

Councillor and board member allowances and employee benefits

Chapter 11



Councillor and board member allowances and employee benefits

GT001 City Of Johannesburg - Supporting Table SA22 Summary councillor and staff benefits

Summary of Employee and Councillor remuneration R thousand	2006/7	2007/8	2008/9	Current Year 2009/10		2010/11 Medium Term Revenue & Expenditure Framework		
	Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Budget Year 2010/11	Budget Year +1 2011/12	Budget Year +2 2012/13
	A	B	C	D	E	G	H	I
Councillors (Political Office Bearers plus Other)								
Salary	49 308	52 757	58 433	56 598	55 486	62 870	77 846	83 187
Pension Contributions	9 067	9 401	9 911	10 436	7 140	8 408	12 997	13 906
Medical Aid Contributions	-	27	50	52	1 775	2 102	5 949	6 365
Motor vehicle allowance	-	151	263	263	11 299	10 573	12 327	13 189
Sub Total - Councillors	58 375	62 336	68 657	67 349	75 700	83 953	109 118	116 647
% increase		6.8%	10.1%	(1.9%)	12.4%	10.9%	30.0%	6.9%
Senior Managers of the Municipality								
Salary	50 419	75 250	95 664	115 153	108 800	118 197	126 871	133 910
Pension Contributions	1 403	1 678	1 297	2 241	6 233	6 712	7 225	7 723
Medical Aid Contributions	459	1 100	846	1 151	2 963	3 179	3 425	3 619
Motor vehicle allowance	5 672	10 343	12 629	15 590	16 933	17 552	18 791	19 877
Cell phone allowance	-	-	-	-	-	-	-	-
Housing allowance	35	60	59	61	270	288	310	332
Performance Bonus	3 739	5 962	11 792	12 032	10 537	14 447	15 417	16 377
Other benefits or allowances	924	904	1 666	1 833	3 167	3 334	3 620	3 835
In-kind benefits	-	-	-	-	-	-	-	-
Sub Total - Senior Managers of Municipality	62 652	95 298	123 953	148 061	148 903	163 709	175 659	185 673
% increase		52.1%	30.1%	19.4%	0.6%	9.9%	7.3%	5.7%
Other Municipal Staff								
Basic Salaries and Wages	1 152 610	1 233 919	1 652 427	1 534 170	1 993 140	2 319 213	2 490 418	2 662 297
Pension Contributions	153 192	177 973	176 128	243 600	241 448	288 171	310 771	332 216
Medical Aid Contributions	93 944	108 633	117 453	142 833	154 547	168 120	181 355	193 908
Motor vehicle allowance	128 183	145 031	123 883	178 411	157 705	188 473	203 290	217 528
Cell phone allowance	-	-	-	-	(0)	(0)	0	0
Housing allowance	14 464	17 977	18 833	24 816	25 978	29 301	31 601	33 786
Overtime	94 571	108 439	144 693	110 445	77 342	163 626	176 432	188 608
Performance Bonus	60 484	66 507	86 604	110 079	175 677	198 142	213 767	228 618
Other benefits or allowances	69 285	70 544	116 976	141 406	104 382	119 024	128 301	137 206
In-kind benefits	197 511	247 617	314 699	433 506	-	-	-	-
Sub Total - Other Municipal Staff	1 964 246	2 176 639	2 751 697	2 919 266	2 930 219	3 474 070	3 735 935	3 994 168
% increase		10.8%	26.4%	6.1%	0.4%	18.6%	7.5%	6.9%
