SHIRE OF WAGIN
HEART OF THE GREAT SOUTHERN

MINUTES

CEO REVIEW COMMITTEE

15 JULY 2025

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Dr Kenneth Parker
CHIEF EXECUTIVE OFFICER

SHIRE OF WAGIN

Minutes for the CEO Review Committee Meeting held in the Council Chambers, Wagin on Tuesday 15 July 2025.

CONTENTS

1. OPENING

Presiding Member, Cr Blight opened the meeting at 6:30pm

2. RECORD OF ATTENDANCE AND APOLOGIES

COUNCILLORS

Cr Phillip Blight	Shire President
Cr Brian Kilpatrick	Deputy Shire President
Cr Sheryl Chilcott	Councillor

STAFF

Dr Kenneth Parker	Chief Executive Officer
Amy Kippin	Executive Assistant

APOLOGIES

Nil

3. DISCLOSURE OF FINANCIAL AND OTHER INTERESTS

The Chief Executive Officer has declared a financial interest in the matter. The nature and type of the interest is that it relates to the CEO's employment

The Chief Executive Officer has declared a financial interest in the matter as it relates to the Chief Executive Officer's employment (nature). The extent is that the author of the report is the Chief Executive Officer.

The Chief Executive Officer has declared a financial interest in the matter. The nature and type of the interest is that it relates to the CEO's Total Reward Package.

4. CONFIRMATION OF PREVIOUS MEETING MINUTES

4.1 MINUTES FROM THE CEO REVIEW COMMITTEE HELD 11 JUNE 2024

OFFICER RECOMMENDATION AND COMMITTEE RESOLUTION

Moved Cr S M Chilcott **Seconded Cr B L Kilpatrick**

That the minutes of the CEO Review Committee meeting held on 11 June 2024 be confirmed as a true and accurate record.

CARRIED UNANIMOUSLY 3/0

5. REPORTS TO COMMITTEE

COMMITTEE RESOLUTION

Moved Cr S M Chilcott **Seconded Cr B L Kilpatrick**

That the Committee move behind closed doors and the meeting be closed to the public in accordance with Section 5.23(a) and (c) of the Local Government Act 1995.

CARRIED UNANIMOUSLY 3/0

6:32 pm Officers assisting the meeting closed the meeting to the public.

The Chief Executive Officer left the meeting at 6:35 pm and returned at 6:37 pm during consideration of item 5.1.

5.1 2024-25 CEO PERFORMANCE REVIEW

SENIOR OFFICER:	Chief Executive Officer
PREVIOUS REPORT(S):	5200 – June 2024 Ordinary Council Meeting
DISCLOSURE OF INTEREST:	The Chief Executive Officer has declared a financial interest in the matter. The nature and type of the interest is that it relates to the CEO's employment
FILE REFERENCE:	CM.CO.1
ATTACHMENTS:	Confidential attachment 1 – Statement of Achievement 2024-25 Confidential attachment 2 – Comments from elected members

OFFICER RECOMMENDATION AND COMMITTEE RESOLUTION

Moved Cr B L Kilpatrick **Seconded Cr S M Chilcott**

That the CEO Employment Committee RECOMMENDS that Council:

1. **Having reviewed the CEO's performance in accordance with section 5.38 of the Local Government Act 1995, RESOLVES that the Chief Executive Officer has successfully completed the performance review for the 2024-25 financial year**
2. **REQUESTS that the Shire President write to the Chief Executive Officer advising Council's resolution**

CARRIED UNANIMOUSLY 3/0

BRIEF SUMMARY

This paper has been prepared to enable Council to discharge its responsibilities under section 5.38 of the Act to review the CEO's performance.

BACKGROUND/COMMENT

Section 5.38 of the *Local Government Act 1995* sets out that a local government must review the performance of the CEO in each year of the person's employment.

In accordance with legislation and Council's policy, the CEO's performance was last reviewed at the 25 June 2024 Ordinary Council Meeting.

Council's policy provides that performance review is set to the Corporate Business Plan cycle with performance indicators set and reviewed at the conclusion of the financial year.

Regulation 17 of Schedule 2 of the *Local Government (Administration) Regulations 1996* provides that:

- A review must be carried out in an impartial and transparent manner
- The local government must:
    - collect evidence regarding the CEO's performance in respect of the contractual performance criteria and any additional performance criteria in a thorough and comprehensive manner; and
    - review the CEO's performance against the contractual performance criteria and any additional performance criteria, based on that evidence.

