

# AUCKLAND TOWN HALL RICH LIST



# FOREWORD



*Jo Holmes – Auckland Ratepayers' Alliance*

The Auckland Ratepayers' Alliance is pleased to present the inaugural Auckland Town Hall Rich List, revealing the names and salaries of the highest-paid staff at Auckland Council and its subsidiaries.

This is an exercise in transparency and

accountability. If someone is paid more than a Government Minister, ratepayers should at the very least know who they are and what they do.

## **Key findings:**

- Eighty-six staff are paid more than \$250,000.
- Forty-eight staff are paid more than Mayor Phil Goff (\$296,000) and seven are paid more than the Prime Minister Jacinda Ardern (\$471,000).
- Seventy-two percent of identified rich listers are men. Of the six staff paid more than \$500,000, all are men.
- Twenty-four of the rich listers are employees of Auckland Transport, 11 are from Watercare, six are from Regional Facilities Auckland, five are from ATEED, and five are from Panuku Development.

Research for the Rich List was undertaken in cooperation with the New Zealand Taxpayers' Union, who ultimately plan to publish Rich Lists for councils across the country – a practice undertaken in Britain since 2007 by the UK TaxPayers' Alliance.

The UK Rich List makes for interesting comparisons. Essex County Council, which has a population similar to Auckland – about 1.4 million – pays 28 staff salaries higher than NZ\$250,000, compared to Auckland Council's 86.

The bureaucrats named in our list aren't just well-paid – they enjoy a level of job security that insulates them from the current pressures facing Aucklanders who fund these high salaries through rates and levies, irrespective of their ability to pay.

Compiling this list was not easy. The Council and its CCOs preferred to provide remuneration ‘bands’ rather than exact salaries, so we have used the midpoints of these bands. The CCOs also refused to provide exact job titles, meaning some extrapolation was required to match names with salaries. The methodology at the end of this report explains further.

So, while we would prefer the Council to publicise this kind of information itself with more detail, we are releasing our best effort now in the hope that it will spark debate within the public and around the Council table.

The release of the Rich List comes as ratepayers’ livelihoods are threatened by the fallout of COVID-19. Despite this, Auckland Council is considering yet

another rate hike of 2.5 or 3.5 percent. Our message to the Mayor is to look at costs within council before squeezing ratepayers during an economic crisis.

We welcome early reports of salary cuts planned for Council CEOs, but the Town Hall Rich List demonstrates these cuts can and must go far deeper.

# THE LIST

(most figures for year to 30 September 2019 – see methodology)



CEO  
(Watercare)  
Raveen Jaduram  
**\$775,000**



CEO/Town Clerk  
(Auckland Council)  
Stephen Town  
**\$698,000**



Group Chief Financial Officer  
(Auckland Council)  
Matthew Walker  
**\$600,000**  
(departing)



CEO  
(Auckland Transport)  
Shane Ellison  
**\$540,000**



Acting CEO  
(Panuku Development)  
David Rankin  
**\$505,000**



Director Infrastructure and  
Environmental Services  
(Auckland Council)  
Barry Potter  
**\$500,000**



CEO  
(Regional Facilities Auckland)  
Chris Brooks  
**\$480,000**



CEO  
(ATEED)  
Nick Hill  
**\$465,000**



Director People and  
Performance  
(Auckland Council)  
Patricia Reade  
**\$400,000**



Executive General  
Manager– Finance  
(Auckland Transport)  
Mark Laing  
**\$380,000**



Executive General Manager  
– Integrated Networks  
(Auckland Transport)  
Mark Lambert  
**\$380,000**



Executive General Manager  
– Culture and Transformation  
(Auckland Transport)  
Natasha Whiting  
**\$380,000**



Chief of Strategy  
(Auckland Council)  
Megan Tyler  
**\$375,000**



Director Customer and  
Community Services  
(Auckland Council)  
Ian Maxwell  
**\$375,000**



Director Regulatory Services  
(Auckland Council)  
Craig Hobbs  
**\$375,000**



Governance Director  
(Auckland Council)  
Phil Wilson  
**\$375,000**



Director Urban Growth  
and Housing  
(Auckland Council)  
Penny Pirrit  
**\$375,000**



Chief Financial Officer  
(Panuku Development)  
Carl Gosbee  
**\$365,000**



Acting Chief  
Operating Officer  
(Panuku Development)  
Ian Wheeler  
**\$355,000**



General Manager –  
Development  
(Panuku Development)  
Allan Young  
**\$355,000**



Executive General Manager  
– Customer Experience  
(Auckland Transport)  
Vanessa Ellis  
**\$355,000**



Executive General Manager  
– Stakeholder,  
Communities and Communication  
(Auckland Transport)  
Wally Thomas  
**\$355,000**



Executive General  
Manager  
– Business Technology  
(Auckland Transport)  
Roger Jones  
**\$355,000**



