

+



MINUTES OF THE ORDINARY MEETING HELD ON 25 NOVEMBER 2020

PRESENT:

Mayor Wendy Waller
Councillor Ayyad
Councillor Balloot
Councillor Hadchiti
Councillor Hadid
Councillor Hagarty
Councillor Harle
Councillor Kaliyanda
Councillor Karnib
Councillor Rhodes
Councillor Shelton
Dr Eddie Jackson, Acting Chief Executive Officer
Mr George Hampouris, Acting Director City Corporate
Ms Tina Sangiuliano, Acting Director City Community and Culture
Mr David Smith, Acting Director City Economy and Growth
Mr Peter Patterson, Director City Presentation
Mr Raj Autar, Director City Infrastructure and Environment
Mr Vishwa Nadan, Chief Financial Officer
Mr John Milicic, Manager Property Services
Mr George Georgakis, Manager Council and Executive Services
Ms Maree Stewart, Coordinator Council and Executive Services (minutes)

The meeting commenced at 6.00pm.

STATEMENT REGARDING WEBCASTING OF MEETING

The Mayor reminded everyone that in accordance with Council's Code of Meeting Practice (other than the Public Forum Section), the meeting is being livestreamed.

**ACKNOWLEDGMENT OF COUNTRY,
PRAYER OF COUNCIL AND
AFFIRMATION TO BE READ BY**

The prayer of the Council was read by the Acting Chief Executive Officer, Dr Eddie Jackson.

APOLOGIES

Nil.

CONDOLENCES

Pastor John Keane (read by Mayor Waller)

Tonight, we pause to remember the Liverpool Baptist Church elder and West Hoxton Community Church Pastor, John Keane.

Born in Glebe in 1943, Pastor Keane devoted his life to helping others in the community.

He started attending Sydney City Mission and the Christian youth organisation, the Boys Brigade while growing up in Glebe.

At age 15, he qualified as an engineer and spent more than 50 years working in the truck building industry.

He continued his community work and his devotion to his faith during these years.

After he and wife Rita married in 1971 and moved to Punchbowl, Pastor Keane became a Sunday school teacher and preacher at Riverwood Methodist Church.

The couple and their five children moved to Liverpool 36 years ago. They joined Liverpool Baptist Church soon after.

He became a preacher at church services, taught Sunday school and captained the Boys Brigade.

Pastor Keane was also passionate about his missionary trips to outback Australia.

He served as the Pastor at West Hoxton Community Church for 17 years, only retiring a few weeks ago due to his health.

Pastor Keane was diagnosed with pancreatic cancer in July 2019.

The grandfather of six died on Monday 9 November at age 77.

At his memorial service on Monday 16 November, daughter Melinda spoke about her father's dedication, integrity and passion for helping others.

She said if he heard someone needed help, he would run to their aid and assist any way he could.

Melinda also spoke of her father's zest for life and his love for his family and his congregation.

On behalf of Liverpool City Council, I express my deepest condolences to Pastor Keane's family and friends during this difficult time.

May he rest in peace.

Mrs Jo-Anne Margaret McIntosh (read by Cllr Kaliyanda)

Tonight we pause to remember a committed and passionate member of the Liverpool community.

Jo-Anne Margaret McIntosh was born on 3 September 1958 and sadly passed away on 5 November 2020 at 62 years of age. Jo-Anne is the daughter of Ron and Margaret Blayney and has a sister, Jenny and two brothers Garry and Greg who grew up in Cabramatta.

Jo-Anne and her beloved husband Robert, lived in Glenfield when they were first married, then moved to Moorebank, Holsworthy, settling in Wattle Grove in recent years.

The most pride that Jo-Anne had was her family telling many stories of her children Elizabeth and Greg growing up into the wonderful people they are today.

Jo-Anne gave so much of herself to her family, to her friends and community and was respected by everyone who knew her. She led her life to the fullest and cared for those around her.

During her early adult years, Jo-Anne loved travelling and lived all over Europe working for Contiki. Throughout her life she continued to travel experiencing culture, learning and enriching her life by travelling all over the world.