In accordance with Council's policy, to give effect to the requirements of the Regulations, on 2 July 2025 the Chief Executive Officer provided all Councillors with a written Statement of Achievement for 2024-25. The Statement of Achievement contained in Attachment 1 provided a summary of major achievements, challenges and reflections as well as a statement against both the key result areas and contractual performance criteria.

All Councillors were encouraged to participate in the review by providing comment. The comments received are contained in Attachment 2.

Regulation 18 of Schedule 2 of *Local Government (Administration) Regulations 1996* provides that after the local government has endorsed a review of the performance of the CEO 18, the local government must inform the CEO in writing of:

- the results of the review; and
- if the review identifies any issues about the performance of the CEO — how the local government proposes to address and manage those issues.

The legislation, Council policy and contract are silent in respect to the form of the Resolution that Council following completion of a review. Future reviews are likely to be conducted under new legislation which will require Council to publish comments on each KPI and a CEO response. This is not the case for this review.

Under the current framework Council is not to score or rate performance per se (but may wish to) but a resolution that is clear enough to describe the outcome of the review is required.

Officers have presented options for a favourable motion and an unfavourable motion.

A simple resolution to reflect a favourable performance review which is in keeping with the resolution made during the probationary review could be as follows:

Favourable motion

> That the CEO Employment Committee RECOMMENDS that Council:
>
> 1. Having reviewed the CEO's performance in accordance with section 5.38 of the *Local Government Act 1995*, RESOLVES that the Chief Executive Officer has successfully completed the performance review for the 2024-25 financial year
> 2. REQUESTS that the Shire President write to the Chief Executive Officer advising Council's resolution

A favourable performance review can include feedback both positive and negative without triggering Regulation 18 which requires the local government to prepare a plan to address and manage issues.

A review that identifies issues to the extent that a local government believes that Regulation 18 is triggered is regarded as an unfavourable review. In the event that an unfavourable review occurs it is recommended that the matter is deferred to request additional information.

In practice this would signal that the Shire President and Chief Executive Officer would discuss an appropriate termination approach to achieve a suitable outcome for both parties.

Deferring to request additional information would enable the exiting CEO to save face and aid the local government in perception for future applicants.

Unfavourable motion

> That the CEO Employment Committee DEFER consideration of the matter to request additional information

In terms of protocol, while the CEO will offer to leave the chamber to enable to have a frank discussion, its generally customary for at least one Officer of the local government to be present to administer the meeting.

At the same time, the Chief Executive Officer's preference is to have an open discussion with Council in keeping with employer and employee relationships in other industries.

CONSULTATION/COMMUNICATION
Nil.

STATUTORY/LEGAL IMPLICATIONS
The recommendations of this report are in accordance with legislation.

POLICY IMPLICATIONS
Nil.

FINANCIAL IMPLICATIONS
Nil.

STRATEGIC IMPLICATIONS
Council leadership.

VOTING REQUIREMENTS
Simple Majority*

* An Absolute Majority is required when considered by Council

5.2 CEO PERFORMANCE CRITERIA 2025-26

SENIOR OFFICER:	Chief Executive Officer
PREVIOUS REPORT(S):	Nil.
DISCLOSURE OF INTEREST:	The Chief Executive Officer has declared a financial interest in the matter as it relates to the Chief Executive Officer's employment (nature). The extent is that the author of the report is the Chief Executive Officer. I
FILE REFERENCE:	CM.CO.1
ATTACHMENTS:	Nil

OFFICER RECOMMENDATION AND COMMITTEE RESOLUTION

Moved Cr S M Chilcott Seconded Cr B L Kilpatrick

That Council RESOLVES in accordance with Schedule 2, Regulation 16 of the *Local Government (Administration) Regulations 1996* that the criteria for the 2025-26 CEO Performance Review is as follows:

Primary Performance Criteria

- **Successfully conduct the 2025 Ordinary Local Government Election as Returning Officer**
- **Deliver the 2025-26 roads program**
- **Prepare a business case for improved heavy haulage vehicle movements in and around the townsite**
- **Council adoption of the Strategic Community Plan 2026 - 2036**
- **Council adoption of a Waste Management Strategy**
- **Progress the staff accommodation strategy through adoption of Business Plan and award of tenders for initial properties**
- **That Homecare participants continue to be provided with services required**

