

RELEASED

10 DEC 2019

C101219/1703
1

City of Holdfast Bay

Confidential Council Minutes 12/06/18

Confidential Minutes of the Ordinary Meeting of Council of the City of Holdfast Bay held in the Council Chamber, Glenelg Town Hall, Moseley Square, Glenelg, on 12 June 2018.

17. ITEMS IN CONFIDENCE

Councillor Bob Patton left the Chamber at 8.13pm.

Councillor Bob Patton rejoined to the Chamber at 8.14pm.

17.1 Chief Executive Officer's Performance Appraisal (Report No: 198/18)

Motion – Exclusion of the Public – Section 90(3)(a) Order C120618/1184

1. That pursuant to Section 90(2) of the *Local Government Act 1999* Council hereby orders that the public be excluded from attendance at this meeting with the exception of the Chief Executive Officer and Staff in attendance at the meeting in order to consider Report No: 198/18 Chief Executive Officer's Performance Appraisal in confidence.
2. That in accordance with Section 90(3) of the *Local Government Act 1999* Council is satisfied that it is necessary that the public be excluded to consider the information contained in Report No: 198/18 Chief Executive Officer's Performance Appraisal on the following grounds:
 - a. pursuant to section 90(3)(a) of the Act, the information to be received, discussed or considered in relation to Report No: 198/18 Chief Executive Officer's Performance Appraisal is information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person (living or dead), being Justin Lynch, Chief Executive Officer because it details his performance review, which is sensitive and are details which are only known to those who have participated in the survey process.
3. The Council is satisfied, the principle that the meeting be conducted in a place open to the public, has been outweighed by the need to keep the information or discussion confidential.

Moved Councillor Clancy, Seconded Councillor Aust

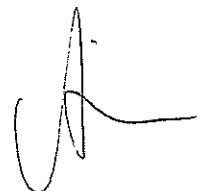
Carried

Chief Executive Officer's Performance Appraisal (Report No: 198/18)

The Chief Executive Officer's annual performance review has been completed and details collated for consideration by Council.

Motion

C120618/1185



- 1. That Council records it has conducted the annual performance appraisal of the Chief Executive Officer and resolves to increase the value of the CEO's TEC for the next 12 months by 2.5%.

Moved Councillor Bouchée, Seconded Councillor Clancy Carried

Division called:

A division was called and the decision was set aside:

Those voting for: Councillors Aust, Bouchée, Bradshaw, Charlick, Clancy, Lonie, Patton, Smedley, Snewin, and Yates (10)

Those voting against: (0).

Her Worship the Acting Mayor declared the motion Carried

RETAIN IN CONFIDENCE - Section 91(7) Order C120618/1186

- 2. That having considered Agenda Item 17.1 Chief Executive Officer's Performance Appraisal (Report No: 198/18) in confidence under section 90(2) and (3)(a) of the *Local Government Act 1999*, the Council, pursuant to section 91(7) of that Act orders that the report, minutes and attachments be retained in confidence for a period of 12 months and/or the Chief Executive Officer is authorised to release the report and minutes when the Acting Mayor formally informs the Chief Executive Officer of the Council's decision and that this order be reviewed every 12 months.

Moved Councillor Lonie, Seconded Councillor Bouchée Carried

17.2 **Urgent Business: Councillor Bouchée Verbal Update on Local Government Association Board**

Motion – Exclusion of the Public – Section 90(3)(a) Order C220518/1187

- 1. That pursuant to Section 90(2) of the *Local Government Act 1999* Council hereby orders that the public be excluded from attendance at this meeting with the exception of the Chief Executive Officer and Staff in attendance at the meeting in order to consider Councillor Bouchée's verbal update on Local Government Association Board in confidence.

That in accordance with Section 90(3) of the *Local Government Act 1999* Council is satisfied that it is necessary that the public be excluded to consider the verbal presentation by Councillor Bouchée on the following grounds:

- a. pursuant to section 90(3)(a) of the Act, the information to be received, discussed or considered in relation to Councillor Bouchée's verbal update on the Local Government Association

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Board is information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person (living or dead).

3. The Council is satisfied, the principle that the meeting be conducted in a place open to the public, has been outweighed by the need to keep the information or discussion confidential.

Moved Councillor Bouchée, Seconded Councillor Lonie **Carried**

Councillor Bouchée provided a verbal update on her time as a member on the Local Government Association Board.

RETAIN IN CONFIDENCE - Section 91(7) Order

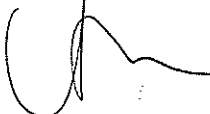
CL120618/1188

4. That having considered Agenda Item 17.2 Councillor Bouchée's verbal update on the Local Government Association Board in confidence under section 90(2) and (3)(a) of the *Local Government Act 1999*, the Council, pursuant to section 91(7) of that Act orders that the report and minutes be retained in confidence for a period of 12 months and/or the Chief Executive Officer is authorised to release the report and minutes when the Acting Mayor formally informs the Chief Executive Officer of the Council's decision and that this order be reviewed every 12 months.

Moved Councillor Lonie, Seconded Councillor Aust **Carried**

CONFIRMED

Tuesday 26 June 2018



ACTING MAYOR

RELEASED

Report, minutes, attachments
1+3

City of Holdfast Bay

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Retain attachment 2

Council Report No: 198/18

C101219/1703

ITEM NUMBER: 17.1

CONFIDENTIAL REPORT

CHIEF EXECUTIVE OFFICER'S PERFORMANCE APPRAISAL

Pursuant to Section 83(5) of the Local Government Act 1999 the Report attached to this agenda and the accompanying documentation is delivered to the Council Members upon the basis that the Council consider the Report and the documents in confidence under Part 3 of the Act, specifically on the basis that Council will receive, discuss or consider:

- a. information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of a person or persons (living or dead).

CONFIDENTIAL

Recommendation – Exclusion of the Public – Section 90(3)(a) Order

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 3. The Council is satisfied, the principle that the meeting be conducted in a place open to the public, has been outweighed by the need to keep the information or discussion confidential.
-

CONFIDENTIAL

Item No: 17.1
Subject: CHIEF EXECUTIVE OFFICER'S PERFORMANCE APPRAISAL
Date: 12 June 2018
Written By: General Manager Business Services
General Manager: Business Services, Mr R Bria

SUMMARY

The Chief Executive Officer's annual performance review has been completed and details collated for consideration by Council.

RECOMMENDATION

1. That Council records it has conducted the annual performance appraisal of the Chief Executive Officer and resolves to increase the value of the CEO's TEC for the next 12 months by%.

RETAIN IN CONFIDENCE - Section 91(7) Order

2. That having considered Agenda Item 17.1 Chief Executive Officer's Performance Appraisal (Report No: 198/18) in confidence under section 90(2) and (3)(a) of the *Local Government Act 1999*, the Council, pursuant to section 91(7) of that Act orders that the report, minutes and attachments be retained in confidence for a period of 12 months and/or the Chief Executive Officer is authorised to release the report and minutes when the Acting Mayor formally informs the Chief Executive Officer of the Council's decision and that this order be reviewed every 12 months.
-

COMMUNITY PLAN

Not applicable.

COUNCIL POLICY

Not applicable.

STATUTORY PROVISIONS

Not applicable.

BACKGROUND

The Chief Executive Officer's employment contract requires that the CEO's performance is reviewed annually and that his TEC (Total Employment Cost) package is also reviewed annually, with the Chief Executive Officer's participation, within one month following the performance review.

The contract also requires the Employer (Council), to notify the CEO at least 12 months prior to the expiry date of his contract (18 May 2020) whether or not a new employment agreement is to be offered to the CEO. As the CEO's contract was extended by Council for a further two years at the last review it does not have to consider this for this review.

The Chief Executive Officer's last performance review was finalised in May 2017 and a 2.5% salary increase was agreed. His current TEC package is detailed below:

Cash salary	\$226,263.92
9.5% superannuation	21,495.07
Notional value of vehicle	14,628.80
TEC	\$262,387.79

REPORT

Consistent with his employment contract, the Chief Executive Officer is presenting a review of his key performance indicators for the financial year at a Council workshop on Tuesday 12 June 2018. A summary of the KPI's are included as an attachment to this report, however based on feedback from last year's review the detailed pack of information has not been provided but is available upon request.

Refer Attachment 1

Also, as in previous years, a 360 degree survey was conducted with Elected Members, CEO, Senior Staff and five other employees selected at random. The survey sought feedback on the CEO's performance in 7 key result areas:

- Effective relationships with Elected Members
- Implementation of Council's Strategic Plan
- Financial and Asset management
- People management
- Delivery of major projects and operational services
- Effective engagement/reputation (internal/external)
- Economic development strategy

A total of 20 people responded to the survey within the time available.

A report on the outcomes of the 360 degree survey is attached.

Refer Attachment 2

Consistent with the CEO's current contract, the Council is asked to consider the level of annual remuneration payable to the CEO for the next 12 months.

To assist Council in its consideration the following is provided for information:

- The Enterprise Agreement for the inside staff provides for an increase of 2.5% for the 2018/19 financial year.
- The increase in the Adelaide All Groups CPI for the March 2018 quarter was 2.3%.
- A comparison of current local government CEO's, compiled by the LGA, is provided as Attachment 3. It should be noted that these comparisons are for the 2016/17 financial year.

Refer Attachment 3

BUDGET

The draft 2018/19 budget provides for a general 2.5% increase for inside staff, as negotiated in the current enterprise agreement and which, at this time includes the CEO.

LIFE CYCLE COSTS

This report does not have any full life cycle cost implications.

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Attachment 1

CEO Performance Appraisal 2017/18

Key Result Area	Item	Measures required by Elected Members	Evidence	Action by:	Comments	On Track? (Traffic Lights)
1. Effective Relationships with Elected Members	1.1	Annual presentation to Council on my performance (schedule workshop)	EM calendar appointment	JL (LG)	Presentation Scheduled for 12 June 2018.	On Track
	1.2	360° Survey on CEO + scores	Confidential Report	RB	360° Survey on CEO conducted in May with report attached to the Report to Council on 12 June 2018.	Completed
	1.3	Weekly 1 on 1 with Mayor	Diary appointments	JL (LG)	Ongoing – regular scheduled meetings set in the calendars	On Track
	1.4	Meeting with 1 EM per month	Diary appointments	JL (LG)	Emails sent to EMs inviting them to meet. Not all accepted the offer.	On Track
	1.5	Communication to EM's (via Bulletin, e-mails & calls, IIB's, Briefings, Workshops, via Mayor, media updates, catch ups ...)	Examples: Agenda, diary appointments Refer 1.2	JL, SLT (RB)	Ongoing and refer to 360° Survey	On Track
	1.6	Quality of Reports to Council	Satisfaction from EMs with Reports via survey Refer 1.2	EMs, SLT	Refer to 360° Survey	On Track
	1.7	Status update: Grants	Items in Brief (quarterly)	HR (PJ)	First Quarter update – report to Council - 14 November 2017 Second Quarter update – report to Council - 22 February 2018. Third Quarter update – report to Council – 8 May 2018	On Track
	1.8	Policies, procedures & strategies to Council (list of Council policies)	100% of policies reviewed	HR (PJ)	Ongoing. 93% of Policies with review dates in 2017/18 financial year have been reviewed and where applicable endorsed by Council.	On Track
	1.9	Outstanding Reports list	Report to Council (quarterly)	HR (PJ)	Reported on 28 November 2018, 13 March 2018 and 22 May 2018.	On Track
2. Implementation of Council's Strategic Plan 2016-2020	2.1	Strategic Plan document developed	Completed	HR (PJ)	Completed and adopted 11 April 2017.	Completed
	2.2	Quality of Life Survey results	On completion	HR (PJ)	Presented to Council at a workshop on 27 March 2018.	Completed
	2.3	CEO champions Vision & Values	Refer 1.2	SLT, R	Refer to 360° Survey	On Track
	2.4	Staff buy-in to vision	Culture & WHS Brand scores. Refer 1.1	HR (SS)	Culture/Leadership Snapshot Benchmark Survey conducted in November 2017. Included in CEO presentation to Council.	On Track
	2.5	Status update: Annual Business Plan	Report to Council (bi-annually)	SLT, HR (PJ)	Draft 2018/19 Annual Business Plan presented at Workshop on 3 April, Audit Committee on 4 April and finally to Council on 10 April 2018. Outcomes of Consultation on ABP reported to Council on 22 May 2018 and Final budget adoption to be undertaken on 12 June 2018..	On Track
	2.6	Status update: Budget	Report to Council (quarterly)	SLT, HR (JN)	Quarterly Budget Update. First Quarter update – report to Council – 30 September 2017 Second Quarter update – report to Council – 31 December 2017. Third Quarter update – report to Council – 31 March 2018	On Track
	2.7	Status update: Capital Works	Report to Council (quarterly)	SLT, SH (RM)	Duplicate in 5.4	

