

ATTACHMENT 1: REPORTS RELEASED (IN FULL OR PART) SINCE LAST REVIEW

#	Date	Item Title	Confidential Order Details	Item being kept confidential - Agenda/ Attachment/ Minutes	Reason regarding retention or recommend-action to release	Resolution Regarding Action	Last Review Date	Next Review Date	Date Released
97	21 Sept 2015	Chief Executive Officer Annual Performance Review	<p>Section 90 (3) (a) Order</p> <p>1.Pursuant to Section 90(3)(a) Pursuant to Section 90(2) of the Local Government Act 1999 the Council orders that all members of the public be excluded from attendance at the meeting for Agenda Item 17.1 Chief Executive Officer's Annual Performance Review.</p> <p>The Council is satisfied that pursuant to Section 90(3)(a) of the Act, the information to be received, discussed or considered in relation to this Agenda item is information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of the Chief Executive Officer in that details of his performance review will be discussed.</p> <p>The Council is satisfied that the principle that the meeting be conducted in a place open to the public has been outweighed in the circumstances because the disclosure of details of the Chief Executive Officer's performance may prematurely be disclosed before the details of the review have been discussed with the Chief Executive Officer.</p> <p>6.That having considered Agenda Item 17.1 Chief Executive Officer's Annual Performance Review in confidence under 90(2) and 3(a) of the Local Government Act 1999, the Council pursuant to Section 91(7) of the Act orders that the documents and all minutes be retained in confidence for 12 months but may be released sooner by the Mayor in consultation with the Chief Executive Officer.</p>	Documents and all minutes	the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of the Chief Executive Officer in that details of his performance review will be discussed.	12 months but may be released sooner by the Mayor in consultation with the Chief Executive Officer.			29 Aug 16

17. CONFIDENTIAL REPORTS

17.1 REPORT TITLE: CONFIDENTIAL ITEM: CHIEF EXECUTIVE OFFICER'S ANNUAL PERFORMANCE REVIEW

DATE OF MEETING: 21 SEPTEMBER 2015

FILE NUMBER: DOC/15/92899

Purpose:

For Council to consider a report that details outcomes of the Chief Executive Officer's Annual Performance Review 2015 including recommendations for a variation to the Chief Executive Officer's Contract of Employment, and details of key objectives for the Chief Executive Officer for the coming 12 months.

Recommendation:

That Council:

Section 90 (3) (a) Order

1. Pursuant to Section 90(3)(a)
Pursuant to Section 90(2) of the Local Government Act 1999 the Council orders that all members of the public be excluded from attendance at the meeting for Agenda Item 17.1 Chief Executive Officer's Annual Performance Review.

The Council is satisfied that pursuant to Section 90(3)(a) of the Act, the information to be received, discussed or considered in relation to this Agenda item is information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of the Chief Executive Officer in that details of his performance review will be discussed.

The Council is satisfied that the principle that the meeting be conducted in a place open to the public has been outweighed in the circumstances because the disclosure of details of the Chief Executive Officer's performance may prematurely be disclosed before the details of the review have been discussed with the Chief Executive Officer.

Recommendation:

That Council:

2. note the process and outcomes (attachment 1) of the Chief Executive Officer's Performance Review for 2015 facilitated by Ms Christine Locher, Principal, VUCA Pty Ltd (formerly Solutions@Locher);

3. note the revised draft set of key objectives (attachment 1) to guide the Council in its assessment of the Chief Executive Officer's performance for 2015/16;
4. authorise the Mayor to vary the Chief Executive Officer's current contract of employment to increase the Chief Executive Officer's total salary package by 2.5% effective 1 July 2015; and
5. authorise the Mayor to sign and extend by one year the Chief Executive Officer's current contract of employment.

Recommendation:

6. That having considered Agenda Item 17.1 Chief Executive Officer's Annual Performance Review in confidence under 90(2) and 3(a) of the Local Government Act 1999, the Council pursuant to Section 91(7) of the Act orders that the documents and all minutes be retained in confidence for 12 months but may be released sooner by the Mayor in consultation with the Chief Executive Officer.

Background

1. The Chief Executive Officer's annual performance review process is scheduled to conclude no later than September each year.
2. The review evaluates the Chief Executive Officer's performance against Key Performance Indicators and against Strategic Performance Indicators.
3. The Chief Executive Officer's performance is reviewed utilising the services of a mutually agreed external consultant to facilitate an objective process involving the Mayor and two (2) other Councillors, one chosen by the Chief Executive Officer.
4. The Chief Executive Officer's Position Description, Key Performance Indicators and Strategic Performance Objectives may be amended by agreement after each performance review, or earlier if required.
5. A written report is provided to Council and the Chief Executive Officer at the end of each review.

Discussion:

Review Process

6. The review methodology included feedback from Elected Members, and general managers.

7. The review process commenced in July 2015, and was completed by the end of August 2015.

Reporting

8. The consultant provided a written report to the Mayor on a confidential basis respecting the integrity of the process, making recommendations for Council to consider (attachment 1).

