

# Agenda

## CEO Performance Review Meeting

6:00 PM Monday 16 March 2026

Council Chamber (Level 1), Civic Centre, 23 Dundobar  
Rosad, Wanneroo

[wanneroo.wa.gov.au](http://wanneroo.wa.gov.au)

## TERMS OF REFERENCE

<b>Title:</b>	<b>Chief Executive Officer Performance Review Committee</b>
<b>Purpose and Role</b>	
<p>The purpose of the Chief Executive Officer Performance Review Committee (<b>Committee</b>) is to ensure compliance with section 5.38 of the <i>Local Government Act 1995 (WA)</i>, the Model Standards for CEO Recruitment, Performance and Termination (<b>Model Standards</b>) adopted by Council on 20 April 2021 (CE04-04/21) and the City's Chief Executive Officer Performance Review Policy (<b>Policy</b>).</p> <p>The Committee's role is to review the Chief Executive Officer's (<b>CEO</b>) performance on an annual basis and make recommendations to Council, on any proposed changes to the CEO's Contract of Employment, performance review process and/or key performance indicators. The review of the CEO's performance and any recommendations made to Council will be done in consultation with the CEO as required by cl. 16 of the Model Standards under the <i>Local Government (Administration) Regulations 1996</i>.</p>	
<b>1. Aims &amp; Functions</b>	
<p>The Aim of the Committee is to:</p> <ol style="list-style-type: none"><li>1.1. Provide a forum for constructive two-way communication between Council and the CEO.</li><li>1.2. Monitor and support the CEO in the progression of KPIs.</li><li>1.3. Undertake the annual CEO performance review process.</li></ol> <p>The function of the Committee is to:</p> <ol style="list-style-type: none"><li>1.4. Review the CEO's performance in accordance with the appropriate provisions contained within the CEO's Employment Contract.</li><li>1.5. Assist Council in oversight of an external consultant(s) engaged to assist the Committee and Council in conducting a CEO Performance Review in line with the Policy.</li><li>1.6. Review the Key Performance Indicators to be met by the CEO.</li><li>1.7. Review the CEO remuneration package, in accordance with the appropriate provisions within the CEO Employment Contract and the most recent and applicable Salaries and Allowances Tribunal Determination for Local Government CEO's and Elected Members.</li><li>1.8. Review the CEO performance on an on-going basis and when deemed necessary in accordance with the appropriate provisions contained within the CEO Employment Contract.</li><li>1.9. Define and establish any performance criteria for the next financial year period, in consultation with the CEO, for recommendation to Council arising from the performance of the review process.</li></ol>	
<b>2. Membership:</b>	

- 2.1. The Committee will comprise of the Mayor and up to four other Council Members appointed by an absolute majority decision of Council.
- 2.2. The independent consultant appointed to facilitate the CEO's performance review process in accordance with the Policy will not be a member of the Committee or have any voting rights but will be required to partake in committee meetings.
- 2.3. Council is required to decide, by absolute majority, the membership of the Committee.
- 2.4. If Council is required to remove a Council Member from the committee this must be made by an absolute majority.
- 2.5. Members must comply with the City's Council Member, Committee Member and Candidate Code of Conduct.
- 2.6. All members will be appointed for a term of two years and will be appointed at the first Council Meeting (Special or Ordinary) following the announcement of the Local Government Election results.

### **3. Presiding and Deputy Presiding Members:**

- 3.1. Council, by absolute majority and in accordance with section 5.12 of the *Local Government Act 1995*, will select a Presiding and Deputy Presiding member at a Council Meeting.
- 3.2. The Presiding Member will facilitate all meetings.
- 3.3. In the absence of the Presiding Member, the Deputy Presiding Member will perform the functions of the Presiding Member.
- 3.4. In the absence of both the Presiding Member and the Deputy Presiding Member, the Committee members present at the meeting are to choose one of themselves to facilitate the meeting.

### **4. Meeting Procedures:**

- 4.1. The general affairs of the Committee shall be administered in accordance with the *Local Government Act 1995* and the *City of Wanneroo Standing Orders Local Law 2021*.
- 4.2. The City will ensure appropriate administrative support is provided by Legal and Governance Services.
- 4.3. All minutes shall be made available to all Council members.
- 4.4. The Committee shall meet at least quarterly a year to receive KPI progress updates and undertake the CEO's annual performance review.
- 4.5. All items discussed by the Committee and all information presented to the Committee must be treated as confidential and the meeting will be held in closed session as per section 5.23(2) of the *Local Government Act 1995*.

#### **Resolutions**

- 4.6. The Committee will communicate with Council by way of formal recommendation for the consideration of Council.
- 4.7. All appointed members of the Committee will have one vote. The Presiding Member will have the casting vote and a simple majority will prevail.

#### **Quorum**

- 4.8. A quorum will be a simple majority of the total number of members.
- 4.9. A quorum may include members of the Committee attending a meeting remotely where necessary.

**5. Authority of Establishment**

- 5.1. The Committee is established in accordance with section 5.8 of the *Local Government Act 1995*.

**6. Delegated Authority:**

- 6.1. The Committee does not have any delegated authority. The Committee will make recommendations to Council on report items. Report items will then be presented for Councils consideration at the next available Ordinary Council Meeting.

