

General Manager Remuneration XYZ 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	\$156,000	\$180,000	\$188,000	\$198,500	\$240,000	\$189,800
Council Population 38,000 - 65,000	\$156,000	\$175,500	\$188,000	\$198,500	\$240,000	\$188,300
Council Expenditure \$45M - \$80M	\$165,000	\$189,000	\$199,400	\$208,250	\$240,000	\$201,050
All Category 1 Councils	\$186,000	\$193,750	\$208,000 ‡	\$225,500	\$240,000	\$209,833
Other Councils	\$172,000	\$187,000	\$200,000	\$214,750	\$240,000	\$202,000
Specific Councils calculated comparison taking into account CBD of X%	N/A	\$191,400	\$198,000 *	\$216,700 ‡	N/A	\$198,000

Recommendations for 2003/2004 Review:

Option 1: At a Competent Performance Level			Option 2: At a Top Performance Level		
Market TRP		\$202,300 *	Market TRP		\$212,400 ‡
Current XYZ Council TRP		\$190,000	Current XYZ Council TRP		\$190,000
Market Shortfall	6.48%	\$12,300	Market Shortfall	11.83%	\$22,400
Comprised of:			Comprise of:		
- Annual Market Increase	4.6 %	\$ 8,740	- Annual Market Increase	4.6 %	\$ 8,700
- Market Catch-Up	1.88%	\$ 3,560	- Market Catch-Up	7.23%	\$13,700

TRP = Total Remuneration Package Including any Bonus

* ‡ These are the targeted market levels