She was involved in lots of community work throughout her life, always selfless and giving.

Over 40 years ago Jo-Anne was a member of the Lions Club of Cabramatta and in 1979 was Cabramatta Lions Club's Miss Personality at the International Fespic Games for the Disabled where she wooed the community to support the Games.

A beauty inside out she was also crowned Miss South West Suburbs in 1981.

Jo-Anne was extremely community minded, it was in her DNA. She joined the Lions Club of Wattle Grove 4 years ago and was always ready to help with every fundraiser and activity, particularly sharing her creative, organisational and baking skills.

Recently, Jo-Anne was involved in fundraising for and raising awareness about the needs of those experiencing domestic and family violence in our community. She contributed to the establishment of a new women and children's refuge in south-west Sydney.

She was a member of the Australian Decorating Network and early this year assisted in organising and baking for the Bunnings Cake Bake bushfire relief sale for Young which raised over \$40,000 for the Young community.

Over the last 3 years Cake Angels was an organisation she loved to support. Cake Angels donate custom designed celebration cakes to children with seriously ill medical challenges. Jo-Anne made sure that no child ever missed out on their special celebration cake.

Jo-Anne fought her battle with brain and lung cancer for 14 months. She showed everyone how it was done up until the last moments leading by dignified example, never missing out on a good time and sharing her pearls of wisdom.

To her family and friends our Council expresses its sincere condolences.

May she rest in peace.

COUNCIL DECISION

Motion

Moved: Mayor Waller

Seconded: Cllr Rhodes

That Council write to the family of Pastor John Keane, and Mrs Jo-Anne Margaret McIntosh expressing our condolences for their loss.

On being put to the meeting the motion was declared CARRIED.

Clr Hadid declared a non-pecuniary, less than significant interest in the following item:

EGROW 03: Street Naming Request - Austral
Reason: Clr Shelton personally knows family members of an individual named in the report.

Clr Hadid remained in the virtual room for the duration of the item.

Clr Hadchiti declared a non-pecuniary, less than significant interest in the following item:

CONF 03: 2021 Australia Day Awards
Reason: Clr Hadchiti personally knows a nominee.

Clr Hadchiti left the virtual room for the duration of the item.

Clr Hagarty declared a non-pecuniary, less than significant interest in the following item:

CONF 03: 2021 Australia Day Awards
Reason: Clr Hagarty personally knows a nominee.

Clr Hagarty left the virtual room for the duration of the item.

Clr Rhodes declared a non-pecuniary, less than significant interest in the following item:

CONF 03: 2021 Australia Day Awards
Reason: Clr Rhodes personally knows a nominee.

Clr Rhodes remained in the virtual room for the duration of the item.

Clr Hadid declared a non-pecuniary, but significant interest in the following item:

CORP 05: Proposed Funding - Edmondson Park Basin 14
Reason: Clr Hadid is President of a non-profit organisation and part of their land is going through compulsory acquisition.

Clr Hadid left the virtual room for the duration of the item.

PUBLIC FORUM

Presentation – items not on agenda

Nil.

Representation – items on agenda

1. **Ms Lawrissa Chan and Mr Greg Parkes** made a presentation to Council on the following item:

Item CORP 07 Annual Financial Reports 2019/20

2. **Mr Michael Andjelkovic** made a written submission to Council on the following item:

Item QWN 06 Question with Notice - Clr Rhodes - Delivering a Multicultural Park for Liverpool.

3. **Mr David Borger**, Chairperson of the Liverpool Innovation Precinct, made a written submission to Council on the following item:

Item EGROW 05 Planning proposal request to rezone land and amend development standards in the Liverpool Local Environmental Plan for land at Moore Point Bridges Road, Moorebank.

4. **Mr Aras Labutis**, on behalf of Coronation Developments made a written submission to Council on the following item:

Item EGROW 05 Planning proposal request to rezone land and amend development standards in the Liverpool Local Environmental Plan for land at Moore Point Bridges Road, Moorebank.

