



2014 2015 Annual Report



Welcome

Located 424 kilometres north of Perth with a thriving population of over 40,000 - Greater Geraldton has been named one of Australia's regional capitals. The City boasts a prosperous economy and a number of industries including agriculture, fishing, mining, manufacturing, construction, retail and tourism.

As one of Western Australia's top places to live, work, study or invest, Geraldton is the capital of the Mid West region.

With the best of coastal and rural living, and the stunning weather all-year round, Greater Geraldton makes a truly perfect place to visit and to make home.

Geraldton's coastline is a huge tourist attraction and has a beautiful Foreshore to match. Other attractions include the iconic lighthouse, the HMAS Sydney Memorial and the Houtman Abrolhos Islands which are located 80km off the coast of Geraldton.

Greater Geraldton also incorporates the town of Mullewa, which lies 98 kms north east of the City, and the Greenough settlement located 24kms south of Geraldton.

World renowned as an extensive host of water sports, Geraldton lends itself to some of the most spectacular kite surfing, windsurfing, fishing and diving conditions.



Local Wildflowers



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ANZAC Day Dawn Service



Mayor's Foreword

Financial sustainability in an environment of reduced Federal and State Government funding, escalating costs and increasing community expectations, continues to be an important priority for the Council; and although it is difficult to address, our Council has been very proactive in its responsibility to tackle these issues in a timely and effective way. Under Council directions, the CEO continues to implement cost saving measures, many of which have been identified by staff and the community through focused engagement activities, which I am pleased to say have been supported by Council. Although increasing costs are being partially born by the community, it is our duty to make sure we deliver the best value for money and service. This is our pledge and we are committed to becoming more financially sustainable.



The past 12 months have seen a number of our capital works projects come to fruition. Many have been in the planning framework for over 20 years! So congratulations to all the staff and local businesses at the City for delivering on these projects.

Geraldton Airport Terminal Extension

Significant growth in the number of passengers flying in and out of Geraldton in the last decade was the reason why the City decided to extend the departures terminal. With both Virgin and Qantas operating out of our Airport, the departures lounge needed to have the capacity for up to 200 passengers at a time and to cater to their needs, facilities such as toilets, a small licenced cafe, an internet nook and digital device recharge points were provided. The \$2.23 million project was funded entirely by the City via revenue generated by the Airport.

Original Railway Building

The Original Railway Station, which is the oldest government railway station in WA, and a precious Geraldton icon, has been restored to its former glory for community use as the Geraldton Visitor Centre, proudly showcasing our beautiful foreshore to tourists when they visit the Centre. This heritage listed double-story building on Marine Terrace was the state's first railway station, later housing a mechanics institute, followed by the public library and then the museum. The City invested \$1 million into the project, which was matched by the State Government and employed local contractors to undertake the work. Since relocating the Visitor Centre to the Railway Station, the number of tourists visiting the new facility has climbed by 16% (without taking into account rear entries into the coffee shop).

Verita Road - The Karloo-Wandina Project

By far the City's largest capital works project in the past year, the multi-million dollar Verita Road - The Karloo-Wandina Project involved construction of Verita Road from Highbury Street, Mount Tarcoola to Doncon Street, Wandina. Although Verita Road is now open, a bridge over the transport corridor linking Wandina to Abraham Street in Karloo is scheduled to begin construction in the coming months. Verita Road and the construction of the Abraham Street Bridge provides access and services to the growing community including two new development lots earmarked for over 400 new houses, critical infrastructure needed to develop the area for provision of affordable housing lots.

The Wonthella Skate Park Extension

The long awaited 700m² Wonthella Skate Park Extension was finally opened in July. The skate park which is designed for novices up to advanced skaters features a 2.5 meter bowl, grind rails, ramps, quarter pipes and much more. The \$800,000 refurbishment and extension was funded in part by Royalties for Regions and the Department of Sport and Recreation. This facility has been described as the best skate park in the state.



The Community Summit

Lastly, the program that continually sets our Council apart from other Councils across Australia is our commitment to community engagement at the highest level. In order to gain a better understanding of the non-mandatory services the community values and their willingness and ability to continue to pay for them, the City consulted with residents at a Community Summit. The priority list of services Summit participants co-created informed Council's decision making in regard to the development of the 2015 / 16 City Budget. We are truly appreciative of the Community panel.

Thank you to the CEO, Ken Diehm, all of our Directors, Councillors, staff and particularly our Deputy Mayor Neil McIlwaine. I very much appreciate the support you have given the City and myself over the last 12 months and look forward to the year ahead.

A handwritten signature in black ink, reading "Ian Carpenter".

Ian Carpenter
Mayor City of Greater Geraldton





CEO'S Message

This past year has been a very significant year for the City of Greater Geraldton in terms of our engagement with the community and our long term financial planning.

Faced with rising costs, reducing state and federal funding, increasing community expectations, a growing backlog of infrastructure renewals, and a strong community desire to limit rate increases, the City embarked on a range of initiatives to address these concerns.



Following on from our successful Community Panel forums that won several international public participation awards, the City developed a Community Summit to specifically look at what services are priorities for our Council and those that could be withdrawn, cut back, or delivered through alternative service delivery models.

The results from the Community Summit were considered by the City's Executive Management Team and used to determine a new organisational structure which saw the reduction of our staff establishment by around 13%. The combined effect on our community engagement over the last three budgets, and the organisational restructure, has resulted in sustainable savings of more than \$5.5 million. This work has also enabled the Council to develop a new Long Term Financial Plan that has seen future rate increases drop from 7.6% per annum to 3.9% per annum. This is an outstanding achievement by our Council and staff for our Community and one that I am particularly proud of.

Organisationally we have improved our effectiveness by continuing our internal programs that focus on our performance in three key business areas - Culture and Behaviour, Strategic Intent and Business Processes. Our results are measured against thousands of other public and private sector businesses and it is particularly pleasing to see that our performance in these three key areas, has for the first time, matched or exceeded benchmarks. Rather than resting on our laurels, we will continue to strive for improved performance, efficiency and effectiveness.

