

# Pay Schedule



A primary return is a snapshot of personal information as it exists upon an employee's start date and must be lodged within three months of commencing employment.

Returns must be completed by a relevant person who is defined under section 5.74 of the Local Government Act 1995.

The following is a list of positions that this requirement relates to:

- Mayors;
- Presidents;
- Councillors (elected members);
- Chief Executive Officers;
- Employees with delegated powers and duties under Part 5, Division 4 of the Act;
- Employees who are members of committees comprising elected members; and
- Other employees as nominated by the local government.

The City's Governance and Risk Team will advise you if you are required to complete a Return and will provide you with relevant forms and information.

## Enterprise Agreement Pay Schedule – as of 1 July 2025

		1 <sup>st</sup> Year Effective 1st July 2023	1 <sup>st</sup> Year Effective 1st July 2023	2 <sup>nd</sup> Year Effective 1st July 2024	2 <sup>nd</sup> Year Effective 1st July 2024	3 <sup>rd</sup> Year Effective 1st July 2025	3 <sup>rd</sup> Year Effective 1st July 2025
LEVEL/STEP	As at 30 June 2022	6% Increase	Hourly Rate	4% Increase	Hourly Rate	5% Increase	Hourly Rate
<b>LEVEL 1</b>		Salary	Hourly Rate	Salary	Hourly Rate	Salary	Hourly Rate
Step 1 (16 yrs and under)	\$44,973	\$47,671	\$24.1252	\$49,578	\$25.0902	\$52,057	\$26.3447
Step 2 (17 yrs)	\$46,885	\$49,698	\$25.1509	\$51,686	\$26.1569	\$54,270	\$27.4647
Step 3 (18 yrs)	\$49,657	\$52,636	\$26.6379	\$54,742	\$27.7034	\$57,479	\$29.0885
Step 4 (19yrs)	\$52,439	\$55,585	\$28.1302	\$57,809	\$29.2554	\$60,699	\$30.7182
Step 5 (20yrs)	\$55,196	\$58,508	\$29.6092	\$60,848	\$30.7936	\$63,890	\$32.3332
Step 6 (Adult)	\$57,276	\$60,713	\$30.7250	\$63,141	\$31.9540	\$66,298	\$33.5517
<b>LEVEL 2</b>	Salary	Salary	Hourly Rate	Salary	Hourly Rate	Salary	Hourly Rate
Step 1	\$59,154	\$62,703	\$31.7324	\$65,211	\$33.0017	\$68,472	\$34.6518
Step 2	\$60,160	\$63,770	\$32.2721	\$66,320	\$33.5629	\$69,636	\$35.2411
Step 3	\$61,960	\$65,678	\$33.2377	\$68,305	\$34.5672	\$71,720	\$36.2955
Step 4	\$63,843	\$67,674	\$34.2478	\$70,381	\$35.6177	\$73,900	\$37.3986
<b>LEVEL 3</b>	Salary	Salary	Hourly Rate	Salary	Hourly Rate	Salary	Hourly Rate
Step 1	\$65,720	\$69,663	\$35.2547	\$72,450	\$36.6648	\$76,072	\$38.4981
Step 2	\$66,815	\$70,824	\$35.8421	\$73,657	\$37.2757	\$77,340	\$39.1395
Step 3	\$67,909	\$71,984	\$36.4289	\$74,863	\$37.8861	\$78,606	\$39.7804
Step 4	\$69,455	\$73,622	\$37.2582	\$76,567	\$38.7486	\$80,396	\$40.6860
