

**18 CONFIDENTIAL ITEMS****18.4 MINUTES OF THE CONFIDENTIAL CEO PERFORMANCE REVIEW PANEL WEDNESDAY 5 MAY 2021****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, Coordinator Organisational Development and Minute Secretary be excluded from attendance at the meeting held on Wednesday 19 May 2021 for Agenda Item 18.4 Minutes of the Confidential CEO Performance Review Panel Wednesday 5 May 2021;
2. The Council is satisfied that pursuant to section 90 (3) (e) of the Local Government Act 1999, the information to be received, discussed or considered in relation to the Agenda Item 18.4 Minutes of the Confidential CEO Performance Review Panel Wednesday 5 May 2021 is:  
matters affecting the security of the council, members or employees of the council, or council property; or the safety of any person.
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 18.4 in confidence.

**MOVED COUNCILLOR PAUL IRELAND**

**SECONDED COUNCILLOR MICK SPARNON**

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, Coordinator Organisational Development and Minute Secretary be excluded from attendance at the meeting held on Wednesday 19 May 2021 for Agenda Item 18.4 Minutes of the Confidential CEO Performance Review Panel Wednesday 5 May 2021;
2. The Council is satisfied that pursuant to section 90 (3) (e) of the Local Government Act 1999, the information to be received, discussed or considered in relation to the Agenda Item 18.4 Minutes of the Confidential CEO Performance Review Panel Wednesday 5 May 2021 is:  
matters affecting the security of the council, members or employees of the council, or council property; or the safety of any person.
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 18.4 in confidence.

**CARRIED.**

**18.4 MINUTES OF THE CONFIDENTIAL CEO PERFORMANCE REVIEW PANEL WEDNESDAY 5 MAY 2021**

**Responsible Officer:** Katrina Bell, Coordinator Organisational Development

**Attachments:** 1. CEO Performance Review Panel minutes 5 May 2021

<b>Section under the Act</b>	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> .
<b>Sub-clause and Reason:</b>	(a) and (e) - information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person (living or dead) and matters affecting the security of the council, members or employees of the council, or council property; or the safety of any person.

**RECOMMENDATION**

That Council accepts the Confidential minutes of the CEO Performance Review Panel meeting held Wednesday 5 May 2021 as read and received and adopts all recommendations contained within these minutes.

**MOVED COUNCILLOR PAUL IRELAND  
SECONDED COUNCILLOR NEVILLE PFEIFFER**

**That Council accepts the Confidential minutes of the CEO Performance Review Panel meeting held Wednesday 5 May 2021 as read and received and adopts all recommendations contained within these minutes.**

**CARRIED.**



# **CONFIDENTIAL CEO Performance Review Panel Minutes**

Wednesday, 5 May 2021

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CONFIDENTIAL

**1 MEETING OPENING**

The Chairperson Mayor, Cr Paul Ireland opened the meeting 3:06pm 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:**

Katrina Bell (Coordinator Organisational Development)

**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 Tuesday 30 March 2021 be taken as read and confirmed.

**COMMITTEE RESOLUTION**

Moved: Cr Rebecca Boseley  
 Seconded: Cr Jeffrey Nickolls

**That the minutes of the CEO Performance Review Panel Meeting held Tuesday 30 March 2021 be taken as read and confirmed.**

**CARRIED**

**5 BUSINESS ARISING FROM THE MINUTES OF THE PREVIOUS MEETING**

Nil.

**6 CONFIDENTIAL ITEMS**

**6.1 DISCUSSION FOR THE CEO PERFORMANCE REVIEW - JUNE 2021**

**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 5 May 2021 for Agenda Item 6.1 Discussion for the CEO Performance Review - June 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 6.1 Discussion for the CEO Performance Review - June 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 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 5 May 2021 for Agenda Item 6.1 Discussion for the CEO Performance Review - June 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 6.1 Discussion for the CEO Performance Review - June 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 6.1 in confidence.

**CARRIED**

6.1

**DISCUSSION FOR THE CEO PERFORMANCE REVIEW - JUNE 2021**

**Responsible officer:** Katrina Bell, Coordinator Organisational Development

**Attachments:** 1. CEO Performance Review Report - June 2020 - Confidential

<b>Section under the Act</b>	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> .
<b>Sub-clause and Reason:</b>	(a) - information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person (living or dead).

