



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

CONFIDENTIAL MATTERS

9.1	CEO Contractual Obligations (Attachments).....	4
9.2	Review the Chief Executive Officer's Quarterly Performance (Attachment).....	27

Released 29 April 2019

9.1 CEO CONTRACTUAL OBLIGATIONS

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 CEO Contractual Obligations

Attachments :

1. SA LGA Remuneration Survey Report - Chief Executive Officers
2. Staff Enterprise Agreement salary increases

Why is this matter before the Council or Committee?

The Chief Executive Officer Employment Agreement details the Chief Executive Officer conditions of employment. Under Clause 17 TEC Package Review, Council are required to consider the Employment Agreement annually in conjunction with the performance review. The performance review was undertaken and agreed in October 2016 and now requires the Council to consider the TEC Package. In accordance with the Employment Agreement the review needs to take into account the key performance indicators, the position description, remuneration paid to CEO's of similar sized council in South Australia, and any other factor the Council considers relevant.

Presenter: Ms Jane Jeffreys, Jane Jeffrey Consulting

Purpose: For the Committee to consider the TEC Package for the Chief Executive Officer as part of the annual performance review as outlined in the Employment Agreement.

Duration: 15 Minutes

McArthur
Best People Fit

South Australian Local Government
Remuneration Survey Report
Chief Executive Officers



Local Government Association
of South Australia



INTRODUCTION

The latest annual survey of Chief Executive Officers' Total Remuneration Package (TRP) as at 1 December 2015, was undertaken by M^cArthur over the period December – February 2016.

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.

All 68 South Australian Councils participated in the survey. In addition we were able to utilise the results of the M^cArthur National Local Government Remuneration Survey 2015/2016 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.

- Council Solutions
- Other Metropolitan
- Outer Metropolitan
- Regional
- Small Regional

Councils Considered in the Review

Our research primarily considered material supplied by all 68 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 telephone rental and calls or computer usage

Rent – Value of home rental assistance

Other – Includes a range of remuneration packages not included elsewhere



2016 Data – Observations and Trends

For the 2016 survey, responses were received from all 68 South Australian Councils

Average Total Remuneration Package (TRP) – All Councils

Across the 68 Councils within South Australia the total annual cost of remuneration packages for Chief Executives amounted to \$14,750,027, representing an average of \$216,912 per Council as shown in table 1 below. The annual value of TRPs ranged from \$124,365 to \$372,978.

TABLE 1

Source	Total Package	Cash	Super	Vehicle	PRP	Phone Laptop	Rent	Other
Total Value	14,750,027	12,618,616	1,250,887	713,763	59,344	35,779	48,497	23,141
Average	216,912	185,568	18,395	12,098	3,491	1,932	9,700	2,104

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
Council Solutions	301,682	265,233	25,730	13,458	3,500	1,590		1,900
Other Metro	274,064	237,705	23,584	12,052	15,000			5,000
Outer Metro	237,808	212,283	21,191	2,667	1,667	-	-	-
Regional	210,108	179,732	17,208	11,408	2,756	2,430	7,800	2,017
Small Regional	161,588	132,424	14,293	12,537	2,160	1,217	10,174	1,658

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 \$4,949 to \$25,000, the average value being \$12,098. For 2016, 11 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%. Five CEO's negotiated additional superannuation contributions by way of salary sacrifice.

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

16 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 \$300 to \$15,000.

Phone / Laptop

23.5% 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 \$300 to \$9,576 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

5 positions across the 68 Councils received rental assistance as part of their package attracting benefits totalling \$48,497. These benefits ranged from \$7,800 to \$14,177. All positions that attracted rental assistance resided in regional and or remote areas.

Other Benefits

With a range from \$123 to \$5,267 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 \$23,141 and included such items as; salary sacrifice for additional superannuation and annual leave, gymnasium and sporting club memberships, 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.

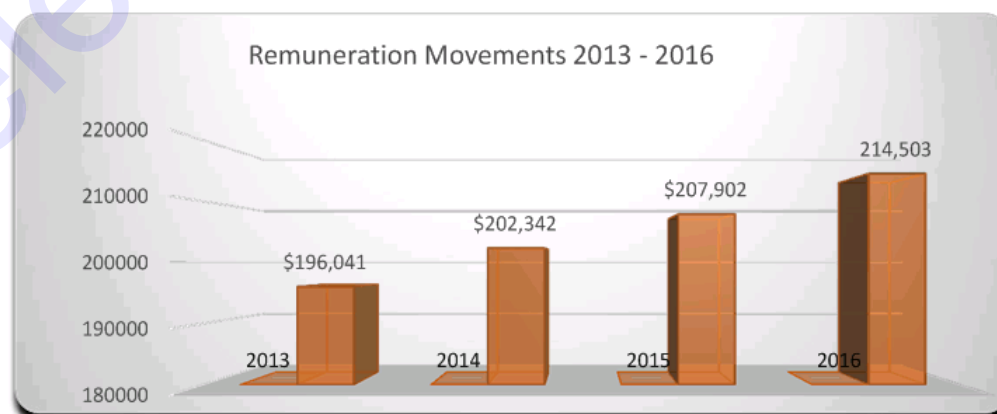
Although this years' survey includes more comprehensive data the following table and chart incorporate information based on previous years to demonstrate movements in remuneration levels over the past three years. With the inclusion of benefits beyond base salary, superannuation and motor vehicles the average Total Remuneration Package for Chief Executives in the current year amounts to \$216,912 (refer Table 1).

TABLE 3

* CPI & Wage Price Index by courtesy of ABS

Source	January 2016	January 2015	January 2014	July 2013
Average Remuneration Inc. Base Salary, Superannuation and Vehicle	214,503	207,902	202,342	196,041
Percentage Increase	3.18%	2.75%	3.21%	-
Consumer Price Index (All Ords. Adelaide)	1.04%	1.72%	2.25%	-
Wage Price Index (All Sectors)	2.2%	2.5%	2.5%	-

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 Council Solutions group.

TABLE 4

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

Here we note that 2016 realised a decline in the average TRP for Chief Executive Officers within the Council Solutions group. This was primarily a consequence of recent new appointments to the position across three Councils. In each instance the new appointee accepted the appointment at a lesser salary than the previous incumbent.

All other groups experienced increases in excess of the Consumer Price Index and Wage Price Index for the 12 month period ending December 2015.



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 **McArthur 2015 /2016 National Remuneration Survey**.

