

## MINUTES OF THE EXTRA ORDINARY MEETING

**Meeting Date:** Tuesday, 4 December 2018  
**Location:** Council Chambers, City Administrative Building, Bridge Road, Nowra  
**Time:** 4.00pm

The following members were present:

Clr Amanda Findley - Chairperson  
Clr John Wells  
Clr Patricia White  
Clr Kaye Gartner  
Clr Nina Digiglio  
Clr Annette Alldrick  
Clr John Levett  
Clr Mitchell Pakes  
Clr Greg Watson  
Clr Mark Kitchener  
Clr Bob Proudfoot

### Apologies / Leave of Absence

Apologies were received from Clr Gash and Clr Guile.

### Declarations of Interest

Nil

## DEPUTATIONS AND PRESENTATIONS

### CL18.342 Annual Financial Statements

**HPERM Ref:**  
**D18/410668**

NSW Auditor (Dominika Ryan) will be joining the meeting by telephone link.  
Dominika provided a verbal report via video link and then answered questions via telephone.

## REPORTS

### CL18.343 Presentation of Annual Financial Statements 30 June

**HPERM Ref:**

**2018**

**D18/407614**

Councillors congratulated the General Manager, Director Finance, Corporate and Community Services Stephen Dunshea, Finance Manager Michael Pennisi and the Finance Team on the clean audit.

**Recommendation**

That the audited Annual Financial Statements for the year ended 30 June 2018, together with the Auditor's Report, be presented to the public at the Extra Ordinary Meeting of Council on 4 December 2018.

**RESOLVED** (Clr Wells / Clr Gartner)

MIN18.938

That the audited Annual Financial Statements for the year ended 30 June 2018, together with the Auditor's Report, be presented to the public at the Extra Ordinary Meeting of Council on 4 December 2018.

CARRIED

**CL18.344 Employee Remuneration Review - Funding Strategies**

**HPERM Ref:  
D18/406289**

**Recommendation**

That Council:

1. Support in principle a review of Council's salary system under the terms of the Local Government (State) Award to make it more contemporary and competitive.
2. Authorises the General Manager to negotiate with relevant Unions and the Staff Consultative Committee to establish a new salary system and introduce other monetary and non-monetary benefits to attract and retain staff in the organisation.
3. Authorises the General Manager to negotiate changes in a staged approach commencing 1 May 2019 and over the 2018-19 to 2020-21 financial years with the overall increase capped at the equivalent of a 4% increase in annual employee costs (excluding annual increases as prescribed by the Award and already budgeted for).
4. Note the funding options presented in the report and receive a further report in relation to a recommended funding strategy in conjunction with the outcome of the General Manager's negotiations.

**MOTION** (Clr Gartner / Clr Digiglio)

That Council:

1. Support in principle a review of Council's salary system under the terms of the Local Government (State) Award to make it more contemporary and competitive.
2. Authorises the General Manager to negotiate with relevant Unions and the Staff Consultative Committee to establish a new salary system and introduce other monetary and non-monetary benefits to attract and retain staff in the organisation.
3. Authorises the General Manager to negotiate changes in a staged approach commencing 1 May 2019 and over the 2018-19 to 2020-21 financial years with the overall increase capped at the equivalent of a 4% increase in annual employee costs (excluding annual increases as prescribed by the Award and already budgeted for).
4. Note the funding options presented in the report and receive a further report in relation to a recommended funding strategy in conjunction with the outcome of the General Manager's negotiations.

**AMENDMENT (Clr Proudfoot / Clr Pakes)**

That this matter be deferred until the next meeting, and a report be received on some of the issues raised including:

1. Advice provided to Councillors that the Unions had been consulted on the Review;
2. Advice received by Councillors at the Briefing that Council was not experiencing difficulties attracting candidates for positions at lower grades.

FOR: Clr Pakes, Clr Watson, Clr Kitchener and Clr Proudfoot

AGAINST: Clr Findley, Clr Wells, Clr White, Clr Gartner, Clr Digiglio, Clr Alldrick and Clr Levett

LOST

**PROCEDURAL MOTION – MOTION BE PUT (Clr Gartner / Clr Digiglio)**

That the MOTION be PUT.

FOR: Clr Findley, Clr Wells, Clr White, Clr Gartner, Clr Digiglio, Clr Alldrick, Clr Levett, Clr Watson and Clr Kitchener

AGAINST: Clr Pakes and Clr Proudfoot

PROCEDURAL MOTION CARRIED

**RESOLVED (MOTION) (Clr Gartner / Clr Digiglio)**

MIN18.939

That Council:

1. Support in principle a review of Council's salary system under the terms of the Local Government (State) Award to make it more contemporary and competitive.
2. Authorises the General Manager to negotiate with relevant Unions and the Staff Consultative Committee to establish a new salary system and introduce other monetary and non-monetary benefits to attract and retain staff in the organisation.
3. Authorises the General Manager to negotiate changes in a staged approach commencing 1 May 2019 and over the 2018-19 to 2020-21 financial years with the overall increase capped at the equivalent of a 4% increase in annual employee costs (excluding annual increases as prescribed by the Award and already budgeted for).
4. Note the funding options presented in the report and receive a further report in relation to a recommended funding strategy in conjunction with the outcome of the General Manager's negotiations.

FOR: Clr Findley, Clr Wells, Clr White, Clr Gartner, Clr Digiglio, Clr Alldrick, Clr Levett and Clr Watson

AGAINST: Clr Pakes, Clr Kitchener and Clr Proudfoot

CARRIED

Note: A rescission motion was received on this item on the following day.

Note: Following the close of the meeting a Rescission Motion was received in relation to CL18.344 - Employee Remuneration Review - Funding Strategies signed by Clr Pakes, Clr Guile & Clr Proudfoot. This will be considered at the Ordinary Meeting on Tuesday 18 December 2018 at 5.00pm in the Council Chambers.

There being no further business, the meeting concluded, the time being 5.20pm.

Clr Findley  
CHAIRPERSON