

WESTERN AUSTRALIA
SALARIES AND ALLOWANCES ACT 1975
DETERMINATION OF THE
SALARIES AND ALLOWANCES TRIBUNAL
ON LOCAL GOVERNMENT CHIEF EXECUTIVE OFFICERS

Pursuant to Section 7A

June 2014

PREAMBLE

1. Section 7A of the *Salaries and Allowances Act 1975* ('the SA Act') requires the Salaries and Allowances Tribunal ('the Tribunal') at intervals of not more than twelve months to "inquire into and determine, the amount of remuneration, or the minimum and maximum amounts of remuneration, to be paid or provided to chief executive officers of local governments".

BACKGROUND

2. The first determination of the Tribunal regarding the remuneration to be paid or provided to chief executive officers (CEOs) of local governments and regional local governments was issued with effect from 1 July 2012, following passage of amendments to the *Local Government Act 1995* ('the LG Act').
3. The Tribunal's 2012 determination introduced a framework for remunerating local government and regional local government CEOs according to a four band classification model intended to rank the work value of the position and the duties undertaken by the CEO. The 2012 determination also introduced Regional/Isolation Allowances, Housing Allowances and new provisions for the use of motor vehicles.

CURRENT INQUIRY

4. In discharging its statutory requirement with respect to the remuneration of local government CEOs, the Tribunal's approach has been to:
 - advertise for public submissions;
 - write via email to local governments and regional local governments inviting them to raise any comments or issues relevant to the remuneration being paid to their CEO;
 - seek information from local governments and regional local governments via an online questionnaire as to the remuneration being paid to CEOs in consideration of the 2013 determination;

- consider relevant labour market and economic data; and
- seek advice from the Statutory Adviser, Ms Jennifer Mathews, Director General, Department of Local Government and Communities (DLGC).

SUBMISSIONS

5. An advertisement calling for public submissions to the Tribunal's inquiry was placed in *The West Australian* newspaper on 15 March 2014 with a closing date of 4 April 2014, and on the Tribunal's website at <http://www.sat.wa.gov.au/LatestNews/Pages/Default.aspx>.
6. On 10 March 2014, the Tribunal emailed local government and regional local government CEOs to invite submissions related to particular issues and characteristics relevant to their remuneration, with a closing date of 4 April 2014.
7. Local governments were provided with a template submission form to ensure that the Tribunal was able to capture data on a broad range of issues including:
 - major growth and development;
 - significant social and economic issues;
 - significant demand to service and support non-resident needs;
 - high impact environmental management issues and responsibilities;
 - greater diversity of services delivered than normally provided by similar sized local governments;
 - recruitment issues;
 - remuneration issues; and
 - other distinguishing features.
8. On 11 March 2014, the Tribunal wrote to the Western Australian Local Government Association (WALGA) and the Western Australian division of the Local Government Managers Australia (LGMA), inviting submissions to its inquiry by 4 April 2014.
9. A total of four submissions were received from the following local governments:
 - Shire of Lake Grace;
 - Shire of Serpentine-Jarrahdale;
 - Southern Metropolitan Regional Council; and
 - Town of Port Hedland.
10. The Tribunal took into account all feedback received throughout the inquiry process.

QUESTIONNAIRE

11. On 14 March 2014, an online questionnaire was provided to local government and regional local government CEOs in order to obtain information relating to their Total Reward Packages (TRP).
12. Responses to the questionnaire were initially requested by 28 March 2014 however continued to be accepted until 16 May 2014. In total, 139 responses were received from local governments and regional local governments.

13. The Tribunal notes that the Yarra Yarra Catchment Regional Council and the Mid West Regional Council did not provide a response as they ceased operations earlier this year. The Murchison Regional Vermin Council was excused from providing a response as the CEO position continues to be undertaken by the CEO of one of the member local governments who does not receive additional remuneration for this purpose.
14. The Tribunal greatly appreciates the cooperation of those local governments and regional local governments who provided a response to the questionnaire. The information received has enabled the Tribunal to analyse the TRPs being provided to CEOs and understand issues which have arisen since the 2013 determination.
15. The seven local governments that failed to respond to this inquiry have been listed in Schedule 5 of this determination and will be contacted by the Tribunal.
16. The Tribunal reminds all non-respondents that it is the responsibility of the CEO to provide information requested as part of the inquiry process. Although the SA Act provides the Tribunal with the powers of a Royal Commission to subpoena information relevant to its inquiries, it would prefer to work cooperatively with local governments and regional local governments.
17. Failure to provide information to future inquiries of the Tribunal may result in the Tribunal determining specific TRP figures, rather than minimum and maximum ranges.

