

CITY OF JOONDALUP

MINUTES OF THE CHIEF EXECUTIVE OFFICER - PERFORMANCE REVIEW COMMITTEE MEETING HELD IN CONFERENCE ROOM 2, JOONDALUP CIVIC CENTRE, BOAS AVENUE, JOONDALUP ON THURSDAY 13 OCTOBER 2005

ATTENDANCE AND APOLOGIES

CMR P CLOUGH – Acting Chairman

CMR M ANDERSON

CMR A FOX

From 1805 hrs; absent from 1954 hrs to 1956 hrs.

CMR S SMITH

Absent from 1808 hrs to 1810 hrs.

Officers:

Chief Executive Officer:

G HUNT

Director, Corporate Services:

P SCHNEIDER

Committee Clerk:

J HARRISON

In attendance:

Andrea Lloyd, Integral Leadership Centre

The Director Corporate Services declared the meeting open at 1801 hrs.

Apology

Cmr Paterson

ELECTION OF ACTING CHAIRMAN

In the absence of the Chairman, Cmr Paterson, the Committee was required to appoint an Acting Chairman.

MOVED Cmr Smith SECONDED Cmr Anderson that Cmr Clough be APPOINTED as Acting Chairman.

The Motion was Put and

CARRIED (3/0)

Cmr Clough assumed the Chair at 1803 hrs.

DECLARATIONS OF FINANCIAL INTEREST/INTEREST THAT MAY AFFECT IMPARTIALITY

Disclosure of Financial Interests

A declaration under this section requires that the nature of the interest must be disclosed. Consequently a member who has made a declaration must not preside, participate in, or be present during any discussion or decision-making procedure relating to the matter the subject of the declaration.

Name/Position	Mr Garry Hunt – Chief Executive Officer
Item No/Subject	Item 1 – Key Performance Indicators - Workshop
Nature and Extent of Interest	Mr Hunt is employed as CEO

Name/Position	Mr Peter Schneider – Director Corporate Services
Item No/Subject	Item 1 – Key Performance Indicators - Workshop
Nature and Extent of Interest	Due to the nature of his employment relationship with the CEO.

Disclosure of interest affecting impartiality

Commissioners and staff are required under the Code of Conduct, in addition to declaring any financial interest, to declare any interest that may affect their impartiality in considering a matter. This declaration does not restrict any right to participate in or be present during the decision-making process. The Commissioner/employee is also encouraged to disclose the nature of the interest.

Name/Position	Cmr Peter Clough
Item No/Subject	All items that relate to the suburb of Woodvale.
Nature and Extent of Interest	Cmr Clough resides in the suburb of Woodvale

Name/Position	Cmr Steve Smith
Item No/Subject	The Annual Plan and all items that relate to the suburb of Padbury.
Nature and Extent of Interest	Cmr Smith's son resides in the suburb of Padbury.

Cmr Fox entered the Room at 1805 hrs.

CONFIRMATION OF MINUTES

MINUTES OF THE CHIEF EXECUTIVE OFFICER – PERFORMANCE REVIEW COMMITTEE MEETING HELD ON 6 SEPTEMBER 2005

MOVED Cmr Anderson **SECONDED** Cmr Smith that the minutes of the meeting of the Chief Executive Officer – Performance Review Committee held on 6 September 2005 be confirmed as a true and correct record.

The Motion was Put and

CARRIED (4/0)

SUSPENSION OF STANDING ORDERS LOCAL LAW

MOVED Cmr Anderson **SECONDED** Cmr Smith that so much of Standing Orders be **SUSPENDED** to enable a workshop to be conducted.

The Motion was Put and

CARRIED (4/0)

ITEM 1 KEY PERFORMANCE INDICATORS – WORKSHOP [2006]

WARD: All

RESPONSIBLE Peter Schneider
DIRECTOR: Director Corporate Services & Resource Management

Ms Andrea Lloyd of Integral Leadership Centre advised that the aim of the session was to identify and set future KPIs for the CEO as required in accordance with Clause 11 of the CEO's Employment Contract. Ms Lloyd suggested that approximately eight KPIs be set.

