

Average employee costs by Council – for financial year 2023-24

Local Council	Budget 2023-24		Average Salary	PROFIT	Staff per 1,000 population	Population (as of 30 June each year)		Council Cohort (and Category)	CEO Remuneration in Annual Report 2021-2022
	Total FTE employees	Total Employee costs				2022	2021		
Metropolitan & Inner City – 22 councils									
Brimbank	964	\$ 107,690,000	\$ 111,712	\$ 8,034,000	4.99	193,146	196,712	Metro (3)	\$410-420k
Monash	868	\$ 99,428,000	\$ 114,548	\$ 29,796,000	4.46	194,707	193,051	Metro (3)	\$480-490k
Merri-bek / Moreland	935	\$ 109,963,000	\$ 117,607	\$ 44,230,000	5.36	174,502	173,541	Metro (3)	\$370-380k
Whitehorse	699	\$ 84,947,000	\$ 121,526	\$ 3,982,000	4.06	172,316	171,167	Metro (3)	\$410-420k
Boroondara	857	\$ 107,066,000	\$ 124,931	\$ 14,366,000	5.06	169,411	169,901	Inner SE Metro (3)	\$480-490k
Knox	723	\$ 84,578,000	\$ 116,982	\$ 24,442,000	4.54	159,404	160,484	Metro (3)	\$330-340k
Greater Dandenong	780	\$ 95,009,000	\$ 121,806	\$ 29,084,000	4.91	159,021	160,171	Metro (3)	\$440-450k
Kingston	1071	\$ 115,600,000	\$ 107,937	\$ 1,080,000	6.70	159,908	159,567	Metro (3)	\$280-290k
City of Melbourne (cat.4)	1522	\$ 206,587,000	\$ 135,734	\$ 25,832,000	9.52	159,813	153,674	Inner Metro (4)	\$530-540k
Glen Eira	858	\$ 94,825,000	\$ 110,519	\$ 1,041,000	5.66	151,548	150,685	Inner SE Metro (3)	\$410-420k
Darebin	949	\$ 103,703,000	\$ 109,276	\$ 9,660,000	6.31	150,325	150,335	Metro (3)	\$390-400k
Frankston	883	\$ 94,468,000	\$ 106,985	\$ 27,988,000	6.26	141,002	140,809	Metro (3)	\$380-390k
Banyule	700	\$ 81,474,000	\$ 116,391	\$ 16,959,000	5.50	127,268	127,376	Metro (3)	\$370-380k
Manningham	505	\$ 62,110,000	\$ 122,990	\$ 11,451,000	4.00	126,373	125,827	Metro (3)	\$340-350k
Moonee Valley	892	\$ 103,844,000	\$ 116,417	\$ 6,909,000	7.25	122,961	122,965	Metro (3)	\$380-390k
Maroondah (cat.2)	582	\$ 67,772,000	\$ 116,447	\$ 36,395,000	5.03	115,645	116,080	Metro (2)	\$400-410k
Stonnington	796	\$ 91,041,000	\$ 114,373	\$ 15,906,000	7.49	106,310	106,278	Inner SE Metro (3)	\$420-430k
Port Phillip	847	\$ 109,410,000	\$ 129,174	\$ 10,400,000	8.16	103,836	103,508	Inner Metro (3)	\$400-410k
Bayside (cat.2)	548	\$ 59,797,000	\$ 109,119	\$ 32,604,000	5.37	102,101	102,337	Inner SE Metro (2)	\$370-380k
Hobsons Bay (cat.2)	568	\$ 65,329,000	\$ 115,016	\$ 16,468,000	6.19	91,736	92,275	Metro (2)	\$290-300k
Yarra City	900	\$ 102,702,000	\$ 114,113	\$ 15,180,000	9.77	92,118	91,543	Inner Metro (3)	\$380-390k
Maribyrnong (cat.2)	554	\$ 69,531,000	\$ 125,507	\$ 21,090,000	6.34	87,393	86,398	Metro (2)	\$360-370k
Interface Councils (9 councils that form a ring around metro Melbourne)									
Casey (in administration)	1341	\$ 146,574,000	\$ 109,302	\$ 417,299,000	3.54	378,472	369,453	Interface (3)	\$480-490k
Wyndham	1661	\$ 197,000,000	\$ 118,603	\$ 247,472,000	5.38	308,623	296,193	Interface (3)	\$420-430k
Hume	1503	\$ 175,083,000	\$ 116,489	\$ 217,888,000	5.95	252,723	246,850	Interface (3)	\$550-560k
Whittlesea (in administration)	981	\$ 113,109,000	\$ 115,300	\$ 128,127,000	4.14	236,764	231,799	Interface (3)	\$370-380k
Melton	758	\$ 90,141,000	\$ 118,920	\$ 424,470,000	3.93	192,865	181,223	Interface (3)	\$410-420k
Mornington Peninsula	728	\$ 89,161,000	\$ 122,474	\$ 16,179,000	4.29	169,600	170,390	Interface (3)	\$425k**
Yarra Ranges Shire	838	\$ 87,816,000	\$ 104,792	\$ 20,123,000	5.33	157,339	157,419	Interface (3)	\$400-410k*
Cardinia Shire	521	\$ 57,403,000	\$ 110,179	\$ 100,177,000	4.24	123,020	119,521	Interface (3)	\$400-410k
Nillumbik Shire (cat.2)	331	\$ 39,641,000	\$ 119,761	\$ 4,679,000	5.25	63,030	63,454	Interface (2)	\$400-410k
Category 3 Councils with 9 or 11 Councillors									
Greater Geelong (City)	1867	\$ 211,574,000	\$ 113,323	\$ 135,409,000	6.76	276,116	270,776	G21	\$450-460k

