

16 October 2014

[REDACTED]
[REDACTED]

Dear [REDACTED]

REQUEST FOR INFORMATION 328- Hamilton City Council Staff Numbers and Earnings

I refer to your request for information dated *17 September 2014*, which was received by Hamilton City Council on *17 September 2014*. You have requested the following information:

"Please provide figures for the most recent financial year, and the prior financial year detailing:

- The number of employees of Council, including all significant subsidiaries, who have received remuneration in the last financial year.
- How many of those employees earn less than \$60,000 p/a, and how many earn more than \$60,000 p/a?
- Of those employees earning more than \$60,000, please group them into \$20,000 bands (as per LGA 2002)
- In percentage terms, the average pay rise over the last two years for all employees; for all employees earning less than \$60,000; for the ten highest earning employees; and for the highest earning employee.
- Details of how many employees of Council, or significant subsidiaries, are currently employed on minimum wage."

Enclosed is all the information within the scope of your request that Hamilton City Council has identified as holding.

Hamilton City Council

- 1} The number of employees of Council, including all significant subsidiaries, who have received remuneration in the last financial year.**
- 2} How many of those employees earn less than \$60,000 p/a, and how many earn more than \$60,000 p/a?**
- 3} Of those employees earning more than \$60,000, please group them into \$20,000 bands (as per LGA 2002)**

Hamilton City Council employees

The total annual remuneration by band for employees as reported in Hamilton City Council's Annual Report as at 30 June :

| | 2014 | 2013 |
|---------------------|-----------|-----------|
| | <i>No</i> | <i>No</i> |
| < \$60,000 | 740 | 699 |
| \$60,000- \$79,999 | 185 | 188 |
| \$80,000- \$99,999 | 92 | 85 |
| \$100,000-\$119,999 | 37 | 34 |
| \$120,000-\$139,999 | 28 | 20 |
| \$140,000-\$179,999 | 8 | 8 |
| \$180,000-\$259,999 | 8 | 6 |
| > \$300,000 | 1 | 1 |
| Total employees | 1,099 | 1,041 |

The numbers include permanent, fixed term, and casual staff. The total remuneration includes non-financial benefits provided to employees.

Please note that the number of FTEs (855), excluding casuals, reduced from 910 in 2011 and has remained static since then.

At 30 June 2014 there were 5 or fewer employees in the bands \$140,000- \$159,999, \$160,000 - \$179,999 and \$180,000-\$199,999, therefore the numbers for those bands have been combined with the next highest band of \$140,000- \$179,999 and \$180,000- \$259,999.

Hamilton City Council CCOs

Waikato Regional Airport (Hamilton International Airport)

| | 2014 | 2013 |
|----------------------|----------|----------|
| No. employees | 28 | 30 |
| No. employees <\$60k | 19 | 23 |
| No. employees >\$60k | 9 | 7 |
| \$60,000-\$79,000 | 4 | 2 |
| \$80,000-\$99,000 | 1 | 1 |
| \$100,000-\$119,000 | 1 | 1 |
| \$120,000-\$139,000 | - | - |
| \$140,000-\$159,000 | 1 | 1 |
| \$160,000-\$179,000 | 2 | 2 |

Remuneration includes salary, performance bonuses and motor vehicle allowances received in their capacity as employees.

Waikato Innovation Park

The number of employees is calculated as FTEs.

| | 2014 | |
|--|------------------------|-------|
| Number of FTEs | | 17.72 |
| Number of FTEs earning <\$60k p/a | | 3.12 |
| Number of FTEs earning >\$60k p/a | | 14.6 |
| Number of FTEs earning >\$60k grouped into \$20k bands | | |
| | ! \$60,000- \$79,000 | 5.1 |
| | ! \$80,000- \$99,000 | 5.5 |
| | ! \$100,000- \$119,000 | 3 |
| | ! \$120,000- \$139,000 | 0 |
| | ! \$140,000-\$159,000 | 1 |

- 4) The average pay rise over the last two years for all employees;
 - a. for all employees earning less than \$60,000;
 - b. for the ten highest earning employees;
 - c. and for the highest earning employee.

Hamilton City Council employees

All four questions above will be answered for the most recent remuneration review period. This was recently completed and effective from 1 July 2014- so will be compared against staff salaries at the point of the review. This was only completed for salaried staff, with wage negotiations for other staff still to be completed. The Chief Executive's salary was reviewed in a separate process, and is the increase from 30 June 2013 to 30 June 2014, which was reported in the HCC Annual Report.

| | Percentage |
|--|------------|
| Average of all salaried staff* | 3.3% |
| Avg for all salaried employees earning less than \$60,000; | 3.5% |
| Avg for the ten highest earning employees | 3.0% |
| The highest earning employee. | 2.8% |

Hamilton City Council CCOs

Waikato Regional Airport (Hamilton International Airport)

| | 2014 | 2013 |
|-----------------------------|------|------|
| % increase (all) | 3.7% | 3.5% |
| % increase (<\$60k) | 3.4% | 3.1% |
| % increase (top10) | 4.0% | 3.0% |
| % increase (highest single) | 0.0% | 3.5% |

Waikato Innovation Park

| | Percentage |
|--|------------|
| Average of all employees | 0.8% |
| Avg for all salaried employees earning less than \$60,000; | 0.5% |
| Avg for the ten highest earning employees | 0.9% |
| The highest earning employee. | 0% |

5) Details of how many employees of Council, or significant subsidiaries, are currently employed on minimum wage

HCC has four employees earning the minimum wage. These roles are made up of interns and part time staff.

Waikato Regional Airport has one employee earning the minimum wage.

Yours sincerely



OllyTe Ua
General Manager Organisational Development