

## Attachment J

# Salary Benchmarking Summary – FY 23/24 Total Remuneration Package (TRP)

Benchmarking has been undertaken through two processes:

- Local Government NSW survey comparison data for all councils in NSW with roles matched as closely as possible to Council's role descriptions.
- Comparison of Council's salary data with five other councils who provided information to Council: Dubbo Regional Council, Tamworth Council, Burwood Council, Albury City Council and Orange City Council.

LGNSW did not include administrative roles in its survey and does not have data for a role equivalent to Council's Planning Administration Coordinator. Data for these roles comes from the five councils surveyed only.

Total remuneration package figures have been used for all benchmarking. This includes base salary, superannuation plus any allowances paid (for example vehicles or market allowances).

Council has committed to a review of its salary system in the current term of council.

WWCC role	Survey position used for comparison	Definition
<b>Manager Development Assessment &amp; Building Certification</b>	Manager Development Services	Responsible for the development & update of council's town and land use planning instruments, processing development applications & building inspections.
		<b>All NSW Councils</b>
No. of survey responses		51
25th percentile		\$162,315
Median		<b>\$187,695</b>

75th percentile

\$225,727

WWCC Role	Survey position used for comparison	Definition
<b>Development Assessment Coordinator</b>	Manager Building & Compliance	Coordinate protocols & procedures to survey & assess buildings to ensure delivery of planning, development & compliance services, implementation of legislative compliance. Preparation of reports pertaining to Planning & Development Policies & liaise with Government Authorities & stakeholders.
		<b>All NSW Councils</b>
No. of survey responses		38
25th percentile		\$146,900
Median		<b>\$164,649</b>
75th percentile		\$196,444

WWCC role	Survey position used for comparison	Definition
<b>Senior Town Planner</b>	Senior DAO - Approvals	Assessment of development applications in accordance with relevant legislation & council policies, including responses to enquiries from the public & preparation of reports to council. Tertiary qualified (usually Town Planning) with experience including technically complex, large, or controversial projects.
		<b>All NSW Councils</b>
No. of survey responses		40
25th percentile		\$114,750
Median		<b>\$127,297</b>
75th percentile		\$136,283

WWCC role	Survey position used for comparison	Definition
Town Planner	DAO - Approvals	Assessment of development applications in accordance with relevant legislation & council policies, including responses to enquiries from the public & preparation of reports to council. Tertiary qualified (usually Town Planning) less experience than senior role.
		<b>All NSW Councils</b>
No. of survey responses		60
25th percentile		\$103,017
Median		<b>\$112,016</b>
75th percentile		\$122,272

WWCC role	Survey position used for comparison	Definition
Planning Administration Coordinator	Development Administration Coordinator	Responsible for administration of planning and building services and support for development assessment and building/plumbing teams.  (Note: one team combines this with WWCC's Development Assessment Coordinator role to max TRP of approx. \$138,000)
		<b>Six NSW Councils</b>
Minimum TRP		\$78,546
Maximum TRP		\$100,750

WWCC role	Survey position used for comparison	Definition
<b>Development Administration Officer</b>	Development Administration Officer	Provide administrative support for planning and building teams in their statutory roles including dealing with inquiries.  (Note: one team also responsible for land information systems)
		<b>Six NSW Councils</b>
Minimum TRP		\$67,848
Maximum TRP		\$97,363

WWCC role	Survey position used for comparison	Definition
<b>Building Certification Coordinator</b>	Senior DAO - Certification	Undertake building compliance tasks, including the assessment of applications for building certificates, places of public entertainment, etc. in accordance with relevant legislation & council policies. Respond to enquiries from the public & preparation of reports to council. Tertiary qualified (usually Building Surveying) with (desirable) eligibility to be accredited as private certifier, with experience including technically complex, large, or controversial projects.
		<b>All NSW Councils</b>
No. of survey responses		31
25th percentile		\$122,670
Median		<b>\$130,323</b>
75th percentile		\$140,442

WWCC role	Survey position used for comparison	Definition
Building Surveyor	Building Surveyor	Provide support & advice for development & building control, implementing protocols & procedures to survey & assess buildings to ensure compliance construction standards & safety regulations; heritage & conservation; environmental protection & surveying enquiries customer service.
<b>All NSW Councils</b>		
No. of survey responses	50	
25th percentile	\$108,079	
Median	<b>\$118,397</b>	
75th percentile	\$128,448	