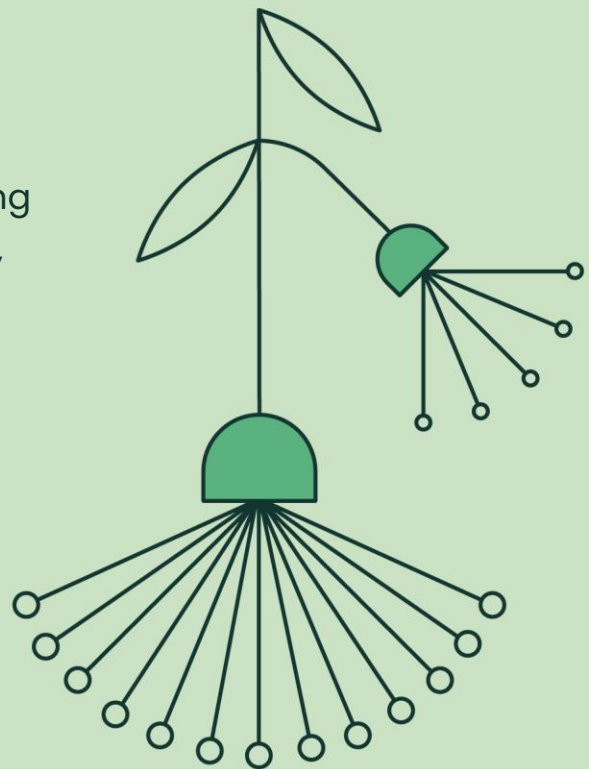


Mā tō tātou takiwā  
**For our District**

## Chief Executive Employment Sub Committee

CEE26-1

Tuesday, 21 April 2026, on conclusion of the  
Projects and Monitoring Committee meeting  
which starts at 9.30am. Council Chambers,  
1484 Cameron Road, Tauranga



# Chief Executive Employment Sub Committee

## Membership:

<b>Chairperson</b>	Mayor James Denyer
<b>Deputy Chairperson</b>	Deputy Mayor Margaret Murray-Benge
<b>Members</b>	Councillor Tracey Coxhead Councillor Graeme Elvin
<b>Quorum</b>	Three (3)
<b>Frequency</b>	As required

## Role:

Develop and consult with Council annually on performance targets and key result area weightings for the Chief Executive, including associated methods of measurement and processes of judgement.

- Negotiate annually with the Chief Executive performance targets and key result area weightings including associated methods of measurement and processes of judgement.
- Conduct an annual review of the Chief Executive's performance and remuneration in accordance with the agreed processes in April/May of each year, or such other time as agreed with the Chief Executive.
- Develop and consult with Council appropriate amendments or adjustments to the terms and conditions of employment and the remuneration of the Chief Executive arising from the annual review.
- Negotiate and determine any agreed amendments or adjustments to the terms and conditions of employment and the remuneration with the Chief Executive annually.
- Develop and agree with the Chief Executive an annual development plan to address any training needs or preferences.
- Meet with the Chief Executive at least once each year to discuss progress on performance targets and key result areas, and the agreed personal development plan, and negotiate any revision or change as is considered necessary.
- Undertake the management of the Chief Executive recruitment process where required.
- Consider and advise Council on all matters relevant to the employment of the Council's Chief Executive.

**Power to Act:**

To make all decisions necessary to fulfil the role and scope of the subcommittee subject to the limitations imposed.

To negotiate and recommend to Council on performance agreement measures and annual remuneration.

To engage external advisors where required.

The Chief Executive Employment subcommittee is not delegated authority to:

- Approve the Chief Executive's annual remuneration; or
- Appoint the Chief Executive.

**Power to recommend:**

Chief Executive Employment sub committee recommends and reports to the Council.

