

Summary - SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages	1	423 684	478 963	503 873	576 977	576 977	575 074	584 097	632 088	676 305
Pension and UIF Contributions		29 647	33 616	34 915	26 408	26 408	25 971	40 337	40 815	43 346
Medical Aid Contributions		6 492	6 475	7 985	6 029	6 029	5 882	9 354	11 956	12 896
Motor Vehicle Allowance		82 158	69 296	72 630	57 067	57 067	57 429	71 915	62 592	66 183
Cellphone Allowance		2 305	5 211	8 626	14 254	14 254	15 788	10 723	14 061	15 001
Housing Allowances		15 081	21 270	25 619	26 657	26 657	27 248	29 658	31 250	33 154
Other benefits and allowances		24 648	16 269	20 118	21 957	21 957	21 957	25 341	31 961	33 932
Sub Total - Councillors		584 014	631 101	673 766	729 349	729 349	729 350	771 425	824 723	880 817
% increase	4		8.1%	6.8%	8.2%			5.8%	6.9%	6.8%
Senior Managers of the Municipality										
Basic Salaries and Wages	2	211 238	119 214	179 553	218 188	216 193	216 193	243 169	260 535	277 368
Pension and UIF Contributions		7 657	4 106	5 153	7 702	8 492	8 492	10 364	10 595	11 160
Medical Aid Contributions		1 577	596	988	1 523	1 486	1 486	1 722	1 818	1 944
Overtime										
Performance Bonus		7 915	1 913	3 856	15 483	14 899	14 899	18 333	20 948	22 489
Motor Vehicle Allowance		13 809	10 475	11 063	11 476	12 229	12 229	15 868	15 929	16 840
Cellphone Allowance		897	585	885	1 382	1 105	1 105	1 330	1 272	1 332
Housing Allowances		823	4		586	586	586	965	164	170
Other benefits and allowances		13 452	4 226	8 769	5 790	5 852	5 852	8 808	9 062	9 653
Payments in lieu of leave										
Long service awards					33			36	38	40
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		257 368	141 119	210 267	262 162	260 841	260 841	300 593	320 361	340 996
% increase	4		(45.2%)	49.0%	24.7%	(0.5%)		15.2%	6.6%	6.4%
Other Municipal Staff										
Basic Salaries and Wages		18 294 182	20 173 635	22 754 567	25 572 321	25 236 098	24 531 666	27 995 785	30 081 336	32 189 038
Pension and UIF Contributions		4 574 768	3 696 525	3 988 035	4 707 212	4 603 131	4 569 738	5 136 038	5 513 719	5 906 636
Medical Aid Contributions		1 524 532	1 625 303	2 219 846	2 272 511	2 266 534	2 268 293	2 422 867	2 613 948	2 795 949
Overtime		1 617 159	1 772 587	1 824 788	1 530 699	1 642 613	1 853 965	1 641 439	1 763 789	1 868 105
Performance Bonus		231 628	190 791	214 236	308 115	285 942	285 942	326 744	347 167	370 386
Motor Vehicle Allowance		889 594	942 095	997 777	1 267 775	1 267 642	1 305 772	1 409 187	1 514 411	1 621 832
Cellphone Allowance		73 655	58 619	100 761	66 269	67 585	72 780	71 445	75 869	89 410
Housing Allowances		136 323	93 984	99 533	155 126	158 641	155 098	183 545	195 184	207 600
Other benefits and allowances		786 719	1 307 107	1 079 574	1 048 417	1 077 141	1 169 460	1 226 423	1 301 815	1 301 815
Payments in lieu of leave		375 284	428 654	263 909	318 033	340 837	341 410	336 638	356 849	382 077
Long service awards		104 449	167 253	119 552	134 260	136 031	136 058	135 491	145 791	157 112
Post-retirement benefit obligations		1 293 478	1 017 990	1 552 074	388 655	388 156	388 156	576 001	605 433	635 544
Sub Total - Other Municipal Staff		29 901 769	31 474 542	35 214 652	37 769 394	37 470 351	36 972 991	41 404 639	44 439 918	47 525 505
% increase	4		5.3%	11.9%	7.3%	(0.8%)	(1.3%)	12.0%	7.3%	6.9%
Total Parent Municipality		30 743 151	32 246 761	36 098 684	38 760 905	38 460 542	37 963 182	42 476 657	45 585 002	48 747 318
% increase	4		4.9%	11.9%	7.4%	(0.8%)	(1.3%)	11.9%	7.3%	6.9%
Board Members of Entities										
Basic Salaries and Wages		4 231 532	9 372	4 096	5 604 545	5 438	5 438	5 902	6 275	6 738
Pension and UIF Contributions		742	742	246	550	550	550	651	685	732
Medical Aid Contributions		415	415	86	343	343	343	406	427	456
Overtime										
Performance Bonus										
Motor Vehicle Allowance		684	804	171	780	780	780	923	971	1 038
Cellphone Allowance		69	69	29	91	91	91	108	113	121
Housing Allowances										
Other benefits and allowances		3 703	3 703	337	429	429	429	507	534	571
Board Fees		15 347	20 848	24 535	23 114	25 363	25 139	28 757	30 779	32 776
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities		4 252 492	35 953	29 500	5 629 852	32 994	32 770	37 253	39 783	42 432
% increase	4		(99.2%)	(17.9%)	18984.5%	(99.4%)	(0.7%)	13.7%	6.8%	6.7%
Senior Managers of Entities										
Basic Salaries and Wages		124 194	150 673	100 128	112 261	117 508	117 508	126 088	142 946	154 700
Pension and UIF Contributions		31 385	35 274	8 426	7 574	9 015	9 015	10 288	11 993	13 049
Medical Aid Contributions		17 460	17 286	2 179	2 217	2 386	2 386	2 998	3 590	3 946
Overtime		229	1 276	42	80	80	80	80	80	86
Performance Bonus		20 667	21 199	3 712	7 004	6 384	6 384	5 497	7 813	8 340
Motor Vehicle Allowance		4 202	5 089	3 448	4 649	4 386	4 386	5 733	6 280	6 858
Cellphone Allowance		68	96	480	354	447	447	749	1 019	1 077
Housing Allowances		133	167	163	176	176	176	233	261	273
Other benefits and allowances		19 366	19 785	8 052	3 047	2 647	2 647	2 866	2 515	2 671
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		217 704	250 845	126 630	137 361	143 029	143 029	154 533	176 498	191 000
% increase	4		15.2%	(49.5%)	8.5%	4.1%		8.0%	14.2%	8.2%
Other Staff of Entities										
Basic Salaries and Wages		2 056 009	2 253 685	2 520 831	2 929 966	3 022 931	3 013 523	3 122 902	3 346 566	3 575 997
Pension and UIF Contributions		254 607	288 256	366 312	410 046	442 057	432 007	508 832	543 413	581 159