Outcomes

9. A Remuneration Review has been provided by VUCA Pty Ltd (refer attachment 2) for information, and a copy of a Chief Executive Officer Salary Review, undertaken by AME Recruitment dated January 2015 for the Local Government Association is also attached (refer attachment 3.)
10. The Chief Executive Officer's current remuneration package is comparable to some regional centres such as Whyalla and Port Augusta and peri-urban councils, but less than almost all metropolitan councils and a few regional centres such as Alexandrina.
11. There is evidence, based on salary relativities and relative complexities of other council environments, that an increase in remuneration of 4.5% could be supported however following debriefing the Chief Executive Officer has suggested that the recommendation presented of 2.5% is reasonable under current economic conditions.
12. The Chief Executive Officer's objectives for the next 12 month period have been identified (as per attachment 1):
 - a. *Start the process and schedule timeline of Town Centre precinct around Civic Centre ;*
 - b. *Plan for Mt barker CBD Car Park;*
 - c. *Delivery of a multi-purpose sporting/recreational facility;*
 - d. *Travel overseas annually (or at a minimum every 2 years) to investigate how other councils are functioning and report back on place making initiatives;*
 - e. *On-board new Elected Members and provide briefing of the Council's vision;*
 - f. *Implement the Economic Development Strategy*
 - i. *Clean and green*
 - ii. *Incentives for new business; and*
 - g. *Facilitate in all District population centres adequate facilities to enable local community activity engagement."*

13. The Chief Executive Officer's contract specifies the process to be:

6.3 The Officer's performance shall be reviewed by the committee utilising the services of a mutually agreed external consultant to facilitate and objective process. The Council sub-committee shall comprise the Mayor and tow (2) other Councillors, one chosen by the Chief Executive Officer. The Officer's Position Description, Key Performance Indicators and Strategic Performance Objectives may be amended by agreement after each performance review, or earlier if required. A written report will be provided by the committee to the Council and the Officer at the end of each review.

14. On this occasion, and in consultation with the Chief Executive Officer, the process was altered to include a 360 review and an independent detailed report. A summary of the independent report is provided as attachment 1.

15. The Chief Executive Officer's contract currently expires on 16 December 2019.

Conclusion

Council has noted the process, outcomes and objectives for the Chief Executive Officer and endorsed the objectives as recommended by VUCA Pty Ltd.

Key Contact

Mayor Ann Ferguson

Attachments

1. CEO Review Report – VUCA Pty Ltd – DOC/15/92904
2. Remuneration Review
3. LGASA AME Salary Benchmarking Report January 2015 – DOC/15/90101

13th September 2015

Mayor Ann Ferguson
The District Council of Mount Barker
PO Box 54,
Mount Barker 5251

Dear Mayor Ferguson,

In July 2015 the Chief Executive Officer, Andrew Stuart completed a 360 degree review feedback process as part of the annual performance appraisal for his role. For consistency, the process mirrored that of his previous 2014 appraisal process which also utilised 360 degree review, again seeking a self reflection in addition to feedback from direct reports and Elected Members. This year's review did not include feedback from Community representatives.

The 360 degree review followed a structured process, using a set of behavioural indicators based around 5 key competencies:- Shapes Strategic Thinking and Change; Achieves Results; Drives Business Excellence; Forges Relationships and Engages Others; and Exemplifies Personal Drive and Professionalism. Behavioural indicators are provided for each of the competency areas and feedback sought on both a ratings level and also commentary regarding key strengths and potential improvement areas.

The feedback from this review clearly reflects that all represented stakeholder groups feel that the CEO is performing consistently at levels above those expected of a CEO in all competency areas surveyed.

Ratings and comments highlighted Andrew's strengths within his focus and commitment to financial sustainability for the Council; his forward thinking style; openness to innovation and his focus on outcomes and results. Comments reflected Andrew's strong behavioural style with regard to his capacity to listen to and communicate with a broad range of stakeholders and also his professional and calm demeanour.

Further development areas noted suggestions with regard to further leveraging input and communication with Elected Members and a continued focus on accountability. A development plan has been constructed in consultation with the CEO and Mayor to focus on these areas.

The 2015 feedback results also reflected more consistently positive ratings and comments in comparison to the 2014 feedback within the key themes of greater accountability and expectations of direct reports and inclusivity of Elected Members.

Through the consultation process, the CEO's objectives for the next 12 month period were identified and these include:

- > Start the process and schedule timeline of Town Centre precinct around Civic Centre
- > Plan for Mt Barker CBD Car Park

DCMB CEO Review 2015

- > Delivery of a multi-purpose sporting /recreational facility
- > Travel overseas annually (or at a minimum every 2 years) to investigate how other councils are functioning and report back on place making initiatives
- > On-board new elected members and provide briefing of the Council's vision
- > Implement the Economic Development Strategy
 - o Clean and Green
 - o Incentives for new business
- > Facilitate in all District population centres adequate facilities to enable local community engagement.

Should Council require further information please feel free to contact the undersigned.

Yours sincerely,



Christine Locher
Director
Level 16/70 Franklin Street
Adelaide
South Australia 5000

Attachment 2 to Item 17.1

Remuneration Review

Mr Andrew Stuart's current remuneration is total package \$244,479.00 pa comprising of:

- > Salary component: - \$221,865.00 p.a.
- > Superannuation: - \$22,614.00 p.a.

Data has been gathered from Local Government Association of SA January 2015 Salary Benchmarking Report and from consideration of other sectors listed below. It should be noted however that in comparison in other sectors, those in Local Government are employed by Council and so report to the whole Council. Council business requires these Executives to attend Council meetings and event after hours. The number of nights per month is dependent on the number of meetings held.

South Australian Local Government Councils

In the period January 2014 to January 2015 the average increase across all Local Government CEO Salaries was 2.75%.

