



DISTRICT COUNCIL OF
Streaky Bay

Final Summary Report on CEO Performance Review 2020

**Chief Executive Officer – Karina Ewer
District Council of Streaky Bay**

STRICTLY CONFIDENTIAL

McArthur

Consultant: Rebecca Hunt

REPORT ON PERFORMANCE REVIEW

CHIEF EXECUTIVE OFFICER

This is the first performance review of the Chief Executive Officer (CEO) of the District Council of Streaky Bay Karina Ewer facilitated by M^cArthur, which was undertaken in May/June 2020.

This review covered the work of the CEO over the previous 12-month period. All Council Members, Direct Reports and the CEO were given the opportunity to provide comments and scoring against 7 Key Result Areas (KRAs). There was 100% participation.

The following ratings were used during the review and the comments given in this document summarise the outcomes of the process.

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PERFORMANCE RATINGS

The Performance Indicators used in the process covered five areas of accountability outlined in the CEO's Position Description. In deciding on the level of overall performance, the following rating system was used:

RATING	DESCRIPTION
1	Unacceptable <ul style="list-style-type: none"> A standard of competency / performance / achievement that requires significant improvement Behaviour rarely demonstrates constructive approach Performance is below acceptable levels and improvement is essential
2	Needs Improvement <ul style="list-style-type: none"> A standard of competency / performance / achievement that meets minimum requirements Performance improvement is required in some areas Behaviour often falls below the expected standards of a constructive approach
3	Satisfactory <ul style="list-style-type: none"> A standard of competency / performance / achievement that meets the requirements Developing within the position Behaviour demonstrates commitment to constructive culture
4	Highly Satisfactory <ul style="list-style-type: none"> A standard of competency / performance / achievement that clearly exceeds the overall requirements Achievement goes beyond the immediate job Looks for opportunities and shows initiative and creativity Behaviour consistently demonstrates commitment to constructive cultures and sets an example for others
5	Exceptional Performance <ul style="list-style-type: none"> A standard of competency / performance / achievement that far exceeds overall requirements Ability, initiative and creativity far beyond the normal requirements for the job Achievement and influence goes beyond the immediate job Behaviour always exemplifies commitment to constructive culture
N/A	Unable to rate performance at this time

Based on these rating levels, the outcomes of this process are shown on the following pages.

LEADERSHIP & STRATEGIC PLANNING (KRA 1)

(The provision of innovative and visionary leadership and Strategic Planning)

Participants recognise that the CEO joined Council in a very difficult environment where there was little trust between Council Members and staff and they have witnessed the CEO deal with it 'head on' and gain the trust from all groups. Direct Reports describe the CEO as an open and inclusive leader and Council Members observe that she leads staff 'from the ground up'. They recognise that she has empowered staff and allowed them to make decisions based on trust.

Participants describe the CEO as a hard worker that delivers on what she says she is going to do; they feel she is a positive person who is determined to 'win people over'. The CEO is considered strategic and has led Council in developing a more robust and accurate plan. They recognise that she 'stepped up' during the COVID 19 pandemic and urgent drought funding initiatives whilst not losing momentum with other strategic objectives.

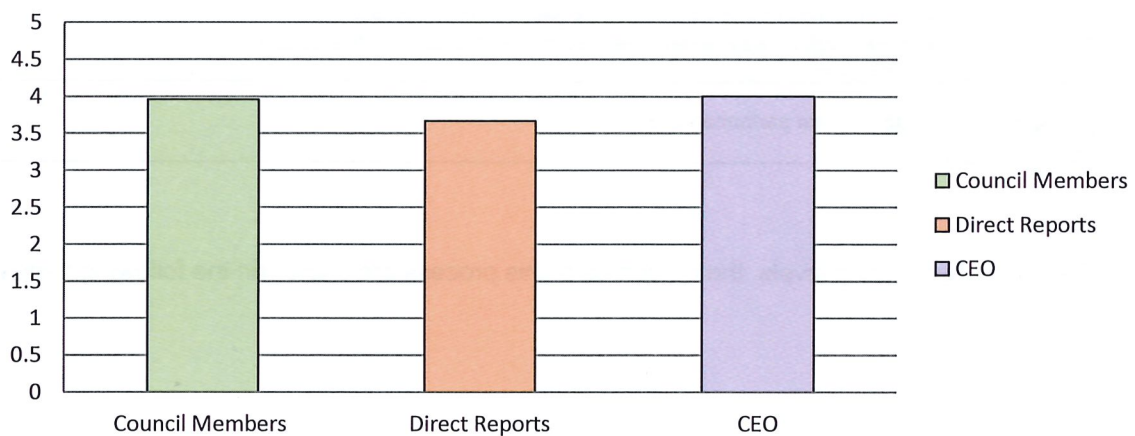
Some Council Members feel the Strategic Planning process could have been more inclusive with community consultation out of working hours, and feel a more rounded approach to the workshops would have increased participation from more areas of the community.

The CEO reports that she has provided quality leadership through quite a deal of change in the review period. She admits it has not been smooth sailing but has worked well and carefully towards a cohesive team. She reports that whilst still in draft format the review of the Strategic Plan has been successful. She feels that she has provided sound strategic focus, broader thinking and innovative solution finding.

The final overall average for this KRA was Satisfactory. There was minimal variation between participant groups with the CEO self-rating the highest.

