



**Murrumbidgee  
COUNCIL**

Darlington Point Office  
21 Carrington Street  
PO Box 5  
DARLINGTON POINT NSW 2706

Coleambally Office  
39 Brolga Place  
COLEAMBALLY NSW 2707

Jerilderie Office  
35 Jerilderie Street  
PO Box 96  
JERILDERIE NSW 2716

Telephone: 02 69600 5500  
SC222/SC208

Telephone: 02 6954 4060

Telephone 03 5886 1200

28 July 2021

*(Submissions may be made in writing by COB 9 August 2021)*

Office of Local Government  
Attention - OLG Council Governance Team.  
Locked Bag 3015  
NOWRA NSW 2541

Email: [olg@olg.nsw.gov.au](mailto:olg@olg.nsw.gov.au)

Dear Sir/Madam

## **REVIEW OF GENERAL MANAGER REMUNERATION**

There are too many variables when it comes to the differences between individual Local Governments for there to be a specific set remuneration for General Managers.

The banding for Mayors and Councillors remuneration does not take into consideration the differences and complexities of Local Government across NSW.

It is acknowledged that rural and remote Councils are smaller in budget, hence the Mayor, Councillors and General Manager should be paid less than their city counterparts. The fact is, the larger the organisation the easier the job as General Manager. It's a political position rather than a General Manager position in larger centres. In smaller Councils the General Managers need to be strategic thinkers, they need to get their hands dirty in operational activities as well as answer the questions at the front counter from rate payers. Larger Councils have front line staff, supervisors and junior managers to undertake the tasks which a rural General Manager undertakes.

The premise of General Manager salaries should be pay as much as you can afford, coupled with pay what the General Manager is worth.

For instance, at Murrumbidgee Council the General Manager is a professional accountant FCPA, plus holds Masters Degrees in Business and Law, and is the only one in the organisation with professional accounting qualifications. So not only is the General Manager carrying the tasks of being a General Manager, like every other General Manager, he also has done audits of business units, feasibility studies, writes lease documents, contracts as well as many policies. Many other Councils, especially the larger ones, outsource this to specialist firms, or have staff dedicated to this task, they even have staff members dedicated to the task and still outsource to a specialist firm.

So how, in a regulated system of General Manager remuneration, would you recognise the additional skill sets and the money saving opportunities a particular candidate brings to the table? Under the current arrangement of Councils determining the remuneration, the ability to do so is available.

This is one reason not to have a regulated system.

We did not see anywhere in your consultation paper how other jurisdictions are going in recruiting General Managers. A conversation with a Western Australian (WA) recruiter may have told you that there is no talent in WA to fill the upcoming CEO vacancies, in addition the salary banding makes it hard to attract applicants from other jurisdictions.

We wish to attract Australian wide to fill positions and this further supports our desire to not regulate the General Manager salaries.

You gave examples of remuneration from other States for General Managers, but it must have just been an internet search and not one with proper research. A conversation with LGAQ, and you would have got figures closer than what is reported in the annual report of each Council, banding the package between \$200,000 and \$400,000. Something as important as making decisions of this nature, we expect proper research would have been undertaken.

Your consultation paper is very poorly researched, making it impossible to offer an informed decision.

In your consultation paper you compared the Mayor and Councillor salaries to the NSW General Mayor salary. In addition you attributed the NSW General Manager to the Queensland (QLD) CEO salary. One document that is in the public domain and easily accessible is the remuneration for Mayors and Councillors in QLD. To get a complete picture, you should have attributed the Mayor and Councillor salaries against the General Managers' salary in every jurisdiction, particularly when there is an undertone in the consultation paper that you think the General Managers of NSW are being paid more than their peers in other jurisdictions.

NSW Mayors and Councillors should be remunerated similar to QLD.

The consultation paper came out of the blue, it seems like a knee-jerk reaction to individual sins. Please stop doing this.

When Jerilderie Shire and Murrumbidgee Shire were forcibly merged in May 2016 to form Murrumbidgee Council, the administrator engaged a professional firm to evaluate the General Manager's salary, and the salary we pay today is still in keeping with that professional firm's evaluation.

Another reason not to have a regulated system is that professional firms, when doing market evaluations, take into consideration all market forces across all industries, not just Local Government, including factoring in location, particularly cost of living, isolation, schooling for children etc.

To answer your question "who should decide how much a Council pays their General Manager", the answer is Council itself, so it can take into account all of the factors which will affect the attraction to their location.

Minute Number xxx

Moved XX Seconded XX that Council submit the submission titled "Review of General Manager Remuneration" to the Office of Local Government  
Carried

Yours faithfully

Ruth McRae  
**MAYOR**



Reference: LBN20/419

Steven Parisotto  
Murrumbidgee Council  
PO Box 5  
DARLINGTON POINT NSW 2706

Dear Mr Parisotto

**Subject:** Murrumbidgee Council initial assignment of categories

Thank you for your written notice of initial assigned categorisation of 32 Crown reserves under section 3.22(2) of the *Crown Land Management Act 2016* (the CLM Act).

I have reviewed the information provided and pleased to advise that Council has assigned a category that most closely aligns with the purpose of 24 of the Crown reserves listed in Attachment 1. As a delegate of the Minister for Water, Property and Housing, I wish to confirm that no further change is required to the categorisation.

