

DISTRICT COUNCIL OF MOUNT REMARKABLE
OFFICERS MONTHLY REPORT FOR
COUNCIL MEETING AGENDA

POSITION	Chief Executive Officer
REPORT FROM	Sam Johnson
AGENDA MONTH	August 2020
REPORT ITEM	CONFIDENTIAL Chief Executive Officers Employment Contract

PURPOSE:

To advise council of the conclusion of the recruitment process of the Chief Executive Officer, and provide a copy of the finalised contract including suggested key performance indicators.

DISCUSSION:

Members would be aware that recently council undertook a recruitment process to fill the vacancy created for the position of Chief Executive Officer.

After an independent recruitment process, council moved to appoint Sam Johnson as the Chief Executive Officer.

On the 7th of July, council resolved;

Recommendation:

That Council authorise the Mayor to execute the employment agreement between the District Council of Mount Remarkable and Mr Sam Johnson for a period of five (5) years commencing 8 July 2020.

An employment contract has been offered and executed by both the Chief Executive Officer and the Mayor. However, to ensure good governance, a copy of the executed contract in its entirety has been attached to this report for council's perusal, and for council's endorsement.

In endorsing the contract, members must give consideration to appropriate key performance indicators should be applied.

Below are a number of already council endorsed and identified projects, of which council may choose to adopt as appropriate key performance indicators.

Council should also give consideration that the probation period as defined in the attached employment contract is for a six month period. It is also recommended that council conduct an appropriate review before the conclusion of the probation period, and this could also form as an appropriate mid-year review for the chief executive officer.

Suggested Key Performance Indicators

- Representational Review Process & Completion
- Development & Implementation of Strategic Plan

- Implementation of Organisational Review
- Undertake & Complete Council Wide Policy Review
- Develop & Present a Delegations Review

The above identified key performance indicators are considered achievable, have the support of council by way of council endorsement, and are considered resourced within the current annual business plan.

Members may wish to alter, and or add additional key performance indicators. It is recommended that should members do so, consideration to council support including formal council endorsement, adequate resources and an ability to accurately and fairly measure such are all important factors for appropriate annual key performance indicators.

RECOMMENDATION:

Council:

1. Receives and notes the report in its entirety.
2. Approves the employment contract as executed and presented to council.
3. Approves the key performance indicators for the Chief Executive Officer as outlined within this report.
4. Having considered the report in confidence under Section 90(9) (b) of the Local Government Act 1999, the Council, pursuant to Section 91(7) of that Act orders that this report be retained in confidence to be reviewed every 12 months.

~ Option ~

Moved: Cr

Seconded: Cr