



MONTHLY COUNCIL BRIEFINGS BY CHAIR OF THE CEO EMPLOYMENT AND REMUNERATION COMMITTEE

CEO Performance and Remuneration Committee Minutes



Date: Tuesday 24 March 2026

Commencement: 3.00 pm

Location: CEO's Office

Members: Mr Greg Jakob (Chair)
Cr Luke Preston
Cr Bob Sanders

Officers: CEO, Dr Tim Harrison

Apologies Cr Teli Kaur

AGENDA

1	Welcome Greg Jakob opened the meeting in his role as Chair
2	Declaration of conflicts of interest – Nil declared
3	Confirmation of Minutes – Meeting held 17 February 2026 Moved: Cr Bob Sanders Seconded: Cr Luke Preston All in favour
4	CEO recruitment and selection process – Action from previous meeting - CEO provided a flow chart indicating plan and timeline for CEO transition and recruitment process. Discussion around the timeline and sticking to this as much as possible and the impacts of not sticking to this timeline with the state election occurring later in the year. Committee agreed to following this process. Greg will present this to Council Briefing on 24 March 2026 at 5pm and following this, go to Council Meeting for approval as a Confidential Item on 31 st March 2026. Greg sought clarification on how the shortlist should be presented to Councillors. It was agreed that the shortlist would be provided with a clear explanation of the reasons for the top 3-4 candidates, including presentation of the top 6–8 options and the explanation for why the remaining options were not progressed.
5	CEO role as it currently stands <ul style="list-style-type: none">• Coaching senior staff - ongoing• Managing significant organisational issues – as required• Economic Development• Making space for skill building – CEO is stepping back to allow Deputy CEO and Chief Operating Officer to take point, while still providing support if needed• Managing Councillor issues

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	<p>Concerns about perception among Councillor group. Tim remains the CEO but as he transitions, there is a CEO group which consists of the CEO, Deputy CEO and Chief Operating Officer and all are involved in the management of the organisation during this process.</p> <p>Committee will monitor the transition and follow the recruitment plan. There is an equal role of the Councillors & leadership team to make the process work</p>
6	<p>Transition issues</p> <ul style="list-style-type: none">• Budget – a big positive – the team created the budget documents with very minimal assistance from CEO• Moving more management responsibility to Deputy CEO and COO. Both have taken on additional workload and are performing strongly. The Deputy CEO will also begin overseeing Media & Communications and take on several external committees in the near future.• Managing relationships based on current CEO style. The current CEO has built strong relationships with community members and has helped shift the views of some individual community members who previously held very negative perceptions of Council. Maintaining these relationships will be important following the change in leadership. <p>Concerns around some organisational responses to change. A degree of pushback has been observed from staff regarding the increased responsibilities and authority of the Deputy CEO and COO. This is currently being managed. CEO keeping track of any issues that arise and report back at this committee.</p>
7	<p>General Business – Nil</p>

Dr Tim Harrison