



No. 3 of 2025

**DETERMINATION OF THE REMUNERATION TRIBUNAL**  
**Minimum and Maximum Chief Executive Officer Remuneration**

**SCOPE OF DETERMINATION**

1. This Determination applies to Chief Executive Officers of Local Government Councils to whom section 99A of the *Local Government Act 1999 (SA)* (**LG Act**) applies.
2. For the reasons provided in the accompanying report:
  - a) Roxby Downs Council is not covered by this Determination; and
  - b) The District Council of Coober Pedy is exempt from this Determination as it is covered by a separate determination of the Tribunal, Determination 4 of 2024.

**MINIMUM AND MAXIMUM REMUNERATION**

3. In accordance with section 99A of the LG Act the Remuneration Tribunal hereby determines the following rates of minimum and maximum remuneration for Chief Executive Officers of Local Government Councils in South Australia:

| <b>Band</b>           | <b>Total Remuneration Package</b> |
|-----------------------|-----------------------------------|
| Adelaide City Council | \$386,710 - \$458,557             |
| 1                     | \$323,763 - \$419,580             |
| 2                     | \$296,243 - \$383,916             |
| 3                     | \$271,062 - \$351,283             |
| 4                     | \$248,022 - \$321,424             |
| 5                     | \$226,940 - \$294,103             |
| 6                     | \$207,650 - \$269,104             |
| 7                     | \$190,000 - \$246,230             |
| 8                     | \$190,000 - \$225,301             |

4. Remuneration figures are expressed on a total remuneration package basis as is detailed below:

| Component                        | Definition  |
|----------------------------------|---|
| Monetary remuneration            | Base salary (cash component).   |
| Superannuation                   | Includes employer superannuation contributions, any salary sacrifice component, and any additional payments made by a Council.  |
| Annual Leave Loading             | As defined in the relevant employment contract.   |
| Additional Leave Entitlements    | Dollar value of additional leave provided over and above statutory entitlement, except where this is provided to allow remotely based CEOs to travel to their hometown or capital city to commence / return from leave.   |
| Bonuses                          | Dollar value of any bonuses or performance incentives, whether received in cash or kind.  |
| Motor Vehicle                    | <p>The value of the cash allowance or the private benefit value of the motor vehicle to the CEO using either the Prime Cost (depreciation), Operating Cost, or Statutory Formula in accordance with the ATO rules.</p> <p>Must include FBT payable by the CEO.</p> <p>Refer to: <a href="https://www.ato.gov.au/calculators-and-tools/fringe-benefits-tax-car-calculator">https://www.ato.gov.au/calculators-and-tools/fringe-benefits-tax-car-calculator</a></p>   |
| Housing Allowance                | <p>The dollar value of any housing allowance or rental subsidy and associated FBT. Consistent with the ATO remote area fringe benefit tax requirements.</p> <p>Note, designated remote areas are exempt from FBT – refer to:</p> <p><a href="https://www.ato.gov.au/businesses-and-organisations/hiring-and-paying-your-workers/fringe-benefits-tax/types-of-fringe-benefits/accommodation-and-location-related-fringe-benefits/remote-area-fbt-concessions/fringe-benefits-tax-remote-areas">https://www.ato.gov.au/businesses-and-organisations/hiring-and-paying-your-workers/fringe-benefits-tax/types-of-fringe-benefits/accommodation-and-location-related-fringe-benefits/remote-area-fbt-concessions/fringe-benefits-tax-remote-areas</a></p> |
| Other Fees and Allowances        | <p>Includes, but not limited to, any or all of the following:</p> <ul style="list-style-type: none"><li>• School or childcare fees, including school uniforms</li><li>• Newspaper/magazine/online subscriptions</li><li>• Value of perquisites provided to the CEO i.e. memberships</li><li>• Personal travel or any other benefit taken in lieu of salary by the CEO (and immediate family at the discretion of the council)</li><li>• Health insurance</li><li>• Any and all other allowances</li><li>• Any other form of payment - cash or otherwise</li><li>• Any Fringe Benefits Tax paid by council in respect of any of the above</li></ul>  |
| Total Remuneration Package (TRP) | The total of all the above components.  |

