

**MINUTES OF THE GENERAL COUNCIL MEETING
HELD AT ADMINISTRATION CENTRE
245 STURT ROAD, STURT
ON TUESDAY 10 APRIL 2018**



PRESENT

Mayor Kris Hanna

Councillors

Coastal Ward

Ian Crossland
Tim Gard

Mullawirra Ward

Jason Veliskou
Jerome Appleby

Southern Hills

Janet Byram
Nick Westwood

Warracowie Ward

Bruce Hull (from 6.34pm)
Nathan Prior

Warriparinga Ward

Luke Hutchinson
Raelene Telfer

Woodlands Ward

Tim Pfeiffer
Nick Kerry

In Attendance

Mr Adrian Skull
Ms Abby Dickson
Mr Tony Lines
Mr Vincent Mifsud
Ms Kate McKenzie
Ms Victoria Moritz

Chief Executive Officer
General Manager City Development
General Manager City Services
General Manager Corporate Services
Manager Corporate Governance
Governance Officer

COMMENCEMENT

The meeting commenced at 6.31pm

KAURNA ACKNOWLEDGEMENT

We acknowledge the Kurna people, the traditional custodians of this land and pay our respects to their elders past and present.

DISCLOSURE

All persons in attendance are advised that the audio of this General Council meeting will be recorded and will be made available on the City of Marion website.

ELECTED MEMBER'S DECLARATION OF INTEREST

The Chair asked if any Member wished to disclose an interest in relation to any item being considered at the meeting.

- Councillor Telfer declared a conflict of interest in the items:
 - *Westminster School Liquor Licence – GC100418R12 and;*
 - *Draft Annual Business Plan 2018/19 for Public Consultation – GC100418R04*
- Councillor Crossland declared a conflict of interest in the item *Westminster School Liquor Licence – GC100418R12*
- Councillor Gard declared a conflict of interest in the item *Westminster School Liquor Licence – GC100418R12*
- Councillor Prior declared a conflict of interest in the item *Marion Golf Club Redevelopment GC100418R06*

CONFIRMATION OF MINUTES

Moved Councillor Crossland, Seconded Councillor Byram the minutes of the General Council Meeting held on 27 March 2018 be taken as read and confirmed

Carried Unanimously

VERBAL COMMUNICATIONS

Nil

ADJOURNED ITEMS

Nil

DEPUTATIONS

6.33pm Red House Group Inc. (Gallery M) Agreement Report Reference: GC100418D01

Ms Ines Patritti – Chairperson / Ms Julie Pritchard – Gallery M CEO, from the Red House Group Inc. gave a five-minute deputation to Council relating to the report GC180410R Red House Group Inc. (Gallery M) Agreement.

PETITIONS

Nil

COMMITTEE RECOMMENDATIONS

Nil

CORPORATE REPORTS FOR DECISION

6.42pm Red House Group Inc. (Gallery M) Management Agreement Renewal Report Reference: GC100418R01

Moved Councillor Veliskou, Seconded Councillor Hull that Council:

1. Endorses a new three year funding agreement with the Red House Group Inc., for \$152,243 plus GST per annum with an annual CPI increase for the management of Gallery M commencing 1 July 2018 and concluding on 30 June 2021.

Carried

Councillor Kerry called a Division:

Those For: Councillors Pfeiffer, Kerry, Telfer, Hutchinson, Prior, Hull, Westwood, Byram, Veliskou and Gard

Those Against: Councillors Appleby and Crossland

Carried

CONFIDENTIAL ITEMS

7.01pm Red House Group Inc. (Gallery M) Management Agreement Renewal (Appendix 1) Report Reference: GC100418F01

This item was considered publicly in conjunction with the previous report Red House Group Inc. (Gallery M) Management Agreement Renewal Report Reference: GC100418R01.

