



City of **Perth**

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# Minutes

CEO Performance Review Committee Meeting  
9 February 2026

Approved for release

Michelle Reynolds  
Chief Executive Officer  
17 February 2026

**Minutes to be confirmed at the next CEO Performance Review Committee Meeting**

These minutes are hereby certified as confirmed.

Presiding member's signature \_\_\_\_\_

Date \_\_\_\_\_

## Information

Information contained within these minutes may affect members of the public. If you have any queries on procedural matters, please contact a member of the City's Governance team via [governance@cityofperth.wa.gov.au](mailto:governance@cityofperth.wa.gov.au).

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## Table of Contents

1.	Declaration of Opening.....	4
2.	Acknowledgement of Country.....	4
3.	Attendance .....	4
3.1	Apologies.....	4
3.2	Leave of Absence .....	4
4.	Confirmation of Minutes .....	5
5.	Correspondence .....	5
6.	Disclosures of Interests.....	5
7.	Reports .....	5
7.1	CEO Key Performance Indicators Update Report - Q2 2025/26 (1 October 2025 - 31 December 2025) .....	7
7.2	Appointment of an Independent consultant - CEO performance review 2025/26.....	8
8.	Motions of which Previous Notice has been Given .....	9
9.	General Business .....	9
10.	Items for Consideration at a Future Meeting.....	9
11.	Closure.....	9

## 1. Declaration of Opening

The Presiding Member declared the CEO Performance Review Committee Meeting for the City of Perth open at 4:01pm.

## 2. Acknowledgement of Country

The Presiding Member respectfully acknowledge the Traditional Owners of the land on which we met, the Whadjuk Nyoongar people of Western Australia, and paid respect to Elders past and present.

## 3. Attendance

### Members in Attendance

Lord Mayor	Bruce Reynolds
Deputy Lord Mayor	David Goncalves
Councillors	Liam Gobbert
	Lisa Ma ( <i>arrived 4:02pm</i> )
	Chris Patton

### Officers in Attendance

Chief Executive Officer	Michelle Reynolds
Executive Director Governance and Strategy	Wendy Attenborough ( <i>retired 4:04pm</i> )
A/Alliance Manager Council Governance and Policy	Ebony Mackey
Chief People Officer	Claire Allman ( <i>retired 4:04pm</i> )

### Observers

Councillors	Catherine Lezer
	Raj Doshi
Local Government Monitor	Carol Adams

### Public Gallery

There were no members of the public in the gallery.

#### 3.1 Apologies

Nil.

#### 3.2 Leave of Absence

Nil.

#### 4. Confirmation of Minutes

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##### Committee Resolution (CEOPR-26/02-001)

**Mover:** Councillor Liam Gobbert

**Seconded:** Lord Mayor Bruce Reynolds

That the Committee CONFIRMS the minutes of the CEO Performance Review Committee Meeting held on 23 July 2025 as a true and correct record.

**CARRIED UNOPPOSED (4/0)**

**For :** Lord Mayor Bruce Reynolds; Deputy Lord Mayor David Goncalves; Councillors Chris Patton, and Liam Gobbert

**Against :** Nil

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#### 5. Correspondence

Nil.

#### 6. Disclosures of Interests

Nil.

#### 7. Reports

4:02pm Councillor Lisa Ma arrived at the meeting.

With the agreement of the mover, Cr Liam Gobbert requested an amendment to the officers recommendation as follows:

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## Committee Resolution (CEOPR-26/02-002)

**Mover:** Lord Mayor Bruce Reynolds

**Seconded:** Councillor Liam Gobbert

That the CEO Performance Review Committee Meeting:

1. CLOSE the meeting to the public to consider the following reports in accordance with Section 5.23(2)(b) of the *Local Government Act 1995*:
  - a) 20.1 CEO Key Performance Indicators Update Report - Q2 2025/26 (1 October 2025 - 31 December 2025)
  - b) 20.2 Appointment of an Independent consultant - CEO performance review 2025/26
2. That only the following administration staff remain in the room:
  - a) Chief Executive Officer
  - b) Alliance Manager Council Governance and Policy

**CARRIED UNOPPOSED (5/0)**

**For :** Lord Mayor Bruce Reynolds; Deputy Lord Mayor David Goncalves; Councillors Chris Patton, Lisa Ma and Liam Gobbert

**Against :** Nil

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### Reasons for Change:

*"To enable consideration of matters relating to the CEO's performance and contractual arrangements in accordance with Section 5.23(2)(b) of the Local Government Act 1995, and to ensure appropriate governance oversight of the CEO Performance Review process."*

4:04pm The Executive Director Governance and Strategy and the Chief People Officer retired from the meeting.

