

Free State: Mangaung(MAN) - Table SA23 Salaries, Allowances and Benefits per Councillor/Manager for 4th Quarter ended 30 June 2015

Disclosure of Salaries, Allowances and Benefits	Ref	Number	Salary	Contributions	Allowances	Performance Bonuses	In-kind Benefits	Total package
Rand per Annum	10			1			2	3
Councillors	4							
Speaker	5	1	944 813	18 230	88 268			1 051 311
Chief Whip		1	613 487	92 023	260 984			966 494
Executive Mayor		1	794 414	137 393	358 520			1 290 327
Deputy Executive Mayor		1	638 534	114 011	298 766			1 051 311
Executive Committee		10	6 066 690	941 377	2 594 159			9 602 226
Total for all other councillors		83	25 255 180	2 880 105	10 574 573			38 709 857
Total Councillors	9	97	34 313 118	4 183 139	14 175 270			52 671 527
Senior Managers of the Municipality	6							
Municipal Manager (MM)		1	2 234 194	46 335	282 173	506 986		3 069 688
Chief Finance Officer		1	1 532 428	495 564	43 294	410 418		2 481 704
Head Planning		1	1 795 813	273 600	1 873	410 418		2 481 704
Head Strategic Projects		1	1 649 080	210 000	42 663	376 509		2 278 252
Head Corporate Services		1	1 528 113	273 600	1 873	356 878		2 160 464
Head Social Services		1	1 573 114	146 400	291 416	398 346		2 409 276
List of each official with packages >= senior manager								
Senior Managers - Continued								
Head Waste and Fleet Management		1	1 528 113	273 600	1 873	356 878		2 160 464
Head Engineering Services		1	1 525 770	464 400	20 760	398 346		2 409 276
Head Human Settlements		1	1 490 644	210 000	367 925	409 874		2 478 443
Head Economic and Rural Development		1	1 146 085	205 200	1 405	267 659		1 620 349
Deputy Exec Director Monitoring and Evaluation		1	1 913 317	146 400	36 710			2 096 427
Total Senior Managers of the Municipality	9	11	17 916 671	2 745 099	1 091 965	3 892 312		25 646 047
A Heading for Each Entity	7,8							
List each member of board by designation								
Company Secretary		1	1 776 843					1 776 843
Chief Executive Officer		1	1 994 479					1 994 479
Chief Financial Officer		1	1 484 543					1 484 543
Executive Manager: Performance and Compliance		1	1 787 622					1 787 622
Executive Manager : Human Resources		1	1 282 716					1 282 716
Executive Manager: Engineering Wires		1	1 447 248					1 447 248
Executive Manager: Engineering Retail		1	1 386 274					1 386 274
BOARD MEMBERS								
LM MBALI (Chairperson)		1	381 900					381 900
FP ZITHA (Vice Chairperson)		1	254 604					254 604
SM ZIMU		1	151 260					151 260
KM MOROKA		1	151 260					151 260
NM MOKHESI		1	151 260					151 260
TJA MONGAKE		1	151 260					151 260
SG XULU		1	151 260					151 260
ZC UWAH		1	151 260					151 260
Total for municipal entities	9	15	12 703 788					12 703 788
TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION	10	123	64 933 577	6 928 238	15 267 235	3 892 312		91 021 362

References

1. Pension and medical aid
2. If benefits in kind are provided (e.g. provision of living quarters) the full market value must be shown as the cost to the municipality
3. Total package must equal the total cost to the municipality
4. List each political office bearer by designation. Provide a total for all other councillors
5. Political office bearer is defined in MFMA s 1: speaker, executive mayor, deputy executive mayor, member of executive committee, mayor, deputy mayor, member of mayoral committee, the councillor designated to exercise powers and duties of mayor (MSA s 57)
6. Also list each senior manager reporting to MM by designation and each official with package >= senior manager by designation
7. List each entity where municipality has an interest and state percentage ownership and control
8. List each senior manager reporting to the CEO of an Entity by designation
9. Must reconcile to relevant section of Table A24
10. Must reconcile to totals shown for the budget year of Table A22

Free State: Letsemeng(FS161) - Table SA23 Salaries, Allowances and Benefits per Councillor/Manager for 4th Quarter ended 30 June 2015

Disclosure of Salaries, Allowances and Benefits	Ref	Number	Salary	Contributions	Allowances	Performance Bonuses	In-kind Benefits	Total package
Rand per Annum	10			1			2	3
Councillors	4							
Speaker	5		672 764		60 280			733 044
Chief Whip			259 014		22 120			281 134
Executive Mayor								
Deputy Executive Mayor								
Executive Committee								
Total for all other councillors			1 866 222		413 600			2 279 822
Total Councillors	9		2 798 000		496 000			3 294 000
Senior Managers of the Municipality	6							
Municipal Manager (MM)			736 170		245 390			981 560
Chief Finance Officer			653 598		73 356			726 954
Director Corporate Services			572 400		203 520			775 920
Director Technical Services			572 400		203 520			775 920
Director Community Services			572 400		203 520			775 920
List of each official with packages >= senior manager								
Manager: Revenue and Budget			403 272	6 439	125 130			534 841
Manager: LED and IDP			403 272	6 276	250 767			660 315
Manager: Human Resource			403 272	5 922	245 512			654 706
Manager: Administration			403 272	5 856	208 724			617 852
Manager: Accounting services			441 470	6 729	298 078			746 277
Electrician			403 272	5 438	6 000			414 710
Technical Manager			403 272	7 498	220 113			630 883
Total Senior Managers of the Municipality	9		5 968 070	44 158	2 283 630			8 295 858
A Heading for Each Entity	7,8							
List each member of board by designation								
Total for municipal entities	9							
TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION	10		8 766 070	44 158	2 779 630			11 589 859

References

1. Pension and medical aid
2. If benefits in kind are provided (e.g. provision of living quarters) the full market value must be shown as the cost to the municipality
3. Total package must equal the total cost to the municipality
4. List each political office bearer by designation. Provide a total for all other councillors
5. Political office bearer is defined in MFMA s 1: speaker, executive mayor, deputy executive mayor, member of executive committee, mayor, deputy mayor, member of mayoral committee, the councillor designated to exercise powers and duties of mayor (MSA s 57)
6. Also list each senior manager reporting to MM by designation and each official with package >= senior manager by designation
7. List each entity where municipality has an interest and state percentage ownership and control
8. List each senior manager reporting to the CEO of an Entity by designation
9. Must reconcile to relevant section of Table A24
10. Must reconcile to totals shown for the budget year of Table A22

