
Minutes of the Council Meeting 21 October 2020

Present:

Steve Christou (Mayor)	Councillor
Eddy Sarkis (Deputy Mayor)	Councillor
Ned Attie	Councillor
George Campbell	Councillor (via web conferencing)
Glenn Elmore	Councillor
Paul Garrard	Councillor
Ola Hamed	Councillor (via web conferencing)
Kun Huang	Councillor
Lisa Lake	Councillor
Joseph Rahme	Councillor
Suman Saha	Councillor
Michael Zaiter	Councillor
Tom Zreika	Councillor (via web conferencing)
Hamish McNulty	General Manager
Melissa Attia	Director Community & Organisation Development
Daniel Cavallo	Director Environment & Planning
Peter Fitzgerald	Director Works & Infrastructure
Richard Sheridan	Director Finance & Governance

Also Present:

Charlie Ayoub	Executive Manager Corporate Services
Colin McFadzean	General Counsel
Carol Karaki	Senior Coordinator Governance & Civic Events
Olivia Shields	Senior Governance Officer

The Mayor, Councillor Christou declared the meeting open at 6:30pm.

Opening Prayer

The opening prayer was read by Father Anwar from St Elias Church, Guildford.

Acknowledgement of Country

The Mayor, Councillor Christou read the following Acknowledgement of Country:

"I would like to acknowledge the traditional owners of this land – the Darug People, and pay my respects to their elders past, present and emerging."

National Anthem

At this point in the meeting the Mayor, Councillor Christou asked all of those in attendance to stand for the playing of the Australian National Anthem.

The Mayor, Councillor Christou expressed his sincere condolences to Councillor Sarkis on behalf of Council for the passing of his cousin in Lebanon due to COVID-19.

Notice of Live Streaming of Council Meeting

The Mayor, Councillor Christou advised that the Council meeting was being streamed live on Council's website and members of the public must ensure their speech to the Council is respectful and use appropriate language.

Min.875 Apologies/Leave of Absence

Resolved (Sarkis/Zaiter)

That Councillor Cummings be granted Leave of Absence for this Council Meeting.

Declarations of Pecuniary & Non Pecuniary Conflicts of Interest

The General Manager declared a pecuniary interest in item C10/20-588 as the item directly related to his employment. As such, the General Manager indicated that he would be exiting the Chamber upon the consideration of this item.

Confirmation of Minutes

Min.876 C10/20-578 Minutes of the Ordinary Meeting of Council - 7 October 2020

Resolved (Sarkis/Rahme)

That Council confirm the minutes of the Ordinary Meeting of Council held on 7 October 2020.

Min.877 Items by Exception

Resolved (Sarkis/Attie)

That Council adopt items C10/20-581, C10/20-583, C10/20-584 and C10/20-585 on the Council Agenda in bulk as per the recommendations in the reports.

Min.878 C10/20-581 Review of Compliments and Complaints Management Policy and Guidelines

Resolved (Sarkis/Attie)

That Council place the revised *Draft Compliments and Complaints Management Policy* and *Draft Compliments and Complaints Guidelines* on public exhibition for 28 days, with a report to be returned to Council following the exhibition period.

**Min.879 C10/20-583 Finalisation of Laneway off Church Street, Lidcombe
Proposed Road Closure**

Resolved (Sarkis/Attie)

That Council:

1. Note the submissions received during the public notice period.
2. Endorse the lodgement of a road closure application for part of Laneway off Church, Lidcombe to the NSW Department of Industry - Lands.
3. Delegate authority to the General Manager to execute a public sale process.

Min.880 C10/20-584 Investment Report - September 2020

Resolved (Sarkis/Attie)

That Council receive the 30 September Investment Report.

**Min.881 C10/20-585 Report on Variations to Development Standards
Approved Under Delegation - July to September 2020 Quarter**

Resolved (Sarkis/Attie)

That Council note this report.

Min.882 Matter of Urgency – Councillor Garrard

Resolved (Garrard/Sarkis)

That in accordance with Clause 9.3(b) of the Cumberland City Council Code of Meeting Practice, Standing Orders be suspended to permit the Matter of Urgency in relation to the War Memorial on the corner of Cumberland Road and Manchester Road, Auburn.

**Min.883 Matter of Urgency – War Memorial - Corner of Cumberland Road
and Manchester Road, Auburn**

Resolved (Garrard/Sarkis)

That Council:

1. Request representation to the appropriate State Government Minister to have the land on the corner of Cumberland Road and Manchester Road, Auburn under the ownership of State Rail transferred to Council upon which a public War Memorial is situated giving honour to fallen Railway workers during World War 1, World War 2 and the Korean War.
2. Request the Member for Auburn make representations accordingly.