Whilst our focus has been on reducing costs and improving efficiency, the City has still been delivering important community infrastructure projects such as the Geraldton Airport terminal extension, the old railway building refurbishment, Verita Road and geothermal heating of the Aquarena.

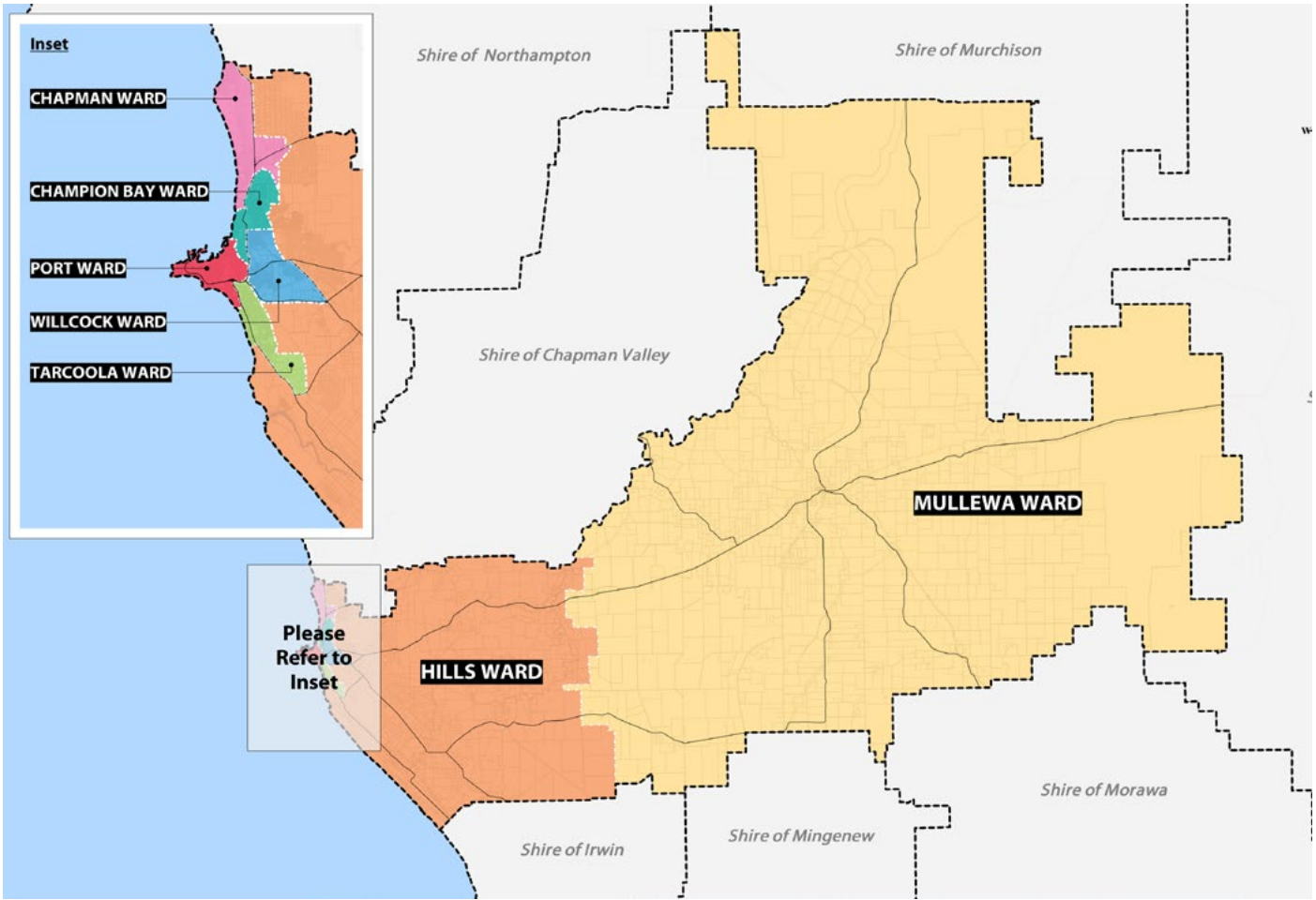
I would like to extend my thanks to the Council for their support and guidance over the last 12 months and look forward to the continued support of the new Council being elected in October 2015. I would also like to express my genuine appreciation of all staff of the City for their dedication and support during the last 12 months. Without the dedication and commitment demonstrated by staff over the last 12 months the Council's achievements in reducing costs would not have eventuated.

A handwritten signature in black ink, appearing to read 'Ken Diehm'.

Ken Diehm
Chief Executive Officer



Wards and Councillors



Chapman Ward
<ul style="list-style-type: none"> Beresford (part) Bluff Point Drummond Cove Glenfield Spalding (part) Sunset Beach Waggrakine (part)

Port Ward
<ul style="list-style-type: none"> Beachlands Geraldton (part) Mahomets Flats (part) Mount Tarcoola (part) West End

Willcock Ward
<ul style="list-style-type: none"> Karoo (part) Narngulu (part) Rangeway (part) Utakarra (part) Wonthella (part)

Champion Bay Ward	
<ul style="list-style-type: none"> Beresford (part) Spalding (part) Wonthella (part) 	<ul style="list-style-type: none"> Geraldton (part) Webborton (part)

Hills Ward	
<ul style="list-style-type: none"> Bootenal Burma Road Deepdale Ellendale Eradu South Greenough Kojarena Minnenooka Moresby Narngulu (part) Rudds Gully (part) South Greenough Tibradden Waggrakine (part) Wicherina Wonthella (part) 	<ul style="list-style-type: none"> Bringoo Cape Burney East Chapman Eradu Georgina Karoo (part) Meru Moonyoonooka Mount Hill Northern Gully Sandsprings Strathalbyn Utakarra (part) Walkaway Wicherina South Woorree

Tarcoola Ward
<ul style="list-style-type: none"> Karoo (part) Mahomets Flats (part) Mount Tarcoola (part) Rangeway (part) Rudds Gully (part) Tarcoola Beach Wandina

Mullewa Ward
<ul style="list-style-type: none"> Ambania Devils Creek Mullewa Nunierra Pindar Tenindewa Tardun West Casuarinas Wongoondy