South Australian Public Service

During this same period, the average increase for CEOs in the Public Sector has been 2.0% per annum. Salary increases for Public Sector CEOs have been constrained in line with general salary constraints placed upon the Public Sector by Government.

State Government Business Entities

A cross section of CEOs from State Government Business Entities sector (i.e. directly owned or substantially funded by State Government) shows an increase of 2.0% per annum between 2013 and 2014. This low rate is a result of Government fiscal restraint.

Not for Profit Sector

Generally salary increases in this sector mirror that of the Private Sector as major Not for Profits seek to attract and retain skilled corporate leaders. This is further reinforced by the presence of Corporate Leaders occupying key decision making Board positions. It is for this reason that the average salary increase across this sector has been around 3.0% per annum for the past 3 – 4 years.

National Average Private Sector

The average increase for CEOs on a national basis has been between 3.0% and 4.0% per annum with general constraint being common place in many companies for the past 3 to 4 years driven primarily by subdued economic climate.

South Australian Average Private Sector

The average increase for CEOs in the private sector in South Australia has been 2.5% and 3.5% per annum with general constraint being common place in many companies for the past 3 to 4 years driven primarily by subdued economic climate.

In addition to the comparison data by sector described herein, we gave consideration to smaller credit unions where salary range for CEO was between \$275 - \$350,000.00. CEO salary range within Community Services Sector i.e. Cara and Bedford Phoenix \$220,000.00 - \$310,000.00 respectively.

Top 10 Local Government Salaries

In reviewing the data we note that there are 68 council throughout South Australia. The top 10 salaries across all Council as at January 2015 ranged from total package of \$398,000.00 for Adelaide City Council through to \$259,873.00 for Alexandrina Council.

ABS CPI

The CPI rose 1.5 per cent through the year to the June quarter 2015, following a rise of 1.3 per cent through the year to the March quarter 2015.

Salary Benchmarking Report



Local
Government
Association
of South
Australia

CEO Salary Survey

AME Recruitment
January 2015

Executive Summary

AME Recruitment are retained by Local Government Association of South Australia to collect and collate CEO Salary Data for South Australian Local Government entities with comparisons to be made with the Not for Profit Sector, Interstate Local Government entities and Selected Public Sector Organisations. This report is updated and reissued yearly in January in order to capture changes in the salary packages and conditions under which LG CEOs are employed.

Data Collection

AME undertook extensive data collection and verification in order to produce an accurate set of results against which informed comment and analysis could take place. Specifically we sought information from:

- South Australia's 68 Local Government Councils;
- Equivalent Local Government Councils from Western Australia, Victoria and Broken Hill;
- Equivalent roles within the South Australian Public Service;
- Relevant South Australian not-for-profit organisations.

Information was asked for from all 68 Councils. Where a response was not received data used is from the December 2014 report. 6 councils did not respond.

The data requested was:

- Salary package, including all additional benefits both cash and non cash;

The appendices include information for every SA Council.

Data Analysis

The CEO Salary Survey data was collated and reviewed for validity.

The data was then segmented to enable comparison within segmented groups, between segmented groups, and between South Australian Local Government entities and Interstate Local Government entities.

Data Segmentation

Grouping of Councils have been made using the following measures:

- Council size, scale and location, using classifications such as G6 + ACC, Other Metro, Outer Metro and Regional and Small Regional.
- Elected Member Groupings as determined by the Remuneration Tribunal

Key Data

Contained within the attached tables are the results and averages for all South Australian Local Government Councils split and presented in various ways. Key numbers are highlighted below:

1. The average Total Salary Package in January 2015 (comprised of base salary, super and motor vehicle) for the CEO of all 68 Councils is \$208,654 (vs. \$202,342 in January 2014), an increase of 2.75% in the past 12 months.

Measure	January 2015 Total Base Salary, Super and Vehicle	January 2014 Total Base Salary, Super and Vehicle	July 2013 Total Base Salary, Super and Vehicle
Average CEO Salary	\$207,902	\$202,342	\$196,041

207,902 is made up of base salary, super and motor vehicle. (See Table 1 for details)

2. The average annual salary package (comprised of base salary, super and motor vehicle) for the CEO of all 68 Councils split into common groupings (based on size, locations and Council scale) is:

Average CEO Salary	January 2015 Total Base Salary, Super and Vehicle	January 2014 Total Base Salary, Super and Vehicle	July 2013 Total Base Salary, Super and Vehicle
G6 + ACC	\$308,379	\$302,742	\$295,169
Other Metro	\$253,915	\$240,826	\$239,698
Outer Metro	\$230,864	\$217,867	\$217,549
Regional	\$200,794	\$194,007	\$188,008
Small Regional	\$151,284	\$149,397	\$143,022

(See Table 2 for details)

3. The average annual salary (comprised of base salary, super and motor vehicle) for the CEOs of all 68 Councils split into groups as per Elected Members Remuneration Tribunal Classification (i.e. Group 1, etc)

Average CEO Salary	January 2015 Total Base Salary, Super and Vehicle	January 2014 Total Base Salary, Super and Vehicle	July 2013 Total Base Salary, Super and Vehicle
Group 1	\$300,377	\$293,550	\$286,982
Group 2	\$241,110	\$232,507	\$225,135
Group 3	\$214,088	\$207,115	\$201,474
Group 4	\$180,877	\$175,524	\$169,976
Group 5	\$151,284	\$149,397	\$143,022

Notes on Other Benefits

The salary package numbers reported throughout this report are the summation of Base Salary, Superannuation and the contractual value of Motor Vehicle supplied to the CEO. These numbers should be consistent with the Salaries Register maintained by Councils and available for public review.

