

OIR: 2324/812

28 February 2024

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Tēnā koe ██████,

Request for Information under the Local Government Official Information and Meetings Act 1987 (the Act) (the LGOIMA)

Thank you for your email of **16 February 2024** requesting the following information regarding the pay rise of the Chief Executive:

- 1. I would appreciate clarification on how the substantial increase in the CEO's salary was justified, especially considering the current economic climate characterized by rising council rates and declining service quality. Please provide details on the factors or benchmarks used to arrive at this figure, as well as any relevant performance metrics that were considered?***

Decisions about the salary of the Chief Executive are made by the Chief Executive Performance and Employment Committee (CEPEC). The members of this committee are Mayor Janet Holborow, Deputy Mayor Lawrence Kirby, Councillor Liz Koh and Councillor Sophie Handford.

Please see [page 23 of the Governance structure](#) which can be found on our website [Governance Structure And Delegations 2022-25 Triennium](#)

The key performance indicators were discussed in public excluded business. The decision to consider this topic during public excluded business and the decision to now withhold this information is made under section 7(2)(a) of the Act which allows for Council to withhold information in order to protect the privacy of natural persons, including that of deceased natural persons. The remuneration level of the Chief Executive is an employment matter and as such is treated in confidence, with only the result being made public as required.

In Council's view the reasons for withholding these details are not outweighed by public interest considerations in section 7(1) favouring their release.

Please note that any information provided in response to your request may be published on the Council website, with your personal details removed.

The quantum of the Chief Executive's salary has been released to the public here: [Public excluded session decisions 2022–25 - Kāpiti Coast District Council \(kapiticoast.govt.nz\)](https://www.kapiticoast.govt.nz/public-excluded-session-decisions-2022-25)

2. I am curious to know whether this salary adjustment is deemed good value for the ratepayer?

As above, this is a subject which was considered during public excluded business and the decision to now withhold this information is made under section 7(2)(a) of the Act which allows for Council to withhold information in order to protect the privacy of natural persons, including that of deceased natural persons.

In Council's view the reasons for withholding these details are not outweighed by public interest considerations in section 7(1) favouring their release.

3. I would like to inquire about the extent of the pay raise across other council employees. Reports suggest an approximate 14% increase for the CEO, but I am interested in understanding if similar adjustments were made for other staff members.

The Council undertakes an annual organisational remuneration review each year to set remuneration levels for the following financial year commencing 1 July. For the 2023/2024 financial year five percent increases were applied to staff remuneration.

You have the right to request the Ombudsman to review this decision. Complaints can be sent by email to info@ombudsman.parliament.nz, by fax to (04) 471 2254, or by post to The Ombudsman, PO Box 10152, Wellington 6143.

Ngā mihi,



Dianne Andrew

Acting Group Manager People and Capability
Kaiwhakahaere Rōpū - Tangata me te Āheitanga