

**ADELAIDE HILLS COUNCIL
ORDINARY COUNCIL MEETING
Tuesday 9 September 2025
CONFIDENTIAL AGENDA BUSINESS ITEM**

Item: **19.1**

Responsible Officer: **Zoë Gill**
Executive Governance Officer
Office of the CEO

Subject: **CEO Performance Review Panel Confidential Minutes (27 August 2025)**

For: **Decision**

1. CEO Performance Review Panel Confidential Minutes (27 August 2025) – Exclusion of the Public

Pursuant to section 90(2) of the *Local Government Act 1999* the Council orders that all members of the public, except:

- Chief Executive Officer, Greg Georgopoulos
- Director Environment & Infrastructure, Jade Ballantine
- Director Corporate Services, Gary Lewis
- Director Community & Development, Jess Charlton
- Executive Governance Officer, Zoe Gill
- Minute Secretary, Skye Ludzay
- IT Support, Tom Portas

be excluded from attendance at the meeting for Agenda Item 19.1: (*CEO Performance Review Panel Confidential Minutes (27 August 2025)*) in confidence.

The Council is satisfied that it is necessary that the public, with the exception of Council staff in attendance as specified above, be excluded to enable Council to consider the report at the meeting on the following grounds:

Section 90(3)(a) of the Local Government Act 1999, the information to be received, discussed or considered in relation to this Agenda Item is Information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person (living or dead).

Accordingly, on this basis the principle that meetings of the Council should be conducted in a place open to the public has been outweighed by the need to keep the information and discussion confidential.

2. CEO Performance Review Panel Confidential Minutes (27 August 2025) – Confidential Item

RECOMMENDATION

Council resolves that the confidential minutes of the CEO Performance Review Panel meeting held on 27 August 2025, as distributed, be received and noted.

APPENDICES

(1) CEO Performance Review Panel Confidential Minutes – 27 August 2025

Appendix 1

*CEO Performance Review Panel Confidential Minutes –
27 August 2025*

ADELAIDE HILLS COUNCIL
CEO PERFORMANCE REVIEW PANEL COMMITTEE
MINUTES OF MEETING
WEDNESDAY 27 AUGUST 2025
63 Mount Barker Rd Stirling

In Attendance

Presiding Member: The position of Presiding Member was vacant

Members:

Cr Nathan Daniell	
Cr Kirsty Parkin	
Cr Adrian Cheater	

In Attendance:

Greg Georgopoulos	Chief Executive Officer
Zoë Gill	Executive Governance Officer
Michael Kelledy	Qualified Independent Person

1. COMMENCEMENT

The meeting commenced at 6.07pm.

Under clause 7.5 of the Terms of Reference, the Panel decided that Cr Nathan Daniell would Preside over the meeting.

OPENING STATEMENT

- 1.1** Council acknowledges that we meet on the traditional Country of the Peramangk and Kaurna people. We pay our respects to Ancestors and Elders past and present as the Custodians of this ancient and beautiful land.
- 1.2** Together we will care for this place for the generations to come and in this context the decisions we make should be guided by the principle that nothing we do should decrease our children's ability to live on this land.

2. APOLOGIES/LEAVE OF ABSENCE

2.1 Apology

Cr Lucy Huxter

2.2 Leave of Absence

Nil

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2.3 Absent

Nil

3. MINUTES OF PREVIOUS MEETINGS

3.1 CEO Performance Review Panel Meeting – 9 July 2025

Moved Cr Adrian Cheater

S/- Cr Kirsty Parkin

PRP24/25

That the minutes of the CEO Performance Review Panel meeting held on 9 July 2025 as distributed, be confirmed as an accurate record of the proceedings of that meeting

Carried Unanimously

4. PRESIDING MEMBER'S OPENING COMMENTS

5. DELEGATION OF AUTHORITY

The CEO Performance Review Panel operates in accordance with the relevant sections of the *Local Government Act 1999*, and its Terms of Reference.

6. DECLARATION OF CONFLICT OF INTEREST BY MEMBERS OF THE COMMITTEE

Nil

7. OFFICER REPORTS – DECISION ITEMS

Nil

8. MOTIONS WITHOUT NOTICE

Nil

9. QUESTIONS WITHOUT NOTICE

Nil

10. CONFIDENTIAL ITEMS

10.1 CEO Remuneration Annual Review – Exclusion of the Public

Moved Cr Kirsty Parkin

S/- Cr Adrian Cheater

PRP25/25

The Committee resolves:

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Pursuant to section 90(2) of the *Local Government Act 1999* the CEO Performance Review Panel (the Panel) orders that all members of the public, except:

- **Chief Executive Officer, Greg Georgopoulos, until directed to leave by the Panel**
- **Michael Kelledy, Lawyer, KelledyJones Lawyers**
- **Executive Governance Officer, Zoë Gill**

be excluded from attendance at the meeting for Agenda Item 10.1: (CEO Remuneration Annual Review) in confidence.