Medical Aid Contributions		135 525	145 559	181 064	226 970	223 837	223 837	271 745	289 909	310 887
Overtime		253 943	286 051	285 708	236 655	233 195	232 561	288 614	306 367	326 394
Performance Bonus		183 807	196 395	143 953	246 097	242 486	241 579	260 903	277 414	295 010
Motor Vehicle Allowance		94 997	94 948	107 491	120 018	124 595	125 063	150 623	161 217	173 735
Cellphone Allowance		12 343	2 069	15 892	5 537	12 957	12 957	9 396	10 116	10 841
Housing Allowances		12 375	12 919	19 652	42 248	18 432	18 339	56 132	59 932	64 487
Other benefits and allowances		131 764	160 290	285 729	145 006	296 294	296 294	190 646	202 370	215 310
Payments in lieu of leave		11 141	24 837	25 148	21 529	23 290	23 582	35 386	37 922	39 031
Long service awards										
Post-retirement benefit obligations		7 221	7 230	2 062	2 147	2 352	2 352	2 624	4 357	4 580
Sub Total - Other Staff of Entities		3 153 732	3 472 239	3 953 842	4 386 219	4 642 426	4 622 094	4 897 802	5 239 584	5 596 631
% increase	4		10.1%	13.9%	10.9%	5.8%	(0.4%)	6.0%	7.0%	6.8%
Total Municipal Entities		7 623 929	3 759 036	4 109 971	10 153 432	4 818 448	4 797 893	5 089 589	5 455 866	5 830 063
TOTAL SALARY, ALLOWANCES & BENEFITS		38 367 080	36 005 798	40 208 656	48 914 338	43 278 990	42 761 075	47 566 246	51 040 868	54 577 382
% increase	4		(6.2%)	11.7%	21.7%	(11.5%)	(1.2%)	11.2%	7.3%	6.9%
TOTAL MANAGERS AND STAFF	5	33 530 574	35 338 744	39 505 390	42 555 137	42 516 647	41 998 955	46 757 568	50 176 361	53 654 132

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
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R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	30 978	26 569	27 566	31 286	31 286	31 286	31 903	34 136	36 525
Pension and UIF Contributions		1 855	2 627	2 833	3 303	3 303	3 303	3 328	3 561	3 811
Medical Aid Contributions		795	1 031	1 368	1 524	1 524	1 524	1 856	1 986	2 125
Motor Vehicle Allowance		7 076	10 414	10 796	12 907	12 907	12 907	12 944	13 850	14 820
Cellphone Allowance										
Housing Allowances		2 262	2 690	2 525	3 234	3 234	3 234	2 879	3 081	3 297
Other benefits and allowances										
Sub Total - Councillors		42 966	43 331	45 088	52 254	52 254	52 254	52 910	56 614	60 577
% increase	4		0.9%	4.1%	15.9%			1.3%	7.0%	7.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	5 840	4 154	3 537	8 717	13 628	13 628	15 026	15 867	16 756
Pension and UIF Contributions		854	590	667	1 580	2 247	2 247	2 734	2 886	3 046
Medical Aid Contributions		79	48	103	205	205	205	266	281	297
Overtime										
Performance Bonus										
Motor Vehicle Allowance		884	651	808	2 277	2 894	2 894	2 738	2 891	3 053
Cellphone Allowance										
Housing Allowances		36	4		77	77	77	83	83	83
Other benefits and allowances		2 039	1 267	959	1 621	1 652	1 652	2 273	2 400	2 534
Payments in lieu of leave										
Long service awards					33			36	38	40
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		9 733	6 715	6 074	14 510	20 704	20 704	23 157	24 447	25 810
% increase	4		(31.0%)	(9.5%)	138.9%	42.7%		11.8%	5.6%	5.6%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		596 333	606 290	654 048	775 458	773 874	773 874	851 398	899 393	949 762
Pension and UIF Contributions		115 507	118 568	126 960	144 765	145 200	145 200	155 271	163 810	172 815
Medical Aid Contributions		40 331	42 170	46 769	57 614	58 141	58 141	96 719	102 135	107 854
Overtime		50 916	62 099	80 707	57 128	57 148	57 148	60 348	63 728	67 297
Performance Bonus										
Motor Vehicle Allowance		17 834	16 766	17 823	25 328	24 175	24 175	26 800	28 301	29 885
Cellphone Allowance										
Housing Allowances		3 734	3 504	3 219	7 313	7 300	7 300	10 185	10 185	10 185
Other benefits and allowances		84 466	92 356	156 712	125 372	124 969	124 969	139 402	147 183	155 400
Payments in lieu of leave		25 320	20 868	22 094	13 000	13 000	13 000	7 307	7 819	8 366
Long service awards		12 194	13 225	14 840	16 727	16 613	16 613	17 033	17 987	18 994
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		946 633	975 846	1 123 172	1 222 705	1 220 421	1 220 421	1 364 462	1 440 540	1 520 558
% increase	4		3.1%	15.1%	8.9%	(0.2%)		11.8%	5.6%	5.6%
Total Parent Municipality		999 331	1 025 891	1 174 333	1 289 469	1 293 379	1 293 379	1 440 529	1 521 601	1 606 945
% increase	4		2.7%	14.5%	9.8%	0.3%		11.4%	5.6%	5.6%
<u>Board Members of Entities</u>										
Basic Salaries and Wages								96	125	172
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities								96	125	172
% increase	4								30.0%	37.6%
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages								1 004	1 075	1 150
Pension and UIF Contributions								184	197	211
Medical Aid Contributions								91	98	105
Overtime										
Performance Bonus										
Motor Vehicle Allowance								310	331	355
Cellphone Allowance										
Housing Allowances								25	41	41
Other benefits and allowances								104	111	118
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities								1 718	1 853	1 979
% increase	4								7.8%	6.8%
<u>Other Staff of Entities</u>										
Basic Salaries and Wages								180	192	206
Pension and UIF Contributions								34	37	39
Medical Aid Contributions								91	98	105
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances								16	16	16
Other benefits and allowances								19	21	21
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities								341	365	388
% increase	4								7.1%	6.3%
Total Municipal Entities								2 155	2 342	2 539
