



City of Rockingham

ADDENDUM AGENDA

Ordinary Meeting of Council

To be held on Tuesday 22 July 2025 at 6:00pm
City of Rockingham Council Chamber

**Note: This meeting will be subject to Council's
Recording and Streaming Meeting's policy**



Chief Executive Officer Performance Review Panel

Mr Michael Parker, Chief Executive Officer declared a Financial interest in Item 7.1 Appointment of independent consultant to facilitate the Chief Executive Officer Performance Review for the 2024-2025 period. Clause 16 of Schedule 2 of the Local Government (Administration) Regulations 1996 requires the performance review process to be agreed between the local government and the CEO.

CONFIDENTIAL ITEM

Section 5.95(3) Local Government Act 1995 (Act)

This item may be discussed behind closed doors as per
Section 5.23(2)(a) and (c) of the Act

Chief Executive Officer Performance Review Panel	
Report number / title:	HR-001/25 Appointment of independent consultant to facilitate the Chief Executive Officer Performance Review for the 2024-2025 period
File number:	PERS/PAR-M/2215
Proponent/s:	
Author:	Ms Helen Redmond, Manager Human Resource Development
Other Contributor/s:	
Date of Panel meeting:	21 July 2025
Previously before Council:	
Disclosure of Interest:	Mr Michael Parker, Chief Executive Officer declared a Financial Interest in Item HR-001/25 Appointment of independent consultant to facilitate the Chief Executive Officer Performance Review for the 2024-2025 period, as per Sections 5.60A and 5.65 of the <i>Local Government Act 1995</i> , as the appointment of a consultant is preparatory to undertaking an annual review of performance as required under the CEO's contract of employment. Noting that Clause 16 of Schedule 2 of the Local Government (Administration) Regulations 1996 requires the performance review process to be agreed between the local government and the CEO.
Nature of Council's role:	Executive
Attachments:	<ol style="list-style-type: none">1. Confidential Attachment – Price Consulting2. Confidential Attachment - Minutes of the Chief Executive Officer Performance Review Panel meeting held 21 July 2025
Maps/Diagrams:	
Site:	
Lot Area:	

Purpose of Report

To consider the appointment of a suitable consultant to undertake the Chief Executive Officer (**CEO**) performance review for the 2024-2025 period.

Voting Requirements

Simple Majority

Officer Recommendation

That Council **APPOINTS** Price Consulting as the independent reviewer for the Chief Executive Officer Performance Review in 2024-2025 period, as per Confidential Attachment 1.

CEO Performance Review Panel Recommendation

That Council **APPOINTS** Price Consulting as the independent reviewer for the Chief Executive Officer Performance Review in 2024-2025 period, as per Confidential Attachment 1.

Panel Voting – 4/0

The Panel's Reason for Varying the Officer's Recommendation

Not Applicable

Implications of the Changes to the Officer's Recommendation

Not Applicable



City of Rockingham

MINUTES

Chief Executive Officer Performance Review Panel Meeting

Held on Monday 21 July 2025 at 4:30pm
City of Rockingham Committee Room

Section 5.23(2)(a) and (c) of the *Local Government Act 1995* specifies that a meeting held by Council may close to members of the public where the meeting deals with a matter affecting an employee or employees, and a contract which may be entered into by the Local Government.



