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## **CONFIDENTIAL ORDINARY COUNCIL MEETING**

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**CONFIDENTIAL MATTERS****Chief Executive Officer Performance Review Committee**

- 18.1 Outcomes of the Chief Executive Officer Performance Review Process  
2015-16 (Attachments) .....5
- 18.2 Chief Executive Officer Performance Agreement for 2016/17  
(Attachment).....47

## **INFORMAL DISCUSSION**

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

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***Confidential Matters***

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## **18.1 OUTCOMES OF THE CHIEF EXECUTIVE OFFICER PERFORMANCE REVIEW PROCESS 2015-16**

Contact Person: Mr Steven Watson

### **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 present matter relates to information pertaining to the personal affairs of persons and the disclosure of this information would be unreasonable because the information is sensitive to those persons and is not a matter of public knowledge.

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

No action – this motion passed in the open section.

### **B. THE BUSINESS MATTER**

#### **18.1 Outcomes of the Chief Executive Officer Performance Review Process 2015-16**

See Attachment No: 1. CEO Annual PR Summary Report 2016  
2. 2016 SA Council CEO Remuneration Survey

### **Why is this matter before the Council or Committee?**

The Chief Executive Officer Contract of Employment details the Chief Executive Officer will undergo a performance review in accordance with the Personal Evaluation System each year, typically in July.

Whilst the Committee's Charter allows the Committee to determine all activities associated with reviewing the Chief Executive Officer's performance, the Committee is required to review and provide advice to Council on the remuneration and conditions of employment for the Chief Executive Officer.

The review has been undertaken and the outcomes are provided.

**Presenter:** Mr Steven Watson & Ms Jane Jeffreys

**Purpose:** For the Committee to consider the Outcomes from the Chief Executive Officer Performance Review 2015-16 and provide advice to Council on the remuneration and conditions of employment for the Chief Executive Officer.

**Outcome:** The Committee consider the Outcomes of the Chief Executive Officer Performance Review 2015-16.

**Duration:** 20 Minutes



# **CHIEF EXECUTIVE ANNUAL PERFORMANCE ASSESSMENT SUMMARY REPORT**

## **STRICTLY CONFIDENTIAL**

**As at 5 October 2016**

*Report prepared by:*  
**External Facilitator**  
**Chief Executive Performance Review Committee**  
**Jane Jeffreys**  
**0411 860 951**



## 1 OVERVIEW

Jane Jeffreys, Director of Jane Jeffreys Consulting has been engaged to conduct the Annual Performance Assessment for the City of Playford's Chief Executive Mal Hemmerling, in the role as External Facilitator for the Chief Executive Performance Review Committee.

## 2 METHODOLOGY

The methodology for the assessment involved four aspects:

1. A comprehensive online survey
2. Informal Gathering discussion with Elected Members
3. Confidential face to face or telephone meeting with the External Facilitator
4. Self-Assessment by the Chief Executive reporting against the Performance Agreement.

Throughout the entire assessment process all feedback providers were encouraged to give feedback supported by relevant comments.

### Comprehensive Survey

The comprehensive online survey was electronically distributed on Thursday 8<sup>th</sup> of September 2016 to all Elected Members and General Managers for the City of Playford Council.

The comprehensive online survey asked a series of questions relating to the 2016 Chief Executive's Performance Agreement which included:

1. Annual Business Plan – Have the targets been maintained and/or improved?
2. Lighthouse Project Delivery – Has construction commenced on the CBD?
3. Lighthouse Project Delivery – Has construction commenced on the Health Precinct?
4. Lighthouse Project Delivery – Has construction commenced on the Sports Precinct?
5. Service Delivery – Have Service Standards and Targets been established and endorsed by Council?
6. Service Delivery – Has the new management structure been implemented?
7. Service Delivery – Have Service Standards results improved?

8. Financial Performance – Has the budget and operational targets set by Council been achieved?
9. Customer Service Initiatives – Has the CRM system review occurred?
10. Customer Service Initiatives – Did the Resident Satisfaction Survey return a result of 3.5 or greater?
11. Is the CEO fostering and leveraging at a Federal, State and Local level?
12. Is the CEO participating in the Northern Economic Plan and other programs?
13. Has the CEO maintained and or improved relationships with Council Members?
14. Has the CEO developed a Marketing and Communications Strategy to better inform the community of Council's responsibilities?
15. Is Work Health Safety being managed well?
16. Please comment on CEO strengths?
17. Please detail any areas for improvement?

All feedback providers were to complete the online survey by Thursday 15<sup>th</sup> September 2016.

#### Informal Gathering

An informal group gathering, conducted by External Facilitator Jane Jeffreys and involving Elected Members, was conducted on Tuesday 20<sup>th</sup> September 2016 where Councillors were invited to attend to further gather and discuss feedback in a combined group setting.

The Chief Executive provided a verbal overview of his achievements and challenges since his appointment.

#### Confidential Meeting

All feedback providers were invited to seek a confidential meeting, either face to face or by telephone with the External Facilitator Jane Jeffreys, to further explore their feedback if required.

#### Chief Executive Self-Assessment

The Chief Executive provided a Self-Assessment reflection on his key achievements.

The final report will be discussed at the CEO Performance Review Committee Meeting on Monday 10 October 2016.

**STRICTLY CONFIDENTIAL**

CEO Annual Performance Assessment 2016: Summary Report

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## 2.1 ONLINE SURVEY RESULTS

The following provides results received from feedback providers after completion of the online survey.

### QUESTION 1 / Key Result Area 1:

#### **FOCUS AREA: STRATEGY**

#### **STRATEGIC DELIVERY**

Survey Question – Have the targets been maintained and/or improved?

Measurement Tool – Annual Business Plan

Feedback Result:

Answered: 10      Not Responded: 0

Yes: 10              No: 0

#### **Feedback Provider Comments:**

NIL

### QUESTION 2 / Key Result Area 2:

#### **FOCUS AREA: STRATEGY**

#### **LIGHTHOUSE PROJECT DELIVERY**

Survey Question – Has construction commenced on the CBD?

