



**CONFIDENTIAL CHIEF EXECUTIVE
OFFICER PERFORMANCE REVIEW
COMMITTEE MEETING**

CONFIDENTIAL MATTERS

- 9.1 Review the Chief Executive Officer's Quarterly Performance.....4
- 9.2 Annual Review of CEO Contractual Obligations (Attachments)6

Released 29 April 2019

9.1 REVIEW THE CHIEF EXECUTIVE OFFICER'S QUARTERLY PERFORMANCE

Contact Person: Ms Rosemary Munslow

Why is this matter confidential?

Subject to an order pursuant to Section 90 (3) (a) of the Local Government Act 1999, this matter is confidential because the information to be discussed relates to information pertaining to the personal affairs of the Chief Executive Officer and is not a matter of public knowledge.

A. COUNCIL/COMMITTEE TO MOVE MOTION TO GO INTO CONFIDENCE

No action – this motion passed in the open section

B. THE BUSINESS MATTER

9.1 Review the Chief Executive Officer's Quarterly Performance

Why is this matter before the Council or Committee?

The Chief Executive Officer Performance Review Committee in consultation with the Chief Executive Officer has established a Chief Executive Officer Performance Agreement which in turn was endorsed by Council.

The Committee may provide the Chief Executive Officer guidance, feedback and direction in order to assist the Chief Executive Officer meet and or exceed the expectations of the Performance Agreement.

Presenter: Mr Mal Hemmerling

Purpose: For the Committee to receive a verbal update from the Chief Executive Officer in line with the draft Performance Agreement 2017/18 and provide the Chief Executive Officer with guidance, feedback and direction as required.

Duration: 30 Minutes

C. COUNCIL/COMMITTEE TO DECIDE HOW LONG ITEM 9.1 IS TO BE KEPT IN CONFIDENCE

Purpose

To resolve how long agenda item 9.1 is to be kept confidential.

STAFF RECOMMENDATION

Pursuant to Section 90(2) and Section 91(7) of the Local Government Act 1999, the Council orders that the following aspects of Item 9.1 be kept confidential in accordance with Council's reasons to deal with this item in confidence pursuant to Section 90 (3) (a) of the Local Government Act 1999:

- *[The Committee to determine the need for retention]*

This order shall operate until the next scheduled annual review of confidential items by Council at which time this order will be reviewed and determined in accordance with Section 91(9)(a) of the Local Government Act 1999.

9.2 ANNUAL REVIEW OF CEO CONTRACTUAL OBLIGATIONS

Contact Person: Mayor Glenn Docherty

Why is this matter confidential?

Subject to an order pursuant to Section 90 (3) (a) of the Local Government Act 1999, this matter is confidential because the matter relates to personal affairs of the CEO Mal Hemmerling and is not a matter of public knowledge at this point in time.

A. COUNCIL/COMMITTEE TO MOVE MOTION TO GO INTO CONFIDENCE

No action – this motion passed in the open section.

B. THE BUSINESS MATTER

9.2 ANNUAL REVIEW OF CEO CONTRACTUAL OBLIGATIONS

Responsible Executive Manager : Ms Rosemary Munslow

Report Author : Ms Rosemary Munslow

Delegated Authority : Matters which cannot be delegated to a Committee or Staff.

Attachments :
1. Current CEO Employment Agreement
2. SA Local Government Remuneration Survey Report - CEO

PURPOSE

For Council to consider the CEO Employment Agreement in accordance with the requirements of the Agreement following the successful review of performance for 2016/17.

RECOMMENDATION

That CEO Employment Agreement (attachment 1) be endorsed with the following amendments:

1. _____
2. _____
3. _____

EXECUTIVE SUMMARY

After the completion of the CEO Performance Agreement review in September 2017, the Council is required to consider and review the CEO Employment Agreement.

1. BACKGROUND

At the Ordinary Meeting of Council 26 September 2017 Council endorsed the CEO Performance Review 2016/17.

2. RELEVANCE TO STRATEGIC PLAN

The CEO Performance Agreement and Contract is linked to and informed by the Strategic Plan.

3. PUBLIC CONSULTATION

There is no requirement to consult the community on this matter.

4. DISCUSSION

- 4.1 On completion of the performance review the Council must in accordance with the Agreement undertake a review of the Position Description and *Total Employment Cost (TEC) Package*.
- 4.2 The CEO's Position Description must be reviewed and, if necessary, amended by agreement within two months after each performance review.
- 4.3 The Total Employment Cost (TEC) Package review should be conducted within one month of the performance review.
- 4.4 The review of the TEC Package will take into account the key performance indicators, the position description, remuneration paid to CEO's of similar sized councils in SA and any other factor that the Council consider relevant.
- 4.5 Attachment 2 provides information from the SALGA on the remuneration survey for CEO remuneration for 2017 to assist the Council in their consideration.

5. OPTIONS

Recommendation

That CEO Employment Agreement (attachment 1) be endorsed with the following amendments:

1. _____
2. _____
3. _____

EMPLOYMENT AGREEMENT

City of Playford
and
Malcolm Hemmerling

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THIS IS AN EMPLOYMENT AGREEMENT between:

CITY OF PLAYFORD of 12 Bishopstone Road, Davoren Park in the State of South Australia
(the Employer)

AND

MALCOLM HEMMERLING of 63 Milan Terrace, Stirling in the State of South Australia (the
CEO)

INTRODUCTION

- A. The Council is a body corporate constituted by proclamation pursuant to the *Local Government Act 1999* (SA).
- B. The Employer wishes to employ the CEO in accordance with Section 96 of the *Local Government Act 1999* (SA) and the CEO has agreed to accept that employment on the terms and conditions set out herein.
- C. Malcolm Hemmerling will be known as the Chief Executive Officer.

