

Local Government Remuneration and Discipline Tribunal Report 2010



**Local Government
Remuneration and
Discipline Tribunal**

1 December 2010

The Honourable Desley Boyle MP
Minister for Local Government and Aboriginal
and Torres Strait Islander Partnerships
PO Box 15031
City East QLD 4002

Dear Minister

On 30 November 2010 the Local Government Remuneration and Discipline Tribunal concluded an examination of the categories established by the former Local Government Remuneration Tribunal and confirmed the categories established on 1 December 2009 by that Tribunal.

As a result of a review of the category to which each Council was assigned, the Tribunal has adjusted the category assigned to Western Downs Regional Council, assigning it to Category 5. The Tribunal also decided it will undertake a full review during 2011 of the categories and assignment of Local Governments to a category as required by section 40(3) of the *Local Government (Operations) Regulation 2010* (the Regulation). Any adjustment to existing categories of Councils or the category to which a Council is assigned will be published in the Tribunal's 2011 Report.

As required by section 41 of the Regulation, the Tribunal has determined the remuneration that is payable to Councillors in each category and decided to increase remuneration levels by 2.5% from 1 January 2011. In making this decision the Tribunal has had regard to the responsibilities of Councillors and community expectations communicated to the Tribunal during its 2010 consultation process. In giving effect to this decision, the Tribunal decided to maintain the practice of the former Remuneration Tribunal that aligned the remuneration rates of Councillors to percentages of the annual base salary payable to a Member of the Queensland Legislative Assembly (MLA).

We draw your attention to the recommendations we have made in Section 6 of this Report concerning potential amendment of the Regulation to accommodate the impact of the quadrennial elections in 2012 on the determination of categories of Councils by the Tribunal and the setting of remuneration levels by the Tribunal and Councils.

Our determinations on the matters required by the Regulation, as well as the remuneration schedule to apply from 1 January 2011, are included in the enclosed Report and we commend them for your further action.

Yours sincerely



Deputy President Adrian Bloomfield
Chairperson



Bob Longland
Member



Margaret McLennan
Member

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Section 1 - The Tribunal

Establishment of the Tribunal

The *Local Government Act 2009* (the Act) commenced on 1 July 2010 and established the Local Government Remuneration and Discipline Tribunal (the Tribunal) as an independent entity. This Tribunal replaced the Local Government Remuneration Tribunal (the former Remuneration Tribunal) that had been established in 2007 under the *Local Government Act 1993*.

Members of the Tribunal

On 10 June 2010 Her Excellency the Governor approved the appointment of the Chairperson and Members of the Tribunal for four years from 1 July 2010. The Chairperson and other two Members of the Tribunal are:

Chairperson – Deputy President Adrian Bloomfield



Adrian Bloomfield is a Deputy President of the Queensland Industrial Relations Commission. Prior to joining the Queensland Industrial Relations Commission in 1993, Deputy President Bloomfield was the Director, Queensland Branch of Metal Trades Industry Association of Australia (now Australian Industry Group). He also has an accountancy background having held chartered accountancy positions in Australia and New Zealand.

Deputy President Bloomfield was the Chairperson of the former Remuneration Tribunal and brings to the Tribunal extensive knowledge of and experience in industrial relations, local government, public administration and as a chartered accountant.

Member - Bob Longland



Bob Longland is a Casual Commissioner on the Local Government Change Commission. In 2009 he was a member of the Premier's Roundtable on Integrity and Accountability in Government and in 2007 was the Chairperson of the Local Government Reform Commission. Bob Longland is active in community affairs and is currently a Member of the Queensland Board of the Physiotherapists Board of Australia.

Bob Longland's career includes 19 years in combat support roles with the RAAF throughout Australia and the USA. He joined the Australian Electoral Commission in 1988 and headed its Queensland office from 1990-2002 and was Queensland's Electoral Commissioner from 2002-2006.

Prior to his appointment to the Tribunal he conducted a number of local government code of conduct reviews for the Brisbane City Council and other South East Queensland councils as a Member of the South-East Queensland and Brisbane City Council Conduct Review Panels. Bob Longland brings to the Tribunal extensive knowledge of and experience in local government, community affairs, investigations, public administration and public sector ethics.

Member - Margaret McLennan



Margaret McLennan currently serves as a Sessional Member of the Queensland Civil and Administrative Tribunal. From 2004-2009 she served as a Member and then Senior Member of the Misconduct Tribunal which heard and determined charges of a disciplinary nature of official misconduct made against members of the police service. From 1995-2002 she held the position of a Legal Member in the Social Security Appeals Tribunal (Cth).

Margaret McLennan was admitted as a Barrister of the Supreme Court of Queensland and the High Court of Australia. Her legal career includes Commonwealth agency employment in taxation and administrative merits review. Margaret McLennan also has a background in education having held teaching and management positions in Australia and Canada.

Prior to her appointment to the Tribunal she was Convenor of the South East Queensland Local Government Conduct Review Panel. Margaret McLennan brings to the Tribunal extensive knowledge of and experience in law, local government and public administration.

Responsibilities of the Tribunal

Sections 176 and 183 of the Act require the Tribunal to:

- establish categories of Local Governments
- decide which category each Local Government belongs to
- determine the remuneration that is payable to the Councillors in each of those categories
- hear and decide the most serious complaints of misconduct against Councillors and
- undertake any other functions that the Minister directs.

Remuneration function

For the purpose of establishing categories of Local Governments, section 39 of the *Local Government (Operations) Regulation 2010* (the Regulation) requires the Tribunal to have regard to the following criteria:

- the size, and geographical and environmental terrain, of Local Government areas
- the population of Local Government areas, including the areas' demographics, the spread of population serviced by the Local Governments and the extent of the services the Local Governments provide
- the size of Local Governments and the workload associated with particular sizes, including whether Councillors of the Local Governments hold office on a full-time or part-time basis
- the diversity, including cultural diversity, of Local Governments' communities
- the extent of development of Local Government areas, including economic and community development, infrastructure and industry
- other matters the Tribunal considers relevant to the effectiveness, efficiency and sustainability of Local Governments.

After determining the categories of Local Governments, the Regulation requires the Tribunal to assign each Local Government to a category and annually, on or before 1 December each year, decide the remuneration that may be paid to Councillors in each category in the following calendar year. The Tribunal must review the categories at least every 4 years to determine whether the categories, and the assignment of Local Governments to those categories, requires amendment. Sections 2, 3, and 6 of this Report detail relevant issues considered by the Tribunal in 2010.

In addition, the Regulation allows for Local Governments to make submissions to the Tribunal to vary the remuneration from that stated in the remuneration schedule where the Local Government considers exceptional circumstances apply. Such submissions may be considered by the Tribunal and Section 4 of this Report summarises the submissions made by Local Governments to date and the Tribunal's decisions in respect of those submissions.

It should be noted that the Tribunal's remuneration responsibilities only relate to Local Governments covered by the Act. The Tribunal has no remuneration responsibilities for the Brisbane City Council.

Discipline function

The Tribunal has responsibility for hearing and deciding the most serious complaints of misconduct by Councillors of all Local Governments (under the Act and the *City of Brisbane Act 2010*).

The Act establishes the system of Local Government in Queensland and provides a point of reference for the conduct, performance and behaviour of Councillors. In particular, section 4(2) sets out the following principles to guide anyone performing responsibilities under the Act:

- transparent and effective processes, and decision-making in the public interest
- sustainable development and management of assets and infrastructure, and delivery of effective services
- democratic representation, social inclusion and meaningful community engagement
- good governance of, and by, Local Government
- ethical and legal behaviour of Councillors and Local Government employees.

In addition, the Act includes expectations for Councillor conduct in terms of principles, responsibilities and obligations. It also includes disciplinary provisions where those expectations are not met.

Councillor conduct that is not in accordance with the principles and obligations of the Act may represent inappropriate conduct, misconduct or official misconduct. Where the Chief Executive of the Department of Infrastructure and Planning (or his/her delegate) considers it appropriate, he or she may refer a matter to the Tribunal.

The Tribunal may make any order or recommendation that it considers appropriate in view of the circumstances relating to the misconduct. For example, the Tribunal may make one or more of the following orders or recommendations:

- an order that the Councillor be counselled about the misconduct, and how not to repeat the misconduct
- an order that the Councillor make an admission of error or an apology
- an order that the Councillor participate in mediation with another person
- a recommendation to the Department's Chief Executive to monitor the Councillor or the Local Government for compliance with the Local Government Act
- an order that the Councillor forfeit an allowance, benefit, payment or privilege
- an order that the Councillor reimburse the Local Government
- a recommendation to the Minister that the Councillor be suspended for a specified period, either wholly or from performing particular functions
- a recommendation to the Minister that the Councillor be dismissed
- a recommendation to the Crime and Misconduct Commission or the Commissioner of Police that the Councillor's conduct be further investigated.

The determinations that the Tribunal makes in relation to disciplinary matters will be published on the Tribunal's website (www.dip.qld.gov.au/lgrdt) as well as the relevant Local Government websites as they are concluded. They will also be included in future Reports of the Tribunal.

To date, the Tribunal has considered one complaint referred to it which involved the release, by a person or persons unknown, of confidential information provided to Councillors of the Fraser Coast Regional Council in closed sessions of the Council, in contravention of section 171(3) of the Act. More detail concerning this matter is contained in Section 5 of this Report.

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Section 2 - Consultation program

To help inform the Tribunal's discussions about remuneration levels to apply from 1 January 2011 it engaged in a consultation program in August and September 2010 by inviting submissions from Local Governments, interested bodies and the public as well as providing an opportunity for Local Governments to meet with the Tribunal.

At the conclusion of this period of consultation the Tribunal was satisfied that the 2010 consultation process provided all Local Government stakeholders with the opportunity to raise matters that they would like the Tribunal to give special consideration to when making its annual determination.

Meetings and deputations

As part of the 2010 consultation program Local Governments were given the opportunity to meet with the Tribunal at the 114th Local Government Association of Queensland Annual Conference in Mackay on 31 August and 1 September 2010.

The Tribunal received deputations from 12 Local Governments and a list of Local Governments and representatives who met with the Tribunal is at Appendix 1 of this Report.

In addition, the Chairperson of the Tribunal made a presentation at the conference and answered a number of questions raised by delegates about Tribunal processes and decisions of the former Remuneration Tribunal relating to the establishment of categories of Councils, remuneration ranges and remuneration levels.

Submissions

This year the Tribunal invited written submissions from Local Governments, interested bodies and the public in public notices published in 24 newspapers across the State during August and September. Submissions closed on Wednesday, 29 September 2010 and the public notices advised how interested persons could make a submission to the Tribunal, either by email or by post.

In addition to the public notices the Tribunal included information on its website and wrote to all Local Government Mayors and Chief Executive Officers about the consultation program. During the consultation period a number of local and regional newspapers and radio stations also engaged their communities in discussions about Councillor remuneration and performance. The Chairperson of the Tribunal and the Secretariat responded to a number of public and media enquires arising from the publication of the public notices.

This year the Tribunal received 24 submissions. There were 16 submissions made by members of the public, five by Local Government stakeholders, one by a Regional Residents' Association and two were submitted anonymously. The Tribunal notes that the 24 submissions received this year is a significant reduction when compared to the 45 submissions received by the former Remuneration Tribunal in 2009. Nonetheless, the submissions received from members of the public this year were generally more expansive than those received in previous years. Almost all of the submissions from members of the public called upon the Tribunal not to grant any increase in Councillor remuneration levels.

