

CONFIDENTIAL ITEMS 2003 – OCTOBER 2017

#	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
123	3 October 2017	Chief Executive Officer's 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>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</p>			3 Sep 18	<i>Report, attachments and Minutes released on website 13 October 2017</i>

CONFIDENTIAL ITEMS 2003 – OCTOBER 2017

#	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
---	------	------------	----------------------------	--	---	-----------------------------	------------------	------------------	---------------

					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.				
--	--	--	--	--	--	--	--	--	--

RELEASED

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

DATE OF MEETING: **3 OCTOBER 2017**

FILE NUMBER: **DOC/17/96870**

ATTACHMENTS: **ATTACHMENT 1 - DOC/17/93478 - CEO Review Report - VUCA Pty Ltd - 31 August 2017**
ATTACHMENT 2 - DOC/17/96886 - CEO Objectives

Purpose:

For Council to consider a report that details outcomes of the Chief Executive Officer's Annual Performance Review 2017 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 report dated 31 August 2017 prepared for Council by Ms Christine Locher, Principal, VUCA Pty Ltd (attachment 1) which includes specification of the performance review process.
 3. note the revised draft set of key objectives (attachment 2) to guide the Council in its assessment of the Chief Executive Officer's performance for 2017/18;
 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 2.08% effective 1 July 2017; and
 5. authorise the Mayor to sign and extend by one year the Chief Executive Officer's current contract of employment.
-

Background

1. The Chief Executive Officer's performance review process is conducted annually.
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 objectively and independently reviewed annually utilising the services of a mutually agreed qualified external consultant involving the Mayor and Councillors, internal and external survey respondents.
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 2017, and was completed by the end of August 2017.

Reporting

8. The consultant has provided a written report to the Mayor, making recommendations for Council to consider (attachment 1).

Outcomes

9. Remuneration Review information has been provided by VUCA Pty Ltd (refer attachment 1) for information.
10. There is evidence, based on salary relativities and relative complexities an increase in remuneration upward of 2% could be supported noting an average increase of 3.14%.
11. The Chief Executive Officer's objectives for the past 12 month period were focussed upon:
 - a. *The Town Centre*
 - b. *Sporting Facilities*
 - c. *Tourism*
 - d. *Wealth Creation*
 - e. *Revenue Generation*
 - f. *Communities*

Considerable progress has been noted in relation to these objectives including the Heysen Cedars Project (Tourism), town square, civic development (Town Centre), Wealth Creation (Grants Sporting Complex), Revenue Generation (Separate Rates).

12. The Chief Executive Officer's Objectives for the next 12 months are included as attachment 2.

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

RELEASED

**Attachment 1 to Item 18.3**

31st August 2017

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

Dear Mayor Ferguson,

In August 2017 the Chief Executive Officer, Andrew Stuart completed a 360 degree feedback review as part of the annual performance appraisal for his role.

For consistency, the 360 leadership competencies evaluated by the Elected Members and Direct Reports reflected those evaluated in the 2016 appraisal process. External stakeholders responded to specific questions relating to the CEO's performance and effectiveness. Elected Members were also provided with an opportunity to attend a one on one feedback session with the author. Elected Members with the exception of Cr Keen and Cr Grosser (who were overseas) and Cr Hamilton, who was unavailable, met with the author. All Elected Members and Direct Reports responded to the on-line survey with the exception of one Elected Member.

The 360 degree review followed a structured process, using a set of behavioural indicators based around 5 key executive 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 on balance all the surveyed stakeholder groups feel that the CEO is performing consistently at levels above those expected of a CEO in all competency areas surveyed. Using a rating scale of 1-7, Elected Members overall average scoring of the CEO performance reflects "Above Average" – "Well Above Average" performance.

Commentary provided by Elected Members and Direct Reports highlight Andrew's strengths as:

- ✎ Strategic, clear thinking;
- ✎ Driving business excellence, accountability and innovative solutions;
- ✎ Focus and commitment to financial sustainability for the Council;
- ✎ Strong knowledge and experience, together with a high level of political astuteness;
- ✎ Excellent and considered communicator;
- ✎ Clear, professional, calm and composed;
- ✎ High level of dedication, motivation and commitment;
- ✎ Leadership and vision, allowing staff to get on with their job;

¹ See Appendix A – Review Process

² Rating scale from 1: Significant Development Required – 7: Superior with 5: Above Average.
DCMB CEO Review 2017
VUCA

- ✎ Willingness to be flexible with a focus on innovation and improvement;
- ✎ Engaging of stakeholders;
- ✎ Willingness to have individual discussions, talk with community and elected members and promote open communication;
- ✎ Resilience to change;
- ✎ Drives accountability and delivery on commitments.

Feedback from all 3 external stakeholders indicates that they are "well above satisfied – extremely satisfied" with the performance, effectiveness and leadership of Council and specifically the performance of the CEO in the context of his relationship with their organisation/the community. They strongly agreed that he is purposeful and effective in his communication, has the capacity to connect and engage with stakeholders and industry partners and is responsive and accessible to stakeholders and the community.

An area requiring consideration within the CEO's development plan reflects the need expressed by several Elected Members for a greater level of engagement and communication. The CEO is working on strategies to mitigate the impact that the changes to the Local Government Act have had on the ability to meet and communicate informally plus the void created through changes to the Council's meeting cycle.

Furthermore, the development plan will focus on the CEO continuing to build an inclusive diverse culture; greater accountability and capability within the executive leadership group and ongoing mentorship of staff.

With regard to CEO remuneration, "across the nation, remuneration levels increased steadily for Chief Executives from 2010 to 2016 with an average increase across all categories of Councils of 3.14% per year". Within the South Australian Local Government Remuneration Survey Report provided herein (see Table 16 for reference) this Council is grouped with Adelaide Hills Council and the Town of Gawler for relativity.

Through the consultation process, the CEO's objectives for the next 12 month period were canvassed with Elected Members and generally these objectives were focussed around:

- ✎ Aquatic Centre
- ✎ Sporting Facilities
- ✎ Tourism
- ✎ Wealth Creation
- ✎ Revenue Generation
- ✎ Communities
- ✎ Community level Arts
- ✎ Greater focus on the environment and Council's natural assets

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

³ Source: South Australian Local Government Remuneration Survey Report
Chief Executive Officers 2016/2017
DCMB CEO Review 2017
VUCA

APPENDIX A: PERFORMANCE REVIEW PROCESS

The Chief Executive Officer (CEO) of the District Council of Mt Barker, Mr Andrew Stuart, has as part of his current contract of employment provision for an annual review of performance against predetermined KPI's and the strategic plan. The period under review includes July 2016 – June 2017.

The following robust process was designed by Senior Organisational Psychologist, Ms Susan Bates and VUCA Director Christine Locher to gather both quantitative data through the 360 survey and also qualitative and nuanced feedback through the one on one feedback process with Elected Members.

- ✦ Stage 1. Meet with the CEO and Mayor to confirm the methodology and overview of the process for the CEO performance review. Confirm external stakeholders who will be surveyed as part of the evaluation and reaffirm assessment against the 1 competencies.
- ✦ Stage 2. Issue the online 360-degree assessment to respondents to direct reports and Elected Members. Design and issue tailored short survey to external stakeholders;
- ✦ Stage 3. Meet with the CEO to receive and discuss the CEO's self-assessment performance review report;
- ✦ Stage 4. Meet with Elected Members to gain qualitative feedback and areas of focus;
- ✦ Stage 5. Compile a draft report of the CEO's performance appraisal based on the existing 2012 – 2017 strategic plan and KPI's and include observations and recommendations for development for next year;
- ✦ Stage 6. Meet with the Mayor and CEO to outline the content of the report;
- ✦ Stage 7. Draft personal development with and for CEO; and
- ✦ Stage 8. Provide a final report and a formal recommendation to Council on the CEO's performance; 2017 LGA CEO remuneration survey data; focus areas for 2017/18.

¹ Observable and measurable knowledge, skill, ability or personal characteristic" required by District Council of Mt Barker CEO & leadership in order to achieve the superior performance output / outcome needs required to deliver upon its strategy.

McArthur
Best People Fit

South Australian Local Government
Remuneration Survey Report
Chief Executive Officers 2016/2017



Local Government Association
of South Australia

INTRODUCTION

The latest annual survey of Chief Executive Officers' Total Remuneration Package (TRP) as at 1 December 2016 was undertaken by M^cArthur over the period December 2016 – April 2017.

The purpose of the survey is to collect, collate and analyse data in relation to current remuneration practices. In doing so we were able to identify benchmarks and trends enabling meaningful comparisons between remuneration practices of Councils within South Australia of similar size and complexity. In addition, we were also able to provide a qualified examination against Local Government Authorities nationally.

The survey was conducted by the use of an electronic data base and was generally completed by the incumbent or an acting CEO with the assistance from Human Resources / Payroll staff.