The Committee discussed the timing of the review process, as provided for within the CEO's contract and the Local Government Act 1995.

Cmr Smith left the Room at 1808 hrs and returned at 1810 hrs.

A workshop was then conducted and draft KPIs developed.

Cmr Fox left the Room at 1954 hrs and returned at 1956 hrs.

RESUMPTION OF STANDING ORDERS LOCAL LAW

MOVED Cmr Smith **SECONDED** Cmr Anderson that Standing Orders **BE RESUMED**.

The Motion was Put and

CARRIED (4/0)

MOVED Cmr Smith SECONDED Cmr Fox that the CEO PROVIDES draft Key Performance Indicators and measures for the next meeting of the Committee based on the workshop outcomes.

The Motion was Put and

CARRIED (4/0)

Cmr Anderson suggested that a list of items for consideration relating to the contract be provided to the Commissioners prior to the next meeting of the Committee if possible, as some process issues are of concern and legal advice may need to be obtained.

It was also suggested that the Commissioners forward any concerns they may have, to enable discussion to occur at the next meeting.

CLOSURE

There being no further business, the Acting Chairman declared the Meeting closed at 2030 hrs; the following Commissioners being present at that time:

CMR P CLOUGH
CMR M ANDERSON
CMR A FOX
CMR S SMITH

CITY OF JOONDALUP

MINUTES OF THE CHIEF EXECUTIVE OFFICER - PERFORMANCE REVIEW COMMITTEE MEETING HELD IN CONFERENCE ROOM 2, JOONDALUP CIVIC CENTRE, BOAS AVENUE, JOONDALUP ON MONDAY 14 NOVEMBER 2005

ATTENDANCE AND APOLOGIES

CMR J PATERSON Chairman
CMR P CLOUGH
CMR M ANDERSON
CMR A FOX
CMR S SMITH

Officers:

Chief Executive Officer:	G HUNT	<i>from 1925 hrs to 2046 hrs; and from 2115 hrs</i>
Director, Corporate Services:	P SCHNEIDER	
Committee Clerk:	J HARRISON	

The Chairman declared the meeting open at 1844 hrs.

ADJOURNMENT OF MEETING

MOVED Cmr Fox **SECONDED** Cmr Clough that the meeting be **ADJOURNED** for a period of up to forty-five (45) minutes.

The Motion was Put and **CARRIED (5/0)**

The meeting **ADJOURNED** at 1845 hrs.

RESUMPTION OF MEETING

MOVED Cmr Anderson **SECONDED** Cmr Clough that the meeting be **RESUMED**.

The Motion was Put and **CARRIED (5/0)**

The meeting RESUMED at 1922 hrs, with the following persons being present:

CMR J PATERSON Chairman
CMR P CLOUGH
CMR M ANDERSON
CMR A FOX
CMR S SMITH

Officers:

Director, Corporate Services:
Committee Clerk:

P SCHNEIDER
J HARRISON

Apology

Nil

DECLARATIONS OF FINANCIAL INTEREST/INTEREST THAT MAY AFFECT IMPARTIALITY

Disclosure of Financial Interests

A declaration under this section requires that the nature of the interest must be disclosed. Consequently a member who has made a declaration must not preside, participate in, or be present during any discussion or decision-making procedure relating to the matter the subject of the declaration. An employee is required to disclose their financial interest and if required to do so by the Council must disclose the extent of the interest. Employees are required to disclose their financial interests where they are required to present verbal or written reports to the Council. Employees are able to continue to provide advice to the Council in the decision making process if they have disclosed their interest.

Name/Position	Mr Garry Hunt – Chief Executive Officer
Item No/Subject	Items 1, 2 and 3
Nature and Extent of Interest	Mr Hunt is employed as CEO

Disclosure of interest affecting impartiality

Commissioners and staff are required under the Code of Conduct, in addition to declaring any financial interest, to declare any interest that may affect their impartiality in considering a matter. This declaration does not restrict any right to participate in or be present during the decision-making process. The Commissioner/employee is also encouraged to disclose the nature of the interest.

