

Reference Number: 2023/1037

8 February 2024

Tēnā koutou

Thank you for email of 19 December 2023 requesting under the Local Government Official Information and Meetings Act 1987 (LGOIMA), information relating to the 2024 Ratepayers Report for the 2022/23 financial year. Please see outlined below a response to each part of your request.

### 1. Average residential rates

- **The average residential costs of rates and other Council charges, where average residential costs =  $(X + Y) / Z$ . Please ensure that the figures used (X, Y, and Z) are disclosed in the response, where:**
  - X is the total of all rates (general and targeted) charged by the Council to residential rating units;
  - Y is the total amount of user charges or levies applicable to residential rating units (for example charges relating to metered water, infrastructure contributions, refuse collection, fire protection etc.); and
  - Z is the number of residential rating units (however defined by the Council) within the Council's district or city. If the Council does not have a classification for residential, please use the closest definition (such as urban).
  - Please do not include Council charges that are not part of the rates demand (for example retail sales of Council rubbish bags).
- **If possible, the median residential rates payment by residential units.**

**Please include all residential rates in this calculation, regardless of location, as we are aiming to compare residential rating units (i.e. non-income producing) to non-residential (commercial/rural, income-producing).**

The average residential costs of rates and other council charges for the 2022/23 financial year was \$2,872.

X = \$37,897,605

Y = \$181,829

Z = 13,261

Note that the numbers provided are exclusive of GST.

### 2. Average non-residential rates

- **The average non-residential costs of rates and other Council charges, where average non-residential costs =  $(X + Y) / Z$ . Please ensure that the figures used (X, Y, and Z) are disclosed in the response, where:**
  - X is the total of all rates (general and targeted) charged by the Council to rating units except those defined as residential\*;
  - Y is the total amount of user charges or levies applicable to rating units except those defined as residential\* (for example, charges related to metered water, infrastructure contributions, refuse collection, fire protection etc); and
  - Z is the number of rating units except those defined as residential\* (however defined by the Council) within the Council's district or city. If the Council does not have a classification for non-residential, please use the closest definition (such as commercial).
  - Please do not include Council charges that are not part of the rates demand (for example, retail sales of Council rubbish bags).

- ***If possible, the median non-residential rates payment for the council.***

***\*Please ensure that this definition matches that used to calculate average residential rates so that the respective X values of both requests add up to total rates income for the 2022/2023 Financial Year.***

The average non-residential costs of rates and other council charges for the 2022/23 financial year was \$1,930.

X = \$8,051,063

Y = \$1,591,572

Z = 4,995

Note that the numbers provided are exclusive of GST.

### **3. Personnel**

***The total number of staff dismissed due to poor performance.***

There have been no staff dismissals due to poor performance.

***If applicable, the FTE number of staff employed by council-controlled organisations.***

Not applicable

***If applicable, the total FTE number of staff employed by the council, excluding council-controlled organisations.***

The total FTE number of staff employed excluding those employed by council controlled organisations is 217.05. This does not include casual staff or contractors.

***The total number of staff (non-FTE, including casual staff)***

The total number of staff (non-FTE, including casual staff) is 286.

***The total number of staff including those employed by council-controlled organisations receiving remuneration in excess of \$100,000.***

62 staff including those employed by council-controlled organisations receive remuneration over \$100,000. This does not include casual staff or contractors.

***The total number of staff including those employed by council-controlled organisations receiving remuneration in excess of \$200,000.***

There are 6 staff members receiving remuneration in excess of \$200,000.

#### **3.1 Management**

***The FTE number of managers employed.***

***The Taxpayer's Union defines a manager as: any staff member who is responsible for a team of staff, or who has an employee/employees reporting to them and organises them to achieve their department's or organisation's specified goal. The Chief Executive team is included in this definition.***

The total number of people leader roles, which include all supervisors and team leaders is 56.

***The ratio of management to total staff numbers.***

With a total staff number of 286 and 56 people leaders the ratio is 1:5.1

***The average and median salary of a manager.***

The average salary of a manager is \$130,225.12, and the median is \$115,000.08 which includes Executive Leadership team.

**3.2 Communications**

***The FTE number of communications & marketing staff employed.***

There are 11 people or 10.18 FTE communications and marketing staff employed.

***The average and median salary of communications & marketing staff.***

The average salary of communications and marketing staff is \$87,734 and the median is \$79,335.