5. **Ms Camilla Firman**, on behalf of Mecone made a written submission to Council on the following item:

Item EGROW 05 Planning proposal request to rezone land and amend development standards in the Liverpool Local Environmental Plan for land at Moore Point Bridges Road, Moorebank.

MAYORAL MINUTE

ITEM NO: MAYOR 01
FILE NO: 321366.2020
SUBJECT: Selection of Chief Executive Officer

This matter is to be dealt with at the end of the meeting in Closed Session pursuant to the provisions of S10A(2)(a) of the Local Government Act 1993 because it contains personal matters concerning particular individuals (other than councillors).

QUESTIONS WITH NOTICE

ITEM NO: QWN 01
FILE NO: 287587.2020
SUBJECT: Question with Notice - Clr Balloot - Mental Health Issues

2020 has been an extremely stressful year for many; fire, floods and now COVID.

Many in our community continue to suffer with mental health issues.

Adolescence and young individuals are particularly vulnerable to external pressures of every life.

Please address the following:

With the added unprecedented pressures:

1. What initiatives/programs has Council supported to assist the community and particularly adolescence and young person's when dealing with mental health issues?
2. Has Council conducted a review of services available to the local community?
3. What initiatives has Council implemented to support the mental health of staff during this unprecedented time?

Responses

- 1. *What initiatives/programs has council supported to assist the community and particularly adolescence and young person's when dealing with mental health issues?***

Primary responsibility for mental health rests with Federal and State agencies. However, Council plays an important role in support of statutory services through advocacy, representation and the provision of preventive and supportive programs and projects, some of which are highlighted below.

Council is committed to supporting community members experiencing mental health concerns. In a broader sense, the work of Council's Community Development team addresses mental health concerns by all community groups through supporting the delivery of programs and initiatives that aim to increase social cohesion, reduce isolation and build community capacity. To support residents to access programs and activities, Council advocates and makes representation on mental health issues with and on behalf of the

community to relevant government agencies, including SWSLHD, Headspace, and NSW Refugee Health Services directly or indirectly at forums and networks .

Council's Community and Culture directorate supports a number of community-based initiatives which work to address mental health, raise awareness and reduce the stigma surrounding mental health issues in the community. These include:

Community Development

- Supporting the delivery of the 2018 "Mental Health in CALD Communities" Symposium, which discussed mental health, wellbeing and recovery for CALD communities in partnership with a number of South West/Western Sydney Councils and Local Health Districts;
- Participating in the planning and delivery of "Tackling the Challenge: Talking Men's Health" in partnership with SWSLHD. This project aims to identify the factors and experiences influencing men's mental wellbeing across South West Sydney by interviewing men who have experienced trauma, addiction, homelessness or other life-changing circumstances and exploring how they successfully navigated their issues by seeking support from appropriate services. This project will raise awareness of men's health issues and works to reduce the stigma associated with mental health particularly in young men;
- Council is a leading partner, alongside Fairfield City Council, in convening the Fairfield/Liverpool Homelessness Interagency, which brings together government and non-government organisations who work to support people who are experiencing or are at risk of homelessness, including providing access and connection to mental health services;
- Council is a leading partner, alongside Fairfield, Campbelltown and Canterbury-Bankstown City Councils, Macarthur Disability Services and The Multicultural Network in convening the Sydney South West Aged and Disability Forum, which brings together government and non-government organisations who work with community members living with disability, including mental health issues;
- Supporting Community STaR, an outreach service of the Centre for Health Equity, Training, Research and Evaluation (CHETRE). This program focusses on a range of community issues including men's mental health and gambling in locational disadvantage areas;
- Taking a convening role in the Liverpool Community Kitchen and Hub (LCK&H) Strategic Committee, which provides direction and support to the LCK&H, particularly regarding access to services and supports for community members experiencing or at risk of homelessness, food insecurity and financial disadvantage as a result of mental health issues, substance use or other social concerns;
- Providing information through networks and interagencies on mental health programs and projects throughout the LGA;