Name/Position	Mr Peter Schneider – Director Corporate Services
Item No/Subject	Items 1, 2 and 3
Nature and Extent of Interest	Due to the nature of his employment relationship with the CEO.

CONFIRMATION OF MINUTES

MINUTES OF THE CHIEF EXECUTIVE OFFICER – PERFORMANCE REVIEW COMMITTEE MEETING HELD ON 13 OCTOBER 2005

MOVED Cmr Clough SECONDED Cmr Anderson that the minutes of the meeting of the Chief Executive Officer – Performance Review Committee held on 13 October 2005 be confirmed as a true and correct record.

The Motion was Put and

CARRIED (5/0)

The Director Corporate Services advised that the Chief Executive Officer had been provided with a copy of the agenda for this evening's meeting, with the exception of Confidential Attachment 3.

MOVED Cmr Fox SECONDED Cmr Clough that Mr Garry Hunt, Chief Executive Officer, be INVITED to join the meeting.

The Motion was Put and

CARRIED (5/0)

The Chief Executive Officer entered the Room at 1925 hrs.

SUSPENSION OF STANDING ORDERS

MOVED Cmr Smith SECONDED Cmr Anderson that so much of Standing Orders be SUSPENDED to allow discussion in relation to Item 1 – Key Performance Indicators – Chief Executive Officer.

The Motion was Put and

CARRIED (5/0)

ITEM 1 KEY PERFORMANCE INDICATORS - CHIEF EXECUTIVE OFFICER – [74574]

WARD: All

RESPONSIBLE Mr Peter Schneider
DIRECTOR: Corporate Services

PURPOSE

The purpose of this report is to submit a draft set of CEO related Key Performance Indicators for consideration and endorsement of the CEO Performance Review Committee.

EXECUTIVE SUMMARY

The Performance Review Committee (the committee) is required to make recommendations to Council to vary the CEO's Key Performance Indicators (KPIs) as part of the performance review process.

The committee conducted a workshop to develop draft KPIs and measures on 13 October 2005 and requested the CEO to give further consideration to those items discussed. As a consequence of that request a confidential report containing KPIs and measures is attached and it is recommended:

That the CEO Performance Review Committee gives consideration to the attached confidential report titled "Key Performance Indicators - Chief Executive Officer".

BACKGROUND

At the Council meeting held on 7 June 2005 the Council resolved as follows when considering report CJ104-06/05 Chief Executive Officer - Performance Review Committee:

- 1 *Council in accordance with Section 5.8 of the Local Government Act 1995, ESTABLISHES a Performance Review Committee consisting of five (5) Joint Commissioners as follows:*

<i>Chairman of Commissioners</i>	<i>Cmr J Paterson</i>
<i>Deputy Chairman</i>	<i>Cmr P Clough</i>
<i>Cmr M Anderson</i>	
<i>Cmr S Smith</i>	
<i>Cmr A Fox</i>	

- 2 *The terms of reference for the Performance Review Committee be to:*
 - (a) *Review the Chief Executive Officer's performance in accordance with the appropriate provisions contained within the Chief Executive Officer's Employment Contract;*
 - (b) *Prepare and table the concluded report, in accordance with the appropriate provisions within the Chief Executive Officer's Employment Contract to the Council at a Council meeting for consideration and actioning;*
 - (c) *Review the Chief Executive Officer's performance on an on-going basis as and when deemed necessary in accordance with the appropriate provisions contained within the Chief Executive Officer's Employment contract;*
 - (d) *Review the Key Performance Indicators to be met by the Chief Executive Officer.*

At the Council meeting held on 9 August 2005 the terms of reference of the Committee were extended to include (CJ46-08/05 Chief Executive Officer - Performance Review Committee refers):