5. For the avoidance of doubt, mobile telephones, and portable computing equipment, fundamentally for work purposes, professional development costs directly related to the performance of CEO duties, membership of professional associations and relocation expenses are not included in the total remuneration package.
6. A list of Council groupings is included at attachment 1.
7. Any decision in relation to an annual increase for CEO remuneration within the bands set by the Tribunal remains a matter for each Council in accordance with section 99A(1) of the LG Act.
8. Councils have until 31 December 2027 to comply with the minimum and maximum remuneration amounts.

**DATE OF OPERATION**

9. This Determination shall have operative effect on and from 1 July 2025.



Matthew O'Callaghan  
**PRESIDENT**



Donny Walford  
**MEMBER**



Mark Young  
**MEMBER**

Dated: 16 May 2025

**ATTACHMENT 1**

| <b>Council</b>                          | <b>Band</b> |
|---|-------------|
| City of Onkaparinga                     | 1           |
| City of Charles Sturt                   | 1           |
| City of Salisbury                       | 1           |
| City of Port Adelaide Enfield           | 1           |
| City of Playford                        | 1           |
| City of Marion                          | 2           |
| City of Tea Tree Gully                  | 2           |
| City of Holdfast Bay                    | 2           |
| Alexandrina Council                     | 2           |
| City of West Torrens                    | 3           |
| City of Mitcham                         | 3           |
| Mount Barker District Council           | 3           |
| City of Campbelltown                    | 3           |
| The Rural City of Murray Bridge         | 3           |
| The Barossa Council                     | 3           |
| City of Unley                           | 3           |
| Copper Coast Council                    | 3           |
| City of Burnside                        | 4           |
| Adelaide Hills Council                  | 4           |
| City of Norwood Payneham & St Peters    | 4           |
| City of Mount Gambier                   | 4           |
| Yorke Peninsula Council                 | 4           |
| City of Whyalla                         | 4           |
| Town of Gawler                          | 4           |
| City of Victor Harbor                   | 4           |
| Light Regional Council                  | 4           |
| Kangaroo Island Council                 | 4           |
| Corporation of the City of Port Augusta | 5           |
| Wattle Range Council                    | 5           |
| Port Pirie Regional Council             | 5           |
| Mid Murray Council                      | 5           |
| City of Prospect                        | 5           |
| District Council of Loxton Waikerie     | 5           |
| City of Port Lincoln                    | 5           |
| Berri Barmera Council                   | 5           |
| Renmark Paringa Council                 | 5           |
| Naracoorte Lucindale Council            | 5           |
| Adelaide Plains Council                 | 5           |
| District Council of Yankalilla          | 5           |
| Tatiara District Council                | 6           |
| Clare and Gilbert Valleys Council       | 6           |
| Coorong District Council                | 6           |
| Wakefield Regional Council              | 6           |
| District Council of Grant               | 6           |
| Lower Eyre Peninsula Council            | 6           |
| Northern Areas Council                  | 7           |
| Regional Council of Goyder              | 7           |
| District Council of Streaky Bay         | 7           |
| District Council of Ceduna              | 7           |

|  |   |
|--|---|
| Corporation of the Town of Walkerville   | 7 |
| District Council of Franklin Harbour     | 7 |
| District Council of Mount Remarkable     | 7 |
| Southern Mallee District Council         | 7 |
| Kingston District Council                | 7 |
| District Council of Robe                 | 7 |
| Barunga West Council                     | 7 |
| District Council of Tumby Bay            | 7 |
| District Council of Cleve                | 7 |
| Wudinna District Council                 | 7 |
| District Council of Kimba                | 7 |
| The Flinders Ranges Council              | 7 |
| District Council of Peterborough         | 7 |
| District Council of Elliston             | 7 |
| District Council of Karoonda East Murray | 8 |
| District Council of Orroroo Carrieton    | 8 |