CEO Performance Appraisal 2017/18

3. Financial & Asset Management	3.1	Budget vs Operating result within 5%, including Alwyndor	Audited Accounts (annual)	HR (JN)	2016/17 Audited Financial Accounts presented to Council – 14 November 2017 Operating Result Variance to original budget – 102% positive variance. Also all key Financial Indicators within the Long Term Financial Plan Targets.	Completed
	3.2	Commercial Operations results (Caravan Park, Broadway Kiosk, Partridge House, GTH (within 5%))	Report to Council (quarterly) Refer 2.6	HR (JN)	Quarterly report presented to SLT. Financial figures are included in the quarterly budget review which is presented to Council. March 2018 Budget Update included separate Commercial Operations results. Results currently forecasted to be above original budget as per March Budget Update report.	On Track
	3.3	Financial Ratios – Financial Liabilities, Asset Sustainability, Interest Cover	Report to Council (quarterly) Refer 2.6	HR (JN)	Refer Quarterly Budget Update	On Track
	3.4	Risk Management framework - report	Report to Council Audit Committee Minutes	HR	Risk Framework, Risk Policy and Procedures reviewed and updated and endorsed by Audit Committee on 31 January 2018. Presented and adopted by Council on 13 March 2018	Completed
	3.5	Statutory & Governance obligations met – develop compliance program	No complaints resolved by Ombudsman Items in Brief (half-yearly) & 270 reviews	HR (PJ)	Reported to Council in February 2018. No complaints resolved by Ombudsman, all complaints referred to Council as per Ombudsman Report. Governance and Compliance Frameworks developed and presented to the Audit Committee on 4 April 2018.	On Track
	3.6	Establish Grants Register	By June 2017 Refer 1.7	HR (PJ)	Refer Status Updates on Grants - 1.7	On Track
	3.7	Asset Management Plans	Report to Council (every 4 years)	SH (RM)	Asset Management Plans developed, adopted by Council 11 April 2017 for consultation. Asset Management Plans adopted by Council on 14 November 2017 as required under section 122 of the Local Government Act.	Completed
	3.8	Leasing Policy/ Community	Report to Council	HR (PJ)	Sporting and Community leasing Policy adopted by Council on 24 April 2018.	Completed
4. People Management	4.1	Measures of Culture, Leadership developed/reported	Index on Leadership behaviours Leadership score Refer 1.1.	HR (SS)	Leadership Score Card Organisational Report undertaken by Leadership Learning Dynamics in November 2017.	On Track
	4.2	Staff engagement index (could be from Culture measures)	Culture brand / Leadership brand Refer 1.1	HR (SS)	Snapshot Culture Benchmark Survey undertaken in November 2017.	On Track
	4.3	Review of Organisational Structure and functions	Annual review of labour costs/ budget	JL, SLT	<ul style="list-style-type: none"> Annual review of labour budget occurred as part of the development of the 2018/19 Draft budget, using zero based budgeting. Structural Review of Alwyndor undertaken and implementation commenced. Review of Financial Services being undertaken as a result of new business systems with resources re-allocated to Strategic Procurement and Risk. Integration of Information Technology and Business Transformation within Strategic and Commercial Services completed. Review of Community Well-being currently being undertaken to support the delivery of grant outcomes for the 2018/19 financial year. 	On Track
	4.4	Leadership, Training & Development plans in place	Cornerstone	HR (SS)	<ul style="list-style-type: none"> PDRs prepared for all staff for 2017/18. Review of 2016/17 PDRs occurred in July/August 2017. 2017/18 PDR process will be completed in June 2018. New PDR cycle for 2018/19 will be set in July 2018 in line with Annual Business Plan, and Departmental Business Plans. 	Completed

CEO Performance Appraisal 2017/18

	4.5	WHS report on obligations	WHS KPI Action Plan	HR (SS)	2017/18 WHS Plans developed and are currently on track.	On Track
5. Delivery of Major Projects & Operational Services	5.1	Operational activities safe/ WHS compliant	Refer 4.5	HR (SS)		On Track
	5.2	Implementation of business transition project	Project Plan	HR (PJ)	Included in CEO presentation to Council.	On Track
	5.3	Report on review policies, authorities, controls, delegations	Report to Council (annual) Refer 3.5	HR (PJ, CB)	Annual Review of Delegations presented to Council on 12 December 2017	Completed
	5.4	Quarterly report to Council on projects > \$100k (90% on-time by 30/6), including Capital	Report to Council (quarterly) Deleted duplicate 2.7	HR (PJ), SH	Quarterly Project Schedules reported in Items in Brief to 28 November 2017 and 22 May 2018.	On Track
	5.5	Review customer activities and complaints	Report to Council (annual) Refer 3.5	TA (JS)	Review customer complaints – annual report. We have recently engaged Customer Service Benchmarking Australia (CSBA) to provide a comprehensive report on our customer service KPI's. This report is the second report commissioned by CHB from CSBA and will be used to provide baseline data prior to the implementation of a Customer Service Charter across the organisation. Expect the final report to be available in May/June this year.	On Track
	5.6	Quality of Life ratings on Customer Service	Annual survey	HR (PJ)	Refer 2.2 for Quality of Life	Completed
6. Effective engagement/reputation (int/ext)	6.1	Positive reputation in media stories/engagements done	EOFY Report to Council (annual)	HR (TH), TA (ML)	We no longer monitor positive media stories. We have improved our reputation in the media sufficiently to make this an relatively meaningless KRA. As part of our new Communications Strategy, we will be developing more meaningful indicators based on the recommendations of the Strategy. I would expect a report on the new Com's Strategy to be to SLT this month.	On Track
	6.2	Liaise with media, LGA, State/Fed Gov't (comment via presentation)	As required Refer 1.1	JL	Included in CEO presentation to Council.	On Track
7. Economic Development Strategy	7.1	Economic Development Strategy created and adopted by Council	Report to Council	HR (PJ)	Economic Activation Plan adopted by Council on 22 May 2018 to go out to consultation.	On Track
	7.2	Meet with SATC, traders, other businesses on needs & concerns	As required Refer 1.1	JL, TA (LJ,ML)	The Manager City Activation, representing the CEO, meets regularly with SATC, and through the JRMCC, the views of trader's on Jetty Road Glenelg, are regularly discussed with the CEO at one on one meetings with the GM Community Services. (I can supply copies of CEO-GM up-dates if required.)	On Track
	7.3	Report on Events program – quality and economic benefit	Report to Council (annual)	TA (ML)	Previously major event reports have been individually prepared for Council and/or Jetty Road Mainstreet Committee. However June 2018 will ensure a summary report on all major events will be prepared for Council to provide a concise overview of annual activity.	On Track
	7.4	Promote a culture that reduces red tape	Refer 1.1	JL, SLT (RB)	Council endorsed the Small Business Charter on 24 November 2017, which includes a commitment to simplifying administration and regulation. General Manager Business Services Mr R Bria has been appointed to the State Local Government Red Tape Reduction Taskforce which commenced operations in January 2018. The purpose of the joint State-Local Government Red Tape Taskforce is to identify opportunities and progress reforms that address regulatory barriers and reduce red tape to drive economic development and growth of small business in South Australia.	On Track

Attachment 3

McArthur
Best People Fit

**South Australian Local Government
Remuneration Survey Report
Chief Executive Officers 2016/2017**



Local Government Association
of South Australia

INTRODUCTION

The latest annual survey of Chief Executive Officers' Total Remuneration Package (TRP) as at 1 December 2016 was undertaken by M^cArthur over the period December 2016 – April 2017.

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

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

67 South Australian Councils participated in the survey, as The Municipal Council of Roxby Downs has an Acting Administrator currently. In addition we were able to utilise the results of the M^cArthur National Local Government Remuneration Survey 2016/2017 which provided data from more than 200 Councils to enable a comparative analysis on a national basis.

All data collected through the survey was examined and reviewed to ensure its authenticity.

It was then apportioned across the following groups to enable a particularised analysis and comparison.

- G6 (Metropolitan)
- Other Metropolitan
- Outer Metropolitan
- Regional
- Small Regional

Councils Considered in the Review

Our research primarily considered material supplied by 67 South Australian Councils. In addition, data from more than 200 Councils identified in the M^cArthur National Remuneration Survey was examined and analysed for comparative purposes.

We have then provided the following;

- An overview, including observations and trends from the data submitted by South Australian Councils
- A summary of remuneration movements since 2013
- A summary of Chief Executive Officer's current remuneration packages from a national perspective
- A benchmarking analysis of South Australian Councils against Councils nationally
- A summary of remuneration movements from a national perspective

GLOSSARY

Total Remuneration Package (TRP) - The total Value of the remuneration package including cash, superannuation and other benefits.

Cash Component - The Annual Cash component of the salary package

Super – The gross annual amount paid by Council as the employer contribution

Vehicle – The Annual value of the vehicle benefit including FBT

PRP – The annual amount paid to cover memberships to professional associations and costs associated with professional development programs

Phone / Laptop – Value of personal/home telephone rental and calls and/or computer/personal device usage

Rent – Value of home rental assistance

Other – Includes a range of remuneration packages not included elsewhere e.g. Sports Memberships, petrol allowances, additional Superannuation or Annual Leave and do on

Acting – Currently acting in the CEO position

G6 - Adelaide City Council, City of Charles Sturt City of Marion, City of Onkaparinga, City of Salisbury and City of Tea Tree Gully

2017 Data – Observations and Trends

For the 2017 survey, responses were received from 67 South Australian Councils.

Average Total Remuneration Package (TRP) – All Councils

Across the 67 Councils with available data within South Australia the total annual cost of remuneration packages for Chief Executives amounted to \$14,941,807 representing an average of \$223,130 per Council as shown in **Table 1** below.

The annual value of TRPs ranged from \$131,950 to \$372,978.

TABLE 1

Source	Total Package	Cash	Super	Vehicle	PRP	Phone Laptop	Rent	Other
Total Value*	14,949,678	12,746,927	1,264,596	718,870	81,966	49,536	46,016	41,767
Average	223,130	190,253	18,875	12,394	3,903	2,064	7,669	3,481

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

Average Total Remuneration Package (TRP) – By Common Grouping

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

TABLE 2

Source	Average Total Package	Cash	Super	Vehicle	PRP	Phone Laptop	Rent	Other
G6 (Metro)	308,049	269,614	26,718	13,458	2,197	3,040	-	1,900
Other Metro	277,494	240,851	23,882	11,788	10,000	2,500	--	-
Outer Metro	248,133	218,832	21,634	11,500	-	-	-	-
Regional	215,053	182,737	17,197	12,562	3,711	2,300	7,800	4,801
Small Regional	167,821	137,722	15,341	12,333	2,910	1,250	7,643	1,454

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

Motor Vehicles

The reported value of the motor vehicle component of TRPs ranged from \$4,750 to \$27,223, the average value being \$12,394. For 2017 13% of CEOs reported not having a vehicle component as part of their TRP.

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

Superannuation

Aside from the Defined Benefit Schemes, the majority of Councils operate under the Superannuation Guarantee and apply the standard 9.5%. Some Council's do pay more than the Superannuation Guarantee.

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

Professional Development

21 Chief Executive Officers received payment as part of their TRP to cover membership to professional associations and costs associated with professional development programs ranging from \$220 to \$15,000.

Phone / Laptop

36% of all positions covered in the survey data included a benefit for private use of technology devices. The value of this component which ranged from \$297 to \$15,500 also varied considerably usually as a consequence of the level of private use allowed for under the arrangement, the type of device/s included in the package and Fringe Benefit requirements.

Rent Assistance

6 positions across the 67 (no data for 1 Council) Councils received rental assistance as part of their package attracting benefits totalling \$46,016. These benefits ranged from \$4,400 to \$10,000. All positions that attracted rental assistance resided in regional and or remote areas.

Other Benefits

With a range from \$500 to \$17,906 Other Benefits typically included those for which a degree of discretion applied. While the range of options is often limited by virtue of FBT rules other benefits identified within the survey data totalled \$41,767 and included such items as; salary sacrifice for additional superannuation and annual leave, gymnasium and sporting club memberships, petrol allowances, health insurance and Qantas Club memberships.

Remuneration Movements – South Australian Councils

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

Although this years' survey includes more comprehensive data the following table and chart incorporate information based on previous years to demonstrate movements in remuneration levels over the past four years. With the inclusion of benefits beyond base salary, superannuation and motor vehicles the average Total Remuneration Package for Chief Executive Officers in the current year amounts to \$223,130 (refer **Table 1**).

