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MINUTES OF THE ORDINARY COUNCIL MEETING

Held on Tuesday 28 January 2025

Released to the public on 31 January 2025

**LIVE STREAMING OF THE COUNCIL MEETING WAS MADE AVAILABLE ON
COUNCIL'S WEBSITE.**



ACKNOWLEDGEMENT OF TRADITIONAL OWNERS AND ABORIGINAL AND TORRES STRAIT ISLANDER COMMUNITIES IN DAREBIN

Darebin City Council acknowledges the Wurundjeri Woi-Wurrung people as the Traditional Owners and custodians of the land we now call Darebin and pays respect to their Elders, past, present and emerging.

Council pays respect to all other Aboriginal and Torres Strait Islander communities in Darebin.

Council recognises, and pays tribute to, the diverse culture, resilience and heritage of Aboriginal and Torres Strait Islander people.

We acknowledge the leadership of Aboriginal and Torres Strait Islander communities and the right to self-determination in the spirit of mutual understanding and respect.



English

These are the Minutes for the Council Meeting. For assistance with any of the items in the minutes, please telephone 8470 8888.

Arabic

هذه هي محاضر اجتماع المجلس. للحصول على المساعدة في أي من البنود في المحاضر، يرجى الاتصال بالهاتف 8470 8888.

Chinese

这些是市议会会议纪要。如需协助了解任何纪要项目，请致电8470 8888。

Greek

Αυτά είναι τα Πρακτικά της συνεδρίασης του Δημοτικού Συμβουλίου. Για βοήθεια με οποιαδήποτε θέματα στα πρακτικά, παρακαλείστε να καλέσετε το 8470 8888.

Hindi

ये काउंसिल की बैठक का सारांश है। सारांश के किसी भी आइटम में सहायता के लिए, कृपया 8470 8888 पर टेलीफोन करें।

Italian

Questo è il verbale della riunione del Comune. Per assistenza con qualsiasi punto del verbale, si prega di chiamare il numero 8470 8888.

Macedonian

Ова е Записникот од состанокот на Општинскиот одбор. За помош во врска со која и да било точка од записникот, ве молиме телефонирајте на 8470 8888.

Nepali

यी परिषद्को बैठकका माइन्युटहरू हुन्। माइन्युटका कुनै पनि वस्तुसम्बन्धी सहायताका लागि कृपया 8470 8888 मा कल गर्नुहोस्।

Punjabi

ਇਹ ਕੌਂਸਲ ਦੀ ਮੀਟਿੰਗ ਵਾਸਤੇ ਸੰਖੇਪ ਸਾਰਾਂਸ਼ ਹੈ। ਸੰਖੇਪ ਸਾਰਾਂਸ਼ ਵਿਚਲੀਆਂ ਕਿਸੇ ਵੀ ਆਈਟਮਾਂ ਸੰਬੰਧੀ ਸਹਾਇਤਾ ਵਾਸਤੇ, ਕਿਰਪਾ ਕਰਕੇ 8470 8888 ਨੂੰ ਟੈਲੀਫੋਨ ਕਰੋ।

Somali

Kuwaani waa qodobadii lagaga wada hadlay Fadhiga Golaha. Caawimada mid kasta oo ka mid ah qodobada laga wada hadlay, fadlan la xiriiir 8470 8888.

Spanish

Estas son las Actas de la Reunión del Concejo. Para recibir ayuda acerca de algún tema de las actas, llame al teléfono 8470 8888.

Urdu

یہ کاؤنسل کی میٹنگ کی روداد کے نقاط ہیں۔ روداد کے کسی بھی حصے کے بارے میں مدد کے لیے براہ مہربانی 8470 8888 پر فون کریں۔

Vietnamese

Đây là những Biên bản Họp Hội đồng Thành phố. Muốn có người trợ giúp mình về bất kỳ mục nào trong biên bản họp, xin quý vị gọi điện thoại số 8470 8888.

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MINUTES OF THE ORDINARY MEETING DAREBIN CITY COUNCIL ON TUESDAY 28 JANUARY 2025

THE MEETING OPENED AT 6.15PM

The Chairperson, Mayor Olaris OAM advised that the meeting was being recorded, however due to technical issues the livestream was not available. The Mayor advised the recording would be made available on Council's website as soon as practicable after the meeting.

1. OPENING OF MEETING AND MEMBERSHIP

Councillors

Cr. Kristine Olaris OAM (Mayor)
Cr. Emily Dimitriadis (Deputy Mayor)
Cr. Matt Arturi
Cr. Connie Boglis OAM
Cr. Gaetano Greco
Cr. Ruth Jelley
Cr. Julie O'Brien
Cr. Alexandra Sangster
Cr. Vasilios Tsalkos

Council Officers

Michael Tudball - Interim Chief Executive Officer
Caroline Buisson - General Manager Project Support
Nina Cullen - General Manager Community
Enna Giampiccolo - Acting General Manager Customer and Corporate
Rachel Ollivier - General Manager Infrastructure, Operations and Finance
Vanessa Petrie - General Manager City Sustainability and Strategy
Felicity Walsh - Interim Manager Governance and Communications
Georgina Steele - Team Leader Governance Services

2. ACKNOWLEDGEMENT OF TRADITIONAL OWNERS

The Chairperson, Mayor Olaris OAM, opened the meeting with the following statement:

I would like to start by acknowledging the Wurundjeri Woi-wurrung people, the Traditional Owners of this land and pay my respects to Elders past and present, and recognise their continuing connection to land, water and culture. I acknowledge that sovereignty was never ceded, and this always was and always will be Aboriginal land.

3. APOLOGIES

Nil

4. DISCLOSURES OF CONFLICTS OF INTEREST

Cr. Greco disclosed a conflict of interest in Item 13.1 Appointment of Executive Recruitment Services for CEO appointment.

Michael Tudball CEO, Enna Giampiccolo, Caroline Buisson, Rachel Olliver, Vanessa Petrie and Nina Cullen all declared an 'interest' in Item 11.1 - Capping CEO Remuneration Packages.

5. CONFIRMATION OF THE MINUTES OF COUNCIL MEETINGS

Council Resolution

MINUTE NO. 25-001

MOVED: Cr. G Greco
SECONDED: Cr. Arturi

That the Minutes of the Ordinary Meeting of Council held on 16 December 2024 be confirmed as a correct record of business transacted.

CARRIED UNANIMOUSLY

6. COUNCIL'S OCCUPATIONAL HEALTH AND SAFETY RESPONSIBILITIES

The Chairperson, Mayor Olaris, made the following statement:

Council has an occupational health and safety responsibility to ensure anyone attending tonight's meeting, feels safe both physical and emotionally.

I would like to remind everyone in attendance to be respectful of each other, and as outlined in our Governance Rules, please note the following:

- *A Councillor or any other person who addresses a Meeting must do so in a courteous and respectful manner and must take direction from the Chairperson whenever called on to do so.*
- *Any member of the public physically attending a Meeting must not utter any offensive, indecent, insulting, or objectionable item or words, including words that are racist, sexist or homophobic, or interject or gesticulate offensively in the Council Chamber.*
- *Silence must be preserved by the gallery at all times during a Meeting (other than by a person in the gallery who is invited to address the Meeting).*
- *If any member of the public engages in conduct that is improper or disorderly, the Chairperson may direct that person to cease their conduct and the person must comply with that direction*

7. QUESTION AND SUBMISSION TIME

The following questions were submitted and addressed:

- **Belinda Lloyd**

How many complaints have been received regarding dogs off lead/dog attacks and people fishing at Edwardes Lake over the last 3 months (actual stats to be provided please)?

Response from General Manager City Sustainability and Strategy

Thanks for your question Belinda. There has been one (1) dog attack request and one (1) dog off lead request in the last three (3) months. There has been one (1) report of illegal fishing in the same time frame.

- **Angela Denton**

When will the City of Darebin repair the subterranean pipe leak (water faucet) so that ratepayers are not footing the bill for the water pooling in the Darebin parkland?

Response from General Manager Infrastructure, Operations and Finance

Hi Angela, thank you for sending in this public question and also for reporting the issue to our Customer Service team, it helps when the community send reports like this in.

Repair of the leak started on the 14th January and was completed over the following two days when officers returned to check any issues were resolved. In the end there were several breaks in the line caused by tree roots. This faucet is back in working order.

- **Sonia Eskildsen**

1. What happens to residents who are disabled or elderly and are requiring transport daily transport?
2. Where are all the residences on Victoria road meant to park, if they cannot park outside their homes?
3. What about the other residents who won't be able to park their cars because all the residents from Victoria road are parking in all the side streets?

Response from General Manager City Sustainability and Strategy

1. Thank you Mayor. Through you, I would like to share that we have received a number of questions about Your Street, Your Say item on the agenda this evening. For all of our officer responses to these questions, I'd like to share that Council will consider and resolve what projects Council moves forward with this evening.

Thank you for your questions Sonia. Mark Sehlar has asked similar questions, and I will respond to them here. Regarding your first question, the feasibility design project that has started for Victoria Road aims to improve road safety. The study will include community consultation to better understand local needs. Officers will prepare a draft

layout that considers all user types, including older people and people who are living with a disability. Providing access for these groups is very important.