67 South Australian Councils participated in the survey, as The Municipal Council of Roxby Downs has an Acting Administrator currently. In addition we were able to utilise the results of the M^cArthur National Local Government Remuneration Survey 2016/2017 which provided data from more than 200 Councils to enable a comparative analysis on a national basis.

All data collected through the survey was examined and reviewed to ensure its authenticity.

It was then apportioned across the following groups to enable a particularised analysis and comparison.

- G6 (Metropolitan)
- Other Metropolitan
- Outer Metropolitan
- Regional
- Small Regional

Councils Considered in the Review

Our research primarily considered material supplied by 67 South Australian Councils. In addition, data from more than 200 Councils identified in the M^cArthur National Remuneration Survey was examined and analysed for comparative purposes.

We have then provided the following:

- An overview, including observations and trends from the data submitted by South Australian Councils
- A summary of remuneration movements since 2013
- A summary of Chief Executive Officer's current remuneration packages from a national perspective
- A benchmarking analysis of South Australian Councils against Councils nationally
- A summary of remuneration movements from a national perspective

GLOSSARY

Total Remuneration Package (TRP) - The total Value of the remuneration package including cash, superannuation and other benefits.

Cash Component - The Annual Cash component of the salary package

Super – The gross annual amount paid by Council as the employer contribution

Vehicle – The Annual value of the vehicle benefit including FBT

PRP – The annual amount paid to cover memberships to professional associations and costs associated with professional development programs

Phone / Laptop – Value of personal/home telephone rental and calls and/or computer/personal device usage

Rent – Value of home rental assistance

Other – Includes a range of remuneration packages not included elsewhere e.g. Sports Memberships, petrol allowances, additional Superannuation or Annual Leave and do on

Acting – Currently acting in the CEO position

G6 - Adelaide City Council, City of Charles Sturt, City of Marion, City of Onkaparinga, City of Salisbury and City of Tea Tree Gully

2017 Data – Observations and Trends

For the 2017 survey, responses were received from 67 South Australian Councils.

Average Total Remuneration Package (TRP) – All Councils

Across the 67 Councils with available data within South Australia the total annual cost of remuneration packages for Chief Executives amounted to \$14,941,807 representing an average of \$223,130 per Council as shown in **Table 1** below.

The annual value of TRPs ranged from \$131,950 to \$372,978.

TABLE 1

Source	Total Package	Cash	Super	Vehicle	PRP	Phone Laptop	Rent	Other
Total Value*	14,949,678	12,746,927	1,264,596	718,870	81,966	49,536	46,016	41,767
Average	223,130	190,253	18,875	12,394	3,903	2,064	7,669	3,481

*Please Note: the total in 2017 does not include 1 Council

Average Total Remuneration Package (TRP) – By Common Grouping

When we look at the average Total Remuneration Package across each Council Area the following picture emerges. Here it should be noted that the average refers to the actual number of positions receiving the benefit.

TABLE 2

Source	Average Total Package	Cash	Super	Vehicle	PRP	Phone Laptop	Rent	Other
G6 (Metro)	308,049	269,614	26,718	13,458	2,197	3,040	-	1,900
Other Metro	277,494	240,851	23,882	11,788	10,000	2,500	--	-
Outer Metro	248,133	218,832	21,634	11,500	-	-	-	-
Regional	215,053	182,737	17,197	12,562	3,711	2,300	7,800	4,801
Small Regional	167,821	137,722	15,341	12,333	2,910	1,250	7,643	1,454

While this report concentrates on TRP comparisons we note across Councils generally there is a wide variance in the composition of the packaging, particularly in terms of superannuation, motor vehicle values and other benefits.

Motor Vehicles

The reported value of the motor vehicle component of TRPs ranged from \$4,750 to \$27,223, the average value being \$12,394. For 2017 13% of CEOs reported not having a vehicle component as part of their TRP.

The value of this component varied considerably usually as a consequence of the type and conditions of use of the vehicle. The manner in which the value of the vehicle is determined also varied considerably, usually depending on Council policy and contractual arrangements.

Superannuation

Aside from the Defined Benefit Schemes, the majority of Councils operate under the Superannuation Guarantee and apply the standard 9.5%. Some Council's do pay more than the Superannuation Guarantee.

In addition we note that across the board there are varying methods in calculating superannuation contributions as a component of the Total Remuneration Package.

Professional Development

21 Chief Executive Officers received payment as part of their TRP to cover membership to professional associations and costs associated with professional development programs ranging from \$220 to \$15,000.

Phone / Laptop

36% of all positions covered in the survey data included a benefit for private use of technology devices. The value of this component which ranged from \$297 to \$15,500 also varied considerably usually as a consequence of the level of private use allowed for under the arrangement, the type of device/s included in the package and Fringe Benefit requirements.

Rent Assistance

6 positions across the 67 (no data for 1 Council) Councils received rental assistance as part of their package attracting benefits totalling \$46,016. These benefits ranged from \$4,400 to \$10,000. All positions that attracted rental assistance resided in regional and or remote areas.

Other Benefits

With a range from \$500 to \$17,906 Other Benefits typically included those for which a degree of discretion applied. While the range of options is often limited by virtue of FBT rules other benefits identified within the survey data totalled \$41,767 and included such items as; salary sacrifice for additional superannuation and annual leave, gymnasium and sporting club memberships, petrol allowances, health insurance and Qantas Club memberships.

Remuneration Movements – South Australian Councils

In previous years the survey data only included base salary, superannuation and motor vehicle.

Although this years' survey includes more comprehensive data the following table and chart incorporate information based on previous years to demonstrate movements in remuneration levels over the past four years. With the inclusion of benefits beyond base salary, superannuation and motor vehicles the average Total Remuneration Package for Chief Executive Officers in the current year amounts to \$223,130 (refer **Table 1**).

TABLE 3

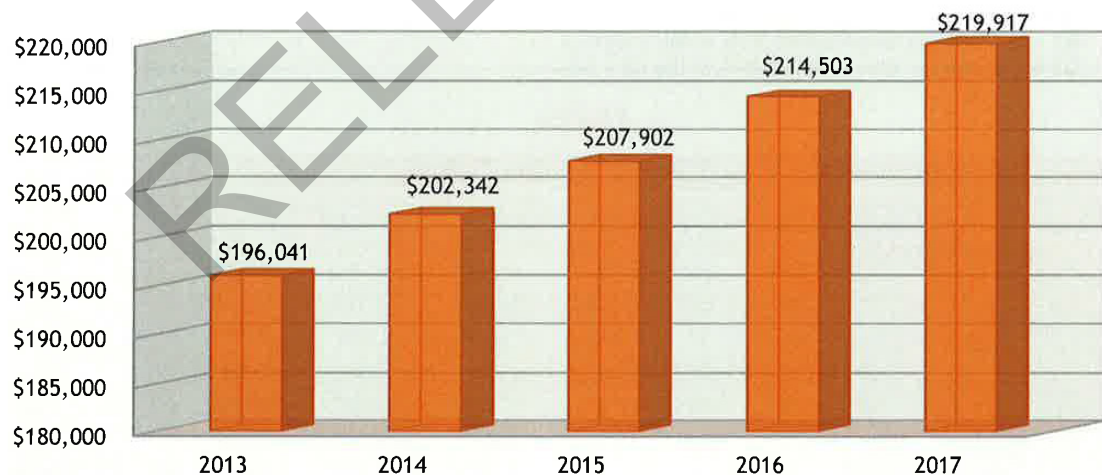
Source	January 2017	January 2016	January 2015	January 2014	July 2013
Average Remuneration Inc. Base Salary, Superannuation and Vehicle [^]	219,917	214,503	207,902	202,342	196,041
Percentage Increase	2.52%	3.18%	2.75%	3.21%	-
Consumer Price Index (All Ords. Adelaide December 2016)*	1.30%	1.04%	1.72%	2.25%	-
Wage Price Index (All Sectors)*	1.90%	2.20%	2.50%	2.50%	-

*CPI & Wage Price Index by courtesy of ABS

[^]**Please Note:** the total in 2017 does not include 1 Council

CHART 1

Remuneration Movements



To provide a more comprehensive analysis the following table details movements in remuneration packages for Chief Executive Officers from 2013 across the common groupings. To maintain consistency with previous surveys we have again **only** included base salary, superannuation and motor vehicles. Also, for the purpose of consistency we have used the same groupings as in previous years. In this regard, data from the City of Port Adelaide Enfield has been retained in this instance within the G6.

TABLE 4

Group	January 2017	January 2016	January 2015	January 2014	July 2013
G6 (Metropolitan)	307,403	302,087	308,379	302,742	295,169
% Variation	1.76%	-2.04%	1.86%	2.57%	-
Other Metropolitan	270,944	267,971	253,915	240,826	239,698
% Variation	1.11%	5.54%	5.44%	0.47%	-
Outer Metropolitan	248,133	236,141	230,864	217,867	217,549
% Variation	5.08%	2.29%	5.97%	0.15%	-
Regional	211,239	208,068	200,794	194,007	188,008
% Variation	1.52%	3.62%	3.50%	3.19%	-
Small Regional	163,945	157,861	151,284	149,397	143,022
% Variation	3.85%	4.35%	1.26%	4.46%	-

Small Regional and Outer Metropolitan experienced increases in excess of both the Consumer Price Index and Wage Price Index for the 12 month period ending December 2016.

