

**GENERAL MANAGER'S REPORTS TO THE
EXTRAORDINARY COUNCIL MEETING
TO BE HELD TUESDAY 21 MAY 2019**

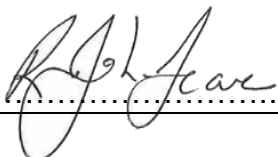
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..... General Manager

..... Mayor

ITEMS FOR DECISION

ITEM NO. 1 - DRAFT DELIVERY PROGRAM (2019-2023) AND OPERATIONAL PLAN (2019-2020)

| | |
|------------------|-----------------|
| Council Meeting: | 21 May 2019 |
| Report Date: | 17 May 2019 |
| Author: | Finance Manager |
| File #: | 03.38 |
| Approval: | General Manager |

EXECUTIVE SUMMARY

The draft Murrumbidgee Council Delivery Program (201-2023) and Operational Plan (2019-2020) as required by the Integrated Planning and Reporting Framework are presented for endorsement and exhibition.

RECOMMENDATION

1. The draft Delivery Program and Operational Plan be endorsed;
2. The Plan be placed on public exhibition for the period 22 May to 19 June 2019; and
3. Council adopt the Delivery Program and Operational Plan, following consideration of submissions from the public at the Ordinary Meeting to be held on 25 June 2019.

BACKGROUND

Councillors and staff have undertaken various workshops in order to provide input and future provisioning for the draft budget.

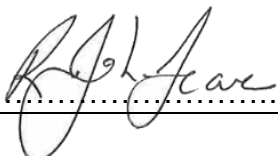
The Community Strategic Plan is the key element in preparing the Delivery Programme and Operational Plan for the coming 12 months and the Long Term Financial Plan for the next 10 years.

OFFICER COMMENT

Council's draft Operational Plan allows for a General Fund rate increase of 2.7% as per the rate pegging allowance.

Water access charges have been increased by 7% for Jerilderie residents. Darlington Point and Coleambally residents will see an increase of 5% for 20mm meters, with increases of between 3% and 15% for those business owners with larger capacity meters.

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 General Manager

 Mayor

Sewer access charges will be increased by 3% across the area, with increases of between 3% and 15% for those business owners with larger capacity meters. Water usage charges will increase by 3% to 10% for Jerilderie residents, with increases of 10% for Darlington Point and Coleambally residents.

Included within the planned expenditure is \$925,000 attributable to merger implementation costs.

Provision to provide manned operational hours for each of the swimming pools has been made within the current document. This will see an increase of 5% in entry fees and season ticket costs for the ensuing year.

Council will continue to provide for community grants in the amount of \$20,000, together with student scholarships totalling \$9,000.

Garbage and recycling fees are increased by 3% across the Council area, as are other sundry user fees and charges.

SUSTAINABILITY

STATUTORY COMPLIANCE/POLICY

Sections 404 and 405 Local Government Act 1993
Clause 201 Local Government (General) Regulation 2005

FINANCIAL

The proposed 2019-2020 Statement of Financial Performance provides for a surplus from ordinary activities of \$3,479,891, being General Fund \$364,484, Water Fund \$3,091,711 and Sewer Fund \$23,696.

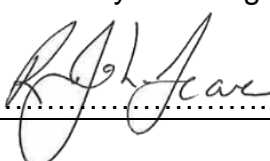
This statement also indicates a deficit of \$1,803,274 from ordinary activities before capital grants. This is represented by General Fund \$1,918,681 deficit, Water Fund \$91,711 surplus and Sewer Fund \$23,696 surplus.

The anticipated cash flow for General Fund provides for a decrease of funds of \$3,954,637 represented by working funds of \$301,853, New Council Implementation Fund (NCIF) and Stronger Communities Fund (SCF) funds of \$3,175,000 and infrastructure reserves of \$477,784.

The Water Fund cash flow is anticipated to decrease by \$294,522, being an increase in working funds of \$38,811 and a decrease of SCF funds of \$333,333.

The Sewer Fund cash flow indicates a decrease in working funds of \$489,904.