Notice is hereby given that a Meeting of the Chief Executive Employment Subcommittee will be held in the Council Chambers, 1484 Cameron Road, Tauranga on:  
 Tuesday, 21 April 2026 on conclusion of the Projects and Monitoring Committee meeting starting at 9.30am

## Order Of Business

<b>1</b>	<b>Karakia</b> .....	<b>5</b>
<b>2</b>	<b>Present - Ngā mema kei konei</b> .....	<b>5</b>
<b>3</b>	<b>In Attendance - I tae ake</b> .....	<b>5</b>
<b>4</b>	<b>Apologies - Ngā whakapahā</b> .....	<b>5</b>
<b>5</b>	<b>Consideration of Late Items - Ngā take tōmuri</b> .....	<b>5</b>
<b>6</b>	<b>Declarations of Interest – Ngā tukitukinga</b> .....	<b>5</b>
<b>7</b>	<b>transfer of Public Excluded Items - Te whitinga o te ao mārama ki ngā take muna</b> .....	<b>5</b>
<b>8</b>	<b>Public Forum - Wāhanga tūmatanui</b> .....	<b>5</b>
<b>9</b>	<b>Reports - Ngā pūrongo</b> .....	<b>5</b>
<b>10</b>	<b>Information for Receipt - Kōrero te whiwhia</b> .....	<b>5</b>
<b>11</b>	<b>Resolution to Exclude the Public - Whakatau ki te poro i te marea</b> .....	<b>6</b>
11.1	Recommendation for appointment of Chief Executive.....	6

**1 KARAKIA**

Whakatau mai te wairua	Settle the spirit
Whakawātea mai te hinengaro	Clear the mind
Whakarite mai te tinana	Prepare the body
Kia ea ai ngā mahi	To achieve what needs to be achieved.
Āe	Yes

**2 PRESENT – NGĀ MEMA KEI KONEI****3 IN ATTENDANCE – I TAE AKE****4 APOLOGIES – NGĀ WHAKAPAHĀ****5 CONSIDERATION OF LATE ITEMS – NGĀ TAKE TŌMURI****6 DECLARATIONS OF INTEREST – NGĀ TUKITUKINGA****7 TRANSFER OF PUBLIC EXCLUDED ITEMS – TE WHITINGA O TE AO MĀRAMA KI NGĀ TAKE MUNA****8 PUBLIC FORUM – WĀHANGA TŪMATANUI****9 REPORTS – NGĀ PŪRONGO****10 INFORMATION FOR RECEIPT – KŌRERO TE WHIWHIA**

A period of up to 30 minutes is set aside for a public forum. Members of the public may attend to address the Board for up to five minutes on items that fall within the delegations of the Board provided the matters are not subject to legal proceedings, or to a process providing for the hearing of submissions. Speakers may be questioned through the Chairperson by members, but questions must be confined to obtaining information or clarification on matters raised by the speaker. The Chairperson has discretion in regard to time extensions.

Such presentations do not form part of the formal business of the meeting, a brief record will be kept of matters raised during any public forum section of the meeting with matters for action to be referred through the customer relationship management system as a service request, while those requiring further investigation will be referred to the Chief Executive.

**11 RESOLUTION TO EXCLUDE THE PUBLIC – WHAKATAU KI TE PORO I TE MAREA****RESOLUTION TO EXCLUDE THE PUBLIC****RECOMMENDATION**

That the public be excluded from the following parts of the proceedings of this meeting.

The general subject matter of each matter to be considered while the public is excluded, the reason for passing this resolution in relation to each matter, and the specific grounds under section 48 of the Local Government Official Information and Meetings Act 1987 for the passing of this resolution are as follows:

<b>General subject of each matter to be considered</b>	<b>Reason for passing this resolution in relation to each matter</b>	<b>Ground(s) under section 48 for the passing of this resolution</b>
<b>11.1 - Recommendation for appointment of Chief Executive</b>	s7(2)(a) - the withholding of the information is necessary to protect the privacy of natural persons, including that of deceased natural persons	s48(1)(a)(i) - the public conduct of the relevant part of the proceedings of the meeting would be likely to result in the disclosure of information for which good reason for withholding would exist under section 6 or section 7