Measurement Tool – Project Plans, CBD, Fremont Park and its relationship

Feedback Result:

Answered: 10      Not Responded: 0

Yes: 8              No: 2

#### **Feedback Provider Comments:**

- Physical condition has not commenced, however in-depth discussions and negotiations are continuing
- There has been a delay by Council Staff in starting the plaza, development is now late.

**QUESTION 3 / Key Result Area 2:****FOCUS AREA: STRATEGY****LIGHTHOUSE PROJECT DELIVERY**

Survey Question – Has construction commenced on the Health Precinct?

Measurement Tool – Project Plans, CBD, Fremont Park and its relationship

Feedback Result:

Answered: 9      Not Responded: 1

Yes: 6      No: 3

**Feedback Provider Comments:**

- Land sold to developer and is pending construction in the near future
- No, discussions and negotiations are continuing and progressing
- Plans are well underway with land sold to ACH
- Not sure exactly what is happening.

**QUESTION 4 / Key Result Area 2:****FOCUS AREA: STRATEGY****LIGHTHOUSE PROJECT DELIVERY**

Survey Question – Has construction commenced on the Sports Precinct?

Measurement Tool – Project Plans, CBD, Fremont Park and its relationship

Feedback Result:

Answered: 10      Not Responded: 0

Yes: 10      No: 0

**Feedback Provider Comments:**

NIL

**QUESTION 5 / Key Result Area 3:****FOCUS AREA: ORGANISATIONAL PERFORMANCE****SERVICE DELIVERY**

Survey Question – Have Service Standards and Targets been established and endorsed by Council?

Measurement Tool – Service Standards

Feedback Result:

Answered: 10      Not Responded: 0

Yes: 10              No: 0

**Feedback Provider Comments:**

NIL

**QUESTION 6 / Key Result Area 3:****FOCUS AREA: ORGANISATIONAL PERFORMANCE****SERVICE DELIVERY**

Survey Question – Has the new management structure been implemented?

Measurement Tool – Service Standards

Feedback Result:

Answered: 9      Not Responded: 1

Yes: 9              No: 0

**Feedback Provider Comments:**

NIL

**QUESTION 7 / Key Result Area 3:****FOCUS AREA: ORGANISATIONAL PERFORMANCE****SERVICE DELIVERY**

Survey Question – Have Service Standards results improved?

Measurement Tool – Service Standards

Feedback Result:

Answered: 9      Not Responded: 1

Yes: 8      No: 1

**Feedback Provider Comments:**

- A yes response in some areas but still a way to go
- I am not sure what is happening
- Improvements have been made

**QUESTION 8 / Key Result Area 4:****FOCUS AREA: ORGANISATIONAL PERFORMANCE****FINANCIAL PERFORMANCE**

Survey Question – Has the budget and operational targets set by Council been achieved?

Measurement Tool – Budget

Feedback Result:

Answered: 10      Not Responded: 0

Yes: 10      No: 0

**Feedback Provider Comments:**

- Doing well and feel confident that Mal is across the financials, confident with our financial position

**QUESTION 9 / Key Result Area 5:****FOCUS AREA: ORGANISATIONAL PERFORMANCE****CUSTOMER SERVICE INITIATIVES**

Survey Question – Has the CRM system review occurred?

Measurement Tool – Resident Satisfaction Survey (Annual Measure), CRM System

Feedback Result:

Answered: 8      Not Responded: 2

Yes: 4              No: 4

**Feedback Provider Comments:**

- Still reviewing and has not been fixed
- Review currently underway
- I am not sure what is happening
- Cannot do CRM on iPhone

**QUESTION 10 / Key Result Area 5:****FOCUS AREA: ORGANISATIONAL PERFORMANCE****CUSTOMER SERVICE INITIATIVES**

Survey Question – Did the Resident Satisfaction Survey return a result of 3.5 or greater?

Measurement Tool – Resident Satisfaction Survey (Annual Measure), CRM System

Feedback Result:

Answered: 9      Not Responded: 1

Yes: 9              No: 0

**Feedback Provider Comments:**

- Greater than 3.5

**QUESTION 11 / Key Result Area 6:****FOCUS AREA: ORGANISATIONAL CULTURE****RELATIONS**

Survey Question – Is the CEO fostering and leveraging at a Federal, State and Local level?

Measurement Tool – External

Feedback Result:

Answered: 10      Not Responded: 0

Yes: 10              No: 0

**Feedback Provider Comments:**

NIL

**QUESTION 12 / Key Result Area 6:****FOCUS AREA: ORGANISATIONAL CULTURE****RELATIONS**

Survey Question – Is the CEO participating in the Northern Economic Plan and other programs?

Measurement Tool – External

Feedback Result:

Answered: 10      Not Responded: 0

Yes: 10              No: 0

**Feedback Provider Comments:**

NIL

**QUESTION 13 / Key Result Area 6:****FOCUS AREA: ORGANISATIONAL CULTURE****RELATIONS**

Survey Question – Has the CEO maintained and or improved relationships with Council Members?

Measurement Tool – Staff Survey (Bi-yearly)

Feedback Result:

Answered: 10      Not Responded: 0

Yes: 9              No: 1

**Feedback Provider Comments:**

NIL

**QUESTION 14 / Key Result Area 6:****FOCUS AREA: ORGANISATIONAL CULTURE****RELATIONS**

Survey Question – Has the CEO developed a Marketing and Communications Strategy to better inform the community of Council's responsibilities?

Measurement Tool – Communications

Feedback Result:

Answered: 9      Not Responded: 1

Yes: 6              No: 3

**Feedback Provider Comments:**

NIL

**QUESTION 15 / Key Result Area 7:****FOCUS AREA: ORGANISATIONAL CULTURE****WORK HEALTH SAFETY**

Survey Question – Is Work Health Safety being managed well?

