



# Agenda

## CEO Performance Review Committee

Wednesday 24 June 2026 2pm



**Agenda – CEO Performance Review Committee  
24 June 2026**

**Notice of a CEO Performance Review Committee meeting**

Elected Members

A CEO Performance Review Committee meeting of the City of Fremantle will be held on **Wednesday 24 June 2026** in the L1, Quandong (Quandong), Palms, Coordinate Room located at 151 High Street, Fremantle commencing at 2pm.

Mieke Lopez  
**Manager People and Culture**

18 June 2026



**Agenda – CEO Performance Review Committee**  
**24 June 2026**

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## **Agenda – CEO Performance Review Committee 24 June 2026**

### **Welcome and acknowledgement**

Ngala kaaditj Whadjuk moort keyen kaadak nidja Walyalup boodja wer djinang Whadjuk kaaditjin wer nyiting boola yeye.

We acknowledge the Whadjuk people as the traditional owners of the greater Fremantle/Walyalup area and we recognise that their cultural and heritage beliefs are still important today.

### **Attendance, apologies and leave of absence**

### **Disclosures of interest by members**

Elected members must disclose any interests that may affect their decision-making. They may do this in a written notice given to the CEO; or at the meeting.

### **Confirmation of minutes**

#### **OFFICER'S RECOMMENDATION**

**The CEO Performance Review Committee confirm the minutes of the CEO Performance Review Committee meeting dated 11 February 2026.**

### **Reports and recommendations**

#### **CEO ANNUAL PERFORMANCE REVIEW**

#### **ORDER OF BUSINESS**

##### **2.00pm-3.00pm: Confidential Meeting of Committee (CEO not required)**

1. Consultant clarifies the role of the Independent Facilitator;
2. The Committee discusses the collated feedback data (*Attachment 1 – CONFIDENTIAL Performance Review Report - Glen Dougall 2026-2027*) and identifies:
  - The outcome of the review
  - Those positive aspects of the feedback that the Committee would like to congratulate the CEO for; and



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- Priority performance focus areas and suggested professional development for the next period
- 3. The Committee considers the annual remuneration review for the CEO (refer to *Attachment 2 – CONFIDENTIAL Inform Annual CEO Remuneration Review (2026-2027) Report*);
- 4. The Committee makes a recommendation regarding changes to the Performance Criteria for the next period (*Attachment 3 – CEO Performance Criteria 2026-2027*).

**3.00pm - 3.30pm: BREAK while Consultant shares feedback with the CEO**

**3.30pm – 4.30pm: Confidential Formal Performance Feedback Meeting (Councillors and CEO)**

1. The themes from the Councillor meeting are shared with the CEO, acknowledging the review outcome, key achievements, areas of focus and development for the next review period.
2. The Performance Criteria for the next review period are discussed and agreed.

**DRAFT Committee Recommendations for Council**

**Council:**

1. **Notes that the appraisal of Glen Dougall Chief Executive Officer, has been completed for the period of June 2025 to June 2026.**
2. **Endorses by absolute majority the findings of the Summary Report (Attachment 1) as presented by Price Consulting and thanks Glen Dougall for his efforts.**
3. **Endorses ... *any recommendation regarding professional development.***
4. **Approves an increase of X%/\$X to the CEO's Total Remuneration Package, effective <date>. OR Resolves that Glen Dougall's Total Remuneration Package for the coming year remains unchanged.**
5. **Approves the CEO's Performance Criteria for the 2026-2027 period, as provided in Attachment 3.**



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## **Motions of which previous notice has been given**

A member may raise at a meeting such business of the City as they consider appropriate, in the form of a motion of which notice has been given to the CEO.

## **Urgent business**

In cases of extreme urgency or other special circumstances, matters may, on a motion that is carried by the meeting, be raised without notice and decided by the meeting.

## **Late items**

In cases where information is received after the finalisation of an agenda, matters may be raised and decided by the meeting. A written report will be provided for late items.

## **Confidential business**

Nil.

## **Closure**