

In Attendance

Mayor Glen Rowlands
Cr. David Olsson
Cr. Davina Quirke

Staff
Nigel Morris, Chief Executive (Via Teleconference)
Gemma Russell, General Manager Customer & Community Services

The meeting commenced at 9.25am

1 Commencement

The Mayor read aloud "We would like to begin by acknowledging the Kaurna people, the traditional custodians of this land and pay our respects to their elders past and present."

2 Apologies

Nil

3 Confirmation of the Previous Minutes

CE19001 Moved Cr. Rowlands
Seconded Cr. Olsson

That the minutes of the meeting held on 28 June 2018 as circulated to Councillors be confirmed as an accurate record of the proceedings of that meeting.

CARRIED

4 Declaration of Interest by Members of Council

Nil

5 Reports

5.1 Chief Executive Performance & Remuneration Review Committee Establishment and Membership

CE19002 Moved Cr. Quirke
Seconded Cr. Olsson

That the Report be received.

CARRIED

CE19003 Moved Cr. Olsson
Seconded Cr. Quirke

That the Committee recommend to Council that the Chief Executive Performance and Remuneration Review Committee – Terms of Reference be updated to comprise membership of the Mayor, Deputy Mayor and one or two Elected Members.

CARRIED

CE19004 Moved Cr. Olsson
Seconded Cr. Quirke

That the next Chief Executive Performance & Remuneration Review Committee meeting be held in June or July 2019 with a subsequent meeting to be held in September 2019.

CARRIED

5.2 Key Performance Indicators

CE19005 Moved Cr. Quirke
Seconded Cr. Rowlands

That the Report be received.

CARRIED

CE19006 Moved Cr. Quirke
Seconded Cr. Rowlands

That the following changes be made to the KPI's:

- From: Develop an Economic Development Strategy by December 2018
To: Develop an Economic Development Strategy by June 2019
- From: By December 2018 achieve more income from the Normanville Jetty Caravan Park
To: By December 2019 achieve more income from the Normanville Jetty Caravan Park
- From: Increase grant funding for "spade ready" projects in conjunction with Senior Grants Officer project initiative
To: Increase grant funding for "spade ready" projects
- From: Update progress on the social health plan and roll-out of interventions by September 2018
To: Update progress on the social health plan and roll-out of interventions by September 2019
- From: Provide an update on Efficiency Programs by November 2018
To: Provide an update on Efficiency Programs by June 2019
- From: Pursue Pre-Election promises made by elected parties
To: Pursue Pre and Post Election promises made by elected parties

- From: Partner relationship with the RDA
To: Continue partner relationship with the RDA as Board Member
- From: Partner with LG Professionals in new role as President Elect
To: Partner with LG Professionals in new role as President
- Add:
 - Strategic Purchases: Investigate opportunities of strategic purposes
 - Strategic Purchases: Commence community consultation regarding development of 81-83 Andrews Avenue, Normanville
 - Normanville Foreshore: Commence Master Plan process for Normanville Foreshore
 - CWMS & Water Supply: To finalise Council decision regarding the proposed transfer of Council's CWMS & Wirrina Water Supply
- Deleted:
 - Section 41 Committee: Establish Section 41 Committee for business opportunities
- Completed:
 - Address work-life balance: Take 3 weeks leave during caretaker mode

CARRIED

5.3 Chief Executive Remuneration Review

CE19007 Moved Cr. Quirke
Seconded Cr. Olsson

1. That the Report be received.
2. That the Committee recommends to Council that the Chief Executive Total Employment Cost (TEC) be set at 2% effective from 14 December 2018.
3. That the Committee recommends to Council that the Chief Executive be given authority to choose a second hand, Tesla Model S fully electric vehicle on changeover of his current motor vehicle.

CARRIED

CE19008 Moved Cr. Rowlands
Seconded Cr. Olsson

1. That, having considered the matter in confidence, pursuant to section 91(7) and (9) of the *Local Government Act 1999*, the Council orders that:

- 1.1 the attachments A (the CE contract of employment) relating to this agenda item remain confidential on the basis that the disclosure of this information would involve the unreasonable disclosure of information concerning the personal affairs of any person (living or dead) pursuant to Section 90(3)(a) of the *Local Government Act 1999*; and
- 1.2 the attachments A will not be available for public inspection for the period of two years at which time this order will be revoked / reviewed by the Council / Chief Executive (CE).