- Council is supporting the Gambling Treatment and Research Clinic at the University of Sydney – establishment of a clinic in SWS to provide counselling services; and
- Providing essential funding through the Grants, Donations and Corporate Sponsorship program to mental health focussed activities. Examples of recent funded programs include:
 - “Junior Top Blokes” by Liverpool Neighbourhood Connections (LNC), funded in March 2019. This project designed and delivered social education and mentoring programs to boys and young men between 10-24 years old. It aimed to improve mental health and social wellbeing for at-risk young men by fostering inclusion and building resilience; and
 - “Youth Clicks” by The Junction Works, funded in July 2020. This project delivers online workshops to young people aged 12 -18 years on topics such as bullying, mental health, drugs and alcohol and leadership. Workshops are focussed on reducing isolation and disengagement by addressing productive ways to manage mental health concerns in young people.

The Liverpool Youth Council recently participated in a session called “Burning Issues for Liverpool” which aimed to identify the key concerns and issues for young people in Liverpool. The Youth Councillors consulted with their families, friends and peers to determine their top three priorities to be the focus of their work during the Youth Council’s current term (2020 – 2023). These priorities are:

- Mental Health / Loneliness;
- Youth Unemployment/ Career Pathways; and
- Making Mental Health Support Services Known.

All Youth Council events, activities and projects will have these priorities at the forefront of planning and implementation to support positive mental wellbeing and connectedness for young people in Liverpool.

Library

- Participating in the planning and delivery of the Mental Health Month “Living Library” project, a collaborative project delivered in partnership with South Western Sydney Local Health District Mental Health Unit and local service providers including Neami National, STARTTS, SSI and Headspace. The project sought stories from communities members whose lives have been touched by mental health concerns. This resulted in four live events across October of community members telling their stories and answering questions to help others, raise awareness of mental health issues and highlight service providers. The stories included lived experience of Bipolar, caring for a loved one with Schizoaffective Disorder and PTSD, lived

experience of mental health recovery and stigma and a clinician's perspective. The Living Library was delivered across the SWS Wellbeing Facebook page and shared to Liverpool City Library Facebook page to increase access to the stories and reach a youth demographic. Past videos are also available through the Library website and have been used in the tertiary education sector to give students real life insight and value to their learning; and

- Liverpool City Library is a registered venue as part of the Welcome Here project <https://www.welcomehere.org.au/>. Finding acceptance and safe spaces within the community contribute to positive mental health, particularly of adolescents. To support this initiative Library staff also undertook PRIDE awareness eLearning between March and May 2020 to develop a better understanding of diversity in the community. The Welcome Here pinpoint can be seen in the Youth space in the library and acts as a marker to young people that the library is a safe space.

Recreation

- Youth Take Charge – a free 60-day mental health and wellbeing program for people who have been referred by a medical or allied health professional. This program supports people experiencing mental health concerns by providing additional social and wellness support through fitness programs at Council's Leisure Centres. This program includes both youth and adult specific program streams.

Casula Powerhouse Arts Centre

- Creative Spark Access Incursions;
- Forever Young Seniors Street Art Class;
- Creative Connection Art class;
- International People with Disability Day including an online exhibition;
- Bravery Unmasked;
- Creativity Packs for Seniors in Isolation; and
- Creativity Packs for Young Migrants and Refugees.

South Western Sydney Health and Arts Coordinator (partnership project with SWSLHD)

- Domestic Violence Survivors Wellbeing Workshops;
- The Healing Hospital Arts Project – Creating Wellbeing Environments. This project aims to reduce social isolation, increased self-esteem, resilience, relaxation and self-expression; and
- Art at the Heart of Healthcare – creating better healing environments by providing innovative arts programs that address mental health and wellbeing at Liverpool Hospital.

It has been reported that instances of suicide are predicted to increase in Australia in light of the coronavirus pandemic. Of particular concern is young people aged 12-25, many of whom

are facing the additional pressure of end of school exams, increased social isolation and loss of employment and income, particularly for those engaged in part-time and casual work. Council is committed to pursuing further opportunities for implementing mental health recovery and wellbeing initiatives in Liverpool, including supporting local suicide prevention initiatives through various means. This support could include the provision of funding for programs and activities and the sharing of information and resources with various networks. Furthermore, Council will continue to act as an advocate to relevant state and federal government bodies to raise awareness and encourage funding and resources be allocated to the provision of mental health and suicide prevention services in Liverpool and South Western Sydney.

