



Minutes of the Executive Committee Held in the Kingston Room, Civic Centre, 24 Jetty Road, Brighton on Tuesday 18 March 2025 at 5.00pm

MEMBERS PRESENT

Mayor A Wilson
Councillor J Fleming
Councillor S Lonie
Councillor R Patton
Councillor J Smedley
Councillor R Snewin

INDEPENDENT ADVISOR

Ms C Molitor

STAFF IN ATTENDANCE

General Manager, Strategy and Corporate – S Wachtel

1. OPENING

Her Worship the Mayor declared the meeting open at 5.05pm.

2. KAURNA ACKNOWLEDGEMENT

With the opening of the meeting Her Worship the Mayor stated:

We acknowledge Kaurna people as the traditional owners and custodians of this land.

We respect their spiritual relationship with country that has developed over thousands of years, and the cultural heritage and beliefs that remain important to Kaurna People today.

3. APOLOGIES

3.1 Apologies Received - Nil

3.2 Absent - Nil

4. DECLARATION OF INTEREST

Members were reminded to declare their interest before each item.

5. CONFIRMATION OF MINUTES

Motion

That the minutes of the Executive Committee held on 27 November 2024 be taken as read and confirmed.

Moved by Councillor Patton, Seconded by Councillor Lonie

Carried Unanimously

6. REPORTS BY OFFICERS

6.1 Chief Executive Officer – Key Performance Indicators (Report No: 71/25)

Clause 17.4 of the Chief Executive Officer's employment contract states that "the Executive Committee will, within three months of the commencement date, develop key performance indicators in consultation with the CEO, and following that consultation, the KPIs will be as advised by the Committee to the CEO and as mutually agreed".

This report discusses the review and development of the key performance indicators to be used for the 2024-25 CEO Performance Review.

Motion

The Executive Committee endorses the updated CEO Key Performance Indicators to be used for the 2024-25 CEO Performance Review.

Moved Councillor Lonie, Seconded Councillor Smedley **Carried Unanimously**

6.2 Remuneration Tribunal Submission – Chief Executive Officer Remuneration (Report No: 72/25)

Commencing in 2021, the Remuneration Tribunal (Tribunal) undertook an inaugural review of remuneration for Local Government Chief Executive Officers in South Australia with the aim of setting minimum and maximum remuneration limits for bands of councils based on certain criteria. A Determination was issued in June 2023. Subsequently, a consultation paper was released in January 2024 with an interim Determination released in June 2024 with the full review still in progress.

Through the CEO recruitment process, the Executive Committee wrote to the Tribunal on 11 September 2024 seeking an exemption from the remuneration bands provided in the Determination to assist in attracting high calibre candidates to the Chief Executive Officer position.

This report summarises the outcomes of the City of Holdfast Bay submission in parallel with the ongoing review by the Remuneration Tribunal.

Motion

That the Executive Committee:

- 1. notes the report providing an update on CEO remuneration in the Local Government sector.**
- 2. notes the salary and band outcome of the City of Holdfast Bay Chief Executive Officer following the Remuneration Tribunal extensive review.**

Moved Councillor Smedley, Seconded Councillor Snewin **Carried Unanimously**

Conflict of Interest

Ms Molitor declared a material conflict of interest for Item 6.3 (Report No: 70/25). The nature of the general conflict of interest (pursuant to Section 74 and 75A of the *Local Government Act 1999*) was that she will be paid for the appointment.

Ms Molitor dealt with the material conflict of interest by making it known to the meeting and left the meeting 5.14pm

6.3 Appointment of Qualified Independent Person (Report No: 70/25)

Section 102A provides that a council must review the performance of its CEO at least once in each year. In addition, the council must obtain and consider the advice of a qualified independent person for the purposes of the review.

In March 2023, Council appointed Ms Christine Molitor as the qualified independent person for a period of two years, with the option of an additional two years.

Ms Molitor has indicated that she would like to take up the option of the additional two years afforded in the agreement.

Motion

That the Executive Committee recommends to Council, the re-appointment of Ms Christine Molitor for a further two years, expiring on 31 March 2027.

Moved Councillor Smedley, Seconded Councillor Snewin **Carried Unanimously**

7. URGENT BUSINESS – SUBJECT TO LEAVE OF THE MEETING - Nil

7.1 Chief Executive Officer acknowledgement

The Executive Committee noted that Ms Jackson has commenced her new role at a difficult time and the Committee expressed support for Ms Jackson and gratitude for her dedication and commitment to the organisation.

Motion

The Executive Committee acknowledges that Ms Jackson has commenced her appointment at a difficult time and thanks her for her dedication and commitment to the organisation.

Moved Councillor Fleming, Seconded Councillor Lonie **Carried Unanimously**

8. CONFIDENTIAL ITEMS - Nil

9. CLOSURE

The Meeting closed at 5.18pm.

CONFIRMED 20 May 2025

MAYOR