

**CONFIDENTIAL ITEMS 2003 – 29 November 2013**

#	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
82	4 Nov 2013	Chief Executive Officer Review	<p>Section 90 (3) (a) Order Pursuant to Section 90(3)(a)</p> <p>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 16.1</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 CEO.</p> <p>pursuant to Section 90(2) and 90(3) of the Local Government Act 1999 as amended the District Council of Mount</p>	Documents and all minutes	<p>Pursuant to Section 91(7) That having considered Agenda Item 16.1 Mayor's Report 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 a period of 12 months and</p>	For a period of 12 months and that this order be reviewed every 12 months.			<p><b>Reviewed 18/11/13 &amp; released.</b></p> <p><b>On web 29/11/13</b></p>

**CONFIDENTIAL ITEMS 2003 – 29 November 2013**

#	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
			Barker orders that the public be excluded from attendance at the meeting to consider in confidence: (a) information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any persons (living or dead); 3.determine that no officers be permitted to remain in the room;		that this order be reviewed every 12 months.				

	All Information released
	Part Information released
	Information remains Confidential

**16. CONFIDENTIAL REPORTS**

**16.1 REPORT TITLE: CONFIDENTIAL ITEM: MAYOR'S REPORT  
CHIEF EXECUTIVE OFFICER'S ANNUAL  
PERFORMANCE REVIEW**  
**DATE OF MEETING: 4 NOVEMBER 2013**  
**FILE NUMBER: 38/010/047**

Moved Councillor Westwood 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 16.1.

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 CEO.

2. pursuant to Section 90(2) and 90(3) of the Local Government Act 1999 as amended the District Council of Mount Barker orders that the public be excluded from attendance at the meeting to consider in confidence:

(a) information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any persons (living or dead);

3. determine that no officers be permitted to remain in the room;

Seconded Councillor Heath

**CARRIED**  
**OM20131104.12**

Moved Councillor Westwood that Council:

4. note the process and outcomes of the Chief Executive Officer's Performance Review for 2013 facilitated by Ms Jane Jeffreys, Director, Jane Jeffreys Consulting, FAICD, FAIM, FAHRI;

5. note a revised draft set of key objectives (attachment 1) to guide the Council in its assessment of the Chief Executive Officer's performance for 2013/14;
6. authorise the Mayor to sign and extend by two years the Chief Executive Officer's current contract of employment; and
7. 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 5 % effective 1 July 2013.

Seconded Councillor Heath

CARRIED  
OM20131104.13

Moved Councillor Campbell that Council:

Pursuant to Section 91(7)

That having considered Agenda Item 16.1 Mayor's Report 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 a period of 12 months and that this order be reviewed every 12 months.

Seconded Councillor Irvine

CARRIED  
OM20131104.14

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MEETING DECLARED CLOSED AT 9.13PM

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MAYOR

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DATE

**16. CONFIDENTIAL REPORTS**

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

**DATE OF MEETING: 4 NOVEMBER 2013**

**FILE NUMBER: 38/010/047**

**Purpose:**

For the Mayor to report outcomes of the Chief Executive Officer's annual performance review 2013 and seek support for a variation to the Chief Executive Officer's Contract of Employment.

**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 16.1.

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 CEO.

2. pursuant to Section 90(2) and 90(3) of the Local Government Act 1999 as amended the District Council of Mount Barker orders that the public be excluded from attendance at the meeting to consider in confidence:
  - (a) information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any persons (living or dead);
3. determine that no officers be permitted to remain in the room;

4. note the process and outcomes of the Chief Executive Officer's Performance Review for 2013 facilitated by Ms Jane Jeffreys, Director, Jane Jeffreys Consulting, FAICD, FAIM, FAHRI;
  5. note a revised draft set of key objectives (attachment 1) to guide the Council in its assessment of the Chief Executive Officer's performance for 2013/14;
  6. authorise the Mayor to sign and extend by two years the Chief Executive Officer's current contract of employment; and
  7. 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 5 % effective 1 July 2013.
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### Process

1. The Chief Executive Officer's Annual Performance Review Process is scheduled to conclude no later than September each year. The review process effectively concluded at the end of September, however this final report was delayed due to intervening leave arrangements.
2. Ms Jane Jeffreys conducted the review process. The review process involves a full 360° examination which provides confidential feedback and information at arm's length from internal and external parties.
3. Confidential memos dated 5 August and 7 August were provided to Elected Members by Mayor Ferguson to keep Elected Members informed of the review process.
4. Ms Jeffreys has facilitated opportunities for the review panel (Mayor Ferguson, Councillor Bettcher and Councillor Heath), Elected Members and senior staff to discuss elements of the review.
5. Ms Jeffreys' summary and recommendation is provided below:

#### "CEO Review - Summary

*Andrew has performed very efficiently throughout the past year achieving consistent ratings across all areas of responsibility.*

