



CEO PERFORMANCE REVIEW PANEL

Agenda and Reports

for the meeting on

Monday, 31 August 2026

at 3.00 pm

in the Colonel Light Room, Adelaide Town Hall

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Our Adelaide.
Bold.
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Innovative.

CEO PERFORMANCE REVIEW PANEL
Meeting Agenda, Monday, 31 August 2026, at 3.00 pm

Membership	The Lord Mayor The Deputy Lord Mayor 1 Council Member 2 External Independent Members
Quorum	3
Presiding Member	The Right Honourable the Lord Mayor, Dr Jane Lomax-Smith
Deputy Presiding Member	Deputy Lord Mayor, Councillor Noon
Council Member	Councillor Dr Siebentritt
Independent Members	Gael Fraser Jeff Tate
Independent Advisor	Andrew Reed, Hender Consulting

Agenda

Item	Pages
1. Acknowledgement of Country	
At the opening of the CEO Performance Review Panel meeting, the Chair will state: '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	
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. View public 1 June 2026 Minutes here .	
4. Declaration of Conflict of Interest	
5. Items for Consideration and Determination	
5.1 2025/26 Q4 CEO KPI Progress Report	4 - 18
5.2 CEO Performance Review Panel Meeting Dates	19 - 20
6. Exclusion of the Public	21 - 25
In accordance with sections 90(2),(3) and (7) of the <i>Local Government Act 1999 (SA)</i> the Council will consider whether to discuss in confidence the reports contained within section 7 of this Agenda.	

7.	Items for Consideration and Determination in Confidence	
7.1	2025/26 CEO Performance 360 Review [S90(3) (a)]	26 - 64
7.2	2025/26 CEO Remuneration Review [S90(3) (a)]	65 - 71
7.3	CEO Employment Contract [S90(3) (a)]	72 - 89
7.4	Response to CEO Undertaking [S90(3) (b), (d)]	90 - 99
8.	Closure	

2025/26 Q4 CEO KPI Progress Report

Strategic Alignment - Our Community

Public

Monday, 31 August 2026
CEO Performance Review
Panel

Program Contact:
Michael Sedgman,
Chief Executive Officer

Approving Officer:
Anthony Spartalis,
Chief Operating Officer

EXECUTIVE SUMMARY

This report provides an update of progress against the endorsed 2025/26 Key Performance Indicators (KPIs) for the Chief Executive Officer as at the end of June 2026.

RECOMMENDATION

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.
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IMPLICATIONS AND FINANCIALS

Strategic Alignment	Strategic Alignment – Our Corporation Effective Leadership and Governance
CEO Contract	The Key Result Areas (KRAs) outlined are contained in the Chief Executive Officer (CEO) Position Description and as an attachment to the CEO's employment agreement. Key Performance Indicators (KPIs) will be reviewed annually and periodically. Council may alter the KPIs at its discretion following reasonable consultation with the CEO.
Consultation	Not as a result of this report
26/27 Budget Allocation	Not as a result of this report

DISCUSSION

1. At its meeting on 10 June 2025, Council endorsed the recommendations of the CEO Performance Review Panel of 2 June 2025 and resolved (in part) that Council:
 - “2. Approves that the Chief Executive Officer's performance for the 2025/26 financial year will be assessed against:
 - the achievement of Key Performance Indicators aligned to the relevant Key Result Areas in the CEO Position Description as attached in the minutes of the CEO Performance Review Panel held on 2 June 2025, as Attachment B.
 - the outcomes of an appropriate 360-degree survey instrument, including Council Members, senior staff and external stakeholders.”
2. The approved Chief Executive Officer (CEO) Key Performance Indicators (KPIs) for 2025/26 ([Link 1](#)) are aligned to the Key Results Areas (KRAs) in the CEO's Position Description:
 - 2.1. Leadership and Strategic Plan Delivery
 - 2.2. Financial and Risk Management
 - 2.3. Operational and Project Delivery
 - 2.4. Organisational Health (including Innovation and Service Improvement)
 - 2.5. Stakeholder Management Lord Mayor and Councillors.
3. The CEO has cascaded the KPIs with supporting measures to the Portfolio Directors as the basis for a consistent organisational approach for performance review at the Executive level. The CEO will assess the performance of the Executive group for the 2025/26 review period in accordance with the approved KPIs and where appropriate, delivery against the adopted City of Adelaide Strategic Plan 2024-2028.
4. In accordance with the approved process for the 2025/26 CEO Performance Review, the CEO has prepared an update of progress as at 30 June 2026 provided as **Attachment A**.
5. This report is the fourth KPI progress report against the CEO's endorsed 2025/26 KPIs.
6. This progress report provides details of the status of delivery against the approved CEO KPIs at the end of the 30 June 2026 quarter.
7. As at 30 June 2026 the following KPIs have been completed:
 - 7.1. KPI 2 – Delivery of Council's 2025/26 Business Plan and Budget
 - 7.1.1. Business Plan and Budget Q1 Update ([Link 2](#))
 - 7.1.2. Business Plan and Budget Q2 Update ([Link 3](#))