Total Parent Municipality	2 085 273	2 334 273	2 944 307	3 134 675	3 154 822	3 721 732	4 020 713	4 296 488
% increase		11.9%	26.1%	6.5%	0.6%	18.0%	8.0%	6.9%
Board Members of Entities								
Salary	2 202	4 710	5 021	6 329	7 455	7 463	8 022	8 557
Pension Contributions	-	-	-	-	-	223	238	252
Medical Aid Contributions	-	-	-	-	-	167	178	189
Motor vehicle allowance	-	298	323	358	358	480	516	550
Housing allowance	-	-	-	-	535	469	501	530
Other benefits or allowances	-	-	-	-	2 373	926	997	1 065
In-kind benefits	-	61	66	-	-	-	-	-
Board Fees	6 061	8 296	7 420	9 534	7 657	11 825	12 587	11 995
Sub Total - Board Members of Entities	8 263	13 365	12 830	16 221	18 378	21 553	23 039	23 137
% increase		61.8%	(4.0%)	26.4%	13.3%	34.7%	6.9%	0.4%
Senior Managers of Entities								
Salary	68 115	79 608	59 369	89 197	83 346	109 605	117 019	126 217
Pension Contributions	4 000	4 141	3 856	4 907	21 552	23 798	25 471	26 976
Medical Aid Contributions	1 456	1 368	1 372	1 646	12 780	13 721	14 679	15 534
Motor vehicle allowance	5 234	4 675	5 223	-	5 362	6 635	7 160	7 662
Cell phone allowance	-	-	-	5 772	82	99	107	114
Housing allowance	142	13	35	38	12 340	13 620	14 560	15 397
Performance Bonus	7 688	6 621	7 110	10 583	16 694	21 419	23 092	24 510
Other benefits or allowances	1 688	3 039	1 590	1 844	550	583	629	672
Sub Total - Senior Managers of Entities	88 324	99 465	78 556	113 987	152 707	189 480	202 718	217 081
Other Staff of Entities								
Basic Salaries and Wages	1 127 326	1 221 320	1 423 320	1 578 077	1 783 227	1 612 435	1 746 658	1 873 060
Pension Contributions	156 132	193 641	218 837	252 924	213 941	245 734	274 978	294 705
Medical Aid Contributions	89 698	99 771	123 265	143 939	125 825	140 999	157 009	171 425
Motor vehicle allowance	90 080	83 580	99 256	114 695	116 823	121 990	141 748	152 865
Cell phone allowance	-	-	-	-	508	3 207	3 458	3 696
Housing allowance	13 709	13 322	16 912	21 384	15 165	19 523	21 110	22 633
Overtime	70 889	83 233	97 528	112 427	158 331	136 707	152 305	166 258
Performance Bonus	59 396	63 905	160 824	121 042	104 914	110 603	119 619	127 206
Other benefits or allowances	155 003	170 830	156 856	177 994	119 044	143 041	154 889	166 118
In-kind benefits	3 569	4 395	5 839	5 907	4 739	6 688	7 252	7 798
Sub Total - Other Staff of Entities	1 765 802	1 933 997	2 302 637	2 528 389	2 642 518	2 540 929	2 779 025	2 985 765
% increase		9.5%	19.1%	9.8%	4.5%	(3.8%)	9.4%	7.4%
Total Municipal Entities	1 862 388	2 046 827	2 394 022	2 658 597	2 813 603	2 751 962	3 004 783	3 225 984
TOTAL SALARY, ALLOWANCES & BENEFITS	3 947 661	4 381 100	5 338 329	5 793 273	5 968 425	6 473 693	7 025 496	7 522 472
% increase		11.0%	21.8%	8.5%	3.0%	8.5%	8.5%	7.1%
TOTAL MANAGERS AND STAFF	3 881 023	4 305 399	5 256 842	5 709 703	5 874 346	6 368 187	6 893 338	7 382 687