Mayor

Mayor Ian Carpenter
Term Expires Oct 2015



Chapman Ward

Cr Des Brick
Term Expires Oct 2015



Cr David Caudwell
Term Expires Oct 2017

Champion Bay Ward

Cr Peter Fiorenza
Term Expires Oct 2015



Cr Steve Douglas
Term Expires Oct 2017

Port Ward

Cr Bob Hall
Term Expires Oct 2015



Cr Vicor Tanti
Term Expires Oct 2017

Willcock Ward

Cr Richard de Trafford
Term Expires Oct 2015



Cr Simon Keemink
Term Expires Oct 2017

Tarcoola Ward

Deputy Mayor Neil McIlwaine
Term Expires Oct 2015



Cr Shane van Styn
Term Expires Oct 2017

Hills Ward

Cr Jerry Clune
Term Expires Oct 2015



Cr Laurie Graham
Term Expires Oct 2017

Mullewa Ward

Cr Tarleah Thomas
Term Expires Oct 2015



Cr Jennifer Critch
Term Expires Oct 2017



Councillor Meeting Attendance

Councillor	Appointed	Term Expires	Ward	Council Meetings Attended *	Agenda Forums Attended **	Concept Forums Attended ***	Special Concept Forums ****	Special Council Meetings Attended *	Electors Meeting *
Mayor I Carpenter	2011	2015	N/A	8	7	7	1	1	1
Cr N McIlwaine (Deputy Mayor)	2011	2015	Tarcoola	12	11	10	1	1	1
Cr D Brick	2011	2015	Chapman	10	6	7	1	1	0
Cr D J Caudwell	2013	2017	Chapman	8	8	9	1	1	1
Cr J Clune	2011	2015	Hills	12	11	11	1	1	1
Cr J Critch	2013	2017	Mullewa	11	11	10	0	0	1
Cr R deTrafford	2012	2015	Willcock	12	11	11	1	1	1
Cr S Douglas	2013	2017	Champion Bay	10	9	10	1	1	1
Cr P Fiorenza	2011	2015	Champion Bay	10	10	11	1	1	1
Cr L Graham	2013	2017	Hills	12	12	10	1	1	1
Cr R D Hall	2011	2015	Port	8	7	8	1	1	1
Cr S Keemink	2013	2017	Willcock	9	10	11	1	1	1
Cr V Tanti	2013	2017	Port	11	10	11	1	1	1
Cr T Thomas	2011	2015	Mullewa	12	7	9	1	1	1
Cr S Van Styn	2013	2017	Tarcoola	9	3	2	1	1	0

Between 1 July 2014 and 30 June 2015 the City held the following meetings:

* 12 Council Meetings, 1 Special Meeting and 1 Electors Meeting

** 12 Agenda Forums

*** 11 Concept Forums and 1 Special Concept Forum



Council Statistics

Distance from Perth	424 km	Length of Sealed Road	832 km
Land Area	988,911 ha	Length of Unsealed Road	1,280 km
Suburbs / Localities	61	Estimated Population	40,448
Electors	23,713	<i>Male</i>	19,979
Properties	20,099	<i>Female</i>	20,469
Employees	303	Schools	
Total QPT Patrons	35,106	<i>Primary</i>	18
Building Permits Processed	1,021	<i>Secondary</i>	6
Planning Applications Received	388	<i>Higher Education</i>	2
Total Registered Motor Vehicles	35,888		

City Values



SERVICE
TRUST
ACCOUNTABILITY
RESPECT
SOLIDARITY

City Vision

A creative city-region which has a prosperous, diverse and sustainable community within an attractive Western Australian setting.

City Mission

A leading organisation that works in partnership with the community, industry and government to plan and provide quality services and infrastructure in a sustainable environment.



Organisational Structure

Mayor & Councillors



Chief Executive Officer
Ken Diehm

Department of Community Services

Art Gallery
Communications & Engagement
Events & Marketing
Library & Heritage Services
Queen Elizabeth II Centre



Aquarena
Community & Cultural Development
Family Day Care
Mullewa Community Development
Queens Park Theatre

Andrea Selvey, Director

Department of Corporate & Commercial Services

Airport
Customer Services
Human Resources
Occupational Safety & Health



Councillors & Members
Governance
ICT Services
Treasury & Finance

Bob Davis, Director

Department of Development & Regulatory Services

Building Assessment
Development Compliance
Emergency Management & Fire
Land Development
Local Law Compliance
Strategic Planning



Development Assessment
Economic Development
Health
Land, Leasing & Maintenance
Ranger Services
Tourism & Visitors Centre

Phil Melling, Director

Department of Infrastructure Services

Asset Management
Fleet Services
Project Design & Delivery
Waste & Energy Services