- 7.1.3. Business Plan and Budget Q3 Update ([Link 4](#))
- 7.1.4. Business Plan and Budget Q4 Update ([Link 5](#))
- 7.2. KPI 4 – Develop a Community Wellbeing Plan ([Link 6](#))
- 7.3. KPI 5 – Update the Council's Long Term Financial Plan including the assumptions and parameters to reframe the development of the 2026/27 Business Plan and Budget to allow meaningful input from Council Members. ([Link 7](#))
- 7.4. KPI 8 – Progress Organisational Culture Survey Action Plan ([Link 8](#))
- 7.5. KPI 9 – Monitor and improve employee measures using Q3 2024/25 results as baseline (**Attachment A**)
- 7.6. KPI 10a – Improve the customer experience for residents, business and city users (**Attachment A**)
- 7.7. KPI 10b – Improve the service experience for the Lord Mayor and Councillors (**Attachment A**)
- 8. As at 30 June 2026 the following KPIs have been significantly progressed:
 - 8.1. KPI 1 – Implement Year 2 Strategic Plan Actions
 - 8.1.1. Economic Development Strategy ([Link 9](#))
 - 8.1.2. Integrated Climate Strategy ([Link 10](#))
 - 8.1.3. Heritage Strategy ([Link 11](#))
 - 8.1.4. Housing Strategy ([Link 12](#))
 - 8.1.5. Homelessness Strategy ([Link 13](#))
 - 8.2. KPI 6 – Deliver Council's 2025/26 Asset Renewal Works Program
 - Deliver Council's Major / New and Upgrade Works Program
- 9. The two remaining KPI's are In Progress with progress detailed in **Attachment A**:
 - 9.1. KPI 3 – Deliver Community Sports Building Redevelopment Projects
 - 9.2. KPI 7 – Mainstreet Revitalisation Projects
- 10. As at 30 June 2026, seven KPIs have been completed, two KPIs have been significantly progressed and two are in progress.

DATA AND SUPPORTING INFORMATION

Link 1 – [Approved Chief Executive Officer Key Performance Indicators for 2025/26](#)

Link 2 – [Business Plan and Budget Q1 Update](#)

Link 3 – [Business Plan and Budget Q2 Update](#)

Link 4 – [Business Plan and Budget Q3 Update](#)

Link 5 – [Business Plan and Budget Q4 Update](#)

Link 6 – [Community Wellbeing Strategy 2026-2030](#)

Link 7 – [Long Term Financial Plan 2025-2026 to 2034-35](#)

Link 8 – [Organisational Culture Survey Action Plan](#)

Link 9 – [Economic Development Strategy progress update to 30 June 2026](#)

Link 10 – [Integrated Climate Strategy progress update to 30 June 2026](#)

Link 11 – [Heritage Strategy progress update to 30 June 2026](#)

Link 12 – [Housing Strategy progress update to 30 June 2026](#)

Link 13 – [Homelessness Strategy progress update to 30 June 2026](#)

ATTACHMENTS

Attachment A – Q4 Progress against the Chief Executive Officer's endorsed 2025/26 Key Performance Indicators

- END OF REPORT -

2025/26 – Chief Executive Officer KPIs

KRA – LEADERSHIP AND STRATEGIC PLAN DELIVERY					
Responsibilities as per CEO Position Description	KPIs	Timeline	Progress	Status	Portfolio Responsible
- Working collaboratively with Council in the development, communication, and implementation of the Strategic Plan, and providing regular reporting to Council on progress against the Plan. - Managing the strategic planning process and assessing performance against the Strategic Plan.	Implement Year 2 Strategic Plan actions from adopted City of Adelaide Strategies - Economic Development (EDS) - Integrated Climate (ICS) - Housing - Homelessness	30 June 2026		Significantly Progressed <u>Economic Development Strategy</u> - The Events and Festivals Sponsorship Program supported five events and festivals: - Illuminate Adelaide (4-20 July 25) - SALA Festival (1-31 August 25) - Bridgestone World Solar Challenge (24-31 August 25) - Adelaide Guitar Festival (10 Sept – 12 Oct 25) - Nature Festival of South Australia (26 Sept – 12 Oct 25). - ACMA delivered a Bastille Day event 14/7/25 with record visitation numbers of 89,160, just under 10,000 more than 2024. - Market Square and Central Market Expansion: - Southern Office Tower Topping Out ceremony held 20/10/25. - Northern residential/hotel tower reached level 30 for the suspended concrete floor works. - Key utility infrastructure such as electricity, water and gas have been laid externally. - Marketing campaign completed for Stage 2 Leasing. - Majority of 88 O'Connell commercial and retail tenancies operating by 31/10/25. - Rundle Mall Live Music program has delivered nine music events with 51 live performances. - Two Data4Lunch events held: 6/8/25 and 12/11/25. - Park Up Summer Series' delivered three Friday night events for young professionals 23/1/26, 6/2/26 and 20/3/26. - Music in the Square' event held 13/2/26. - Adelaide Fringe Festival held 20/2/26-22/3/26 with more than one million tickets sold. - Supported the SA Men's Cricket Community Sheffield Shield Win Celebration in Rundle Mall 31/3/26. - Music in the Square held 8/5/26 in Hindmarsh Square. - Market Street Live held 12/6/26 on Market Street. - Make Music Day held 20/6/26 and supported over 360 artists in 40 local venues. - City Activation Program 2025/26 attracted a total 'direct' participant attendance of 51,700. This does not include foot traffic from Lunar New Year Street Party or West End Fringe. <u>Integrated Climate Strategy</u> - Sustainability Incentives Scheme: 95 rebates approved totalling \$136,470 with out-of-pocket community expenses totalling \$698,340. - as at 30/6/26 a total of 19 properties were approved for appliance electrification. - Cultural Burn with Traditional Owner representatives held 2/10/25 in Victoria Park/Pakapakanthi (Park 16) Conservation Area. - Workshop to provide an overview of the proposed management actions for the upcoming 2025/26 Tree Martin Management at City Planning, Development and Business Affairs Committee 4/11/25. - Tree Martin on-ground operational response has been in place and operational since December 2025 with the peak of the bird colony experienced in February 2026. - Contract for electrification improvements at London Road Depot	City Shaping

