

19 CONFIDENTIAL ITEMS

19.3 MINUTES OF THE CONFIDENTIAL CEO PERFORMANCE REVIEW PANEL WEDNESDAY 3 NOVEMBER 2021

RECOMMENDATION

That:

- 1. Pursuant to Section 90(2) & (3) of the Local Government Act 1999 the Council order the public, with the exception of the Coordinator Organisational Development and Minute Secretary be excluded from attendance at the meeting held on Wednesday 3 November 2021 for Agenda Item 19.3 Minutes of the Confidential CEO Performance Review Panel Wednesday 3 November 2021;**
- 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 19.3 Minutes of the Confidential CEO Performance Review Panel Wednesday 3 November 2021 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 19.3 in confidence.**

**MOVED COUNCILLOR MICK SPARNON
SECONDED COUNCILLOR PAUL IRELAND**

That:

- 1. Pursuant to Section 90(2) & (3) of the Local Government Act 1999 the Council order the public, with the exception of the Acting Manager Corporate Services and the Minute Secretary be excluded from attendance at the meeting held on Wednesday 17 November 2021 for Agenda Item 19.3 Minutes of the Confidential CEO Performance Review Panel Wednesday 3 November 2021;**
- 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 19.3 Minutes of the Confidential CEO Performance Review Panel Wednesday 3 November 2021 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 19.3 in confidence.**

CARRIED.

**MOVED COUNCILLOR REBECCA BOSELEY
SECONDED COUNCILLOR TREVOR HANCOCK**

That the meeting be adjourned for a 5 minute comfort break at 7.36pm.

CARRIED.

The meeting resumed at 7.39pm.

19.3 MINUTES OF THE CONFIDENTIAL CEO PERFORMANCE REVIEW PANEL WEDNESDAY 3 NOVEMBER 2021

Responsible Officer: Katrina Bell, Coordinator Organisational Development

Attachments: 1. Confidential Minutes of the CEO Performance Review Panel meeting Wednesday 3 November 2021

RECOMMENDATION 1

That Council accepts the Confidential minutes of the CEO Performance Review Panel meeting held Wednesday 3 November 2021 as read and received.

**MOVED COUNCILLOR REBECCA BOSELEY
SECONDED COUNCILLOR NEVILLE PFEIFFER**

That Council accepts the Confidential minutes of the CEO Performance Review Panel meeting held Wednesday 3 November 2021 as read and received.

CARRIED.

RECOMMENDATION 2

That Council notes the following CEO Performance Review Panel resolution and adopts proposed KPIs for the period being 1 July 2021 – 30 June 2022, subject to the approval of an application to complete an Australian Institute of Company Directors Course.

Item 6.1 Review of the CEO's Strategic Goals

The panel support the adoption of proposed KPIs for the period being 1 July 2021 – 30 June 2022 subject to the approval of an application to complete an Australian Institute of Company Directors Course.

**MOVED COUNCILLOR PAUL IRELAND
SECONDED COUNCILLOR REBECCA BOSELEY**

That Council notes the following CEO Performance Review Panel resolution and adopts proposed KPIs for the period being 1 July 2021 – 30 June 2022 excluding the KPI to complete an Australian Institute of Company Directors Course.

CARRIED.

RECOMMENDATION 3

That Council notes the following CEO Performance Review Panel resolution and that the

employment package.

Item 6.2 CEO Remuneration Review

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

Councillor Andrew Grieger left the meeting at 8.15pm.

8.29pm Councillor Andrew Grieger re-joined the meeting.

**MOVED COUNCILLOR REBECCA BOSELEY
SECONDED COUNCILLOR PAUL IRELAND**

That recommendations 3 and 4 of Item 19.3 be deferred to the December 2021 Council meeting for Council to seek advice and clarification.

CARRIED.

RECOMMENDATION 4

That Council notes the following CEO Performance Review Panel resolution and that the Executive Officer is offered a one-year extension of the current Employment Contract bringing new end to 19 July 2024.

Item 6.2 CEO Remuneration Review

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



CONFIDENTIAL CEO Performance Review Panel Minutes

Wednesday, 3 November 2021

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1 MEETING OPENING

The Chairperson, Cr Paul Ireland opened the meeting at 9:35pm and welcomed those in attendance by reading the acknowledgment of country.

Southern Mallee District Council acknowledges the Ngarkat people as the traditional custodians of the land on which we meet and work. We respect their culture and we extend that respect to other Aboriginal and Torres Strait Islander people.

