



# CEO PERFORMANCE REVIEW PANEL

## Minutes

for the meeting on

Monday, 3 March 2025

in the Colonel Light Room, Adelaide Town Hall

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Our Adelaide.  
**Bold.**  
**Aspirational.**  
**Innovative.**

**Present:**

<b>Presiding Member</b>	<b>The Right Honourable the Lord Mayor, Dr Jane Lomax-Smith</b>
<b>Deputy Presiding Member</b>	<b>Deputy Lord Mayor, Councillor Elliot</b>
<b>Council Member</b>	<b>Councillor Carmel Noon</b>
<b>Independent Members</b>	<b>Gael Fraser</b> <b>Jeff Tate</b>
<b>Independent Advisor</b>	<b>Andrew Reed, Hender Consulting</b>

**1 Acknowledgement of Country**

The Chair stated:

‘Council acknowledges that we are meeting on traditional Country of the Kaurna people of the Adelaide Plains and pays respect to Elders past and present. We recognise and respect their cultural heritage, beliefs and relationship with the land. We acknowledge that they are of continuing importance to the Kaurna people living today.

And we also extend that respect to other Aboriginal Language Groups and other First Nations who are present today.’

**2 Apologies and Leave of Absence**

Nil

**3 Confirmation of Minutes**

Moved by Jeff Tate,  
Seconded by Gael Fraser -

That the Minutes of the meeting of the CEO Performance Review Panel held on 2 December 2025, be taken as read and be confirmed as an accurate record of proceedings.

Carried

City of Adelaide, Chief Executive Officer, Michael Sedgman entered the Colonel Light Room at 3.04pm  
Councillor Noon entered the Colonel Light Room at 3.05pm  
City of Adelaide, Chief Executive Officer, Michael Sedgman left the Colonel Light Room at 3.14pm

**4 Items for Consideration and Determination**

**4.1 2025/25 Q2 KPI Progress Report**

Moved by Gael Fraser,  
Seconded by Deputy Lord Mayor, Councillor Elliot -

THAT THE CEO PERFORMANCE REVIEW PANEL RECOMMENDS TO COUNCIL

THAT COUNCIL

1. Receives and notes the KPI progress report, Attachment A to 4.1 on the Agenda for the meeting of the CEO Performance Review Panel held 3 March 2025, outlining progress against the Chief Executive Officer’s endorsed 2024/25 Key Performance Indicators.

Carried

**4.2 Remuneration Tribunal - update**

Moved by Councillor Noon,  
Seconded by Gael Fraser -

THAT THE CEO PERFORMANCE REVIEW PANEL RECOMMENDS TO COUNCIL  
THAT COUNCIL

1. Notes the South Australian Remuneration Tribunal draft report titled “2024 Review of Minimum and Maximum Remuneration for Local Government Chief Executive Officers” as per Attachment A to Item 4.2 on the agenda for the CEO Performance Review Panel held on 3 March 2025.
2. Notes that the Administration will be providing feedback to the South Australian Remuneration Tribunal draft report titled “2024 Review of Minimum and Maximum Remuneration for Local Government Chief Executive Officers”.
3. Notes the response to the South Australia Remuneration Tribunal incorporates the following points:
  - 3.1. The City of Adelaide is governed by the City of Adelaide Act 1998;
  - 3.2. Raise the differences of being a Capital City Council and what that means in terms of infrastructure, institutional activity and visitor numbers and the importance to the State economy;
  - 3.3. The relationship with State Government and other external key institutional stakeholders;
  - 3.4. The Chief Executive Officer position at City of Adelaide should be compared with National Public Entities not just Local Government within South Australia;
  - 3.5. The exceptional high level of commercial activities and business units compared to other Local Government Councils;
  - 3.6. The greater expectation and profile as the Chief Executive Officer.

Carried

**Closure**

The meeting closed at 4.09 pm

The Lord Mayor, Dr Jane Lomax-Smith  
**Chair**  
**CEO Performance Review Panel**

Documents Attached:

Nil