4:04pm The Meeting was closed to the public.

*In accordance with Section 5.23(2)(b) of the Local Government Act 1995, the following Item 20.1 and its attachments are confidential.*

7.1 CEO Key Performance Indicators Update Report - Q2 2025/26 (1 October 2025 - 31 December 2025)

Responsible Officer	Michelle Reynolds – Chief Executive Officer
Voting Requirements	Simple Majority
Attachments	Confidential Attachment 7.1A – CEO Key Performance Indicators for 2025/2026 Attachment 7.1B – CEO KPI Quarterly Update Report - Q2 2025-26 (1 October - 31 December 2025)

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### Committee Recommendation (CEOPR-26/02-003)

**Mover:** Councillor Liam Gobbert

**Seconded:** Deputy Lord Mayor David Goncalves

That the CEO Performance Review Committee recommends that Council RECEIVES the Q2 2025/26 (1 October - 31 December 2025) CEO KPI update report on the progress of the CEO's key performance indicators, as shown in **Attachment B**.

**CARRIED UNOPPOSED (5/0)**

**For :** Lord Mayor Bruce Reynolds; Deputy Lord Mayor David Goncalves; Councillors Chris Patton, Lisa Ma and Liam Gobbert

**Against :** Nil

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*In accordance with Section 5.23(2)(b) of the Local Government Act 1995, the following Item 20.2 and its attachments are confidential.*

## 7.2 Appointment of an Independent consultant - CEO performance review 2025/26

Responsible Officer	Charlie Clarke – Alliance Manager Council Governance and Policy
Voting Requirements	Absolute Majority
Attachments	Attachment 7.2A – Standards for CEO Recruitment Performance and Termination Attachment 7.2B – Scope - Engagement of Independent Consultant to Undertake CEO Performance Review Process Attachment 7.2C – Civic Legal Proposal - City of Perth - CEO Performance Review Attachment 7.2D – CEO Performance Review Process 2025/26 Attachment 7.2E – CEO Key Performance Indicators 2025-2026

### Alternate Motion

**Mover:** Councillor Liam Gobbert

**Seconded:** Deputy Lord Mayor David Goncalves

That the CEO Performance Review Committee recommends that Council DIRECT the Chief Executive Officer to seek expressions of interest from five suitably qualified WALGA-preferred suppliers for consideration and appointment of 1 by Council to undertake the CEO annual performance review for 2025/2026 and draft key performance indicators for 2026/2027 with options for approval by Council to renew for an additional 2 years.

**LOST (1/4)**

**For:** Deputy Lord Mayor David Goncalves;

**Against:** Lord Mayor Bruce Reynolds; Councillors Chris Patton, Lisa Ma and Liam Gobbert

### Committee Recommendation (CEOPR-26/02-004)

**Mover:** Councillor Liam Gobbert

**Seconded:** Lord Mayor Bruce Reynolds

That the CEO Performance Review Committee recommends that Council APPOINTS Anthony Quahe, Managing Principal, Civic Legal to undertake the CEO annual performance review for 2025/2026 and draft key performance indicators for 2026/2027.

**CARRIED BY ABSOLUTE MAJORITY (4/1)**

**For:** Lord Mayor Bruce Reynolds; Councillors Chris Patton, Lisa Ma and Liam Gobbert

**Against:** Deputy Lord Mayor David Goncalves

## Committee Resolution (CEOPR-26/02-005)

**Mover:** Lord Mayor Bruce Reynolds

**Seconded:** Councillor Liam Gobbert

That the CEO Performance Review Committee Meeting OPEN the meeting to the public.

**CARRIED UNOPPOSED (5/0)**

**For :** Lord Mayor Bruce Reynolds; Deputy Lord Mayor David Goncalves; Councillors Chris Patton, Lisa Ma and Liam Gobbert

**Against :** Nil

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5:56pm *The Meeting was reopened to the public.*

### 8. Motions of which Previous Notice has been Given

Nil.

### 9. General Business

Nil.

### 10. Items for Consideration at a Future Meeting

Nil.

### 11. Closure

There being no further business, the Presiding Member declared the meeting closed at 5:57pm.