TOTAL SALARY, ALLOWANCES & BENEFITS		999 331	1 025 891	1 174 333	1 289 469	1 293 379	1 293 379	1 442 684	1 523 943	1 609 484
% increase	4		2.7%	14.5%	9.8%	0.3%		11.5%	5.6%	5.6%
TOTAL MANAGERS AND STAFF	5	956 366	982 560	1 129 246	1 237 215	1 241 125	1 241 125	1 389 678	1 467 205	1 548 735

Eastern Cape: Nelson Mandela Bay(NMA) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)	1									
Basic Salaries and Wages		48 591	50 973	52 955	57 752	57 752	57 752	62 083	67 050	72 749
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance		1 513	1 604	2 534	2 760	2 760	2 760	2 967	3 204	3 476
Housing Allowances										
Other benefits and allowances			432	83	464	464	464	499	539	585
Sub Total - Councillors		50 104	53 010	55 572	60 976	60 976	60 976	65 549	70 793	76 811
% increase	4		5.8%	4.8%	9.7%			7.5%	8.0%	8.5%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		9 150	8 286	9 035	22 445	21 330	21 330	21 500	23 417	25 641
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus		740	36	(2 428)	3 151	2 752	2 752	3 010	3 266	3 559
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		9 890	8 322	6 607	25 596	24 082	24 082	24 510	26 683	29 200
% increase	4		(15.9%)	(20.6%)	287.4%	(5.9%)		1.8%	8.9%	9.4%
Other Municipal Staff										
Basic Salaries and Wages		1 138 808	1 076 584	1 198 159	1 448 498	1 423 225	1 423 225	1 573 421	1 718 264	1 877 647
Pension and UIF Contributions		184 609	187 171	198 952	224 349	230 176	230 176	245 247	267 311	292 703
Medical Aid Contributions		101 949	106 482	114 914	120 108	120 368	120 368	130 517	142 260	155 773
Overtime		74 052	83 919	106 681	94 108	97 194	97 194	105 184	114 736	125 953
Performance Bonus		18 916	19 489	23 995	23 538	28 034	28 034	31 820	34 691	37 994
Motor Vehicle Allowance		52 877	58 299	60 972	64 396	65 236	65 236	68 101	74 162	81 197
Cellphone Allowance		41	33	26	34	52	52	56	62	67
Housing Allowances		8 046	7 325	6 542	6 619	7 597	7 597	8 351	9 102	9 965
Other benefits and allowances		97 955	78 919	93 712	83 675	84 843	84 843	99 648	108 245	118 191
Payments in lieu of leave		28 692		14 464	11 885	11 945	11 945	12 841	13 871	15 047
Long service awards		29 586	32 089	39 531	33 142	36 939	36 939	40 342	43 280	47 030
Post-retirement benefit obligations		285 301	58 201	(113 478)	48 467	48 467	48 467	52 102	56 270	61 053
Sub Total - Other Municipal Staff		2 020 832	1 708 511	1 744 471	2 158 819	2 154 075	2 154 075	2 367 630	2 582 254	2 822 622
% increase	4		(15.5%)	2.1%	23.8%	(0.2%)		9.9%	9.1%	9.3%
Total Parent Municipality		2 080 826	1 769 843	1 806 650	2 245 390	2 239 133	2 239 133	2 457 689	2 679 730	2 928 632
% increase	4		(14.9%)	2.1%	24.3%	(0.3%)		9.8%	9.0%	9.3%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages		2 535	3 829	4 151	5 089	5 089	5 089	5 745	6 147	6 578
Pension and UIF Contributions		260	480	559	598	598	598	862	922	987
Medical Aid Contributions		193	129	137	146	146	146	450	482	515
Overtime										
Performance Bonus		360	396		567	567	567	750	803	859
Motor Vehicle Allowance		108	108	108	116	116	116	108	116	124
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances				530						
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		3 457	4 942	5 485	6 516	6 516	6 516	7 915	8 469	9 062
% increase	4		43.0%	11.0%	18.8%			21.5%	7.0%	7.0%
Other Staff of Entities										
Basic Salaries and Wages		2 387	2 080	3 651	4 554	4 554	4 554	5 172	5 534	5 921
Pension and UIF Contributions		307	371	498	533	533	533	776	830	888
Medical Aid Contributions		146	188	329	352	352	352	420	449	481
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		147	200	380	324	324	324	450	482	515
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		2 988	2 839	4 858	5 763	5 763	5 763	6 818	7 295	7 806
% increase	4		(5.0%)	71.1%	18.6%			18.3%	7.0%	7.0%
Total Municipal Entities		6 444	7 781	10 343	12 279	12 279	12 279	14 733	15 764	16 867
TOTAL SALARY, ALLOWANCES & BENEFITS		2 087 270	1 777 624	1 816 993	2 257 669	2 251 411	2 251 411	2 472 422	2 695 494	2 945 500
% increase	4		(14.8%)	2.2%	24.3%	(0.3%)		9.8%	9.0%	9.3%
TOTAL MANAGERS AND STAFF	5	2 037 166	1 724 614	1 761 421	2 196 693	2 190 435	2 190 435	2 406 872	2 624 700	2 868 689

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
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R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	28 122	28 818	30 051	32 215	32 215	32 215	34 313	36 200	38 191
Pension and UIF Contributions		2 237	3 067	3 166	3 494	3 494	3 494	3 528	3 722	3 926
Medical Aid Contributions		280	349	423	452	452	452	505	533	562
Motor Vehicle Allowance		9 744	10 062	10 571	11 251	11 251	11 251	11 605	12 243	12 917
Cellphone Allowance		792	1 172	2 753	2 587	2 587	2 587	2 570	2 712	2 861
Housing Allowances		142	142	142	177	177	177	150	159	167
Other benefits and allowances										
Sub Total - Councillors		41 318	43 610	47 107	50 178	50 178	50 178	52 672	55 568	58 625
% increase	4		5.5%	8.0%	6.5%			5.0%	5.5%	5.5%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	10 359	10 752	14 940	14 139	14 139	14 139	17 917	19 081	20 226
Pension and UIF Contributions		661		752	749	749	749	590	629	666
Medical Aid Contributions		220		251	249	249	249	265	282	299
Overtime										
Performance Bonus					3 446	3 446	3 446	3 892	4 145	4 394
Motor Vehicle Allowance		1 860	2 163	2 145	2 093	2 093	2 093	2 766	2 946	3 122
Cellphone Allowance				183	181	181	181	215	229	243
Housing Allowances										
Other benefits and allowances		284		393	1	1	1	1	1	1