2. Has Council conducted a review of services available to the local community?

Council's convening role in the community services sector includes the ongoing collection of accurate and up to date information on relevant community services and initiatives in the Liverpool area, including mental health services. Council takes a lead role in the facilitation of the following networks and interagenices:

- The Liverpool Youth Workers Network;
- The Liverpool Refugee and Migrant Interagency;
- Fairfield/Liverpool Homelessness Interagency;
- The South West Sydney Ageing and Disability Forum; and
- The Liverpool Community Safety and Crime Prevention Advisory Committee.

These networks, comprised of service providers and community organisations in the relevant sector, provide an opportunity for services and organisations to network and connect, facilitate partnerships for specific projects and initiatives and provide up to date and relevant information regarding programs, training opportunities and partnership projects.

As part of Council's response to the COVID-19 pandemic, the Community Development team undertook a service mapping project whereby information was gathered on the community services sector, including their responses to COVID-19, changes to service provision as result of the pandemic and challenges to service delivery presented by COVID-19. This exercise supported Council's understanding of the provision of services to vulnerable community groups during COVID-19 and presented opportunities for Council to offer assistance through funding or other in-kind support activities. The information gained through this project has also allowed Council to identify gaps in service provision. The Community Development team are reviewing these findings in more detail to pursue opportunities to advocate for adequate services in a particular area.

3. What initiatives has Council implemented to support the mental health of staff during this unprecedented time?

Council's People and Organisational Development (POD), Risk Management and Work Health and Safety departments have been instrumental in ensuring the ongoing mental wellbeing of staff during the COVID-19 pandemic. A number of initiatives were implemented

during the pandemic. These include:

- Weekly CEO updates to provides updates to staff on Council's response to the pandemic, working remotely and mental health;
- Inviting a psychologist to participate in one of these weekly conferences to discuss mental health and wellbeing with staff;
- Actively encouraging teams to stay connected and engaged with one another through regular catch ups via Microsoft Teams;
- Reminding staff of their ability to access the services of Council's Employee Assistance Program (EAP) Counselling Service;
- Developing of "Working from Home" resources to assist staff to access the necessary programs and functions remotely. These resources included tips on wellbeing and self-care when working remotely;
- Providing staff with details of "Mental Health Check Ins" and meetings with Council's EAP provider;
- Periodically posting information on Yammer, Council's internal social media tool, including tips and reminders on looking after one's own mental health and wellbeing, reducing social isolation during social distancing restrictions, and sharing experiences of working remotely amongst staff; and
- As part of Mental Health Month (October), Council has been sharing additional information regarding general mental wellbeing and supporting mental health during COVID-19.

ITEM NO: QWN 02
FILE NO: 287588.2020
SUBJECT: Question with Notice - Clr Hagarty - Schoeffel Park

Background

Since it recently opened, Schoeffel Park has been a big success. Many families are using the park and enjoying its facilities.

The demand has placed increased pressure on the surrounding road network.

There has been at least one accident and a number of near misses involving both cars and pedestrians.

Questions

Please address the following:

1. Do subsequent phases of the development of Schoeffel Park include car parking?
2. If so, how many spots and where will they be located?
3. What traffic treatments are being considered to the surrounding road network, in particular Strzlecki Drive?
4. When are these traffic treatments expected to be delivered?
5. What consideration is given to the impact of the surrounding road and path networks when planning and funding work to parks?

Response

The development of Schoeffel Park into a multi-purpose recreational facility and open space will ultimately cost an estimated \$2.5M. In view of the available annual funding levels, the Project was originally staged over 3 years, with Stage 1 to be completed in 2019/20 (this is now complete), Stage 2 planned for completion in 2020/21 followed by Stage 3 in 2021/22.

In May 2020, the Australian Government announced a \$500M Road and Community Infrastructure Program with \$1.4M allocated to Liverpool. This additional funding enabled Council to call tenders for Stages 2 and 3 as a single package enabling entire works to be brought forward and completed by June 2021.