*Elected Members have acknowledged the difficult circumstances that the Chief Executive Officer is operating in due to the Mt Barker Development Plan, and have commended him for his leadership, stakeholder management, vision, financial management and delivery of outcomes.*

*His management team is performing well in their area of responsibility and Andrew now needs to focus on building cohesion amongst them.*

*He will need to place more attention on performance management and development in the organisation.*

*Andrew has received a very positive review acknowledging his diverse skills and capabilities."*

6. The panel noted the detailed findings of Ms Jeffreys' report. The panel were unanimous in recommending to Council that it is in the interest of Council to secure Mr Stuart for a longer period and that he be offered an additional two years to his current contract. The panel were unanimous in supporting a recommendation to Council that based on investigations led by Councillor Bettcher that a salary package adjustment of between 3% and 5% was readily justified with 5% recommended and warranted.
7. In addition to the independent enquiries conducted by Councillor Bettcher, a Salary Benchmarking Report is provided as attachment 2, for information.

#### Outcomes

8. The Panel notes the following selection of key outcomes and comments in the performance review report:
  - a. *"I think reporting has improved but needs to include EMs into more information loops;*
  - b. *Overall, has delivered well in a challenging political environment, especially in relation to dealing with senior State Government reps;*
  - c. *Demonstrates confidence and control, shows strong leadership in challenging situations;*
  - d. *Selects key staff and contractors of high standard and proven ability;*
  - e. *Competent in negotiating with government and developers;*
  - f. *He is doing a good job and we need to keep him;*
  - g. *The progress achieved with developing strategic management of the MDPA issue, while still maintaining effective delivery of outcomes for 'old' Mt Barker is exceptional and reflects his very strong professional skills and experience in local government management, as well as his exceptional leadership skills in leading very effective senior leadership group;*
  - h. *New Field Services Unit (on-going);*

- i. Andrew's Management Team has grown to fit the needs of the communities' growth;*
- j. Town Centre Plan;*
- k. Nairne Master Plan progress;*
- l. Environmental Centre Concept;*
- m. Purchase of Old School from Hahndorf;*
- n. Oversees effective budget planning and control."*

### **Objectives**

9. The next period under review (2013/14) will require the Chief Executive Officer to work with Council to finalise the draft objectives set out in attachment 1. In addition the following additional objectives were nominated by the review panel for inclusion:
  - a. Review IT systems for efficiency, effectiveness and resourcing (including records management);
  - b. Continue to monitor leave entitlements and leave liabilities;
  - c. Continue to monitor performance and development of executive team noting the recent introduction of uniform 360° review processes.
10. Personal Development objectives include:
  - a. continuing professional and relationship development, for example the UDIA Tour 2013, which yielded positive outcomes for the Chief Executive Officer to drive cultural objectives, urban objectives and recruitment of key staff;
  - b. programmed annual leave to refresh; and
  - c. continued development and monitoring of management.

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### **Key Contact**

Mayor Ann Ferguson

### **Attachments**

1. Draft objectives (non- confidential) -13/086270
2. LGA Paper Salary Benchmarking Report (non-confidential) - 13/101436



Attachment 1 to Item 16.1

## Summary from Elected Members 2013/2014

Potential Performance Objectives for the Chief Executive Officer for the next 12 months

Objective	Strategic Plan	EM
Achieve greater equity in allocation of Council financial support for cultural and community-based activities across all District population centres; promote private sector investment to same end.		Corbell
Achieve increased Federal Government financial support for District for ongoing and new infrastructure needs through lobbying via, eg, NGAA and RDA.		Corbell
Actively explore scope for achieving lessened financial outlays through closer working relationships with adjoining councils in delivery of common infrastructure and assets maintenance, community services and cultural pursuits.		Corbell
Establish robust administrative arrangements to address likely increased focus on Council activities by, eg, OPI, ICAC and Ombudsman.		Corbell
Biodiversity and aboriginal heritage study (both) regarding the MDP lands.		Bailey
Civic Centre – to contain council meeting chambers, civic functions room (new citizenship ceremonies, public meeting rooms, kitchen and possibly a small public gallery – 2-3 large rooms) Office accommodation could be elsewhere or shared between civic centre and commercial spaces		Bailey
Sustainability Forum – as suggested by Chief Executive Officer in 2011 and again in 2012		Bailey
Office Accommodation – to be part of process of relation of council offices, establishment of civic centre		Bailey
Community Bus – either hired from local SA family company (e.g. Rufus coaches) or owned and run by council. Council logo would be very good PR.		Bailey
Development of a strategic enterprise development paper to inform council on potential/expected wealth/economic activity generation over the next 20-30 years across the district. Aim is to try and inform future council policy regarding the sort of support and strategies we need to consider and enact to create an environment to support the potential expected enterprise growth in the district.		Campbell
Biodiversity or nature conservation management team: to conduct an investigation by council's environmental staff or an independent consultant into the costs and benefits of establishing a small specialised team.		Grosser
Civic centre: to commence a feasibility study for the construction of a civic centre including council offices and chambers, a youth centre, performing arts centre and regional art gallery.		Grosser
Separate rates: to implement an effective and unambiguous Separate Rate policy for the MDP lands.		Grosser
Sustainability forum: to organize a forum on sustainable housing including developers as previously announced by the CEO.		Grosser
To investigate, promote and attract a family oriented "budget" accommodation type business either in Mount Barker or close by.	Tourism, Economic Development, Employment	Westwood
Establish 'Totness Business Park' - promote existing business and attract suitable and sustainable businesses to the area. Encourage environmentally friendly business practices" You could add to the Strategic Plan outcomes for (2) -	Economic Development, Employment Environmental improvement	Westwood