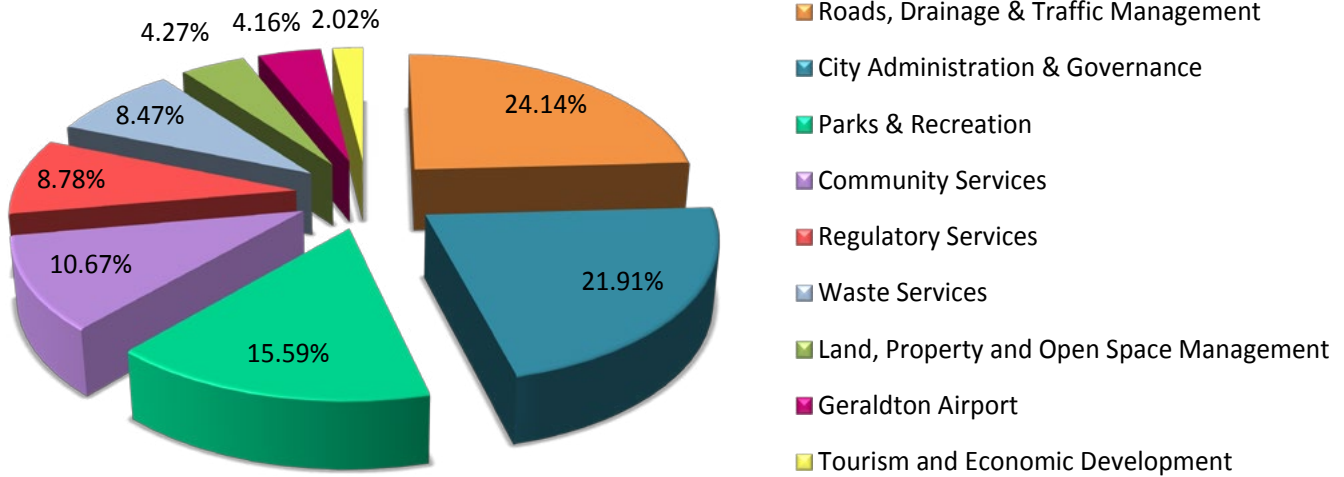


Engineering
Parks
Sanitation
Works

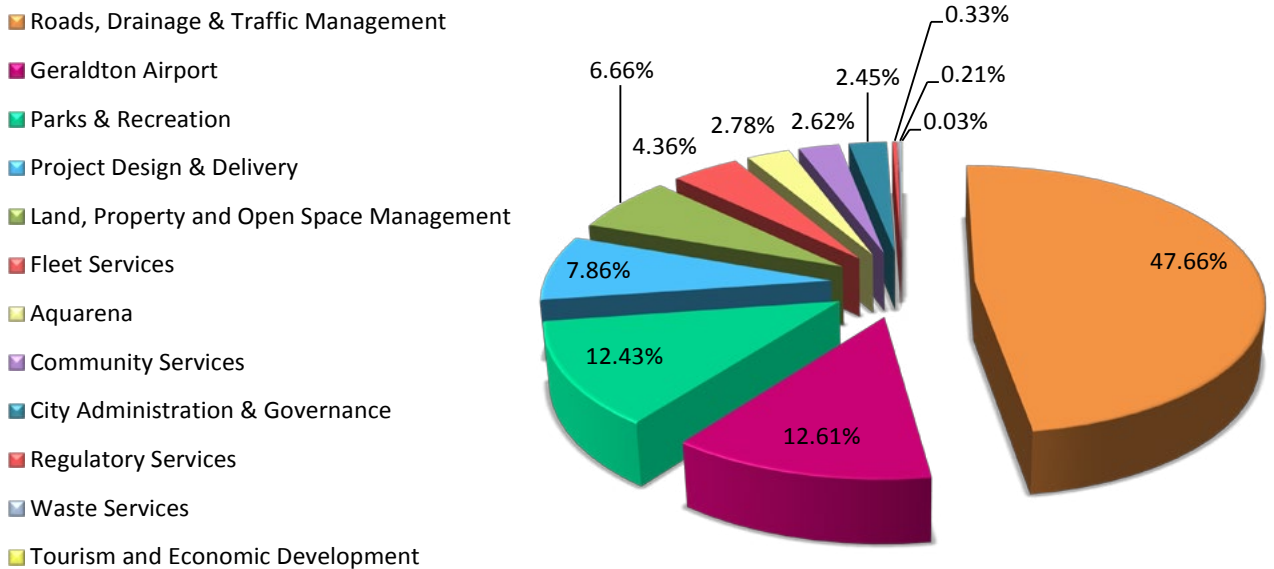
Neil Arbuthnot, Director



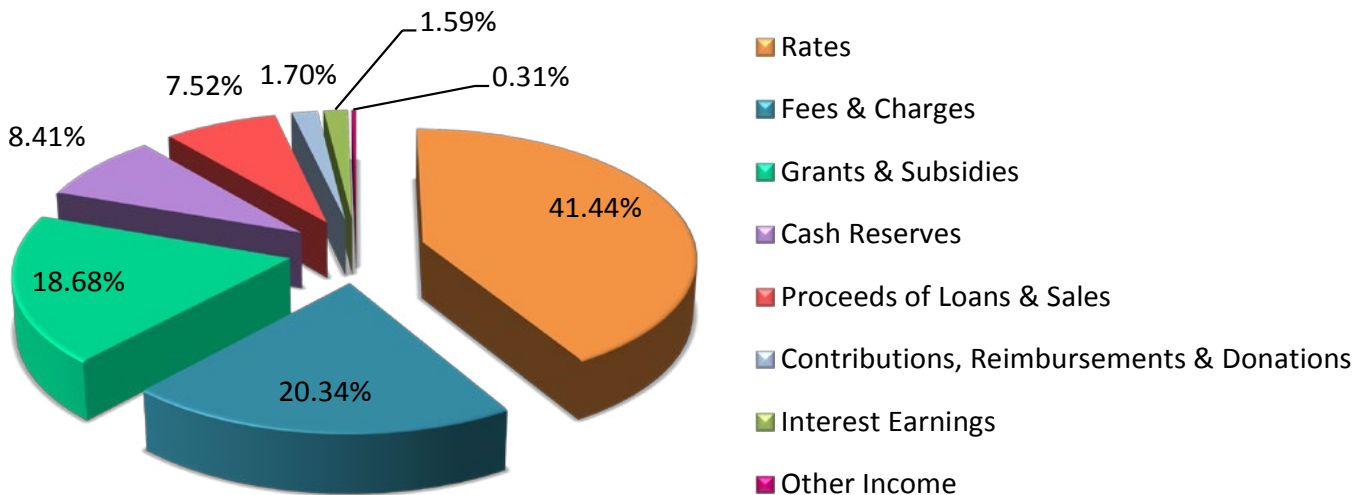
Operating Expenditure

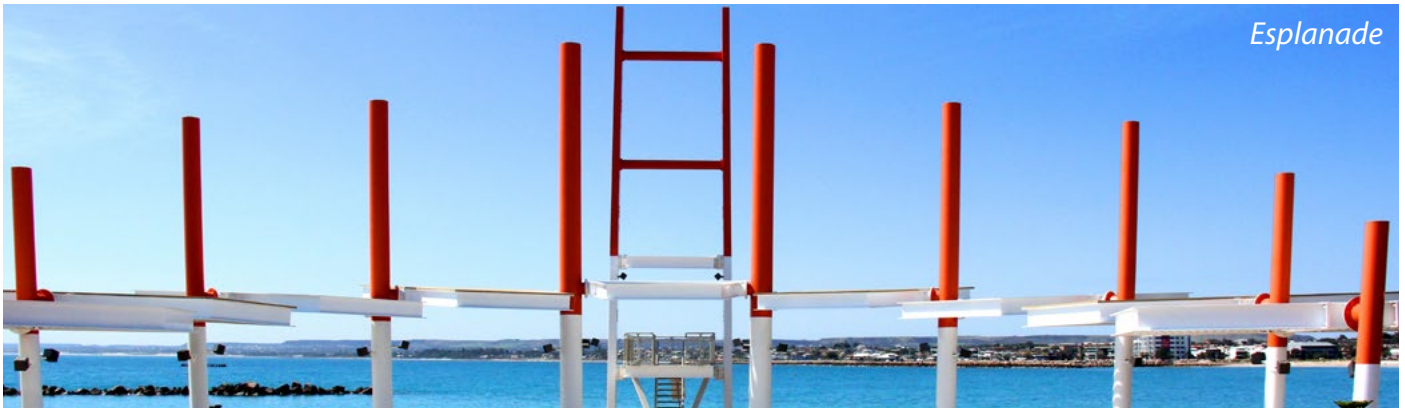


Capital Expenditure



Revenue





Strategic Community Plan and Corporate Business Plan

The City of Greater Geraldton Strategic Community Plan, in compliance with s5.56 of the Local Government Act, was adopted by Council in June 2013. Following amendments to the Local Government Act, local governments must develop and implement integrated strategic long term plans.

The Department of Local Government issued guidelines to all councils, setting out an integrated planning framework to be implemented within a set timeline.

The Strategic Community Plan was developed drawing upon extensive community consultation which was undertaken as part of the 2029 and Beyond project along with input from various state, regional and local plans relevant to the City of Greater Geraldton, to ensure a clear path leading to improved services and outcomes for the Greater Geraldton region.

The Strategic Community Plan will support the development of improved services and outcomes for the people of Greater Geraldton and will continue to evolve with the ever changing climate of our region to support the needs of our community.

The Strategic Community Plan must be reviewed every four years, but can also be reviewed at a strategic level every two years. Given that the City will be conducting a Council Election in October 2015, the City will undergo a major review of the Strategic Community Plan after the election to renew Council's long-term vision.

The Corporate Business Plan is a four year plan, and contains the same objectives and strategies as the Strategic Community Plan, but with the addition of specific operating activities and capital work sub-programs that are to be delivered. The Corporate Business Plan must also be reviewed every four years, and can be reviewed at a strategic level every two years. It is also reviewed annually, and as the first year achievements are rolled off, a new fourth year is added on. With the Council Election in October 2015, the Corporate Business Plan will undergo a major review in 2015 / 16.

The City has five key principles which it uses to drive planning and decision making processes:

- **Culture**
- **Environment**
- **Social**
- **Economy**
- **Governance**



CULTURE

Vibrant arts, culture and events

1.1 Our Heritage

Action	Result
Implement phase 1 of the Geraldton Regional Art Gallery Master Plan	Replaced the aging and close to failure air handling environmental system at Regional Art Gallery with a HVAC System which is supported by a Geothermal System. The installation of the HVAC and Geothermal Systems will provide the following benefits: <ul style="list-style-type: none"> • Higher efficiency via reduced energy usage and CO2 emissions • Reduce peak electrical loads by 30 to 40% • Regulator/Rating friendly for both energy and water • No cooling towers - less maintenance, less compliance, less water usage and rooftop freedom • No outdoor equipment - better aesthetics, design freedom, longer life and less noise • Reduced plant room space requirements