	Average 2020	
Council Members	3.96	3.88
Direct Reports	3.67	
CEO	4.00	

KRA 1



HUMAN RESOURCE MANAGEMENT (KRA 2)

(The maintenance of a work environment that facilitates the development of people and encourages them to perform at a high level)

Participants feel this is an area of strength for the CEO, when she joined Council the workforce and relationship with Council Members was dysfunctional and fractured, she has really focussed on restoring trust and moving forward in a positive way.

Direct Reports acknowledge the CEO's broad understanding of human resources and that it has been a big focus for her. They feel the organisational structure has been created to support Council into the future. Participants recognise the CEO's ability to identify staff skillsets and utilise these skills that might not have been used before in their role. The Direct Reports feel that the CEO has 'their backs', they appreciate her openness and encouragement to undertake professional development and perform at a high level.

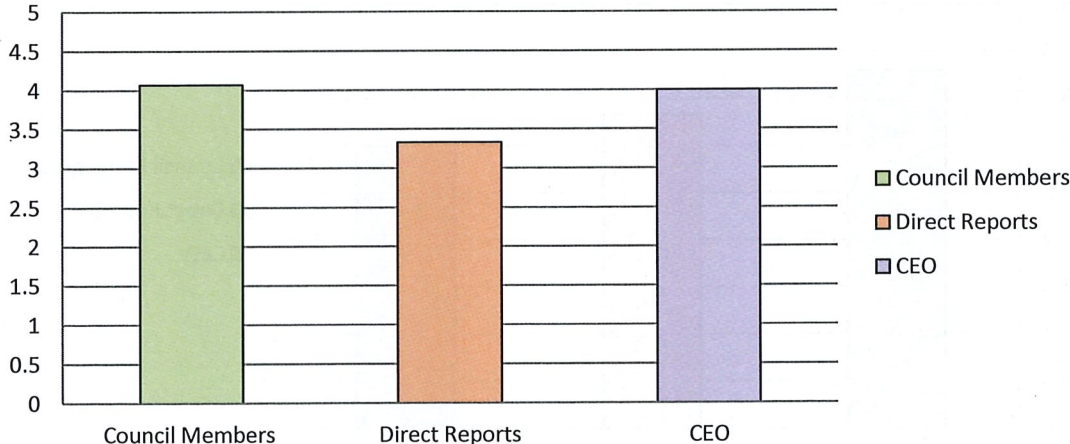
Some Council Members feel that some staff need to work on their customer service however, most feel there has been improvement in this area.

The CEO reports that she has made significant progress with the Human Resource Management Framework as there were no policies or procedures in this area when she joined Council. The CEO believes she has excellent skills in the HR Management area and feels she has had to make tough decisions that have not always been viewed well however, was the right decision for Council.

The final overall average for this KRA was Satisfactory with some variation between participant groups.

	Average 2020	
Council Members	4.07	3.85
Direct Reports	3.33	
CEO	4.00	

KRA 2



FINANCE AND ASSET MANAGEMENT (KRA 3)

(The effective and accountable application of financial and physical resources)

Participants consider this area to not be a strength of the CEO and the CEO agrees however, they recognise that she is willing to seek advice and use external expertise when required. Participants consider the CEO to be an active listener and responds to Council Members' concerns and queries in this area. The financial reporting is regarded as thorough and concise. Participants recognise the CEO is working hard with a small budget, small workforce and limited assets. They acknowledge the challenge of juggling Community expectations and the ability to deliver with the resources available.

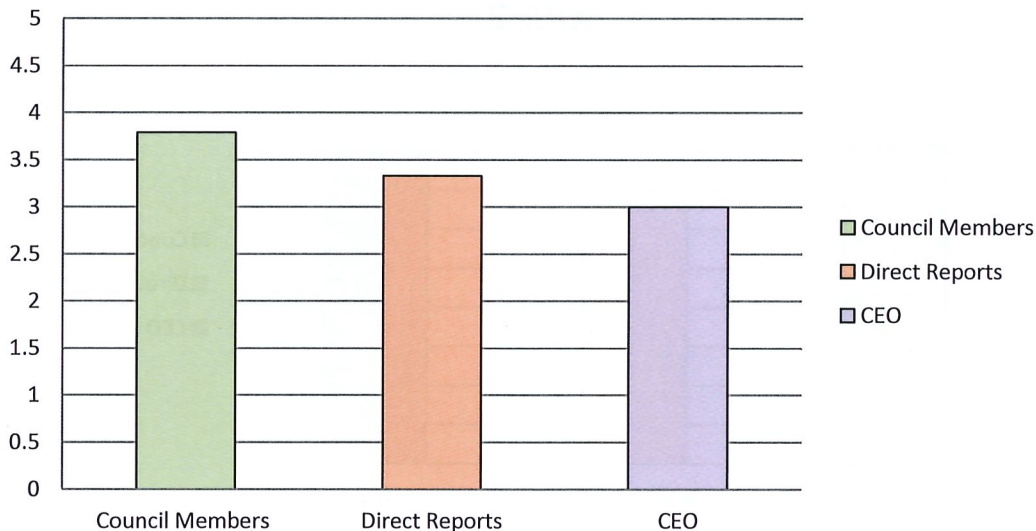
Direct Reports advise that the CEO is open to new ideas, welcomes innovations and celebrates staff achievements and successes. They acknowledge that the CEO relies on the expertise of her staff in this area. Participants feel that new funding/grant opportunities are important to Council and the area however, they acknowledge that the recent COVID 19 pandemic has caused Council to be very reactive.

The CEO reports that with the advent of MAGIQ Solutions she will be able to have more accurate and up to date oversight of budget and financial management and performance.