I encourage Council to progress the preparation of draft Plans of Management (PoMs). When preparing the PoM please carefully consider the reserve purpose. All activities on the reserve must be consistent with the *Native Title Act 1993* (Cth) and therefore consistent with the reserve purpose. Please note that under the *Local Government Act 1993* (LG Act), draft PoMs require referral to the landowner prior to public exhibition. Further guidance about the preparation of draft PoMs is available via <https://www.olg.nsw.gov.au/content/council-crown-land-managers-resources>.

I have also considered Council's categorisation for one Crown reserve (see – Attachment 2). However, in accordance with section 3.23(5) of the CLM Act, I request Council alter the assigned categories, as the Minister considers that:

- a) *the assigned category is not the most closely related to the purposes for which the land is dedicated or reserved, or*
- b) *the management of the land by reference to the assigned category is likely to materially harm the use of the land for any of the purposes for which it is dedicated or reserved.*

It is noted that that Council has applied for two Crown reserves to be classified as Operational Land - Attachment 3. This application will be dealt with as a separate matter and Council will be notified of the outcome in due course.

It is noted that five Reserves are managed in accordance with section 48 of the LG Act as 'devolved land', therefore Council is not able to manage these reserves as if they were public land (see -Attachment 4).

If you have any further questions or need assistance, please contact the Council CLM Team via email at [council.clm@crowland.nsw.gov.au](mailto:council.clm@crowland.nsw.gov.au).

Yours sincerely



**Kylee Warner**  
**Senior Project Manager**  
**Department of Planning, Industry and Environment – Crown Lands**  
25/05/2020

Encl.

**Attachment 1:** *Schedule of Crown reserves categorisation consistent with reserve purpose*

**Attachment 2:** *Schedule of Crown reserves directed for categorisation*

**Attachment 3:** *Schedule of Crown reserves requested as operational land*

**Attachment 4:** *Schedule of Crown reserves not managed by council as Crown land manager*

**Attachment 1: Schedule of Crown reserves categorisation consistent with reserve purpose**

Reserve No.	Purpose(s)	Category
R9984	Public Recreation	Sportsground
R31393	Public Recreation	Natural Area
R33953	Refuge in time of Flood	Natural Area
R55431	Access	General Community Use, Natural Area
R55928	Racecourse and Showground	Sportsground, General Community Use
R60373	Public recreation	General Community Use, Natural Area
R62157	Preservation of Graves	Area of Cultural Significance, Natural Area
R68938	Public Recreation	Natural Area
R72160	Public Recreation	Sportsground
R75491	Public Recreation; Children's playground	Park
R82340	Public Recreation	Natural Area
R85679	Plantation	General community Use
R88058	Museum	Area of Cultural Significance
R88451	Public Recreation	Sportsground
R88754	Public Recreation	Sportsground
R89633	Museum	Area of Cultural Significance
R90713	Home of the Aged	General Community Use
R94084	Children's Playground, Public Recreation	Park, General Community Use
R97197	Children's Playground, Public Recreation	Park
R97198	Children's Playground, Public Recreation	Park, General Community Use
R98071	Public Recreation	General Community Use
R150042	Community Purposes, Heritage Purposes	General Community Use, Area of Cultural Significance
R1010748	Community Purposes	General Community Use
R1021768	General Cemetery	General Community Use

**Attachment 2: Schedule of Crown reserves directed for categorisation**

Council is directed to re-categorise the reserve as outlined below in accordance with section 3.23(5) of the Act so as not to cause, or be likely to cause, material harm to the land.