PRESENT:

Cr Paul Ireland (Deputy Mayor)

Cr Rebecca Boseley

Cr Jeffrey Nickolls (Mayor)

IN ATTENDANCE:

Jason Taylor (Chief Executive Officer)

Katrina Bell (Coordinator Organisational Development)

Matt Hobby (Director, Perks People Solutions) via Zoom

2 APOLOGIES

Nil

3 DECLARATIONS OF CONFLICT OF INTEREST

In line with Section 74 of the Local Government Act, 1999

(1) A member of a Council who has an interest in a matter before the Council must disclose the interest to the Council.

(2) A member in making a disclosure under subsection (1) must provide full and accurate details of the relevant interest.

(3) A disclosure made under subsection (1) must be recorded in the minutes of the Council (including details of the relevant interest).

Members to advise of any conflict of interest declarations.

4 CONFIRMATION OF MINUTES

RECOMMENDATION

That the minutes of the CEO Performance Review Panel Meeting held Friday 17 September 2021 be taken as read and confirmed.

COMMITTEE RESOLUTION

Moved: Cr Jeffrey Nickolls

Seconded: Cr Rebecca Boseley

That the minutes of the CEO Performance Review Panel Meeting held Friday 17 September 2021

be taken as read and confirmed.

CARRIED

5 BUSINESS ARISING FROM THE MINUTES OF THE PREVIOUS MEETING

Nil.

CONFIDENTIAL

6 CONFIDENTIAL ITEMS**6.1 REVIEW OF THE CEO'S STRATEGIC GOALS****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 Development be excluded from attendance at the meeting held on Wednesday 3 November 2021 for Agenda Item 6.1 Review of the CEO's Strategic Goals;
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 6.1 Review of the CEO's Strategic Goals 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 6.1 in confidence.

COMMITTEE RESOLUTION

Moved: Cr Rebecca Boseley

Seconded: Cr Jeffrey Nickolls

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 Development be excluded from attendance at the meeting held on Wednesday 3 November 2021 for Agenda Item 6.1 Review of the CEO's Strategic Goals;
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 6.1 Review of the CEO's Strategic Goals 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 6.1 in confidence.

CARRIED

6.1 REVIEW OF THE CEO'S STRATEGIC GOALS

Responsible officer: Katrina Bell, Coordinator Organisational Development

Attachments: 1. Draft KPIs - Jason Taylor - 2021/22 

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

Director of Perks People Solutions, Matthew Hobby, to present the proposed strategic goals to the CEO Performance Review Panel for discussion.

Discussion Summary

Matt provided a summary of the draft KPIs that have been developed through his meetings with Jason and highlighted the Australian Institute of Company Directors course as a KPI to note and put some consideration in to.

The KPIs are clearly defined and measurable

The feedback from the Panel was that they were satisfied with the KPIs and that they were clear, measurable and realistic, but felt there needed to be a more formal application process for approval to complete the identified course. If approved, this KPI would then stand.

COMMITTEE RESOLUTION

Moved: Cr Jeffrey Nickolls

Seconded: Cr Rebecca Boseley

The panel support the adoption of proposed KPIs for the period being 1 July 2021 – 30 June 2022, subject to the the approval of an application to complete an Australian Institute of Company Directors Course.

CARRIED

CEO Performance Review Panel Meeting Minutes

3 November 2021

CEO - Key Performance Indicators July 2021 – June 2022

KPI (as per the Job Description)	Summary of Action	Strategic Goals due end June 2021
Economic Development	Deliver the Commercial Centres Revitalisation Project	Complete Stage 1 on ground works for the Pinnaroo Village Green Masterplan and Lameroo Town Centre Plan projects. Finalise Stage 2 & 3 documentation for the Pinnaroo Village Green Masterplan and Lameroo Town Centre Plan projects.
Representation, Public Relations, and Relationships	Effective Councillor relationships	Provide regular communication updates to all Elected Members with a formal Elected Members Briefing provided monthly and an informal Southern Mallee Matters email provided weekly.
Governance and Reporting	Implement the strategic plan and deliver quality Council agendas	Present the second half yearly report on the delivery of Council's Strategic Plan to Council. Continue to provide high quality Council reports and agendas in line with the independent review of reports and agendas completed in 2018
Financial Management	Deliver sound financial management	Ensure the 2021/22 annual budget is delivered with an operating surplus. Achieve an end of financial year Net Financial Liabilities Ratio of 72% (as budgeted) or better.
Leadership and Management	Deliver the annual capital works program	Ensure delivery of at least 90% of the 2021/22 annual capital works program of \$12.2m Deliver 100% of the \$1.07m road re-sheeting program of works and expend 100% of the \$624,900 road maintenance budget
Organisational and people management	Continue to develop the preferred culture of the organisation	Communicate the findings of the staff culture survey with staff. Implement a framework for the organisation to continuously work towards the preferred culture.
Knowledge, skills, and experience	Continue to develop my professional and interpersonal skills	Continue to represent Council and the local government sector at a regional and state level, including as the Chair of the Murray Mallee Zone Emergency Management Committee, as an active participant at the Murraylands and Riverland CEO Network and as a Councillor on the Parks and Leisure Australia SA/NT Board Complete an Australian Institute of Company Directors course.