National and Interstate Data

The following tables provide an additional benchmarking analysis with a focus on interstate and national data.

This information was obtained from the M^cArthur 2016 /2017 National Remuneration Survey.

Table 5 shows national data including the Average Total Remuneration Package along with the median and upper and lower quartiles.

- **Median** is the midpoint of all values
- **Q1** is the number below which 25% of the data falls
- **Q3** is the number above which 25% of the data falls

TABLE 5

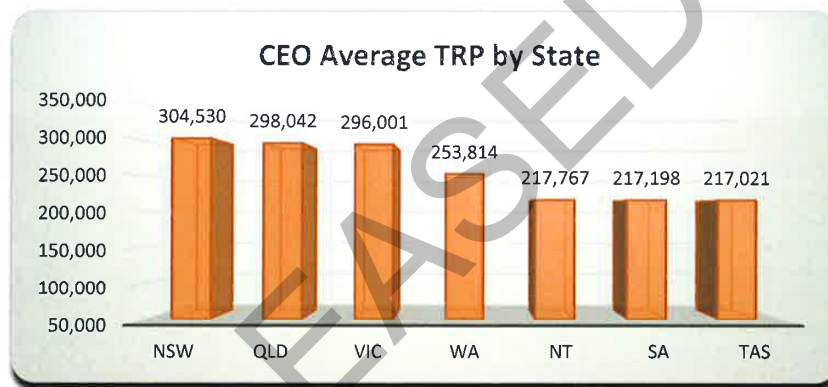
	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	204	174	30	214,997	259,047	320,537	269,937
Cash Component	204	174	30	175,000	219,736	270,734	227,459
Motor Vehicle	180	152	28	10,000	13,740	18,000	15,190
Phone/Laptop	68	57	11	1,000	1,500	2,450	1,645
Professional Development	62	50	12	700	2,000	5,400	3,184
Rental/Home Assistance	36	32	4	6,370	13,780	19,100	13,400
Council Super Contribution	204	174	30	19,279	22,506	29,059	24,139
Bonus Paid	5	5	-	10,000	17,500	20,414	15,665
Other	42	34	8	1,275	3,633	5,205	5,127

Across the 204 Councils nationally the average TRP amounted to \$269,937. With 32 South Australian Councils providing data the average within South Australia amounted to \$217,198 as shown in the following table and chart.

TABLE 6

Total Package							
State	Count	Male	Female	Q1	Median	Q3	Average
NSW	26	23	3	253,606	295,460	340,515	304,530
NT	10	6	4	191,800	233,382	250,378	217,767
QLD	41	36	5	231,541	295,658	346,359	298,042
SA	32	30	2	178,012	216,782	251,435	217,198
TAS	16	14	2	185,938	211,820	244,943	217,021
VIC	54	47	7	248,000	292,409	350,000	296,001
WA	25	18	7	180,793	249,135	299,928	253,814

CHART 2



When we use the information from the LGASA Survey which includes data from all 67 South Australian Councils the following picture emerges. Table 6 above only includes the data from the 32 South Australian Councils that participated in the M^cArthur 2016 /2017 National Remuneration Survey whereas Table 7 below includes data from all 67 South Australian Councils.

TABLE 7

Total Package							
State	Count	Male	Female	Q1	Median	Q3	Average
NSW	26	23	3	253,606	295,460	340,515	304,530
NT	10	6	4	191,800	233,382	250,378	217,767
QLD	41	36	5	231,541	295,658	346,359	298,042
SA	67	60	7	172,935	218,179	258,359	223,130
TAS	16	14	2	185,938	211,820	244,943	217,021
VIC	54	47	7	248,000	292,409	350,000	296,001
WA	25	18	7	180,793	249,135	299,928	253,814

The M^cArthur National Remuneration Survey classified Councils within five categories in relation to their size based predominately on annual recurrent expenditure. The following table details data from the M^cArthur Survey

and shows the national data including the average total remuneration package along with the median and upper and lower quartiles across the five categories.

TABLE 8

Category	Count	Male	Female	Q1	Median	Q3	Average
Very Large Metropolitan / Regional (Category 1) Expenditure Budgets greater than \$160 Million	25	22	3	350,320	376,511	418,642	384,367
Large Metropolitan / Regional (Category 2) Expenditure Budgets \$100 Million - \$160 Million	24	21	3	311,250	329,278	358,515	334,388
Medium Metropolitan / Large Rural (Category 3) Expenditure Budgets \$60 Million - \$100 Million	28	24	4	278,663	296,234	325,186	302,660
Small Metropolitan / Medium Rural (Category 4) Expenditure Budgets \$30 Million - \$60 Million	37	34	3	237,031	251,252	277,825	260,431
Small Rural (Category 5) Expenditure Budgets less than \$30 Million	90	73	17	185,710	213,465	239,500	214,692

The above table includes data from 32 South Australian Councils the majority of which fall within Category 5. The following table provides details of 67 South Australian Councils and shows where they fit within the classification structure in Table 8.

TABLE 9

Category	Count	Male	Female	Q1	Median	Q3	Average
Very Large Metropolitan / Regional (Category 1) Expenditure Budgets greater than \$160 Million	1	1	-	-	-	-	325,000
Large Metropolitan / Regional (Category 2) Expenditure Budgets \$100 Million - \$160 Million	4	4	0	310,000	325,100	331,136	320,568
Medium Metropolitan / Large Rural (Category 3) Expenditure Budgets \$60 Million - \$100 Million	3	3	0	271,000	290,020	372,978	311,333
Small Metropolitan / Medium Rural (Category 4) Expenditure Budgets \$30 Million - \$60 Million	13	12	1*	247,350	258,327	269,655	260,658
Small Rural (Category 5) Expenditure Budgets less than \$30 Million	46^	39	7	168,206	199,313	219,700	196,084

* Acting in CEO role ^ Excluding Municipal Council of Roxby Downs

When we compare South Australian Councils to the National average within the five categories the following picture emerges;

TABLE 10

Category	South Australia			National		
	Q1	Q3	Average	Q1	Q3	Average
Very Large Metropolitan / Regional (Category 1) Expenditure Budgets greater than \$160 Million	-	-	325,000	350,320	418,642	384,367
Large Metropolitan / Regional (Category 2) Expenditure Budgets \$100 Million - \$160 Million	310,000	331,136	320,568	311,250	358,515	334,388
Medium Metropolitan / Large Rural (Category 3) Expenditure Budgets \$60 Million - \$100 Million	271,000	372,978	311,333	278,663	325,186	302,660
Small Metropolitan / Medium Rural (Category 4) Expenditure Budgets \$30 Million - \$60 Million	247,350	269,655	260,658	237,031	277,825	260,431
Small Rural (Category 5) Expenditure Budgets less than \$30 Million	168,206	279,700	196,084	185,710	239,500	214,692

Here we note that, all the average TRP's across South Australian Councils in category 3 & 4 are higher than the national average. Within category 5 which includes 69% of South Australian Councils we observe that South Australian Councils falls just below 9% below the national average similar to last year.

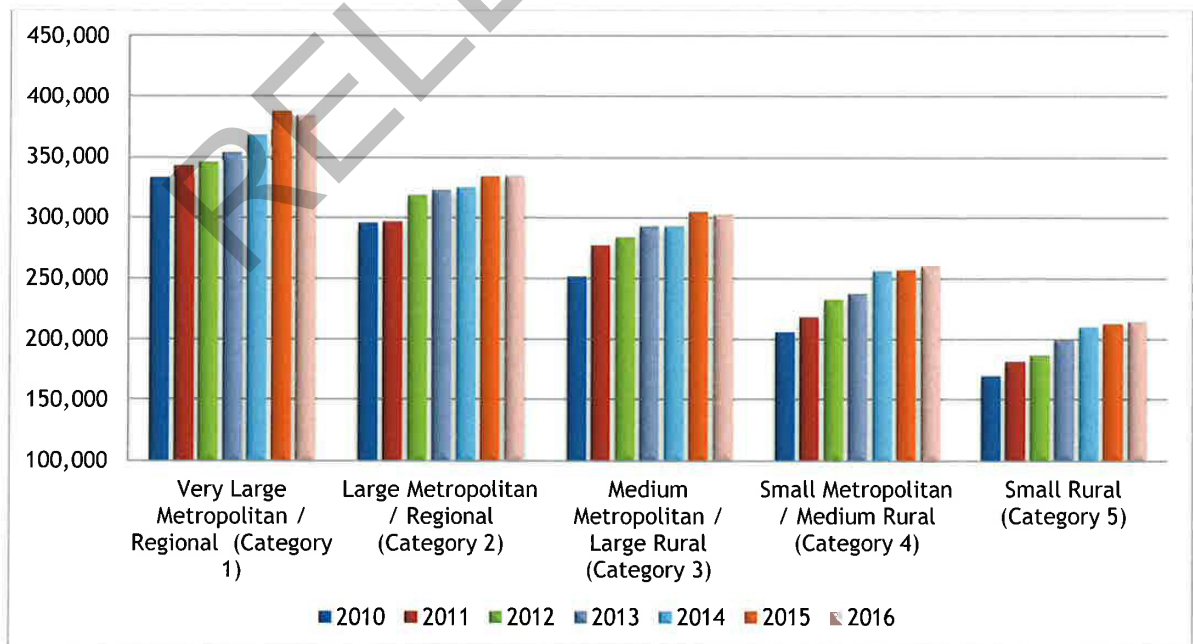
Remuneration Movements – National

Across the nation, remuneration levels increased steadily for Chief Executives from 2010 to 2016 as can be seen in the following table and chart which provide a summary of average total remuneration packages by Council category.