Attachment 2 to Item 16.1



## Salary Benchmarking Report



**Local  
Government  
Association  
of South  
Australia**

### **CEO Salary Survey** **Revised**

**AME Recruitment  
August 2013**



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## Executive Summary

AME Recruitment was retained by LGA SA 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 has been reissued following the collection of additional information from Local Government Entities. The addition of this information has resulted in all tables being updated and the revised results are reflected in this report.

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## 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 gathered from all 68 Councils using publicly accessible information and direct survey, on the following data:

- CEO's salary package, including all additional benefits both cash and non cash;
- Information relating to the terms and conditions of the CEO's contract including the length of the contract length, scheduled performance review dates
- Number of Elected Members;
- Total staff FTE's;
- Council budget, operational & capital;
- Key financial sustainability ratios.

The appendices include information for every SA Council.

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## 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.

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## 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 & Regional and Small Regional.
- Revenue, being annual budget including Operating and / or Capital Budget or simply total budget);
- Number of employees;
- Asset Base;
- Key Financial Sustainability Ratios.
- 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 for the CEO of all 68 councils is

Measure	Total inc Other Benefits
Average CEO Salary	\$200,053

\$199,791 is made up of base salary, super, motor vehicle and other "benefits" (See Table 1 for details)

2. The average annual salary package for the CEO of all 68 councils split into common groupings (based on size, locations and council scale) is:

Average CEO Salary	Total inc Other Benefits
G6 + ACC	\$306,065
Other Metro	\$240,515
Outer Metro	\$220,267
Regional	\$190,550
Small Regional	\$148,818

(See Table 2 for details)

3. The average annual salary package for the CEO of all 68 councils split into groups as per Elected Members Remuneration Tribunal Classification (i.e. group 1, etc)

Average CEO Salary	Total inc Other Benefits
Group 1	\$294,609
Group 2	\$227,191
Group 3	\$202,987
Group 4	\$173,016
Group 5	\$148,818

(See table 3 for details)



## Notes on Calculations

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

Superannuation is 9% unless the CEO is in the Defined Benefit scheme where it is currently 9.3%. Few CEOs have negotiated additional superannuation contributions in lieu of salary – all these factors are reflected in the Total Salary Package calculation.

The value of a motor vehicles is as advised by individual Councils and is between \$7,000 and \$15,000 with one outlier at \$42,300.

Extra annual leave has been valued at the cost of salary plus superannuation.

Other benefits such as rent assistance and phone reimbursement has only included where the dollar value as been advised.

## Average Increase in Salaries

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### South Australian Local Government Councils

The average increase for CEOs in the Local Government Sector has been 3.15% per annum for the period from 2009 to 2013.

### South Australian Public Service

The average increase for CEOs in the Public Sector has been 3.0% per annum. Salary increases for Public Sector CEO's have been constrained in line with general salary constraints placed upon the Public Sector by Government.

### Not for Profit Sector

A cross section of CEOs from the Not for Profit sector shows an increase of 11.01% per annum between 2012 and 2013. This increase is being driven largely by the appointment of a new CEO in NFP # 4 at a salary package significantly higher than the previous incumbent.

Setting this entity aside, the average per annum salary increase for this sample would be 6.84% between 2012 and 2013.

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 4% per annum for the past 3 – 4 years.

### National Average Private Sector

The average increase for CEOs on a national basis has been between 4% & 5% per annum with general constraint being common place in many companies for the past 3 – 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 3.5% & 4% per annum with general constraint being common place in many companies for the past 3 – 4 years driven primarily by subdued economic climate.

### **The Role of CEO**

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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.



