



CEO PERFORMANCE REVIEW PANEL

Minutes

for the meeting on

Monday, 31 August 2026

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
Deputy Presiding Member	Deputy Lord Mayor, Councillor Noon
Council Member	Councillor Dr Mark Siebentritt
Independent Members	Gael Fraser Jeff Tate
Independent Advisor	Andrew Reed, Hender Consulting

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

Nil

3 Confirmation of Minutes

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

That the Minutes of the meeting of the CEO Performance Review Panel held on 1 June 2026, 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

5.1 2025/26 Q4 CEO KPI Progress Report

All Corporation staff present at the meeting left the Colonel Light Room at 3.03 pm.

Discussion ensued.

The Chief Operating Officer and Manager Council Governance re-entered the Colonel Light Room at 3.38 pm.

The Chief Executive Officer entered the Colonel Light Room at 3.39 pm.

Discussion ensued.

The Chief Executive Officer left the Colonel Light Room at 3.52 pm.

It was then –

Moved by Councillor Siebentritt,
Seconded by the Deputy Lord Mayor, Councillor Noon -

THAT THE CEO PERFORMANCE REVIEW PANEL

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 31 August 2026, outlining progress against the Chief Executive Officer's endorsed 2025/26 KPI Performance Indicators.
2. Recognises the performance of the Chief Executive Officer and commends him on the delivery of the Key Performance Indicators in particular financial management, governance, integrity, stability and delivery in a complex operating environment.
3. Recommends the CEO identify issues around strategic formulation in addition to strategic implementation.

Carried

5.2 CEO Performance Review Panel Meeting Dates

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

THAT THE CEO PERFORMANCE REVIEW PANEL

1. Approves the following meeting dates and times:
 - 1.1. Monday, 7 December 2026, 3:00-5:00pm
 - 1.2. Monday, 1 March 2027, 3:00-5:00pm
 - 1.3. Monday, 7 June 2027, 3:00-5:00pm
 - 1.4. Monday, 6 September 2027, 3:00-5:00pm
 - 1.5. Monday, 6 December 2027, 3:00-5:00pm

Carried

6 Exclusion of the Public

Moved by Councillor Siebentritt,
Seconded by Gael Fraser -

ORDER TO EXCLUDE FOR ITEM 7.1

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 31 August 2026 resolves that it is necessary and appropriate to act in a meeting closed to the public for the consideration of Item 7.1 [2025/26 CEO Performance 360 Review] listed on the Agenda.

Grounds and Basis

Consideration in confidence is sought because the confidential 360 Degree Review conducted by Hender Consulting contains information the disclosure of which would involve the unreasonable disclosure of the views of elected members, staff and stakeholders into the personal affairs of Mr Michael Sedgman, Chief Executive Officer, City of Adelaide.

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 the unreasonable disclosure of the views of elected members, staff and stakeholders into the personal affairs of Mr Michael Sedgman, Chief Executive Officer, City of Adelaide.

2. Pursuant to section 90(2) of the *Local Government Act 1999* (SA) (the Act), this meeting of the CEO Performance Review Panel dated 31 August 2026 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 7.1 [2025/26 CEO Performance 360 Review] 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

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

ORDER TO EXCLUDE FOR ITEM 7.2

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 31 August 2026 resolves that it is necessary and appropriate to act in a meeting closed to the public for the consideration of Item 7.2 [2025/26 CEO Remuneration Review] listed on the Agenda.

Grounds and Basis

Having taken into account the relevant consideration contained in section 90(3) (a) and sections 90(2) & (7) of the *Local Government Act 1999* (SA), this meeting of the CEO Performance Review Panel dated 31 August 2026 is satisfied that it is necessary and appropriate to act in a meeting closed to the public to receive and discuss information associated with Item 7.2 [2025/26 CEO Remuneration Review] listed on the Agenda.

Receipt and discussion of this report and attachments associated with 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 31 August 2026 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 7.2 [2025/26 CEO Remuneration Review] 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

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

ORDER TO EXCLUDE FOR ITEM 7.3

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 31 August 2026 resolves that it is necessary and appropriate to act in a meeting closed to the public for the consideration of Item 7.3 [CEO Employment Contract] listed on the Agenda.

Grounds and Basis

This Item is confidential as it deals with the process and terms of appointment of the existing CEO's employment contract and consideration of the benefits and disbenefits of its possible extension.

The disclosure of information in this report could unreasonably disclose information concerning the personal affairs of the current CEO (namely their employment circumstances, appointment process and status).

2. Pursuant to section 90(2) of the *Local Government Act 1999* (SA) (the Act), this meeting of the CEO Performance Review Panel dated 31 August 2026 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 7.3 [CEO Employment Contract] 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

Moved by the Councillor Siebentritt,
Seconded by the Deputy Lord Mayor, Councillor Noon -

ORDER TO EXCLUDE FOR ITEM 7.4

THAT THE CEO PERFORMANCE REVIEW PANEL

1. Having taken into account the relevant consideration contained in section 90(3) (b) & (d) and section 90(2) & (7) of the *Local Government Act 1999* (SA), this meeting of the CEO Performance Review Panel dated 31 August 2026 resolves that it is necessary and appropriate to act in a meeting closed to the public for the consideration of Item 7.4 [Response to CEO Undertaking] listed on the Agenda.

Grounds and Basis

This Item is confidential as the report contains information of a confidential nature (not being a trade secret). Its disclosure could reasonably be expected to identify the Selected Provider and to confer a commercial advantage on a party with whom Council is conducting business. Additionally, it could prejudice the commercial position of Council, with the potential to confer a commercial advantage to a third-party competitor of a person with whom Council is conducting business.