The final overall average for this KRA was Satisfactory. This was the lowest final average KRA however, it should be noted it was still Satisfactory. There was minimal variation between participant groups.

	Average 2020	
Council Members	3.79	3.55
Direct Reports	3.33	
CEO	3.00	

KRA 3



OPERATIONAL MANAGEMENT & MAJOR PROJECTS (KRA 4)

(The development and maintenance of management strategies to continually enhance service delivery and delivery of projects on time and within budget. The initiation, development, implementation and review of effective policies)

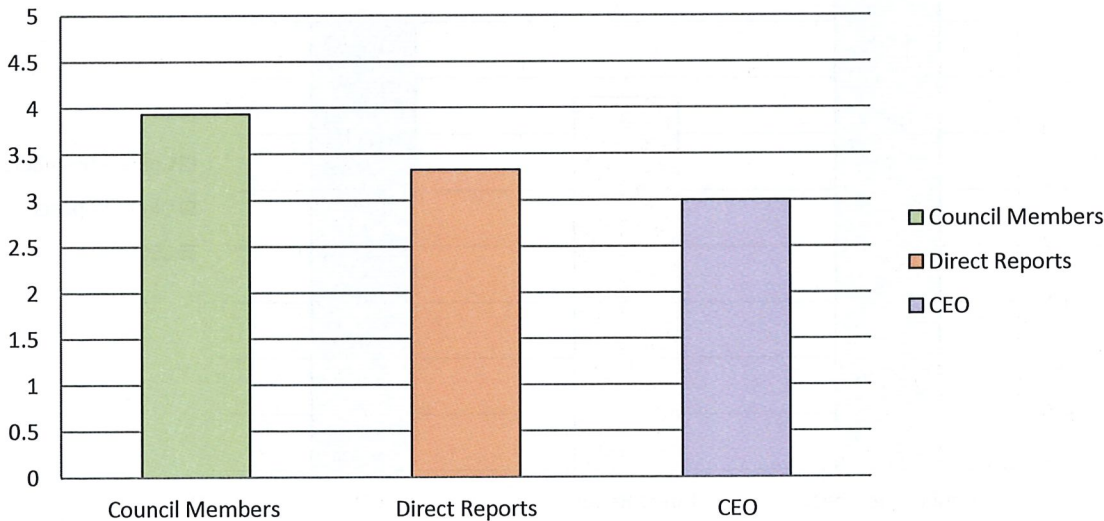
Participants feel the CEO has shown strong performance in this area, with help from the team many long-standing uncompleted projects have been actioned. Overall, the operations of Council participants feel runs smoothly and the CEO has worked at bringing the staff and Council Members on the journey. Participants feel the stronger working relationships and increased trust between CEO and Council Members has allowed the CEO to guide Council Members to broaden their focus and reduce concentration on smaller or minor areas. Some Council Members feel that some priorities were not included in the budget process others recognise not everyone’s priorities can be included.

In general participants feel that things are ‘getting done’ and this is backed up with feedback from Ratepayers, even with the added workloads of drought funding and COVID 19. The CEO reports that she has achieved a considerable number of projects in the past year which have saved Council a significant amount of money e.g. LED Lighting isolation of luminaires with SAPN and the move to Optus and MAGIQ.

The final overall average for this KRA was Satisfactory. With minimal variation between participants groups.

	Average 2020	
Council Members	3.93	3.75
Direct Reports	3.33	
CEO	3.00	

KRA 4



STAKEHOLDER MANAGEMENT, CUSTOMER SERVICE AND COMMUNICATIONS (KRA 5)

(The ability to enhance Council's relationship with its community and key stakeholders and the establishment of effective networks)

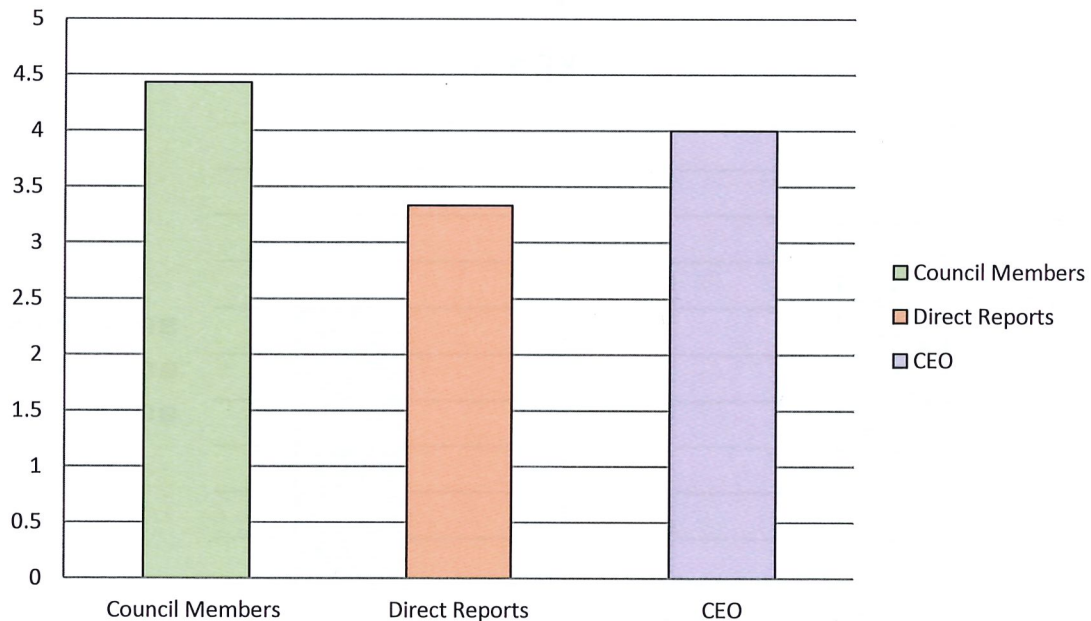
The CEO is described as having an open and engaging communication style. They recognise the CEO's passion for customer service and empathy for the needs of the community. Participants describe her as interactive and they recognise her involvement in external committees and community functions. Overall, they feel that she has built strong networks and ensures Council's interests are represented.