Merry Go Round / Swing Restoration	The Merry Go Round / Swing was restored as part of the West End Revitalisation Program. Works comprised of a full refurbishment of the Swing and inclusion of a surrounding deck and seating area.
Railway Station building restoration	The restoration and refurbishment of the original Railway Station was completed restoring this cultural heritage asset into a functional building, which now houses the Geraldton Visitors Centre.

1.2 Multiculturalism

Action	Result
Partnering with the Multicultural Association to deliver multicultural events and activities	2015 Harmony Day successfully delivered in partnership with the Mid West Multicultural Association.

1.3 The Arts

Action	Result
Provide arts and cultural events and programs	The City delivered and supported a broad range of events, including: Australia Day, ANZAC Centenary, Camp Gallipoli, HMAS Sydney II Commemorative Service and Christmas on the Terrace. Assistance was also given to the City to Surf, Reconciliation Week and the Sunset Street Series (street markets etc.).

1.4 Education

Action	Result
Develop Annual Regional Activity Plan	2015 / 16 Activity Plan completed. Activity Plans assist Regional Local Governments in collaboration with the State Library and under a cost sharing model to continue to develop and deliver activities and services to the region. 17 Local Governments are participants in this Activity Plan.



ENVIRONMENT

A sustainable built form and natural environment

2.1 Revegetation - Rehabilitation - Preservation

Action	Result
Develop and implement Asset Management Plans for Aquarena	The Aquarena has successfully implemented MyAqua as its software system to ensure assets are managed appropriately to provide the required level of service in the most cost effective manner
Greys Beach Foreshore Stabilisation	160m of protection works, drainage works, and associated rehabilitation works involving geotextile matting and native coastal planting were completed. Local contractors were used exclusively to undertake the works.

2.2 Reduce - Reuse - Recycle

Action	Result
Environmental Sustainability Programs (includes strategy, policy, specialist advice, internal and external to CGG and funded project delivery)	<p>Delivery of environmental sustainability projects including:</p> <ul style="list-style-type: none"> • CRC for Waster Sensitive Cities (Ideas for Batavia Coast Marina Stage 2) • Geraldton Community Nursery • Coordination and training of 350 volunteers in natural resource management activities. • Increased the capacity to deliver on-ground natural resource management outcomes for priority reserves by entering into a partnership agreement with the Green Army. • Progressing invasive species management planning and collaboration with a total of 8,000 African Boxthorn plants being treated over 67 hectares.