1.	Declaration of Opening	
	<p>The Chairperson declared the Chief Executive Officer Performance Review Panel meeting open at 4:30pm and welcomed all present.</p> <p>Acknowledgement of Country</p> <p>The Chairperson noted that the City of Rockingham acknowledges the Traditional Owners and Custodians of this land, the Binjareb and Whadjuk Nyoongar peoples and their continuing connection to the land, waters and community. We pay our respects to all members of Aboriginal communities and their cultures; and to Elders past and present.</p>	
2.	Record of Attendance/Apologies/Approved Leave of Absence	
	<div><div>2.1</div><div>Members</div><div><div>Mayor Deb Hamblin</div><div>Chairperson</div></div><div><div>Deputy Mayor Lorna Buchan</div><div></div></div><div><div>Cr Mark Jones</div><div></div></div><div><div>Cr Leigh Liley</div><div></div></div></div> <div><div>2.2</div><div>Executive</div><div><div>Mr Michael Parker</div><div>Chief Executive Officer</div></div><div><div>Ms Helen Redmond</div><div>Manager Human Resource Development</div></div></div> <div><div>2.3</div><div>In Attendance:</div><div>Nil</div></div> <div><div>2.4</div><div>Apologies:</div><div>Nil</div></div> <div><div>2.5</div><div>Approved Leave of Absence:</div><div>Nil</div></div>	
3.	Terms of Reference	
	<p>To undertake the performance review of the Chief Executive Officer including summarising the feedback of individual Councillors.</p>	
4.	Confirmation of Minutes of the Previous Meeting	
	<p>Moved Cr Liley, seconded Deputy Mayor Buchan:</p> <p>That Panel CONFIRMS the Minutes of the Chief Executive Officer Performance Review Committee meeting held on 17 October 2024, as a true and accurate record.</p> <p>Panel Voting – 4/0</p>	
5.	Matters Arising from the Previous Minutes	
	<p>Nil</p>	

6.	Declarations of Members and Officers Interests	
	<p>Item 7.1 Appointment of independent consultant to facilitate the Chief Executive Officer Performance Review for the 2024-2025 period</p> <p>Officer: Mr Michael Parker, Chief Executive Officer</p> <p>Type of Interest: Financial</p> <p>Nature of Interest: The appointment of a consultant is preparatory to undertaking an annual review of performance as required under the CEO's contract of employment. Noting that Clause 16 of Schedule 2 of the <i>Local Government (Administration) Regulations 1996</i> requires the performance review process to be agreed between the local government and the CEO.</p> <p>Extent of Interest: Not Applicable</p>	

7. Agenda Items

Mr Michael Parker, Chief Executive Officer declared a Financial interest in Item 7.1 Appointment of independent consultant to facilitate the Chief Executive Officer Performance Review for the 2024-2025 period. Clause 16 of Schedule 2 of the Local Government (Administration) Regulations 1996 requires the performance review process to be agreed between the local government and the CEO. (refer to Item 6 for specific details).

CONFIDENTIAL ITEM

Section 5.95(3) Local Government Act 1995 (Act)
This item may be discussed behind closed doors as per
Section 5.23(2)(a) and (c) of the Act

Chief Executive Officer Performance Review Panel		
Report number / title:	Item 7.1	Appointment of independent consultant to facilitate the Chief Executive Officer Performance Review for the 2024-2025 period
File number:	PERS/PAR-M/2215	
Proponent/s:		
Author:	Ms Helen Redmond, Manager Human Resource Development	
Other Contributor/s:		
Date of Panel meeting:	21 July 2025	
Previously before Council:		
Disclosure of Interest:		
Nature of Council's role:	Executive	
Attachments:	1. Confidential Attachment – Price Consulting	
Maps/Diagrams:		
Site:		
Lot Area:		

Purpose of Report

To consider the appointment of a suitable consultant to undertake the Chief Executive Officer (**CEO**) performance review for the 2024-2025 period.

Voting Requirements

Simple Majority

Officer Recommendation

That Council **APPOINTS** Price Consulting as the independent reviewer for the Chief Executive Officer Performance Review in 2024-2025 period, as per Confidential Attachment 1.

CEO Performance Review Panel Recommendation**Moved Deputy Mayor Buchan, seconded Cr Liley:**

That Council **APPOINTS** Price Consulting as the independent reviewer for the Chief Executive Officer Performance Review in 2024-2025 period, as per Confidential Attachment 1.

Panel Voting – 4/0

The Panel's Reason for Varying the Officer's Recommendation

Not Applicable

Implications of the Changes to the Officer's Recommendation

Not Applicable

8.	Other Business
	Nil
9.	Date and Time of Next Meeting
	The next Chief Executive Officer Performance Review Panel meeting will be held on a date to be advised .
10.	Closure
	There being no further business, the Chairperson thanked those persons present for attending the Chief Executive Officer Performance Review Panel meeting, and declared the meeting closed at 4:58pm .