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

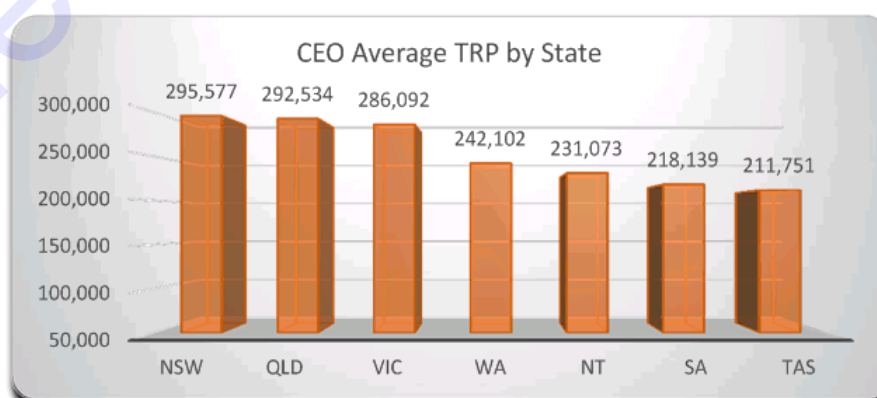
- **Median** is the midpoint of all values
- **Q1** is the number below which 25% of the data falls
- **Q3** is the number above which 25% of the data falls

TABLE 5	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	208	183	25	212,394	252,387	302,465	264,941
Cash Component	208	183	25	171,314	213,565	269,579	222,610
Motor Vehicle	183	160	23	10,000	14,000	18,000	15,369
Phone/Laptop	69	60	9	980	1,500	2,400	1,717
Professional Development	67	61	6	1,000	2,500	5,000	3,141
Rental/Home Assistance	39	34	5	6,500	12,480	19,000	13,043
Council Super Contribution	208	183	25	18,685	21,917	27,449	23,448
Bonus Paid	7	6	1	3,603	10,000	23,805	20,859
Other	49	43	6	1,250	3,416	6,351	5,661

Across the 208 Councils nationally the average TRP amounted to \$264,941. With 32 South Australian Councils providing data the average within South Australia amounted to \$218,139 as shown in the following table and chart.

TABLE 6	Total Package						
State	Count	Male	Female	Q1	Median	Q3	Average
NSW	32	29	3	254,359	292,650	335,500	295,577
NT	6	4	2	215,000	241,547	261,180	231,073
QLD	44	41	3	219,501	273,600	346,950	292,534
SA	32	28	4	178,654	222,969	249,419	218,139
TAS	18	16	2	185,655	205,725	233,487	211,751
VIC	50	44	6	232,242	282,399	326,955	286,092
WA	26	21	5	197,900	237,674	279,098	242,102

CHART 2





When we use the information from the LGASA Survey which includes data from all 68 South Australian Councils the following picture emerges.

Table 7				Total Package			
State	Count	Male	Female	Q1	Median	Q3	Average
NSW	32	29	3	254,359	292,650	335,500	295,577
NT	6	4	2	215,000	241,547	261,180	231,073
QLD	44	41	3	219,501	273,600	346,950	292,534
SA	68	64	4	153,055	210,605	288,046	216,912
TAS	18	16	2	185,655	205,725	233,487	211,751
VIC	50	44	6	232,242	282,399	326,955	286,092
WA	26	21	5	197,900	237,674	279,098	242,102

Here we note that while the average is similar to that shown in Table 6 above, significant variations occur within the Lower and Upper Quartiles. This is primarily as a consequence of several larger Councils not participating in or providing CEO data to the M^cArthur National Survey.

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	Q3	Average
Very Large Metropolitan / Regional (Category 1) Expenditure Budgets greater than \$160 Million	24	21	3	352,410	420,553	387,819
Large Metropolitan / Regional (Category 2) Expenditure Budgets \$100 Million - \$160 Million	19	17	2	310,000	362,866	333,330
Medium Metropolitan / Large Rural (Category 3) Expenditure Budgets \$60 Million - \$100 Million	27	25	2	275,079	327,892	304,691
Small Metropolitan / Medium Rural (Category 4) Expenditure Budgets \$30 Million - \$60 Million	42	38	4	235,000	279,098	256,868
Small Rural (Category 5) Expenditure Budgets less than \$30 Million	96	82	14	189,381	239,216	213,038

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

TABLE 9

Category	Count	Male	Female	Q1	Q3	Average
Very Large Metropolitan / Regional (Category 1) Expenditure Budgets greater than \$160 Million	1	1	-	-	-	320,000
Large Metropolitan / Regional (Category 2) Expenditure Budgets \$100 Million - \$160 Million	3	3	0	307,500	325,740	316,620
Medium Metropolitan / Large Rural (Category 3) Expenditure Budgets \$60 Million - \$100 Million	4	4	0	269,305	340,982	305,143
Small Metropolitan / Medium Rural (Category 4) Expenditure Budgets \$30 Million - \$60 Million	13	13	0	237,503	277,967	258,912
Small Rural (Category 5) Expenditure Budgets less than \$30 Million	47	43	4	151,351	229,315	189,773



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	-	-	320,000	352,410	420,553	387,819
Large Metropolitan / Regional (Category 2) Expenditure Budgets \$100 Million - \$160 Million	307,500	325,740	316,620	310,000	362,866	333,330
Medium Metropolitan / Large Rural (Category 3) Expenditure Budgets \$60 Million - \$100 Million	269,305	340,982	305,143	275,079	327,892	304,691
Small Metropolitan / Medium Rural (Category 4) Expenditure Budgets \$30 Million - \$60 Million	237,503	277,967	258,912	235,000	279,098	256,868
Small Rural (Category 5) Expenditure Budgets less than \$30 Million	151,351	229,315	189,773	189,381	239,216	213,038

Here we note that, on two occasions (categories 3 and 4) the average TRP across South Australian Councils is marginally higher than the national average. Within category 5 which includes 70% of South Australian Councils we observe that South Australian Councils fall significantly below the Q1 and national average. Category 2 Councils within South Australia also fall significantly below the national average most notable within the upper quartile.

