

## **Subject: Warringah Council expenditure 2014/15**

In relation to cost savings with the abolition of Warringah Council and it being divided between Manly and Pittwater Councils it is noteworthy that last financial year Warringah Council's greatest expense (40%) was on staff salaries and benefits amounting to \$62,366 million, an increase from the previous year by 5.6%.

Council's General Manager, Rik Hart and his two Deputies cost ratepayers \$1,046,390.17 million on Mr Hart's package amounted to \$421,215.85 - he is one of the highest paid Council GMs in the State.

Council ratepayers also paid \$1,676,098.27 million on the Council's Marketing and Media Unit - even the Premier's media people don't cost that much!

Council's car pool consisting of Mercedes, Audis and BMW amongst other luxury vehicles cost \$2,590 million.

The \$400k already spent on advertising and promotion of Mayor Reagan's one council take over campaign is also alarming, with the \$100k now additionally allocated this is a huge slog to ratepayers.

Warringah Council in 2014 also proposed to IPART for a special variation increase of approx 24%

Warringah Council is clearly unsustainable.

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Please find below sources to verify the amounts quoted above.

Residents can make a submission on the proposal at

<https://www.councilboundaryreview.nsw.gov.au/proposals/pittwater-and-warringah-councils/>

## 12.0 RESPONSES TO QUESTIONS ON NOTICE

<b>ITEM 12.1</b>	<b>RESPONSE TO QUESTION ON NOTICE NO 16/2015 - EXPENDITURE ON COUNCIL'S CAR FLEET</b>
<b>TRIM FILE REF</b>	<b>2015/228820</b>
<b>ATTACHMENTS</b>	<b>NIL</b>

Submitted by: Councillor Vincent De Luca OAM

### **QUESTION**

For the last financial year what is the total amount of expenditure on Council's car fleet (ie purchase of vehicles, maintenance and ongoing costs)?

### **RESPONSE**

Purchase of vehicles - \$1,622,782.

Maintenance and servicing - \$967,475.

<b>ITEM 12.2</b>	<b>RESPONSE TO QUESTION ON NOTICE NO 17/2015 - EXPENDITURE ON COUNCIL'S MARKETING AND MEDIA UNIT</b>
<b>TRIM FILE REF</b>	<b>2015/228843</b>
<b>ATTACHMENTS</b>	<b>NIL</b>

Submitted by: Councillor Vincent De Luca OAM

**QUESTION**

For the last Financial year what is the total amount of expenditure on Council's Marketing and Media Unit?

**RESPONSE**

\$1,676,098.27

## LOCAL GOVERNMENT (GENERAL) REGULATIONS 2005

### CLAUSE 217(1) (A9)

#### Equal Employment Opportunity (EEO) Activities

Warringham Council supports the principles of Equal Employment Opportunity (EEO) as it relates to recruitment, training and staff development programs, performance management, equal access to information about Council policies, procedures and practices, supervision and management of staff, promotion and conditions of employment.

Council has an Equal Employment Opportunity (EEO) Management Plan that details the objectives, actions and responsibilities required to ensure that Warringham Council is an equal opportunity employer and that all employees are aware of their rights and responsibilities.

The Equal Employment Opportunity Management Plan includes strategies to ensure fair outcomes in all areas of employment with the following focus:

- Promotion of EEO and Diversity Principles
- Maintaining workplaces free from discrimination, harassment and bullying
- Accessible policies and procedures
- Grievance procedures
- Ongoing analysis of employment data

In keeping with the EEO plan, information about Council's EEO policy and grievance procedure is provided to all new employees at corporate induction. In addition, refresher courses (including Code of Conduct) are offered to staff every two years, and Human Resources staff are available to provide advice on grievance resolution at any time.

EEO data is collected on a voluntary basis, to alleviate privacy concerns. Statistics at present are as follows:

- Five staff have indicated they have a long term impairment
- 59 staff with a Non English Speaking Background (NESB) background
- Eight staff have identified as having an indigenous background.