Free State: Kopanong(FS162) - Table SA23 Salaries, Allowances and Benefits per Councillor/Manager for 4th Quarter ended 30 June 2015

Disclosure of Salaries, Allowances and Benefits	Ref	Number	Salary	Contributions	Allowances	Performance Bonuses	In-kind Benefits	Total package
Rand per Annum	10			1			2	3
Councillors	4							
Speaker	5		321 782	93 129	149 978			564 889
Chief Whip			216 530	63 466	20 868			300 864
Executive Mayor			405 984	106 098	182 255			694 337
Deputy Executive Mayor								
Executive Committee			182 437	31 341	87 440			301 218
Total for all other councillors			1 687 428	205 098	746 167			2 638 693
Total Councillors	9		2 814 161	499 131	1 186 708			4 500 000
Senior Managers of the Municipality	6							
Municipal Manager (MM)			815 946	37 884	180 000			1 033 830
Chief Finance Officer			682 570	178 105	117 600			978 276
Community Services Director			588 272	60 833	192 000			841 105
Corporate Services director			733 069	130 806	72 000			935 874
Technical Services Director			689 572	122 648	120 000			932 220
List of each official with packages >= senior manager								
Budget and Treasury Manager			493 933	142 055	75 600			711 588
Revenue Manager			446 937	155 267	115 903			718 107
Supply Chain Manager			446 937	41 980	81 856			570 774
LED Manager			446 937	127 598	75 600			650 135
Project Management Unit Manager			603 920	24 149	75 600			703 669
Technical Services Manager			392 643	7 817	88 113			488 572
IDP Manager			446 937	81 070	75 600			603 607
Facilities Manager			392 643	108 246	81 856			582 745
Community Services Manager			446 937	133 134	80 698			660 769
Community Services Manager			446 937	134 817	75 600			657 354
Corporate Manager			392 643	108 246	75 600			576 488
Total Senior Managers of the Municipality	9		8 466 834	1 594 653	1 583 627			11 645 114
A Heading for Each Entity	7,8							
List each member of board by designation								
Total for municipal entities	9							
TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION	10		11 280 995	2 093 784	2 770 335			16 145 114

References

1. Pension and medical aid
2. If benefits in kind are provided (e.g. provision of living quarters) the full market value must be shown as the cost to the municipality
3. Total package must equal the total cost to the municipality
4. List each political office bearer by designation. Provide a total for all other councillors
5. Political office bearer is defined in MFMA s 1: speaker, executive mayor, deputy executive mayor, member of executive committee, mayor, deputy mayor, member of mayoral committee, the councillor designated to exercise powers and duties of mayor (MSA s 57)
6. Also list each senior manager reporting to MM by designation and each official with package >= senior manager by designation
7. List each entity where municipality has an interest and state percentage ownership and control
8. List each senior manager reporting to the CEO of an Entity by designation
9. Must reconcile to relevant section of Table A24
10. Must reconcile to totals shown for the budget year of Table A22

Free State: Mohokare(FS163) - Table SA23 Salaries, Allowances and Benefits per Councillor/Manager for 4th Quarter ended 30 June 2015

Disclosure of Salaries, Allowances and Benefits	Ref	Number	Salary	Contributions	Allowances	Performance Bonuses	In-kind Benefits	Total package
Rand per Annum	10			1			2	3
Councillors	4							
Speaker	5							
Chief Whip		1	194 261	31 919	85 622			311 801
Executive Mayor		1	512 883	132 266	201 700			846 849
Deputy Executive Mayor								
Executive Committee								
Total for all other councillors		9	1 663 408	217 172	569 605			2 450 185
Total Councillors	9	11	2 370 552	381 356	856 926			3 608 834
Senior Managers of the Municipality	6							
Municipal Manager (MM)		1	637 656	303 581	267 000	143 891		1 352 128
Chief Finance Officer		1	774 206	9 721		102 579		886 506
Director Corporate Services		1	491 502	44 066	150 000	102 579		788 147
Director Technical Services		1	654 020	205 966		102 579		962 566
List of each official with packages >= senior manager								
Total Senior Managers of the Municipality	9	4	2 557 384	563 334	417 000	451 629		3 989 347
A Heading for Each Entity	7,8							
List each member of board by designation								
Total for municipal entities	9							
TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION	10	15	4 927 935	944 691	1 273 926	451 629		7 598 181

References

1. Pension and medical aid
2. If benefits in kind are provided (e.g. provision of living quarters) the full market value must be shown as the cost to the municipality
3. Total package must equal the total cost to the municipality
4. List each political office bearer by designation. Provide a total for all other councillors
5. Political office bearer is defined in MFMA s 1: speaker, executive mayor, deputy executive mayor, member of executive committee, mayor, deputy mayor, member of mayoral committee, the councillor designated to exercise powers and duties of mayor (MSA s 57)
6. Also list each senior manager reporting to MM by designation and each official with package >= senior manager by designation
7. List each entity where municipality has an interest and state percentage ownership and control
8. List each senior manager reporting to the CEO of an Entity by designation
9. Must reconcile to relevant section of Table A24
10. Must reconcile to totals shown for the budget year of Table A22

Free State: Xhariep(DC16) - Table SA23 Salaries, Allowances and Benefits per Councillor/Manager for 4th Quarter ended 30 June 2015

Disclosure of Salaries, Allowances and Benefits	Ref	Number	Salary	Contributions	Allowances	Performance Bonuses	In-kind Benefits	Total package
Rand per Annum	10			1			2	3
Councillors	4							
Speaker	5		310 306	72 863	3 600			386 769
Chief Whip								
Executive Mayor			499 138	95 186	180 468			774 792
Deputy Executive Mayor								
Executive Committee			944 507	113 423	127 855			1 185 785
Total for all other councillors			766 183	408 847	135 138			1 310 168
Total Councillors	9		2 520 134	690 319	447 061			3 657 514
Senior Managers of the Municipality	6							
Municipal Manager (MM)			1 102 015	36 810	93 600			1 232 425
Chief Finance Officer			762 380	171 255	117 600			1 051 235
Director Corporate service			847 434	39 600	120 511			1 007 545
Director Planning and Social Development			1 070 981	36 569	93 600			1 201 150
List of each official with packages >= senior manager								
Total Senior Managers of the Municipality	9		3 782 810	284 234	425 311			4 492 355
A Heading for Each Entity	7,8							
List each member of board by designation								
Total for municipal entities	9							
TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION	10		6 302 944	974 553	872 372			8 149 869