The Tribunal would like to thank those who lodged submissions for taking the time to provide comments for consideration by the Tribunal. A list of the stakeholders who made submissions is at Appendix 2 of this Report.

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Section 3 - Issues raised with the Tribunal

Remuneration ranges

Presumably because the Tribunal was reconstituted on 1 July 2010, several Councils requested the Tribunal to, in effect, revisit the decision of the former Remuneration Tribunal to establish remuneration ranges within each category of Council. At the same time, many other Councils continued to support the existing arrangements which, they argued, provided considerable flexibility.

The Tribunal has considered this issue and has decided to continue with the practice of setting remuneration ranges for each level of elected office within each category of Council. Further, the Tribunal has decided to leave the existing ranges unchanged from those determined in 2009.

Amalgamation loading

Several Councils informed the Tribunal they were still dealing with issues arising from amalgamation and that the workload associated with these issues remained quite significant and likely to continue into 2012 and beyond. They invited the Tribunal to review the phased reduction of the amalgamation loading which will lead to a further reduction in its quantum on 1 July 2011, with complete phase out in March 2012.

By contrast, a number of other Councils (most notably Fraser Coast, Goondiwindi and Western Downs Regional Councils) reported significant progress and highlighted some of the benefits and advantages which the respective Councils were now beginning to realise as a result of their efforts over the last few years.

After considering this matter, the Tribunal decided that it would not review the former Remuneration Tribunal's decision in relation to the phasing out of the amalgamation loading by March 2012. In arriving at this decision the Tribunal noted the rationale behind the former Remuneration Tribunal's decision and agreed that any variation to the existing arrangements would be contrary to that rationale.

Mayors in remote Councils

Several far western Councils requested the Tribunal to consider granting additional remuneration - either as an annual amount or as a daily fee - to their Mayors in recognition of the significant time involvement of such persons on Council business. Examples were provided of Mayors in those Councils being required to spend two to three days travelling for meetings in other parts of the State and elsewhere; meetings which might only last for half a day.

It was submitted that such significant time involvement was not appropriately recompensed through the remuneration levels determined by the Tribunal. In some instances it was argued that the involvement of the Mayor on regional, State and national bodies meant that they were effectively fulfilling their role on a full-time basis.

Notwithstanding that some Mayors, particularly those in the far west of the State, do spend considerable time in travelling to and from meetings the Tribunal has decided for several reasons not to vary the remuneration levels for Mayors.

Firstly, the Tribunal believes that the amount of time an individual Mayor is prepared to commit to participation in, and attendance at, various regional, State and national bodies is largely a matter of personal choice. Secondly, the issue of appropriate remuneration levels versus the workload involved is always a question of balance and degree, especially in Councils with limited population levels and limited rate bases. Finally, attendance at such forums can serve, in the opinion of the Tribunal, to reduce the individual workload required of participants because of the collective wisdom shared.

Variations in Councillor workload

Several submissions, including from members of the public, raised the issue of some Councillors undertaking a lesser workload than other Councillors but still receiving the same remuneration levels. While some submissions referred to the difference in workload being associated with the performance of a duty, such as Chair of a Committee or sub-Committee of a Council, other submissions simply referred to different workloads in general. The submissions called upon the Tribunal to address this inequity in the way it set remuneration levels.

This matter was raised with the former Remuneration Tribunal on several occasions. On each occasion the Tribunal indicated that different workloads between different Councillors was a matter best addressed by individual Councils at the time they set their annual remuneration levels. The former Remuneration Tribunal highlighted that the existence of remuneration ranges in each category gave individual Councils the flexibility to remunerate Councillors who were prepared to take on additional responsibilities, for example as Chairs of Committees, compared to those who were not.

In considering this issue, the Tribunal believes that the existence of a minimum and maximum level of remuneration within each category provides considerable scope for individual Councils to recognise, and appropriately reward, the different contributions made to Council affairs by the elected members of that particular Council. Further, given the opportunities presented to Councils through the existence of the remuneration range, it appears to the Tribunal to be somewhat illogical, and counterproductive, that Councils would resolve to pay all Councillors the same level of remuneration if their level of involvement in Council affairs is different.

Attendance at meetings

In a somewhat similar vein to the matter of disparate workload, the Tribunal has received anecdotal feedback to the effect that a limited number of Councillors across the 72 Councils within the Tribunal's jurisdiction have poor attendance records at Council meetings and the like but are still in receipt of the same level of remuneration as those who are regular attendees. One suggested way to overcome this problem was for the Tribunal to mandate the use of a base retainer plus meeting fee structure, similar to that used in many far western Councils.

In order to further inform itself in relation to this issue, the Tribunal commissioned its Secretariat to undertake a survey of Category 1 and 2 Councils and the Special Category of Councils to ascertain attendance levels of Councillors at meetings - both Ordinary and Special Meetings.

The overall results of the survey revealed good attendance levels but suggest some level of "under-attendance" by some Councillors in several Councils. In a number of these cases Councillors appear to have been paid the maximum permissible level of remuneration within the category of Council concerned. In one instance, a Councillor (who has been absent due to serious and ongoing health issues) attended for only one meeting out of 11 possible meetings (9%) but was paid the maximum remuneration permitted. In another Council, three Councillors attended for 44% of ordinary scheduled meetings while two others only attended for 56% of ordinary meetings. In each instance all of the Councillors were paid the maximum permissible remuneration for their category of Council.

Other examples of less than 75% attendance at scheduled Ordinary Meetings of Council in the three categories of Councils surveyed include: 29% level of attendance (one Councillor); 40% (one); 46% (one); 50% (one); 55% (two); 58% (one); 62% (one); 64% (four); 67% (four); 70% (one); 71% (three) and 73% (seven). The bulk of these Councillors held elected positions in Councils in the Special Category of Councils.

While the Tribunal has decided not to take any steps, at this time, to address attendance levels by acting in the manner proposed, the Tribunal nonetheless foreshadows that it will keep the matter under consideration with a view to possible amendment of the arrangements for payment of remuneration in 2012 for Councillors elected to positions in the Special Category of Councils, as well as in Categories 1 and 2.

Councillor leave

Although occasioned by different circumstances, a number of individual Councils approached the Tribunal during the course of 2010 with questions in relation to the leave provisions, if any, for Councillors. These enquiries related to a variety of circumstances including: short term sick leave; long term (greater than one month) sick leave; annual leave (paid) to travel overseas; annual leave (paid) to participate in the Federal election; unpaid leave of absence to participate in the Federal election; and the like.

The questions came from a variety of Councils, both small and large, and indicated a disparate understanding and approach to the whole issue of leave for Councillors.

While no survey of the approach of individual Councils to the matter has been undertaken by the Tribunal, anecdotal information suggests that very few Councils actually have formal policies relating to this topic. Indeed, a number of Councils requested the Tribunal to issue a formal determination on this matter, or at the very least to issue guidelines, so that the whole issue might be made clear.

From the Tribunal's perspective the results of the survey about Councillor attendance provides some indication that Councils are unsure how to treat Councillors who might be absent for some time and simply continue to pay them based upon the notion they are entitled to an amount of annual remuneration regardless of their level of attendance at Council meetings or participation in Council affairs. In the circumstances, the Tribunal has deemed it appropriate to issue some "guidance" on leave, such as sick leave and recreation leave for Councillors.

In the Tribunal's view, the community is generally accepting of the circumstance that Councillors might, on occasions, be unable to participate in Council affairs because of illness or injury. In addition, the community would reasonably expect that Councillors can take some recreation leave on an annual basis. Reflecting normal community expectations the Tribunal believes that Councillors should be able to take up to ten days sick leave each year as well as four weeks recreation leave without any such absences affecting their remuneration levels.

However, in the Tribunal's view, Councils should not be expected to remunerate any Councillors who are absent on recreation leave for more than four weeks. Equally, unless there is a special resolution to this effect, a Council should not be expected to maintain the remuneration of a Councillor who is absent on sick leave for a longer period than the community might expect the Council to accommodate in the particular circumstances involved.

While the Tribunal can only provide its general expectations in relation to this issue (because the setting of such policies is not a function of the Tribunal) it would nonetheless strongly recommend to all Councils that they formulate and implement a policy and procedures concerning the sick leave and recreation leave provisions for Councillors. By doing this, Councils will not only be safeguarding their own interests but also the interests of elected Councillors and members of the community. The alternative to Councils formulating their own policies in this area is for the matter to be addressed by legislation. One option might be to expand the workings of Chapter 5, Part 1, Division 2 of the Regulation to broaden its scope to include policies relating to leave.

Incremental increases

A submission from a member of the public proposed that Councillors receive incremental increases based upon their years of service as a Councillor (for example \$50,000 per annum in the first year up to \$70,000 per annum in the fourth year).

While such arrangements might be incorporated into the salary structure for employees in a variety of employment situations, the Tribunal does not believe such an approach is appropriate for elected representatives. One of the major reasons for this is that Councillors bring different attributes, skills and experience to the role of Councillor and are expected to "hit the ground running" on their first day in office. While they might take some time to be fully cognisant of the nuances of their role they are, nonetheless, expected to devote the necessary time commitment to get themselves "up to speed" as quickly as possible.

Further, individual Councillors undertake their roles in different ways and there is no rule book which prescribes how Councillors are to perform their role. In that sense there is no exact job description against which a Councillor can be assessed. How well they perform their role is somewhat subjective and their chances of re-election depend upon how well the community perceives they have performed their role.

All of these factors dictate that all Councillors in the same Council should, in the normal course of events, be entitled to receive the same level of remuneration.

Overpaid and underperforming

A number of submissions from members of the public suggested, in effect, that many Councillors were overpaid and that they had underperformed. Indeed, one submission suggested that rather than Councillors receiving an increase, their remuneration levels should be reduced to "compensate for their horrific bungling and utter waste of Council revenue".

Another submission suggested that the remuneration levels of Councillors in a particular Council should be reduced by at least 50% because the current levels of remuneration were not sustainable in the current economic climate. In addition, the submission criticised the fact that all Councillors were being paid as if they were working full-time when, in fact, all of the Councillors had part-time employment elsewhere.

The Tribunal has considered all of the submissions in arriving at its ultimate decisions. In doing so, the Tribunal notes that while community expectations is a factor it is required to consider in reaching its determinations it is but one factor out of many. The different considerations underpinning the decisions on remuneration levels have been recorded in Reports of the former Remuneration Tribunal (<http://www.dip.qld.gov.au/remuneration-and-discipline-tribunal/tribunal-report.html>).

After reviewing the whole issue this year, the Tribunal is satisfied that the levels of remuneration it has established for Councillors are entirely appropriate given the level of responsibilities involved.

Section 4 - Submissions to vary remuneration

As indicated in Section 1 of this Report, the Regulation allows for a Local Government to make submissions to the Tribunal to vary remuneration levels, either higher or lower, from those determined by the Tribunal where the Local Government considers exceptional circumstances apply.

During 2010 the Tribunal received one submission made under section 250AL of the *Local Government Act 1993* and three submissions made under section 43 of the Regulation.

Section 250AL of the *Local Government Act 1993*

On 10 February 2010 the former Remuneration Tribunal rejected a submission made by Logan City Council in relation to Council being permitted to pay Councillors below the minimum amount of remuneration determined by the Tribunal for that Council (Category 7) in 2010. Council stated the "exceptional circumstance" was that the Councillors "do not wish to receive an increase in their level of remuneration". The former Tribunal determined that according to the relevant provision in the *Local Government Act 1993* this did not represent an "exceptional circumstance" and, in the absence of any more compelling reasons, the request was rejected.