## Interstate data

Below are a sample of councils from Western Australia and Victoria (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 ('000)	Salary	Super	Vehicle	Total Cash, Super & Car	Other Benefits - Value	Total package
Albany	379	\$43,322	\$195,229	\$17,571	N/A	\$212,800	\$54,842	\$267,642
Broome	175	\$29,958	\$174,476	\$15,703	\$15,000	\$205,179	\$35,999	\$241,178
Kalgoorlie-Boulder	410	\$67,715	\$249,000	\$22,410	\$15,000	\$286,410	\$17,260	\$303,670
Perth	610	\$166,000	\$300,032	\$27,003	\$15,000	\$342,035	\$27,114	\$369,149
South Perth	268	\$46,375	\$217,799	\$32,670	\$10,000	\$260,469	\$8,376	\$268,845
Victoria Park	185	\$47,914	\$206,002	\$35,020	\$10,000	\$251,022	\$12,211	\$263,233
Average								\$285,619

### Victoria

	CEO Salary Package							
Council	Staff Numbers	Budget ('000)	Salary	Super	Vehicle	Total Cash Super & Car	Other Benefits -Value	Total Package
Glenelg Shire Vic	236	\$59,000	\$218,780	\$20,482	\$8,800	\$248,063	\$3,935	\$251,998
Broken Hill Council	240	\$13,975	\$193,097	\$17,379	\$10,000	\$220,476	N/A	\$220,476
Warrnambool City Council	384	\$76,915	\$224,770	\$20,230	\$10,000	\$255,000	N/A	\$255,000
Southern Grampians Shire Council	377	\$39,198	\$187,203	\$16,848	\$10,000	\$214,051	N/A	\$214,051
Average								\$235,381





## Not For Profit

Below is a cross section of CEO's salaries for various South Australian Not For Profit (NFP) entities. Salary packages range in size in a similar way as salaries do in the Local Government Sector.

Salaries have increased for the 4 NFP's listed below by 11.01% between 2012 and 2013, driven primarily by the appointment of a new CEO for NFP 4 at a significantly higher rate than the previous incumbent. If NFP # 4 is excluded from the calculation, the average increase between 2012 and 2013 is 6.84%.

	2013 Salaries / Wages						2012	
	Budget ('000)	Head Count	Salary	Super	Vehicle	Total Package	Salary Package	Growth
NFP # 1	\$48,500	200	\$253,000.00	\$24,200.00	\$19,000.00	\$296,200.00	\$290,700.00	1.89%
NFP # 2	\$18,844	110	\$211,009.00	\$18,991.00		\$230,000.00	\$210,000.00	9.52%
NFP # 3	\$8,258	50	\$172,700.00	\$15,543.00		\$188,243.00	\$168,000.00	12.05%
NFP # 4	\$4,600	15	\$136,500.00	\$13,500.00		\$150,000.00	\$110,000.00	36.36%
Average						\$216,110.75	\$194,675.00	
Average Increase						11.01%	Large increase driven by change in CEO @ NFP #4	

Yours sincerely,  
AME Recruitment Pty Ltd

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SA Councils by Region  
Updated August 2013

TABLE 1

Council	Region	CEO Salary / Wages					
		Salary	Superannuation	Motor Vehicle Notional Value	Total Cash, Super & Car	Other Benefits Value	Total inc Other Benefits
Adelaide City Council	GG + ACC	319,833	35,941	19,192	374,966	-	374,966
City of Charles Sturt	GG + ACC	257,734	27,555	11,000	296,289	-	296,289
City of Marion	GG + ACC	264,848	26,985	8,000	299,833	11,224	311,057
City of Onkaparinga	GG + ACC	221,321	19,919	18,760	260,000	9,278	269,278
City of Port Adelaide Enfield	GG + ACC	243,436	26,072	15,000	284,508	46,253	330,761
City of Salisbury	GG + ACC	256,041	23,044	24,000	303,085	-	303,085
City of Tea Tree Gully	GG + ACC	227,054	20,436	-	247,500	9,519	257,019
<b>Average</b>		<b>255,754</b>	<b>25,707</b>	<b>13,707</b>	<b>295,169</b>	<b>10,896</b>	<b>306,065</b>

Council	Region	CEO Salary / Wages					
		Salary	Superannuation	Motor Vehicle Notional Value	Total Cash, Super & Car	Other Benefits Value	Total inc Other Benefits
City of Burnside	Other Metro	186,229	17,548	8,743	212,520	-	212,520
Campbelltown City Council	Other Metro	194,966	17,547	15,433	227,946	-	227,946
City of Holdfast Bay	Other Metro	202,719	18,244	14,272	235,235	-	235,235
City of Mitcham	Other Metro	226,021	20,359	12,000	258,569	-	258,569
City of Norwood Payneham & St Peters	Other Metro	217,304	19,557	12,000	248,861	-	248,861
City of Playford	Other Metro	234,496	21,808	-	256,304	-	256,304
City of Prospect	Other Metro	205,241	18,472	8,800	232,513	-	232,513
City of Unley	Other Metro	187,274	17,089	11,500	216,663	-	216,663
Corporation of the Town of Walkerville	Other Metro	195,047	17,554	7,000	219,601	8,177	227,778
City of West Torrens	Other Metro	253,577	23,583	11,603	288,763	-	288,763
<b>Average</b>		<b>210,306</b>	<b>19,256</b>	<b>10,135</b>	<b>239,698</b>	<b>818</b>	<b>240,515</b>