TABLE 11

Council Category	2010	2011	2012	2013	2014	2015	2016
Very Large Metropolitan / Regional (Category 1) Expenditure Budgets greater than \$160 Million	332,424	341,718	345,038	354,115	368,369	387,819	384,367
Large Metropolitan / Regional (Category 2) Expenditure Budgets \$100 Million - \$160 Million	295,577	297,220	318,475	322,187	324,491	333,330	334,388
Medium Metropolitan / Large Rural (Category 3) Expenditure Budgets \$60 Million - \$100 Million	251,956	277,532	283,875	293,401	293,906	304,691	302,660
Small Metropolitan / Medium Rural (Category 4) Expenditure Budgets \$30 Million - \$60 Million	205,976	218,705	233,309	238,562	257,002	256,868	260,431
Small Rural (Category 5) Expenditure Budgets less than \$30 Million	170,566	182,502	187,751	200,250	210,293	213,038	214,692

CHART 3



With an average increase across all categories of Councils of 3.14% per year the following table and charts show percentage variations over the period 2010 to 2016.

TABLE 12

Council Category	2012	2013	2014	2015	2016	2012/2016
Very Large Metropolitan / Regional (Category 1)	0.97%	2.63%	4.03%	5.28%	(0.89)%	12.48%
Large Metropolitan / Regional (Category 2)	7.15%	1.17%	0.72%	2.72%	0.32%	12.51%
Medium Metropolitan / Large Rural (Category 3)	2.29%	3.36%	0.17%	3.67%	(0.67)%	9.05%
Small Metropolitan / Medium Rural (Category 4)	6.66%	2.25%	7.73%	(0.05)%	1.39%	19.08%
Small Rural (Category 5)	2.88%	6.66%	5.02%	1.31%	0.78%	17.64%

Summary Tables – SA Councils

Tables 13, 14, 15 and 16 overleaf provide a summary of data from the survey for each Council

Table 13 – shows the Total Remuneration Package including the cash, superannuation and the value of all other benefits for all Councils and Estimated Residential Population* and Total Operating Revenue* as of 30th June 2016.

Table 14 – shows the Total Remuneration Package including the cash, superannuation and the value of all other benefits for all Councils by the Common Groupings and Estimated Residential Population* and Total Operating Revenue* as of 30th June 2016.

Table 15 – provides a contrast between this years' data and the previous year for all Councils, including Phone, Laptop, Rental Assistance and Professional Development and Other.

Table 16 – provides a contrast between this years' data and the previous year for all Councils by Common Groupings.

* **Please note:** this information was supplied by LGA SA

Table 13 – Total Remuneration Package details – All Councils

Council	Estimated Resident Population as at 30 June 2016	Total Operating Revenue (\$'000) as at 30 June 2016	Total Remuneration Package	Cash Component	Super annuation	Vehicle	PRP	Phone / Laptop	Rent Assistance	Other
Adelaide City Council	23,615	189,201	325,000	282,406	27,763	9,831	5,000	-	-	-
Adelaide Hills Council	40,013	39,856	238,080	208,292	19,788	10,000	-	-	-	-
Adelaide Plains Council (formerly District Council of Mallala)	8,806	10,433	209,125	175,000	16,625	15,000	-	2,500	-	-
Alexandrina Council (Acting)	25,585	40,431	246,890	207,900	21,990	12,000	5,000	-	-	-
Berri Barmora Council	10,350	16,143	199,000	172,600	16,400	10,000	-	-	-	-
Campbelltown Council	51,983	41,573	268,175	233,950	22,225	12,000	-	-	-	-
City of Burnside	45,337	43,642	225,664	201,086	19,578	5,000	-	-	-	-
City of Charles Sturt	114,677	112,502	300,000	259,000	28,500	12,500	-	-	-	-
City of Holdfast bay	37,376	59,489	255,988	220,745	20,971	14,272	-	-	-	-
City of Marion	89,777	82,628	290,020	253,900	24,120	12,000	-	-	-	-
City of Mitcham	66,314	57,383	286,465	252,480	23,985	10,000	-	-	-	-
City of Mount Gambier	26,317	25,411	272,800	248,000	24,800	-	-	-	-	-
City of Norwood Payneham & St Peters	37,496	40,934	262,071	228,794	21,277	12,000	-	-	-	-
City of Onkaparinga	169,575	152,613	332,071	280,455	28,046	19,500	590	1,680	-	1,800
City of Playford	89,676	86,439	372,978	297,978	35,000	25,000	15,000	-	-	-
City of Port Adelaide Enfield	125,083	106,822	320,000	276,600	30,400	13,000	-	-	-	-
City of Port Lincoln	14,997	18,031	199,633	169,897	16,140	8,500	-	-	-	5,096
City of Prospect	21,410	21,728	240,039	211,564	19,675	8,800	-	-	-	-
City of Salisbury	140,212	110,880	330,200	295,811	28,989	-	1,000	4,400	-	-
City of Tea Tree Gully	99,118	85,801	271,000	246,112	22,888	-	-	-	-	2,000
City of Unley	39,518	44,867	271,134	229,957	22,872	10,805	5,000	2,500	-	-
City of Victor Harbor	15,337	25,015	244,517	212,349	20,168	12,000	-	-	-	-
City of West Torrens	59,312	58,551	312,736	285,604	27,132	-	-	-	-	-
City of Whyalla (Acting)	22,582	27,429	180,000	160,000	10,000	10,000	-	-	-	-
Clare and Gilbert Valleys Council	9,059	15,513	220,260	169,028	15,589	27,223	7,931	489	-	-
Coorong District Council	5,516	14,399	219,700	189,570	17,630	12,500	-	-	-	-
Corporation of the Town of Walkerville	7,694	9,613	237,189	210,603	19,586	7,000	-	-	-	-
District Council of Barunga West	2,453	5,841	161,092	131,260	12,142	7,890	2,000	-	7,800	-
District Council of Ceduna	3,743	8,321	195,787	160,787	25,000	10,000	-	-	-	-
District Council of Cleve	1,791	4,195	159,439	125,720	11,943	11,000	-	1,000	9,776	-

