



Chief Executive's Employment Committee Agenda

Thursday 11 September 2025, 8:30 am

The meeting will be held at Hato Hone St Johns,
35 Bowen Street, Feilding.

www.mdc.govt.nz

MEMBERSHIP

Chairperson

Councillor Grant Hadfield

Deputy Chairperson

Councillor Lara Blackmore

Members

Her Worship the Mayor and all Councillors

TERMS OF REFERENCE

Purpose

Primary responsibility for executing the Chief Executive's performance agreement and monitoring the Chief Executive's performance. The committee also has the responsibility, if required, of conducting a Chief Executive recruitment process.

Delegated Authority

Make decisions on the performance and remuneration of the Chief Executive.

Responsibilities

All matters relating to the employment of the Chief Executive, including monitoring of performance.



Shayne Harris
Chief Executive

ORDER OF BUSINESS

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1. MEETING OPENING

Cr Grant Hadfield will open the meeting.

2. APOLOGIES

Recommendation

That the apology for Cr Fiona Underwood is approved.

3. CONFIRMATION OF MINUTES

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Recommendation

That the minutes of the Chief Executive's Employment Committee meeting held 19 September 2024 be adopted as a true and correct record.

4. DECLARATIONS OF INTEREST

Notification from elected members of:

- 4.1 Any interests that may create a conflict with their role as an elected member relating to the items of business for this meeting; and
- 4.2 Any interests in items in which they have a direct or indirect pecuniary interest as provided for in the Local Authorities (Members' Interests) Act 1968

5. NOTIFICATION OF LATE ITEMS

Where an item is not on the agenda for a meeting, that item may be dealt with at that meeting if:

- 5.1 The Council by resolution so decides; and
- 5.2 The Chairperson explains at the meeting at a time when it is open to the public the reason why the item is not on the agenda, and the reason why the discussion of the item cannot be delayed until a subsequent meeting.

6. OFFICER REPORTS

Nil.

7. CONSIDERATION OF LATE ITEMS

8. PUBLIC EXCLUDED BUSINESS**COUNCIL TO RESOLVE:**

That the public be excluded from the following parts of the proceedings of this meeting, namely:

1. Confirmation of Minutes; 19 September 2024
2. CE Remuneration 2025-26
3. CE Key Performance Indicators 2025-26
4. CE Reappointment

That the general subject 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(1) of the Local Government Official Information and Meetings Act 1987 for the passing of this resolution are as follows:

General subject of each matter to be considered	Reason for passing this resolution in relation to each matter	Grounds under Section 48(1) for the passing of this resolution
9.1 Confirmation of Minutes; 19 September 2024	<i>To consider the accuracy of the minutes of the public excluded Chief Executive's Employment Committee meeting on 19 September 2024.</i> <i>Any changes to previous minutes may require members to discuss the content of the public excluded session.</i>	s48(1)(a)
9.2 CE Remuneration 2025-26	s7(2)(a) – privacy This report discusses private employment details	s48(1)(a)
9.3 CE Key Performance Indicators 2025-26	s7(2)(a) – privacy This report discusses private employment details	s48(1)(a)
9.4 CE Reappointment	s7(2)(a) – privacy This report discusses private employment details	s48(1)(a)

This resolution is made in reliance on Section 48(1) of the Local Government Official Information and Meetings Act 1987 and the particular interests protected by Section 6 or Section 7 of the Act which would be prejudiced by the holding of the whole or the relevant part of the proceedings of the meeting in public as specified above.

11. MEETING CLOSURE

MEETING MINUTES		
CHIEF EXECUTIVE'S EMPLOYMENT COMMITTEE		TIME
THURSDAY 19 SEPTEMBER 2024		10:34 AM

Minutes of a meeting of the Chief Executive's Employment Committee held on Thursday 19 September 2024, which commenced at 10.34 am in the Manawatu District Council Chambers, 135 Manchester Street, Feilding.

PRESENT: Cr Grant Hadfield Chairperson
 Cr Steve Bielski
 Cr Lara Blackmore
 Cr Michael Ford
 Cr Colin McFadzean
 Cr Andrew Quarrie
 Cr Kerry Quigley
 Cr Fiona Underwood
 Mayor Helen Worboys

APOLOGIES: Cr Stuart Campbell

CEE 22-25/040

MEETING OPENING

CEE 22-25/041

APOLOGIES

Cr Stuart Campbell is on a pre-approved leave of absence.

CEE 22-25/042

CONFIRMATION OF MINUTES

RESOLVED

That the minutes of the Chief Executive's Employment Committee meeting held 21 March 2024 be adopted as a true and correct record.

Moved by: Cr Michael Ford

Seconded by: Mayor Helen Worboys

CARRIED (9-0)

CEE 22-25/043

DECLARATIONS OF INTEREST

There were no declarations of interest.

CEE 22-25/044

NOTIFICATION OF LATE ITEMS

There were no late items of business notified for consideration.

MEETING MINUTES	
CHIEF EXECUTIVE'S EMPLOYMENT COMMITTEE	TIME
THURSDAY 19 SEPTEMBER 2024	10:34 AM

CEE 22-25/045

CONSIDERATION OF LATE ITEMS

There were no late items notified for consideration.

CEE 22-25/046

PUBLIC EXCLUDED BUSINESS

RESOLVED

That the public be excluded from the following parts of the proceedings of this meeting, namely:

- 1. Confirmation of Minutes; 21 March 2024**
- 2. Chief Executive's Remuneration 2024-25**
- 3. Chief Executive's Key Performance Indicators 2024-25**

That the general subject 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(1) of the Local Government Official Information and Meetings Act 1987 for the passing of this resolution are as follows:

General subject of each matter to be considered	Reason for passing this resolution in relation to each matter	Grounds under Section 48(1) for the passing of this resolution
9.1 Confirmation of Minutes; 21 March 2024	<i>To consider the accuracy of the minutes of the public excluded Council meeting on 21 March 2024.</i> <i>Any changes to previous minutes may require members to discuss the content of the public excluded session.</i>	s48(1)(a)
9.2 Chief Executive's Remuneration 2024-25	s7(2)(a) – privacy <i>This report contains options around changes to the Chief Executive's remuneration for the 2024-25 year, which is considered private</i>	s48(1)(a)
9.3 Chief Executive's Key Performance Indicators 2024-25	s7(2)(a) – privacy <i>This report contains options around possible Key Performance Indicators for</i>	s48(1)(a)

MEETING MINUTES	
CHIEF EXECUTIVE'S EMPLOYMENT COMMITTEE	TIME
THURSDAY 19 SEPTEMBER 2024	10:34 AM

	<i>the 2024-25, which is considered private</i>	
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This resolution is made in reliance on Section 48(1) of the Local Government Official Information and Meetings Act 1987 and the particular interests protected by Section 6 or Section 7 of the Act which would be prejudiced by the holding of the whole or the relevant part of the proceedings of the meeting in public as specified above.

Moved by: Cr Grant Hadfield

Seconded by: Mayor Helen Worboys

CARRIED (9-0)

The meeting went into public excluded session at 10.38 am. For items CEE 22-25/047 to CEE 22-25/050 refer to public excluded proceedings. The meeting returned to open session at 10.57 am.

CEE 22-25/051

MEETING CLOSURE

The meeting was declared closed at 10.57 am.

Meeting Video

<https://www.mdc.govt.nz/about-council/meetings-agendas-and-minutes/videos-of-council-and-committee-meetings/chief-executives-employment-committee-meeting-videos>