Administration Use Only			
Date of Council Establishment of Group:		26 August 2025	
Council Minute – Ref:		CE02-08/25	
Terms of Reference - HPE Ref:		25/336032	
HPE Container – Ref:		2391	
Operational Procedures - HPE Ref:			
Last Review Date:		Next Review Date:	

# MEMBERSHIP

## Members:

LINDA AITKEN, JP  
JAMES ROWE, JP  
JORDAN WRIGHT  
PAUL MILES  
HELEN BERRY

**Mayor** (Deputy Presiding Member)  
South Ward  
Central Ward  
Central-East Ward(Presiding Member)  
Central-West Ward



Notice is given that the next CEO Performance Review Meeting will be held in the Council Chamber (Level 1), Civic Centre, 23 Dundobar Rosad, Wanneroo on **Monday 16 March, 2026** commencing at **6:00 PM**.

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# A G E N D A

*We wish to acknowledge the Traditional Custodians of the land we are meeting on, the Whadjuk people. We would like to pay respect to the Elders of the Noongar nation, past, present and future, who have walked and cared for the land and we acknowledge and respect their continuing culture and the contributions made to the life of this City and this region.*

*Meetings to be conducted in accordance with the City of Wanneroo Standing Orders Local Law 2021*

*Meetings of committees of Council convened under Section 5.8 of the Local Government Act 1995 (the Act) are subject (in part) to the City of Wanneroo Standing Orders Local Law 2021 (the Standing Orders). For the avoidance of doubt and in accordance with clause 9.6 of the Standing Orders, a committee's presiding person may determine that a committee meeting will be conducted in full compliance with the Standing Orders including those sections which are not explicitly stated to apply to committee meetings, this determination to be effected by a declaration by the presiding person at the opening of the meeting.*

*As Presiding Member of the Policy Review Committee and in accordance with clause 9.6 of the City of Wanneroo Standing Orders Local Law 2021 I declare that all provisions of the Standing Orders will apply to the conduct of this meeting.*

## **Item 1 Attendances**

## **Item 2 Apologies and Leave of Absence**

<b>Leave of Absence</b>	
<b>Name</b>	<b>Date</b>

## **Item 3 Confirmation of Minutes**

That the minutes of CEO Performance Review Meeting held on 2 February 2026 be confirmed.

## **Item 4 Reports**

**Declarations of Interest by Committee Members to be recorded here, including the nature and extent of the interest. Declaration of Interest forms to be completed and handed to the Chief Executive Officer.**

### **4.1 Second Quarter Corporate Report & CEO KPI Update Report**

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File Ref: 55503 – 26/78649  
Responsible Officer: Acting Director Corporate Strategy & Performance  
Attachments: 1

## **Issue**

A Quarterly Corporate Report update is provided together with a progress update on the 2025/2026 Chief Executive Officer (CEO) Key Performance Indicators (KPIs) (**Attachment 1**).

## Background

A formal review of the CEO's performance will be undertaken as part of the statutory annual performance review at the end of the quarter 4 reporting period in July.

In addition to the annual review, a quarterly progress report is provided to ensure that Committee Members are appraised of progress and have the opportunity to provide early feedback prior to the conclusion of the review period.

The quarterly report will then be presented to Council for formal acceptance.

The information presented is current at 31 December 2025.

## Detail

The Quarterly Corporate Report has previously been presented to the Audit, Risk and Improvement Committee and Council by the Director Corporate Strategy and Performance. Unfortunately, due to the meeting schedule for the Audit, Risk and Improvement Committee, the Quarterly Performance Report is often delayed up to four months in presentation to Council.

To reduce the delay in Council receiving the Quarterly Corporate report, the Administration has aligned the CEO Performance Review Committee meeting dates to occur 6 weeks after the end of the relevant quarter. The Quarterly Corporate report will then be presented to Council, two weeks later.

In summary, the following updates are provided to the Committee:

- **Strong Delivery Across Council Plan Initiatives:** 96.8% of all initiatives (91 of 94) were on target, being monitored, or completed as at the end of Quarter 2 reflecting consistently high organisational performance.
- **Solid Capital Works Delivery:** The City delivered \$63.5M in capital works by the end of December, representing 43.7% of the revised annual Capital Works Program, with strong progress across community buildings, sports facilities, and roads.
- **High Performance of Top Capital Projects:** Over half (52.4%) of the annual budgets for the City's top capital projects were expended by Quarter 2, with 11 major projects tracking on schedule and 13 on budget.

## Consultation

The City's executive and management team have provided input through the City's normal performance reporting process.

## Comment

Nil.

## Statutory Compliance

Under section 5.38 (1) of the Local Government Act 1995, *Annual review of employees' performance*, a local government must review the performance of the CEO if the CEO is employed for a term of more than 1 year. There is no statutory requirement for more regular review.

## Strategic Implications

The proposal aligns with the following objective within the Council Plan 2025 – 2035:

## 5 ~ A Well-Governed and Managed City

### 5.1 - Lead with clear decisions and strong advocacy

#### Risk Appetite Statement

In pursuit of strategic objective goal 5, we will accept a Medium level of risk as the City balances the capacity of the community to fund services through robust cost-benefit analysis and pursues evidence-based decision making to be effective stewards of the Council and City for future generations.

#### Risk Management Considerations

RISK TITLE		RISK RATING
Level 1 Strategic Risk	4.0 People & Culture	Low
Level 2 Corporate Risk	4.2 People Management	Low
ACCOUNTABILITY		ACTION PLANNING OPTION
Director Corporate Strategy & Performance		Manage

RISK TITLE		RISK RATING
Level 1 Strategic Risk	9.0 Ineffective Governance	Medium
Level 2 Corporate Risk	9.1 Compliance Framework	Medium
ACCOUNTABILITY		ACTION PLANNING OPTION
General Counsel		Manage

#### Policy Implications

There are no policy implications in relation to the progress update.