**Background**

At the previous meeting held on 30 March 2021, the Panel made the resolution that:

*That the CEO Performance Review Panel will further investigate alternative review options to discuss at the next meeting to then put forward a recommendation to Council at its May meeting.*

The purpose of this meeting and this report is to progress this matter and make a recommendation about the preferred method to facilitate the next CEO Performance Review at the end of June 2021.

**Context**

The Council is required by the contract of employment with the Chief Executive Officer, Jason Taylor, to review the performance of the CEO twice per year, with the review at the end of June to be a 360-degree review. Council has completed this process for the previous two end of June reviews, with the assistance of Perks People Solutions (Perks).

The Coordinator Organisational Development has been in contact with Perks to look at options to add more depth to the review process.

**Issues**

At the conclusion of the June 2020 review, it was recommended by Perks that the Council “moves from a confidential assessment, to a transparent process. That way, all scores and comments can be identified and further clarity and progress can be made.” This was a concern for some Elected Members, but it is the strong feeling of the CEO that he would like to progress the process for the benefit of his professional development.

**Discussion Summary**

The panel discussed the different options or possible scenarios for the CEO’s June performance review. While it would be simple to continue with the same 360-degree review used in previous years, it was felt that to get more value from the process a variation should be considered.

The option of moving to a transparent 360-degree, while the panel is supportive of the recommendation did not feel that all survey participants would feel comfortable with this method

and therefore would likely disengage with the process. The real area of focus to come out of previous reviews was to delve deeper into the feedback and focus areas from Elected Members.

There is potentially the chance to develop the survey to add a further level of depth and weighting to the questions, which will help with this. The idea of running the 360-degree review and then having individual meetings between the independent consultant and Elected Members was considered a good alternative, as it still provides the security of a confidential process, but can still draw out more tailored and detailed feedback.

The panel were all in agreement with continuing to use Perks People Solutions to facilitate this process.

**RECOMMENDATION**

That the CEO Performance Review Panel determine their preferred method for the CEO Performance Review – June 2021 to recommend to Council.

**COMMITTEE RESOLUTION**

Moved: Cr Rebecca Boseley

Seconded: Cr Jeffrey Nickolls

**That Council consider a blended review process for the CEO's June 2021 Performance Review. This will be a combination of a confidential anonymous 360-degree survey as carried out in previous years with the inclusion of one-on-one meetings for Elected Members, with an independent consultant.**

**CARRIED**

**COMMITTEE RESOLUTION**

Moved: Cr Paul Ireland

Seconded: Cr Rebecca Boseley

**That Council engage Perks People solutions to facilitate the CEO's Performance Review for the period ending 30 June 2021.**

**CARRIED**



# Southern Mallee District Council

## CEO Performance Review

Mr. Jason Taylor  
2019 - 2020



Consultant

Matthew Hobby | Perks People Solutions

CEO Performance Review | 2020



**Introduction**

Perks People Solutions has been engaged to assist the Southern Mallee District Council with the performance review for their Chief Executive Officer (CEO) Mr Jason Taylor for the period of June 2019 – June 2020. The review includes a 360° survey of Elected Members, past Elected Members, selected staff and selected external stakeholders. This report discusses the process and outcomes of the survey. This is the second consecutive CEO performance review conducted by Perks People Solutions.

**Conduct of the Survey**

An online survey was conducted by Perks People Solutions in August 2020. In total, 25 people were invited to take participate in the survey. The participants were given 2 weeks to complete the survey online.

**Survey Questions**

The survey contained 49 questions adapted from the CEO Position Description that were then agreed upon by the CEO Performance and Review Panel.

**Survey Respondents**

Of the 19 people invited 25 completed the survey representing the following groups:

- Elected Members (5 out of 7 completed)
- Managers (2 out of 3 completed)
- Internal Staff (2 out of 2 completed)
- Coordinators (3 out of 4 completed)
- External Stakeholders (7 out of 9 completed)

**Survey Methodology**

From each question respondents were asked to select from the following options to describe the CEO's performance for the period:

Rating	Description
7	Strongly agree
6	Agree
5	Somewhat agree
4	Neither agree or disagree
3	Somewhat disagree
2	Disagree
1	Strongly Disagree

Respondents were also asked to provide any comments about the CEO's performance for each question. There was also an opportunity to provide additional comments at the end of the survey.

The scoring numbering system was changed from the previous review to allow for a new performance review system implemented by Perks People Solutions. To allow for the, PPS has presented results in a format that allows for relevant comparison.