<b>LEVEL 4</b>	Salary	Salary	Hourly Rate	Salary	Hourly Rate	Salary	Hourly Rate
Step 1	\$71,206	\$75,478	\$38.1976	\$78,497	\$39.7255	\$82,422	\$41.7117
Step 2	\$72,429	\$76,775	\$38.8536	\$79,846	\$40.4078	\$83,838	\$42.4281
Step 3	\$73,473	\$77,881	\$39.4137	\$80,997	\$40.9902	\$85,046	\$43.0397
Step 4	\$75,059	\$79,563	\$40.2644	\$82,745	\$41.8750	\$86,882	\$43.9688
<b>LEVEL 5</b>	Salary	Salary	Hourly Rate	Salary	Hourly Rate	Salary	Hourly Rate
Step 1	\$76,998	\$81,618	\$41.3046	\$84,883	\$42.9568	\$89,127	\$45.1046
Step 2	\$78,116	\$82,803	\$41.9043	\$86,115	\$43.5805	\$90,421	\$45.7595
Step 3	\$79,015	\$83,756	\$42.3866	\$87,106	\$44.0821	\$91,461	\$46.2862
Step 4	\$80,511	\$85,342	\$43.1891	\$88,755	\$44.9167	\$93,193	\$47.1625
<b>LEVEL 6</b>	Salary	Salary	Hourly Rate	Salary	Hourly Rate	Salary	Hourly Rate
Step 1	\$81,599	\$86,495	\$43.7727	\$89,955	\$45.5237	\$94,452	\$47.7998
Step 2	\$83,602	\$88,618	\$44.8472	\$92,163	\$46.6411	\$96,771	\$48.9732
Step 3	\$84,971	\$90,069	\$45.5816	\$93,672	\$47.4049	\$98,356	\$49.7751
Step 4	\$86,560	\$91,754	\$46.4340	\$95,424	\$48.2914	\$100,195	\$50.7059
<b>LEVEL 7</b>	Salary	Salary	Hourly Rate	Salary	Hourly Rate	Salary	Hourly Rate
Step 1	\$88,132	\$93,420	\$47.2773	\$97,157	\$49.1684	\$102,015	\$51.6268
Step 2	\$89,893	\$95,287	\$48.2220	\$99,098	\$50.1508	\$104,053	\$52.6584
Step 3	\$91,345	\$96,826	\$49.0009	\$100,699	\$50.9609	\$105,734	\$53.5089
Step 4	\$92,383	\$97,926	\$49.5577	\$101,843	\$51.5400	\$106,935	\$54.1170
<b>LEVEL 8</b>	Salary	Salary	Hourly Rate	Salary	Hourly Rate	Salary	Hourly Rate
Step 1	\$94,248	\$99,903	\$50.5581	\$103,899	\$52.5805	\$109,094	\$55.2095
Step 2	\$95,700	\$101,442	\$51.3370	\$105,500	\$53.3905	\$110,775	\$56.0601
Step 3	\$97,150	\$102,979	\$52.1149	\$107,098	\$54.1995	\$112,453	\$56.9094
Step 4	\$98,603	\$104,519	\$52.8943	\$108,700	\$55.0101	\$114,135	\$57.7606
<b>LEVEL 9</b>	Salary	Salary	Hourly Rate	Salary	Hourly Rate	Salary	Hourly Rate
Step 1	\$101,490	\$107,579	\$54.4430	\$111,883	\$56.6207	\$117,477	\$59.4518
Step 2	\$103,088	\$109,273	\$55.3002	\$113,644	\$57.5123	\$119,326	\$60.3879
Step 3	\$104,967	\$111,265	\$56.3082	\$115,716	\$58.5605	\$121,501	\$61.4886
Step 4	\$106,844	\$113,255	\$57.3151	\$117,785	\$59.6077	\$123,674	\$62.5881
<b>LEVEL 10</b>	Salary	Salary	Hourly Rate	Salary	Hourly Rate	Salary	Hourly Rate
Step 1	\$109,391	\$115,954	\$58.6814	\$120,593	\$61.0287	\$126,622	\$64.0801
Step 2	\$111,939	\$118,655	\$60.0482	\$123,402	\$62.4502	\$129,572	\$65.5727
Step 3	\$114,487	\$121,356	\$61.4151	\$126,210	\$63.8717	\$132,521	\$67.0653
Step 4	\$117,035	\$124,057	\$62.7819	\$129,019	\$65.2932	\$135,470	\$68.5579