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## **CONFIDENTIAL ORDINARY COUNCIL MEETING**

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**CONFIDENTIAL MATTERS****Staff Reports**

- 18.1 Rate Hardship Request (Attachments) .....5
- 18.2 Northern CBD Project Multi Deck Carpark.....25

**Chief Executive Officer Performance Review Committee**

- 18.3 Annual Review of CEO Contractual Obligations (Attachments) .....32

**Addendum Item**

- 18.4 Sale of Allotment 5, Northern CBD Being Portion of Allotment 1013,  
Playford Boulevard Elizabeth.....77

**18.2 NORTHERN CBD PROJECT MULTI DECK CARPARK**

Contact Person: Mr James Pollock

**Why is this matter confidential?**

Subject to an order pursuant to Section 90 (3) (b) of the Local Government Act 1999, this matter is confidential because this item relates to a proposed development that a third party has conducted, on the request of administration, a report that provides indicative pricing for design and construct of a multi-storey carpark.

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

No action – this motion passed in the open section.

**B. THE BUSINESS MATTER****18.2 NORTHERN CBD PROJECT MULTI DECK CARPARK**

**Responsible Executive Manager :** Mr James Pollock

**Report Author :** Mr Fred Pinxteren

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

**PURPOSE**

To seek Council's endorsement to increase the budget for the design and construction of a Multi-deck Car Park within the Northern CBD Project, from \$7.4m to \$8.5m.

**STAFF RECOMMENDATION**

1. Council endorse the increase in budget for the design and construction of a Multi-deck Car Park to be built on Site 7 of Stage 1 of the Northern CBD Project (northern corner of Main North Road and Philip Highway intersection) from a cost of \$7.4m with \$5,939,200 contributed by Council, to \$8.5m with \$7,086,000 contributed by Council.
2. Council include \$8.5m capital and \$534,000 annual recurrent funds as part of the Budget Review 1 in November 2017.
3. These funds are to be borrowed from LGFA and repaid with funds received as allotments within the Northern CBD Stage 1 precinct are sold.

**EXECUTIVE SUMMARY**

Tendered construction costs relating to the Multi-deck Car Park for Stage 1 of the Northern CBD Project are higher than budgeted by approximately \$1.1m. Following in depth negotiations with building contractors, Council staff now seek additional budget to fund construction of the Multi-deck Car Park in accordance with the scope previously endorsed by Council.



## 1. BACKGROUND

Repositioning Elizabeth as the CBD of the North will significantly improve the wellbeing of residents in northern Adelaide by improving services, economic diversity, and housing choice.

Northern CBD Project Stage 1 infrastructure works have been completed in October 2017. These works are creating 12 development sites ready for multi-storey mixed use development. The last piece of crucial infrastructure needed to facilitate these developments is an efficient car parking solution.

The overall Northern CBD Project Prudential Review adopted by Council in March 2016 included a provision for a multi-storey car park.

A concept design was completed for a 6 storey car park on site 7 of the project with a capacity of 360 car parks and an estimated overall cost of \$7.4m. Budget funding was approved by Council in the Ordinary Council Meeting held in June 2017.

## 2. RELEVANCE TO STRATEGIC PLAN

### 4: Smart CBD Program

Outcome 4.2 Growth and diversification of local jobs in the CBD

## 3. PUBLIC CONSULTATION

No public consultation is decided for this decision. Consultation has been undertaken on the overall project in previous budget processes and on a larger scale for the Playford Community Plan that set the Northern CBD Project as a strategic priority.

## 4. DISCUSSION

### 4.1 Tender Process

Following Council's formal approval of the project, Council publicly approached the market for the construction of the Multi-deck Car Park. A public Expression of Interest (EOI) was advertised on SA Tenders Website and in the Advertiser newspaper.

By the EOI closing date, five (5) expressions of interest had been lodged. On 21 July 2017, a select Request for Tender (RFT) was sent to all five (5) Contractors inviting them to formally tender for this project. By the RFT closing date, four (4) submissions had been lodged. Tendered costs at this stage ranged between \$9m to \$14m.