7.02pm Councillor Veliskou left the meeting

7.03pm Community Events Fund (Events Plan 2017-2020) Report Reference: GC100418R02

7.06pm Councillor Veliskou re-entered the meeting

Moved Councillor Westwood, Seconded Councillor Gard that Council:

1. Endorses the Community Events Fund and the associated guidelines and eligibility criteria as outlined in Appendix 1 to support such a fund.
2. Endorses an allocation of \$12,000 for the Community Events Fund for consideration in the 2018/19 Annual Business Planning process and for inclusion into Council's Long Term Financial Plan.
3. Receives an annual report detailing the expenditure of the Community Events Fund.

Carried

7.07pm Disability and Indigenous Traineeship
Report Reference: GC100418R03

Councillor Byram declared an actual conflict of interest in the item *Disability and Indigenous Traineeships GC100418R03* as her daughter works for Maxima in the area of traineeships and apprenticeships and left the meeting.

7.12pm Councillor Byram left the meeting

Moved Councillor Hull, Seconded Councillor Gard that Council:

1. Refers the one-year trial of a Disability and Aboriginal Traineeship program (i.e. for 2 Traineeships) within the City of Marion, at a total cost of up to \$91,236 for inclusion in the Draft 2018/19 Annual Business Plan and Budget for public consultation.

Amendment

Moved Councillor Appleby Seconded Councillor Kerry that Council:

1. Refers the one-year trial of a Traineeship program (i.e. for 2 Traineeships) for disadvantaged people within the City of Marion, at a total cost of up to \$91,236 for inclusion in the Draft 2018/19 Annual Business Plan and Budget for public consultation.

Point of Order

Councillor Hull called a Point of Order under Regulation 28 of the Local Government (Procedures as Meetings) Regulations 2013 that the amendment was in direct opposition of the original motion.

The Chair did not uphold the Point of Order

That the Amendment become the motion was **Lost**
The original motion was **Carried**

Councillor Appleby called a Division:

Those For: Councillor Pfeiffer, Telfer, Hutchinson, Prior, Hull, Westwood, Veliskou and Gard

Those Against: Councillors Kerry, Appleby and Crossland

Carried

7.32pm Draft Annual Business Plan 2018/19 for Public Consultation
Report Reference: GC100418R04

Councillor Telfer noted a perceived conflict of interest in the item *Draft Annual Business Plan 2018/19 for Public Consultation GC100418R04* Appendix 2 - Capital Works Program. The conflict is in relation to Kenton Avenue Reserve as she lives in close proximity to this reserve. Councillor Telfer will remain in the meeting as only Appendix 1 is being endorsed by Council and Appendix 2 is provided for additional information only.

Moved Councillor Telfer, Seconded Councillor Crossland that Council:

1. Endorses the City of Marion Draft Annual Business Plan 2018/19 and Draft Long Term Financial Plan (Appendix 1) for public consultation, subject to any changes proposed by Council, on the basis of a proposed average rate increase of 1.8%.

2. Endorses that public consultation be facilitated via the conduct of a meeting of the Council to be held on 8 May 2018 at which members of the public may ask questions and make submissions, in relation to the Draft Annual Business Plan 2018/19 and draft LTFP, for at least one hour.

Councillor Telfer with the consent of Councillor Crossland sought and was granted leave of the meeting to vary the motion as follows:

That (as varied) Council:

1. Endorses the City of Marion Draft Annual Business Plan 2018/19 and Draft Long Term Financial Plan (Appendix 1) for public consultation subject to additional comparative data being included in the document, on the basis of a proposed average rate increase of 1.8%.
2. Endorses that public consultation be facilitated via the conduct of a meeting of the Council to be held on 8 May 2018 at which members of the public may ask questions and make submissions, in relation to the Draft Annual Business Plan 2018/19 and draft LTFP, for at least one hour.