ASSISTANCE FROM STATUTORY ADVISOR

18. The Tribunal sought advice from Ms Jennifer Mathews, Director General, DLGC, who has been appointed by the Premier in accordance with section 10(4)(c) of the SA Act to assist the Tribunal in its inquiries into the remuneration of local government and regional local government CEOs.

CONSIDERATIONS

19. In undertaking this determination, the Tribunal has been mindful of the magnitude and complexity of the local government sector. With the closure of the Yarra Yarra Catchment Regional Council and the Mid West Regional Council earlier this year, there are now 147 local governments and regional local governments in WA which in 2012-13 accounted for a total operating and capital expenditure of approximately \$4.63 billion.¹ There are approximately 16,000 Full Time Equivalent (FTE) employees spread across geographic areas ranging from 1.5 square kilometres to 371,696 square kilometres.²
20. The Tribunal has again taken into account section 5.41 of the LG Act which outlines the functions of local government CEOs.
21. The information received from individual local governments, CEOs and the Statutory Advisor continues to keep the Tribunal informed on developments across the sector.

¹ Statistics provided by the Department of Local Government and Communities, May 2014.

² Statistics provided by the Department of Local Government and Communities, May 2014.

Local government population, expenditure and staff levels

22. The Tribunal requested and received the following data from the DLGC:
- Population as at 30 August 2013 (ABS Catalogue 3218.0);
 - Total FTE employees 2012-13;
 - Operating expenditure 2012-13; and
 - Three year averaged capital expenditure (2010-11 to 2012-13).

Range of fees versus a set amount

23. For the past two years, the Tribunal has exercised its authority under section 7A of the SA Act to set the minimum and maximum amounts of remuneration to be paid or provided to local government and regional local government CEOs, rather than determine a specific TRP amount.
24. It continues to be the view of the Tribunal that individual local governments and regional local governments are best placed to assess their own financial capacity to pay their CEO within the determined range.
25. Information relating to a CEO's TRP provided to the Tribunal by local governments and regional local governments will dictate whether remuneration continues to be expressed by reference to a band or determined as a specific amount.
26. The Tribunal is available to provide remuneration advice to local governments and regional local governments as part of the CEO recruitment or reappointment process. If requested, the Tribunal will determine a specific TRP amount rather than a range.

Metropolitan local government reform

27. The Statutory Advisor has informed the Tribunal that the Minister for Local Government will consider the recommendations for metropolitan reform made by the Local Government Advisory Board over the coming months.
28. It is understood that all new district changes will be established effective 1 July 2015 and that where Commissioners are appointed, local government elections will be held in October 2015 along with ordinary local government elections.
29. Accordingly, the Tribunal will be reviewing the classifications of local governments impacted by an amalgamation or boundary change in due course and would greatly appreciate the cooperation of local governments in providing any information to assist this process.

Labour market and economic data

30. The Tribunal considered relevant labour market and economic data as well as the State Government's economic forecast in order to determine an economically sustainable adjustment to the current remuneration paid to local government and regional local government CEOs.

Band allocation model

31. The Tribunal continues to utilise the four band classification model adopted in its 2012 determination. The model provides for a broad range of factors to be taken into account including:
- Major growth and development;
 - Strategic planning, including risk management;
 - Infrastructure development and asset management;
 - Significant social/economic/environmental issues;
 - Significant demand to service and support non-resident needs;
 - Diversity of services;
 - Community involvement and advocacy;
 - State or national negotiations;
 - Operational and managerial requirements;
 - Capacity to pay;
 - Total expenditure;
 - Population; and
 - FTEs.
32. The Tribunal gave consideration to all local governments and regional local governments that had the potential to move under the band classification model, despite whether or not a submission was received. Particular attention was given to those local governments and regional local governments where expenditure, population and/or FTE figures had significantly increased over the 2012-13 financial year.
33. The Tribunal emphasises that there is significant room for growth within each band before the Tribunal accepts that an increase in classification is warranted. A request for an increase in classification will only be recognised where it is demonstrated that the local government or regional local government CEO has experienced a substantial and sustained increase in work value. In this respect, the Tribunal will look to align the responsibilities and accountability of a CEO with those of other appointees in the relevant band.