Chief Financial Officer  
(ATEED)  
Jacky Hollingsworth  
**\$345,000**



General Manager  
– Strategy  
(ATEED)  
Noah Maffitt  
**\$345,000**



Chief Corporate Affairs Officer  
(Watercare)  
David Hawken  
**\$335,000**



Chief Customer Officer  
(Watercare)  
Amanda Singleton  
**\$335,000**



Chief Digital Officer  
(Watercare)  
Rebecca Chenery  
**\$335,000**



Chief Financial Officer  
(Watercare)  
Marlon Bridge  
**\$335,000**



Chief Infrastructure Officer  
(Watercare)  
Steve Webster  
**\$335,000**



Chief Operations Officer  
(Watercare)  
Shane Morgan  
**\$335,000**



Chief People Officer  
(Watercare)  
Shane Glennon  
**\$335,000**



Executive Programme Director  
(Watercare)  
Shayne Cunis  
**\$335,000**



Chief Financial Officer  
(Regional Facilities Auckland)  
Brian Monk  
**\$325,000**



Chief Operating Officer  
(Regional Facilities Auckland)  
Paul Brewer  
**\$325,000**



General Counsel  
(Auckland Council)  
Dani Gardiner  
**\$325,000**



Director ICT  
(Auckland Council)  
Mark Denvir  
**\$325,000**



General Manager  
Community Facilities  
(Auckland Council)  
Rod Sheridan  
**\$325,000**



General Manager Corporate Finance and Property  
(Auckland Council)  
Kevin Ramsay  
**\$325,000**



General Manager Financial Strategy and Planning  
(Auckland Council)  
Ross Tucker  
**\$325,000**



Treasurer and General Manager  
Financial Transactions  
(Auckland Council)  
John Bishop  
**\$325,000**



Executive General Manager – Safety  
(Auckland Transport)  
Bryan Sherritt  
**\$310,000**



Executive General Manager – Risk and Assurance  
(Auckland Transport)  
Rodger Murphy  
**\$310,000**



Executive General Manager – Service Delivery  
(Auckland Transport)  
Andrew Allen  
**\$310,000**



Executive General Manager – Planning and Investment  
(Auckland Transport)  
Cynthia Gillespie  
(departed)  
**\$310,000**



Group Manager – Investment Management Office  
(Auckland Transport)  
Mark Jensen  
**\$310,000**



Group Manager – Network Management  
(Auckland Transport)  
Randhir Karma  
**\$310,000**



Portfolio Delivery Director  
(Projects)  
(Auckland Transport)  
David Nelson  
**\$310,000**



Mayor  
Phil Goff  
**\$296,000**



General Manager  
– Economic Development  
(ATEED)  
Pam Ford  
**\$295,000**



Unknown title  
(Watercare)  
Unknown name  
**\$295,000**



General Manager  
– Destination (ATEED)  
Steve Armitage  
**\$285,000**



Director – Auckland Art  
Gallery Toi o Tāmaki  
(Regional Facilities Auckland)  
Kirsten Paisley  
**\$275,000**



Director – Strategy (Regional  
Facilities Auckland)  
Jonathan Wilcken  
**\$275,000**



Director – Auckland Live and  
Auckland Conventions  
(Regional Facilities Auckland)  
Robbie Macrae  
**\$275,000**



Chief Engineer  
(Auckland Council)  
Sarah Sinclair  
**\$275,000**



Director Financial Policy  
(Auckland Council)  
Andrew Duncan  
**\$275,000**



Executive Officer to  
Chief Executive  
(Auckland Council)  
Sara Hay  
**\$275,000**



General Manager  
Communications  
(Auckland Council)  
Dan Lambert  
**\$275,000**



General Manager Arts,  
Community and Events  
(Auckland Council)  
Graham Bodman  
**\$275,000**



General Manager  
Building Control  
(Auckland Council)  
Ian McCormick  
**\$275,000**



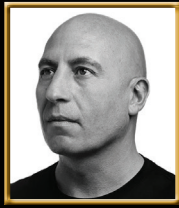
General Manager  
Commercial and Finance  
(Auckland Council)  
Andrew Clark  
**\$275,000**



General Manager  
Healthy Waters  
(Auckland Council)  
Craig McIlroy  
**\$275,000**



General Manager Libraries  
and Information  
(Auckland Council)  
Mirla Edmundson  
**\$275,000**



General Manager  
Auckland Design Office  
(Auckland Council)  
Ludo Campbell-Reid  
(departed)  
**\$275,000**



General Manager  
Plans and Places  
(Auckland Council)  
John Duguid  
**\$275,000**



General Manager Auckland  
Plan, Strategy and Research  
(Auckland Council)  
Jacques Victor  
**\$275,000**



General Manager Licensing and  
Regulatory Compliance  
James Hassall  
(Auckland Council)  
**\$275,000**



General Manager Local  
Board Services  
(Auckland Council)  
Louise Mason  
**\$275,000**



Head of Business Partnerships  
and People Operations  
(Auckland Council)  
Bronwyn Hall  
**\$275,000**



Head of Strategy and  
Capability  
(Auckland Council)  
Shameel Sahib  
**\$275,000**



Head of Recruitment  
and Talent  
(Auckland Council)  
Emma Murphy  
**\$275,000**