7.41pm Councillor Westwood left the meeting

Councillor Telfer voted in favour of the Motion
Carried

7.45pm Woodend Primary School – Car Park
Report Reference: GC100418R05

Moved Councillor Byram, Seconded Councillor Veliskou that Council:

1. Notes the report.
2. Continues to work collaboratively with the school and Honourable David Speirs MP (as per his election commitment to provide a kiss and go zone for the school) to:
 - A. Explore alternative kiss and go locations
 - B. Identify any Way2Go program initiatives to improve active transport to school
 - C. Review parking controls on Edward Beck Drive.
3. Receives a further report should a feasible kiss and go option be identified.

7.48pm Councillor Westwood re-entered

7.49pm Councillor Hutchinson left the meeting

Councillor Westwood called a Division:

Those For: Councillors Telfer, Hull, Westwood, Byram and Veliskou

Those Against: Councillor Pfeiffer, Kerry, Prior, Appleby, Gard and Crossland

Lost

Lost

Moved Councillor Crossland, Seconded Councillor Gard that Council

1. Notes the report.
2. Writes to the Education and Planning Ministers to halt the proposed development of the Woodend Primary School site unless it includes a solution to the current and potential increase to the traffic issues being experienced by residents.
3. Receives a further report should a feasible kiss and go option be identified by the State Government.

8.00pm Councillor Hutchinson re-entered the meeting.

Carried

8.02pm Marion Golf Club Clubroom Redevelopment
Report Reference: GC100418R06

8.02pm Councillor Westwood left the meeting

8.04pm Councillor Westwood re-entered the meeting

Councillor Prior declared a perceived conflict of interest in the item *Marion Golf Club Clubroom Redevelopment* as a previous direct report of his is working at the Marion Golf Club, however as he is no longer directly associated with this person, will remain for the meeting.

Moved Councillor Crossland, Seconded Councillor Gard that Council:

1. Grants Landlord Consent for redevelopment works to be undertaken on the Marion Pro Shop subject to funding and Development Approval and Building Rules Consent.
2. Delegates authority to the Manager City Property to authorise any relevant documents necessary to facilitate the conversion of the Marion Pro Shop to clubroom and community facilities for Marion Golf Club.
3. Supports an application by Council to the Office for Recreation and Sport for the amount of \$115,000 towards the redevelopment and conversion of the Marion Pro Shop to clubroom and community facilities for Marion Golf Club.
4. Endorses an allocation of up to \$115,000 in 2019/20 towards the redevelopment of the Marion Golf Clubroom facilities project being made from Council's Asset Sustainability Reserve – Community Facilities Partnership Program on provision of a successful application to the Office for Recreation and Sport.
5. Endorses an allocation of up to \$19,868 per annum for additional structural maintenance costs and an additional allocation of up to \$8,952 per annum for renewal/depreciation.
6. Advises that the Head Lessee (Belair Turf Management) will be responsible for any project related cost overruns.
7. Notes a contribution of \$35,000 from the Marion Golf Club for the project.

8. Notes a contribution of \$35,000 towards the project from the Head Lessee for the Marion Golf Course.

8.08pm Councillor Kerry left the meeting

Councillor Prior voted in favour of the Motion
Carried Unanimously

8.11pm Cove Sports and Community Club – Female Change Rooms
Report Reference: GC100418R07

8.11pm Councillor Kerry re-entered the meeting

Moved Councillor Byram, Seconded Councillor Westwood that Council:

1. Supports an application for Cove Sports and Community Club to the Office for Recreation and Sport to be submitted by Council for \$370,000 for the construction of new female change rooms and the upgrade of existing change rooms at the Cove Sports and Community Club.
2. Endorses a contribution of up to \$80,000 towards the project from Council's Asset Sustainability Reserve – Community Facilities Partnering Program on provision of a successful application to the Office for Recreation and Sport.
3. Notes a combined contribution of \$15,000 to the project from the Cove Sports and Community Club, SANFL, and other peak bodies.
4. Endorses an allocation of \$32,550 per annum for operating and maintenance and an allocation of \$18,600 per annum for renewal/depreciation in the Long Term Financial Plan.
5. Grants Landlord consent for the project subject to a successful grant application and to Development Approval and Building Rules Consent.
6. Delegates to the Manager City Property approval to authorise any relevant documents necessary to facilitate the construction of the new female friendly change rooms.
7. Advises the Cove Sport and Community Club that they will be responsible for any project related cost overruns.

