



# CEO PERFORMANCE REVIEW PANEL

## Minutes

for the meeting on

Monday, 1 June 2026

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 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:

'The City of Adelaide acknowledges the Kaurna People of the Adelaide Plains as the Traditional Custodians of the land on which we meet today.

We acknowledge and honour their spiritual and cultural stewardship of this Country and recognise their deep and enduring relationship with its lands, waters, the sky, and all living things.

We pay our respects to Kaurna Elders past and present and recognise the important role of emerging leaders in sustaining and strengthening culture.'

**2 Apologies and Leave of Absence**

Apology –

Councillor Seibentritt

**3 Confirmation of Minutes**

Moved by Jeff Tate,  
Seconded by Deputy Lord Mayor, Councillor Noon -

That the Minutes of the meeting of the CEO Performance Review Panel held on 2 March 2026, be taken as read and be confirmed as an accurate record of proceedings.

Carried

**4 Declaration of Conflict of Interest**

Nil

It was then -

Moved by Jeff Tate,  
Seconded Deputy Lord Mayor, Councillor Noon -

That the CEO Performance Review Panel hold an in camera, in confidence discussion.

Carried

There were no members of the public present in the gallery, the Manager Corporate Governance and Chief Operating Officer left at 3.04pm when the meeting moved into confidential discussion of Item 5.1 and the doors to the Colonel Light Room closed.

The meeting re-opened to the public and recommenced formal meeting procedures at 3.15pm.

City of Adelaide, Chief Executive Officer, Michael Sedgeman entered the Colonel Light Room at 3.15pm.

CEO Undertaking – EV Charging Stations

Chief Executive Officer, Michael Sedgeman, gave an undertaking to come back to the CEO Performance Review Panel and provide an update in relation to the EV Charging Stations.

## 5 Items for Consideration and Determination

### 5.1 2025/26 Q3 CEO KPI Progress Report

Discussion ensued,

It was then –

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

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 June 2026, outlining progress against the Chief Executive Officer's endorsed 2025/26 Key Performance Indicators.

Carried

### 5.2 Draft 2026/27 CEO Performance KPIs

Discussion ensued

It was then –

Moved by Deputy Lord Mayor, Councillor Noon,  
Seconded by Jeff Tate -

THAT THE CEO PERFORMANCE REVIEW PANEL RECOMMENDS TO COUNCIL

THAT COUNCIL

1. Approves that the Chief Executive Officer's performance for the 2026/27 financial year will be assessed against:
  - 1.1. The achievement of the Draft Key Performance Indicators aligned to the relevant Key Result Areas in the CEO Position Description and contained in Attachment A to Item 5.2 on the Agenda for the meeting of the CEO Performance Review Panel held on 1 June 2026 subject to the KPI 1 minor amendments as below:

*Development of City Vision*

*Lead the development, community engagement and Council endorsement of a contemporary, longer term City Vision by June 2027. This vision would underpin the development of councils next Strategic Plan(s) that also recognises the need for a mechanism for adaptability in an environment of change.*
  - 1.2. The outcomes of an appropriate 360-degree survey instrument, including Council Members, senior staff and external stakeholders.

Carried

## Closure

The meeting closed at 4.20 pm

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

Documents Attached:

Nil