1. Schoeffel Park - staging and scope of works

Stages 2 and 3 of the Schoeffel Park Project will commence in early 2021 and will include the provision of:

- solar lighting along the internal pathways;
- a bike pump track;
- outdoor gym;
- amenities building;
- children's playground; and
- indented parking bays along Strzlecki Drive and Singleton Street providing 50 car spaces.

It is anticipated that these works will be completed by the end of June 2021.

2. Proposed Traffic Treatments and Delivery Timeframe

The road network close to the park includes Strzlecki Drive, Schoeffel Grove, Singleton Street and Rosedale Circuit. These streets are all local residential streets with the default urban residential speed limit of 50km/h. A speed classification carried out along Strzlecki Drive indicated that the 85th percentile speed was 58km/h.

Council recently inspected the road network close to the park and identified the need for pedestrian crossing facilities at the Strzlecki Drive/Schoeffel Grove and Rosedale Circuit/Strzlecki Drive intersections.

Council is also investigating appropriate traffic calming devices to address the identified traffic and pedestrian safety issues. The traffic calming devices would include speed humps whilst the pedestrian facilities would include road narrowing or a pedestrian refuge at Strzlecki Drive /Schoeffel Grove and Strzlecki Drive / Singleton Street intersections.

A design layout of these facilities will be presented to the November 2020 meeting of the Liverpool Pedestrian, Active Transport and Traffic Committee for consideration.

The proposed traffic calming device and pedestrian crossing facilities will be installed during construction of the indented car parking bays.

3. Planning for broader impacts arising from open space development works

Council's infrastructure development activities are driven by the Delivery Program and the long-term Capital Works Program. The scope of identified open space development projects are first determined using Council's relevant strategies, relevant standards and guidelines, which are translated into preliminary concept designs. Relevant areas of Council also provide input into the design to ensure broader connectivity and access issues are properly considered. These designs are then presented to the community as part of a broader community consultation process, which seeks to obtain community feedback and input into the preliminary designs.

With regards to Schoeffel Park, the community consultation process identified the following

issues:

- the current traffic speeding issues along Strzlecki Drive and the potential for this issue to be exacerbated following completion of the Park;
- the need for off-street car parking; and
- amenities.

While Council's original plan was to progressively deliver the various elements of the Project over a 3-year program, the program is now being accelerated to enable full completion by June 2021.

ITEM NO: QWN 03
FILE NO: 287589.2020
SUBJECT: Question with Notice - Clr Hadchiti - Board walk / bank stabilisation in the Shepherd Street Precinct

Please address the following:

- 1. Can an update please be provided on the delivery of the board walk / bank stabilisation which formed part of a VPA in the Shepherd Street precinct?**

Response

A Voluntary Planning Agreement (VPA) has been executed between Council and the following parties:

- Shepherd Street Developments Pty Ltd
- Coronation (33 Shepherd St) Pty Ltd
- Coronation (28 Shepherd St) Pty Ltd
- Coronation (26 Shepherd St) Pty Ltd
- Shepherd Property Nominee Pty Limited

The purpose of the VPA is to deliver infrastructure and for the payment of financial contributions to support the redevelopment of the Shepherd Street precinct in Liverpool.

Council currently holds a bank guarantee in excess of \$12m for the works identified in the VPA.

Council has been working with Coronation in relation to the delivery of the infrastructure items identified in the VPA. To date, a number of items have been delivered, however the riverbank works (bank stabilisation and shared path) have not been completed.

On 25 February 2020, Coronation submitted design drawings for the riverbank works for Council's review. Following a review of the design drawings, Council identified a number of issues that needed to be addressed in the design, with advice being provided to Coronation to that effect on 17 March 2020.

In September 2020, Council received revised engineering plans for the riverbank works. As of 3 November 2020, Council has accepted the design as complete, subject to an independent peer review (as required by the VPA). Agreement on the design does not represent an approval to undertake the works.