Contractual Performance Criteria

- **Responsible for effective day to day operations of the local government**
- **In consultation with Council, review develop and implement strategic and service delivery plans for the Shire**
- **Co-ordinate, in conjunction with the Senior Management Team, an overall system of fiscal management to reflect Council's aims and objectives**
- **Implement and manage the requirements of the integrated planning framework**

- **Formulate and implement a Human Resource Management Program, which ensures the appropriate supervision and management of the local government**
- **Institute a staff training program that will improve staff skills across the board, which assist staff in focusing on service delivery to the community**
- **Administer the legal, statutory and election process of the local government's operations and be the chief advisor to Council on these matters to ensure the local government is operating within the statues and all legal requirements are carried out**
- **On behalf of the local government, make effective representation of the issues, views, policies and needs of the local government, as necessary**
- **Ensure the development and maintenance of sound communications and good relationships between the local government, government departments, volunteers and community at large**
- **Ensure that the road infrastructure database is maintained and roads grant applications are considered and lodged in a timely manner**
- **Ensure reports and recommendations submitted to Council are well written and based on sound judgement with appropriate recommendations**
- **Ensure that the Council's statutory compliance obligations are met.**

CARRIED UNANIMOUSLY 3/0

BRIEF SUMMARY

An annual review of the CEO's performance is required under Schedule 2, Regulation 17 of the *Local Government Administration Regulations 1996*.

In accordance with the CEO's Employment Contract, this paper presents draft performance criteria for Council's consideration to be used for the 2025-26 financial year.

BACKGROUND/COMMENT

An annual review of the CEO's performance is required under Schedule 2, Regulation 17 of the *Local Government Administration Regulations 1996*. The legislation requires that the review be carried out in an impartial and transparent manner and based on evidence in respect of the contractual performance criteria and any additional performance criteria.

In respect to the additional performance criteria, the CEO has identified six discrete priority projects for completion in the 2025-26 financial year. It is suggested that completion of these projects would be a clear, measurable assessment of performance.

- Successfully conduct the 2025 Ordinary Local Government Election as Returning Officer
- Deliver the 2025-26 roads program

- Prepare a business case for improved heavy haulage vehicle movements in and around the townsite
- Council adoption of the Strategic Community Plan 2026 - 2036
- Council adoption of a Waste Management Strategy
- Progress the staff accommodation strategy through adoption of Business Plan and award of tenders for initial properties

These 'Additional Performance Criteria' proposed as strategically important and represent a combination of different types of projects which test different parts of the capabilities of the role.

These six proposed KPIs were provided to elected members for comment.

One comment was received suggesting KPIs related to

- Housing other than Staff Housing
- Homecare

Recognising that the CEO's employment contract contains Key Duties and Responsibilities that could be said to form Contractual Performance Criteria, it is proposed that the Key Duties and Responsibilities form part of the performance criteria.

While the nominated criteria above are proposed by the CEO, in accordance with Clauses 4.1 and 7 of the CEO's employment contract and Schedule 2, Regulation 16 of the Administration Regulations, if Council wished to alter the proposed performance criteria, the CEO's agreement would be required. This is because according to the contract and legislation, mutual agreement on the performance criteria is required.

If elected members wish to propose different criteria at the meeting the most practical means may be to adjourn the meeting, discuss with the CEO during the adjournment and receive the CEO's written agreement to the revised, criteria which could then be formally considered by Council.

The CEO's performance criteria is a key element of the CEO's employment arrangements. Achievement of performance criteria is among other things used by Councils to assess remuneration reviews and contract extensions.

While failure to meet the criteria does not result automatically result in termination, Regulation 22, Schedule 2 of the Administration Regulations provides that a Council must not terminate the CEO's employment unless it has conducted a review of the CEO's performance, informed the CEO of the performance issues, given the CEO the opportunity to address and implement a plan to remedy performance, and determined that the CEO has not remedied performance to the satisfaction of the local government.

Clause 4.1 of the CEO's contract provides that the Performance Criteria must be reasonably achievable.