The CEO feels that she has proven her communication ability particularly through the COVID 19 pandemic and welcome the thanks she has received from staff, Council Members, and the community.

The CEO's performance was rated as Highly Satisfactory, joint highest final rating KRA with some variation between participant groups.

	Average 2020	
Council Members	4.43	4.10
Direct Reports	3.33	
CEO	4.00	

KRA 5



ADVICE & RELATIONSHIPS WITH COUNCIL (KRA 6)

(The provision of accurate and timely advice to the Council and working in collaboration with the Council)

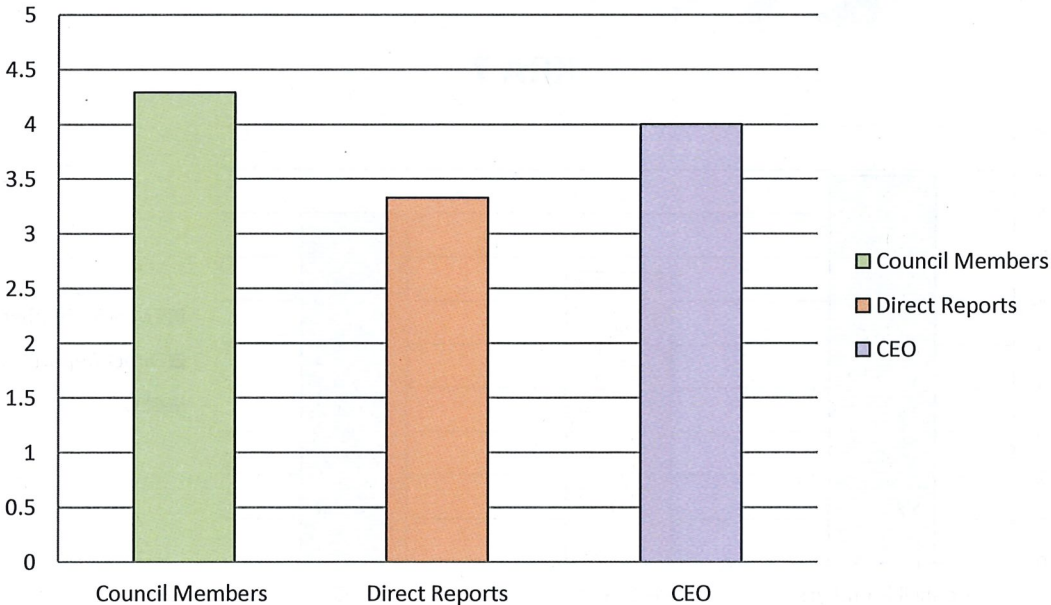
Participants feel the CEO has developed strong and productive relationships with Council Members, they recognise she has worked out the best way to work with each Council Member to get the best out of them. Direct Reports feel that the improved relationships with Council Members has had a significant affect on successful outcomes and achievement of goals and objectives.

Participants feel Council Members are more informed however, less involved and this has been attributed largely to the CEO's open-door policy and effective reporting. The CEO reports that she is proud of the advancements in this area and she values the honest and open relationships.

The final average rating for this KRA was Highly Satisfactory, with some variation between participant groups.

	Average 2020	
Council Members	4.29	4.00
Direct Reports	3.33	
CEO	4.00	

KRA 6



PERSONAL COMPETENCIES (KRA 7)

(The CEOs interpersonal skills and personal qualities)

Participants describe the CEO as competent, knowledgeable, approachable, and empathetic. They feel that the CEO is confident in her role, they consider her as a happy positive person even when faced with adversity and challenges. The Direct Reports consider the CEO as a supportive and collaborative leader and overall participants have seen a change in the workforce, culture has improved, and staff seem happy. Participants regard the CEO as a highly driven, results oriented Manager.

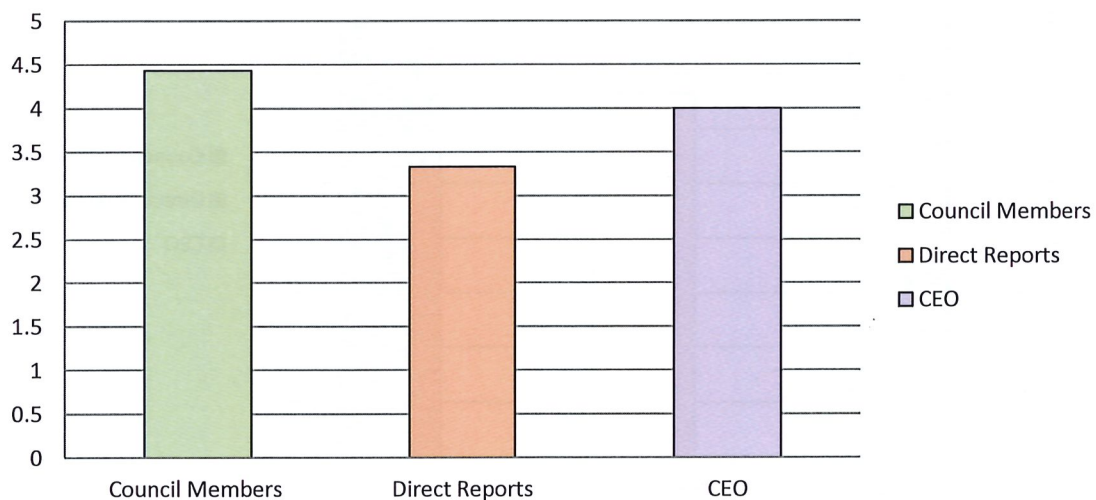
The CEO is considered as a personable and effective communicator however, she can be forceful if required. Participants consider the CEO to be a huge asset to District Council of Streaky Bay, they have enjoyed working with her and feel she has managed the challenges of the role very well. Some participants believe the CEO should delegate more as she takes on too much herself and some Council Members are worried that she doesn't 'burn out'. Participants feel Council is in a better place with the CEO's leadership and look forward to another productive 12 months.