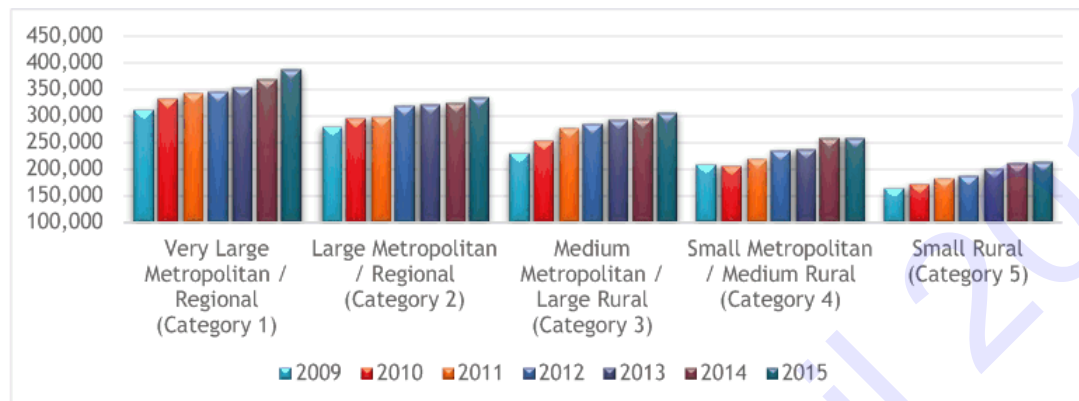
Remuneration Movements – National

Across the nation, remuneration levels increased steadily for Chief Executives from 2009 to 2015 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	2009	2010	2011	2012	2013	2014	2015
Very Large Metropolitan / Regional (Category 1) Expenditure Budgets greater than \$160 Million	310,083	332,424	341,718	345,038	354,115	368,369	387,819
Large Metropolitan / Regional (Category 2) Expenditure Budgets \$100 Million - \$160 Million	279,662	295,577	297,220	318,475	322,187	324,491	333,330
Medium Metropolitan / Large Rural (Category 3) Expenditure Budgets \$60 Million - \$100 Million	228,621	251,956	277,532	283,875	293,401	293,906	304,691
Small Metropolitan / Medium Rural (Category 4) Expenditure Budgets \$30 Million - \$60 Million	207,967	205,976	218,705	233,309	238,562	257,002	256,868
Small Rural (Category 5) Expenditure Budgets less than \$30 Million	163,594	170,566	182,502	187,751	200,250	210,293	213,038

CHART 3



When we look at remuneration variations as a percentage over a five year period we note that while some of these have been in line with increases in the Consumer Price Index (CPI) there are many occasions where this has been exceeded while on other occasion's package increases have failed to reach that figure.

With an average increase across all categories of Councils of 3.73% per year the following table and charts show percentage variations over the period 2010 to 2015.

TABLE 12

Council Category	2011	2012	2013	2014	2015	2011/15
Very Large Metropolitan / Regional (Category 1)	2.80%	0.97%	2.63%	4.03%	5.28%	16.66%
Large Metropolitan / Regional (Category 2)	0.56%	7.15%	1.17%	0.72%	2.72%	12.77%
Medium Metropolitan / Large Rural (Category 3)	10.15%	2.29%	3.36%	0.17%	3.67%	20.93%
Small Metropolitan / Medium Rural (Category 4)	6.18%	6.68%	2.25%	7.73%	(0.05)%	24.71%
Small Rural (Category 5)	7.00%	2.88%	6.66%	5.02%	1.31%	24.90%

Summary Tables

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

Table 14 – shows the Total Remuneration Package including the cash, superannuation and the value of all other benefits for all Councils segment by the common groupings

Table 15 – provides a contrast between this years' data and the previous year for all Councils. To enable a valid comparison this table excludes the value of benefits beyond base salary, superannuation and motor vehicles as they were not included in last year's survey.

Table 16 – provides a contrast between this years' data and the previous year for all Councils. To enable a valid comparison this table excludes the value of benefits beyond base salary, superannuation and motor vehicles as they were not included in last year's survey.

Table 13 – Total Remuneration Package details – All Councils

Council	Total Remuneration Package	Cash Component	Superannuation	Vehicle	PRP	Phone / Laptop	Rent Assistance	Other
Adelaide City Council	320,000	282,407	27,763	9,830				
Adelaide Hills Council	234,807	202,563	19,244	8,000	5,000			
Alexandrina Council	279,600	231,000	23,100	12,000	10,000	3,000		500
Berri Barmera Council	198,000	172,000	16,000	10,000				
Campbelltown Council	258,322	224,952	21,370	12,000				
City of Burnside	225,664	201,137	19,578	4,949				
City of Charles Sturt	300,000	259,000	28,500	12,500				
City of Holdfast bay	251,249	216,417	20,560	14,272				
City of Marion	272,610	238,000	22,610	12,000				
City of Mitcham	280,855	245,530	23,325	12,000				
City of Mount Gambier	244,000	210,000	21,000	12,000		1,000		
City of Norwood Payneham & St Peters	262,071	228,794	21,277	12,000				
City of Onkaparinga	331,480	280,455	28,045	19,500		1,680		1,800
City of Playford	372,978	297,978	35,000	25,000	15,000			
City of Port Adelaide Enfield	315,000	272,075	29,925	13,000				
City of Port Lincoln	201,007	171,562	21,445	8,000				
City of Prospect	253,621	219,415	20,406	8,800				5,000
City of Salisbury	320,000	290,000	25,000		3,500	1,500		
City of Tea Tree Gully	266,000	241,537	22,463					2,000
City of Unley	253,422	219,936	21,986	11,500				
City of Victor Harbor	239,190	206,164	19,586	12,000	720	720		
City of West Torrens	308,985	282,178	26,807					
Clare and Gilbert Valleys Council	200,340	167,624	15,589	15,000	524	1,603		
Coorong District Council	192,860	163,937	15,163	13,760				
Corporation of the Town of Walkerville	232,538	206,348	19,190	7,000				
District Council of Barunga West	158,455	126,000	11,655	12,000	1,000		7,800	
District Council of Ceduna	195,787	160,787	25,000	10,000				
District Council of Cleve	155,256	122,650	11,406	11,000	1,000	1,000	8,200	
District Council of Coober Pedy	198,960	168,000	15,960	15,000				
District Council of Elliston	164,350	130,000	12,350	12,000			10,000	
District Council of Franklin Harbour	138,437	115,000	10,637	9,000		1,800		2,000
District Council of Grant	187,003	157,080	14,923	12,000	3,000			
District Council of Karoonda East Murray	124,365	100,638	11,727	12,000				
District Council of Kimba	153,300	123,836	11,764	15,000	300	2,000		400

Council	Total Remuneration Package	Cash Component	Superannuation	Vehicle	PRP	Phone / Laptop	Rent Assistance	Other
District Council of Lower Eyre Peninsula	165,689	147,084	13,605	5,000				
District Council of Loxton Waikerie	212,243	180,679	17,164	10,000	1,400	3,000		
District Council of Mallala	210,605	175,438	16,667	16,800		1,700		
District Council of Mount Remarkable	191,175	165,000	15,675	10,000				500
District Council of Orroroo Carrieton	157,722	144,125	13,597					
District Council of Peterborough	127,229	104,955	9,974	12,000		300		
District Council of Robe	170,356	136,821	12,724	20,811				
District Council of Streaky Bay	163,300	140,000	13,300	10,000				
District Council of the Copper Coast	220,526	185,764	17,648	15,914		1,200		
District Council of Tumby Bay	170,305	141,831	13,474	15,000				
District Council of Yankalilla	195,000	168,082	16,918	10,000				
Kangaroo Island Council	225,133	190,486	18,096	14,000				2,551
Kingston District Council	161,570	136,132	12,438	13,000				
Light Regional Council	241,863	216,938	20,175	4,750				
Mid Murray Council	200,025	169,373	15,752	12,500	400	2,000		
Mount Barker District Council	250,591	227,286	23,305					
Naracoorte Lucindale Council	203,110	171,790	16,320	12,000				3,000
Northern Areas Council	156,150	128,904	12,246	15,000				
Port Augusta City Council	241,995	221,000	20,995					
Port Pirie Regional Council	204,825	173,515	16,310	15,000				
Regional Council of Goyder	154,183	129,170	12,013	13,000				
Renmark Paringa Council	193,237	164,600	15,637	12,000		1,000		
Roxby Council	180,516	139,083	13,212	8,777			14,177	5,267
Rural City of Murray Bridge	244,051	217,855	20,696		5,000	500		
Southern Mallee District Council	163,205	123,000	11,685	15,000	4,000	1,200	8,320	
Tatiara District Council	165,973	140,523	13,350	12,100				
The Barossa Council	241,000	207,685	19,315	14,000				
The Flinders Ranges Council	135,400	111,722	10,055	12,000	500	1,000		123
Town of Gawler	228,025	207,000	21,025					
Wakefield Regional Council	215,746	179,151	17,019	10,000		9,576		
Wattle Range Council	214,793	185,144	17,649	12,000				
Whyalla City Council	248,130	215,124	20,006	10,000	3,000			
Wudinna District Council	157,350	120,055	32,295		5,000			
Yorke Peninsula	248,494	218,301	20,193	10,000				
Total	14,750,027	12,618,616	1,250,887	713,763	59,344	35,779	48,497	23,141
Average	216,912	185,568	18,395	12,098	3,491	1,932	9,700	2,104