Council	Region	CEO Salary / Wages					
		Salary	Superannuation	Motor Vehicle Notional Value	Total Cash, Super & Car	Other Benefits Value	Total inc Other Benefits
Adelaide Hills Council	Outer Metro	180,832	16,275	12,894	210,000	-	210,000
Town of Gawler	Outer Metro	193,962	18,038	13,000	225,000	8,154	233,154
District Council Mount Barker	Outer Metro	199,677	17,970	-	217,647	-	217,647
<b>Average</b>		<b>191,490</b>	<b>17,428</b>	<b>8,631</b>	<b>217,549</b>	<b>2,718</b>	<b>220,267</b>

Council	Region	CEO Salary / Wages					
		Salary	Superannuation	Motor Vehicle Notional Value	Total Cash, Super & Car	Other Benefits Value	Total inc Other Benefits
Alexandrina Council	Regional	214,608	21,461	12,000	248,069	9,080	257,149
Barossa Council	Regional	180,000	16,200	13,800	210,000	3,773	213,773
District Council of Barunga West	Regional	114,021	10,262	12,000	136,283	2,500	138,783
Berri Barmera Council	Regional	166,073	14,947	-	181,020	-	181,020
Clare & Gilbert Valleys Council	Regional	145,320	13,079	15,000	173,399	-	173,399
Coorong District Council	Regional	142,723	12,845	15,000	170,568	3,000	173,568
District Council of Copper Coast	Regional	175,100	15,759	15,000	205,859	7,341	213,200
Regional Council of Goyder	Regional	120,000	11,160	15,000	146,160	-	146,160
District Council of Grant	Regional	141,000	12,690	12,000	165,690	7,230	172,920
Kangaroo Island Council	Regional	171,085	15,398	-	186,483	-	186,483
Light Regional Council	Regional	192,857	17,357	-	210,214	-	210,214
District Council of Lower Eyre Peninsula	Regional	140,000	12,600	-	152,600	5,000	157,600
District Council of Loxton Waikerie	Regional	169,485	15,762	10,000	195,247	1,400	196,647
District Council of Mallala	Regional	162,000	14,600	15,000	191,600	1,000	192,600
Mid Murray Council	Regional	155,000	13,950	12,000	180,950	-	180,950
City of Mount Gambier	Regional	198,000	19,364	12,000	219,364	-	219,364
Rural City of Murray Bridge	Regional	185,541	16,698	12,000	214,240	7,778	222,018
Naracoorte Lucindale Council	Regional	160,550	14,450	-	175,000	3,202	178,202
Northern Areas Council	Regional	122,574	11,399	15,000	148,973	-	148,973
Port Augusta City Council	Regional	175,225	20,230	42,300	237,755	-	237,755
City of Port Lincoln	Regional	159,206	14,806	8,500	182,512	1,700	184,212
Port Pirie Regional Council	Regional	155,963	14,037	15,000	185,000	-	185,000
Renmark Paraling Council	Regional	131,250	11,813	12,000	155,063	8,614	163,677
Talara District Council	Regional	128,912	11,602	12,000	152,514	-	152,514
City of Victor Harbor	Regional	183,296	16,496	12,000	211,792	3,084	214,876
Wakefield Regional Council	Regional	155,000	14,415	12,000	181,415	3,258	184,673
Wattle Range Council	Regional	171,100	15,400	12,000	198,500	1,610	200,110
The City of Whyalla	Regional	204,880	18,951	10,000	233,831	-	233,831
District Council of Yankalilla	Regional	159,000	14,310	10,000	183,310	6,666	189,976
District Council of Yorke Peninsula	Regional	176,000	15,840	15,000	206,840	-	206,840
<b>Average</b>		<b>161,526</b>	<b>14,929</b>	<b>11,553</b>	<b>188,008</b>	<b>2,541</b>	<b>190,550</b>

Council	Region	CEO Salary / Wages					
		Salary	Superannuation	Motor Vehicle Notional Value	Total Cash, Super & Car	Other Benefits Value	Total inc Other Benefits
District Council of Ceduna	Small Regional	135,000	25,000	10,000	170,000	-	170,000
District Council of Cleve	Small Regional	108,900	9,800	11,000	129,700	9,700	139,400
District Council of Coober Pedy	Small Regional	149,000	13,410	12,000	174,410	6,500	180,910
District Council of Elliston	Small Regional	130,000	12,025	10,000	152,025	10,000	162,025
The Flinders Ranges Council	Small Regional	131,159	11,804	15,000	157,963	2,037	160,000
District Council of Franklin Harbour	Small Regional	108,150	10,058	12,000	130,208	9,280	139,488
District Council of Karoonda East Murray	Small Regional	94,860	11,054	12,000	117,914	9,048	126,962
District Council of Kimba	Small Regional	111,195	10,008	12,000	133,203	-	133,203
Kingston District Council	Small Regional	125,500	11,295	13,000	149,795	5,205	155,000
District Council of Mount Remarkable	Small Regional	120,000	11,700	10,000	141,700	-	141,700
District Council of Orroroo Carrieton	Small Regional	124,950	11,246	-	136,196	-	136,196
District Council of Peterborough	Small Regional	115,000	10,350	15,000	140,350	-	140,350
District Council of Robe	Small Regional	127,000	11,430	12,000	150,430	-	150,430
Municipal Council of Roxby Downs	Small Regional	128,525	11,980	-	140,505	26,010	166,515
Southern Mallee District Council	Small Regional	119,266	10,734	-	130,000	-	130,000
District Council of Streaky Bay	Small Regional	131,922	11,873	-	143,795	10,000	153,795
District Council of Tumby Bay	Small Regional	120,000	10,800	15,000	145,800	15,000	160,800
Wudinna District Council	Small Regional	110,834	19,562	-	130,396	1,550	131,946
<b>Average</b>		<b>121,737</b>	<b>12,452</b>	<b>8,833</b>	<b>143,022</b>	<b>5,796</b>	<b>148,818</b>