The CEO reports that she is a positive person who leads by example and is not afraid to have the difficult conversations. She explains that she loves her job and enjoys the challenges, she hopes to grow in the role and serve the community to the best of her abilities.

The final overall average for this KRA was Highly Satisfactory and this was the joint highest final average rating KPI and there was some variance between final average ratings.

	Average 2020	
Council Members	4.43	4.10
Direct Reports	3.33	
CEO	4.00	

KRA 7



Key Performance Indicators (KPI's) – 2019/20

(Objectives set for the period, which were agreed to by Council, as stretch targets for the CEO)

The following KPI's were set for the review period.

	KPI	Timeline	Rating									
1	<p>Start to build a HR Framework and report to Council on the progress quarterly</p> <p>Comments: Numerous policies and procedures completed and more to follow.</p> <table border="1"> <tr> <td>Council Members</td> <td>3.86</td> <td>3.70</td> </tr> <tr> <td>Direct Reports</td> <td>3.33</td> <td></td> </tr> <tr> <td>CEO</td> <td>4.00</td> <td></td> </tr> </table>	Council Members	3.86	3.70	Direct Reports	3.33		CEO	4.00		June 2020	Satisfactory
Council Members	3.86	3.70										
Direct Reports	3.33											
CEO	4.00											
2	<p>Review the Strategic Management Plan and present a draft Action Plan to Council.</p> <p>Comments: Draft Strategic Plan completed.</p> <table border="1"> <tr> <td>Council Members</td> <td>3.71</td> <td>3.60</td> </tr> <tr> <td>Direct Reports</td> <td>3.33</td> <td></td> </tr> <tr> <td>CEO</td> <td>3.00</td> <td></td> </tr> </table>	Council Members	3.71	3.60	Direct Reports	3.33		CEO	3.00		June 2020	Satisfactory
Council Members	3.71	3.60										
Direct Reports	3.33											
CEO	3.00											
3	<p>Progress the ICT restructure and report to Council on the progress quarterly</p> <p>Comments: Completed.</p> <table border="1"> <tr> <td>Council Members</td> <td>4.00</td> <td>3.70</td> </tr> <tr> <td>Direct Reports</td> <td>3.00</td> <td></td> </tr> <tr> <td>CEO</td> <td>3.00</td> <td></td> </tr> </table>	Council Members	4.00	3.70	Direct Reports	3.00		CEO	3.00		June 2020	Satisfactory
Council Members	4.00	3.70										
Direct Reports	3.00											
CEO	3.00											

<p>4</p>	<p>Project Management:</p> <ul style="list-style-type: none"> a. Progress the LED Lightening project, b. Resource Sharing Agreement and c. Fleet Management project <p>and report to Council on their progress quarterly.</p> <p>Comments: Underway successfully.</p> <table border="1" data-bbox="355 674 932 772"> <tr> <td>Council Members</td> <td>4.07</td> <td rowspan="2">3.85</td> </tr> <tr> <td>Direct Reports</td> <td>4.00</td> </tr> <tr> <td>CEO</td> <td>3.33</td> <td></td> </tr> </table>	Council Members	4.07	3.85	Direct Reports	4.00	CEO	3.33		<p>June 2020</p>	<p>Satisfactory</p>
Council Members	4.07	3.85									
Direct Reports	4.00										
CEO	3.33										
<p>5</p>	<p>Cultural Change</p> <ul style="list-style-type: none"> a. Efficiencies evaluations b. Departmental reviews c. Advocacy <p>progress reported to Council on a quarterly basis.</p> <p>Comments: Underway successfully.</p> <table border="1" data-bbox="355 1234 932 1332"> <tr> <td>Council Members</td> <td>4.07</td> <td rowspan="2">3.85</td> </tr> <tr> <td>Direct Reports</td> <td>4.00</td> </tr> <tr> <td>CEO</td> <td>3.33</td> <td></td> </tr> </table>	Council Members	4.07	3.85	Direct Reports	4.00	CEO	3.33		<p>June 2020</p>	<p>Satisfactory</p>
Council Members	4.07	3.85									
Direct Reports	4.00										
CEO	3.33										

EXTERNAL STAKEHOLDERS SUMMARY

External Stakeholders describe the CEO as an active listener and a quick learner who is not afraid to ask questions. They feel she provides collaborative leadership and leads by example; they have observed that she is a team player however she is not afraid to 'make the call' when required. They have witnessed that she is committed to her role, she is dependable and accepts responsibility for her actions (not afraid to admit mistakes). They have seen that her interactions with her staff and can tell that they trust and respect her, she cares about her staff and believes in empowering them. They are impressed with her broad scope of her knowledge and willingness to share her knowledge across the Eyre Peninsula. They describe her as a motivator with high energy levels.