Carried Unanimously

Order of Agenda Items

The Mayor sought and was granted leave of the meeting to vary the order of the agenda items and consider the item *Glandore Oval Cricket Nets GC100418R08* at the end of the meeting.

8.28pm Marion Sports & Community Club - Light Towers

Report Reference: GC100418R09

Moved Councillor Telfer, Seconded Councillor Hutchinson that Council:

1. Subject to securing external funding, development approval and building rules consent, grants Landlord consent for the installation of two new lighting towers fitted with LED lights on Pitch 2 within the Marion Sports and Community Club located adjacent Norfolk Road.
2. Supports an application by the Marion Soccer Club to the Office for Recreation and Sport to be submitted by Council for \$25,000 towards two new lighting towers fitted with LED lights on Pitch 2 within the Marion Sports and Community Club.
3. Endorses an allocation of up to \$25,000 towards the two new lighting towers fitted with LED lights on Pitch 2 within the Marion Sports and Community Club being made from Council's Asset Sustainability Reserve – Community Facilities Partnering Program on provision of a successful application to the Office for Recreation and Sport.
4. Notes a contribution of \$20,000 from Marion Sports and Community Club for the project.
5. Notes a contribution of \$5,000 from Marion Soccer Club for the project.
6. Endorses an allocation of \$5,250 per annum for operating and maintenance and an allocation of \$3,000 per annum for renewal/depreciation within the Long Term Financial Plan.
7. Delegates to the Manager City Property approval to authorise any relevant documents necessary to facilitate the installation of the lights.
8. Advises the Marion Sports and Community Club they will be responsible for any project related cost overruns.

Carried Unanimously

8.30pm Tennis and Netball Review Update - Marion Tennis Club Lighting Project

Report Reference: GC100418R10

Moved Councillor Telfer, Seconded Councillor Hutchinson that Council:

1. Notes this progress report and that Administration will submit a grant application to the Office for Recreational and Sport April 2018 funding round towards the lighting project at the Marion Tennis Club.

Carried Unanimously

**8.31pm Update to the Schedule of Delegations: Development Act 1993, Expiation of Offences Act 1996, Fines Enforcement and Debt Recovery Act 2017 and Food Act 2001
Report Reference: GC100418R11**

Moved Councillor Crossland, Seconded Councillor Telfer that:

Having conducted a review of the Council's Delegations Register in accordance with Section 44(6) of the Local Government Act 1999, the Council:

1. Revocations

- 1.1 Hereby revokes its previous delegations to the Chief Executive Officer of those powers and functions under the following:
 - 1.1.2 Development Act 1993 and Development Regulations 2008
 - 1.1.8 Food Act 2001
- 1.2 Hereby revokes its previous delegations to its Development Assessment Panel under the Development Act 1993 and Development Regulations 2008.
- 1.3 The Council hereby revokes its previous delegations to its Chief Executive Officer of those powers and functions under the Expiation of Offences Act 1996 to take effect from 30 April 2018.