Carried Unanimously

Min.884 C10/20-580 Proposed Christmas / New Year Operations 2020 - 2021**Resolved (Sarkis/Zaiter)**

That Council:

1. Endorse the implementation of the operational arrangements outlined in this report with the amendment of the pool closures being 7pm for the 2020/21 Christmas/New Year period and that these details be published to the community; and
2. In accordance with Section 377 of the *Local Government Act 1993*, delegate authority to the Mayor and General Manager or in their absence, to the persons acting in these roles, during the period of Council recess to jointly exercise the powers, authorities, duties and functions of Council which cannot reasonably be deferred to the first Ordinary Council meeting following the Council recess. This period:
 - a) Commencing at midnight on the day of the Council meeting held immediately before the recess period as approved by Council (16 December 2020); and
 - b) Concluding at the time of commencement of the first Council meeting held immediately after the end of the recess period (3 February 2021); and noting that any such decisions are to be unanimous and circulated to Councillors for their information, and will be reported to the first Ordinary Council meeting following the recess period.

Carried Unanimously

C10/20-581 Review of Compliments and Complaints Management Policy and Guidelines

This item was dealt with earlier in the meeting.

Min.885 C10/20-582 Rates Harmonisation**Resolved (Lake/Sarkis)**

That Council:

1. Note the outcome of the community engagement undertaken on the options for rates harmonisation.
2. Adopt option 1 no SRV increase as per community consultation feedback.
3. Register with IPART for a single minimum rate for Cumberland. The residential minimum will commence at \$650, increase by 10% for four years; the business rates minimum will be \$1,200 and increase by CPI.
4. Approve the rates structure for consultation with ratepayers:
 - i) Single minimum rates residential ratepayers
 - ii) Ordinary residential rates
 - iii) Business – Commercial Rate

-
- iv) Business – Shopping Centre Rate
 - v) Business – Industrial Rates
5. Adopt in principle a gradual transition of rates, noting current legislation has not been amended to allow this. Council does have a Plan B, as outlined in this report, to achieve a gradual transition of rates without any loss of \$8m in rates income at risk.
 6. Write to the Minister of Local Government and Local Government NSW (LGNSW) in support of new amendments to legislation that allow Council to opt-in into a maximum period of 5 years for a gradual transition to the new Cumberland rate. Outlining that Cumberland supports the ratepayers whom have a lower capacity and want to avoid a 40% increase in one year.
 7. As per IPART guidelines, inform all ratepayers of the expected impact to ratepayers and businesses over five years and one year using gradual transition and single year transition options.
 8. Note that the gradual transition plan will be included in the annual Operational Plan pending amendments to the *Local Government Act*.

Carried Unanimously

**C10/20-583 Finalisation of Laneway off Church Street, Lidcombe
Proposed Road Closure**

This item was dealt with earlier in the meeting.

C10/20-584 Investment Report - September 2020

This item was dealt with earlier in the meeting.

**C10/20-585 Report on Variations to Development Standards
Approved Under Delegation - July to September 2020 Quarter**

This item was dealt with earlier in the meeting.

**Min.886 C10/20-589 Local Government NSW Annual Conference 2020 -
Determination of Voting Delegates**

Motion (Attie/Zreika)

That Council determine the following 10 Councillors to be registered as voting delegates for the Local Government NSW Annual Conference 2020:

1. Councillor Attie
2. Councillor Christou
3. Councillor Cummings
4. Councillor Garrard
5. Councillor Lake
6. Councillor Rahme
7. Councillor Saha

-
8. Councillor Sarkis
 9. Councillor Zaiter
 10. Councillor Zreika

Amendment (Lake/Elmore)

That points 1-10 be replaced with the following Councillors:

1. Councillor Campbell
2. Councillor Christou
3. Councillor Cummings
4. Councillor Elmore
5. Councillor Garrard
6. Councillor Hamed
7. Councillor Huang
8. Councillor Lake
9. Councillor Saha
10. Councillor Sarkis

The Amendment moved by Councillor Lake seconded by Councillor Elmore on being Put was declared LOST.

A division was called, the result of the division required in accordance with Council's Code of Meeting Practice is as follows:

Councillor(s) For the Amendment: Campbell, Elmore, Hamed, Huang, Lake and Saha.