Compliance with Total Reward Package ranges

34. Approximately 93 per cent of local governments and regional local governments responded to the Tribunal's questionnaire regarding CEO remuneration packages. This gave the Tribunal a reasonably high level of confidence in the data provided with the caveat that the Tribunal's executive did not have the opportunity to verify the information provided in each individual response.
35. Data obtained via the questionnaire indicated that 81 per cent of local governments and regional local governments are remunerating their CEO within the TRP range provided for in the Tribunal's 2013 determination. Of these, 38 per cent of CEOs are being remunerated within the top 25 per cent of their awarded band.
36. Numerous local governments and regional local governments provided TRP figures which exceeded the maximum of their awarded band as outlined in the Tribunal's 2013 determination. While the majority of these TRPs were for CEOs classified as preserved for

the purposes of clause 43 the LG Act (Transitional Provisions) and therefore outside of the Tribunal's jurisdiction, a large proportion had simply provided incorrect data. These issues have since been addressed.

37. In saying this, local governments and regional local governments are advised that if a preserved CEO ceases in the position and a temporary acting arrangement is undertaken, that person acting as CEO must receive remuneration which is within the TRP parameters determined by the Tribunal.
38. The Tribunal requests that local governments and regional local governments maintain a record of figures associated with relevant components of the TRP so that accurate information can be easily provided as part of the annual inquiry process. The typical components of a CEO's TRP are outlined in Schedule 1 (Part 1.3) of this determination. Factors which are relevant to a CEO's remuneration and may form part of the TRP are outlined in Schedules 2, 3 and 4. This includes any superannuation guarantee associated with the payment of a Regional/Isolation Allowance, and any associated FBT accrued from the provision of a motor vehicle or accommodation.
39. The Tribunal acknowledges feedback that certain data requested in the questionnaire is also collected annually by the DLGC and WALGA and advises that it will collaborate with key stakeholders to reduce any unnecessary duplication in future inquiry processes.

Preserved CEOs

40. Data received via the questionnaire identified 18 CEOs who are classified as preserved for the purposes of clause 43 of the LG Act (Transitional Provisions), either for the duration of their current contract or for the period in which they remain in the role.
41. Before renewing the contract of a preserved CEO, local governments and regional local governments are required under clause 43(4) of the LG Act to consider the Tribunal's determination regarding the remuneration paid to CEOs of comparable local governments.

Regional/Isolation Allowance

42. The Regional/Isolation Allowance is available to all local governments listed under Schedule 2 (Part 2) of this determination. The allowance is discretionary and local governments have the flexibility to determine an appropriate payment not exceeding the maximum annual figure stated in Part 2 of the Schedule.
43. Of the 50 local governments currently eligible to access the Regional/Isolation Allowance, only 19 provided information in this regard via the questionnaire. Five CEOs reported receiving the maximum annual allowance, with three of these being in the lowest annual allowance category of \$7,500.
44. The CEO of the Shire of Lake Grace advised the Tribunal that he considered his maximum annual Regional/Isolation Allowance of \$7,500 to be insufficient compensation for factors such as remoteness, withdrawal of community services and recruitment difficulties.
45. In considering whether an increase was warranted, the Tribunal analysed relevant regional/isolation factors experienced by the Shire and the other local governments listed under Schedule 2 of its 2013 determination as having access to the \$7,500 allowance.

46. The District Allowance rates available to officers in the General Division of the Public Service form part of the Tribunal's calculation of Regional/Isolation Allowances for local government CEOs. Accordingly, the Tribunal took into consideration the significant changes to the District Allowance rates effective from 1 July 2014.
47. The Tribunal reminds eligible local governments that although the Regional/Isolation Allowance is additional to the TRP, it is to be paid as salary and may attract superannuation guarantee. As salary and superannuation guarantee form part of a CEO's TRP, caution should be taken to ensure that provision of this allowance does not result in the maximum of the awarded TRP range being exceeded.

CONCLUSIONS

48. The Tribunal has determined a general adjustment of 3 per cent to the maximum band ranges payable to local government and regional local government CEOs. All adjustments to the maximum ranges have been rounded to the nearest dollar and are effective 1 July 2014.
49. The Tribunal considers that this adjustment is sufficient given the current economic climate and the information provided by local governments and regional local governments throughout the inquiry process.
50. In light of the above, the Tribunal notes that a local government would have to satisfy itself that there was sound justification to award their CEO an increase above 3 per cent, albeit within the allocated band parameters.
51. The minimum band ranges have been maintained in order to prevent placing undue pressure on those local governments which may not have the financial capacity to pay increased amounts.
52. In continuing to set minimum and maximum amounts, the Tribunal has maintained the ability for local governments and regional local governments to exercise discretion in setting particular amounts within the ranges outlined in this determination.
53. The Tribunal has found that the current classification framework and band allocation model have been effective and that no further amendment is warranted at this time. As with previous determinations, the overlapping ranges within the bands have been maintained to enable councils to take into account all the factors relevant to their local government and community.
54. After considering all of the relevant information, the Tribunal has increased the classification for the City of Kwinana from Band 2 to Band 1. The Tribunal considered a range of factors including the City's increased levels of work value, growth and responsibility outlined in the their submission and in data collected by the Tribunal. Whilst the Tribunal is mindful that the City may be impacted by the State Government's metropolitan reform program, the extent of the change will only be understood once recommendations have been made by the Local Government Advisory Board and accepted by the Minister for Local Government. The increase in work value, growth and responsibility factors were considered significant enough to warrant reclassification at this time.