2025/26 – Chief Executive Officer KPIs

KRA – LEADERSHIP AND STRATEGIC PLAN DELIVERY

- was executed on 8 April 2026.
 - 102 streets trees planted in Q4 with a total of 205 street trees planted in 2025/26.
 - Tree Martin Management 2025-26 End of Season Report Received and Noted by Council 11/8/26.
 - Tree Martin Management Plan Received and Noted by Council 11/8/26.
- Heritage Strategy
- Heritage Incentives Scheme fully allocated in 2025/26 - \$1.36m for 48 Projects.
 - 20th Century Local Heritage Places Code Amendment – Proposal to Initiate endorsed by Council 10/2/26.
 - Historic Area Statement Update Code Amendment approved by the Minister for Planning on 19/2/26.
 - Four blue heritage plaques were installed in Q4 in addition to the five blue plaques installed to end of March 2026.
 - The Heritage Advisory Service supported 263 heritage enquiries, 54 Development Application Referral Responses to the Planning Assessment Team and one Pre-Lodgement-Panel Advice.
- Housing Strategy
- ARCHI Property Industry Event with 70 attendees from industry, government and academia promoting adaptive reuse and CoA's incentives, including the ARCHI Incentives Scheme, hosted by the Lord Mayor 13/8/25.
 - Historic Area Statement Update Code Amendment Endorsed by Council 9/9/25.
 - ARCHI Incentive Scheme for 2025/26 (cumulative):
 - Funding Agreements = 5
 - Potential through Funding Agreements = 3 dwellings / 9 beds
 - Granting funding allocated = \$71,374.
 - 88 O'Connell project has delivered 158 one, two and three bedroom apartments.
 - City East Housing Project Draft Guiding Principles and Conditions Precedent approved by Council 11/11/25.
 - Submission to the State Government's Accommodation Diversity Code Amendment (Part 2) endorsed by Council 9/12/25.
 - 4,495 multi-unit dwellings (incl. 3,298 student apartments) under construction and 3,621 (incl. 2,023 student apartments) approved but not yet commenced and 1,517 dwellings completed construction as at 30/6/26.
 - A Community Facilities Planning and Investment Framework has been developed with priorities and principles to be presented to Council in Q1 2026/27.

Homelessness Strategy

2025/26 – Chief Executive Officer KPIs

KRA – LEADERSHIP AND STRATEGIC PLAN DELIVERY					
				• Technical Code Amendment (Performance Assessed Pathway) endorsed by Council 12/8/25. • The Lord Mayor’s Roundtable “Partnering to prevent Homelessness” held 14/8/25. • Workshop delivered for Toward Home Alliance senior managers on 24/3/26. • Provisional data for March 2026 provided by the Adelaide Zero Project indicates that 240 people were actively homeless with 161 ‘sleeping rough’ (67%) and 59 ‘sleeping rough but temporarily sheltered’. • The Lord Mayor’s Roundtable “Action to End Rough Sleeping” held 6/8/26.	

2025/26 – Chief Executive Officer KPIs

Ensuring the development of annual business plans and budgets that support the delivery of the Strategic Plan.	Deliver all key objectives in Council's 2025/26 Business Plan and Budget - All key Objectives delivered by end June 2026. - Budgeted operating result delivered.	30 June 2026	✓	Completed - Q1 Progress Report approved by Council 25/11/25. - Q2 Progress Report approved by Council 24/2/26. - Q3 Progress Report approved by Council 26/5/26. - Q4 update received by Council 25/8/26: - Operating Surplus \$8.769m - Capital Expenditure \$89.194m - Net Borrowings \$8.870m - Strategic Projects Completed – 21 - Capital Projects Completed – 185	Corporate Services
Providing timely strategic advice and recommendations to Council on policy matters, issues and proposals affecting the future development and position of the City of Adelaide.	Deliver Community Sports Building Redevelopment Projects - Golden Wattle Park/Mirnu Wirra (Park 21W). - Mary Lee Park/Tulya Wardi (Park 27B).	30 June 2026	●	In Progress <u>Golden Wattle Park / Mirnu Wirra (Park 21W)</u> - Lease Consultation Findings Noted and Detailed Design Approved by Council 8/7/25. - Park Lands Community Building redevelopment priorities Workshop with City Community Services and Culture Committee 2/9/25. - Park Lands Community Buildings priority needs analysis Confidential Workshop with City Community Services and Culture Committee 3/2/26. - Construction contract executed 31 March 2026. - Construction of Pavillion 1 commenced on 2 April 2026 and is planned to finish early December 2026. - Final Landscape and Access Design for Community Building approved by Council 11/8/26. <u>Mary Lee Park / Tulya Wardi (Park 27B)</u> - Draft Lease Agreement and Draft Community Building Concept Design presented to Kadaltilla 27/11/25. - Draft Lease Agreement Authorised and Draft Community Building Concept Design Approved by Council 9/12/25. - Detailed Design Approved by Council 14/7/26.	City Infrastructure
	Deliver a Community Wellbeing Plan - Presented to Council by end of June 2026.	30 June 2026	✓	Completed - Wellbeing Strategy Workshop with City Community Services and Culture Committee Community 7/10/25. - Community Wellbeing Strategy – Draft for Public Consideration Adopted by Council 10/2/26. - Public Consultation was undertaken from 18/3/26-13/4/26. - Community Wellbeing Strategy considered for Adoption at City Community Services and Culture Committee on 2/6/2026. - Community Wellbeing Strategy 2026-2030 Adopted by Council 9/6/26.	City Community

