

## REMUNERATION COMMITTEE

**MINUTES** of the meeting held on Monday, 28 November 2022 commencing at 9.00 am and finishing at 9.45 am

**Present:**

**Voting Members:** Councillor Liz Leffman – in the Chair

Councillor Liz Brighthouse OBE (Deputy Chair)

Councillor Eddie Reeves

Councillor Donna Ford

Councillor Alison Rooke

Councillor Glynis Phillips

### **44/21 APOLOGIES FOR ABSENCE AND TEMPORARY APPOINTMENTS**

(Agenda No. 1)

There were none.

### **45/21 DECLARATIONS OF INTEREST - SEE GUIDANCE NOTE**

(Agenda No. 2)

There were none.

### **46/21 MINUTES**

(Agenda No. 3)

It was **RESOLVED** that the minutes of the meeting held on 7<sup>th</sup> November 2022 be confirmed as a true record and signed by the Chair.

### **47/21 ITEMS FROM THE PUBLIC OR COUNCILLORS - TO RECEIVE STATEMENTS, PETITIONS OR QUESTIONS RELATING TO THE BUSINESS OF THIS COMMITTEE**

(Agenda No. 4)

There were none.

### **48/21 APPOINTMENT OF CHIEF EXECUTIVE AND DESIGNATION AS HEAD OF PAID SERVICE AND RETURNING OFFICER**

(Agenda No. 5)

The Chair informed the meeting that shortlisted candidates participated in two stakeholder events on 25<sup>th</sup> November 2022 - with staff panel and with external stakeholders.

The Chair also informed the meeting on the timetable for the day, with the following sequence of events:

- Briefings from Gatenby Sanderson representatives to backbenchers' panel and Remuneration Committee Members;
- Interviews with shortlisted candidates;
- Committee's decision; and
- Recording of Committee's decision.

Members of the Committee confirmed that they have read the report before them.

On a motion from Cllr Alison Rooke, second by Cllr Glynis Philips, it was unanimously **AGREED** to:

- 1) Request officers to prepare a report for Council. This report will be received by Council on December 13 2022 for a decision to appoint the recommended candidate following the appointments process undertaken by Remuneration Committee;
- 2) Instruct the Director of Human Resources and Organisational Development (following the completion of the final stage of the appointments process 28 November 2022) to offer the role to the preferred candidate and negotiate a spot salary of between £190k and £199k. This range reflects the regional and national market for this role as evidenced by external benchmarking (attached at annex 1). The County Council pay policy should be amended to reflect this; and
- 3) Approve the LGA documents attached at annex 2 with regards to the appraisal process for the Chief Executive Officer and agree the approach set out (reflecting the national guidance from the CEO handbook and the Local Government Association).

..... in the Chair

Date of signing .....