Council	Estimated Resident Population as at 30 June 2016	Total Operating Revenue (\$000) as at 30 June 2016	Total Remuneration Package	Cash Component	Super annuation	Vehicle	PRP	Phone / Laptop	Rent Assistance	Other
District Council of Coober Pedy	1,782	13,978	208,950	170,000	16,150	15,000	-	-	7,800	-
District Council of Copper Coast	14,299	26,746	229,053	191,357	18,177	18,339	-	1,200	-	-
District Council of Elliston	1,056	4,086	171,325	135,000	12,825	12,000	-	1,500	10,000	-
Council of Franklin Harbour	1,211	3,029	149,452	127,645	11,807	10,000	-	-	-	-
District Council of Grant	8,326	12,942	193,639	161,793	15,046	12,000	3,000	1,800	-	-
District Council of Karoonda East Murray	991	3,224	148,610	120,000	11,160	12,000	300	750	4,400	-
District Council of Kimba	1,098	3,295	168,687	126,933	11,805	15,000	5,000	2,000	6,240	1,709
District Council of Lower Eyre Peninsula	5,072	10,097	172,116	152,967	14,149	5,000	-	-	-	-
District Council of Loxton Waikerie	11,396	19,254	218,179	186,100	17,679	10,000	1,400	3,000	-	-
District Council of Mount Remarkable	2,774	6,931	202,125	175,000	16,625	10,000	-	-	-	500
District Council of Ororoo Carleton	854	2,613	161,324	147,328	13,996	-	-	-	-	-
District Council of Peterborough	1,696	3,794	131,950	110,000	10,450	10,000	-	1,500	-	-
District Council of Robe	1,424	6,617	166,480	141,336	13,144	12,000	-	-	-	-
District Council of Streaky Bay	2,267	7,670	157,825	135,000	12,825	10,000	-	-	-	-
District Council of Tumby Bay	2,659	6,098	173,410	144,667	13,743	15,000	-	-	-	-
District Council of Yankalilla	4,777	14,146	199,646	172,000	16,926	10,000	-	720	-	-
Kangaroo Island Council	4,635	12,906	230,040	193,730	18,404	-	-	-	-	17,906
Kingston District Council	2,369	5,482	161,570	130,927	17,643	13,000	-	-	-	-
Light Regional Council	15,031	18,694	270,616	225,616	20,982	4,750	15,000	297	-	3,971
Mid Murray Council	8,268	19,603	199,625	169,373	15,752	12,500	-	2,000	-	-
Mount Barker District Council	33,117	39,707	256,856	232,968	23,888	-	-	-	-	-
Municipal Council of Roxby Council*	4,985	17,521	-	-	-	-	-	-	-	-
Naracoorte Lucindale Council	8,305	16,604	208,850	175,570	16,680	14,360	-	-	-	2,240
Northern Areas Council	4,454	10,407	170,750	142,500	13,250	15,000	-	-	-	-
Port Augusta City Council	14,441	36,830	258,359	207,422	19,707	15,000	220	15,500	-	510
Port Pirie Regional Council	17,345	22,278	226,073	185,388	16,685	24,000	-	-	-	-
Regional Council of Goyder	4,213	9,462	168,206	142,000	13,206	13,000	-	-	-	-
Renmark Paringa Council	9,117	11,280	200,371	167,892	15,530	12,000	1,000	720	-	3,229
Rural City of Murray Bridge	21,163	32,367	258,327	233,322	22,165	-	2,000	840	-	-
Southern Mallee District Council	2,056	6,671	157,145	123,000	14,145	15,000	4,000	1,000	-	-
Tatiara District Council	6,570	13,437	172,935	143,685	13,650	12,100	3,000	500	-	-
The Barossa Council	23,410	35,221	247,810	213,916	19,894	14,000	-	-	-	-
The Flinders Ranges Council	1,576	4,361	177,804	145,000	14,400	15,000	250	1,000	-	2,154
Town of Gawler	23,192	24,432	249,462	215,236	21,226	13,000	-	-	-	-

Council	Estimated Resident Population as at 30 June 2016	Total Operating Revenue (\$000) as at 30 June 2016	Total Remuneration Package	Cash Component	Super annuation	Vehicle	PRP	Phone / Laptop	Rent Assistance	Other
Wakefield Regional Council	6,870	13,264	210,000	182,648	17,352	10,000	-	-	-	-
Wattle Range Council	11,258	22,512	201,200	170,026	17,974	12,000	-	1,200	-	-
Wudinna District Council	1,269	4,564	161,068	122,937	33,131	-	5,000	-	-	-
Yorke Peninsula Council	10,966	27,556	262,787	229,217	21,203	10,000	275	1,440	-	652
Total			14,949,678	12,746,927	1,264,596	718,870	81,966	49,536	46,016	41,767
Average			223,130	190,253	18,875	12,394	3,903	2,064	7,669	3,481

*Position Vacant - currently has an Acting Administrator in place

Table 14 - Total Remuneration Package details – All Councils by Common Grouping

Council	Estimated Resident Population as at 30 June 2016	Total Operating Revenue (\$'000) as at 30 June 2016	Total Remuneration Package	Cash Component	Super annuation	Vehicle	PRP	Phone / Laptop	Rent Assistance	Other
G6 (METROPOLITAN)										
Adelaide City Council	23,615	189,201	325,000	282,406	27,763	9,831	5,000	-	-	-
City of Charles Sturt	114,677	112,502	300,000	259,000	28,500	12,500	-	-	-	-
City of Marion	89,777	82,628	290,020	253,900	24,120	12,000	-	-	-	-
City of Onkaparinga	169,575	152,613	332,071	280,455	28,046	19,500	590	1,680	-	1,800
City of Salisbury	140,212	110,880	330,200	295,811	28,989	-	1,000	4,400	-	-
City of Tea Tree Gully	99,118	85,801	271,000	245,112	22,888	-	-	-	-	2,000
AVERAGE			308,049	269,614	26,718	13,458	2,197	3,040	-	1,900
OTHER METROPOLITAN										
City of Port Adelaide Enfield	125,083	106,822	320,000	275,600	30,400	13,000	-	-	-	-
Campbelltown Council	51,983	41,573	268,175	233,950	22,225	12,000	-	-	-	-
City of Burnside	45,337	43,642	225,664	201,086	19,578	5,000	-	-	-	-
City of Holdfast Bay	37,376	59,489	255,988	220,745	20,971	14,272	-	-	-	-
City of Mitcham	66,314	57,383	286,465	252,480	23,985	10,000	-	-	-	-
City of Norwood Payneham & St Peters	37,496	40,934	262,071	228,794	21,277	12,000	-	-	-	-
City of Playford	89,676	86,439	372,978	297,978	35,000	25,000	15,000	-	-	-
City of Prospect	21,410	21,728	240,039	211,564	19,675	8,800	-	-	-	-
City of Unley	39,518	44,867	271,134	229,957	22,872	10,805	5,000	2,500	-	-
City of West Torrens	59,312	58,551	312,736	285,604	27,132	-	-	-	-	-
Corporation of the Town of Walkerville	7,694	9,613	237,189	210,603	19,586	7,000	-	-	-	-
AVERAGE			277,494	240,851	23,882	11,788	10,000	2,500	-	-
OUTER METROPOLITAN										
Adelaide Hills Council	40,013	39,856	238,080	208,292	19,788	10,000	-	-	-	-
Mount Barker District Council	33,117	39,707	256,856	232,968	23,888	-	-	-	-	-
Town of Gawler	23,192	24,432	249,462	215,236	21,226	13,000	-	-	-	-
AVERAGE			248,133	218,832	21,634	11,500	-	-	-	-

Council	Estimated Resident Population as at 30 June 2016	Total Operating Revenue (\$'000) as at 30 June 2016	Total Remuneration Package	Cash Component	Super annuation	Vehicle	PRP	Phone / Laptop	Rent Assistance	Other
REGIONAL										
Adelaide Plains Council (formerly District Council of Mallala)	8,806	10,433	209,125	175,000	16,625	15,000	-	2,500	-	-
Alexandrina Council (Acting)	25,585	40,431	246,890	207,900	21,990	12,000	5,000	-	-	-
Berri Barmera Council	10,350	16,143	199,000	172,600	16,400	10,000	-	-	-	-
City of Mount Gambier	26,317	25,411	272,800	248,000	24,800	-	-	-	-	-
City of Port Lincoln	14,997	18,031	199,633	169,897	16,140	8,500	-	-	-	5,096
City of Victor Harbor	15,337	25,015	244,517	212,349	20,168	12,000	-	-	-	-
City of Whyalla (Acting)	22,582	27,429	180,000	160,000	10,000	10,000	-	-	-	-
Clare and Gilbert Valleys Council	9,059	15,513	220,260	169,028	15,589	27,223	7,931	489	-	-
Coorong District Council	5,516	14,399	219,700	189,570	17,630	12,500	-	-	-	-
District Council of Barunga West	2,453	5,841	161,092	131,260	12,142	7,890	2,000	-	7,800	-
District Council of Copper Coast	14,299	26,746	229,053	191,337	18,177	18,339	-	1,200	-	-
District Council of Grant	8,326	12,942	193,639	161,793	15,046	12,000	3,000	1,800	-	-
District Council of Lower Eyre Peninsula	5,072	10,097	172,116	152,967	14,149	5,000	-	-	-	-
District Council of Loxton Waikerie	11,396	19,254	218,179	186,100	17,679	10,000	1,400	3,000	-	-
District Council of Yankalilla	4,777	14,146	199,646	172,000	16,926	10,000	-	720	-	-
Kangaroo Island Council	4,635	12,906	230,040	193,730	18,404	-	-	-	-	17,906
Light Regional Council	15,031	18,694	270,616	225,616	20,982	4,750	15,000	297	-	3,971
Mid Murray Council	8,268	19,603	199,625	169,373	15,752	12,500	-	2,000	-	-
Naracoorte Lucindale Council	8,305	16,604	208,850	175,570	16,680	14,360	-	-	-	2,240
Northern Areas Council	4,454	10,407	170,750	142,500	13,250	15,000	-	-	-	-
Port Augusta City Council	14,441	36,830	258,359	207,422	19,707	15,000	220	15,500	-	510
Port Pirie Regional Council	17,345	22,278	226,073	185,388	16,685	24,000	-	-	-	-
Regional Council of Goyder	4,213	9,462	168,206	142,000	13,206	13,000	-	-	-	-
Renmark Paringa Council	9,117	11,280	200,371	167,892	15,530	12,000	1,000	720	-	3,229
Rural City of Murray Bridge	21,163	32,367	258,327	233,322	22,165	-	2,000	840	-	-
Tatiara District Council	6,570	13,437	172,935	143,685	13,650	12,100	3,000	500	-	-
The Borella Council	23,410	35,221	247,810	213,916	19,894	14,000	-	-	-	-
Wakefield Regional Council	6,870	13,264	210,000	182,648	17,352	10,000	-	-	-	-
Wattle Range Council	11,258	22,512	201,200	170,026	17,974	12,000	-	1,200	-	-
Yorke Peninsula Council	10,966	27,556	262,787	229,217	21,203	10,000	275	1,440	-	652
AVERAGE			215,053	182,737	17,197	12,562	3,711	2,300	7,800	4,801