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**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

CONFIDENTIAL



Remuneration Review

Jason Taylor

2021



Introduction

Perks People Solutions have conducted the 2020/2021 Performance Review for Jason Taylor, CEO, Southern Malee 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 6 (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 \$265.50 per week)	\$10,606 p.a.
Additional 2 weeks leave per annum	\$5,980 p.a.
Addition 2% Super	\$2,643 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 Malee District Council, we have gathered the following data from these comparative Regional SA Councils as a basis for our remuneration recommendations:

CEO Performance Review Panel Meeting Minutes

3 November 2021

Council	Est Resident Population as at 30 June 2020	Region Size (sq km)	Rate Revenue	Cash Component (p/a) of package	Super (p/a)	Total (Cash + Super p/a)	Vehicle allowance p/a	phone / laptop allowance	Rent Assistance	Total Item Package
Southern Mallee District Council	2,094	6,000	\$3.1m	\$145,000	\$17,140	\$162,140	\$15,000	Supplied	\$10,886	\$187,826
Flinders Range Council	1,668	4,136	\$2.4m	\$158,100	\$15,810	\$173,910	\$15,000	Supplied	0	\$188,910
Tatara District Council	6,640	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
Wakelind Regional Council	6,801	3,469	\$9.3m	\$180,820	\$18,082	\$198,902	\$12,000	Nil	0	\$210,902
District Council of Cleve	1,790	501,738 ha	\$3.5m	\$146,447	\$14,645	\$161,092	\$15,000	Supplied	0	\$176,092
District Council of Lymbey Bay	2,668	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 KPIs 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.

COMMITTEE RESOLUTION

Moved: Cr Jeffrey Nickolls

Seconded: Cr Rebecca Boseley

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.

CARRIED

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

Responsible officer: Katrina Bell, Coordinator Organisational Development

Attachments: Nil

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

The CEO Performance Review Panel, Perks People Solutions Director, Matthew Hobby, and CEO Jason Taylor to discuss proposed Strategic Goals and Remuneration Review.

Discussion Summary

The CEO, Jason Taylor joined the meeting. Cr Paul Ireland provided Jason with a summary of the discussion the Panel has just had with Matt Hobby regarding his KPIs and the remuneration package. Cr Ireland reiterated that Jason received pleasing results from the performance review and acknowledged that Jason had accepted no increase to his salary package the previous year. He then informed Jason of the decision the panel had reached and the recommendations that they would be putting to Council.

Jason, was satisfied and accepted the offer and supported the Panel's recommendations to Council. There was further conversation around the Panel's support of the proposed KPIs and the highlighted course and that there would need to be a more formal application submitted for this to be considered.

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

That having considered agenda Item 6.3 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 6.3 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

7 OTHER BUSINESS

Nil

8 NEXT MEETING

The next meeting date is to be advised.

9 CLOSURE

There being no further business the Chairperson thanked those in attendance and closed the meeting at 10:28pm.

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Committee Chairperson

Dated / / 2021

19 CONFIDENTIAL ITEMS

**19.3 MINUTES OF THE CONFIDENTIAL CEO PERFORMANCE REVIEW PANEL WEDNESDAY
NOVEMBER 2021**

RECOMMENDATION

That having considered agenda Item 19.3 in confidence under section 90 (2) and (3) (a) of the 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.

**MOVED COUNCILLOR PAUL IRELAND
SECONDED COUNCILLOR TREVOR HANCOCK**

That having considered agenda Item 19.3 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.