

### 3.1 CEO Employment Matters - CEO Contract

#### COUNCIL RESOLUTION

THAT Council:

1. Resolve to enter into a new Contract of Employment with the current CEO, Craig Lloyd for a period of 4½ years at the conclusion of his existing contract, being October 2026.
2. Resolve for CEMAC to consult with councillors prior to negotiations with Craig Lloyd, noting CEMAC will negotiate on behalf of Council, but is not limited to, the following for inclusion into the Contract of Employment and / or Performance Criteria at Schedule 2 of the contract:
  - a. Performance of the organisation.
  - b. Executive Coaching.
  - c. Monitoring of the Organisational culture.
  - d. Enhancing Customer service, as part of the organisation's performance.
  - e. Financial sustainability of the organisation.
  - f. Enhance continuous improvement and opportunities for innovation.
  - g. Notification period being no earlier than 6 months prior to the contract expiring.
  - h. The commencing Total Remuneration Package to remain unchanged unless benchmarking reveals salary not aligned with market rates.
3. Note following negotiations between CEMAC and Craig Lloyd, a confidential report will be presented to the Council from CEMAC, at the April 2026 Council meeting or at the first available meeting, seeking formal approval for the Mayor to execute the CEO Contract of Employment to be executed between Council and Craig Lloyd.
4. Resolve to make the Council resolution public.

CARRIED