2025/26 – Chief Executive Officer KPIs

KRA – FINANCIAL AND RISK MANAGEMENT					
Responsibilities as per CEO Position Description	KPIs	Timeline	Progress	Status	Portfolio Responsible
- Ensuring annual and long-term financial plans are developed, monitored, and controlled. - Developing and maintaining financial capability to enable the organisation to discharge its statutory functions and to realise human and capital resources for maximum benefit to the community. - Organising and managing funding requirements and account for the proper receipt of all monies. - Ensuring the appropriate governance and compliance frameworks are in place, particularly in terms of the <i>Independent Commissioner Against Corruption Act 2012</i>. - Managing, maintaining, and maximising Council assets and resources. - Ensuring all commercial activities of Council are in line with community service obligations and have clearly defined financial goals (including rate of return on assets) whilst meeting Council's sustainability objectives.	Update the Council's Long-Term Financial Plan including the assumptions and parameters to reframe the development of the 2026/27 Business Plan and Budget to allow meaningful input from Council Members - Presented to Council by end October 2025.	31 October 2025	✓	Completed 2025/26 Long Term Financial Plan Roadmap Workshop with Audit and Risk Committee Workshop 15/8/25. - City Finance and Governance Committee Workshop to update the 2025/26 Long Term Financial Plan (AEDA Funding) 26/8/25. - City Finance and Governance Committee Workshop to update the 2025/26 Long Term Financial Plan (Operating Budget) 9/9/25. - City Finance and Governance Committee Workshop to update the 2025/26 Long Term Financial Plan (Capital Program) 16/9/25. 2025/26 Long Term Financial Plan 2025/26-2034/35 – Draft for Public Consultation Approved by Council 14/10/25. - Draft 2025/26 Long Term Financial Plan update – Draft for Public Consultation Noted by Audit and Risk Committee 17/10/25. - Public Consultation 15/10/25 - 4/11/25. 2025/26 – 2034/35 Long Term Financial Plan Consultation feedback report Noted by Council 11/11/25. 2025/26 – 2034/35 Long Term Financial Plan Adopted by Council 25/11/25.	Corporate Services

KRA – OPERATIONAL AND PROJECT DELIVERY					
Responsibilities as	KPIs	Timeline	Progress	Status	Portfolio

2025/26 – Chief Executive Officer KPIs

KRA – OPERATIONAL AND PROJECT DELIVERY					
per CEO Position Description					Responsible
Ensuring Capital Works projects and Asset Renewal programs and projects are on track and within committed budgets.	Deliver Council's 2025/26 Asset Renewal Works Program - Adopted by Council as part of the 2025/26 Business Plan and Budget. - Asset Renewal Funding Ratio of 93.5% in accordance with the adopted LTFP target for 2025/26. <i>The Asset Renewal Funding Ratio indicates whether Council is renewing or replacing existing assets at a rate of consumption.</i>	30 June 2026		Significantly Progressed - Adopted by Council 24/6/25 \$67.937m. - Adopted by Council 24/2/26 \$68.780m. - Adopted by Council 26/5/26 \$69.871m. - The total spend for renewal projects to the end of June 2026 was \$64.078m with a further \$0.010m in contracted works. 129 renewal projects achieved practical completion as at 30 June 2026. - Preliminary Asset Renewal Funding Ratio of 94.1% as at 30 June 2026. The renewals program over the 2025/26 financial year has included almost 300 projects across major and minor infrastructure. Notable outcomes in 2025/26 have included improvements to critical stormwater assets and resurfacing of 67.800m² or 4% of our road network. The renewals program has also included contributions to major outcomes at the Central Market, smaller city streetscapes and the bikeways network. Refreshed footpaths and pavement rehabilitation have also been completed along major thoroughfares, and the electrical program of public lighting and signals is finalised for the year.	City Infrastructure
	Deliver Council's Major/New and Upgrade Works Program - Adopted by Council as part of the 2025/26 Business Plan and Budget including delivery of the Public Realm Greening Initiative program and Tree Planting Strategy.	30 June 2026		Significantly Progressed - Adopted by Council 24/6/25 \$46.361m. - Adopted by Council 25/11/25 \$54.356m. - Adopted by Council 24/2/26 \$51.883m. - Adopted by Council 26/5/26 \$42.403m. - The total spend for New and Significant Upgrade projects to the end of June 2026 was \$25.116m with a further \$3.929m in contracted works. 28 New and Significant Upgrade projects achieved practical completion as at 30 June 2026. In addition, 28 discrete street tree planting projects, delivering 205 street trees were completed.	City Infrastructure
	Mainstreet Revitalisation projects - Commence construction of the Hindley Street revitalisation project. - Progress detailed designs and commence construction of Gouger Street, O'Connell Street, Hutt Street and Melbourne Street revitalisation projects by the end of June 2026.	30 June 2026		In Progress <u>Hindley Street</u> - Detailed Design for funded project progressed to 70% on both a two-way and one-way option. Planning with utility providers to support design finalisation. - Engagement regarding funding for one-way option is in progress. - Detailed design work to commence in 2026/27. - Targeted project completion in Q4 2029/30. <u>Gouger Street</u> 70% Design Noted by Council 28/10/25. - Design Development Briefing Workshop with Infrastructure and Public Works Committee 18/11/25. - Detailed design completed 17/12/25. - Tender submissions closed 25/2/26. - Contractor procurement to be finalised with construction to commence in early 2026/27. - Targeted project completion in Q1 2028/29. <u>O'Connell Street</u>	City Infrastructure