## SA Councils &amp; CEO's Salary Packages - split by EM Allowance

TABLE 2

Updated August 2013

Council	Group (From EM Allowance)	CEO Salary / Wages					
		Salary	Superannuation	Motor Vehicle Notional Value	Total Cash, Super & Car	Other Benefits Value	Total Inc Other Benefits
Adelaide City Council	1	319,833	35,941	19,192	374,966	-	374,966
City of Charles Sturt	1	257,734	27,555	11,000	296,289	-	296,289
City of Marion	1	264,848	26,985	8,000	299,833	11,224	311,057
City of Mitcham	1	226,210	20,359	12,000	258,569	-	258,569
City of Onkaparinga	1	221,321	19,919	18,760	260,000	9,278	269,278
City of Playford	1	234,496	21,808	-	256,304	-	256,304
City of Port Adelaide Enfield	1	243,436	26,072	15,000	284,508	46,253	330,761
City of Salisbury	1	256,041	23,044	24,000	303,085	-	303,085
City of Tea Tree Gully	1	227,064	20,436	-	247,500	9,519	257,019
City of West Torrens	1	253,577	23,583	11,603	288,763	-	288,763
<b>Average</b>	<b>10</b>	<b>250,456</b>	<b>24,570</b>	<b>11,956</b>	<b>286,982</b>	<b>7,628</b>	<b>294,609</b>
Adelaide Hills Council	2	180,832	16,275	12,894	210,000	-	210,000
Alexandrina Council	2	214,608	21,461	12,000	248,069	9,080	257,149
Barossa Council	2	180,000	16,200	13,800	210,000	3,773	213,773
City of Burnside	2	186,229	17,548	8,743	212,520	-	212,520
Campbelltown City Council	2	194,966	17,547	15,433	227,946	-	227,946
Town of Gawler	2	193,962	18,038	13,000	225,001	8,154	233,154
City of Holdfast Bay	2	202,719	18,244	14,272	235,235	-	235,235
District Council Mount Barker	2	199,677	17,970	-	217,647	-	217,647
City of Mount Gambier	2	188,000	19,364	12,000	219,364	-	219,364
Rural City of Murray Bridge	2	185,541	16,699	12,000	214,240	7,778	222,018
City of Norwood Payneham & St Peters	2	217,304	19,557	12,000	248,861	-	248,861
City of Prospect	2	205,241	18,472	8,800	232,513	-	232,513
City of Unley	2	187,274	17,889	11,500	216,663	-	216,663
The City of Whyalla	2	204,880	18,951	10,000	233,831	-	233,831
<b>Average</b>	<b>14</b>	<b>195,802</b>	<b>18,158</b>	<b>11,174</b>	<b>225,135</b>	<b>2,056</b>	<b>227,191</b>
Berri Barmera Council	3	166,073	14,947	-	181,020	-	181,020
District Council of Copper Coast	3	175,100	15,759	15,000	205,859	7,341	213,200
Light Regional Council	3	192,857	17,357	-	210,214	-	210,214
District Council of Loxton Walkerie	3	169,485	15,762	10,000	195,247	1,400	196,647
Port Augusta City Council	3	175,225	20,230	42,300	237,755	-	237,755
City of Port Lincoln	3	159,206	14,806	8,500	182,512	1,700	184,212
Port Pirie Regional Council	3	155,963	14,037	15,000	185,000	-	185,000
City of Victor Harbor	3	183,296	16,496	12,000	211,792	3,084	214,876
Wattle Range Council	3	171,100	15,400	12,000	198,500	1,610	200,110
District Council of Yorke Peninsula	3	176,000	15,840	15,000	206,840	-	206,840