2. Regarding your questions 2 and 3, because we have not completed the feasibility study and community engagement for Victoria Road, it is unclear at this stage what impact there may be to on-street parking.

- **Timmee Grinham**

What action has Council taken to address safety risks for cyclists near NARC (the Northcote Aquatic and Recreation Centre) since the fatal crash between a truck and a cyclist in 2018?

Response from General Manager City Sustainability and Strategy

Thank you for your question Timmee. Following the completion of NARC, Council installed No Stopping zones on Victoria Road near the entrance to improve sight lines between drivers, cyclists and pedestrians.

Council undertook community engagement and technical assessments for the area around NARC as part of the Your Street, Your Say 'Group B' project that was delivered last year. Work has also started on a feasibility study to improve safety near the NARC entrance.

Timmee asked the Mayor whether a follow up question could be asked. The Mayor granted a follow up question. Timmee went on to further ask if there is any monitoring of those No Stopping zones around NARC?

The General Manager City Sustainability and Strategy thanked Timmee for the follow up question and confirmed that traffic enforcement officers do patrol the entire municipality, however this question would be taken on notice and specific information on patrols in that area could be provided to Timmee at a later time.

- **John Pehlivanidis**

Questions relating to revisiting your street your say Group B.

1. In relation to council resolution minute no. 24-178 item 5. Request the report to be tabled at the meeting on 28/1/25 on the impacts & implementation required to suspend the 3 projects be distributed to all residents for review & comment/feedback. That is the feasibility study is to be distributed to impacted residents that have signed a petition relating to the original council proposal & a true consultation be held.
2. In relation to 5b request Council to categorically/statistically justify how the original proposal to eradicate parking on Victoria Road would improve safety given current dedicated bike lanes on Victoria Road and the current traffic issues experienced.
3. Request council explain how any further reduction in street parking on Victoria Road will improve children's safety to walk, cycle, take transport to their school, given it would result in increased traffic hazards and be detrimental to safety.

Response from General Manager City Sustainability and Strategy

1. Thank you for your questions John. Regarding your first question, you can find the report included in tonight's Council agenda. Regarding the feasibility study, if completed, this will be shared with the community during community consultation.

2. Regarding your questions 2 and 3, information has been provided in tonight's Council Agenda that describes the safety risk on Victoria Road and the treatments that would reduce this risk.

- **Dimitri Lafleur**

1. Can the councillors clarify why projects with this much support and such high MCA ranking get deprioritised while the budget constraints would have the council endorse projects based on, as stated, "prioritisation and need"? The projects now reprioritised are desktop feasibility studies, not capital works.
2. With regards to the "Revisiting Your Street Your Say Group B" report as per item 9.2, could the councillors explain how transport engineers can make objective recommendations on reprioritising, what I understand to be, their own feasibility studies?

Response from General Manager City Sustainability and Strategy

Thank you for your questions Dimitri. Regarding your questions 1 and 2. This item is listed this evening and will be debated by Council.

- **Nina Collins**

1. When will Council provide a safe and accessible entrance to John Cain Memorial Park from Clarendon Street Thornbury?
2. When will Council reinstate the footpath on the western side of Sparks Avenue between Rossmoyne and Mansfield Streets?
3. Will Council advocate to DTP for safer crossings for pedestrians and cyclists at the intersections of Wilmoth Street x Darebin Road, and at Collins Street x Station Street? Wilmoth Street is a key pedestrian and cyclist corridor. Darebin Road already has supported crossings at Wales Street and St David Street, and this intersection needs similar intervention. Collins Street is a dangerous intersection with Station Street. It is the primary entrance to the THS.

Response from General Manager City Sustainability and Strategy

1. Thank you for your questions, Nina. Regarding question one, Council Officers are currently investigating solutions to provide a safe and accessible entrance to John Cain Memorial Park from Clarendon Street, Thornbury. Unfortunately, no timeline has been set for the delivery of these works, but I have asked the Manager to keep you updated.
2. There's not previously been a footpath on the western side of Sparks Avenue between Rossmoyne and Mansfield Street. Unfortunately, constructing a footpath on the western side of Sparks Avenue is not feasible because of the steep embankment at this location.
3. Council is committed to advocating for the safety of pedestrians and cyclists. Officers will raise the concerns regarding safety improvements at these locations with the Department of Transport and Planning officials. Council will continue to work with DPT to explore options for safer crossings and to ensure the needs of pedestrians and cyclists are considered in any future upgrades at these intersections.

- **Courtney May**

1. How is council progressing against the targets in the Transport Strategy to double the share of walking, cycling and public transport for all trips?
2. What plans or strategies does Council have in place to target safety improvements around schools, noting that Your Street Your Say takes a broader place-making approach to street safety projects, and specifically what action is Council taking to make sure that children riding to schools in Northcote can get there safely?
3. What plans does Council have in place to invest in strategic cycling corridors, including routes such as South Crescent - a key cycling route to the city, Northcote High and Westgarth Primary, as well as to Fairfield and Alphington, with South Crescent safety the highest ranking issue in Council's survey on transport in Northcote and Alphington in 2023.

Response from General Manager City Sustainability and Strategy

1. Thank you for your questions Courtney. A refresh of the Darebin Transport Strategy was completed in 2022. As part of this refresh, we reviewed how Council is progressing against the key policies, actions and targets contained within the strategy. There is a refresh report that tracks progress and is available to download from Council's website. A transport officer will email this link to you.
2. Regarding both your questions 2 and 3, Your Street, Your Say is the main way Council currently identifies where capital projects are needed to improve safety and access. It is an integrated program that considers the needs of all transport users.

In addition to capital improvements, Council also engages closely with 3 schools each year to provide information to families about the benefits of active travel and how to do it safely around their school. This work also identifies opportunities to improve the safety of key access routes to those schools that are participating.

• Jessamy House

1. Can council please install a supervised pedestrian crossing for Thornbury High students at Matisi Street to ensure safe access to and from the school grounds?
2. Can council please engage with Vicroads to ensure a safe solution the current problems at Station Street and Collins St bus stop, including barriers to stop students spilling into traffic, and more safely positioned, traffic light-controlled pedestrian crossing?
3. Can council please engage with the school community to plan and implement safe cycling corridors across the school catchment, for students to and from school?

Response from General Manager City Sustainability and Strategy

Thank you for your questions, Jessamy.

1. Council has endorsed a project to create a raised zebra crossing on Matisi Street. There are funding opportunities coming up that may support the progression of design and construction of this project. Supervision may be possible, depending on the volume of students crossing at a new crossing when constructed. An assessment to consider the crossing for a supervisor will be completed following construction.
2. The intersection Collins Street and Station Street are under the jurisdiction of the Department of Transport and Planning. Officers will raise the concerns regarding safety improvements at these locations with departmental officials. Council will continue to

work with them to explore options ensure the needs of pedestrians and cyclists are considered in any future upgrades.

3. Yes, we'd be very happy to meet with you to discuss, and the Manager will contact you this week.

- **Christen Erlandsen**

Two questions were asked in relation to the gradual degradation of open space in streets in Darebin.

1. Is Council seriously concerned about Auto businesses along Plenty Road (between Murray Road and Wood Street) storing cars in side streets and even on nature strips?
2. As these businesses seem to be taking advantage of Councils leniency on this matter, to the detriment of residents and local environment, how is Council intending to deal with this increasing problem?

Response from General Manager City Sustainability and Strategy

Thank you for your questions Christen.

1. Council expects everyone to comply with all regulations that apply to them, including requirements of a planning permit, Darebin's Local Laws, and parking signs. There have been a number of investigations at this site. Patrols have also been conducted for vehicles parking illegally around the property in question. Council reminds all road users that it their obligation to park legally and adhere to parking signs.
2. Council Officers will continue to monitor the property to ensure compliance with the Planning Permit conditions. Parking Officers will continue to patrol the area and enforce parking controls.

- **Susanne Newton**

1. Could Council please outline what impact proposed changes to Your Street Your Say Group B projects could have on the three high level targets of the Darebin Transport Strategy? Specifically:
 - Double the share of walking, cycling and public transport for all trips by 2027.
 - Double the share of walking, cycling and public transport for journey to work trips by 2027.
 - A reduction in accident rates on local roads equal to or greater than VicRoads targets.
2. Could council please explain the 'extreme' safety risk on South Crescent and expand on risks to removing the project from i.e. "Delaying a solution to remove the known extreme safety risk on South Crescent may expose Council to liability if there were to be an incident, and a decision is made to not address the risk."

Response from General Manager City Sustainability and Strategy

Thank you for your questions, Susanne.

1. The Your Street, Your Say Group B feasibility projects aim to reduce safety risks that have been assessed for cyclists. Regarding increasing the share of walking, cycling and public transport trips, it's not possible to confirm how these projects may change the number of walking or cycling trips taken. The Victoria Cycling Strategy shares

research that indicates improving safety and perceived safety can increase cycling trips.