### 4.2 Value Management

Following initial tender evaluation two (2) Contractors were shortlisted to continue negotiations. Value management processes were undertaken with shortlisted contractors to reduce construction cost of the Multi-deck Car Park with the aim of reducing costs.

Key cost reductions were achieved by addressing the following design items:

- Removal of half a level and basement. The initial concept design was 6 storeys, however during negotiation with contractors a more efficient 5 storey design was achieved whilst still maintaining the required 360 carparks.
- The use of alternative exterior cladding to substantially reduce costs whilst still maintaining the buildings aesthetic appeal as well as the architects original design intent.

- Subtle re-design and rationalisation of design elements such as floorplan layout and lifts cores.

Following on from the value management process, a single preferred contractor has been identified and selected with a construction cost of \$7.5m.

#### **4.3 Additional Costs**

Although contractor costs are in alignment with the endorsed budget, there are additional costs that need to be allowed for, namely:

- There is a high likelihood Asbestos will be encountered. Asbestos piping was identified and removed with previous civil works carried out on lots 8, 9 and throughout the Prince George plaza site. \$300,000 has been budgeted for Asbestos removal.
- Project consultants and City of Playford salaries associated with conceptual and detailed design of the carpark have cost \$280,000 to date.
- Future City of Playford salaries associated with carpark construction are forecasted to cost \$100,000.
- Allowance for unforeseen construction variations of \$320,000.

Therefore a total budget of \$8.5m is required to construct the proposed Multi-deck Car Park.

### **5. OPTIONS**

#### Recommendation

1. Council endorse the increase in budget for the design and construction of a Multi-deck Car Park to be built on Site 7 of Stage 1 of the Northern CBD Project (northern corner of Main North Road and Philip Highway intersection) from a cost of \$7.4m with \$5,939,200 contributed by Council, to \$8.5m with \$7,086,000 contributed by Council.
2. Council include \$8.5m capital and \$534,000 annual recurrent funds as part of the Budget Review 1 in November 2017.
3. These funds are to be borrowed from LGFA and repaid with funds received as allotments within the Northern CBD Stage 1 precinct are sold.

#### Option 2

Council does not endorse the increase in budget for the construction of a Multi-deck Car Park to be built on Site 7 of Stage 1 of the Northern CBD Project. Staff reduce the scope of the Carpark (which will result in the reduction of carparks) to deliver the project in accordance with the \$7.4m previously endorsed by Council.

#### Option 3

Council does not endorse the increase in budget for the construction of a Multi-deck Car Park to be built on Site 7 of Stage 1 of the Northern CBD Project and rescind the previous motion to construct the carpark.

### **6. ANALYSIS OF OPTIONS**

#### **6.1 Recommendation Analysis**

### 6.1.1 Analysis & Implications of the Recommendation

A multi-deck car park is needed to ensure Stage 1 of the Northern CBD Project can reach its full potential. Without one, development will be limited to low level and the land large portions of land within the project will be needed for car parking. This would result in less jobs, services, and rates for Council. Council has the opportunity to build car park with 360 spaces with funding contributed from the LGA Infrastructure Partnership if it commences construction before December 2017.

Construction of the Multi-deck Car Park will require Council to borrow \$7,086,000. It is expected that Council will receive sufficient land sale funds to pay off the car park within 3 years.

### 6.1.2 Financial Implications

	2017/18 \$'000	Ongoing \$'000
Operating Revenue		
• Advertising Sign revenue		100
• Carpark		210
Operating Expenditure		
• Maintenance		-361
• Depreciation		-133
• Borrowing Costs		-350
<b>Net Operating Impact</b>		<b>-534</b>
Capital – Investing Revenue		
- Grant Funding	1,480	
- Future Land Sales		
Capital Expenditure	-8,566	
<b>Total Net Capital Investment</b>	<b>-7,086</b>	

Note - The increase in capital budget for the 17/18 financial year of \$7,086,000 will be included in budget review 1.

