



**MINUTES
ORDINARY MEETING
OF COUNCIL**

20 APRIL 2021

**SHIRE OF CUE
Ordinary Council Meeting
AGENDA**

To be held in the Council Chambers, 73 Austin Street Cue on
Tuesday 20 April 2021 commencing at 6:30pm

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1. DECLARATION OF OPENING

The meeting was opened at 6.30pm

The Presiding Member welcomed those present and read the following disclaimer:

No responsibility whatsoever is implied or accepted by the Shire of Cue for any act, omission or statement or intimation occurring during this Meeting.

It is strongly advised that persons do not act on what is heard at this Meeting and should only rely on written confirmation of council's decision, which will be provided within fourteen (14) days of this Meeting.

PRESENT:

Councillor Ross Pigdon, Shire President

Councillor Les Price, Deputy Shire President

Councillor Ian Dennis

Councillor Ron Hogben

Councillor Leonie Fitzpatrick

Councillor Fred Spindler

Councillor Liz Houghton

STAFF:

Mr Rob Madson, Chief Executive Officer

Mr Richard Towell, Deputy Chief Executive Officer

Ms Tracy Bachraty, Executive Assistant

Mr Glenn Boyes, Manager Finance

GALLERY:

Jenni Dennis

Janet Wicks

Mitchell Mace

Mark Hargreaves

2. APOLOGIES AND APPROVED LEAVE OF ABSENCE

NIL

3. DISCLOSURE OF MEMBERS' INTERESTS

NIL

4. PUBLIC QUESTION TIME

Mitchell Mace 53 Dowley St Cue

Q1. Is the Shire installing any new kerbing?

A1. (CEO) None planned at this stage.

Q2. Are there any plans to control the swooping crows?

A2. (CEO) No there is not.

Q3. Is there any new street lighting planned?

A3. (CEO) No. This is a Horizon Power issue.

Q4. When is the youth centre going to be finished?

A4. (CEO) We don't have a fixed date yet.

Q5. When is the museum going to be open?

A5. (CEO) That is a CRC matter and would be best to ask them.

Q6. Are there any new footpaths being installed?

A6. (CEO) Yes that is coming up for discussion behind closed doors tonight at council.

Janet Wicks and Mark Hargreaves left the meeting at 7.05pm

5. CONFIRMATION OF MINUTES

Council Decision: 01042021

Voting Requirement: Simple Majority

MOVED: Cr Fitzpatrick

SECONDED: Cr Dennis

That the Minutes of the Ordinary Meeting 16 March 2021 are confirmed as a true and correct record of the meeting.

CARRIED: 7/0

6. APPLICATIONS FOR LEAVE OF ABSENCE

NIL

7. PETITIONS

NIL

8. ANNOUNCEMENTS WITHOUT DISCUSSION

Cue Parliament will be held on Friday, if there is anything that councillors wish to add to the agenda please discuss with Cr Pigdon after the meeting.

There is a Sundowner for councillors and their partners on Thursday night at 6pm.

10. REPORTS

10.1 ACCOUNTS & STATEMENTS OF ACCOUNTS

APPLICANT: Shire of Cue
DISCLOSURE OF INTEREST: Nil
AUTHOR: Richard Towell – Deputy Chief Executive Officer
DATE: 16 April 2021

Matters for Consideration:

To receive the List of Accounts Due & Submitted to the Ordinary Council Meeting on 20 April 2021 as attached – see [Appendix 1](#).

Background:

The local government under its delegated authority to the CEO to make payments from the municipal and trust funds is required to prepare a list of accounts each month showing each account paid and presented to Council at the next ordinary Council meeting. The list of accounts prepared and presented to Council must form part of the minutes of that meeting.

Comments:

The list of accounts are for the month of March 2021.

Statutory Environment:

Local Government (Financial Management Regulations) 1996 – Clause 13.

Policy Implications:

Nil.

Financial Implications:

Nil.

Strategic Implications:

Nil.

Consultation:

Nil.

Officer's Recommendation:

Voting Requirement: Simple Majority

That Council endorse the payments for the period 1 March 2021 to 31 March 2021 as listed at [Appendix 1](#), which have been made in accordance with delegated authority per LGA 1995 S5.42.

