



CEO PERFORMANCE REVIEW PANEL

Minutes

for the meeting on

Monday, 1 September 2025

in the Colonel Light Room, Adelaide Town Hall

© 2025 City of Adelaide. All Rights Reserved.

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 Phillip Martin
Independent Members	Gael Fraser Jeff Tate
Independent Advisor	Andrew Reed, Hender Consulting

1 Acknowledgement of Country

The Chair stated:

'Council acknowledges that we are meeting on traditional Country of the Kaurna people of the Adelaide Plains and pays respect to Elders past and present. We recognise and respect their cultural heritage, beliefs and relationship with the land. We acknowledge that they are of continuing importance to the Kaurna people living today.

And we also extend that respect to other Aboriginal Language Groups and other First Nations who are present today.'

2 Apologies and Leave of Absence

Apology:

Councillor Dr Siebentritt

3 Confirmation of Minutes

Moved by Deputy Lord Mayor, Councilor Martin,
Seconded by Jeff Tate -

That the Minutes of the meeting of the CEO Performance Review Panel held on 2 June 2025 be taken as read and be confirmed as an accurate record of proceedings.

Carried

4 Items for Consideration and Determination

Exclusion of the Public

Moved by Jeff Tate,
Seconded by Deputy Lord Mayor, Councillor Martin -

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 1 September 2025 resolves that it is necessary and appropriate to act in a meeting closed to the public for the consideration of Item 4.1 [2024/25 CEO Performance KPIs] listed on the Agenda.

Grounds and Basis

Consideration in confidence is sought because the Panel will discuss information the disclosure of which would involve the unreasonable disclosure of 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 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 1 September 2025 orders that the public (with the exception of members of Corporation staff and any person permitted business be excluded from this meeting to enable this meeting to receive, discuss or consider in confidence Item 4.1 [2024/25 CEO Performance KPIs] 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

There were no members of the public present in the gallery, the Manager Council Governance and Chief Operating Officer left the Colonel Light Room at 3.03pm when the meeting moved into confidential discussion of Item 4.1.

The Presiding member, with leave of the meeting, suspended meeting procedures pursuant to Regulation 20(1) of the *Local Government Act (Procedures at Meetings) Regulations 2013* at 3.04pm.

The meeting re-opened to the public and recommenced formal meeting procedures at 3.22 pm

4.1 2024/25 CEO Performance KPIs

City of Adelaide, Chief Executive Officer, Michael Sedgeman entered the Colonel Light Room at 3:24pm and left the Colonel Light Room at 3:46pm.

Discussion ensued

It was then -

Moved by Deputy Lord Mayor, Councilor Martin,
Seconded by Jeff Tate -

THAT THE CEO PERFORMANCE REVIEW PANEL RECOMMENDS

THAT COUNCIL

1. Receives the KPI progress report, as contained in Attachment A to Item 4.1 on the Agenda for the meeting of the CEO Performance Review Panel held on 1 September 2025, outlining progress against the Chief Executive Officer's endorsed 2024/25 Key Performance Indicators.
2. Notes that the CEO Performance Review Panel commends the Chief Executive Officer on the significant progress against the KPIs, including the improvement in budgetary outcomes.
3. Authorises that, in accordance with Section 91(7) and (9) of the *Local Government Act 1999* (SA) and because Item 4.1 [2024/25 CEO Performance KPIs] listed listed on the Agenda for the meeting of the CEO Performance Review Panel held on 1 September 2025 was discussed in confidence pursuant to Section 90(3) (a) of the *Local Government Act 1999* (SA), this meeting of the CEO Performance Review Panel do order that:
 - 3.1. The confidential discussion in relation to the matter remain confidential and not available for public inspection until 31 December 2030.
 - 3.2. The confidentiality of the matter be reviewed in December 2026.
 - 3.3. 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.