2. The road safety risk on South Crescent has been assessed as extreme using the Austroads guide to road safety. Without a change in the current transport environment, this safety risk assessment will remain.

- **Floyd Cardoso**

The rubbish mounds at 802 Plenty Road, Reservoir are an eyesore, the place seems to have been defunct and derelict for years. There is rubber tubing just left there, and the leaves are also piling up posing a fire hazard - when is this going to be cleared up?

Response from General Manager Infrastructure, Operations and Finance

Thanks for reporting this to us. It will be inspected in the next week and we'll assess the state of the site against Council's local law provisions and also safety perspective. If needed we'll get in touch with the owner and take action to have any matters addressed. Council generally takes an approach of 'ask, tell, enforce' to give owners an opportunity to address any issues before moving to more serious interventions such as fines. The inspection will happen quickly, the next steps will take longer depending on what we are doing as we may need to provide 30 or 60 days' notice to an owner.

- **David Taylor**

1. Given three possible key challenges faced by Darebin are: urban intensification; climate adaptation; and city presentation; to what extent and by what process will these and perhaps other key challenges be considered as a central item in preparing the Council Plan?
2. Will the methodology for preparing the Council Plan include: identification of key challenges and their diagnosis; the articulation of a strategy narrative or guiding policy; and coherent actions as per the Rumelt methodology for preparing a strategic plan?
3. Can the Deliberative Panel be given the additional task of considering key challenges and their diagnosis as an important initial step in preparing the Council Plan, with further comment sought from the public?

Response from General Manager Customer and Corporate

1. From July – December 2024, Council has engaged with the community through broad, targeted and deliberative engagement methods to understand the key challenges facing Darebin's community. The findings of this extensive community engagement will be presented to Council at the end of February. This information will be one of the many inputs into determining the strategic focus for the 2025-29 Council Plan. Council is aiming to have the draft 2025-29 Council Plan and associated documents available for public exhibition early May 2025
2. The development of the Council Plan is being project managed using a range of strategic planning and community engagement methodologies.

Council will consider a range of inputs such as the community perspective I just spoke to, internal analysis, research and data, existing strategies, financial restraints, risks, external influences, trends and Councillor input. Council is also required under the Local Government Act 2020 to develop 10-year Financial and 10-year Asset Plans to resource the delivery of the 2025-29 Council Plan.

3. The deliberative panel was engaged during November – December 2024. The panel was a randomised selection of community members who were given a specific remit to deliberate on. The remits were based on key challenges that came from community engagement and other inputs as detailed before.

The panel developed recommendations for Council to consider in developing the 2025-29 Council Plan. A report is being presented to Council end of February with the Community engagement findings including the deliberative panel recommendations.

- **Carmel Davis**

1. When will Council prioritise and undertake a long overdue cultural and linguistic diversity audit of Darebin City Council's workforce covering all classification levels?
2. Why is Darebin's workforce cultural diversity data not collected and analysed by Council on a systematic and regular basis?
3. When will Council make real and measurable efforts to achieve the Welcoming Cities Charter standard of employing a workforce that is inclusive, diverse and reflects the cultural diversity of the community, considering that about 33% of Darebin residents were born overseas yet only 16.20% of Council staff identified as being from a non-English speaking background?

Response from General Manager Customer and Corporate

Thank you for the questions, Carmel.

1. Darebin's Diversity and Inclusion Strategy has seen significant improvements in the space of gender and sexuality. This work was the catalyst and the focus for the work required for the Welcoming Cities and the Rainbow Tick accreditations.

Privacy laws are a key consideration in collecting information relating to cultural background. Council must ensure the information is being collected is relevant to the employee experience, and best practice inclusion methods.

2. In terms of workforce diversity data not collected, as I mentioned, the *Data Privacy Protection Act 2014* protects the privacy of personal information that has been collected by Council. The category of information requested under the Act is classified as 'sensitive' and therefore would require a legitimate reason for collection. If Council decided the collection was legitimate, Council would need to notify employees of the reason for its collection. Collection would also be optional, which may result in low response rates from employees and not a true reflection of the workforce.

At present, our systems do not support the regular auditing, updating and reporting of data. We hope this can be rectified with future investment in our systems.

3. Because of the optional nature of the data, it is possible the statistic printed in our annual report of 16% of staff born overseas, is not an accurate reflection of the workforce.

With regard to Welcoming Cities, this is an ongoing improvement process to which we remain committed.

- **Craig Bishop**

1. With the extended appointment of the State Government monitors for a further 6 months (until 30 June 2025), who are paid for by the Darebin rate payers, will the council write to the new Minister for local Government and request a review of the need of monitoring, given that there are 7 new councillors and the funds could be better utilised within the community.
2. Noting Darebin Council's public transparency obligations, how much has it cost to cover the two Municipal Monitors from the start of their appointment in April to the end of December 2024.
3. And how much will it cost Darebin to cover the additional costs of reappointing the two Municipal Monitors from January to the 30th June 2025.

Response from General Manager Customer and Corporate

Thank you for the questions, Craig. Municipal monitors are appointed to councils to advise on necessary governance improvements and report back to the Minister, under section 179 of the *Local Government Act 2020*.

The terms of reference for the monitors direct them to advise and provide any relevant assistance and support to the council in relation to the improvement of its governance processes and practices. The Minister has also asked the Monitors to oversee the recruitment of Darebin's next CEO.

The cost associated with the Municipal Monitors is determined by the Minister and paid for by Council.

Section 125 of the Act, refers to confidential information which means a Councilor or member of staff is unable to disclose the remuneration of the monitors.

- **John Nugent**

1. Mayor, this question is about security cameras outside the pavilion protecting the council asset. The security cameras were paid and will be installed by the club. My question is – can a club have security cameras outside on a Council pavilion protecting the Council asset?
2. Mayor, as a park user at Donath West I have continually complained about the poor standard of grounds number 1 on Donath West. The ground is uneven and needs resurfacing and watered. This is not done by Council as they do not want to spend the money on the ground. It has been over 3 years since any maintenance or work done on this ground.

Response from General Manager Community

Security cameras on Council-owned pavilions are considered by Council officers to ensure adherence to both Victorian and Commonwealth Privacy legislation as well as internal information, privacy and surveillance policies. Any club wishing to install cameras will need to contact Council's Leisure Team. The proposal can then be appropriately discussed and assessed.

Response from General Manager Infrastructure, Operations and Finance

JC Donath 1 is a District Level ground and maintained to the same level as other District grounds across Darebin such as JE Moore North, CT Barling 1 and LE Cotchin.

The full ground maintenance cycle for this type of ground runs over three-to-five-years.

The ground was fertilised last Wednesday, and aeration was completed within the last 12 months.

Top dressing should be completed within the next two to three years. This ground is mowed at least weekly and irrigated up to 4 times per week on the dryer seasons.

Councils long term plans are for this ground to be a District level ground into the future and Council will continue to invest in maintenance for it.

- **Serena O'Meley**

1. In 2018, the Office of Geographic Names rejected a proposed new name for Batman Park due to objections to the proposal. The Darebin Council website retains a 7 year-old commitment to continuing the process to rename the park in Wurundjeri Woi-wurrung. What steps have been taken to ensure that this takes place?
2. Darebin Council had two remediation proposals for Clements Reserve which were put to a vote around 2021. I understand that neither of these proposals has been deemed suitable by the EPA, and that this is holding up the sale of the land to Darebin Council. Can you please describe the EPA's expectations in relation to the remediation of the land?

Response from general Manager Infrastructure, Operations and Finance

Thanks for your question Serena.

1. Council remains committed to renaming the park. There is currently no specific timeframe for progressing this work. Council will continue to engage with the Wurundjeri woi wurrung corporation and the Darebin community as it considers next steps and timing.
2. The EPA have advised they are open to a range of options for remediation so long as they appropriately address the risk.

Work is ongoing towards Clements Reserve remediation with the Department of Transport and Planning taking the lead because they are the majority owners of the contaminated area.

The investigation and options process is being taken one step at a time and it is hard to predict the timeframe precisely. Purchase of the site by Council would occur after remediation.

8. PETITIONS

8.1 TABLING OF PETITION - REPRIORITISING THE ZEBRA CROSSING PROJECT OUTSIDE PERRY STREET CHILDCARE CENTRE

Council Resolution

MINUTE NO. 25-002

MOVED: Cr. E Dimitriadis (Deputy Mayor)

SECONDED: Cr. Arturi

That the petition:

We want to encourage our families to walk to and from Perry Street Childcare Centre and ensure they feel safe in doing so. They continue, however, to raise safety concerns about the difficulty in crossing Separation Street in the vicinity of its intersection with Perry Street, speeding along Separation and Perry Streets, and frequent near misses at the intersection. Many other pedestrians, including school children and elderly accessing the bus stops, use this intersection and experience similar safety challenges.

