

Recommendations of the CEO Performance Review Panel - 1 June 2026

Tuesday, 23 June 2026
Council

Strategic Alignment - Our Corporation

Program Contact:
Rebecca Hayes, Associate
Director Governance & Strategy

Public

Approving Officer:
Anthony Spartalis, Chief
Operating Officer

EXECUTIVE SUMMARY

The CEO Performance Review Panel considered the following items at its meeting held on 1 June 2026 and resolved to present to Council the following recommendations for Council determination:

Item 5.1 – 2025/26 Q3 CEO KPI Progress Report

Item 5.2 – Draft 2026/27 CEO Performance KPIs

RECOMMENDATION

1. **Recommendation 1 – Item 5.1 – 2025/26 Q3 CEO KPI Progress Report**

THAT COUNCIL

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 1 June 2026, outlining progress against the Chief Executive Officer's endorsed 2025/26 Key Performance Indicators.

2. **Recommendation 2 – Item 5.2 – Draft 2026/27 CEO Performance KPIs**

THAT COUNCIL

1. Approves that the Chief Executive Officer's performance for the 2026/27 financial year will be assessed against:
 - 1.1. The achievement of the Draft Key Performance Indicators aligned to the relevant Key Result Areas in the CEO Position Description and contained in Attachment A to Item 5.2 on the Agenda for the meeting of the CEO Performance Review Panel held on 1 June 2026 subject to the KPI 1 minor amendments:
*'Development of City Vision.
Lead the development, community engagement and Council endorsement of a contemporary longer term City Vision by June 2027. This vision would underpin the development of councils next Strategic Plan(s) that also recognises the need for a mechanism for adaptability in an environment of change.'*
 - 1.2. The outcomes of an appropriate 360-degree survey instrument, including Council Members, senior staff and external stakeholders.

DISCUSSION

1. The CEO Performance Review Panel met on Monday 1 June 2026.
2. The Agenda and reports for the meeting can be viewed [here](#).
3. 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.
4. The following matter was the subject of deliberation:
 - 4.1. Item 5.1 – 2025/26 Q3 CEO KPI Progress Report

THAT THE CEO PERFORMANCE REVIEW PANEL RECOMMENDS TO COUNCIL

THAT COUNCIL

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 1 June 2026, outlining progress against the Chief Executive Officer's endorsed 2025/26 Key Performance Indicators.

- 4.2. Item 5.2 – Draft 2026/27 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 2026/27 financial year will be assessed against:
 - 1.1. The achievement of the Draft Key Performance Indicators aligned to the relevant Key Result Areas in the CEO Position Description and contained in Attachment A to Item 5.2 on the Agenda for the meeting of the CEO Performance Review Panel held on 1 June 2026 subject to the KPI 1 minor amendments:

'Development of City Vision.

Lead the development, community engagement and Council endorsement of a contemporary longer term City Vision by June 2027. This vision would underpin the development of councils next Strategic Plan(s) that also recognises the need for a mechanism for adaptability in an environment of change.'
 - 1.2. The outcomes of an appropriate 360-degree survey instrument, including Council Members, senior staff and external stakeholders.

THAT THE CEO PERFORMANCE REVIEW PANEL RECOMMENDS TO COUNCIL

THAT COUNCIL

1. *Approves that the Chief Executive Officer's performance for the 2026/27 financial year will be assessed against:*
 - 1.1. *The achievement of the Draft Key Performance Indicators aligned to the relevant Key Result Areas in the CEO Position Description and contained in Attachment A to Item 5.2 on the Agenda for the meeting of the CEO Performance Review Panel held on 1 June 2026.*
 - 1.2. *The outcomes of an appropriate 360-degree survey instrument, including Council Members, senior staff and external stakeholders.*

DATA AND SUPPORTING INFORMATION

Link 1 – CEO Performance Review Panel Agenda – 1 June 2026

ATTACHMENTS

Nil

- END OF REPORT -