55. Aside from the City of Kwinana, the Tribunal has maintained the classifications awarded to all local governments and regional local governments. Although several local governments demonstrated increases in terms of operating expenditure, FTE and population, they were not considered significant or consistent enough to warrant an increase in classification at present.
56. The Tribunal has increased the maximum annual Regional/Isolation Allowance of \$7,500 to \$10,000 in consideration of information provided by the Shire of Lake Grace and analysis of comparable remote local governments. The other Regional/Isolation Allowance amounts outlined in Tribunal's 2013 determination have been maintained. The Tribunal reminds all eligible local governments that payment of all or part of this allowance remains at the discretion of each individual council, albeit within the parameters set by the Tribunal.
57. No alterations have been made to the Housing Allowance or Motor Vehicle provisions outlined in Schedules 3 and 4 of this determination.
58. Before renewing the contract of a preserved CEO, local governments and regional local governments are required under clause 43(4) of the LG Act to consider the Tribunal's determination regarding the remuneration paid to CEOs of comparable local governments.
59. Nothing in this determination shall be interpreted and/or applied in such a manner as to circumvent the intention of the Tribunal to ensure transparency and accountability in the remuneration of Local Government CEOs.
60. In conclusion, the Tribunal would like to acknowledge those who provided information to this inquiry. This enabled the Tribunal to appreciate the issues impacting various local governments and the wider sector, and also gain feedback regarding the effectiveness of its 2013 determination.
61. The Tribunal also wishes to thank Ms Jennifer Mathews, Director General DLGC, for the invaluable advice and assistance provided by herself and her staff, and express their appreciation to the former Executive Officer, Mr John Lukin, and the current Executive team for the research and dedication that has enabled the compilation of this determination.

This determination will now issue.

Signed this 24th day of June 2014.

W S Coleman AM
CHAIRMAN

C A Broadbent
MEMBER

B J Moore
MEMBER

SALARIES AND ALLOWANCES TRIBUNAL

DETERMINATION UNDER SECTION 7A OF THE SALARIES AND ALLOWANCES ACT 1975

GENERAL

- 1.1 The remuneration listed in this determination comprises all remuneration as defined under the *Salaries and Allowances Act 1975* as including salary, allowances, fees, emoluments and benefits.
- 1.2 The following Schedules in this determination apply to:
 - 1.2.1 CEOs; and
 - 1.2.2 Acting or temporary CEOs.
- 1.3 The remuneration specified in this determination is based on a person being appointed to one Local Government CEO position only. In the case of a person being appointed to undertake the duties of more than one CEO position simultaneously, the relevant Local Governments must seek a determination from the Tribunal for the multiple CEO positions held by that person.
- 1.4 If a Local Government undergoes an amalgamation or a rezoning of Local Government boundaries, the Local Government is required to seek a new determination from the Tribunal.

SCHEDULE 1: TOTAL REWARD PACKAGE

PART 1 – LOCAL GOVERNMENT TOTAL REWARD PACKAGE

- 1.1 Offices listed in this Schedule have been assigned by the Tribunal to one of four classifications designated Band 1 to Band 4.
- 1.2 Each classification (Band 1 to Band 4) has a commensurate Total Reward Package (TRP) range. The TRP ranges for local government CEOs are specified at the end of this Part. The TRP ranges for regional local government CEOs are specified in Part 3 of this Schedule.
- 1.3 Typical components of a TRP include:
 - (a) Base salary;
 - (b) Annual leave loading;
 - (c) Associated FBT accrued (total annual amount of fringe benefits tax paid by the Local Government for all fringe benefits provided to a CEO);
 - (d) Association membership fees;
 - (e) Attraction/retention allowance, not being provided under Schedule 2;
 - (f) Personal benefit value of the provision of a motor vehicle for private use (if applicable) as defined under Schedule 4 of this determination;
 - (g) Cash bonus and performance incentives;
 - (h) Cash in lieu of a motor vehicle;
 - (i) Fitness club fees;
 - (j) Grooming/clothing allowance;

- (k) Health insurance;
- (l) School fees and/or child's uniform;
- (m) Superannuation (all mandatory and non-mandatory employer superannuation contributions);
- (n) Travel or any other benefit taken in lieu of salary;
- (o) Travel for spouse or any other member of family;
- (p) Unrestricted entertainment allowance;
- (q) Utilities allowance (any water, power or other utility subsidy provided to the CEO); and
- (r) Any other form of payment, in cash or not, in consideration of a reward or benefit of the CEOs duties.