2. Delegations made under Development Act 1993

- 2.1 In exercise of the powers contained in Section 20 and 34(23) of the Development Act 1993, the powers and functions under the Development Act 1993 and the Development Regulations 2008 contained in the proposed Instrument of Delegation (annexed to the Report dated 10 April 2018 marked Appendix 1) are hereby delegated this 10 April 2018 to the person occupying the office of Chief Executive Officer subject to the conditions or limitations indicated herein or in the Schedule of Conditions contained in the proposed Instrument of Delegation under the Development Act 1993.
- 2.2 Such powers and functions may be further delegated by the Chief Executive Officer as the Chief Executive Officer sees fit and in accordance with the relevant legislation unless otherwise indicated herein or in the Schedule of Conditions contained in the proposed Instrument of Delegation under the Development Act 1993.
- 2.3 In exercise of the powers contained in Section 20 and 34(23) of the Development Act 1993 the powers and functions under the Development Act 1993 and the Development Regulations 2008 contained in the proposed Instrument of Delegation (annexed to the Report dated 10 April 2018 marked Appendix 1) and which are specified below are hereby delegated to the Council's Assessment Panel, subject to any conditions specified herein or in the Schedule of Conditions contained in the proposed Instrument of Delegation under the Development Act 1993.

3. Delegations made under Food Act 2001

- 3.1 In exercise of the powers contained in Section 91 of the Food Act 2001, the powers and functions under the Food Act 2001 contained in the proposed Instrument of Delegation (annexed to the Report dated 10 April 2018 marked Appendix 2) are hereby delegated this 10 April 2018 to the person occupying the office of Chief Executive Officer ('the head

of the enforcement agency' for the purposes of the Food Act 2001), subject to the conditions or limitations indicated herein or in the Schedule of Conditions contained in the proposed Instrument of Delegation under the Food Act 2001.

- 3.2 Such powers and functions may be further delegated by the Chief Executive Officer as the Chief Executive Officer sees fit and in accordance with the relevant legislation unless otherwise indicated herein or in the Schedule of Conditions contained in the proposed Instrument of Delegation under the Food Act 2001.

4. Delegations made under Expiation of Offences Act 1996 and Fines Enforcement and Debt Recovery Act 2017

- 4.1 In exercise of the power contained in Section 44 of the Local Government Act 1999 the powers and functions under the following Acts and specified in the proposed Instruments of Delegation contained in Appendices 3 and 4 (annexed to the Report dated 10 April 2018) identified as indicated below are hereby delegated this 10 day of April 2018 to the person occupying the office of Chief Executive Officer of the Council to take effect from 30 April 2018 subject to the conditions or limitations indicated herein or in the Schedule of Conditions contained in the proposed Instruments of Delegation:

1. Expiation of Offences Act 1996 (Appendix 3)
2. Fines Enforcement and Debt Recovery Act 2017 (Appendix 4)

- 4.2 The powers and functions may be further delegated by Chief Executive Officer in accordance with Sections 44 and 101 of the Local Government Act 1999 as the Chief Executive Officer sees fit, unless otherwise indicated herein or in the Schedule of Conditions contained in each such proposed Instrument of Delegation.

Carried Unanimously

8.31pm Westminster School – Liquor Licence
Report Reference: GC100418R12

Councillor Crossland declared an actual conflict of interest in the item *Westminster School – Liquor Licence GC100418R12*, due to his employment with South Australian Police and left the meeting.

Councillor Telfer declared an actual conflict of interest in the item *Westminster School – Liquor Licence GC100418R12*, as she is an adjacent property owner and left the meeting.

Councillor Gard declared an actual conflict of interest in the item *Westminster School – Liquor Licence GC100418R12*, as a close friend of his is a senior teacher at the school and left the meeting.

8.31pm Councillor Crossland left the meeting
8.31pm Councillor Telfer left the meeting
8.31pm Councillor Gard left the meeting

Moved Councillor Veliskou, Seconded Councillor Hull that Council advises the Liquor and Gaming Commissioner:

1. Council cannot support the Special Circumstances Licence for the following reasons:
 - a) Council has a number of concerns with the proposed Special Circumstances Licence in regards to the type, frequency and location of future functions/events in the school grounds and potential loss of amenity for the adjacent residential area, as outlined in the Notice of Intervention letter to Consumer and Business Services, dated 7 March 2018, within Appendix 7.
 - b) Council requires further and greater detail on the proposal in order to form a considered opinion on the merits of the Licence, as outlined within this report and the letter to the Commissioner within Appendix 8.
 - c) Council requires further and greater detail on the proposal in order to form a considered opinion on whether the proposed activities associated with the liquor licence results in a change of use for the school premises, requiring the lodgement of a development application with Council.