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		13 384	12 916	18 664	20 859	20 859	20 859	25 646	27 313	28 952
% increase	4		(3.5%)	44.5%	11.8%			22.9%	6.5%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		557 209	615 020	651 397	745 940	746 240	746 240	940 929	1 002 089	1 062 214
Pension and UIF Contributions		91 110	100 789	89 519	120 378	120 378	120 378	152 933	162 874	172 648
Medical Aid Contributions		37 624	45 719	44 304	70 116	70 116	70 116	98 128	104 506	110 776
Overtime		73 301	96 852	87 254	58 046	61 246	61 246	57 127	60 785	64 448
Performance Bonus										
Motor Vehicle Allowance		52 189	60 629	55 134	67 385	67 501	67 501	78 486	83 588	88 603
Cellphone Allowance				24 924	3 187	3 187	3 187	3 113	3 315	3 514
Housing Allowances		3 039	3 045	2 262	6 349	6 349	6 349	12 933	13 773	14 600
Other benefits and allowances		186	13 487	10 592	30 829	31 494	31 494	36 863	39 259	41 615
Payments in lieu of leave										
Long service awards			2 270							
Post-retirement benefit obligations		18 821	18 544	5 234	25 939	25 939	25 939	27 236	29 006	30 747
Sub Total - Other Municipal Staff		833 479	956 354	970 618	1 128 169	1 132 451	1 132 451	1 407 747	1 499 195	1 589 164
% increase	4		14.7%	1.5%	16.2%	0.4%		24.3%	6.5%	6.0%
Total Parent Municipality		888 181	1 012 880	1 036 389	1 199 206	1 203 488	1 203 488	1 486 064	1 582 077	1 676 740
% increase	4		14.0%	2.3%	15.7%	0.4%		23.5%	6.5%	6.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees		225	1 276	1 248	1 515	1 464	1 464	1 544	1 637	1 751
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities		225	1 276	1 248	1 515	1 464	1 464	1 544	1 637	1 751
% increase	4		467.2%	(2.2%)	21.4%	(3.4%)		5.5%	6.0%	7.0%
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages		10 270	10 986	5 582	13 577	13 577	13 577	19 579	23 044	27 123
Pension and UIF Contributions		198	565		582	582	582	1 560	1 837	2 162
Medical Aid Contributions		269	383		609	609	609	915	1 077	1 268
Overtime		169	1 196							
Performance Bonus			79							
Motor Vehicle Allowance			6		764	764	764	1 330	1 565	1 842
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		35	39	781	75	75	75			
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		10 941	13 254	6 364	15 607	15 607	15 607	23 384	27 523	32 395
% increase	4		21.1%	(52.0%)	145.3%			49.8%	17.7%	17.7%
<u>Other Staff of Entities</u>										
Basic Salaries and Wages		74 665	25 600	71 505	160 194	165 150	165 150	192 908	228 649	269 120
Pension and UIF Contributions		11 376	2 474	8 800	7 935	7 935	7 935	15 010	17 638	20 757
Medical Aid Contributions		6 022	1 087	12 456	9 488	9 488	9 488	13 906	16 367	19 264
Overtime		6 021	2 507	5 732	7 709	7 709	7 709	15 170	17 855	21 015
Performance Bonus			28							
Motor Vehicle Allowance		541	82	622	5 559	5 559	5 559	9 444	11 537	13 579
Cellphone Allowance		11 991	2 047	10 163				722	850	999
Housing Allowances					456	456	456	4 798	5 647	6 646
Other benefits and allowances		1 142	214	585	560	6 604	6 604	2 316	2 726	3 209
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		111 758	34 040	109 864	191 902	202 902	202 902	254 274	301 268	354 589
% increase	4		(69.5%)	222.8%	74.7%	5.7%		25.3%	18.5%	17.7%
Total Municipal Entities		122 924	48 570	117 476	209 024	219 972	219 972	279 202	330 428	388 735
TOTAL SALARY, ALLOWANCES & BENEFITS		1 011 105	1 061 450	1 153 865	1 408 229	1 423 460	1 423 460	1 765 266	1 912 505	2 065 475
% increase	4		5.0%	8.7%	22.0%	1.1%		24.0%	8.3%	8.0%
TOTAL MANAGERS AND STAFF	5	969 562	1 016 563	1 105 511	1 356 537	1 371 819	1 371 819	1 711 051	1 855 300	2 005 099

Gauteng: Ekurhuleni Metro(EKU) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>	1									
Basic Salaries and Wages		49 830	49 940	50 089	53 883	53 883	51 980	55 607	59 221	62 775
Pension and UIF Contributions		7 104	7 449	7 366	8 082	8 082	7 646	8 072	8 597	9 113
Medical Aid Contributions		2 095	2 161	2 105	2 405	2 405	2 257	2 673	2 847	3 018
Motor Vehicle Allowance		7 700	9 805	10 459	11 243	11 243	11 605	11 382	12 121	12 849
Cellphone Allowance			2 435	3 339	3 059	3 059	4 594	4 856	5 172	5 482
Housing Allowances		12 677	16 163	20 783	23 246	23 246	23 837	26 259	27 966	29 644
Other benefits and allowances										
Sub Total - Councillors		79 406	87 955	94 141	101 919	101 919	101 919	108 849	115 924	122 880
% increase	4		10.8%	7.0%	8.3%			6.8%	6.5%	6.0%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages		33 998		43 760	44 260	44 260	44 260	46 286	49 344	53 292
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus				4 558	4 708	4 708	4 708	6 289	6 729	7 267
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		445		1 823	1 878	1 878	1 878	2 557	2 736	2 955
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		34 444		50 142	50 847	50 847	50 847	55 132	58 809	63 514
% increase	4		(100.0%)		1.4%			8.4%	6.7%	8.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		2 395 505	3 132 609	3 660 016	3 452 178	3 354 667	2 989 010	3 836 939	4 120 521	4 361 477
Pension and UIF Contributions		620 615	658 631	669 968	751 135	740 942	755 546	809 409	862 021	913 742
Medical Aid Contributions		238 589	250 279	520 717	304 317	304 317	356 107	283 215	301 624	319 721
Overtime		393 765	471 338	471 338	361 678	361 678	524 509	386 723	411 860	436 571
Performance Bonus										
Motor Vehicle Allowance					175 855	175 855	215 601	225 015	239 641	254 019
Cellphone Allowance		10 955	13 589	13 589	12 166	12 166	17 708	15 671	16 690	17 692