References

1. Pension and medical aid
2. If benefits in kind are provided (e.g. provision of living quarters) the full market value must be shown as the cost to the municipality
3. Total package must equal the total cost to the municipality
4. List each political office bearer by designation. Provide a total for all other councillors
5. Political office bearer is defined in MFMA s 1: speaker, executive mayor, deputy executive mayor, member of executive committee, mayor, deputy mayor, member of mayoral committee, the councillor designated to exercise powers and duties of mayor (MSA s 57)
6. Also list each senior manager reporting to MM by designation and each official with package >= senior manager by designation
7. List each entity where municipality has an interest and state percentage ownership and control
8. List each senior manager reporting to the CEO of an Entity by designation
9. Must reconcile to relevant section of Table A24
10. Must reconcile to totals shown for the budget year of Table A22

Free State: Masilonyana(FS181) - Table SA23 Salaries, Allowances and Benefits per Councillor/Manager for 4th Quarter ended 30 June 2015

Disclosure of Salaries, Allowances and Benefits	Ref	Number	Salary	Contributions	Allowances	Performance Bonuses	In-kind Benefits	Total package
Rand per Annum	10			1			2	3
Councillors	4							
Speaker	5		433 359		189 662			623 021
Chief Whip								
Executive Mayor			555 438		217 974			773 412
Deputy Executive Mayor								
Executive Committee			705 499		295 686			1 001 185
Total for all other councillors			1 417 249		1 121 437			2 538 686
Total Councillors	9		3 111 545		1 824 759			4 936 304
Senior Managers of the Municipality	6							
Municipal Manager (MM)			575 872	102 411	240 000			918 283
Chief Finance Officer			539 580	1 785	357 935			899 300
Director: Corporate			468 710	13 929	260 000			742 639
Director: Social & Community			872 088	1 785	180 000			1 053 873
Director: Technical			468 710	13 929	260 000			742 639
Director Urban Planning and Housing			468 710	13 929	260 000			742 639
List of each official with packages >= senior manager								
Total Senior Managers of the Municipality	9		3 393 670	147 768	1 557 935			5 099 373
A Heading for Each Entity	7,8							
List each member of board by designation								
Total for municipal entities	9							
TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION	10		6 505 214	147 768	3 382 694			10 035 676

References

1. Pension and medical aid
2. If benefits in kind are provided (e.g. provision of living quarters) the full market value must be shown as the cost to the municipality
3. Total package must equal the total cost to the municipality
4. List each political office bearer by designation. Provide a total for all other councillors
5. Political office bearer is defined in MFMA s 1: speaker, executive mayor, deputy executive mayor, member of executive committee, mayor, deputy mayor, member of mayoral committee, the councillor designated to exercise powers and duties of mayor (MSA s 57)
6. Also list each senior manager reporting to MM by designation and each official with package >= senior manager by designation
7. List each entity where municipality has an interest and state percentage ownership and control
8. List each senior manager reporting to the CEO of an Entity by designation
9. Must reconcile to relevant section of Table A24
10. Must reconcile to totals shown for the budget year of Table A22

Free State: Tokologo(FS182) - Table SA23 Salaries, Allowances and Benefits per Councillor/Manager for 4th Quarter ended 30 June 2015

Disclosure of Salaries, Allowances and Benefits	Ref	Number	Salary	Contributions	Allowances	Performance Bonuses	In-kind Benefits	Total package
Rand per Annum	10			1			2	3
Councillors	4							
Speaker	5							
Chief Whip								
Executive Mayor			537 826		214 801			752 627
Deputy Executive Mayor								
Executive Committee								
Total for all other councillors			1 129 435		625 159			1 754 595
Total Councillors	9		1 667 261		839 960			2 507 221
Senior Managers of the Municipality	6							
Municipal Manager (MM)			697 430	199 410	224 210			1 121 051
Chief Finance Officer			727 376	1 865	240 000			969 242
Technical Manager			562 160	1 865	405 216			969 242
Corporate Service			580 783	166 458	222 000			969 242
List of each official with packages >= senior manager								
Total Senior Managers of the Municipality	9		2 567 751	369 599	1 091 426			4 028 776
A Heading for Each Entity	7,8							
List each member of board by designation								
Total for municipal entities	9							
TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION	10		4 235 012	369 599	1 931 386			6 535 998

References

1. Pension and medical aid
2. If benefits in kind are provided (e.g. provision of living quarters) the full market value must be shown as the cost to the municipality
3. Total package must equal the total cost to the municipality
4. List each political office bearer by designation. Provide a total for all other councillors
5. Political office bearer is defined in MFMA s 1: speaker, executive mayor, deputy executive mayor, member of executive committee, mayor, deputy mayor, member of mayoral committee, the councillor designated to exercise powers and duties of mayor (MSA s 57)
6. Also list each senior manager reporting to MM by designation and each official with package >= senior manager by designation
7. List each entity where municipality has an interest and state percentage ownership and control
8. List each senior manager reporting to the CEO of an Entity by designation
9. Must reconcile to relevant section of Table A24
10. Must reconcile to totals shown for the budget year of Table A22

Free State: Matjhabeng(FS184) - Table SA23 Salaries, Allowances and Benefits per Councillor/Manager for 4th Quarter ended 30 June 2015

Disclosure of Salaries, Allowances and Benefits	Ref	Number	Salary	Contributions	Allowances	Performance Bonuses	In-kind Benefits	Total package
Rand per Annum	10			1			2	3
Councillors	4							
Speaker	5		566 040	91 160	213 060			870 260
Chief Whip			531 060	68 900	200 340			800 300
Executive Mayor			708 080	109 180	284 080			1 101 340
Deputy Executive Mayor								
Executive Committee			5 981 580	910 540	2 075 480			8 967 600
Total for all other councillors			4 651 240	3 020 220	7 352 007			15 023 467
Total Councillors	9		12 438 000	4 200 000	10 124 967			26 762 967
Senior Managers of the Municipality	6							
Municipal Manager (MM)			1 303 206	237 381				1 540 587
Chief Finance Officer			1 281 634	157 956	151 919			1 591 509
Director Strategic Support			1 394 687	1 892				1 396 579
Director Community Services			970 848	157 956	151 919			1 280 723
Director Local Economic Development			1 097 267	45 167	139 920			1 282 354
Director Corporate Support Services			1 260 356	1 892				1 262 248
List of each official with packages >= senior manager								
Director Infrastructure								
Total Senior Managers of the Municipality	9		7 307 998	602 243	443 758			8 354 000
A Heading for Each Entity	7,8							
List each member of board by designation								
Total for municipal entities	9							
TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION	10		19 745 998	4 802 243	10 568 725			35 116 967