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INTEGRATED PLANS

Community Strategic Plan – Strategy 5.1 – Transparent Leadership Through Sustainability, Accountability and Community Representation.

RISK MANAGEMENT

Council is expected to meet a number of Local Government Performance Measures, some of which are provided below.

Council's Operating Performance Ratio is anticipated at minus 11% against a benchmarking figure of greater than 0. It is anticipated that the General Fund component would be minus 13.5%.

This figure will return to a more positive outcome at the completion of merger implementation measures.

Own Source Revenue Ratio is assumed at 44.05% against a benchmarking figure of greater than 60%. It is anticipated that the General Fund component would be 45.46%.

It is not anticipated that Council will be able to meet this criteria whilst we have a low population base and limited ability to generate significant other revenues.

CONSULTATION / ENGAGEMENT

Management Group and Councillor workshops undertaken.

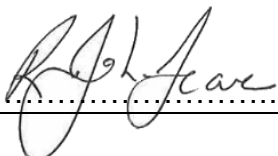
OPTIONS

Endorse the Draft Delivery Programme and Operational Plan and place on public exhibition.

ATTACHMENTS

To be included under separate cover with documentation providing Delivery Program, Operational Plan and 2019-2020 Rates, Fees and Annual Charges.

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.....General Manager

.....Mayor

ITEM NO. 2 - STAFF RECOGNITION POLICY

| | |
|------------------|-----------------|
| Council Meeting: | 21 May 2019 |
| Report Date: | 15 May 2019 |
| Author: | General Manager |
| File #: | 03.06 |
| Approval: | General Manager |

EXECUTIVE SUMMARY

The draft Murrumbidgee Council Staff Recognition Policy provides recognition for employees who have reached nominated lengths of service with Council and provided outstanding service to the organisation and/or the Murrumbidgee Council and our community. It further provides recognition to staff on their valued service, and seeks to improve employee motivation, loyalty and commitment to Council.

RECOMMENDATION

That the draft Murrumbidgee Council Staff Recognition Policy be exhibited for a period of 28 day with a submission period of 42 days in accordance with Section 160 of the Local Government Act 1993.

BACKGROUND

Prior to the merger, both Murrumbidgee Shire Council (MSC) and Jerilderie Shire Council (JSC) had their own Recognition Policies:

- Recognition of Service Policy 1.29 (JSC)
- GRPP.06.02.06 Staff Recognition Policy – Years of Service (MSC).

OFFICER COMMENT

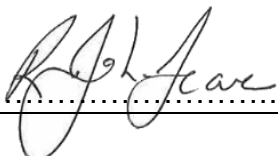
The policy has been updated after reviewing the former Jerilderie Shire Council and Murrumbidgee Shire Council policies. Feedback on the draft policy was sought from employees, Councillors and the Consultative Committee (CC). The draft policy will be further discussed at the upcoming CC meeting on 23 May 2019.

SUSTAINABILITY

STATUTORY COMPLIANCE/POLICY

There are no statutory requirements to have a Staff Recognition Policy.

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FINANCIAL

There are financial implications to Council with an expected budget of \$10,000 per year, to be reviewed annually against employees reaching milestones identified in the policy.

INTEGRATED PLANS

2018-2022 Operational Plan and Delivery Program
5.4 - Council is 'Employer of Choice':

RISK MANAGEMENT

N/A

CONSULTATION / ENGAGEMENT

The Policy has been developed in consultation with Council's Management Team, Consultative Committee, employees and Human Resource and Industrial Relations Officer.

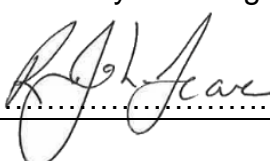
OPTIONS

1. The draft Murrumbidgee Council Staff Recognition Policy be endorsed by Council and placed on public exhibition in accordance with Section 160 of the Local Government Act 1993;
2. No Staff Recognition Policy be implemented.

ATTACHMENTS

Attachment # 1: Draft Murrumbidgee Council Staff Recognition Policy May 2019

This is page 6 of 6 of the General Manager's Reports as submitted to the Extraordinary Meeting of Murrumbidgee Council held Tuesday 21 May 2019.

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 Mayor