Housing Allowances					47 712	47 712	44 444	56 355	60 018	63 619
Other benefits and allowances		42 195	11 024		32 538	32 538	32 538	32 287	34 386	36 449
Payments in lieu of leave		89 398	112 943		160 812	160 812	160 812	151 157	160 982	170 641
Long service awards		61 569	46 364	46 364	17 376	17 376	17 376	18 557	19 764	20 949
Post-retirement benefit obligations		222 497	270 751		80 174	80 174	80 174	77 026	82 033	86 955
Sub Total - Other Municipal Staff		4 075 089	4 967 529	5 381 993	5 395 941	5 288 237	5 193 824	5 892 355	6 309 540	6 681 836
% increase	4		21.9%	8.3%	0.3%	(2.0%)	(1.8%)	13.4%	7.1%	5.9%
Total Parent Municipality		4 188 939	5 055 483	5 526 276	5 548 707	5 441 002	5 346 590	6 056 336	6 484 273	6 868 230
% increase	4		20.7%	9.3%	0.4%	(1.9%)	(1.7%)	13.3%	7.1%	5.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages		4 223 382			5 599 553					
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance			120							
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees		3 039	2 960	3 310	3 868	3 868	3 644	3 890	4 130	4 394
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities		4 226 421	3 081	3 310	5 603 421	3 868	3 644	3 890	4 130	4 394
% increase	4		(99.9%)	7.4%	169185.2%	(99.9%)	(5.8%)	6.8%	6.2%	6.4%
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages		7 239	6 291	10 456	9 178	9 178	9 178	9 942	10 770	11 578
Pension and UIF Contributions		1 441	1 906	1 851	2 142	2 142	2 142	2 316	2 505	2 700
Medical Aid Contributions		316								
Overtime										
Performance Bonus		559				500	500			
Motor Vehicle Allowance		853	927	761	967	967	967	1 051	1 142	1 230
Cellphone Allowance		19	19	19	29	29	29	29	29	29
Housing Allowances										
Other benefits and allowances		160	671	1 097	195	195	195	213	233	256
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		10 588	9 814	14 183	12 511	13 011	13 011	13 551	14 679	15 792
% increase	4		(7.3%)	44.5%	(11.8%)	4.0%		4.2%	8.3%	7.6%
<u>Other Staff of Entities</u>										
Basic Salaries and Wages		77 048	96 290	104 286	147 347	147 347	138 371	155 253	162 527	173 045
Pension and UIF Contributions		26 219	34 399	35 993	48 457	48 457	38 407	45 523	49 646	52 838
Medical Aid Contributions		207	250	279	1 385	615	615	1 504	1 591	1 701
Overtime		6 878	8 996	10 792	11 751	11 751	11 117	15 657	17 146	18 433
Performance Bonus			6 643	6 758	11 000	11 000	10 093	10 991	12 232	13 060
Motor Vehicle Allowance		3 395	4 388	4 238	4 321	4 321	4 789	3 766	3 958	5 216
Cellphone Allowance		22	22	27	27	27	27	27	30	30
Housing Allowances			892	1 020	1 535	1 535	1 443	1 786	1 926	2 068
Other benefits and allowances		11 459	795	676	519	519	519	974	662	796
Payments in lieu of leave			13 417	18 618	18 289	18 289	18 581	26 717	28 690	29 235
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		125 227	166 093	182 687	244 631	243 861	223 961	262 199	278 407	296 421
% increase	4		32.6%	10.0%	33.9%	(0.3%)	(8.2%)	17.1%	6.2%	6.5%
Total Municipal Entities		4 362 236	178 987	200 180	5 860 562	260 739	240 615	279 640	297 216	316 606
TOTAL SALARY, ALLOWANCES & BENEFITS		8 551 175	5 234 470	5 726 456	11 409 269	5 701 742	5 587 205	6 335 976	6 781 489	7 184 836
% increase	4		(38.8%)	9.4%	99.2%	(50.0%)	(2.0%)	13.4%	7.0%	5.9%
TOTAL MANAGERS AND STAFF	5	4 245 347	5 143 435	5 629 005	5 703 929	5 595 955	5 481 642	6 223 237	6 661 435	7 057 563

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages	1	79 779	81 903	89 685	127 303	127 303	127 303	114 197	127 947	135 379
Pension and UIF Contributions		9 387	10 220	10 813	91	91	91	13 009	11 836	12 663
Medical Aid Contributions				23	21	21	21	2 528	4 621	4 944
Motor Vehicle Allowance		9 125	18 288	19 259	197	197	197	12 906	145	154
Cellphone Allowance					5 848	5 848	5 848	330	2 974	3 182
Housing Allowances								369	44	46
Other benefits and allowances				858	841	841	841	992	6 147	6 577
Sub Total - Councillors		98 291	110 411	120 639	134 301	134 301	134 301	144 331	153 714	162 945
% increase	4		12.3%	9.3%	11.3%			7.5%	6.5%	6.0%
Senior Managers of the Municipality										
Basic Salaries and Wages	2	96 763	18 736	21 731	40 760	38 239	38 239	43 363	46 987	48 598
Pension and UIF Contributions		2 194	881	637	2 024	2 148	2 148	2 326	2 106	2 168
Medical Aid Contributions		812	35	56	313	276	276	337	325	345
Overtime										
Performance Bonus		4 984	777	627	2 694	2 509	2 509	3 355	4 842	5 145
Motor Vehicle Allowance		4 507	1 248	772	1 754	1 890	1 890	2 766	2 091	2 207
Cellphone Allowance		357			4	4	4	152	37	40
Housing Allowances		787			509	509	509	882	81	87
Other benefits and allowances		1 624	584	2 711	198	228	228	515	220	232
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		112 027	22 261	26 534	48 256	45 803	45 803	53 696	56 689	58 823
% increase	4		(80.1%)	19.2%	81.9%	(5.1%)		17.2%	5.6%	3.8%
Other Municipal Staff										
Basic Salaries and Wages		2 526 895	2 521 475	2 865 544	3 232 133	3 233 211	3 233 211	3 552 060	3 787 686	4 015 028
Pension and UIF Contributions		320 140	293 372	364 543	438 865	431 129	431 129	462 372	489 508	519 583
Medical Aid Contributions		214 614	188 989	251 928	274 244	271 143	271 143	304 084	324 762	342 690
Overtime		69 607	13 926	47 704	107 064	113 307	113 307	86 481	94 311	102 354
Performance Bonus		212 237	171 003	189 995	284 407	257 739	257 739	294 755	312 307	332 224
Motor Vehicle Allowance		182 680	184 391	215 194	272 179	250 167	250 167	281 612	308 668	327 425
Cellphone Allowance		21 829	320	12 565	12	12	12	14	14	14