Measurement Tool – Legislation

Feedback Result:

Answered: 9      Not Responded: 1

Yes: 8      No: 1

**Feedback Provider Comments:**

- ☐ I can only assume this is the case
- ☐ Unable to provide comment on this
- ☐ I am not sure what is happening
- ☐ Generally done very well

**QUESTION 16:****OTHER**

Survey Question – Please comment on CEO strengths?

**Feedback Provider Comments:**

- ☐ Always available, listens, innovative, inspires others, strong leadership
- ☐ Highly effective people leader
- ☐ The CEO has a demonstrated ability to provide clear leadership and advise to the Elected Body and the organisation and has an ability to communicate effectively on all levels
- ☐ Good leader so we can just get on with it
- ☐ Supportive of staff
- ☐ Personable, intelligent and affable
- ☐ Has ability to get things done
- ☐ Very experienced CEO
- ☐ Good listener



**QUESTION 17:****OTHER**

Survey Question – Please detail any areas for improvement?

**Feedback Provider Comments:**

- CEO needs to demonstrate that he is delegating responsibility to his subordinates. This will be imperative over the next 18 months as the existing contract of engagement draws closer to expiry. I would like to see performance targets of the Deputy CEO and regular reports of his performance and development
- Needs to improve on the time it takes to return calls and emails to Councillors. Needs to delegate less and manage General Manager output.
- Need to communicate better about what he is involved in. Tends to keep key strategy discussions to himself
- Would like more information about what is happening
- Needs to drive change in culture of the organisation more quickly
- Remind everyone we are City of Playford – Not Elizabeth.

## 2.2 & 2.3

### SUMMARY OF ADDITIONAL FEEDBACK FROM ELECTED MEMBERS INFORMATION SESSION AND INTERVIEWS.

#### Strengths

- Future plans for the City of Playford are very good
- Very happy with Mal and where the City is going
- Want to have hard copies of papers
- Bushfire issues need to be discussed with EPA
- Mal always responds to emails
- Very satisfied with his leadership
- Quarterly updated connected well to his KPI's
- He is orienting staff to a new vision of serving the Community
- Has brought State Government on board
- He is changing the organisation culture

#### Areas for Improvement

- He has entrusted detail of Council Meeting Agenda to Executive and he needs to have better oversight of the detail
- He needs to work on development of the Executive and guarantee time weekly to do this.

### 3. CEO SELF-ASSESSMENT REPORT (September 2016)

*This report by Mal Hemmerling is a reflection of his first year as CEO of the City of Playford.*

#### KEY ACHIEVEMENTS

##### 1. ORGANISATIONAL REFOCUS AND REALIGNMENT

- I worked swiftly to stabilise and refocus the organisation back to its core business, needing to strengthen our foundations and focus our attention back on the community. The principles underpinning this were that we are here to deliver for the community, working as a united team and maximising opportunities.
- I can confidently say that we are now working together as a strong team, with a clear and resolute focus on the work that needs to be done to help fulfil Playford's potential.
- I realigned the organisation into three business units: Strategy & Corporate – planning, City Services – delivering, Strategic Projects & Assets – building.
- Teams moved into areas that made more sense, where types of work are more closely aligned and where the structure of the organisation enabled a focus on community outcomes and promoted cross-functional collaboration.
- The New Executive team was formed in February 2016 to take the organisation forward under the realigned structure. A mix of Local Government with private sector expertise to provide a broader cross sections of skills, approach and management.

##### 2. REFOCUSED STRATEGIC PLAN

- With the foundation in place, we turned our attention to reviewing the systems and plans needed to support a focus on delivering outcomes for the community. At the core of this work was the analysis of the organisation's Strategic Plan. Working with the Council, we refocused the Strategic Plan to simplify the organisation's priorities, bring clarity and focus to our direction and heighten the organisation's efforts in response to the economic and social challenges that face the Playford community.
- SMART CITY, CONNECTED COMMUNITY, the updated plan has a focus on transitioning Playford into South Australia's leading recognised Smart City that will drive economic and social prosperity. Technology will enhance connections between residents, business and visitors and provide our community with increased opportunities.

## City of Playford



The Smart City, Connected Community direction will reinvent Playford and once again lift this proud and resilient community.

- The agenda is gaining momentum with national impact, e.g. Today Show appearance.

### **OVERVIEW OF MAJOR PROJECTS**

Delivery of our major projects is key to achieving strategic goals, and over the last twelve months we have made significant inroads particularly in the CBD, Sports Precinct, Health Precinct and of course opening of the Stretton Centre.

#### Playford City CBD

- The CBD has a lot of momentum with the preliminary site work starting in preparation for commencement of Prince George Plaza construction with the successful tenderer appointed. A number of the sites have been earmarked for specific developments with negotiations with developers underway.
- The developer of the Playford Arena ice rink is undertaking a prudential review and is trying to secure a funding deal with the state government. The review is due by the end of September.
- The first stage of remediation works in Fremont Park is currently underway, focused on improving the areas in and around the creek.
- Initial discussions have been had with Singtel/Optus and Telstra about providing the 10GB internet service. Other service providers will be approached.
- An activation strategy for the space around the planned new Plaza is underway.

#### Adelaide United Football Club

- The AUFC officially moved into their \$700K training centre at Ridley Reserve in Elizabeth and started training in September on new high-quality football pitches. The AUFC Administration building is complete. This is the first national sporting team to be permanently based in Playford and its presence is a great way to encourage and inspire our young and upcoming players. The success in the 2016 season recognised the quality and standard of the new facilities within Playford.

## City of Playford



- The Club's location here will raise the profile of our area, help drive business growth and development opportunities, and boost existing community programs such as the AUFC's Football School at Ridley Reserve.
- The football club have started to build on the relationships they already have with our local clubs and community through their training and development sessions. A community Open Day at the new facility attracted around 2,500 AUFC fans with kids and families having the chance to meet their favourite players face to face, watch players training on the new grounds and enjoy a range of free kid's activities.