Section 43 of the *Local Government (Operations) Regulation 2010*

On 1 September 2010 the Tribunal rejected a submission made by the Mornington Shire Council to be allowed to continue to pay the Deputy Mayor an additional amount of \$3,265 above the maximum rate determined by the Tribunal. Council indicated that the Deputy Mayor has taken in the past and was likely to take in the future far more responsibility for attending meetings both on and off Mornington Island than would normally be the case in his position due to the Mayor's level of involvement in community activities as a Traditional Owner and Elder and health issues that prevent him from travelling frequently. The Tribunal determined that in accordance with the provisions of section 43 of the Regulation no "exceptional circumstances" were present and the request was rejected.

On 7 October 2010 the Tribunal considered a submission made by the Winton Shire Council to vary the remuneration paid to the Mayor of Winton Shire Council from Category 1 to the equivalent of Category 2. Council's submission highlighted Council's size, geography and population, the full-time commitment of the Mayor and the extensive regional participation of the Mayor, especially on the Remote Area Planning and Development Board (RAPAD). The Tribunal determined that in accordance with the provisions of section 43 of the Regulation no "exceptional circumstances" were present and rejected the request.

On 29 October 2010 the Tribunal considered a submission made by the Burke Shire Council to vary the remuneration payable to the Deputy Mayor and another Councillor during the extended absence of the Mayor for the period 26 February to 26 May 2010. Council's submission acknowledged that the Deputy Mayoral remuneration would normally cover short periods of absence by the Mayor but cited the "exceptional circumstances" as the extended period involved, during which the Council dealt with the impact of several consecutive tropical cyclones and associated dislocations, disaster management activities and a one in ten year flood event. The Tribunal decided to approve 11 weeks additional payment for the Deputy Mayor and Councillor as the request related to the Mayor's extended period of personal leave for health reasons (beyond community expectations of normal leave). The Tribunal was satisfied that this component of the request was an "exceptional circumstance" in accordance with the provisions of section 43 of the Regulation.

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Section 5 - Discipline issues

Since its establishment on 1 July 2010, only one complaint concerning alleged serious misconduct by a Councillor or Councillors has been referred to the Tribunal.

On 21 September 2010 the complaint by the Mayor and Acting Chief Executive Officer of the Fraser Coast Regional Council was referred to the Tribunal under section 171(3) of the Act. The complaint alleged that a person or persons unknown had released confidential information discussed in closed sessions of the Council.

In the course of its consideration of the material made available to it, the Tribunal came to the conclusion that some Councillors of the Fraser Coast Regional Council remain confused about their obligations under section 171 of the Act governing the use of information, particularly confidential information. In these circumstances, the Tribunal strongly recommended to the Mayor and the CEO of the Council that they arrange further, and additional, training for all Councillors of the Council in relation to the whole topic of the use of information obtained by them during the course of performing their role as a Councillor, especially information obtained during the course of closed meetings of Council.

The Tribunal believes that this case represents an opportunity for it to record its preliminary views about the obligations imposed on Councillors by section 171(3) of the Act. In the Tribunal's view, section 171(3) does not relate solely to information discussed in "closed" sessions of Council meetings. Rather, Councillors should appreciate that other information made available to them during the course of fulfilling their role as a Councillor may be "information that is confidential to the Local Government".

The release of confidential information by Councillors is viewed as serious misconduct by the Tribunal. This view is enshrined in the Act where any contravention is mandated for Tribunal action. Importantly, the Act imposes an absolute bar on the release of information that a Councillor knows, or should reasonably know, is confidential to the Local Government.

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Section 6 - The Tribunal's determination for 2010

Chapter 5, Part 1, Division 1 of the Regulation states the processes of the Tribunal for deciding the remuneration that is payable to Councillors of Local Governments. In accordance with the Regulation the Tribunal makes the following determinations.

Categories of Local Government

After considering the criteria for establishing categories of Local Governments prescribed in section 39 of the Regulation, the Tribunal has decided to maintain the ten existing categories for 2011.

The Tribunal also decided to conduct a complete review of the categories of Local Governments as well as the categories to which each Council is assigned during 2011, as required by section 40(3) of the Regulation. The outcome of this review will be published in the Tribunal's 2011 Report.

Assignment of Local Governments to categories

With one exception, the Tribunal has decided not to vary the allocation of any Council to the category to which they were previously assigned.

The one exception is Western Downs Regional Council which the Tribunal has decided should be elevated from category 4 to category 5. This re-categorisation will take effect on 1 January 2011.

While the full-time population and number of electors represented by individual Councillors of the Western Downs Regional Council remains comparable with other category 4 Councils, the available data does not record the number of transient workers, living in work camps, who are engaged upon a plethora of resource and infrastructure projects in the region. In this respect, Council estimated that there were up to 4,000 workers, mainly sub-contractors, living in work camps and private accommodation who were not recorded in the official figures.

The Tribunal also noted the significant resource and infrastructure developments which were in various stages of planning and/or development and the impact this was having on the workload of Councillors, especially the Mayor. At the time of their meeting with the Tribunal on 31 August 2010, the representatives of Council said that there were currently 81 projects in the region, involving 31 companies, at various stages of planning and/or development. These projects related to liquefied natural gas, coal seam gas, coal and solar power.

The Council's 20 year community plan, which had involved approximately 400 community meetings thus far, recorded that the level of development and expansion would plateau 11 to 15 years into that plan. To try to address, and remain ahead of, the planning issues associated with this rapid development the Council was in regular discussion with the State and Commonwealth Governments in relation to a variety of issues, including rail projects, power lines, gas pipe lines, water planning issues and other related planning issues.

As the former Remuneration Tribunal observed in its 2008 Report, when reviewing the then category of the Ipswich City Council, re-classification can be based not only on current economic data but also because of the additional workload of Councillors associated with preparation and planning for future growth and development. In this respect, the Tribunal has no doubt about the magnitude of the task confronting Councillors in the Western Downs Regional Council and the workload involved in addressing those issues identified. The Tribunal was satisfied that the workload will be consistent and on-going. It will not be a passing phase of activity.

Determination of remuneration for Councillors

In accordance with section 41 of the Regulation the Tribunal is required, on or before 1 December each year, to decide the remuneration that may be paid to Mayors, Deputy Mayors and Councillors in each category in the following calendar year.

As required by the Regulation and in making its decision the Tribunal has had regard to responsibilities of Councillors and community expectations communicated to the Tribunal during its 2010 consultation program.

In its 2007 Report, the former Remuneration Tribunal established initial remuneration levels, both maximum and minimum, for each category of Council by reference to the annual base salary payable to a Member of the Queensland Legislative Assembly (MLA). It did this by setting each remuneration level as a certain percentage of the rate payable to an MLA. At the same time, that Tribunal decided that future remuneration levels of Councillors would operate from the same date, by the same percentage, as movements in the salary payable to an MLA. This decision was repeated in the 2008 Report.

In 2009, the former Remuneration Tribunal faced a situation where the Queensland Government had declined to accept an automatic flow-on of the Determination of the Federal Remuneration Tribunal to increase the salary levels of Federal parliamentarians by 3% from 1 October 2009 in circumstances where the salary levels of MLAs had not increased since 1 July 2007. After considering the decision of the Queensland Government, and the fact that Councillors had endured a "wages freeze" since their initial election on 15 March 2008, the former Remuneration Tribunal decided that it would increase remuneration levels in all categories of Council by 3% - the same amount as determined by the Federal Remuneration Tribunal. The Tribunal decided it would leave it to individual Councils to determine whether they accepted the full amount awarded, or some other amount. To accommodate this, the Tribunal created a "Reference Rate" which was to be used for determining the actual levels of remuneration to be paid to Councillors.

As it turned out, the Queensland Government decided, several days after the 2009 Report was finalised, to flow the decision of the Federal Remuneration Tribunal to State MLAs. This decision meant that the rates payable to Councillors could, as originally contemplated by the Tribunal, again be calculated by references to the salary payable to an MLA, rather than the "Reference Rate" determined by the Tribunal.

In considering this matter this year the Tribunal notes the decision of the Queensland Government (announced on 5 November 2010 by the Premier) to only accept 2.5% of the increase which would ordinarily flow to Members of the Legislative Assembly, in accordance with the *Parliament of Queensland Act 2001*, following the decision of the Federal Remuneration Tribunal on 24 August 2010 to effectively increase rates for Senators and Members of the House of Representatives by 4.1% with effect from 1 August 2010. The Tribunal also notes that legislative amendments will be required before the announced 2.5% increase is able to be paid and that this, and other consequential changes, is unlikely to be finalised before 1 January 2011.

Accordingly, in circumstances where section 41 of the Regulation requires the Tribunal to determine, on or before 1 December in each year, the level of remuneration to apply to Councillors from 1 January in the following year, the Tribunal has decided to increase the remuneration levels of Councillors by 2.5%. The Tribunal has calculated this increase by creating a "Reference Rate" that is the annual base salary payable to an MLA on and from 1 January 2010 plus 2.5%. The increase will apply from 1 January 2011.

The increase of 2.5% constitutes a moderate and affordable increase at a time of continuing financial uncertainty in many areas within the State. It also generally maintains the relative purchasing power of the remuneration levels determined by the former Remuneration Tribunal which operated from 1 January 2010. The Tribunal believes there is no justification for "freezing" Councillor remuneration levels at this time given general movements in wage levels occurring in the community (especially for employees of the majority of Councils), the increase of 4.1% in the remuneration levels of Federal parliamentarians and the State Government's recent announcement of its intention to increase the annual base salary of MLAs by 2.5%.

Pro-rata payment

Should an elected representative hold a Councillor position for only part of a calendar year, he or she is only entitled to remuneration and amalgamation loading (if applicable) to reflect the portion of the year served.

Superannuation not to be included in the remuneration determined

Pursuant to section 41 of the Regulation the Tribunal is not to include in its determination any contribution a Local Government may make to a voluntary superannuation scheme for Councillors.

Accordingly, the level of superannuation payments made to a Councillor is a matter to be determined by each individual Council having regard to the relevant Commonwealth legislation and section 226 of the Act, as is the issue of whether a Councillor may salary sacrifice such contributions.

However, the Tribunal is empowered by section 41(5) of the Regulation to include an additional amount for Councillors who are over 75 years of age, to be paid in lieu of the contributions which a Council might make to persons aged 75 or less. Should any Council contemplate a payment of this nature the Tribunal will require a submission to be made under Regulation 43 to allow it to consider the individual circumstances.

Remuneration schedule

As required by section 42 of the Regulation the Tribunal has prepared a remuneration schedule for the 2011 calendar year. This schedule reflects the decision of the Tribunal to increase the remuneration level of Councillors by, in effect, 2.5%.

Arrangements have been made for the publishing of the remuneration schedule in the Government Gazette and for this Report to be published and presented to the Minister for Local Government and Aboriginal and Torres Strait Islander Partnerships.

The Regulation requires Local Governments to adopt the remuneration schedule by resolution within 90 days of its gazettal and for the Minister to table the remuneration schedule in the Queensland Legislative Assembly.

Other matters

Section 41(1) of the Regulation requires the Tribunal, on or before 1 December in each year, to decide the remuneration that may be paid to Councillors from 1 January in the following year in each category of Local Government. Section 42(5) requires Councils to consider the determinations of the Tribunal within 90 days of gazettal and to adopt the remuneration levels to apply during that calendar year.

While the next quadrennial elections are more than 12 months away, the Tribunal has discussed the practical application of the above provisions in 2012. The Tribunal notes that section 42(5) will deliver an outcome in 2012 where an outgoing Council will be required to consider and determine levels of remuneration to apply in that Council during the whole of that calendar year where the outgoing Councillors' terms of office might run for less than three months. No opportunity would appear to be available to an incoming Council to reconsider the outgoing Council's determination made pursuant to section 42(5) of the Regulation.

In such circumstances, the Tribunal recommends to the Minister for Local Government and Aboriginal and Torres Strait Islander Partnerships that she give consideration to amending the Regulation to provide that any determination about remuneration levels made by a Council in an election year only operate from 1 January to the day prior to the election. The Regulation should then provide an opportunity for the incoming Council to adopt remuneration levels to operate until 31 December in that year.

The Tribunal also recommends to the Minister that she give consideration to amending the Regulation to allow the Tribunal to alter the category to which a particular Council is assigned from 1 January each year to some other date that the Tribunal might determine. It seems to the Tribunal that if it was minded to alter the category of a particular Council in 2011, after its review of the categories of Council and the category to which each Council is assigned, an appropriate time to make any alteration would be the date of the 2012 quadrennial Council elections, rather than 1 January 2012.

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Remuneration schedule (to apply from 1 January 2011)

Category	Local Governments assigned to categories	(see Note 1)	Remuneration range determined (% of Reference Rate of \$133,800) (see Note 2)		Remuneration range (pa) (in \$ rounded to nearest \$10) (see Notes 3 and 4)		Amalgamation loading (pa) (see Notes 1 and 3)			
			Mayor	Deputy Mayor Councillor	35 15 10	- - -	70 42.5 35	\$46,830 \$20,070 \$13,380	- - -	1/01/2011 to 30/06/2011
Special Category	Aurukun Shire Council		Mayor	35	-	70	\$46,830	-	\$3,800	\$1,900
	Cherbourg Aboriginal Shire Council		Deputy Mayor	15	-	42.5	\$20,070	-	\$2,300	\$1,150
	Cook Shire Council		Councillor	10	-	35	\$13,380	-	\$1,580	\$790
	Doomadgee Aboriginal Shire Council									
	Hope Vale Aboriginal Shire Council									
	Kowanyama Aboriginal Shire Council									
	Lockhart River Aboriginal Shire Council									
	Mapoon Aboriginal Shire Council									
	Mornington Shire Council									
	Napranum Aboriginal Shire Council									
	Northern Peninsula Area Regional Council		A							
	Palm Island Aboriginal Shire Council									
	Pormpuraaw Aboriginal Shire Council									
	Torres Shire Council									
	Torres Strait Island Regional Council		A							
	Woorabinda Aboriginal Shire Council									
	Wujal Wujal Aboriginal Shire Council									
Yarrabah Aboriginal Shire Council										
Category 1	Barcoo Shire Council		Mayor	35	-	45	\$46,830	-	\$2,530	\$1,270
	Blackall-Tambo Regional Council		Deputy Mayor	15	-	20	\$20,070	-	\$1,110	\$550
	Boulia Shire Council		Councillor	10	-	15	\$13,380	-	\$790	\$400
	Bulloo Shire Council									
	Burke Shire Council									
	Croydon Shire Council									
	Diamantina Shire Council									
	Etheridge Shire Council									
	Flinders Shire Council									
	McKinlay Shire Council									
	Paroo Shire Council									
	Quilpie Shire Council									
	Richmond Shire Council									
Winton Shire Council										

Remuneration schedule (continued)

Category	Local Governments assigned to categories	(see Note 1)	Remuneration range determined (% of Reference Rate of \$133,800) (see Note 2)		Remuneration range (pa) (in \$ rounded to nearest \$10) (see Notes 3 and 4)		Amalgamation loading (pa) (see Notes 1 and 3)		
			Mayor	Deputy Mayor Councillor	1/01/2011 to 30/06/2011	1/07/2011 to 31/12/2011			
Category 2	Balonne Shire Council		47.5	-	55	\$63,560	-	\$3,170	\$1,580
	Barcaldine Regional Council	A	22.5	-	30	\$30,110	-	\$1,580	\$790
	Carpentaria Shire Council		17.5	-	25	\$23,420	-	\$1,270	\$630
	Cloncurry Shire Council								
	Longreach Regional Council	A							
	Murweh Shire Council								
Category 3	Banana Shire Council	A	57.5	-	70	\$76,940	-	\$3,800	\$1,900
	Burdekin Shire Council		32.5	-	42.5	\$43,490	-	\$2,300	\$1,150
	Charters Towers Regional Council	A	27.5	-	35	\$36,800	-	\$1,900	\$950
	Goondiwindi Regional Council	A							
	Hinchinbrook Shire Council								
	Maranoa Regional Council	A							
	North Burnett Regional Council	A							
	Somerset Regional Council	A							
Category 4	Cassowary Coast Regional Council	A	72.5	-	85	\$97,010	-	\$4,590	\$2,300
	Central Highlands Regional Council	A	45	-	55	\$60,210	-	\$3,090	\$1,540
	Isaac Regional Council	A	37.5	-	47.5	\$50,180	-	\$2,610	\$1,310
	Lockyer Valley Regional Council	A							
	Mt Isa City Council								
	Scenic Rim Regional Council	A							
	South Burnett Regional Council	A							
	Southern Downs Regional Council	A							
	Whitsunday Regional Council	A							
Category 5	Bundaberg Regional Council	A	87.5	-	100	\$117,080	-	\$5,540	\$2,770
	Fraser Coast Regional Council	A	57.5	-	67.5	\$76,940	-	\$3,880	\$1,940
	Gladstone Regional Council	A	50	-	60	\$66,900	-	\$3,400	\$1,700
	Gympie Regional Council	A							
	Tablelands Regional Council	A							
	Western Downs Regional Council	A							

Remuneration schedule (continued)

Category	Local Governments assigned to categories	(see Note 1)	Remuneration range determined (% of Reference Rate of \$133,800) (see Note 2)	Remuneration range (pa) (in \$ rounded to nearest \$10) (see Notes 3 and 4)		Amalgamation loading (pa) (see Notes 1 and 3)				
						1/01/2011 to 30/06/2011	1/07/2011 to 31/12/2011			
Category 6	Cairns Regional Council	A	102.5	-	115	\$137,150	-	\$153,870	\$6,490	\$3,240
	Mackay Regional Council	A	70	-	77.5	\$93,660	-	\$103,700	\$4,590	\$2,300
	Redland City Council		62.5	-	70	\$83,630	-	\$93,660	\$4,120	\$2,060
	Rockhampton Regional Council	A								
	Toowoomba Regional Council	A								
	Townsville City Council	A								
Category 7	Ipswich City Council		117.5	-	130	\$157,220	-	\$173,940	\$7,600	\$3,800
	Logan City Council	A	80	-	90	\$107,040	-	\$120,420	\$5,300	\$2,650
			72.5	-	80	\$97,010	-	\$107,040	\$4,750	\$2,370
Category 8	Moreton Bay Regional Council	A	132.5	-	145	\$177,290	-	\$194,010	\$8,700	\$4,350
	Sunshine Coast Regional Council	A	92.5	-	100	\$123,770	-	\$133,800	\$6,010	\$3,010
			82.5	-	87.5	\$110,390	-	\$117,080	\$5,300	\$2,650
Category 9	Gold Coast City Council		147.5	-	160	\$197,360	-	\$214,080	No amalgamation loading payable	
			102.5	-	110	\$137,150	-	\$147,180		
			90	-	95	\$120,420	-	\$127,110		

Note 1 Where 'A' appears this indicates that the Local Government was affected by amalgamation on 15 March 2008. Mayors, Deputy Mayors and Councillors in such Local Governments are entitled to receive the (per annum) amalgamation loading shown from the dates recorded.

Note 2 The Reference Rate of \$133,800 is a rate determined by the Tribunal and is the annual base salary payable to Members of the Queensland Legislative Assembly on and from 1 January 2010 plus 2.5% (rounded to the nearest \$10).

Note 3 The monetary amounts shown are per annum figures. If an elected representative only serves for part of a calendar year they are only entitled to a pro-rata payment to reflect the portion of the year served.

Note 4 Mayors, Deputy Mayors or Councillors over 75 years of age may qualify for additional remuneration in lieu of contributions foregone because of taxation laws which prevent Local Governments from making voluntary superannuation contributions for Councillors over that age. Local Governments may make submissions to the Tribunal for approval to vary the remuneration of any Councillors over 75 to reflect the level of voluntary superannuation contributions which would otherwise have been paid.

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Appendices

Appendix 1 — List of stakeholders who met with the Tribunal

Appendix 2 — Submissions received by the Tribunal

Appendix 3 — Economic data (*Categories 1 to 9*)

Appendix 4 — Demographic data (*Categories 1 to 9*)

Appendix 5 — Comparative rankings (*Categories 1 to 9*)

Appendix 6 — Demographic and economic data (*Special Category*)

Appendix 7 — Councillor remuneration levels (*from 1 January 2010*)

Appendix 8 — Deputy Mayor remuneration levels (*from 1 January 2010*)

Appendix 9 — Mayor remuneration levels (*from 1 January 2010*)

Data collection notes

and acknowledgements: *The Tribunal uses data collected directly from Local Governments as well as third-party sources.*

This includes:

- *demographic and geographical data sourced through the Australian Bureau of Statistics and the Office of Economic and Statistical Research (Queensland Treasury)*
- *enrolment numbers from the Electoral Commission of Queensland*
- *financial data from Audited Annual Financial Statements published by Local Governments*
- *data collected annually by the Department of Infrastructure and Planning and sourced directly from Local Governments through the Department's consolidated data collection form*
- *other data from Queensland Government Departments including the Department of Employment, Economic Development and Innovation, the Department of Environmental and Resource Management and Emergency Management Queensland.*

Appendix 1 — List of stakeholders who met with the Tribunal

Date	Name (role)	Local Government represented
31 August 2010	Cr Melva Hobson (Mayor) Cr Toni Bowler (Councillor) Cr Debra Henry (Councillor) Nick Clarke (General Manager Governance)	Redland City Council
31 August 2010	Cr Ray Brown (Mayor) Cr Mick Cosgrove (Deputy Mayor) Cr Bill McCutcheon (Councillor) Ed Hoffmann (Director Economic and Community Development)	Western Downs Regional Council
31 August 2010	Cr Mick Kruger (Mayor) Cr Sue Brooks (Councillor) Andrew Brien (Chief Executive Officer) Lisa Desmond (Director Organisational Services)	Fraser Coast Regional Council
31 August 2010	Cr Rick Britton (Mayor) Peter O'May (Chief Executive Officer)	Boulia Shire Council
31 August 2010	Cr David Edwards (Mayor) Carl Ninine (Chief Executive Officer)	Quilpie Shire Council
31 August 2010	Cr Rogin Taylor (Deputy Mayor) Cr Jan Clifford (Councillor) Cr Jennifer Whitney (Councillor) John Finlay (Chief Executive Officer)	Whitsunday Regional Council
1 September 2010	Cr Annie Clarke (Mayor) Cr Tracy Forshaw (Deputy Mayor)	Burke Shire Council
1 September 2010	Cr Ed Warren (Mayor)	Winton Shire Council
1 September 2010	Cr Fred Gela (Mayor) John Scarce (Chief Executive Officer)	Torres Strait Island Regional Council
1 September 2010	Cr Graeme Lehmann (Mayor) Cr Neil Zabel (Deputy Mayor) Cr Robin Caddy (Councillor)	Somerset Regional Council
1 September 2010	Cr Graeme Scheu (Mayor) Cr Rick Kearney (Deputy Mayor) Peter Stewart (Chief Executive Officer)	Goondiwindi Regional Council
1 September 2010	Cr Graham Moon (Deputy Mayor) Cr Dave Neuendorf (Councillor) Ian Flint (Acting Chief Executive Officer)	Lockyer Valley Regional Council