TABLE 3

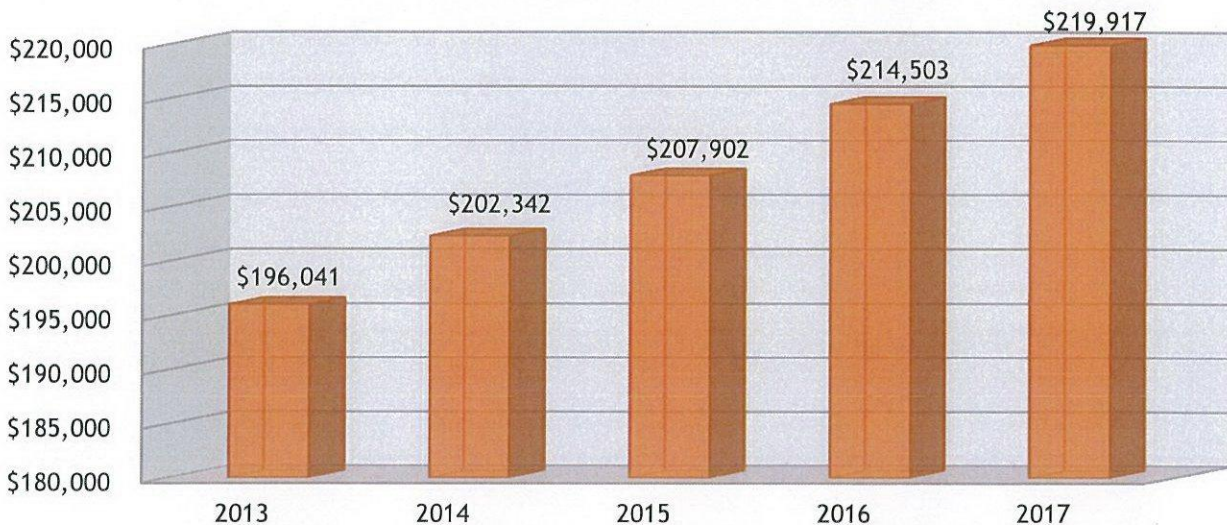
Source	January 2017	January 2016	January 2015	January 2014	July 2013
Average Remuneration Inc. Base Salary, Superannuation and Vehicle [^]	219,917	214,503	207,902	202,342	196,041
Percentage Increase	2.52%	3.18%	2.75%	3.21%	-
Consumer Price Index (All Ords. Adelaide December 2016)*	1.30%	1.04%	1.72%	2.25%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

*CPI & Wage Price Index by courtesy of ABS

[^]**Please Note:** the total in 2017 does not include 1 Council

CHART 1

Remuneration Movements



To provide a more comprehensive analysis the following table details movements in remuneration packages for Chief Executive Officers from 2013 across the common groupings. To maintain consistency with previous surveys we have again **only** included base salary, superannuation and motor vehicles. Also, for the purpose of consistency we have used the same groupings as in previous years. In this regard, data from the City of Port Adelaide Enfield has been retained in this instance within the G6.

TABLE 4

Group	January 2017	January 2016	January 2015	January 2014	July 2013
G6 (Metropolitan)	307,403	302,087	308,379	302,742	295,169
% Variation	1.76%	-2.04%	1.86%	2.57%	-
Other Metropolitan	270,944	267,971	253,915	240,826	239,698
% Variation	1.11%	5.54%	5.44%	0.47%	-
Outer Metropolitan	248,133	236,141	230,864	217,867	217,549
% Variation	5.08%	2.29%	5.97%	0.15%	-
Regional	211,239	208,068	200,794	194,007	188,008
% Variation	1.52%	3.62%	3.50%	3.19%	-
Small Regional	163,945	157,861	151,284	149,397	143,022
% Variation	3.85%	4.35%	1.26%	4.46%	-

Small Regional and Outer Metropolitan experienced increases in excess of both the Consumer Price Index and Wage Price Index for the 12 month period ending December 2016.

National and Interstate Data

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

This information was obtained from the M^eArthur 2016 /2017 National Remuneration Survey.

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

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

TABLE 5

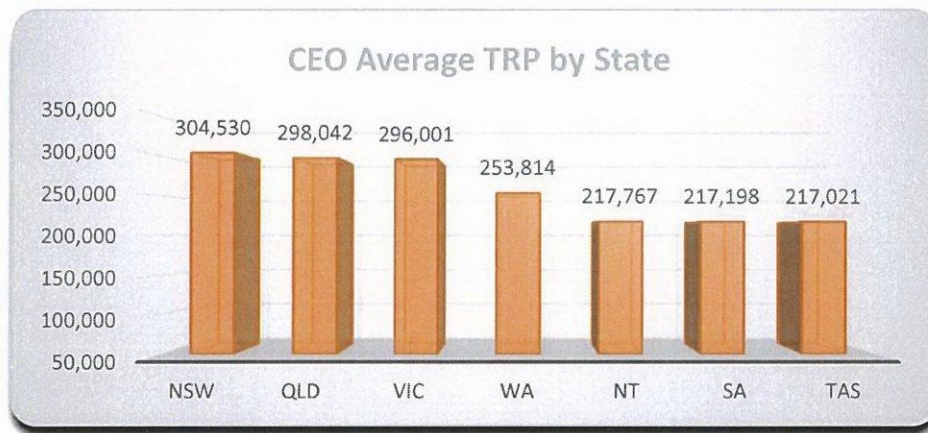
	Count	Male	Female	Q1	Median	Q3	Average
Total Remuneration Package	204	174	30	214,997	259,047	320,537	269,937
Cash Component	204	174	30	175,000	219,736	270,734	227,459
Motor Vehicle	180	152	28	10,000	13,740	18,000	15,190
Phone/Laptop	68	57	11	1,000	1,500	2,450	1,645
Professional Development	62	50	12	700	2,000	5,400	3,184
Rental/Home Assistance	36	32	4	6,370	13,780	19,100	13,400
Council Super Contribution	204	174	30	19,279	22,506	29,059	24,139
Bonus Paid	5	5	-	10,000	17,500	20,414	15,665
Other	42	34	8	1,275	3,633	5,205	5,127

Across the 204 Councils nationally the average TRP amounted to \$269,937. With 32 South Australian Councils providing data the average within South Australia amounted to \$217,198 as shown in the following table and chart.

TABLE 6

Total Package							
State	Count	Male	Female	Q1	Median	Q3	Average
NSW	26	23	3	253,606	295,460	340,515	304,530
NT	10	6	4	191,800	233,382	250,378	217,767
QLD	41	36	5	231,541	295,658	346,359	298,042
SA	32	30	2	178,012	216,782	251,435	217,198
TAS	16	14	2	185,938	211,820	244,943	217,021
VIC	54	47	7	248,000	292,409	350,000	296,001
WA	25	18	7	180,793	249,135	299,928	253,814

CHART 2



When we use the information from the LGASA Survey which includes data from all 67 South Australian Councils the following picture emerges. Table 6 above only includes the data from the 32 South Australian Councils that participated in the M^cArthur 2016 /2017 National Remuneration Survey whereas Table 7 below includes data from all 67 South Australian Councils.

TABLE 7

Total Package							
State	Count	Male	Female	Q1	Median	Q3	Average
NSW	26	23	3	253,606	295,460	340,515	304,530
NT	10	6	4	191,800	233,382	250,378	217,767
QLD	41	36	5	231,541	295,658	346,359	298,042
SA	67	60	7	172,935	218,179	258,359	223,130
TAS	16	14	2	185,938	211,820	244,943	217,021
VIC	54	47	7	248,000	292,409	350,000	296,001
WA	25	18	7	180,793	249,135	299,928	253,814

The M^cArthur National Remuneration Survey classified Councils within five categories in relation to their size based predominately on annual recurrent expenditure. The following table details data from the M^cArthur Survey

and shows the national data including the average total remuneration package along with the median and upper and lower quartiles across the five categories.

TABLE 8

Category	Count	Male	Female	Q1	Median	Q3	Average
Very Large Metropolitan / Regional (Category 1) Expenditure Budgets greater than \$160 Million	25	22	3	350,320	376,511	418,642	384,367
Large Metropolitan / Regional (Category 2) Expenditure Budgets \$100 Million - \$160 Million	24	21	3	311,250	329,278	358,515	334,388
Medium Metropolitan / Large Rural (Category 3) Expenditure Budgets \$60 Million - \$100 Million	28	24	4	278,663	296,234	325,186	302,660
Small Metropolitan / Medium Rural (Category 4) Expenditure Budgets \$30 Million - \$60 Million	37	34	3	237,031	251,252	277,825	260,431
Small Rural (Category 5) Expenditure Budgets less than \$30 Million	90	73	17	185,710	213,465	239,500	214,692

The above table includes data from 32 South Australian Councils the majority of which fall within Category 5. The following table provides details of 67 South Australian Councils and shows where they fit within the classification structure in **Table 8**.

TABLE 9

Category	Count	Male	Female	Q1	Median	Q3	Average
Very Large Metropolitan / Regional (Category 1) Expenditure Budgets greater than \$160 Million	1	1	-	-	-	-	325,000
Large Metropolitan / Regional (Category 2) Expenditure Budgets \$100 Million - \$160 Million	4	4	0	310,000	325,100	331,136	320,568
Medium Metropolitan / Large Rural (Category 3) Expenditure Budgets \$60 Million - \$100 Million	3	3	0	271,000	290,020	372,978	311,333
Small Metropolitan / Medium Rural (Category 4) Expenditure Budgets \$30 Million - \$60 Million	13	12	1*	247,350	258,327	269,655	260,658
Small Rural (Category 5) Expenditure Budgets less than \$30 Million	46^	39	7	168,206	199,313	219,700	196,084

* Acting in CEO role ^ Excluding Municipal Council of Roxby Downs

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

TABLE 10

Category	South Australia			National		
	Q1	Q3	Average	Q1	Q3	Average
Very Large Metropolitan / Regional (Category 1) Expenditure Budgets greater than \$160 Million	-	-	325,000	350,320	418,642	384,367
Large Metropolitan / Regional (Category 2) Expenditure Budgets \$100 Million - \$160 Million	310,000	331,136	320,568	311,250	358,515	334,388
Medium Metropolitan / Large Rural (Category 3) Expenditure Budgets \$60 Million - \$100 Million	271,000	372,978	311,333	278,663	325,186	302,660
Small Metropolitan / Medium Rural (Category 4) Expenditure Budgets \$30 Million - \$60 Million	247,350	269,655	260,658	237,031	277,825	260,431
Small Rural (Category 5) Expenditure Budgets less than \$30 Million	168,206	279,700	196,084	185,710	239,500	214,692

Here we note that, all the average TRP's across South Australian Councils in category 3 & 4 are higher than the national average. Within category 5 which includes 69% of South Australian Councils we observe that South Australian Councils falls just below 9% below the national average similar to last year.

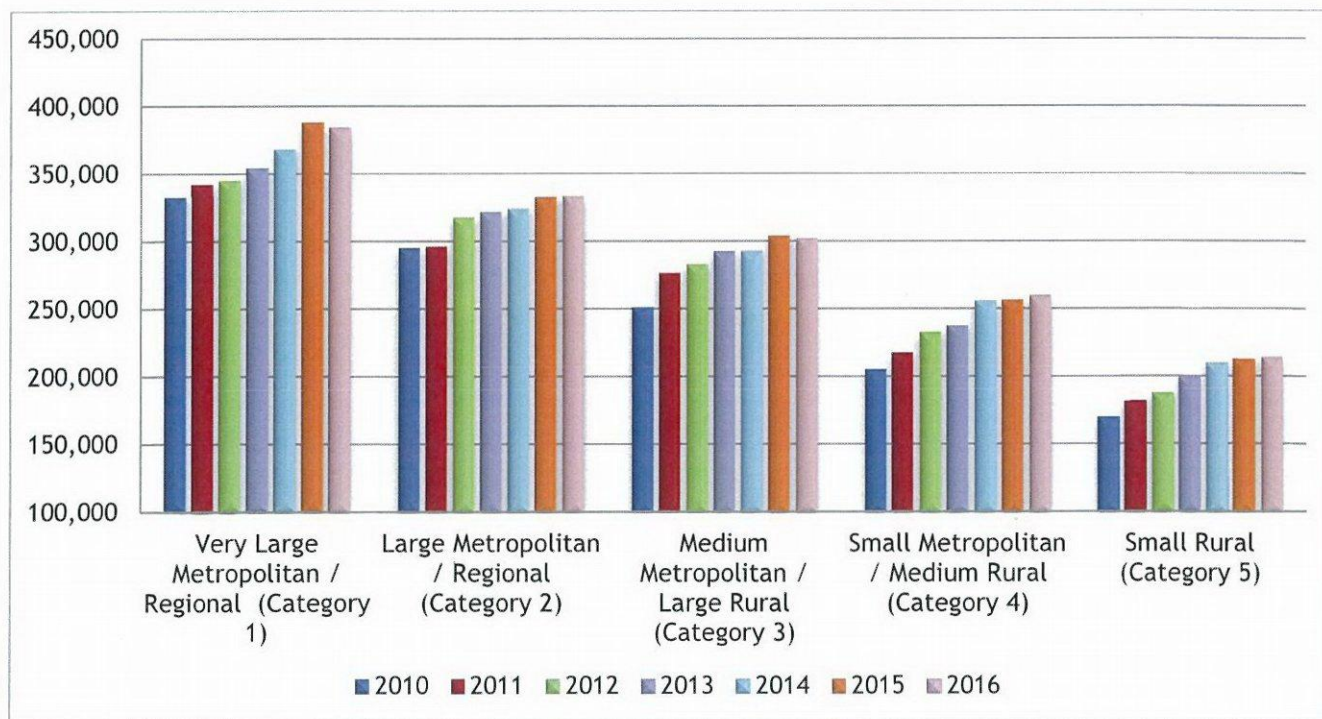
Remuneration Movements – National

Across the nation, remuneration levels increased steadily for Chief Executives from 2010 to 2016 as can be seen in the following table and chart which provide a summary of average total remuneration packages by Council category.