Carried

**8.40pm Glenthorne Farm
Report Reference: GC100418R13**

8.40pm Councillor Crossland re-entered the meeting
8.40pm Councillor Gard re-entered the meeting
8.40pm Councillor Telfer re-entered the meeting
8.41pm Councillor Prior left the meeting

Moved Councillor Byram, Seconded Councillor Hull that Council:

1. Writes to Environment Minister David Speirs recognising the Liberal Party's strong support for Glenthorne National Park and requesting a meeting with the Minister to discuss the initiative and Council's ongoing involvement.
2. Requests a presentation from the State Government on the plan for delivery of Glenthorne National Park.

Carried Unanimously

CORPORATE REPORTS FOR INFORMATION / NOTING

**8.46pm Tree Management Framework review - Project Update
Report Reference: GC100418R14**

Moved Councillor Telfer, Seconded Councillor Crossland that Council:

1. Notes the update report.

2. Notes that a further report with community consultation findings and recommendations for the Tree Management Framework 2018 will be provided to Council in May 2018.

Carried Unanimously

**8.47pm City of Marion Volunteer Program
Report Reference: GC100418R15**

Moved Councillor Veliskou, Seconded Councillor Byram that Council:

1. Notes this Report

Carried Unanimously

WORKSHOP / PRESENTATION ITEMS

Nil

MATTERS RAISED BY MEMBERS

Motions with Notice

8.46pm Councillor Prior left the meeting

**8.47pm Questions without Notice
Report Reference: GC100418M01**

Moved Councillor Hull that

1. In regards to Members asking questions without notice. If the question is not adequately answered on the night, staff are to record the said question and have an answer or update in time for the next scheduled Council Meeting
2. The question without notice that I asked, and of which was subsequently forgotten by the following Council meeting be answered and or updated in relation a possible joint City of West Torrens & City of Marion basketball facility

8.53pm Councillor prior re-entered the meeting

Moved Councillor Hull, Seconded Councillor Hutchinson that the item *Questions without Notice GC100418M01* be left lying on the table to allow for additional information to be provided.

Carried Unanimously

8.57pm Matter Left Lying on the Table – State Wide Industrial Relations Agreements

Report Reference: GC100418M02

Moved Councillor Kerry, Seconded Councillor Westwood that:

The following motion:

That Marion Council at the next LGA meeting ask the following:

Local Government Association to take the lead on managing industrial relations and negotiate 1 statewide agreement with Indoor staff ie ASU & 1 statewide agreement with outdoor staff ie AWU.

which was left lying on the table at the General Council Meeting on 12 December 2017 regarding *State Wide Industrial Relations* be retrieved and brought to the Council Meeting on 10 April 2018 for resolution.

Carried

Moved Councillor Kerry, Seconded Councillor Hull:

That Marion Council at the LGA Annual General Meeting ask the following:

Local Government Association to take the lead on managing industrial relations and negotiate 1 statewide agreement with Indoor staff ie ASU & 1 statewide agreement with outdoor staff ie AWU.

Amendment

Moved Councillor Hutchinson that:

The LGA lead the future of industrial relations in the sector through harmonisation and acknowledging the metropolitan and regional differences.

The Chair ruled that the Amendment was in contradiction to the original motion and did not allow the Amendment.

Moved Councillor Byram, Seconded Councillor Prior that this item be adjourned until General Council Meeting on 22 May 2018.