#### Financial Implications

There are no financial implications in relation to the interim progress update.

#### Voting Requirements

Simple Majority

#### Recommendation

**That the Chief Executive Officer Performance Review Committee ACCEPTS the Chief Executive Officer Quarterly Corporate Report and Key Performance Indicator Update for presentation to Council at the March 2026 Ordinary Council Meeting.**

#### Attachments:

1. [2025-26 Quarter 2 Corporate Performance Report](#) 26/64075

# CORPORATE PERFORMANCE REPORT

## 2025-26 Quarter 2 (October - December 2025)



## 2025-26 Quarter 2 Corporate Performance Report

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## Attachments

1. Detailed Key Project Performance Scorecard
2. Top Capital Projects 2025-26

### Acknowledgment of Country

The City of Wanneroo acknowledges the Traditional Custodians of the land we are working on, the Whadjuk people.

We would like to pay respect to the Elders of the Noongar nation, past, present and future, who have walked and cared for the land, and we acknowledge and respect their continuing culture and the contributions made to the life of this City and this region.

## 2025-26 Quarter 2 Corporate Performance Report

# Executive Summary

This Q2 Corporate Performance Report provides a summary of the City's performance from October to December 2025, measured against the newly adopted **Council Plan 2025–2035**.

The Council Plan replaces the former Strategic Community Plan and Corporate Business Plan, establishing a unified strategic framework that guides both long-term vision and operational delivery. Developed in close collaboration with Council Members and adopted alongside the Annual Budget in July 2025, the Council Plan sets out five strategic goals and associated priorities that reflect community aspirations and inform service planning and investment.

This report highlights progress against key initiatives and performance measures aligned to the Council Plan, with additional detailed performance reports provided as attachments for further consideration.

## Highlights

- **Strong Delivery Across Council Plan Initiatives:** 96.8% of all initiatives (91 of 94) were on target, being monitored, or completed as at the end of Quarter 2 reflecting consistently high organisational performance.
- **Solid Capital Works Delivery:** The City delivered \$63.5M in capital works by the end of December, representing 43.7% of the revised annual Capital Works Program, with strong progress across community buildings, sports facilities, and roads.
- **High Performance of Top Capital Projects:** Over half (52.4%) of the annual budgets for the City's top capital projects were expended by Quarter 2, with 11 major projects tracking on schedule and 13 on budget.

## 2025-26 Quarter 2 Corporate Performance Report

## Organisational Performance

A total of 94 projects are scheduled for delivery in the first year of the Council Plan 2025–2035, aligning with the strategic goals and priorities endorsed by Council and adopted alongside the Annual Budget.

### Key Project Overall Status



### Key Project Status (as of 31 December)

- 96.8% of projects (91 out of 94) are currently:
  - On target,
  - Being monitored, or
  - Completed.
- 1 project is under target (1.1%)
- 2 projects are deferred (2.1%)

### Comparison to Quarter 1

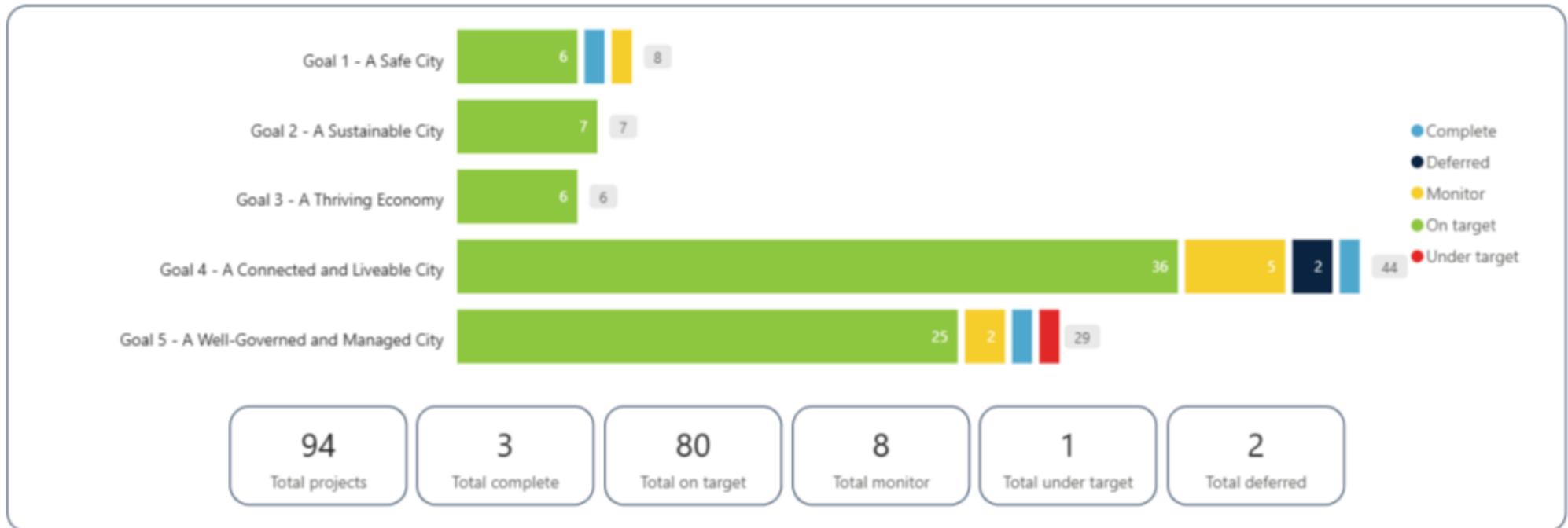
Performance in Quarter 2 remains strong and broadly consistent with the high standards achieved in Quarter 1, which closed at 98.9%. While the Q2 proportion of projects on target, being monitored, or completed (96.8%) is slightly lower than the overall Q1 result, it still reflects a high level of delivery across the program.