TABLE 11

Council Category	2010	2011	2012	2013	2014	2015	2016
Very Large Metropolitan / Regional (Category 1) Expenditure Budgets greater than \$160 Million	332,424	341,718	345,038	354,115	368,369	387,819	384,367
Large Metropolitan / Regional (Category 2) Expenditure Budgets \$100 Million - \$160 Million	295,577	297,220	318,475	322,187	324,491	333,330	334,388
Medium Metropolitan / Large Rural (Category 3) Expenditure Budgets \$60 Million - \$100 Million	251,956	277,532	283,875	293,401	293,906	304,691	302,660
Small Metropolitan / Medium Rural (Category 4) Expenditure Budgets \$30 Million - \$60 Million	205,976	218,705	233,309	238,562	257,002	256,868	260,431
Small Rural (Category 5) Expenditure Budgets less than \$30 Million	170,566	182,502	187,751	200,250	210,293	213,038	214,692

CHART 3



With an average increase across all categories of Councils of 3.14% per year the following table and charts show percentage variations over the period 2010 to 2016.

TABLE 12

Council Category	2012	2013	2014	2015	2016	2012/2016
Very Large Metropolitan / Regional (Category 1)	0.97%	2.63%	4.03%	5.28%	(0.89)%	12.48%
Large Metropolitan / Regional (Category 2)	7.15%	1.17%	0.72%	2.72%	0.32%	12.51%
Medium Metropolitan / Large Rural (Category 3)	2.29%	3.36%	0.17%	3.67%	(0.67)%	9.05%
Small Metropolitan / Medium Rural (Category 4)	6.68%	2.25%	7.73%	(0.05)%	1.39%	19.08%
Small Rural (Category 5)	2.88%	6.66%	5.02%	1.31%	0.78%	17.64%

Summary Tables – SA Councils

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

Table 13 – shows the Total Remuneration Package including the cash, superannuation and the value of all other benefits for all Councils and Estimated Residential Population* and Total Operating Revenue* as of 30th June 2016.

Table 14 – shows the Total Remuneration Package including the cash, superannuation and the value of all other benefits for all Councils by the Common Groupings and Estimated Residential Population* and Total Operating Revenue* as of 30th June 2016.

Table 15 – provides a contrast between this years' data and the previous year for all Councils, including Phone, Laptop, Rental Assistance and Professional Development and Other.

Table 16 – provides a contrast between this years' data and the previous year for all Councils by Common Groupings.

* **Please note:** this information was supplied by LGA SA

Table 13 – Total Remuneration Package details – All Councils

Council	Estimated Resident Population as at 30 June 2016	Total Operating Revenue (\$000) as at 30 June 2016	Total Remuneration Package	Cash Component	Super annuation	Vehicle	PRP	Phone / Laptop	Rent Assistance	Other
Adelaide City Council	23,615	189,201	325,000	282,406	27,763	9,831	5,000	-	-	-
Adelaide Hills Council	40,013	39,856	238,080	208,292	19,788	10,000	-	-	-	-
Adelaide Plains Council (formerly District Council of Mallala)	8,806	10,433	209,125	175,000	16,625	15,000	-	2,500	-	-
Alexandrina Council (Acting)	25,585	40,431	246,890	207,900	21,990	12,000	5,000	-	-	-
Berri Barmera Council	10,350	16,143	199,000	172,600	16,400	10,000	-	-	-	-
Campbelltown Council	51,983	41,573	268,175	233,950	22,225	12,000	-	-	-	-
City of Burnside	45,337	43,642	225,664	201,086	19,578	5,000	-	-	-	-
City of Charles Sturt	114,677	112,502	300,000	259,000	28,500	12,500	-	-	-	-
City of Holdfast bay	37,376	59,489	255,988	220,745	20,971	14,272	-	-	-	-
City of Marion	89,777	82,628	290,020	253,900	24,120	12,000	-	-	-	-
City of Mitcham	66,314	57,383	286,465	252,480	23,985	10,000	-	-	-	-
City of Mount Gambier	26,317	25,411	272,800	248,000	24,800	-	-	-	-	-
City of Norwood Payneham & St Peters	37,496	40,934	262,071	228,794	21,277	12,000	-	-	-	-
City of Onkaparinga	169,575	152,613	332,071	280,455	28,046	19,500	590	1,680	-	1,800
City of Playford	89,676	86,439	372,978	297,978	35,000	25,000	15,000	-	-	-
City of Port Adelaide Enfield	125,083	106,822	320,000	276,600	30,400	13,000	-	-	-	-
City of Port Lincoln	14,997	18,031	199,633	169,897	16,140	8,500	-	-	-	5,096
City of Prospect	21,410	21,728	240,039	211,564	19,675	8,800	-	-	-	-
City of Salisbury	140,212	110,880	330,200	295,811	28,989	-	1,000	4,400	-	-
City of Tea Tree Gully	99,118	85,801	271,000	246,112	22,888	-	-	-	-	2,000
City of Unley	39,518	44,867	271,134	229,957	22,872	10,805	5,000	2,500	-	-
City of Victor Harbor	15,337	25,015	244,517	212,349	20,168	12,000	-	-	-	-
City of West Torrens	59,312	58,551	312,736	285,604	27,132	-	-	-	-	-
City of Whyalla (Acting)	22,582	27,429	180,000	160,000	10,000	10,000	-	-	-	-
Clare and Gilbert Valleys Council	9,059	15,513	220,260	169,028	15,589	27,223	7,931	489	-	-
Coorong District Council	5,516	14,399	219,700	189,570	17,630	12,500	-	-	-	-
Corporation of the Town of Walkerville	7,694	9,613	237,189	210,603	19,586	7,000	-	-	-	-
District Council of Barunga West	2,453	5,841	161,092	131,260	12,142	7,890	2,000	-	7,800	-
District Council of Ceduna	3,743	8,321	195,787	160,787	25,000	10,000	-	-	-	-
District Council of Cleve	1,791	4,195	159,439	125,720	11,943	11,000	-	1,000	9,776	-

Council	Estimated Resident Population as at 30 June 2016	Total Operating Revenue (\$000) as at 30 June 2016	Total Remuneration Package	Cash Component	Super annuation	Vehicle	PRP	Phone / Laptop	Rent Assistance	Other
District Council of Coober Pedy	1,782	13,978	208,950	170,000	16,150	15,000	-	-	7,800	-
District Council of Copper Coast	14,299	26,746	229,053	191,337	18,177	18,339	-	1,200	-	-
District Council of Elliston	1,056	4,086	171,325	135,000	12,825	12,000	-	1,500	10,000	-
Council of Franklin Harbour	1,211	3,029	149,452	127,645	11,807	10,000	-	-	-	-
District Council of Grant	8,326	12,942	193,639	161,793	15,046	12,000	3,000	1,800	-	-
District Council of Karoonda East Murray	991	3,224	148,610	120,000	11,160	12,000	300	750	4,400	-
District Council of Kimba	1,098	3,295	168,687	126,933	11,805	15,000	5,000	2,000	6,240	1,709
District Council of Lower Eyre Peninsula	5,072	10,097	172,116	152,967	14,149	5,000	-	-	-	-
District Council of Loxton Waikerie	11,396	19,254	218,179	186,100	17,679	10,000	1,400	3,000	-	-
District Council of Mount Remarkable	2,774	6,931	202,125	175,000	16,625	10,000	-	-	-	500
District Council of Orroroo Carrieton	854	2,613	161,324	147,328	13,996	-	-	-	-	-
District Council of Peterborough	1,696	3,794	131,950	110,000	10,450	10,000	-	1,500	-	-
District Council of Robe	1,424	6,617	166,480	141,336	13,144	12,000	-	-	-	-
District Council of Streaky Bay	2,267	7,670	157,825	135,000	12,825	10,000	-	-	-	-
District Council of Tumby Bay	2,659	6,098	173,410	144,667	13,743	15,000	-	-	-	-
District Council of Yankalilla	4,777	14,146	199,646	172,000	16,926	10,000	-	720	-	-
Kangaroo Island Council	4,635	12,906	230,040	193,730	18,404	-	-	-	-	17,906
Kingston District Council	2,369	5,482	161,570	130,927	17,643	13,000	-	-	-	-
Light Regional Council	15,031	18,694	270,616	225,616	20,982	4,750	15,000	297	-	3,971
Mid Murray Council	8,268	19,603	199,625	169,373	15,752	12,500	-	2,000	-	-
Mount Barker District Council	33,117	39,707	256,856	232,968	23,888	-	-	-	-	-
Municipal Council of Roxby Council*	4,985	17,521	-	-	-	-	-	-	-	-
Naracoorte Lucindale Council	8,305	16,604	208,850	175,570	16,680	14,360	-	-	-	2,240
Northern Areas Council	4,454	10,407	170,750	142,500	13,250	15,000	-	-	-	-
Port Augusta City Council	14,441	36,830	258,359	207,422	19,707	15,000	220	15,500	-	510
Port Pirie Regional Council	17,345	22,278	226,073	185,388	16,685	24,000	-	-	-	-
Regional Council of Goyder	4,213	9,462	168,206	142,000	13,206	13,000	-	-	-	-
Renmark Paringa Council	9,117	11,280	200,371	167,892	15,530	12,000	1,000	720	-	3,229
Rural City of Murray Bridge	21,163	32,367	258,327	233,322	22,165	-	2,000	840	-	-
Southern Mallee District Council	2,056	6,671	157,145	123,000	14,145	15,000	4,000	1,000	-	-
Tatiara District Council	6,570	13,437	172,935	143,685	13,650	12,100	3,000	500	-	-
The Barossa Council	23,410	35,221	247,810	213,916	19,894	14,000	-	-	-	-
The Flinders Ranges Council	1,576	4,361	177,804	145,000	14,400	15,000	250	1,000	-	2,154
Town of Gawler	23,192	24,432	249,462	215,236	21,226	13,000	-	-	-	-

Council	Estimated Resident Population as at 30 June 2016	Total Operating Revenue (\$000) as at 30 June 2016	Total Remuneration Package	Cash Component	Super annuation	Vehicle	PRP	Phone / Laptop	Rent Assistance	Other
Wakefield Regional Council	6,870	13,264	210,000	182,648	17,352	10,000	-	-	-	-
Wattle Range Council	11,258	22,512	201,200	170,026	17,974	12,000	-	1,200	-	-
Wudinna District Council	1,269	4,564	161,068	122,937	33,131	-	5,000	-	-	-
Yorke Peninsula Council	10,966	27,556	262,787	229,217	21,203	10,000	275	1,440	-	652
Total			14,949,678	12,746,927	1,264,596	718,870	81,966	49,536	46,016	41,767
Average			223,130	190,253	18,875	12,394	3,903	2,064	7,669	3,481

*Position Vacant - currently has an Acting Administrator in place

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

Council	Estimated Resident Population as at 30 June 2016	Total Operating Revenue (\$000) as at 30 June 2016	Total Remuneration Package	Cash Component	Super annuation	Vehicle	PRP	Phone / Laptop	Rent Assistance	Other
G6 (METROPOLITAN)										
Adelaide City Council	23,615	189,201	325,000	282,406	27,763	9,831	5,000	-	-	-
City of Charles Sturt	114,677	112,502	300,000	259,000	28,500	12,500	-	-	-	-
City of Marion	89,777	82,628	290,020	253,900	24,120	12,000	-	-	-	-
City of Onkaparinga	169,575	152,613	332,071	280,455	28,046	19,500	590	1,680	-	1,800
City of Salisbury	140,212	110,880	330,200	295,811	28,989	-	1,000	4,400	-	-
City of Tea Tree Gully	99,118	85,801	271,000	246,112	22,888	-	-	-	-	2,000
AVERAGE			308,049	269,614	26,718	13,458	2,197	3,040	-	1,900
OTHER METROPOLITAN										
City of Port Adelaide Enfield	125,083	106,822	320,000	276,600	30,400	13,000	-	-	-	-
Campbelltown Council	51,983	41,573	268,175	233,950	22,225	12,000	-	-	-	-
City of Burnside	45,337	43,642	225,664	201,086	19,578	5,000	-	-	-	-
City of Holdfast Bay	37,376	59,489	255,988	220,745	20,971	14,272	-	-	-	-
City of Mitcham	66,314	57,383	286,465	252,480	23,985	10,000	-	-	-	-
City of Norwood Payneham & St Peters	37,496	40,934	262,071	228,794	21,277	12,000	-	-	-	-
City of Playford	89,676	86,439	372,978	297,978	35,000	25,000	15,000	-	-	-
City of Prospect	21,410	21,728	240,039	211,564	19,675	8,800	-	-	-	-
City of Unley	39,518	44,867	271,134	229,957	22,872	10,805	5,000	2,500	-	-
City of West Torrens	59,312	58,551	312,736	285,604	27,132	-	-	-	-	-
Corporation of the Town of Walkerville	7,694	9,613	237,189	210,603	19,586	7,000	-	-	-	-
AVERAGE			277,494	240,851	23,882	11,788	10,000	2,500	-	-
OUTER METROPOLITAN										
Adelaide Hills Council	40,013	39,856	238,080	208,292	19,788	10,000	-	-	-	-
Mount Barker District Council	33,117	39,707	256,856	232,968	23,888	-	-	-	-	-
Town of Gawler	23,192	24,432	249,462	215,236	21,226	13,000	-	-	-	-
AVERAGE			248,133	218,832	21,634	11,500	-	-	-	-