The Panel is satisfied that it is necessary that the public, with the exception of Council staff in attendance as specified in (a) above, be excluded to enable the Panel to consider the report at the meeting on the following grounds:

Section 90(3) (a) of the Local Government Act, the information to be received, discussed or considered in relation to this Agenda Item is information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person (living or dead).

Accordingly, on this basis the principle that meetings of the Panel should be conducted in a place open to the public has been outweighed by the need to keep the information and discussion confidential.

Carried Unanimously

10.1.1 CEO Remuneration Annual Review – Confidential Item

6:11pm - With leave of two thirds of the meeting, the Acting Mayor suspended formal meeting procedures to allow the Panel to discuss the item.

The CEO spoke to the item.

6:25pm – the CEO left the meeting

The Panel discussed the item in depth, noting:

- The CEO has met or exceeded his performance expectations
- The CEO has asked for a show of support from Council
- There are different ways to indicate support for the CEO, including extension of time or pay rise
- Timing of CEOs term of appointment and alignment with elected body terms and elections
- Time left on the CEOs current contract
- Timing of likely caretaker periods

7.18pm - The Panel invited the CEO back into the room to discuss:

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- Different ways to reward performance
- The absence of the Independent member and an elected member of the Panel at the meeting

7.28pm – the CEO left the meeting.

7.50 – Cr Parkin left the meeting and the meeting was suspended for want of a quorum.

7.51pm Cr Parkin returned to the meeting and the meeting resumed.

7.59 Pm – The Acting Mayor determined to end the period of suspension of and resume formal proceedings.

Moved Cr Kirsty Parkin
S/- Cr Nathan Daniell

PRP26/25

The CEO Performance Review Panel resolves:

- 1. That the report be received and noted.**
- 2. To note that the CEO has consistently met or exceeded expectations across all his Key Performance Indicators and Key Results Areas.**
- 3. To note that despite working within a challenging financial and political environment, the CEO's performance review indicates he has successfully overseen and improved some areas of Council operations whilst also successfully completing major projects, some of which have been outstanding for some time.**
- 4. To note the CEO's ongoing professional conduct, perseverance, resilience, and commitment under difficult circumstances.**
- 5. To recommend that Council reward the CEOs performance by one of the following options:**
 - a. approve an increase of \$7595.08 (2.45%) which will result in a TEC of \$317,598.38, effective from 17 July 2025, or**
 - b. approve the CEO's Employment Agreement be extended by one year to 17 July 2029 with no remuneration increase.**
- 6. To note that the next 2026 CEO Remuneration review is due on 17 July 2026 to align with the annual review process.**
- 7. To recommend to Council that there be an addendum to the CEO's Employment Agreement to the following effect:**

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- a. That based on the Minimum and Maximum Chief Executive Officer Remuneration (Determination of the Remuneration Tribunal no.3 of 2025) (the Determination) and professional advice, the CEO's TEC must include both the private vehicle value of the motor vehicle and the Fringe Benefit Tax (FBT) payable by the CEO (in this case through reimbursement to Council for any FBT it has paid)**
- b. That Council (and therefore the CEO) does not currently pay FBT on the vehicle as it is an electric vehicle that is exempt from FBT under current ATO rules.**
- c. That the Prime Cost Method under the ATO rules is the appropriate calculation method for the private vehicle value of the motor vehicle. Under this method, the private vehicle value is \$8,887.50 (not the \$10,000 currently indicated in the current CEO TEC).**
- d. That the CEO's TEC be amended to reflect this private vehicle value of the motor vehicle from 1 July 2025, and a corresponding adjustment should be made to the salary and superannuation component of the package, such that the total TEC remains the same.**
- e. That the exemption of eligible electric vehicles from FBT, under the ATO rules, is currently only until mid-2027.**
- f. That Council and the CEO acknowledge and agree that should the exemption from FBT on eligible electric vehicles be removed, the CEO's TEC will at that time be reviewed and adjusted to accommodate the inclusion of any FBT required to be included under the Determination.**
- 8. That the Acting Mayor notifies the CEO of the CEO PRP recommendations to Council at the conclusion of the 27 August 2025 CEO PRP Meeting.**
- 9. To recommend to Council that the Acting Mayor be authorised to finalise the necessary documentation to give effect to the resolution.**
- 10. To recommend to Council to authorise the Director, Corporate Services, or their delegate, to undertake all tasks necessary to implement the resolution.**

Carried Unanimously

8:01pm – the Acting Mayor left the meeting to inform the CEO of the Panel's decision and the meeting was suspended for want of a quorum.

