	Role & Responsibilities of the CEO	Key Performance Indicators 2025 (KPI's) -targets	KPI Measures	Target: • Achieved • not achieved achievement could not be determined	If the target was not achieved, was beyond the CEO's control and why?	If no determination could be made, why?
1	**Governance and Compliance**	Compliance with legislation and regulations	Audit & inspection reports			
		Delivery of services and work against budget	Extent of budget variances			
		Review Corporate Business Plan	Report Plan to Council			
		Prepare Public Health Plan	Report Plan to Council			
2	**Management of the Local Government's resources**	Implement EPR system	Extent of implementation.			
		Investigate the value proposition of contacting out roadwork needs	Report to Council			
		Optimise external funding	Grants gained by the Shire. Other external positioning			
3	**Leadership**	Cultivate innovation from staff	Provide examples of innovation consider or implemented.			
4	**Strategic Projects and Programs**	Activate residential subdivision to create more residential Lots in Williams.	Contracts progressed for development works. Extent of development implemented.			

		Review Williams Town Zoning to assess issues & potential for increase residential density	Report presented to Council			
		Activate industrial subdivision to create more Lots in Williams to encourage investment and growth	Contracts progressed for development works.			
		Award contract for indoor courts & female change rooms				
		Develop strategy & implement market testing for potential commercial development on Shire land, Albany Highway	Strategy developed and considered by Council. Feedback from implementation			
		Progress long term future plan for Recreation ground zone	Draft plan produced.			
5	**Human Resource Management**	Establish succession plan for key leadership skill sets the Shire will need in future years	Future leading hand, Works Manager identified.			
		Promote flexibility of staff working across teams to build resilience and efficiencies.	Provide examples			
6.	**Other matters considered**					