

6 CONFIDENTIAL ITEMS

6.1 REVIEW OF THE CEO'S STRATEGIC GOALS

RECOMMENDATION

That having considered agenda Item 6.1 in confidence under section 90 (2) and (3) (a) of the Local Government Act 1999, the Council pursuant to section 91 (7) of the Act orders that the documents considered by the Council, including the officer's report and all minutes be retained in confidence. This order is to be reviewed at or before the ordinary Council meeting to be held in January 2022, as to if this order is to continue in operation.

COMMITTEE RESOLUTION

Moved: Cr Rebecca Boseley

Seconded: Cr Jeffrey Nickolls

That having considered agenda Item 6.1 in confidence under section 90 (2) and (3) (a) of the Local Government Act 1999, the Council pursuant to section 91 (7) of the Act orders that the documents considered by the Council, including the officer's report and all minutes be retained in confidence. This order is to be reviewed at or before the ordinary Council meeting to be held in January 2022, as to if this order is to continue in operation.

CARRIED

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6.2 CEO REMUNERATION REVIEW

RECOMMENDATION

That:

1. Pursuant to Section 90(2) & (3) of the Local Government Act 1999 the Council orders that the public, with the exception of the Coordinator Organisational be excluded from attendance at the meeting held on Wednesday 3 November 2021 for Agenda Item 6.2 CEO Remuneration Review;
2. The Council is satisfied that pursuant to section 90 (3) (a) of the Local Government Act 1999, the information to be received, discussed or considered in relation to the Agenda Item 6.2 CEO Remuneration Review is:

information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person (living or dead).
3. The Council is satisfied that the principle that the meeting be conducted in a place open to the public has been outweighed by the need to discuss this Agenda Item 6.2 in confidence.

COMMITTEE RESOLUTION**Moved: Cr Rebecca Boseley****Seconded: Cr Paul Ireland****That:**

1. Pursuant to Section 90(2) & (3) of the Local Government Act 1999 the Council orders that the public, with the exception of the Coordinator Organisational be excluded from attendance at the meeting held on Wednesday 3 November 2021 for Agenda Item 6.2 CEO Remuneration Review;
2. The Council is satisfied that pursuant to section 90 (3) (a) of the Local Government Act 1999, the information to be received, discussed or considered in relation to the Agenda Item 6.2 CEO Remuneration Review is:

information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person (living or dead).
3. The Council is satisfied that the principle that the meeting be conducted in a place open to the public has been outweighed by the need to discuss this Agenda Item 6.2 in confidence.

CARRIED

6.2 CEO REMUNERATION REVIEW

Responsible officer: Katrina Bell, Coordinator Organisational Development

Attachments: 1. Remuneration Review - Jason Taylor - 2021  

Section under the Act	The grounds on which part of the Council or Committee may be closed to the public are listed in Section 90(2) & (3) of the <i>Local Government Act 1999</i> .
Sub-clause and Reason:	(a) - information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person (living or dead).

Executive summary

Perks People Solutions Director, Matthew Hobby, to present the Remuneration Report data to the CEO Performance Review Panel for discussion.

Discussion Summary

Matt spoke to the remuneration report and presented a table of CEO remuneration packages at comparable Council's. He talked about the fact that Cleve is currently recruiting and the challenges they are finding regarding CEO remuneration. It was noted that the cash component of Jason's salary was at the lower end of the Councils and if the Council needed to recruit a new CEO; the base salary would need to increase.

Due to Covid-19, the CEO was not offered any increase to the remuneration package, other than some adjustments to the housing arrangements in the previous year's review. Essentially this is an increase over two-years and on the back of a positive performance review, an increase is justified. The recommended increase was considered to be reasonable at \$10,000 to the base salary (6.89% increase)

There was discussion around the CEO's contract and the timing of the contract end date of July 2023. This follows not long after Council elections, which could be challenging for the Council. Given the strong performance of the CEO, it was felt that offering a one-year extension of the contract would be appropriate.

COMMITTEE RESOLUTION

Moved: Cr Paul Ireland
Seconded: Cr Rebecca Boseley

That the CEO is offered a \$10,000 dollar increase to the cash component of the total employment package.

CARRIED

COMMITTEE RESOLUTION

Moved: Cr Jeffrey Nickolls
Seconded: Cr Rebecca Boseley

That the CEO is offered a one-year extension of the current Employment Contract bringing the new end to 19 July 2024.

CARRIED

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Remuneration Review

Jason Taylor

2021



Introduction

Perks People Solutions have conducted the 2020/2021 Performance Review for Jason Taylor, CEO, Southern Mailee District Council. Following on from the Performance Review, a Remuneration Review has now been conducted as per Jason's employment contract -

11. Remuneration Review

- 1) The Remuneration specified in Schedule 2 will be reviewed annually and any such review shall not result in a decrease in the Remuneration.
- 2) The annual review of the Remuneration shall be conducted within 1 month following the performance review described in clause 8 (if reasonably practicable), and any change to the Remuneration shall be back dated to take effect from the anniversary of the commencement date of this agreement.
- 3) The review of the Remuneration will consider the following
 - a) the agreed criteria upon which the Chief Executive Officer's performance is assessed in accordance with the performance review process, and
 - b) movements in the annual CPI (all groups Adelaide) and increase and movement in executive salaries within Local Government in South Australia.
- 4) any variation to the remuneration must be approved by the Council.