<b>Average</b>	<b>10</b>	<b>172,430</b>	<b>16,063</b>	<b>12,980</b>	<b>201,474</b>	<b>1,513</b>	<b>202,987</b>
District Council of Barunga West	4	114,021	10,262	12,000	136,283	2,500	138,783
Clare & Gilbert Valleys Council	4	145,320	13,079	15,000	173,399	-	173,399
Coorong District Council	4	142,723	12,845	15,000	170,568	3,000	173,568
Regional Council of Goyder	4	120,000	11,160	15,000	146,160	-	146,160
District Council of Grant	4	141,000	12,690	12,000	165,690	7,230	172,920
Kangaroo Island Council	4	171,085	15,398	-	186,483	-	186,483
District Council of Lower Eyre Peninsula	4	140,000	12,600	-	152,600	5,000	157,600
District Council of Mallala	4	162,000	14,600	15,000	191,600	1,000	192,600
Mid Murray Council	4	155,000	13,950	12,000	180,950	-	180,950
Naracoorte Lucindale Council	4	160,550	14,450	-	175,000	3,202	178,202
Northern Areas Council	4	122,574	11,399	15,000	148,973	-	148,973
Renmark Paranga Council	4	131,250	11,813	12,000	155,063	8,614	163,677
Tatara District Council	4	128,912	11,602	12,000	152,514	-	152,514
Wakefield Regional Council	4	155,000	14,415	12,000	181,415	3,258	184,673
Corporation of the Town of Walkerville	4	195,047	17,554	7,000	219,601	8,177	227,778
District Council of Yankalilla	4	159,000	14,310	10,000	183,310	6,666	189,976
<b>Average</b>	<b>16</b>	<b>146,468</b>	<b>13,258</b>	<b>10,250</b>	<b>169,976</b>	<b>3,040</b>	<b>173,016</b>
District Council of Ceduna	5	135,000	25,000	10,000	170,000	-	170,000
District Council of Cleve	5	108,900	9,800	11,000	129,700	9,700	139,400
District Council of Coober Pedy	5	149,000	13,410	12,000	174,410	6,500	180,910
District Council of Elliston	5	130,000	12,025	10,000	152,025	10,000	162,025
The Flinders Ranges Council	5	131,159	11,804	15,000	157,963	2,037	160,000
District Council of Franklin Harbour	5	108,150	10,058	12,000	130,208	9,280	139,488
District Council of Karoonda East Murray	5	94,860	11,054	12,000	117,914	9,048	126,962
District Council of Kimba	5	111,195	10,008	12,000	133,203	-	133,203
Kingston District Council	5	125,500	11,295	13,000	149,795	5,205	155,000
District Council of Mount Remarkable	5	120,000	11,700	10,000	141,700	-	141,700
District Council of Orara Carrieton	5	124,950	11,246	-	136,196	-	136,196
District Council of Peterborough	5	115,000	10,350	15,000	140,350	-	140,350
District Council of Robe	5	127,000	11,430	12,000	150,430	-	150,430
Municipal Council of Roxby Downs	5	128,525	11,980	-	140,505	26,010	166,515
Southern Mallee District Council	5	119,266	10,734	-	130,000	-	130,000
District Council of Streaky Bay	5	131,922	11,873	-	143,795	10,000	153,795
District Council of Tumby Bay	5	120,000	10,800	15,000	145,800	15,000	160,800
Wudinna District Council	5	110,834	19,562	-	130,396	1,550	131,946
<b>Average</b>	<b>18</b>	<b>121,737</b>	<b>12,452</b>	<b>8,833</b>	<b>143,022</b>	<b>5,796</b>	<b>148,818</b>