March 2021

Municipal Fund Bank	EFTs	9444- 9560	\$ 984,752.15
Direct Debit Fund Transfer			\$ 29,009.59
Payroll			\$ 98,711.29
BPAY			\$ 19,105.23
Cheques			\$ 0.00
Total			\$1,131,578.26

Council Decision: 02042021

Voting requirement: Simple Majority

MOVED: CR SPINDLER

SECONDED: CR HOGBEN

That Council endorse the payments for the period 1 March 2021 to 31 March 2021 as listed at Appendix 1, which have been made in accordance with delegated authority per LGA 1995 S5.42.

March 2021

Municipal Fund Bank	EFTs	9444- 9560	\$ 984,752.15
Direct Debit Fund Transfer			\$ 29,009.59
Payroll			\$ 98,711.29
BPAY			\$ 19,105.23
Cheques			\$ 0.00
Total			\$1,131,578.26

CARRIED: 7/0

10.2 FINANCIAL STATEMENT

APPLICANT:	Shire of Cue
DISCLOSURE OF INTEREST:	Nil
AUTHOR:	Glenn Boyes – Manager Finance
DATE:	16 April 2021

Matters for Consideration:

The Statements of Financial Activity are for the period ended 31 March 2021 including the following reports:

- Statement of Financial Activity
- Significant Accounting Policies
- Graphical Representation – Source Statement of Financial Activity
- Net Current Funding Position
- Cash and Investments
- Major Variances
- Budget Amendments
- Receivables
- Grants and Contributions
- Cash Backed Reserve
- Capital Disposals and Acquisitions
- Trust Fund

see [Appendix 2](#).

Background:

Under the *Local Government (Financial Management Regulations 1996)*, a monthly Statement of Financial Activity must be submitted to an Ordinary Council meeting within 2 months after the end of the month to which the statement relates. The statement of financial activity is a complex document but presents a complete overview of the financial position of the local government at the end of each month. The Statement of Financial Activity for each month must be adopted by Council and form part of the minutes.

Comments:

The Statements of Financial Activity are for the month of March 2021.

Statutory Environment:

Local Government (Financial Management Regulations) 1996 – Clause 14.

Policy Implications:

Nil.

Financial Implications:

Nil.

Strategic Implications:

Nil.

Consultation:

RSM Australia Pty Ltd.

Richard Towell – Deputy Chief Executive Officer

Officer's Recommendation:

Voting Requirement: Simple Majority

That Council receive the Financial Statements, prepared in accordance with the Local Government (Financial Management) Regulations, for the periods ended 31 March 2021, as presented at [Appendix 2](#).

Council Decision: 03042021

Voting requirement: Simple Majority

MOVED: Cr Spindler

SECONDED: Cr Price

That Council receive the Financial Statements, prepared in accordance with the Local Government (Financial Management) Regulations, for the periods ended 31 March 2021, as presented at Appendix 2.

CARRIED: 7/0

10.3 PROPOSED MONTHLY REPORTING FORMAT

APPLICANT:	Shire of Cue
DISCLOSURE OF INTEREST:	Nil
AUTHOR:	Glenn Boyes – Finance Manager
DATE:	15 April 2021

Matters for Consideration:

To receive the proposed new format of the monthly report – see [Appendix 3](#).

Background:

The current format is based on the annual report and includes information which may not be relevant at Council meetings. Some examples include:

- a) Note 1 – nine pages outlining the accounting standards and regulations used by the Shire of Cue
- b) Note 13 – budget amendments already adopted by Council
- c) Note 9 – presenting capital expenditure by program and class

The current report is 33 pages long which could be reduced to 12 while still providing the same level of strategic information. Some of the proposed changes to the format include:

- 1) Removed the Contents Page
- 2) Removed the Executive Summary
- 3) No longer includes the Income Statement by Program
- 4) Removed the Capital Funding note
- 5) Variance reporting by Nature and Type only
- 6) Removed last year's comparison for the net funding position
- 7) Removed the Annual Budget for Reserves as it shown on the income statement
- 8) Reduced the information regarding the disposal of assets so it only shows the profit or loss on the sale
- 9) Only presents capital acquisitions by class (Land and Buildings etc.)
- 10) Removed the columns for interim and back rates and show the total at the bottom next to the Annual Budget
- 11) Simplifies the information related to borrowings
- 12) No longer shows grants by program
- 13) Removed the Budget Amendments note

Comments:

The proposed format will make it more readable for anyone who reads our Agenda while reducing the time taken to prepare and read it.