Council	Estimated Resident Population as at 30 June 2016	Total Operating Revenue (\$000) as at 30 June 2016	Total Remuneration Package	Cash Component	Super annuation	Vehicle	PRP	Phone / Laptop	Rent Assistance	Other
REGIONAL										
Adelaide Plains Council (formerly District Council of Mallala)	8,806	10,433	209,125	175,000	16,625	15,000	-	2,500	-	-
Alexandrina Council (Acting)	25,585	40,431	246,890	207,900	21,990	12,000	5,000	-	-	-
Berri Barmera Council	10,350	16,143	199,000	172,600	16,400	10,000	-	-	-	-
City of Mount Gambier	26,317	25,411	272,800	248,000	24,800	-	-	-	-	-
City of Port Lincoln	14,997	18,031	199,633	169,897	16,140	8,500	-	-	-	5,096
City of Victor Harbor	15,337	25,015	244,517	212,349	20,168	12,000	-	-	-	-
City of Whyalla (Acting)	22,582	27,429	180,000	160,000	10,000	10,000	-	-	-	-
Clare and Gilbert Valleys Council	9,059	15,513	220,260	169,028	15,589	27,223	7,931	489	-	-
Coorong District Council	5,516	14,399	219,700	189,570	17,630	12,500	-	-	-	-
District Council of Barunga West	2,453	5,841	161,092	131,260	12,142	7,890	2,000	-	7,800	-
District Council of Copper Coast	14,299	26,746	229,053	191,337	18,177	18,339	-	1,200	-	-
District Council of Grant	8,326	12,942	193,639	161,793	15,046	12,000	3,000	1,800	-	-
District Council of Lower Eyre Peninsula	5,072	10,097	172,116	152,967	14,149	5,000	-	-	-	-
District Council of Loxton Waikerie	11,396	19,254	218,179	186,100	17,679	10,000	1,400	3,000	-	-
District Council of Yankalilla	4,777	14,146	199,646	172,000	16,926	10,000	-	720	-	-
Kangaroo Island Council	4,635	12,906	230,040	193,730	18,404	-	-	-	-	17,906
Light Regional Council	15,031	18,694	270,616	225,616	20,982	4,750	15,000	297	-	3,971
Mid Murray Council	8,268	19,603	199,625	169,373	15,752	12,500	-	2,000	-	-
Naracoorte Lucindale Council	8,305	16,604	208,850	175,570	16,680	14,360	-	-	-	2,240
Northern Areas Council	4,454	10,407	170,750	142,500	13,250	15,000	-	-	-	-
Port Augusta City Council	14,441	36,830	258,359	207,422	19,707	15,000	220	15,500	-	510
Port Pirie Regional Council	17,345	22,278	226,073	185,388	16,685	24,000	-	-	-	-
Regional Council of Goyder	4,213	9,462	168,206	142,000	13,206	13,000	-	-	-	-
Renmark Paringa Council	9,117	11,280	200,371	167,892	15,530	12,000	1,000	720	-	3,229
Rural City of Murray Bridge	21,163	32,367	258,327	233,322	22,165	-	2,000	840	-	-
Tatiara District Council	6,570	13,437	172,935	143,685	13,650	12,100	3,000	500	-	-
The Barossa Council	23,410	35,221	247,810	213,916	19,894	14,000	-	-	-	-
Wakefield Regional Council	6,870	13,264	210,000	182,648	17,352	10,000	-	-	-	-
Wattle Range Council	11,258	22,512	201,200	170,026	17,974	12,000	-	1,200	-	-
Yorke Peninsula Council	10,966	27,556	262,787	229,217	21,203	10,000	275	1,440	-	652
AVERAGE			215,053	182,737	17,197	12,562	3,711	2,300	7,800	4,801

Council	Estimated Resident Population as at 30 June 2016	Total Operating Revenue (\$000) as at 30 June 2016	Total Remuneration Package	Cash Component	Super annuation	Vehicle	PRP	Phone / Laptop	Rent Assistance	Other
SMALL REGIONAL										
District Council of Ceduna	3,743	8,321	195,787	160,787	25,000	10,000	-	-	-	-
District Council of Cleve	1,791	4,195	159,439	125,720	11,943	11,000	-	1,000	9,776	-
District Council of Coober Pedy	1,782	13,978	208,950	170,000	16,150	15,000	-	-	7,800	-
District Council of Elliston	1,056	4,086	171,325	135,000	12,825	12,000	-	1,500	10,000	-
District Council of Franklin Harbour	1,211	3,029	149,452	127,645	11,807	10,000	-	-	-	-
District Council of Karoonda East Murray	991	3,224	148,610	120,000	11,160	12,000	300	750	4,400	-
District Council of Kimba	1,098	3,295	168,687	126,933	11,805	15,000	5,000	2,000	6,240	1,709
District Council of Mount Remarkable	2,774	6,931	202,125	175,000	16,625	10,000	-	-	-	500
District Council of Orroroo Carrieton	854	2,613	161,324	147,328	13,996	-	-	-	-	-
District Council of Peterborough	1,696	3,794	131,950	110,000	10,450	10,000	-	1,500	-	-
District Council of Robe	1,424	6,617	166,480	141,336	13,144	12,000	-	-	-	-
District Council of Streaky Bay	2,267	7,670	157,825	135,000	12,825	10,000	-	-	-	-
District Council of Tumby Bay	2,659	6,098	173,410	144,667	13,743	15,000	-	-	-	-
Kingston District Council	2,369	5,482	161,570	130,927	17,643	13,000	-	-	-	-
Municipal Council of Roxby Downs*	4,985	17,521	-	-	-	-	-	-	-	-
Southern Mallee District Council	2,056	6,671	157,145	123,000	14,145	15,000	4,000	1,000	-	-
The Flinders Ranges Council	1,576	4,361	177,804	145,000	14,400	15,000	250	1,000	-	2,154
Wudinna District Council	1,269	4,564	161,068	122,937	33,131	-	5,000	-	-	-
AVERAGE			167,821	137,722	15,341	12,333	2,910	1,250	7,643	1,454

* Position Vacant - currently has an Acting Administrator in place

Table 15 – All Councils - Contrast between this year's data and the previous year including Phone, Laptop, Rental Assistance and Professional Development and Other

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

Council	January 2017				
	Cash	Super	Vehicle	Other	Total
District Council of Franklin Harbour	127,645	11,807	10,000	-	149,452
District Council of Grant	161,793	15,046	12,000	4,800	193,639
District Council of Karoonda East Murray	120,000	11,160	12,000	5,450	148,610
District Council of Kimba	126,933	11,805	15,000	14,949	168,687
District Council of Lower Eyre Peninsula	152,967	14,149	5,000	-	172,116
District Council of Loxton Waikerie	186,100	17,679	10,000	4,400	218,179
District Council of Mount Remarkable	175,000	16,625	10,000	500	202,125
District Council of Orroroo Carrieton	147,328	13,996	-	-	161,324
District Council of Peterborough	110,000	10,450	10,000	1,500	131,950
District Council of Robe	141,336	13,144	12,000	-	166,480
District Council of Streaky Bay	135,000	12,825	10,000	-	157,825
District Council of Tumby Bay	144,667	13,743	15,000	-	173,410
District Council of Yankalilla	172,000	16,926	10,000	720	199,646
Kangaroo Island Council	193,730	18,404	-	17,906	230,040
Kingston District Council	130,927	17,643	13,000	-	161,570
Light Regional Council	225,616	20,982	4,750	19,268	270,616
Mid Murray Council	169,373	15,752	12,500	2,000	199,625
Mount Barker District Council	232,968	23,888	-	-	256,856
Municipal Council of Roxby Downs*	-	-	-	-	-
Naracoorte Lucindale Council	175,570	16,680	14,360	2,240	208,850
Northern Areas Council	142,500	13,250	15,000	-	170,750
Port Augusta City Council	207,422	19,707	15,000	16,230	258,359
Port Pirie Regional Council	185,388	16,685	24,000	-	226,073
Regional Council of Goyder	142,000	13,206	13,000	-	168,206
Renmark Paringa Council	167,892	15,530	12,000	4,949	200,371
Rural City of Murray Bridge	233,322	22,165	-	2,840	258,327
Southern Mallee District Council	123,000	14,145	15,000	5,000	157,145
Tatiara District Council	143,685	13,650	12,100	3,500	172,935
The Barossa Council	213,916	19,894	14,000	-	247,810
The Flinders Ranges Council	145,000	14,400	15,000	3,404	177,804
Town of Gawler	215,236	21,226	13,000	-	249,462
Wakefield Regional Council	182,648	17,352	10,000	-	210,000
Wattle Range Council	170,026	17,974	12,000	1,200	201,200
Wudinna District Council	122,937	33,131	-	5,000	161,068
Yorke Peninsula Council	229,217	21,203	10,000	2,367	262,787
January 2017 Total	12,746,927	1,264,596	718,870	219,285	14,963,613
January 2016 Total	12,618,616	1,250,887	713,763	166,761	14,750,027
Variation*	128,311	13,709	5,107	52,524	213,586

Council	January 2016				
	Cash	Super	Vehicle	Other	Total
District Council of Franklin Harbour	115,000	10,637	9,000	3,800	138,437
District Council of Grant	157,080	14,923	12,000	3,000	187,003
District Council of Karoonda East Murray	100,638	11,727	12,000	-	124,365
District Council of Kimba	123,836	11,764	15,000	2,700	153,300
District Council of Lower Eyre Peninsula	147,084	13,605	5,000	-	165,689
District Council of Loxton Waikerie	180,679	17,164	10,000	4,400	212,243
District Council of Mount Remarkable	165,000	15,675	10,000	500	191,175
District Council of Orroroo Carrieton	144,125	13,597	-	-	157,722
District Council of Peterborough	104,955	9,974	12,000	300	127,229
District Council of Robe	136,821	12,724	20,811	-	170,356
District Council of Streaky Bay	140,000	13,300	10,000	-	163,300
District Council of Tumby Bay	141,831	13,474	15,000	-	191,175
District Council of Yankalilla	168,082	16,918	10,000	-	195,000
Kangaroo Island Council	190,486	18,096	14,000	2,551	225,133
Kingston District Council	136,132	12,438	13,000	-	161,570
Light Regional Council	216,938	20,175	4,750	-	241,863
Mid Murray Council	169,373	15,752	12,500	2,400	200,025
Mount Barker District Council	227,286	23,305	-	-	250,591
Municipal Council of Roxby Downs	139,083	13,212	8,777	19,444	180,516
Naracoorte Lucindale Council	171,790	16,320	12,000	3,000	203,110
Northern Areas Council	128,904	12,246	15,000	-	156,150
Port Augusta City Council	221,000	20,995	-	-	241,995
Port Pirie Regional Council	173,515	16,310	15,000	-	204,825
Regional Council of Goyder	129,170	12,013	13,000	-	154,183
Renmark Paringa Council	164,600	15,637	12,000	1,000	193,237
Rural City of Murray Bridge	217,855	20,696	-	5,500	244,051
Southern Mallee District Council	123,000	11,685	15,000	-	163,205
Tatiara District Council	140,523	13,350	12,100	-	165,973
The Barossa Council	207,685	19,315	14,000	-	241,000
The Flinders Ranges Council	111,722	10,055	12,000	1,623	135,400
Town of Gawler	207,000	21,025	-	-	228,025
Wakefield Regional Council	179,151	17,019	10,000	9,567	215,746
Wattle Range Council	185,144	17,649	12,000	-	214,793
Wudinna District Council	120,055	32,295	-	5,000	157,350
Yorke Peninsula Council	218,301	20,193	10,000	-	248,494
January 2016 Total	12,618,616	1,250,887	713,763	166,761	14,750,027