References

1. Pension and medical aid
2. If benefits in kind are provided (e.g. provision of living quarters) the full market value must be shown as the cost to the municipality
3. Total package must equal the total cost to the municipality
4. List each political office bearer by designation. Provide a total for all other councillors
5. Political office bearer is defined in MFMA s 1: speaker, executive mayor, deputy executive mayor, member of executive committee, mayor, deputy mayor, member of mayoral committee, the councillor designated to exercise powers and duties of mayor (MSA s 57)
6. Also list each senior manager reporting to MM by designation and each official with package >= senior manager by designation
7. List each entity where municipality has an interest and state percentage ownership and control
8. List each senior manager reporting to the CEO of an Entity by designation
9. Must reconcile to relevant section of Table A24
10. Must reconcile to totals shown for the budget year of Table A22

Free State: Nala(FS185) - Table SA23 Salaries, Allowances and Benefits per Councillor/Manager for 4th Quarter ended 30 June 2015

Disclosure of Salaries, Allowances and Benefits	Ref	Number	Salary	Contributions	Allowances	Performance Bonuses	In-kind Benefits	Total package
Rand per Annum	10			1			2	3
Councillors	4							
Speaker	5							
Chief Whip								
Executive Mayor								
Deputy Executive Mayor								
Executive Committee								
Total for all other councillors								
Total Councillors	9							
Senior Managers of the Municipality	6							
Municipal Manager (MM)			1 337 233	1 784	114 480			1 453 497
Chief Finance Officer			878 617	1 784	190 800			1 071 201
Director Cooperate			804 247	1 784	344 673			1 150 704
Director Technical			885 078	1 784	190 800			1 077 662
List of each official with packages >= senior manager								
Total Senior Managers of the Municipality	9		3 905 175	7 136	840 753			4 753 064
A Heading for Each Entity	7,8							
List each member of board by designation								
Total for municipal entities	9							
TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION	10		3 905 175	7 136	840 753			4 753 064

References

1. Pension and medical aid
2. If benefits in kind are provided (e.g. provision of living quarters) the full market value must be shown as the cost to the municipality
3. Total package must equal the total cost to the municipality
4. List each political office bearer by designation. Provide a total for all other councillors
5. Political office bearer is defined in MFMA s 1: speaker, executive mayor, deputy executive mayor, member of executive committee, mayor, deputy mayor, member of mayoral committee, the councillor designated to exercise powers and duties of mayor (MSA s 57)
6. Also list each senior manager reporting to MM by designation and each official with package >= senior manager by designation
7. List each entity where municipality has an interest and state percentage ownership and control
8. List each senior manager reporting to the CEO of an Entity by designation
9. Must reconcile to relevant section of Table A24
10. Must reconcile to totals shown for the budget year of Table A22

Free State: Lejweleputswa(DC18) - Table SA23 Salaries, Allowances and Benefits per Councillor/Manager for 4th Quarter ended 30 June 2015

Disclosure of Salaries, Allowances and Benefits	Ref	Number	Salary	Contributions	Allowances	Performance Bonuses	In-kind Benefits	Total package
Rand per Annum	10			1			2	3
Councillors	4							
Speaker	5		558 907	95 378	197 446			851 731
Chief Whip								
Executive Mayor			489 043	83 994	185 391			758 428
Deputy Executive Mayor								
Executive Committee			2 569 296	1 170 195	634 407			4 373 898
Total for all other councillors			2 302 449	425 913	777 109			3 505 471
Total Councillors	9		5 919 695	1 775 480	1 794 353			9 489 528
Senior Managers of the Municipality	6							
Municipal Manager (MM)			1 370 955		36 000	205 643		1 612 598
Chief Finance Officer			1 120 166		30 000	168 025		1 318 191
Executive Manager Corporate Services			891 994		18 000	133 799		1 043 793
Executive Manager LED & Planning			941 767		18 000	141 265		1 101 032
Executive Manager Social Services			941 767		18 000	141 265		1 101 032
List of each official with packages >= senior manager								
Total Senior Managers of the Municipality	9		5 266 649		120 000	789 997		6 176 646
A Heading for Each Entity	7,8							
List each member of board by designation								
Total for municipal entities	9							
TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION	10		11 186 344	1 775 480	1 914 353	789 997		15 666 174

References

1. Pension and medical aid
2. If benefits in kind are provided (e.g. provision of living quarters) the full market value must be shown as the cost to the municipality
3. Total package must equal the total cost to the municipality
4. List each political office bearer by designation. Provide a total for all other councillors
5. Political office bearer is defined in MFMA s 1: speaker, executive mayor, deputy executive mayor, member of executive committee, mayor, deputy mayor, member of mayoral committee, the councillor designated to exercise powers and duties of mayor (MSA s 57)
6. Also list each senior manager reporting to MM by designation and each official with package >= senior manager by designation
7. List each entity where municipality has an interest and state percentage ownership and control
8. List each senior manager reporting to the CEO of an Entity by designation
9. Must reconcile to relevant section of Table A24
10. Must reconcile to totals shown for the budget year of Table A22

Free State: Dhlabeng(FS192) - Table SA23 Salaries, Allowances and Benefits per Councillor/Manager for 4th Quarter ended 30 June 2015

Disclosure of Salaries, Allowances and Benefits	Ref	Number	Salary	Contributions	Allowances	Performance Bonuses	In-kind Benefits	Total package
Rand per Annum	10			1			2	3
Councillors	4							
Speaker	5		481 962		142 819			624 782
Chief Whip			451 840		135 289			587 129
Executive Mayor			602 454		172 942			775 396
Deputy Executive Mayor								
Executive Committee			3 614 724		1 082 311			4 697 035
Total for all other councillors			5 663 057		1 957 869			7 620 926
Total Councillors	9		10 814 037		3 491 230			14 305 267
Senior Managers of the Municipality	6							
Municipal Manager (MM)			914 292		341 723			1 256 015
Chief Finance Officer			1 014 150		360 828			1 374 978
Director Corporate Services			1 014 150		360 828			1 374 978
Director Public Works			1 014 150		360 828			1 374 978
Director LED			1 014 150		360 828			1 374 978
Director Community Services			1 014 150		360 828			1 374 978
List of each official with packages >= senior manager								
Total Senior Managers of the Municipality	9		5 985 043		2 145 863			8 130 906
A Heading for Each Entity	7,8							
List each member of board by designation								
Total for municipal entities	9							
TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION	10		16 799 080		5 637 094			22 436 173