### Aquadome

- Construction of a family friendly change room and a new expanded pool deck.

### Tennis Centre

- Construction underway with completion expected by July 2017. Early stage talks are underway to have a second tier, Tennis Australia sanctioned pro event in early 2018.

### Bowls Clubs

- Merger of Elizabeth and Munno Para Bowls Clubs has been approved by executive committees of both Clubs. It was a process that took longer than desired, but with a successful outcome. Munno Para Club site is contracted to be sold pending re-zoning.

### Health Precinct

- Land sale occurred and ACH facility secured – ACH will build a \$35 million state of the art health, teaching and research facility creating 120 full-time equivalent ongoing roles once the facility is opened.

### Stretton Centre

- Officially opened on 25 September 2015 by Senator the Hon. Simon Birmingham, Minister for Education and Training; the Premier of South Australia; Senator Sean Edwards; Glenn Docherty, Mayor, City of Playford; and Rear Admiral the Honourable Kevin Scarce AC CSC RAN (Rtd), Chancellor of the University of Adelaide.

- In November 2015, Council's economic development and advocacy resources were put into Stretton to provide a more integrated and strengthened approach to local economic development.

### 3. FINANCIAL MANAGEMENT

#### Key Highlights:

- Sound position and within budget for 2015/16
- Addressed onerous redundancy clause in manager contracts – now aligned to industry standards and community expectations
- There is greater transparency and understanding within the Long Term Financial Plan
- Efficiency and Effectiveness – Continuous Improvement
- E&E concluded with savings total of \$8.2million
- Continuous improvement continues to be embedded into the organisation, with the executive collectively managing efficiency targets based on a % reduction of operating expenditure between 0.5-1% (~\$4million over 5 years).

### 4. MARKETING COMMUNICATIONS

- I am working to reposition Playford, build its image and ultimately contribute to the economic and social function of our community. Marketing is integral to help community understand what it is we are doing. I have rebuilt a strong and professional team with strong links, networks and experience in the media and communications industry.
- Weekly media reach and monitoring demonstrates our positive upward movement and improvement in the traditional media space. Equally, our expanding presence and reach in the digital, online media space via facebook, Council website, twitter and linkedin has increased our daily readership and community interactions significantly.

### 5. WORK, HEALTH, SAFETY

- Managing our WHS area well, claims, return to work etc
- Latest report from the Local Government measures have Playford as the best performer in this area.
- Claims dropped by 27% in the last 12 months.



## 6. RESIDENT SATISFACTION

- A 3.76 resident satisfaction result is a significant increase from our 2015 rating of 3.57, and the highest score since 2009
- It's very real and credible validation that the move to refocus our efforts back to the community was not only the right decision, but has been recognised – and is valued – by the Playford community.

## 7. EMPLOYEE SURVEY

- 2016 Employee Pulse Survey – 72% of staff believe that Playford has an outstanding future. It shows that our organisation has embraced the revitalized direction and come together as a strong team with a clear understanding of Council's direction.

## CHALLENGES

- Stabilisation and realignment of the organisation after 18 years under a previous administration has been successful and encouraging.
- Close relationships with Council with open and communicate at regular forums.
- Increased communication with the community on what council is doing and achieving.

## TRAINING AND DEVELOPMENT IN PROGRESS/COMPLETED

- We have established an organisation wide approach to training and development with a motivated Organisational Development team.
- Increased advice and attention to Councillor's needs and advice on available achievements and courses.
- High level forum for Executive development.

## FORWARD PROJECTION

- Consolidation of the year's initiatives.
- Focus on delivery of strategic plan and key projects.
- Increased attention to communicate with our Community and appreciation of our staff.
- Close contact and attention with our business leaders and community.

### City of Playford

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- Alignment of our northern council on projects with mutual benefits and above all assist their development for the greater northern community.
- Focus on Northern Economic Plan outcomes with Salisbury and Port Adelaide Enfield.
- Expansion of commercial opportunities in the Playford Council area and improve balance of commercial / residential rate base plus investment opportunities.



#### 4 SUMMARY

The Chief Executive Performance Review has provided a comprehensive evaluation of progress against key priorities established and agreed by Council at the commencement of Dr Mal Hemmerling's appointment to the role.

During the past 12 months' quarterly reports and reviews have been undertaken and discussed at the CEO Performance Review Committee Meetings. The Chief Executive has also provided regular briefings to Council.

The Annual Review findings conclude that Dr Hemmerling has capably carried out his duties as Chief Executive, providing clear direction and strong leadership.

All areas of focus from his Performance Agreement have been met including:

- Strategic Plan objectives implemented
- Lighthouse Projects are progressing on schedule
- Financial Performance achieved
- Customer Service standards and delivery improved
- Organisation Culture Change Programme progressing
- Government relations at all levels improved
- Communication with Council open and transparent
- Work Health Safety is being well managed.

The results from the Performance Review undertaken by Elected Members and Executive Staff are generally consistent with the CEO's Self-Assessment.

Overall the results are very positive and recognise that the Chief Executive has comprehensively fulfilled the requirements of his position. The feedback recognises Dr Hemmerling's leadership capability, intelligence, strong management of people and connection with Elected Members.

The focus on customer service and responsiveness has seen an improvement in Resident Satisfaction as evidenced in the recent Survey with results having the highest score since 2009. Feedback indicated that the focus on service should remain an ongoing priority.

Areas identified as requiring ongoing attention include attending to the further development of organisation culture and capability of staff. Dr Hemmerling must continue to develop key staff, provide clarity of expectations and ensure accountability for delivery of outcomes.

Ongoing communication within the organisation, Elected Members and the Community is critical to ongoing success especially in relation to strategic initiatives.

Dr Hemmerling's relationship with Government is recognised as a strength and he is encouraged to pursue benefits from his continuing involvement with the Northern Economic Plan. Delivery of the Lighthouse Projects and development of commercial and investment opportunities need to remain a priority for the next year.