The intersection of Perry Street and Separation Street is a stop controlled cross intersection which can cause confusion for motorists approaching the intersection from the northern and southern approaches as to who has right of way. This is further compounded by pedestrians trying to cross Separation Street, and the location of the bus stops on the north west and south east sides of the intersection. As the width of Separation Street only allows for one vehicle to pass in each direction, when a bus is stopped it completely restricts traffic movements travelling in the same direction as the bus. Vehicles are often observed seeking to overtake a stopped bus, only to have a near miss with a pedestrian crossing Separation Street, or a vehicle turning into Separation Street from Perry Street. Moreover, at twilight when the sun is coming down it can also be difficult for motorists to see pedestrians due to the reflections of the light.

The installation of raised zebra crossings would assist in maintaining appropriate speeds along Separation and Perry Streets. It would also highlight and prioritise pedestrians crossing at the intersection and allow them to safely access the bus stop and local services, including our childcare centre.

In the Darebin Council run Your Street Your Say Project (Group B) results, installing raised zebra crossings outside Perry Street Childcare received 86% support - one of the highest rated, amongst other safety projects around schools, kindergarten and childcare centres. Despite this, Darebin Council voted to deprioritise these projects in favour of ones that received less community support.

Sign this petition to show your support for the installation of raised zebra crossings outside Perry Street Childcare Centre.

The petition signatories call on Darebin Council to:

- Reprioritise the Your Street Your Say Group B project: Design and install a raised intersection at Separation Street and Perry Street with zebra crossings across all four sides of the intersection, near Perry Street Childcare Centre and Fairfield Primary School.*
- Design and implement this project with urgency to prevent a serious incident/fatality at this intersection.*
- Uphold its decision from 8 January 2024 “to ensure that children’s safety is in the top 5 list of priorities to allow children to safely walk, cycle, take public transport or get dropped off at their school, kindergarten or childcare centre” by reprioritising the above project.*

This petition is put forward with support of the Committee of Management of Perry Street Childcare Centre and Elizabeth Gorman Kindergarten.

be tabled and referred to the CEO for consideration and response.

CARRIED UNANIMOUSLY

Emily Novatsis, as the petitioner made a 2 minute submission to Item 8.1.

8.2 TABLING OF PETITION - PITCHER PARK COMMUNITY BATTERY

Council Resolution

MINUTE NO. 25-003

MOVED: Cr. E Dimitriadis (Deputy Mayor)
SECONDED: Cr. Tsalkos

That the petition:

This petition is calling for Darebin City Council and Jemena to consult with the residents around Pitcher Park, Alphington, regarding the potential installation of a community battery and what the local community benefits could be. Jan 2025.

Jemena's federally funded neighbourhood battery is specifically funded to be installed in Alphington. This is a great opportunity that could positively impact both the immediate community and show real climate action and leadership. Residents have been informed that Council has advised Jemena that there is no place in Pitcher Park where a battery could be installed. This means that the community will miss out on a variety of potential community benefits of the \$500,000 Federal funded project.

The community believes there may be a feasible location for the battery that has not been previously considered by Council.

There is the potential for this project to beautify Pitcher Park, create more open space and support the vibrant Parkside Sporting Club. The community should have an opportunity to have input into all of this. By integrating the battery into the local electricity grid, Alphington could be a leading role model in demonstrating a tangible step towards enabling a renewable energy future.

For a project of this magnitude, local residents and stakeholders feel that Council should engage with the community at the outset to have input into whether or not this project would be suitable for the location. This would be a great demonstration of Council's own commitment to involving the community in decision making as per Council's Community Engagement Policy.

This petition is asking Darebin City Council to facilitate community engagement, together with Jemena, to allow the community to be informed about the proposal, understand the feasibility and what potential local benefits could come from the project.

The site for which the community is seeking consultation with Council and Jemena, is to replace the old unkept woody shrub (that locals refer to as the rubbish or poo shrub!) next to the cricket nets, with a beautiful landscaped area that may to be able to be funded within the scope of Jemena's grant funding. The current shrub does not provide any shade, is full of rubbish and weeds and also poses a safety risk by having such a bushy plant so close to the footpath that could conceal somebody and pose a risk to a passing pedestrian. The civil works and restitution could be designed in collaboration with the community as part of the works to install a batter.

This area could house the battery, but also have plenty of space to provide improved biodiversity habitat and other amenity as would be determined with community co-design. For example, the project could potentially provide seating or storage for the club for cricket training or help reduce the club's electricity bills. It could be a net increase in nature and biodiversity and an increase in pen space and amenity.

be tabled and referred to the CEO for consideration and response.

CARRIED UNANIMOUSLY

Indy Lingam, as the petitioner made a 2 minute submission to Item 8.2.

8.3 TABLING OF PETITION - VICTORIA ROAD SOUTH CRECENT, NORTHCOTE

Council Resolution

MINUTE NO. 25-004

MOVED: Cr. E Dimitriadis (Deputy Mayor)
SECONDED: Cr. Olaris OAM (Mayor)

That the petition:

On 24 June 2024, the previous, Greens-controlled Darebin Council voted to support the installation of separated bike lanes, changing the currently designated bike lanes that are painted on the road to the installation of concrete permanent barriers separating cyclists from vehicles, along Victoria Road In Northcote, from Separation Street to Darebin Road. Further, the previous, Greens-controlled Council also voted to Investigate "Improved cycling" along Victoria Road from South Crescent, Northcote until Separation Street.

We, the Darebin community, were not consulted on these changes to our streets.

Introducing dedicated bike lanes with permanent barriers means removal of significant on-street car parking along most of Victoria Road, impacting loss of amenity and access to our homes and businesses. Victoria Road already has significant traffic volumes and this will only increase if the road is altered for separated bike lanes.

We, the undersigned, call on the new Darebin Council to put an immediate stop to these proposals and to commit that any changes to our streets will ensure the entire community is consulted, not just a select few.

be tabled and referred to the CEO for consideration and response.

CARRIED UNANIMOUSLY

Kyp Kyprianou, as the petitioner made a 2 minute submission to Item 8.3.

9. CONSIDERATION OF REPORTS

9.1 CEO EMPLOYMENT MATTERS COMMITTEE CHARTER AND CEO EMPLOYMENT AND REMUNERATION POLICY

2

EXECUTIVE SUMMARY

Council established the CEO Employment Matters Committee in April 2017 to oversee the employment of the Chief Executive Officer (CEO) as an advisory Committee to Council.

In March 2023, Council adopted the CEO Employment Matters Committee Charter and the CEO Employment and Remuneration Policy. The adoption of the policy was in accordance with the requirement of s45 of the *Local Government Act 2020*.

In line with good governance, and the new Council term, the Charter and Policy have been reviewed. A copy of the Charter (**Appendix A** – marked up changes and **Appendix B** – clean copy) and a copy of the Policy (**Appendix C** – marked up changes and **Appendix D** – clean copy) are attached and contain a small number of minor changes:

- Reference to the new Model Councillor Code of Conduct as part of the Local Government Act reforms
- Formatting changes to the content and structure of the documents to ensure greater clarity and consistency between the Charter and the Policy following a legal review, and feedback from the CEO Employment Matters Committee.

Officer Recommendation

That Council:

- (1) Notes that the CEO Employment Matters Committee have reviewed and recommend the CEO Employment Matters Committee Charter (**Appendix A & B**) and the CEO Employment and Remuneration Policy (**Appendix C & D**) to Council for adoption with changes incorporated in Appendices.
- (2) Notes that the reviewed CEO Employment Matters Committee Charter and the CEO Employment and Remuneration Policy was considered by the CEO Employment Matters Committee at its meeting on 21 January 2025 and is recommended to Council for adoption by the Committee.
- (3) Adopts the CEO Employment Matters Committee Charter at **Appendix B**.
- (4) Adopts the CEO Employment and Remuneration Policy at **Appendix D**.

Motion

MOVED: Cr. Jelley
SECONDED: Cr. O'Brien

That Council defer Item 9.1 - CEO Employment Matters Committee Charter and CEO Employment and Remuneration Policy to the Council meeting to be held on 24 February 2024.

THE MOTION WAS PUT AND CARRIED AND BECAME THE COUNCIL RESOLUTION AS FOLLOWS:

Council Resolution

MINUTE NO. 25-006

MOVED: Cr. Jelley
SECONDED: Cr. O'Brien

That Council defer Item 9.1 - CEO Employment Matters Committee Charter and CEO Employment and Remuneration Policy to the Council meeting to be held on 24 February 2024.

CARRIED UNANIMOUSLY

9.2 REVISITING YOUR STREET YOUR SAY GROUP B

The following people made 2minute submissions on the item:

- *Sally Moxham*
- *Claire Hayes*
- *Karl Charikar*
- *Susanne Newton*
- *Peter Gonis*

7.51pm - Cr. O'Brien left the meeting and returned at 7.55pm

EXECUTIVE SUMMARY

This report is to provide information about the impacts of suspending four transport projects currently in delivery, and to reprioritise four other projects from the *Your Street, Your Say* Group B project list for delivery. The request for this information was made by Council at its meeting on 16 December 2024.