LGA SA - CEO's Salary Survey (divided by headcounts &amp; budgets)

TABLE 3

Updated August 2013

Council	Region	Total Salary & Other Benefits	Total Budget	Total Staff (FTE's)
Adelaide City Council	G6 + ACC	374,966	209,500,000	978
City of Charles Sturt	G6 + ACC	296,289	195,002,500	520
City of Marion	G6 + ACC	311,057	101,751,000	364
City of Onkaparinga	G6 + ACC	269,278	169,083,445	636
City of Port Adelaide Enfield	G6 + ACC	330,761	142,938,100	424
City of Salisbury	G6 + ACC	303,085	130,000,000	437
City of Tea Tree Gully	G6 + ACC	257,019	88,775,000	400
City of Burnside	Other Metro	212,520	56,900,000	166
Campbelltown City Council	Other Metro	227,946	44,842,400	152
City of Holdfast Bay	Other Metro	235,235	63,982,295	295
City of Mitcham	Other Metro	258,569	43,705,000	281
City of Norwood Payneham & St Peters	Other Metro	248,861	44,500,000	200
City of Playford	Other Metro	256,304	118,296,000	421
City of Prospect	Other Metro	232,513	19,060,000	85
City of Unley	Other Metro	216,663	50,806,000	195
Corporation of the Town of Walkerville	Other Metro	227,778	9,572,000	30
City of West Torrens	Other Metro	288,763	69,107,331	330
Adelaide Hills Council	Outer Metro	210,000	47,455,000	199
Town of Gawler	Outer Metro	233,154	27,811,000	149
District Council Mount Barker	Outer Metro	217,647	25,158,000	113
Alexandrina Council	Regional	257,149	49,308,000	156
Barossa Council	Regional	213,773	42,552,000	154
District Council of Barunga West	Regional	138,783	6,769,000	24
Berri Barmera Council	Regional	181,020	15,661,000	
Clare & Gilbert Valleys Council	Regional	173,399	31,544,000	59
Coorong District Council	Regional	173,568	19,800,000	76
District Council of Copper Coast	Regional	213,200	37,900,000	82
Regional Council of Goyder	Regional	146,160	-	42
District Council of Grant	Regional	172,920	1,763,992	82
Kangaroo Island Council	Regional	186,483	19,266,193	60
Light Regional Council	Regional	210,214	27,900,000	82
District Council of Lower Eyre Peninsula	Regional	157,600		
District Council of Loxton Walkerie	Regional	196,647	24,785,000	80
District Council of Mallala	Regional	192,600	11,900,000	59
Mid Murray Council	Regional	180,950		
City of Mount Gambier	Regional	219,364	9,000,000	120
Rural City of Murray Bridge	Regional	222,018	32,193,000	251
Naracoorte Lucindale Council	Regional	178,202	21,953,162	81
Northern Areas Council	Regional	148,973	13,570,000	50
Port Augusta City Council	Regional	237,755		
City of Port Lincoln	Regional	184,212	18,234,777	48
Port Pirie Regional Council	Regional	185,000	24,200,000	84
Renmark Paringa Council	Regional	163,677		
Tatiara District Council	Regional	152,514	14,531,787	55
City of Victor Harbor	Regional	214,876	27,489,300	125
Wakefield Regional Council	Regional	184,673	15,977,000	66
Wattle Range Council	Regional	200,110	30,000,000	101
The City of Whyalla	Regional	233,831		
District Council of Yankalilla	Regional	189,976	14,932,000	43
District Council of Yorke Peninsula	Regional	206,840	34,424,185	155
District Council of Ceduna	Small Regional	170,000	10,079,000	45
District Council of Cleve	Small Regional	139,400	5,834,550	26
District Council of Coober Pedy	Small Regional	180,910	16,511,000	66
District Council of Elliston	Small Regional	162,025	-	
The Flinders Ranges Council	Small Regional	160,000	6,394,200	20
District Council of Franklin Harbour	Small Regional	139,488	3,034,263	17
District Council of Karoonda East Murray	Small Regional	126,962	6,617,730	18
District Council of Kimba	Small Regional	133,203		
Kingston District Council	Small Regional	155,000	7,170,000	19
District Council of Mount Remarkable	Small Regional	141,700		
District Council of Orraroo Carleton	Small Regional	136,196		
District Council of Peterborough	Small Regional	140,350		
District Council of Robe	Small Regional	150,430	9,633,000	35
Municipal Council of Roxby Downs	Small Regional	166,515		
Southern Mallee District Council	Small Regional	130,000		
District Council of Streaky Bay	Small Regional	153,795		
District Council of Tumby Bay	Small Regional	160,800	10,352,800	24
Wudinna District Council	Small Regional	131,946	4,015,332	22

## Not for Profit Organisations (Selected SA Organisations)

Updated August 2013

TABLE 4

31 August 2013

NFP Entities	Budget/Income	Head Counts	2013 Salaries / Wages				2012		
			Salary	Superannuation	Motor Vehicle Notional Value	Total Package	Salary Package	Growth	
NFP # 1	48,500,000.00	200	253,000.00	24,200.00	19,000.00	296,200.00	290,700.00	1.89%	
NFP # 2	18,844,000.00	110	211,009.18	18,990.82		230,000.00	210,000.00	9.52%	
NFP # 3	8,258,000.00	50	172,700.00	15,543.00		188,243.00	168,000.00	12.05%	
NFP # 4	4,600,000.00	15	136,500.00	13,500.00		150,000.00	110,000.00	36.36%	
Average			193,302.30	18,058.46	19,000.00	216,110.75	194,675.00	11.01%	
Average excluding NFP # 4			Average NFP # 1 - 3				238,147.67	222,900.00	6.84%

**LGA SA - CEO's Salary Survey**  
Updated August 2013

TABLE 5

### Victorian Councils

Victorian Councils				CEO Salary Package					
Council	Staff Numbers	Budget		Salary	Super	Vehicle (Notional Value)	Total Cash, Super & Car	Other Benefits - Value	Total Package
Glenside Shire Vic	236	5	59,000,000	218,780	20,482	8,800	248,063	3,935	251,998
Broken Hill Council	240	5	13,975,000	193,097	17,379	10,000	220,476	-	220,476
Warrnambool City Council	384	5	76,915,000	224,770	20,230	10,000	255,000	-	255,000
Southern Grampians Shire Council	322	5	39,198,000	187,203	16,848	10,000	214,051	-	214,051
Average									235,381

### Western Australia

[illegible]