The annual CEO Performance Review findings conclude that Dr Hemmerling has effectively met all the requirements of his Performance Agreement and received positive feedback in support of his achievements.

Suggestion for improvement will be discussed with Dr Hemmerling and included in the development of his next Performance Agreement.

## 5 RECOMMENDATIONS

It is recommended that the CEO Performance Review Committee note the findings contained in this report.



**JANE JEFFREYS** FAICD, FAIM, FAHRI  
**Director - Jane Jeffreys Consulting**  
161 Wakefield Street, Adelaide SA 5000  
Mobile: 0411 860 951  
E [jane@jjconsulting.net.au](mailto:jane@jjconsulting.net.au)  
W [www.jjconsulting.net.au](http://www.jjconsulting.net.au)



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**South Australian Local Government**  
Remuneration Survey Report  
Chief Executive Officers



**Local Government Association**  
of South Australia



## INTRODUCTION

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

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

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

All 68 South Australian Councils participated in the survey. In addition we were able to utilise the results of the M<sup>c</sup>Arthur National Local Government Remuneration Survey 2015/2016 which provided data from more than 200 Councils to enable a comparative analysis on a national basis.

All data collected through the survey was examined and reviewed to ensure its authenticity. It was then apportioned across the following groups to enable a particularised analysis and comparison.

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

## Councils Considered in the Review

Our research primarily considered material supplied by all 68 South Australian Councils. In addition, data from more than 200 Councils identified in the M<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 telephone rental and calls or computer usage

**Rent** – Value of home rental assistance

**Other** – Includes a range of remuneration packages not included elsewhere



## 2016 Data – Observations and Trends

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

### Average Total Remuneration Package (TRP) – All Councils

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

**TABLE 1**

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

### Average Total Remuneration Package (TRP) – By Common Grouping

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

**TABLE 2**

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

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

### **Motor Vehicles**

The reported value of the motor vehicle component of TRPs ranged from \$4,949 to \$25,000, the average value being \$12,098. For 2016, 11 CEOs reported not having a vehicle component as part of their TRP.

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

### **Superannuation**

Aside from the Defined Benefit Schemes, the majority of Councils operate under the Superannuation Guarantee and apply the standard 9.5%. Five CEO's negotiated additional superannuation contributions by way of salary sacrifice.

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





### Professional Development

16 Chief Executive Officers received payment as part of their TRP to cover membership to professional associations and costs associated with professional development programs ranging from \$300 to \$15,000.

### Phone / Laptop

23.5% of all positions covered in the survey data included a benefit for private use of technology devices. The value of this component which ranged from \$300 to \$9,576 also varied considerably usually as a consequence of the level of private use allowed for under the arrangement, the type of device/s included in the package and Fringe Benefit requirements.

### Rent Assistance

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

### Other Benefits

With a range from \$123 to \$5,267 Other Benefits typically included those for which a degree of discretion applied. While the range of options is often limited by virtue of FBT rules other benefits identified within the survey data totalled \$23,141 and included such items as; salary sacrifice for additional superannuation and annual leave, gymnasium and sporting club memberships, health insurance and Qantas Club memberships.

### Remuneration Movements – South Australian Councils

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

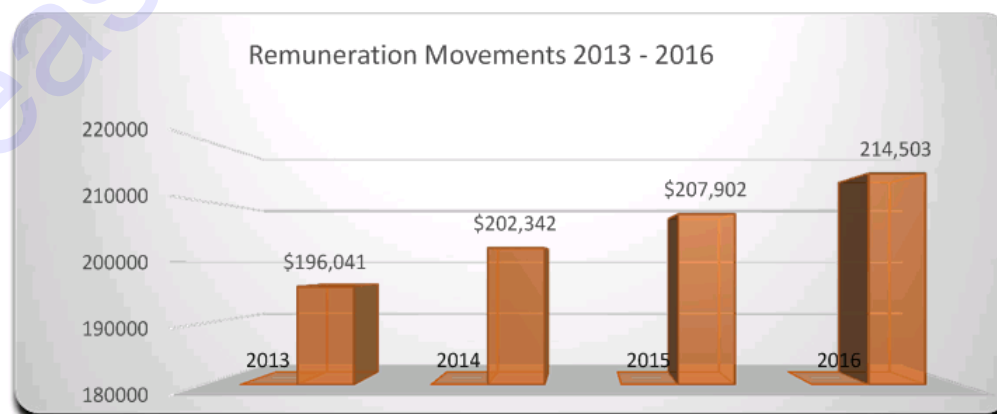
Although this years' survey includes more comprehensive data the following table and chart incorporate information based on previous years to demonstrate movements in remuneration levels over the past three years. With the inclusion of benefits beyond base salary, superannuation and motor vehicles the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

**TABLE 3**

\* CPI & Wage Price Index by courtesy of ABS

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

**CHART 1**





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

TABLE 4

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

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

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



## National and Interstate Data

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

This information was obtained from the **McArthur 2015 /2016 National Remuneration Survey**.