### CLAUSE 217 (1) (B) (C)

#### Senior Staff Salaries

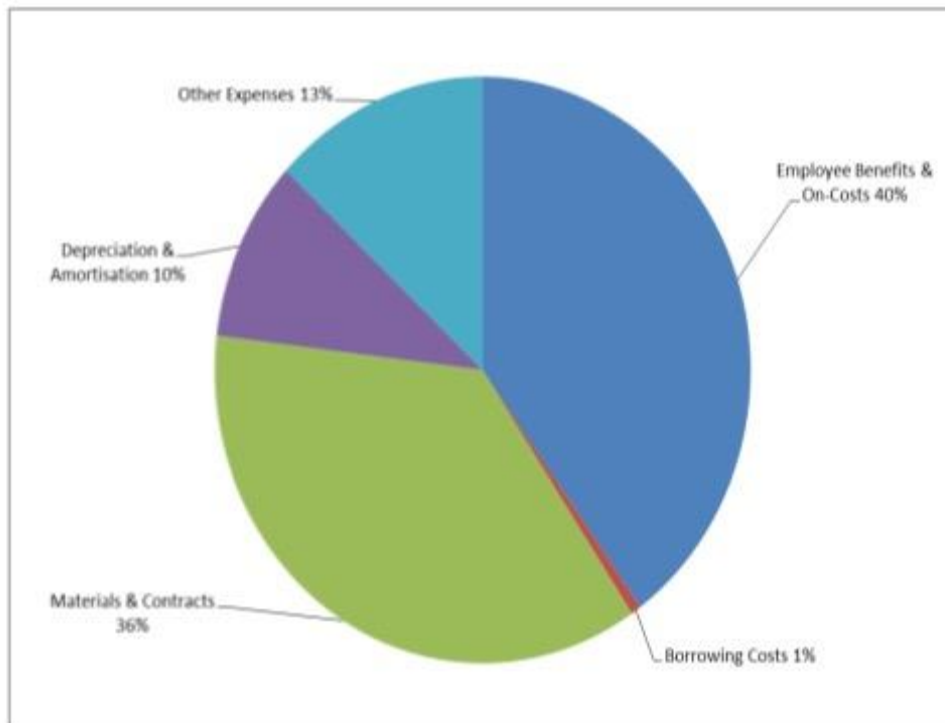
Between 1 July 2014 and 30 June 2015 the following senior staff salaries were paid:

Council has three senior staff as defined by the Local Government Act (General Manager, Deputy General Manager Community and Deputy General Manager Environment). All senior staff are engaged under the standard employment contract issued by the Department of Premier and Cabinet – Office of Local Government and are subject to performance agreements.

The contract term for the General Manager, the Deputy General Manager Community and Deputy General Manager Environment is five years. The all-inclusive remuneration packages that incorporate salary, employer superannuation, performance and higher duties payments and fringe benefits tax for the senior staff for the financial year ending 30 June 2015 were as follows:

	GENERAL MANAGER	SENIOR STAFF
Salary component of the package	\$387,753.74	\$545,384.74
Bonus, Performance and other payments	\$ -	\$ -
Council's contribution to superannuation	\$18,711.42	\$58,963.32
Non cash benefits accounted in the package	\$ -	\$ 2,519.97
Fringe benefits tax for non-cash benefits	\$ 14,750.69	\$ 18,306.29
<b>TOTAL PACKAGE</b>	<b>\$ 421,215.85</b>	<b>\$ 625,174.32</b>

## EXPENSES FROM CONTINUING OPERATIONS



Expense Item	2015 Actual (\$'000)	2015 Budget (\$'000)	\$ Variance
Employee Benefits & On-Costs	62,366	62,100	(266)
Borrowing Costs	951	1,052	101
Materials & Contracts	56,594	54,783	(1,811)
Depreciation & Amortisation	15,653	15,721	68
Other Expenses	20,422	20,636	214
Entities using the Equity Method	-	-	-
<b>Total Income from Continuing Operations</b>	<b>155,986</b>	<b>154,292</b>	<b>(1,694)</b>