Reserve No.	Purpose(s)	Direction
R9983	Public Recreation	Park

**Attachment 3: Schedule of Crown reserves requested as operational land**

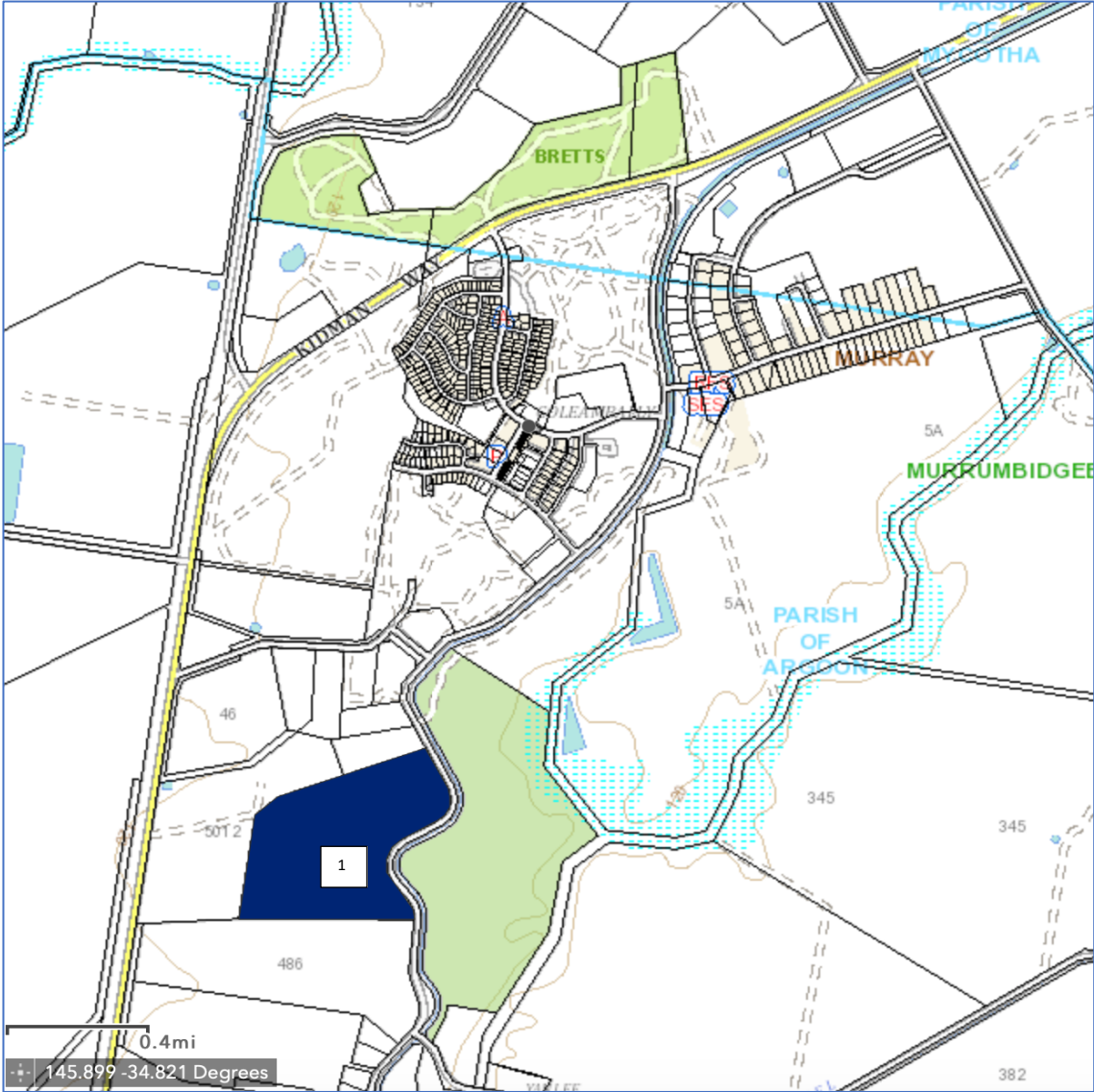
Reserve No.	Purpose(s)	Comment
R82278	Rubbish Depot	Application to classify these reserves as operational land will be dealt with as a separate matter.
R88219	Rubbish Depot	

**Attachment 4: Schedule of Crown reserves not managed by council as Crown land manager**

Reserve No.	Purpose(s)	Management type
R91114	General Community Use	Devolved to council management under S48 of the LG Act 1993
R1018508	General Community Use	Devolved to council management under S48 of the LG Act 1993
R1018528	General Community Use	Devolved to council management under S48 of the LG Act 1993

R76870	General Community Use	Devolved to council management under S48 of the LG Act 1993
R1021748	General Community Use	Devolved to council management under S48 of the LG Act 1993