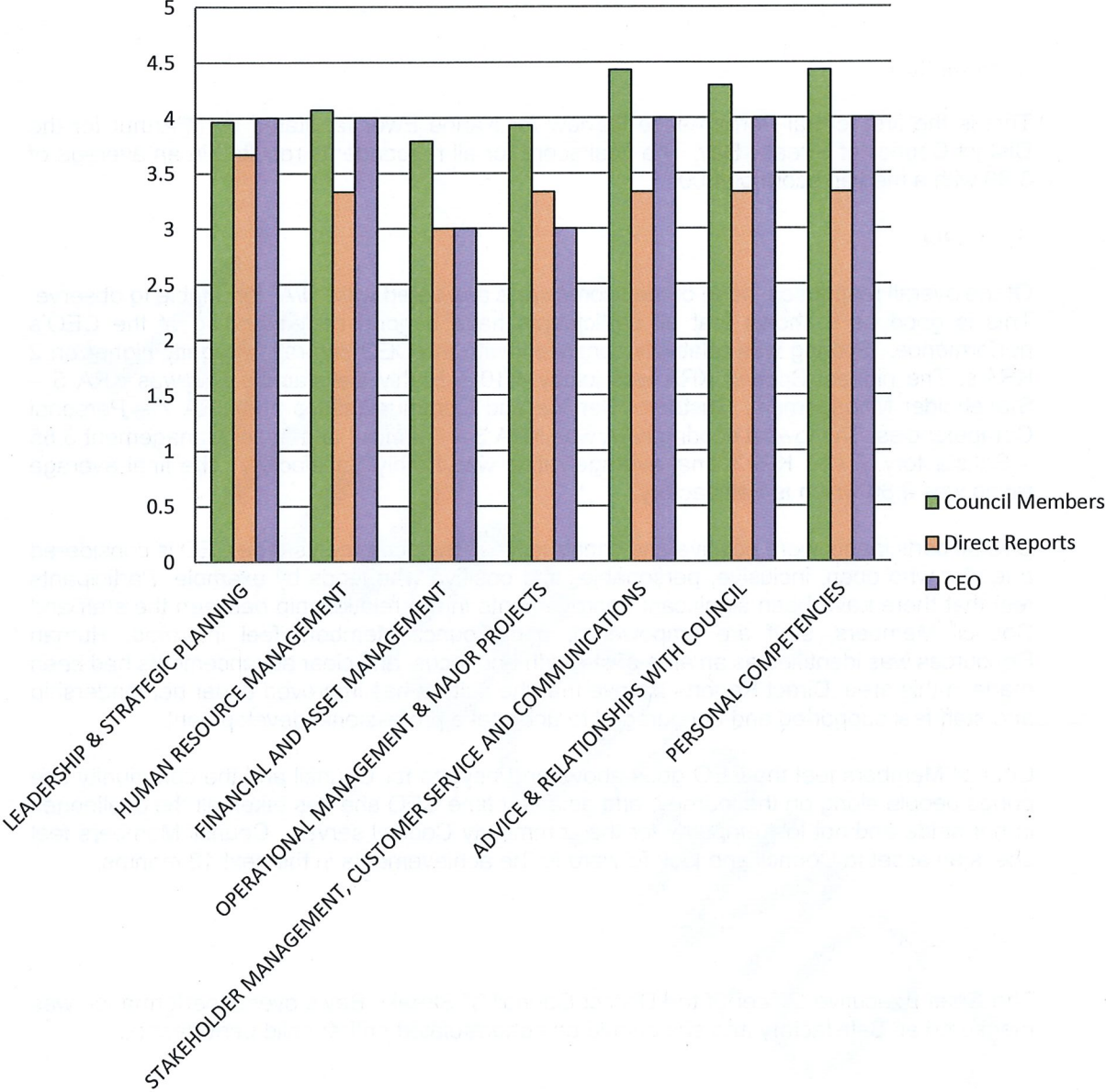
External Stakeholders feel the CEO is very professional and that the public and her peers trust her and have confidence in her. They believe that the District Council of Streaky Bay has moved forward under her leadership. They feel that she 'grasps that the CEO represents the whole organisation' and believes she has the community's best interests at heart. She has a good Local Government network and External Stakeholders describe her as active and involved. The CEO's manner has been defined as sincere and helpful, they acknowledge that she is a grateful leader that recognises efforts.

External Stakeholders believe that the CEO needs to continue to do what she is doing and continue to learn from others and teach what she learns. They feel that her confidence and straight talking is a strength however, encourage her to be aware that to some people this could be daunting and adapt to her audience. They hope that she continues with her professional development and encourage her to not be afraid to get an experienced Local Government mentor to bounce ideas off.