**3.3 Consultants and Contractors**

***Total expenditure on consultants and contractors. Please ensure that this includes CAPEX and OPEX spending.***

We deemed consultants and contractors as those providing professional services and asset maintenance contract work to the Council and as such this was reported on Council's Annual Report and totalled to \$26,129,000 (excluding GST).

***Total number of consultants and contractors paid. Please note that this refers to companies/entities, rather than total employees.***

We are not able to provide the number of consultants and contractors paid as we track the spending based on contract and outcomes, rather than the number of consultants and contractors working on the job.

**3.4 Core Services**

***The FTE number of staff employed to work on the delivery and/or maintenance of local infrastructure.***

***The Taxpayer's Union defines Infrastructure FTE as hours worked by staff who are directly responsible for maintaining council assets and services, including physical involvement in environmental services, stormwater, roading, water supply, wastewater, and solid waste management.***

The total number of staff employed to work on the delivery and/or maintenance of local infrastructure is 24.74 FTE.

***The FTE number of staff employed to provide regulatory functions.***

***The Taxpayer's Union defines Regulatory FTE as hours worked by staff who are directly responsible for upkeeping and enforcing council functions and income, including parking, democracy services, rates collection, building and planning consents, and health licensing.***

36 staff in total, or 33.12 FTE are employed to perform regulatory functions.

***The FTE number of staff employed in customer-facing roles.***

***The Taxpayer's Union defines Customer Service FTE as hours worked by staff who are directly responsible for communicating and providing aid for members of the public, such as at libraries, pools, art galleries, venues and events and customer services, whether in person or by phone.***

There are 113 total staff, 69.7 FTE total over all the hours in customer facing roles.

**4. Audit and Risk Oversight**

***How many members are on the Council's Audit and Risk Committee (or equivalent)?***

There are a total of 9 members on the Council's Risk and Assurance Committee.

***Of those members, how many are elected and how many are independent of the council?***

There are 7 elected and 2 independent members.

***Is the Chair of the Committee an independent member?***

No, the Chair of the committee is not an independent member.

***Does the Council have a lawyer (with a current practising certificate) on the Committee?***

Yes, Council does have a lawyer who has recently applied for their practicing certificate.

***Does the Council have an accountant (with a current practising certificate or a full member of the Chartered Accountants Australia and New Zealand) on the Committee?***

Yes, Council has an accountant on the Committee.

***Does the Council have a code of conduct requiring political neutrality from Council staff?***

Yes, Council has a code of conduct requiring political neutrality from staff.

#### ***5. Payment third parties***

***The total payments made by the Council (or any council-controlled organisation) to any Chamber of Commerce, including GST.***

Payment made by the Council to any Chamber of Commerce in the 2022/23 financial year was \$65, including GST.

***The total payments made by the Council (or any council-controlled organisation) to Local Government New Zealand (LGNZ), including GST.***

Payment made by the Council to Local Government New Zealand in the 2022/23 financial year was \$57,608.61, including GST.

***The total payments made by the Council (or any council-controlled organisation) to the New Zealand Society of Local Government Managers (SOLGM), including GST.***

Payment made by the Council to the New Zealand Society of Local Government Managers in the 2022/23 financial year was \$21,548.52, including GST.

#### ***6. Debt***

***Net debt (total for the council) as a percent of rates income***

Net debt as a percent of rates income (excluding GST) as at 30 June 2023 was 316%. Note total rates income used in this response is the net of penalties and metered water supply rate.

Net debt as a percent of total operating revenue (excluding GST) as at 30 June 2023 was 213% against a limit of 225%.

***The dollar amount of debt per rating unit***

The dollar amount of net debt per rating unit for 2022/23 financial year was \$7,950.

***The dollar amount of interest paid per rating unit***

The dollar amount of interest expense per rating unit for 2022/23 financial year was \$301.71.

You are entitled to seek an investigation and review by the Office of the Ombudsman. Information about how to make a complaint is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or freephone 0800 802 602.

Horowhenua District Council publishes responses to Local Government Official Information and Meetings Act 1987 (LGOIMA) requests that we consider to be of wider public interest, or which relate to a subject that has been widely requested. To protect your privacy, we will not generally publish personal information about you, or information that identifies you. We will publish the LGOIMA response along with a summary of the request on our website. Requests and responses may be paraphrased.

If you would like to discuss this decision or any of the information provided as part of this request, please contact Jacinta Straker (Group Manager Organisation Services) on [jacintas@horowhenua.govt.nz](mailto:jacintas@horowhenua.govt.nz).

Ngā mihi



Monique Davidson  
**Chief Executive**