ATTACHMENT N: LOCALITY MAPS

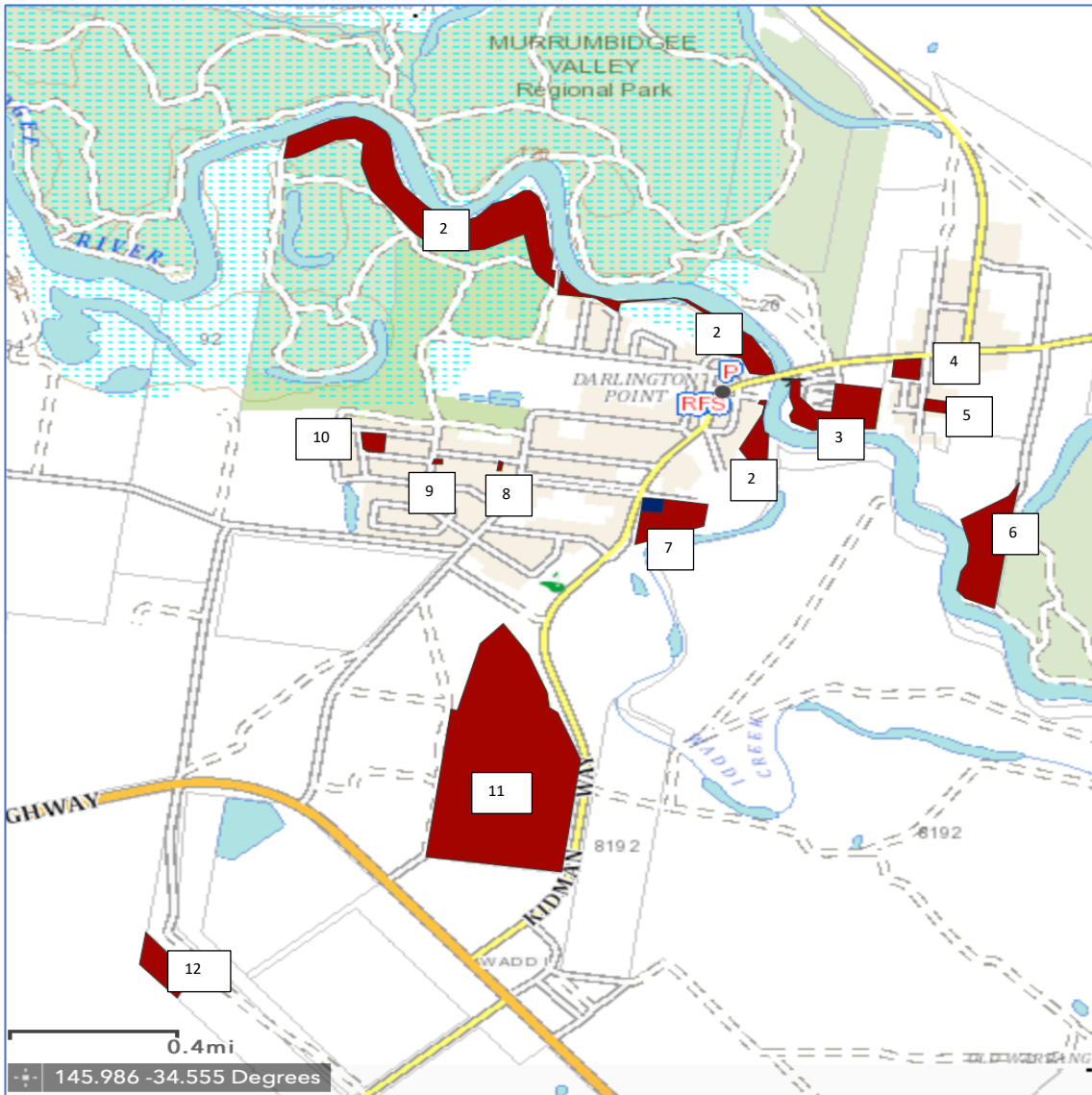


Legend

1 Coleambally Golf Club

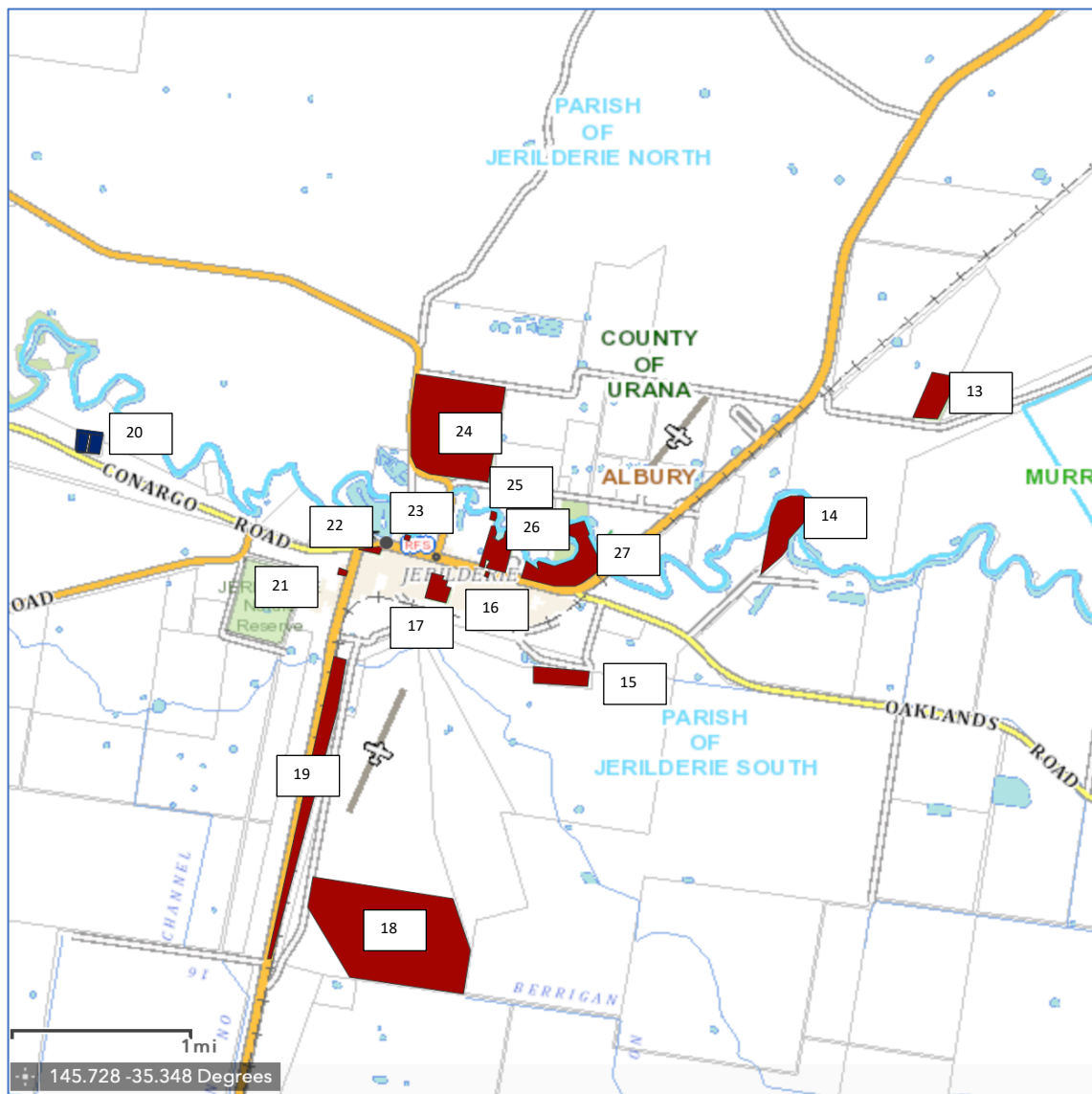
PoM for Golf Courses





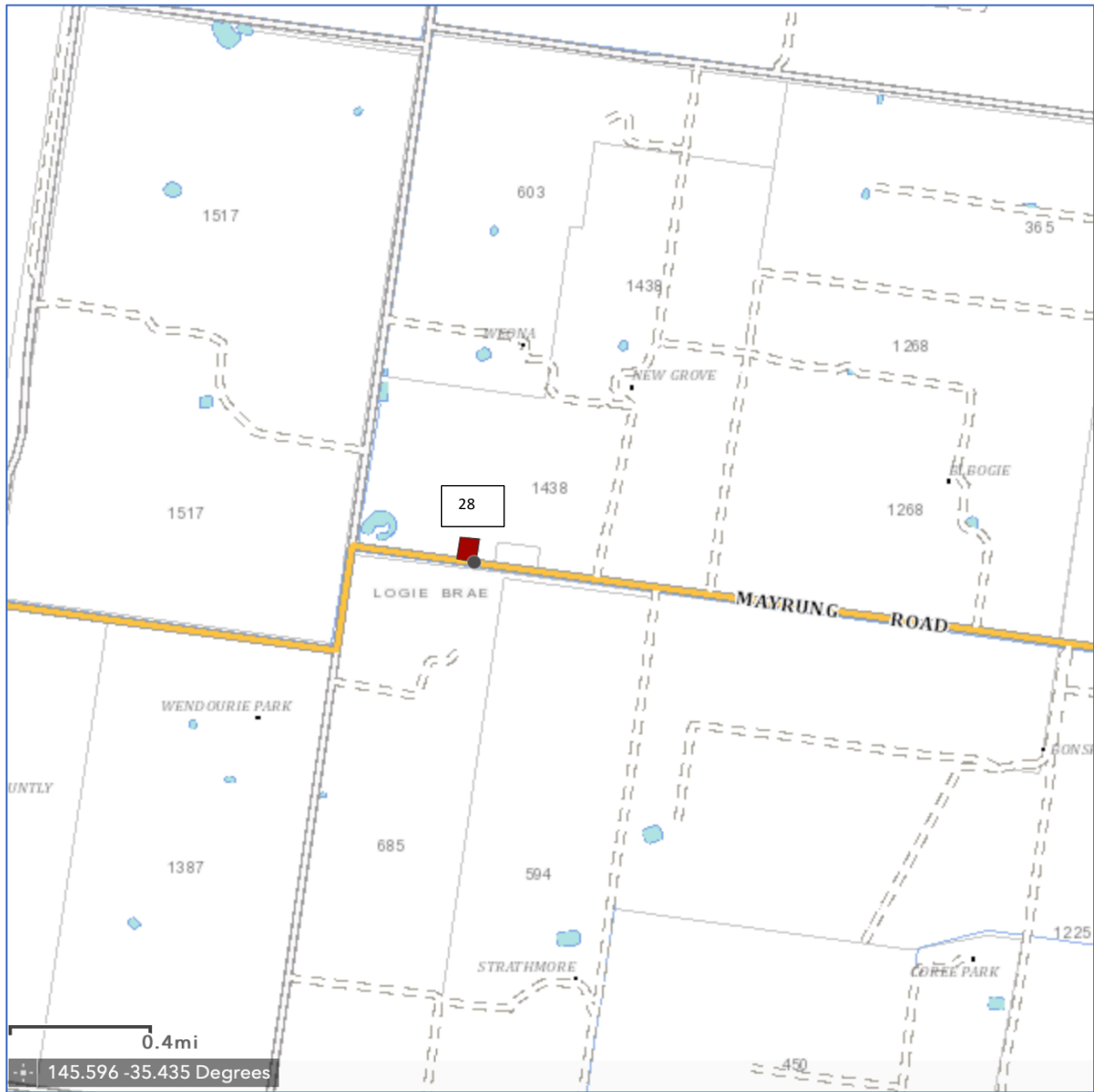
**Legend**

2	Bunyip Hole Reserve	PoM for Natural Areas
3	Darlington Point Caravan Park	PoM for Darlington Point Caravan Park
4	Lions Park	PoM for Lions Park
5	Darlington Point Museum	PoM for Areas of Cultural Significance
6	Reserve No. 82340	PoM for Natural Areas
7	Darlington Point Cemetery	Cemetery
8	White Street Playground	PoM for Darlington Point Parks
9	Chant Street Playground	PoM for Darlington Point Parks
10	Adrian Douglas Park	PoM for Darlington Point Parks
11	Darlington Point Golf Course	PoM for Golf Courses
12	Darlington Point Tp	Operational Land