Council has some discretion on what should be provided in the monthly report. Therefore, any information to be added or removed from the proposed format can be discussed during the meeting.

Statutory Environment:

Local Government (Financial Management Regulations) 1996 – Clause 34(1)

A local government is to prepare each month a statement of financial activity reporting on the revenue and expenditure, as set out in the annual budget under regulation 22(1)(d), for that month in the following detail:

- a) annual budget estimates, taking into account any expenditure incurred for an additional purpose under section 6.8(1)(b) or (c); and*
- b) budget estimates to the end of the month to which the statement relates; and*
- c) actual amounts of expenditure, revenue and income to the end of the month to which the statement relates; and*
- d) material variances between the comparable amounts referred to in paragraphs (b) and (c); and*
- e) the net current assets at the end of the month to which the statement relates.*

Local Government (Financial Management Regulations) 1996 – Clause 34(2)

Each statement of financial activity is to be accompanied by documents containing:

- a) an explanation of the composition of the net current assets of the month to which the statement relates, less committed assets and restricted assets; and
- b) an explanation of each of the material variances referred to in sub regulation (1)(d); and
- c) such other supporting information as is considered relevant by the local government.

Local Government (Financial Management Regulations) 1996 – Clause 34(3)

The information in a statement of financial activity may be shown:

- a) according to nature and type classification; or
- b) by program; or
- c) by business unit.

Policy Implications:

Nil

Financial Implications:

Nil

Strategic Implications:

Shire of Cue Strategic Community Plan 2017-2027:

Leadership Objective

Outcome 2.1 A strategically focused and unified Council functioning efficiently

2.1.3 Maintain accountability and financial responsibility

Consultation:

Rob Madson – Chief Executive Officer

Richard Towell – Deputy Chief Executive Officer

Officer's Recommendation:

Voting Requirement: Simple Majority

That Council endorse the proposed new format which will be used for future monthly reporting.

Council Decision: 04042021

Voting requirement: Simple Majority

MOVED: Cr Price

SECONDED: Cr Dennis

That Council endorse the proposed new format which will be used for future monthly reporting.

Carried 7/0

10.4 CODE OF CONDUCT FOR COUNCIL MEMBERS, COMMITTEE MEMBERS AND CANDIDATES

APPLICANT:	Shire of Cue
DISCLOSURE OF INTEREST:	Nil
AUTHOR:	Richard Towell – Deputy Chief Executive Officer
DATE:	14 April 2021

Matters for Consideration:

Adoption of the Shire of Cue Code of Conduct for Council Members, Committee Members and Candidates

Background:

On 3 February 2021, the Local Government (Model Code of Conduct) Regulations 2021 (Model Code) introduced a mandatory code of conduct for council members, committee members and candidates.

The purpose of the Model Code is to guide decisions, actions and behaviours of council members, elected and unelected committee members, and candidates in local elections. The intent of the Model Code is that local governments will address behaviour through education rather than sanctions.

The Model Code replaces the previous statutory requirement for local governments to develop and implement an individual code of conduct for their council members, committee members and employees.

Section 5.104 of the Act requires that local governments adopt the Model Code as their Code of Conduct within three months of the Regulations coming into operation (by 3 May 2021).

Comments:

The Local Government (Model Code of Conduct) Regulations 2021 (Model Code Regulations) bring into effect sections 48-51 of the Amendment Act by introducing a mandatory code of conduct for council members, committee members and candidates.

The Model Code Regulations provide for:

- overarching principles to guide behaviour
- behaviours which are managed by local governments
- rules of conduct breaches which are considered by the Standards Panel.

The purpose of the Model Code is to guide decisions, actions and behaviours. It also recognises that there is a need for a separate code for council members, committee members and candidates to clearly reflect community expectations of behaviour and ensure consistency between local governments.

Each local government was previously required to develop their own code of conduct and manage behaviour in accordance with that code. These regulations replace these individual codes by introducing a Model Code that applies to all members and candidates. It also provides for a high-level process to deal with complaints to ensure a more consistent approach between local governments and across the sector. The intent of the Model Code is to address behaviour through education rather than sanctions.