2025/26 – Chief Executive Officer KPIs

KRA – OPERATIONAL AND PROJECT DELIVERY					
				• Revised Concept Design for O'Connell Street endorsed by Council 26/8/25. • Construction of the eastern footpath outside 88 O'Connell Street completed. • Construction of western section of the footpath commenced late August 2026 and scheduled for completion December 2026. • 70% design due to be presented to Council in September 2026. • Construction due to commence in 2026/27. • Targeted project completion in Q3 2028/29. <u>Hutt Street</u> • Workshop for Concept Development Options – Engagement Outcomes with Infrastructure and Public Works Committee 19/8/25. • CEO Briefing held 21/10/25. • Workshop for consideration of design elements with Infrastructure and Public Works Committee 2/12/25. • Concept (Option B revised) Endorsed by Council 9/12/25. • Variation request to Thriving Suburbs Grant submitted 20/4/26 via Department for Infrastructure and Transport. • Planned work for 2026/27 includes: - Finalise detailed design work - Contractor procurement - Commencement of capital works. • Targeted project completion in Q1 2028/29. <u>Melbourne Street</u> • Workshop for Concept Endorsement with Infrastructure and Public Works Committee 18/11/25. • Concept Plan Approved by Council 9/12/25. • Community Consultation feedback presented to Infrastructure and Public Works Committee on 19/5/26. • Progress to Stage 2 streetscape concept to detailed design approved by Council 16/6/26. • Wombat crossings construction commenced in June 2026 and is on track for completion late September 2026. • Commence detailed design work in 2026/27. • Confidential CEO Briefing 25/8/26 regarding Road Safety and Main Street Update. • Targeted project completion in Q3 2029/30.	

2025/26 – Chief Executive Officer KPIs

KRA – ORGANISATIONAL HEALTH (Including Innovation and Service Improvement)					
Responsibilities as per CEO Position Description	KPIs	Timeline	Progress	Status	Portfolio Responsible
- Embracing and driving a culture that encourages employee engagement and promotes accountability, initiative, creativity, diversity, transparency, and the organisation's values through coaching, mentoring and empowering direct reports, having performance conversations and ensuring an effective balance of people leadership and management competencies. - Measuring staff and customer engagement and experience along with financial and governance indicators. - Ensuring best practice human resource management strategies are implemented. - Ensuring the organisational structure and human resources remain relevant to the strategic goals of the organisation through effective recruitment, retention, and performance management strategies. - Ensuring an effective industrial relations system for all Council employees is in place and maintained, which is compliant with relevant legislation. - Ensuring processes and procedures are in place that maintain a workplace free from discrimination, bullying and harassment. - Driving a high level of innovation and continuous improvement initiatives are implemented and the benefit realised and measured.	Progress Organisational Culture Survey Action Plan - Regular reports back to staff on quarterly basis.	30 June 2026	✓	Completed - September Pulse Check Survey launched 25/9/25 and closed 10/10/25 with a participation rate of 64%. - Overall Engagement Score of 63%. - Portfolio/Program results cascaded to leaders/teams in Q2. - April Pulse Check Survey launched 7/4/26 and closed 30/4/26 with a participation rate of 68%. - Overall Engagement Score of 56%. (Benchmark 64%) - Organisational Culture Survey Action plan key metrics: - Senior Leadership 51% (Benchmark 55%) - Learning & Development 58% (Benchmark 66%) - Connection 72%. - Portfolio/Program results cascaded to leaders/teams in Q4. - Australian Parking Industry Association Awards 15/10/25: - Won Parking Organisation of the Year - Won Outstanding Customer Experience - Self Insurer SA Awards 7/11/25: - Won Outstanding Innovation or Pioneer (Heat Project with Adelaide University) - Planning Australia SA 2025 Awards for Planning Excellence 14/11/25: - Won the Minister's Award for Adaptive Reuse City Housing Initiative (ARCHI). - Won the Planning Research Category for Adaptive Reuse City Housing Initiative (ARCHI). - Received four commendations: - City Plan Digital Explorer in Technology and Digital Innovation Category - Performance on Waste and Resource Recovery Tool in Climate Change and Resilience Category - Adelaide Park Lands Management Strategy-Towards 2036 in Strategic Planning Category - Ellen Liebelt, Project Manager City Housing in Planning Champion Category - Thirteen nominations submitted for Local Government Professionals SA Excellence Awards February 2026 - shortlisted finalists in two categories. - Two nominations submitted for Local Government Australia SA Mutual Liability Scheme February 2026 – won the Risk Management Award for 'Exercise London's Burning' (29/5/26). 2026 Australian Urban Design Awards 24/3/26 - Research and Advocacy shortlisted finalist (ARCHI). 2026 National Planning Institute of Australia Awards for Planning Excellence 20/5/26 – Planning and Research Commendation (ARCHI). - Salaried Enterprise Agreement endorsed (96% in favour) 25/6/26. - Wages Enterprise Agreement endorsed (54% in favour) 13/8/26.	Corporate Services
KRA – ORGANISATIONAL HEALTH (Including Innovation and Service Improvement)					