For a detailed breakdown of each initiative's status, please refer to **Attachment 1 – Detailed Key Project Performance Scorecard**.

### 2025-26 Quarter 2 Corporate Performance Report

## Key Project Status by goals

Below is an overview of the status of Key Projects as aligned to our five Council Plan goals.



## 2025-26 Quarter 2 Corporate Performance Report

## Under Target &amp; Deferred Project Summary

While most projects in the Council Plan for 2025-26 are progressing well, a small number have encountered challenges that have impacted their delivery timelines. This section outlines the projects currently classified as Under Target and Deferred, providing context for the delays and the corrective actions being taken to bring them back on track.

	<b>Project</b>	<b>Review business continuity plan and crisis management plan</b>
	<b>2025/26 Milestone</b>	Undertake a full review of the City's Business Continuity Plans to consolidate and streamline into one overarching document.
	<b>Responsible Unit</b>	Legal & Governance
	<b>Performance Status</b>	● Under Target
	<b>Comment</b>	Resourcing in the risk team means that these items for review and testing have not occurred as scheduled.
	<b>Corrective Action</b>	A new plan taking into consideration current resourcing is being developed for the risk teams projects which will take into consideration these actions.
	<b>Project</b>	<b>Construction of new sports hub in Wanneroo</b>
	<b>2025/26 Milestone</b>	Complete design of new sports hub and commence construction depending on funding requirements.
	<b>Responsible Unit</b>	Infrastructure Capital Works
	<b>Performance Status</b>	● Deferred
	<b>Comment</b>	Council resolution at December OCM
	<b>Corrective Action</b>	Develop new project at suitable locations
	<b>Project</b>	<b>Upgrades to Frederick Stubbs Park in Quinns Rocks</b>
	<b>2025/26 Milestone</b>	Undertake construction of a new car park at Frederick Stubbs park in Quinns Rocks.
	<b>Responsible Unit</b>	Infrastructure Capital Works
	<b>Performance Status</b>	● Deferred
	<b>Comment</b>	Deferred due to funding availability.
	<b>Corrective Action</b>	Acquire additional municipal funds and/or grant funding.

## 2025-26 Quarter 2 Corporate Performance Report

### Financials

#### **Financial Activity for the Quarter ending 31 December 2025 (2<sup>nd</sup> Quarter)**

At the Ordinary Council Meeting on 22 July 2025 (CS05-07/25), Council adopted the Annual Budget for the 2025/26 financial year. The figures in this report are compared to the Revised Budget up to 31 December 2025 and do not include Mid-Year Review adjustments.

#### **Overall Comments Year-to-Date**

##### *Results from Operating Activities*

For the period ended 31 December 2025, the net amount from Operating Activities was \$2.4M favourable with the budget, inclusive of a \$4.3M non-cash adjustment. Excluding non-cash adjustments, cash inflows variance is unfavourable by \$1.8M, while cash outflows is an unfavourable variance of \$65K with the budget.

The overall variance is mainly due to lower inflows from Operating Grants, Subsidies and Contributions (\$855K), Interest Earnings (\$1.5M) and higher outflows from Employee Costs (\$2.1M) and Depreciation (\$225K). The unfavourable impacts from the above variances were partially offset by higher inflows from Rates (\$531K), Fees and Charges (\$122K) and lower outflows from Materials and Contracts (\$1.5M), Utility Charges (\$660K) and Loss on Assets Disposals (221K).

##### *Results from Investing Activities*

The net cash attributable to Investing Activities was \$46.0M below budget, mainly reflecting higher inflows from Development Contribution Plans revenue (\$8.0M) and Non-Operating Grants, Subsidies and Contributions (\$971K), as well as lower outflows for the Purchase of Property, Plant and Equipment (\$7.2M) and the Purchase and Construction of Infrastructure Assets (\$2.2M), including a \$42.0M non-cash adjustment. These favourable variances were offset by higher outflows from Development Contribution Plans expenses (\$14.0M).

Changes in Development Contribution Plan revenue and expenditure have no impact to the closing fund position as the difference is adjusted through non-cash amounts excluded line item.

##### *Results from Financing Activities*

Financing activities primarily comprise reserve transfers and Development Contribution Plan (DCP) transfers. The variance from transfers from DCPs (not in reserve) and transfers to DCPs (not in reserve) offsets each other, resulting in no net impact on the overall result.