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

Council	Total Remuneration Package	Cash Component	Superannuation	Vehicle	PRP	Phone / Laptop	Rent Assistance	Other
COUNCIL SOLUTIONS								
Adelaide City Council	320,000	282,407	27,763	9,830				
City of Charles Sturt	300,000	259,000	28,500	12,500				
City of Marion	272,610	238,000	22,610	12,000				
City of Onkaparinga	331,480	280,455	28,045	19,500		1,680		1,800
City of Salisbury	320,000	290,000	25,000		3,500	1,500		
City of Tea Tree Gully	266,000	241,537	22,463					2,000
AVERAGE	301,682	265,233	25,730	13,458	3,500	1,590		1,900
OTHER METROPOLITAN								
City of Port Adelaide Enfield	315,000	272,075	29,925	13,000				
Campbelltown Council	258,322	224,952	21,370	12,000				
City of Burnside	225,664	201,137	19,578	4,949				
City of Holdfast Bay	251,249	216,417	20,560	14,272				
City of Mitcham	280,855	245,530	23,325	12,000				
City of Norwood Payneham & St Peters	262,071	228,794	21,277	12,000				
City of Playford	372,978	297,978	35,000	25,000	15,000			
City of Prospect	253,621	219,415	20,406	8,800				5,000
City of Unley	253,422	219,936	21,986	11,500				
City of West Torrens	308,985	282,178	26,807					
Corporation of the Town of Walkerville	232,538	206,348	19,190	7,000				
AVERAGE	274,064	237,705	23,584	12,052	15,000			5,000
OUTER METROPOLITAN								
Adelaide Hills Council	234,807	202,563	19,244	8,000	5,000			
Mount Barker District Council	250,591	227,286	23,305					
Town of Gawler	228,025	207,000	21,025					
AVERAGE	237,808	212,283	21,191	8,000	5,000			

Council	Total Remuneration Package	Cash Component	Superannuation	Vehicle	PRP	Phone / Laptop	Rent Assistance	Other
REGIONAL								
Alexandrina	279,600	231,000	23,100	12,000	10,000	3,000		500
Berri Barmora Council	198,000	172,000	16,000	10,000				
City of Mount Gambier	244,000	210,000	21,000	12,000		1,000		
City of Port Lincoln	201,007	171,562	21,445	8,000				
City of Victor Harbor	239,190	206,164	19,586	12,000	720	720		
Clare and Gilbert Valleys Council	200,340	167,624	15,589	15,000	524	1,603		
Coorong District Council	192,860	163,937	15,163	13,760				
District Council of Barunga West	158,455	126,000	11,655	12,000	1,000		7,800	
District Council of Grant	187,003	157,080	14,923	12,000	3,000			
District Council of Lower Eyre Peninsula	165,689	147,084	13,605	5,000				
District Council of Loxton Waikerie	212,243	180,679	17,164	10,000	1,400	3,000		
District Council of Mallala	210,605	175,438	16,667	16,800		1,700		
District Council of the Copper Coast	220,526	185,764	17,648	15,914		1,200		
District Council of Yankalilla	195,000	168,082	16,918	10,000				
Kangaroo Island Council	225,133	190,486	18,096	14,000				2,551
Light Regional Council	241,863	216,938	20,175	4,750				
Mid Murray Council	200,025	169,373	15,752	12,500	400	2,000		
Naracoorte Lucindale Council	203,110	171,790	16,320	12,000				3,000
Northern Areas Council	156,150	128,904	12,246	15,000				
Port Augusta City Council	241,995	221,000	20,995					
Port Pirie Regional Council	204,825	173,515	16,310	15,000				
Regional Council of Goyder	154,183	129,170	12,013	13,000				
Renmark Paringa Council	193,237	164,600	15,637	12,000		1,000		
Rural City of Murray Bridge	244,051	217,855	20,696		5,000	500		
Tatiara District Council	165,973	140,523	13,350	12,100				
The Barossa Council	241,000	207,685	19,315	14,000				
Wakefield Regional Council	215,746	179,151	17,019	10,000		9,576		
Wattle Range Council	214,793	185,144	17,649	12,000				
Whyalla City Council	248,130	215,124	20,006	10,000	3,000			
Yorke Peninsula	248,494	218,301	20,193	10,000				
AVERAGE	210,108	179,732	17,208	11,815	2,783	2,300	7,800	2,017

Council	Total Remuneration Package	Cash Component	Superannuation	Vehicle	PRP	Phone / Laptop	Rent Assistance	Other
SMALL REGIONAL								
District Council of Orroroo Carrieton	157,722	144,125	13,597					
District Council of Ceduna	195,787	160,787	25,000	10,000				
District Council of Cleve	155,256	122,650	11,406	11,000	1,000	1,000	8,200	
District Council of Coober Pedy	198,960	168,000	15,960	15,000				
District Council of Elliston	164,350	130,000	12,350	12,000			10,000	
District Council of Franklin Harbour	138,437	115,000	10,637	9,000		1,800		2,000
District Council of Karoonda East Murray	124,365	100,638	11,727	12,000				
District Council of Kimba	153,300	123,836	11,764	15,000	300	2,000		400
District Council of Mount Remarkable	191,175	165,000	15,675	10,000				500
District Council of Peterborough	127,229	104,955	9,974	12,000		300		
District Council of Robe	170,356	136,821	12,724	20,811				
District Council of Streaky Bay	163,300	140,000	13,300	10,000				
District Council of Tumby Bay	170,305	141,831	13,474	15,000				
Kingston District Council	161,570	136,132	12,438	13,000				
Roxby Council	180,516	139,083	13,212	8,777			14,177	5,267
Southern Mallee District Council	163,205	123,000	11,685	15,000	4,000	1,200	8,320	
The Flinders Ranges Council	135,400	111,722	10,055	12,000	500	1,000		123
Wudinna District Council	157,350	120,055	32,295		5,000			
AVERAGE	161,588	132,424	14,293	12,537	2,160	1,217	10,174	1,658