1. DEFINITIONS

In this Agreement, unless expressed or implied to the contrary:

Act means the *Fair Work Act 1994* (SA);

Agreement means this employment agreement;

Award means the South Australian Municipal Salaried Officers Award or a successor award;

Commencement Date means 21 September 2015;

Confidential Information means:

- (a) information relating to the business affairs and employees of the Employer;
- (b) matters of a technical nature, future directives and policies, technical data pertaining to the general affairs of the Employer, internal procedures and information, financial information, information pertaining to other employees, salaries, strategic and business plans and like information relating to the Employer;
- (c) other information which the Employer tells the CEO is confidential or which if disclosed, the CEO knows or ought reasonably to know would be detrimental to the Employer;
- (d) all other information which is imparted to the CEO in circumstances which the CEO knows or should reasonably know that the information is confidential to the Employer or any other persons with whom the Employer is concerned; and
- (e) excludes any information that is public knowledge otherwise than as a consequence of a breach by the CEO of obligations under this Agreement or breach by some other person of a duty of confidence to the Employer.

Council means the elected body of the City of Playford;

Duties means the responsibilities, duties and functions of the CEO specified in this Agreement and in Schedule 1;

Expiry Date means the date upon which this Agreement expires, being 21 September 2018;

TEC Package means the monetary and non-monetary entitlements detailed at Clause 11.

Term means the period of employment specified in Clause 3.1.

2. APPLICATION OF OTHER INDUSTRIAL INSTRUMENTS

- 2.1 This Agreement shall be read in conjunction with the Act.
- 2.2 This Agreement shall not be read in conjunction with the Award, or any other industrial award or agreement.
- 2.3 The City of Playford Enterprise Agreement 2012, or a successor agreement, does not apply to the CEO's employment.

3. TERM OF EMPLOYMENT

- 3.1 The CEO's employment commences on the Commencement Date and will continue under this Agreement for three years, concluding on the Expiry Date.
- 3.2 The parties agree that the CEO's appointment and employment will terminate on the Expiry Date unless this Agreement is:
 - 3.2.1 Terminated prior to the Expiry Date pursuant to Clause 18 of this Agreement; or
 - 3.2.2 Extended pursuant to Clause 4 of this Agreement.
- 3.3 The parties agree that, in consideration of the terms and conditions of this Agreement, the employment of the CEO will not be ongoing but will continue only for the Term, subject to earlier termination in the terms of this Agreement, or such extension of the Term as may apply under Clause 4.1.

4. FURTHER AGREEMENT

4.1 Twelve Month Extension of Agreement

- 4.1.1 At the CEO's sole discretion, the Agreement may be extended for a period of up to an additional twelve months from the Expiry Date by the CEO notifying the Employer not less than six months before the Expiry Date of his wish to do so.
- 4.1.2 If the Agreement is extended by the CEO pursuant to this Clause, the terms and conditions herein will continue to apply and the Agreement will terminate at the end of the additional period.

4.2 Further Employment Agreement

- 4.2.1 At least six months prior to the Expiry Date, the CEO may make a written application to the Employer for a new employment agreement. Alternatively, the Employer may make an offer of further employment to the CEO no later than six months from the Expiry Date.
 - 4.2.2 Following consideration of the CEO's application in Clause 4.2.1, the Employer must notify the CEO at least three months prior to the Expiry Date whether or not a new employment agreement is to be offered to the CEO.
 - 4.2.3 Following consideration of the Employer's offer under Clause 4.2.1, the CEO must notify the Employer at least two months prior to the Expiry Date whether or not he accepts the Employer's offer.
 - 4.2.4 If the CEO accepts an offer of a new employment agreement, the terms and conditions of that employment shall be set out in a further written agreement. If the terms of a new employment agreement cannot be agreed by the parties by the Expiry Date, the CEO's employment will conclude on the Expiry Date.
 - 4.2.5 If a new employment agreement is entered into by the parties under this Clause prior to the Expiry Date, the CEO will be deemed to have continuity of service with the Employer for the purpose of determining the CEO's accrued benefits under the new employment agreement.
- 4.3 Nothing in this Clause prevents the parties from discussing the terms and conditions of a new employment agreement during the Term.

5. HOURS OF WORK

- 5.1 The CEO's hours of work average 38 hours per week and will be as required for him to perform the Duties and the other functions pursuant to this Agreement.
- 5.2 No additional remuneration or penalties are payable for hours additional to 38 hours per week or the circumstances in which they are performed. The TEC Package is in full compensation for all entitlements and hours of work performed.

6. REQUIREMENTS OF POSITION

- 6.1 The CEO must perform the Duties set out in Clause 7 and Schedule 1 to this Agreement. The CEO will be consulted in the development of key performance indicators, which will be set by the Employer and appended to this Agreement within three months of the Commencement Date.
- 6.2 The Employer may change any of the Duties set out in Schedule 1, in consultation with the CEO, as long as those Duties remain within the skills and expertise of the CEO.

7. DUTIES AND RESPONSIBILITIES

7.1 The CEO must:

- 7.1.1 Comply with the Code of Conduct for Council Employees;
- 7.1.2 observe and comply with statutory responsibilities arising from the *Local Government Act 1999* (SA) and all other applicable legislation;
- 7.1.3 observe and comply with all lawful directions and instructions of the Council;
- 7.1.4 perform the Duties with such a degree of skill, care and diligence, which is appropriate to the Duties;
- 7.1.5 be just and faithful to the Employer and shall promptly give to the Employer full information and truthful explanations of all matters relating to his Duties and responsibilities under this Agreement;
- 7.1.6 act in the best interest of the Employer at all times;
- 7.1.7 account to the Council for any remuneration or other benefit received from a third party in the CEO's capacity as CEO in any business conducted or promoted by the Employer or any related corporation;
- 7.1.8 be informed and up to date on issues and developments that affect all areas of responsibility;
- 7.1.9 attend meetings of the Council and other bodies as required;
- 7.1.10 exercise responsibilities and Duties where the Employer has delegated authority;
- 7.1.11 personally observe the requirements of the Employer's policies and procedures in force from time to time;
- 7.1.12 carry out and perform the Duties:
 - 7.1.12.1 lawfully;
 - 7.1.12.2 with proper decorum;
 - 7.1.12.3 to the best of the CEO's ability and judgment; and
 - 7.1.12.4 to the satisfaction of the Employer;
- 7.1.13 promote the aims and objectives of the Employer;
- 7.1.14 maintain a current, unimpeded South Australian driver's licence throughout the Term; and
- 7.1.15 at all times comply with any legislation applying to matters within the scope of the CEO's employment.