2025-26 Quarter 2 Corporate Performance Report

Description	Notes	Year To Date					Annual			
		Actual	Revised		Variance	Key	Adopted		Revised	
			Budget				Budget	Budget	Variance	
\$	\$	\$	%	\$	\$	\$	%			
<b>OPERATING ACTIVITIES</b>										
<b>Inflows</b>										
Rates										
Operating Grants, Subsidies & Contributions				530,914	0	↑	174,680,029	174,680,029	0	0
Fees & Charges		173,155,884	172,624,970	(855,456)	(20)	↓	8,409,031	8,409,031	0	0
Interest Earnings		3,459,926	4,315,382	121,546	0	↑	58,135,647	58,135,647	0	0
Other Revenue		47,341,070	47,219,524	(1,547,673)	(13)	↓	23,100,351	23,100,351	0	0
Profit on Asset Disposals		10,024,507	11,572,180	(47,590)	(3)	→	3,697,212	3,697,212	0	0
	1	1,616,107	1,663,697	(34,558)	(39)	→	11,842,996	11,842,996	0	0
	2	53,607	88,165							
<b>Outflows</b>		<b>235,651,191</b>	<b>237,483,918</b>	<b>(1,832,817)</b>	<b>(1)</b>		<b>279,865,266</b>	<b>279,865,266</b>	<b>0</b>	<b>0</b>
Employee Costs	3									
Materials & Contracts	4	(53,067,990)	(50,961,708)	(2,106,282)	(4)	↓	(101,579,647)	(101,579,647)	0	0
Utility Charges Depreciation		(48,013,941)	(49,522,023)	1,508,082	3	↑	(11,330,519)	(11,330,519)	0	0
Finance Costs		(5,005,041)	(5,695,440)	690,399	12	↑	(52,410,746)	(52,410,746)	0	0
Insurance		(26,430,238)	(26,205,408)	(224,830)	(1)	↓	(4,147,698)	(4,147,698)	0	0
Loss on Asset Disposals		(2,144,536)	(2,073,858)	(70,678)	(3)	↓	(1,742,972)	(1,742,972)	0	0
	5	(924,791)	(871,986)	(52,805)	(6)	→	(659,340)	(659,340)	0	0
	6	(108,254)	(329,670)	221,416	67	↑				
<b>Non-Cash Amounts Excluded</b>										
<b>Amount Attributable to Operating Activities</b>	7	<b>(135,694,792)</b>	<b>(135,630,093)</b>	<b>(64,699)</b>	<b>0</b>	↑	<b>(273,837,644)</b>	<b>(273,837,644)</b>	<b>0</b>	<b>0</b>
	8	30,791,619	26,446,913	4,344,706	16	↑	41,227,090	41,227,090	0	0
	9	<b>130,747,929</b>	<b>128,300,738</b>	<b>2,447,191</b>	<b>2</b>		<b>47,254,712</b>	<b>47,254,712</b>	<b>0</b>	<b>0</b>
	NCA*(b)									
<b>INVESTING ACTIVITIES</b>										
<b>Inflows</b>										
Non Operating Grants, Subsidies & Contributions										
Contributed Physical Assets		1,094,745	123,519		785	↑	52,040,358	52,546,748		1
Proceeds From Disposal Of Assets		27,223,575	27,223,575	971,226	0		130,000,000	130,000,000	506,390	0
Development Contribution Plans - Revenues		6,832,942	6,832,942	0	0		13,677,166	13,677,166	0	0
		18,109,835	10,155,988	0 7,953,847	78	↑	36,829,900	37,184,475	0 354,515	1
<b>Outflows</b>		<b>53,260,897</b>	<b>44,336,025</b>	<b>8,924,872</b>	<b>20</b>		<b>232,547,484</b>	<b>233,408,389</b>	<b>860,905</b>	<b>0</b>
Purchase of Property, Plant & Equipment	10									
Purchase & Construction of Infrastructure Assets		(46,312,175)	(53,500,386)	7,188,211	13	↑	(96,325,948)	(89,843,746)	2,482,202	3
Development Contribution Plans - Expenses	11	(17,141,570)	(19,349,883)	2,208,313	11	↑	(41,232,701)	(51,527,858)	(10,295,157)	(20)
		(15,536,672)	(1,491,709)	(14,045,163)	(942)	↓	(27,258,550)	(27,258,550)	0	0
<b>Non-Cash Amounts Excluded</b>		<b>(78,990,617)</b>	<b>(74,341,978)</b>	<b>(4,648,639)</b>	<b>(6)</b>		<b>(164,817,199)</b>	<b>(172,630,154)</b>	<b>(7,812,955)</b>	<b>(5)</b>
<b>Amount Attributable to Investing Activities</b>	12	<b>6,182,533</b>	<b>(35,887,854)</b>	<b>42,070,387</b>	<b>117</b>		<b>(139,571,410)</b>	<b>(139,925,925)</b>	<b>(354,515)</b>	<b>(0)</b>
	13									
	14	(19,547,187)	(65,893,808)	46,346,620	70	↑	(71,841,125)	(79,147,690)	(7,306,565)	(9)
	NCA*(c)									
<b>FINANCING ACTIVITIES</b>										
<b>Inflows</b>										
Transfers from Reserves										
Transfers from DCP's (not in Reserve)		31,294,107	31,294,107	0	0		71,406,949	77,873,279		9
<b>Outflows</b>		<b>14,847,804</b>	<b>1,300,634</b>	<b>13,547,170</b>	<b>1,042</b>		<b>26,567,516</b>	<b>26,513,059</b>	<b>6,466,330</b>	<b>0</b>
Transfers to Reserves		<b>46,141,911</b>	<b>32,594,741</b>	<b>13,547,170</b>	<b>0</b>		<b>97,964,465</b>	<b>104,486,338</b>	<b>55,543</b>	<b>7</b>
Transfers to DCP's (not in Reserve)		(15,006,651)	(15,006,651)	0	0		(46,820,536)	(46,820,536)	0	(0)
		(14,847,804)	(1,300,634)	(13,547,170)	(1,042)		(26,557,516)	(26,513,059)	(0) 55,543	(0)
<b>Non-Cash Amounts Excluded</b>		<b>(29,854,456)</b>	<b>(16,307,285)</b>	<b>(13,547,170)</b>	<b>83</b>		<b>(73,378,052)</b>	<b>(73,433,595)</b>	<b>(55,543)</b>	<b>(0)</b>
<b>Amount Attributable to Financing Activities</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	↓	<b>0</b>	<b>0</b>	<b>0</b>	<b>(21)</b>
		<b>16,287,455</b>	<b>16,287,455</b>	<b>0</b>	<b>0</b>		<b>24,586,413</b>	<b>31,052,743</b>	<b>6,466,330</b>	<b>(21)</b>
<b>MOVEMENT IN SURPLUS OR DEFICIT</b>										
<b>Surplus/(Deficit) at the Start of the Financial Year</b>										
Amount Attributable to Operating Activities		<b>3,741,370</b>	<b>0</b>	<b>3,741,370</b>	<b>0</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Amount Attributable to Investing Activities		130,747,929	128,300,738	2,447,191	2		47,254,712	47,254,712	0	0
Amount Attributable to Financing Activities		(19,547,187)	(65,893,808)	46,346,620	70		(71,841,125)	(79,147,690)	(7,306,565)	(9)
		16,287,455	16,287,455	0	0		24,586,413	31,052,743	6,466,330	(21)
<b>Surplus/(Deficit) after the Imposition of General Rates</b>	NCA*(a)	<b>131,229,567</b>	<b>78,694,386</b>	<b>52,535,181</b>	<b>67</b>		<b>0</b>	<b>(840,235)</b>	<b>(840,235)</b>	

