CONFIDENTIAL ITEMS 2003 – JULY 2026

#	Date	Item Title	Confidential Order Details	Item being kept confidential - Agenda/ Attachment/ Minutes	Reason regarding retention or recommend-action to release	Resolution Regarding Action	Last Review Date	Next Review Date	Date Released
300	1 December 2025	Confidential Item:Chief Executive Officer Strategic Performance Objectives 2025/26 Update	Section 90 (3) (a) Order 1. Pursuant to Section 90(3)(a) Pursuant to Section 90(2) of the Local Government Act 1999 the Council orders that all members of the public and staff other than the CEO, General Manager Strategy, General Manager Infrastructure and Environment, General Manager Corporate Services, General Manager Planning and Community and Minute Secretary be excluded from attendance at the meeting for Agenda Item 18.2 Chief Executive Officer Strategic Performance Objectives 2025/26 Update. The Council is satisfied that pursuant to Section 90(3)(a) of the Act, the information to be received, discussed or considered in relation to this Agenda item is information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of the Chief Executive Officer in that details of his performance review will be discussed which are sensitive and are details only known to those who have participated in the review process. The Council is satisfied of the principle that the meeting be conducted in a place open to the public has been outweighed in the circumstances because the disclosure of details of the Chief Executive Officer's performance may prematurely be disclosed. Section 91(7) Order 3. Pursuant to Section 90 (3) (b) After having considered Agenda Item 18.2 Chief Executive Officer Strategic Performance Objectives 2024/25 Update in confidence under 90(2) and 3(a) of the Local Government Act 1999, the Council pursuant to Section 91(7) of the Act orders that this agenda item, minutes and Attachment 1 will be released within 30 days of the date of this resolution.	Agenda item, minutes and Attachment 1	The Council is satisfied that pursuant to Section 90(3)(a) of the Act, the information to be received, discussed or considered in relation to this Agenda item is information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of the Chief Executive Officer in that details of his performance review will be discussed which are sensitive and are details only known to those who have participated in the review process. The Council is satisfied of the principle that the meeting be conducted in a place open to the public has been outweighed in the circumstances because the disclosure of details of the Chief Executive Officer's performance may prematurely be disclosed.	Agenda item, minutes and Attachment 1 will be released within 30 days of the date of this resolution.		Within 12 months	*Report, Attachment and Minutes on website 6 November 2026*

RELEASED

18.2	**REPORT TITLE:**	**CONFIDENTIAL ITEM: CHIEF EXECUTIVE OFFICER STRATEGIC PERFORMANCE OBJECTIVES 2025/26 UPDATE**
	DATE OF MEETING:	**1 DECEMBER 2025**
	FILE NUMBER:	**DOC/25/156126**
	ATTACHMENT:	**1: DOC/25/162789 – STRATEGIC PERFORMANCE OBJECTIVES 2025/26 – UPDATE DECEMBER 2025**
	Key Contact	Rebecca Jeisman, Civic Governance Officer
	Manager/Sponsor	Sue Miller, Team Leader Risk and Governance
	Executive	Alison Hancock, General Manager Strategy

Community Plan 2044:
The following objective/s from the Community Plan 2044 are relevant to this report:

Objective 25 Leadership and Vision: cultivate a culture of strong leadership within our organisation including Council Members, characterised by transparency, accountability, and responsiveness to the diverse needs and aspirations of our community.

Annual Business Plan:
N/A

Purpose:
To provide Council with an update on progress in achieving the Chief Executive Officer's 2025/26 Strategic Performance Objectives.

Summary – Key Issues:
1. The CEO's annual performance review includes an assessment against a set of strategic properties called Strategic Performance Objectives.
2. The Strategic Performance Objectives are set each year at the conclusion of the previous year's performance review.
3. Nine Strategic Performance Objectives were adopted on 1 September 2025 to guide the Council in its assessment of the CEO's performance during 2025/26.
4. The Strategic Performance Objectives include that two mid-year updates be provided to Council on the progress made towards achieving the objectives.