If a council member does not comply with any action required by the local government following a breach of the Model Code, the local government may refer the matter to the Standards Panel as an alleged contravention of a rule of conduct. The Standards Panel has the authority to make binding decisions to resolve minor breaches.

Local governments will be required to prepare and adopt the Model Code within three months of these regulations coming into effect (by 3 May 2021). In adopting the Model Code, local governments can include additional behaviours under Division 3 provided these are consistent with the Model Code.

In accordance with section 5.104(5), the Model Code applies until the local government adopts it as their Code. This means that the principles, behaviour requirements and rules of conduct of the Regulations apply to council members, committee members and candidates even if their local government has not yet adopted the Model Code.

In accordance with the 2021 Local Government Reforms, at the ordinary meeting of Council held on 16 February 2021, Council affirmed the CEO as the person to receive complaints of breaches of the Code of Conduct and approved the form for complaints to be lodged.

The draft Shire of Cue Model Code of Conduct for Council Members, Committee Members and Candidates has been developed from the WALGA template policy and is attached at [Appendix 4](#).

Statutory Environment:

Local Government Act 1995, Section 5.103 and 5.104

5.103 . Model code of conduct for council members, committee members and candidates

- (1) Regulations must prescribe a model code of conduct for council members, committee members and candidates.*
- (2) The model code of conduct must include —*
 - (a) general principles to guide behaviour; and*
 - (b) requirements relating to behaviour; and*
 - (c) provisions specified to be rules of conduct.*
- (3) The model code of conduct may include provisions about how the following are to be dealt with —*

- (a) alleged breaches of the requirements referred to in subsection (2)(b);*
- (b) alleged breaches of the rules of conduct by committee members.*
- (4) The model code of conduct cannot include a rule of conduct if contravention of the rule would, in addition to being a minor breach under section 5.105(1)(a), also be a serious breach under section 5.105(3).*
- (5) Regulations may amend the model code of conduct.*

5.104 Adoption of model code of conduct

- (1) Within 3 months after the day on which regulations prescribing the model code come into operation, a local government must prepare and adopt* a code of conduct to be observed by council members, committee members and candidates that incorporates the model code.*

** Absolute majority required.*

- (2) Within 3 months after the day on which regulations amending the model code come into operation, the local government must amend* the adopted code of conduct to incorporate the amendments made to the model code.*

** Absolute majority required.*

- (3) A local government may include in the adopted code of conduct requirements in addition to the requirements referred to in section 5.103(2)(b), but any additional requirements —*

- (a) can only be expressed to apply to council members or committee members; and*

- (b) are of no effect to the extent that they are inconsistent with the model code.*

- (4) A local government cannot include in the adopted code of conduct provisions in addition to the principles referred to in section 5.103(2)(a) or the rules of conduct.*

- (5) The model code is taken to be a local government's adopted code of conduct until the local government adopts a code of conduct.*

- (6) An alleged breach of a local government's adopted code of conduct by a candidate cannot be dealt with under this Division or the adopted code of conduct unless the candidate has been elected as a council member.*

- (7) The CEO must publish an up-to-date version of a local government's adopted code of conduct on the local government's official website.*

Local Government (Model Code of Conduct) Regulations 2021

Policy Implications:

Nil

Financial Implications:

Nil

Strategic Implications:

Shire of Cue Strategic Community Plan 2017-2027:

Leadership Objective

Outcome 2.1 A strategically focused and unified Council functioning efficiently

2.1.3 Maintain accountability and financial responsibility

Consultation:

Rob Madson – Chief Executive Officer

Officer's Recommendation:

Voting Requirement: Absolute Majority

That Council:

By absolute majority adopt the Shire of Cue Code of Conduct for Council Members, Committee Members and Candidates as presented at [Appendix 4](#).

Council Decision: 05042021

Voting requirement: Absolute Majority

MOVED: Cr Spindler

SECONDED: Cr Price

That Council:

By absolute majority adopt the Shire of Cue Code of Conduct for Council Members, Committee Members and Candidates as presented at Appendix 4.

Carried: 7/0

10.5 STANDARDS FOR CEO RECRUITMENT, PERFORMANCE AND TERMINATION

APPLICANT:	Shire of Cue
DISCLOSURE OF INTEREST:	Nil
AUTHOR:	Richard Towell – Deputy Chief Executive Officer
DATE:	15 April 2021

Matters for Consideration:

Adoption of the Shire of Cue Standards for CEO Recruitment, Performance and Termination.

