



STRATHBOGIE SHIRE COUNCIL

**MINUTES OF A SPECIAL MEETING OF THE STRATHBOGIE SHIRE COUNCIL HELD
ON TUESDAY 24 APRIL 2018 AT THE EUROA COMMUNITY CONFERENCE
CENTRE, COMMENCING AT 5.00 P.M.**

Chair: Amanda McClaren (Mayor) (Lake Nagambie Ward)

Councillors: John Mason (Deputy Mayor) (Seven Creeks Ward)
Malcolm Little (Hughes Creek Ward)
Debra Swan (Lake Nagambie Ward)
Alistair Thomson (Mount Wombat Ward)
Graeme (Mick) Williams (Seven Creeks Ward)

Officers: Steve Crawcour - Chief Executive Officer (CEO)
Phil Howard - Director, Innovation and Performance (DIP) [Deputy
Chief Executive Officer]
Roy Hetherington - Director, Community Assets (DCA)
David Roff - Director, Corporate and Community (DCC)

BUSINESS

1. Welcome
2. Acknowledgement of Traditional Land Owners
*'I acknowledge the Traditional Owners of the land on which we are meeting.
I pay my respects to their Elders, past and present'*
3. Apologies

Councillor Kate Stothers (Honeysuckle Creek Ward)
4. Disclosure of Interests

The Chief Executive Officer declared an Interest (Direct) in Item 6.7.1 due
to the matter being related to the Chief Executive Officer Contract.
5. Petitions
6. Reports of Council Officers
 - 6.1 Climate Change
 - 6.2 Infrastructure
 - 6.3 Private Enterprise
 - 6.4 Public Institutions
 - 6.5 Housing and Recreation
 - 6.6 Tourism
 - 6.7 Organisation

A handwritten signature in black ink, located in the bottom right corner of the page.

7. Urgent Business
8. Closure of Meeting to the Public to consider matters listed for consideration in accordance with Section 89(2) of the Local Government Act 1989
9. Confirmation of 'Closed Portion' Decision/s

An audio recording of this meeting is being made for the purpose of verifying the accuracy of the minutes of the meeting, as per Local Law No. 1 - Meeting Procedure (2014) or as updated from time to time through Council Resolution



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9.	CONFIRMATION OF 'CLOSED PORTION' DECISION/S	

6. REPORTS

6.7 ORGANISATION

5.01 p.m.

The Chief Executive Officer declared his Interest and left the meeting.

6.7.1 Proposed Reappointment of the Chief Executive Officer

Author and Department

Director, Innovation and Performance / Innovation and Performance Directorate

Disclosure of Conflicts of Interest in relation to advice provided in this report

The author of this report and officers/contractors providing advice in relation to this report do not have a direct or indirect interest, as provided in accordance with the *Local Government Act 1989*.

Summary

Further to Council's decision of 13 November 2017 to commence the statutory process to reappoint the current Chief Executive Officer (CEO) without advertising the position; it is recommended to reappoint Mr Steven Mark Crawcour (the current CEO) until the 19 November 2019 at the expiry of his current contract. This is consistent with the resolution that the reappointment is no longer than 18 months from the completion of the current contract. Additionally, no further extensions are recommended.

It is also proposed to commence the recruitment process for a new CEO in December of this year to allow sufficient time for the Councillors to engage the right recruitment specialist and map out the most appropriate process.

If the recommendation is passed, the proposed total remuneration under the contract must be made available for public inspection within 14 days of the resolution.

RECOMMENDATION

That Council:

1. **Reappoint Mr Steven Mark Crawcour as Chief Executive Officer without advertising the position under Section 94 of the *Local Government Act 1989* until the 19 November 2019 with no extension.**
2. **Commence the process of recruiting the new Chief Executive Officer on 1 September 2018 and make allowance in the 2018/19 draft budget.**
3. **Endorse that the Chief Executive Officer Annual Total Remuneration Package for Mr Steven Mark Crawcour, from 1 September 2018, will remain at \$234,892.83 per annum.**

6.7.1 Proposed Reappointment of the Chief Executive Officer (cont.)

RECOMMENDATION (cont.)