The *Your Street, Your Say* program is the main way that Council identifies and endorses capital works projects that improve transport safety and access. It is also one of the ways that Council implements its Transport Strategy and fulfils its role as the municipal road authority. Community engagement is a vital part of the program, which is used to support identification of the locations to make changes, and to refine design solutions.

A summary of the 8 projects that make up the scope of this report has been created as **Appendix A**. This summary includes detailed information about the reasons the location was chosen for a safety improvement, community consultation feedback, technical analysis, final proposal and collision information.

There have been collisions resulting in personal injury at some of the project locations within the last 5 years. Patterns of collisions are used along-side industry standards for road safety assessment and safe system design principles. This allows comparison of options and informs recommendations that improve road safety. Without intervention, collision rates are unlikely to improve.

The efficient use of Council's limited resources to maximise the amount of change in safety, and to prepare for future grant opportunities, is important for Darebin's road users. The project delivery funding and current expenditure details of all Transport Safety Improvement projects is provided in **Appendix B**. This table provides information about the amount of funding that could be redirected if a decision is made to stop some projects and reprioritise others.

There are reputational, community engagement participation, and sunk and ongoing cost risks of moving away from projects that have been started. There are also liability risks Council will be exposed to if a decision is taken to not act on a road safety risk that has been assessed as extreme using national guidelines.

Considering the collision history and road safety assessments, officers recommend that the current transport projects that have received funding in 2024-25 continue to be delivered, and that Council prioritises the four projects (not currently funded) for upcoming grant opportunities.

Council has the option to reprioritise projects, as foreshadowed in its 16 December 2024 resolution.

If Council chooses to reprioritise four projects (shown at **Attachment A**) to start delivery in 2024-25, \$90,000 and between 6-9 months would be needed to deliver the full scope of the design packages. Due to the limited time remaining in 2024/25, only half of the scope could be delivered requiring \$45,000.

Options for Council to consider for allocating funding include:

- stopping work on some projects funded for 2024-25, and progressing others by redirecting budget allocation from partially completed projects, to projects that Council chooses to reprioritise, or
- continue existing projects in delivery, and commence delivery for the additional four projects this financial year by:
 - accessing capital funding from the 2025/26 financial year by reducing the allocation next year
 - considering grant opportunities to progress certain projects when grant funding becomes available.

Officers are preparing a report to Council for their ordinary meeting in February with information about upcoming grant opportunities that could be used to deliver Council endorsed transport safety improvement projects.

Officer Recommendation

That Council:

- (1) Continues with:
 - a. the trial safety improvement project that will deter rat-running traffic along South Crescent
 - b. the trial safety improvement project to introduce a one-way section of road on Railway Place between Station Street and Gillies Street.
 - c. the road safety feasibility studies informed by community consultation and technical analysis for:
 - i. Victoria Road between South Crescent and Separation Street
 - ii. Victoria Road between Separation Street and Darebin Road.
- (2) Prioritises the following projects for grant opportunities and receives a report in February on how to accelerate the delivery of these and other projects across Darebin:
 - a. Design and install a raised intersection at Separation Street and Perry Street with zebra crossings across all four sides of the intersection (subject to Department of Transport and Planning approval), near Perry Street Childcare Centre and Fairfield Primary School.
 - b. Consult Thornbury High School and undertake surveys to understand whether people are mostly entering the school off Matisi Street near Collins Street or north of Theobald Street. Then reposition and construct the wombat crossing to suit desire-line.
 - c. Raised zebra crossings across all approaches to roundabouts on Newcastle Street between Dundas Street and Pender Street near Pender's Grove Primary School and Thornbury Kindergarten.

- d. Install a raised intersection at Jones Street and Collins Street, with zebra crossings across all four sides of the intersection, near Thornbury High School.

Motion

MOVED: Cr. E Dimitriadis (Deputy Mayor)

SECONDED: Cr. Tsalkos

That Council:

- (1) Prioritises the following top two projects, as part of the Your Street Your Say Group B program:
 - a. Design and install a raised intersection at Separation Street and Perry Street with zebra crossings across all four sides of the intersection (subject to Department of Transport and Planning approval), near Perry Street Childcare Centre and Fairfield Primary School.
 - b. Consult Thornbury High School and undertake surveys to understand whether people are mostly entering the school off Matisi Street near Collins Street or north of Theobald Street. Then reposition and construct the wombat crossing on Matisi Street to suit desire-line.
- (2) Notes the following projects be considered for grant opportunities and receives a report in February 2025 on how to accelerate the delivery of these and other projects across Darebin:
 - a. Investigate further options to provide safe crossings for cyclists and pedestrians near the entrance to Northcote Aquatic and Recreation Centre.
 - b. Investigate options to improve road safety along Victoria Road between South Crescent and Separation Street (feasibility study), for cyclists and pedestrians, but not physically separated bike lanes.
 - c. Install a raised zebra crossings across all approaches to roundabouts on Newcastle Street between Dundas Street and Pender Street near Pender's Grove Primary School and Thornbury Kindergarten.
 - d. Install a raised intersection at Jones Street and Collins Street, with zebra crossings across all four sides of the intersection, near Thornbury High School.
- (3) Removes the following projects from Your Street Your Say Group B:
 - a. Install a trial solution along South Crescent near Mason Street. If the trial is unsuccessful, remove all parking from the south side of South Crescent between Mason Street and Plant Street.
 - b. Investigate options for separated bike lanes on Victoria Road, between Darebin Road and Separation Street near (Northcote Aquatic and Recreation Centre). Please note, Council is to continue its investigations for further treatments to provide safe crossings for pedestrians and cyclists near the entrance to the Northcote Aquatic and Recreation Centre [as per (3)(a) above].
 - c. Install a trial one-way (westbound) on Railway place between Station Street to Gillies Street
- (4) Works with the State Government and VicTrack to find a suitable cycling solution on the VicTrack land along the south side of South Crescent.

Cr Jelley proposed an amendment to the motion.

8.17pm - The Mayor called for a 5 minute adjournment to allow for officers to provide advice in relation to the amendment proposed by Cr Jelley.

8.22pm – The meeting resumed.

The mover and seconder did not accept the amendment. Cr Jelley withdrew her amendment and foreshadowed an amended motion if the substantive motion was lost.

THE SUBSTANTIVE MOTION WAS PUT AND CARRIED AND BECAME THE COUNCIL RESOLUTION AS FOLLOWS:

Council Resolution

MINUTE NO. 25-007

MOVED: Cr. E Dimitriadis (Deputy Mayor)

SECONDED: Cr. Tsalkos

That Council:

- (1) Prioritises the following top two projects, as part of the Your Street Your Say Group B program:
 - a. Design and install a raised intersection at Separation Street and Perry Street with zebra crossings across all four sides of the intersection (subject to Department of Transport and Planning approval), near Perry Street Childcare Centre and Fairfield Primary School.
 - b. Consult Thornbury High School and undertake surveys to understand whether people are mostly entering the school off Matisi Street near Collins Street or north of Theobald Street. Then reposition and construct the wombat crossing on Matisi Street to suit desire-line.
- (2) Notes the following projects be considered for grant opportunities and receives a report in February 2025 on how to accelerate the delivery of these and other projects across Darebin:
 - a. Investigate further options to provide safe crossings for cyclists and pedestrians near the entrance to Northcote Aquatic and Recreation Centre.
 - b. Investigate options to improve road safety along Victoria Road between South Crescent and Separation Street (feasibility study), for cyclists and pedestrians, but not physically separated bike lanes.
 - c. Install a raised zebra crossings across all approaches to roundabouts on Newcastle Street between Dundas Street and Pender Street near Pender's Grove Primary School and Thornbury Kindergarten.
 - d. Install a raised intersection at Jones Street and Collins Street, with zebra crossings across all four sides of the intersection, near Thornbury High School.
- (3) Removes the following projects from Your Street Your Say Group B:
 - a. Install a trial solution along South Crescent near Mason Street. If the trial is unsuccessful, remove all parking from the south side of South Crescent between Mason Street and Plant Street.
 - b. Investigate options for separated bike lanes on Victoria Road, between Darebin Road and Separation Street near (Northcote Aquatic and Recreation Centre). Please note, Council is to continue its investigations for further treatments to provide safe crossings for pedestrians and cyclists near the entrance to the Northcote Aquatic and Recreation Centre [as per (3)(a) above].

- c. Install a trial one-way (westbound) on Railway place between Station Street to Gillies Street
- (4) Works with the State Government and VicTrack to find a suitable cycling solution on the VicTrack land along the south side of South Crescent.

CARRIED

For: Cr's Arturi, Boglis OAM, Dimitriadis, Greco, Tsalkos, and Olaris OAM (6)

Against: Cr's Jelley, O'Brien and Sangster (3)

9.3 OPTIONS PAPER FOR CULTURAL DIVERSITY AND LGBTIQA+ ACTION PLANS

EXECUTIVE SUMMARY

At the 16 December 2024 Ordinary Council meeting it was resolved that Council "...receives a report at the Council Ordinary meeting on 28 January 2025 on options to complete rather than defer (as recommended by officers) finalisation of Cultural Diversity and LGBTIQA+ Action Plans before 30 June 2025 as per the endorsed Council Plan Action Plan timelines."