Table 15 – All Councils - Contrast between this years' data and the previous year

January 2016					January 2015				
Council	Cash	Super	Vehicle	Total	Council	Cash	Super	Vehicle	Total
Adelaide City Council	282,407	27,763	9,830	320,000	Adelaide City Council	344,944	33,864	19,192	398,000
Adelaide Hills Council	202,563	19,244	8,000	229,807	Adelaide Hills Council	191,981	18,238	12,894	223,113
Alexandrina Council	231,000	23,100	12,000	266,100	Alexandrina Council	225,339	22,534	12,000	259,873
Campbelltown City Council	224,952	21,370	12,000	258,322	Campbelltown City Council	218,400	20,748	12,000	251,148
City of Burnside	201,137	19,578	4,949	225,664	City of Burnside	198,895	19,365	4,949	223,209
City of Charles Sturt	259,000	28,500	12,500	300,000	City of Charles Sturt	258,853	31,827	13,000	303,680
City of Holdfast Bay	216,417	20,560	14,272	251,249	City of Holdfast Bay	216,417	20,019	14,272	250,708
City of Marion	238,000	22,610	12,000	272,610	City of Marion	275,989	24,839	8,000	308,828
City of Mitcham	245,530	23,325	12,000	280,855	City of Mitcham	240,500	22,848	12,000	275,348
City of Mount Gambier	210,000	21,000	12,000	243,000	City of Mount Gambier	202,363	20,742	12,000	235,105
City of Norwood, Payneham & St Peters	228,794	21,277	12,000	262,071	City of Norwood, Payneham & St Peters	221,650	20,613	12,000	254,263
City of Onkaparinga	280,455	28,045	19,500	328,000	City of Onkaparinga	247,693	24,769	19,500	291,962
City of Playford	297,978	35,000	25,000	357,978	City of Playford	241,765	22,485	-	264,250
City of Port Adelaide - Enfield	272,075	29,925	13,000	315,000	City of Port Adelaide - Enfield	252,199	27,761	15,000	294,960
City of Port Lincoln	171,562	21,445	8,000	201,007	City of Port Lincoln	161,758	14,944	8,500	185,202
City of Prospect	219,415	20,406	8,800	248,621	City of Prospect	219,422	20,845	8,880	249,147
City of Salisbury	290,000	25,000	-	315,000	City of Salisbury	256,041	23,684	24,000	303,725
City of Tea Tree Gully	241,537	22,463	-	264,000	City of Tea Tree Gully	235,590	21,910	-	257,500
City of Unley	219,936	21,986	11,500	253,422	City of Unley	213,194	21,346	11,500	246,040
City of Victor Harbor	206,164	19,586	12,000	237,750	City of Victor Harbor	200,159	18,515	12,000	230,674
City of West Torrens	282,178	26,807	-	308,985	City of West Torrens	246,188	59,332	-	305,520
City of Whyalla	215,124	20,006	10,000	245,130	City of Whyalla	213,059	22,365	10,000	245,424
Clare & Gilbert Valleys Council	167,624	15,589	15,000	198,213	Clare & Gilbert Valleys Council	161,406	14,930	15,000	191,336
Coorong District Council	163,937	15,163	13,760	192,860	Coorong District Council	152,500	14,106	12,500	179,106
Corporation of the Town of Walkerville	206,348	19,190	7,000	232,538	Corporation of the Town of Walkerville	194,512	18,089	7,000	219,601
District Council Mount Barker	227,286	23,305	-	250,591	District Council Mount Barker	221,865	22,614	-	244,479
District Council of Barunga West	126,000	11,655	12,000	149,655	District Council of Barunga West	120,000	11,160	13,150	144,310
District Council of Berri Barmera	172,000	16,000	10,000	198,000	District Council of Berri Barmera	171,376	16,281	-	187,657
District Council of Ceduna	160,787	25,000	10,000	195,787	District Council of Ceduna	135,000	25,000	10,000	170,000
District Council of Cleve	122,650	11,406	11,000	145,056	District Council of Cleve	118,503	11,020	11,000	140,523
District Council of Coober Pedy	168,000	15,960	15,000	198,960	District Council of Coober Pedy	158,994	15,105	12,000	186,099
District Council of Copper Coast	185,764	17,648	15,914	219,326	District Council of Copper Coast	185,764	17,648	15,000	218,412
District Council of Elliston	130,000	12,350	12,000	154,350	District Council of Elliston	130,000	12,025	10,000	152,025
District Council of Franklin Harbour	115,000	10,637	9,000	134,637	District Council of Franklin Harbour	114,736	10,670	12,000	137,406
District Council of Grant	157,080	14,923	12,000	184,003	District Council of Grant	152,505	14,107	12,000	178,612

	January 2016			
Council	Cash	Super	Vehicle	Total
District Council of Karoonda East Murray	100,638	11,727	12,000	124,365
District Council of Kimba	123,836	11,764	15,000	150,600
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	207,843
District Council of Mallala	175,438	16,667	16,800	208,905
District Council of Mount Remarkable	165,000	15,675	10,000	190,675
District Council of Orroroo Carrieton	144,125	13,597	-	157,722
District Council of Peterborough	104,955	9,974	12,000	126,929
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	170,305
District Council of Yankalilla	168,082	16,918	10,000	195,000
Kangaroo Island Council	190,486	18,096	14,000	222,582
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	197,625
Municipal Council of Roxby Downs	139,083	13,212	8,777	161,072
Naracoorte Lucindale Council	171,790	16,320	12,000	200,110
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	192,237
Rural City of Murray Bridge	217,855	20,696	-	238,551
Southern Mallee District Council	123,000	11,685	15,000	149,685
Tatiara District Council	140,523	13,350	12,100	165,973
The Barossa Council	207,685	19,315	14,000	241,000
The Flinders Ranges Council	111,722	10,055	12,000	133,777
Town of Gawler	207,000	21,025	-	228,025
Wakefield Regional Council	179,151	17,019	10,000	206,170
Wattle Range Council	185,144	17,649	12,000	214,793
Wudinna District Council	120,055	32,295	-	152,350
Yorke Peninsula Council	218,301	20,193	10,000	248,494
January 2016 Total	12,618,616	1,250,887	713,763	14,583,266
January 2015 Total	12,174,057	1,230,689	727,201	14,131,949
Variation	3.65%	1.64%	(1.85)%	3.19%