NCA\* = Net Current Assets (Attachment 1)

Key:

↑ = Favourable Variance greater than 10% and \$100,000

→ = Favourable or Unfavourable Variance less than 10% and \$100,000 ↓ =

Unfavourable Variance greater than 10% and \$100,000

## 2025-26 Quarter 2 Corporate Performance Report

### Operating Activities

#### **Note 1 Rates**

##### ***Year to Date - (Actual \$173.2M, Revised Budget \$172.6M)***

The variance is favourable by \$531K is mainly due to timing differences of actual levying of interim rates as compared to the budget.

#### **Note 2 Operating Grants, Subsidies & Contributions**

##### ***Year to Date - (Actual \$3.5M, Revised Budget \$4.3M)***

The variance is unfavourable by \$855K. This is mainly due to the following:

- Operating Grants timing discrepancies for the maintenance of shared use of ovals, street lighting maintenance, jetty management and beach renourishment work,
- Financial Assistance Grant is lower than budget by \$253K. The variance will be revised at Mid-Year Review.
- Delay in receipt of \$139K anticipated Mitigation Activities Grant funding,
- Delay in receipting Main Roads Service Agreement contribution for Wanneroo Road, Ocean Reef Upper Swan Highway, Marmion Avenue of \$117K,
- Delay in receipt of Street Furniture Contribution of \$105K from Main Roads.

#### **Note 3 Fees and Charges**

##### ***Year to Date - (Actual \$47.3M, Revised Budget \$47.2M)***

The favourable variance of \$122K is primarily due to higher Application, License and Permit Fee Income of \$276K, higher Property Rental Fees of \$104K, higher Driving Range Income of \$33K predominantly from Carramar Golf Course, and higher user entry fee income of \$100K from Aquamotion and Kingsway Indoor Sport Stadium, offset by lower Waste Service Fee income of \$394K.

#### **Note 4 Interest Earnings**

##### ***Year to Date - (Actual \$10.0M, Revised Budget \$11.6M)***

The unfavourable variance of \$1.6M is mainly due to actual investment portfolio was lower than budget from July to August 2025 and December 2025 and weighted average return was lower than budget for the September, October and November 2025, resulting in reduced Interest Earnings of \$1.7M partially offset by higher Interest Earnings from unpaid rates of \$191K.

#### **Note 5 Employee Costs**

##### ***Year to Date - (Actual \$53.1M, Revised Budget \$50.9M)***

Employee Costs are higher than budget by \$2.1M predominantly due to lower actual vacancies compared to the budgeted number of vacancies (\$1.4m). The vacancy assumption will be adjusted as part of the Mid-Year Review. Additional factors contributing to the variance include increased overtime \$105K and temporary staffing costs \$524K.

## 2025-26 Quarter 2 Corporate Performance Report

### **Note 6 Material and Contracts**

#### **Year to Date - (Actual \$48.0M, Revised Budget \$49.5M)**

The Materials & Contracts expenditure is lower than the budget by \$1.5M, mainly due to;

- Lower Consulting Fee expenses of \$714K due to timing differences in Community Facility Master Planning consultations of \$350K, Coastal Maintenance - offshore sand source investigations of \$150k and Traffic modelling consultancy for multiple locations of \$113K.
- Contract Expenses are lower than the budget by \$2.1M mainly due to timing in actual expenditure from domestic waste collection expenses of \$751K, beach renourishment and coastal maintenance contract expenses of \$201K, and \$741K costs anticipated for Western Australian postal election.
- Software Maintenance, support, and Licence expenses are lower by \$618K due to timing differences in Business Systems support and Cyber Security software expenses.
- Lower Diesel and Tyre Expenses of \$351K mainly from waste fleet due to timing differences in budgeted expenses.
- Lower Refuse Removal Expenses of \$1.2M, which is mainly due to timing differences.

