

# MINUTES OF THE EXTRAORDINARY MEETING HELD ON 15 APRIL 2025

### PRESENT:

Mayor Ned Mannoun

**Deputy Mayor Harle** 

Councillor Adjei

Councillor Ammoun

Councillor Dr Green

Councillor Ibrahim

Councillor Karnib

Councillor Macnaught

Councillor Monaghan

Councillor Ristevski

Mr Jason Breton, Acting Chief Executive Officer

Mr Farooq Portelli, Director Corporate Support

Ms Tina Bono, Director Community & Lifestyle

Ms Michelle Mcilvenny, Director Customer Experience & Business Performance

Mr Peter Scicluna, Acting Director Operations

Mr David Galpin, General Counsel, Legal Services & Government

Ms Justine Young, Acting Manager Civic and Executive Services

Ms Susan Ranieri, Coordinator Council and Executive Services

Ms Katrina Harvey, Councillor Executive and Support Officer

**OPENING** 6.02pm.

ACKNOWLEDGMENT OF COUNTRY, PRAYER OF COUNCIL AND AFFIRMATION TO BE READ BY

The prayer of the Council was read by Ms Justine Young, Acting Manager Civic and Executive Services.

**NATIONAL ANTHEM**The National Anthem was played at the meeting.

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## **APOLOGIES**

Motion: Moved: Clr Ammoun Seconded: Clr Macnaught

That CIr Harte be noted as an apology for this meeting and that leave of absence be granted.

On being put to the meeting the motion was declared CARRIED.

## **DECLARATIONS OF INTEREST**

Mayor Mannoun declared a non-pecuniary, less than significant interest in the following item:

Item: CONF 01 – Appointment of the CEO

**Reason:** Mayor Mannoun has worked with an applicant for the last four years in various

roles.

Mayor Mannoun remained in the Chamber for the duration of this item.

Clr Macnaught declared a non-pecuniary, less than significant interest in the following item:

Item: CONF 01 – Appointment of the CEO

Reason: CIr Macnaught worked with a person mentioned in this report in various roles

over the past four years.

Clr Macnaught remained in the Chamber for the duration of this item.

Clr Dr Green declared a non-pecuniary, less than significant interest in the following item:

Item: CONF 01 – Appointment of the CEO

Reason: Clr Dr Green has known and worked with an applicant as an employee of

Council in her role as a Councillor.

Clr Dr Green remained in the Chamber for the duration of this item.

Deputy Mayor Harle declared a non-pecuniary, less than significant interest in the following item:

Item: CONF 01 – Appointment of the CEO

**Reason:** Deputy Mayor Harle worked with an applicant.

Deputy Mayor Harle remained in the Chamber for the duration of this item.

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Clr Karnib declared a non-pecuniary, less than significant interest in the following item:

Item: CONF 01 – Appointment of the CEO

Reason: Clr Karnib has known an applicant since his commencement of Council in and

around October 2024 and similarly in the same declaration he made as being part of the panel, is aware of the applicant's brother in terms of his capacity as a

judicial officer, and in his experience he has encountered him as a legal practitioner fronting the NSW courts since on and around late 2018.

Clr Karnib remained in the Chamber for the duration of this item.

Clr Ristevski declared a non-pecuniary, less than significant interest in the following item:

Item: CONF 01 – Appointment of the CEO

**Reason:** Councillor Ristevski has worked with an applicant.

Clr Ristevski remained in the Chamber for the duration of this item.

Clr Ammoun declared a non-pecuniary, less than significant interest in the following item:

Item: CONF 01 – Appointment of the CEO

**Reason:** Clr Ammoun knows an applicant.

Clr Ammoun remained in the Chamber for the duration of this item.

#### **CONFIDENTIAL ITEMS**

**ITEM NO:** CONF 01 **FILE NO:** 130326.2025

**SUBJECT:** Appointment of CEO

#### RECOMMENDATION

#### That Council:

- 1. Receive and note the Mayoral Minute and the Recruitment Panel's recommendation regarding the appointment of the Chief Executive Officer.
- 2. Offer the role of Chief Executive Officer to the successful candidate and delegate to the Mayor, with advice from the Recruitment Consultant, the authority to negotiate the final terms, including:
  - A five (5) year performance-based contract;
  - A confidential total remuneration package;
  - Standard employment contract in line with OLG requirements;
  - o Schedule A entitlements as per Council Policy;
  - A mutually agreed commencement date.
- 3. Defer public announcement of the successful candidate until written acceptance is received.
- 4. Authorise that if the preferred candidate declines the offer, the position be offered to the second-preferred candidate on the same terms.
- 5. Execute the contract under the Council's Common Seal.
- 6. Appoint the CEO Performance Review Panel consisting of the Mayor, Deputy Mayor a councillor appointed by the Council, and a councillor appointed by the successful incumbent.
- 7. Invite the CEO to nominate one Councillor to the Performance Review Panel.
- 8. Delegate to the Performance Review Panel the management of the CEO's performance, including the establishment of a Performance Agreement within three months of commencement.
- 9. Engage an independent facilitator to assist with performance management of the CEO and to provide support to the Performance Review Panel.
- 10. Seek three quotes for an ongoing independent facilitator, with appointment delegated to the Performance Review Panel.
- 11. Undertake performance reviews at the six-month mark and every six months thereafter.

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#### **COUNCIL DECISION**

Motion: Moved: Mayor Mannoun Seconded: Clr Karnib

#### That Council:

- 1. Receive and note report CONF 01 and the Recruitment Panel's recommendation regarding the appointment of the Chief Executive Officer.
- Offer the role of Chief Executive Officer to the successful candidate and delegate to the Mayor, with advice from the Recruitment Consultant, the authority to negotiate the final terms, including:
  - A five (5) year performance-based contract;
  - A confidential total remuneration package;
  - Standard employment contract in line with OLG requirements;
  - Schedule A entitlements as per Council Policy;
  - A mutually agreed commencement date.
- 3. Defer public announcement of the successful candidate until written acceptance is received.
- 4. Execute the contract under the Council's Common Seal.
- 5. Appoint the CEO Performance Review Panel consisting of the Mayor, Deputy Mayor a councillor appointed by the Council, and a councillor appointed by the successful incumbent.
- 6. Appoint the CEO Performance Review Panel consisting of the Mayor, Deputy Mayor, Councillor Monaghan, and a councillor appointed by the successful incumbent.
- 7. Delegate to the Performance Review Panel the management of the CEO's performance, including the establishment of a Performance Agreement within three months of commencement.
- 8. Engage an independent facilitator to assist with performance management of the CEO and to provide support to the Performance Review Panel.
- 9. Seek three quotes for an ongoing independent facilitator, with appointment delegated to the Performance Review Panel.
- 10. Undertake performance reviews at the six-month mark and every six months thereafter.

On being put to the meeting the motion was declared CARRIED.

Councillors voted unanimously for this motion.

Note: Clr Harte was an apology for the meeting.

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# THE MEETING CLOSED AT 6.21pm.

<Signature>

Name: Ned Mannoun

Title: Mayor

Date: 23 April 2025

I have authorised a stamp bearing my signature to be affixed to the pages of the Minutes of the Council Meeting held on 15 April 2025. I confirm that Council has adopted these Minutes as a true and accurate record of the meeting.