**Legend**

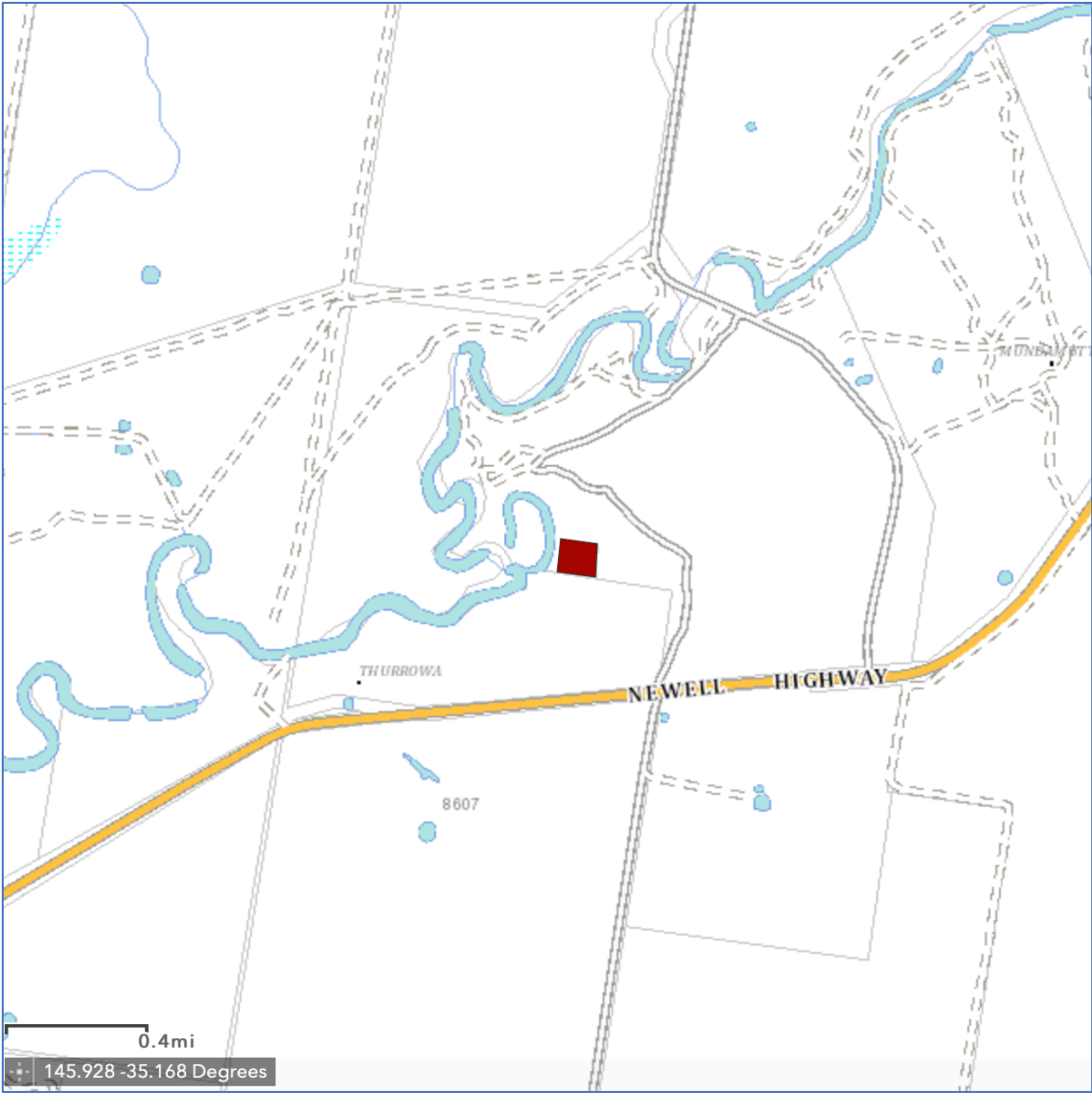
13	Pines Reserve	PoM for Natural Areas	21	Balmeringa	PoM for Balmeringa
14	The Cape	PoM for Natural Areas	22	Elliott Park	PoM for Elliott Park (made)
15	Jerilderie Tip	Operational land	23	The Willows	PoM for Areas of Cultural Significance
16	Court House	PoM for Areas of Cultural Significance	24	Racecourse/Showground	PoM for Racecourse/Showground
17	Monash Park	PoM fMonash Park	25	Pump station	PoM for Natural Areas
18	Jerilderie Common	PoM for Jerilderie Common & Stock Route	26	Jerilderie Sports Centre	PoM for Jerilderie Sports Centre
19	Stock Route	PoM for Jerilderie Common & Stock Route	27	Jerilderie Golf Course	PoM for Golf Courses
20	Jerilderie Cemetery	Cemetery			



**Legend**

28 Central Coree Hall

PoM for Central Coree Hall



Legend

<u>Stronger Communities Fund</u>		W/O Number	Jerilderie	Coleambally	Darlington Pt	Still to be
			Budget	Budget	Budget	Expended
Jerilderie Community Gym	Purchase of gym equipment	555.4960	43,358.97			Complete
Jerilderie Tennis Club	Construct shed/disabled toilet	555.5050	45,454.55			Complete
Jerilderie Tennis Club	Re-roof Jerilderie Sports Club building	555.5040	44,708.69			Complete
Jerilderie CWA	Upgrade toilet facility	555.5000	18,003.61			Complete
Jerilderie Cricket Club	Install seating, shade & access	555.4990	21,500.00			Complete
Jerilderie Football Club	Replace boundary fencing & interchange facility	471	39,674.00			Complete
Jerilderie Pre School	Refurbish indoor areas		44,098.40		44,098.40	Complete
Jerilderie Swimming Club	Upgrade lane ropes & storage box	555.5030	5,859.73			Complete
Jerilderie Public School P & C	Soft fall rubber in playground	555.5080	49,280.00			Complete
Jerilderie Arts & Talent Society	Purchase sound equipment & etc	555.4970	9,868.22			Complete
Jerilderie Tennis Club	Disabled toilet within the Jerilderie Sports Club	555.5060	27,272.73			Complete
Jerilderie Tennis Club	Upgrade golf green flags & putting cups		1,340.00			Complete
Jerilderie Public School P & C	Development of computer & musical skills	555.4980	7,946.36			Complete
Jerilderie Men's Shed	Purchase of property	555.5010	50,000.00			Complete
Jerilderie RSL Sub Branch	2 Honour Boards and glass display cabinet	555.5020	4,577.27			Complete
St Joseph's Parent's and Friends Inc	Play area soft fall and shade sail	555.5100	35,374.74			Complete
Sweatbox Community Gym	Purchase gym equipment, rubber flooring etc	555.5130		30,340.00		Complete
Coleambally Pistol Club	Build a clubhouse, range & water tank	555.4850		46,538.00		Complete
Coleambally Clay Target Club	Construct new trap houses	555.5340		45,260.00		Complete
Coleambally Pre School	Install solar panels	555.4870		7,233.44		Complete
Coleambally Pre School	Resurface floor & install storage shed	555.4720		7,233.44		Complete
Coleambally Lions Club	Purchase of ride on lawn mower	555.4700		11,412.73		Complete
Coleambally Lions Club	Painting of Bucyrus Dragline	555.4690		7,520.00		Complete
				4,632.65		Complete
					5,074.40	Some minor works to be undertaken

