

**ADELAIDE HILLS COUNCIL  
SPECIAL CEO PERFORMANCE REVIEW PANEL MEETING  
MINUTES OF MEETING  
WEDNESDAY 9 JULY 2025  
63 MOUNT BARKER RD STIRLING**

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In Attendance

**Presiding Member:** Ms Vanessa Godden

**Members:**

Cr Lucy Huxter	
Cr Nathan Daniell	
Cr Kirsty Parkin	
Cr Adrian Cheater	

In Attendance:

Greg Georgopoulos	Chief Executive Officer
Zoë Gill	Executive Governance Officer
Michael Kelledy	Qualified Independent Person

**1. COMMENCEMENT**

The meeting commenced at 6.03pm.

***OPENING STATEMENT***

- 1.1 Council acknowledges that we meet on the traditional Country of the Peramangk and Kurna people. We pay our respects to Ancestors and Elders past and present as the Custodians of this ancient and beautiful land.
- 1.2 Together we will care for this place for the generations to come and in this context the decisions we make should be guided by the principle that nothing we do should decrease our children's ability to live on this land.

**2. APOLOGIES/LEAVE OF ABSENCE**

**2.1 Apology**

Nil

**2.2 Leave of Absence**

Nil

**2.3 Absent**

Nil

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Presiding Member \_\_\_\_\_ 30 July 2025

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**3. MINUTES OF PREVIOUS MEETINGS**

**3.1 CEO Performance Review Panel Meeting – 18 June 2025**

Moved Cr Lucy Huxter  
S/- Cr Adrian Cheater

PRP 21/25

That the minutes of the CEO Performance Review Panel meeting held on 18 June 2025 as distributed, be confirmed as an accurate record of the proceedings of that meeting

<b>Carried Unanimously</b>
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**4. PRESIDING MEMBER'S OPENING COMMENTS**

The Presiding Member foreshadowed that she would seek leave of meeting to reconsider Agenda Item 7.4 from the 18 June 2025 Panel Meeting and may need to move into confidence.

**5. DELEGATION OF AUTHORITY**

The CEO Performance Review Panel operates in accordance with the relevant sections of the *Local Government Act 1999*, and its Terms of Reference.

**6. DECLARATION OF CONFLICT OF INTEREST BY MEMBERS OF THE COMMITTEE**

- 6.1** Ms Vanessa Godden notified the Panel that she has been appointed as a General Manager at the City of Unley and may have a perceived conflict of interest. She sought and received comfort from the Panel that she could preside over this meeting.

**7. OFFICER REPORTS – DECISION ITEMS**

**7.1 CEO Proposed Key Performance Indicators**

Moved Cr Adrian Cheater  
S/- Cr Nathan Daniell

PRP 22/25

1. That the report be received and noted.
2. To recommend to Council that the proposed CEO Key Performance Indicators be adopted for the 2025-26 financial year, with minor amendments to the wording.

<b>Carried Unanimously</b>
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The Presiding Member sought and received leave of the meeting to reconsider Agenda Item 7.4 from the 18 June 2025 Panel Meeting 'Realigning the CEO PRP Review Timing'.

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**7.2 Realigning the CEO PRP Review Timing**

Moved Vanessa Godden  
S/- Adrian Cheater

PRP 23/25

Pursuant to section 90(2) of the *Local Government Act 1999* the CEO Performance Review Panel (the Panel) orders that all members of the public, except:

- Executive Governance officer, Zoë Gill
- Qualified Independent Person, Michael Kelledy

be excluded from attendance at the meeting for Agenda Item 7.2 (Realigning the CEO PRP Review Timing) in confidence.

The Panel is satisfied that it is necessary that the public, with the exception of Council staff in attendance as specified above, be excluded to enable the Panel to consider the report at the meeting on the following grounds:

- Section 90(3)(a) of the Local Government Act 1999, 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 any person (living or dead).
- Section 90(3)(h) of the Local Government Act 1999, the information to be received, discussed or considered in relation to this Agenda item is legal advice.

Accordingly, on this basis the principle that meetings of the Panel should be conducted in a place open to the public has been outweighed by the need to keep the information and discussion confidential.

<b>Caried Unanimously</b>
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At 6:30 pm, the Presiding Member, with leave of at least two thirds of the members present, suspended formal meeting procedures to discuss the CEO PRP Review timing.

The Panel sought to clarify legal advice from the Qualified Independent Person.

At 7:12 pm the Presiding Member determined that the period of suspension should be brought to an end and resumed formal meeting procedures.

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Moved Adrian Cheater

S/- Nathan Daniell

PRP 24/25

The CEO Performance Review Panel resolves:

1. To revoke resolution PRP17/25 from the CEO PRP Meeting of 18 June 2025
2. To receive and note the Agenda Report from Item 7.4 of the 18 June 2025 Panel Meeting
3. To note a full Performance Review was undertaken in March 2025.
4. To note that clause 17.1 of the Chief Executive Officer's Employment Agreement requires that the Chief Executive Officer participate in annual and/or periodic performance reviews.
5. To note that clause 17.3 of the Chief Executive Officer's Employment Agreement requires that performance is assessed within 3 months of the end of each financial year of the Term.
6. To note that section 102A of the Local Government Act 1999 requires Council to review the performance of its Chief Executive Officer at least once in each year that the Chief Executive Officer holds office.
7. To recommend to Council that the CEO provide the CEO PRP an update against the CEO Key Performance Indicators in October 2025 and April 2026 and a progress report against the KPIs in January 2026.
8. To recommend to Council to conduct a full KPI and KRA Performance Review in July 2026.

<b>Carried Unanimously</b>
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**8. MOTIONS WITHOUT NOTICE**

Nil

**9. QUESTIONS WITHOUT NOTICE**

Nil

**10. CONFIDENTIAL ITEMS**

Nil

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**11. NEXT MEETING**

The next ordinary meeting of the CEO Performance Review Panel will be held on Wednesday 30 July 2025 from 6.00pm at 63 Mt Barker Road Stirling.

**12. CLOSE MEETING**

Before closing the meeting, the Presiding Member notified the Panel that she would be resigning, effective immediately.

The Panel thanked Ms Godden for her significant contribution since her appointment.

The meeting closed at 7.31pm.