City of Nedlands

# MINUTES

## CEO Performance Review Committee Meeting

**Wednesday 14 October 2026**

**These Minutes are Subject to Confirmation**

Prior to acting on any resolution of the Council contained in these Minutes, a check should be made of the Ordinary Meeting of Council following this meeting to ensure that there has not been a correction made to any resolution.

## Disclaimer

Members of the public who attend Committee Meetings should not act immediately on anything they hear at the meetings, without first seeking clarification of Committee's position. For example, by reference to the confirmed Minutes of the Committee meeting.

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# 1 DECLARATION OF OPENING

The Presiding Member declared the CEO Performance Review Committee Meeting of the City of Nedlands open at 1:30 pm.

The Presiding Member acknowledged the traditional custodians of this land, the Whadjuk people of the Nyoongar Nation, and pay our respects to culture and Elders, past and present. The Presiding Member also acknowledged the contributions made to the community over the years by people of diverse backgrounds and cultures, including those who have served and sacrificed.

# 2 PRESENT AND APOLOGIES AND LEAVE OF ABSENCE (PREVIOUSLY APPROVED)

**Committee Members**

| | |
|---|---|
| Ms L Browner | Mayor (Presiding Member) |
| Mr S Kobelke | Councillor \| Coastal Ward |
| Ms R Kristensen | Councillor \| Hollywood Ward |

**Staff**

| | |
|---|---|
| Mr J Allen | Manager Governance and Risk Management |
| Ms R Stanton-Horne | Executive Officer (minutes) |

**Apologies**

| | |
|---|---|
| Ms J Mathews | Deputy Mayor \| Dalkeith Ward |
| Mr J Coleman | Councillor \| Melvista Ward |

**Leave of Absence**
0

**Public**
0

**Media**
0

# 3 DISCLOSURES OF FINANCIAL INTEREST

Nil

# 4 DISCLOSURES OF INTERESTS AFFECTING IMPARTIALITY

Nil

# 5 DECLARATIONS BY MEMBERS THAT THEY HAVE NOT GIVEN DUE CONSIDERATION TO PAPERS

Nil

# 6 CONFIRMATION OF MINUTES

Nil

# 7 CLOSURE OF THE MEETING TO THE PUBLIC

## 7.1 Closing of the meeting

Report 9.1 was identified as **CONFIDENTIAL** in accordance with Section 5.23(2)(b)(ii) and 5.23(4)(c)(i) of the Local Government Act 1995, which allows the meeting (or part thereof) to be closed to deal with:

*5.23(2)(b) a matter relating to the recruitment or employment of the CEO or a senior employee, including the following*

*(ii) a review of performance under section 5.38*

*AND*

*5.23(4) (c) information contained in a tender received by the local government for a contract to the extent that the information —*

*(i) is a tendered price; or*

*(ii) a tendered methodology for calculating a price;*

## Officer Recommendation and Council Decision

**The Committee CLOSES the meeting to members of the public, in accordance with 5.23(2)(b)(ii) and 5.23(4)(c)(i) of the Local Government Act 1995, in order to consider the confidential report at 1:34 PM**

**Moved: Cr Rachel Kristensen** **Seconded: Cr Stephen Kobelke**

**CARRIED UNANIMOUSLY 3-0**

**For: Mayor Leonie Browner, Cr Rachel Kristensen and Cr Stephen Kobelke**

**Against: Nil**

# 9 CONFIDENTIAL ITEMS

## 9.1 Selection of Independent Consultant

| | |
|---|---|
| **Report Number** | **CPR01.10.26** |
| **Applicant** | City of Nedlands |
| **Disclosure of Interest** | Nil |
| **Voting Requirements** | Simple Majority |
| **Authority/Discretion** | Executive |
| **Contributing Officer** | Jonathan Allen – Manager Governance and Risk Management |
| **Responsible Officer** | Julie Fairweather - Chief People Officer |
| **Attachments** | 1. REDACTED Request for Quote - CEO Performance Review Independent Consultant [**9.1.1**]<br>2. REDACTED - Proposal [**9.1.2**]<br>3. REDACTED - Clarification [**9.1.3**]<br>4. REDACTED - Proposal [**9.1.4**]<br>5. REDACTED - Clarification [**9.1.5**]<br>6. REDACTED - Proposal [**9.1.6**]<br>7. REDACTED - Attachment to Proposal [**9.1.7**]<br>8. REDACTED – Consultant Reference Addendum [**9.1.8**] |

## Committee Recommendation and Decision

**The Committee recommends to Council that it:**

**(a) APPOINTS Consultant A to provide the Chief Executive Officer Performance Review Committee independent consultancy services in accordance with the Request for Quotation process; and**

**(b) REQUESTS that the CEO holds an Elected Member forum to review the Chief Executive Officer Performance Review Policy within 3 months of the CEO Performance KPIs being agreed.**

**Moved: Cr Rachel Kristensen Seconded: Cr Stephen Kobelke**

**CARRIED UNANIMOUSLY 3-0**

**For: Mayor Leonie Browner, Cr Rachel Kristensen and Cr Stephen Kobelke**
**Against: Nil**

## Committee Recommendation and Decision

**That the Committee re-opens the meeting to members of the public at 1:46 pm.**

**Moved:** **Cr Stephen Kobelke** **Seconded:** **Cr Rachel Kristensen**

**CARRIED UNANIMOUSLY 3-0**

**For:** **Mayor Leonie Browner, Cr Rachel Kristensen and Cr Stephen Kobelke**
**Against:** **Nil**

*Following opening of the meeting, the Mayor read out the Committee Decision to Item 9.1*

# 10 ANY OTHER BUSINESS

Nil

# 11 DATE OF NEXT MEETING

## Committee Recommendation and Decision

**The date of the next meeting of the CEO Performance Review Committee Meeting is Wednesday, 18 November 2026.**

**Moved:** **Cr Rachel Kristensen** **Seconded:** **Cr Stephen Kobelke**

**CARRIED UNANIMOUSLY 3-0**

**For:** **Mayor Leonie Browner, Cr Rachel Kristensen and Cr Stephen Kobelke**
**Against:** **Nil**

## 12 DECLARATION OF CLOSURE

**There being no further business, the Presiding Member declared the meeting closed at 1:48 pm.**