CARRIED

6 Presentations

Nil

7 Closure

Future Meetings

Thursday 6 June 2019 at 9.00am
Thursday 5 September 2019 at 9.00am

The meeting closed at 12.15pm.

Confirmed as an accurate record on 6 June 2019

Chair

PERFORMANCE REVIEW & DEVELOPMENT 2019 (05/02/2019)

For: Nigel Morris, Chief Executive

CE Review Committee : Crs Rowlands, Olsson & Quirke

February 2019

Commenced employment on 14 December 2015

KEY PRIORITIES TO ACHIEVE FOR THE NEXT 12 MONTHS
List your work outcomes and their completion dates.

Focus	KPI	Measure
Economic / Business Development	Connection	1. A) Progress work on the region being a tourist destination in accordance with 2018.19 Annual Business Plan B) Progress project plans for the Heysen trail connecting with overnight accommodation and transport
	Economic Strategy	2. Develop an Economic Development Strategy by June 2019
Increasing income from non-rate sources	Greater income from Jetty Caravan Park	3. By December 2019 achieve more income from the Normanville Jetty Caravan Park
	Grant Funding	4. Increase grant funding for "spade ready" projects
Residents a Priority	Customer Service	5. Investigate customer service for improved efficiency with agreed outcomes reported to Elected Members a. Reduce outstanding requests
Community Development	Health Wellbeing	6. Update progress on the social health plan and roll-out of interventions by September 2019
	Youth	7. Partner with the district schools to deliver youth programs
Development Plan	Development Plan reform	8. Provide an update on the Development Plan for Major Urban Growth based on the new introduction of the State Planning System
Infrastructure	Improved Car Parking at Cape Jervis	9. Progress discussions with Stakeholders for greater Care and Control of Car Parking at Cape Jervis.
	Strategic Purchases	10. Investigate opportunities of strategic purposes
		11. Commence community consultation regarding development of 81-83 Andrews Avenue, Normanville
	Normanville Foreshore	12. Commence Master Plan process for Normanville Foreshore
Our People Priority	CWMS & Water Supply	13. To finalise Council decision regarding the proposed transfer of Council's CWMS & Wirrina Water Supply
	Efficiency Program	14. Provide an update on Efficiency Programs by June 2019.
Workplace relations		15. Initiate training for EM's development. 16. Continue Annual Performance discussions with all staff, including leadership team.
Finance	Sustainable budget	17. Continue initiatives to enable Council to stay Sustainable and viable in its own right. 18. Adopted Annual Business Plan by June 2019
Governance		19. Pursue Pre and Post Election promises made by elected parties

We value
community

We value
respect

We value
integrity

We value
professionalism

We value
teamwork

WHAT MAKES WORK ENJOYABLE FOR YOU?

What values are most important to you?

All of the five values are of importance but achieving agreed goals is of critical importance at this point in the Council.

Teamwork
Achievement
Innovation

WORKING TOGETHER TO ACHIEVE OUTCOMES

Who do you need to work with to achieve the outcomes? How will we partner together?

Great relationships with Mayor and Deputy Mayor and all of the Elected body are very important partnerships

Establish relationship with Chair of Audit Committee

Relationships with Local MPs is imperative and the Minister for Regions / Local Government

Good working relationships with the local S&HLGA CE's

Staff relationships with the Senior Leadership team are important

Continue partner relationship with the RDA as board member

Partner relationships with DPTI and other State Government stakeholders

Partner relationship with Regional Tourism coordinator

Partner relationship with Fleurieu Coast Business Association

Partner with LG Professionals in new role as President

PERSONAL DEVELOPMENT

What skills, knowledge and capabilities do you need to develop your current or future roles? How will you address the development need? What is the reason for the development?

BY WHEN?

Seek expert advice on Planning matters

Seek support as necessary on key issues –draw on key experts

Sit the exam for the Company Directors Course

Attended Public Speaking Course

MAYOR'S SIGNATURE:

CEO SIGNATURE: