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I hereby give notice that a Council Meeting will be held on:

Date: Tuesday, 19 July 2022
Time: 6.00 p.m.
Location: Council Chamber
Civic Centre
10 Watson Terrace
Mount Gambier

CONFIDENTIAL AGENDA

Council Meeting
19 July 2022

A handwritten signature in black ink, appearing to read "Sarah Philpott", is written over a light grey circular stamp.

Sarah Philpott
Chief Executive Officer
15 July 2022

26.4 CHIEF EXECUTIVE OFFICER KPI'S 2022 – REPORT NO. AR22/46872

CONSIDERATION FOR EXCLUSION OF THE PUBLIC

Pursuant to section 90(2) of the *Local Government Act 1999* the Council orders that all members of the public, except the Mayor, Councillors and (Council Officers) be excluded from attendance at the meeting for the receipt, discussion and consideration in confidence of Agenda Item 26.4 AR22/46872 Chief Executive Officer KPI's 2022.

The Council is satisfied that, pursuant to section 90(3) (a) of the Act, the information to be received, discussed or considered in relation to the Agenda Item is:

- information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person (living or dead)

The Council is satisfied that the principle that the meeting be conducted in a place open to the public has been outweighed in the circumstances because the subject matter includes information concerning the personal employment affairs of the Chief Executive Officer, Sarah Philpott for which a duty of confidence has been established.

CONFIDENTIAL

26.4 CHIEF EXECUTIVE OFFICER KPI'S 2022 – REPORT NO. AR22/46872

Committee:	Council
Meeting Date:	19 July 2022
Report No.:	AR22/46872
CM9 Reference:	AF13/64
Author:	Ashlee Pasquazzi, Executive Administrator Corporate and Regulatory Services
Authoriser:	Darren Barber, General Manager Corporate and Regulatory Services
Summary:	This report presents the 2022 Chief Executive Officer KPI's for endorsement.
Strategic Plan Reference:	Goal 1: Our People Goal 2: Our Location Goal 3: Our Diverse Economy Goal 4: Our Climate, Natural Resources, Arts, Culture and Heritage Goal 5: Our Commitment

The Council is satisfied that, pursuant to Section 90(2) & (3) of the *Local Government Act 1999*, the information to be received, discussed or considered in relation to this agenda item is:

- (a) information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person (living or dead).

REPORT RECOMMENDATION

1. That Council Report No. AR22/46872 titled 'Chief Executive Officer KPI's 2022' as presented on 19 July 2022 be noted.
2. That the Chief Executive Officer Key Performance Indicators (KPI's) for the employment review period of June 2022 to June 2023 as attached to Report No. AR22/46872 be endorsed.



TYPE OF REPORT

Other

BACKGROUND

At its meeting held on 6 July 2022, the Chief Executive Officer Performance Review Committee met to consider the report on the independent review and remuneration review as presented from McArthur.

As part of the independent review process Council engaged McArthur to assist with drafting the 2022/2023 Chief Executive Officer Key Performance Indicators (KPI's) in response to the outcomes of the independent review.

PROPOSAL

The proposed KPI's have been discussed by the Committee in consultation with the Chief Executive Officer, at a workshop conducted by McArthur on 6 July 2022.

The proposed KPI's from McArthur and accepted by the Chief Executive Officer are attached (**Attachment 1**) for Members review and consideration.

LEGAL IMPLICATIONS

N/A

STRATEGIC PLAN

The Chief Executive Officer KPI's are prepared in consideration and alignment of the goals and objectives of Council's Strategic Plan and other plans and strategies.

COUNCIL POLICY

N/A

ECONOMIC IMPLICATIONS

N/A

ENVIRONMENTAL IMPLICATIONS

N/A

SOCIAL IMPLICATIONS

N/A

CULTURAL IMPLICATIONS

N/A

RESOURCE IMPLICATIONS

N/A

VALUE FOR MONEY

N/A

RISK IMPLICATIONS

N/A

EQUALITIES AND DIVERSITY IMPLICATIONS

The Chief Executive Officer KPI's have been prepared in consideration and alignment of Council's strategic documents and relevant plans and strategies.

ENGAGEMENT AND COMMUNICATION STRATEGY

N/A



IMPLEMENTATION STRATEGY

The Chief Executive Officer will regularly report on her progress against the KPI's.

CONCLUSION AND RECOMMENDATION

Having obtained an independent review of the Chief Executive Officers performance, Council may now consider and adopt the associated KPI's for the 2022/2023 year.