1.4 The TRP ranges specified in this Schedule are based on the office being of a full-time nature. The relevant TRP shall be payable on a pro rata basis in accordance with the proportion of full-time hours worked.

1.5 The only exclusions from the TRP are:

- (a) The items listed in Schedules 2, 3 and 4 of this determination (however, any superannuation guarantee associated with the payment of a Regional/Isolation Allowance and any associated FBT accrued from the provision of a motor vehicle or accommodation are to be included as part of the TRP);
- (b) Employer obligations such as professional development (restricted to the CEO), reimbursement for genuine work expenses or the cost of recruitment and relocation expenses; and
- (c) Those items that are considered to be a tool of trade by the Local Government (i.e. the equipment needed to undertake the duties of a CEO) and which are not a direct or indirect reward or benefit for the performance of duties as a CEO.

Band	Total Reward Package	Number of Local Governments
1	\$244,232 - \$370,220	19
2	\$201,433 - \$311,907	22
3	\$154,045 - \$252,917	35
4	\$125,079 - \$195,280	62

PART 2 – LOCAL GOVERNMENT CLASSIFICATIONS

Local Government	Band	Total Reward Package
Albany City	2	\$201,433 - \$311,907
Armadale City	1	\$244,232 - \$370,220
Ashburton Shire	2	\$201,433 - \$311,907
Augusta-Margaret River Shire	2	\$201,433 - \$311,907
Bassendean Town	3	\$154,045 - \$252,917

Local Government	Band	Total Reward Package
Bayswater City	1	\$244,232 - \$370,220
Belmont City	2	\$201,433 - \$311,907
Beverley Shire	4	\$125,079 - \$195,280
Boddington Shire	4	\$125,079 - \$195,280
Boyup Brook Shire	4	\$125,079 - \$195,280
Bridgetown-Greenbushes Shire	3	\$154,045 - \$252,917
Brookton Shire	4	\$125,079 - \$195,280
Broome Shire	2	\$201,433 - \$311,907
Broomehill-Tambellup Shire	4	\$125,079 - \$195,280
Bruce Rock Shire	4	\$125,079 - \$195,280
Bunbury City	2	\$201,433 - \$311,907
Busselton City	2	\$201,433 - \$311,907
Cambridge Town	2	\$201,433 - \$311,907
Canning City	1	\$244,232 - \$370,220
Capel Shire	3	\$154,045 - \$252,917
Carnamah Shire	4	\$125,079 - \$195,280
Carnarvon Shire	2	\$201,433 - \$311,907
Chapman Valley Shire	4	\$125,079 - \$195,280
Chittering Shire	3	\$154,045 - \$252,917
Claremont Town	3	\$154,045 - \$252,917
Cockburn City	1	\$244,232 - \$370,220
Collie Shire	3	\$154,045 - \$252,917
Coolgardie Shire	3	\$154,045 - \$252,917
Coorow Shire	4	\$125,079 - \$195,280
Corrigin Shire	4	\$125,079 - \$195,280
Cottesloe Town	3	\$154,045 - \$252,917
Cranbrook Shire	4	\$125,079 - \$195,280
Cuballing Shire	4	\$125,079 - \$195,280
Cue Shire	4	\$125,079 - \$195,280
Cunderdin Shire	4	\$125,079 - \$195,280
Dalwallinu Shire	4	\$125,079 - \$195,280
Dandaragan Shire	3	\$154,045 - \$252,917
Dardanup Shire	3	\$154,045 - \$252,917
Denmark Shire	3	\$154,045 - \$252,917
Derby-West Kimberley Shire	2	\$201,433 - \$311,907
Donnybrook Balingup Shire	3	\$154,045 - \$252,917
Dowerin Shire	4	\$125,079 - \$195,280
Dumbleyung Shire	4	\$125,079 - \$195,280

