



**Minutes of the Review and Selection Committee
held on Tuesday, 1 August 2023 at 6.30 pm
Committee Room 1, Council Administration Centre
245 Sturt Road, Sturt**

PRESENT

His Worship the Mayor Kris Hanna
Councillor Luke Naismith
Councillor Jayne Hoffmann

In Attendance

Chief Executive Officer - Tony Harrison
Manager Office of the CEO - Kate McKenzie
Manager People and Culture - Sarah Vinall
Chief Financial Officer – Ray Barnwell

1 Open Meeting

The Mayor opened the meeting at 6.39pm.

2 Kurna Acknowledgement

We acknowledge the Kurna people, the traditional custodians of this land and pay our respects to their elders past and present.

3 Elected Member Declaration of Interest (if any)

The Chair asked if any member wished to disclose an interest in relation to any item being considered at the meeting.

No interests were declared.

4 Confirmation of Minutes

4.1 Confirmation of Minutes of the Review and Selection Committee Meeting held on 2 May 2023

Report Reference RSC230801R4.1

Moved Councillor Hoffmann

Seconded Councillor Naismith

That the minutes of the Review and Selection Committee Meeting held on 2 May 2023 be taken as read and confirmed.

Carried Unanimously

5 Confidential Items

5.1 Cover Report - Staff movements and exit summary

Report Reference RSC230801F5.1

Moved Councillor Hoffmann

Seconded Councillor Naismith

That pursuant to Section 90(2) and (3)(a) of the Local Government Act 1999, the Committee orders that all persons present, with the exception of the following persons: Chief Executive Officer, Manager People and Culture, Manager Office of the Chief Executive Officer, be excluded from the meeting as the Committee receives and considers information relating to Staff Movements and Exit Summary, upon the basis that the Committee is satisfied that the requirement for the meeting to be conducted in a place open to the public has been outweighed by the need to keep consideration of the matter confidential given the information relates to employee personal data.

Carried Unanimously

6.40pm the meeting went into confidence

Moved Councillor Hoffmann

Seconded Councillor Naismith

In accordance with Section 91(7) and (9) of the *Local Government Act 1999* the Committee orders that this report, Staff Movements and Exit Summary, any appendices and the minutes arising from this report having been considered in confidence under Section 90(2) and (3)(a) of the Act, except when required to effect or comply with Council's resolution(s) regarding this matter, be kept confidential and not available for public inspection for a period of 12 months from the date of this meeting. This confidentiality order will be reviewed at the General Council Meeting in December 2023.

Caried Unanimously

6.41pm the meeting came out of confidence

5.2 Cover Report - SRWRA Audit Committee Member - City of Marion Representative

Report Reference RSC230801F5.2

Moved Councillor Hoffmann

Seconded Councillor Naismith

That pursuant to Section 90(2) and (3)(a) of the Local Government Act 1999, the Committee orders that all persons present, with the exception of the following persons: Chief Executive Officer, Manager Office of the CEO, Manager People and Culture and Chief Financial Officer be excluded from the meeting as the Council receives and considers information relating to SRWRA Audit Committee Member - City of Marion Representative, upon the basis that the Council is satisfied that the requirement for the meeting to be conducted in a place open to the public has been outweighed

by the need to keep consideration of the matter confidential given the information concerns the personal affairs of any person.

Carried Unanimously

6.41pm the meeting went into confidence

Moved Councillor Hoffmann

Seconded Councillor Naismith

In accordance with Section 91(7) and (9) of the Local Government Act 1999 the Council orders that this report, SRWRA Audit Committee Member - City of Marion Representative any appendices and the minutes arising from this report having been considered in confidence under Section 90(2) and (3)(a) of the Act, except when required to effect or comply with Council's resolution(s) regarding this matter, be kept confidential and not available for public inspection for a period of 12 months from the date of this meeting. This confidentiality order will be reviewed at the General Council Meeting in December 2023.

Carried Unanimously

7.26pm the meeting came out of confidence

5.3 Cover Report - Independent Member - Finance, Risk and Audit Committee

Report Reference RSC230801F5.3

Moved Councillor Hoffmann

Seconded Councillor Naismith

That pursuant to Section 90(2) and (3)(a) of the Local Government Act 1999, the Committee orders that all persons present, with the exception of the following persons: Chief Executive Officer, General Manager City Services, General Manager Corporate Services, General Manager City Development, Manager Office of the CEO, Manage People and Culture, Unit Manager Governance and Council Support, Governance Office and Executive Officer to the Chief Executive Officer, be excluded from the meeting as the Council receives and considers information relating to SRWRA Audit Committee Member - City of Marion Representative, upon the basis that the Council is satisfied that the requirement for the meeting to be conducted in a place open to the public has been outweighed by the need to keep consideration of the matter confidential given the information concerns the personal affairs of any person.

Carried Unanimously

7.26pm the meeting went into confidence

Moved Councillor Hoffmann

Seconded Councillor Naismith

In accordance with Section 91(7) and (9) of the Local Government Act 1999 the Council orders that this report, Independent Member - Finance, Risk and Audit Committee, any appendices and the

minutes arising from this report having been considered in confidence under Section 90(2) and (3)(a) of the Act, except when required to effect or comply with Council's resolution(s) regarding this matter, be kept confidential and not available for public inspection for a period of 12 months from the date of this meeting. This confidentiality order will be reviewed at the General Council Meeting in December 2023.

Carried Unanimously

7.27pm the meeting came out of confidence

6 Reports for Discussion

6.1 Remuneration Tribunal - Determination of CEO Remuneration

Report Reference RSC230801R6.1

The Committee discussed the Determination made by the South Australian Remuneration Tribunal and the positioning of the City of Marion within the established bands.

The Committee recognised the different data already used by the Tribunal for determining tiers for Council Member allowances, and data used by the Local Government Association to determine membership fees.

Moved Councillor Naismith

Seconded Councillor Hoffmann

That the Review and Selection Committee:

1. Note the determination of the Remuneration Tribunal of South Australia regarding local government CEO remuneration, and its impact on City of Marion CEO remuneration moving forward.
2. Request Administration prepare a submission to the Remuneration Tribunal for consideration of General Council, requesting the Tribunal create salary bands for Local Government CEOs that are more reflective of the factors listed within paragraph 18 of the relevant Determination's accompanying Report.

Carried Unanimously

7 Reports for Noting

7.1 Council and CEO KPI Report Quarter Four 2022/23

Report Reference RSC010823R7.1

The Committee noted quarter four KPI reporting, and with specific discussion around the results for KPI 3 'Total Employee Costs', KPI 5 'Asset Renewal Funding Ratio', KPI 7 'Staff Engagement', and KPI 10 'Asset Utilisation Rate of Sports and Community Venues'.

Moved Councillor Hoffmann

Seconded Councillor Naismith

That the Review and Selection Committee:

1. Notes this information and information contained within the attachments for Quarter four 2022/23.

Carried Unanimously

8 Workshop / Presentation Items - Nil

9 Other Business

10 Meeting Closure

The meeting shall conclude on or before 8.00pm unless there is a specific motion adopted at the meeting to continue beyond that time.

The meeting was declared closed at 8.00pm.

CONFIRMED THIS 10 DAY OF OCTOBER 2023

CHAIRPERSON