## Southern Mallee District Council CEO Performance Review

### KRA's | Summary of Average Scores

Below is the average scores displayed in the groups of participants.

Economic Development		CEO Self Assessment	
Elected Members	5.10		6.50
Managers	6.75		
Internal Staff	5.75	Average (staff)	6.33
Coordinators	6.50	Average (all)	6.03

  

Strategic Planning		CEO Self Assessment	
Elected Members	5.43		6.67
Managers	6.17		
Internal Staff	5.92	Average (staff)	6.14
Coordinators	6.33	Average (all)	5.96

  

Representation, Public Relations and Relationships		CEO Self Assessment	
Elected Members	4.80		7.00
Managers	7.00		
Internal Staff	6.33	Average (staff)	6.56
Coordinators	6.33	Average (all)	6.12

  

Financial Management		CEO Self Assessment	
Elected Members	5.33		5.85
Managers	5.92		
Internal Staff	5.92	Average (staff)	6.02
Coordinators	6.22	Average (all)	5.85

  

Customer and Community Engagement		CEO Self Assessment	
Elected Members	4.63		6.43
Managers	5.93		
Internal Staff	6.07	Average (staff)	6.10
Coordinators	6.29	Average (all)	5.73

  

Operational and People Managers		CEO Self Assessment	
Elected Members	4.92		6.20
Managers	6.00		
Internal Staff	5.90	Average (staff)	6.10
Coordinators	6.40	Average (all)	5.81

  

Governance and Reporting		CEO Self Assessment	
Elected Members	5.15		6.25
Managers	6.50		
Internal Staff	5.38	Average (staff)	6.01
Coordinators	6.17	Average (all)	5.80

  

Personal Competencies		CEO Self Assessment	
Elected Members	5.20		6.75
Managers	6.25		
Internal Staff	6.38	Average (staff)	6.43
Coordinators	6.67	Average (all)	6.12

## Southern Mallee District Council CEO Performance Review

### KRA's | Comparison of results between current and previous survey

As the scoring system has changed year to year, we applied a weighted average percentage to compare the two periods. The CEO has improved his own assessment for all KRAs and the other participants (Elected Members and all staff) agreed showing an improvement in all KRAs

	Previous Survey (score out of 10)				June 2020 Survey (score out of 11)			
	Weighted Average	%	Self Assessment	%	Weighted Average	%	Self Assessment	%
Economic Development	7.55	26%	7.67	27%	6.61	60%	6.50	93%
	Somewhat agree		Somewhat agree		Agree		Agree	
Strategic Development	7.70	27%	7.00	20%	5.97	55%	6.07	95%
	Somewhat Agree		Somewhat agree		Somewhat Agree		Agree	
Representation, Public Relations and	8.41	84%	7.67	77%	6.12	57%	7.00	100%
	Agree		Somewhat agree		Agree		Strongly Agree	
Financial Management	7.58	26%	7.67	27%	5.85	54%	6.67	95%
	Somewhat agree		Somewhat agree		Somewhat Agree		Agree	
Customer and Community Engagement	7.70	27%	6.75	68%	5.71	52%	6.81	92%
	Somewhat agree		Somewhat agree		Somewhat agree		Agree	
Organisational and People Management	7.90	80%	7.50	75%	5.80	53%	6.20	89%
	Somewhat agree		Somewhat agree		Somewhat Agree		Agree	
Governance and Reporting	7.54	25%	6.50	66%	5.80	53%	6.25	80%
	Somewhat Agree		Somewhat agree		Somewhat Agree		Agree	
Personal Competencies	8.00	80%	7.33	73%	6.12	57%	6.75	96%
	Agree		Somewhat agree		Agree		Agree	

## Southern Mallee District Council CEO Performance Review

### Summary of Average Scores | KPIs

The nine KPIs were agreed for the 2019 & 2020 periods. The average of those are represented below.