Local Government	Band	Total Reward Package
Dundas Shire	4	\$125,079 - \$195,280
East Fremantle Town	3	\$154,045 - \$252,917
East Pilbara Shire	2	\$201,433 - \$311,907
Esperance Shire	2	\$201,433 - \$311,907
Exmouth Shire	3	\$154,045 - \$252,917
Fremantle City	1	\$244,232 - \$370,220
Gingin Shire	3	\$154,045 - \$252,917
Gnowangerup Shire	4	\$125,079 - \$195,280
Goomalling Shire	4	\$125,079 - \$195,280
Gosnells City	1	\$244,232 - \$370,220
Greater Geraldton City	1	\$244,232 - \$370,220
Halls Creek Shire	3	\$154,045 - \$252,917
Harvey Shire	2	\$201,433 - \$311,907
Irwin Shire	3	\$154,045 - \$252,917
Jerramungup Shire	4	\$125,079 - \$195,280
Joondalup City	1	\$244,232 - \$370,220
Kalamunda Shire	2	\$201,433 - \$311,907
Kalgoorlie-Boulder City	1	\$244,232 - \$370,220
Katanning Shire	3	\$154,045 - \$252,917
Kellerberrin Shire	4	\$125,079 - \$195,280
Kent Shire	4	\$125,079 - \$195,280
Kojonup Shire	3	\$154,045 - \$252,917
Kondinin Shire	4	\$125,079 - \$195,280
Koorda Shire	4	\$125,079 - \$195,280
Kulin Shire	4	\$125,079 - \$195,280
Kwinana City	1	\$244,232 - \$370,220
Lake Grace Shire	4	\$125,079 - \$195,280
Laverton Shire	3	\$154,045 - \$252,917
Leonora Shire	3	\$154,045 - \$252,917
Mandurah City	1	\$244,232 - \$370,220
Manjimup Shire	3	\$154,045 - \$252,917
Meekatharra Shire	3	\$154,045 - \$252,917
Melville City	1	\$244,232 - \$370,220
Menzies Shire	4	\$125,079 - \$195,280
Merredin Shire	3	\$154,045 - \$252,917
Mingenew Shire	4	\$125,079 - \$195,280
Moora Shire	3	\$154,045 - \$252,917
Morawa Shire	4	\$125,079 - \$195,280

Local Government	Band	Total Reward Package
Mosman Park Town	3	\$154,045 - \$252,917
Mount Magnet Shire	4	\$125,079 - \$195,280
Mount Marshall Shire	4	\$125,079 - \$195,280
Mukinbudin Shire	4	\$125,079 - \$195,280
Mundaring Shire	2	\$201,433 - \$311,907
Murchison Shire	4	\$125,079 - \$195,280
Murray Shire	3	\$154,045 - \$252,917
Nannup Shire	4	\$125,079 - \$195,280
Narembeen Shire	4	\$125,079 - \$195,280
Narrogin Shire	4	\$125,079 - \$195,280
Narrogin Town	3	\$154,045 - \$252,917
Nedlands City	2	\$201,433 - \$311,907
Ngaanyatjarraku Shire	4	\$125,079 - \$195,280
Northam Shire	2	\$201,433 - \$311,907
Northampton Shire	4	\$125,079 - \$195,280
Nungarin Shire	4	\$125,079 - \$195,280
Peppermint Grove Shire	4	\$125,079 - \$195,280
Perenjori Shire	4	\$125,079 - \$195,280
Perth City	1	\$244,232 - \$370,220
Pingelly Shire	4	\$125,079 - \$195,280
Plantagenet Shire	3	\$154,045 - \$252,917
Port Hedland Town	1	\$244,232 - \$370,220
Quairading Shire	4	\$125,079 - \$195,280
Ravensthorpe Shire	3	\$154,045 - \$252,917
Rockingham City	1	\$244,232 - \$370,220
Roebourne Shire	1	\$244,232 - \$370,220
Sandstone Shire	4	\$125,079 - \$195,280
Serpentine-Jarrahdale Shire	3	\$154,045 - \$252,917
Shark Bay Shire	4	\$125,079 - \$195,280
South Perth City	2	\$201,433 - \$311,907
Stirling City	1	\$244,232 - \$370,220
Subiaco City	2	\$201,433 - \$311,907
Swan City	1	\$244,232 - \$370,220
Tammin Shire	4	\$125,079 - \$195,280
Three Springs Shire	4	\$125,079 - \$195,280
Toodyay Shire	3	\$154,045 - \$252,917
Trayning Shire	4	\$125,079 - \$195,280
Upper Gascoyne Shire	4	\$125,079 - \$195,280