Council	Estimated Resident Population as at 30 June 2016	Total Operating Revenue (\$000) as at 30 June 2016	Total Remuneration Package	Cash Component	Super annuation	Vehicle	PRF	Phone / Laptop	Rent Assistance	Other
SMALL REGIONAL										
District Council of Ceduna	3,743	8,321	195,787	160,787	25,000	10,000	-	-	-	-
District Council of Cleve	1,791	4,195	159,439	125,720	11,943	11,000	-	1,000	9,776	-
District Council of Coober Pedy	1,782	13,978	208,950	170,000	16,150	15,000	-	-	7,800	-
District Council of Elliston	1,056	4,086	171,325	135,000	12,825	12,000	-	1,500	10,000	-
District Council of Franklin Harbour	1,211	3,029	149,452	127,645	11,807	10,000	-	-	-	-
District Council of Karoonda East Murray	991	3,224	148,610	120,000	11,160	12,000	300	750	4,400	-
District Council of Kimba	1,098	3,295	168,687	126,933	11,805	15,000	5,000	2,000	6,240	1,709
District Council of Mount Remarkable	2,774	6,931	202,125	175,000	16,625	10,000	-	-	-	500
District Council of Orroroo Carrieton	854	2,613	161,324	147,328	13,996	-	-	-	-	-
District Council of Peterborough	1,696	3,794	131,950	110,000	10,450	10,000	-	1,500	-	-
District Council of Robe	1,424	6,617	166,480	141,336	13,144	12,000	-	-	-	-
District Council of Streaky Bay	2,267	7,670	157,825	135,000	12,825	10,000	-	-	-	-
District Council of Tumby Bay	2,659	6,098	173,410	144,667	13,743	15,000	-	-	-	-
Kingston District Council	2,369	5,482	161,570	130,927	17,643	13,000	-	-	-	-
Municipal Council of Roxby Downs*	4,985	17,521	-	-	-	-	-	-	-	-
Southern Mallee District Council	2,056	6,671	157,145	123,000	14,145	15,000	4,000	1,000	-	-
The Flinders Ranges Council	1,576	4,361	177,804	145,000	14,400	15,000	250	1,000	-	2,154
Wudinna District Council	1,269	4,564	161,068	122,937	33,131	-	5,000	-	-	-
AVERAGE			167,821	137,722	15,341	12,333	2,910	1,250	7,643	1,454

* Position Vacant - currently has an Acting Administrator in place

Table 15 – All Councils - Contrast between this year's data and the previous year including Phone, Laptop, Rental Assistance and Professional Development and Other

January 2017						January 2016					
Council	Cash	Super	Vehicle	Other	Total	Council	Cash	Super	Vehicle	Other	Total
Adelaide City Council	282,406	27,763	9,831	5,000	325,000	Adelaide City Council	282,407	27,763	9,830	-	320,000
Adelaide Hills Council	208,292	19,788	10,000	-	238,080	Adelaide Hills Council	202,563	19,244	8,000	5,000	234,807
Adelaide Plains Council (Formerly District Council of Mallala)	175,000	16,625	15,000	2,500	209,125	Adelaide Plains Council (Formerly District Council of Mallala)	175,438	16,667	16,800	1,700	210,605
Alexandrina Council (Acting)	207,900	21,990	12,000	5,000	246,890	Alexandrina Council	231,000	23,100	12,000	13,500	279,600
Berri Barmera Council	172,600	16,400	10,000	-	199,000	Berri Barmera Council	172,000	16,000	10,000	-	198,000
Campbelltown City Council	233,950	22,225	12,000	-	268,175	Campbelltown City Council	224,952	21,370	12,000	-	258,322
City of Burnside	201,086	19,578	5,000	-	225,664	City of Burnside	201,137	19,578	4,949	-	225,664
City of Charles Sturt	259,000	28,500	12,500	-	300,000	City of Charles Sturt	259,000	28,500	12,500	-	300,000
City of Holdfast Bay	220,745	20,971	14,272	-	255,988	City of Holdfast Bay	216,417	20,560	14,272	-	251,249
City of Marion	253,900	24,120	12,000	-	290,020	City of Marion	238,000	22,610	12,000	-	272,610
City of Mitcham	252,480	23,985	10,000	-	286,465	City of Mitcham	245,530	23,325	12,000	-	280,855
City of Mount Gambier	248,000	24,800	-	-	272,800	City of Mount Gambier	210,000	21,000	12,000	1,000	244,000
City of Norwood, Payneham & St Peters	228,794	21,277	12,000	-	262,071	City of Norwood, Payneham & St Peters	228,794	21,277	12,000	-	262,071
City of Onkaparinga	280,455	28,046	19,500	4,070	332,071	City of Onkaparinga	280,455	28,045	19,500	3,480	331,480
City of Playford	297,978	35,000	25,000	15,000	372,978	City of Playford	297,978	35,000	25,000	15,000	372,978
City of Port Adelaide - Enfield	276,600	30,400	13,000	-	320,000	City of Port Adelaide - Enfield	272,075	29,925	13,000	-	315,000
City of Port Lincoln	169,897	16,140	8,500	5,096	199,633	City of Port Lincoln	171,562	21,445	8,000	-	201,007
City of Prospect	211,564	19,675	8,800	-	240,039	City of Prospect	219,415	20,406	8,800	5,000	253,621
City of Salisbury	295,811	28,989	-	5,400	330,200	City of Salisbury	290,000	25,000	-	5,000	320,000
City of Tea Tree Gully	246,112	22,888	-	2,000	271,000	City of Tea Tree Gully	241,537	22,463	-	-	266,000
City of Unley	229,957	22,872	10,805	7,500	271,134	City of Unley	219,936	21,986	11,500	-	253,422
City of Victor Harbor	212,349	20,168	12,000	-	244,517	City of Victor Harbor	206,164	19,586	12,000	1,440	239,190
City of West Torrens	285,604	27,132	-	-	312,736	City of West Torrens	282,178	26,807	-	-	308,985
City of Whyalla (Acting)	160,000	10,000	10,000	-	180,000	City of Whyalla	215,124	20,006	10,000	3,000	248,130
Clare & Gilbert Valleys Council	169,028	15,589	27,223	8,420	220,260	Clare & Gilbert Valleys Council	167,624	15,589	15,000	2,127	200,340
Coorong District Council	189,570	17,630	12,500	-	219,700	Coorong District Council	163,937	15,163	13,760	-	192,860
Corporation of the Town of Walkerville	210,603	19,586	7,000	-	237,189	Corporation of the Town of Walkerville	206,348	19,190	7,000	-	232,538
District Council of Barunga West	131,260	12,142	7,890	9,800	161,092	District Council of Barunga West	126,000	11,655	12,000	8,800	158,455
District Council of Ceduna	160,787	25,000	10,000	-	195,787	District Council of Ceduna	160,787	25,000	10,000	-	195,787
District Council of Cleve	125,720	11,943	11,000	10,776	159,439	District Council of Cleve	122,650	11,406	11,000	10,200	155,256
District Council of Coober Pedy	170,000	16,150	15,000	7,800	208,950	District Council of Coober Pedy	168,000	15,960	15,000	-	198,960
District Council of Copper Coast	191,337	18,177	18,339	1,200	229,053	District Council of Copper Coast	185,764	17,648	15,914	1,200	220,526
District Council of Elliston	135,000	12,825	12,000	11,500	171,325	District Council of Elliston	130,000	12,350	12,000	10,000	164,350