Carried

5 Exclusion of the Public

Moved by Jeff Tate,
Seconded by Gael Fraser -

ORDER TO EXCLUDE FOR ITEM 6.1

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 1 September 2025 resolves that it is necessary and appropriate to act in a meeting closed to the public for the consideration of Item 6.1 [2024/25 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 1 September 2025 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 6.1 [2024/25 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 Deputy Lord Mayor, Councillor Martin,
Seconded by Gael Fraser –

ORDER TO EXCLUDE FOR ITEM 6.2

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 1 September 2025 resolves that it is necessary and appropriate to act in a meeting closed to the public for the consideration of Item 6.2 [2024/25 CEO Performance Remuneration Review] listed on the Agenda.

Grounds and Basis

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 1 September 2025 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 6.2 [2024/25 CEO Performance 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

There were no members of the public present in the gallery and the Manager Council Governance left at 3.56 pm when the meeting moved into confidence and the doors to the Colonel Light Room closed.

6 Items for Consideration and Determination in Confidence

6.1 2024/25 CEO Performance 360 Review [S90(3) (a)]

6.2 2024/25 CEO Performance Remuneration Review [S90(3) (a)]

The meeting re-opened to the public at 4.22pm

Confidentiality Order

Item 4.1 - 2024/25 CEO Performance KPIs

Authorises that, in accordance with Section 91(7) and (9) of the *Local Government Act 1999* (SA) and because Item 4.1 [2024/25 CEO Performance KPIs] listed on the Agenda for the meeting of the CEO Performance Review Panel held on 1 September 2025 was discussed in confidence pursuant to Section 90(3) (a) of the *Local Government Act 1999* (SA), this meeting of the CEO Performance Review Panel do order that:

1. The confidential discussion in relation to the matter remain confidential and not available for public inspection until 31 December 2030.
2. The confidentiality of the matter be reviewed in December 2026.
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 6.1 - 2024/25 CEO Performance 360 Review [S90(3) (a)]

1. Authorises that, in accordance with Section 91(7) and (9) of the *Local Government Act 1999* (SA) and because Item 6.1 [2024/25 CEO Performance 360 Review] listed on the Agenda for the meeting of the CEO Performance Review Panel held on 1 September 2025 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 Panel do order that:
 - 1.1. 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 2030.
 - 1.2. The confidentiality of the matter be reviewed in December 2026.
 - 1.3. 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.
2. Authorises that, in accordance with Section 91(7) and (9) of the *Local Government Act 1999* (SA) and because Item 6.1 [2024/25 CEO Performance 360 Review] listed on the Agenda for the meeting of the CEO Performance Review Panel held on 1 September 2025 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 Panel do order that:
 - 2.1. 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 2030.
 - 2.2. The confidentiality of the matter be reviewed in December 2026.
 - 2.3. 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 6.2 - 2024/25 CEO Performance Remuneration Review [S90(3) (a)]

1. In accordance with Section 91 (7) & (9) of the *Local Government Act 1999* (SA) and on the grounds that Item 6.2 [2024/25 CEO Performance Remuneration Review] listed on the Agenda for the meeting of the CEO Performance Review Panel held on 1 September 2025 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:
 - 1.1. The discussion held in confidence in relation to the matter remain confidential and not available for public inspection until 31 December 2030.
 - 1.2. The confidentiality of the matter be reviewed in December 2028.
 - 1.3. 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.

2. In accordance with Section 91 (7) & (9) of the *Local Government Act 1999 (SA)* and on the grounds that Item 6.2 [2024/25 CEO Performance Remuneration Review] listed on the Agenda for the meeting of the CEO Performance Review Panel held on 1 September 2025 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:
 - 2.1. The discussion held in confidence in relation to the matter remain confidential and not available for public inspection until 31 December 2030.
 - 2.2. The confidentiality of the matter be reviewed in December 2028.
 - 2.3. 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.

Closure

The meeting closed at 4.23 pm

The Lord Mayor, Dr Jane Lomax-Smith

Chair

CEO Performance Review Panel

Documents Attached:

Nil