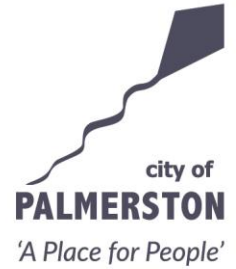


# CHIEF EXECUTIVE OFFICER ALLOWANCES AND OTHER BENEFITS



## COUNCIL POLICY

### PURPOSE

The purpose of this policy is to outline the allowances and other benefits included in the Chief Executive Officer's (CEO) total remuneration package, including allowances, vehicle provisions and accommodation.

### PRINCIPLES

City of Palmerston is committed to offering competitive conditions, including allowances and other benefits, that attract and retain high calibre CEOs whilst ensuring financial responsibility.

### DEFINITIONS

For the purposes of this Policy, the following definitions apply:

TERM	DEFINITION
Allowance	A sum of money permitted to be paid to the CEO to meet the needs of a specific expense, for example relocation allowance.
Benefit	An entitlement which is believed to or perceived to be of value to the person receiving it, for example, the use of a computer for personal use
Fringe Benefit	An extra benefit supplementing an employee's money, wage, or salary, for example a private use car.

### POLICY STATEMENT

#### 1. Private Use Vehicle

- 1.1. The CEO is entitled to private use of a fully maintained council vehicle. Usage for both private and council-related purposes must be in accordance with the City of Palmerston Fleet Management and Vehicle Usage Policy.
- 1.2. The type and annual value of vehicle will be specified in the CEO's employment contract.

- 1.3. City of Palmerston will pay for fuel costs, registration, insurance, maintenance, and repairs for all approved business and personal use for the Council owned vehicle while the vehicle is in the Northern Territory. Runnings costs, including fuel, outside the Northern Territory are to be paid for by the CEO.
- 1.4. The CEO must keep the Council owned vehicle clean.
- 1.5. The Council owned vehicle assigned to the CEO may be driven by the CEO's immediate family members.

## 2. Accommodation Allowance

- 2.1. The CEO is not entitled to a residential accommodation allowance.

## 3. Relocation Assistance

- 3.1. City of Palmerston will pay relocation expenses for an incoming CEO as determined on production of documentary evidence. Reasonable costs for the relocation of furniture, household goods, personal effects, the transport of vehicles and pets, temporary accommodation and travel costs of the CEO and their immediate family may be reimbursed.
- 3.2. The value of relocation assistance will be specified in the CEO's employment contract.
- 3.3. If the CEO resigns or is terminated within 12 months of commencement, they will be required to repay 100% of the relocation costs. If the CEO resigns after one year but within two years, they will be required to repay 50% of the allowance paid.
- 3.4. A departing CEO will not be entitled to repatriation expenses.

## 4. Superannuation

- 4.1. Superannuation will be paid per the Superannuation Guarantee.
- 4.2. The CEO may contribute funds from their normal salary to increase the amount deposited in their superannuation fund as part of a salary sacrificing arrangement.

## 5. Professional Development

- 5.1. City of Palmerston will provide the CEO with a professional development allowance and subscriptions to relevant professional associations.
- 5.2. The value professional development allowance will be specified in the CEO's employment contract.

## 6. Other Benefits

- 6.1. City of Palmerston will pay fringe benefit tax that may apply as a result of a payment of any additional benefits, or a payment or reimbursement of expenses incurred by the CEO performing the functions of their role.



## POLICY DETAILS

OWNER	CEO	RESPONSIBLE OFFICER	CEO
APPROVAL DATE	1 October 2024	NEXT REVIEW DUE	1 October 2028
RECORDS NUMBER	611987	COUNCIL DECISION	10/1565