The following additional benefits have been excluded due to the subjective nature of their valuation:

Additional Annual Leave
Special Leave
Performance Bonuses
Council supplied housing
Other Allowances
Private phone calls (mobile and land line)
Subscriptions
Professional Memberships

A vast majority of "Other Benefits" is made up of additional annual leave (15 instances have been reported) which ranges from 1 to 2 weeks.

The nature of these "additional" benefits, where disclosed, has been outlined in Table 4.

Notes on Calculations

The following notes should be read in conjunction with the tables produced.

Superannuation is 9.5% unless the CEO is in the Defined Benefit scheme where it is currently 9.55%. Few CEOs have negotiated additional superannuation contributions in lieu of salary – all these factors are reflected in the Total Salary Package calculation.

A number of Councils are reporting superannuation contributors of 9.0% or 9.3% (the old statutory and defined benefits rate).

The value of motor vehicles is as advised by individual Councils and is between \$7,000 and \$15,000 with one outlier at \$36,000.

Additional benefits such as additional salary benefits, additional annual leave and rent assistance have not been assigned a commercial value. A number of CEO respondents have presented an argument that additional leave (taken in the year of allocation) does not have a commercial value nor a financial cost to the Council. With this argument in mind, several CEOs have elected not to disclose additional annual leave. To ensure equity and accuracy, base salary, superannuation and motor vehicle components of the CEOs salary package have only been included.

Average Increase in Salaries

South Australian Local Government Councils

In the period July 2013 to January 2014, the average increase across all Local Government CEO Salaries was 3.17%.

In the period January 2014 to January 2015 the average increase across all Local Government CEO Salaries was 2.75%.

South Australian Public Service

The average increase for CEOs in the Public Sector has been 2.0% per annum. Salary increases for Public Sector CEOs have been constrained in line with general salary constraints placed upon the Public Sector by Government.

State Government Business Entities

A cross section of CEOs from State Government Business Entities sector (i.e. directly owned or substantially funded by State Government) shows an increase of 2.0% per annum between 2013 and 2014.

This low rate is a result of Government fiscal restraint.

Not for Profit Sector

A cross section of salaries of CEOs from the Not for Profit Sector are outlined below.

Generally salary increases in this sector mirror that of the Private Sector as major Not For Profits seek to attract and retain skilled corporate leaders. This is further reinforced by the presence of Corporate Leaders occupying key decision making Board positions. It is for this reason that the average salary increase across this sector has been around 3.0% per annum for the past 3 – 4 years.

National Average Private Sector

The average increase for CEOs on a national basis has been between 3.0% and 4.0% per annum with general constraint being common place in many companies for the past 3 to 4 years driven primarily by subdued economic climate.

South Australian Average Private Sector

The average increase for CEOs in the private sector in South Australia has been 2.5% and 3.5% per annum with general constraint being common place in many companies for the past 3 to 4 years driven primarily by subdued economic climate.

The Role of CEO

The CEO is the highest ranking officer within an organisation and is responsible for the total management of an organisation. Whilst the business they are leading may vary their broad responsibilities cover:

- Leadership
- Financial Management
- Strategic Planning
- Governance
- Stakeholder Management

Hence the salaries of CEOs within different sectors are able to be compared.

It should be noted, however, that in comparison to CEOs in other sectors, those in Local Government are employed by Council and so report to the whole Council.

Councils business requires these Executives and their Senior Management Team to attend Council meetings and Workshops which are usually held after hours. The number of nights per month is dependent the number of meetings held. These meetings have no time limit.

Chief Executives within Local Government are also expected to attend community functions which again are often after hours and on weekends. There is generally no time in lieu for this time commitment and is an expectation of the role of the Chief Executive.

Confidential

Interstate data

Below are a sample of Councils from Western Australia, Victoria and New South Wales (selected as these States border SA). Salary Packages are similar in size and composition to those available in South Australia.

Western Australia	CEO Salary Package					
Council	Staff Numbers	Budget	Salary	Super	Vehicle	Total Cash, Super and Car
Albany	365	\$84,000,000	\$248,890	\$23,644	\$8,600	\$281,135
Broome	155 (FTE)	\$37,282,130	\$220,910	\$34,241	\$15,000	\$270,151
Kalgoorlie-Boulder	410	\$67,715,000	\$249,000	\$22,410	\$15,000	\$286,410
Perth	610	\$166,000,000	\$330,285	\$31,377	-	\$361,662
South Perth	268	\$46,375,000	\$226,510	\$35,108	\$15,000	\$276,618
Victoria Park	185	\$47,914,000	\$206,002	\$35,020	\$10,000	\$251,022
Average						\$287,833

Other states	CEO Salary Package					
Council	Staff Numbers	Budget	Salary	Super	Vehicle	Total Cash Super and Car
Glenelg Shire Vic	247	\$61,000,000	\$208,461	\$20,640	\$8,800	\$237,901
Broken Hill Council	240	\$13,975,000	\$174,216	16,115	\$11,000	\$201,331
Warrnambool City Council	404.52 (FTE)	\$70,000,000	\$253,323	\$25,015	\$10,000	\$288,338
Average						\$242,523

State Government Business Entities

Below is a cross section of CEOs from State Government Business Entities sector (i.e. directly owned or substantially funded by State Government). Salary packages range in size in a similar way as salaries do in the Local Government Sector.