Public Interest

The CEO Performance Review Panel 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 may result in the release of information prior to the finalisation of 'commercial in confidence' negotiation with the proponent. Furthermore, disclosure of Council's commercial position may severely prejudice Council's ability to discuss/participate or influence a proposal for the benefit of Council and the community in this matter and in relation to other contract negotiations.

2. Pursuant to section 90(2) of the *Local Government Act 1999* (SA) (the Act), this meeting of the CEO Performance Review Panel dated 31 August 2026 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 7.3 [Response to CEO Undertaking] 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) (b) & (d) of the Act.

Carried

There were no members of the public present in the gallery at 4.19 pm when the meeting moved into confidence and the doors to the Colonel Light Room closed.

- 7 Items for Consideration and Determination in Confidence**
- 7.1 2025/26 CEO Performance 360 Review [S90(3) (a)]**
- 7.2 2025/26 CEO Remuneration Review [S90(3) (a)]**
- 7.3 CEO Employment Contract [S90(3) (a)]**
- 7.4 Response to CEO Undertaking [S90(3) (b), (d)]**

Confidentiality Orders

Item 7.1 - 2025/26 CEO Performance 360 Review [S90(3) (a)]

Confidentiality Order 1

Orders, in accordance with Section 91(7) and (9) of the *Local Government Act 1999* (SA) and because Item 7.1 [2025/26 CEO Performance 360 Review] listed on the Agenda for the meeting of the CEO Performance Review Panel held on 31 August 2026 was received, discussed and considered in confidence pursuant to Section 90(3) (a) of the *Local Government Act 1999* (SA), that:

1. The resolution, the report, the discussion and any other associated information submitted to this meeting and the Minutes of this meeting in relation to the matter remain confidential and not available for public inspection until 31 December 2031.
2. The confidentiality of the matter be reviewed in in accordance with section 91(3) of the *Local Government Act 1999* (SA).
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.

Confidentiality Order 2

Orders, in accordance with Section 91(7) and (9) of the *Local Government Act 1999* (SA) and because Item 7.1 [2025/26 CEO Performance 360 Review] listed on the Agenda for the meeting of the CEO Performance Review Panel held on 31 August 2026 was received, discussed and considered in confidence pursuant to Section 90(3) (a) of the *Local Government Act 1999* (SA), that:

1. The resolution, the report, the discussion and any other associated information submitted to this meeting and the Minutes of this meeting in relation to the matter remain confidential and not available for public inspection until 31 December 2031.
2. The confidentiality of the matter be reviewed in in accordance with section 91(3) of the *Local Government Act 1999* (SA).
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

Item 7.2 - 2025/26 CEO Remuneration Review [S90(3) (a)]

Confidentiality Order 1

Orders, accordance with Section 91 (7) & (9) of the *Local Government Act 1999* (SA) and on the grounds that Item 7.2 [2025/26 CEO Remuneration Review] listed on the Agenda for the meeting of the CEO Performance Review Panel held on 31 August 2026 was received, discussed and considered in confidence pursuant to Section 90 (3) (a) of the *Local Government Act 1999* (SA), this meeting of the CEO Performance Review Committee, that:

1. The discussion held in confidence in relation to the matter remain confidential and not available for public inspection until 31 December 2031.
2. The confidentiality of the matter be reviewed in in accordance with section 91(3) of the *Local Government Act 1999* (SA).
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 received.

Confidentiality Order 2

In accordance with Section 91 (7) & (9) of the *Local Government Act 1999* (SA) and on the grounds that Item 7.2 [2025/26 CEO Remuneration Review] listed on the Agenda for the meeting of the CEO Performance Review Panel held on 31 August 2026 was received, discussed and considered in confidence pursuant to Section 90 (3) (a) of the *Local Government Act 1999* (SA), this meeting of the CEO Performance Review Committee, do order that:

1. The discussion held in confidence in relation to the matter remain confidential and not available for public inspection until 31 December 2031.

2. The confidentiality of the matter be reviewed in accordance with section 91(3) of the *Local Government Act 1999* (SA).
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 received.

Item 7.3 - CEO Employment Contract [S90(3) (a)]

Confidentiality Order

Orders, in accordance with Section 91(7) and (9) of the *Local Government Act 1999* (SA) and because Item 7.3 [CEO Employment Contract] listed on the Agenda for the meeting of the CEO Performance Review Panel held on 31 August 2026 was received, discussed and considered in confidence pursuant to Section 90(3) (a) of the *Local Government Act 1999* (SA), that:

1. The resolution, the report, the discussion and any other associated information submitted to this meeting and the Minutes of this meeting in relation to the matter remain confidential and not available for public inspection until 31 December 2031.
2. The confidentiality of the matter be reviewed in accordance with section 91(3) of the *Local Government Act 1999* (SA).
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.

Item 7.4 - Response to CEO Undertaking [S90(3) (b), (d)]

Confidentiality Order

Orders, in accordance with Section 91(7) and (9) of the *Local Government Act 1999* (SA) and because Item 7.4 listed on the Agenda for the meeting of the CEO Performance Review Panel on 31 August 2026 was received, discussed and considered in confidence pursuant to Section 90(3) (b) & (d) of the *Local Government Act 1999* (SA), that:

1. The resolution, the report, the discussion and any other associated information submitted to this meeting and the Minutes of this meeting in relation to the matter remain confidential until the Service Agreement is signed or on 31 December 2027.
2. The confidentiality of the matter be reviewed in accordance with section 91(3) of the *Local Government Act 1999* (SA).
3. The Chief Executive Officer be delegated the authority to review and revoke all or part of the order herein and is directed to present a report containing the Item for which the confidentiality order has been revoked.

Closure

The meeting closed at 4.50 pm

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

Documents Attached:

Nil