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

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

Council	January 2017				
	Cash	Super	Vehicle	Other	Total
G6 (METROPOLITAN)					
Adelaide City Council	282,406	27,763	9,831	5,000	325,000
City of Charles Sturt	259,000	28,500	12,500	-	300,000
City of Marion	253,900	24,120	12,000	-	290,020
City of Onkaparinga	280,455	28,046	19,500	4,070	332,071
City of Salisbury	295,811	28,989	-	5,400	330,200
City of Tea Tree Gully	246,112	22,888	-	2,000	271,000
AVERAGE	269,614	26,718	13,458	2,745	308,049
OTHER METROPOLITAN					
City of Port Adelaide Enfield	276,600	30,400	13,000	-	320,000
Campbelltown Council	233,950	22,225	12,000	-	268,175
City of Burnside	201,086	19,578	5,000	-	225,664
City of Holdfast Bay	220,745	20,971	14,272	-	255,988
City of Mitcham	252,480	23,985	10,000	-	286,465
City of Norwood Payneham & St Peters	228,794	21,277	12,000	-	262,071
City of Playford	297,978	35,000	25,000	15,000	372,978
City of Prospect	211,564	19,675	8,800	-	240,039
City of Unley	229,957	22,872	10,805	7,500	271,134
City of West Torrens	285,604	27,132	-	-	312,736
Corporation of the Town of Walkerville	210,603	19,586	7,000	-	237,189
AVERAGE	240,851	23,882	11,788	2,045	277,494
OUTER METROPOLITAN					
Adelaide Hills Council	208,292	19,788	10,000	-	238,080
Mount Barker District Council	232,968	23,888	-	-	256,856
Town of Gawler	215,236	21,226	13,000	-	249,462
AVERAGE	218,832	21,634	11,500	-	248,133

Council	January 2016				
	Cash	Super	Vehicle	Other	Total
G6 (METROPOLITAN)					
Adelaide City Council	282,407	27,763	9,830	-	320,000
City of Charles Sturt	259,000	28,500	12,500	-	300,000
City of Marion	238,000	22,610	12,000	-	272,610
City of Onkaparinga	280,455	28,045	19,500	3,480	331,480
City of Salisbury	290,000	25,000	-	5,000	320,000
City of Tea Tree Gully	241,537	22,463	-	-	266,000
AVERAGE	265,233	25,730	13,458	4,240	301,682
OTHER METROPOLITAN					
City of Port Adelaide - Enfield	272,075	29,925	13,000	-	315,000
Campbelltown City Council	224,952	21,370	12,000	-	258,322
City of Burnside	201,137	19,578	4,949	-	225,664
City of Holdfast Bay	216,417	20,560	14,272	-	251,249
City of Mitcham	245,530	23,325	12,000	-	280,855
City of Norwood, Payneham & St Peters	228,794	21,277	12,000	-	262,071
City of Playford	297,978	35,000	25,000	15,000	372,978
City of Prospect	219,415	20,406	8,800	5,000	253,621
City of Unley	219,936	21,986	11,500	-	253,422
City of West Torrens	282,178	26,807	-	-	308,985
Corporation of the Town of Walkerville	206,348	19,190	7,000	-	232,538
AVERAGE	237,705	23,584	12,052	10,000	274,064
OUTER METROPOLITAN					
Adelaide Hills Council	202,563	19,244	8,000	5,000	234,807
Mount Barker District Council	227,286	23,305	-	-	250,591
Town of Gawler	207,000	21,025	-	-	228,025
AVERAGE	212,283	21,191	8,000	5,000	237,808

Council	January 2017				
	Cash	Super	Vehicle	Other	Total
REGIONAL					
Adelaide Plains Council (Formerly District Council of Mallala)	175,000	16,625	15,000	2,500	209,125
Alexandrina Council (Acting)	207,900	21,990	12,000	5,000	246,890
District Council of Berri Barmera	172,600	16,400	10,000	-	199,000
City of Mount Gambier	248,000	24,800	-	-	272,800
City of Port Lincoln	169,897	16,140	8,500	5,096	199,633
City of Victor Harbor	212,349	20,168	12,000	-	244,517
City of Whyalla (Acting)	160,000	10,000	10,000	-	180,000
Clare and Gilbert Valleys Council	169,028	15,589	27,223	8,420	220,260
Coorong District Council	189,570	17,630	12,500		219,700
District Council of Barunga West	131,260	12,142	7,890	9,800	161,092
District Council of Copper Coast	191,337	18,177	18,339	1,200	229,053
District Council of Grant	161,793	15,046	12,000	4,800	193,639
District Council of Lower Eyre Peninsula	152,967	14,149	5,000	-	172,116
District Council of Loxton Waikerie	186,100	17,679	10,000	4,400	218,179
District Council of Yankalilla	172,000	16,926	10,000	720	199,646
Kangaroo Island Council	193,730	18,404	-	17,906	230,040
Light Regional Council	225,616	20,982	4,750	19,268	270,616
Mid Murray Council	169,373	15,752	12,500	2,000	199,625
Naracoorte Lucindale Council	175,570	16,680	14,360	2,240	208,850
Northern Areas Council	142,500	13,250	15,000	-	170,750
Port Augusta City Council	207,422	19,707	15,000	16,230	258,359
Port Pirie Regional Council	185,388	16,685	24,000	-	226,073
Regional Council of Goyder	142,000	13,206	13,000	-	168,206
Renmark Paringa Council	167,892	15,530	12,000	4,949	200,371
Rural City of Murray Bridge	233,322	22,165	-	2,840	258,327
Tatiara District Council	143,685	13,650	12,100	3,500	172,935
The Barossa Council	213,916	19,894	14,000	-	247,810
Wakefield Regional Council	182,648	17,352	10,000	-	210,000
Wattle Range Council	170,026	17,974	12,000	1,200	201,200
Yorke Peninsula Council	229,217	21,203	10,000	2,367	262,787
AVERAGE	182,737	17,197	12,562	6,023	215,053

Council	January 2016				
	Cash	Super	Vehicle	Other	Total
REGIONAL					
Adelaide Plains Council (Formerly District Council of Mallala)	175,438	16,667	16,800	1,700	210,605
Alexandrina Council	231,000	23,100	12,000	13,500	279,600
Berri Barmera Council	172,000	16,000	10,000	-	198,000
City of Mount Gambier	210,000	21,000	12,000	1,000	244,000
City of Port Lincoln	171,562	21,445	8,000	-	201,007
City of Victor Harbor	206,164	19,586	12,000	1,440	239,190
City of Whyalla	215,124	20,006	10,000	3,000	248,130
Clare & Gilbert Valleys Council	167,624	15,589	15,000	2,127	200,340
Coorong District Council	163,937	15,163	13,760	-	192,860
District Council of Barunga West	126,000	11,655	12,000	8,800	158,455
District Council of Copper Coast	185,764	17,648	15,914	1,200	220,526
District Council of Grant	157,080	14,923	12,000	3,000	187,003
District Council of Lower Eyre Peninsula	147,084	13,605	5,000	-	165,689
District Council of Loxton Waikerie	180,679	17,164	10,000	4,400	212,243
District Council of Yankalilla	168,082	16,918	10,000	-	195,000
Kangaroo Island Council	190,486	18,096	14,000	2,551	225,133
Light Regional Council	216,938	20,175	4,750		241,863
Mid Murray Council	169,373	15,752	12,500	2,400	200,025
Naracoorte Lucindale Council	171,790	16,320	12,000	3,000	203,110
Northern Areas Council	128,904	12,246	15,000	-	156,150
Port Augusta City Council	221,000	20,995	-	-	241,995
Port Pirie Regional Council	173,515	16,310	15,000	-	204,825
Regional Council of Goyder	129,170	12,013	13,000	-	154,183
Renmark Paringa Council	164,600	15,637	12,000	1,000	193,237
Rural City of Murray Bridge	217,855	20,696	-	5,500	244,051
Tatiara District Council	140,523	13,350	12,100	-	165,973
The Barossa Council	207,685	19,315	14,000	-	241,000
Wakefield Regional Council	179,151	17,019	10,000	9,567	215,746
Wattle Range Council	185,144	17,649	12,000	-	214,793
Yorke Peninsula Council	218,301	20,193	10,000	-	248,494
AVERAGE	179,732	17,208	11,815	4,012	210,108

Council	January 2017				
	Cash	Super	Vehicle	Other	Total
SMALL REGIONAL					
District Council of Ceduna	160,787	25,000	10,000	-	195,787
District Council of Cleve	125,720	11,943	11,000	10,776	159,439
District Council of Coober Pedy	170,000	16,150	15,000	7,800	208,950
District Council of Elliston	135,000	12,825	12,000	11,500	171,325
District Council of Franklin Harbour	127,645	11,807	10,000	-	149,452
District Council of Karoonda East Murray	120,000	11,160	12,000	5,450	148,610
District Council of Kimba	126,933	11,805	15,000	14,949	168,687
District Council of Mount Remarkable	175,000	16,625	10,000	500	202,125
District Council of Ororoo Carrieton	147,328	13,996	-	-	161,324
District Council of Peterborough	110,000	10,450	10,000	1,500	131,950
District Council of Robe	141,336	13,144	12,000	-	166,480
District Council of Streaky Bay	135,000	12,825	10,000	-	157,825
District Council of Tumby Bay	144,667	13,743	15,000	-	173,410
Kingston District Council	130,927	17,643	13,000	-	161,570
Municipal Council of Roxby Downs*	-	-	-	-	-
Southern Mallee District Council	123,000	14,145	15,000	5,000	157,145
The Flinders Ranges Council	145,000	14,400	15,000	3,404	177,804
Wudinna District Council	122,937	33,131	-	5000	161,068
AVERAGE	137,722	15,341	12,333	6,588	167,821

Council	January 2016				
	Cash	Super	Vehicle	Other	Total
SMALL REGIONAL					
District Council of Ceduna	160,787	25,000	10,000	-	195,787
District Council of Cleve	122,650	11,406	11,000	10,200	155,256
District Council of Coober Pedy	168,000	15,960	15,000	-	198,960
District Council of Elliston	130,000	12,350	12,000	10,000	164,350
District Council of Franklin Harbour	115,000	10,637	9,000	3,800	138,437
District Council of Karoonda East Murray	100,638	11,727	12,000	-	124,365
District Council of Kimba	123,836	11,764	15,000	2,700	153,300
District Council of Mount Remarkable	165,000	15,675	10,000	500	191,175
District Council of Ororoo Carrieton	144,125	13,597	-	-	157,722
District Council of Peterborough	104,955	9,974	12,000	300	127,229
District Council of Robe	136,821	12,724	20,811	-	170,356
District Council of Streaky Bay	140,000	13,300	10,000	-	163,300
District Council of Tumby Bay	141,831	13,474	15,000	-	191,175
Kingston District Council	136,132	12,438	13,000	-	161,570
Municipal Council of Roxby Downs	139,083	13,212	8,777	19,444	180,516
Southern Mallee District Council	123,000	11,685	15,000	-	163,205
The Flinders Ranges Council	111,722	10,055	12,000	1,623	135,400
Wudinna District Council	120,055	32,295	-	5,000	157,350
AVERAGE	130,756	14,293	12,537	5,952	162,747

* Position vacant - currently has an Acting Administrator in place



CEO 360 SURVEY - 2018

Report completed for the General Manager, Business Services.
Written by the Digital Communications and Engagement Coordinator.
May 2018

INTRODUCTION

The annual CEO 360 survey was conducted on 20 April 2018 and closed 30 April 2018.

27 People were asked to participate (12 Elected Members, The CEO, 4 General Managers, 10 staff members). The staff members were chosen at random.

The survey Questions were the same as the 2017 CEO Survey.

Participant responses were collected through your view holdfast using a closed survey (only the selected participants could access the survey).

This report provides the outcomes of the survey.

DATA ANALYSIS

All data has been independently reviewed by the Digital Communications and Engagement Coordinator.

OUTCOMES

20 of the 26 people asked to participate completed the survey:

- 8 Elected Members
- 1 CEO
- 3 General Mangers
- 8 staff members

SURVEY RESULTS

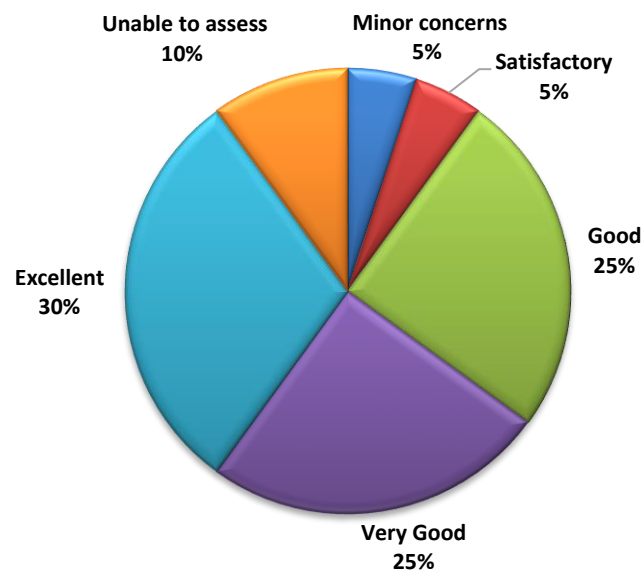
The diagrams below show the relative percentages of each response

Note: All comments are written verbatim

1. Effective Relationships with Elected Members:

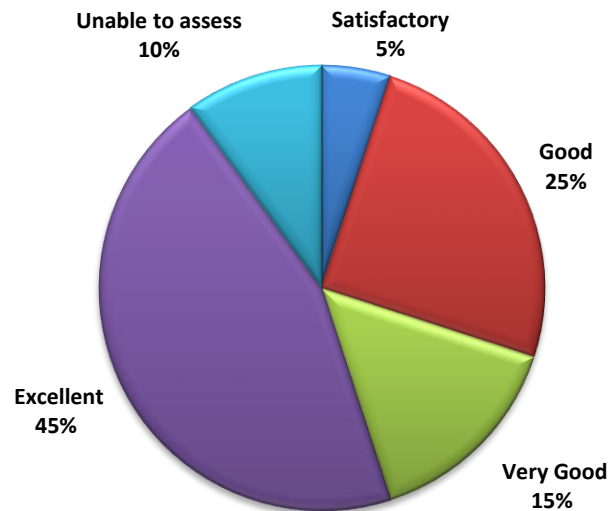
1a. The CEO develops and maintains positive and productive relationships with all elected members.