Funded by:

- Capital Investment Revenue Assumptions:-
  - Council has secured \$1.480m from the LGA Infrastructure Partnership Fund provided construction commences prior to December 2017.
  - It is also expected that Council will receive land sale funds to offset the capital expenditure over time e.g. Lot 12 for the Ice Arena.
- Capital Expenditure Assumptions:-
  - The project cost of \$8.5 million has been verified by market call to builders.
  - The budget also includes such as overheads, design fees, finance costs and provision for the advertising screen. Design provision for the Sky Bridge has been included however the construction cost for the Sky Bridge is excluded; this will be considered once the outcome for the Ice Rink proposal is known.
- Operating Revenue Assumptions:-

- 3<sup>rd</sup> party advertising signage revenue \$100,000 p.a.
- Car parking - permanent and paid after set time \$210,000 p.a.
- Operating Expenditure Assumptions:- \$844,000
  - Maintenance, Depreciation and Borrowing Costs.
  - It is anticipated that solar panel will be install on the roof, which will reduce the ongoing electricity cost for the building.
  - Final ongoing borrowing costs will depend on land sales revenue received.

The net operational impact of \$534,000 per annum needs to be reviewed as part of holistic feasibility for the entire CBD ongoing operational costs. The carpark facilitates the development of other sites within the CBD, which will generate land sales and future rate revenue. For example the estimates future rate revenue of the CBD is expected to grow from \$43,000 p.a. (2018/19) to \$768,000 p.a.in 2020/21 to offset the carpark net operating shortfall of \$534,000.

## **6.2 Option 2 Analysis**

### 6.2.1 Analysis & Implications of Option 2

This option would require a reduction in car parking spaces and a re-design of the multi-level carpark to remove a level, resulting in a reduction of approximately 70 carparks. This would be detrimental to the CBD precinct and not provide enough carparks to accommodate future demand. This reduction could also impact the LGA Infrastructure Partnership Fund as this would require additional time for design and development application, which could impact the December construction commencement date.

### 6.2.2 Financial Implications

In order to get the funding, construction must commence in this calendar year, any changes in design could impact the December construction commencement date.

## **6.3 Option 3 Analysis**

### 6.3.1 Analysis & Implications of Option 3

Not constructing the carpark will mean the likelihood of smaller scale development being realised resulting in less jobs and services for the community, and also reduced rates for Council.

### 6.3.2 Financial Implications

Council misses the opportunity for a \$1.48m grant towards the car park and the project would incur additional borrowing costs.

**C. COUNCIL/COMMITTEE TO DECIDE HOW LONG ITEM 18.2 IS TO BE KEPT IN CONFIDENCE****Purpose**

To resolve how long agenda item 18.2 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 18.2 be kept confidential in accordance with Council's reasons to deal with this item in confidence pursuant to Section 90 (3) (b) of the Local Government Act 1999:

- Report for Item 18.2
- Discussion for Item 18.2
- Decision for Item 18.2

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.

Pursuant to Section 91(9)(c) of the Local Government Act 1999, the Council delegates to the Chief Executive Officer the power to revoke this order at any time, and the Chief Executive Officer must advise the Council of the revocation of this order as soon as possible after such revocation has occurred.

## **COMMITTEE REPORTS**

### **CHIEF EXECUTIVE OFFICER PERFORMANCE REVIEW COMMITTEE**

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***Confidential Matters***

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### 18.3 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

### 18.3 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. \_\_\_\_\_

#### COMMITTEE RESOLUTION

2997

That CEO Employment Agreement (attachment 1) be endorsed.