- (a) *Review the Chief Executive Officer's remuneration package, in accordance with the appropriate provisions within the Chief Executive Officer's Employment Contract;*
- (b) *Review the Chief Executive Officer's Employment Contract and make recommendations to Council in relation to varying the contract as and when necessary.*

At the Council meeting held on 20 September 2005 it was resolved (C54-09/05 Performance Review Committee - CEO Initial Performance Review Report refers):

- 1 *ENDORSES the Performance Review Committee's satisfactory findings and conclusions about the CEO's performance during the period 31 January 2005 to 31 July 2005, inclusive;*
- 2 *ENDORSES further discussion between the CEO and the Performance Review Committee to review and vary the Key Performance Indicators going forward with recommendations to be referred to Council;*
- 3 *CONGRATULATES the CEO on his achievements in relation to meeting the relevant conditions of his Employment Contract relating to Key Performance Indicators.*

At the committee meeting of 13 October 2005, it was resolved inter alia (Item 1 Key Performance Indicators - Workshop refers):

"That the CEO PROVIDES draft Key Performance Indicators and measures for the next meeting of the Committee based on the workshop outcomes."

DETAILS

Issues and options considered:

As contained within the attached confidential report.

Link to Strategic Plan:

In order to facilitate the formulation of draft KPIs at the committee meeting held on 13 October 2005, committee members were provided with a copy of the City's Strategic Plan 2003-2008 to enable alignment between the KPIs and the strategic direction of the City.

Legislation – Statutory Provisions:

Included in clause 3 Executive Duties, of the CEO's Employment Contract are the following references to the Local Government Act 1995 and other regulatory requirements:-

- exercise such powers and carry out such duties and functions as are proposed in the Act, and all other relevant laws, regulations and Standing Orders

- fulfil the functions of a CEO as prescribed in the Act
- comply with the Council's policies and procedures and Code of Conduct, as varied from time to time.

Risk Management considerations:

The CEO's Employment Contract allows for ongoing performance reviews by the committee if deemed appropriate.

Financial/Budget Implications:

The draft KPIs will have financial implications, which are capable of being achieved within the adopted 2005/06 budget.

Policy implications:

One of the draft measures includes integration of Council Policies into the organisation, at all levels.

Regional Significance:

N/A

Sustainability implications:

N/A

Consultation:

N/A

COMMENT

The attached confidential report contains draft KPIs and measures in line with those discussed at the committee workshop held on 13 October 2005 and have been developed having regard for the Strategic Plan 2003-2008, Annual Plan 2005/06 and the list of Business Outstanding from Previous Meetings as at 4 October 2005.

It is recommended that the draft KPIs and measures, contained within the confidential attachments, be considered by the committee and forwarded to Council for adoption.

ATTACHMENTS

Attachment 1 - "Confidential Report" Key Performance Indicators - Chief Executive Officer

VOTING REQUIREMENTS

Simple majority.

OFFICER'S RECOMMENDATION

That the CEO Performance Review Committee gives CONSIDERATION to the attached confidential report titled "Key Performance Indicators - Chief Executive Officer".

Extensive discussion ensued in relation to the CEO's KPIs and measures, with a number of amendments being made – Attachment 1 refers.

RESUMPTION OF STANDING ORDERS

MOVED Cmr Clough SECONDED Cmr Smith that Standing Orders BE RESUMED.

The Motion was Put and **CARRIED (5/0)**

MOVED Cmr Smith SECONDED Cmr Clough that the CEO Performance Review Committee RECOMMENDS that Council AGREES to the Key Performance Indicators and Measures 2005/06 in relation to the Chief Executive Officer's performance as shown amended on Attachment 1 hereto.

The Motion was Put and **CARRIED (5/0)**

ITEM 2 CEO EMPLOYMENT CONTRACT REVIEW – [74574]

WARD: All

RESPONSIBLE Mr Peter Schneider
DIRECTOR: Corporate Services

PURPOSE

The purpose of this report is to provide information to the CEO Performance Review Committee to allow it to review the Chief Executive Officer's Employment Contract.