References

1. Pension and medical aid
2. If benefits in kind are provided (e.g. provision of living quarters) the full market value must be shown as the cost to the municipality
3. Total package must equal the total cost to the municipality
4. List each political office bearer by designation. Provide a total for all other councillors
5. Political office bearer is defined in MFMA s 1: speaker, executive mayor, deputy executive mayor, member of executive committee, mayor, deputy mayor, member of mayoral committee, the councillor designated to exercise powers and duties of mayor (MSA s 57)
6. Also list each senior manager reporting to MM by designation and each official with package >= senior manager by designation
7. List each entity where municipality has an interest and state percentage ownership and control
8. List each senior manager reporting to the CEO of an Entity by designation
9. Must reconcile to relevant section of Table A24
10. Must reconcile to totals shown for the budget year of Table A22

Free State: Nketoana(FS193) - Table SA23 Salaries, Allowances and Benefits per Councillor/Manager for 4th Quarter ended 30 June 2015

Disclosure of Salaries, Allowances and Benefits	Ref	Number	Salary	Contributions	Allowances	Performance Bonuses	In-kind Benefits	Total package
Rand per Annum	10			1			2	3
Councillors	4							
Speaker	5		431 088	60 996	164 556			656 640
Chief Whip			222 276		94 956			317 232
Executive Mayor			538 860	76 248	200 484			815 592
Deputy Executive Mayor								
Executive Committee			889 136	128 208	303 336			1 320 680
Total for all other councillors			1 993 819	279 648	613 625			2 887 092
Total Councillors	9		4 075 179	545 100	1 376 957			5 997 236
Senior Managers of the Municipality	6							
Municipal Manager (MM)			866 065	1 776	294 000			1 161 841
Chief Finance Officer			661 012	1 776	252 000			914 788
Director Coporate Services			847 912	1 776	65 100			914 788
Director Community Services			817 012	1 776	96 000			914 788
Director Infrastructure Services			643 012	1 776	270 000			914 788
List of each official with packages >= senior manager								
Manager IDP and PMS			279 788	159 684	71 796	23 316		534 584
Manager Internal Audit and Risk management			279 788	99 384	119 820	23 316		522 308
Manager Budget and Treasury								
Manager Income			279 788	94 332	90 060	23 316		487 496
Manager Expenditure			279 788	53 220	76 944	23 316		433 268
Manager Supply Chain			279 788	59 136	81 456	23 316		443 696
Manager LED			279 788	71 268	124 800	23 316		499 172
Manager Tourism			279 788	79 356	118 896	23 316		501 356
Manager Records			279 788	92 544	118 548	23 316		514 196
Manager Human Resources			279 788	80 554	134 148	23 316		517 806
Manager Parks and Cemetery and Solid waste			279 788	63 396	58 956	23 316		425 456
Manager Waste Water and Water			279 788	94 644	118 896	23 316		516 644
Manager Electricity			279 788	59 988	126 084	23 316		489 176
Total Senior Managers of the Municipality	9		7 192 469	1 016 386	2 217 504	279 789		10 706 148
A Heading for Each Entity	7,8							
List each member of board by designation								
Manager Urban and Planning			279 788	83 916	133 332	23 316		520 352
Manager Roads			279 788	108 108	135 168	23 316		546 380
Manager Traffic, Fire and Safety			279 788	90 876	135 168	23 316		529 148
Total for municipal entities	9		839 364	282 900	403 668	69 948		1 595 880
TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION	10		12 107 012	1 844 386	3 998 129	349 737		18 299 264

References

- Pension and medical aid
- If benefits in kind are provided (e.g. provision of living quarters) the full market value must be shown as the cost to the municipality
- Total package must equal the total cost to the municipality
- List each political office bearer by designation. Provide a total for all other councillors
- Political office bearer is defined in MFMA s 1: speaker, executive mayor, deputy executive mayor, member of executive committee, mayor, deputy mayor, member of mayoral committee, the councillor designated to exercise powers and duties of mayor (MSA s 57)
- Also list each senior manager reporting to MM by designation and each official with package >= senior manager by designation
- List each entity where municipality has an interest and state percentage ownership and control
- List each senior manager reporting to the CEO of an Entity by designation
- Must reconcile to relevant section of Table A24
- Must reconcile to totals shown for the budget year of Table A22

Free State: Maluti-a-Phofung(FS194) - Table SA23 Salaries, Allowances and Benefits per Councillor/Manager for 4th Quarter ended 30 June 2015

Disclosure of Salaries, Allowances and Benefits	Ref	Number	Salary	Contributions	Allowances	Performance Bonuses	In-kind Benefits	Total package
Rand per Annum	10			1			2	3
Councillors	4							
Speaker	5	1		73 313	564 329			637 642
Chief Whip		1		54 736	525 654			580 390
Executive Mayor		1		97 308	690 541			787 849
Deputy Executive Mayor								
Executive Committee		10		517 844	5 286 056			5 803 900
Total for all other councillors		58		1 295 314	14 537 976			15 833 290
Total Councillors	9	71		2 038 515	21 604 556			23 643 071
Senior Managers of the Municipality	6							
Municipal Manager (MM)		1	1 358 235	17 527	264 000			1 639 762
Chief Finance Officer		1	1 158 215	13 547	18 000			1 189 762
Director corporate		1	902 551	19 793	163 730			1 086 074
Director Infrastructure		1	864 124	55 390	217 805			1 137 320
Director community		1	791 870	142 196	191 313			1 125 379
Director Public safety,LED,Housing		3	2 201 693	486 750	625 867			3 314 310
List of each official with packages >= senior manager								
REVENUE UNIT MANAGER		1	448 440	7 163	101 539			557 142
Manager Budget / Treasury services		1	458 105	116 511	143 233			717 848
Manager Revenue Controls services		1	458 105	120 427	143 814			722 346
Manager Supply Chain & Expenditure		1	458 105	136 285	136 693			731 083
Manager Office of the Mayor		1	458 105	6 095				464 200
MANAGER WCPD		1	458 105	6 155	6 000			470 260
CHIEF RISK OFFICER		1	458 105	128 429	135 662			722 196
Manager Internal Security		1	458 105	127 473	137 814			723 392
Manager Internal Auditor		1	458 105	140 141	135 662			733 908
IT Manager		1	458 105	118 321	143 233			719 659
IDP & PMS MANAGER		1	458 105	110 926	135 662			704 694
UNIT MANAGER		1	458 105	125 150	137 611			720 865
OTHER MANAGERS		31	12 981 514	3 147 059	3 412 121			19 540 695
Total Senior Managers of the Municipality	9	51	25 745 799	5 025 336	6 249 760			37 020 894
A Heading for Each Entity	7,8							
List each member of board by designation								
Total for municipal entities	9							
TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION	10	122	25 745 799	7 063 850	27 854 316			60 663 965