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- 7.2 The CEO accepts that the Council may require him to carry out any and all Duties which are within his skills and competence, including those Duties specifically outlined in Schedule 1.

8. ACCOUNTABILITY

- 8.1 The CEO is accountable to the Council and is required to satisfactorily carry out the responsibilities, Duties and functions set out in the position description in Schedule 1, which forms part of this Agreement.
- 8.2 The CEO will be subject to the direction and control of the Council at all times.
- 8.3 The CEO will devote his whole time and attention during the hours reasonably required to properly perform the Duties.

9. DISCLOSURE OF INTERESTS

- 9.1 The CEO will disclose to the Employer any interests (whether direct or indirect) which may give rise to a conflict with his performance of the Duties and responsibilities pursuant to this Agreement.
- 9.2 The parties acknowledge and agree that the CEO has involvement with the bodies currently listed on the CEO's return.

10. OUTSIDE INTERESTS

- 10.1 The CEO must not be directly or indirectly engaged, concerned or interested in any employment, trade, business, profession or occupation requiring the provision of services or advice by the CEO (other than the employment provided by this Agreement), except with the prior written consent of the Employer, which will not be unreasonably withheld.
- 10.2 If the Employer provides its consent to the CEO pursuant to Clause 10.1, the CEO agrees that he will give priority to the employment obligations under this Agreement over and above any other business or employment in which he is authorised by the Employer to engage.

11. TOTAL EMPLOYMENT COST PACKAGE (TEC PACKAGE)

- 11.1 In consideration of performing the Duties, the CEO is entitled to the TEC Package, which will incorporate annual salary, superannuation and a value in respect of the provision of a vehicle (howsoever provided) outlined in this Clause and Schedule 2.
- 11.2 Regardless of Clause 11.1, the parties may agree to enter into any lawful salary packaging arrangement by mutual agreement between them, which will be recorded in writing in Schedule 2 of this Agreement. The Employer will bear the cost of Fringe Benefits Tax (if any) associated with any salary packaging arrangements reached with the CEO.
- 11.3 No additional remuneration is paid for overtime worked by the CEO, it being noted that the salary component of the TEC Package is loaded in consideration of such hours.

- 11.4 The cash component of the TEC Package will be paid in arrears in equal fortnightly instalments, or as otherwise provided by the Employer, by direct deposit to an account nominated by the CEO.

11.5 Superannuation

11.5.1 The Employer must make superannuation contributions in accordance with its obligations under the *Superannuation Guarantee (Administration) Act 1992* (Cth), and as necessary to ensure that the Employer is not subject to the charge under the *Superannuation Guarantee (Administration) Act 1992* (Cth).

11.5.2 The CEO has nominated the Hemmerling Family Superannuation Fund as the fund into which superannuation contributions are to be made.

11.5.3 Any statutory increase to superannuation will be borne by the Employer as an addition to the TEC Package, as it applies at the time of the statutory increase.

11.6 Deductions

11.6.1 The Employer must:

11.6.1.1 Deduct from the cash component of the TEC Package and remit to the Australian Taxation Office instalments of income tax in compliance with its obligations under the *Income Tax Assessment Act 1936* (Cth); and

11.6.1.2 Make any other deduction which the Employer is lawfully authorised or obliged to make.

11.7 Vehicle

11.7.1 The Employer requires the CEO to have a vehicle and current, unimpeded driver's licence so as to fulfil the Duties in this Agreement.

11.7.2 The Employer will provide the CEO with a fully maintained vehicle for business and private use, if the CEO so chooses.

11.7.3 The type of vehicle shall be chosen by the CEO at his discretion up to the value outlined in Schedule 2 and advised to the Council as soon as practicable after acceptance of the terms of this Agreement.

11.7.4 The Employer will be responsible for the payment of the Fringe Benefits Tax associated with the vehicle (if any).

11.7.5 Payments for fuel will be the responsibility of the Employer.

11.7.6 The parties agree that the CEO's spouse or partner may be nominated as a driver of the vehicle.

11.7.7 Upon the cessation of the Agreement, the CEO will have the option to purchase the vehicle provided at the trade in price that is available to the Council. If this option is exercised, the Council will withhold monies

owing to the CEO upon cessation of the Agreement to offset (either wholly or in part) the value of the vehicle. Any outstanding amount can be collected by the Council as a debt.

12. PROVISION OF WORK-RELATED EQUIPMENT

12.1 The Employer shall provide the CEO with the following equipment, and ensure payment in respect of the following services, to assist in the performance of his Duties:

12.1.1 Mobile phone;

12.1.2 Laptop computer;

12.1.3 iPad;

12.1.4 Establishment (if not established as at the Commencement Date) and maintenance of an internet connection at the CEO's residence;

12.1.5 Establishment (if not established as at the Commencement Date) and maintenance of a telephone landline at the CEO's residence.

12.2 The CEO is required to return the mobile phone, laptop computer and iPad to the Employer by the Expiry Date, unless otherwise agreed with the Employer.

13. PERSONAL AND PROFESSIONAL DEVELOPMENT

13.1 The Employer agrees to provide the CEO with professional and/or personal development opportunities of up to two weeks' duration for each year of the Agreement.

13.2 The costs associated with professional development opportunities will be borne by the Council.

13.3 The costs associated with personal development opportunities will be borne either by the CEO or by utilising funds outlined in Clause 15 of this Agreement.

13.4 Any application for professional development must be made by written application to the Mayor for its acceptance at least one month prior to the opportunity to which the application relates. Approval will not be unreasonably withheld.

14. PROFESSIONAL MEMBERSHIPS

14.1 The Employer will pay for the cost of the CEO's professional membership(s) to bodies relevant to the CEO's Duties and/or to fund professional development opportunities throughout the Term of this Agreement, including interstate and/or overseas travel, as nominated by the CEO, by agreement with the Employer.

15. PERSONAL DEVELOPMENT AND TRAINING ALLOWANCE

15.1 The Employer agrees to provide the CEO with an allowance up to a maximum of \$25,000.00 per annum for personal development training incurred by the CEO in the course of his employment (excluding those incurred in relation to Clause 13 above) upon the provision of relevant invoices. This amount is to be utilised at the CEO's discretion.