Housing Allowances		49 262	10 336	20 052	20 216	18 254	18 254	24 050	25 084	26 590
Other benefits and allowances		191 333	680 377	242 942	251 304	259 960	259 960	264 433	264 007	277 949
Payments in lieu of leave		19 610	30 377	80 173	16 786	36 451	36 451	34 246	31 712	33 750
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		3 808 207	4 094 565	4 290 640	4 897 210	4 871 373	4 871 373	5 304 107	5 638 060	5 977 607
% increase	4		7.5%	4.8%	14.1%	(0.5%)		8.9%	6.3%	6.0%
Total Parent Municipality		4 018 525	4 227 237	4 437 813	5 079 767	5 051 477	5 051 477	5 502 134	5 848 463	6 199 375
% increase	4		5.2%	5.0%	14.5%	(0.6%)		8.9%	6.3%	6.0%
Board Members of Entities										
Basic Salaries and Wages		8 150	9 372	4 096	4 992	5 438	5 438	5 806	6 150	6 566
Pension and UIF Contributions		742	742	246	550	550	550	651	685	732
Medical Aid Contributions		415	415	86	343	343	343	406	427	456
Overtime										
Performance Bonus										
Motor Vehicle Allowance		684	684	171	780	780	780	923	971	1 038
Cellphone Allowance		69	69	29	91	91	91	108	113	121
Housing Allowances										
Other benefits and allowances		3 703	3 703	337	429	429	429	507	534	571
Board Fees		10 750	12 668	13 597	13 303	15 025	15 025	17 761	18 843	19 999
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities		24 513	27 653	18 562	20 488	22 656	22 656	26 161	27 722	29 483
% increase	4		12.8%	(32.9%)	10.4%	10.6%		15.5%	6.0%	6.4%
Senior Managers of Entities										
Basic Salaries and Wages		88 955	111 651	55 348	45 516	55 106	55 106	47 752	56 472	60 295
Pension and UIF Contributions		28 289	30 854	4 410	2 189	3 660	3 660	3 173	4 191	4 503
Medical Aid Contributions		16 406	16 467	1 726	1 098	1 272	1 272	1 101	1 466	1 564
Overtime										
Performance Bonus		19 323	20 429	3 398	6 094	4 974	4 974	4 310	6 550	6 996
Motor Vehicle Allowance		3 104	3 645	1 577	2 646	2 383	2 383	1 699	1 822	1 936
Cellphone Allowance		49	33	386	325	418	418	274	440	470
Housing Allowances		7	7							
Other benefits and allowances		19 170	18 779	4 339	1 826	1 491	1 491	1 324	855	904
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		175 303	201 866	71 184	59 694	69 304	69 304	59 633	71 797	76 667
% increase	4		15.2%	(64.7%)	(16.1%)	16.1%		(14.0%)	20.4%	6.8%
Other Staff of Entities										
Basic Salaries and Wages		1 783 952	2 004 475	2 199 513	2 438 612	2 532 038	2 532 038	2 589 776	2 756 935	2 921 645
Pension and UIF Contributions		206 228	240 135	303 869	330 126	362 418	362 418	422 768	449 055	478 829
Medical Aid Contributions		122 102	135 073	158 887	206 809	204 460	204 460	246 453	261 515	278 121
Overtime		235 130	268 924	262 991	213 278	209 820	209 820	253 671	267 016	282 335
Performance Bonus		182 934	187 003	133 735	230 889	227 278	227 278	245 426	260 450	276 966
Motor Vehicle Allowance		85 247	87 692	97 351	108 502	113 080	113 080	130 978	138 933	147 791
Cellphone Allowance		331		5 403	5 510	12 930	12 930	7 951	8 437	8 972
Housing Allowances		10 393	9 845	15 997	37 109	13 293	13 293	46 190	48 817	52 044
Other benefits and allowances		111 424	150 202	280 187	138 722	284 175	284 175	182 695	194 017	206 041
Payments in lieu of leave		11 141	11 420	6 530	3 240	5 001	5 001	8 669	9 232	9 796
Long service awards										
Post-retirement benefit obligations		7 221	7 230	2 062	2 147	2 352	2 352	2 624	4 357	4 580
Sub Total - Other Staff of Entities		2 756 103	3 101 999	3 466 526	3 714 944	3 966 846	3 966 846	4 137 199	4 398 764	4 667 120
% increase	4		12.6%	11.8%	7.2%	6.8%		4.3%	6.3%	6.1%
Total Municipal Entities		2 955 919	3 331 518	3 556 271	3 795 126	4 058 806	4 058 806	4 222 993	4 498 283	4 773 270
TOTAL SALARY, ALLOWANCES & BENEFITS		6 974 444	7 558 755	7 994 084	8 874 893	9 110 283	9 110 283	9 725 127	10 346 746	10 972 645
% increase	4		8.4%	5.8%	11.0%	2.7%		6.7%	6.4%	6.0%
TOTAL MANAGERS AND STAFF	5	6 851 640	7 420 691	7 854 883	8 720 104	8 953 326	8 953 326	9 554 635	10 165 310	10 780 217

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	60 436	90 230	94 547	103 077	103 077	103 077	109 249	120 174	132 192
Pension and UIF Contributions		25								
Medical Aid Contributions										
Motor Vehicle Allowance		28 945	69	73						
Cellphone Allowance										
Housing Allowances			2 274	2 168						
Other benefits and allowances										
Sub Total - Councillors		89 405	92 573	96 789	103 077	103 077	103 077	109 249	120 174	132 192
% increase	4		3.5%	4.6%	6.5%			6.0%	10.0%	10.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	27 618	43 822	50 601	46 453	43 181	43 181	50 618	53 959	57 521
Pension and UIF Contributions		1 801								
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance		4 169	3 018	3 445						
Cellphone Allowance		540	585	702	1 017	741	741	784	827	870
Housing Allowances										
Other benefits and allowances		7 173	494	394						
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		41 301	47 919	55 143	47 470	43 922	43 922	51 402	54 786	58 391
% increase	4		16.0%	15.1%	(13.9%)	(7.5%)		17.0%	6.6%	6.6%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		3 003 359	3 317 865	3 752 576	4 276 539	4 200 195	4 200 195	4 555 383	4 819 200	5 098 296
Pension and UIF Contributions		685 018	827 561	911 275	1 017 674	989 365	989 365	1 086 474	1 149 489	1 216 159
Medical Aid Contributions		253 310	276 214	341 614	387 441	381 199	381 199	386 466	408 881	432 596
Overtime		302 507	270 646	303 652	169 351	187 582	187 582	187 582	187 582	187 582
Performance Bonus		475	299	246	171	169	169	169	169	169