In respect to setting performance criteria, the Department's guidelines on the matter are instructive where it states that:

- *"Setting the performance criteria is an important step. One of the CEO's key responsibilities is to oversee the implementation of council's strategic direction, and so it is important to align the CEO's performance criteria to the goals contained in the council's Strategic Community Plan and Corporate Business Plan. Accordingly, as these plans are updated, the CEO's performance criteria should be updated to reflect the changes.*
- *In leading the administrative arm of a local government, the CEO is responsible for undertaking core tasks, the achievement of which will contribute to the effectiveness of the council. It is important that the outcomes associated with these tasks are measurable and clearly defined. These could be in relation to:*
- *service delivery targets from the Council's Strategic Community Plan;*
- *budget compliance;*
- *organisational capability;*
- *operational and project management;*
- *financial performance and asset management;*
- *timeliness and accuracy of information and advice to councillors;*
- *implementation of Council resolutions;*
- *management of organisational risks;*
- *leadership (including conduct and behaviour) and human resource management; and*
- *stakeholder management and satisfaction.*
- *Performance criteria should focus on the priorities of the Council and, if appropriate, can be assigned priority weighting in percentages. The Council and CEO should set goals related to target outcomes for future achievement in the performance criteria. Goals should be specific, measurable, achievable, relevant and time-based.*
- *Following the determination of the performance criteria and goals, the Council will need to determine how to measure the outcomes of each criteria. It is important to relate performance indicators to the selection criteria used in selecting the CEO. For example, if the CEO has been selected due to their financial experience and ability to improve the local government's finances, indicators regarding improved revenue and reduced expenses are obvious starting points. Considering the context within which the local government is operating is important. For example, if a significant financial event occurs,*

such as a downturn in the economy, financial performance indicators will likely need to be adjusted. It is important that such contextual factors are given appropriate weighting and that goals are flexible to allow regular adjustment.

- *Adjustments may be initiated by either the CEO or the Council. Councils need to be realistic in terms of their expectations of a CEO's performance and provide appropriate resources and support to facilitate the achievement of performance criteria.*

CONSULTATION/COMMUNICATION
The proposed 2025-26 performance criteria were distributed to Council on 2 July 2025 for comment.

STATUTORY/LEGAL IMPLICATIONS
As described.

POLICY IMPLICATIONS
This report and recommendations are consistent with Council's policy.

FINANCIAL IMPLICATIONS
Nil.

STRATEGIC IMPLICATIONS
Council leadership.

VOTING REQUIREMENTS
Simple Majority

5.3 CEO CONTRACT 2025-26

SENIOR OFFICER:	Chief Executive Officer
PREVIOUS REPORT(S):	Nil.
DISCLOSURE OF INTEREST:	The Chief Executive Officer has declared a financial interest in the matter. The nature and type of the interest is that it relates to the CEO's Total Reward Package.
FILE REFERENCE:	CM.CO.1
ATTACHMENTS:	Confidential attachment 1 – Proposed TRP 2025-26

OFFICER RECOMMENDATION AND COMMITTEE RESOLUTION

Moved Cr B L Kilpatrick **Seconded Cr S M Chilcott**

That Council, as part of the Annual Remuneration Review, AMENDS Schedule 2 of the CEO's contract as set out in confidential attachment 1.

CARRIED UNANIMOUSLY 3/0

BRIEF SUMMARY

This paper sets out the CEO's proposed contract arrangements for 2025-26 as part of the annual remuneration review.

BACKGROUND/COMMENT

Section 5.39 of the *Local Government Act 1995* provides that the Chief Executive Officer is to be paid or provided with such remuneration as is Determined by the Salaries and Allowances Tribunal (the Tribunal).

Each year, the Tribunal publishes a determination that sets out the rules for the Total Reward Packages for CEOs.

The Tribunal sets minimum and maximum TRP amounts based on local government bands and sets out the possible components of a TRP, including things that are not to be considered as inclusions to the TRP.

The TRP includes a combination of real cash amounts such as salary, superannuation, estimated benefits such as Fringe Benefits Tax, and subsidies that have a set value like utilities and professional association fees which aren't paid as cash but represent a potential cost if used.

The CEO Contract was negotiated in November 2023 based on the Tribunal's 2023 Determination for the 2023-24 financial year.