Ave employee costs

Greater Bendigo (City)	800	\$ 79,826,000	\$ 99,783	\$ 69,683,000	6.53	122,551	121,221	Loddon Mallee Sth	\$370-380k
Ballarat (City)	843	\$ 88,251,000	\$ 104,687	\$ 58,290,000	7.28	115,847	113,482	Central Highlands	\$380-390k
Category 2 Councils with 9 Councillors									
Latrobe (Vic.), City	590	\$ 63,065,000	\$ 106,890	\$ 36,873,000	7.60	77,606	77,086	Gippsland	\$340-350k
Greater Shepparton City	637	\$ 61,133,000	\$ 95,970	\$ 31,944,000	9.25	68,873	68,522	Hume	\$310-320k
Baw Baw Shire	316	\$ 36,538,000	\$ 115,627	\$ 27,722,000	5.34	59,182	57,580	Gippsland	\$300-310k
Mildura Rural City	511	\$ 56,034,000	\$ 109,656	\$ 29,960,000	8.94	57,156	56,969	Loddon Mallee Nth	\$320-330k
Macedon Ranges Shire	438	\$ 45,291,000	\$ 103,404	\$ 31,824,000	8.40	52,132	51,576	Loddon Mallee Sth	\$380-390k
Mitchell Shire	419	\$ 41,770,000	\$ 99,690	\$ 73,527,000	8.13	51,569	49,684	Hume	\$390-400k
East Gippsland Shire	451	\$ 43,527,000	\$ 96,512	\$ 43,559,000	9.23	48,887	48,453	Gippsland	\$300-310k
Wellington Shire	353	\$ 35,197,000	\$ 99,708	\$ 26,893,000	7.72	45,754	45,452	Gippsland	\$310-320k
Bass Coast Shire	345	\$ 37,988,000	\$ 110,110	\$ 5,221,000	8.27	41,741	40,641	Gippsland	\$320-330k
Surf Coast Shire	369	\$ 43,148,000	\$ 116,932	-\$ 12,014,000	9.56	38,610	37,623	G21	\$350-360k
Campaspe Shire*	354	\$ 34,600,000	\$ 97,740	-\$ 4,928,000	9.19	38,506	38,545	Loddon Mallee Nth	\$630-640k*
South Gippsland Shire	268	\$ 29,920,000	\$ 111,642	\$ 2,869,000	8.74	30,680	30,378	Gippsland	\$330-340k
Moira Shire (Commissioners)	253	\$ 26,766,000	\$ 105,794	\$ 27,919,000	8.28	30,540	30,351	Hume	\$280-290k
Category 2 Councils with 7 Councillors									
Wodonga City	301	\$ 35,224,000	\$ 117,023	\$ 1,167,000	6.90	43,635	43,183	Hume	\$280-290k
Moorabool Shire	262	\$ 28,238,000	\$ 107,779	\$ 40,906,000	6.81	38,484	37,895	Central Highlands	\$300-310k
Warrnambool City	439	\$ 44,046,000	\$ 100,333	\$ 17,591,000	12.36	35,520	35,419	Great South Coast	\$320-330k
Wangaratta Rural City	332	\$ 31,600,000	\$ 95,181	\$ 10,224,000	11.11	29,882	29,740	Hume	\$300-310k
Golden Plains Shire	199	\$ 20,236,000	\$ 101,688	\$ 12,398,000	7.87	25,296	24,879	Central Highlands	\$300-310k
Colac Otway Shire	246	\$ 25,201,000	\$ 102,443	-\$ 1,431,000	11.09	22,177	22,304	G21	\$260-270k
Swan Hill Rural City	224	\$ 22,851,000	\$ 102,013	\$ 1,195,000	10.56	21,207	21,383	Loddon Mallee Nth	\$290-300k
Horsham Rural City	220	\$ 23,655,000	\$ 107,523	\$ 6,956,000	10.82	20,327	20,369	Wimmera Sth Mallee	\$280-290k
Glenelg Shire	270	\$ 26,536,000	\$ 98,281	\$ 1,086,000	13.49	20,016	20,056	Great South Coast	\$290-300k
Moyne Shire	273	\$ 23,678,000	\$ 86,733	\$ 8,342,000	15.64	17,458	17,291	Great South Coast	\$240-250k
Category 1 Councils with 7 Councillors									
Mount Alexander Shire	211	\$ 21,440,000	\$ 101,611	\$ 8,725,000	10.40	20,292	20,106	Loddon Mallee Sth	\$290-300k
Indigo Shire	150	\$ 15,935,000	\$ 106,233	\$ 8,763,000	8.62	17,407	17,249	Hume	\$230-240k
Hepburn Shire	185	\$ 18,925,000	\$ 102,297	-\$ 5,077,000	11.17	16,555	16,476	Central Highlands	\$280-290k
Southern Grampians Shire	237	\$ 21,406,000	\$ 90,321	\$ 8,404,000	14.47	16,374	16,488	Great South Coast	\$240-250k
Corangamite Shire	222	\$ 20,812,000	\$ 93,748	\$ 13,791,000	13.89	15,977	16,029	Great South Coast	\$280-290k
Murrindindi Shire	166	\$ 18,377,000	\$ 110,705	\$ 1,170,000	10.82	15,345	15,134	Hume	\$290-300k
Benalla Rural City	121	\$ 13,450,000	\$ 111,157	\$ 9,453,000	8.37	14,450	14,431	Hume	\$230-240k
Central Goldfields Shire	179	\$ 17,174,000	\$ 95,944	\$ 13,564,000	13.26	13,501	13,382	Loddon Mallee Sth	\$250-260k
Alpine Shire	139	\$ 12,904,000	\$ 92,835	\$ 10,733,000	10.55	13,175	13,156	Hume	\$270-280k
Northern Grampians Shire	217	\$ 19,721,000	\$ 90,880	-\$ 4,886,000	18.29	11,864	11,885	Wimmera Sth Mallee	\$260-270k
Ararat Rural City	132	\$ 12,182,000	\$ 92,288	\$ 1,296,000	11.24	11,741	11,821	Central Highlands	\$250-260k
Strathbogie Shire	135	\$ 13,363,000	\$ 98,985	\$ 3,576,000	11.74	11,498	11,364	Hume	\$270-280k
Gannawarra Shire	194	\$ 18,772,000	\$ 96,763	\$ 30,298,000	18.43	10,528	10,612	Loddon Mallee Nth	\$260-270k
Yarriambiack Shire	124	\$ 13,794,000	\$ 111,242	-\$ 3,723,000	19.27	6,435	6,511	Wimmera Sth Mallee	\$190-200k