Dec-19				Jun-20			
<b>Economic Development</b>		<b>CEO Self Assessment</b>		<b>Economic Development</b>		<b>CEO Self Assessment</b>	
Elected Members	6.20		7	Elected Members	6.40		7
Managers	6.50			Managers	6.00		
Internal Staff	6.90	Average (staff)	6.72	Internal Staff	6.40	Average (staff)	5.72
Coordinators	5.87			Coordinators	5.67	Average (all)	5.89
<b>Representation, Public Relations &amp; Relationships</b>		<b>CEO Self Assessment</b>		<b>Representation, Public Relations &amp; Relationships</b>		<b>CEO Self Assessment</b>	
Elected Members	5.20		7	Elected Members	4.80		7
Managers	6.00			Managers	6.00		
Internal Staff	5.90	Average (staff)	5.81	Internal Staff	5.90	Average (staff)	5.28
Coordinators	5.33	Average (all)	5.46	Coordinators	5.33	Average (all)	5.16
<b>Leadership and Management</b>		<b>CEO Self Assessment</b>		<b>Leadership and Management</b>		<b>CEO Self Assessment</b>	
Elected Members	5.90		7	Elected Members	5.80		7
Managers	7.00			Managers	6.50		
Internal Staff	5.90	Average (staff)	5.78	Internal Staff	5.00	Average (staff)	5.61
Coordinators	5.93	Average (all)	5.73	Coordinators	5.33	Average (all)	5.61
<b>Financial Management</b>		<b>CEO Self Assessment</b>		<b>Financial Management</b>		<b>CEO Self Assessment</b>	
Elected Members	6.20		7	Elected Members	6.40		7
Managers	7.00			Managers	6.40		
Internal Staff	5.30	Average (staff)	6.11	Internal Staff	5.00	Average (staff)	5.54
Coordinators	6.33	Average (all)	6.08	Coordinators	6.33	Average (all)	5.66
<b>Financial Management</b>		<b>CEO Self Assessment</b>		<b>Financial Management</b>		<b>CEO Self Assessment</b>	
Elected Members	5.40		7	Elected Members	N/A		
Managers	7.00			Managers	N/A		
Internal Staff	5.90	Average (staff)	6.59	Internal Staff	N/A	Average (staff)	
Coordinators	6.57	Average (all)	6.14	Coordinators	N/A	Average (all)	

## Southern Mallee District Council CEO Performance Review

### Elected Member Score Analysis

Five out of a possible seven elected members completed the survey. Of the five, three Elected Members scored an average of 4.13, 4.13 and 4.59 respectively for all KRA's and KPI's. This equates to being slightly above "neither agree or disagree". Two elected members scored an average of 6.43 and 6.70 for all KRA's and KPI's which is above "agree" and getting close to "strongly agree".

The lowest scoring KRA for the Elected Members was "Representation, Public Relations and Relationships". Comments were limited for this KRA with one suggestion that the CEO declines media responsibilities and another saying that he is proactive and great with the media. Another commented that the CEO is dismissive to people with opposing views and another felt that there is still some improvement required with the community.

The highest scoring KRA by the Elected Members was "Strategic Planning" with an average of 5.43 across all Elected Members. The average scores for the KRA's only was 5.07 and 5.71 for the KPI's.

The vast majority of scores were above a 4 - "Neither agree or disagree" for all KPI's, however there was one low score from an Elected Member for the following KPI's:

*The CEO has made themselves available and attempted to meet in a face to face meeting with all Elected Members prior to 31 December 2015. Frequency of future meetings to be agreed upon with each individual Elected Member & The CEO schedules regular 1-1 meetings with all Elected Members with the frequency and duration agreed upon by both parties.*

Another Elected member scored a 2 for the following question: "The CEO has implemented the recommendations from the review completed in December 2019" which was in reference to the Economic Development KPI.

## Southern Mallee District Council CEO Performance Review

### Managers Score Analysis

Two out of three managers participated in the survey.

The lowest scoring KRA was "Financial Management" with a score of 5.92 and the highest scoring KRA was "Representation, Public Relations and Relationships" with a score of 7.0.

The average scores for the two managers was 6.33 and 6.11 for all KRAs and KPIs. The variation between the KRA scores and the KPI scores was minimal - 6.20 for the KRAs compared to 6.28 for the KPIs. The comments from both Managers were positive in nature.

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## Southern Mallee District Council CEO Performance Review

### Internal Score Analysis

Both internal staff participated in the survey.

The lowest scoring KRA was "Governance and Reporting" with an average score of 5.36. The highest scoring KRA was the "Personal Competencies" with an average score of 6.38. The average score for all KRA's and KPI's was 5.84 (one was an average of 5.24 and the other 6.43).

The KRA's scored an average of 5.96 and the KPI's scored an average of 5.33. Commentary was minimal.