Local Government	Band	Total Reward Package
Victoria Park Town	2	\$201,433 - \$311,907
Victoria Plains Shire	4	\$125,079 - \$195,280
Vincent Town	2	\$201,433 - \$311,907
Wagin Shire	4	\$125,079 - \$195,280
Wandering Shire	4	\$125,079 - \$195,280
Wanneroo City	1	\$244,232 - \$370,220
Waroon Shire	3	\$154,045 - \$252,917
West Arthur Shire	4	\$125,079 - \$195,280
Westonia Shire	4	\$125,079 - \$195,280
Wickepin Shire	4	\$125,079 - \$195,280
Williams Shire	4	\$125,079 - \$195,280
Wiluna Shire	4	\$125,079 - \$195,280
Wongan Ballidu Shire	4	\$125,079 - \$195,280
Woodanilling Shire	4	\$125,079 - \$195,280
Wyalkatchem Shire	4	\$125,079 - \$195,280
Wyndham-East Kimberley Shire	2	\$201,433 - \$311,907
Yalgoo Shire	4	\$125,079 - \$195,280
Yilgarn Shire	3	\$154,045 - \$252,917
York Shire	3	\$154,045 - \$252,917

PART 3 – REGIONAL LOCAL GOVERNMENT TOTAL REWARD PACKAGE

3.1 Part 1 of this Schedule also applies to Regional Local Government CEOs.

Band	Total Reward Package	Number Of Local Governments
1	\$244,232 - \$370,220	0
2	\$201,433 - \$311,907	3
3	\$154,045 - \$252,917	2
4	\$125,079 - \$195,280	3

PART 4 – REGIONAL LOCAL GOVERNMENT CLASSIFICATIONS

Regional Local Government	Band	Total Reward Package Per Annum
Bunbury-Harvey Regional Council	4	\$125,079 - \$195,280
Eastern Metropolitan Regional Council	2	\$201,433 - \$311,907
Mindarie Regional Council	3	\$154,045 - \$252,917
Murchison Regional Vermin Council	-	-
Pilbara Regional Council	4	\$125,079 - \$195,280
Rivers Regional Council	3	\$154,045 - \$252,917
Southern Metropolitan Regional Council	2	\$201,433 - \$311,907
Tamala Park Regional Council	2	\$201,433 - \$311,907
Western Metropolitan Regional Council	4	\$125,079 - \$195,280

4.1 The Murchison Regional Vermin Council is not awarded a band classification as the CEO position is undertaken by the CEO of one of the member Local Governments who does not receive additional remuneration for this purpose.

Signed this 24th day of June 2014.

W S Coleman AM
CHAIRMAN

C A Broadbent
MEMBER

B J Moore
MEMBER

SALARIES AND ALLOWANCES TRIBUNAL

SCHEDULE 2: REGIONAL/ISOLATION ALLOWANCE

PART 1 – GENERAL

- 1.1 Local Governments listed under Part 2 of this Schedule have access to an amount additional to the Total Reward Package for CEO remuneration in recognition of the regional and isolation factors which may affect the attraction and retention of the CEOs of those Local Governments.
- 1.2 Local Governments are not required to pay all or any of this amount and the payment of this allowance is at the discretion of the Local Government, albeit within the parameters set by the Tribunal.
- 1.3 When a Local Government chooses to use all or any of this allowance, the payment of the allowance should be properly justified and applied in a transparent manner.
- 1.4 When a Local Government chooses to pay all or any of this allowance, all of it is to be paid to the CEO as salary.

PART 2 – APPLICABLE REGIONAL/ISOLATION ALLOWANCE

Local Government	Maximum Regional/Isolation Allowance Per Annum
Ashburton Shire	\$55,000
Broome Shire	\$35,000
Carnamah Shire	\$30,000
Carnarvon Shire	\$30,000
Chapman Valley Shire	\$30,000
Coolgardie Shire	\$30,000
Coorow Shire	\$30,000
Cue Shire	\$40,000
Derby-West Kimberley Shire	\$45,000
Dundas Shire	\$30,000
East Pilbara Shire	\$55,000
Esperance Shire	\$25,000
Exmouth Shire	\$35,000
Geraldton-Greenough City	\$25,000
Halls Creek Shire	\$65,000
Irwin Shire	\$30,000
Jerramungup Shire	\$25,000
Kalgoorlie-Boulder City	\$30,000
Kent Shire	\$10,000
Kondinin Shire	\$10,000
Kulin Shire	\$10,000
Lake Grace Shire	\$10,000
Laverton Shire	\$40,000
Leonora Shire	\$40,000
Meekatharra Shire	\$40,000
Menzies Shire	\$30,000

