



CEO's Performance Review Committee

22 September 2020

Minutes

To: The Mayor and Councillors

Here within the Minutes of the **CEO's Performance Review Committee** of the City of Stirling held Tuesday 22 September 2020 in the City of Stirling Parmelia Room, 25 Cedric Street, Stirling.

Siva Manoharan | Acting Director Corporate Services

Our Vision, Mission and Values

Vision

The City of Stirling will be a place where people choose to live, work, visit and invest. We will have safe and thriving neighbourhoods with a range of housing, employment and recreational opportunities. We will engage with our diverse community to help shape our future into the City of Stirling - City of Choice.

Mission

To serve the City's diverse community through delivering efficient, responsive and sustainable services.

Values

The City of Stirling's core values are:-

- Agile
- Approachable
- Inclusive
- Innovative
- Inspiring
- Respectful
- Transparent

Disclaimer

Members of the public should note that in any discussion regarding any planning or other application that any statement or intimation of approval made by any member or officer of the City during the course of any meeting is not intended to be and is not to be taken as notice of approval from the City. No action should be taken on any item discussed at a Council meeting prior to written advice on the resolution of the Council being received.

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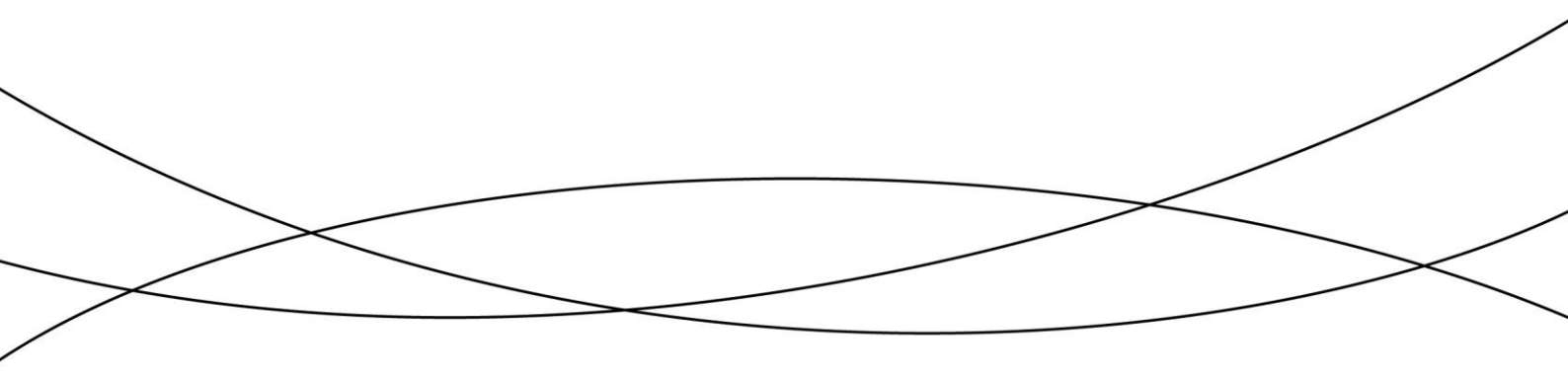


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**MINUTES OF THE CEO'S PERFORMANCE REVIEW COMMITTEE OF TUESDAY
22 SEPTEMBER 2020 HELD IN CITY OF STIRLING PARMELIA ROOM,
25 CEDRIC STREET, STIRLING****1. OFFICIAL OPENING**

The Presiding Member declared the CEO's Performance Review Committee open at 5.30pm.

2. ATTENDANCE AND APOLOGIES**ATTENDANCE**

Mayor Mark Irwin

Councillors Councillor David Boothman JP
Councillor Karen Caddy
Councillor Felicity Farrelly (from 5.35pm)
Councillor Joe Ferrante
Councillor David Lagan
Councillor Suzanne Migdale (from 5.39pm)
Councillor Karlo Perkov
Councillor Stephanie Proud JP
Councillor Elizabeth Re
Councillor Keith Sargent
Councillor Lisa Thornton (from 5.36pm)

Employees Acting Director Corporate Services - Siva Manoharan
Manager Governance - Jamie Blanchard
Manager Human Resources - Natalia Smith
HR Project Officer - Alice van der Heyden

Guest Consultant - Trina Sunday

APOLOGIES

Councillor Bianca Sandri.

3. APPROVED LEAVE OF ABSENCE

Nil.

4. MEMORANDUM OF OUTSTANDING BUSINESS

Nil.

5. DISCLOSURES OF INTEREST

Nil.

6. PUBLIC QUESTION TIME**7. CONFIRMATION OF MINUTES**

Resolution

CEOPR0920/001

Moved Councillor Perkov, seconded Councillor Proud

That the Minutes of the CEO's Performance Review Committee of 23 June 2020 be confirmed as a true and correct record of proceedings.

The motion was put and declared CARRIED (9/0).