Notes

The total for managers and staff does not balance to the income statement because board member fees are excluded.

GT001 City Of Johannesburg - Supporting Table SA23 Salaries, allowances & benefits (political office bearers/councillors/senior managers)

Disclosure of Salaries, Allowances & Benefits 1.	Salary	Contrib.	Allowances	Performance Bonuses	Total Package
Rand per annum (2010/11)		1.			3.
Councillors					
Speaker	589 570	-	184 000		773 570
Chief Whip	553 190	-	172 000		725 190
Executive Mayor	-	-	-		-
Executive Committee	5 527 620	-	1 722 000		7 249 620
Total for all other councillors	56 697 970	-	18 506 440		75 204 410
Total Councillors	63 368 350	-	20 584 440	-	83 952 790
Senior Managers of the Municipality					
City Manager	1 817 881	175 224	135 601	177 321	2 306 027
Executive Director : Economic Development	1 396 908	-	139 992	128 023	1 664 923
Executive Director : Environmental Management	1 301 370	-	122 425	117 401	1 541 196
Executive Director : Infrastructure and Services	1 561 098	-	-	130 092	1 691 190
Executive Director : Transportation	1 419 000	227 000	79 000	117 000	1 842 000
Executive Director : Community Development	1 536 000	34 000	102 000	139 000	1 811 000
Executive Director : Health	1 352 384	29 550	127 416	121 667	1 631 017
Executive Director : Finance (CFO)	1 997 092	51 956	78 120	161 619	2 288 787
Executive Director : Revenue and Customer Relations	1 516 925	-	109 218	126 360	1 752 504
Executive Director : Corporate and Shared Services	1 404 000	37 000	144 000	132 000	1 717 000
Acting Executive Director : Housing	676 263	25 217	312 967	64 478	1 078 925
Acting Executive Director : Development Planning and Urban Management	907 684	37 117	105 462	80 633	1 130 896
Executive Head : Emergency Management Services	1 256 000	-	-	176 000	1 432 000
Chief of Police	886 000	134 000	330 000	98 000	1 448 000
Executive Director : 2010 Planning	1 448 490	19 514	310 306	147 772	1 926 082
Director : Central Strategy Unit	1 003 171	133 415	119 385	104 619	1 360 590
Chief Information Officer	909 000	170 473	286 596	102 948	1 469 017
Director : External Relations	752 483	22 210	51 429	68 816	894 938
Executive Director : Public Liaison	1 424 850	-	104 316	127 380	1 656 546
Acting Executive Head : Joburg Risk Assurance Services	764 823	-	74 574	69 922	909 319
Director : Legal and Compliance	812 376	62 032	279 678	80 228	1 234 314
Director : Office of the City Manager	752 483	22 210	51 429	-	826 122
Head: Private Office of the Executive Mayor	836 246	-	204 913	79 046	1 120 206
Total Senior Managers of the Municipality	27 732 528	1 180 918	3 268 828	2 550 325	34 732 599
A Heading for Each Entity					
Chief Executive Officer : City Power	1 855 440	372 490	157 000	329 000	2 713 930
Chief Executive Officer : Johannesburg Water	1 433 657	200 615	392 792	259 880	2 286 944
Chief Executive Officer : Pikitup	1 639 836	41 731	-	229 577	1 911 144
Chief Executive Officer : Johannesburg Roads Agency	837 000	141 000	184 000	78 000	1 240 000
Chief Executive Officer : Metrobus	792 000	18 000	478 000	96 000	1 384 000
Chief Executive Officer : Johannesburg City Parks	1 502 000	-	-	210 000	1 712 000
Chief Executive Officer : Johannesburg Zoo	986 916	92 343	7 800	152 188	1 239 247
Chief Executive Officer : Johannesburg Development Agency	1 390 000	-	-	194 000	1 584 000
Chief Executive Officer : Johannesburg Property Company	1 460 573	146 057	116 846	-	1 723 476
Chief Executive Officer : Johannesburg Fresh Produce Market	1 002 000	202 000	156 000	159 000	1 519 000
Chief Executive Officer : Metro Trading Company	994 000	-	-	139 160	1 133 160
Chief Executive Officer : Johannesburg Tourism Company	1 228 000	-	-	172 000	1 400 000
Chief Executive Officer : Johannesburg Social Housing Company	1 235 045	-	-	172 906	1 407 951
Chief Executive Officer : Johannesburg Civic Theatre	1 360 000	35 000	52 000	257 000	1 704 000
Chief Executive Officer : Roodepoort City Theatre	928 587	-	-	130 002	1 058 589
Total for municipal entities	18 645 053	1 249 236	1 544 438	2 578 713	24 017 441
TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION	109 745 932	2 430 154	25 397 705	5 129 038	142 702 829