CRS SWAN/THOMSON -

Amendment:

That Council:

1. Reappoint Mr Steven Mark Crawcour as Chief Executive Officer without advertising the position under Section 94 of the *Local Government Act 1989* until 1 July 2019 with no extension.
2. Commence the process of recruiting the new Chief Executive Officer on 1 July 2018 and make allowance in the 2018/19 draft budget.
3. Endorse that the Chief Executive Officer Annual Total Remuneration Package for Mr Steven Mark Crawcour, from 1 September 2018, will remain at \$234,892.83 per annum.

11/18

ON BEING PUT, THE AMENDMENT WAS LOST

Cr Thomson called for a Division

For the Amendment

Cr Swan
Cr Thomson

Against the Amendment

Cr Williams
Cr Little
Cr McClaren
Cr Mason

CRS MASON/LITTLE -

Original Motion:

That Council:

1. Reappoint Mr Steven Mark Crawcour as Chief Executive Officer without advertising the position under Section 94 of the *Local Government Act 1989* until the 19 November 2019 with no extension.
2. Commence the process of recruiting the new Chief Executive Officer on 1 September 2018 and make allowance in the 2018/19 draft budget.
3. Endorse that the Chief Executive Officer Annual Total Remuneration Package for Mr Steven Mark Crawcour, from 1 September 2018, will remain at \$234,892.83 per annum.

12/18

ON BEING PUT, THE MOTION WAS CARRIED

6.7.1 Proposed Reappointment of the Chief Executive Officer (cont.)

Background

The Notice of Motion lodged for the 17 October 2017 Council Meeting was:

- A) *That the Strathbogie Shire Council start the statutory process under the Local Government Act 1989 to reappoint the current CEO Steven Mark Crawcour without advertising the position for a period of no longer than 18 Months from the completion of the current contract which is 31st August 2018.*
- B) *That the Strathbogie Shire Council commence discussions with the current CEO Steven Mark Crawcour in relation to contract term and conditions.*

The meeting was reconvened twice to 13 November 2017, where the motion was put and carried, 4 votes (for) to 2 votes (against).

Alternative Options

The alternative is for Council is not to reappoint the current CEO and advertise the position.

Risk Management

The author of this report considers that there are no significant Risk Management factors relating to the report and recommendation.

Strategic Links – policy implications and relevance to Council Plan

The author of this report considers that the report is consistent with Council Policies and key strategic documents.

Best Value / National Competition Policy (NCP) / Competition and Consumer Act 2010 (CCA) implications

The author of this report considers that the report is consistent with Best Value, National Competition Policy and Competition and Consumer Act requirements.

Financial / Budgetary Implications

An allowance in the 2018/19 budget is recommended to cover recruitment costs for a new CEO. The Council will negotiate the new terms and conditions based on industry benchmarking and specialist advice.

Economic Implications

The author of this report considers that there are no material economic implications.

Environmental / Amenity Implications

N/A.

Community Implications

The Council appoints (or reappoints) under the powers contained in the *Local Government Act*, i.e. the Councillors appoint the CEO.

Victorian Charter of Human Rights and Responsibilities Act 2006

The author of this report considers that the recommendation is consistent with human rights under the *Victorian Charter of Human Rights and Responsibilities Act 2006*.

6.7.1 Proposed Reappointment of the Chief Executive Officer (cont.)

Legal / Statutory Implications

The process is governed by the *Local Government Act 1989*.

Consultation

Consultation requirements and/or public notice provisions are contained in the *Local Government Act 1989*.

Attachments

Nil

7. URGENT BUSINESS
8. CLOSURE OF MEETING TO THE PUBLIC TO CONSIDER MATTERS LISTED FOR CONSIDERATION IN ACCORDANCE WITH SECTION 89(2) OF THE LOCAL GOVERNMENT ACT 1989
9. CONFIRMATION OF 'CLOSED PORTION' DECISION/S

THERE BEING NO FURTHER BUSINESS, THE MEETING CLOSED AT 5.23 P.M.

5.23 p.m.

The Chief Executive Officer returned to the meeting.

Confirmed as being a true and accurate record of the Meeting



Chair

15.05.2018

Date