Appendix 2 — Submissions received by the Tribunal

Date received	Person or organisation	Local Government area that submission relates to
24 August 2010	Mr Dave Kapp, Member of the public	Bundaberg Regional Council
25 August 2010	Ms Margaret Finger, Member of the public	Isaac Regional Council
26 August 2010	Mr Paul Watt, Member of the public	Sunshine Coast Regional Council
27 August 2010	Mr Gordon Prove, Member of the public	Fraser Coast Regional Council
27 August 2010	Mrs Anne Dent, Member of the public	Mackay Regional Council
3 September 2010	Mr John Williams, Member of the public	Bundaberg Regional Council
11 September 2010	Mr John Williams, Member of the public	Bundaberg Regional Council
12 September 2010	Anonymous	Bundaberg Regional Council
12 September 2010	Mr Ron and Ms Sandra Grupe, Members of the public	Bundaberg Regional Council
13 September 2010	Anonymous	Gympie Regional Council
16 September 2010	Mr Alan Kite, Member of the public	Mackay Regional Council
20 September 2010	J. Kniese, Member of the public	Unknown
13 September 2010	Mr Phil Berting, CEO Western Downs	Western Downs Regional Council
22 September 2010	Mr Noel Bowman J.P, Member of the public	Bundaberg Regional Council
23 September 2010	Mr Phillip Mahon, Member of the public	Bundaberg Regional Council
24 September 2010	Mr Kevin Lovell, Member of the public	Gympie Regional Council
24 September 2010	Mr K Brown, Member of the public	Bundaberg Regional Council
29 September 2010	Mrs Karen Berry, Secretary, Gympie Regional Residents' Association	Gympie Regional Council
29 September 2010	Ms Pam Soper, Member of the public	Bundaberg Regional Council
29 September 2010	Cr Rick Britton, Mayor, Boulia Shire Council	Remote shires of Queensland (Boulia Shire Council)
29 September 2010	Mr Rob Noble, Acting Chief Executive Officer, Burke Shire Council	Burke Shire Council
29 September 2010	Ms Lily Denman, Member of the public	Ipswich City Council
30 September 2010	Mr Tony Davis, Manager, Office of the Chief Executive Officer, Gold Coast City Council	Gold Coast City Council
1 October 2010	Ms Krista Roberts, Senior Administration Officer, Goondiwindi Regional Council	Goondiwindi Regional Council

Appendix 3 — Economic data (Categories 1 to 9)

Local governments	No. of Councillors (excluding Mayors)	Community equity (\$M) 2009	Ranking (high to low)	Operating income (\$M) 2009	Ranking (high to low)	Operating income per Councillor (\$M) 2009	Ranking (high to low)	Annual capital expenditure (\$M) 2007-2015	Ranking (high to low)	Capital works in Progress (\$M) 2009	Ranking (high to low)	*Total staff (FTE) 2009	Ranking (high to low)	Area (sq kms)	Ranking (high to low)	Total road length (kms)	Ranking (high to low)
Balonne Shire Council	4	\$153.7	39	\$14.2	49	\$3.6	48	\$6	36	\$1.2	49	73	43	31,136	24	2,319	25
Banana Shire Council	6	\$520.1	26	\$45.3	28	\$7.6	27	\$16	23	\$2.6	38	283	27	28,628	27	3,749	8
Barcaldine Regional Council	6	\$165.4	38	\$41.4	29	\$6.9	30	\$6	38	\$8.8	27	150	36	53,705	13	3,156	16
Barcoo Shire Council	4	\$100.8	47	\$18.4	41	\$4.6	40	\$4	45	\$0.2	52	45	52	62,002	7	1,768	38
Blackall-Tambo Regional Council	4	\$127.2	44	\$19.4	40	\$4.8	39	\$6	39	\$1.6	44	84	40	30,476	25	1,867	34
Boulia Shire Council	4	\$75.8	51	\$14.5	48	\$3.6	48	\$2	51	\$0.1	53	52	51	61,139	8	1,321	47
Bulloo Shire Council	4	\$133.6	42	\$14.9	47	\$3.7	47	\$3	47	\$8.7	28	62	46	73,859	2	2,087	30
Bundaberg Regional Council	10	\$1,451.4	13	\$120.1	14	\$12.0	18	\$36	13	\$18.3	17	804	12	6,458	40	3,078	17
Burdekin Shire Council	6	\$402.0	28	\$36.9	32	\$6.1	33	\$7	33	\$2.2	39	230	30	5,049	42	1,161	50
Burke Shire Council	4	\$61.9	54	\$8.5	52	\$2.1	52	\$9	31	\$4.8	32	31	53	40,245	21	1,191	49
Cairns Regional Council	10	\$2,781.6	7	\$286.0	5	\$28.6	4	\$122	5	\$211.2	3	1,467	5	4,115	45	1,649	42
Carpentaria Shire Council	4	\$28.1	34	\$28.6	36	\$7.2	28	\$7	35	\$2.1	40	88	39	64,403	6	1,685	40
Cassowary Coast Regional Council	6	\$755.0	19	\$71.0	20	\$11.8	20	N/A	N/A	\$2.8	37	310	24	4,678	43	1,210	48
Central Highlands Regional Council	8	\$554.8	16	\$108.7	16	\$13.6	15	\$27	17	\$45.4	14	507	17	59,960	9	4,666	5
Charters Towers Regional Council	6	\$381.3	29	\$51.4	26	\$8.6	24	\$10	28	\$3.2	36	268	29	68,345	3	4,371	6
Cloncurry Shire Council	4	\$165.8	37	\$15.7	46	\$3.9	46	\$6	37	\$9.7	26	N/A	N/A	48,161	14	1,836	35
Croydon Shire Council	4	\$93.2	49	\$8.0	53	\$2.0	53	\$2	52	\$1.8	42	53	50	29,575	26	861	53
Diamantina Shire Council	4	\$88.8	50	\$24.3	38	\$6.1	33	\$4	46	\$1.6	43	58	47	94,853	1	1,039	51
Etheridge Shire Council	4	\$127.9	43	\$23.5	39	\$5.9	35	\$2	50	\$1.0	50	67	45	39,352	22	1,657	41
Flinders Shire Council	4	\$93.5	48	\$18.4	41	\$4.6	40	\$5	43	\$5.6	31	75	42	41,501	17	2,273	26
Fraser Coast Regional Council	10	\$1,657.6	12	\$156.0	12	\$15.6	13	\$72	9	\$58.8	11	646	13	7,166	37	2,213	27
Gladstone Regional Council	8	\$1,031.1	15	\$121.2	13	\$15.2	14	\$31	15	\$62.6	10	616	14	10,874	34	2,612	20
Gold Coast City Council	14	\$10,636.3	1	\$788.6	1	\$56.3	1	\$511	1	\$398.9	1	3,021	1	1,312	51	3,284	12
Goondiwindi Regional Council	6	\$380.4	30	\$31.5	35	\$5.3	37	\$9	30	\$4.0	35	178	32	19,314	31	2,486	22
Gympie Regional Council	8	\$825.2	18	\$69.6	21	\$8.7	23	\$24	18	\$51.1	12	400	19	6,900	39	2,370	24
Hinchinbrook Shire Council	6	\$203.4	35	\$25.2	37	\$4.2	44	\$7	34	\$13.0	22	174	34	2,809	48	700	54
Ipswich City Council	10	\$2,095.6	10	\$230.7	7	\$23.1	6	\$187	2	\$133.9	5	1,403	6	1,089	52	1,465	44
Isaac Regional Council	8	\$630.2	23	\$103.2	17	\$12.9	17	\$21	20	\$7.1	30	284	26	59,904	10	3,455	10

Appendix 3 — Economic data (Categories 1 to 9) (continued)

Local governments	No. of Councillors (excluding Mayors)	Community equity (\$M) 2009	Ranking (high to low)	Operating income (\$M) 2009	Ranking (high to low)	Operating income per Councillor (\$M) 2009	Ranking (high to low)	Annual capital expenditure (\$M) 2007-2015	Ranking (high to low)	Capital works in Progress (\$M) 2009	Ranking (high to low)	*Total staff (FTE) 2009	Ranking (high to low)	Area (sq kms)	Ranking (high to low)	Total road length (kms)	Ranking (high to low)
Lockyer Valley Regional Council	6	\$348.3	31	\$55.4	25	\$9.2	22	\$13	25	\$18.0	19	281	28	2,273	49	1,354	46
Logan City Council	12	\$3,561.4	4	\$267.3	6	\$22.3	8	\$111	6	\$93.0	7	1,212	8	959	53	2,115	29
Longreach Regional Council	6	\$191.1	36	\$34.1	33	\$5.7	36	\$14	24	\$4.1	33	171	35	40,608	20	3,193	15
Mackay Regional Council	10	\$2,268.9	8	\$204.0	9	\$20.4	9	\$68	10	\$115.6	6	939	11	7,613	36	2,461	23
Maranoa Regional Council	8	\$543.3	24	\$64.4	22	\$8.0	26	\$18	21	\$27.7	16	369	22	58,823	11	6,777	3
McKinlay Shire Council	4	\$139.0	40	\$17.6	43	\$4.4	42	\$6	41	\$1.2	48	55	48	40,883	18	1,978	33
Moreton Bay Regional Council	12	\$4,236.5	3	\$458.4	3	\$38.2	3	\$135	4	\$324.9	2	2,286	3	2,032	50	3,297	11
Mount Isa City Council	6	\$340.6	32	\$31.8	34	\$5.3	37	\$23	19	\$15.1	20	199	31	43,312	16	2,033	32
Murweh Shire Council	4	\$68.7	52	\$16.4	45	\$4.1	45	\$5	42	\$1.5	46	129	37	40,760	19	2,750	19
North Burnett Regional Council	6	\$850.7	17	\$39.0	30	\$6.5	31	\$8	32	\$9.9	25	293	25	19,708	30	5,062	4
Paroo Shire Council	4	\$116.6	45	\$12.1	50	\$3.0	50	\$2	48	\$2.1	41	79	41	47,719	15	2,138	28
Quilpie Shire Council	4	\$101.3	46	\$11.9	51	\$3.0	50	\$2	49	\$1.5	45	54	49	67,568	4	2,041	31
Redland City Council	10	\$2,079.4	11	\$177.1	11	\$17.7	11	\$43	12	\$13.5	21	943	10	524	54	1,026	52
Richmond Shire Council	4	\$67.6	53	\$7.3	54	\$1.8	54	\$5	44	N/A	N/A	70	44	26,614	28	1,385	45
Rockhampton Regional Council	10	\$2,103.3	9	\$182.8	10	\$18.3	10	\$64	11	\$71.3	9	1,104	9	18,949	32	3,255	13
Scenic Rim Regional Council	6	\$676.9	21	\$60.8	23	\$10.1	21	N/A	N/A	\$4.0	34	408	18	4,256	44	1,696	39
Somerset Regional Council	6	\$253.0	33	\$38.5	31	\$6.4	32	\$11	27	\$0.8	51	178	32	5,382	41	1,779	37
South Burnett Regional Council	6	\$476.6	27	\$48.3	27	\$8.1	25	\$13	26	\$11.2	24	332	23	8,399	35	3,241	14
Southern Downs Regional Council	8	\$708.4	20	\$66.4	24	\$7.0	29	\$16	22	\$8.3	29	373	21	7,122	38	3,055	18
Sunshine Coast Regional Council	12	\$5,163.6	2	\$496.8	2	\$41.4	2	\$137	3	\$81.9	8	2,368	2	3,136	47	3,671	9
Tablelands Regional Council	8	\$661.0	22	\$95.3	19	\$11.9	19	\$10	29	\$12.9	23	513	16	65,001	5	4,235	7
Toowoomba Regional Council	10	\$3,114.3	6	\$226.0	8	\$22.6	7	\$73	8	\$40.0	15	1,302	7	12,972	33	7,673	1
Townsville City Council	12	\$3,128.0	5	\$306.4	4	\$25.5	5	\$97	7	\$147.5	4	1,536	4	3,738	46	1,607	43
Western Downs Regional Council	8	\$1,302.5	14	\$109.0	15	\$13.6	15	\$28	16	\$48.6	13	538	15	37,981	23	7,555	2
Whitsunday Regional Council	6	\$525.3	25	\$98.0	18	\$16.3	12	\$35	14	\$18.2	18	383	20	23,905	29	1,805	36
Winton Shire Council	4	\$137.0	41	\$17.3	44	\$4.3	43	\$6	40	\$1.4	47	92	38	53,964	12	2,566	21