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Recommendation:

Section 90 (3) (a) Order

1. Pursuant to Section 90(3)(a)

Pursuant to Section 90(2) of the Local Government Act 1999 the Council orders that all members of the public and staff other than the CEO, General Manager Strategy, General Manager Infrastructure and Environment, General Manager Corporate Services, General Manager Planning and Community and Minute Secretary be excluded from attendance at the meeting for Agenda Item 18.2 Chief Executive Officer Strategic Performance Objectives 2025/26 Update.

The Council is satisfied that pursuant to Section 90(3)(a) of the Act, the information to be received, discussed or considered in relation to this Agenda item is information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of the Chief Executive Officer in that details of his performance review will be discussed which are sensitive and are details only known to those who have participated in the review process.

The Council is satisfied of the principle that the meeting be conducted in a place open to the public has been outweighed in the circumstances because the disclosure of details of the Chief Executive Officer's performance may prematurely be disclosed.

2. That Council note the progress made towards achieving the 2025/26 CEO Strategic Performance Objectives as at 19 November 2025.

Section 91(7) Order

3. Pursuant to Section 90 (3) (b)

After having considered Agenda Item 18.2 Chief Executive Officer Strategic Performance Objectives 2024/25 Update in confidence under 90(2) and 3(a) of the Local Government Act 1999, the Council pursuant to Section 91(7) of the Act orders that this agenda item, minutes and Attachment 1 will be released within 30 days of the date of this resolution.

Background:

1. Section 102A of the Local Government Act 1999 provides that a council must review the performance of its Chief Executive Officer (CEO) at least once in each year. The council must obtain and consider the advice of a qualified

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independent person for the purposes of any review. This has been standard practice for this Council.

2. The review evaluates the CEO's performance against Strategic Performance Objectives (SPOs) identified in the previous year's review process and also the Key Performance Indicators (KPIs) as listed in the CEO employment contract.

3. The CEO's Employment contract outlines that the review period cover 1 July to 30 June with the process to conclude no later than September each year.

4. At Council's 1 September 2025 meeting, Council received the outcomes of the 2024/25 CEO Performance Review and set the SPOs for the period 1 July 2025 to 30 June 2026.

5. The SPOs for the period 1 July 2025 to 30 June 2026 include that Council receive two mid-year repots on the progress in achieving the adopted SPOs.

Discussion:

6. The CEO SPOs are to guide the Council in its assessment of the CEO's performance for that year. The progress made towards achieving those SPOs are considered at the end of that performance year in making recommendations to Council.

7. During the 2024/25 CEO Performance Review, the CEO assisted in the collaborative identification of draft SPOs for the current 2025/26 performance year. Council Members were also engaged and requested for feedback on the draft SPOs for 2025/26 via email on Friday 10 July 2025 (DOC/25/97334).

8. Nine SPOs were subsequently presented to Council on 1 September 2025 and adopted to use in assessing the CEO's performance during the 2025/26 year.

9. The SPOs require Council receive two updates during the performance year on the progress made towards the SPOs. The target reporting date for these updates is December 2025 and April 2026.

10. The SPOs have been entered into Council's governance software, Reliansys, to receive periodic updates from the Executive Leadership Team.

11. The first of two mid-year updates on the progress made towards achieving each measurement of the nine SPOs is provided in Attachment one. The next CEO SPO update will be provided in April 2026.

Community Engagement:

Informing only	Information is provided on Council's website via this report and Council minutes

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Policy:
Nil

Long Term Financial Plan:
N/A

Budget:
N/A

Statutory/Legal:
An annual performance review is included in the CEO's contract.