- 1 respondent voted, 'Minor concerns.'
- 1 respondent voted, 'Satisfactory.'
- 2 respondents voted were unable to assess.
- 5 respondents voted, 'Good.'
- 5 respondents voted, 'Very good.'
- 6 respondents voted, 'Excellent.'



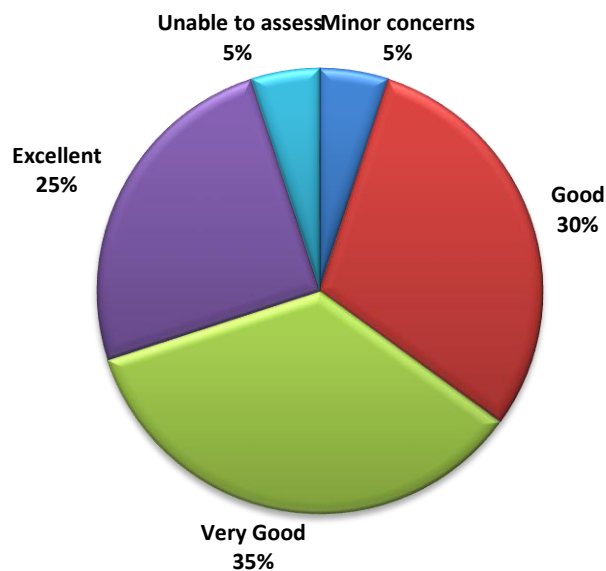
1b. The CEO delivers effective communication strategies to ensure elected members are able to make informed decisions.

- 1 respondent voted, 'Satisfactory.'
- 2 respondents voted were unable to assess.
- 3 respondents voted, 'Very Good.'
- 5 respondents voted, 'Good.'
- 9 respondents voted, 'Excellent.'



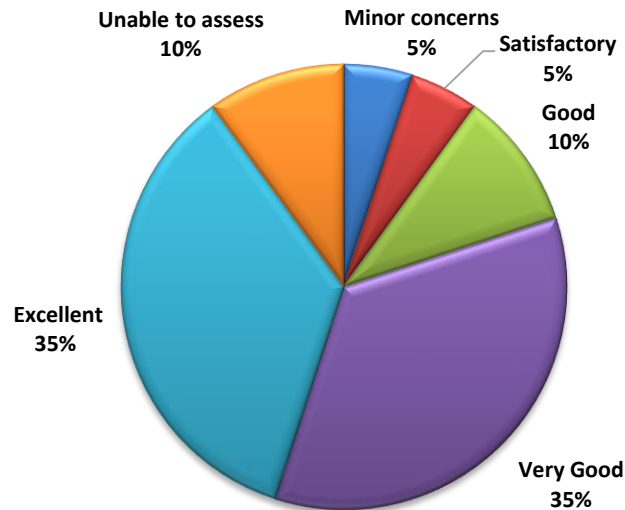
1c. The CEO delivers an effective suite of well researched reports for elected members that indicate the status of operations and major projects.

- 1 respondent voted, 'Minor concerns.'
- 1 respondent voted were unable to assess.
- 6 respondents voted, 'Good.'
- 7 respondents voted, 'Very Good.'
- 5 respondents voted, 'Excellent.'



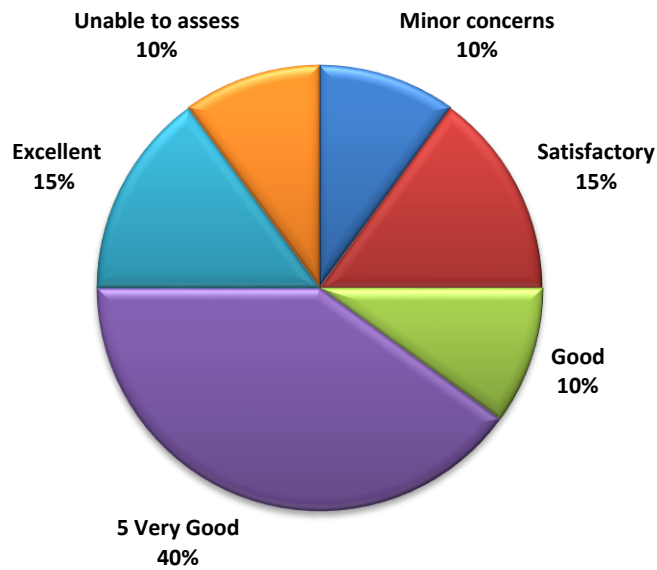
1d. The CEO provides balanced advice and makes recommendations to Council on policies, procedures and strategies.

- 1 respondent voted, 'minor concerns'
- 1 respondent voted, 'satisfactory'
- 2 respondents voted, 'Good'
- 2 respondents voted were unable to assess
- 7 respondents voted, 'Very Good'
- 7 respondents voted, 'Excellent'



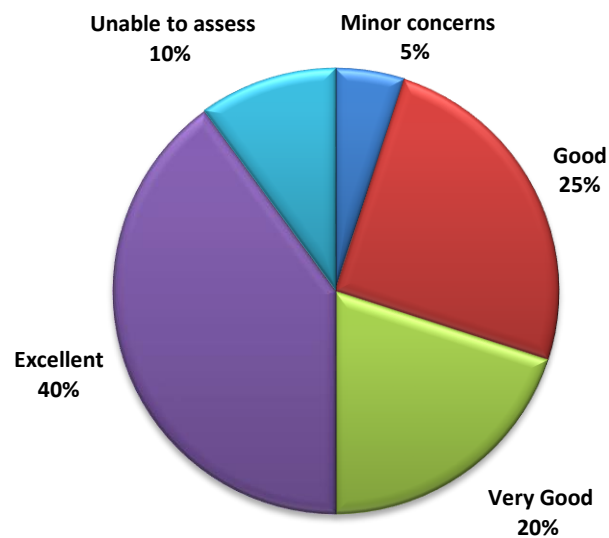
1e. Officer's reports in the Agenda are well considered, containing data that should have been known at the time of the decision.

- 2 respondents voted, 'Minor concerns.'
- 2 respondents voted were unable to assess.
- 2 respondents voted, 'Good.'
- 3 respondents voted, 'Satisfactory.'
- 8 respondents voted, 'Very Good.'
- 3 respondents voted, 'Excellent.'



1f. Overall, the CEO develops and maintains positive and productive relationships with all Elected Members and provides them with sound advice, professional development, effective communications and support in order for them to meet their responsibilities.

- 1 respondent voted, 'Minor concerns.'
- 2 respondents voted were unable to assess
- 4 respondents voted, 'Very Good.'
- 5 respondents voted, 'Good.'
- 8 respondents voted, 'Excellent.'



Comments

- Unfortunately some of the Elected Members choose not to accept Justin's advice and take it extremely personally should he hold a different view on any given subject.
- There has been some curly issues to manage, mostly around Council resolutions, however I feel some Elected Members could be more understanding of the CEO's challenging role and that it is ok that we won't always agree. On occasion more respect for the CEO's position should be shown and enforced by the Mayor.
- Promotes a positive attitude of the EM's to council staff.
- Justin to me is always accessible and is a good listener.
- Justin regularly emphasis's the importance of effective relationships with the EM's.
- I believe some elected members have a tendency to attempt to 'control' the CEO which therefore makes it difficult for him to develop relationships across the board.
- Score based on my observations from my position within the organisation, I am not directly exposed to the relationships between the CEO and the elected members.
- The level standard of information contained in Officer reports is variable and often skewed to achieve an intended result. Training in balanced report writing would be advantageous.
- Justin appears to hold good relationships with Elected Members and this is demonstrated by the Council largely standing by recommendations made by admin. From media reports this is not the case in all LGAs!
- i am unaware of the level of direct communication the Ceo may have with individual members. my comments are based on my general observations.

2. Implementation of Council's Strategic Plan: The CEO demonstrates leadership in setting Council's strategic plans and effectively communicates and delivers Council's vision and objectives.

- 1 respondent voted, 'Satisfactory.'
- 2 respondents voted, 'Good.'
- 12 respondents voted, 'Very Good.'
- 5 respondents voted, 'Excellent.'

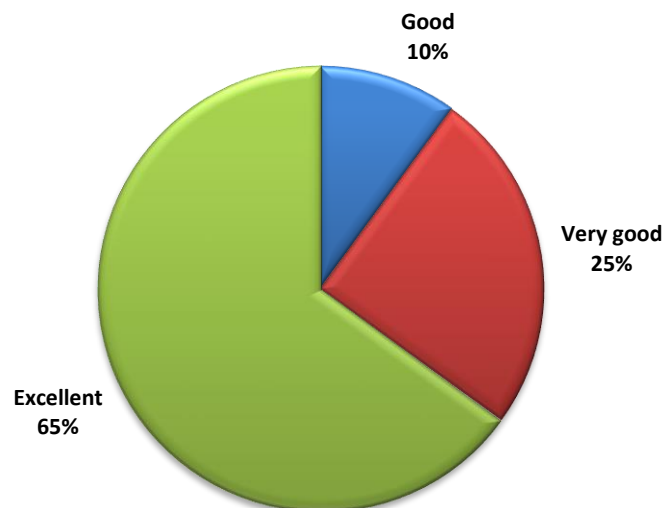


Comments

- Excellent communication skills using a wide range of platforms.
- Meaning of the word 'optional' - just reinforces my comment about mistakes!
- Our strategic plans are generally well received by the Elected Members and residents and Justin, through his leadership ensures they are delivered.
- A very thoughtful and engaging process to develop the 2030 Our Place Plan. A great foundation for our communities future.
- Communicates the strategic plan to community, EM's and council staff.
- He does this well and is always looking ways to improve.
- I believe the CEO's presentation of the strategic plan is clear & well defined.
- Justin has a strong sense of the vision for CoHB and he reinforces this wherever possible.

3. Financial and Asset management: The CEO ensures Council's long term financial sustainability through sound financial and asset planning, budget management and financial reporting.

- 2 respondents voted, 'Satisfactory.'
- 5 respondents voted, 'Very Good.'
- 13 respondents voted, 'Excellent.'

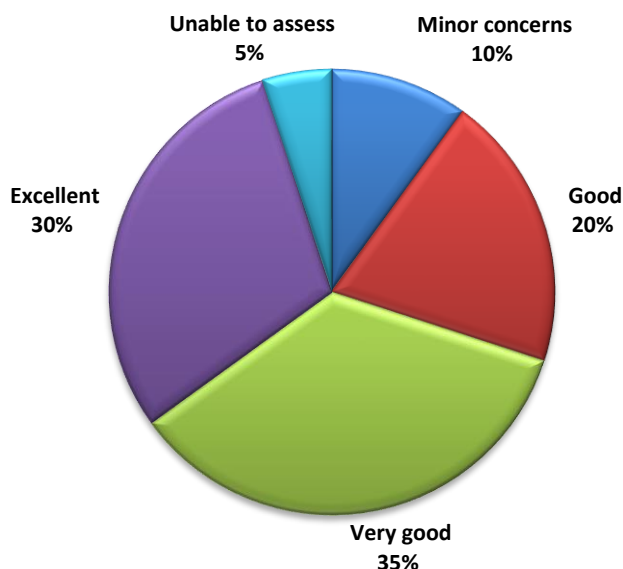


Comments

- The figures speak for themselves, with a healthy surplus for this Financial Year.
- Meaning of the word 'optional' - just reinforces my comment about mistakes!
- Council has a well balanced operating budget which dovetails into the Long Term Financial plan to deliver sound asset management maintenance and replacement on a sustainable basis.
- A great budget prepared this year with good engagement and dialogue with Councillors.
- Thorough in approach to financial management and promotes this to all levels.
- Our financial situation appears strong with meaningful use of assets and installs a balanced result for our rate payers. Certainly our financial detail has been assisted by the recently appointed Roberts Bria.
- GM R Bria has been an asset to Council in the past 12 months.
- The council is in a good financial position.