SUMMARY

Key result Areas	Council Members Average Rating	Direct Reports Average Rating	Final Overall Average (excluding CEO Self Rating)	CEO Self-Rating	Commentary (excluding CEO self-rating)
2020					
LEADERSHIP & STRATEGIC PLANNING	3.96	3.67	3.88	4.00	Satisfactory
HUMAN RESOURCE MANAGEMENT	4.07	3.33	3.85	4.00	Satisfactory
FINANCIAL AND ASSET MANAGEMENT	3.79	3.00	3.55	3.00	Satisfactory
OPERATIONAL MANAGEMENT & MAJOR PROJECTS	3.93	3.33	3.75	3.00	Satisfactory
STAKEHOLDER MANAGEMENT, CUSTOMER SERVICE AND COMMUNICATIONS	4.43	3.33	4.10	4.00	Highly Satisfactory
ADVICE & RELATIONSHIPS WITH COUNCIL	4.29	3.33	4.00	4.00	Highly Satisfactory
PERSONAL COMPETENCIES	4.43	3.33	4.10	4.00	Highly Satisfactory
OVERALL AVERAGE RATING	4.13	3.33	3.89	3.67	Satisfactory

Final Average Ratings



COMMENTS BY CONSULTANT

Introduction

This is the first formal Performance Review for Karina Ewer facilitated by M^cArthur for the District Council of Streaky Bay. The final score for all respondents resulted in an average of 3.89 with a median score of 4.00.

Summary

Of the overall responses, none of the scores were answered with "N/A" for unable to observe. This is good as it shows that all participants have a good understanding of the CEO's performance. Scoring was relatively consistent with the CEO self-rating slightly higher on 2 KRA's. The highest Scoring KRA was jointly 4.10 – Highly Satisfactory and was KRA 5 – Stakeholder Management, Customer Service and Communications and KRA 7 – Personal Competencies. The lowest scoring KRA was KRA 3 – Financial and Asset Management 3.55 – Satisfactory. 3 of 7 KRA's final average rating was Highly Satisfactory. The final average rating was 3.89 which is Satisfactory.

Overall participants were positive and constructive in their comments. The CEO is considered a leader who open, inclusive, personable, and positive who leads by example. Participants feel that there have been significant improvements in the relationship between the staff and Council Members, staff are empowered, and Council Members feel informed. Human Resources was identified as an area of strength and focus, and clear advancements had been made in this area. Direct Reports believe that the culture has improved under her leadership and staff feel supported and encouraged to undertake professional development.

Council Members feel the CEO goes above and beyond for Council and the community she brings people along on the journey, and as a first time CEO she has taken all the challenges in her stride and not lost empathy for the community Council serves. Council Members feel she is an asset to Council and look forward to the achievements in the next 12 months.

Conclusion

The Chief Executive Officer of the District Council of Streaky Bay's overall performance was measured as Satisfactory and she should be congratulated on her solid performance.



Rebecca Hunt
Divisional Manager Recruitment and HR Consulting

Summary and Conclusion

This performance review was conducted in an open and frank manner and the ratings identified above, accurately and fairly represent the outcomes of the process.



Mayor



Chief Executive Officer

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CONFIDENTIAL REMUNERATION REVIEW

CHIEF EXECUTIVE OFFICER

DISTRICT COUNCIL OF STREAKY BAY

June 2020

Commercial in Confidence



District Council of Streaky Bay

REMUNERATION REVIEW – CHIEF EXECUTIVE OFFICER

OVERVIEW

Council has a contractual obligation to review the Remuneration Package of the Chief Executive Officer annually in conjunction with the performance review process. In so doing they are to give consideration to Clause 12 of the employment contract which provides for the following;

12.2. The annual review of the TEC Package shall be conducted within one (1) month following the performance review set out in clause 8 (if reasonably practicable), and any change to the TEC Package shall be "backdated" to take effect from the anniversary of the Commencement Date of this Agreement.

12.3. The base salary component of the TEC Package will take into account an assessment of performance based upon the following;

12.3.1 the agreed criteria upon which the CEO's performance is assessed in accordance with the Performance Review Process, and the acquisition and satisfactory utilisation of new or enhanced skills by the CEO if beneficial to or required by the Council, and

12.3.2 movements in the Consumer Price Index (All Groups) Adelaide as issued by the Australian Bureau of Statistics.

12.4. Notwithstanding clause 12.3 the parties acknowledge that in undertaking any review of the TEC Package, the CEO shall not be entitled as a right to an annual increase of the base salary.

12.5. Any variation to the TEC Package must be approved by resolution of the Council

M^oArthur has been requested to provide independent remuneration advice for the position of Chief Executive Officer, taking into consideration those elements mentioned above.

The following information is provided as part of the performance review of the Chief Executive Officer for 2019/20. It provides independent remuneration advice taking into consideration the current remuneration packages being paid to Chief Executive Officers in similar sized Councils, CPI and other relevant factors.

Our approach considered appropriate South Australian Councils, primarily classified by operating expenditure, population and number of full time employees. We have accepted that, given these factors, the role of Chief Executive Officer within Councils of similar size and dimensions remain essentially the same. We acknowledge that each Council has different challenges which can be reflected in the salary paid to the CEO.

BACKGROUND

THE APPRAISAL PROCESS OF THE CHIEF EXECUTIVE OFFICER

M^oArthur conducted the Chief Executive Officer's performance review in March 2018, where:

- a) The Chief Executive Officer carried out a self-evaluation.
- b) All Council Members and Direct Reports were invited to individually and independently rate and comment on the performance of the Chief Executive Officer. Results were forwarded to M^oArthur.

Council is to consider the Chief Executive Officer's level of achievement against the set performance criteria in line with the remuneration advice presented in this report.

RESEARCH RESULTS

In undertaking the remuneration review our research included the results of the current National Local Government Remuneration Survey conducted annually by M^cArthur and packages awarded to new CEO's appointed through our Executive Recruitment arm, and movement within the Consumer Price Index (CPI).