2025/26 – Chief Executive Officer KPIs

Responsibilities as per CEO Position Description	KPIs	Timeline	Progress	Status	Portfolio Responsible
	• Monitor and improve employee measures using Q3 2024/25 results as baseline Measures: ○ Attraction and Retention of Employees ▪ Employee turnover (excluding casuals) to be <13% ▪ Turnover of Employees with less than two years' service to be <4% of headcount ○ Employee participation in Performance and Development Conversations (PDC) process >88% ○ Employee participation in and completion of Mandatory Training 100%.	30 June 2026	✓	Completed • Turnover of 11.2% as at 30/6/26 (excluding casuals) compared to 12.2% as at 30/6/25. • 31 leavers (4.0%) with less than two years' experience as at 30/6/26 compared to 33 leavers (4.2%) as at 30/6/25. • PDC participation rate 100.00% as at 30/6/26 compared to 83.1% as at 30/6/25. • Employee completion of Mandatory Training 97.4% as at 30/6/26 compared to 85% as at 30/6/25.	Corporate Services

2025/26 – Chief Executive Officer KPIs

KRA – STAKEHOLDER MANAGEMENT																																																													
Responsibilities as per CEO Position Description	KPIs	Timeline	Progress	Status	Portfolio Responsible																																																								
• Engaging with a wide range of internal and external stakeholders within a complex political environment and across a broad organisational framework. • Promoting Council and its activities to the community. • Negotiating and achieving the resolution of major issues which affect the management, planning and development of the City. • Upholding a customer service culture and ensure that Council services meet customer needs. • Monitoring customer satisfaction levels on a regular basis and ensure public accountability. • Promoting relationships and liaising with external agencies including government at local, state and commonwealth level, the business community and resident groups. • Representing the City in an official capacity as required. • Ensuring that the City's image and profile is prominent through effective promotion and representation to the public, media and other groups and agencies. • Ensuring timely and accurate information about Council policies and programs is regularly provided to the community and that appropriate mechanisms are created for community feedback to Council. • Ensuring prompt and appropriate responses are given to specific requests for information made to Council. • Facilitating and fostering productive internal and external relationships and partnerships necessary for Council to achieve its business and community goals. • Ensuring consultation is used effectively to enhance decision making by Council.	• Improve the customer experience for residents, businesses and city users ➤ All key priorities delivered by end June 2026. ➤ Using Q3 2024/25 results as baseline - Measures: ○ Voice of Customer Surveys achieve a rating of 3.5 or higher ▪ Customer Satisfaction six month average to be >63% ▪ Customer Ease/Effort six month average to be >69% ○ Overall satisfaction with delivery of Council services >70% sources Baseline City User Profile (CUP Survey), Resident and Business surveys	30 June 2026	✓	Completed • Customer Satisfaction ○ Six month average as at 30/6/26 71.4% compared to 64.1% as at 30/6/25. • Customer Ease/Effort ○ Six month average as at 30/6/26 68.6% compared to 69.3% as at 30/6/25. • As per the City User Profile Survey 2026, 12 of 13 services' satisfaction scores exceeded 70%: <table><tr><th></th><th>23/24</th><th>24/25</th><th>25/26</th></tr><tr><td>Arts, Culture & Events</td><td>88%</td><td>94%</td><td>95%</td></tr><tr><td>Community Development</td><td>79%</td><td>88%</td><td>87%</td></tr><tr><td>Community Safety</td><td>72%</td><td>86%</td><td>83%</td></tr><tr><td>Economic Planning & Growth</td><td>75%</td><td>84%</td><td>86%</td></tr><tr><td>Environmental Sustainability</td><td>76%</td><td>86%</td><td>84%</td></tr><tr><td>Library Services</td><td>92%</td><td>95%</td><td>96%</td></tr><tr><td>Park Lands & Open Space</td><td>91%</td><td>89%</td><td>83%</td></tr><tr><td>Parking</td><td>53%</td><td>50%</td><td>56%</td></tr><tr><td>Planning, Building & Heritage</td><td>81%</td><td>85%</td><td>84%</td></tr><tr><td>Property Management & Development</td><td>82%</td><td>88%</td><td>89%</td></tr><tr><td>Resource Recovery & Waste Management</td><td>82%</td><td>86%</td><td>84%</td></tr><tr><td>Sports & Recreation</td><td>92%</td><td>92%</td><td>93%</td></tr><tr><td>Streets & Transportation</td><td>75%</td><td>79%</td><td>78%</td></tr></table>		23/24	24/25	25/26	Arts, Culture & Events	88%	94%	95%	Community Development	79%	88%	87%	Community Safety	72%	86%	83%	Economic Planning & Growth	75%	84%	86%	Environmental Sustainability	76%	86%	84%	Library Services	92%	95%	96%	Park Lands & Open Space	91%	89%	83%	Parking	53%	50%	56%	Planning, Building & Heritage	81%	85%	84%	Property Management & Development	82%	88%	89%	Resource Recovery & Waste Management	82%	86%	84%	Sports & Recreation	92%	92%	93%	Streets & Transportation	75%	79%	78%	Corporate Services
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2025/26 – Chief Executive Officer KPIs