Local Government Act 1999 – insertion of section 102A – Chief Executive Officer – Performance Review

Below are extracts from the Local Government Act 1999

102A—Chief executive officer—performance review
(1) A council must review the performance of its chief executive officer—
(a) at least once in each year that the chief executive officer holds office as chief executive officer; and
(b) if relevant, before reappointment of the chief executive officer.
(2) The council must obtain and consider the advice of a qualified independent person on a review under subsection (1).
(3) In this section— qualified independent person means a person who is—
(a) not a member or employee of the council; and
(b) determined by the council to have appropriate qualifications or experience in human resource management.

Section 59 Roles of members of councils
The role of a member of a council is—
(a) as a member of the governing body of the council: …….
(ix) to participate in the oversight of the chief executive officer's performance under the council's contract with the chief executive officer;

Staff Resource Requirements:
There is no impact on staff resources. Monitoring of CEO Strategic Performance Objectives is conducted by members of the Executive Leadership with administrative support from the Civic Governance Officer.

Environmental:
N/A

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Social:
N/A

Risk Assessment:
N/A

Asset Management:
N/A

Conclusion:
Following the adoption of the Strategic Performance Objectives for the 2025/26 performance year, this report provides a progress update for Council Member information and awareness.

Previous Decisions By/Information Reports to Council

Meeting Date	4 August 2025	CM Reference	DOC/25/96112
Title	CONFIDENTIAL REPORT: CHIEF EXECUTIVE OFFICER PERFORMANCE REVIEW 2024/25		
Purpose	To receive the outcomes of Chief Executive Officer's 2024/25 Annual Performance Review, to approve a response to the remuneration report and to adopt the 2025/26 Strategic Performance Objectives.		

Meeting Date	7 April 2025	CM Reference	DOC/25/33563
Title	CONFIDENTIAL REPORT: CHIEF EXECUTIVE OFFICER STRATEGIC PERFORMANCE OBJECTIVES 2024/25 UPDATE		
Purpose	To provide Council with an update on progress in achieving the Chief Executive Officer's 2024/25 Strategic Performance Objectives.		

Meeting Date	2 December 2024	CM Reference	DOC/24/182849
Title	CONFIDENTIAL REPORT: CHIEF EXECUTIVE OFFICER STRATEGIC PERFORMANCE OBJECTIVES 2024/25 UPDATE		
Purpose	To provide Council with an update on progress in achieving the Chief Executive Officer's 2024/25 Strategic Performance Objectives.		

Meeting Date	2 September 2024	CM Reference	DOC/24/112797
Title	CONFIDENTIAL REPORT: CHIEF EXECUTIVE OFFICER PERFORMANCE REGVIEW 2023/24		
Purpose	To receive the outcomes of the Chief Executive Officer's 2023/24 Annual Performance Review, to approve a response to the remuneration report and to adopt the 2024/25 Strategic Performance Objectives.		

Meeting Date	6 May 2024	CM Reference	DOC/24/33604
Title	CONFIDENTIAL REPORT: CHIEF EXECUTIVE OFFICER PERFORMANCE REVIEW 2023/2024		
Purpose	To receive the outcomes of the Chief Executive Officer's 2023/24 Annual Performance Review, to approve a response to the remuneration report and to adopt the 2024/25 Strategic Performance Objectives.		

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2025/26 CEO Strategic Performance Objectives

For completion from 1 July 2025 to 30 June 2026

SPOs Endorsed:	4 August 2025
Status Updates due:	December 2025 and April 2026
Year Overview due:	July 2026

Status Update	**SPO progress towards completion as at 19 November 2025 for December 2025 Status Update.** **DOC/25/156071**

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O1:	**Deliver a revised Environment Strategy and Action Plans**
Goal	

