

26th September 2014

Subject: Chief Executive Performance Review for Financial Year 2013-14

The Chief Executive Performance Review process was undertaken in July/August to evaluate Mr Paul Crimp's performance during the financial year 2013/14 and to provide dialogue and constructive feedback for ongoing improvements.

The Chief Executive's Review Committee concludes the Chief Executive's (CE) performance has been fully satisfactory for his first year as CE for South Wairarapa District Council. It was acknowledged by the wider Council members, the CE has made significant progress in Council's financial management systems and also improvements in Council's strategic reports and advice over the last year.

It is recognised for this first year in office, Mr Crimp has undertaken the role of both the CE and Chief Financial Officer, to assist with overall budgets but importantly time to personally assess what staff resources and skills are required to provide best value and performance for Council at this time. As a result of this year's performance evaluation process and discussion with the CE, the Review Committee express their support to Mr Crimp as he structures and resources the management of Council to make best use of his time as Chief Executive and the desired performance outcomes for Council.

The review process undertaken this year included:

- A review of all performance related documents June/ July
- Recognition that regular informal feedback occurs –and that an agreeable approach is working for all parties over the year
- Senior Staff were interviewed on 15th August– to assist with feedback and relevant questions within existing performance agreement
- Pamela Peters met with full Council – about overall process and feedback on the CE's performance of all measures in 2013-14 agreement
- CE and Review Committee met with Pamela Peters on 15th August for a facilitated round table discussion using elected members and staff feedback, Mr Crimp's response and personal commentary.
- CE Review Committee made the evaluation and a decision on the remuneration process
- Documents have been sent through for consequential action on remuneration for the year (as per Employment Contract)

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In recognition of Mr Crimp's overall contribution and efforts through the year the Review Committee offered Mr Crimp a 1.5% increase in his base salary for the year ahead, after consideration of

industry comparability and CPI movements.

The next immediate priority in the Performance Review process is to set the new performance expectations for the FY2014-15 in a timely and effective manner. It is recommended this is completed over the next month.

Pamela Peters
Director
WatsonPeters