*Full-time equivalent staff numbers. Staff numbers were extracted from the Department of Infrastructure and Planning's Local Government consolidated data collection 2008-09 with the exceptions of Central Highlands, Fraser Coast, Moreton Bay and South Burnett Regional Councils where the staff numbers are from applications filed with the Queensland Industrial Relations Commission for new Certified Agreements.

Appendix 4 — Demographic data (Categories 1 to 9)

Local governments	Number of Councillors (excluding Mayors)	**Estimated population 2009	Ranking (high to low)	Estimated population per Councillor (excluding Mayor) 2009	Ranking (high to low)	Electors per Councillor (excluding Mayor) 2010	Ranking (high to low)	Estimated population density (persons / sq km) 2009	Ranking (high to low)	**Projected population 2014	Ranking (high to low)	**Projected population 2026	Ranking (high to low)	Indigenous population (%) 2006	Ranking (high to low)	Median individual income (\$/week) 2006	Ranking (high to low)	Median age (years) 2006	Ranking (youngest to oldest)
Balonne Shire Council	4	4,847	36	1,212	36	748	35	0.156	35	4,732	36	4,995	35	14%	9	\$495	18	33.8	10
Banana Shire Council	6	15,597	29	2,600	29	1,567	28	0.545	29	15,915	29	16,495	29	3%	37	\$517	13	34.8	18
Barcaldine Regional Council	6	3,376	39	563	39	373	40	0.063	40	3,524	38	3,483	38	6%	22	\$435	35	37.1	30
Barcoo Shire Council	4	353	52	88	52	54	51	0.006	52	368	51	407	51	7%	20	\$526	12	37.8	36
Blackall-Tambo Regional Council	4	2,069	41	517	41	391	39	0.068	39	2,081	40	2,205	40	3%	39	\$402	41	40.6	45
Boulia Shire Council	4	448	50	112	50	69	48	0.007	51	418	50	490	50	23%	6	\$569	8	33.1	9
Bulloo Shire Council	4	374	51	94	51	58	50	0.005	53	351	52	363	52	9%	11	\$562	9	34.7	17
Bundaberg Regional Council	10	95,132	13	9,513	13	6,093	13	14.731	11	100,773	13	120,453	13	3%	42	\$355	50	41.1	48
Burdekin Shire Council	6	18,431	28	3,072	27	2,004	25	3.650	23	17,978	28	17,851	28	5%	27	\$438	33	39.9	41
Burke Shire Council	4	555	49	139	49	60	49	0.014	49	593	49	616	49	24%	5	\$660	3	34.2	13
Cairns Regional Council	10	164,356	6	16,436	5	8,914	8	39.943	8	176,983	7	208,532	8	7%	18	\$528	11	34.9	19
Carpentaria Shire Council	4	2,123	40	531	40	289	43	0.033	44	1,996	41	1,952	41	35%	1	\$457	30	34.2	13
Cassowary Coast Regional Council	6	30,992	23	5,165	21	3,016	21	6.625	16	29,774	24	31,873	25	8%	15	\$422	38	39.9	41
Central Highlands Regional Council	8	30,403	24	3,800	24	1,968	26	0.507	30	34,362	21	43,053	20	3%	36	\$635	4	31.1	4
Charters Towers Regional Council	6	12,696	31	2,116	30	1,220	31	0.186	34	12,537	31	13,221	31	8%	16	\$392	42	36.1	24
Cloncurry Shire Council	4	3,380	38	845	37	394	38	0.070	38	3,281	39	3,215	39	21%	7	\$610	5	30.0	2
Croydon Shire Council	4	273	54	68	54	43	52	0.009	50	267	54	286	54	27%	2	\$444	32	31.0	3
Diamantina Shire Council	4	319	53	80	53	41	53	0.003	54	309	53	327	53	25%	4	\$588	7	34.0	11
Etheridge Shire Council	4	939	48	235	48	143	47	0.024	46	877	48	929	46	1%	52	\$384	44	38.6	38
Flinders Shire Council	4	1,834	43	459	43	306	42	0.044	41	1,829	43	1,734	43	8%	17	\$461	28	36.5	27
Fraser Coast Regional Council	10	99,514	12	9,951	12	6,385	12	13.888	12	112,132	12	139,960	12	3%	41	\$343	54	43.1	53
Gladstone Regional Council	8	59,644	14	7,456	14	4,342	14	5.485	18	67,634	14	88,265	14	3%	38	\$499	16	34.6	16
Gold Coast City Council	14	515,157	1	36,797	1	20,817	1	392.695	1	587,233	1	737,986	1	1%	54	\$480	22	37.6	34
Goondiwindi Regional Council	6	11,188	33	1,865	32	1,156	33	0.579	27	11,278	33	12,096	33	4%	33	\$459	29	36.5	27
Gympie Regional Council	8	48,282	15	6,035	16	3,804	16	6.997	15	51,103	15	58,918	16	2%	47	\$348	52	41.0	47
Hinchinbrook Shire Council	6	12,283	32	2,047	31	1,381	30	4.373	20	12,351	32	12,714	32	6%	21	\$390	43	43.2	54
Ipswich City Council	10	162,383	7	16,238	6	9,504	6	149.104	5	196,509	6	350,333	5	3%	34	\$469	25	33.0	8
Isaac Regional Council	8	22,417	25	2,802	28	1,438	29	0.374	32	26,260	25	32,432	24	2%	48	\$722	1	31.3	5

Appendix 4 — Demographic data (Categories 1 to 9) (continued)

Local governments	Number of Councillors (excluding Mayors)	**Estimated population 2009	Ranking (high to low)	Estimated population per Councillor (excluding Mayor) 2009	Ranking (high to low)	Electors per Councillor (excluding Mayor) 2010	Ranking (high to low)	Estimated population density (persons / sq km) 2009	Ranking (high to low)	**Projected population 2014	Ranking (high to low)	**Projected population 2026	Ranking (high to low)	Indigenous population (%) 2006	Ranking (high to low)	Median individual income (\$/week) 2006	Ranking (high to low)	Median age (years) 2006	Ranking (youngest to oldest)
Lockyer Valley Regional Council	6	35,633	18	5,939	17	3,498	17	15,680	9	39,425	18	52,254	18	2%	45	\$376	45	37.7	35
Logan City Council	12	277,568	4	23,131	4	13,307	4	289,482	2	304,645	4	386,962	4	2%	44	\$475	23	32.9	7
Longreach Regional Council	6	4,298	37	716	38	446	37	0.106	37	4,302	37	4,718	37	4%	30	\$509	15	34.1	12
Mackay Regional Council	10	116,123	10	11,612	10	6,847	11	15,254	10	137,889	10	166,958	10	4%	31	\$511	14	35.7	22
Maranoa Regional Council	8	13,223	30	1,653	34	1,033	34	0.225	33	13,698	30	14,714	30	7%	19	\$497	17	35.2	21
McKinlay Shire Council	4	944	47	236	47	37	54	0.023	47	917	46	867	47	4%	28	\$607	6	35.0	20
Moreton Bay Regional Council	12	371,162	2	30,930	2	19,439	2	182,634	4	404,653	2	498,194	2	2%	50	\$466	27	36.3	26
Mount Isa City Council	6	21,838	26	3,640	25	1,716	27	0.504	31	24,229	26	24,740	27	16%	8	\$685	2	29.8	1
Murweh Shire Council	4	4,871	35	1,218	35	743	36	0.120	36	4,760	35	4,801	36	10%	10	\$469	25	36.2	25
North Burnett Regional Council	6	10,787	34	1,798	33	1,172	32	0.547	28	10,991	34	11,374	34	5%	25	\$374	46	42.0	52
Paroo Shire Council	4	1,946	42	487	42	322	41	0.041	42	1,918	42	1,928	42	26%	3	\$344	53	39.0	39
Quilpie Shire Council	4	1,016	45	254	45	168	45	0.015	48	1,039	45	1,071	45	9%	13	\$452	31	37.5	32
Redland City Council	10	140,691	9	14,069	9	9,065	7	268,474	3	152,842	9	181,688	9	1%	51	\$491	20	38.1	37
Richmond Shire Council	4	962	46	241	46	145	46	0.036	43	883	47	829	48	5%	23	\$489	21	34.5	15
Rockhampton Regional Council	10	114,105	11	11,411	11	7,025	10	6.022	17	124,347	11	144,684	11	5%	26	\$433	36	36.5	27
Scenic Rim Regional Council	6	37,419	17	6,237	15	4,008	15	8.792	14	43,406	17	61,806	15	2%	49	\$408	39	41.3	51
Somerset Regional Council	6	21,608	27	3,601	26	2,309	24	4.015	21	23,361	27	30,139	26	2%	46	\$359	49	41.2	50
South Burnett Regional Council	6	32,495	21	5,416	20	3,439	18	3.869	22	34,143	22	37,187	22	3%	34	\$349	51	40.4	44
Southern Downs Regional Council	8	35,456	19	4,432	22	2,929	22	4.978	19	36,773	20	41,778	21	2%	43	\$367	48	40.3	43
Sunshine Coast Regional Council	12	323,423	3	26,952	3	17,089	3	103.124	6	363,965	3	460,862	3	1%	53	\$428	37	40.7	46
Tablelands Regional Council	8	46,366	16	5,796	18	3,429	19	0.713	26	47,958	16	53,524	17	8%	14	\$373	47	41.1	48
Toowoomba Regional Council	10	159,098	8	15,910	7	10,024	5	12.265	13	174,376	8	212,781	7	3%	40	\$436	34	35.8	23
Townsville City Council	12	181,743	5	15,145	8	8,839	9	48.615	7	208,223	5	255,986	6	5%	24	\$530	10	32.7	6
Western Downs Regional Council	8	31,469	22	3,934	23	2,465	23	0.829	25	32,384	23	35,677	23	4%	29	\$403	40	37.2	31
Whitsunday Regional Council	6	34,195	20	5,699	19	3,041	20	1.430	24	37,996	19	45,551	19	4%	32	\$493	19	37.5	32
Winton Shire Council	4	1,407	44	352	44	228	44	0.026	45	1,440	44	1,511	44	9%	12	\$472	24	39.4	40