- 15.2 Any amount to the CEO's credit upon the anniversary of the Commencement Date for each year of the Term will be paid to the CEO as a lump sum, as wages.

16. PERFORMANCE REVIEW

- 16.1 The parties agree that the CEO will undergo a performance review in accordance with the Personal Evaluation System each year, typically in July, for the Term of this Agreement. The CEO must participate in any performance review required by the Employer.
- 16.2 The performance review shall be conducted by a Performance Review Panel appointed by the Council (**the Panel**).
- 16.3 The Panel will assess the CEO's performance by reference to review process that currently exists at the Council measured against the CEO's Duties as outlined in this Agreement, Position Description and any other factors considered relevant by the Panel. The Panel will evaluate the extent to which the CEO has discharged the CEO's goals, objectives, responsibilities and Duties outlined in Schedule 1.
- 16.4 The performance review will review the CEO's Position Description and key performance indicators through the review process that currently exists at the Council.
- 16.5 A written report shall be compiled with respect to the performance review and a copy provided to the CEO. The report shall set out in detail any particular aspects of the CEO's performance that require improvement, together with reasonable time frames within which the Panel expects those areas of performance to be improved to a specified standard.
- 16.6 The Employer must provide whatever counselling, advice and assistance are reasonably necessary to enable the CEO to improve his performance during that period.
- 16.7 At the conclusion of the time frames referred to in Clause 16.5 and after taking into account the written report referred to in that Clause (and such other matters as the Employer considers relevant), the CEO will either:
- 16.7.1 Be informed that performance has improved to the satisfaction of the Employer and that no further action will be taken; or
 - 16.7.2 Be provided with further written notice, providing final warning that unless the CEO's performance improves in the same stipulated areas, once again within a time frame, the Employer will terminate this Agreement pursuant to Clause 18.3.1.
- 16.8 The CEO's Position Description must be reviewed and, if necessary, amended by agreement within two months after each performance review.

17. TEC PACKAGE REVIEW

- 17.1 The TEC Package specified in Clause 11 and Schedule 2 shall be reviewed annually in conjunction with the performance review process.

17.2 The TEC Package review will be conducted within one month of the performance review set out in Clause 16 (if reasonably practicable), and any change to the TEC Package shall take effect from the date on which the performance review is concluded.

17.3 The review of the TEC Package will take into account the following:

17.3.1 The key performance indicators;

17.3.2 The CEO's Position Description;

17.3.3 Remuneration paid to CEO's of similar sized councils in South Australia; and

17.3.4 Any other factor the Panel considers relevant.

17.4 Despite the foregoing, the CEO is not entitled, by right, to any increase in the TEC Package during the Term.

18. TERMINATION OF AGREEMENT

18.1 Summary Termination

18.1.1 This Agreement may be terminated by the Employer without notice and without the payment of compensation in lieu of notice in the event that the CEO:

18.1.1.1 commits any serious or persistent breach of any of the terms of this Agreement;

18.1.1.2 engages in serious and wilful misconduct;

18.1.1.3 is guilty of serious neglect of duty in the discharge of the Duties;

18.1.1.4 knowingly acts in breach of the Employer's policies in force from time to time;

18.1.1.5 makes improper use of the Employer's property;

18.1.1.6 fails to display and exercise the CEO's duty of fidelity or good faith towards the Employer which the Employer might reasonably expect of the CEO; or

18.1.1.7 is convicted of any criminal offence which prescribes a term of imprisonment.

18.2 Termination due to illness or incapacity

The parties agree that this Agreement may be terminated by the Employer without notice and without the payment of compensation in lieu of notice in the event that the CEO is incapacitated from performing the Duties pursuant this Agreement due to ill health of any type for a period of greater than three months and where all leave entitlements have been exhausted, except where such illness constitutes a compensable disability pursuant to the provisions of the *Return to Work Act 2014* (SA), or successor legislation.

18.3 Termination by the Provision of Notice

- 18.3.1 In the event that the Employer determines through the performance review process that the CEO has failed to reasonably meet the performance expected, and provided that the Employer has complied with the procedure as specified in Clause 16 above, the Employer may terminate this Agreement by giving no more than three months' notice or by making an equivalent payment of compensation in lieu of notice (or part thereof).
- 18.3.2 This Agreement may be terminated by the Employer, without cause, by giving six months' notice, or the balance of the Term, whichever is the lesser. The Council may, at its absolute discretion, make a payment in lieu equivalent to the relevant notice (or part thereof) as required.
- 18.3.3 This Agreement may be terminated by the CEO giving the Council a period of three months' notice in writing, unless otherwise negotiated with the Employer.
- 18.3.4 In addition to any right of termination, and without derogating from any right available in this Agreement, the CEO's employment may at any time be terminated by the mutual agreement of the parties on whatever notice and terms upon which the parties may then agree.

19. LEAVE

19.1 Annual Leave

- 19.1.1 The CEO is entitled to 40 working days of annual leave per completed year of service, which may be taken at any time approved by the Employer. This leave is cumulative from year to year if unused. The CEO is not entitled to any leave loading payment.
- 19.1.2 The Employer may direct the CEO to take any outstanding leave.
- 19.1.3 Any entitlement to annual leave standing to the credit of the CEO at the time of cessation of employment shall be discharged by the Employer by payment based on the CEO's TEC Package.

19.2 Sick/Carer's Leave

- 19.2.1 The CEO is entitled to 10 working days sick/carer's leave for each year of service for the purpose of:
 - 19.2.1.1 Convalescing in respect of a personal injury or illness (**sick leave**);
 - 19.2.1.2 Providing care and support to an immediate family or household member who is suffering from an injury or illness (**carer's leave**).
- 19.2.2 There shall be no entitlement to payment in lieu of accrued sick/carer's leave entitlements upon cessation of the CEO's employment.

- 19.2.3 The Employer may require the CEO to provide documentary evidence in support of any sick/carer's leave absence, whether or not the CEO seeks payment for such absence.

19.3 Long Service Leave

Long service leave entitlements will be accrued and granted in accordance with the provisions of the *Long Service Leave Act 1987* (SA).

19.4 Bereavement Leave

- 19.4.1 The CEO is entitled to two days' paid bereavement leave on the death of the CEO's family member or in other special circumstances as are shown to exist to the satisfaction of the Employer.