Manager of  
Strategic Projects  
(Auckland Council)  
Unknown name  
**\$275,000**



Programme Director,  
America's Cup 36  
(Auckland Council)  
Martin Sheldon  
**\$275,000**



Group Manager  
– Metro Services  
(Auckland Transport)  
Stacey van der Putten  
**\$270,000**



Group Manager  
– Strategic Projects  
(Auckland Transport)  
Chris Morgan  
**\$270,000**



Group Manager– Integrated  
Networks Enablement  
(Auckland Transport)  
Colin Homan  
**\$270,000**



Group Manager  
– Procurement  
(Auckland Transport)  
Andy Richards  
**\$270,000**



Group Manager  
– Communications  
(Auckland Transport)  
Teresa Burnett  
**\$270,000**



General Manager  
– Assets and Delivery  
(Panuku Development)  
Marian Webb  
**\$255,000**



Group Manager– Strategic Land  
Use and Spatial Management  
(Auckland Transport)  
Christina Robertson  
**\$255,000**



Group Manager  
– Marketing and  
Customer Engagement  
(Auckland Transport)  
Kevin Leith  
**\$255,000**



Group Manager  
– Property and Planning  
(Auckland Transport)  
Jane Small  
**\$255,000**



Strategic Transport  
Governance Officer  
Christine Perrins  
**\$255,000**



Head of Function  
(Auckland Transport)  
Unknown name  
**\$255,000**



Unknown title  
(Watercare)  
Unknown name  
**\$255,000**

# METHODOLOGY:

This inaugural Town Hall Rich List identifies all Auckland Council employees paid salaries higher than \$250,000 – roughly that of a junior Government Minister.

Most salary figures are the midpoints of remuneration bands provided to the Ratepayers' Alliance in official information responses. Those figures are accurate as of 30 September 2019. In cases where official information responses were inadequate (i.e. where a Council Controlled Organisation has refused to provide the Auckland Ratepayers' Alliance with the sought

information), information has been taken from annual reports, which are accurate as of 30 June 2019.

The Ratepayers' Alliance has matched names from council websites, annual reports, and public social media profiles to the provided remuneration bands and job titles. Where CCOs provided broad job categories (e.g. 'division manager') rather than individual titles, we were forced to make educated guesses about individual identities based on publicly available role descriptions and the presentation of annual reports.

Prior to publication, the information was sent to the individuals listed via their Council email addresses asking for any corrections. These were incorporated into the report. Nevertheless, should the Council (or the individuals listed) wish to provide more precise information, we are happy to update the online versions of this report to reflect the more precise data.

Where estimated salaries are equal, the listed order is not an indication of assumed seniority.

# NOTES:

1. Auckland Council (core) provided a remuneration band of >\$400,000 for four of its staff, including the CEO. The CEO's salary is on record as \$698,000, so the Rich List distributes the three other executives in this band at \$600,000, \$500,000, and \$400,000, ordered by assumed seniority. The other bands provided were \$350,000-\$400,000 (five staff), \$300,000-\$350,000 (six), and \$250,000-\$300,000 (nineteen). The Council provided specific job titles for each rich lister which allowed for identification via LinkedIn. For these staff the Rich List uses the midpoint of provided remuneration bands.
2. Watercare provided a remuneration band of \$770,000-780,000 for its CEO and a single broader band (\$280,000-390,000) for its eight executive officers, who are named on Watercare's website. Watercare's annual report indicates that another two staff qualify for the Rich List – one in the \$250,000-\$260,000 range, and one in the \$290,000-\$300,000 range. The titles and identities of these two staff members are unknown. In all cases, the Rich List uses the midpoint of provided remuneration bands.
3. Auckland Transport provided a remuneration band of \$500,000-\$580,000 for its CEO, \$360,000-\$400,000 for three executive team members, \$340,000-\$370,000 for three executive team members, \$280,000-\$340,000 for four executive team members, two 'group managers', and one 'head of function', \$260,000-\$280,000 for five 'group managers', and \$250,000-\$260,000 for three 'group managers' and two 'head of functions'. In all cases, the Rich List uses the midpoint of provided remuneration bands. Group managers were identified via LinkedIn.
4. Panuku Development provided figures correct as at January 8 2020. These included a remuneration band of \$500,000-\$510,000 for its CEO, and for four 'division managers' bands of \$360,000-\$370,000, \$350,000-\$360,000 (two managers), and \$250,000-\$260,000. In all cases, the Rich List uses the midpoint of provided remuneration bands.
5. Regional Facilities Auckland provided a remuneration band of ">\$400,000" for its CEO, however this salary has been publicly reported as around \$480,000. Salary bands provided for "division managers" were \$300,000-\$350,000 (two) and \$250,000-\$300,000 (three). In all cases, the Rich List uses the midpoint of provided remuneration bands.
6. ATEED provided a remuneration band of \$460,000-\$470,000 for its CEO, and for four executive team members bands of \$340,000-\$350,000 (two executives), \$290,000-\$300,000, and \$280,000-\$290,000. In all cases, the Rich List uses the midpoint of provided remuneration bands.

