Entertainment 2WD	\$102
Toyota	Kluger	GXL 7 Seater	3.5l Petrol	2WD Wagon	Auto 6 speed 5 door	6 cylinder 91RON 7 seater + tint + Rear Entertainment 2WD	\$127
Toyota	Kluger	Grande 7 Seater	3.5l Petrol	2WD Wagon	Auto 6 speed 5 door	6 cylinder 91RON 7 seater + tint 2WD	\$161
Toyota	Kluger	GXL 7 Seater	3.5l Petrol	2WD Wagon	Auto 6 speed 5 door	6 cylinder 91RON 7 seater 2WD	\$113
Toyota	Kluger	Grande 7 Seater	3.5l Petrol	2WD Wagon	Auto 6 speed 5 door	6 cylinder 91RON 7 seater 2WD	\$156
Toyota	RAV4	GX 2WD	2.0l Petrol	Wagon	CVT 5 door	4 cylinder 91RON CVT 2WD	\$63
Toyota	RAV4	GXL 4WD	2.5l Petrol	Wagon	Auto 5 door	4 cylinder 91RON 4WD	\$77
Toyota	RAV4	GXL 4WD	2.5l Petrol	Wagon	Auto 5 door	4 cylinder 91RON 4WD	\$63
Toyota	Landcruiser Prado	GRJ150R 4WD	4.0l Petrol	Wagon	Auto	6 cylinder 91RON 4WD	\$186
VW	Golf	GTI	2.0l Petrol	Hatch	Auto DSG 5 door	4 cylinder Turbocharged 2WD 98RON	\$108
VW	Golf	GTI	2.0l Petrol	Hatch	Auto DSG 5 door	4 cylinder Turbocharged 2WD 98RON + Leather Seats	\$131
VW	Passat	140TDI Highline DSG	2.0L Diesel	Wagon	Auto 6 speed DSG 5 door	4 cylinder 2WD Diesel	\$112
VW	Touareg	150TDI Element	3.0L Diesel	Wagon	Auto 8 speed 5 door	6 cylinder 4WD Diesel	\$178

Disclaimer: These indicative prices are based on leaseback fees over the last 12 months. This list of fees is for information purposes only. The exact final fee is calculated on the day that the vehicle is ordered. These indicative fees do not include any additional options such as roof racks, tow bars etc. Any additional options must be indicated when choosing the vehicle for correct costing.

All leaseback vehicles and fees will be subject to IWC policy once established by Procurement and Fleet