Background:

On 3 February 2021, the Local Government (Administration) Amendment Regulations 2021 (CEO Standards) introduced mandatory minimum standards for the recruitment, selection, performance review and termination of employment in relation to local government Chief Executive Officers (CEOs). The aim of the CEO Standards is to provide local government with a consistent and equitable process for CEO recruitment, performance review and termination across all local governments, in accordance with the principles of merit, equity and transparency.

It is a requirement that local governments prepare and adopt the CEO Standards within three months of the CEO Standards coming into operation (by 3 May 2021). Until such time as a local government prepares and adopts its own CEO Standards, the model CEO Standards in regulations apply. It is important to note that local governments may introduce additional standards where appropriate, however, any additional standards must be consistent with the model standards in the Local Government (Administration) Amendment Regulations 2021.

Comments:

The draft Shire of Cue Standards for CEO Recruitment, Performance and Termination has been developed from the WALGA template policy and are attached at [Appendix 5](#).

Statutory Environment:

Local Government Act 1995, Section 5.39A and 5.39B

5.39A . Model standards for CEO recruitment, performance and termination

(1) Regulations must prescribe model standards for local governments in relation to the following —

(a) the recruitment of CEOs;

(b) the review of the performance of CEOs;

(c) the termination of the employment of CEOs.

(2) Regulations may amend the model standards.

5.39B . Adoption of model standards

(1) In this section — model standards means the model standards prescribed under section 5.39A(1).

(2) Within 3 months after the day on which regulations prescribing the model standards come into operation, a local government must prepare and adopt standards to be observed by the local government that incorporate the model standards.*

** Absolute majority required.*

(3) Within 3 months after the day on which regulations amending the model standards come into operation, the local government must amend the adopted standards to incorporate the amendments made to the model standards.*

** Absolute majority required.*

(4) A local government may include in the adopted standards provisions that are in addition to the model standards, but any additional provisions are of no effect to the extent that they are inconsistent with the model standards.

(5) The model standards are taken to be a local government's adopted standards until the local government adopts standards under this section.

(6) The CEO must publish an up-to-date version of the adopted standards on the local government's official website.

(7) Regulations may provide for —

(a) the monitoring of compliance with adopted standards; and

(b) the way in which contraventions of adopted standards are to be dealt with.

Local Government (Administration) Amendment Regulations 2021

Policy Implications:

Shire of Cue Policy Manual

G11 – CEO Performance Review

Financial Implications:

Nil

Strategic Implications:

Shire of Cue Strategic Community Plan 2017-2027:

Leadership Objective

Outcome 2.1 A strategically focused and unified Council functioning efficiently

2.1.3 Maintain accountability and financial responsibility

Consultation:

Rob Madson – Chief Executive Officer

Officer's Recommendation:

Voting Requirement: Absolute Majority

That Council:

By absolute majority adopt the Shire of Cue Standards for CEO Recruitment, Performance and Termination as presented at [Appendix 5](#).

Council Decision: 06042021

Voting requirement: Absolute Majority

MOVED: Cr Dennis

SECONDED: Cr Fitzpatrick

That Council:

By absolute majority adopt the Shire of Cue Standards for CEO Recruitment, Performance and Termination as presented at Appendix 5.

Carried: 7/0

10.6 CEO RECRUITMENT

APPLICANT: Shire of Cue
 DISCLOSURE OF INTEREST: Nil
 AUTHOR: Rob Madson –Chief Executive Officer
 DATE: 15 April 2021

Matters for Consideration:

Adoption of a Job Description Form (JDF), incorporating remuneration package and selection criteria, to be utilised for CEO selection and appointment of a human resources consultant to assist with the process.

Background:

As Councillors are aware, my contract of employment as Chief Executive Officer ends on 30 June 2021. With the adoption of the Shire of Cue standards for CEO recruitment, performance and termination at item 10.5 of this meeting, the position can now be advertised.

A copy of guidelines for Local Government CEO Recruitment and Selection prepared by the Department of Local Government, Sport and Cultural Industries was distributed to Councillors on 9 April 2021 with papers for the information forum.