Measure	**Status**	**Executive: Alison Hancock Comment: at 19 Nov 2025**
Environment and Sustainability Strategy endorsed by Council by September 2026	Complete	Endorsement of the strategy achieved June 2025
Development of Climate Change Action Plan by April 2026	In progress	Drafting of Climate Action Plan is in progress and is on track for April 2026.
Development of Waste to Resources Action Plan by April 2026	In progress	Drafting of Waste Management Action Plan is in progress and is on track for April 2026.
Development of Township Greening Action Plan by April 2026	In progress	Drafting of Greening Action Plan is in progress and is on track for April 2026.
Development of Nature and Wildlife Action Plan by April 2026	In progress	Drafting of Biodiversity and Nature Action Plan is in progress and is on track for April 2026.
Development of Integrated Water management Action Plan by April 2026	In progress	Drafting of Integrated Water Management Plan is in progress and is on track for April 2026.
Recommended endorsement of Action Plans by ARC by May 2026	Not started	Action plans are under development and are on track for submission to Council by the target date of May 2026
Endorsement of Action Plans by Council by June 2026	Not started	Development of actions plans for the environment strategy is underway and on target for endorsement by Council in June 2026

O2:	Ensure the orderly implementation of the Summit Precinct development
Goal	

[redacted]

O3:	Ensure the successful first year of operation of Summit Aquatic and Leisure Centre (SALC)
Goal	Supporting Council in being the most liveable region through provision of a regional aquatic facility. To work towards financial sustainability, high level of customer satisfaction and increase Council, the Precinct and the facility's brand awareness.

Measure	Status	Executive: Natalie Armstrong Comment: at 19 Nov 2025
Hold a grand opening event by end of September	Complete	Opening event held on 29 August 2025
Host a competition by end of FY26	In progress	Initial arrangements are being progressed for a short course competition to be held in the first half of 2026
1000 members by end of FY26	In progress	Current members exceed 1,000 however this action will remain in progress to ensure the minimum benchmark of 1,000 members is maintained
Achieve budgeted financial position for FY26	In progress	Current budget forecasts indicate budgeted position for FY26 will be exceeded given higher than budgeted members but noting that there are higher than budgeted operational costs to be monitored
Customer satisfaction survey conducted at least twice during FY26	In progress	Belgravia have been collecting customer satisfaction feedback since opening with the first report due in November. A further report is due in April 2026.

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O4:	Commence construction of stage 1 the City Centre Catalyst Project (CCCP)
Goal	To progress design development of town square, car park and Council owned building, in parallel to a prudential report, to get Council approval to proceed so that construction on the town square can commence in early 2026 in partnership with Burke Urban Investments.

Measure	Status	Executive: Phil Burton Comment: at 19 Nov 2025
Early works for the construction of the Town Square commenced by February 2026.	In progress	Early works still scheduled to occur in Feb/March 2026 - largely on track.

O5:	Complete the Town Centre Master Plan including the precincts of Dunn and Bickle, determining the future library site, and determine future use of Mann Street
Goal	

Measure	Status	Executive: Alison Hancock Comment: at 19 Nov 2025
Consultant engaged	Complete	Holmes Dyer has been engaged for the Town Centre Master Plan
Community engagement – Stage 1 commenced	Complete	Council received the outcomes of the Stage 1 Community engagement process at its meeting held on 3 November 2025
Development of draft Town Centre master plan commenced	Complete	Precinct Plans for Dunn and Bickle and Mann Street are under development – engagement with Council members scheduled for February 2026
Draft Town Centre Master Plan to Council for endorsement by Mar 2026	In progress	Stage 1 Community Engagement Plan outcomes were tabled with Council at its meeting in November 2025
Community engagement – Stage 2 commenced	Not started.	Stage 2 community engagement is not due yet in accordance with the approved Project Plan

O6:	Implement the key initiatives in the approved Advocacy Plan including negotiating for state funding to complete the Heysen Boulevard
Goal	

Measure	Status	Executive: Alison Hancock Comment: at 19 Nov 2025
Quarterly advocacy update provided to Council members	In progress	Monthly advocacy update information reports are provided to council via ordinary council meeting agendas
Each of the key priorities is advanced	In progress	Each of the key priorities are continuing to be advanced including seeking $48m for wastewater upgrades as well as the Heysen Boulevard completion.
Heysen Blvd continues to be highlighted to DIT and Dept of Treasury to enable completion	In progress	The completion of Heysen Blvd is a standing agenda item with the DIT and state government, ministerial and political party candidate meetings

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O7:	Parking
Goal	Deliver the car parking management plans for Mount Barker and Hahndorf.