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

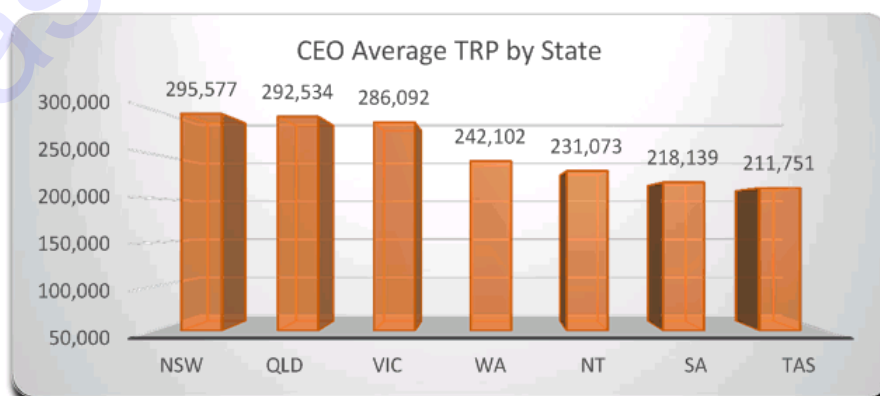
- **Median** is the midpoint of all values
- **Q1** is the number below which 25% of the data falls
- **Q3** is the number above which 25% of the data falls

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

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

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

CHART 2







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

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

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

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

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

TABLE 9

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



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

TABLE 10

Category	South Australia			National		
	Q1	Q3	Average	Q1	Q3	Average
Very Large Metropolitan / Regional (Category 1) Expenditure Budgets greater than \$160 Million	-	-	320,000	352,410	420,553	387,819
Large Metropolitan / Regional (Category 2) Expenditure Budgets \$100 Million - \$160 Million	307,500	325,740	316,620	310,000	362,866	333,330
Medium Metropolitan / Large Rural (Category 3) Expenditure Budgets \$60 Million - \$100 Million	269,305	340,982	305,143	275,079	327,892	304,691
Small Metropolitan / Medium Rural (Category 4) Expenditure Budgets \$30 Million - \$60 Million	237,503	277,967	258,912	235,000	279,098	256,868
Small Rural (Category 5) Expenditure Budgets less than \$30 Million	151,351	229,315	189,773	189,381	239,216	213,038

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

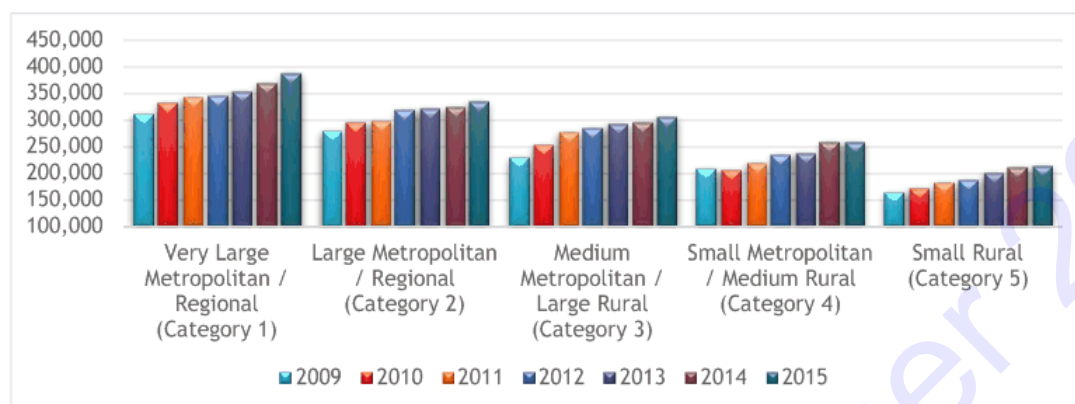
## Remuneration Movements – National

Across the nation, remuneration levels increased steadily for Chief Executives from 2009 to 2015 as can be seen in the following table and chart which provide a summary of average total remuneration packages by Council category.

TABLE 11

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

CHART 3



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

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

TABLE 12

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

## Summary Tables

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

**Table 13** – shows the Total Remuneration Package including the cash, superannuation and the value of all other benefits for all Councils

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

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

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

**Table 13 – Total Remuneration Package details – All Councils**

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

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



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

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

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

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



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

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

Council	January 2016			
	Cash	Super	Vehicle	Total
District Council of Karoonda East Murray	100,638	11,727	12,000	124,365
District Council of Kimba	123,836	11,764	15,000	150,600
District Council of Lower Eyre Peninsula	147,084	13,605	5,000	165,689
District Council of Loxton Waikerie	180,679	17,164	10,000	207,843
District Council of Mallala	175,438	16,667	16,800	208,905
District Council of Mount Remarkable	165,000	15,675	10,000	190,675
District Council of Orroroo Carrieton	144,125	13,597	-	157,722
District Council of Peterborough	104,955	9,974	12,000	126,929
District Council of Robe	136,821	12,724	20,811	170,356
District Council of Streaky Bay	140,000	13,300	10,000	163,300
District Council of Tumby Bay	141,831	13,474	15,000	170,305
District Council of Yankalilla	168,082	16,918	10,000	195,000
Kangaroo Island Council	190,486	18,096	14,000	222,582
Kingston District Council	136,132	12,438	13,000	161,570
Light Regional Council	216,938	20,175	4,750	241,863
Mid Murray Council	169,373	15,752	12,500	197,625
Municipal Council of Roxby Downs	139,083	13,212	8,777	161,072
Naracoorte Lucindale Council	171,790	16,320	12,000	200,110
Northern Areas Council	128,904	12,246	15,000	156,150
Port Augusta City Council	221,000	20,995	-	241,995
Port Pirie Regional Council	173,515	16,310	15,000	204,825
Regional Council of Goyder	129,170	12,013	13,000	154,183
Renmark Paringa Council	164,600	15,637	12,000	192,237
Rural City of Murray Bridge	217,855	20,696	-	238,551
Southern Mallee District Council	123,000	11,685	15,000	149,685
Tatiara District Council	140,523	13,350	12,100	165,973
The Barossa Council	207,685	19,315	14,000	241,000
The Flinders Ranges Council	111,722	10,055	12,000	133,777
Town of Gawler	207,000	21,025	-	228,025
Wakefield Regional Council	179,151	17,019	10,000	206,170
Wattle Range Council	185,144	17,649	12,000	214,793
Wudinna District Council	120,055	32,295	-	152,350
Yorke Peninsula Council	218,301	20,193	10,000	248,494
January 2016 Total	12,618,616	1,250,887	713,763	14,583,266
January 2015 Total	12,174,057	1,230,689	727,201	14,131,949
Variation	3.65%	1.64%	(1.85)%	3.19%

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

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

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

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



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

**C. COUNCIL/COMMITTEE TO DECIDE HOW LONG ITEM 18.1 IS TO BE KEPT IN CONFIDENCE****Purpose**

To resolve how long agenda item 18.1 is to be kept confidential.

