

Recommendation of the CEO Performance Review Panel - 3 March 2025

Strategic Alignment - Our Corporation

Public

Tuesday, 11 March 2025
Council

Program Contact:
Kathryn Goldy, Acting Manager
Governance

Approving Officer:
Anthony Spartalis, Chief
Operating Officer

EXECUTIVE SUMMARY

The CEO Performance Review Panel considered the following items at its meeting held on 3 March 2025 and resolved to present to Council the following recommendation for Council determination:

- Item 4.1 – 2024/25 Q2 KPI Progress Report
- Item 4.2 – Remuneration Tribunal - update

RECOMMENDATION

THAT COUNCIL

1. **Recommendation 1 – Item 4.1 – 2024/25 Q2 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 2 December 2024, outlining progress against the Chief Executive Officer's endorsed 2024/25 Key Performance Indicators.

2. **Recommendation 2 – Item 4.2 – Remuneration Tribunal - update**

THAT COUNCIL

1. Notes the South Australian Remuneration Tribunal draft report titled "2024 Review of Minimum and Maximum Remuneration for Local Government Chief Executive Officers" as per Attachment A to Item 4.2 on the agenda for the CEO Performance Review Panel held on 3 March 2025.
2. Notes that the Administration will be providing feedback to the South Australian Remuneration Tribunal draft report titled "2024 Review of Minimum and Maximum Remuneration for Local Government Chief Executive Officers".
3. Notes the response to the South Australia Remuneration Tribunal incorporates the following points:
 - 3.1. The City of Adelaide is governed by the City of Adelaide Act 1998;
 - 3.2. Raise the differences of being a Capital City Council and what that means in terms of infrastructure, institutional activity and visitor numbers and the importance to the State economy;
 - 3.3. The relationship with State Government and other external key institutional stakeholders;
 - 3.4. The Chief Executive Officer position at City of Adelaide should be compared with National Public Entities not just Local Government within South Australia;
 - 3.5. The exceptional high level of commercial activities and business units compared to other Local Government Councils;
 - 3.6. The greater expectation and profile as the Chief Executive Officer.

DISCUSSION

1. The CEO Performance Review panel met on Monday 3 March 2025. The agenda with reports can be viewed [here](#) . The following items were considered:
 - 1.1. Item 4.1 – 2024/25 Q2 KPI Progress Report
 - 1.2. Item 4.2 – Remuneration Tribunal - update
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 – 2024/25 Q1 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 2 December 2024, outlining progress against the Chief Executive Officer’s endorsed 2024/25 Key Performance Indicators.
- 3.2. Item 4.2 – Remuneration Tribunal - update

THAT COUNCIL

1. Notes the South Australian Remuneration Tribunal draft report titled “2024 Review of Minimum and Maximum Remuneration for Local Government Chief Executive Officers” as per Attachment A to Item 4.2 on the agenda for the CEO Performance Review Panel held on 3 March 2025.
2. Notes that the Administration will be providing feedback to the South Australian Remuneration Tribunal draft report titled “2024 Review of Minimum and Maximum Remuneration for Local Government Chief Executive Officers”.
3. Notes the response to the South Australia Remuneration Tribunal incorporates the following points:
 - 3.1. The City of Adelaide is governed by the City of Adelaide Act 1998;
 - 3.2. Raise the differences of being a Capital City Council and what that means in terms of infrastructure, institutional activity and visitor numbers and the importance to the State economy;
 - 3.3. The relationship with State Government and other external key institutional stakeholders;
 - 3.4. The Chief Executive Officer position at City of Adelaide should be compared with National Public Entities not just Local Government within South Australia;
 - 3.5. The exceptional high level of commercial activities and business units compared to other Local Government Councils;
 - 3.6. The greater expectation and profile as the Chief Executive Officer.

THAT THE CEO PERFORMANCE REVIEW PANEL

1. *Notes the South Australian Remuneration Tribunal draft report titled “2024 Review of Minimum and Maximum Remuneration for Local Government Chief Executive Officers” as per Attachment A to Item 4.2 on the agenda for the CEO Performance Review Panel held on 3 March 2025.*
2. *Notes that the Administration will be providing feedback to the South Australian Remuneration Tribunal draft report titled “2024 Review of Minimum and Maximum Remuneration for Local Government Chief Executive Officers”.*
3. *Requests that the Administration incorporate the following points as part of the response to the South Australian Remuneration Tribunal:*
 - 3.1. _____
 - 3.2. _____
 - 3.3. _____

DATA AND SUPPORTING INFORMATION

Link 1 – [Agenda for CEO Performance Review Panel on Monday, 3rd March, 2025.](#)

Link 2 – [Recommendation 1 – Item 4.1 – Attachment A](#)

Link 3 – [Recommendation 2 – Item 4.2 – Attachment A](#)

Link 4 – [Recommendation 2 – Item 4.2 – Attachment B](#)

Link 5 – [Recommendation 2 – Item 4.2 – Attachment C](#)

ATTACHMENTS

- END OF REPORT -