

Directors' Remuneration XYZ Council Council Comparison with other NSW Councils

Market Comparison (sample size 34):

Council Size Groupings	Local Government Market TRP Levels					
	Minimum	Lower Quartile (25% point)	Median (50% point)	Upper Quartile (75% point)	Maximum	Average
All Medium Councils	\$120,000	\$129,250	\$143,500	\$153,750 ‡	\$161,000	\$140,950
Council Population 38,000 – 65,000	\$120,000	\$130,500	\$143,500	\$153,750 ‡	\$161,000	\$141,150
Council Expenditure \$45M - \$80M	\$127,000	\$131,500	\$145,000	\$156,250	\$167,000	\$143,906
All Category 1 Councils	\$127,000	\$133,500	\$148,250	\$164,500	\$176,000	\$150,000
Other Councils	\$120,000	\$127,250	\$141,750	\$157,000	\$176,000	\$142,200
Specific Councils calculated comparison taking into account CBD of X%	N/A	\$147,000 *	\$155,000 *	\$161,000 ‡	N/A	\$154,334

Recommendations for 2003/2004 Review:

Option 1: At a Competent Performance Level		Option 2: At a Top Performance Level	
Market TRP	\$147,000 - \$157,500 *	Market TRP	\$152,300 - \$163,200 ‡
Current XYZ Council TRP	\$140,000 - \$150,000	Current XYZ Council TRP	\$140,000 - \$150,000
Market Shortfall	5% \$7,000 - \$7,500	Market Shortfall	8.8% - 8.9% \$12,300 - \$13,200
Comprised of:		Comprise of:	
- Annual Market Increase	5% \$7,000 - \$7,500	- Annual Market Increase	4.6% \$6,420 - \$6,900
- Market Catch-Up	0%	- Market Catch-Up	4.2% - 4.3% \$5,880 - \$6,300

TRP = Total Remuneration Package Including any Bonus

* ‡ These are the targeted market levels