



# **MINUTES**

of

# **CEO PERFORMANCE REVIEW COMMITTEE MEETING**

Pursuant to the provisions of Section 84(1) of the  
*Local Government Act 1999*

Held at

**WALKERVILLE CIVIC CENTRE  
1855 MEETING ROOM  
66 WALKERVILLE TERRACE GILBERTON**

on

**13 MAY 2022**

## MINUTES

13 May 2022

*The meeting was declared open at 4:02pm.*

### 1. ATTENDANCE RECORD

#### 1.1 Present

Mayor Elizabeth Fricker  
Deputy Mayor, Cr Stephen Furlan  
Cr Jennifer Joshi

#### In Attendance

Richard Altman, RA Consulting  
Council Secretariat, Danielle Edwards

#### 1.2 Apologies

Cr James Williams

#### 1.3 Not Present / Leave of Absence

Cr Joshi advised that she is intending on taking a leave of absence from 30 June 2022 to 18 July 2022, inclusive, and will be seeking Council approval at the upcoming Council meeting.

The Mayor welcomed the Strategic HR and Management Consultant Richard Altman.

### 2. CONFIRMATION OF MINUTES

#### CEO23/21-22

**Moved:** Cr Joshi

**Seconded:** Cr Furlan

That the minutes of the CEO Performance Review Committee Meeting held on 4 March 2022 be confirmed as a true and accurate record of the proceedings.

**CARRIED**

### 3. REPORTS REQUIRING DECISION OF COMMITTEE

Nil.

### 4. REPORTS PRESENTED FOR INFORMATION

Nil.

## 5. CONFIDENTIAL REPORTS

### 5.1 CEO Performance Review – Verbal Update

#### **CEO24/21-22**

**Moved:** Cr Joshi

**Seconded:** Cr Furlan

#### **Recommendation (Public)**

##### Pursuant to s90(3)(a)

Pursuant to section 90(2) of the Local Government Act 1999 the CEO Performance Review Committee orders that all members of the public, except the CEO Performance Review Committee's Consultant, Richard Altman and Council Secretariat, Danielle Edwards be excluded from attendance at the meeting for Agenda Item 5.1 CEO Performance Review – Verbal Update.

The CEO Performance Review Committee is satisfied that, pursuant to section 90(3)(a) of the Act, the information to be received, discussed or considered in relation to this Agenda Item 5.1 is information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of the Chief Executive Officer, in that details of her performance review will be discussed, which are sensitive and are details only known to those who have participated in the review process.

The CEO Performance Review Committee is satisfied that the principle that the meeting be conducted in a place open to the public has been outweighed in the circumstances because as the matter relates to details of the Chief Executive Officer's performance and remuneration.

**CARRIED**

*The time being 4:03pm the meeting moved into confidence.*

#### **CEO25/21-22**

**Moved:** Cr Joshi

**Seconded:** Cr Furlan

1. That the CEO Performance Review Committee receive and note the CEO Performance Review – Verbal Update provided by Council's HR Consultant, Richard Altman.
2. That the CEO Performance Review Committee recommend to Council to seek approval from the CEO for the 2021-22 CEO Performance Review to not go ahead under the current circumstances.

**CARRIED**

**CEO26/21-22**

**Moved:** Cr Furlan

**Seconded:** Cr Joshi

**Recommendation (Public)**

Pursuant to s.91(7)

That having considered Agenda Item 5.1 CEO Performance Review – Verbal Update in confidence under section 90(2) and (3)(a) of the Local Government Act 1999, the CEO Performance Review Committee, pursuant to section 91(7) of that Act orders that the minutes be released following the resolution of the Committee.

And that the CEO Performance Review Committee resolves to end its confidential deliberations pursuant to Section 90(2) of the Local Government Act 1999 re admit the public.

**CARRIED**

*The time being 4:07pm the meeting moved out of confidence.*

5.2 CEO Salary Review – Verbal Update

**CEO27/21-22**

**Moved:** Cr Furlan

**Seconded:** Cr Joshi

**Recommendation (Public)**

Pursuant to s90(3)(a)

Pursuant to section 90(2) of the Local Government Act 1999 the CEO Performance Review Committee orders that all members of the public, except the CEO Performance Review Committee's Consultant, Richard Altman and Council Secretariat, Danielle Edwards be excluded from attendance at the meeting for Agenda Item 5.2 CEO Salary Review – Verbal Update.

The CEO Performance Review Committee is satisfied that, pursuant to section 90(3)(a) of the Act, the information to be received, discussed or considered in relation to this Agenda Item 5.2 is information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of the Chief Executive Officer, in that details of her performance review will be discussed, which are sensitive and are details only known to those who have participated in the review process.

The CEO Performance Review Committee is satisfied that the principle that the meeting be conducted in a place open to the public has been outweighed in the circumstances because as the matter relates to details of the Chief Executive Officer's performance and remuneration.

**CARRIED**

*The time being 4:07pm the meeting moved into confidence.*

**CEO28/21-22**

**Moved:** Cr Joshi

**Seconded:** Cr Furlan

1. That the CEO Performance Review Committee receive and note the CEO Salary Review – Verbal Update provided by Council’s HR Consultant, Richard Altman.
2. That the CEO Performance Review Committee recommend to Council that pursuant to clause 9 of the CEO Employment Agreement, the CEO receive the minimum annual salary increase of the Adelaide March 2022 CPI, 4.7%, to be applied from 1 July 2022.

**CARRIED**

**CEO29/21-22**

**Moved:** Cr Furlan

**Seconded:** Cr Joshi

**Recommendation (Public)**

Pursuant to s.91(7)

That having considered Agenda Item 5.2 CEO Salary Review – Verbal Update in confidence under section 90(2) and (3)(a) of the Local Government Act 1999, the CEO Performance Review Committee, pursuant to section 91(7) of that Act orders that the minutes be released following the resolution of the Committee.

And that the CEO Performance Review Committee resolves to end its confidential deliberations pursuant to Section 90(2) of the Local Government Act 1999 re admit the public.

**CARRIED**

*The time being 4:15pm the meeting moved out of confidence.*

### 5.3 Acting CEO – Verbal Update

#### **CEO30/21-22**

**Moved:** Cr Joshi

**Seconded:** Cr Furlan

#### **Recommendation (Public)**

##### Pursuant to s90(3)(a)

Pursuant to section 90(2) of the Local Government Act 1999 the CEO Performance Review Committee orders that all members of the public, except the CEO Performance Review Committee's Consultant, Richard Altman and Council Secretariat, Danielle Edwards be excluded from attendance at the meeting for Agenda Item 5.3 Acting CEO – Verbal Update.

The CEO Performance Review Committee is satisfied that, pursuant to section 90(3)(a) of the Act, the information to be received, discussed or considered in relation to this Agenda Item 5.3 is information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of the Chief Executive Officer, in that details of her performance review will be discussed, which are sensitive and are details only known to those who have participated in the review process.

The CEO Performance Review Committee is satisfied that the principle that the meeting be conducted in a place open to the public has been outweighed in the circumstances because as the matter relates to details of the Chief Executive Officer's performance and remuneration.

**CARRIED**

*The time being 4:15pm the meeting moved into confidence.*

#### **CEO31/21-22**

**Moved:** Cr Furlan

**Seconded:** Cr Joshi

1. That the CEO Performance Review Committee receive and note the Acting CEO – Verbal Update provided by Council's HR Consultant, Richard Altman.
2. That the CEO Performance Review Committee recommend to Council that the Acting CEO receive the CEO base salary effective from 1 May 2022.

**CARRIED**

**CEO32/21-22**

**Moved:** Cr Joshi

**Seconded:** Cr Furlan

**Recommendation (Public)**

Pursuant to s.91(7)

That having considered Agenda Item 5.3 Acting CEO – Verbal Update in confidence under section 90(2) and (3)(a) of the Local Government Act 1999, the CEO Performance Review Committee, pursuant to section 91(7) of that Act orders that the minutes be released following the resolution of the Committee.

And that the CEO Performance Review Committee resolves to end its confidential deliberations pursuant to Section 90(2) of the Local Government Act 1999 re admit the public.

**CARRIED**

*The time being 4:22pm the meeting moved out of confidence.*

**6. CLOSURE**

*The meeting was declared closed at 4:22pm.*

RELEASED