

## MINUTES OF CONFIDENTIAL ITEMS

### 1. CONFIDENTIAL ITEMS

#### CEO Annual Performance Review 2017/18, Report Reference GC180911F06

**Moved Councillor Crossland, Seconded Councillor Appleby** that Council:

1. Pursuant to Section 90(2) and (3)(a) of the Local Government Act 1999, the Council orders that all persons present, with the exception of the following persons: Adrian Skull, Chief Executive Officer and Steph Roberts, Manager Human Resources, be excluded from the meeting as the Committee receives and considers information relating to the Chief Executive Officer (CEO) 2017/2018 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**

**9.01pm meeting went into confidence**

#### Discussion

Question was raised as to why the City of Marion CEO mobile phone is not listed in the overall package details in the report, given it is included for the City of Onkaparinga CEO.

**ACTION:** Request was made for Administration to include the CEO mobile phone cost in the package information in the future.

Adrian Skill provided an overview of the 2017/18 performance year.

- He outlined his dedication to the City of Marion and noted he does not engage in travel
- He is committed to continuing to work hard with staff
- Has instigated change, including two restructures
- Adrian spoke of his pride in what he and Council have achieved together over the past 3 years.

Question was raised as to whether Adrian anticipates more restructuring?

- Adrian responded that he does anticipate further restructuring particularly through the cross Council collaboration and focusing on reaching economies of scale.

9.07pm            Adrian Skull left the meeting  
9.08pm            Steph Roberts left the meeting

**Moved Councillor Crossland, Seconded Councillor Hutchinson** that Council determines that the following recommendations be proposed to Council regarding the outcomes of the Chief Executive Officer 2017/18 performance review:

1. **That the Chief Executive Officer has achieved the following Performance Ratings for 2017/18:** **11 Sept 2018**
  - KPI 1 – 5
  - KPI 2 – 5
  - KPI 3 – 5
  - KPI 4 – 3
  - KPI 5 – 5
  - KPI 6 – 5
  - KPI 7 – 4
  - KPI 8 – 4
2. **That the Chief Executive Officer has achieved an overall performance rating of 4.5.** **11 Sept 2018**
3. **The Committee considered the CEO performance highly commendable as there has been excellent progress overall.** **11 Sept 2018**
4. **That Council note the overall 360-degree feedback results to be used for conversation with the CEO about his performance in conjunction with the KPI results.** **11 Sept 2018**
5. **To endorse a CEO remuneration package based on a 3.2% increase (including the 2.7% June 2018 Adelaide CPI increase plus 0.5% in recognition of the hard work the CEO has performed in driving efficiency). The increase to the cash, superannuation and motor vehicle components, to be applied from the date of his last remuneration increase.** **11 Sept 2018**
6. **In accordance with 91(7) and (9) 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 2018.** **Dec 2018**

**Carried Unanimously**

**9.13pm the meeting came out of confidence**