- 19.4.2 The CEO may be required to provide evidence to the Employer in respect of an absence for bereavement leave, whether or not the CEO seeks payment for such absence.

19.5 Parental Leave

The CEO is entitled to parental leave in accordance with the provisions of the Act.

19.6 Leave at the direction of the Employer

The Employer may, at any time during the employment, direct the CEO to take leave at full pay and direct the CEO not to report for Duties in whole or in part.

20. CONFIDENTIALITY OF CONTRACT

Subject to any applicable law and the written consent to disclosure by both parties, the terms of this Agreement will be kept confidential.

21. CONFIDENTIALITY OF INFORMATION

- 21.1 The CEO will not at any time during this Agreement, nor at any time thereafter, otherwise than in the discharge of the CEO's Duties hereunder or with the prior consent of the Employer:

- 21.1.1 Divulge to any other person any Confidential Information which the CEO may acquire or have acquired in the course of this Agreement.

- 21.1.2 Use Confidential Information obtained for the CEO's own benefit or the benefit of any other person or entity.

- 21.2 All documents, memoranda, reports, books, manuals, papers, records, tools, computer software and hardware and electronically stored information in respect of the operations or statutory obligations of the Employer shall be and remain the sole property of the Employer and shall be delivered up by the CEO to the Employer upon demand.

- 21.3 The CEO acknowledges that the obligations imposed by this Clause shall be in addition to the obligations imposed or implied at common law in respect of CEOs.

- 21.4 The CEO's obligations under this Clause shall survive the termination of this Agreement.

22. INTELLECTUAL PROPERTY AND OTHER PROPERTY OF THE EMPLOYER

22.1 Intellectual Property

- 22.1.1 All materials provided to the CEO by the Employer, including materials provided to enable performance of the Duties, and all intellectual property in those materials, are and remain the property of the Employer.
- 22.1.2 All material produced by the CEO in performing the Duties (in or out of working hours) and all intellectual property in that material are the property of the Employer alone, on and from creation, unless otherwise agreed in writing by the Employer.
- 22.1.3 The CEO must do all acts and sign all documents the Employer reasonably requests to secure its ownership or registration of its intellectual property, during and after the Employment.
- 22.1.4 At the Employer's request, the CEO must return all the Employer's materials (in any form) and the CEO is not entitled to retain copies of the Employer's materials in any form.

22.2 Other property

- 22.2.1 The CEO must take all reasonable care in using the Employer's property.
- 22.2.2 On termination of the CEO's Employment or upon the Employer's request, the CEO must return in good condition (subject to fair wear and tear) any property in the CEO's possession or control belonging to the Employer.

22.3 Breach

A breach of the CEO's obligations under this Clause is a serious breach of this Agreement. In addition to the Employer's other remedies, the Employer may sue the CEO for damages sustained as a result of such a breach, interest and legal costs on a solicitor and own client basis.

23. GOVERNING LAW

This Agreement shall be governed by, construed and take effect in accordance with the laws of South Australia and the parties hereto irrevocably submit to the jurisdiction of the courts of South Australia.

24. WARRANTY OF QUALIFICATIONS

- 24.1 The CEO warrants that he holds the qualifications and has the requisite experience, as stated to the Council before the Commencement Date, to undertake the Duties. The parties acknowledge the provision of the signed, original academic transcripts by the CEO prior to the Commencement Date.

- 24.2 If the CEO does not have the qualifications or experience stated, the Employer may summarily terminate this Agreement.

25. ENTIRE AGREEMENT

This Agreement constitutes the entire agreement of the parties regarding the employment of the CEO as herein provided and supersedes all prior agreements, understandings and negotiations regarding the employment of the CEO.

26. DISPUTE RESOLUTION

- 26.1 Any dispute between the parties in relation this Agreement may be settled by any agreed process or, failing agreement as to a process, may be referred to an agreed third party for mediation and conciliation. Both parties may be represented at any mediation or conciliation.

- 26.2 The cost of engaging the agreed third party referred to in Clause 26.1, if any, will be borne equally by the parties.

27. NO WAIVER

- 27.1 A party waives a right under this Agreement only by written notice to the other party that it waives that right.

- 27.2 A waiver is limited to the specific instance to which it relates and to the specific purpose for which it was given.

28. SEVERABILITY

The Employer and the CEO consider the covenants, obligations and restrictions herein contained to be reasonable in all the circumstances of the employment and each and every one of such covenants, obligations and restrictions in each and every part thereof, shall be deemed to be a severable and independent covenant, obligation and restriction to the intent that, if they are taken together, be judged to go beyond what is reasonable in all the circumstances, but would be adjudged reasonable with any one or more such covenants, obligations or restrictions or any one or more parts thereof deleted the covenants, obligations and restrictions herein contained shall be deemed to apply as if such covenants, obligations or restrictions or parts thereof as are so adjudged, unreasonable were deleted.

29. NOTICES

Any notice to be given pursuant to this Agreement shall be in writing and may be delivered personally or delivered by prepaid registered post to the address of the parties set out in this Agreement, or at the known place of abode or business of the party or such other address as the party may from time to time notify to the other party for the purposes of service of any notice.

- 16 -

30. **VARIATION**

This Agreement shall only be varied by further agreement of the parties in writing.

31. **SIGNATORIES**

Signed by an authorised representative
of the **City of Playford** in the presence
of:

S. Reichst
Signature of witness

[Signature]
Authorised representative

Susie REICHSTEIN
Name of witness (print)

31/7/2017
Date

Signed by **Malcolm Hemmerling** in the
presence of:

[Signature]
Signature of witness

[Signature]
Malcolm Hemmerling

Christina Pietruszka
Name of witness (print)

31/7/17
Date

SCHEDULE ONE: CHIEF EXECUTIVE OFFICER JOB & PERSON SPECIFICATION**POSITION DESCRIPTION**

| | |
|----------------------|--------------------------------|
| Title | Chief Executive Officer |
| Level of Work | Executive |
| Reports to | Council through Mayor |
| Business Unit | Executive |

1. POSITION OBJECTIVE

The Chief Executive Officer, in partnership with the Mayor and Councillors is responsible for leading, managing and implementing efficient and effective services to the community.