2.3 Sustainability

Action	Result
Verita Road & North South Karloo Connector	<p>The following project outputs were achieved in 2014 / 15:</p> <ul style="list-style-type: none"> • Completion of road infrastructure and drainage for Verita Road, Abraham Street Southern End Extension and Ackland Road Eastern Extension. • Relocating three water main crossings at Verita Road, Columbus Boulevard and Ackland Road. • Completing the design of the bridge over the Geraldton Southern Transport Corridor. <p>All roadworks have been completed by utilising local contractors and suppliers.</p>



Verita Road



SOCIAL

A strong healthy community, which is equitable, connected and cohesive

3.1 Recreation and Sport

Action	Result
Work with sporting clubs to achieve sustainability	The Club Makeover Program (Our Club Rules!) has partnered with six selected community clubs, being Chapman Valley Football Club, Geraldton Hockey Association, Mullewa Sports Club, Mid West Disaster Relief, Geraldton Arts Society and Mid West Multicultural Association, to provide assistance in building the sustainability of their clubs.
Implement Playground Replacement Program	The Playground Replacement Program saw playground equipment replaced at Bluff Point Estate Park, Seahaven Park, Bayside Park, Hakea Park, Forrester Park and Woorree Park.
Wonthella Skate Park	<p>The Wonthella Skate Park underwent a significant refurbishment and extension, covering an area of approximately 700m². With features for the novice skater up to the advanced, the skate park includes new additions such as grind rails, ramps, quarterpipe runs, banks, ledges and steps.</p> <p>A significant area of the new extension houses a 2.5 metre tall bowled area which is an entirely new feature of the skate park.</p>



3.2 Youth

Action	Result
Implement Youth Participation Programs	Improved recreational activities, supervised excursions, sporting competitions with neighbouring towns and a greater engagement with Mullewa schools and service providers has seen the Mullewa Youth Centre experience higher attendances than previous years with 6,200 individuals attending during 2014 / 15.

3.3 Family and Children

Action	Result
Geraldton Regional Library Early Childhood Programs	The early childhood literacy program, Better Beginnings, continued to be delivered to parents and schools in the Mid West. Both Rhyme Time and Story Time sessions were very popular with Rhyme Time attendances averaging 146 babies and 115 parents / carers per month and Story Time averaging 230 children and 165 parents / carers per month



3.4 Seniors

Action	Result
Develop a Positive Ageing Strategy	Consultation and draft strategy are complete. Additional engagement with key stakeholders is to be undertaken before the draft strategy is finalised.

3.5 Community Health and Safety

Action	Result
Food Safety and Health Service Reports (includes food safety stars program, industry conference and statutory delegated health service delivery)	Food Safety Stars Program continues to grow, with increases in numbers of 3, 4 and 5 star businesses.
City wide CCTV upgrades	New CCTV cameras have been installed at the HMAS Sydney Memorial, CGG Carpark No 5, the Esplanade, Aquarena, Wonthella Skatepark and within the Mullewa town site.
Review of the Disability Access Inclusion Plan	The City continuously makes access improvements and is committed to facilitating the inclusion of people with disability through developing and improving its access to services, facilities, programs and events. Major resource programs for 2014 / 15 included our Footpath Renewal Program and a major upgrade of our website to access standards which included a text to voice feature for web content.
Deliver and improve City managed events in Mullewa	The City managed Mullewa's increasingly iconic Australia Day event at the Mullewa Swimming Pool including additional attractions courtesy of the Geraldton Aquarena; the Rural Family Fun Day which was held with great success; and the ANZAC Centenary Service which culminated in a fly-over by the Royal Australian Air Force.



Rural Family Day



ECONOMY

A dynamic, diverse and sustainable economy

4.1 Lifestyle and Vibrancy

Action	Result
Develop and implement Public Art Strategy and West End Public Art Master Plan	The draft Public Art Strategy has been endorsed by Council for advertising and public comment. The Public Art Strategy was advertised towards the end of 2014 / 15.

4.2 Transportation

Action	Result
Geraldton Aviation Terminal "Charlie" facility extension	The refurbishment of General Aviation Terminal "Charlie" has provided an air conditioned and comfortable lounge area, full kitchen and ablutions facilities, meeting / training rooms equipped with overhead projection and an improved management of security restricted areas.
Develop an Integrated Transport Strategy	The Integrated Transport Strategy has provided a blueprint for capital and operational prioritised investment into transport infrastructure, guiding the expenditure on integrated transport assets on a priority basis.
Airport Sterile Departure Lounge extension	The new lounge can accommodate passengers for two 100 seat jets boarding concurrently. Features include toilet facilities, a small cafe, an internet nook as well as digital device recharge points.

Geraldton Airport Departure Lounge



Geraldton Airport Departure Lounge



4.3 Employment

Action	Result
Strengthen tourism profile	<p><i>RV Strategy</i>: Key Performance Indicators developed to enable the review of the effectiveness of the strategy at the end of the 12 month review period. Consultation is ongoing with Mid West Ports on tourist node and dump point facility.</p> <p><i>Visit Geraldton Website</i>: Is now live and is subject to further developments and improvements.</p> <p><i>Tourism Destination Plan</i>: In draft specification scope in readiness for review in conjunction with the CGG Tourism Working Group and Tourism WA.</p> <p><i>TV Wildflower Promotion</i>: Aired in June 2015 through Channel 7 Metro Perth and GWN7. Exposure included Australia Coral Coast, Tourism WA and Visit Geraldton websites.</p> <p><i>WA Weekender</i>: A TV short series documentary aired on Channel 7 Perth and GWN7 2. Footage will be used on all applicable websites and social media platforms.</p>
Economic Development Program	Successful Royalties for Regions application for the “Midwest China Connect” project. The draft economic investment prospectus has been delivered by the Mid West Chamber of Commerce and Industry and is now subject to review and feedback as to content by the City of Greater Geraldton. Mid West regional opportunities from the SKA are now being assessed to deliver tangible regional benefits.

4.4 Research and Technology

Action	Result
Aquarena Geothermal and Solar Panel Project	Combining various energy efficient technologies, the finalised project combined the use of a shallow geothermal heating system, pool blankets, variable speed drives and low flow shower heads.





