Management Solutions Deloitte House 61 Molesworth Street PO Box 1990 Wellington New Zealand

Tel: +64 4 472 1677 Fax: +64 4 472 8023 www.deloitte.co.nz

21 August 2000

Mr Ted Maguire Council Secretary Wellington Regional Council 142 – 146 Wakefield WELLINGTON

Dear Mr Maguire

#### **COUNCILLOR REMUNERATION**

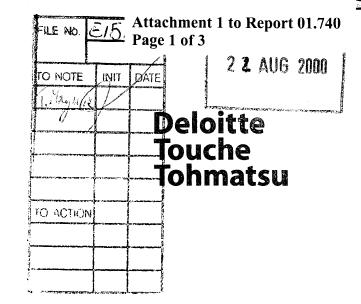
Thank you for asking Deloitte HR to provide and apply market movement data to the remuneration of elected councillors and to provide other relevant remuneration analysis. We are pleased to present our conclusions.

Our data indicates that the general management group had salary movement of 4.5% between 1998 and 1999. Our data also indicates that top management movement of 3.5% between 1999 and 2000. General management group salary movement represents data from the 1999 National Remuneration Survey - Deloitte HR. Top management movement represents movement from data sourced from an external provider. An external data provider was sought due to Deloitte HR not continuing its survey in its previous form. Both sets of data represent movement for senior management positions within New Zealand, inclusive of both the private and public sector.

Our findings are set out within the three tables outlined below:

- Table One: Outlines full-time salary as at 1988 and applies market movement between 1998 and 2000. The full-time salary figures represent those outlined in table three of the Report on Remuneration of Councillors October 1998, Deloitte Touche Tohmatsu.
- Table Two: Outlines our understanding of the time demands placed upon Councillors. This represents the same percentages allocation as those outlined in pervious analysis undertaken by Deloitte.





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• Table Three: Outlines fulltime salary adjusted to reflect 2000 time adjusted salary, meeting days (excluding hearings) and salary excluding meetings. Our analysis is based upon meetings being remunerated at \$190.00 per day, which is our understanding from discussions with the Wellington Regional Council.

### **TABLE ONE**

Remuneration Details				
Position	Full-time Salary 1998 (\$)	Full-time Salary 2000 (\$)*		
Chairperson of the Council	96,800	104,700		
Deputy Chairperson of Council (without Committee)	71,100	76,900		
Chairperson Environment	70,400	76,100		
Chairperson Transport	68,000	73,500		
Chairperson Utility Services	62,800	67,900		
Chairperson Rural Services and Wairarapa	62,000	67,100		
Chairperson Landcare	60,200	65,100		
Councillor	49,300	53,300		

Note: \* Represents 1998 figure adjusted by 4.5% (to 1999) and 3.5% (to 2000). Figures rounded to nearest hundred.

### **TABLE TWO**

Time Factors		
Position	Percentage of full time	
Chairperson of Council	100	
Chairpersons Environment, Transport, Rural Services / Wairarapa, Landcare, Utility	80	
Deputy Chairperson of Council (alone)	70	
Councillor	60	

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## TABLE THREE

Remuneration Details					
Position	Full Time Salary (\$)	Time Adjusted Salary (\$)	Meeting Days (excl. hearing)	Salary excluding meetings (\$)	
Chairperson of Council	104,700	104,700	0	104,700	
Deputy Chairperson of Council (without Committee)	76,900	53,800	95	35,700	
Chairperson Environment	76,100	60,900	95	42,800	
Chairperson Transport	73,500	58,800	95	40,700	
Chairperson Utility Services	67,900	54,300	95	36,200	
Chairperson Rural Services and Wairarapa	67,100	53,700	95	35,600	
Chairperson Landcare	65,100	52,100	95	34,000	
Councillor	53,300	32,000	61	20,400	

Thank you for the opportunity to advise Council on elected members remuneration.

Yours sincerely

Blair Hawthorne

Consultant