8:05pm – the Acting Mayor returned to the meeting and the meeting resumed.

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8:06 pm – Cr Cheater left the meeting and the meeting was suspended for want of a quorum.

8:07pm – Cr Cheater returned to the meeting and the meeting resumed

The Panel asked Michael Kelledy about the impacts of the Remuneration Tribunal of South Australia's *Minimum and Maximum Chief Executive Officer Remuneration (Determination of the Remuneration Tribunal no.3 of 2025)* across the local government sector.

Moved Cr Adrian Cheater
S/- Cr Kirsty Parkin

PRP27/25

The Panel resolves to recommend to Council that it:

1. Notes that the Remuneration Tribunal of South Australia's *Minimum and Maximum Chief Executive Officer Remuneration (Determination of the Remuneration Tribunal no.3 of 2025)* has:
 - a. changed the categorisation of Adelaide Hills Council from a band 5 to a band 4 Council
 - b. changed the minimum and maximum remuneration for both band 4 and 5
 - c. increased the number and type of benefits that must be included in the calculation of a TEC
2. Notes that the effect of these changes is to reduce the pay range for the CEO from \$299,520 - \$323,544 to \$248,022 - \$321,424
3. Notes that this outcome adversely affects the CEO and Council's capacity to retain and attract CEOs
4. Notes that the Determination has adverse outcomes for a number of Councils and CEO's across the sector
5. Expresses concern regarding the Determination's impact on the reputation of the sector and the ability of Councils to retain and attract appropriate staff
6. Authorises the Acting Mayor to request the LGA to commence Judicial Review proceedings, on behalf of its member councils, against the Remuneration Tribunal for the purpose of challenging the decision-making process and final decision as set out in the Determination

Carried Unanimously

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10.1.2 CEO Remuneration Annual Review – Duration of Confidentiality

Moved Cr Adrian Cheater
S/- Cr Kirsty Parkin

PRP28/25

The CEO Performance Review Panel resolves:

Subject to the CEO, or his delegate, disclosing information or any document (in whole or in part) for the purpose of implementing Council's decision(s) in this matter in the performance of the duties and responsibilities of office, Council, having considered Agenda Item 10.1 (CEO Remuneration Annual Review) in confidence under sections 90(2) and 90(3)(a) of the *Local Government Act 1999*, resolves that an order be made under the provisions of sections 91(7) and (9) of the *Local Government Act 1999* to retain the Items in confidence as detailed in the Duration of Confidentiality Table below:

Item	Duration of Confidentiality
	NB: Item to be reviewed every 12 months if not released
Report	Until further order
Related Attachments	Until further order
Minutes	Until further order
Other (presentation, documents, or similar)	Until further order

Pursuant to section 91(9)(c) of the *Local Government Act 1999*, the Council delegates the power to revoke the confidentiality order either partially or in full to the Chief Executive Officer.

Carried Unanimously

11. NEXT MEETING

The next ordinary meeting of the CEO Performance Review Panel will be held on Wednesday 15 October 2025 from 6.00pm at 63 Mt Barker Road Stirling.

12. CLOSE MEETING

The meeting closed at 8.22pm.

3. CEO Performance Review Panel Confidential Minutes – 27 August 2025 – Duration of Confidentiality

Subject to the CEO, or his delegate, disclosing information or any document (in whole or in part) for the purpose of implementing Council's decision(s) in this matter in the performance of the duties and responsibilities of office, Council, having considered Agenda Item 19.1 in confidence under sections 90(2) and 90(3)(a) of the *Local Government Act 1999*, resolves that an order be made under the provisions of sections 91(7) and (9) of the *Local Government Act 1999* to retain the Items in confidence as detailed in the Duration of Confidentiality Table below:

Item	Duration of Confidentiality NB: Item to be reviewed every 12 months if not released
Report	Nil
Related Attachments	Until Further Order
Minutes	Nil
Other (presentation, documents, or similar)	Nil

Pursuant to section 91(9)(c) of the *Local Government Act 1999*, the Council delegates the power to revoke the confidentiality order either partially or in full to the Chief Executive Officer.