Salaries for the 4 SGBE's listed below have increased on average by 2.0% since December 2013.

	December 2014 Salaries / Wages						2013	
SGB Entities	Budget	Head Count	Salary	Super	Vehicle	Total Package	Salary Package	Growth
SGBE # 1	\$48,500,000	200	\$258,060.00	\$24,515.70	\$19,000.00	\$301,575.70	\$296,200.00	1.81%
SGBE # 2	\$18,844,000	110	\$215,229.18	\$20,446.77		\$235,675.95	\$230,000.00	2.47%
SGBE # 3	\$8,258,000	50	\$176,154.00	\$16,734.63		\$192,888.63	\$188,243.00	2.47%
SGBE # 4	\$4,600,000	15	\$139,230.00	\$13,226.85		\$152,456.85	\$150,000.00	1.64%
Average						\$220,649.28	\$216,110.75	
Average Increase						1.02%		

Not For Profit Sector

A cross section of CEOs from the Not for Profit sector is shown below.

Salaries have increased for the Not for Profits listed below by an average of 3.0% since January 2014.

2014 Salaries / Wages						
NFP Entities	Budget/Income	Head Counts	Salary	Superannuation	Motor Vehicle Notional Value	Total Package
NFP # 1	\$3,300,000	13	\$131,896.57	\$12,530.17		\$144,426.74
NFP # 2	\$17,800,000	573	\$264,524.60	\$25,129.84	\$25,000.00	\$314,654.44
NFP # 3	\$18,950,000	145	\$263,981.70	\$25,078.26		\$289,059.96
NFP # 4	\$48,300,000	200	\$285,516.00	\$27,124.02	\$19,000.00	\$331,640.02
NFP # 5	\$53,000,000	1100	\$259,267.74	\$24,630.44	\$12,000.00	\$295,898.17
NFP # 6	\$105,000,000	1500	\$259,267.74	\$24,630.44		\$283,898.17
Average						\$276,596.25

Yours sincerely,
AME Recruitment Pty Ltd



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All Councils January 2015 vs January 2014

Council	January 2015				January 2014			
	Salary	Superannuation	Motor Vehicle Notional Value	Total Cash, Super & Car	Salary	Superannuation	Motor Vehicle Notional Value	Total Cash, Super & Car
Adelaide City Council	344,944	33,864	19,192	398,000	344,944	33,864	19,192	398,000
Adelaide Hills Council	191,981	18,238	12,894	223,113	186,184	17,222	12,894	216,300
Alexandrina Council	225,339	22,534	12,000	259,873	214,608	21,461	12,000	248,069
Barossa Council	197,440	18,760	13,800	230,000	185,400	17,150	13,800	216,350
Campbelltown City Council	218,400	20,748	12,000	251,148	206,664	19,116	15,433	241,213
City of Burnside	198,895	19,365	4,949	223,209	190,327	17,700	8,743	216,770
City of Charles Sturt	258,853	31,827	13,000	303,680	258,853	31,827	13,000	303,680
City of Holdfast Bay	216,417	20,019	14,272	250,708	209,193	19,350	14,272	242,815
City of Marion	275,989	24,839	8,000	308,828	275,989	24,839	8,000	308,828
City of Mitcham	240,500	22,848	12,000	275,348	228,924	21,591	12,000	262,515
City of Mount Gambier	202,363	20,742	12,000	235,105	195,520	20,040	12,000	227,560
City of Norwood Payneham & St Peters	221,650	20,613	12,000	254,263	221,650	20,613	12,000	254,263
City of Onkaparinga	247,693	24,769	19,500	291,962	220,815	20,425	18,760	260,000
City of Playford	241,765	22,484		264,250	234,496	21,808		256,304
City of Port Adelaide Enfield	252,199	27,761	15,000	294,960	252,199	27,761	15,000	294,960
City of Port Lincoln	161,758	14,944	8,500	185,202	161,758	14,944	8,500	185,202
City of Prospect	219,422	20,845	8,880	249,067	213,451	19,744	8,800	241,995
City of Salisbury	256,041	23,684	24,000	303,725	256,041	23,684	24,000	303,725
City of Tea Tree Gully	235,590	21,910		257,500	228,728	21,272		250,000
City of Unley	213,194	21,346	11,500	246,040	206,650	20,178	11,500	238,328
City of Victor Harbor	200,159	18,515	12,000	230,674	193,835	17,633	12,000	223,468
City of West Torrens	246,188	59,332		305,520	240,156	57,332		297,488
Clare & Gilbert Valleys Council	161,406	14,930	15,000	191,336	161,406	14,930	15,000	191,336
Coorong District Council	152,500	14,106	12,500	179,106	152,500	14,106	12,500	179,106
Corporation of the Town of Walkerville	194,512	18,089	7,000	219,601	194,512	18,089	7,000	219,601
District Council Mount Barker	221,865	22,614		244,479	199,677	18,470		218,147
District Council of Barunga West	120,000	11,160	13,150	144,310	120,000	11,160	13,150	144,310
District Council of Berri Barmera	171,376	16,281		187,657	166,073	15,362		181,435
District Council of Ceduna	135,000	25,000	10,000	170,000	135,000	25,000	10,000	170,000
District Council of Cleve	118,503	11,021	11,000	140,524	112,860	10,440	11,000	134,300
District Council of Coober Pedy	158,994	15,105	12,000	186,099	154,513	14,370	12,000	180,883
District Council of Copper Coast	185,764	17,648	15,000	218,412	180,353	16,682	15,000	212,035
District Council of Elliston	130,000	12,025	10,000	152,025	130,000	12,025	10,000	152,025
District Council of Franklin Harbour	114,736	10,670	12,000	137,406	111,394	10,638	12,000	134,032
District Council of Grant	152,505	14,107	12,000	178,609	146,640	13,564	12,000	172,204
District Council of Karoonda East Murray	100,638	11,727	12,000	124,365	97,707	11,383	12,000	121,090
District Council of Kimba	123,837	10,751	15,000	149,588	115,605	10,751	15,000	141,356
District Council of Lower Eyre Peninsula	144,200	13,338		157,538	140,000	13,020		153,020
District Council of Loxton Waikerie	175,416	16,314	10,000	201,730	169,485	15,762	10,000	195,247
District Council of Mallala	173,188	16,020	15,000	204,208	168,144	15,553	15,000	198,697
District Council of Mount Remarkable	140,000	13,300	10,000	163,300	120,000	11,700	10,000	141,700