GOVERNANCE

Inclusive civic and community engagement and leadership

5.1 Community Engagement

Action	Result
Facilitate community engagement initiatives on behalf of the organisation	Ongoing engagement activities include: West End Multi User Facility , Youth Precinct Stakeholder Engagement, Point Moore Lease Holders Engagement, Positive Ageing Strategy, Neighbourhood Development Group Strategy. Completed engagement activities include: Community Summit 2-Part Workshop Series (90 participants)
Access and Inclusion Audit	Foreshore Audit completed in 2014 / 15. Other audits will be completed over the upcoming years.
Implement on-line community engagement	Successfully rolled out Your City Your Say community engagement portal. Over 383 Your City Your Say active participants, with 21 topics published, 708 interactions on the site and 89 comments made by participants.

5.2 Planning and Policy

Action	Result
Deliver CGG Annual Community Grants Program	The Community Grants Program for 2014 / 15 saw 40 applicants secure funding totalling \$350,000 for projects worth \$1,368,841.



CGG Community Grant Round 16 Recipients

Review of ICT delivery models	Investigated alternate delivery models for future delivery of ICT services. Further investigations into a shared services model were conducted, where the City and Northern Country Zone Councils host and share services from the same infrastructure. From these investigations, the implementation of disaster recovery and business continuity capability for ICT has been approved.
Provide Information Management Service to CGG	Our ageing PABX phone system has been replaced with a full Unified Communications platform comprising of voice, video and instant messaging. The customer service switchboard has been replaced with a Contact Centre platform which integrates with our Unified Communication platforms and adds webchat functionality. All the City's websites have been consolidated into a single platform.



Implement fleet strategy	As part of the 2014 / 15 Fleet Strategy, 12 vehicles in total have been removed from the light vehicle fleet.
Implement Phase 2 of TRIM intergration	Upgraded our EDRMS from TRIM to Records Manager 8. This upgrade provides capability for integrating our Intranet into our EDRMS to captures and record more information. It also provides capability for delivered Shared Services in the future.
Municipal Depot Development	New depot works shed has been completed with equipment transferred to the new shed and the new hydrant upgrade completed allowing the new shed to be fully operational.
Depot upgrade Mullewa	New staff room is on site and is commissioned. New outside amenities have been erected and are operational.
Prepare a new Local Planning Strategy and Scheme	The preparation of a new (single) Local Planning Strategy and Scheme is the most significant planning project for the City of Greater Geraldton. The Strategy and Scheme are designed to achieve the community's vision for anticipated land use and development to sustain a population of 80,000 to 100,000 and will assist the transformation of Geraldton from a local to a global regional city.
Review CGG existing Recurrent Grant Funding	The existing Recurrent Community Grant Program will not be offered into the future. The City has established Service Agreements to partner with agencies that deliver core services to the community and the Signature Event Program for events that have the potential to attract visitors and deliver significant economic outcomes.
Process planning and building applications	A total of 388 planning applications and 1,021 building permits (inclusive of 304 new dwellings) were processed during the financial year. There are also now over 1,860 private swimming pools that need to be inspected on a four yearly basis.
Provide Corporate Services to the Organisation (including HR, Governance, Risk, OH&S, Customer Service and Procurement)	Formulated an internal Governance and Risk Induction Program for new and existing employees including specific training in Local Government compliance, procurement and risk management.
Conduct Mayoral and Council Elections	Planning and preparation for the October 2015 Local Government elections and subsequent training for newly Elected Members.

5.3 Advocacy and Partnership

Action	Result
Continue participation in WARCA and RCA	<p>In April 2015, RCA made a submission into a Senate Inquiry that addresses a lack of federal policy for regional capitals. RCA's mission, and key recommendations throughout its submission, is to ensure the provision of consistent federal funding at both a physical infrastructure level and a services infrastructure level.</p> <p>Ten cities in Wester Australia have been identified as regional capitals after six months of intensive research by the University of Western Australia. Albany, Broome, Bunbury, Busselton, Esperance, Geraldton, Kalgoorlie, Karratha, Northam and Port Hedland all qualify as regional capital entities.</p> <p>The WA Regional Capital Alliance partnered with the University of Western Australia to conduct the research which closely examined a range of functional and economic factors to produce the Regional Capital policy.</p>



2015 / 16 Projects

Culture

- Planning of purpose built archival storage facility at the Geraldton Library
- Replacement and upgrades of Queens Park Theatre's air conditioning

Environment

- St Georges Beach Foreshore stabilisation works
- Beresford Foreshore upgrade *(to be completed in 2016 / 17)*
- Remediate and develop Olive Street POS *(to be completed in 2016 / 17)*
- Completion of overpass connection and headworks of the Karloo - Wandina Project *(to be completed in 2016 / 17)*

Social

- West End Revitalisation Project (Multi User Facility and Youth Precinct)
- Installation of new floodlighting at Wonthella Oval
- Construction of the proposed Animal Management Facility
- New beach access ramp on the Foreshore to meet the needs of the restricted mobility community

Economy

- Upgrade of mechanical services of the Greenough Airport Terminal
- Firefighting / water supply aviation precinct upgrade
- Runway 03/21 pavement overlay *(to be completed in 2016 / 17)*

Governance

- Access and Inclusion Audit *(to be completed in 2016 / 17)*
- Conduct Mayoral and Council Elections
- Alignment of Mullewa and Geraldton - Greenough rating structures
- Review Strategic Community Plan
- Review Corporate Business Plan
- Review Long Term Financial Plan



Geraldton Visitors Centre



Statutory Reporting



Access and Inclusion

It is a requirement of the WA Disability Services Act 2004 (WA), that all local government authorities develop and implement a Disability Access and Inclusion Plan (DAIP). The Disability Services Commission (WA) advised all public authorities that an additional outcome requirement that states 'People with disability have the same opportunities as other people to obtain and maintain employment with a public authority' is required to be incorporated into the Disability Access and Inclusion Plan and submitted to the Commission by June 2015.

