

Recommendations of the CEO Performance Review Panel - 3 June 2024

Tuesday, 11 June 2024
Council

Strategic Alignment - Our Corporation

Program Contact:
Kathryn Goldy, Acting Manager
Governance

Public

Approving Officer:
Anthony Spartalis, Acting Chief
Operating Officer

EXECUTIVE SUMMARY

The CEO Performance Review Panel considered the following items at its meeting held on 3 June 2024 and resolved to present to Council the following recommendations for Council determination:

- Item 4.1 – 2023/24 Q3 KPI Progress Report
- Item 4.2 - INTERIM 2024/25 CEO Performance KPIs

RECOMMENDATION

1. **Recommendation 1 – Item 4.1 - 2023/24 Q3 KPI Progress Report**

THAT COUNCIL:

1. Receives and notes the KPI progress report, Attachment A to Item 4.1 on the agenda for the meeting of the CEO Performance Review Panel held on 3 June 2024, outlining progress against the Chief Executive Officer's endorsed 2023/24 Key Performance Indicators.
2. Notes the significant number of positive results contained in Attachment A to Item 4.1 on the agenda for the meeting of the CEO Performance Review Panel held on 3 June 2024.

2. **Recommendation 2 – Item 4.2 – INTERIM 2024/25 CEO Performance KPIs**

THAT COUNCIL:

1. Approves that the Chief Executive Officer's performance for the 2024/25 financial year will be assessed against the achievement of Interim Key Performance Indicators aligned to the relevant Key Result Areas in the CEO Position Description and contained in Attachment A to Item 4.2 on the Agenda for the meeting of the CEO Performance Review Panel held on 3 June 2024.
2. Requests that the Administration conducts benchmarking research around appropriate measures for KPIs 9 and 10 contained in Attachment A to Item 4.2 on the Agenda for the meeting of the CEO Performance Review Panel held on 3 June 2024, with a report due back to the CEO Performance Review Panel at its next meeting.

DISCUSSION

1. The CEO Performance Review Panel met on Monday 3 June 2024. The Agenda with reports can be viewed [here](#).
2. Where the resolution of the Panel differs from the recommendation published in the Panel agenda, the Panel's recommendation to the Council is listed first with the original recommendation provided in grey and italics.
3. The following matters were the subject of deliberation:
 - 3.1. Item 4.1 – 2023/24 Q3 KPI Progress Report

THAT THE CEO PERFORMANCE REVIEW PANEL RECOMMENDS TO COUNCIL:

THAT COUNCIL:

1. Receives and notes the KPI progress report, Attachment A to Item 4.1 on the agenda for the meeting of the CEO Performance Review Panel held on 3 June 2024, outlining progress against the Chief Executive Officer's endorsed 2023/24 Key Performance Indicators.
2. Notes the significant number of positive results contained in Attachment A to Item 4.1 on the agenda for the meeting of the CEO Performance Review Panel held on 3 June 2024.

Original Recommendation as Printed in the CEO Performance Panel Agenda

THAT THE CEO PERFORMANCE REVIEW PANEL RECOMMENDS TO COUNCIL:

THAT COUNCIL:

1. *Receives and notes the KPI progress report, Attachment A to Item 4.1 on the agenda for the meeting of the CEO Performance Review Panel held on 3 June 2024, outlining progress against the Chief Executive Officer's endorsed 2023/24 Key Performance Indicators.*

- 3.2 Item 4.2 – INTERIM 2024/25 CEO Performance KPIs

THAT THE CEO PERFORMANCE REVIEW PANEL RECOMMENDS TO COUNCIL:

THAT COUNCIL:

1. Approves that the Chief Executive Officer's performance for the 2024/25 financial year will be assessed against the achievement of Interim Key Performance Indicators aligned to the relevant Key Result Areas in the CEO Position Description and contained in Attachment A to Item 4.2 on the Agenda for the meeting of the CEO Performance Review Panel held on 3 June 2024.
2. Requests that the Administration conducts benchmarking research around appropriate measures for KPIs 9 and 10 contained in Attachment A to Item 4.2 on the Agenda for the meeting of the CEO Performance Review Panel held on 3 June 2024, with a report due back to the CEO Performance Review Panel at its next meeting.

Original Recommendation as Printed in the CEO Performance Panel Agenda

THAT THE CEO PERFORMANCE REVIEW PANEL RECOMMENDS TO COUNCIL:

THAT COUNCIL:

1. *Approves that the Chief Executive Officer's performance for the 2024/25 financial year will be assessed against the achievement of Interim Key Performance Indicators aligned to the relevant Key Result Areas in the CEO Position Description and contained in Attachment A to Item 4.2 on the Agenda for the meeting of the CEO Performance Review Panel held on 3 June 2024.*

DATA AND SUPPORTING INFORMATION

Link 1 – CEO Performance Review Panel Agenda

Council – Agenda – Tuesday, 11 June 2024

ATTACHMENTS

- END OF REPORT -