#### **Offset by;**

- Higher Maintenance Expenses of \$2.8M primarily attributed to earlier than expected completion of streetscape and landscape projects, including irrigation and tree maintenance;
- Emergency Services Levy of \$152K and Bulk Verge Collection Refund of \$462K due to timing differences.

### **Note 7 Utility Charges**

#### **Year to Date - (Actual \$5.0, Revised Budget \$5.7M)**

Utility Charges are lower than budget by \$660K mainly due to lower electricity expenses of \$647K from parks and streetlights.

### **Note 8 Depreciation**

#### **Year to Date - (Actual \$26.4M, Revised Budget \$26.2M)**

Depreciation is higher than budget by \$225K due to capitalisation of various fixed assets earlier than anticipated.

### **Note 9 Loss on Asset Disposal**

#### **Year to Date - (Actual \$108K, Revised Budget \$329K)**

The favourable variance \$221k is mainly due to the timing differences in plant and equipment disposals.

**2025-26 Quarter 2 Corporate Performance Report****Investing Activities****Note 10 Non Operating Grants Subsidies & Contributions*****Year to Date – (Actual \$1,1M, Revised Budget \$123K)***

The higher inflow of \$971K is a result of the final grant instalments received for Heath Park and Mindarie Breakwater upgrades which was due in previous financial year.

**Note 11 Development Contribution Plans Revenue*****Year to Date – (Actual \$18.1M, Revised Budget \$10.2M)***

The higher inflow of \$8.0M from Development Contribution Plans is due to timing differences of Capital Contribution from Developers.

**Note 12 Purchase of Property, Plant and Equipment*****Year to Date – (Actual \$46.3M, Revised Budget \$53.5M)***

The lower outflow of \$7.2M from the Purchase of Property, Plant and Equipment is due to the timing of actual expenditure.

**Note 13 Purchase & Construction of Infrastructure Assets*****Year to Date – (Actual \$17.1M, Revised Budget \$19.3M)***

The lower outflow of \$2.2M in the Purchase and Construction of Infrastructure Assets is due to the timing of actual expenditure.

**Note 14 Development Contribution Plans Expenses*****Year to Date – (Actual \$15.5M, Revised Budget \$1.5M)***

The higher outflow of \$14.0M from Development Contribution Plans is primarily attributable to the early acquisition of various Public Open Spaces.

## 2025-26 Quarter 2 Corporate Performance Report

**Capital Works Program**

The status of the Capital Works Program is summarised by Sub-Program in the table below:

Sub-Program	No. of Projects	Current Month Actual	YTD Actual	YTD Revised Budget	Revised Budget	% Spend
		\$	\$	\$	\$	
Community Buildings	18	47,017	6,816,438	8,922,404	11,906,472	57.2%
Community Safety	6	19,006	491,654	636,538	3,852,176	12.8%
Conservation Reserves	3	26,064	348,365	130,085	956,367	36.4%
Corporate Buildings	10	17,030	372,996	1,058,692	1,831,577	20.4%
Environmental Offset	4	29,964	140,206	144,755	458,755	30.6%
Fleet Management - Corporate	9	-	1,592,242	1,702,015	2,992,515	53.2%
Foreshore Management	9	24,509	271,641	494,136	3,164,356	8.6%
Golf Courses	4	-	14,000	87,997	494,926	2.8%
Investment Projects	14	168,386	4,279,468	4,053,447	9,597,721	44.6%
IT Equipment and Software	16	506,391	2,102,789	2,890,410	7,154,149	29.4%
Parks Furniture	17	499,495	2,294,947	3,456,644	6,277,240	36.6%
Parks Rehabilitation	2	141,236	732,425	748,000	1,736,000	42.2%
Passive Park Development	8	117,692	337,703	329,424	982,425	34.4%
Pathways and Trails	11	551,753	2,497,110	3,065,038	7,189,208	34.7%
Roads	18	3,043,142	6,441,523	7,116,197	13,521,745	47.6%
Sports Facilities	43	7,640,938	31,655,019	34,438,459	61,106,732	51.8%
Stormwater Drainage	7	10,800	35,396	240,629	319,629	11.1%
Street Landscaping	3	69,973	126,898	5,500	880,000	14.4%
Traffic Treatments	21	73,126	376,510	1,212,597	4,993,724	7.5%
Waste Management	5	1,135,550	2,557,532	2,117,302	5,955,887	42.9%
<b>Grand Total</b>	<b>228</b>	<b>14,122,074</b>	<b>63,484,863</b>	<b>72,850,269</b>	<b>145,371,604</b>	<b>43.7%</b>

As of 31 December 2025, the City incurred \$63.5M of capital expenditure, which represents 43.7% of the \$145.4M Revised Capital Works program.

## 2025-26 Quarter 2 Corporate Performance Report

## Top Capital Project – Performance Overview

The following projects have been identified by Council Members as high priority due to their strategic importance, financial scale, and level of community interest. These projects are subject to enhanced oversight and are reported on a monthly and quarterly basis to both Council and the Audit and Risk Committee.

