

**ADELAIDE HILLS COUNCIL
CEO PERFORMANCE REVIEW PANEL MEETING
16 APRIL 2025**

Item: 10.2

Responsible Officer: Zoë Gill
Executive Governance Officer
Office of the CEO

Subject: CEO Remuneration Annual Review

For: Decision

1. CEO Remuneration Annual Review – Exclusion of the Public

Pursuant to section 90(2) of the *Local Government Act 1999* the CEO Performance Review Panel (the Panel) orders that all members of the public, except:

- CEO, Chief Executive Officer
- Executive Governance Officer, Zoë Gill
- Qualified Independent Person, Michael Kelledy

be excluded from attendance at the meeting for Agenda Item 10.2: (CEO Remuneration Annual Review) in confidence.

The Panel is satisfied that it is necessary that the public, with the exception of Council staff in attendance as specified in (a) above, be excluded to enable the Panel to consider the report at the meeting on the following grounds:

Section 90(3) (a) of the Local Government Act, the information to be received, discussed or considered in relation to this Agenda Item is information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person (living or dead).

Accordingly, on this basis the principle that meetings of the Panel should be conducted in a place open to the public has been outweighed by the need to keep the information and discussion confidential.

2. CEO Remuneration Annual Review – Confidential Item

Appendix 2

CEO's Current TEC Package

Total Employment Contract Review

5 February 2025

Gregory Georgopoulos
via ggeorgopoulos@ahc.sa.gov.au

Dear Greg,

Employment Agreement (TEC) Remuneration Review Process

Following the Council meeting on 28 January 2025, it was resolved that your Total Employment Cost (TEC) package will be adjusted to align with the legislated minimum range.

As your previous salary was below the legislated range, it will be corrected accordingly, with the adjustment being backdated to 1 July 2023. Your updated TEC package is outlined below:

TEC Package Breakdown:

Base Salary:	\$260,828.83
Superannuation (11%):	\$28,691.17
Vehicle Allowance:	\$10,000.00

Total TEC Package:	\$299,520.00
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A back payment will be processed to cover the difference from 1 July 2023 to the present date. Thank you for your patience during this process. Please review the details and confirm your acceptance by signing below.

Date

Roger Hunter
Manager People and Culture

Acceptance of Employment Agreement Remuneration Review

I, Greg Georgopoulos, accept the changes to my Employment Agreement (TEC) salary, as outlined in this letter.

Signed:

Date

Appendix 3

*South Australian Remuneration Tribunal's
determination (no. 1 of 2024)*



No. 1 of 2024

DETERMINATION OF THE REMUNERATION TRIBUNAL Minimum And Maximum Chief Executive Officer Remuneration

SCOPE OF DETERMINATION

1. This Determination applies to Chief Executive Officers of Local Government Councils to whom section 99A of the *Local Government Act 1999* (SA) applies.
2. The Municipal Council of Roxby Downs is not covered by this Determination.

MINIMUM AND MAXIMUM REMUNERATION

3. In accordance with section 99A of the *Local Government Act 1999* (SA) the Remuneration Tribunal hereby determines the following rates of minimum and maximum remuneration for Chief Executive Officers of Local Government Councils in South Australia:

Band	Total Remuneration Package
1	\$414,000 - \$440,232
2	\$396,240 - \$410,530
3	\$357,760 - \$388,253
4	\$319,280 - \$358,550
5	\$299,520 - \$323,544
6	\$272,480 - \$298,085
7	\$235,040 - \$270,504
8	\$197,600 - \$234,437

4. Remuneration figures are expressed on a total remuneration package basis.
5. A list of council groupings is included at attachment 1.
6. Any decision in relation to an annual increase for CEO remuneration within the bands set by the Tribunal remains a matter for each Council in accordance with section 99A(1) of the LG Act.

DATE OF OPERATION

7. This Determination shall have operative effect on and from 1 July 2024.

A stylized, handwritten signature in black ink, consisting of a large, looped 'M' followed by a horizontal line.

Matthew O'Callaghan
PRESIDENT

A handwritten signature in black ink, appearing to read 'Donny Walford' in a cursive style.

Donny Walford
MEMBER

A handwritten signature in black ink, appearing to read 'McYoung' in a cursive style.

Mark Young
MEMBER

Dated: 28 June 2024

ATTACHMENT 1

Council	Band
Adelaide Hills Council	5
Adelaide Plains Council	6
Alexandrina Council	5
Barunga West Council	7
Berri Barmera Council	7
Campbelltown City Council	3
City of Adelaide	1
City of Burnside	4
City of Charles Sturt	2
City of Holdfast Bay	4
City of Marion	4
City of Mitcham	3
City of Mount Gambier	5
City of Norwood Payneham & St Peters	4
City of Onkaparinga	3
City of Playford	4
City of Port Adelaide Enfield	2
City of Port Lincoln	7
City of Prospect	5
City of Salisbury	3
City of Tea Tree Gully	4
City of Unley	3
City of Victor Harbor	6
City of West Torrens	2
City of Whyalla	4
Clare & Gilbert Valleys Council	7
Coorong District Council	7
Copper Coast Council	6
Corporation of the Town of Walkerville	5
District Council of Ceduna	6
District Council of Cleve	7
District Council of Coober Pedy	8
District Council of Elliston	8
District Council of Franklin Harbour	7
District Council of Grant	7
District Council of Karoonda East Murray	8