**STAFF RECOMMENDATION**

Pursuant to Section 90(2) and Section 91(7) of the Local Government Act 1999, the Council orders that the following aspects of Item 18.1 be kept confidential in accordance with Council's reasons to deal with this item in confidence pursuant to Section 90 (3) (a) of the Local Government Act 1999:

- Report for Item 18.1
- Attachment(s) for Item 18.1
- Discussion for Item 18.1
- Decision for Item 18.1

This order shall operate for 30 days following Councils consideration of the matter at the October 2016 Ordinary Council Meeting, 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 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 7.1 be kept confidential in accordance with Council's reasons to deal with this item in confidence pursuant to Section 90 (3) (a) of the Local Government Act 1999:

- Report for Item 7.1
- Attachment(s) for Item 7.1
- Discussion for Item 7.1
- Decision for Item 7.1

This order shall operate for 30 days following Councils consideration of the matter at the October 2016 Ordinary Council Meeting, 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.

**18.2 CHIEF EXECUTIVE OFFICER PERFORMANCE AGREEMENT FOR 2016/17**

Contact Person: Mr Steven Watson

**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 present matter relates to information pertaining to the personal affairs of persons and the disclosure of this information would be unreasonable because the information is sensitive to those persons and is not a matter of public knowledge.

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

No action – this motion passed in the open section.

**B. THE BUSINESS MATTER****18.2 Chief Executive Officer Performance Agreement for 2016/17**

See Attachment No: 1. CEO Performance Agreement - Quarterly Update as at 21 July 2016

**Why is this matter before the Council or Committee?**

The Committee worked with the Chief Executive Officer to create and adopt a Qualitative and Quantitative 2016 Chief Executive Officer Performance Agreement. Whilst the Performance Agreement is detailed as 2016, the Committee is to review and shape and adopt a revised/new Performance Agreement to carry through until 30 June 2017.

**Presenter:** Mr Steven Watson & Ms Jane Jeffreys

**Purpose:** The Committee to review the Qualitative and Quantitative 2016 Chief Executive Officer Performance Agreement and consider shaping and adopting a 2017 Chief Executive Officer Performance Agreement.

**Outcome:** The Committee to shape and adopt a Qualitative and Quantitative 2017 Chief Executive Officer Performance Agreement.

**Duration:** 20 Minutes

**2016 CHIEF EXECUTIVE PERFORMANCE AGREEMENT - CONFIDENTIAL**

Revised 21 July 2016 – Quarterly Performance Progress



Revised Key Result Area	Measurement Source/Tool	Key Performance Indicator	Quarterly Performance Progress – Update as at 21 July 2016
<b>FOCUS AREA: STRATEGY</b>			
<b>1. Strategic Delivery</b>	<ul style="list-style-type: none"> <li>Annual Business Plan</li> </ul>	Maintain and or improve Targets <i>NB: Targets, Page 40, 2015/16 Annual Business Plan</i>	Regular updates to Council going well <ul style="list-style-type: none"> <li>Open and honest about new Strategic Plan, goes to Council for endorsement</li> <li>New vision for long term strategic direction</li> <li>Established 10 priority projects</li> <li>Position as 'smart city' agenda transition to a new modern city</li> <li>Formed think tank with key players</li> <li>Sam Green will be the Project Leader and mentored by Mal.</li> </ul>
<b>2. Lighthouse Project Delivery</b> Initiative: 2.1 Commence construction on all projects in accordance with approved Project Plans. <ul style="list-style-type: none"> <li>CBD</li> <li>Health Precinct</li> <li>Sport Precinct</li> </ul>	<ul style="list-style-type: none"> <li>Project Plans</li> <li>CBD - Fremont Park and it's relationship</li> </ul>	<ul style="list-style-type: none"> <li>Project Milestones:</li> </ul> <ol style="list-style-type: none"> <li>CBD               <ol style="list-style-type: none"> <li>Site works at Prince George Plaza commenced</li> </ol> </li> <li>Sports               <ol style="list-style-type: none"> <li>Tennis Centre construction has commenced</li> <li>Bowling club detailed design completed</li> </ol> </li> <li>Health               <ol style="list-style-type: none"> <li>Design work to Street scape commenced</li> <li>Landscaping to roundabout and signage commenced</li> </ol> </li> </ol>	<ul style="list-style-type: none"> <li>➤ 1 a. Commences August, new road network commencing</li> <li>➤ 2 a. Commenced</li> <li>➤ 2 b. Design commenced</li> <li>➤ 3 a. Commenced</li> <li>➤ 3 b. Commenced, land adjacent to Lyell McEwen Hospital sold to</li> </ul>



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Revised Key Result Area	Measurement Source/Tool	Key Performance Indicator	Quarterly Performance Progress – Update as at 21 July 2016
		<b>4. Fremont Park</b> a. New strategy presented to Council  <ul style="list-style-type: none"> <li>Variance and exception reporting for each project</li> </ul> <i>NB: Milestones to be achieved by the 1<sup>st</sup> of September 2016</i>	development group  ➤ 4 a. Awaiting approval  ➤ Variance reporting is presented in Asses Management reporting
<b>FOCUS AREA: ORGANISATIONAL PERFORMANCE</b>			
<b>3. Service Delivery</b> Initiatives: <b>3.1</b> Establish and monitor performance against established standards. <b>3.2</b> Bed down re-alignment of the organization under the new management structure <b>3.3</b> Give the community a better environment in which they live <b>3.4</b> More effective use of funds made available to Council in achieving this  New initiatives: <ul style="list-style-type: none"> <li>LED lighting of the City</li> <li>Changing work practices within Development Services</li> <li>Improvement in City presentation</li> <li>Expand the ASR Water Initiatives</li> </ul>	<ul style="list-style-type: none"> <li>Service Standards</li> </ul>	<ul style="list-style-type: none"> <li>Service Standards and Targets endorsed by Council</li> <li>Service Standards results</li> <li>Operational Standards results</li> </ul> <i>NB: Milestone to be achieved by the 1<sup>st</sup> of September 2016</i>  <ul style="list-style-type: none"> <li>Negotiate with the owner, SA Power Networks, to achieve savings efficiencies</li> <li>Planning approvals as per E&amp;E</li> <li>Greening the City targets are achieved</li> </ul>	➤ Standards completed ➤ Results in first quarter ➤ Operational reports ➤ 3.2 complete ➤ 3.3 ongoing ➤ 3.4 As per budget  New initiatives: ➤ LED Ongoing ➤ Work practices ongoing ➤ Improvement ongoing

