



Good Governance for CEO Pay and Performance

A comprehensive framework brought to you
by Strategic Pay

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Factors Impacting the Level of Remuneration



Poll Question 1

How
often is the CEO
Job Size and/or
Remuneration
Range
reviewed?

Setting Robust and Defensible CEO Pay Packages

Strategic Pay 10 Factor Job Evaluation System



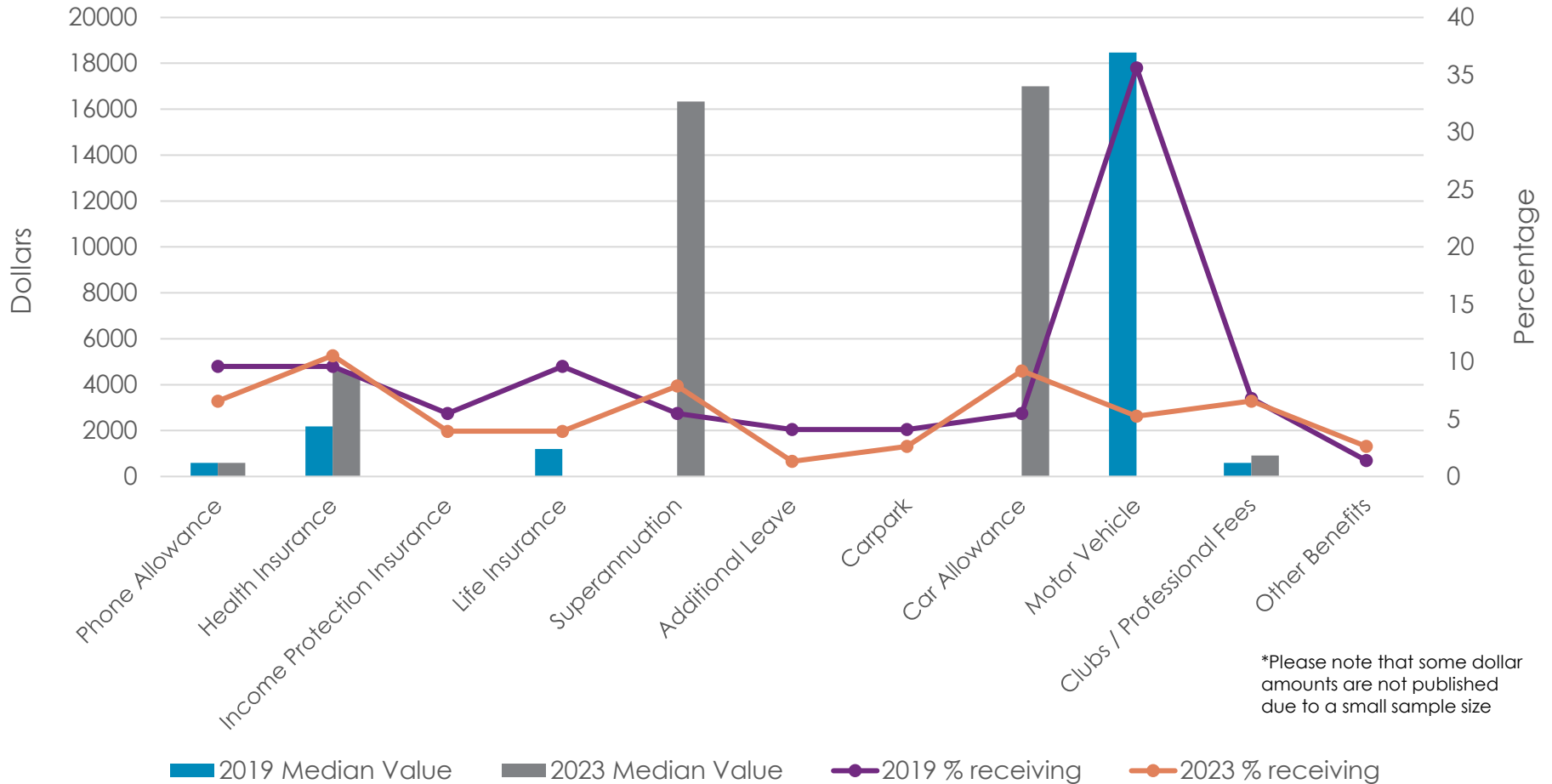
Poll Question 2

What benefits
and/or bonuses are
included in the CEO
package?