Measure	Status	Executive: Phil Burton Comment: at 19 Nov 2025
Draft parking plan for Hahndorf presented to Council (Nov 2025)	In progress	Results being presented to Council on 10 November 2025 - on track.
Draft parking plan for Mount Barker integrated with Mount Barker Centre Masterplan (June 2026)	Not started	Not due to commence yet.

O8:	Traffic and Transport Planning
Goal	Work with DIT to advance the planning for upgrade of key arterial roads in Mount Barker.

Measure	Status	Executive: Phil Burton Comment: at 19 Nov 2025
Complete the road network modelling (Stage 2) with DIT to understand the current and future state of arterial roads (Dec 2025)	Complete	Council Members will be briefed on 17 November 2025 (Strategy Day)
Identify a plan for future transport interventions and likely funding strategies and present to Council and the Ministerial Advisory Committee (April 2026)	In progress	Stage 3 of the network modelling will commence in late 2025 - on track.
Update the Council's Advocacy Plan to address the timely funding and delivery of upgrades to arterial roads (June 2026)	In progress	Advocacy has already begun utilising the results from Stage 2 of the modelling however the Advocacy Plan will be updated after completion of Stage 3 - on track.

O9:	Provide updates to Council on progress in achieving Strategic Performance Objectives two times each year
Goal	Progress reports provided two times within the reporting year. Noting that the year-end overview is provided in July/August.

Measure	Status	Executive: Alison Hancock Comment: at 19 Nov 2025
Target reporting date of December	Complete	This SPO update report
Target reporting date of April.	Not started	Not due to commence yet

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	DATE OF MEETING:	**1 DECEMBER 2025**
	FILE NUMBER:	**DOC/25/156126**
	ATTACHMENT:	**1: DOC/25/162789 – STRATEGIC PERFORMANCE OBJECTIVES 2025/26 – UPDATE DECEMBER 2025**

Moved Councillor Szilassy that Council:

Section 90 (3) (a) Order

1. Pursuant to Section 90(3)(a)

Pursuant to Section 90(2) of the Local Government Act 1999 the Council orders that all members of the public and staff other than the CEO, General Manager Strategy, General Manager Infrastructure and Environment, General Manager Corporate Services, General Manager Planning and Community and Minute

Secretary be excluded from attendance at the meeting for Agenda Item 18.2 Chief Executive Officer Strategic Performance Objectives 2025/26 Update.

The Council is satisfied that pursuant to Section 90(3)(a) of the Act, the information to be received, discussed or considered in relation to this Agenda item is information the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of the Chief Executive Officer in that details of his performance review will be discussed which are sensitive and are details only known to those who have participated in the review process.

The Council is satisfied of the principle that the meeting be conducted in a place open to the public has been outweighed in the circumstances because the disclosure of details of the Chief Executive Officer's performance may prematurely be disclosed.

Seconded Councillor Westwood CARRIED
OM20251201.35

Moved Councillor Jones that Council:

2. Note the progress made towards achieving the 2025/26 CEO Strategic Performance Objectives as at 19 November 2025.

Seconded Councillor Szilassy CARRIED
OM20251201.36

Moved Councillor Westwood that Council:

Section 91(7) Order

3. Pursuant to Section 90 (3) (b)

After having considered Agenda Item 18.2 Chief Executive Officer Strategic Performance Objectives 2024/25 Update in confidence under 90(2) and 3(a) of the Local Government Act 1999, the Council pursuant to Section 91(7) of the Act orders that this agenda item, minutes and Attachment 1 will be released within 30 days of the date of this resolution.

Seconded Councillor Size CARRIED
OM20251201.37

MEETING DECLARED CLOSED AT 9:43PM

ACTING MAYOR

19-01-2026
DATE

RELEASED