Ensure that the Council's statutory and governance obligations are met in a timely and effective manner.

2. POSITION ACCOUNTABILITIES**Leadership and Strategy**

- Work closely with Council to ensure that Strategic Plans are developed, implemented and monitored within appropriate and legislated timeframes
- Drive and ensure financial sustainability of the Council through the development of strategic and operational financial plans within the parameters set by relevant legislation and guided by the Council
- Effectively communicate the Council vision and strategy to all stakeholders
- Drive and sponsor continuous improvement across the organisation, integrating and aligning all aspects of the organisation, to effectively manage the quantum of continuous improvement required
- Provide and demonstrate clear direction through consistent messaging and guidance, to ensure fair and ethical behavior at all times

Finance and Asset Management

- Ensure Annual and Long Term Financial Plans are developed, monitored, communicated and controlled
- Closely monitor and control budgets
- Ensure Council has the required corporate infrastructure to fulfil its plans and obligations
- Ensure maximum value is derived from the broad use of Council services physically, financially and intellectually, for community benefit
- Monitor organisational performance to ensure objectives are achieved and opportunities for development are identified

- Effectively manage all assets to optimise their use, benefits and return to the community
- Develop and maintain effective strategies and procedures to manage and mitigate risk

People and Culture

- Attract and retain talent to achieve the Council's objectives
- Bring people along with change in ways that support, stretch and develop their capabilities
- Draw the diverse range of staff into a collaborative, positive, team oriented culture that fosters talent, individual accountability and leaderships at all levels
- As the responsible Officer, take reasonable steps to ensure Council completes all required obligations under the Workplace Health, Safety Act 2012 and associated legislation to ensure a safe and positive working environment
- Create and maintain a work environment that fosters mutually beneficial relationships between employee and employer

Service Delivery

- Proactively champion, develop and maintain a strong customer service focus for the organisation
- Ensure all the residents, ratepayers and businesses of the City of Playford are treated as its customers and that their best interests are reasonably served at all times.
- Review and add value to Council processes, reports and debate to ensure they support the Mayor and Councillors decision making, effective governance and responsible action.

Stakeholder Engagement

- Provide input and influence into International, Commonwealth, State or Local Government initiatives or programs affecting the City.
- Engage others outside the community to bring benefit and attract resources to the Council and region.
- Lead the development of relevant strategic partnerships
- Establish and maintain quality relationships with local businesses and industry, educational institutions, community service providers, and government agencies.

Council Relationship

- Develop and maintain a positive and collaborative working relationship with the Mayor and Councillors
- Provide Council with reports that indicate the status, success and effectiveness of all operations and major projects.
- Ensure all decisions of Council are progressed, implemented and reported on (where applicable) in a timely and appropriate manner.
- Provide the Mayor and Councillors with appropriate professional development opportunities which include mandated training.
- Ensure workplace policies, procedures and systems for risk identification, risk assessment, risk control and workplace health and safety meet or exceed expected standards
- Implement all policies and procedures adopted by the City of Playford including the Code of Conduct for Council Employees is complied with by self and team to expected standards.

3. QUALIFICATIONS/KNOWLEDGE/EXPERIENCE

Qualifications:

Essential

- Tertiary Qualifications in a relevant discipline

Desirable

- MBA or equivalent post graduate qualification

Knowledge, Skills & Experience (Essential)

- Experience in Executive Management
- Extensive experience in the management of multi-functioned service organisation, together with extensive experience in the supervision and management of strategy staff, assets and finances
- Sound knowledge of relevant Local, State and Federal Government legislation
- Highly developed, communication skills (written and oral), suitable for a range of audiences and situations
- Proven ability to negotiate and influence at senior levels
- Demonstrated capacity to lead and develop relationships across a broad spectrum
- Ability to plan, prioritise and effectively manage complex and competing tasks
- Capability to mentor, empower and develop strong performers
- Capacity and ability to effectively respond to unforeseen circumstances
- Well-developed presentation and public speaking skills
- Active and strong networks across Northern Adelaide, South Australia and Nationally
- Local Government knowledge and/or experience
- An understanding of the importance of effective Human Resource Principles and Equal Employment Opportunity

Personal Attributes

- Conducts self with a high level of personal integrity and honesty
- Shows interest in the development of communities and networks
- Has the courage to have robust conversations
- Demonstrates resilience, perseverance, and ethical behavior
- Has a high degree of self-motivation and enthusiasm
- Demonstrates a high level of interpersonal skills and work ethic including high degree of confidentiality, discretion and diplomacy

SCHEDULE TWO – TOTAL EMPLOYMENT COST PACKAGE

| | |
|---|---------------------|
| Annual base salary (gross) | \$297,978.66 |
| Superannuation contribution | \$ 25,000.00 |
| Full and unrestricted use of a fully maintained vehicle | \$ 25,000.00 |
| Personal development and training allowance | \$ 25,000.00 |
| TOTAL (gross) | \$372,978.66 |

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**).