Carried

Questions with Notice

Enterprise Bargaining Negotiations with ‘Outdoor Staff’ Reference No: GC100418Q01

QUESTION:

1. How do our outdoor staff wages compare with the State Government Award? Please could any variance from this award be explained?
2. Over the last 10-15 years what has been the average wage rise of residents living in South Australia. Please could this be compared with a year by year breakdown in the wage increases given to employees at the City of Marion?
3. In addition to a no redundancy clause and additional wage rises should CPI increase above the agreed wage growth, what other additional benefits are available to the City of Marion employees which are not available to other public service employees?
4. If we were to match the wages and benefits of similar public service employees across the state what wage rise would be required?

COMMENTS: Councillor Ian Crossland

The City of Marion currently has ongoing EB negotiations with the “Outdoor staff”. I would like to know some factual data around previous wage growth, current state awards and a comparison with the wage growth experienced by our residents who will ultimately be asked to pay for any wage growth.

**COMMENTS: Nicola Beckwith-Jones, Human Resources Partner
Steph Roberts, Human Resources Manager
Tony Lines, General Manager City Services**

**Question 1: How do our outdoor staff wages compare with the State Government Award?
Please could any variance from this award be explained?**

The following documents were utilised to provide the comparison of the outdoor staff wages:

- City of Marion Staff Enterprise Agreement No. 9 2014
- Local Government Employees Award (2017 Variation)
- South Australian Government Civil Construction & Maintenance Award (OPDATE 01.07.2017)

These documents are not an exact comparison, however the roles have been aligned as closely as possible. The indicative tasks of the Construction Maintenance Worker Level 4 (South Australian Government Civil Construction and Maintenance Award), was deemed as the equivalent to the Municipal Employee Grade 5 (Local Government Employees Award) and the ME 5 (City of Marion Staff Enterprise Agreement No. 9 2014).

The classification and salary arrangements within the South Australian Government Civil Construction and Maintenance Award are different, with the highest level increment at step 2. Both the Local Government Employees Award and the City of Marion Staff Enterprise Agreement No. 9 2014 include a step 3 increment.

The comparison has been undertaken using the highest level from the three documents.

City of Marion AWU Enterprise Agreement	Local Government Employees Award	South Australian Government Civil Construction & Maintenance Award
Level 5 Step 3	Level 5 Step 3	Level 4 Step 2
\$60,965.84 per annum	\$44,179.20 per annum	\$44,148.00 per annum

The variance between the arrangements are in part due to allowances being applied separately in both the Local Government Employees Award and South Australian Government Civil Construction and Maintenance Award. By contrast, the allowances have been absorbed into the remuneration for the City of Marion Enterprise Agreement.

As a comparison of 16 similar councils around Adelaide, the highest ME5 (equivalent) salary is Port Adelaide at \$67,599 per annum, and the lowest Adelaide at \$56,110 per annum.

Question 2: Over the last 10-15 years what has been the average wage rise of residents living in South Australia. Please could this be compared with a year by year breakdown in the wage increases given to employees at the City of Marion?