EXECUTIVE SUMMARY

During the initial performance review of the CEO, several contractual issues related to the documented review procedure were identified.

The terms of reference of the CEO Employment Review Committee (the committee) allow it to review the contract and make recommendations to Council in relation to varying the contract as and when required.

The contractual issues contained within the attached confidential report are provided for consideration.

It is recommended that the CEO Performance Review Committee gives consideration to the attached confidential report titled "CEO Employment Contract Review".

BACKGROUND

At the Council meeting held on 7 June 2005 the Council resolved as follows when considering report CJ104-06/05 Chief Executive Officer - Performance Review Committee:

- 1 *Council in accordance with Section 5.8 of the Local Government Act 1995, ESTABLISHES a Performance Review Committee consisting of five (5) Joint Commissioners as follows:*

<i>Chairman of Commissioners</i>	<i>Cmdr J Paterson</i>
<i>Deputy Chairman</i>	<i>Cmdr P Clough</i>
<i>Cmdr M Anderson</i>	
<i>Cmdr S Smith</i>	
<i>Cmdr A Fox</i>	

- 2 *The terms of reference for the Performance Review Committee be to:*

- (a) *Review the Chief Executive Officer's performance in accordance with the appropriate provisions contained within the Chief Executive Officer's Employment Contract;*
- (b) *Prepare and table the concluded report, in accordance with the appropriate provisions within the Chief Executive Officer's Employment Contract to the Council at a Council meeting for consideration and actioning;*
- (c) *Review the Chief Executive Officer's performance on an on-going basis as and when deemed necessary in accordance with the appropriate provisions contained within the Chief Executive Officer's Employment contract;*
- (d) *Review the Key Performance Indicators to be met by the Chief Executive Officer.*

At the Council meeting held on 9 August 2005 the terms of reference of the Committee were extended to include (CJ46-08/05 Chief Executive Officer - Performance Review Committee refers):

- (a) *Review the Chief Executive Officer's remuneration package, in accordance with the appropriate provisions within the Chief Executive Officer's Employment Contract;*
- (b) *Review the Chief Executive Officer's Employment Contract and make recommendations to Council in relation to varying the contract as and when necessary.*

DETAILS

Issues and options considered:

As contained within the attached confidential report.

Link to Strategic Plan:

Objective 4.5 - To manage our workforce as a strategic business unit.

Legislation – Statutory Provisions:

Section 5.39 of the Local Government Act 1995 (the Act) together with Local Government (Administration) Regulations cover legislative requirements relating to contracts for CEOs and senior employees. The CEO's Employment Contract is compliant with these legislative requirements.

Clause 18.4 of the Employment Contract of the CEO allows for variation or replacement by agreement in writing signed by the parties.

Risk Management considerations:

Any recommendations made by the committee will be referred to Council for its ultimate decision.

Financial/Budget Implications:

There will be a need to refer any recommended contractual variations to solicitors for consideration. The costs associated with this will be covered by the centralised legal costs provision, contained within the 2005/06 Budget adopted by Council.

Policy implications:

N/A

Regional Significance:

N/A

Sustainability implications:

The 2005/06 Budget was structured on financial viability and sustainability principles. As detailed above, any legal costs associated with variations to the contract will be covered by the budget.

Consultation:

N/A

COMMENT

During the initial performance review, several procedural issues contained within the contract were raised and flagged for future consideration of the committee.

The contract contemplates amendment, which is covered in clause 18.4 as follows:

"This contract may only be varied or replaced by agreement in writing signed by the parties."

The information contained within the attached confidential report is provided to assist the committee in its review and in formulating any recommended changes for referral to the Council.

ATTACHMENTS

Attachment 1 - " Confidential Report" CEO Employment Contract Review

VOTING REQUIREMENTS

Simple majority.

OFFICER'S RECOMMENDATION

That the CEO Performance Review Committee gives CONSIDERATION to the attached confidential report titled "CEO Employment Contract Review".