*Select as many as
applicable*

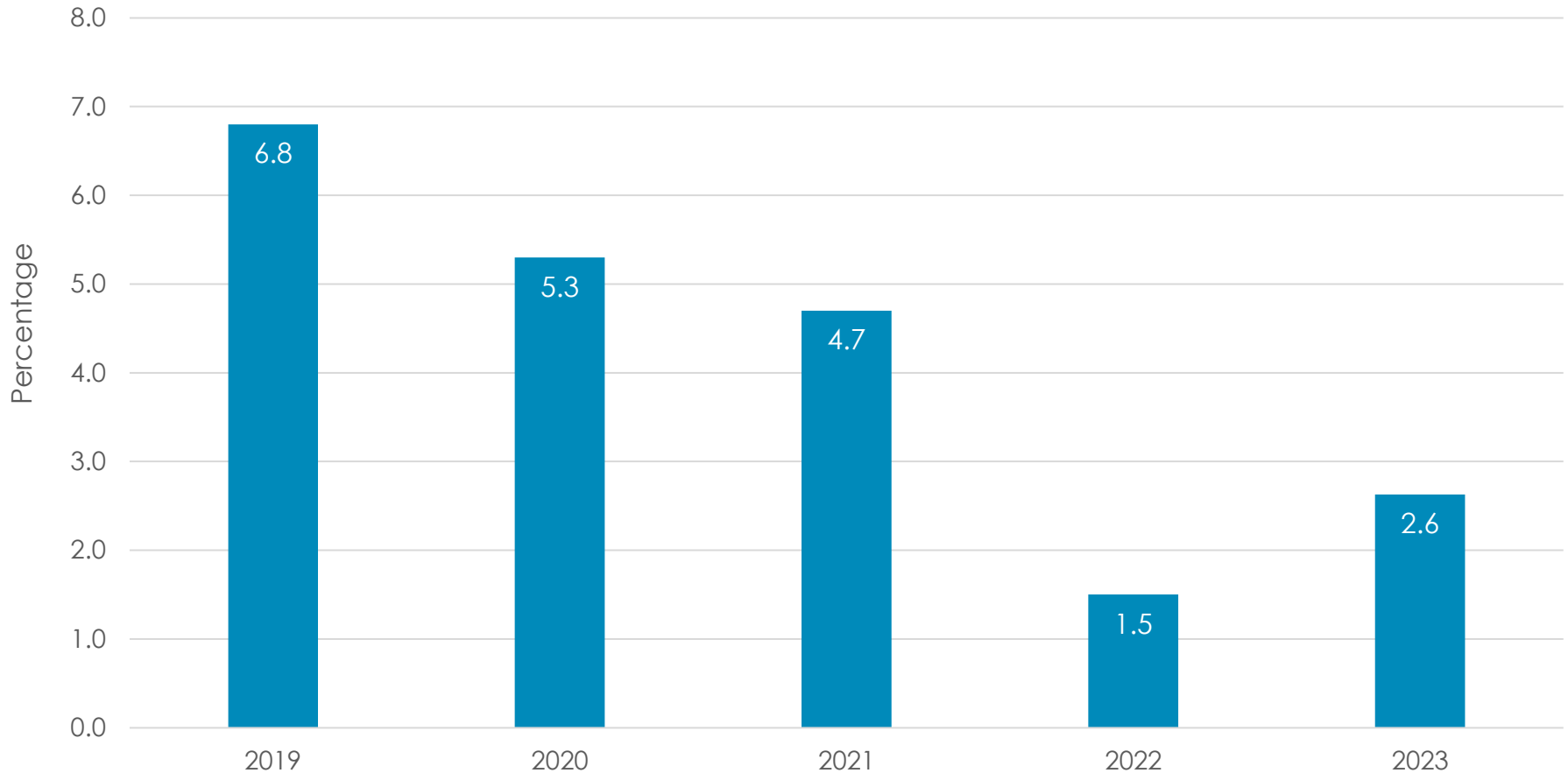
Local Government CEO Benefits

2019 and 2023 | Median Dollar Value and Percentage Receiving



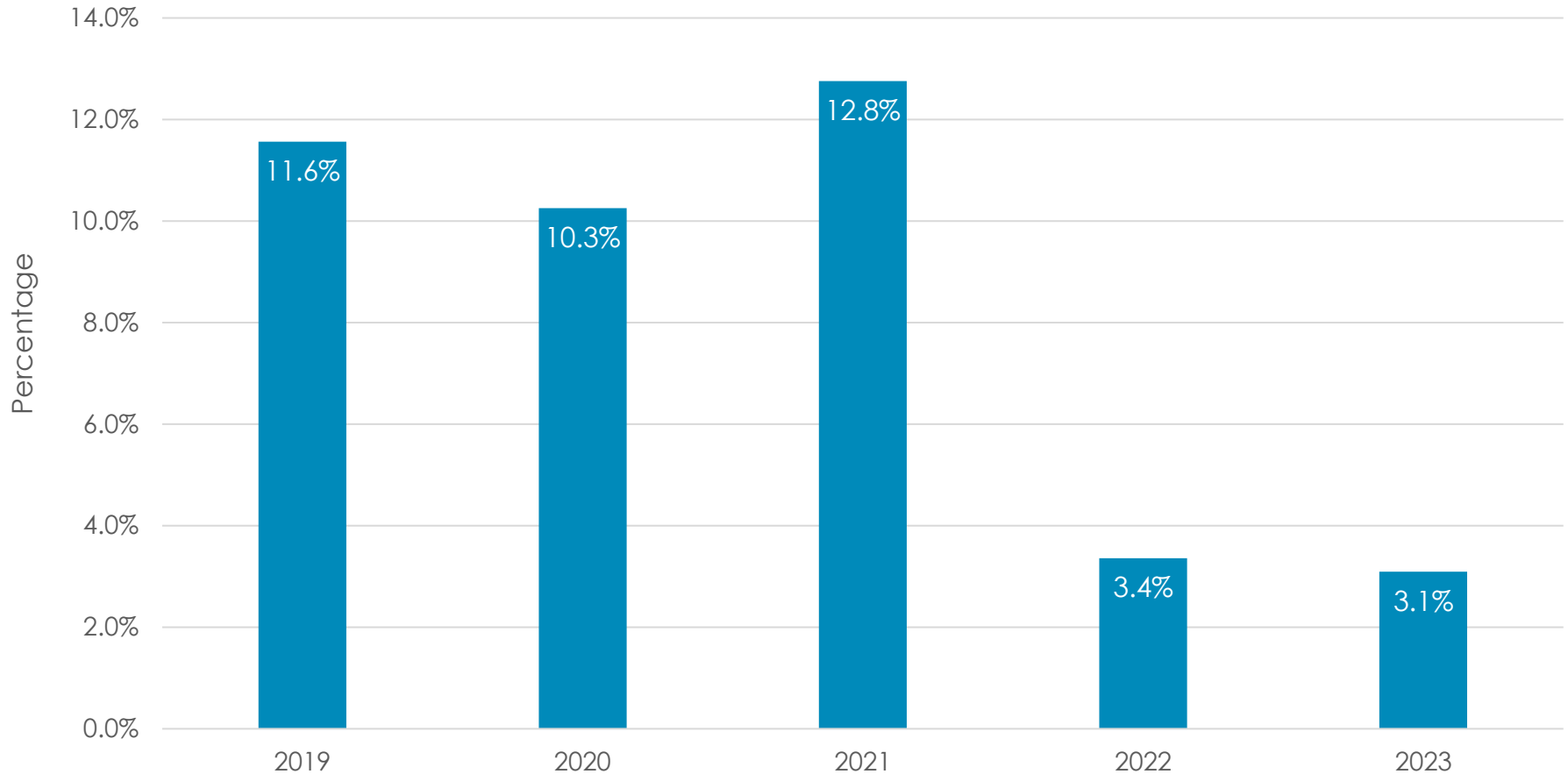
Local Government CEOs Receiving a Bonus

March 2019 to March 2023