Now that the design is agreed, Council has commenced assessment of the Review of Environmental Factors (REF) submitted by Coronation. The REF forms the basis for Council assessment and approval of the works under Part 5 of the Environmental Planning and Assessment Act, 1979. Council has requested Coronation update the REF to reflect the updated design drawings and other matters within 28 days. This will enable council to finalise assessment and issue the approval this year.

Council will continue to work with Coronation to ensure the earliest delivery timeframe for the works identified in the VPA.

ITEM NO: QWN 04
FILE NO: 287590.2020
SUBJECT: Question with Notice - Clr Hagarty - Amazon

Background

Amazon has now been operating in Liverpool for several years.

In late 2018, I asked the following questions on notice.

Two years on from those questions, Amazon has been one of the few businesses to benefit from the COVID-19 pandemic.

Hopefully Liverpool Amazon's employees and its subcontracted employees are also benefiting.

Questions

Please address the following:

What percentage of workers based at the Amazon Moorebank fulfilment centre are:

- from the Liverpool LGA?
- directly employed by Amazon?
- employed by a labour hire company?
- in insecure casual employment?

Response

No direct response to the above questions were provided by Amazon but the following statement has been issued by the company in response:



Councillor Wendy Waller
 Mayor of Liverpool City Council
 Locked Bag 7064, Liverpool BC, NSW 1871

5 November 2020

Via email: YoungL@liverpool.nsw.gov.au

Dear Mayor

There's no denying 2020 has been a challenging year for all Australians. At Amazon, we are committed to supporting the community, agencies and local government close to our fulfilment centres and delivery stations, particularly in challenging times. This means finding meaningful ways to help people in the the Liverpool City area. During the COVID-19 pandemic, we have prioritised donations to support the vulnerable groups that have been impacted significantly, requiring assistance with education, housing, food and basic needs.

Lending a hand during COVID-19

We have partnered with agencies such as the Foodbank, Australian Red Cross, the Salvation Army Australia as well as Liverpool City Council directly to support many vulnerable members within the community. We have sought out opportunities to donate funding as well as sourcing and donating products to Liverpool City including hundreds of bottles of hand sanitizer, 1,000 face masks, pantry staples, hygiene staples and household staples.

We donated \$30,000 to support Kids Helpline expand their services during COVID-19 to include young people aged 18 to 25 years old who are facing challenging circumstances and need additional support.

Supporting education and Science, Technology, Engineering & Mathematics ("STEM")

We have worked closely with local schools and families in Sydney's South West to advocate for STEM participation in school aged children. In 2019, Amazon Australia launched Camp Amazon – a two-year STEM program aimed at developing skills for children in coding and robotics. While we couldn't host Camp Amazon in person this year, after our last face-to-face workshop in January, we were pleased to offer Camp Amazon students and primary school children free access to an Amazon-sponsored virtual robotics and coding program called [CoderZ](#) so they could continue to build important computer literacy skills from home in the June school holidays.

In the October school holidays 150 students participated in a virtual Camp Amazon program over a series of three sessions. Another way we have supported primary school children around our Moorebank fulfilment centre is by supporting The Smith Family's [Learning For Life](#) program, supporting 24 students and their families in the local area. The program supports young children experiencing disadvantage with financial assistance for education essentials, access to targeted learning, mentoring and personal support through their learning journey.



Supporting Australian kids with Cancer

In September, our Moorebank team and Regents Park Delivery Station team took part in our annual global Amazon initiative 'Amazon Goes Gold for Childhood Cancer', wearing their pyjamas to work to raise awareness and funds for children with cancer. As part of this Amazon matched the donations made by the team and donated a further \$15,000 to support cancer programs at the Sydney Children's Hospital Network. We also continued our partnership with the Starlight Children's Foundation, donating toys, books and activities so that up to 2,000 kids received individual packages, bringing smiles to these kids during these difficult times.

Proud local workforce

Amazon's Moorebank fulfillment centre jobs have provided an opportunity to learn skills and develop careers. Amazon is committed to being a great employer in Australia and creating permanent employment opportunities for Associates within our Fulfilment Centres and broader operations business. We are pleased to confirm we have more than 500 Associates in permanent full time roles across Australia. Amazon continues to employ a mixture of permanent and agency staff to enable us to move quickly, access talent and manage variation in customer demand.