Ave employee costs

Buloke Shire	130	\$ 12,201,000	\$ 93,854	\$ 6,225,000	21.28	6,110	6,130	Loddon Mallee Nth
Category 1 Councils with 5 Councillors (except Hindmarsh has 6)								
Hindmarsh Shire	96	\$ 8,956,000	\$ 93,292	\$ 2,512,000	17.14	5,602	5,656	Wimmera Sth Mallee
Mansfield Shire	123	\$ 11,645,000	\$ 94,675	\$ 9,117,000	11.92	10,318	10,112	Hume
Loddon Shire	148	\$ 13,239,244	\$ 89,454	-\$ 6,101,128	19.15	7,729	7,700	Loddon Mallee Sth
Pyrenees Shire	91	\$ 9,445,000	\$ 103,791	\$ 950,000	11.90	7,645	7,613	Central Highlands
Towong Shire	126	\$ 11,214,000	\$ 89,000	-\$ 7,322,000	20.37	6,187	6,183	Hume
West Wimmera Shire	113	\$ 10,792,000	\$ 95,504	\$ 327,000	28.69	3,938	3,977	Wimmera Sth Mallee
Queenscliffe Borough	46	\$ 5,414,000	\$ 117,696	\$ 1,085,000	14.35	3,206	3,235	G21
	41,528	\$ 4,649,856,244	\$ 107,515	\$ 2,765,375,872				
	STAFF		AVG SALARY	PROFIT				

\$140-150k
\$270-280k
\$290-300k
\$300-310k
\$230-240k
\$250-260k
\$220-230k
\$270-280k
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Source of information: Budget 2023-24 of each council. Total staff numbers and total employee costs, from the Statement of Human Resources. Profit refers to the Total Comprehensive Result from the Comprehensive Income Statement. Population data is from the ABS, Population Estimates by Local Government Area (Estimated Resident Population)

FTE = Full-time equivalent

11/10/2023