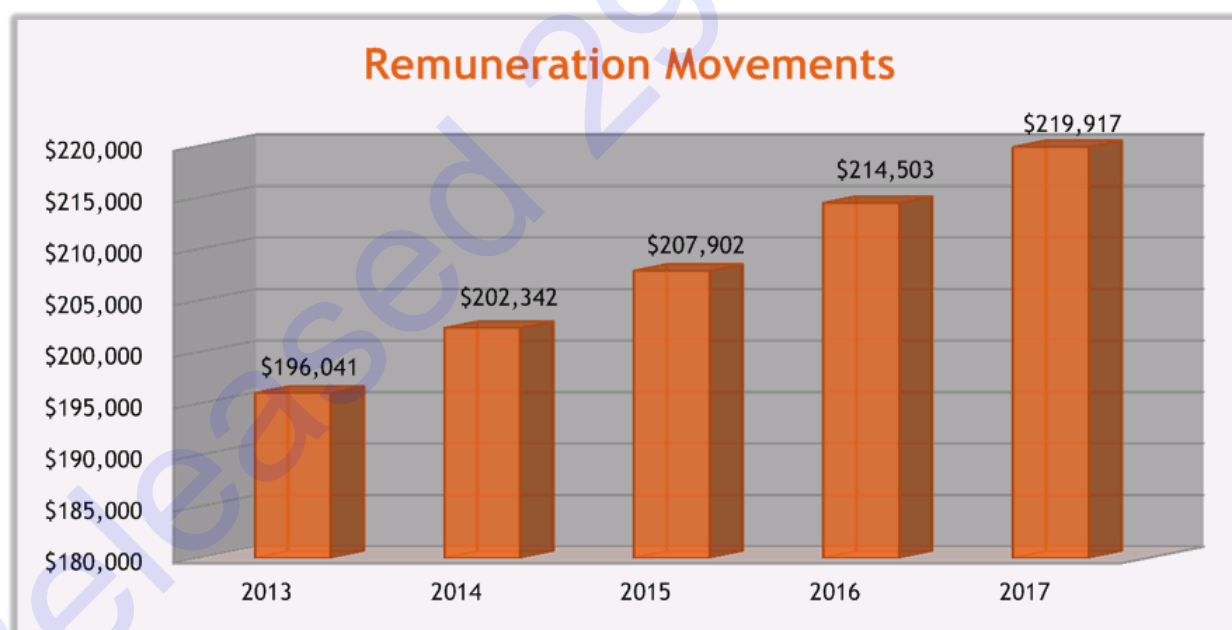
TABLE 3

| 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



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

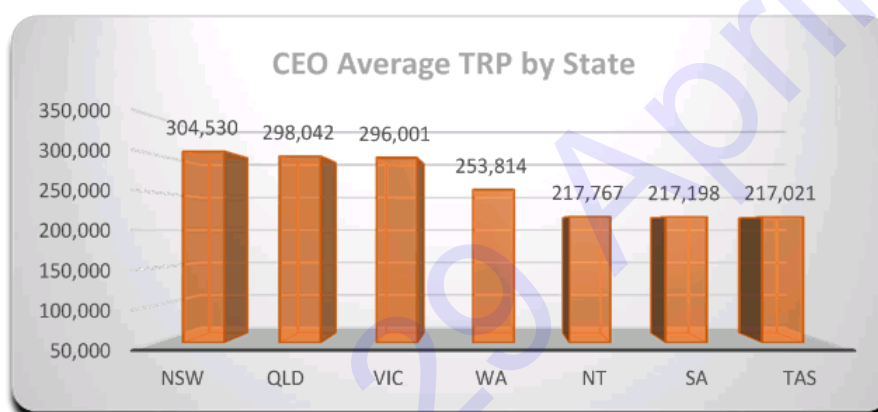
| | Count | Male | Female | Q1 | Median | Q3 | Average |
|----------------------------|-------|------|--------|---------|---------|---------|---------|
| Total Remuneration Package | 204 | 174 | 30 | 214,997 | 259,047 | 320,537 | 269,937 |
| Cash Component | 204 | 174 | 30 | 175,000 | 219,736 | 270,734 | 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

| State | Count | Male | Female | Total Package | | | |
|-------|-------|------|--------|---------------|---------|---------|---------|
| | | | | 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

| State | Count | Male | Female | Total Package | | | |
|-------|-------|------|--------|---------------|---------|---------|---------|
| | | | | 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.

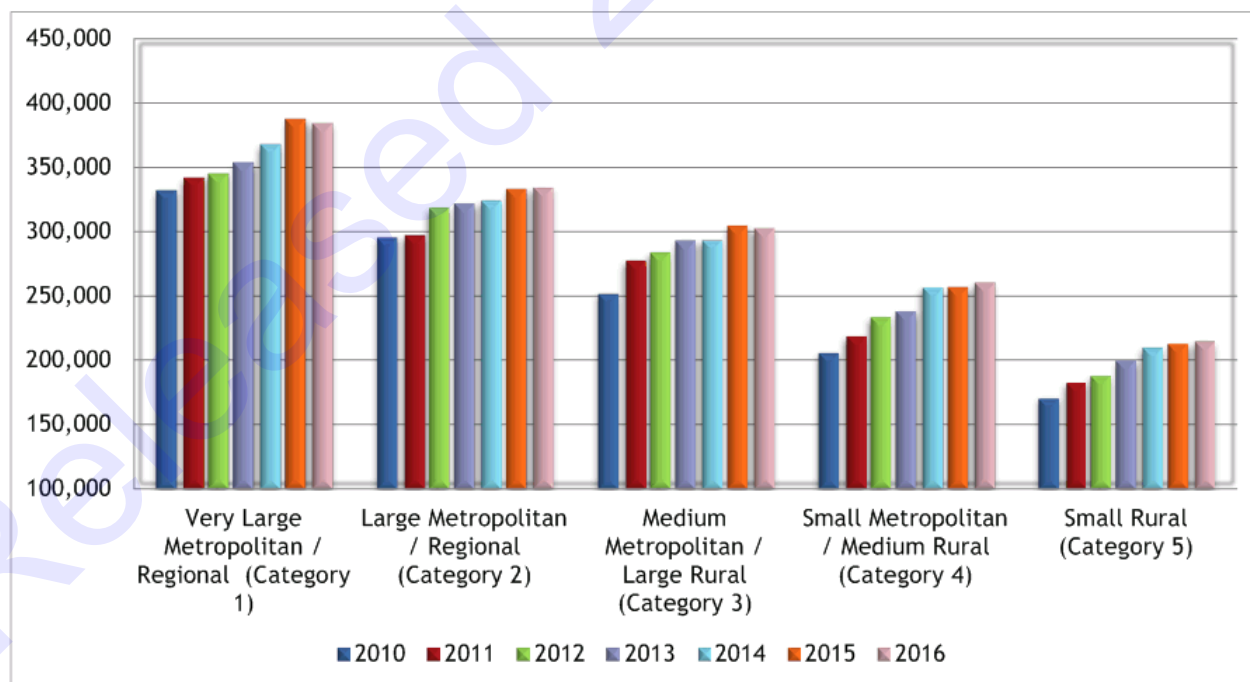
Remuneration Movements – National

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) | 6.68% | 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 Barmera 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 | 191,337 | 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 Orreroo 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 | - | - | - | - |
| 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 | 246,112 | 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 | 276,600 | 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 Barossa 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 | PRP | 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

| Council | January 2017 | | | | | Council | January 2016 | | | | |
|--|--------------|--------|---------|--------|---------|--|--------------|--------|---------|--------|---------|
| | Cash | Super | Vehicle | Other | Total | | 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 Orreroo 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 |