Councillor(s) Against the Amendment: Attie, Christou, Garrard, Rahme, Sarkis, Zaiter and Zreika.

The Motion moved by Councillor Attie seconded by Councillor Zreika on being Put was declared CARRIED.

A division was called, the result of the division required in accordance with Council's Code of Meeting Practice is as follows:

Councillor(s) For the Motion: Attie, Christou, Garrard, Rahme, Sarkis, Zaiter and Zreika.

Councillor(s) Against the Motion: Campbell, Elmore, Hamed, Huang, Lake and Saha.

**Min.887 C10/20-586 Audit, Risk & Improvement Committee - Chairpersons
Annual Report 2019/20**

Resolved (Lake/Elmore)

That Council receive the Audit, Risk and Improvement Committee Annual Report.

Carried Unanimously

C10/20-587 Questions on Notice - Submitted by Councillor Saha

The answers to these questions have been published in the Business Paper for this Ordinary Council Meeting (21 October 2020).

Min.888 Closed Session**Resolved (Attie/Elmore)**

At this stage of the meeting being 7:14pm, the Mayor advised that in accordance with Section 10a of the Local Government Act 1993 the meeting would move into Closed Session, with the members of the press and public excluded from the closed session and access to the correspondence and reports relating to the items considered during the course of the closed session being withheld. This action was taken as the items listed were within the following provisions under Section 10a of the *Local Government Act*:-

(2) The matters and information are the following:

(a) personnel matters concerning particular individuals (other than councillors).

Min.889 Open Session**Resolved (Attie/Elmore)**

Council returned to Open Session at 7:45pm to resolve the below Confidential Items:

C10/20-579 Legal report

C10/20-588 Outcome of the General Manager's Performance Review for the period from 1 July 2019 to 30 June 2020

Min.890 C10/20-579 Legal report**Resolved (Lake/Elmore)**

That the report be received.

Min.891 C10/20-588 Outcome of the General Manager's Performance Review for the period from 1 July 2019 to 30 June 2020

Note: The General Manager exited the Chamber at 7:23pm prior to the consideration of this item and returned to the Chamber at 7:45pm following the consideration of this item as he had declared a pecuniary interest in this item.

Resolved (Garrard/Sarkis)

That Council:

1. Note the outcome of the General Manager's performance review for the period from 1 July 2019 to 30 June 2020.

2. Confirm in writing to the General Manager the outcome of this performance review, and the recommendations arising from the review; pursuant to Clauses 7.10 and 7.11 of the General Manager's Contract of Employment; and
3. Defer the below to no later than the 16th of December 2020:
Reappoint Mr Hamish McNulty to the role of General Manager for a further 3 year period under the terms of the Standard Contract of Employment for General Managers in NSW Councils; and
4. Defer the below to no later than the 16th of December 2020:
Confirm that the appointment outlined in (3) above will, upon commencement of this contract, maintain the current Total Remuneration Package (TRP) for the General Manager; and
5. Commence the process of developing the General Manager's Performance Agreement for the 2020-2021 period, noting this will be facilitated by Local Government Management Solutions, as resolved by Council on 27 May 2020.
6. Seek a report from the General Manager on attachments 1 and 2 as tabled.

The Motion moved by Councillor Garrard seconded by Councillor Sarkis on being Put was declared CARRIED.

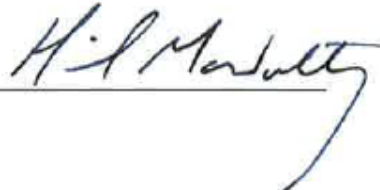
A division was called, the result of the division required in accordance with Council's Code of Meeting Practice is as follows:

Councillor(s) For the Motion: Attie, Christou, Elmore, Garrard, Hamed, Huang, Rahme, Saha, Sarkis, Zaiter and Zreika.