References

1. Pension and medical aid
2. If benefits in kind are provided (e.g. provision of living quarters) the full market value must be shown as the cost to the municipality
3. Total package must equal the total cost to the municipality
4. List each political office bearer by designation. Provide a total for all other councillors
5. Political office bearer is defined in MFMA s 1: speaker, executive mayor, deputy executive mayor, member of executive committee, mayor, deputy mayor, member of mayoral committee, the councillor designated to exercise powers and duties of mayor (MSA s 57)
6. Also list each senior manager reporting to MM by designation and each official with package >= senior manager by designation
7. List each entity where municipality has an interest and state percentage ownership and control
8. List each senior manager reporting to the CEO of an Entity by designation
9. Must reconcile to relevant section of Table A24
10. Must reconcile to totals shown for the budget year of Table A22

Free State: Phumelela(FS195) - Table SA23 Salaries, Allowances and Benefits per Councillor/Manager for 4th Quarter ended 30 June 2015

Disclosure of Salaries, Allowances and Benefits	Ref	Number	Salary	Contributions	Allowances	Performance Bonuses	In-kind Benefits	Total package
Rand per Annum	10			1			2	3
Councillors	4							
Speaker	5		410 569	69 006	148 982			628 556
Chief Whip								
Executive Mayor			513 212	69 932	181 259			764 403
Deputy Executive Mayor								
Executive Committee								
Total for all other councillors			2 108 286	20 170	826 870			2 955 326
Total Councillors	9		3 032 067	159 107	1 157 111			4 348 285
Senior Managers of the Municipality	6							
Municipal Manager (MM)			815 302	113 772	543 538			1 472 613
Chief Finance Officer			638 639	68 839	189 000			896 477
Director Corporate Services			501 878	64 069	330 750			896 697
Director Technical Services			540 000	10 984	360 000			910 984
List of each official with packages >= senior manager								
Total Senior Managers of the Municipality	9		2 495 819	257 664	1 423 288			4 176 771
A Heading for Each Entity	7,8							
List each member of board by designation								
Total for municipal entities	9							
TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION	10		5 527 885	416 771	2 580 399			8 525 056

References

1. Pension and medical aid
2. If benefits in kind are provided (e.g. provision of living quarters) the full market value must be shown as the cost to the municipality
3. Total package must equal the total cost to the municipality
4. List each political office bearer by designation. Provide a total for all other councillors
5. Political office bearer is defined in MFMA s 1: speaker, executive mayor, deputy executive mayor, member of executive committee, mayor, deputy mayor, member of mayoral committee, the councillor designated to exercise powers and duties of mayor (MSA s 57)
6. Also list each senior manager reporting to MM by designation and each official with package >= senior manager by designation
7. List each entity where municipality has an interest and state percentage ownership and control
8. List each senior manager reporting to the CEO of an Entity by designation
9. Must reconcile to relevant section of Table A24
10. Must reconcile to totals shown for the budget year of Table A22

Free State: Mantsopa(FS196) - Table SA23 Salaries, Allowances and Benefits per Councillor/Manager for 4th Quarter ended 30 June 2015

Disclosure of Salaries, Allowances and Benefits	Ref	Number	Salary	Contributions	Allowances	Performance Bonuses	In-kind Benefits	Total package
Rand per Annum	10			1			2	3
Councillors	4							
Speaker	5				649 600			649 600
Chief Whip								
Executive Mayor					806 260			806 260
Deputy Executive Mayor								
Executive Committee					3 522 300			3 522 300
Total for all other councillors					1 312 150			1 312 150
Total Councillors	9				6 290 310			6 290 310
Senior Managers of the Municipality	6							
Municipal Manager (MM)			971 377	219 944	150 994	179 331		1 521 646
Chief Finance Officer			596 917	127 069	187 480	110 200		1 021 666
Director Corporate Services			625 313	60 589	210 211	115 442		1 011 555
Director Community Services			558 287	117 374	172 287	103 068		951 016
Director Technical Services			558 522	115 555	172 985	103 112		950 174
List of each official with packages >= senior manager								
Total Senior Managers of the Municipality	9		3 310 416	640 531	893 957	611 153		5 456 057
A Heading for Each Entity	7,8							
List each member of board by designation								
Total for municipal entities	9							
TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION	10		3 310 416	640 531	7 184 267	611 153		11 746 367

References

1. Pension and medical aid
2. If benefits in kind are provided (e.g. provision of living quarters) the full market value must be shown as the cost to the municipality
3. Total package must equal the total cost to the municipality
4. List each political office bearer by designation. Provide a total for all other councillors
5. Political office bearer is defined in MFMA s 1: speaker, executive mayor, deputy executive mayor, member of executive committee, mayor, deputy mayor, member of mayoral committee, the councillor designated to exercise powers and duties of mayor (MSA s 57)
6. Also list each senior manager reporting to MM by designation and each official with package >= senior manager by designation
7. List each entity where municipality has an interest and state percentage ownership and control
8. List each senior manager reporting to the CEO of an Entity by designation
9. Must reconcile to relevant section of Table A24
10. Must reconcile to totals shown for the budget year of Table A22

Free State: Thabo Mofutsanyana(DC19) - Table SA23 Salaries, Allowances and Benefits per Councillor/Manager for 4th Quarter ended 30 June 2015

Disclosure of Salaries, Allowances and Benefits	Ref	Number	Salary	Contributions	Allowances	Performance Bonuses	In-kind Benefits	Total package
Rand per Annum	10			1			2	3
Councillors	4							
Speaker	5		279 011		93 003			372 014
Chief Whip			419 642		164 349			583 991
Executive Mayor			559 522		210 975			770 497
Deputy Executive Mayor								
Executive Committee			3 405 827		1 331 020			4 736 847
Total for all other councillors			601 382	1 176 434	838 897			2 616 713
Total Councillors	9		5 265 384	1 176 434	2 638 244			9 080 062
Senior Managers of the Municipality	6							
Municipal Manager (MM)								
Chief Finance Officer								
List of each official with packages >= senior manager								
Total Senior Managers of the Municipality	9							
A Heading for Each Entity	7,8							
List each member of board by designation								
Total for municipal entities	9							
TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION	10		5 265 384	1 176 434	2 638 244			9 080 062