For: Councillors Boothman, Caddy, Ferrante, Lagan, Perkov, Proud, Re, Sargent and Mayor Irwin.

Against: Nil.

8. ANNOUNCEMENTS BY THE PRESIDING MEMBER

Nil.

9. CHIEF EXECUTIVE OFFICER'S PERFORMANCE REVIEW COMMITTEE ITEMS

Nil.

10. MATTERS BEHIND CLOSED DOORS

Resolution

CEOPR0920/002

Moved Councillor Lagan, seconded Councillor Ferrante

That item 10.1 - Chief Executive Officer's Performance Review Report 22 September 2020 be CONSIDERED Behind Closed Doors in accordance with Section 5.23(2)(a) and (c) of the *Local Government Act 1995*, which permits the meeting to be closed to the public for business relating to the following:-

- (a) *a matter affecting an employee or employees.***
- (c) *a contract entered into, or which may be entered into, by the local government and which relates to a matter to be discussed at the meeting.***

The motion was put and declared CARRIED (9/0).

For: Councillors Boothman, Caddy, Ferrante, Lagan, Perkov, Proud, Re, Sargent and Mayor Irwin.

Against: Nil.

At 5.32pm the meeting was closed to the public and all employees who were not required left the meeting prior to consideration of Item 10.1.

Councillor Felicity Farrelly arrived at the meeting at 5.35pm during consideration of Item 10.1.

Councillor Lisa Thornton arrived at the meeting at 5.36pm during consideration of Item 10.1.

Councillor David Lagan left the meeting at 5.37pm during consideration of Item 10.1 and returned at 5.38pm.

Councillor Suzanne Migdale arrived at the meeting at 5.39pm during consideration of Item 10.1.

10.1 CHIEF EXECUTIVE OFFICER'S PERFORMANCE REVIEW REPORT 22 SEPTEMBER 2020

Confidentiality

This report is **CONFIDENTIAL** in accordance with Section 5.23(2)(a) and (c) of the *Local Government Act 1995*, which permits the meeting to be closed to the public for business relating to the following:-

- (a) *a matter affecting an employee or employees.*
- (c) *a contract entered into, or which may be entered into, by the local government and which relates to a matter to be discussed at the meeting.*

Report Information

Location: Not Applicable
Applicant: Not Applicable
Reporting Officer: Manager Human Resources
Business Unit: Human Resources
Ward: Not Applicable
Suburb: Not Applicable

Authority/Discretion

Definition

- Advocacy *when Council advocates on its own behalf or on behalf of its community to another level of government/body/agency.*
- Executive *the substantial direction setting and oversight role of the Council. e.g. adopting plans and reports, accepting tenders, directing operations, setting and amending budgets.*
- Legislative *includes adopting local laws, town planning schemes and policies. It is also when Council reviews decisions made by Officers.*
- Quasi-Judicial *when Council determines an application/matter that directly affects a person's right and interests. The judicial character arises from the obligation to abide by the principles of natural justice. Examples of Quasi-Judicial authority include town planning applications, building licences, applications for other permits/licences (e.g. under Health Act, Dog Act or Local Laws) and other decisions that may be appealable to the State Administrative Tribunal.*
- Information Purposes *includes items provided to Council for information purposes only, that do not require a decision of Council (i.e. - for 'noting').*

Moved Councillor Boothman, seconded Councillor Proud

That Council PROCEEDS with the recommendation in the conclusion of this report.

With the agreement of the Committee, the Presiding Member put the recommendations separately.

Moved Councillor Boothman, seconded Councillor Proud

THE COMMITTEE RECOMMENDS TO COUNCIL

That Council PROCEEDS with recommendation 1 in the conclusion of this report.

The motion was put and declared CARRIED (11/1).

For: Councillors Boothman, Caddy, Farrelly, Ferrante, Lagan, Migdale, Perkov, Proud, Sargent, Thornton and Mayor Irwin.

Against: Councillor Re.

That Council PROCEEDS with recommendation 2 in the conclusion of this report.

The motion was put and declared CARRIED (12/0).

For: Councillors Boothman, Caddy, Farrelly, Ferrante, Lagan, Migdale, Perkov, Proud, Re, Sargent, Thornton and Mayor Irwin.

Against: Nil.

Resolution**Moved Councillor Proud, seconded Councillor Sargent****That the Meeting be REOPENED to the public.****The motion was put and declared CARRIED (12/0).****For:** Councillors Boothman, Caddy, Farrelly, Ferrante, Lagan, Migdale, Perkov, Proud, Re, Sargent, Thornton and Mayor Irwin.**Against:** Nil.**11. CLOSURE**

The Presiding Member declared the meeting closed at 5.56pm

The Presiding Member of the Committee to:

RECOMMEND

That the balance of the Committee Minutes be adopted.

SIGNED this _____ day of _____ 2020
as a true record of proceedings.

PRESIDING MEMBER