SUSPENSION OF STANDING ORDERS

MOVED Cmr Fox SECONDED Cmr Clough that so much of Standing Orders be SUSPENDED to allow discussion in relation to Item 2 – CEO Employment Contract Review.

The Motion was Put and

CARRIED (5/0)

The Chief Executive Officer tabled a memorandum dated 14 November 2005 and marked "Private and Confidential" in relation to this employment contract – Attachment 2 refers.

Discussion ensued on the contractual issues outlined in the confidential memorandum.

RESUMPTION OF STANDING ORDERS

MOVED Cmr Clough SECONDED Cmr Smith that Standing Orders BE RESUMED.

The Motion was Put and

CARRIED (5/0)

The Chief Executive Officer left the Room at 2046 hrs.

MOVED Cmr Smith **SECONDED** Cmr Fox that the **CEO Performance Review Committee:**

1 RECEIVES:

- (a) **Item 2 – CEO Employment Contract Review;**
- (b) **the memorandum from the Chief Executive Officer in relation to his employment contract dated 14 November 2005 marked ‘Private and Confidential’ and forming Attachment 2 hereto;**

2 REQUESTS that legal advice be provided to the next meeting of the CEO Performance Review Committee in relation to the issues raised in the CEO’s memorandum referred to in 1(b) above.

The Committee provided direction to the Director Corporate Services in relation to the legal advice required.

The Motion was Put and

CARRIED (5/0)

ITEM 3 INITIAL SALARY REVIEW - CHIEF EXECUTIVE OFFICER - [74574]

WARD: All

RESPONSIBLE DIRECTOR: Mr Peter Schneider
Corporate Services

PURPOSE

The purpose of this report is to provide information to the CEO Performance Review committee to allow it to conduct an initial salary review of the CEO's remuneration package.

EXECUTIVE SUMMARY

The Employment Contract of the CEO (the contract) states that the remuneration package of the CEO will be reviewed after the completion of the initial performance review which was adopted by Council at its meeting of 11 October 2005.

The relevant information is contained within the attached confidential report.

It is recommended that the CEO Performance Review Committee gives consideration to the attached confidential report titled Initial “Salary review - Chief Executive Officer”.

BACKGROUND

At the Council meeting held on 7 June 2005 the Council resolved as follows when considering report CJ104-06/05 Chief Executive Officer - Performance Review Committee:

- 1 *Council in accordance with Section 5.8 of the Local Government Act 1995, ESTABLISHES a Performance Review Committee consisting of five (5) Joint Commissioners as follows:*

<i>Chairman of Commissioners</i>	<i>Comr J Paterson</i>
<i>Deputy Chairman</i>	<i>Comr P Clough</i>
<i>Comr M Anderson</i>	
<i>Comr S Smith</i>	
<i>Comr A Fox</i>	

- 2 *The terms of reference for the Performance Review Committee be to:*

- (a) *Review the Chief Executive Officer's performance in accordance with the appropriate provisions contained within the Chief Executive Officer's Employment Contract;*
- (b) *Prepare and table the concluded report, in accordance with the appropriate provisions within the Chief Executive Officer's Employment Contract to the Council at a Council meeting for consideration and actioning;*
- (c) *Review the Chief Executive Officer's performance on an on-going basis as and when deemed necessary in accordance with the appropriate provisions contained within the Chief Executive Officer's Employment contract;*
- (d) *Review the Key Performance Indicators to be met by the Chief Executive Officer.*

At the Council meeting held on 9 August 2005 the terms of reference of the Committee were extended to include (CJ46-08/05 Chief Executive Officer - Performance Review Committee refers):

- (a) *Review the Chief Executive Officer's remuneration package, in accordance with the appropriate provisions within the Chief Executive Officer's Employment Contract;*
- (b) *Review the Chief Executive Officer's Employment Contract and make recommendations to Council in relation to varying the contract as and when necessary.*

DETAILS

Issues and options considered:

As contained within the attached confidential report.