#### 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. \_\_\_\_\_



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## EMPLOYMENT AGREEMENT

City of Playford  
and  
Malcolm Hemmerling

Norman  
Waterhouse  
LAWYERS

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Adelaide SA 5000  
Telephone + 61 8 8210 1200  
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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**

<b>Title</b>	<b>Chief Executive Officer</b>
<b>Level of Work</b>	<b>Executive</b>
<b>Reports to</b>	<b>Council through Mayor</b>
<b>Business Unit</b>	<b>Executive</b>

**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
<b>TOTAL (gross)</b>	<b>\$372,978.66</b>



*McArthur*  
Best People Fit

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**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<sup>c</sup>Arthur 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<sup>c</sup>Arthur 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<sup>c</sup>Arthur 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
<b>Total Value*</b>	14,949,678	12,746,927	1,264,596	718,870	81,966	49,536	46,016	41,767
<b>Average</b>	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
<b>G6 (Metro)</b>	308,049	269,614	26,718	13,458	2,197	3,040	-	1,900
<b>Other Metro</b>	277,494	240,851	23,882	11,788	10,000	2,500	--	-
<b>Outer Metro</b>	248,133	218,832	21,634	11,500	-	-	-	-
<b>Regional</b>	215,053	182,737	17,197	12,562	3,711	2,300	7,800	4,801
<b>Small Regional</b>	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**).

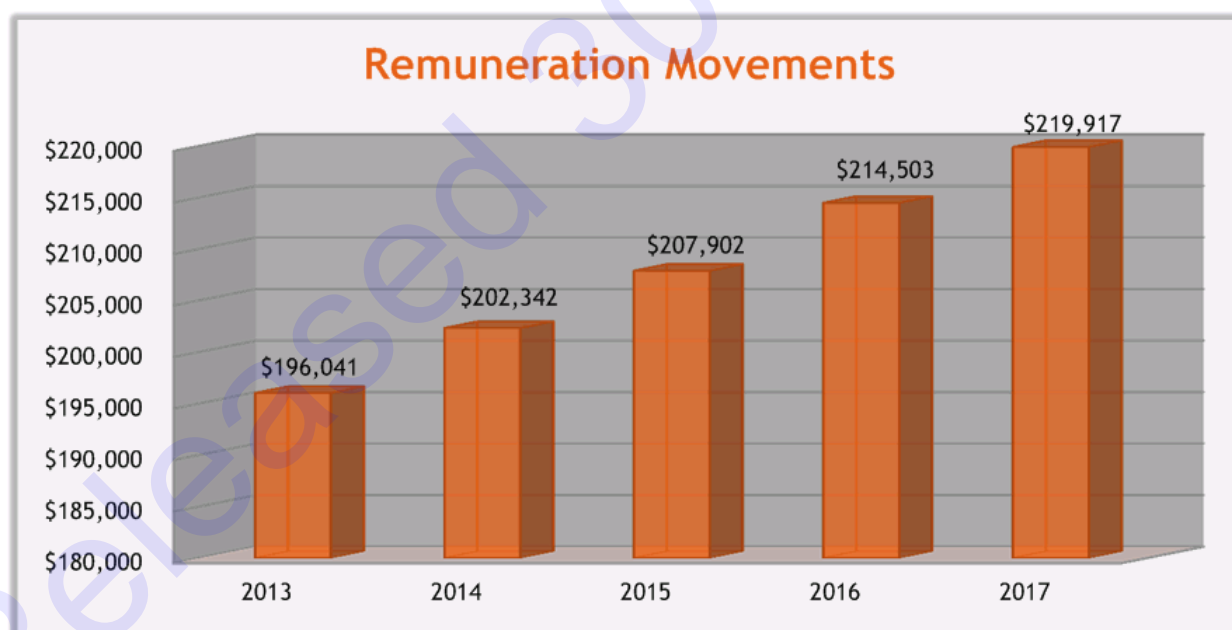
**TABLE 3**

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

\*CPI & Wage Price Index by courtesy of ABS

<sup>^</sup>**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<sup>c</sup>Arthur 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