The contract executed in December 2023 set out the following TRP:

Component	Value (annual)
Salary	$175,000
Superannuation (11%)	$17,500
Fringe Benefit Tax	$6,250
Utilities subsidy	$5,000
Motor vehicle (estimated value)	$7,000
Association fees subsidy	$1,500
Total	**$212,250**

At the February 2024 Ordinary Council Meeting, Council agreed to vary the contract to increase the salary component to the legally required amount and adjusted the utilities allowance by the required amount to ensure that the TRP staying below the threshold for the year set by the Tribunal.

In March 2024, the Tribunal made its determination for the 2024-25 financial year.

The 2024-25 determination increased the TRP that local governments were required and permitted to pay and stipulated that for band 3 and 4 local governments in regional areas that a motor vehicle (for work and private use) was no longer to be included in the TRP.

Council was not asked by Officers to alter the employment contract following the Tribunal's determination because it did not alter the cash component of the contract and because the CEO had only commenced weeks before the 2024 Determination was made.

The change in the Tribunal's stance does mean that TRP for the 2024-25 financial year to be received was effectively $7,000 less than the amount stated in the contract.

In April 2025, the Tribunal made its determination for the 2025-26 financial year.

The 2025 Determination for the 2025-26 financial year again lifted the TRP that local governments were required and permitted to pay and retained the clause that in band 3 and 4 local governments in regional areas that a motor vehicle (for work and private use) is not to be included in the TRP.

The minimum and maximum TRPs for a band 4 local government in the last three determinations are shown below:

Year	Minimum	Maximum
2023 (2023-24)	$136,023	$213,356
2024 (2024-25)	$156,780	$240,396
2025 (2025-26)	$163,051	$250,012

In accordance with section 7 of the employment contract, the Chief Executive Officer is seeking that Council amend the TRP for the 2025-26 financial year.

Section 7 of the CEO's contract deals with the Annual Review of Remuneration. The contract states that:

1. *Your Remuneration Package must be reviewed by the Reviewer annually:*
    a. *At a time that is no later than 3 (three months) after the anniversary of the Commencement date; or*
    b. *If otherwise determined by Council, at a time that enables the review to coincide with other remuneration reviews conducted by the Local Government.*

Section 7 goes on to state that:

3. *In reviewing Your Remuneration Package, the Reviewer must have regard to:*
    a. *Your performance*
    b. *Any changes to the work value or responsibilities of the Position*
    c. *The hours worked by You, including hours in addition to normal working hours*
    d. *The condition of the market and economy generally; and*
    e. *The capacity of the Shire to pay an increase.*
4. *As a result of a review of Your Remuneration Package under this clause, the Local Government:*
    a. *Is not obliged to increase the amount of the Remuneration Package; and*
    b. *May increase, but must not reduce, the amount of the Remuneration Package.*

Proposed TRP

The Chief Executive Officer is seeking a revised TRP for 2025-26 as follows:

Component	**Value (annual)**
Salary	$188,125
Superannuation (12%)	$22,575
Fringe Benefit Tax	$10,500
Utilities	$6,000
Association fees	$1,000
Total	**$228,200**

The proposed increase represents an increase in the TRP of 7.5 per cent over the TRP in contained the contract executed 18 months ago.

The proposed increase incorporates:

- a 7.5 per cent increase in the cash component

- a 0.5 per cent increase in the superannuation per centage to reflect the mandatory minimum
- a 68 per cent increase in the estimated Fringe Benefit Tax (as set by the Shire's finance team to meet tax obligations)
- a 20 per cent increase in the utilities allowance
- a 33 per cent *decrease* in the professional association membership

The proposed cash component has been calculated by applying a 3.5 per cent increase over the existing cash component and adding the value of motor vehicle allowance ($7,000) to the cash component.

This proposed increase in the cash component is proposed to offset the loss in the TRP following the Tribunal's decision to remove the car component. This decision resulted in the CEO's TRP in 2024-25 being $7,000 less than the contract amount.

The increase in the Fringe Benefit Tax component better reflects vehicle usage. Thie estimated FBT is calculated independently by the Shire's finance team to meet the Shire taxation obligations.

An increase in the utilities allowance over the initial contract amount is to reflect the higher utilities usage of a family of five. Association fees are proposed to decrease to better reflect their cost.

Justification

The initial contract was negotiated with the Chief Executive Officer to provide a cash salary component that was competitive with their previous employer. At the time that the Chief Executive Officer left his previous employment the cash salary (including car allowance paid in cash) was approximately $170,000.

