

**MINUTES OF
CONFIDENTIAL ITEM**

**8.10pm CEO Annual Performance Rating 2015/16
Report Reference: PCC011116F6.1**

Moved Mayor Hanna, Seconded Councillor Hutchinson:

That pursuant to Section 90(2) and (3)(a) of the *Local Government Act 1999*, the Committee orders that all persons present, with the exception of the following persons: Vincent Mifsud, General Manager Corporate Service, Steph Roberts Manager Human Resources, Adrian Skull Chief Executive Officer and Councillor Ian Crossland, be excluded from the meeting as the Committee receives and considers information relating to the Chief Executive Officer (CEO) 2015/2016 Performance Review, upon the basis that the Council is satisfied that the requirement for the meeting to be conducted in a place open to the public has been outweighed by the need to keep consideration of the matter confidential, given the information relates to the performance of the CEO.

Carried Unanimously

- 8.12pm The meeting went into confidence.
8.12 pm Manager Corporate Governance left the meeting.
8.17pm General Manager Corporate Services left the meeting.
8.40pm CEO and Manager Human Resources left the meeting left the meeting.

Moved Councillor Hutchinson, Seconded Mayor Hanna

That the People and Culture Committee determines that the following recommendations be proposed to Council regarding the outcomes of the Chief Executive Officers 2015/16 performance review:

1. That the Chief Executive Officer has achieved the following Performance Ratings for 2015/16 (Appendix 1);
 - KPI 1 – 3 noting that capital expenditure carryover is a concern but there are some good reasons why this number is high (e.g. savings achieved)
 - KPI 2 – 5 noting that this is a significant improvement
 - KPI 3 – 3
 - KPI 4 – 5
 - KPI 5 – 3
 - KPI 6 – 1 recognising improvement is needed and being worked on
 - KPI 7 – 5
 - KPI 8 - Not rated
 - KPI 9 – 5
 - KPI 10- 3 based on the achievement of 50% funding from the Federal Government for the Edwardstown Oval Redevelopment.
 - KPI 11- 2 although allowances must be made for some of the unachieved goals
 - KPI 12- 5
 - KPI 13- 2 recognising the Business Plan as an achievement.
2. That Council the overall 360-degree feedback results to be used for conversation with the CEO about his performance in conjunction with the KPI results.

3. To endorse the CEO's remuneration package (including Base Salary, Employer Superannuation Contribution and Motor Vehicle) to be applied as a result of the 2015/2016 performance year as \$290,000 per annum effective 1st March 2017 (recognising this follows the first 18 months of employment).
4. In accordance with 90(2) and (3)(a) of the Local Government Act 1999 the Committees orders that this report, all appendices and the minutes arising from this report having been considered in confidence under Section 90(2) and (3)(a) of the Act be kept confidential and not available for public inspection for a period of 12 months from the date of this meeting. This confidentiality order will be reviewed at the General Council Meeting in December 2016.

The Committee also noted and discussed the McEwen Report and considered it was accurate and worthwhile exercise.

Carried

Councillor Hull call for a division

Those for: Mayor Hanna, Councillor Hutchinson, Councillor Telfer

Those against: Councillor Hull

9.18pm The meeting came out of confidence.

**9.22 pm Finance and Audit Committee – Independent Member
Report Reference: PCC01116R8.1**

Moved Mayor Hanna, Seconded Councillor Hutchinson that the People and Culture Committee recommends to Council that:

1. That Pursuant to Section 90(2) and (3)(a) of the Local Government Act, 1999 the Committee orders that all persons present, with the exception of Kate McKenzie, Manager Corporate Governance, Steph Roberts, Manager Human Resources, Vincent Mifsud General Manager Corporate Services and Adrian Skull Chief Executive Officer be excluded from the meeting as the Committee considers that the requirement for the meeting to be conducted in a place open to the public has been outweighed in circumstances where the Committee will receive and consider a report dealing with potential candidate for the Finance and Audit Committee.

Carried Unanimously

The Manager Corporate Governance provided a list of candidates to the Committee. This was considered and the Committee noted that they were searching for a candidate who will challenge the status quo and has experience in business improvement, lean principles and financial analysis.

Moved Mayor Hanna, Seconded Councillor Hull

1. That the People and Culture Committee requests that management seek the interest of the following people for the Finance and Audit Committee Independent Member and seeks interview times accordingly:
 - a. Sue Filby
 - b. Tammy Harrington
 - c. Emma Hinchey
2. In accordance with 90(2) and (3)(a) of the Local Government Act 1999 the Committees orders that this report, all appendices and the minutes arising from this report having

been considered in confidence under Section 90(2) and (3)(a) of the Act be kept confidential and not available for public inspection for a period of 12 months from the date of this meeting. This confidentiality order will be reviewed at the General Council Meeting in December 2016.

Carried Unanimously

9.34 pm The meeting came out of confidence.

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