ATTACHMENTS

1. Chief Executive Officer KPI's 2022 [↓](#)

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Chief Executive Officer KPI's 2022

- Opening and activation of the Wulanda Recreation and Convention Centre project
- Continuing to improve Council's financial performance:
 - Sponsorship and grants review
 - Service reviews
- Improving asset management planning and capital works delivery processes
- Progression of CBD activation
- Activation of visitor economy:
 - Delivery of the Crater Lakes Masterplan
- Continued development and implementation of the Partnership Priorities and Advocacy document
- Progressing Council's relationships and programs with First Nations people

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CONSIDERATION FOR KEEPING ITEMS CONFIDENTIAL

1. In accordance with Sections 91(7) and 91(9) of the *Local Government Act 1999* the Council orders that the report 26.4 AR22/46872 Chief Executive Officer KPI's 2022 and its attachments, the discussion and the resolution/s and minutes arising from the report, having been considered by the Council in confidence under Section 90(2) & (3) (a) be kept confidential and not available for public inspection until 2 years after the initial appointment term and any renewal term of the Chief Executive Officer, Sarah Philpott has lapsed, to be reviewed at least once in every 12 month period.
2. Further that Council delegates the power to review, revoke, but not extend the confidential order to the Chief Executive Officer in accordance with the provisions of Section 91(9)(c) of the *Local Government Act 1999*.

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**MINUTES OF CITY OF MOUNT GAMBIER COUNCIL MEETING
HELD AT THE COUNCIL CHAMBER, CIVIC CENTRE, 10 WATSON TERRACE, MOUNT
GAMBIER
ON TUESDAY, 19 JULY 2022 AT 6.00 P.M.**

PRESENT: Mayor Lynette Martin (OAM), Cr Sonya Mezinec, Cr Kate Amoroso, Cr Max Bruins, Cr Christian Greco, Cr Ben Hood, Cr Frank Morello

OFFICERS IN ATTENDANCE:

Chief Executive Officer	- Mrs S Philpott
General Manager City Infrastructure	- Ms B Cernovskis
General Manager Corporate and Regulatory Services	- Mr D Barber
General Manager City and Community Growth	- Mr T Coote
Manager Governance and Property	- Mr M McCarthy
Manager Financial Services	- Mrs J Scoggins
Procurement Officer	- Mrs L Hinton
Media and Communications Coordinator	- Mr J McDonald
Communications Officer	- Ms M Brookes
Executive Administrator	- Mrs A Pasquazzi

Sarah Philpott, Chief Executive Officer declared a conflict and left the meeting for item 25.4.

25.4 CHIEF EXECUTIVE OFFICER KPI'S 2022 – REPORT NO. AR22/46872

RESOLUTION 2022/91

Moved: Cr Christian Greco
Seconded: Cr Ben Hood

CONSIDERATION FOR EXCLUSION OF THE PUBLIC

Pursuant to section 90(2) of the *Local Government Act 1999* the Council orders that all members of the public, except the Mayor, Councillors and B Cernovskis, D Barber, T Coote, M McCarthy, J Scoggins, L Hinton, J McDonald, M Brookes and A Pasquazzi be excluded from attendance at the meeting for the receipt, discussion and consideration in confidence of Agenda Item 25.4 AR22/46872 Chief Executive Officer KPI's 2022.

The Council is satisfied that, pursuant to section 90(3) (a) of the Act, the information to be received, discussed or considered in relation to the Agenda Item is:

- information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person (living or dead)

The Council is satisfied that the principle that the meeting be conducted in a place open to the public has been outweighed in the circumstances because the subject matter includes information concerning the personal employment affairs of the Chief Executive Officer, Sarah Philpott for which a duty of confidence has been established.

CARRIED

RESOLUTION 2022/92

Moved: Cr Ben Hood
Seconded: Cr Frank Morello

1. That Council Report No. AR22/46872 titled 'Chief Executive Officer KPI's 2022' as presented on 19 July 2022 be noted.
2. That the Chief Executive Officer Key Performance Indicators (KPI's) for the employment review period of June 2022 to June 2023 as attached to Report No. AR22/46872 be endorsed.

CARRIED



RESOLUTION 2022/93

Moved: Cr Ben Hood
Seconded: Cr Sonya Meziniec

CONSIDERATION FOR KEEPING ITEMS CONFIDENTIAL

1. In accordance with Sections 91(7) and 91(9) of the *Local Government Act 1999* the Council orders that the report 25.4 AR22/46872 Chief Executive Officer KPI's 2022 and its attachments, the discussion and the resolution/s and minutes arising from the report, having been considered by the Council in confidence under Section 90(2) & (3) (a) be kept confidential and not available for public inspection until 2 years after the initial appointment term and any renewal term of the Chief Executive Officer, Sarah Philpott has lapsed, to be reviewed at least once in every 12 month period.
2. Further that Council delegates the power to review, revoke, but not extend the confidential order to the Chief Executive Officer in accordance with the provisions of Section 91(9)(c) of the *Local Government Act 1999*.

CARRIED

Sarah Philpott, Chief Executive Officer returned to the meeting.