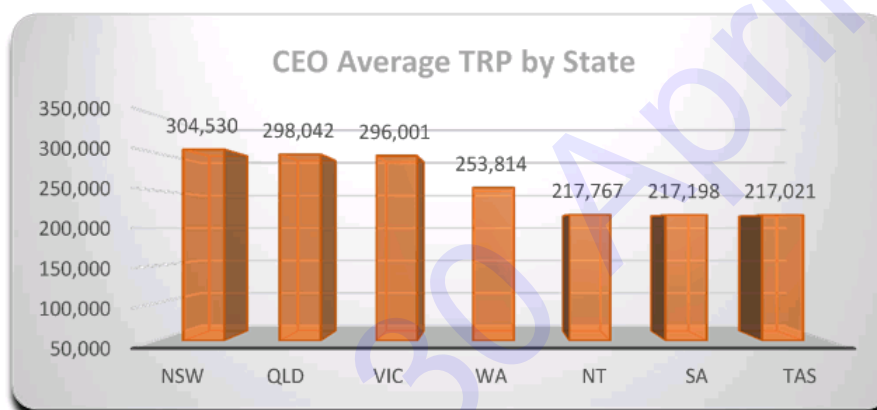
	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	204	174	30	214,997	259,047	320,537	269,937
Cash Component	204	174	30	175,000	219,736	270,734	227,459
Motor Vehicle	180	152	28	10,000	13,740	18,000	15,190
Phone/Laptop	68	57	11	1,000	1,500	2,450	1,645
Professional Development	62	50	12	700	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<sup>c</sup>Arthur 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<sup>c</sup>Arthur 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<sup>c</sup>Arthur 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.