	January 2015			
Council	Cash	Super	Vehicle	Total
District Council of Karoonda East Murray	100,638	11,727	12,000	124,365
District Council of Kimba	123,837	10,751	15,000	149,588
District Council of Lower Eyre Peninsula	144,200	13,338	-	157,538
District Council of Loxton Waikerie	175,416	16,314	10,000	201,730
District Council of Mallala	173,188	16,020	15,000	204,208
District Council of Mount Remarkable	140,000	13,300	10,000	163,300
District Council of Orroroo Carrieton	103,294	9,555	36,000	148,849
District Council of Peterborough	124,384	11,816	15,000	151,200
District Council of Robe	129,470	12,006	12,264	153,740
District Council of Streaky Bay	140,000	12,950	10,000	162,950
District Council of Tumby Bay	139,050	13,210	15,000	167,260
District Council of Yankalilla	169,261	15,741	10,000	195,003
Kangaroo Island Council	183,870	17,468	-	201,338
Kingston District Council	125,500	11,609	13,000	150,109
Light Regional Council	208,594	19,095	-	227,115
Mid Murray Council	164,439	15,293	12,500	192,232
Municipal Council of Roxby Downs	128,525	11,980	-	140,505
Naracoorte Lucindale Council	171,790	16,320	12,000	200,110
Northern Areas Council	128,904	12,246	15,000	156,150
Port Augusta City Council	215,000	20,425	15,000	250,425
Port Pirie Regional Council	165,600	15,732	15,000	196,332
Regional Council of Goyder	124,200	11,550	13,000	148,750
Renmark Paringa Council	152,039	14,064	-	166,103
Rural City of Murray Bridge	217,885	20,260	-	238,145
Southern Mallee District Council	123,000	11,000	15,000	149,000
Tatiara District Council	137,759	13,087	12,300	163,146
The Barossa Council	197,440	18,760	13,800	230,000
The Flinders Ranges Council	108,098	10,269	12,000	130,367
Town of Gawler	193,962	18,038	13,000	225,000
Wakefield Regional Council	170,620	15,868	10,000	196,488
Wattle Range Council	177,498	16,862	12,000	206,360
Wudinna District Council	117,127	28,696	-	145,823
Yorke Peninsula Council	199,909	18,991	12,000	230,900

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

January 2016					January 2015				
Council	Cash	Super	Vehicle	Total	Council	Cash	Super	Vehicle	Total
COUNCIL SOLUTIONS					COUNCIL SOLUTIONS				
Adelaide City Council	282,407	27,763	9,830	320,000	Adelaide City Council	344,944	33,864	19,192	398,000
City of Charles Sturt	259,000	28,500	12,500	300,000	City of Charles Sturt	258,853	31,827	13,000	303,680
City of Marion	238,000	22,610	12,000	272,610	City of Marion	275,989	24,839	8,000	308,828
City of Onkaparinga	280,455	28,045	19,500	328,000	City of Onkaparinga	247,693	24,769	19,500	291,962
City of Salisbury	290,000	25,000	-	315,000	City of Salisbury	256,041	23,684	24,000	303,725
City of Tea Tree Gully	241,537	22,463	-	264,000	City of Tea Tree Gully	235,590	21,910	-	257,500
AVERAGE	265,233	25,730	13,458	299,935	AVERAGE	269,852	26,816	16,738	310,616
OTHER METROPOLITAN					OTHER METROPOLITAN				
City of Port Adelaide Enfield	272,075	29,925	13,000	315,000	City of Port Adelaide - Enfield	252,199	27,761	15,000	294,960
Campbelltown Council	224,952	21,370	12,000	258,322	Campbelltown City Council	218,400	20,748	12,000	251,148
City of Burnside	201,137	19,578	4,949	225,664	City of Burnside	198,895	19,365	4,949	223,209
City of Holdfast Bay	216,417	20,560	14,272	251,249	City of Holdfast Bay	216,417	20,019	14,272	250,708
City of Mitcham	245,530	23,325	12,000	280,855	City of Mitcham	240,500	22,848	12,000	275,348
City of Norwood Payneham & St Peters	228,794	21,277	12,000	262,071	City of Norwood, Payneham & St Peters	221,650	20,613	12,000	254,263
City of Playford	297,978	35,000	25,000	357,978	City of Playford	241,765	22,485	-	264,250
City of Prospect	219,415	20,406	8,800	248,621	City of Prospect	219,422	20,845	8,880	249,147
City of Unley	219,936	21,986	11,500	253,422	City of Unley	213,194	21,346	11,500	246,040
City of West Torrens	282,178	26,807	-	308,985	City of West Torrens	246,188	59,332	-	305,520
Corporation of the Town of Walkerville	206,348	19,190	7,000	232,538	Corporation of the Town of Walkerville	194,512	18,089	7,000	219,601
AVERAGE	237,705	23,584	12,052	272,246	AVERAGE	223,922	24,859	10,845	257,654
OUTER METROPOLITAN					OUTER METROPOLITAN				
Adelaide Hills Council	202,563	19,244	8,000	229,807	Adelaide Hills Council	191,981	18,238	12,894	223,113
Mount Barker District Council	227,286	23,305	-	250,591	District Council Mount Barker	221,865	22,614	-	244,479
Town of Gawler	207,000	21,025	-	228,025	Town of Gawler	193,962	18,038	13,000	225,000
AVERAGE	212,283	21,191	8,000	236,141	AVERAGE	202,603	19,630	12,947	230,864

