



MINUTES

Chief Executive Employment and Remuneration Committee Meeting

Tuesday, 12 May 2026

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Waikato Regional Council
Chief Executive Employment and Remuneration Committee Meeting
OPEN MINUTES

Date: Tuesday 12 May 2026, 2.00pm
Location: Tūi/Kōwhai Room
Waikato Regional Council
Level 1, 160 Ward Street, Hamilton

Members Present: Cr Warren Maher – Chair
Cr Mich'eal Downard – Deputy Chair (virtually via Teams)
Cr Robert Cookson (virtually via Teams until 2.18pm, from 2.34pm)
Cr Ben Dunbar-Smith
Cr Chris Hughes (until 3.03pm, from 3.08pm)
Cr Liz Stolwyk

In Attendance: Cr Gary McGuire (until 3.30pm)
Cr Garry Reymer (from 2.07pm until 3.13pm)

Staff Present: Chris McLay – Chief Executive
Paul Loof – Independent Consultant
Dave Doggart – Team Lead, Democracy

The contents of these minutes meet all legal requirements and include a full set of decisions.

An audio-visual recording of the open session of the meeting is available on Waikato Regional Council's public website.

Recording	Document ID #	YouTube Link
Open Recording #1	35925583	https://youtu.be/MJm1-XwbgMA
Public Excluded Recording	35879766	-
Open Recording #2	35923504	https://youtu.be/VgSJLyg9zwl

1 KARAKIA TIMATANGA

Item commenced in open recording 1, at start.

The Team Lead, Democracy (Dave Doggart) opened the meeting with a karakia.

2 APOLOGIES

Nil

3 CONFIRMATION OF AGENDA

Item commenced in open recording 1, at 38 seconds.

COMMITTEE RESOLUTION CEERC26/21

Moved: Cr Chris Hughes

Seconded: Cr Liz Stolwyk

- 1. That the agenda of the Chief Executive Employment and Remuneration Committee Meeting of 12 May 2026, as circulated, be confirmed as the business of the meeting.**
- 2. That the order of items follows the order set out in the minutes.**
- 3. That the meeting may sit longer than two hours continuously and continue longer than six hours including adjournments.**

CARRIED

4 DISCLOSURES OF INTEREST

Item commenced in open recording 1, at 48 seconds.

No interests were disclosed pertaining to items on the agenda or interests not already recorded on a relevant register.

5 MINUTES FOR CONFIRMATION OR RECEIPT

Nil

6 PUBLIC EXCLUDED ITEMS

Item commenced in open recording 1, at 1 minute 7 seconds.

RESOLUTION TO EXCLUDE THE PUBLIC

COMMITTEE RESOLUTION CEERC26/22

Moved: Cr Mich'eal Downard

Seconded: Cr Chris Hughes

1. That in accordance with section 48(1) of the *Local Government Official Information and Meetings Act 1987* (Act) and the interests protected by section 6 or 7 of that Act, the public is excluded from the following parts of this meeting. The general subject of the matters to be considered while the public is excluded, the reason for passing this resolution in relation to each matter, and the specific grounds for excluding the public are set out below:

Meeting item no. and subject	Grounds for excluding the public	Reason for excluding the public
6.1 - CE KPIs for FY26/27 – Finalise KPIs for the Council Workshop	s7(2)(a) of the Act - To protect the privacy of natural persons, including that of deceased natural persons s7(2)(i) of the Act - To enable Council to carry on, without prejudice or disadvantage, negotiations (including commercial and industrial negotiations)	section 48(1)(a)(i) of the Act - the public conduct of the relevant part of the proceedings of the meeting would be likely to result in the disclosure of information for which good reason for withholding would exist under section 6 or section 7

2. That the Independent Consultant (Paul Loof) remains in this meeting after the public has been excluded because of their knowledge of the items to be discussed. This knowledge, which will be of assistance in relation to the matters to be discussed, is relevant to those matters because of its specialised nature and the benefit to be gained from expert advice.

CARRIED

2.01pm – The meeting moved into public excluded session.

3.34pm – The meeting moved back to open session.

7 KARAKIA WHAKAMUTUNGA

Item commenced in open recording 1, at 16 seconds.

The Team Lead, Democracy (Dave Doggart) closed the meeting with a karakia.

3.35pm – The meeting closed.

APPENDIX ONE: DECISIONS MADE IN PUBLIC EXCLUDED SESSION REPORTED INTO OPEN

6.1 CE KPIS FOR FY26/27 – FINALISE KPIS FOR THE COUNCIL WORKSHOP

COMMITTEE RESOLUTION CEERC26/23

Moved: Cr Mich'eal Downard

Seconded: Cr Chris Hughes

1. That the report *CE KPIS for FY26/27 – Finalise KPIS for the Council Workshop* (Chief Executive Employment and Remuneration Committee, 12 May 2026) be received.
2. That the Independent Consultant provide a report encapsulating the KPIS, incorporating direction from this meeting, for discussion at the Council Workshop, 2 June 2026. The report to be provided to Democracy Services by end of day 25 May 2026.
3. That following the Council Workshop on 2 June 2026, the Independent Consultant provide a report to Council finalising and recommending adoption of the KPIS, to be provided to Democracy Services by end of day 17 June 2026.
4. That only the decision is reported into the open session (the report and attachments remain publicly excluded).

CARRIED