**All population figures are estimated or projected from the 2006 census data.

Appendix 5 — Comparative rankings (Categories 1 to 9)

Local Governments	Community equity rankings (high to low)			Operating income rankings (high to low)			Operating income per Councillor rankings (high to low)			Electors per Councillor rankings (high to low)			Annual capex. Rankings (high to low)			Capital works in progress rankings (high to low)			Total staff rankings (high to low)			Projected population rankings (high to low)		
	2006	2008	2009	2006	2008	2009	2006	2008	2009	2006	2008	2009	2006	2008	2009	2006	2008	2009	2006	2008	2009	2010	2014	2026
Total records ranked	54	52	54	54	52	54	54	52	54	54	54	53	53	49	53	53	49	53	53	49	53	54	54	54
Balonne Shire Council	38	35	39	45	42	49	45	42	48	36	35	47	44	49	41	39	43	36	36	36	36	36	36	35
Banana Shire Council	29	28	26	26	22	28	26	21	27	28	28	25	25	38	29	23	27	29	29	29	29	29	29	29
Barcaldine Regional Council	39	37	38	35	34	29	34	37	30	40	40	34	27	27	37	32	36	38	38	38	38	38	38	38
Barcoo Shire Council	53	50	47	50	37	41	50	33	40	51	50	52	29	52	49	46	52	51	51	51	51	51	51	51
Blackall – Tambo Regional Council	44	42	44	41	46	40	40	46	39	39	39	41	40	44	38	34	40	40	40	40	40	40	40	40
Boulia Shire Council	47	46	51	48	43	48	48	43	48	48	48	46	33	53	51	47	51	50	50	50	50	50	50	50
Bulloo Shire Council	45	41	42	43	45	47	42	45	47	50	49	42	26	28	45	42	46	52	52	52	52	52	52	52
Bundaberg Regional Council	13	13	13	13	13	14	16	15	18	13	13	23	16	17	13	12	12	13	13	13	13	13	13	13
Burdekin Shire Council	30	23	28	29	28	32	29	29	33	25	25	49	39	39	28	26	30	28	28	28	28	28	28	28
Burke Shire Council	54	52	54	53	51	52	53	51	52	52	49	37	34	32	53	49	53	49	49	49	49	49	49	49
Cairns Regional Council	5	5	7	6	5	5	4	4	4	9	8	12	6	3	7	7	5	6	7	7	7	7	7	8
Carpentaria Shire Council	37	36	34	37	30	36	35	22	28	42	43	40	48	40	39	35	39	41	41	41	41	41	41	41
Cassowary Coast Regional Council	27	22	19	17	20	20	13	18	20	20	21	18	20	37	17	23	24	24	24	24	24	24	24	25
Central Highlands Regional Council	17	18	16	16	16	16	17	19	15	26	26	17	15	14	18	17	17	22	21	21	21	21	21	20
Charters Towers Regional Council	28	26	29	30	31	26	30	32	24	31	31	26	36	36	27	25	29	31	31	31	31	31	31	31
Cloncurry Shire Council	35	34	37	39	40	46	38	39	46	38	38	39	23	26	40	41	N/A	39	39	39	39	39	39	39
Croydon Shire Council	48	49	49	54	52	53	54	52	53	53	52	50	49	42	50	43	50	54	54	54	54	54	54	54
Diamantina Shire Council	50	44	50	40	36	38	39	28	33	54	53	46	43	43	44	N/A	47	53	53	53	53	53	53	53
Etheridge Shire Council	42	39	43	52	48	39	52	48	35	48	47	48	45	50	52	47	45	48	48	48	48	48	48	46
Flinders Shire Council	49	45	48	38	38	41	36	35	40	43	42	53	50	31	43	38	42	43	43	43	43	43	43	43
Fraser Coast Regional Council	11	11	12	12	12	12	12	12	13	12	12	9	10	11	12	11	13	12	12	12	12	12	12	12
Gladstone Regional Council	14	14	15	14	14	13	14	13	14	14	14	15	12	10	14	15	14	14	14	14	14	14	14	14
Gold Coast City Council	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Goondiwindi Regional Council	31	30	30	31	32	35	31	34	37	33	33	44	24	35	32	28	32	33	33	33	33	33	33	33
Gympie Regional Council	18	19	18	19	21	21	21	25	23	16	16	14	13	12	22	16	19	15	15	15	15	15	15	16
Hinchinbrook Shire Council	34	32	35	36	35	37	37	40	44	30	30	27	28	22	33	31	34	32	32	32	32	32	32	32
Ipswich City Council	10	7	10	7	6	7	7	6	6	6	6	5	5	5	6	6	6	6	6	6	6	6	6	5
Isaac Regional Council	23	N/A	23	21	N/	17	23	N/A	17	29	29	21	N/A	30	25	N/A	26	26	26	26	26	26	26	24

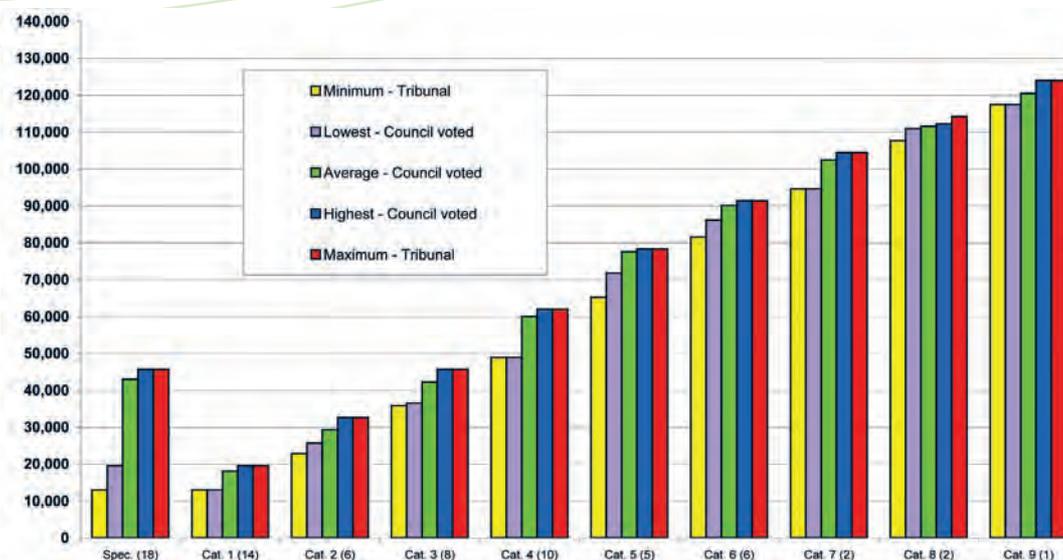
Appendix 5 — Comparative rankings (Categories 1 to 9) (continued)

Local Governments	Community equity rankings (high to low)			Operating income rankings (high to low)			Operating income per Councillor rankings (high to low)			Electors per Councillor rankings (high to low)			Annual capex. Rankings (high to low)			Capital works in progress rankings (high to low)			Total staff rankings (high to low)			Projected population rankings (high to low)		
	2006	2008	2009	2006	2008	2009	2006	2008	2009	2006	2008	2009	2007-15	2006	2008	2009	2006	2008	2009	2010	2014	2026		
Locker Valley Regional Council	32	29	31	24	26	25	22	24	22	19	17	25	38	35	19	24	N/A	28	18	18	18			
Logan City Council	4	4	4	4	7	6	5	8	8	4	4	6	8	7	7	10	9	8	4	4	4			
Longreach Regional Council	36	33	36	34	33	33	33	36	36	37	37	24	15	30	33	34	30	35	37	37	37			
Mackay Regional Council	12	12	8	11	11	9	11	11	9	11	11	10	6	2	6	11	13	11	10	10	10			
Maranoa Regional Council	24	25	24	22	23	22	24	27	26	34	34	21	36	N/A	16	23	20	22	30	30	30			
McKinlay Shire Council	41	40	40	46	44	43	46	44	42	47	54	41	54	46	48	48	45	48	46	46	47			
Moreton Bay Regional Council	2	3	3	3	3	3	3	3	3	2	2	4	7	3	2	3	3	3	2	2	2			
Mount Isa City Council	25	27	32	28	27	34	28	26	37	27	27	19	24	14	20	30	27	31	25	26	27			
Murweh Shire Council	46	48	52	42	41	45	41	41	45	35	36	42	22	51	46	35	33	37	35	35	36			
North Burnett Regional Council	19	N/A	17	27	N/A	30	27	N/A	31	32	32	32	30	N/A	25	26	N/A	25	34	34	34			
Paroo Shire Council	52	51	45	47	47	50	47	47	50	41	41	48	28	42	41	28	N/A	37	41	42	42			
Quilpie Shire Council	43	43	46	49	49	51	49	49	50	45	45	49	51	47	45	47	44	49	45	45	45			
Redland City Council	8	9	11	9	9	11	9	9	11	7	7	12	13	22	21	9	10	10	9	9	9			
Richmond Shire Council	51	47	53	51	50	54	51	50	54	46	46	44	45	43	N/A	46	40	44	47	47	48			
Rockhampton Regional Council	9	10	9	10	10	10	10	10	10	10	10	11	9	11	9	8	8	9	11	11	11			
Scenic Rim Regional Council	26	16	21	25	18	23	25	14	21	15	15	N/A	35	32	34	36	21	18	17	17	15			
Somerset Regional Council	33	31	33	32	29	31	32	30	32	24	24	27	29	41	51	31	29	32	27	27	26			
South Burnett Regional Council	22	24	27	23	24	27	20	23	25	18	18	26	33	38	24	20	N/A	23	21	22	22			
Southern Downs Regional Council	21	20	20	33	25	24	44	31	29	22	22	22	32	18	29	19	19	21	19	20	21			
Sunshine Coast Regional Council	3	2	2	2	2	2	2	2	2	3	3	3	2	8	8	2	2	2	3	3	3			
Tablelands Regional Council	16	17	22	18	15	19	19	16	19	17	19	29	19	19	23	16	18	16	16	16	17			
Toowoomba Regional Council	7	8	6	8	8	8	8	7	7	5	5	8	4	9	15	5	4	7	8	8	7			
Townsville City Council	6	6	5	5	4	4	6	5	5	8	8	7	3	4	4	4	5	4	5	5	6			
Western Downs Regional Council	15	15	14	15	17	15	15	20	15	23	23	16	16	17	13	15	14	15	23	23	23			
Whitsunday Regional Council	20	21	25	20	19	18	18	17	12	21	20	14	20	21	18	21	21	22	20	20	19			
Winton Shire Council	40	38	41	44	39	44	43	38	43	44	44	40	31	37	47	42	36	38	44	44	44			

