Chief Executive Officer   **Period: KPIs July 2025 to June 2026**

Team Purpose Statement	Strategic Direction
To provide leadership which is consistent with our values and inspires our people to deliver strategic priorities for our community OUR values... united *by working & learning together* focused *on community outcomes* accountable *for our actions* proud *of our people and our community*	*Our Vision: "Amazing Albany, where anything is possible"* *Our Strategic Pillars:* 1. **People** - *"A welcoming, healthy and inclusive community, with pride in our rich history and heritage."* 2. **Planet** - *"We are leaders in sustainability with a shared commitment to climate action and protecting our beautiful, natural environment."* 3. **Place** - *"A responsibly planned city that is attractive, vibrant and well connected."* 4. **Prosperity** - *"A thriving city with an abundance of opportunities."* 5. **Leadership** - *"A well governed city that uses resources wisely to meet local needs."*

Chief Executive Officer KPI's set for July 2025 to June 2026

Pillar	Key Performance Indicator	Measure	Deliverable	Target Date
Leadership	Report on progress and actions of the City of Albany Strategic Community Plan 2032 and Corporate Business Plan 2021-2025 via the quarterly Corporate Scorecard presented to Council	• The City's role is clearly detailed in the Strategic Community Plan and Corporate Business Plan (adopted August 2021). A full list of supporting actions is provided in the Corporate Business Plan. Noting a major review of the Strategic Community Plan is currently underway and due for adoption late 2025 early 2026.	• Quarterly Corporate Scorecard presented to Council, with an expansion of high-risk strategic project reporting, including the: 1. Airport Project 2. Waste 3. Mueller Street Land Development 4. Albany 2026 5. Gladville (North McKail) District Structure Plan	Ongoing to December 2026
All Pillars	Information and Communications Technology Strategy, including implementation of the City's new Enterprise Resource Planning (ERP) System	• Organisation improvement with the implementation of the City's Information and Communications Technology (ICT) Strategy.	• The City is carrying out process improvements as part of its ICT Strategy. The Datascape Enterprise Resource Planning (ERP) Software is currently being implemented, with modules scheduled for rollout according to the established implementation plan. A strategic briefing on project delivery will be provided to Elected Members in the first half of 2026.	Ongoing
Leadership	City of Albany's Strategic Community Plan and Corporate Business Plan	• Adopting the major review of the City's Strategic Community Plan and Corporate Business Plan	• Project Group (including all Elected Members) convened — one workshop completed, with two additional workshops planned. • Engage with the City of Albany Community Engagement Reference Group to present the process and proposed engagement activities. • Ensure the Community Strategic Plan is informed by a Council endorsed Community Engagement Plan. • Complete the major review of Community Strategic Plan, with adoption by Council planned for early 2026	Prior to March 2026
Leadership	Develop and implement a Rating Strategy for the City of Albany	• A new Rating Strategy is in place to allow Elected Members to consider new rating options when adopting the Annual Budget.	• Provide Elected Members with a position paper on future rating options — noting that the increase in the rate yield on Unimproved Valuations for farming land has been implemented in 2025/2026 — and including options such as introducing a differential rate on short-term accommodation and reviewing the current minimum rate amount, with agreed changes to be incorporated into the 2026/2027 draft Annual Budget for Council consideration.	July 2026

Assessment Rating Key:	*Complete*		*On Track*		*Monitor*		*On Hold*		

Ref: N:\Office of CEO\Secure EMT\KPI's for Andrews Folder & CEO\EACEO\Andrew Sharpe\CEO Appraisal\2026 CEO Appraisal

Date updated: 14 August 2025

Chief Executive Officer   **Period: KPIs July 2025 to June 2026**

Chief Executive Officer KPI's set for July 2025 to June 2026				
Pillar	**Key Performance Indicator**	**Measure**	**Deliverable**	**Target Date**
Leadership	Planning and Development Business Unit Service Review	• Enhance development services through delivery of improved customer experience and streamlined processes	• Complete a service review and provide recommendations to enhance customer experience, improve feedback mechanisms, and streamline processes, resulting in more efficient service delivery and higher customer satisfaction.	July 2026
Prosperity	Economic Development Strategy	• Establish an Economic Development Framework with the adoption of the Economic Development Strategy	• Adoption by Council of the Economic Development Strategy , together with an agreed four year action plan.	June 2026

Assessment Rating Key:	*Complete*		*On Track*		*Monitor*		*On Hold*	
Ref: N:\Office of CEO\Secure EMT\KPI's for Andrews Folder & CEO\EACEO\Andrew Sharpe\CEO Appraisal\2026 CEO Appraisal								
Date updated: 14 August 2025								