	W/O Number	Jerilderie		Coleambally		Darlington Pt		Still to be Expended
		Budget	Expend to date	Budget	Expend to date	Budget	Expend to date	
<b>Stronger Communities Fund</b>								
Coleambally Chamber of Commerce	555.4760			10,116.20	10,116.20			Complete
Coleambally Chamber of Commerce	555.4780			4,250.00	4,250.00			Complete
Coleambally Chamber of Commerce	555.4770			21,122.73	21,122.73			Complete
Riverina Vintage Machinery Club	555.5090			41,000.00	41,000.00			Complete
Coleambally Community Club	555.4800			45,454.55	45,454.55			Complete
Coleambally Central School P & C	555.4750			50,000.00	50,000.00			Complete
Coleambally Water Ski Club				0.00				
Coleambally Golf Club Inc	555.4810			44,600.00	44,600.00			Complete
Coleambally Golf Club Inc	555.4820			25,450.00	25,450.00			Complete
St Peters Primary School	555.5120			28,172.73	28,172.73			Complete
Coleambally Mens Shed	555.4840			44,463.19	44,463.19			Complete
Murrumbidgee Experimental Farm	555.5070			45,454.55	45,454.55			Complete
Coleambally Pre School	555.4730			13,594.55	13,594.55			Complete
Coleambally Pre School	555.4710			12,272.73	12,272.73			Complete
Coleambally Lions Club	555.4830			5,835.00	5,835.00			Complete
Coleambally Community Club	555.4790			21,909.09	21,909.09			Complete
Coleambally Central School P & C	555.4670			18,840.00	18,840.00			Complete
St Peters Primary School	555.5480			5,000.00	5,000.00			Complete
Coleambally Darlington Point Country Education Fund	555.4680			3,000.00	3,000.00			Complete
Coleambally Motorcycle Club Inc	568			50,000.00	50,000.00			Complete
Coleambally Pony Club	567/555.4860			6,642.86	6,642.86			Complete
Fusion Drop in Centre	555.4740			4,545.45	4,545.45			Complete
St Peters Catholic Church	555.5110			6,363.64	6,363.64			Complete
Coleambally Tennis Club	555.4890			50,000.00	50,000.00			Complete
Anglican Parish of Coily/Darlington Point	555.4650					17,423.59	17,423.59	Complete

<u>Stronger Communities Fund</u>		W/O Number	Jerilderie Budget	Expend to date	Coleambally Budget	Expend to date	Darlington Pt Budget	Expend to date	Still to be Expended
	Construct meeting room & improve stormwater	555.4950							
Darlington Point Mens Shed	Addition of BBQ & bench	186					45,454.55	45,454.55	Complete
Darlington Point Mens Shed	Installation of solar panels	555.4940					8,547.55	8,547.55	Complete
Apex Club of Darlington Point	Flag pole installation and fingerling purchase	555.4660					12,659.00	12,659.00	Complete
Darlington Point Club Ltd	Bowling green & club grounds irrigation	555.4900					45,454.55	45,454.55	Complete
Darlington Point Club Ltd	Workshop for maintenance staff	555.4920					36,363.64	36,363.64	Complete
Darlington Point Club Ltd	Machinery storage shed	555.4910					25,650.00	25,650.00	Complete
Darlington Point Public School P & C	Classroom board upgrade throughout the school	555.4930					43,928.00	43,928.00	Complete
			<b>448,317.27</b>	<b>404,218.87</b>	<b>711,024.09</b>	<b>705,949.69</b>	<b>255,480.88</b>	<b>255,480.88</b>	<b>49,172.80</b>
<b>Community Infrastructure Fund (Major Projects)</b>									
Tidy Towns Committee Jerilderie Netball Club	Solar Lighting Walkway Project	555.3500	13,167.00	13,167.00					Complete
Central Coree Hall	Netball Courts Upgrade	555.3530	204,535.30	204,535.30					Complete
Balmeringa Senior Citizens Units	Upgrade Hall and Play Equipment	555.3470/3550	45,363.42	45,363.42					Complete
Tidy Towns Committee	Kerbing & sealing of driveway & carpark	555.5350	41,100.15	41,100.15					Complete
Tidy Towns Committee	Installation of playground at Luke Park	237/555.3540	76,516.71	76,516.71					Complete
Tidy Towns Committee	Installation of exercise stations around Lake	555.3480	53,420.72	53,420.72					Complete
Tidy Towns Committee	Installation of additional seating in Luke Park	555.5370	29,029.00	29,029.00					Complete
Tidy Towns Committee	Purchase of equipment/ride on mower	555.3560	9,552.13	9,552.13					Complete
Tidy Towns Committee	Construction of footpath through Luke Park	555.3490	20,067.53	20,067.53					Complete
Yamma Management Committee	Yamma Hall Toilet Block/Kitchen Redevelopment	555.4655	156,833.64	156,833.64					Complete
Water Filtration Plant Replacement	Water Filtration Plant Replacement	884	685,843.98	15,074.10					670,769.88