Motor Vehicle Allowance		242 535	255 494	282 517	286 525	283 782	283 782	308 762	326 670	345 617
Cellphone Allowance		15 983	17 230	20 324	20 605	21 519	21 519	20 480	21 182	21 868
Housing Allowances		21 984	22 624	22 557	22 058	21 904	21 904	23 914	25 301	26 768
Other benefits and allowances		189 944	229 063	308 457	259 246	261 612	261 612	317 889	332 948	348 881
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations		54 440	167 731	200 793	62 360	61 838	61 838	229 686	237 724	245 569
Sub Total - Other Municipal Staff		4 769 556	5 384 728	6 144 010	6 501 970	6 409 164	6 409 164	7 116 804	7 509 147	7 923 506
% increase	4		12.9%	14.1%	5.8%	(1.4%)		11.0%	5.5%	5.5%
Total Parent Municipality		4 900 262	5 525 220	6 295 941	6 652 517	6 556 163	6 556 163	7 277 455	7 684 107	8 114 089
% increase	4		12.8%	13.9%	5.7%	(1.4%)		11.0%	5.6%	5.6%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees		684	2 974	5 381	3 466	4 060	4 060	4 549	5 089	5 477
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities		684	2 974	5 381	3 466	4 060	4 060	4 549	5 089	5 477
% increase	4		334.5%	80.9%	(35.6%)	17.1%		12.1%	11.9%	7.6%
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages		6 043	7 505	13 397	25 749	21 953	21 953	28 889	31 285	32 877
Pension and UIF Contributions		430	541	515	816	816	816	874	922	971
Medical Aid Contributions		175	199	192	230	230	230	300	317	334
Overtime										
Performance Bonus		166	295	314	343	343	343	437	461	485
Motor Vehicle Allowance		136	403	1 002	156	156	156	1 236	1 304	1 373
Cellphone Allowance			44	75				447	550	578
Housing Allowances		126	160	163	176	176	176	208	220	232
Other benefits and allowances			295	671	135	135	135	410	444	466
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		7 076	9 441	16 329	27 604	23 808	23 808	32 801	35 503	37 316
% increase	4		33.4%	73.0%	69.0%	(13.8%)		37.8%	8.2%	5.1%
<u>Other Staff of Entities</u>										
Basic Salaries and Wages		41 469	45 324	56 878	73 846	72 105	72 105	68 454	72 470	76 278
Pension and UIF Contributions		4 018	4 124	9 101	10 693	10 693	10 693	11 860	12 513	13 176
Medical Aid Contributions		6 163	6 821	7 538	8 756	8 756	8 756	9 192	9 697	10 211
Overtime		2 346	2 256	2 763	2 310	2 310	2 310	2 414	2 547	2 682
Performance Bonus				3 460	4 208	4 208	4 208	4 486	4 733	4 983
Motor Vehicle Allowance		5 814	2 786	5 279	1 635	1 635	1 635	6 436	6 790	7 149
Cellphone Allowance				299				696	800	841
Housing Allowances		1 982	2 181	2 635	3 148	3 148	3 148	3 342	3 526	3 713
Other benefits and allowances		5 914	5 424	1 876	2 277	2 277	2 277	1 589	1 680	1 768
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		67 706	68 916	89 829	106 873	105 131	105 131	108 469	114 754	120 802
% increase	4		1.8%	30.3%	19.0%	(1.6%)		3.2%	5.8%	5.3%
Total Municipal Entities		75 467	81 331	111 539	137 943	132 999	132 999	145 819	155 346	163 595
TOTAL SALARY, ALLOWANCES & BENEFITS		4 975 729	5 606 552	6 407 480	6 790 460	6 689 163	6 689 163	7 423 274	7 839 453	8 277 684
% increase	4		12.7%	14.3%	6.0%	(1.5%)		11.0%	5.6%	5.6%
TOTAL MANAGERS AND STAFF	5	4 885 639	5 511 004	6 305 311	6 683 917	6 582 026	6 582 026	7 309 476	7 714 190	8 140 015

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages	1	51 577	52 046	54 978	55 836	55 836	55 836	58 205	61 115	64 171
Pension and UIF Contributions		4 973	5 766	6 154	6 077	6 077	6 077	7 102	7 457	7 829
Medical Aid Contributions		3 321	2 933	4 066	1 627	1 627	1 627	1 792	1 969	2 247
Motor Vehicle Allowance		19 569	20 657	21 472	21 468	21 468	21 468	23 079	24 232	25 444
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		5 312	7 136	8 052	8 018	8 018	8 018	8 376	8 796	9 236
Sub Total - Councillors		84 752	88 538	94 721	93 026	93 026	93 026	98 554	103 569	108 928
% increase	4		4.5%	7.0%	(1.8%)			5.9%	5.1%	5.2%
Senior Managers of the Municipality										
Basic Salaries and Wages	2	13 493	14 847	15 203	20 233	20 233	20 233	25 530	26 920	28 280
Pension and UIF Contributions		696	1 250	1 774	1 956	1 956	1 956	3 209	3 337	3 504
Medical Aid Contributions		225	270	352	521	521	521	620	676	729
Overtime										
Performance Bonus		994	1 100	1 099	1 483	1 483	1 483	1 787	1 966	2 123
Motor Vehicle Allowance		1 829	2 950	3 436	4 784	4 784	4 784	6 984	7 333	7 733
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		1 656	1 850	2 151	2 005	2 005	2 005	3 380	3 616	3 833
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		18 893	22 267	24 015	30 983	30 983	30 983	41 510	43 848	46 202
% increase	4		17.9%	7.9%	29.0%			34.0%	5.6%	5.4%
Other Municipal Staff										
Basic Salaries and Wages	4	3 726 704	4 058 669	5 082 906	5 459 846	5 476 370	5 139 180	5 904 697	6 357 203	6 833 274
Pension and UIF Contributions		1 886 914	757 433	787 363	920 579	929 372	883 285	1 002 863	1 080 799	1 162 379
Medical Aid Contributions		240 903	276 118	406 979	496 278	504 969	453 858	522 601	575 439	617 233
Overtime		342 807	438 708	368 033	354 311	368 963	416 438	356 001	393 479	410 152
Performance Bonus										
Motor Vehicle Allowance		165 781	186 519	179 653	195 503	203 854	201 581	218 291	233 374	256 595
Cellphone Allowance		12 164	14 079	15 629	16 519	16 863	16 477	17 940	19 166	29 503
Housing Allowances		19 196	17 884	18 389	18 325	18 689	18 458	19 030	20 451	21 977
Other benefits and allowances		26 815	29 359	68 986	70 629	76 549	63 376	70 884	74 751	78 733
Payments in lieu of leave		127 710	182 469	13 051	15 000	15 000	15 000	16 500	17 738	19 068
