

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

- 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.”*
- 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:
 - Leadership and Strategic Plan Delivery
 - Financial and Risk Management
 - Operational and Project Delivery
 - Organisational Health (including Innovation and Service Improvement)
 - Stakeholder Management Lord Mayor and Councillors.
- 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.
- 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**.
- This report is the fourth KPI progress report against the CEO's endorsed 2025/26 KPIs.
- This progress report provides details of the status of delivery against the approved CEO KPIs at the end of the 30 June 2026 quarter.
- As at 30 June 2026 the following KPIs have been completed:
 - KPI 2 – Delivery of Council's 2025/26 Business Plan and Budget
 - Business Plan and Budget Q1 Update ([Link 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 -