4. **People Management:** The CEO demonstrates leadership in driving positive outcomes in relation to recruitment, retention, remuneration, training, performance appraisal, induction, professional development and industrial relations and actively promotes and develops a positive staff culture and safe working environment.

- 1 respondent was unable to assess.
- 2 respondents voted, 'Minor concerns.'
- 4 respondents voted, 'Good.'
- 7 respondents voted, 'Very Good.'
- 6 respondents voted, 'Excellent.'



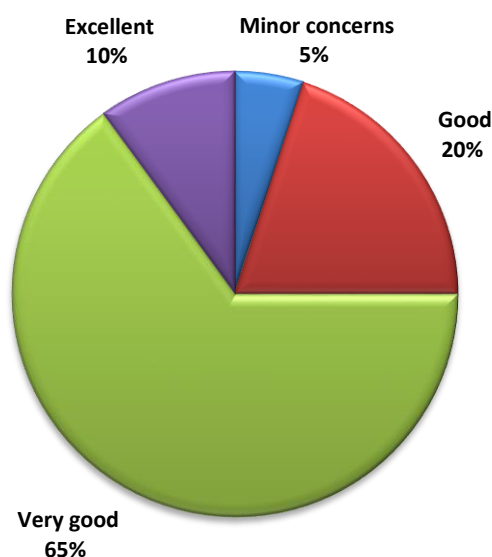
Comments

- Fosters and facilitates a positive culture, enabling staff to become empowered through training and higher duty opportunities.
- Meaning of the word 'optional' - just reinforces my comment about mistakes!
- Justin ensures that every role is reviewed on a regular basis to ensure we are serving the business in the best possible way and we recruit skilled staff who are well paid and as a consequence we have low turnover and highly productive staff.
- The CEO is very fair and balanced in his dealings with the wide range of staffing issues he is involved in. There are some complex issues he is working through and staff culture being one of them.
- Creates a positive culture overall for all staff and has high standards. The Alwyndor issues are part and parcel of a high risk aged-care business. Inappropriate Councillor behaviours and advocacy of disgruntled staff has not supported resident welfare and has created more management problems. Action plans to address issues will however achieve the desired results if allowed to run without interference.
- Good job in reshaping the workforce to take on the changing environment for local government.
- As a Councillor I find this difficult to address, but what I have seen on face value it is working well.

- I believe the CEO should be commended for attracting high-calibre professionals into key Council positions over the last 12 months. Also his personal support to all the people and culture initiatives within the Council has had a positive effect to the culture building within the organisation.
- Needs to manage his direct reports effectively in this area. Recent issues at Alwyndor were not identified/addressed soon enough
- Justin appears to support professional development activities and the PDR system.

5. **Delivery of Major Projects & Operational Services:** The CEO oversees all of Council's operations to ensure delivery of effective, efficient and high quality services to the community and the delivery of major projects on time and within budget.

- 1 respondent voted, 'Minor concerns.'
- 4 respondents voted, 'Good.'
- 13 respondents voted, 'Very Good.'
- 2 respondents voted, 'Excellent.'

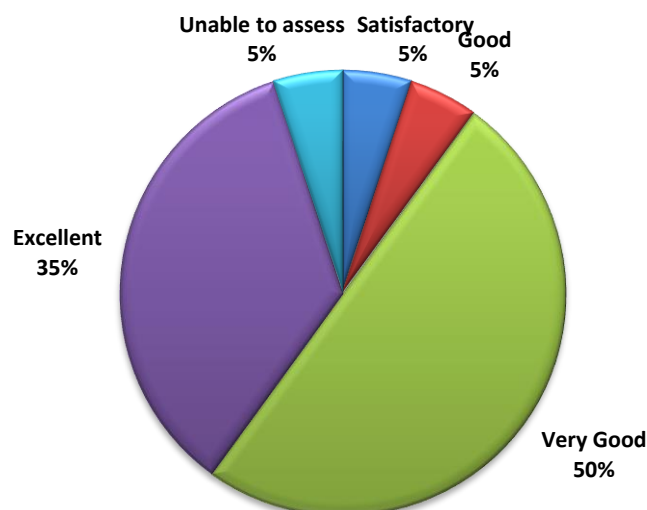


Comments

- Holdfast Bay is the best serviced community in Adelaide, all facilitated by the CEO pushing the vision and driving major projects.
- Meaning of the word 'optional' - just reinforces my comment about mistakes!
- Justin's mantra in this area is always quality products on time and within budget, and all staff are very aware of this requirement.
- Has a good team of people who are effective and supportive.
- Good at ensuring processes are in place to keep projects on track.
- May need some work in this area, not sure enough effort is applied aligning delivery targets with available resources.
- Justin appears to keep himself informed on all major developments to reduce overall risk to council.

6. **Effective Engagement / reputation (internal /external):** The CEO develops and maintains positive and effective relationships and communications with Council's stakeholders including, but not limited to, ratepayers, Commonwealth and State Government.

- 1 respondent was unable to assess.
- 1 respondent voted, 'Satisfactory.'
- 1 respondent voted, 'Good.'
- 10 respondents voted, 'Very Good.'
- 7 respondents voted, 'Excellent.'

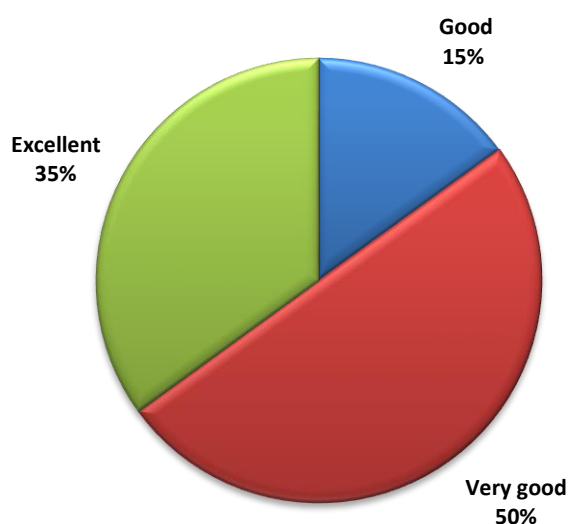


Comments

- Excellent communication skills using a wide range of platforms.
- Some question over whether all affected ratepayers are being adequately informed on local projects during community consultation
- Justin maintains a wide network of peers and acquaintances across the three tiers of government and local businesses and rate payers. He always makes himself available.
- Has ensured Council's reputation is protected and enhanced and elected members are seen as cohesive and functional.
- Justin is able to relate to stakeholders at all levels is key to engagement and two-way communication.
- Justin has performed admirably and been decisive with difficult situations with the Minda development and Alwyndor issues, despite a little angst from some Councillors who were unsure whether situations could be fixed.
- The CEO is very well respected by other forms of government and has effective working relationships with them.
- I don't feel able to comment on the CEO's relationship with other stakeholders.

7. **Economic Development Strategy:** The CEO supports the economic goals in Council’s strategic plan including assisting local businesses, making it easier to do business in Holdfast Bay, moving towards a ‘smart-city’, preparing for emerging digital technologies and boosting our visitor economy.

- 3 respondents voted, ‘Good.’
- 10 respondents voted, ‘Very Good.’
- 7 respondents voted, ‘Excellent.’



Comments

- Excellent evolution in this space, with the CEO driving innovative ways of doing business in the digital age.
- Justin not only promotes these initiatives he is very hands on in most of them, and sees Holdfast Bay as a leader in most things.
- Some new ideas, research and relationships have developed in the past year. Holdfast Bay is now taking a more active role in economic development.
- In my opinion Justin does an excellent job at reshaping Holdfast Bay so it's the place people want to be now and in the future.
- Local business is an issue regarding Jetty Road and the Main Street Committee. It appears they concentrate more on tourism (which is good and appropriate for Glenelg), but I would love a more sales and marketable to attract the local residents to spend their dollar in the Jetty Road precinct.
- This years development of the Economic Development Strategy has been heavily supported by the CEO. Also the signing of the Small Business Charter has a number of commitments we have made to the business sector in our community.

START — What behaviours or actions could the CEO start adopting, in order to improve his individual performance?

- Not been in the organisation long enough to provide a fair opinion on this matter
- Ensuring all council employees aim for excellence in serving ratepayers
- Maybe probe a little deeper into the very few underperformers still in the organisation, even though there has been a lot of movement in this area in the recent past.
- I haven't witnessed any behaviours that the CEO should start doing that would add to his individual performance.
- Stop worrying so much about what a few Councillors think.
- Supply Elected Members with more balanced reports to assist in their decision making.
- Sometimes relies too heavily on staff that are not properly communicating / working
- Take responsibility
- Do something about the above, if possible and provide more direction to the Main Street Committee.
- I believe that this is occurring, but needs to continue to be built on - consistency in expectations of General Managers and Leadership Team, in terms of accountability for delivery and behaving in accordance with their Charters.
- Keeping the EM's focussed at a strategic level rather than the detailed operational level.
- Commence office/other locations walk through - resulting in higher presence/communication with general staff and heightened awareness of morale. Staff meetings while good are not always the best forum for interacting with staff. One-on-one meetings with other managers may also be helpful to gain deeper understanding of organisational culture.
- I believe he does a good job. He makes decisions & follows through, he listens, he presents sound & balanced information. In brief, I think he needs to continue building & growing these strong behaviours & actions he brings to the role.
- Difficult for me to comment.
- Has a difficult job managing up to 13 EMs. Aside from comments below, Steady as she goes
- nothing springs to mind
- The CEO has been too accommodating to the micro management and distrustful behaviour of Some Elected Members. I would suggest that the CEO develop procedures and processes to clearly demarcate the complementary but different roles of administration.

STOP — What unfavourable behaviours or actions could the CEO stop, in order to improve his individual performance?

- Not been in the organisation long enough to provide a fair opinion on this matter
- Given current political and social sensitivities, perhaps the humour involving innuendo at the Quarterly Staff Meetings could be stopped (notwithstanding that it can be funny).
- Stop mistakes being made with impunity and without an effort to improve by all levels of staff. Most staff work hard but there are a few that are lax and do not respect residents when criticised. Constructive criticism should be encouraged - although no one likes to admit they were wrong, there is a culture of defending council actions without taking time to look at it from another viewpoint and maybe make improvements to process.
- I'm not sure of any behaviours that Justin should stop that would improve his performance.
- I haven't witnessed any behaviours that the CEO should stop.
- There's a sense that reports are written in such a way to influence Councillors in going down the path Administration want.
- "I am concerned some EM's take up too much time with email trails and constant questions and communication. I think he should work out a method to respond so
- He is not always dealing with email queries."
- Questioning outcomes and agendas of staff
- I am not aware of any.
- I have not observed or witnessed any unfavourable behaviours or actions that I think should be ceased.
- Don't believe the CEO has any unfavourable behaviours.
- No major concerns here - perhaps over-reliance on SLT/P&C to inform on morale and culture which can lead to perceptions that may not be fully accurate. See above for suggestions.
- The only thing I would say is that he needs to be stronger in defending himself against 'micro management' by elected members.
- Difficult for me to comment.
- Recently demonstrating a capacity to "stand back" where strong decisions are required. He has shown a tendency on occasion to not want to dirty his hands where political expediency matters.
- I have not observed any undesirable behaviour
- see above

CONTINUE — What desirable behaviours or actions are working well for the CEO, which you would like to see continue?

- Inclusiveness, calm decision making, trust in staff doing the right thing, provision of timely and sound advice to EMs
- Keep pushing the innovation boundaries so that we 'keep up' with our tech savvy community.
- Good communication with most people which is not always easy!
- Maintain his open door policy and his Bulletin and regular meetings with staff.
- Continue being level headed, calm in stressful situations (in view of staff at least!) and treats all staff with respect and sticks up for staff when required.
- Open, approachable and competent.
- Continue attempts to relate to all staff and EM's, regardless of whether it appears to bring dividends, as this goes a long way to engaging everyone. This also filters down within the staff and gives managers a healthier environment to work within.
- Acknowledging staff who are performing well.
- Bine
- Tact
- Keep achieving results and continue to communicate with Councillors as he has done over the past year.
- "Inclusive communication.
- Building on from response to question re what should START - clarity of expectations for all (and organisational systems and processes to support this)."
- Communication
- Supportive and Collaborative style.
- Leading by example.
- Continue the recruiting of high calibre individuals.
- Positive, pleasant, approachable and progressive. Very fortunate to have Justin as our CEO.
- He keeps up to date with all Council issues, he is abreast of happenings with other Councils, he communicates all information in a timely fashion, he treats all EM's with respect even in difficult circumstances, he is always available.
- The CEO is inclusive and supportive and my interactions have been for the most part positive and professional.
- none in particular
- Justin is an approachable leader. He always has time to listen to staff and I would like to see this continue. It makes us feel like our work is appreciated.
- The CEO has a strong grasp of strategy and understands the strengths and limitations of the Local Government Act, the separate roles of Council and Administration, and the ability of Council to achieve positive outcomes for the community. He should be allowed to continue to build on the positive contributions for the benefit of the community at large.