Since that time the Tribunal has increased the TRP bands twice and removed motor vehicle as a TRP component from band 3 and 4 regional local governments. The latter change means a loss of $7,000 in the value of the TRP for that component. While this is offset somewhat by a higher than estimated FBT value, without adjustment the total value of the TRP will continue to be less than the signed contract.

The two determinations by the Tribunal since the CEO's contract was executed has increased the maximum TRP permissible by 17 per cent.

This compares to the 7 per cent increase requested by the CEO in this paper.

The proposed TRP of $227,259 represents 91 per cent of the maximum permitted by the Tribunal in 2025-26.

When the contract was executed in 2023 it was 99 per cent of the maximum permittable by the Tribunal. The 2023 contract TRP value would represent 82 per cent of the maximum permitted as of July 2025.

The increase in the TRP is requested to ensure that the contract remains competitive amongst comparable local governments.

Wagin has the second highest population of the sixty Band 4 local governments in the State.

The only band 4 local government with a higher population in 2024 according to the ABS was Boyup Brook with a population of 1,959 compared to 1,825 in Wagin.

There are also five Band 3 local governments with fewer people than Wagin:

- Yilgarn (1,212)
- Meekatharra (1,286)
- Laverton (1,444)
- Dalwallinu (1,466)
- Leonora (1,737)

While population is only one indicator of complexity, a case can be made that the Shire could be considered for Band 3 local government status and if not that, at least represents the top of Band 4 local governments.

A comparison with the published TRPs from local governments is shown below. This table includes TRPs from band 4 local governments with the next largest populations, the Shire's direct neighbours and the Band 3 local governments with smaller populations.

This table shows that the TRP was largely competitive at the time and that local governments in smaller districts were also remunerating the CEO's well.

In the 2024-25 financial year it would be expected that local governments will have adjusted their TRPs to deal with the Tribunal's change in the way vehicle allowances should be classified. This would provide a more illustrative comparison but would not be published until December 2025.

Comparison of CEO TRPs (2023-24)

Local government	**CEO TRP (2023-24)**
Wagin	$212,250 (extrapolated from contract)
Local governments with smaller populations	
Boddington	$208,157
Beverley	Not reported
Chapman Valley	$209,581
Nannup	$198,680
Ngaanyatjarraku	$240,640
Wongan-Ballidu	$229,136
Lake Grace	$213,302
Cunderdin	$213,356
Gnowangerup	$230,135

Local government	CEO TRP (2023-24)
Jerramungup	$218,500
Shark Bay	$194,425
Cranbrook	$207,417
Neighbours	
West Arthur	$211,328
Dumbleyung	$207,087
Narrogin (Band 3)	$250,164
Wickepin	$85,263 (Acting CEO remuneration not reported)
Woodanilling	$164,000 (Acting CEO remuneration not reported)
Band 3 local governments with smaller populations	
Yilgarn	$205,598
Meekatharra	$363,160
Laverton	$302,946
Leonora	Not Reported
Dalwallinu	$251,253

Without adjustment, the competitiveness of the TRP in the CEO's contract compared to local governments in the region and beyond will dimmish.

Since the contract was executed there has been an increase in the complexity of the role owing to the prospect of renewable energy projects. The Shire also takes an active role in seeking to influence government policy for the benefit of regional communities across the wheatbelt and support is provided to the Shire President to perform their role on State Council. This is not new work per se but does reflect a particular function for the CEO in Wagin that is not the case in other areas.

CONSULTATION/COMMUNICATION
Nil.

STATUTORY/LEGAL IMPLICATIONS
The recommendations of this report are in accordance with legislation.

POLICY IMPLICATIONS
Nil.

FINANCIAL IMPLICATIONS
The financial implications have been accommodated in the draft 2025-26 budget.

STRATEGIC IMPLICATIONS
Council leadership.

VOTING REQUIREMENTS
Simple Majority*
* An Absolute Majority is required when considered by Council

COMMITTEE DECISION

Moved Cr B L Kilpatrick **Seconded Cr S M Chilcott**

That the Committee reopen the meeting to the public.

CARRIED 3/0

6:55pm Officers assisting the meeting reopened to the public.

6. CLOSURE

With no further business to discuss Presiding Member, Cr Blight closed the meeting at 6:56pm

I certify that this copy of the minutes is a true and correct record of the meeting held on 15 July 2025

Signed ....

Presiding Elected Member

Date: 21-7-2025.