This paper presents options around the finalisation of the two action plans. It also discusses 2 additional social inclusion projects that at Quarter 2, are now expected to be delayed.

Both the LGBTIQA+ and Cultural Diversity Action Plans were intended to be completed by 30 June 2025. Development work for both action plans is progressing, however both are behind schedule.

It is possible to fast track the completion of these Action Plans. However, doing so would limit the time and extent of community engagement, which risks limiting Council's capacity to empower the community, and to maintain safety for all involved.

Officers recommend extending the completion date of the LGBTQIA+ Plan to October/November 2025, and the Cultural Diversity Action Plan to November/December 2025. This will help ensure Council provides communities within Darebin, who stand to benefit from these social justice action plans, with an accessible and equitable opportunity to provide feedback. Extending the projects by 5 to 6 months also provides more time to ensure adequate measures are in place to provide a welcoming and safe experience for everyone who participates in developing the plans. Another benefit for Council to consider is being able to align both plans with the new, 2025-29 Council Plan (incorporating the Municipal Health and Wellbeing Plan).

Officer Recommendation

That Council:

- (1) Approves Option 1 outlined in Tables 1 and 2 of the report to defer completion of the Cultural Diversity Action Plan and LGBTIQA+ Action Plan by December 2025, to provide inclusive opportunities for community engagement.
- (2) Receives monthly progress briefing reports from officers on the development of the Cultural Diversity Action Plan and LGBTIQA+ Action Plan.

Motion

MOVED: Cr. G Greco

SECONDED: Cr. Jelley

That Council:

- (1) Approves Option 1 outlined in Tables 1 and 2 of the report to defer completion of the Cultural Diversity Action Plan and LGBTIQA+ Action Plan by December 2025, to provide inclusive opportunities for community engagement.

- (2) Receives monthly progress briefing reports from officers on the development of the Cultural Diversity Action Plan and LGBTIQA+ Action Plan.

Cr. Sangster proposed an amendment to the motion, to include a new point (2) as follows:

- (2) *Supports immediate engagement with the relevant Council committees to inform them of where individual pieces of work have progressed to, with a brief outline of challenges, a summary of the new way forward and inviting them to be included in the process of developing the Plans, starting in February.*

The amendment was accepted by the mover and seconder and the amended motion then read as follows:

Motion

That Council

- (1) Approves Option 1 outlined in Tables 1 and 2 of the report to defer completion of the Cultural Diversity Action Plan and LGBTIQA+ Action Plan by December 2025, to provide inclusive opportunities for community engagement.
- (2) **Supports immediate engagement with the relevant Council committees to inform them of where individual pieces of work have progressed to, with a brief outline of challenges, a summary of the new way forward and inviting them to be included in the process of developing the Plans, starting in February.**
- (3) Receives monthly progress briefing reports from officers on the development of the Cultural Diversity Action Plan and LGBTIQA+ Action Plan.

THE MOTION WAS PUT AND CARRIED AND BECAME THE COUNCIL RESOLUTION AS FOLLOWS:

COUNCIL RESOLUTION

MINUTE NO. 25-008

MOVED: Cr. G Greco
SECONDED: Cr. Jelley

That Council

- (1) Approves Option 1 outlined in Tables 1 and 2 of the report to defer completion of the Cultural Diversity Action Plan and LGBTIQA+ Action Plan by December 2025, to provide inclusive opportunities for community engagement.
- (2) Supports immediate engagement with the relevant Council committees to inform them of where individual pieces of work have progressed to, with a brief outline of challenges, a summary of the new way forward and inviting them to be included in the process of developing the Plans, starting in February.
- (3) Receives monthly progress briefing reports from officers on the development of the Cultural Diversity Action Plan and LGBTIQA+ Action Plan.

CARRIED UNANIMOUSLY

9.4

NEW CLIENT FEE FOR DELIVERED MEALS SERVICE

EXECUTIVE SUMMARY

This report seeks Council endorsement of a new fee for a new service offering (two-course delivered meals) to be included into the fees and charges schedule for 2024-25.

Supported and Connected Living (S&CL) is funded to provide delivered meals to eligible residents via State and Commonwealth programs. Feedback from clients of this service has consistently indicated that they would like increased choice and flexibility for meals and delivery options, including a smaller meal package. Meal packages have historically only been offered as three courses.

A new delivered meals contract was recently awarded to a panel of providers and a two-course meal option included for the first time. The contract commenced outside of usual budget planning processes and a client fee for two-course meals was, therefore, not included in the fees and charges schedule approved as part of the Council Budget 2024-25 in June 2024.

Endorsement of a new, lower cost fee for two-course meals for FY2024-25 will enable Council to pass cost savings onto our clients, assist in alleviating cost of living pressures and help to remove financial barriers to accessing this service.

Council Resolution

MINUTE NO. 25-009

MOVED: Cr. Jelley
SECONDED: Cr. Arturi

That Council endorses a new fee of \$8 excl. GST for a two-course delivered meal to eligible residents of the Commonwealth Home Support Programme (CHSP) and the Home and Community Care Program for Younger People, from January 2025.

CARRIED UNANIMOUSLY

9.5 GOVERNANCE REPORT - JANUARY 2025

EXECUTIVE SUMMARY

- Summary of Councillor attendance at Advisory Committees Meetings, Councillor Briefings, and other informal meetings of Councillors.
- Activity Reports by Mayor and Councillors.
- Responses to public questions taken on notice at the Council Meeting held 16 December 2024.
- Darebin Nature Trust – Councillor appointments.
- Darebin Creek Management Committee – Councillor appointments.
- Audit and Risk Committee Meeting Summary Minutes of the quarterly meeting held on 4 September 2024 and the special meeting held on 16 September 2024.
- Councillor expenses for Quarter 2 FY 2024/25, 1 October to 31 December 2024.

Council Resolution

MINUTE NO. 25-010

MOVED: Cr. Tsalkos
SECONDED: Cr. O'Brien

That Council:

- (1) Notes the Governance Report – January 2025.
- (2) Notes the Summary of attendance at Advisory Committees Meetings, Councillor Briefings, and other informal meetings of Councillors at **Appendix A** to this report.
- (3) Notes that the activity reports by Mayors and Councillors submitted prior to the meeting and circulated to Councillors, will be incorporated in the minutes of this meeting.
- (4) Notes the responses to the public questions taken on notice at the Council Meeting on 16 December 2024 (**Appendix B**).
- (5) Confirms and ratifies the appointment to the Darebin Nature Trust of Cr Tsalkos as Chair and Cr Julie O'Brien as Proxy.
- (6) Appoints Cr Vasilios Tsalkos as an additional councillor representative to the Darebin Creek Management Committee.
- (7) Notes the Summary Minutes of the Audit and Risk Committee Meeting held on 4 September 2024 (**Appendix C**).
- (8) Notes the Summary Minutes of the special Audit and Risk Committee Meeting held on 16 September 2024 (**Appendix D**).
- (9) Notes the Councillor Expenses for Quarter 2 FY 2024/25 - 1 October to 31 December 2024 (**Appendix E**).

CARRIED UNANIMOUSLY

EXTENSION OF TIME – 9.50PM

Council Resolution

MOVED: Cr. Jelley
SECONDED: Cr. Boglis OAM

That the Council meeting continue after 9pm for 30 minutes.

CARRIED UNANIMOUSLY

10. ITEMS TO BE TABLED

Nil

11. NOTICES OF MOTION

11.1 CAPPING CEO REMUNERATION PACKAGES

9.55pm – *The following officers declared a conflict of interest in this item and left the chamber:*

Michael Tudball - Interim Chief Executive Officer

Caroline Buisson - General Manager Project Support

Nina Cullen - General Manager Community

Enna Giampiccolo - Acting General Manager Customer and Corporate

Rachel Ollivier - General Manager Infrastructure, Operations and Finance

Vanessa Petrie - General Manager City Sustainability and Strategy

Take notice that at the Council Meeting to be held on 28 January 2025, it is my intention to move:

That Council

1. *Notes that according to an article published in The Age on 18 June 2024, council Chief Executive Officers (CEOs) in Victoria can earn between \$200,000 and \$540,000 a year according to most recent figures from annual council reports.*
2. *Notes that figures in the 2024 Darebin Annual Report show the CEO received between \$460,000 and \$469,000.*
3. *Notes and values the role of a CEO in Victorian local government which is essential to the delivery of council services for the community.*
4. *Notes that current legislative arrangements do not provide any capping of what CEOs receive thereby giving full discretion to councils in determining terms and conditions of CEO employment contracts and total remuneration packages.*
5. *Directs a report to the CEO Employment Matters Committee to consider how the community can be engaged in establishing an appropriate CEOs remuneration package capping range for the recruitment of a new CEO in Darebin. Without limiting the scope of the report, it should cover the following points:*
 - a. *The appropriate type of engagement process that should be followed as per Darebin Council's Community Engagement Policy to involve the community in setting an appropriate CEO remuneration package capping range.*
 - b. *Timelines in completing the engagement process so that the outcome will be able to inform Council on an appropriate remuneration capping range as part of the CEO recruitment process currently underway and expected to be completed in the first half of this year.*
6. *Receives a timely Council report or recommendations from the CEO Employment Matters Committee for Council resolution in view of the current CEO recruitment process .*
7. *Further notes that the Victorian Independent Remuneration Tribunal is responsible for setting remuneration for Members of Parliament, executives in the Victorian public sector and Mayors, Deputy Mayors, Local Councillors but not council CEOs.*