Year	ABS Data SA All Industries % Increase from prior year	CoM AWU EA % Increase from prior year	Variance EA to ABS	6th Ranking Adjustment Factor applied	CoM EA % Increase after 6th ranking applied	Variance 6th Rank to ABS	CoM Source of Increases
Jul-2003	3.80%	3.50%	-0.30%		3.50000%	-0.30%	EA No 6. 2003
Jul-2004	4.00%	3.50%	-0.50%		3.50000%	-0.50%	EA No 6. 2003
Jul-2005	3.40%	3.50%	0.10%		3.50000%	0.10%	EA No 6. 2003
Jul-2006	3.80%	4.00%	0.20%		4.00000%	0.20%	Addendum to EA No 6
Jul-2007	4.00%	4.00%	0.00%		4.00000%	0.00%	Addendum to EA No 6
Jul-2008	4.70%	4.00%	-0.70%		4.00000%	-0.70%	Addendum to EA No 6
Jul-2009	4.00%	5.26%	1.26%	0.00056%	5.26003%	1.26%	EA No 7. 2009
Jul-2010	2.80%	4.00%	1.20%	0.00075%	4.00003%	1.20%	EA No 7. 2009
Jul-2011	3.50%	4.00%	0.50%	0.00000%	4.00000%	0.50%	EA No 7. 2009
Jul-2012	3.40%	4.50%	1.10%	0.00000%	4.50000%	1.10%	EA No 8. 2012
Jul-2013	3.40%	3.50%	0.10%	0.01210%	3.50042%	0.10%	EA No 8. 2012
Jul-2014	3.30%	4.23%	0.93%	0.00000%	4.23000%	0.93%	EA No 9. 2014
Jul-2015	2.60%	3.00%	0.40%	0.00000%	3.00000%	0.40%	EA No 9. 2014
Jul-2016	2.20%	3.00%	0.80%	0.00000%	3.00000%	0.80%	EA No 9. 2014
Jul-2017	2.20%	TBC					
61.67%		69.81%	Cumulative (compounding increase) to end of 2016-17				

Percentage Change from Previous Period; South Australia; Private and Public; Total Hourly Rates of Pay Excluding Bonuses; All industries

Source: <http://www.abs.gov.au/AUSSTATS/abs@.nsf/DetailsPage/6345.0Dec%202017?OpenDocument> - Table 2a

Question 3: In addition to a no redundancy clause and additional wage rises should CPI increase above the agreed wage growth, what other additional benefits are available to the City of Marion employees which are not available to other public service employees?

Below is a comparison table for benefits within the City of Marion Staff Enterprise Agreement, the Local Government Employees Award and the South Australian Government Civil Construction and Maintenance Award.

Benefits	City of Marion AWU EA	LGE Award	SAG Award
Adoption leave	x	x	x
Annual Leave at half pay	x		
Bereavement Leave	x	x	x
Blood donor leave	x		
Carers Leave	x	x	x
Cash out of annual leave	x		
Corporate health program	x		
Cultural leave	x		
Education Assistance/Study Leave	X	X	x
Employee assistance program	x		
Employee immunisation program	x		
Jury Service Leave	x		
Leave loading	x	x	x
Moving House			x
No forced redundancies	x		
Paid Paternity leave after 12 months' service	x	x	x
Paid Personal Need Leave / sick leave	x	x	x
Phased Retirement	x		
Professional Development Leave	x		
Protective Clothing	x	x	x
Protective Equipment & Tools		x	
Purchased leave	x		
Quit smoking program	x		
Salary Packaging	x		
Sick Leave Treatment on Termination	x		
Special Maternity Leave	x	x	x
Term time work	x		
Transfer to a safe job	x	x	x
Voluntary Emergency Management Leave	x		
Working 4 out 5 years	x		

These Minutes are subject to confirmation at the General Council Meeting to be held on the 8 May 2018

Question 4. If we were to match the wages and benefits of similar public service employees across the state what wage rise would be required?

As there are many anomalies across the arrangements and there is not a complete alignment with the wages and benefits outlined in the City of Marion Staff Enterprise Agreement, the Local Government Employees Award and the South Australian Government Civil Construction and Maintenance Award it is difficult to calculate what wage rise would be required.

The data in questions 1-3 demonstrates that the wages and benefits for City of Marion outdoor staff are competitive.

**9.23pm Glandore Oval – Cricket Nets
Report Reference: GC100418R08**

Moved Councillor Pfeiffer, Seconded Councillor Kerry that Council:

1. Notes the report
2. Requests further consultation occur and a report be brought to Council in May 2018.

Carried Unanimously

Motions without Notice

Questions without Notice

MEETING CLOSURE - Meeting Declared Closed at 9.25pm

CONFIRMED THIS 8 MAY 2018

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CHAIRPERSON