References

1. Pension and medical aid
2. If benefits in kind are provided (e.g. provision of living quarters) the full market value must be shown as the cost to the municipality
3. Total package must equal the total cost to the municipality
4. List each political office bearer by designation. Provide a total for all other councillors
5. Political office bearer is defined in MFMA s 1: speaker, executive mayor, deputy executive mayor, member of executive committee, mayor, deputy mayor, member of mayoral committee, the councillor designated to exercise powers and duties of mayor (MSA s 57)
6. Also list each senior manager reporting to MM by designation and each official with package >= senior manager by designation
7. List each entity where municipality has an interest and state percentage ownership and control
8. List each senior manager reporting to the CEO of an Entity by designation
9. Must reconcile to relevant section of Table A24
10. Must reconcile to totals shown for the budget year of Table A22

Free State: Mqohaka(FS201) - Table SA23 Salaries, Allowances and Benefits per Councillor/Manager for 4th Quarter ended 30 June 2015

Disclosure of Salaries, Allowances and Benefits	Ref	Number	Salary	Contributions	Allowances	Performance Bonuses	In-kind Benefits	Total package
Rand per Annum	10			1			2	3
Councillors	4							
Speaker	5	1	381 522	106 568	161 628			649 718
Chief Whip		1	349 960	88 630	157 463			596 053
Executive Mayor		1	460 905	38 148	267 844			766 897
Deputy Executive Mayor								
Executive Committee		9	342 007	38 148	200 235			580 390
Total for all other councillors		38	127 990	38 148	78 538			244 676
Total Councillors	9	50	1 662 384	309 642	865 708			2 837 734
Senior Managers of the Municipality	6							
Municipal Manager (MM)		1	797 250	44 476	507 024			1 348 750
Chief Finance Officer		1	669 690	136 215	272 245			1 078 150
Director Corporate Services		1	669 690	136 193	272 267			1 078 150
Director Community & Emergency Services		1	669 690	27 755	380 705			1 078 150
Director Technical Services		1	669 690	1 785	406 675			1 078 150
List of each official with packages >= senior manager								
Total Senior Managers of the Municipality	9	5	3 476 010	346 424	1 838 916			5 661 350
A Heading for Each Entity	7,8							
List each member of board by designation								
Total for municipal entities	9							
TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION	10	55	5 138 394	656 066	2 704 624			8 499 084

References

- Pension and medical aid
- If benefits in kind are provided (e.g. provision of living quarters) the full market value must be shown as the cost to the municipality
- Total package must equal the total cost to the municipality
- List each political office bearer by designation. Provide a total for all other councillors
- Political office bearer is defined in MFMA s 1: speaker, executive mayor, deputy executive mayor, member of executive committee, mayor, deputy mayor, member of mayoral committee, the councillor designated to exercise powers and duties of mayor (MSA s 57)
- Also list each senior manager reporting to MM by designation and each official with package >= senior manager by designation
- List each entity where municipality has an interest and state percentage ownership and control
- List each senior manager reporting to the CEO of an Entity by designation
- Must reconcile to relevant section of Table A24
- Must reconcile to totals shown for the budget year of Table A22

Free State: Ngwathe(FS203) - Table SA23 Salaries, Allowances and Benefits per Councillor/Manager for 4th Quarter ended 30 June 2015

Disclosure of Salaries, Allowances and Benefits	Ref	Number	Salary	Contributions	Allowances	Performance Bonuses	In-kind Benefits	Total package
Rand per Annum	10			1			2	3
Councillors	4							
Speaker	5	1	437 605					437 605
Chief Whip								
Executive Mayor		1	488 838					488 838
Deputy Executive Mayor								
Executive Committee		6	1 313 171					1 313 171
Total for all other councillors		31	5 467 312	700 431	2 665 167			8 832 910
Total Councillors	9	39	7 706 926	700 431	2 665 167			11 072 524
Senior Managers of the Municipality	6							
Municipal Manager (MM)		1	737 800	111 835	341 864			1 191 500
Chief Finance Officer		1	719 066	120 705				839 771
Director Technical services		1	600 433	9 232	180 335			790 000
Director Corporate services		1	709 190	130 581				839 771
Director Community services		1	510 000	65 045	274 955			850 000
List of each official with packages >= senior manager								
Human Resource Manager		1	402 094	130 581	122 579	70 873		726 127
Senior Finance Manager		1	402 094	120 088	163 150	70 873		756 205
Supply Chain Manager		1	778 091	68 397		70 873		917 361
Strategic Executive Support Manager		1	523 936	167 210	141 425	70 873		903 444
Risk and Compliance Manager		1	402 094	120 435	120 096	70 873		713 497
Legal and Admin Manager		1	561 730	121 607	151 305	70 873		905 515
Public Safety and Recreation Manager		1	527 789	149 131	155 864	70 873		903 656
Technical Manager		1	527 215	150 957	154 579	70 873		903 623
Total Senior Managers of the Municipality	9	13	7 401 531	1 465 805	1 806 153	566 981		11 240 470
A Heading for Each Entity	7,8							
List each member of board by designation								
Total for municipal entities	9							
TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION	10	52	15 108 457	2 166 236	4 471 320	566 981		22 312 994

References

- Pension and medical aid
- If benefits in kind are provided (e.g. provision of living quarters) the full market value must be shown as the cost to the municipality
- Total package must equal the total cost to the municipality
- List each political office bearer by designation. Provide a total for all other councillors
- Political office bearer is defined in MFMA s 1: speaker, executive mayor, deputy executive mayor, member of executive committee, mayor, deputy mayor, member of mayoral committee, the councillor designated to exercise powers and duties of mayor (MSA s 57)
- Also list each senior manager reporting to MM by designation and each official with package >= senior manager by designation
- List each entity where municipality has an interest and state percentage ownership and control
- List each senior manager reporting to the CEO of an Entity by designation
- Must reconcile to relevant section of Table A24
- Must reconcile to totals shown for the budget year of Table A22

Free State: Metsimaholo(FS204) - Table SA23 Salaries, Allowances and Benefits per Councillor/Manager for 4th Quarter ended 30 June 2015

