



CEO PERFORMANCE REVIEW PANEL

Minutes

for the meeting on

Monday, 1 December 2025

in the Colonel Light Room, Adelaide Town Hall

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Our Adelaide.
Bold.
Aspirational.
Innovative.

Present:

Presiding Member	The Right Honourable the Lord Mayor, Dr Jane Lomax-Smith
Independent Members	Gael Fraser Jeff Tate
Independent Advisor	Andrew Reed, Hender Consulting

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

Apologies:

Deputy Lord Mayor, Councillor Snape and Councillor Noon

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 1 September 2025, be taken as read and be confirmed as an accurate record of proceedings.

Carried

4 Declaration of Conflict of Interest

Nil

5 Items for Consideration and Determination

Exclusion of the Public

Moved by Gael Fraser,
Seconded by Jeff Tate -

ORDER TO EXCLUDE FOR ITEM 5.1

THAT THE CEO PERFORMANCE REVIEW PANEL

1. Having taken into account the relevant consideration contained in section 90(3) (a) and section 90(2) & (7) of the Local Government Act 1999 (SA), this meeting of the CEO Performance Review Panel dated 1 December 2025 resolves that it is necessary and appropriate to act in a meeting closed to the public for the consideration of Item 5.1 [2025/26 Q1 CEO KPI Progress Report] listed on the Agenda.

Grounds and Basis

Discussion in relation to this Item is required in confidence to protect the personal affairs of the Chief Executive Officer.

The CEO Performance Review Committee is satisfied that the principle that the meeting be conducted in a place open to the public has been outweighed in the circumstances because the disclosure of this information would involve unreasonable disclosure of information concerning the personal affairs of any person.

2. Pursuant to section 90(2) of the Local Government Act 1999 (SA) (the Act), this meeting of the CEO Performance Review Panel dated 1 December 2025 orders that the public (with the exception of members of Corporation staff and any person permitted to remain) be excluded from this meeting to enable this meeting to receive, discuss or consider in confidence Item 5.1 [2025/26 Q1 CEO KPI Progress Report] listed in the Agenda, on the grounds that such item of business, contains information and matters of a kind referred to in section 90(3) (a) of the Act.

Carried

Members of the public and all Corporation staff left the Colonel Light Room at 3.03 pm.

5.1 2025/26 Q1 CEO KPI Progress Report

Following the confidential discussion, the meeting re-opened to the public at 3.32 pm.

City of Adelaide Chief Executive Officer, Michael Sedgman entered the Colonel Light Room at 3.32 pm

Discussion ensued

City of Adelaide Chief Executive Officer, Michael Sedgman left the Colonel Light Room at 3.54 pm

It was then –

Moved by Gael Fraser,
Seconded by Jeff Tate -

THAT THE CEO PERFORMANCE REVIEW PANEL RECOMMENDS TO COUNCIL

THAT COUNCIL

1. Receives and notes the KPI progress report as contained in Attachment A to Item 5.1 on the agenda for the meeting of the CEO Performance Review Panel held on 1 December 2025, outlining commendable progress against the Chief Executive Officer's endorsed 2025/26 Key Performance Indicators.
2. Authorises that, in accordance with Section 91(7) and (9) of the *Local Government Act 1999* (SA) and because Item 5.1 [2025/26 Q1 CEO KPI Progress Report] listed on the Agenda for the meeting of the CEO Performance Review Panel held 1 December 2025 was discussed in confidence pursuant to Section 90(3) (a) of the *Local Government Act 1999* (SA), this meeting of the CEO Performance Review Panel do order that:
 - 2.1. The confidential discussion of this meeting in relation to the matter remain confidential and not available for public inspection until 31 December 2030.
 - 2.2. The confidentiality of the matter be reviewed in December 2025.
 - 2.3. The Chief Operating Officer be delegated the authority to review and revoke all or part of the order herein and directed to present a report containing the Item for which the confidentiality order has been revoked.

Carried

Undertaking – CEO KPIs for the 2026/27 Financial Year

To examine the qualitative aspects within the cultural survey to be considered as part of the CEO KPIs for the 2026/27 Financial Year and separating the designation 'stakeholder' from the governing body of Council.

5.2 CEO Performance Review Panel Meeting Dates

Moved by Gael Fraser,
Seconded by Jeff Tate -

THAT THE CEO PERFORMANCE REVIEW PANEL

1. Approves the following meeting dates and times for the CEO Performance Review Panel to be held in the Colonel Light Room, Town Hall, Adelaide:
 - 1.1. Monday 2 March 2026, 3.00pm to 5.00pm
 - 1.2. Monday 1 June 2026, 3.00pm to 5.00pm
 - 1.3. Monday 17 August 2026, 3.00pm to 5.00pm

Carried

Closure

The meeting closed at 4.00 pm

The Lord Mayor, Dr Jane Lomax-Smith

Chair

CEO Performance Review Panel

Documents Attached:

Nil