January 2016					January 2015				
Council	Cash	Super	Vehicle	Total	Council	Cash	Super	Vehicle	Total
REGIONAL					REGIONAL				
Alexandrina	231,000	23,100	12,000	266,100	Alexandrina Council	225,339	22,534	12,000	259,873
District Council of Berri Barmera	172,000	16,000	10,000	198,000	District Council of Berri Barmera	171,376	16,281	-	187,657
City of Mount Gambier	210,000	21,000	12,000	243,000	City of Mount Gambier	202,363	20,742	12,000	235,105
City of Port Lincoln	171,562	21,445	8,000	201,007	City of Port Lincoln	161,758	14,944	8,500	185,202
City of Victor Harbor	206,164	19,586	12,000	237,750	City of Victor Harbor	200,159	18,515	12,000	230,674
City of Whyalla	215,124	20,006	10,000	245,130	City of Whyalla	213,059	22,365	10,000	245,424
Clare and Gilbert Valleys Council	167,624	15,589	15,000	198,213	Clare & Gilbert Valleys Council	161,406	14,930	15,000	191,336
Coorong District Council	163,937	15,163	13,760	192,860	Coorong District Council	152,500	14,106	12,500	179,106
District Council of Barunga West	126,000	11,655	12,000	149,655	District Council of Barunga West	120,000	11,160	13,150	144,310
District Council of Berri Barmera	172,000	16,000	10,000	198,000	District Council of Berri Barmera	171,376	16,281	-	187,657
District Council of Grant	157,080	14,923	12,000	184,003	District Council of Grant	152,505	14,107	12,000	178,612
District Council of Lower Eyre Peninsula	147,084	13,605	5,000	165,689	District Council of Lower Eyre Peninsula	144,200	13,338	-	157,538
District Council of Loxton Waikerie	180,679	17,164	10,000	207,843	District Council of Loxton Waikerie	175,416	16,314	10,000	201,730
District Council of Mallala	175,438	16,667	16,800	208,905	District Council of Mallala	173,188	16,020	15,000	204,208
District Council of the Copper Coast	185,764	17,648	15,914	219,326	District Council of the Copper Coast	185,764	17,648	15,000	218,412
District Council of Yankalilla	168,082	16,918	10,000	195,000	District Council of Yankalilla	169,261	15,741	10,000	195,003
Kangaroo Island Council	190,486	18,096	14,000	222,582	Kangaroo Island Council	183,870	17,468	-	201,338
Light Regional Council	216,938	20,175	4,750	241,863	Light Regional Council	208,594	19,095	-	227,115
Mid Murray Council	169,373	15,752	12,500	197,625	Mid Murray Council	164,439	15,293	12,500	192,232
Naracoorte Lucindale Council	171,790	16,320	12,000	200,110	Naracoorte Lucindale Council	171,790	16,320	12,000	200,110
Northern Areas Council	128,904	12,246	15,000	156,150	Northern Areas Council	128,904	12,246	15,000	156,150
Port Augusta City Council	221,000	20,995	-	241,995	Port Augusta City Council	215,000	20,425	15,000	250,425
Port Pirie Regional Council	173,515	16,310	15,000	204,825	Port Pirie Regional Council	165,600	15,732	15,000	196,332
Regional Council of Goyder	129,170	12,013	13,000	154,183	Regional Council of Goyder	124,200	11,550	13,000	148,750
Renmark Paringa Council	164,600	15,637	12,000	192,237	Renmark Paringa Council	152,039	14,064	-	166,103
Rural City of Murray Bridge	217,855	20,696	-	238,551	Rural City of Murray Bridge	217,885	20,260	-	238,145
Tatiara District Council	140,523	13,350	12,100	165,973	Tatiara District Council	137,759	13,087	12,300	163,146
The Barossa Council	207,685	19,315	14,000	241,000	The Barossa Council	197,440	18,760	13,800	230,000
Wakefield Regional Council	179,151	17,019	10,000	206,170	Wakefield Regional Council	170,620	15,868	10,000	196,488
Wattle Range Council	185,144	17,649	12,000	214,793	Wattle Range Council	177,498	16,862	12,000	206,360
Yorke Peninsula Council	218,301	20,193	10,000	248,494	Yorke Peninsula Council	199,909	18,991	12,000	230,900
AVERAGE	179,483	17,169	11,753	207,646	AVERAGE	174,039	16,485	12,490	200,176

January 2016					January 2015				
Council	Cash	Super	Vehicle	Total	Council	Cash	Super	Vehicle	Total
SMALL REGIONAL					SMALL REGIONAL				
District Council of Ceduna	160,787	25,000	10,000	195,787	District Council of Ceduna	135,000	25,000	10,000	170,000
District Council of Cleve	122,650	11,406	11,000	145,056	District Council of Cleve	118,503	11,020	11,000	140,523
District Council of Coober Pedy	168,000	15,960	15,000	198,960	District Council of Coober Pedy	158,994	15,105	12,000	186,099
District Council of Elliston	130,000	12,350	12,000	154,350	District Council of Elliston	130,000	12,025	10,000	152,025
District Council of Franklin Harbour	115,000	10,637	9,000	134,637	District Council of Franklin Harbour	114,736	10,670	12,000	137,406
District Council of Karoonda East Murray	100,638	11,727	12,000	124,365	District Council of Karoonda East Murray	100,638	11,727	12,000	124,365
District Council of Kimba	123,836	11,764	15,000	150,600	District Council of Kimba	123,837	10,751	15,000	149,588
District Council of Mount Remarkable	165,000	15,675	10,000	190,675	District Council of Mount Remarkable	140,000	13,300	10,000	163,300
District Council of Orroroo Carrieton	144,125	13,597	-	157,722	District Council of Orroroo Carrieton	103,294	9,555	36,000	148,849
District Council of Peterborough	104,955	9,974	12,000	126,929	District Council of Peterborough	124,384	11,816	15,000	151,200
District Council of Robe	136,821	12,724	20,811	170,356	District Council of Robe	129,470	12,006	12,264	153,740
District Council of Streaky Bay	140,000	13,300	10,000	163,300	District Council of Streaky Bay	140,000	12,950	10,000	162,950
District Council of Tumby Bay	141,831	13,474	15,000	170,305	District Council of Tumby Bay	139,050	13,210	15,000	167,260
Kingston District Council	136,132	12,438	13,000	161,570	Kingston District Council	125,500	11,609	13,000	150,109
Municipal Council of Roxby Downs	139,083	13,212	8,777	161,072	Municipal Council of Roxby Downs	128,525	11,980	-	140,505
Southern Mallee District Council	123,000	11,685	15,000	149,685	Southern Mallee District Council	123,000	11,000	15,000	149,000
The Flinders Ranges Council	111,722	10,055	12,000	133,777	The Flinders Ranges Council	108,098	10,269	12,000	130,367
Wudinna District Council	120,055	32,295	-	152,350	Wudinna District Council	117,127	28,696	-	145,823
AVERAGE	132,424	14,293	12,537	157,861	AVERAGE	125,564	13,483	13,767	151,284

EMPLOYEE SALARY INCREASES AS PER THE RECENTLY AGREED

CITY OF PLAYFORD ENTERPRISE AGREEMENT

Year 1 (2016)	Year 2 (2017)	Year 3 (2018)
2% increase payment + 0.5% performance increase linked to Resident Satisfaction* Survey target = 3.66	2% increase payment + 0.5% performance increase linked to Resident Satisfaction* Survey target = 3.73	2% increase payment + 0.5% performance increase linked to Resident Satisfaction* Survey target = 3.8

- Salary increases will be payable effective from the first full pay following 1st July each year. Commencing and backdated to first full pay from 1 July 2016 for the Year 1 increase.
- Payment of Year 1 (2016) salary increase and associated back pay will commence prior to 25 December 2016.
- For each financial year, salary increases will apply with the 0.5% salary increase linked to resident satisfaction survey to be determined upon receipt of the survey results from the independent survey company and then recalibrated to remove questions that have been eliminated, by agreement, at the time the agreement was negotiated.
- If the Council makes a resourcing decision (budgetary/human) that significantly changes the nature or level of a service standard related to measures 1-34, the relevant measure(s) will be removed from the RSS score for relevant years.
- Organisational Commitment to service delivery improvements during the life of the agreement

Note: Residential Satisfaction Survey targets on the reverse side.