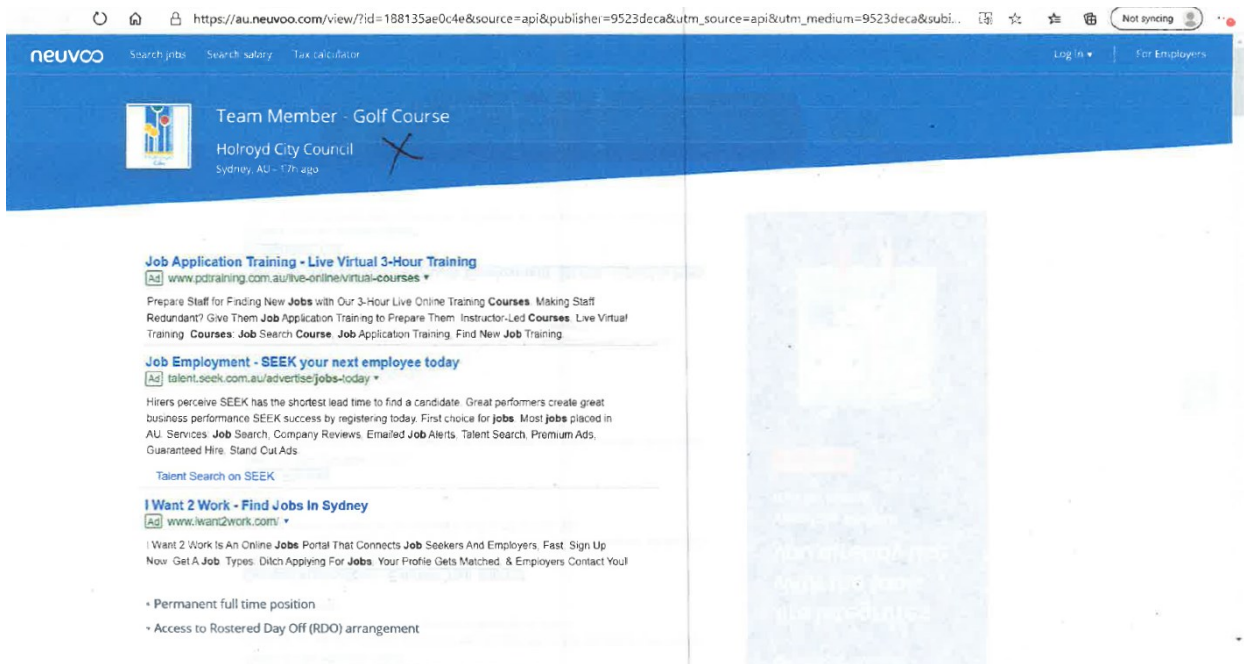
Councillor(s) Against the Motion: Campbell and Lake.

The Mayor, Councillor Christou closed the meeting at 7:49pm.

Chairperson 

General Manager 

Attachment 1



neuvoo Search jobs Search salary Tax calculator Log in For Employers

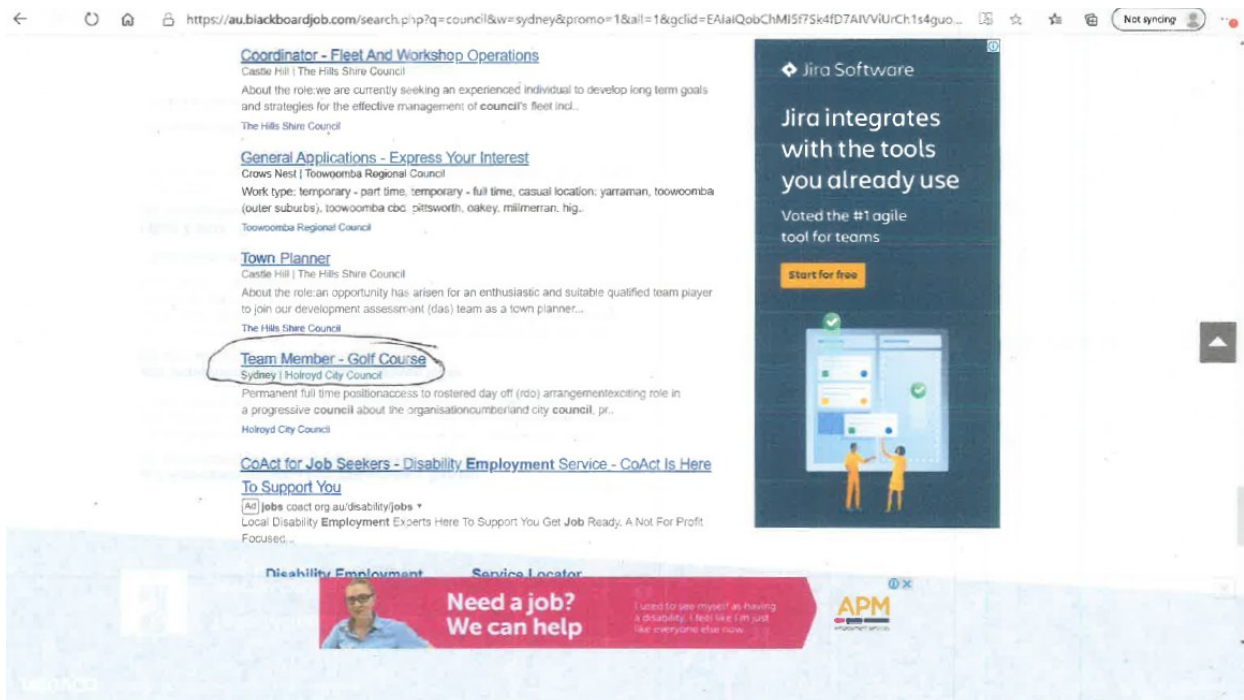
Team Member - Golf Course
Holroyd City Council
Sydney, AU - 17h ago