KRA – LORD MAYOR AND COUNCILLORS					
Responsibilities as per CEO Position Description	KPIs	Timeline	Progress	Status	Portfolio Responsible
Lord Mayor and Councillors • Providing Council and the Lord Mayor with the best contemporary strategic advice, based on but not limited to a sound assessment of risks and opportunities and limitations imposed by the law. • Working effectively with the Lord Mayor in their capacity as leader of, and official spokesperson for, the Council. • Providing timely information, advice and support to the Lord Mayor, Deputy Lord Mayor and Councillors.	• Improve the service experience for the Lord Mayor and Councillors ➤ All key priorities delivered by end June 2026. Priorities: ○ Effective management of responses to Council Members and related constituent enquiries ○ Respond in a timely manner to CEO undertakings following Council and Committee meetings ○ Ensure responses to requests submitted by Council Members and logged in the FreshDesk system, are provided in accordance with agreed timeframes Proposed Measures: ○ 85% of decisions and CEO undertakings closed out within 12 months ○ 85% of requests submitted through Fresh Desk system are resolved within agreed timeframes	30 June 2026	✓	Completed • 97.9% of Council decisions closed within 12 months as at 30/6/26. • 97.6% of CEO undertakings closed within 12 months as at 30/6/26. • 87.4% of Council Member requests submitted through FreshDesk resolved within agreed timeframes for Q4.	Corporate Services

CEO Performance Review Panel Meeting Dates

Strategic Alignment - Our Corporation

Public

Monday, 31 August 2026
CEO Performance Review Panel

Program Contact:
Rebecca Hayes, Associate
Director Governance & Strategy

Approving Officer:
Anthony Spartalis, Chief
Operating Officer

EXECUTIVE SUMMARY

The purpose of this report is to seek approval of meeting dates through to the end of 2027.

In accordance with section 102A of the *Local Government Act 1999* (SA) and the Panel's adopted Terms of Reference, the Panel is required to meet with the Chief Executive Officer (CEO) (at least annually).

The Panel meets to discuss progress on Key Performance Indicators (KPIs), to understand the context in which the CEO's performance is being achieved, which includes organisational issues or external factors that are impacting the CEO's performance and how the performance of Council is impacting on organisational performance.

RECOMMENDATION

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
-

IMPLICATIONS AND FINANCIALS

CEO Contract	In accordance with section 102A of the <i>Local Government Act 1999</i> (SA), a Council must review the performance of its CEO at least once a year.
Consultation	Not as a result of this report
26/27 Budget Allocation	Independent Members of the Panel are paid a sitting fee of \$500.00 per meeting attended, which is within the allocated budget.

DISCUSSION

1. The CEO Performance Review Panel (the Panel) was established by Council pursuant to section 41 of the *Local Government Act 1999* (SA) (the Act) on 14 March 2023.
2. The Panel has been established by Council to determine and assess the Chief Executive Officer's (CEO) performance against identified measures.
3. In accordance with section 102A of the Act and the Panel's adopted Terms of Reference, the Panel is required to meet with the CEO (at least annually).
4. The Panel meets to discuss progress on Key Performance Indicators (KPIs), to understand the context in which the CEO's performance is being achieved, which includes organisational issues or external factors that are impacting the CEO performance and how the performance of Council is impacting on organisational performance.
5. While the Panel must meet at least once per year, it is proposed that the Panel meets four times a year.
6. It is requested that the Panel consider the following meeting dates through to the end of 2027:
 - 6.1. Monday, 7 December 2026, 3:00-5:00pm
 - 6.2. Monday, 1 March 2027, 3:00-5:00pm
 - 6.3. Monday, 7 June 2027, 3:00-5:00pm
 - 6.4. Monday, 6 September 2027, 3:00-5:00pm
 - 6.5. Monday, 6 December 2027, 3:00-5:00pm
7. Under the Panel's Terms of Reference, the Chief Operating Officer is authorised to vary the meeting schedule (including the commencement time, meeting place, date or cancellation of a meeting) after liaising with the Presiding Member and CEO.