At the Ordinary Meeting of Council on 16 December 2014, Council endorsed the following amendments to the DAIP:

7.1	Provide for the needs of people with disability to obtain and maintain employment with the City of Greater Geraldton.
7.1.a	Develop, implement and promote access processes for the needs of people with disability in obtaining employment.
7.1.b	Develop, implement and promote access processes for the needs of staff with disability to be supported in their employment.
7.2	Advocate to the community and commercial sectors to provide for the needs of people with disability to obtain and maintain employment.
7.2.a	Provide best practice information to the community and commercial sectors to develop provisions for the needs of people with disability to obtain and maintain employment.

Summary of the major initiatives undertaken by the City of Greater Geraldton to enhance access and inclusion for 2014 / 15 include:

- Improved community consultation and sector liaison by undertaking surveys to establish community needs.
- A disability awareness campaign that included a set of six posters which was well received and promoted throughout the community.
- The City has progressed designs at the foreshore precinct to include upgraded access to toilets with integrated adult change table and hoist facilities including beach wheelchair storage. Additional access paths have been designed for improved access to recreational areas with paths to shelters and drinking fountains throughout the foreshore.



- Renewal program of footpaths in Greater Geraldton included 2,905m of footpaths on Chapman Road, Lester Avenue and Gregory Street.
- A new access ramp on the corner of Bailey Street and Foreshore Drive.
- A relocation of our Visitors Centre into a heritage building required substantial refurbishment including a new access lift, ramps and access toilets.
- A new initiative to provide recharge stations in City venues for electric wheelchairs and gophers has recently commenced.
- City websites reconfigured to incorporate improved access features including readability features with Readspeak text to voice software on all web pages.
- Training for customer service areas has included learning key word sign language, the City now has six staff available to assist in communications with signing.
- A range of art program initiatives for people with disability including City hosted or supported exhibitions and partnered projects with DADAA (Disability in the Arts, Disadvantage in the Arts WA).

Payment to Employees

Regulation 19B of the Local Government (Administration) Regulations 1996 requires the City to include the following information in its Annual Report:

- The number of employees of the City entitled to an annual salary of \$100,000 or more; and
- The number of those employees with an annual salary entitlement that falls within each band of the \$10,000 over \$100,000

The number of employees who at 30 June 2015 have a base annual salary of \$100,000 (cash component) is broken down into the following bands.

Salary Band		Number of Employees
\$ From	\$ To	
100,000	109,999	8
110,000	119,999	9
120,000	129,999	4
130,000	139,999	2
140,000	149,999	-
150,000	159,999	-
160,000	169,999	3
170,000	179,999	1
180,000	189,999	-
190,000	199,999	-
200,000	209,999	-
210,000	219,999	-
220,000	229,999	-
230,000	239,999	-
240,000	249,999	-
250,000	259,999	-
260,000	269,999	1
Total		28



Recordkeeping

The City's continued commitment to recordkeeping, in accordance with legislative requirements, facilitates a structured approach to recordkeeping through the use of a corporate system. In addition, the City's Recordkeeping Policy outlines the process for management and disposal of records in accordance with the State Records Act 2000.

At the Ordinary Meeting of Council on 16 December 2014, Council endorsed amendments to its existing Recordkeeping Policy in reference to the following and in the determination of roles and responsibilities. *Objectives* - Council has legal obligations in relation to records management and records are themselves subject to legislation, such as the Freedom of Information Act 1991, and legal processes, such as discovery and subpoenas.

The City operates in an accountable and community orientated environment and is committed to maintaining a records management system that meets its business needs and accountability requirements.

Objectives - To establish a framework for the City of Greater Geraldton to effectively fulfil its obligations and statutory requirements under the State Records Act. Council has an obligation to maintain official records in its custody in good order and condition. This includes the capture, storage, maintenance and disposal of physical records and also records in electronic format.

The City's Recordkeeping Plan is reviewed and updated every five years and is due for review in March 2017.

The number of records captured into the City's corporate recordkeeping system during 2014/15 was 81,523. This included incoming and outgoing letters, emails, faxes, online forms and internal documentation. The number of new files created for this period was 784.

New employees were informed of their recordkeeping responsibilities as part of the City's Induction Program, with hands on training provided on TRIM and recordkeeping.

Freedom of Information

The City of Greater Geraldton complies with the Freedom of Information Act 1992 which has as its objectives, to:

- Enable the public to participate more effectively in governing the state; and
- Make the persons and bodies that are responsible for the State and Local Government more accountable to the public.

The Manager Governance & Risk is the City's Freedom of Information Coordinator. Any formal application for the information that is not already freely available at the City may be made through the Freedom of Information Coordinator.

During 2014/15, the City processed a total of 14 Freedom of Information applications, with an average of 23 days to complete each application. 13 applications were completed within the legislative timeframe of 45 days.



National Competition Policy

In 1995 the Council of Australian Governments entered into a number of agreements, collectively known as the National Competition Policy.

Local government is affected mainly where it operates significant business activities which compete, or could compete, with private sector businesses. Local government will also be affected where local laws unnecessarily affect competition.

The City is required to comply with certain policies contained within the National Competition Policy Statement and report on progress in connection with Competitive Neutrality Principles and review of Local Laws.

Competitive Neutrality

It is the City's responsibility to determine whether it is engaged in "significant business activities" within the context of its operations and therefore whether it is required to apply the competitive neutrality principles.

Local government is only required to implement the above principles to the extent that the benefits to be realised from implementation outweigh the costs in respect of individual business activities exceeding an annual income of \$500,000. Within these criteria the City identified the following business activities:

- Bright Stars Family Day Care Centre;
- Geraldton Airport;
- Geraldton Aquarena;
- Geraldton Visitors Centre;
- Meru Landfill; and
- Waste Operations.

No competitive advantage was identified in the City's operations of the above business activities. The City continues to monitor Council Policies and Local Laws for anti-competitive practices.

Complaints Register

The City of Greater Geraldton, in accordance with s5.120 of the Local Government Act 1995, does not have a designated Complaints Officer and the Chief Executive Officer fulfils this role in terms of subsection (2).

As required in accordance with s5.121 'Register of certain complaints of minor breaches' of the Act, the City maintains an electronic register (Customer Service Database) at its Information Service Desk. The City reports no complaints as defined under s5.110 (6) (b) or (c) of the Act for the period ending 30 June 2015.