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
312	7 April 2026	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

18.3 REPORT TITLE: CONFIDENTIAL ITEM: CHIEF EXECUTIVE OFFICER STRATEGIC PERFORMANCE OBJECTIVES 2025/26 UPDATE

DATE OF MEETING: 7 APRIL 2026

FILE NUMBER: DOC/26/42220

ATTACHMENT: 1: DOC/26/34214 – STRATEGIC PERFORMANCE OBJECTIVES 2025/26 – UPDATE APRIL 2026

Key Contact Lyndal Obst, Acting 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 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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The General Manager Strategy declared an interest in accordance with s120(4) of the Act as the executive lead for the report and the advice they give the Chief Executive Officer Performance Review Advisory Panel/Council relates to the employment of their direct supervisor. The General Manager Strategy disclosed that they have been given approval to act in relation to these matters under s120(2) of the Act by the Chief Executive Officer.

The Acting Civic Governance Officer declared an interest in accordance with s120(4) of the Act as the key contact for the report and the advice and support they give the Chief Executive Officer Performance Review Advisory Panel/Council relates to the employment of the Chief Executive Officer. The Acting Civic Governance Officer disclosed that they have been given approval to act in relation to these matters under s120(2) of the Act by the Chief Executive Officer.

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 25 March 2026.**

Section 91(7) Order

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

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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 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. 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 and adopted to use in assessing the CEO's performance during the 2025/26 year.

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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 second of the two mid-year updates on the progress made towards achieving each measurement of the nine SPOs is provided in Attachment one. The final report on the CEO SPOs 25/26 will be provided to Council during the 25/26 CEO Performance Review process.

Community Engagement:

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

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.

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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

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.

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Previous Decisions By/Information Reports to Council

Meeting Date	1 December 2025	CM Reference	DOC/25/156126
Title	CONFIDENTIAL REPORT: CHIEF EXECUTIVE OFFICER PERFORMANCE REVIEW 2024/25		
Purpose	To provide Council with an update on progress in achieving the Chief Executive Officer's 2025/26 Strategic Performance Objectives.		

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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ATTACHMENT 1 to Item 18.3

2025/26 CEO Strategic Performance Objectives

For completion from 1 July 2025 to 30 June 2026

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

Status Update	**SPO progress towards completion as at 25 March 2026 for April 2026 Status Update.** **DOC/26/34214**

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

Measure	**Status**	**Executive: Alison Hancock Comment: at 25 March 2026**
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	The Climate Action Plan was endorsed for community engagement at the March meeting of Council. Target for endorsement at Council's June meeting.
Development of Waste to Resources Action Plan by April 2026	In progress	The Waste Management Action Plan was endorsed for community engagement at the March meeting of Council. Target for endorsement at Council's June meeting.
Development of Township Greening Action Plan by April 2026	In progress	The Greening Action Plan was endorsed for community engagement at the March meeting of Council. Target for endorsement at Council's June meeting.
Development of Nature and Wildlife Action Plan by April 2026	In progress	The Biodiversity and Nature Action Plan was endorsed for community engagement at the March meeting of Council. Target for endorsement at Council's June meeting.
Development of Integrated Water management Action Plan by April 2026	In progress	The Integrated Water Management Plan was endorsed for community engagement at the March meeting of Council. Target for endorsement at Council's June meeting.
Recommended endorsement of Action Plans by ARC by May 2026	In progress	Scheduled for ARC's April meeting for review
Endorsement of Action Plans by Council by June 2026	In progress	Action plans were endorsed for community engagement at Council's March meeting and will be tabled with Council for endorsement at the June Council meeting.

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 25 March 2026
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	Membership numbers are well above the SPO target of 1,000 and will be monitored against this objective.
Achieve budgeted financial position for FY26	In progress	Financial objectives are trending ahead of budget due to greater than forecast memberships and attendances. Running costs for the facility are increased as a direct result of higher than forecast attendances and will be monitored monthly.
Customer satisfaction survey conducted at least twice during FY26	In progress	First customer satisfaction survey has been undertaken with a second survey to be completed prior to the end of the 25/26 financial year.

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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 25 March 2026
Early works for the construction of the Town Square commenced by February 2026.	In progress	An update on the CCP project was provided to Council Members in late February 2026. A media release was issued shortly after. Design has been updated to accommodate stormwater flooding levels. A tender for bulk earth works has been released ahead of the landscape tender. Early works to commence in April 2026.