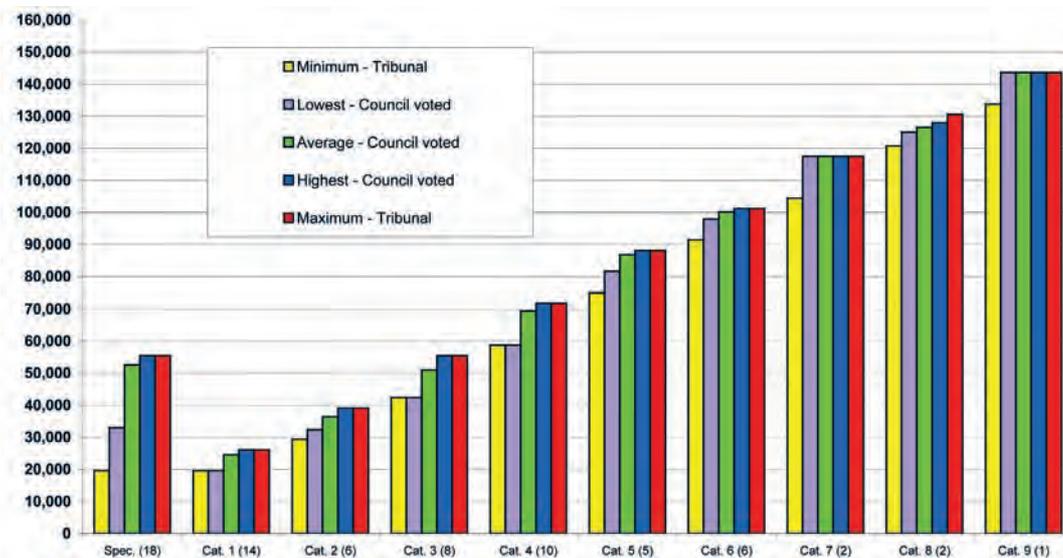
Appendix 6 — Demographic and economic data (Special Category)

Local governments	Number of Councillors (excluding Mayors)	Estimated population 2009	Ranking (high to low)	Estimated population per Councillor (excluding Mayor) 2009	Ranking (high to low)	Electors per Councillor (excluding Mayor) 2010	Ranking (high to low)	Area (sq kms)	Ranking (high to low)	Indigenous population (%) 2006	Ranking (high to low)	Median individual income (\$/week) 2006	Ranking (high to low)	Median age (years) 2006	Ranking (youngest to oldest)	Community equity (\$M) 2009	Ranking (high to low)	Operating income (\$M) 2009	Ranking (high to low)
Aurukun Shire Council	4	1,209	9	302	6	178	9	7,402	16	84%	2	\$218	12	25.7	9	\$120.1	7	\$17.5	4
Cherbourg Aboriginal Shire Council	4	1,215	8	304	14	107	8	32	1	88%	17	\$226	2	20.1	1	\$46.6	16	\$8.0	13
Cook Shire Council	6	3,899	2	650	2	341	3	106,387	18	15%	1	\$388	18	40.0	18	\$182.9	3	\$43.0	3
Doomadgee Aboriginal Shire Council	4	1,240	7	310	10	142	7	1,862	11	85%	7	\$229	7	21.4	5	\$128.4	5	\$4.4	18
Hope Vale Aboriginal Shire Council	4	832	14	208	13	108	14	1,118	10	85%	9	\$226	7	26.5	12	\$60.6	12	\$13.2	7
Kowanyama Aboriginal Shire Council	4	1,156	10	289	8	152	10	2,576	14	85%	5	\$245	6	28.2	16	\$79.6	10	\$14.6	6
Lockhart River Aboriginal Shire Council	4	619	16	155	17	87	16	3,595	15	81%	4	\$226	16	25.8	10	\$45.0	17	\$6.4	16
Mapoon Aboriginal Shire Council	4	266	18	67	11	138	18	530	12	84%	12	\$236	13	27.6	14	\$55.0	14	\$8.1	12
Morrington Shire Council	4	1,103	11	276	9	150	11	1,274	9	84%	8	\$210	11	27.0	13	\$92.7	8	\$11.0	9
Napranum Aboriginal Shire Council	4	930	13	233	12	124	13	1,995	13	85%	6	\$226	9	24.5	8	\$57.6	13	\$5.0	17
Northern Peninsula Area Regional Council	5	2,282	5	456	5	231	5	1,030	8	81%	10	\$274	15	21.4	4	\$229.7	2	\$43.7	2
Palm Island Aboriginal Shire Council	4	2,187	6	547	3	263	4	72	3	86%	16	\$220	5	23.0	6	\$130.6	4	\$8.9	11
Pompuraaw Aboriginal Shire Council	4	676	15	169	15	104	15	4,433	17	82%	3	\$243	14	31.1	17	\$47.8	15	\$12.0	8
Torres Shire Council	4	3,642	3	911	1	414	1	691	6	64%	11	\$243	17	26.3	11	\$121.0	6	\$10.7	10
Torres Strait Island Regional Council	15	4,913	1	328	7	178	6	483	5	84%	13	\$434	10	23.2	7	\$554.2	1	\$65.4	1
Woorabinda Aboriginal Shire Council	4	965	12	241	16	91	16	391	7	87%	14	\$197	3	20.7	2	\$67.8	11	\$7.1	14
Wujal Wujal Aboriginal Shire Council	4	352	17	88	18	53	17	11	2	86%	18	\$231	4	27.9	15	\$39.4	18	\$6.9	15
Yarrabah Aboriginal Shire Council	4	2,628	4	657	4	255	4	158	4	88%	15	\$224	1	21.3	3	\$89.0	9	\$15.9	5

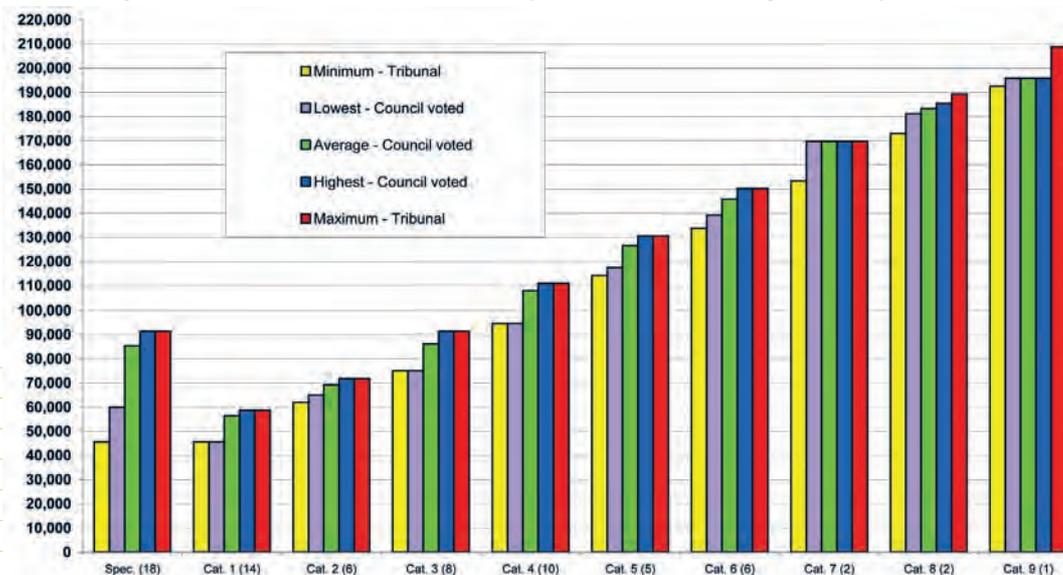
Appendix 7—Councillor remuneration levels (from 1 January 2010)

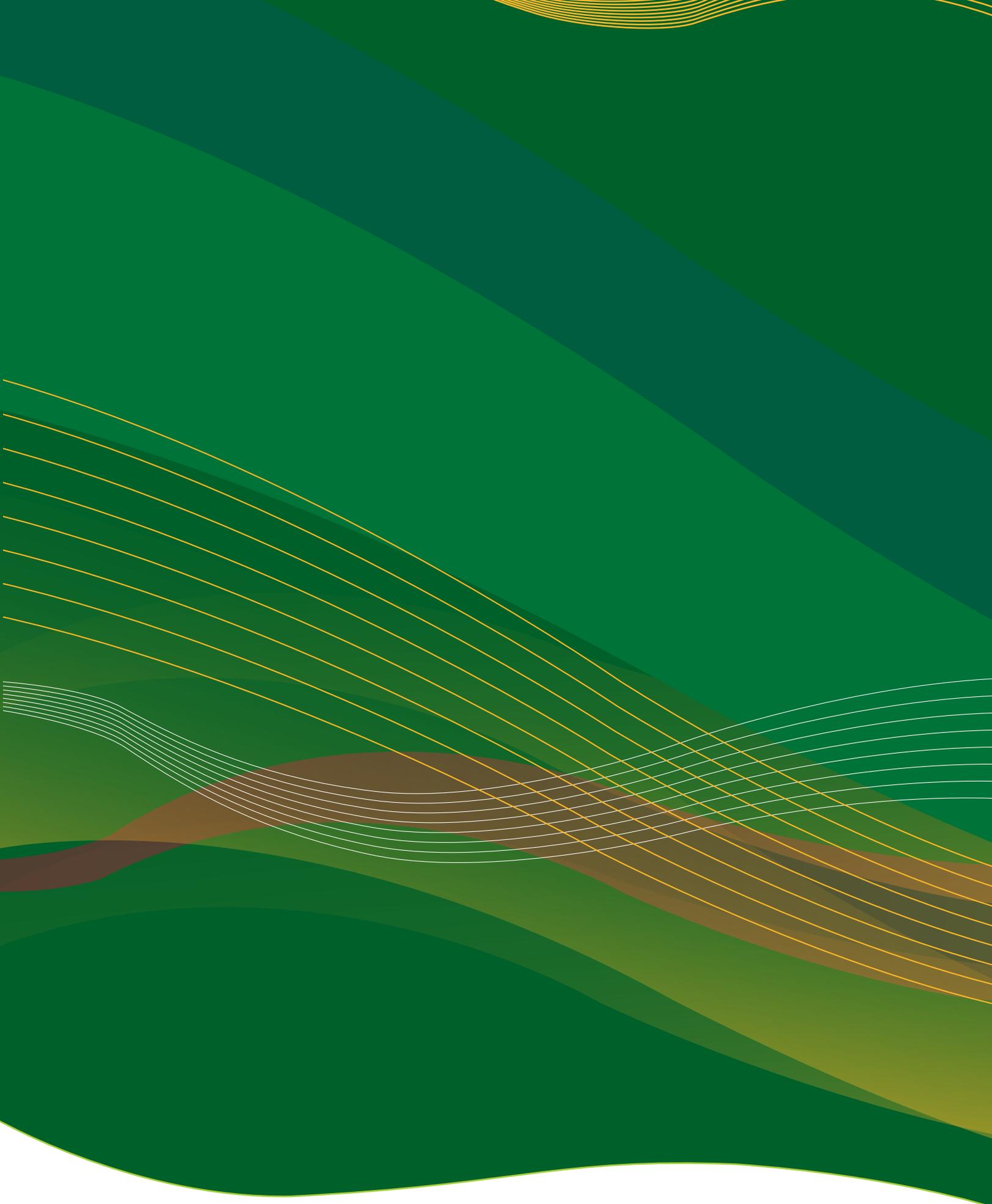


Appendix 8—Deputy Mayor remuneration levels (from 1 January 2010)



Appendix 9—Mayor remuneration levels (from 1 January 2010)





**Local Government
Remuneration and
Discipline Tribunal**