RESIDENTIAL SATISFACTION SURVEY	
1	Satisfaction with the presentation of the City of Playford
2	Satisfaction with the presentation of street verges
3	Satisfaction with the condition of local streets
4	Satisfaction with the condition of rural roads
5	The streets are clean
6	Satisfaction with the condition of local footpaths
7	Satisfaction with the presentation of parks and gardens
8	Satisfaction with the presentation of ovals & sportsgrounds
9	Satisfaction with the removal of graffiti
10	Satisfaction with the safety of playgrounds
11	Satisfaction with the Library service
12	City of Playford staff are helpful and pleasant
13	City of Playford staff always provide prompt service
14	City of Playford staff provide a consistent level of service
15	City of Playford staff follow through on my requests
16	Satisfaction with the condition of street trees
17	Satisfaction with the condition of bicycle paths
18	Satisfaction with condition of street kerbs
19	Satisfaction with the removal of illegally dumped rubbish
20	Satisfaction with the rapid response service
21	Satisfaction with adequate stormwater drainage
22	Satisfaction with protecting and improving native vegetation and biodiversity
23	Satisfaction with access to community venues
24	Satisfaction with civic events
25	Satisfaction with support and facilities for sporting clubs
26	Satisfaction with availability of community services
27	Satisfaction with supporting local community development
28	Satisfaction with the immunisation service
29	Satisfaction with public health and safety
30	Satisfaction with enforcement of local laws
31	Satisfaction with health initiatives
32	Satisfaction with planning and building advice and assessment
33	Satisfaction with support for volunteer programs
34	Satisfaction with supporting business and industry development

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:

- Discussion for Item 9.1
- Decision for Item 9.1

This order shall operate until the Council has considered and determined any changes to the TEC Package 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.

9.2 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

9.2 Review the Chief Executive Officer's Quarterly Performance

Attachments : 1. CEO Performance Agreement Quarterly Report

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 is endorsed by Council.

Notwithstanding that the Committee is in the process of finalising the 2016/17 performance Agreement the Chief Executive Officer Performance Review Committee is provided a verbal quarterly update from the Chief Executive Officer of the past quarter September 2016 – December 2017. 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 & Ms Jane Jeffreys

Purpose: For the Committee to receive a verbal update from the Chief Executive Officer and Ms Jane Jeffreys in line with the draft Performance Agreement 2016/17.

Outcome: The Committee is provided with a verbal quarterly update and provides the Chief Executive Officer with guidance, feedback and direction as required.

Duration: 30 Minutes

Revised Key Result Area	Measurement Source/Tool	Key Performance Indicator	Quarter Performance Update Sept – Dec 2016
FOCUS AREA: STRATEGY			
1. Strategic Delivery	Annual Business Plan	Maintain and or improve Targets <i>NB: Targets, Page 42, 2016/17 Annual Business Plan</i>	The results of the Resident Satisfaction Survey will be available in August. Field work begins in July.
2. Smart Program Delivery 2.1 Delivery of projects <ul style="list-style-type: none"> Smart CBD Smart Sport Smart Health 	Project Plans	<ol style="list-style-type: none"> Smart CBD <ol style="list-style-type: none"> Strategic influence and negotiation with third parties to invest, develop, partner Drive new directions including the application of smart technology Smart Sport <ol style="list-style-type: none"> Successful engagement with partners to occupy and activate the precinct Construction of Lawn Bowls Centre commenced Tennis Centre construction completed Smart Health <ol style="list-style-type: none"> Continue to work closely with ACH to provide successful model of service delivery to the community <ul style="list-style-type: none"> Variance and exception reporting for each project 	<p>Smart CBD and Smart Sport: In discussions with various parties from private industry and government sector to sure up their commitment to becoming either a partner or investor.</p> <p>Smart Health: Discussions have focused on land use, integration and strategic directions.</p>
FOCUS AREA: ORGANISATIONAL PERFORMANCE			

Revised Key Result Area	Measurement Source/Tool	Key Performance Indicator	Quarter Performance Update Sept – Dec 2016
3. Service Delivery 3.1 Monitor performance against agreed standards. 3.2 Embed a continuous improvement culture and practice into the organisation	Service Standards	<ul style="list-style-type: none"> Service Standards results 	The Quarterly Organisational Performance Report is going to the Strategic Planning Committee on 14 February. This includes an update on our services.
4. Financial Performance 4.1 Achieve budget and operational targets as approved by Council 16/17 4.2 Establish budget and plans for 17/18 as approved by Council	Budget Financial reporting against budget	<ul style="list-style-type: none"> The audited EOY result is within the budget set by Council (budgets achieved) Successful implementation of specific business improvement initiatives Legislative reporting requirements are met 	A Budget Update Report is going to Council on 28 February.
5. Customer Service 5.1 Embed a customer focused culture and practice of quality and consistent service delivery to our community	Resident Satisfaction Survey (Annual Measure) Customer Measurement Tool	<ul style="list-style-type: none"> Overall satisfaction score of 3.76 or greater (3.76 achieved in 2016) CMT Overall Satisfaction with Council score of 60% or greater (58% achieved in 2016) 	<p>The results of the Resident Satisfaction Survey will be available in August. Field work begins in July.</p> <p>CMT Results available in May.</p>

Revised Key Result Area	Measurement Source/Tool	Key Performance Indicator	Quarter Performance Update Sept – Dec 2016
FOCUS AREA: ORGANISATIONAL CULTURE			
6. Relations 6.1 Continue to foster and leverage relationships at a Federal, State and Local level for the benefit of the Playford community. 6.2 Explore opportunities to drive the City of Playford forward through its relationships with Government, NFP's, Commerce and Industry 6.3 Participate and develop Playford's role in the Northern Economic Plan and other Government Programs 6.4 Lead and drive China program to align with other key priority initiatives 6.5 Maintain and improve relationships with the Elected Members 6.6 Improve relationships between the Council and	External Council Staff Survey (Bi—yearly) Communications	Quarterly updates provided to Council <ul style="list-style-type: none"> • Report activity and opportunities • Progress Playford projects in Northern Economic Plan • Resident Survey Results (maintain and or improve) • Staff Satisfaction Survey (maintain and or improve) 	Continue to leverage relationships and networks in the private and government sectors for economic development outcomes. Active involvement in Northern Economic Plan CEO Group. Driving China strategy and integrating with our major projects toward economic development outcomes Driving strong marketing strategies to better inform our community.

Revised Key Result Area	Measurement Source/Tool	Key Performance Indicator	Quarter Performance Update Sept – Dec 2016
<p>Community</p> <p>6.7 Staff satisfaction</p> <p>6.8 Delivery of marketing and communication strategies to better inform the community of Council's achievements, activity and direction</p>			
7. Work Health Safety	Legislation	<ul style="list-style-type: none"> Legislative requirements are met WHS culture is maintained and or improved 	Maintaining our high standards and commitment.

NB: Unpredictable events and or influences which are outside of the Chief Executive Officer's control may impact or affect the outcomes detailed in this Performance Agreement. Such occurrence(s) will be conveyed in order to ensure fair evaluation of the Chief Executive Officer's performance occurs.

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:

- Discussion for Item 9.2
- Decision for Item 9.2

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.