District Council of Kimba	8
District Council of Lower Eyre Peninsula	7
District Council of Loxton Waikerie	7
District Council of Mount Remarkable	7
District Council of Orroroo Carrieton	8
District Council of Peterborough	8
District Council of Robe	8
District Council of Streaky Bay	8
District Council of Tumby Bay	7
District Council of Yankalilla	7
Kangaroo Island Council	7
Kingston District Council	8
Light Regional Council	5
Mid Murray Council	6
Mount Barker District Council	3
Naracoorte Lucindale Council	7
Northern Areas Council	7
Port Augusta City Council	6
Port Pirie Regional Council	6
Regional Council of Goyder	6
Renmark Paringa Council	6
Southern Mallee District Council	7
Tatiara District Council	7
The Barossa Council	4
The Flinders Ranges Council	8
The Rural City of Murray Bridge	5
Town of Gawler	4
Wakefield Regional Council	7
Wattle Range Council	7
Wudinna District Council	8
Yorke Peninsula Council	4

Appendix 4

Draft South Australian Remuneration Tribunal Determination



No. X of 2024

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

SCOPE OF DETERMINATION

1. This Determination applies to Chief Executive Officers of Local Government Councils to whom section 99A of the *Local Government Act 1999* (SA) applies.
2. For the reasons provided in the accompanying report, The Municipal Council of Roxby Downs is not covered by this Determination.
3. This Determination is provided in draft form to enable consideration of it by Local Government Councils, CEOs, and any other interested parties with any submissions invited by close of business 12 March 2025.
4. Subject to revisions that the Tribunal may make, it is anticipated that a Determination in final form will be issued later in March 2025.

MINIMUM AND MAXIMUM REMUNERATION

5. In accordance with section 99A of the *Local Government Act 1999* (SA) (**LG Act**) the Remuneration Tribunal hereby determines the following rates of minimum and maximum remuneration for Chief Executive Officers of Local Government Councils in South Australia:

Band	Total Remuneration Package
Adelaide City Council	\$386,710 - \$458,557
1	\$353,839 - \$419,580
2	\$323,763 - \$383,916
3	\$296,243 - \$351,283
4	\$271,062 - \$321,424
5	\$248,022 - \$294,103
6	\$226,940 - \$269,104

7	\$207,650 - \$246,230
8	\$190,000 - \$225,301

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

Component	Definition
Monetary remuneration	Base salary (cash component).
Superannuation	Includes the statutory minimum employer contributions, any salary sacrifice component, and any additional payments made by a Council.
Annual Leave Loading	As defined in the relevant employment contract.
Additional Leave Entitlements	Dollar value of additional leave provided over and above statutory entitlement, except where this is provided to allow remotely based CEOs to travel to their hometown or capital city to commence / return from leave.
Bonuses	Dollar value of any bonuses or performance incentives, whether received in cash or kind.
Motor Vehicle	<p>The value of the cash allowance or the private benefit value of the motor vehicle to the CEO using either the Prime Cost (depreciation), Operating Cost, or Statutory Formula in accordance with the ATO rules.</p> <p>Must include FBT payable by the CEO.</p> <p>Refer to: https://www.ato.gov.au/calculators-and-tools/fringe-benefits-tax-car-calculator</p>
Housing Allowance	<p>The dollar value of any housing allowance or rental subsidy and associated FBT. Consistent with the ATO remote area fringe benefit tax requirements.</p> <p>Note, designated remote areas are exempt from FBT – refer to: https://www.ato.gov.au/api/public/content/0-2f3d266d-5f78-4188-add6-f218387a0485?1730844950186</p>
Other Fees and Allowances	<p>Includes, but not limited to, any or all of the following:</p> <ul style="list-style-type: none"> • School or childcare fees, including school uniforms • Newspaper/magazine/online subscriptions • Value of perquisites provided to the CEO i.e. memberships • Personal travel or any other benefit taken in lieu of salary by the CEO (and immediate family at the discretion of the council) • Health insurance • Any and all other allowances • Any other form of payment - cash or otherwise • Any Fringe Benefits Tax paid by council in respect of any of the above
Total Remuneration Package (TRP)	The total of all the above components.

7. For the avoidance of doubt, mobile telephones and portable computing equipment, fundamentally for work purposes, and professional development costs directly related to the performance of CEO duties and membership of professional associations are not included in the total remuneration package.
8. A list of Council groupings is included at attachment 1.
9. Any decision in relation to an annual increase for CEO remuneration within the bands set by the Tribunal remains a matter for each Council in accordance with section 99A(1) of the LG Act.
10. Councils have until 1 January 2026 to comply with the minimum and maximum remuneration amounts. Where achievement of compliance involves increases, or reductions, that are greater than \$5,000 per annum, compliance must be achieved by 1 January 2027.

DATE OF OPERATION

11. This Determination shall have operative effect on and from 1 January 2025.

ATTACHMENT 1

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

District Council of Mount Remarkable	7
Southern Mallee District Council	7
Kingston District Council	7
District Council of Robe	7
Barunga West Council	7
District Council of Tumby Bay	7
District Council of Cleve	7
Wudinna District Council	7
District Council of Kimba	7
The Flinders Ranges Council	7
District Council of Peterborough	7
District Council of Elliston	7
District Council of Karoonda East Murray	8
District Council of Orroroo Carrieton	8

3. CEO Remuneration Annual Review – Duration of Confidentiality

Subject to the CEO, or his delegate, disclosing information or any document (in whole or in part) for the purpose of implementing Council's decision(s) in this matter in the performance of the duties and responsibilities of office, Council, having considered Agenda Item 10.2 (CEO Remuneration Annual Review) in confidence under sections 90(2) and 90(3)(a) of the *Local Government Act 1999*, resolves that an order be made under the provisions of sections 91(7) and (9) of the *Local Government Act 1999* to retain the Items in confidence as detailed in the Duration of Confidentiality Table below:

Item	Duration of Confidentiality NB: Item to be reviewed every 12 months if not released
Report	Until further order
Related Attachments	Until further order
Minutes	Until further order
Other (presentation, documents, or similar)	Until further order