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		<ul style="list-style-type: none"> <li>Strategic ASR Water Initiatives document is developed and presented to Council</li> </ul>	➤ Expansion ongoing
<b>4. Financial Performance</b> Initiatives: <b>4.1</b> Achieve budget and operational targets as approved by Council 15/16 <b>4.2</b> Establish budget and plans for 16/17 as approved by Council	<ul style="list-style-type: none"> <li>Budget</li> </ul>	<ul style="list-style-type: none"> <li>The audited EOY result is within the budget set by Council (budgets achieved)</li> <li>Successful implementation of specific business improvement initiatives</li> <li>Legislative reporting requirements are met</li> </ul>	➤ 4.1 Ongoing ➤ 4.2 Budget approved (business improvement system is imbedded in the organization to replace E & E program)
<b>5. Customer Service</b> Initiatives: <b>5.1</b> Review the current CRM system to achieve: <ul style="list-style-type: none"> <li>Better service and relationships with customers</li> <li>More accurate and timely reporting</li> </ul> <b>5.2</b> Embed high level service delivery to our customers at every interface with Council.	<ul style="list-style-type: none"> <li>Resident Satisfaction Survey (Annual Measure)</li> <li>CRM System</li> </ul>	<ul style="list-style-type: none"> <li>Quarterly updates maintained</li> <li>Overall satisfaction score of 3.5 or greater (3.5 achieved in 2015)</li> <li>Project commenced focused on improvements to the CRM system to deliver better service and improve relationships with customers</li> </ul>	➤ 5.1 CRM being completely reviewed, Resident Satisfaction Survey prepared for distribution at end of September ➤ 5.2 CRM ongoing development

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<b>FOCUS AREA: ORGANISATIONAL CULTURE</b>			
<b>6. Relations</b> Initiatives: <b>6.1</b> Continue to foster and leverage relationships at a Federal, State and Local level for the benefit of the Playford community. <b>6.2</b> Explore opportunities to drive the City of Playford forward through its relationships with Government, NFP's, Commerce and Industry <b>6.3</b> Participate and develop Playford's role in the Northern Economic Plan and other Government Programs <b>6.4</b> Lead and drive China program to align with other key priority initiatives <b>6.5</b> Maintain and improve relationships with the Elected Members <b>6.6</b> Improve relationships between the Council and Community <b>6.7</b> Staff satisfaction <b>6.8</b> Establish a marketing/communication strategy to better inform the	<ul style="list-style-type: none"> <li>• External</li> <li>• Council</li> <li>• Staff Survey (Bi—yearly)</li> <li>• Communications</li> </ul>	Quarterly updates provided to Council <ul style="list-style-type: none"> <li>• Report activity and opportunities</li> <li>• Progress Playford projects in Northern Economic Plan</li> <li>• Resident Survey Results (maintain and or improve)</li> <li>• Staff Satisfaction Survey (maintain and or improve)</li> <li>• Develop and implement a Communications Strategy</li> </ul> NB: Milestone to be achieved by the 30th of June 2017	<ul style="list-style-type: none"> <li>➤ 6.1 Relationships working well</li> <li>➤ 6.2 Now including all close Councils on matters of common interest</li> <li>➤ 6.3 Northern Economic Plan, ongoing regular meetings</li> <li>➤ 6.4 China Program, signed agreement with Zibo - align sports, education and cultural programs – water, food and other items Playford will support other Councils Part of PAFC China connection</li> <li>➤ 6.5 regular council updates, open and respectful dialogue</li> <li>➤ 6.6 Relationships with Council and community to be reported in Resident Satisfaction Survey</li> <li>➤ 6.7 Staff Satisfaction Survey to be conducted in Dec – all staff presentation held to outline future direction and engagement</li> <li>➤ 6.8 Marketing and Communication</li> </ul>

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community of Council's functions and responsibilities			Strategy – new Marketing team in place and developing strategy to be presented to Council in Aug/Sept
<b>7. Work Health Safety</b>	<ul style="list-style-type: none"> <li>Legislation</li> </ul>	<ul style="list-style-type: none"> <li>Legislative requirements are met</li> <li>WHS culture is maintained and or improved</li> </ul>	➤ Being managed well
<b>8. Other</b>			➤ Enterprise Agreement progressing well, will be signed next month.

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

**C. COUNCIL/COMMITTEE TO DECIDE HOW LONG ITEM 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) (a) of the Local Government Act 1999:

- Report for Item 18.2
- Attachment(s) for Item 18.2
- Discussion for Item 18.2
- Decision for Item 18.2

This order shall operate until adoption of a revised Chief Executive Officer Performance Agreement arising from the next performance cycle in 2017/18 or upon the CEO's employment concluding.

**COMMITTEE 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 7.2 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 7.2
- Attachment(s) for Item 7.2
- Discussion for Item 7.2
- Decision for Item 7.2

This order shall operate until adoption of a revised Chief Executive Officer Performance Agreement arising from the next performance cycle in 2017/18 or upon the CEO's employment concluding.