Council	January 2017				
	Cash	Super	Vehicle	Other	Total
District Council of Franklin Harbour	127,645	11,807	10,000	-	149,452
District Council of Grant	161,793	15,046	12,000	4,800	193,639
District Council of Karoonda East Murray	120,000	11,160	12,000	5,450	148,610
District Council of Kimba	126,933	11,805	15,000	14,949	168,687
District Council of Lower Eyre Peninsula	152,967	14,149	5,000	-	172,116
District Council of Loxton Waikerie	186,100	17,679	10,000	4,400	218,179
District Council of Mount Remarkable	175,000	16,625	10,000	500	202,125
District Council of Orroroo Carrieton	147,328	13,996	-	-	161,324
District Council of Peterborough	110,000	10,450	10,000	1,500	131,950
District Council of Robe	141,336	13,144	12,000	-	166,480
District Council of Streaky Bay	135,000	12,825	10,000	-	157,825
District Council of Tumby Bay	144,667	13,743	15,000	-	173,410
District Council of Yankalilla	172,000	16,926	10,000	720	199,646
Kangaroo Island Council	193,730	18,404	-	17,906	230,040
Kingston District Council	130,927	17,643	13,000	-	161,570
Light Regional Council	225,616	20,982	4,750	19,268	270,616
Mid Murray Council	169,373	15,752	12,500	2,000	199,625
Mount Barker District Council	232,968	23,888	-	-	256,856
Municipal Council of Roxby Downs*	-	-	-	-	-
Naracoorte Lucindale Council	175,570	16,680	14,360	2,240	208,850
Northern Areas Council	142,500	13,250	15,000	-	170,750
Port Augusta City Council	207,422	19,707	15,000	16,230	258,359
Port Pirie Regional Council	185,388	16,685	24,000	-	226,073
Regional Council of Goyder	142,000	13,206	13,000	-	168,206
Renmark Paringa Council	167,892	15,530	12,000	4,949	200,371
Rural City of Murray Bridge	233,322	22,165	-	2,840	258,327
Southern Mallee District Council	123,000	14,145	15,000	5,000	157,145
Tatiara District Council	143,685	13,650	12,100	3,500	172,935
The Barossa Council	213,916	19,894	14,000	-	247,810
The Flinders Ranges Council	145,000	14,400	15,000	3,404	177,804
Town of Gawler	215,236	21,226	13,000	-	249,462
Wakefield Regional Council	182,648	17,352	10,000	-	210,000
Wattle Range Council	170,026	17,974	12,000	1,200	201,200
Wudinna District Council	122,937	33,131	-	5,000	161,068
Yorke Peninsula Council	229,217	21,203	10,000	2,367	262,787
January 2017 Total	12,746,927	1,264,596	718,870	219,285	14,963,613
January 2016 Total	12,618,616	1,250,887	713,763	166,761	14,750,027
Variation*	128,311	13,709	5,107	52,524	213,586

Council	January 2016				
	Cash	Super	Vehicle	Other	Total
District Council of Franklin Harbour	115,000	10,637	9,000	3,800	138,437
District Council of Grant	157,080	14,923	12,000	3,000	187,003
District Council of Karoonda East Murray	100,638	11,727	12,000	-	124,365
District Council of Kimba	123,836	11,764	15,000	2,700	153,300
District Council of Lower Eyre Peninsula	147,084	13,605	5,000	-	165,689
District Council of Loxton Waikerie	180,679	17,164	10,000	4,400	212,243
District Council of Mount Remarkable	165,000	15,675	10,000	500	191,175
District Council of Orroroo Carrieton	144,125	13,597	-	-	157,722
District Council of Peterborough	104,955	9,974	12,000	300	127,229
District Council of Robe	136,821	12,724	20,811	-	170,356
District Council of Streaky Bay	140,000	13,300	10,000	-	163,300
District Council of Tumby Bay	141,831	13,474	15,000	-	191,175
District Council of Yankalilla	168,682	16,918	10,000	-	195,000
Kangaroo Island Council	190,486	18,096	14,000	2,551	225,133
Kingston District Council	136,132	12,438	13,000	-	161,570
Light Regional Council	216,538	20,175	4,750	-	241,863
Mid Murray Council	169,373	15,752	12,500	2,400	200,025
Mount Barker District Council	227,286	23,305	-	-	250,591
Municipal Council of Roxby Downs	139,683	13,212	8,777	19,444	180,516
Naracoorte Lucindale Council	171,790	16,320	12,000	3,000	203,110
Northern Areas Council	128,504	12,246	15,000	-	155,750
Port Augusta City Council	221,000	20,995	-	-	241,995
Port Pirie Regional Council	173,515	16,310	15,000	-	204,825
Regional Council of Goyder	129,170	12,013	13,000	-	154,183
Renmark Paringa Council	164,600	15,637	12,000	1,000	193,237
Rural City of Murray Bridge	217,855	20,696	-	5,500	244,051
Southern Mallee District Council	123,000	11,685	15,000	-	153,685
Tatiara District Council	140,523	13,350	12,100	-	165,973
The Barossa Council	207,685	19,315	14,000	-	241,000
The Flinders Ranges Council	111,722	10,055	12,000	1,623	135,400
Town of Gawler	207,000	21,025	-	-	228,025
Wakefield Regional Council	179,151	17,019	10,000	9,567	215,737
Wattle Range Council	185,144	17,649	12,000	-	214,793
Wudinna District Council	120,055	32,295	-	5,000	157,350
Yorke Peninsula Council	218,001	20,193	10,000	-	248,194

* Please note: the total in 2017 does not include 1 Council.

Table 16 – Councils by Common Grouping - Contrast between this year's data and the previous year

Council	January 2017					Council	January 2016				
	Cash	Super	Vehicle	Other	Total		Cash	Super	Vehicle	Other	Total
G6 (METROPOLITAN)						G6 (METROPOLITAN)					
Adelaide City Council	282,406	27,763	9,831	5,000	325,000	Adelaide City Council	282,407	27,763	9,830	-	320,000
City of Charles Sturt	259,000	28,500	12,500	-	300,000	City of Charles Sturt	259,000	28,500	12,500	-	300,000
City of Marion	253,900	24,120	12,000	-	290,020	City of Marion	238,000	22,610	12,000	-	272,610
City of Onkaparinga	280,455	28,046	19,500	4,070	332,071	City of Onkaparinga	280,455	28,045	19,500	3,480	331,480
City of Salisbury	295,811	28,989	-	5,400	330,200	City of Salisbury	290,000	25,000	-	5,000	320,000
City of Tea Tree Gully	246,112	22,888	-	2,000	271,000	City of Tea Tree Gully	241,537	22,463	-	-	266,000
AVERAGE	269,614	26,718	13,458	2,745	308,049	AVERAGE	265,233	25,730	13,458	4,240	301,682
OTHER METROPOLITAN						OTHER METROPOLITAN					
City of Port Adelaide Enfield	276,600	30,400	13,000	-	320,000	City of Port Adelaide - Enfield	272,075	29,925	13,000	-	315,000
Campbelltown Council	233,950	22,225	12,000	-	268,175	Campbelltown City Council	224,952	21,370	12,000	-	258,322
City of Burnside	201,086	19,578	5,000	-	225,664	City of Burnside	201,137	19,578	4,949	-	225,664
City of Holdfast Bay	220,745	20,971	14,272	-	255,988	City of Holdfast Bay	216,417	20,560	14,272	-	251,249
City of Mitcham	252,480	23,985	10,000	-	286,465	City of Mitcham	245,530	23,325	12,000	-	280,855
City of Norwood Payneham & St Peters	228,794	21,277	12,000	-	262,071	City of Norwood, Payneham & St Peters	228,794	21,277	12,000	-	262,071
City of Playford	297,978	35,000	25,000	15,000	372,978	City of Playford	297,978	35,000	25,000	15,000	372,978
City of Prospect	211,564	19,675	8,800	-	240,039	City of Prospect	219,415	20,406	8,800	5,000	253,621
City of Unley	229,957	22,872	10,805	7,500	271,134	City of Unley	219,936	21,986	11,500	-	253,422
City of West Torrens	285,604	27,132	-	-	312,736	City of West Torrens	282,178	26,807	-	-	308,985
Corporation of the Town of Walkerville	210,603	19,586	7,000	-	237,189	Corporation of the Town of Walkerville	206,348	19,190	7,000	-	232,538
AVERAGE	240,851	23,882	11,788	2,045	277,494	AVERAGE	237,705	23,584	12,052	10,000	274,064
OUTER METROPOLITAN						OUTER METROPOLITAN					
Adelaide Hills Council	208,292	19,788	10,000	-	238,080	Adelaide Hills Council	202,563	19,244	8,000	5,000	234,807
Mount Barker District Council	232,968	23,888	-	-	256,856	Mount Barker District Council	227,286	23,305	-	-	250,591
Town of Gawler	215,236	21,226	13,000	-	249,462	Town of Gawler	207,000	21,025	-	-	228,025
AVERAGE	218,832	21,634	11,500	-	248,133	AVERAGE	212,283	21,191	8,000	5,000	237,808