Job Application Training - Live Virtual 3-Hour Training
www.pdrtraining.com.au/live-online/virtual-courses
Prepare Staff for Finding New Jobs with Our 3-Hour Live Online Training Courses. Making Staff Redundant? Give Them Job Application Training to Prepare Them. Instructor-Led Courses. Live Virtual Training Courses. Job Search Course. Job Application Training. Find New Job Training.

Job Employment - SEEK your next employee today
talent.seek.com.au/advertise/jobs-today
Hires perceive SEEK has the shortest lead time to find a candidate. Great performers create great business performance. SEEK success by registering today. First choice for jobs. Most jobs placed in AU. Services. Job Search. Company Reviews. Emailed Job Alerts. Talent Search. Premium Ads. Guaranteed Hire. Stand Out Ads.
Talent Search on SEEK

I Want 2 Work - Find Jobs In Sydney
www.iwant2work.com
I Want 2 Work Is An Online Jobs Portal That Connects Job Seekers And Employers. Fast. Sign Up Now. Get A Job. Types. Dilch Applying For Jobs. Your Profile Gets Matched. & Employers Contact You!

- Permanent full time position
- Access to Rostered Day Off (RDO) arrangement



https://au.blackboardjob.com/search.php?q=council&w=sydney&promo=1&tail=1&gclid=EAIAIqobChMI57Sk4fD7AIVVUurCh1s4guo...

Coordinator - Fleet And Workshop Operations
Castle Hill | The Hills Shire Council
About the role: we are currently seeking an experienced individual to develop long term goals and strategies for the effective management of council's fleet incl...
The Hills Shire Council

General Applications - Express Your Interest
Crowns Nest | Toowoomba Regional Council
Work type: temporary - part time, temporary - full time, casual location: yarraman, toowoomba (outer suburbs), toowoomba cbd, pittsworth, oakley, millmerran, hig...
Toowoomba Regional Council

Town Planner
Castle Hill | The Hills Shire Council
About the role: an opportunity has arisen for an enthusiastic and suitable qualified team player to join our development assessment (das) team as a town planner...
The Hills Shire Council

Team Member - Golf Course
Sydney | Holroyd City Council
Permanent full time position access to rostered day off (rdo) arrangement exciting role in a progressive council about the organisation cumberland city council, pr...
Holroyd City Council

CoAct for Job Seekers - Disability Employment Service - CoAct is Here To Support You
Local Disability Employment Experts Here To Support You Get Job Ready. A Not For Profit Focused...

Disability Employment Service Locator

Jira Software
Jira integrates with the tools you already use
Voted the #1 agile tool for teams
Start for free

Need a job? We can help
I used to give myself as having a disability. I feel like I'm not like everyone else now.
APM

Attachment 2



Working From Your Own Home - Start Your Child Care Career

Run Your Own **Family Day Care** Business from the Comfort of Your Own Home. Start Your Journey to Becoming a **Family Day Care Educator** Today! About FDCA. National Police Checks. Styles: **Family Day Care**. Work at Home. Flexible Hours.

Start a Service
Become an Approved Provider
Find Out Where to Begin

Family Day Care Insurance
Tailored Cover for Family Day Care
Get Your Quote Online In Seconds.

Become An Educator
Care for Children in Your Own Home
Start Your Journey Today

Insurance for Educators
Insure Your Child Care Business
Get a Quote Today

Childcare Courses RTO No 40636 - \$1 per unit concession

Training in Certificate III And Diploma in Early Childhood **Education And Care**. Training With The Best Types: CHC50113 Diploma, CHC30113 Certificate III | Professional Development

Active Kids Group - Day Care Sydney

For Over 25 Years. We Have Provided Children With The Tools To Confidently Learn And Grow. Contact Our **Family Relations Team** For More Information. Subsidy Approved. All Inclusive. Learning Through