In addition, we selected a range of specific Councils to gain a more accurate picture of remuneration packages paid to Chief Executive Officers in Councils of similar size and structure to the District Council of Streaky Bay. This selection took into account criteria such as total population, budget and number of staff. We also selected Councils that are geographically close.

In this regard we examined Chief Executive Officer's remuneration packages across comparable South Australian Councils as of March 2020.

Table 1 shows Councils of similar size and/or structure to the District Council of Streaky Bay.

Table 1 – similar size and structure

Popln.	BUDGET \$M	Number of Employees	COUNCIL	CASH \$	SUPER \$	VEHICLE \$	OTHER \$	TRP \$
2,117	8.9	30	District Council of Streaky Bay	155,251	14,749	10,000	-	180,000
3,408	10.9	37	District Council of Ceduna	173,994	25,000	10,000	-	208,994
1,200	4.6	20	District Council of Elliston	130,000	12,350	12,000	10,000	164,350
1,270	4.3	16	District Council of Franklin Harbour	140,000	13,300	12,000	3,600	168,900
1,126	3.6	15	District Council of Karoonda East Murray	150,000	14,250	15,000	16,000	195,250
2,660	6.2	25	District Council of Tumby Bay	160,332	15,232	15,000	-	190,564
4,997	10.1	43	District Council of Lower Eyre Peninsula	170,380	16,186	10,000	480	197,046
Average Excluding District Council of Streaky Bay								187,517

CONSUMER PRICE INDEX

The movement in the CPI for Adelaide for the year prior to March 2020 revealed an increase of 2.4% as published in the Australian Bureau of Statistics.

RECOMMENDATION

Based on the results of the CEO's Satisfactory performance review, CPI and the comparison with similar Councils and geographically close Councils it is McArthur's recommendation to offer the CEO an increase in remuneration. However, the current COVID 19 situation and the implications need to be considered when awarding a remuneration increase.

When recommending a salary increase it is important to note that there are numerous other factors to consider such as the neighbouring Councils, size of the main town, distance from Adelaide and challenges in recruiting key personnel including the CEO. Based on these variables and a Satisfactory Performance Review it is our recommendation that Council offer a salary increase or additional benefits. The total remuneration package is broken down below.

	Cash	Super	Vehicle	Total Package
Current Package	155,251	14,749	10,000	180,000
1.0%	155,251	14,749	10,000	181,700
2.0%	156,804	14,896	10,000	183,400
3.0%	158,356	15,044	10,000	185,100
4.0%	159,909	15,191	10,000	186,800
5.0%	161,461	15,339	10,000	188,500
6.0%	163,014	15,486	10,000	190,200
7.0%	164,566	15,634	10,000	191,900
8.0%	166,119	15,781	10,000	193,600

Current Wage (Gross) **\$155,251**
 Car Value **\$10,000**
 Superannuation **\$14,749**
 Total Package **\$180,000**

McArthur National Remuneration Survey Indicates			
Cat 6 CEO	High	Low	Average
	\$270,000	\$157,000	\$196,060

Employees increase for 2020/2021 - 1.5%
 CEO positions across State average increase 1.16%

	1%	1.50%	2%	2.50%	3%
Percentage increase values	\$156,803.51	\$157,579.77	\$158,356.02	\$159,132.28	\$159,908.53
Superannuation	\$14,896.33	\$14,970.08	\$15,043.82	\$15,117.57	\$15,191.31
Car Value	\$10,000.00	\$10,000.00	\$10,000.00	\$10,000.00	\$10,000.00
Total Package	\$181,699.84	\$182,549.84	\$183,399.84	\$184,249.84	\$185,099.84
Total Difference	\$1,700.00	\$2,550.00	\$3,400.00	\$4,250.00	\$5,100.00

Am Requesting:

Allowance to accrue up to 38 hours of Flexi-time to use for personal appointments / RDOs etc. Currently I have to work a minimum of 76hrs and do not have any RDOs
 No budgetary impact as I normally do more than 90 hrs per fortnight - this is time I have already worked.
 ** contract currently written that I have to work a minimum of 76 hours per fortnight without any flexibility and cannot have any RDOs etc. This does not allow for Flexible Working Arrangements required in the Fair Work Act.

Options instead of Pay Increase

No rent for CEO House Current value \$260 per week pay \$0 per week Total \$13,520	Total Remuneration Package \$193,520
Rent Reduction for CEO House pay \$100 per week Total \$8,320	\$188,320
Rent Reduction for CEO House pay \$160 per week Total \$5,200	\$185,200
One Paid Trip Home up to \$2,000 (fuel only costs) Equivalent a 1% wage increase	\$182,000
Superannuation increase Currently 9.5% = \$14,748.85 per year Increase by 1% to 10.5% would = \$16,304.35 Increase by 2% to 11.5% would = \$17,853.86 Increase by 3% to 12.5% would = \$19,406.38	\$181,555.35 \$183,104.86 \$184,657.38

District Council of Streaky Bay CEO KPI's 2020-2021

Due by June 2021

1. Start to build a HR Framework and report to Council on the progress quarterly.
2. Review the Strategic Management Plan and present a draft Action Plan to Council.
3. Progress the ICT restructure and report to Council on the progress quarterly.
4. Project Management:
 - a. Streaky Bay and Districts Master Plan
 - b. Resource Sharing Agreement and
 - c. Fleet Management projectand report to Council on their progress quarterly.
5. Cultural Change
 - a. Efficiencies evaluations
 - b. Departmental reviews
 - c. Advocacyprogress reported to Council on a quarterly basis.