Link to Strategic Plan:

Objective 4.5 - To manage our workforce as a strategic business unit.

Legislation – Statutory Provisions:

Section 5.38 of the Local Government Act 1995 (the Act) states that each employee who is employed for a term of more than one year, including the CEO and each senior employee, is to be reviewed at least once in relation to every year of employment.

Section 5.39(7), a recent amendment to the Act, states that a report made by the Salaries & Allowances Tribunal, under section 7A of the Salaries & Allowances Act 1975, containing recommendations as to the remuneration to be paid or provided to a CEO is to be taken into account by the local government before entering into, or renewing, a contract of employment with a CEO.

Risk Management considerations:

The initial salary review process is set out in clause 12.10(1) of the Employment contract of the CEO.

Any recommendations made by the committee will be referred to the Council for its ultimate decision.

Financial/Budget Implications:

An across the board increase for wages and salaries was included in the 2005/06 Budget adopted by Council.

Policy implications:

N/A

Regional Significance:

N/A

Sustainability implications:

The 2005/06 Budget was structured on financial viability and sustainability principles. As detailed above, allowance was made in the budget for an across the board wages and salaries increase.

Consultation:

N/A

COMMENT

The Employment Contract of the CEO states that his remuneration package will be reviewed after the completion of the initial performance review. The concluded performance review was adopted by Council on 11 October 2005.

The information contained within the attached confidential report is provided to assist the committee in making a recommendation to Council, in relation to the CEO's remuneration package.

ATTACHMENTS

Attachment 1 - "Confidential Report" Initial Salary Review - Chief Executive Officer

VOTING REQUIREMENTS

Simple majority.

OFFICER'S RECOMMENDATION

That the CEO Performance Review Committee gives CONSIDERATION to the attached confidential report titled "Initial Salary review - Chief Executive Officer".

SUSPENSION OF STANDING ORDERS

MOVED Cmr Clough SECONDED Cmr Anderson that so much of Standing Orders be SUSPENDED to allow discussion in relation to Item 3 – Initial Salary Review – Chief Executive Officer.

The Motion was Put and

CARRIED (5/0)

The Director Corporate Services provided comparison figures of salaries paid to the CEOs at the Cities of Perth and Melville.

The Committee discussed the Mercer Cullen Egan Dell data provided on remuneration trends that related to public sector and to local government. The Committee noted that when negotiating the CEO's salary they had been unaware that information on local government remuneration trends could be sourced.

RESUMPTION OF STANDING ORDERS

MOVED Cmr Clough SECONDED Cmr Smith that Standing Orders BE RESUMED.

The Motion was Put and

CARRIED (5/0)

MOVED Cmr Smith SECONDED Cmr Fox that, having regard to:

- 1 the data from Mercer Cullen Egan Dell in relation to both the public sector and local government remuneration movement and forecasts; and**
- 2 the achievement of the performance criteria in the contract;**

the CEO Performance Review Committee RECOMMENDS to Council that the Chief Executive Officer's salary be INCREASED by 5% to apply from the anniversary date of the review.

The Motion was Put and

CARRIED (5/0)

The Chief Executive Officer entered the Room at 2115 hrs.

SUSPENSION OF STANDING ORDERS

MOVED Cmr Fox SECONDED Cmr Clough that so much of Standing Orders be SUSPENDED to allow further discussion in relation to Item 3 – Initial Salary Review – Chief Executive Officer.

The Motion was Put and

CARRIED (5/0)

Discussion ensued.

RESUMPTION OF STANDING ORDERS

MOVED Cmr Clough SECONDED Cmr Anderson that Standing Orders BE RESUMED.

The Motion was Put and

CARRIED (5/0)

CLOSURE

There being no further business, the Chairman declared the Meeting closed at 2120 hrs; the following Commissioners being present at that time:

CMR J PATERSON
CMR P CLOUGH
CMR M ANDERSON
CMR A FOX
CMR S SMITH