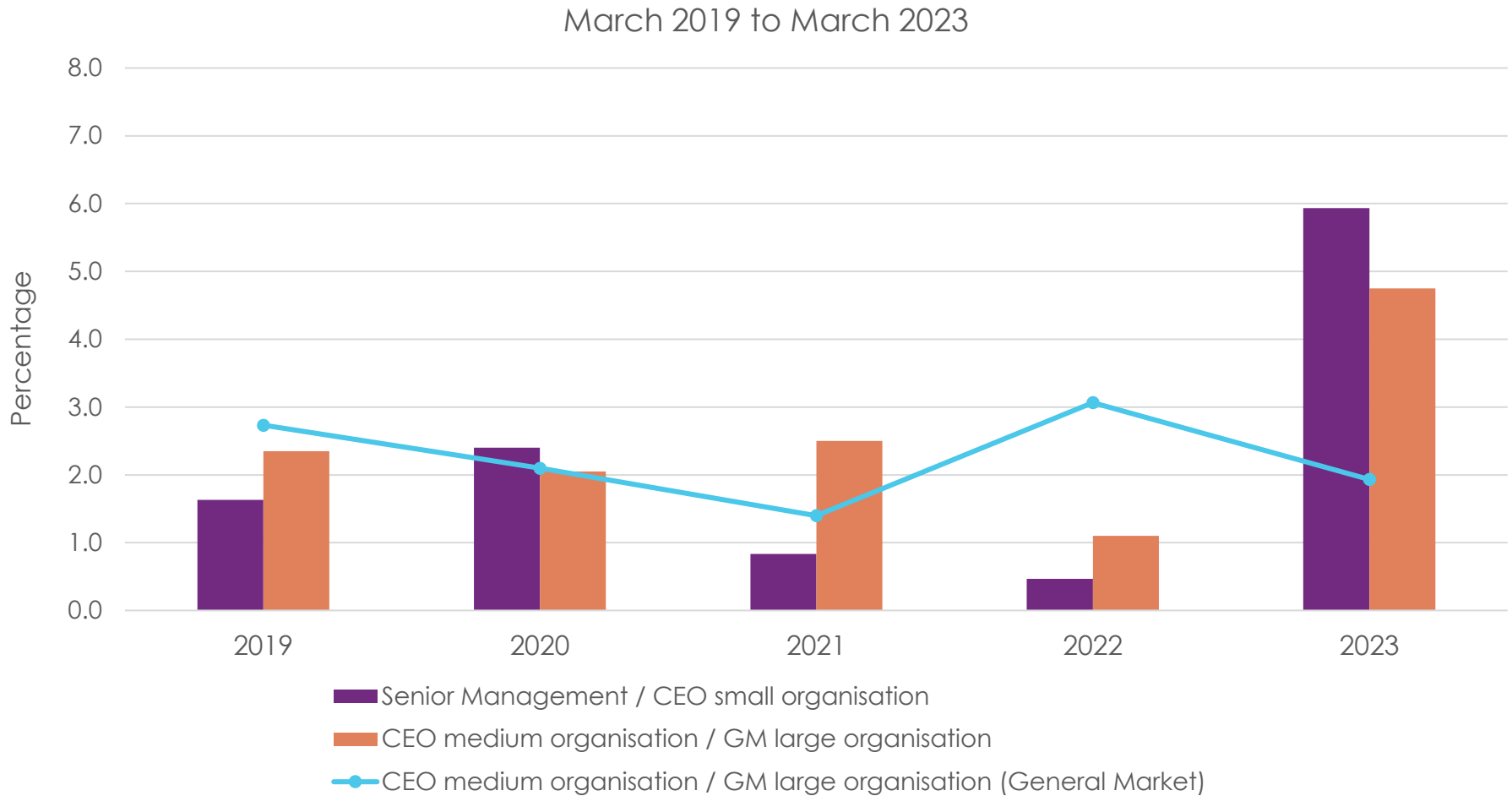


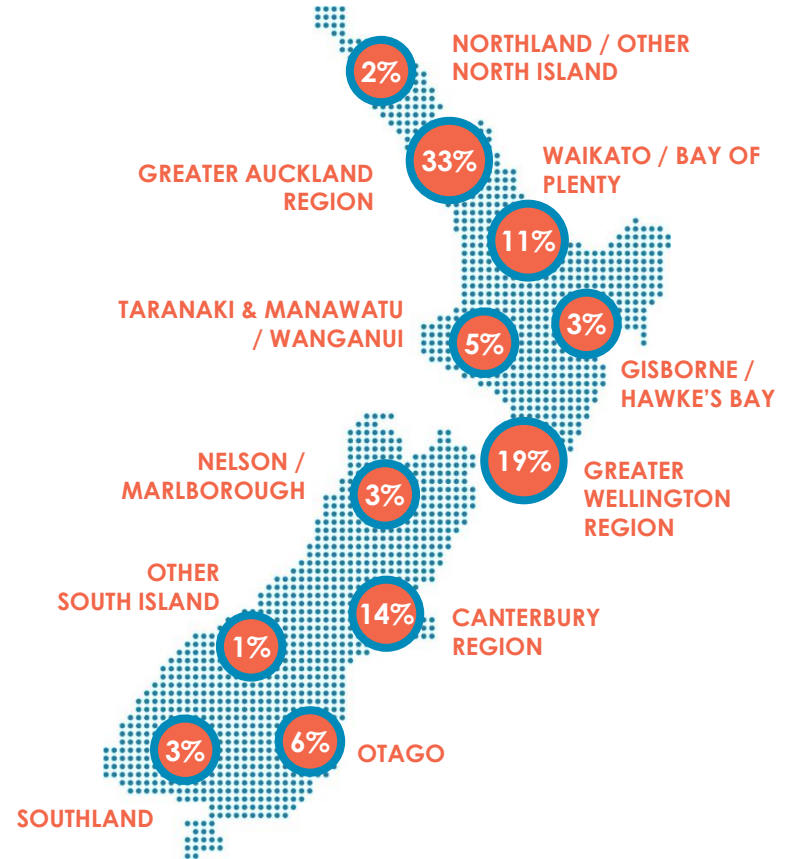
Local Government CEOs Average Actual Bonus as a Percentage of Base Salary

March 2019 to March 2023



Annual Increase in Median Base Salary (Local Government)





LGNZ Conference 2023

Council's relationship with the CEO
What I've learnt

- The Relationships
 - What and How
- When it goes wrong

Poll Question 3

Are you
confident that your
CEO Performance
Agreement provides
clear direction for
both the CEO and
Council?



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