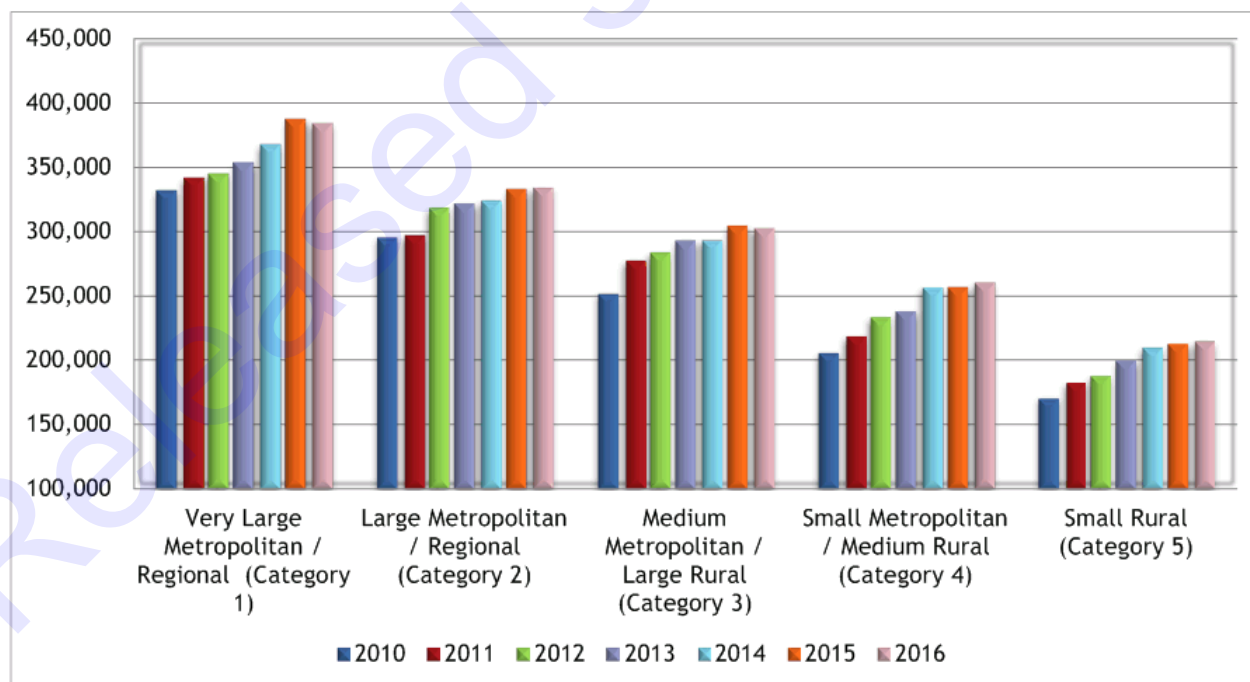
## Remuneration Movements – National

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 30<sup>th</sup> 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 30<sup>th</sup> 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
<b>Total</b>			14,949,678	12,746,927	1,264,596	718,870	81,966	49,536	46,016	41,767
<b>Average</b>			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
<b>G6 (METROPOLITAN)</b>										
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
<b>AVERAGE</b>			<b>308,049</b>	<b>269,614</b>	<b>26,718</b>	<b>13,458</b>	<b>2,197</b>	<b>3,040</b>	<b>-</b>	<b>1,900</b>
<b>OTHER METROPOLITAN</b>										
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	-	-	-	-
<b>AVERAGE</b>			<b>277,494</b>	<b>240,851</b>	<b>23,882</b>	<b>11,788</b>	<b>10,000</b>	<b>2,500</b>	<b>-</b>	<b>-</b>
<b>OUTER METROPOLITAN</b>										
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	-	-	-	-
<b>AVERAGE</b>			<b>248,133</b>	<b>218,832</b>	<b>21,634</b>	<b>11,500</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

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**

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

Council	January 2017				
	Cash	Super	Vehicle	Other	Total
District Council of Franklin Harbour	127,645	11,807	10,000	-	149,452
District Council of Grant	161,793	15,046	12,000	4,800	193,639
District Council of Karoonda East Murray	120,000	11,160	12,000	5,450	148,610
District Council of Kimba	126,933	11,805	15,000	14,949	168,687
District Council of Lower Eyre Peninsula	152,967	14,149	5,000	-	172,116
District Council of Loxton Waikerie	186,100	17,679	10,000	4,400	218,179
District Council of Mount Remarkable	175,000	16,625	10,000	500	202,125
District Council of 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
<b>January 2017 Total</b>	<b>12,746,927</b>	<b>1,264,596</b>	<b>718,870</b>	<b>219,285</b>	<b>14,963,613</b>
<b>January 2016 Total</b>	<b>12,618,616</b>	<b>1,250,887</b>	<b>713,763</b>	<b>166,761</b>	<b>14,750,027</b>
<b>Variation*</b>	<b>128,311</b>	<b>13,709</b>	<b>5,107</b>	<b>52,524</b>	<b>213,586</b>

\* 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
<b>G6 (METROPOLITAN)</b>					
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
<b>AVERAGE</b>	<b>269,614</b>	<b>26,718</b>	<b>13,458</b>	<b>2,745</b>	<b>308,049</b>
<b>OTHER METROPOLITAN</b>					
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
<b>AVERAGE</b>	<b>240,851</b>	<b>23,882</b>	<b>11,788</b>	<b>2,045</b>	<b>277,494</b>
<b>OUTER METROPOLITAN</b>					
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
<b>AVERAGE</b>	<b>218,832</b>	<b>21,634</b>	<b>11,500</b>	<b>-</b>	<b>248,133</b>

Council	January 2016				
	Cash	Super	Vehicle	Other	Total
<b>G6 (METROPOLITAN)</b>					
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
<b>AVERAGE</b>	<b>265,233</b>	<b>25,730</b>	<b>13,458</b>	<b>4,240</b>	<b>301,682</b>
<b>OTHER METROPOLITAN</b>					
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
<b>AVERAGE</b>	<b>237,705</b>	<b>23,584</b>	<b>12,052</b>	<b>10,000</b>	<b>274,064</b>
<b>OUTER METROPOLITAN</b>					
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
<b>AVERAGE</b>	<b>212,283</b>	<b>21,191</b>	<b>8,000</b>	<b>5,000</b>	<b>237,808</b>



	January 2017				
Council	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

	January 2016				
Council	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 18.3 IS TO BE KEPT IN CONFIDENCE****Purpose**

To resolve how long agenda item 18.3 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 18.3 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 18.3
- Attachment(s) for Item 18.3
- Decision for Item 18.3

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.

**COMMITTEE RESOLUTION****2998**

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.