8. *Writes to the Minister for Local Government to consider placing a cap on Victorian Council CEO remuneration packages and request that the Victorian Independent Remuneration Tribunal take responsibility for setting remuneration for Council CEOs in Victoria in the future.*

Notice Received: 8 January 2025

Notice Given to Councillors 8 January 2025

Date of Meeting: 28 January 2025

With leave of the Chairperson, Cr Greco moved the Notice of Motion with amendment as follows:

Motion

MOVED: Cr. G Greco
SECONDED: Cr. Sangster

That Council:

1. Notes that according to an article published in The Age on 18 June 2024, council Chief Executive Officers (CEOs) in Victoria can earn between \$200,000 and \$540,000 a year according to most recent figures from annual council reports.
2. Notes that figures in the 2024 Darebin Annual Report show the CEO received between \$460,000 and \$469,000.
3. Notes and values the role of a CEO in Victorian local government which is essential to the delivery of council services for the community.
4. Notes that current legislative arrangements do not provide any capping of what CEOs receive thereby giving full discretion to councils in determining terms and conditions of CEO employment contracts and total remuneration packages.
5. Directs a report to the CEO Employment Matters Committee to consider how the community can be engaged in establishing an appropriate CEOs remuneration package capping range for the recruitment of a new CEO in Darebin. Without limiting the scope of the report, it should cover the following points:
 - a. The appropriate type of engagement process that should be followed as per Darebin Council's Community Engagement Policy to involve the community in setting an appropriate CEO remuneration package capping range.
 - b. Timelines in completing the engagement process so that the outcome will be able to inform Council on an appropriate remuneration capping range as part of the CEO recruitment process currently underway and expected to be completed in the first half of this year.
6. Receives a timely Council report or recommendations from the CEO Employment Matters Committee for Council resolution in view of the current CEO recruitment process .
7. Further notes that the Victorian Independent Remuneration Tribunal is responsible for setting remuneration for Members of Parliament, executives in the Victorian public sector and Mayors, Deputy Mayors, Local Councillors but not council CEOs.
8. Writes to the Minister for Local Government to consider placing a cap on Victorian Council CEO remuneration packages and request that the Victorian Independent

Remuneration Tribunal take responsibility for setting remuneration for Council CEOs in Victoria in the future.

9. **Officers draft a motion to request advocacy on behalf of the sector from the Municipal Association Victoria (MAV), proposing that the Victorian Independent Remuneration Tribunal take responsibility for setting remuneration bands for Council CEOs in Victoria in the future. To meet the MAV submission requirements, this Motion should be returned to Council for consideration at the February Ordinary Council Meeting with a view to reaching agreement and submitting the resolved motion to MAV by the 17th March 2025.**

LOST

For: Cr Greco

Against: Crs Arturi, Boglis OAM, Dimitriadis, Jelley, O'Brien, Sangster, Tsalkos and Olaris OAM

Alternate Motion

MOVED: Cr. O'Brien

SECONDED: Cr. Jelley

That Council:

- (1) Notes and values the role of a CEO in Victorian local government which is essential to the delivery of council services for the community.
- (2) Notes that according to an article published in The Age on 18 June 2024, **which reported on the most recent figures from council annual reports** Council Chief Executive Officers (CEOs) in Victoria can earn between \$200,000 and \$540,000 a year
- (3) Notes that figures in the 2024 Darebin Annual Report show the CEO received between \$460,000 and \$469,000 **and that the most recent review was kept in line with the organisation-wide increase as per the current Enterprise Bargaining Agreement.**
- (4) Notes that current legislative arrangements **require councils to have regard to the state government wages policy and decisions of the Victorian Independent Remuneration Tribunal** but do not provide any **direct guidance** on what **Council** CEOs receive thereby giving **some** discretion to councils in determining terms and conditions of CEO employment contracts and total **remuneration** packages.
- ~~5. Directs a report to the CEO Employment Matters Committee to consider how the community can be engaged in establishing an appropriate CEOs remuneration package capping range for the recruitment of a new CEO in Darebin. Without limiting the scope of the report, it should cover the following points:-~~
 - ~~a. The appropriate type of engagement process that should be followed as per Darebin Council's Community Engagement Policy to involve the community in setting an appropriate CEO remuneration package capping range.~~
 - ~~b. Timelines in completing the engagement process so that the outcome will be able to inform Council on an appropriate remuneration capping range as part of the CEO recruitment process currently underway and expected to be completed in the first half of this year.~~
- ~~6. Receives a timely Council report or recommendations from the CEO Employment Matters Committee for Council resolution in view of the current CEO recruitment process.~~

- (5) **Notes that Darebin Council has a best practice approach to managing CEO employment, with a Charter, Policy and CEO Employment Matters Committee with an expert Independent Chair in place to inform and guide these matters, including the setting of a suitable remuneration package range.**
- (6) Further notes that the Victorian Independent Remuneration Tribunal is responsible for setting remuneration for Members of Parliament, **Victorian Public Sector Executives**, executives in the Victorian public sector and Mayors, Deputy Mayors, Local Councillors but not council CEOs.
- (7) Writes to the Minister for Local Government to request that the Victorian Independent Remuneration **Tribunal take responsibility for setting remuneration bands in line with Council Tiers** for Council CEOs in Victoria in the future.
- (8) **Officers draft a motion to request advocacy on behalf of the sector from the Municipal Association Victoria (MAV), proposing that the Victorian Independent Remuneration Tribunal take responsibility for setting remuneration bands for Council CEOs in Victoria in the future. To meet the MAV submission requirements, this Motion should be returned to Council for consideration at the February Ordinary Council Meeting with a view to reaching agreement and submitting the resolved motion to MAV by the 16th March 2025.**

THE ALTERNATE MOTION WAS PUT AND CARRIED AND BECAME THE COUNCIL RESOLUTION AS FOLLOWS:

Council Resolution

MINUTE NO. 25-011

MOVED: Cr. O'Brien
SECONDED: Cr. Jelley

That Council:

- (1) Notes and values the role of a CEO in Victorian local government which is essential to the delivery of council services for the community.
- (2) Notes that according to an article published in The Age on 18 June 2024, which reported on the most recent figures from council annual reports Council Chief Executive Officers (CEOs) in Victoria can earn between \$200,000 and \$540,000 a year
- (3) Notes that figures in the 2024 Darebin Annual Report show the CEO received between \$460,000 and \$469,000 and that the most recent review was kept in line with the organisation-wide increase as per the current Enterprise Bargaining Agreement.
- (4) Notes that current legislative arrangements require councils to have regard to the state government wages policy and decisions of the Victorian Independent Remuneration Tribunal but do not provide any direct guidance on what Council CEOs receive thereby giving some discretion to councils in determining terms and conditions of CEO employment contracts and total remuneration packages.
- (5) Notes that Darebin Council has a best practice approach to managing CEO employment, with a Charter, Policy and CEO Employment Matters Committee with an expert Independent Chair in place to inform and guide these matters, including the setting of a suitable remuneration package range.
- (6) Further notes that the Victorian Independent Remuneration Tribunal is responsible for setting remuneration for Members of Parliament, Victorian Public Sector Executives, executives in the Victorian public sector and Mayors, Deputy Mayors, Local Councillors but not council CEOs.

- (7) Writes to the Minister for Local Government to request that the Victorian Independent Remuneration Tribunal take responsibility for setting remuneration bands in line with Council Tiers for Council CEOs in Victoria in the future.
- (8) Officers draft a motion to request advocacy on behalf of the sector from the Municipal Association Victoria (MAV), proposing that the Victorian Independent Remuneration Tribunal take responsibility for setting remuneration bands for Council CEOs in Victoria in the future. To meet the MAV submission requirements, this Motion should be returned to Council for consideration at the February Ordinary Council Meeting with a view to reaching agreement and submitting the resolved motion to MAV by the 16th March 2025.

CARRIED UNANIMOUSLY

9.15pm - Michael Tudball, Caroline Buisson, Nina Cullen, Enna Giampiccolo, Rachel Olivier and Vanessa Petrie returned to the meeting.