DATA AND SUPPORTING INFORMATION

Nil

ATTACHMENTS

Nil

- END OF REPORT -

Exclusion of the Public

Monday, 31 August 2026
CEO Performance Review
Panel

Program Contact:
Anthony Spartalis, Chief
Operating Officer

2018/04291
Public

Approving Officer:
Anthony Spartalis, Chief
Operating Officer

EXECUTIVE SUMMARY

Section 90(2) of the *Local Government Act 1999* (SA) (the Act), states that a Council Committee may order that the public be excluded from attendance at a meeting if the Council Committee considers it to be necessary and appropriate to act in a meeting closed to the public to receive, discuss or consider in confidence any information or matter listed in section 90(3) of the Act.

It is the recommendation of the Chief Operating Officer that the public be excluded from this CEO Performance Review Panel meeting for the consideration of information and matters contained in the Agenda.

- 7.1** 2025/26 CEO Performance 360 Review [section 90(3) (a) of the Act]
- 7.2** 2025/26 CEO Remuneration Review [section 90(3) (a) of the Act]
- 7.3** CEO Employment Contract [section 90(3) (a) of the Act]
- 7.4** Response to CEO Undertaking [section 90(3) (b) & (d) of the Act]

The Order to Exclude for Items 7.1, 7.2, 7.3 and 7.4:

1. Identifies the information and matters (grounds) from section 90(3) of the Act utilised to request consideration in confidence.
2. Identifies the basis – how the information falls within the grounds identified and why it is necessary and appropriate to act in a meeting closed to the public.
3. In addition, identifies for the following grounds – section 90(3) (b), (d) or (j) of the Act - how information open to the public would be contrary to the public interest.

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.

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.

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.

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.
-

DISCUSSION

1. Section 90(1) of the *Local Government Act 1999* (SA) (the Act), directs that a meeting of a Council Committee must be conducted in a place open to the public.
2. Section 90(2) of the Act, states that a Council Committee may order that the public be excluded from attendance at a meeting if the Council Committee considers it to be necessary and appropriate to act in a meeting closed to the public to receive, discuss or consider in confidence any information or matter listed in section 90(3) of the Act.
3. Section 90(3) of the Act prescribes the information and matters that a Council may order that the public be excluded from.
4. Section 90(4) of the Act, advises that in considering whether an order should be made to exclude the public under section 90(2) of the Act, it is irrelevant that discussion of a matter in public may -
 - ‘(a) *cause embarrassment to the council or council committee concerned, or to members or employees of the council; or*
 - (b) *cause a loss of confidence in the council or council committee; or*
 - (c) *involve discussion of a matter that is controversial within the council area; or*
 - (d) *make the council susceptible to adverse criticism.*’
5. Section 90(7) of the Act requires that an order to exclude the public:
 - 5.1 Identify the information and matters (grounds) from section 90(3) of the Act utilised to request consideration in confidence.
 - 5.2 Identify the basis – how the information falls within the grounds identified and why it is necessary and appropriate to act in a meeting closed to the public.
 - 5.3 In addition identify for the following grounds – section 90(3) (b), (d) or (j) of the Act - how information open to the public would be contrary to the public interest.
6. Section 87(10) of the Act has been utilised to identify in the Agenda and on the Report for the meeting, that the following matters are submitted seeking consideration in confidence.
 - 6.1 Information contained in Item 7.1 – 2025/26 CEO Performance 360 Review
 - 6.1.1 Is not subject to an Existing Confidentiality Order.
 - 6.1.2 The grounds utilised to request consideration in confidence is section 90(3) (a) of the Act
Section 90 (3) (a) of the *Local Government Act 1999* (SA)
 - a) Information the disclosure of which would involve the unreasonable disclosure of information concerning the affairs of any person (living or dead).
 - 6.2 Information contained in Item 7.2 – 2025/26 CEO Remuneration Review
 - 6.1.1 Is not subject to an Existing Confidentiality Order.
 - 6.1.2 The grounds utilised to request consideration in confidence is section 90(3) (a) of the Act
Section 90 (3) (a) of the *Local Government Act 1999* (SA)
 - a) Information the disclosure of which would involve the unreasonable disclosure of information concerning the affairs of any person (living or dead).
 - 6.3 Information contained in Item 7.1 – CEO Employment Contract
 - 6.3.1 Is not subject to an Existing Confidentiality Order.
 - 6.3.2 The grounds utilised to request consideration in confidence is section 90(3) (a) of the Act
Section 90 (3) (a) of the *Local Government Act 1999* (SA)
 - a) Information the disclosure of which would involve the unreasonable disclosure of information concerning the affairs of any person (living or dead).

6.4 Information contained in Item 7.4 – Response to CEO Undertaking

6.4.1 Is not subject to an Existing Confidentiality Order.

6.4.2 The grounds utilised to request consideration in confidence is section 90(3) (b) & (d) of the Act
Section 90 (3) (b) & (d) of the *Local Government Act 1999* (SA)

b) information the disclosure of which—

(i) could reasonably be expected to confer a commercial advantage on a person with whom the council is conducting, or proposing to conduct, business, or to prejudice the commercial position of the council; and

(ii) would, on balance, be contrary to the public interest

d) commercial information of a confidential nature (not being a trade secret) the disclosure of which—

(i) could reasonably be expected to prejudice the commercial position of the person who supplied the information, or to confer a commercial advantage on a third party; and

(ii) would, on balance, be contrary to the public interest

ATTACHMENTS

Nil

- END OF REPORT -