All Councils January 2015 vs January 2014

Council	January 2015				January 2014			
	Salary	Superannuation	Motor Vehicle Notional Value	Total Cash, Super & Car	Salary	Superannuation	Motor Vehicle Notional Value	Total Cash, Super & Car
District Council of Orroroo Carrieton	103,294	9,555	36,000	148,849	103,294	9,555	36,000	148,849
District Council of Peterborough	124,384	11,816	15,000	151,200	115,000	10,638	15,000	140,638
District Council of Robe	129,470	12,006	12,264	153,740	129,470	12,006	12,264	153,740
District Council of Streaky Bay	140,000	12,950	10,000	162,950	140,000	12,950	10,000	162,950
District Council of Tumby Bay	139,050	13,210	15,000	167,260	144,309	13,348	15,000	172,657
District Council of Yankalilla	169,261	15,741	10,000	195,003	164,491	15,298	10,000	189,789
District Council of Yorke Peninsula	199,909	18,991	12,000	230,900	190,390	17,611	13,000	221,001
Kangaroo Island Council	183,870	17,468		201,338	177,997	16,465		194,462
Kingston District Council	125,500	11,609	13,000	150,109	125,500	11,609	13,000	150,109
Light Regional Council	208,594	19,095		233,185	208,020	19,095		227,115
Mid Murray Council	164,439	15,293	12,500	192,232	159,650	14,847	12,000	186,497
Municipal Council of Roxby Downs	128,525	11,980		140,505	128,525	11,980		140,505
Naracoorte Lucindale Council	171,790	16,320	12,000	200,110	160,550	14,851		175,401
Northern Areas Council	128,904	12,246	15,000	156,150	125,268	11,587	15,000	151,855
Port Augusta City Council	215,000	20,425	15,000	250,425	217,525	20,230		237,755
Port Pirie Regional Council	165,600	15,732	15,000	196,332	159,238	14,729	15,000	188,967
Regional Council of Goyder	124,200	11,550	13,000	148,750	120,000	11,160	15,000	146,160
Renmark Paringa Council	152,039	14,064		166,103	138,469	12,462	12,000	162,931
Rural City of Murray Bridge	217,885	20,260		238,115	212,541	19,766		232,307
Southern Mallee District Council	123,000	11,000	15,000	149,000	119,000	11,000	15,000	145,000
Tatiara District Council	137,759	13,087	12,300	163,146	128,912	11,924	12,000	152,836
The City of Whyalla	213,059	22,365	10,000	245,424	206,851	19,134	10,000	235,985
The Flinders Ranges Council	108,098	10,269	12,000	130,367	131,159	11,804	15,000	157,963
Town of Gawler	193,962	18,038	13,000	225,001	193,962	18,038	13,000	225,001
Wakefield Regional Council	170,620	15,868	10,000	196,488	164,850	15,331	10,000	190,181
Wattle Range Council	177,498	16,862	12,000	206,360	171,100	15,827	12,000	198,927
Wudinna District Council	117,127	28,696		145,823	113,716	27,633		141,349
January 2015 Total	12,174,056	1,230,689	727,201	14,137,332	11,852,041	1,183,437	723,808	13,759,286
January 2014 Total	11,852,041	1,183,437	723,808	13,759,286				
Change January 2015 v 2014	2.72%	3.99%	0.47%	2.75%				

Table 2 Region

	January 2015				January 2014			
	Salary	Superannuation	Motor Vehicle Notional Value	Total Cash, Super & Car	Salary	Superannuation	Motor Vehicle Notional Value	Total Cash, Super & Car
G6 + ACC								
Adelaide City Council	344,944	33,864	19,192	398,000	344,944	33,864	19,192	398,000
City of Charles Sturt	258,853	31,827	13,000	303,680	258,853	31,827	13,000	303,680
City of Marion	275,989	24,839	8,000	308,828	275,989	24,839	8,000	308,828
City of Onkaparinga	247,693	24,769	19,500	291,962	220,815	20,425	18,760	260,000
City of Port Adelaide Enfield	252,199	27,761	15,000	294,960	252,199	27,761	15,000	294,960
City of Salisbury	256,041	23,684	24,000	303,725	256,041	23,684	24,000	303,725
City of Tea Tree Gully	235,590	21,910	-	257,500	228,728	21,272	-	250,000
Average	267,330	26,951	14,099	308,379	262,510	26,239	13,993	302,742