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

| 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 Orreroo 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 | 168,082 | 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 | 216,938 | 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 | 139,083 | 13,212 | 8,777 | 19,444 | 180,516 |
| Naracoorte Lucindale Council | 171,790 | 16,320 | 12,000 | 3,000 | 203,110 |
| Northern Areas Council | 128,904 | 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 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 | - | 163,205 |
| 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 | 215,746 |
| 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 | 218,301 | 20,193 | 10,000 | - | 248,494 |
| | | | | | |

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

| Council | January 2017 | | | | |
|--|--------------|--------|---------|--------|---------|
| | Cash | Super | Vehicle | Other | Total |
| G6 (METROPOLITAN) | | | | | |
| Adelaide City Council | 282,406 | 27,763 | 9,831 | 5,000 | 325,000 |
| 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 Onkaparinga | 280,455 | 28,046 | 19,500 | 4,070 | 332,071 |
| City of Salisbury | 295,811 | 28,989 | - | 5,400 | 330,200 |
| City of Tea Tree Gully | 246,112 | 22,888 | - | 2,000 | 271,000 |
| AVERAGE | 269,614 | 26,718 | 13,458 | 2,745 | 308,049 |
| OTHER METROPOLITAN | | | | | |
| City of Port Adelaide Enfield | 276,600 | 30,400 | 13,000 | - | 320,000 |
| Campbelltown Council | 233,950 | 22,225 | 12,000 | - | 268,175 |
| City of Burnside | 201,086 | 19,578 | 5,000 | - | 225,664 |
| City of Holdfast Bay | 220,745 | 20,971 | 14,272 | - | 255,988 |
| City of Mitcham | 252,480 | 23,985 | 10,000 | - | 286,465 |
| 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 Prospect | 211,564 | 19,675 | 8,800 | - | 240,039 |
| City of Unley | 229,957 | 22,872 | 10,805 | 7,500 | 271,134 |
| City of West Torrens | 285,604 | 27,132 | - | - | 312,736 |
| Corporation of the Town of Walkerville | 210,603 | 19,586 | 7,000 | - | 237,189 |
| AVERAGE | 240,851 | 23,882 | 11,788 | 2,045 | 277,494 |
| OUTER METROPOLITAN | | | | | |
| Adelaide Hills Council | 208,292 | 19,788 | 10,000 | - | 238,080 |
| Mount Barker District Council | 232,968 | 23,888 | - | - | 256,856 |
| Town of Gawler | 215,236 | 21,226 | 13,000 | - | 249,462 |
| AVERAGE | 218,832 | 21,634 | 11,500 | - | 248,133 |

| Council | January 2016 | | | | |
|--|--------------|--------|---------|--------|---------|
| | Cash | Super | Vehicle | Other | Total |
| G6 (METROPOLITAN) | | | | | |
| 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 Marion | 238,000 | 22,610 | 12,000 | - | 272,610 |
| City of Onkaparinga | 280,455 | 28,045 | 19,500 | 3,480 | 331,480 |
| City of Salisbury | 290,000 | 25,000 | - | 5,000 | 320,000 |
| City of Tea Tree Gully | 241,537 | 22,463 | - | - | 266,000 |
| AVERAGE | 265,233 | 25,730 | 13,458 | 4,240 | 301,682 |
| OTHER METROPOLITAN | | | | | |
| City of Port Adelaide - Enfield | 272,075 | 29,925 | 13,000 | - | 315,000 |
| Campbelltown City Council | 224,952 | 21,370 | 12,000 | - | 258,322 |
| City of Burnside | 201,137 | 19,578 | 4,949 | - | 225,664 |
| City of Holdfast Bay | 216,417 | 20,560 | 14,272 | - | 251,249 |
| 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 Playford | 297,978 | 35,000 | 25,000 | 15,000 | 372,978 |
| City of Prospect | 219,415 | 20,406 | 8,800 | 5,000 | 253,621 |
| City of Unley | 219,936 | 21,986 | 11,500 | - | 253,422 |
| City of West Torrens | 282,178 | 26,807 | - | - | 308,985 |
| Corporation of the Town of Walkerville | 206,348 | 19,190 | 7,000 | - | 232,538 |
| AVERAGE | 237,705 | 23,584 | 12,052 | 10,000 | 274,064 |
| OUTER METROPOLITAN | | | | | |
| Adelaide Hills Council | 202,563 | 19,244 | 8,000 | 5,000 | 234,807 |
| Mount Barker District Council | 227,286 | 23,305 | - | - | 250,591 |
| Town of Gawler | 207,000 | 21,025 | - | - | 228,025 |
| AVERAGE | 212,283 | 21,191 | 8,000 | 5,000 | 237,808 |

| Council | January 2017 | | | | |
|--|--------------|--------|---------|--------|---------|
| | Cash | Super | Vehicle | Other | Total |
| 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 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 |
| 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 | | | | |
|--|--------------|--------|---------|--------|---------|
| | Cash | Super | Vehicle | Other | Total |
| 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 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 |
| 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 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 |
| 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 | - | 5000 | 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 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 |
| 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

C. COUNCIL/COMMITTEE TO DECIDE HOW LONG ITEM 9.2 IS TO BE KEPT IN CONFIDENCE

Purpose

To resolve how long agenda item 9.2 is to be kept confidential.

STAFF RECOMMENDATION

Pursuant to Section 90(2) and Section 91(7) of the Local Government Act 1999, the Council orders that the following aspects of Item 9.2 be kept confidential in accordance with Council's reasons to deal with this item in confidence pursuant to Section 90 (3) (a) of the Local Government Act 1999:

- Report for item 9.2
- Attachment(s) for Item 9.2
- Decision for Item 9.2

This order shall operate until such time that Council has considered this item and made a determination or will be reviewed and determined as part of the annual review by Council in accordance with Section 91(9)(a) of the Local Government Act 1999, whichever comes first.