

CEO Key Performance Indicators 2025 - 26



KPI	Description	Baseline	Metric	Target
KPI 1: Agricultural Policy	Finalise the Agricultural Policy and accompanying Engagement Report for formal consideration by December 2025	No current policy	Endorsement of policy	1 policy
KPI 2: Biodiversity Strategy	Finalise the Shire's Biodiversity Strategy for Council decision by November 2025	No current strategy	Endorsement of strategy	1 strategy
KPI 3: Climate Adaptation Plan	Provide bi-annual (December 2025 and June 2026) updates to Council on the implementation of the Climate Adaptation community initiatives	Current plan	Updates to Elected Members	2 updates
KPI 4: Short Term Rental Accommodation Rating Review	Finalise the proposal for a STRA rating structure for Council to implement recommendations in the 2026-27 rating year as one component of a broader rating review over subsequent years	No current rating structure	Receipt of proposal to acceptable standard	1 proposal
KPI 5: Customer Experience Strategy	Annual update on Customer Experience Strategy including metrics of measuring customer satisfaction	Current strategy	Endorsement of update	1 update
KPI 6: Stakeholder Strategy	Quarterly updates to Council on Shire Stakeholder Strategy implementation successes and challenges	Current updates	Endorsement of updates	4 updates
KPI 7: ERP Replacement Project	Annual update on ERP Replacement Project 2024-28	No strategy	Endorsement of update(s)	1 update
KPI 8: Elected Member and Executive Leadership Team Culture	Develop an Elected Member and Executive Leadership Team culture and collaboration plan with biennial review	Extend existing baseline to incorporate Elected Members, and add to ELT data set	Provision of Plan for discussion	1 plan

Endorsed at the Ordinary Council Meeting held 27 August 2025
Council Decision OM2025/118