	January 2015				January 2014			
	Salary	Superannuation	Motor Vehicle Notional Value	Total Cash, Super & Car	Salary	Superannuation	Motor Vehicle Notional Value	Total Cash, Super & Car
Other Metro								
City of Mitcham	240,500	22,848	12,000	275,348	228,924	21,591	12,000	262,515
City of Playford	241,765	22,484	-	264,250	234,496	21,808	-	256,304
City of West Torrens	246,188	59,332	-	305,520	240,156	57,332	-	297,488
Campbelltown City Council	218,400	20,748	12,000	251,148	206,664	19,116	15,433	241,213
City of Burnside	198,895	19,365	4,949	223,209	190,327	17,700	8,743	216,770
City of Holdfast Bay	216,417	20,019	14,272	250,708	209,193	19,350	14,272	242,815
City of Norwood Payneham & St Peters	221,650	20,613	12,000	254,263	221,650	20,613	12,000	254,263
City of Prospect	219,422	20,845	8,880	249,067	213,451	19,744	8,800	241,995
City of Unley	213,194	21,346	11,500	246,040	206,650	20,178	11,500	238,328
Corporation of the Town of Walkerville	194,512	18,089	7,000	219,601	194,512	18,089	7,000	219,601
Average	221,094	24,569	8,260	253,915	214,602	23,552	8,975	247,129

	January 2015				January 2014			
	Salary	Superannuation	Motor Vehicle Notional Value	Total Cash, Super & Car	Salary	Superannuation	Motor Vehicle Notional Value	Total Cash, Super & Car
Outer Metro								
Adelaide Hills Council	191,981	18,238	12,894	223,113	186,184	17,222	12,894	216,300
District Council Mount Barker	221,865	22,614	-	244,479	199,677	18,470	-	218,147
Town of Gawler	193,962	18,038	13,000	225,001	193,962	18,038	13,000	225,001
Average	202,603	19,630	8,631	230,864	193,274	17,910	8,631	219,816

Table 2 Region

Regional	January 2015				January 2014			
	Salary	Superannuation	Motor Vehicle Notional Value	Total Cash, Super & Car	Salary	Superannuation	Motor Vehicle Notional Value	Total Cash, Super & Car
Alexandrina Council	225,339	22,534	12,000	259,873	214,608	21,461	12,000	248,069
Barossa Council	197,440	18,760	13,800	230,000	185,400	17,150	13,800	216,350
City of Mount Gambier	202,363	20,742	12,000	235,105	195,520	20,040	12,000	227,560
Rural City of Murray Bridge	217,885	20,260	-	238,115	212,541	19,766	-	232,307
The City of Whyalla	213,059	22,365	10,000	245,424	206,851	19,134	10,000	235,985
City of Port Lincoln	161,758	14,944	8,500	185,202	161,758	14,944	8,500	185,202
City of Victor Harbor	200,159	18,515	12,000	230,674	193,835	17,633	12,000	223,468
District Council of Berri Barmera	171,376	16,281	-	187,657	166,073	15,362	-	181,435
District Council of Copper Coast	185,764	17,648	15,000	218,412	180,353	16,682	15,000	212,035
District Council of Loxton Waikerie	175,416	16,314	10,000	201,730	169,485	15,762	10,000	195,247
District Council of Yorke Peninsula	199,909	18,991	12,000	230,900	190,390	17,611	13,000	221,001
Light Regional Council	208,594	19,095	-	233,185	208,020	19,095	-	227,115
Port Augusta City Council	215,000	20,425	15,000	250,425	217,525	20,230	-	237,755
Port Pirie Regional Council	165,600	15,732	15,000	196,332	159,238	14,729	15,000	188,967
Wattle Range Council	177,498	16,862	12,000	206,360	171,100	15,827	12,000	198,927
Clare & Gilbert Valleys Council	161,406	14,930	15,000	191,336	161,406	14,930	15,000	191,336
Coorong District Council	152,500	14,106	12,500	179,106	152,500	14,106	12,500	179,106
District Council of Barunga West	120,000	11,160	13,150	144,310	120,000	11,160	13,150	144,310
District Council of Grant	152,505	14,107	12,000	178,609	146,640	13,564	12,000	172,204
District Council of Lower Eyre Peninsula	144,200	13,338	-	157,538	140,000	13,020	-	153,020
District Council of Mallala	173,188	16,020	15,000	204,208	168,144	15,553	15,000	198,697
District Council of Yankalilla	169,261	15,741	10,000	195,003	164,491	15,298	10,000	189,789
Kangaroo Island Council	183,870	17,468	-	201,338	177,997	16,465	-	194,462
Mid Murray Council	164,439	15,293	12,500	192,232	159,650	14,847	12,000	186,497
Naracoorte Lucindale Council	171,790	16,320	12,000	200,110	160,550	14,851	-	175,401
Northern Areas Council	128,904	12,246	15,000	156,150	125,268	11,587	15,000	151,855
Regional Council of Goyder	124,200	11,550	13,000	148,750	120,000	11,160	15,000	146,160
Renmark Paringa Council	152,039	14,064	-	166,103	138,469	12,462	12,000	162,931
Tatiara District Council	137,759	13,087	12,300	163,146	128,912	11,924	12,000	152,836
Wakefield Regional Council	170,620	15,868	10,000	196,488	164,850	15,331	10,000	190,181
Average	174,128	16,492	9,992	200,794	168,719	15,723	9,565	194,007