Projects were selected based on two key criteria:

- Community significance – projects that are of high public interest or impact; and
- Financial value – projects representing a substantial investment of public funds.

This section provides a focused update on the progress of these major initiatives, supporting transparency and informed decision-making.

Top Capital Projects	2025-26 quarter 2				
	Project budget current year	Year to Date Actual	Forecast to end of Year	Budget Variance Under / (Over)	Work % complete
Dordaak Kepup Library and Youth Innovation Hub, Landsdale, new building	6,293,164	5,561,282	619,366	112,516	99
Yellagonga Regional Park, Wanneroo, New Boardwalk	1,208,923	1,038,714	168,894	1,315	94
Alexander Drive, Landsdale, New Shared Pathway from Gngangara Rd to Hepburn Ave	1,209,590	602,860	2,152,890	-1,546,160	56
Alkimos, New Alkimos Aquatic and Recreation Centre	49,612,550	29,616,772	58,755,656	-38,759,878	33
Wanneroo Recreation Centre, Wanneroo, New Sports Hub	1,443,863	80,434	694,051	669,378	19
11 Patrick Court, Girrawheen, Girrawheen Hub Precinct Redevelopment	1,000,000	553,061	593,225	-146,286	4
Flynn Drive, Neerabup, Upgrade Wanneroo Rd to Old Yanchep Rd	580,000	177,397	402,603	0	32
Rotary Park, Wanneroo, Upgrade Park	515,000	2,823	1,777,177	-1,265,000	53
Brazier Road, Yanchep, Upgrade Services	1,658,758	407,807	2,106,073	-855,121	72

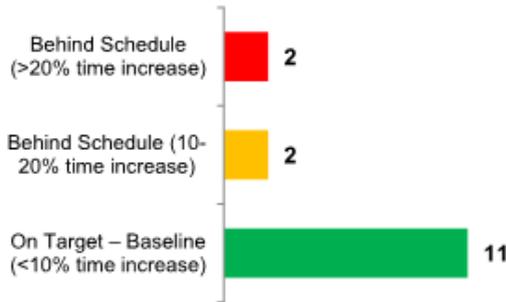
## 2025-26 Quarter 2 Corporate Performance Report

Top Capital Projects	2025-26 quarter 2				
	Project budget current year	Year to Date Actual	Forecast to end of Year	Budget Variance Under / (Over)	Work % complete
Wanneroo Central Brigade, New Emergency Services Complex	1,601,067	15,372	10,209	1,575,485	12
Caraway Park, Two Rocks, Upgrade Bushfire Brigade Station	1,600,448	12,050	110,344	1,478,055	24
Marangaroo Drive / Girrawheen Avenue, Girrawheen, Upgrade Intersection	1,302,745	27,016	1,282,229	-6,500	23
Mirrabooka Ave Kingsway, Landsdale, Upgrade Roundabout	1,068,000	4,237	1,572,697	-508,934	36
Elliot Park, Wanneroo, Renew Tennis Courts, Fencing and Lighting	581,681	63,536	518,145	0	92
Neerabup Industrial Area, Neerabup, Upgrade of Services to Lot 600	3,240,000	34,598	43,532	3,161,870	0
<b>Total</b>	<b>\$72,915,789.00</b>	<b>\$38,197,959.79</b>	<b>\$70,807,089.29</b>		

As of 31 December 2025, **52.4%** of the relevant annual budgets had been expended on these projects.

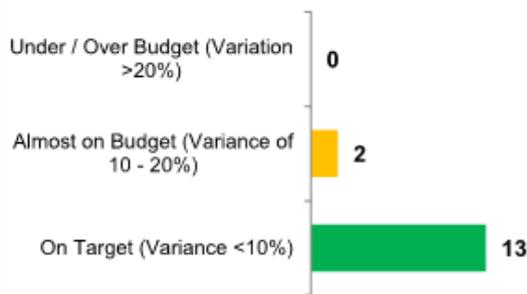
## 2025-26 Quarter 2 Corporate Performance Report

### Schedule Status



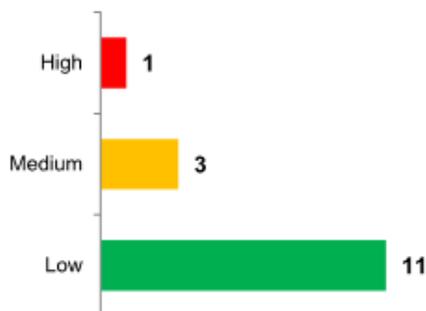
11 projects are on target with their relevant schedules. Two projects (Sports Hub Wanneroo and Girrawheen Hub) are behind schedule.

### Project Lifecycle Budget Status



13 projects are on target with spending their relevant budget for the lifecycle of the project and two projects are almost on budget.

### Risks and Issues



11 of the top projects have a low-risk rating, three projects have a medium risk rating and one project has a high-risk rating (Sports Hub Wanneroo).

Additional details on all top projects are provided in **Attachment 2 – Top Capital Projects Overview October – December 2025**

**Item 5 Confidential**

- 5.1 CEO Performance Review – Appointment of Consultant for Annual Review & Approval of the Annual Review Timeline
- 5.2 CEO Performance Review Policy Review

**Item 6 Date of Next Meeting**

The next CEO Performance Review Meeting has been scheduled for 6:00PM on Monday, 4 May 2026.

**Item 7 Closure**



# COUNCIL CHAMBER SEATING DIAGRAM