Current Remuneration Package

The current salary package for Jason Taylor, effective from 19 July 2020 is as follows-

Annualised Salary	\$145,000 p.a.
Notional Value of Motor Vehicle	\$15,000 p.a.
Super - 10%	\$14,500 p.a.
Housing Provision (Notional \$205.50 per week)	\$10,686 p.a.
Additional 2 weeks leave per annum	\$5,080 p.a.
Addition 2% Super	\$2,640 p.a.
Total Employment Package	\$193,507 p.a.

Additional items provided to the Chief Executive Officer in order to conduct business

- Mobile Phone (Smartphone with all expenses by employer)
- Laptop Computer (Microsoft Surface Pro or equivalent)
- Internet provision at place of residence (Up to \$100 per month)
- Corporate Uniform Allowance in line with Council policy

Comparative Data

After consulting with Southern Mailee District Council, we have gathered the following data from these comparative Regional SA Council's as a basis for our remuneration recommendations:

Council	Est Resident Population as of 30 June 2020	Region Size (m2)	Rate Revenue	Cash Component (pa) of package	Super (p.a)	Total (Cash + Super p.a)	Vehicle allowance p.a	phone / laptop allowance	Rent Assistance	Total Rem Package
Southern Mallee District Council	2,094	6,000	\$3.1m	\$145,000	\$17,140	\$162,140	\$15,000	Supplied	\$10,686	\$187,826
Flinders Range Council	1,688	4,198	\$2.4m	\$158,100	\$15,810	\$173,910	\$15,000	Supplied	0	\$188,910
Tatiara District Council	6,620	6,526	\$10.70	\$179,785	\$17,979	\$197,764	\$12,500	Supplied	0	\$210,264
District Council of Karoonda East Murray	1,090	4,400	\$1.80	\$150,000	\$15,000	\$165,000	\$15,000	Supplied	13000	\$193,000
Wakefield Regional Council	6,801	3,469	\$9.3m	\$180,820	\$18,082	\$198,902	\$12,000	Nil	0	\$210,902
District Council of Cleve	1,780	501,758 ha	\$3.55m	\$146,447	\$14,645	\$161,092	\$15,000	Supplied	0	\$176,092
District Council of Tumby Bay	2,688	2,616	\$5.4m	\$162,500	\$16,250	\$178,750	\$12,000	Supplied	0	\$190,750
Kingston District Council	2,380	1,288	\$4.0m	\$146,000	\$14,600	\$160,600	\$15,000	Supplied	0	\$175,600



Perks People Solutions - Recommendations

This is the third remuneration review that Perks People Solutions have conducted for the Southern Mallee District Council. As demonstrated in the CEO Performance Review Report, the CEO has performed his duties and tasks via his Key Result Areas and KPI's to a highly satisfactory level. In fact, we have been able to see an increase in overall scores from Elected Members and a significant improvement in the areas of Representation, Public Relations & Relationships and Operational and People Management. Based on these results and the fact that the CEO's base salary was not adjusted last year, Perks People Solutions recommend an increase in the base salary.

Perks People Solutions recommend an increase of a minimum of \$10,000 to the base salary for Jason Taylor. This increase is based on the positive performance review, no increase last year and the replacement cost of this role in the current marketplace. If Council does not increase the base salary each year then Council will be out of step with the market rate when the role needs to be recruited again.

This would take his salary package to:

Cash Component (pa) of package	Super (p.a)	Total (Cash + Super p.a)	Vehicle allowance p.a	Phone / laptop allowance	Rent Assistance	Total Rem Package
\$155,000	\$18,600	\$173,600	\$15,000	Supplied	\$10,686	\$199,286



6 CONFIDENTIAL ITEMS**6.2 CEO REMUNERATION REVIEW****RECOMMENDATION**

That having considered agenda Item 6.2 in confidence under section 90 (2) and (3) (a) of the Local Government Act 1999, the Council pursuant to section 91 (7) of the Act orders that the documents considered by the Council, including the officer's report and all minutes be retained in confidence. This order is to be reviewed at or before the ordinary Council meeting to be held in January 2022, as to if this order is to continue in operation.

COMMITTEE RESOLUTION

Moved: Cr Rebecca Boseley

Seconded: Cr Paul Ireland

That having considered agenda Item 6.2 in confidence under section 90 (2) and (3) (a) of the Local Government Act 1999, the Council pursuant to section 91 (7) of the Act orders that the documents considered by the Council, including the officer's report and all minutes be retained in confidence. This order is to be reviewed at or before the ordinary Council meeting to be held in January 2022, as to if this order is to continue in operation.

CARRIED

6.3 DISCUSSION OF PROPOSED STRATEGIC GOALS AND REMUNERATION REVIEW WITH CEO, JASON TAYLOR**RECOMMENDATION**

That:

1. Pursuant to Section 90(2) & (3) of the Local Government Act 1999 the Council orders that the public, with the exception of the Chief Executive Officer and Coordinator Organisational Development be excluded from attendance at the meeting held on Wednesday 3 November 2021 for Agenda Item 6.3 Discussion of Proposed Strategic Goals and Remuneration Review with CEO, Jason Taylor;
2. The Council is satisfied that pursuant to section 90 (3) (a) of the Local Government Act 1999, the information to be received, discussed or considered in relation to the Agenda Item 6.3 Discussion of Proposed Strategic Goals and Remuneration Review with CEO, Jason Taylor is:
information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person (living or dead).
3. The Council is satisfied that the principle that the meeting be conducted in a place open to the public has been outweighed by the need to discuss this Agenda Item 6.3 in confidence.