Table 2 Region

Small Regional	January 2015				January 2014			
	Salary	Superannuation	Motor Vehicle Notional Value	Total Cash, Super & Car	Salary	Superannuation	Motor Vehicle Notional Value	Total Cash, Super & Car
District Council of Ceduna	135,000	25,000	10,000	170,000	135,000	25,000	10,000	170,000
District Council of Cleve	118,503	11,021	11,000	140,524	112,860	10,440	11,000	134,300
District Council of Coober Pedy	158,994	15,105	12,000	186,099	154,513	14,370	12,000	180,883
District Council of Elliston	130,000	12,025	10,000	152,025	130,000	12,025	10,000	152,025
District Council of Franklin Harbour	114,736	10,670	12,000	137,406	111,394	10,638	12,000	134,032
District Council of Karoonda East Murray	100,638	11,727	12,000	124,365	97,707	11,383	12,000	121,090
District Council of Kimba	123,837	10,751	15,000	149,588	115,605	10,751	15,000	141,356
District Council of Mount Remarkable	140,000	13,300	10,000	163,300	120,000	11,700	10,000	141,700
District Council of Orroroo Carrieton	103,294	9,555	36,000	148,849	103,294	9,555	36,000	148,849
District Council of Peterborough	124,384	11,816	15,000	151,200	115,000	10,638	15,000	140,638
District Council of Robe	129,470	12,006	12,264	153,740	129,470	12,006	12,264	153,740
District Council of Streaky Bay	140,000	12,950	10,000	162,950	140,000	12,950	10,000	162,950
District Council of Tumby Bay	139,050	13,210	15,000	167,260	144,309	13,348	15,000	172,657
Kingston District Council	125,500	11,609	13,000	150,109	125,500	11,609	13,000	150,109
Municipal Council of Roxby Downs	128,525	11,980	-	140,505	128,525	11,980	-	140,505
Southern Mallee District Council	123,000	11,000	15,000	149,000	119,000	11,000	15,000	145,000
The Flinders Ranges Council	108,098	10,269	12,000	130,367	131,159	11,804	15,000	157,963
Wudinna District Council	117,127	28,696	-	145,823	113,716	27,633	-	141,349
Average	125,564	13,483	12,237	151,284	123,725	13,268	12,404	149,397

15. MEMBERS' REPORT

Councillor Bettcher

- Littlehampton Community Association
- Family First Event, Hahndorf Academy
- St Paul's Lutheran Church 125th Anniversary Celebrations
- Hahndorf Business & Tourism meeting
- Hahndorf Community Association AGM
- Tribute Concert, Mr Ken Berris

16. QUESTIONS ARISING FROM COUNCIL MEETING

- 16.1** Ms Debra Hynes asked a question regarding Item 12.1 Marketing and Communications Strategy.
Mr Greg Waller General Manager Planning and Development provided a response at the meeting.
- 16.1** Mr Nathan Rogers asked questions regarding Item 12.1 Marketing and Communications Strategy.
Mr Greg Parker General Manager Council Services provided a response at the meeting.

17. CONFIDENTIAL REPORTS

- 17.1** **REPORT TITLE:** **CONFIDENTIAL ITEM: CHIEF EXECUTIVE OFFICER'S ANNUAL PERFORMANCE REVIEW**
DATE OF MEETING: **21 SEPTEMBER 2015**
FILE NUMBER: **FOL/15/1034**

Moved Councillor Bettcher that Council:

Section 90 (3) (a) Order

1. Pursuant to Section 90(3)(a)
Pursuant to Section 90(2) of the Local Government Act 1999 the Council orders that all members of the public be excluded from attendance at the meeting for Agenda Item 17.1 Chief Executive Officer's Annual Performance Review.

The Council is satisfied that pursuant to Section 90(3)(a) of the Act, the information to be received, discussed or considered in relation to this Agenda item is information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of the Chief Executive Officer in that details of his performance review will be discussed.



The Council is satisfied that the principle that the meeting be conducted in a place open to the public has been outweighed in the circumstances because the disclosure of details of the Chief Executive Officer's performance may prematurely be disclosed before the details of the review have been discussed with the Chief Executive Officer.

Seconded Councillor Seager

CARRIED
OM20150921.08

8.35pm Mayor Ferguson rose and left the chamber

8.40pm Mayor Ferguson entered the chamber and took her chair.

Moved Councillor Irvine that Council:

2. note the process and outcomes (attachment 1) of the Chief Executive Officer's Performance Review for 2015 facilitated by Ms Christine Locher, Principal, VUCA Pty Ltd (formerly Solutions@Locher);
3. note the revised draft set of key objectives (attachment 1) to guide the Council in its assessment of the Chief Executive Officer's performance for 2015/16;
4. authorise the Mayor to vary the Chief Executive Officer's current contract of employment to increase the Chief Executive Officer's total salary package by 2.75% effective 1 July 2015; and
5. authorise the Mayor to sign and extend by two (2) years the Chief Executive Officer's current contract of employment.

Seconded Councillor Keen

CARRIED
OM20150921.09

Moved Councillor Irvine

6. That having considered Agenda Item 17.1 Chief Executive Officer's Annual Performance Review in confidence under 90(2) and 3(a) of the Local Government Act 1999, the Council pursuant to Section 91(7) of the Act orders that the documents and all minutes be retained in confidence for 12 months but may be released sooner by the Mayor in consultation with the Chief Executive Officer.

Seconded Councillor Morrison

CARRIED
OM20150921.10

MEETING DECLARED CLOSED AT 8.50PM


MAYOR

6. 10. 15
DATE