



City of  
Mount Gambier

Civic Centre, 10 Watson Terrace  
Mount Gambier SA 5290

PO Box 56  
Mount Gambier SA 5290

Telephone 08 87212555  
Facsimile 08 87249791  
[city@mountgambier.sa.gov.au](mailto:city@mountgambier.sa.gov.au)

[mountgambier.sa.gov.au](http://mountgambier.sa.gov.au)

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

**Date:** Tuesday, 20 August 2024  
**Time:** 6.00 p.m.  
**Location:** Council Chamber  
Civic Centre  
10 Watson Terrace  
Mount Gambier

# **CONFIDENTIAL AGENDA**

**Council Meeting  
20 August 2024**

**Sarah Philpott  
Chief Executive Officer  
16 August 2024**

### 23.2 CHIEF EXECUTIVE OFFICER KPI'S 2024/2025 – REPORT NO. AR24/57657

#### 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 and consideration in confidence of Agenda Item 23.2 AR24/57657 Chief Executive Officer KPI's 2024/2025.

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.

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**23.2 CHIEF EXECUTIVE OFFICER KPI'S 2024/2025 – REPORT NO. AR24/57657**

<b>Committee:</b>	<b>Council</b>
<b>Meeting Date:</b>	<b>20 August 2024</b>
<b>Report No.:</b>	<b>AR24/57657</b>
<b>CM9 Reference:</b>	<b>AF13/64</b>
<b>Author:</b>	<b>Ashlee Pasquazzi, Acting Manager Governance and Property</b>
<b>Authoriser:</b>	<b>Jane Fetherstonhaugh, General Manager Corporate and Regulatory Services</b>
<b>Summary:</b>	<b>This report presents the 2024/2025 Chief Executive Officer KPI's for endorsement.</b>
<b>Strategic Plan Reference:</b>	<b>Goal 1: Our People</b> <b>Goal 2: Our Location</b> <b>Goal 3: Our Diverse Economy</b> <b>Goal 4: Our Climate, Natural Resources, Arts, Culture and Heritage</b> <b>Goal 5: Our Commitment</b>

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. AR24/57657 titled 'Chief Executive Officer KPI's 2024/2025' as presented on 20 August 2024 be noted.
2. That the Chief Executive Officer Key Performance Indicators (KPI's) for the employment review period of July 2024 to June 2025 as attached to Report No. AR24/57657 be endorsed.



## **TYPE OF REPORT**

Other

## **BACKGROUND**

At its meeting held on 22 July 2024, 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 review process, the Mayor, in collaboration with the Committee and Chief Executive Officer, developed the 2024/2025 Chief Executive Officer Key Performance Indicators (KPIs) 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 and 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 2024/2025 year.

### **ATTACHMENTS**

1. Chief Executive Officer KPI's 2024/2025 [↓](#) 

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**Chief Executive Officer KPI's 2024/2025**

- Strategic Plan developed using Mount Gambier 2035 as the basis and associated update to advocacy and partnership document(s).
- Master Plans for Umpherston, Vansittart and CBD progressed.
- Waste Modelling and Waste Master Plan progressed.
- Crater Lakes activation and planning progressed.
- Unlocking projects progressed in accordance with three year implementation planning - assets, service reviews/workforce planning and business systems improvement.
- Capital works program delivery against targets.
- Urban planning/place making/regional planning work progressed.
- Continuing to develop relationships with First Nations people and agencies and progress towards a new RAP.



**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 23.2 AR24/57657 Chief Executive Officer KPI's 2024/2025 and its attachments, 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 the KPI's have been adopted by Council.
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, 20 AUGUST 2024 AT 6.00 P.M.**

**PRESENT:** Mayor Lynette Martin (OAM), Cr Frank Morello (entered the meeting at 6:01pm), Cr Josh Lynagh, Cr Kate Amoroso, Cr Max Bruins, Cr Sonya Meziniec, Cr Jason Virgo

**OFFICERS IN ATTENDANCE:**

Chief Executive Officer	- Mrs S Philpott
General Manager City Infrastructure	- Ms B Cernovskis
General Manager Corporate and Regulatory Services	- Mrs J Fetherstonhaugh
Acting Manager Governance and Property	- Mrs A Pasquazzi
Manager Financial Services	- Mrs K Rolton
Media and Communications Coordinator	- Ms S McLean
Executive Administrator	- Miss T Chant



## 23.2 CHIEF EXECUTIVE OFFICER KPI'S 2024/2025 – REPORT NO. AR24/57657

### RESOLUTION 2024/181

Moved: Cr Frank Morello  
Seconded: Cr Josh Lynagh

### 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 S Philpott, B Cernovskis, J Fetherstonhaugh, A Pasquazzi, K Rolton, S McLean and T Chant be excluded from attendance at the meeting for the receipt and consideration in confidence of Agenda Item 23.2 AR24/57657 Chief Executive Officer KPI's 2024/2025.

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**

Chief Executive Officer, Mrs Sarah Philpott, declared a conflict of interest and left the meeting at 7:12pm

### RESOLUTION 2024/182

Moved: Cr Sonya Meziniec  
Seconded: Cr Frank Morello

1. That Council Report No. AR24/57657 titled 'Chief Executive Officer KPI's 2024/2025' as presented on 20 August 2024 be noted.
2. That the Chief Executive Officer Key Performance Indicators (KPI's) for the employment review period of July 2024 to June 2025 as attached to Report No. AR24/57657 be endorsed.

**CARRIED**

### RESOLUTION 2024/183

Moved: Cr Max Bruins  
Seconded: Cr Jason Virgo

### 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 23.2 AR24/57657 Chief Executive Officer KPI's 2024/2025 and its attachments, 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 the KPI's have been adopted by Council.

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**

Mrs Sarah Philpott returned to the meeting at 7:13pm