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## Southern Mallee District Council CEO Performance Review

### Coordinator Score Analysis

Three of the four Co-ordinators participated in the survey

The lowest scoring KRA was "Governance and Reporting" with an average of 6.17 and the highest scoring KRA was the "Personal Competencies" with an average of 6.38. The three participants were very similar with their scores, ranging from 6.00 to 6.51.

The KRAs attracted an average score of 6.34 and the KPIs an average of 5.78.

Commentary was minimal.

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## Southern Mallee District Council CEO Performance Review

### External Stakeholder Score Analysis

Seven out of a possible nine External Stakeholders participated in the survey. The survey had 7 questions and also encouraged comments.

The average score from the External Stakeholders was 6.36 and the range was from 5.14 to 7.00.

Comments were provided by almost all of the participant. Here are the comments provided.

*Jason has been an outstanding CEO as far as I can see. My dealings with him have been brilliant, he is accessible and willing to discuss ideas. He is bringing a freshness to the role- he is a breath of fresh air.*

*The CEO has been a pleasure to work with personally but I have witnessed a severe dislocation between him and the Mayor. As the paid manager I wonder why he has not been able to mend this breakdown as it must be severely effecting the running of business. Maybe outside help was needed to counsel them through it? As a small community many people wear many different hats sometimes by helping one group others may perceive a conflict of interest. This is not helpful as proactive people are in many different groups.*

*Jason has been exceptional to work with. As a consultant who deals with a number of small regional local government CEOs, he is one of the best, and the innovation and leadership I have witnessed from him to help grow the capacity and economy of the community is quite amazing.*

*Appears to have a major focus on the two bigger towns with in council area Perhaps a broader outlook is required. In my dealings with Jason, he demonstrates a strong strategic mindset and a commitment to contribute at a regional level.*

*Jason is insightful, fair and driven to achieve 'greater good' outcomes. He is a pleasure to work with and shows strength of conviction when required, while displaying compassion at all times.*

*Jason has settled into the role well and is starting to really gain traction with Council and the community. Some large scale community planning projects have been initiated and this will ensure a very bright future for the district.*

## Southern Mallee District Council CEO Performance Review

### Consultant Concluding Comments

This is the second CEO Performance Review that Perks People Solutions have facilitated on behalf of the Southern Mallee District Council. The participation rate was at an acceptable level to make a broad assessment of the CEO's Performance. Comments provided were fairly limited and did not provide much to further assess the performance. Overall the scoring was strong from all groups of participants, which would indicate that the CEO is performing his job to a very high level in the view of most participants. KRA's and KPI's were both viewed favourably by most participants which is pleasing. The comments and scores from the majority of external stakeholders were complimentary and showed that from an external view point, Jason is viewed very positively. Whilst there are always areas to improve, it would seem that the work and effort that the CEO is putting in is reaping rewards and he should be very pleased with his performance over this review period.

To improve the overall engagement in this process, Perks People Solutions recommend that the Southern Mallee District Council moves from a confidential assessment, to a transparent process. That way, all scores and comments can be identified and further clarity and progress can be made.

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## Southern Mallee District Council CEO Performance Review

Concluding comments from CEO Mr Jason Taylor

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## Southern Mallee District Council CEO Performance Review

Concluding comments from CEO Performance Review Panel

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**6 CONFIDENTIAL ITEMS****6.1 DISCUSSION FOR THE CEO PERFORMANCE REVIEW - JUNE 2021****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 Paul Ireland

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**

**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 3:50pm.

.....

**Committee Chairperson**

Dated / / 2021

CONFIDENTIAL

**18 CONFIDENTIAL ITEMS****18.4 MINUTES OF THE CONFIDENTIAL CEO PERFORMANCE REVIEW PANEL WEDNESDAY 5 MAY 2021****RECOMMENDATION**

That having considered agenda Item 18.4 in confidence under section 90 (2) and (3) (e) 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.

**MOVED COUNCILLOR ANDREW GRIEGER****SECONDED COUNCILLOR MICK SPARNON**

That having considered agenda Item 18.4 in confidence under section 90 (2) and (3) (e) 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.**



**19 MEETING CLOSED**

The meeting closed at 8.45pm.

These minutes are to be taken as read and confirmed at the meeting of Ordinary Council Meeting on Wednesday 16 June 2021.

**MAYOR CR** .....

**DATED** Wednesday 16 June 2021