Comments:

Prior to advertising, Council is required to approve, by resolution of an absolute majority of Council, a job description form for the position, incorporating selection criteria. The proposed CEO job description form is attached at [Appendix 6](#). This information is unchanged from when the position was last advertised in 2015, apart from updating the salary band to the current Salary and Allowances Tribunal determination.

Mike Fitz Gerald, of Fitz Gerald Strategies, has advised that he is available to assist Council with the selection process at a cost of \$7,700 including GST.

Statutory Environment:

LOCAL GOVERNMENT ACT 1995 - SECT 5.40

5.40 . Principles affecting employment by local governments

The following principles apply to a local government in respect of its employees —

(a) employees are to be selected and promoted in accordance with the principles of merit and equity; and

(b) no power with regard to matters affecting employees is to be exercised on the basis of nepotism or patronage; and

- (c) employees are to be treated fairly and consistently; and
- (d) there is to be no unlawful discrimination against employees or persons seeking employment by a local government on a ground referred to in the Equal Opportunity Act 1984 or on any other ground; and
- (e) employees are to be provided with safe and healthy working conditions in accordance with the Occupational Safety and Health Act 1984 ; and
- (f) such other principles, not inconsistent with this Division, as may be prescribed.

Policy Implications:

Nil

Financial Implications:

Nil

Strategic Implications:

Nil

Consultation:

Cr Ross Pigdon – Shire President

Officer’s Recommendation:

Voting Requirement: Absolute Majority

That Council:

1. Approve the job description form for the position of Chief Executive Officer, incorporating selection criteria and remuneration package details, as presented at [Appendix 6](#).
2. Engage Fitz Gerald Strategies to assist Council with the CEO selection process.

<i>Council Decision: 07042021</i>	Voting requirement: Absolute Majority
MOVED: Cr Dennis	SECONDED: Cr Spindler
That Council:	
<ol style="list-style-type: none"> 1. Approve the job description form for the position of Chief Executive Officer, incorporating selection criteria and remuneration package details, as presented at Appendix 6. 2. Engage Fitz Gerald Strategies to assist Council with the CEO selection process. 	
Carried: 7/0	

11. MOTIONS BY MEMBERS OF WHICH PREVIOUS NOTICE HAS BEEN GIVEN

NIL

12 MOTIONS FOR CONSIDERATION AT THE NEXT MEETING

NIL

13. NEW BUSINESS OF AN URGENT NATURE

NIL

14 MATTERS FOR WHICH THE MEETING MAY BE CLOSED

Council Decision: 08042021

Voting requirement: Simple Majority

MOVED: Cr Price

SECONDED: Cr Spindler

That the meeting be closed to members of the public to discuss confidential matters.

CARRIED: 7/0

14.1 TENDER – DUAL USE PATHWAY CONSTRUCTION

APPLICANT: Shire of Cue
 DISCLOSURE OF INTEREST: Nil
 AUTHOR: Richard Towell – Deputy Chief Executive Officer
 DATE: 20 April 2021

Matters for Consideration:

Awarding of tender for the construction of dual use pathways in Allen, Stewart and Austin Streets, Cue.

Council Decision: 09042021 **Voting requirement:** Simple Majority

MOVED: CR SPINDLER **SECONDED: CR DENNIS**

That Council;

1. Award tender RFT 2020-05 Construct Concrete Dual Use Path to a panel comprising:

- Axiis Contracting, for an estimated total cost of \$236,420.00 + GST, and in the event that Axiis Contracting is not available, then
- Dowsing Contracting, for an estimated total cost of \$238,167.22 + GST.

2. Authorise the Chief Executive Officer to negotiate a variation with the successful tenderer to increase the total length of pathway to the maximum possible within the available budget allocation, being satisfied that this will result in a variation. Additional sections of pathway to be constructed in the order listed in the Shire’s 14 year Pathway Program.

CARRIED: 7/0

Council Decision: 10042021 **Voting requirement: Simple Majority**

MOVED: Cr Price **SECONDED: Cr Spindler**

That the meeting be reopened to members of the public.

CARRIED: 7/0

The meeting was re-opened to members of the public at 7.21pm

15 CLOSURE

The Presiding Member thanked those present for attending the meeting and declared the meeting closed at 7.41 pm

To be confirmed at Ordinary Meeting on the 18 May 2021.

Signed:.....

Presiding Member at the Meeting at which time the Minutes were confirmed.