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 25 March 2026
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	Complete	Stage 1 Community Engagement Plan outcomes was tabled with Council at its meeting in November 2025. Complete
Community engagement – Stage 2 commenced	In progress	Stage 2 community engagement is due to go to council in April 2026 for endorsement to go to community engagement 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 25 March 2026
Quarterly advocacy update provided to Council members	In progress	Reports are being provided to Council as information reports each month. Advocacy correspondence is now provided to Council Members via the confidential Extranet website
Each of the key priorities is advanced	In progress	Each of the key priorities are continuing to be advanced via meetings, correspondence and social media
Heysen Blvd continues to be highlighted to DIT and	In progress	Advocacy Plan continues to be implemented Meetings with Ministers and key state government department heads continues to occur. Proposal for implementation of key

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Dept of Treasury to enable completion		Heysen Blvd connection put to State Government (DIT, DHUD, Renewal SA, Education, Housing SA). Resolution of Council via a Notice of Motion will consider alternate avenues to progress finalisation of key Heysen Blvd corridor segments.

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

Measure	**Status**	**Executive: Phil Burton** **Comment: at 25 March 2026**
Draft parking plan for Hahndorf presented to Council (Nov 2025)	In progress	The draft Hahndorf parking plan actions were endorsed by Council and staff have commenced concept design planning for possible on and off-street parking solutions to provide additional capacity. The actual plan will be provided to Council at a workshop in June 2026.
Draft parking plan for Mount Barker integrated with Mount Barker Centre Masterplan (June 2026)	In progress	The Mount Barker parking results have been provided to the Mount Barker Centre Masterplan team.

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 25 March 2026**
Complete the road network modelling (Stage 2) with DIT to understand the current and future state of arterial roads (Dec 2025)	Complete	Council Members were briefed on Stage 2 results and Stage 3 (final stage) has commenced with joint funding from DIT. A governance model is being negotiated with DIT to agree on how this information is released publicly.
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 of the road network modelling has commenced and a governance model is being negotiated with DIT to agree on how the results will be released publicly. The Ministerial Advisory Committee has been briefed and agree on the methodology.
Update the Council's Advocacy Plan to address the timely funding and delivery of upgrades to arterial roads (June 2026)	In progress	Council's advocacy plan reflects the road priorities of Council and will be further updated upon completion of Stage 3 modelling in June 2026.

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.

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Measure	Status	Executive: Alison Hancock Comment: at 25 March 2026
Target reporting date of December	Complete	Updates included in 1 December 2025 Council Meeting agenda.
Target reporting date of April	In progress	Will be tabled for April 2026 Council meeting.

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SPO PROGRESS SUMMARY

No.	Objective	Measures Completed
1	Deliver a revised Environment Strategy and Action Plans	1
2	Ensure the orderly implementation of the Summit Precinct development	
3	Ensure the successful first year of operation of Summit Aquatic and Leisure Centre (SALC)	1
4	Commence construction of stage 1 the City Centre Catalyst Project (CCCP)	
5	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	4
6	Implement the key initiatives in the approved Advocacy Plan including negotiating for state funding to complete the Heysen Boulevard	
7	Parking	
8	Traffic and Transport Planning	1
9	Provide updates to Council on progress in achieving Strategic Performance Objectives two times each year	1

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RELEASED

18.3	**REPORT TITLE:**	**CONFIDENTIAL ITEM: CHIEF EXECUTIVE OFFICER STRATEGIC PERFORMANCE OBJECTIVES 2025/26 UPDATE**
	DATE OF MEETING:	**7 APRIL 2026**
	FILE NUMBER:	**DOC/26/42220**
	ATTACHMENT:	**1: DOC/26/34214 – STRATEGIC PERFORMANCE OBJECTIVES 2025/26 – UPDATE APRIL 2026**

The General Manager Strategy declared an interest in accordance with s120(4) of the Act as the executive lead for the report and the advice they give the Chief Executive Officer Performance Review Advisory Panel/Council relates to the employment of their direct supervisor. The General Manager Strategy disclosed that they have been given approval to act in relation to these matters under s120(2) of the Act by the Chief Executive Officer.

The Acting Civic Governance Officer declared an interest in accordance with s120(4) of the Act as the key contact for the report and the advice and support they give the Chief Executive Officer Performance Review Advisory Panel/Council relates to the employment of the Chief Executive Officer. The Acting Civic Governance Officer disclosed that they have been given approval to act in relation to these matters under s120(2) of the Act by the Chief Executive Officer.

Moved Councillor Westwood 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 Jones CARRIED
OM20260407.34

9.47pm Chief Executive Officer, General Manager Infrastructure and Environment, General Manager Corporate Services, General Manager Planning and Community left the Chamber

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Moved Councillor Westwood that Council:

2. Note the progress made towards achieving the 2025/26 CEO Strategic Performance Objectives as at 25 March 2026.

Seconded Councillor Szilassy CARRIED
OM20260407.35

Moved Councillor Voogt 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 Jones CARRIED
OM20260407.36

RELEASED