Disclosure of Salaries, Allowances and Benefits	Ref	Number	Salary	Contributions	Allowances	Performance Bonuses	In-kind Benefits	Total package
Rand per Annum	10			1			2	3
Councillors	4							
Speaker	5	1	392 810		267 320			660 130
Chief Whip		1	457 490		163 540			621 030
Executive Mayor		1	598 700		221 900			820 600
Deputy Executive Mayor								
Executive Committee		9	3 592 140		1 389 740			4 981 880
Total for all other councillors		30	5 939 140	10 200	2 485 890			8 435 230
Total Councillors	9	42	10 980 280	10 200	4 528 390			15 518 870
Senior Managers of the Municipality	6							
Municipal Manager (MM)		1	1 565 080	1 790	276 000			1 842 870
Chief Finance Officer		1	1 664 830		54 000			1 718 830
List of each official with packages >= senior manager								
Director Social Services		1	1 127 170		340 000			1 467 170
Director Technical Services		1	980 510		433 290			1 413 800
Director Economic Development and Planning		1	1 063 570		400 000			1 463 570
Director Organisational Development and Corporate Services		1	1 205 050		270 000			1 475 050
Total Senior Managers of the Municipality	9	6	7 606 210	1 790	1 773 290			9 381 290
A Heading for Each Entity	7,8							
List each member of board by designation								
Total for municipal entities	9							
TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION	10	48	18 586 490	11 990	6 301 680			24 900 160

References

1. Pension and medical aid
2. If benefits in kind are provided (e.g. provision of living quarters) the full market value must be shown as the cost to the municipality
3. Total package must equal the total cost to the municipality
4. List each political office bearer by designation. Provide a total for all other councillors
5. Political office bearer is defined in MFMA s 1: speaker, executive mayor, deputy executive mayor, member of executive committee, mayor, deputy mayor, member of mayoral committee, the councillor designated to exercise powers and duties of mayor (MSA s 57)
6. Also list each senior manager reporting to MM by designation and each official with package >= senior manager by designation
7. List each entity where municipality has an interest and state percentage ownership and control
8. List each senior manager reporting to the CEO of an Entity by designation
9. Must reconcile to relevant section of Table A24
10. Must reconcile to totals shown for the budget year of Table A22

Free State: Mafube(FS205) - Table SA23 Salaries, Allowances and Benefits per Councillor/Manager for 4th Quarter ended 30 June 2015

Disclosure of Salaries, Allowances and Benefits	Ref	Number	Salary	Contributions	Allowances	Performance Bonuses	In-kind Benefits	Total package
Rand per Annum	10			1			2	3
Councillors	4							
Speaker	5		353 522	75 623	162 277			591 421
Chief Whip								
Executive Mayor			461 511	75 156	201 417			738 084
Deputy Executive Mayor								
Executive Committee			412 923	34 649	182 133			629 704
Total for all other councillors			1 910 699	276 165	996 818			3 183 682
Total Councillors	9		3 138 655	461 592	1 542 645			5 142 892
Senior Managers of the Municipality	6							
Municipal Manager (MM)			616 885	12 017	323 200			952 102
Chief Finance Officer			804 740	10 984	98 000			913 724
Corporate Services Director			756 681	10 332	110 246			877 259
Community Services Director			558 485	9 934	296 477			864 897
Service Delivery and Public Safety			279 737	68 482	530 687			878 906
Infrastructure Services Director			235 336	118 150	610 335			963 822
List of each official with packages >= senior manager								
Total Senior Managers of the Municipality	9		3 251 864	229 900	1 968 945			5 450 709
A Heading for Each Entity	7,8							
List each member of board by designation								
Total for municipal entities	9							
TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION	10		6 390 519	691 492	3 511 590			10 593 601

References

- Pension and medical aid
- If benefits in kind are provided (e.g. provision of living quarters) the full market value must be shown as the cost to the municipality
- Total package must equal the total cost to the municipality
- List each political office bearer by designation. Provide a total for all other councillors
- Political office bearer is defined in MFMA s 1: speaker, executive mayor, deputy executive mayor, member of executive committee, mayor, deputy mayor, member of mayoral committee, the councillor designated to exercise powers and duties of mayor (MSA s 57)
- Also list each senior manager reporting to MM by designation and each official with package >= senior manager by designation
- List each entity where municipality has an interest and state percentage ownership and control
- List each senior manager reporting to the CEO of an Entity by designation
- Must reconcile to relevant section of Table A24
- Must reconcile to totals shown for the budget year of Table A22

Free State: Fezile Dabi(DC20) - Table SA23 Salaries, Allowances and Benefits per Councillor/Manager for 4th Quarter ended 30 June 2015

Disclosure of Salaries, Allowances and Benefits	Ref	Number	Salary	Contributions	Allowances	Performance Bonuses	In-kind Benefits	Total package
Rand per Annum	10			1			2	3
Councillors	4							
Speaker	5	1	471 400		179 100			650 500
Chief Whip								
Executive Mayor		1	590 300		243 300			833 600
Deputy Executive Mayor								
Executive Committee		7	3 069 500		1 183 600			4 253 100
Total for all other councillors		23	1 769 600		575 800			2 345 400
Total Councillors	9	32	5 900 800		2 181 800			8 082 600
Senior Managers of the Municipality	6							
Municipal Manager (MM)		1	1 539 100		515 500	287 600		2 342 200
Chief Finance Officer		1	1 231 300		412 500	230 100		1 873 900
Director Corporate Support Services			954 500		320 300	178 500		1 453 300
Director Disaster Management			477 200		160 150	89 250		726 600
Director Local Economic Development			954 500		320 300	178 500		1 453 300
Director Environmental Health & Emergency Services			477 200		160 150	89 250		726 600
List of each official with packages >= senior manager								
Total Senior Managers of the Municipality	9	2	5 633 800		1 888 900	1 053 200		8 575 900
A Heading for Each Entity	7,8							
List each member of board by designation								
Total for municipal entities	9							
TOTAL COST OF COUNCILLOR, DIRECTOR and EXECUTIVE REMUNERATION	10	34	11 534 600		4 070 700	1 053 200		16 658 500

References

1. Pension and medical aid
2. If benefits in kind are provided (e.g. provision of living quarters) the full market value must be shown as the cost to the municipality
3. Total package must equal the total cost to the municipality
4. List each political office bearer by designation. Provide a total for all other councillors
5. Political office bearer is defined in MFMA s 1: speaker, executive mayor, deputy executive mayor, member of executive committee, mayor, deputy mayor, member of mayoral committee, the councillor designated to exercise powers and duties of mayor (MSA s 57)
6. Also list each senior manager reporting to MM by designation and each official with package >= senior manager by designation
7. List each entity where municipality has an interest and state percentage ownership and control
8. List each senior manager reporting to the CEO of an Entity by designation
9. Must reconcile to relevant section of Table A24
10. Must reconcile to totals shown for the budget year of Table A22