Partial funding for IWCM to be sourced from this grant

<u>Stronger Communities Fund</u>		W/O Number	Jerilderie Budget	Jerilderie Expend to date	Coleambally Budget	Coleambally Expend to date	Darlington Pt Budget	Expend to date	Still to be Expended	
Jerilderie Independent Living Inc	Independent Living Units	555.4805	550,000.00	550,000.00					Complete	Further works to be undertaken
Jerilderie Civic Hall	Kitchen Upgrade	590	182,309.00	135,963.60					46,345.40	
Jerilderie Town Water Supply	Purchase of water entitlement	555.4815	686,470.63	686,470.63					Complete	Works finalised.
Jerilderie Swimming Pool	Swimming Pool Restoration	555.4825	568,306.02	544,898.39					23,407.63	
Jerilderie Racecourse	Showground Amenities Upgrade	670.2150	70,332.17	70,332.17					Complete	
Jerilderie Pre School & Long Day Care	Long Day Care Centre		636,000.00						636,000.00	Works commenced in conjunction with SCCF grant
<b>Coleambally</b>										
Coleambally Squash Club	Resurface existing walls	555.4860	54,057.39	54,057.39					Complete	
Coleambally Sports Ground	Coleambally Netball Court Upgrade	411	282,318.57	282,318.57					Complete	
Coleambally Sports Ground	Coly Sports Precinct Upgrade	643/555.4855	600,000.00	268,983.52					331,016.48	Construction substantially complete Delay in proposed project
Brolga Place	Streetscape/Masterplan Upgrade	555.4865	1,500,000.00	7,598.36					1,492,401.64	
Coleambally Water Treatment	Treatment Works Upgrade	555.4875	600,000.00						600,000.00	Design finalised and procurement progressing. Service location under way
Bencubbin Avenue	Rehabilitation	11.2160	750,000.00	130,061.46					619,938.54	Construction substantially complete
Coleambally Sports Ground	Multipurpose indoor gym/sports centre	555.5785	500,000.00	101,179.26					398,820.74	Draft plans to be finalised
Coleambally Community Hall	Community Hall Upgrade	555.5787	565,000.00						565,000.00	



<b>Stronger Communities Fund</b>		W/O Number	Jerilderie	Coleambally	Darlington Pt	Still to be
			Budget	Budget	Budget	Expended
			Expend to date	Expend to date	Expend to date	
<b>Darlington Point</b>						
Heritage Darlington Point	Purchase & install solar panelling	555.3520		6,544.41	6,544.41	Complete
Heritage Darlington Point	Police Residence Conservation					
Anglican Parish of Coleambally & Darlington Point	Upgrade to Op Shop Community Hub	111/555.4895		400,000.00	131,846.02	Works commenced To be incorporated with SaSS program
Darlington Point Townlife Committee	Town information boards & tourism maps	555.4925		58,000.00	8,750.00	
Darlington Point Townlife Committee	Entrance Signs to Darlington Point	555.4935				
Apex Boat Ramp	Boat Ramp Installation	421		858,212.62	858,212.62	0.00 Complete
Lions Park Facilities & Display	Lions Park Facilities Upgrade & Display	555.5360		547,012.21	547,012.21	0.00 Complete
Town Water Treatment	Update Water Treatment Facilities	555.4945		691,787.38		691,787.38
Waddi Community Centre	Demolition/Cultural Garden	555.4955		80,000.00	72,566.75	7,433.25
Darlington Point Caravan Park	Management Plan	555.4965		350,000.00	200,285.31	149,714.69
Darlington Point Sports Precinct	Upgrade to Facilities	555.4975		367,750.00	188,379.84	179,370.16
Waddi Community Centre	Stage 1 & 2 Education Arts & Cultural Centre	555.4957		300,000.00	285,485.32	14,514.68

Jerilderie Budget	Expend to date	Coleambally		Darlington Pt		Still to be Expended
		Budget	Expend to date	Budget	Expend to date	
4,028,847.40	2,652,324.49	4,851,375.96	844,198.56	5,159,306.62	2,350,375.66	1,448,106.82
4,477,164.67	3,056,543.36	5,562,400.05	1,550,148.25	5,414,787.50	2,606,456.54	8,241,204.07

Engineering plans and costings to be undertaken

W/O Number  
555.5775  
15,454,352.22  
7,213,148.15  
8,241,204.07

**Stronger Communities Fund**  
Young Street Subdivision Young Street Subdivision

Announced to date Expended to date  
Announced projects Unexpended

Stronger Communities Funding  
Interest Received to 30/6/21  
Less expenditure to date  
Balance unexpended for calc purposes

Available to date Interest to date  
Less announced to date Available/(Oversubscribed)