Local Government	Maximum Regional/Isolation Allowance Per Annum
Merredin Shire	\$10,000
Mingenew Shire	\$30,000
Morawa Shire	\$30,000
Mount Magnet Shire	\$30,000
Mount Marshall	\$10,000
Mukinbudin Shire	\$25,000
Murchison Shire	\$30,000
Narembeen Shire	\$10,000
Ngaanyatjarraku Shire	\$40,000
Northampton Shire	\$30,000
Nungarin Shire	\$10,000
Perenjori Shire	\$30,000
Port Hedland Town	\$70,000
Ravensthorpe Shire	\$30,000
Roebourne Shire	\$70,000
Sandstone Shire	\$30,000
Shark Bay Shire	\$35,000
Three Springs Shire	\$30,000
Upper Gascoyne Shire	\$35,000
Westonia Shire	\$25,000
Wiluna Shire	\$40,000
Wyndham-East Kimberley Shire	\$45,000
Yalgoo Shire	\$30,000
Yilgarn Shire	\$25,000

Signed this 24th day of June 2014.

W S Coleman AM
CHAIRMAN

C A Broadbent
MEMBER

B J Moore
MEMBER

SALARIES AND ALLOWANCES TRIBUNAL

SCHEDULE 3: HOUSING ALLOWANCE

PART 1 – GENERAL

- 1.1 In recognition of the need for Local Governments to provide accommodation as a result of a lack of suitable housing or recruitment issues, on either a permanent or temporary basis, Local Governments are able to utilise this allowance as required.
- 1.2 When a Local Government chooses to use utilise this allowance, the payment of the allowance should be properly justified and applied in a transparent manner.
- 1.3 Any accommodation provided under this Schedule must be located within or adjacent to the Local Government area within which the CEO is employed.
- 1.4 Local Governments should tailor the provision of any housing allowance to suit their particular circumstances. This may include the CEO making contributions towards the cost of the accommodation.

PART 2 – APPLICABLE HOUSING ALLOWANCE

- 2.1 Where a Local Government owns a property and provides that property to the CEO for accommodation, the value of this accommodation will not be included in the Total Reward Package.
- 2.2 For reporting purposes, the value of the Local Government owned property shall be valued at the annual Gross Rental Value of the property as determined by the Valuer General. Where applicable, the value shall be apportioned on a pro rata basis for the portion of the year which the property has been provided for the use of the CEO.
- 2.3 Where a Local Government leases accommodation for the use of the CEO, the lease costs will not be included in the Total Reward Package.
- 2.4 For reporting purposes, the value of the Local Government leased property shall be the annual actual costs of the accommodation lease. Where applicable, the costs shall be apportioned on a pro rata basis for the portion of the year which the property has been provided for the use of the CEO.

Signed this 24th day of June 2014.

W S Coleman AM
CHAIRMAN

C A Broadbent
MEMBER

B J Moore
MEMBER

SALARIES AND ALLOWANCES TRIBUNAL

SCHEDULE 4: MOTOR VEHICLE

PART 1 – GENERAL

- 1.1 For Local Governments listed in Schedule 2 of this determination, any motor vehicle provided to the CEO by the Local Government is to be considered a tool of trade (i.e. a tool needed to undertake the duties of a CEO in these Local Governments). Any private benefit of the vehicle will not be considered as part of the Total Reward Package.
- 1.2 For Local Governments not listed in Schedule 2 of this determination, the private benefit value of any motor vehicle provided to the CEO by the Local Government is to be included in the Total Reward Package.

PART 2 – PRIVATE BENEFIT VALUE

- 2.1 The private benefit value of the motor vehicle will be dependent on the type of motor vehicle provided, method of ownership (i.e. Local Government owned or leased), maintenance and running costs, insurance, any applicable luxury car tax and the amount of private use of the vehicle (i.e. non-business use).
- 2.2 As a general rule, the private benefit value would be based upon the annual costs multiplied by the percentage of private use.
- 2.3 Local Governments and CEOs will need to come to an agreement on the most appropriate way to record the amount of private use in order to calculate the private benefit value.

Signed this 24th day of June 2014.

W S Coleman AM
CHAIRMAN

C A Broadbent
MEMBER

B J Moore
MEMBER

SALARIES AND ALLOWANCES TRIBUNAL

SCHEDULE 5: LOCAL GOVERNMENT NON-RESPONDENTS

- City of Vincent
- Shire of East Pilbara*
- Shire of Koorda
- Shire of Narembeen
- Shire of Nungarin
- Shire of Westonia*
- Shire of Woodanilling

The asterisk (*) indicates those local governments who did not respond to either the Tribunal's 2013 or 2014 CEO remuneration inquiry.