Long service awards		664	292	994	750	750	777	758	758	758
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		6 549 658	5 961 530	6 941 982	7 547 739	7 611 378	7 208 431	8 129 567	8 773 158	9 429 672
% increase	4		(9.0%)	16.4%	8.7%	0.8%	(5.3%)	12.8%	7.9%	7.5%
Total Parent Municipality		6 653 303	6 072 335	7 060 719	7 671 747	7 735 387	7 332 440	8 269 630	8 920 575	9 584 802
% increase	4		(8.7%)	16.3%	8.7%	0.8%	(5.2%)	12.8%	7.9%	7.4%
Board Members of Entities										
Basic Salaries and Wages	4									
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees		648	969	999	962	947	947	1 013	1 080	1 155
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities		648	969	999	962	947	947	1 013	1 080	1 155
% increase	4		49.5%	3.1%	(3.7%)	(1.6%)		7.0%	6.6%	6.9%
Senior Managers of Entities										
Basic Salaries and Wages	4	9 153	10 412	11 194	13 152	12 605	12 605	13 177	14 153	15 100
Pension and UIF Contributions		767	929	1 092	1 248	1 218	1 218	1 318	1 419	1 516
Medical Aid Contributions		101	107	123	134	129	129	140	151	161
Overtime		60	80	42	80	80	80	80	80	86
Performance Bonus		258								
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances				634	816	751	751	816	872	927
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		10 339	11 528	13 085	15 430	14 783	14 783	15 531	16 675	17 790
% increase	4		11.5%	13.5%	17.9%	(4.2%)		5.1%	7.4%	6.7%
Other Staff of Entities										
Basic Salaries and Wages	4	76 488	79 916	84 997	105 414	101 737	101 306	111 159	120 259	129 782
Pension and UIF Contributions		6 458	6 753	8 051	12 302	12 020	12 020	12 860	13 696	14 631
Medical Aid Contributions		885	2 140	1 575	180	166	166	180	192	205
Overtime		3 568	3 368	3 431	1 607	1 605	1 605	1 702	1 803	1 929
Performance Bonus		873	2 720							
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		1 679	3 455	2 024	2 604	2 395	2 395	2 602	2 781	2 959
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		89 951	98 352	100 078	122 107	117 923	117 492	128 503	138 731	149 506
% increase	4		9.3%	1.8%	22.0%	(3.4%)	(0.4%)	9.4%	8.0%	7.8%
Total Municipal Entities		100 938	110 849	114 162	138 499	133 653	133 222	145 047	156 486	168 451
TOTAL SALARY, ALLOWANCES & BENEFITS		6 754 241	6 183 184	7 174 881	7 810 246	7 869 040	7 465 662	8 414 678	9 077 061	9 753 252
% increase	4		(8.5%)	16.0%	8.9%	0.8%	(5.1%)	12.7%	7.9%	7.4%
TOTAL MANAGERS AND STAFF	5	6 668 841	6 093 677	7 079 160	7 716 258	7 775 067	7 371 689	8 315 111	8 972 412	9 643 170

Western Cape: Cape Town(CPT) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	74 370	98 484	104 001	115 625	115 625	115 625	118 539	126 244	134 323
Pension and UIF Contributions		4 066	4 488	4 583	5 360	5 360	5 360	5 298	5 643	6 004
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		19 336	8 701	11 125	12 634	12 634	12 634	15 474	16 479	17 534
Sub Total - Councillors		97 772	111 673	119 709	133 619	133 619	133 619	139 311	148 366	157 861
% increase	4		14.2%	7.2%	11.6%			4.3%	6.5%	6.4%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	14 017	18 616	20 746	21 182	21 182	21 182	22 929	24 959	27 055
Pension and UIF Contributions		1 451	1 385	1 322	1 392	1 392	1 392	1 504	1 637	1 775
Medical Aid Contributions		240	243	226	234	234	234	233	253	274
Overtime										
Performance Bonus		1 197								
Motor Vehicle Allowance		560	445	456	567	567	567	614	668	724
Cellphone Allowance					179	179	179	179	179	179
Housing Allowances										
Other benefits and allowances		231	30	338	88	88	88	82	89	97
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		17 696	20 719	23 088	23 642	23 642	23 642	25 541	27 785	30 104
% increase	4		17.1%	11.4%	2.4%			8.0%	8.8%	8.3%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		4 349 369	4 845 122	4 889 922	6 181 730	6 028 317	6 026 731	6 780 959	7 376 980	7 991 341
Pension and UIF Contributions		670 854	753 001	839 455	1 089 465	1 016 568	1 014 658	1 221 469	1 337 906	1 456 607
Medical Aid Contributions		397 212	439 331	492 621	562 394	556 282	557 362	601 138	654 340	709 304
Overtime		310 205	335 100	359 418	329 014	395 495	396 541	401 992	437 309	473 748
Performance Bonus										
Motor Vehicle Allowance		175 698	179 998	186 485	180 604	197 072	197 729	202 120	220 008	238 489
Cellphone Allowance		12 682	13 367	13 704	13 746	13 786	13 824	14 171	15 440	16 752
Housing Allowances		31 061	29 266	26 512	26 534	30 836	30 792	28 727	31 269	33 896
Other benefits and allowances		153 825	172 522	198 172	194 824	205 175	205 321	208 053	225 644	244 598
Payments in lieu of leave		84 554	81 997	134 127	100 550	103 629	104 202	114 587	124 727	135 205
Long service awards		436	73 013	17 824	66 265	64 353	64 353	58 800	64 003	69 380
Post-retirement benefit obligations		712 420	502 763	1 459 526	171 715	171 738	171 738	189 951	200 399	211 220
Sub Total - Other Municipal Staff		6 898 316	7 425 480	8 617 766	8 916 841	8 783 251	8 783 251	9 821 967	10 688 025	11 580 540
% increase	4		7.6%	16.1%	3.5%	(1.5%)		11.8%	8.8%	8.4%
Total Parent Municipality		7 013 784	7 557 872	8 760 563	9 074 102	8 940 512	8 940 512	9 986 819	10 864 176	11 768 505
% increase	4		7.8%	15.9%	3.6%	(1.5%)		11.7%	8.8%	8.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		7 013 784	7 557 872	8 760 563	9 074 102	8 940 512	8 940 512	9 986 819	10 864 176	11 768 505
% increase	4		7.8%	15.9%	3.6%	(1.5%)		11.7%	8.8%	8.3%
TOTAL MANAGERS AND STAFF	5	6 916 012	7 446 199	8 640 854	8 940 483	8 806 893	8 806 893	9 847 508	10 715 810	11 610 644