11.2 ALPHINGTON COMMUNITY BATTERY

Take notice that at the Council Meeting to be held on 28 January 2025, it is my intention to move:

That Council

1. *Notes that in early 2023 the Federal Labor Government awarded \$500,000 to Jemena to install a community battery in Alphington.*
2. *Notes that this grant, includes improvements to the area surrounding the battery, such as planting trees and providing artistic work on the battery to enhance the amenity of the site.*
3. *Urgently writes to Jemena to confirm council's commitment to having a community battery in Alphington.*
4. *Discusses the Pitcher Park location with immediately impacted local residents and the Parkside Sports Club on the installation of a community battery at the south-eastern end of the park, near the corner of Keith Street and Parklands Avenue, as this area would incur no net loss of open space and would benefit from additional trees being planted to improve the amenity of the site.*
5. *Receives a report at the 24 February 2025 Council meeting about locating the community battery as a first priority, at the south-eastern end of Pitcher Park near the corner of Keith Street and Parklands Avenue Alphington. If this site is not supported by those impacted, provide options for alternative locations in Alphington for immediate installation.*

Notice Received: 8 January 2025

Notice Given to Councillors 8 January 2025

Date of Meeting: 28 January 2025

Council Resolution

MINUTE NO. 25-012

MOVED: Cr. E Dimitriadis (Deputy Mayor)

SECONDED: Cr. Tsalkos

That Council

1. Notes that in early 2023 the Federal Labor Government awarded \$500,000 to Jemena to install a community battery in Alphington.
2. Notes that this grant, includes improvements to the area surrounding the battery, such as planting trees and providing artistic work on the battery to enhance the amenity of the site.
3. Urgently writes to Jemena to confirm council's commitment to having a community battery in Alphington.
4. Discusses the Pitcher Park location with immediately impacted local residents and the Parkside Sports Club on the installation of a community battery at the south-eastern end of the park, near the corner of Keith Street and Parklands Avenue, as this area would incur no net loss of open space and would benefit from additional trees being planted to improve the amenity of the site.

5. Receives a report at the 24 February 2025 Council meeting about locating the community battery as a first priority, at the south-eastern end of Pitcher Park near the corner of Keith Street and Parklands Avenue Alphington. If this site is not supported by those impacted, provide options for alternative locations in Alphington for immediate installation.

CARRIED UNANIMOUSLY

**11.3 DAREBIN CREEK MANAGEMENT COMMITTEE (DCMC)
AND DAREBIN PARKLANDS**

Take notice that at the Council Meeting to be held on 28 January 2025, it is my intention to move:

That Council

1. *Expresses its thanks and appreciation to DCMC and its Darebin Parklands rangers and volunteers for their efforts in assisting the rehabilitation of the Darebin Creek corridor and Darebin Parklands over more than four decades. The transformation of these areas has been immense and Council and the community are indebted to the efforts of the DCMC staff and volunteers responsible for bringing that about.*
2. *Writes to Banyule Council to encourage them to continue their funding of DCMC and the Darebin Parklands rangers and to not outsource services that the current DCMC staff provide.*
3. *Notes that Council's Memorandum of Understanding (MOU) with DCMC is due to expire in June 2025 and Council has still not decided whether it will continue to fund DCMC.*
4. *Receives a report at the February 2025 Council Meeting on the status of the MOU, including:*
 - a. *any historic or current impediments to reaching a signed status.*
 - b. *the possibility, including advantages and disadvantages for both Darebin Council and DCMC to engage in a long-term [greater than 10 years] MOU.*
 - c. *options to increase the funding for DCMC in future years.*

Notice Received: 8 January 2025

Notice Given to Councillors 8 January 2025

Date of Meeting: 28 January 2025

Council Resolution

MINUTE NO. 25-013

MOVED: Cr. E Dimitriadis (Deputy Mayor)
SECONDED: Cr. Sangster

That Council

1. Expresses its thanks and appreciation to DCMC and its Darebin Parklands rangers and volunteers for their efforts in assisting the rehabilitation of the Darebin Creek corridor and Darebin Parklands over more than four decades. The transformation of these areas has been immense and Council and the community are indebted to the efforts of the DCMC staff and volunteers responsible for bringing that about.
2. Writes to Banyule Council to encourage them to continue their funding of DCMC and the Darebin Parklands rangers and to not outsource services that the current DCMC staff provide.
3. Notes that Council's Memorandum of Understanding (MOU) with DCMC is due to expire in June 2025 and Council has still not decided whether it will continue to fund DCMC.

4. Receives a report at the February 2025 Council Meeting on the status of the MOU, including:
 - a. any historic or current impediments to reaching a signed status.
 - b. the possibility, including advantages and disadvantages for both Darebin Council and DCMC to engage in a long-term [greater than 10 years] MOU.
 - c. options to increase the funding for DCMC in future years.

CARRIED UNANIMOUSLY

EXTENSION OF TIME – 9.29PM

Council Resolution

MOVED: Cr. Arturi
SECONDED: Cr. O'Brien

That the Council meeting continue after 9.30pm for 30 minutes.

CARRIED UNANIMOUSLY

11.4 DIVRS'S COMPLEX SUPPORT PROGRAM

Take notice that at the Council Meeting to be held on 28 January 2025, it is my intention to move:

That Council

1. *Note that the number of people experiencing complex and multiple issues in Darebin has increased, particularly since the pandemic and with cost of living pressures. Organisations such as DIVRS have observed a significant rise in people presenting with family violence, family breakdown, social isolation, alcohol and other drugs and mental health issues and people requiring financial and housing support.*
2. *Note that DIVRS, in partnership with the Reservoir Neighbourhood House (RNH), implemented the Complex Support Program in August 2022 to address this need and in its first two years (August 2022- August 2024) more than 1,500 community members were assisted.*
3. *Note that the Complex Support Program is funded by Darebin City Council as the Program's delivers on Council's 2021-2025 strategic objectives, and these funds are due to expire at 28 February 2025.*
4. *As part of the mid-year budget review process, receives a report at the 24 February Council meeting to consider the impacts of providing short term funding to the Complex Support Program until at least the end of June 2025. This funding would allow the community to continue to benefit from this important service, and DIVRS and RNH to investigate future funding.*

Notice Received: 8 January 2025

Notice Given to Councillors 8 January 2025

Date of Meeting: 28 January 2025

Deputy Mayor Dimitriadis assumed the Chair to enable Mayor Olaris OAM, to move her Notice of Motion.

Council Resolution

MINUTE NO. 25-014

MOVED: Cr. Olaris OAM (Mayor)

SECONDED: Cr. G Greco

That Council

1. *Note that the number of people experiencing complex and multiple issues in Darebin has increased, particularly since the pandemic and with cost of living pressures. Organisations such as DIVRS have observed a significant rise in people presenting with family violence, family breakdown, social isolation, alcohol and other drugs and mental health issues and people requiring financial and housing support.*
2. *Note that DIVRS, in partnership with the Reservoir Neighbourhood House (RNH), implemented the Complex Support Program in August 2022 to address this need and in its first two years (August 2022- August 2024) more than 1,500 community members were assisted.*

3. Note that the Complex Support Program is funded by Darebin City Council as the Program's delivers on Council's 2021-2025 strategic objectives, and these funds are due to expire at 28 February 2025.
4. As part of the mid-year budget review process, receives a report at the 24 February Council meeting to consider the impacts of providing short term funding to the Complex Support Program until at least the end of June 2025. This funding would allow the community to continue to benefit from this important service, and DIVRS and RNH to investigate future funding.

CARRIED UNANIMOUSLY

Mayor Olaris OAM resumed the Chair.

12. URGENT BUSINESS

Nil.

13. CONSIDERATION OF REPORTS CONSIDERED CONFIDENTIAL

9.36pm - Cr. Boglis **OAM** left the meeting.

Cr. Greco declared a material conflict of interest in item 13.1 Appointment of Executive Recruitment Services for CEO Appointment, as he has previously been a recipient of a grant from a company who has submitted a tender for the CEO recruitment process.

9.38pm - Cr. Greco left the meeting.

9.38pm - Cr. Boglis **OAM** returned to the meeting.

CLOSE OF MEETING

Council Resolution

MINUTE NO. 25-015

MOVED: Cr. Arturi
SECONDED: Cr. Tsalkos

That in accordance with section 3(1) of the *Local Government Act 2020*, the meeting be closed to members of the public to consider the following items on the basis that these matters are confidential for the following reasons:

13.1 Appointment of Executive Recruitment Services for CEO appointment

This item is confidential because it is private commercial information, being information provided by a business, commercial or financial undertaking that if released, would unreasonably expose the business, commercial or financial undertaking to disadvantage, pursuant to Section 3(1) (g(ii)) of the Act.

CARRIED UNANIMOUSLY

The meeting was closed to the members of the public at 9.39pm.

9.39pm - Michael Tudball CEO, declared a conflict of interest in item 13.1 Appointment of Executive Recruitment Services for CEO Appointment and left the meeting.

The Council considered and resolved on Confidential Report Item 13.1 which had been circulated to Councillors with the Council Agenda Paper.

RE-OPENING OF MEETING

Council Resolution

MINUTE NO. 25-016

MOVED: Cr. Tsalkos
SECONDED: Cr. Boglis OAM

That the meeting be re-opened to the members of the public.

CARRIED UNANIMOUSLY

The meeting was re-opened to the members of the public at 9.44pm.

14. CLOSE OF MEETING


The meeting closed at 9.44pm.

**CITY OF
DAREBIN**

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