Council	January 2017				Total
	Cash	Super	Vehicle	Other	
REGIONAL					
Adelaide Plains Council (Formerly District Council of Mallala)	175,000	16,625	15,000	2,500	209,125
Alexandrina Council (Acting)	207,900	21,990	12,000	5,000	246,890
District Council of Berri Barmera	172,600	16,400	10,000	-	199,000
City of Mount Gambier	248,000	24,800	-	-	272,800
City of Port Lincoln	169,897	16,140	8,500	5,096	199,633
City of Victor Harbor	212,349	20,168	12,000	-	244,517
City of Whyalla (Acting)	160,000	10,000	10,000	-	180,000
Clare and Gilbert Valleys Council	169,028	15,589	27,223	8,420	220,260
Coorong District Council	189,570	17,630	12,500	-	219,700
District Council of Barunga West	131,260	12,142	7,890	9,800	161,092
District Council of Copper Coast	191,337	18,177	18,339	1,200	229,053
District Council of Grant	161,793	15,046	12,000	4,800	193,639
District Council of Lower Eyre Peninsula	152,967	14,149	5,000	-	172,116
District Council of Loxton Waikerie	186,100	17,679	10,000	4,400	218,179
District Council of Yankalilla	172,000	16,926	10,000	720	199,646
Kangaroo Island Council	193,730	18,404	-	17,906	230,040
Light Regional Council	225,616	20,982	4,750	19,268	270,616
Mid Murray Council	169,373	15,752	12,500	2,000	199,625
Naracoorte Lucindale Council	175,570	16,680	14,360	2,240	208,850
Northern Areas Council	142,500	13,250	15,000	-	170,750
Port Augusta City Council	207,422	19,707	15,000	16,230	258,359
Port Pirie Regional Council	185,388	16,685	24,000	-	226,073
Regional Council of Goyder	142,000	13,206	13,000	-	168,206
Renmark Paranga Council	167,892	15,530	12,000	4,949	200,371
Rural City of Murray Bridge	233,322	22,165	-	2,840	258,327
Tatiara District Council	143,685	13,650	12,100	3,500	172,935
The Barossa Council	213,916	19,894	14,000	-	247,810
Wakefield Regional Council	182,648	17,352	10,000	-	210,000
Wattle Range Council	170,026	17,974	12,000	1,200	201,200
Yorke Peninsula Council	229,217	21,203	10,000	2,367	262,787
AVERAGE	182,737	17,197	12,562	6,023	215,053

Council	January 2016				Total
	Cash	Super	Vehicle	Other	
REGIONAL					
Adelaide Plains Council (Formerly District Council of Mallala)	175,438	16,667	16,800	1,700	210,605
Alexandrina Council	231,000	23,100	12,000	13,500	279,600
Berri Barmera Council	172,000	16,000	10,000	-	198,000
City of Mount Gambier	210,000	21,000	12,000	1,000	244,000
City of Port Lincoln	171,562	21,445	8,000	-	201,007
City of Victor Harbor	206,164	19,586	12,000	1,440	239,190
City of Whyalla	215,124	20,006	10,000	3,000	248,130
Clare & Gilbert Valleys Council	167,624	15,589	15,000	2,127	200,340
Coorong District Council	163,937	15,163	13,760	-	192,860
District Council of Barunga West	126,000	11,655	12,000	8,800	158,455
District Council of Copper Coast	185,764	17,648	15,914	1,200	220,526
District Council of Grant	157,080	14,923	12,000	3,000	187,003
District Council of Lower Eyre Peninsula	147,084	13,605	5,000	-	165,689
District Council of Loxton Waikerie	180,679	17,164	10,000	4,400	212,243
District Council of Yankalilla	168,082	16,918	10,000	-	195,000
Kangaroo Island Council	190,486	18,096	14,000	2,551	225,133
Light Regional Council	216,938	20,175	4,750	-	241,863
Mid Murray Council	169,373	15,752	12,500	2,400	200,025
Naracoorte Lucindale Council	171,790	16,320	12,000	3,000	203,110
Northern Areas Council	128,904	12,246	15,000	-	156,150
Port Augusta City Council	221,000	20,995	-	-	241,995
Port Pirie Regional Council	173,515	16,310	15,000	-	204,825
Regional Council of Goyder	129,170	12,013	13,000	-	154,183
Renmark Paranga Council	164,600	15,637	12,000	1,000	193,237
Rural City of Murray Bridge	217,855	20,696	-	5,500	244,051
Tatiara District Council	140,523	13,350	12,100	-	165,973
The Barossa Council	207,685	19,315	14,000	-	241,000
Wakefield Regional Council	179,151	17,019	10,000	9,567	215,746
Wattle Range Council	185,144	17,649	12,000	-	214,793
Yorke Peninsula Council	218,301	20,193	10,000	-	248,494
AVERAGE	179,732	17,208	11,815	4,012	210,108

Council	January 2017				
	Cash	Super	Vehicle	Other	Total
SMALL REGIONAL					
District Council of Ceduna	160,787	25,000	10,000	-	195,787
District Council of Cleve	125,720	11,943	11,000	10,776	159,439
District Council of Coober Pedy	170,000	16,150	15,000	7,800	208,950
District Council of Elliston	135,000	12,825	12,000	11,500	171,325
District Council of Franklin Harbour	127,645	11,807	10,000	-	149,452
District Council of Karoonda East Murray	120,000	11,160	12,000	5,450	148,610
District Council of Kimba	126,933	11,805	15,000	14,949	168,687
District Council of Mount Remarkable	175,000	16,625	10,000	500	202,125
District Council of Ororoo Carrieton	147,328	13,996	-	-	161,324
District Council of Peterborough	110,000	10,450	10,000	1,500	131,950
District Council of Robe	141,336	13,144	12,000	-	166,480
District Council of Streaky Bay	135,000	12,825	10,000	-	157,825
District Council of Tumby Bay	144,667	13,743	15,000	-	173,410
Kingston District Council	130,927	17,643	13,000	-	161,570
Municipal Council of Roxby Downs*	-	-	-	-	-
Southern Mallee District Council	123,000	14,145	15,000	5,000	157,145
The Flinders Ranges Council	145,000	14,400	15,000	3,404	177,804
Wudinna District Council	122,937	33,131	-	5,000	161,068
AVERAGE	137,722	15,341	12,333	6,588	167,821

Council	January 2016				
	Cash	Super	Vehicle	Other	Total
SMALL REGIONAL					
District Council of Ceduna	160,787	25,000	10,000	-	195,787
District Council of Cleve	122,650	11,406	11,000	10,200	155,256
District Council of Coober Pedy	168,000	15,960	15,000	-	198,960
District Council of Elliston	130,000	12,350	12,000	10,000	164,350
District Council of Franklin Harbour	115,000	10,637	9,000	3,800	138,437
District Council of Karoonda East Murray	100,638	11,727	12,000	-	124,365
District Council of Kimba	123,836	11,764	15,000	2,700	153,300
District Council of Mount Remarkable	165,000	15,675	10,000	500	191,175
District Council of Ororoo Carrieton	144,125	13,597	-	-	157,722
District Council of Peterborough	104,955	9,974	12,000	300	127,229
District Council of Robe	136,821	12,724	20,811	-	170,356
District Council of Streaky Bay	140,000	13,300	10,000	-	163,300
District Council of Tumby Bay	141,831	13,474	15,000	-	171,175
Kingston District Council	136,132	12,438	13,000	-	161,570
Municipal Council of Roxby Downs	139,083	13,212	8,777	19,444	180,516
Southern Mallee District Council	123,000	11,685	15,000	-	163,205
The Flinders Ranges Council	111,722	10,055	12,000	1,623	135,400
Wudinna District Council	120,055	32,295	-	5,000	157,350
AVERAGE	130,756	14,293	12,537	5,952	162,747

* Position vacant - currently has an Acting Administrator in place

Attachment 2 to Item 18.3

Attachment 2**Chief Executive Officer's Objectives**

Through the consultation process, the CEO's objectives for the next 12 month period were canvassed with Elected Members and generally these objectives were focussed around:

- Aquatic Centre
- Sporting Facilities
- Tourism
- Wealth Creation
- Revenue Generation
- Communities
- Community level Arts
- Greater focus on the environment and Council's natural assets

18.3 REPORT TITLE: **CONFIDENTIAL ITEM: CHIEF EXECUTIVE OFFICER'S ANNUAL PERFORMANCE REVIEW**
DATE OF MEETING: **3 OCTOBER 2017**
FILE NUMBER: **DOC/17/96870**
ATTACHMENTS: **ATTACHMENT 1 - DOC/17/93478 - CEO Review Report – VUCA Pty Ltd – 31 August 2017**
ATTACHMENT 2 - DOC/17/96886 - CEO Objectives

Moved Councillor Irvine 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 Bailey

CARRIED
OM20171003.13

Moved Councillor Bailey that there be a short suspension of meeting procedures pursuant to Regulation 20(1) of the Local Government (Procedures at Meetings) Regulations 2013, to facilitate informal discussion in relation to the CEOs Annual Performance Review.

Seconded Councillor Irvine

CARRIED
OM20171003.14

Moved Councillor Irvine that Council resume normal meeting procedures.

Seconded Councillor Campbell

CARRIED
OM20171003.15

Moved Councillor Irvine that Council:

2. note the report dated 31 August 2017 prepared for Council by Ms Christine Locher, Principal, VUCA Pty Ltd (attachment 1) which includes specification of the performance review process.
3. note the revised draft set of key objectives (attachment 2) to guide the Council in its assessment of the Chief Executive Officer's performance for 2017/18;
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 2.8% effective 1 July 2017; and
5. authorise the Mayor to sign and extend by one year the Chief Executive Officer's current contract of employment.

Seconded Councillor Morrison

CARRIED
OM20171003.17

MEETING DECLARED CLOSED AT 9.40 PM

MAYOR

DATE