Amazon's Career Choice Program

Amazon believes everyone should have the opportunity to learn new skills and build their career. Career Choice is an innovative Amazon program uniquely designed to upskill our employees who are interested in pursuing a future outside of Amazon.

Launched in Australia on 1 June 2020, we are funding education in areas that are in high demand according to local labour market analysis, regardless of whether those skills are relevant to a career at Amazon. By delivering training in high-demand career paths, we are proud to give eligible employees the tools they need to make a move and pursue their career aspirations beyond Amazon. Amazon will pre-pay 95% of tuition, books and fees up to a yearly and lifetime maximum.

Our associates who have been employed as a full-time for one continuous year are eligible to participate in this program. This includes all Fulfilment Centres, Customer Service and Corporate (including AWS).

Keeping safe during COVID-19

At Amazon, safety is our top priority and we work hard to provide a safe work environment for the many hundreds of associates in our facilities across Australia. In light of the COVID-19 pandemic, we have invested more than US\$4 billion dollars globally on COVID-related initiatives, getting products to customers and keeping employees safe. We have implemented more than 150 significant process changes around the world, including Australia, to support our teams. Some of these measures include:

- Enhanced cleaning protocols and social distancing measures of 2 metres at our sites
- Distribution of personal protective gear, such as masks and hand sanitiser
- Implemented disinfectant spraying and daily temperature screening checks across our operations worldwide



- Taped markings on the floor to provide visual aids to limit congestion
- Installed Plexiglass for added protection at our HR and operational desks
- Stopped stand-up meetings during shifts – all business essential information is shared via televisions near main areas
- Staggered shift start times and break times
- Added additional breakrooms and changed breakroom configuration.

These measures have been necessary to ensure that all individuals working at Amazon sites are adhering to the critical safety measures we have adopted as well as those required by state and federal governments.

While there have been no confirmed cases of COVID-19 at any of our Australian facilities, were an employee to be diagnosed with COVID-19, they would receive up to two weeks of paid time off—this is in addition to their other paid and unpaid time off options. We also established The Amazon Relief Fund, with a \$25 million USD contribution, to help support our Amazon Flex delivery partners and agency associates under financial distress as a result of COVID-19. We are offering all of these groups the ability to apply for a grant if diagnosed with COVID-19 or placed into quarantine by the government or Amazon.

If you have further questions contact Ryan Smith, Manager of Public Policy. Ryan can be contacted at ryesmith@amazon.com

Yours faithfully,

Craig Fuller
Director, Amazon Australia Operations

ITEM NO: QWN 05
FILE NO: 293427.2020
SUBJECT: Question with Notice - Clr Rhodes - Valuation of Property Surrounding Western Sydney Airport

With reference to Council report EGROW 01 Draft Western Sydney Aerotropolis Joint Contributions Plan 2020 from the Council meeting of 27 October 2020, please address the following:

The statement below is an extract from the report:

“Penrith and Liverpool Councils have engaged with both DPIE and the WSPP throughout the preparation of the background report and contributions plan. The Councils have liaised with consultants working on behalf of the WSPP on feasibility testing within the Aerotropolis in order to understand land values.”

1. With reference to the above statement, has Council used an assumed land value in order to determine the value of the land necessary for Council to acquire for community provisions included in the contributions plan?
2. The rates for the land affected by the new Airport have increased based on averaged sales in the area. If sales in the area were recorded at approximately \$1m per acre similar to the price paid for the Leppington Triangle being approximately 30 acres and other known sales of similar price and considering the controversy surrounding claiming that price paid for the Leppington Triangle was way above the Governments perceived real value of the land and that the reported revised more realistic value of the triangle was more likely \$3million:
 - a) How was the \$3m re-evaluation figure derived? Was that figure based on recent sales within the area?
 - b) Did the Valuer General’s Department average the sales that included properties sold at \$1m per acre in their figures to increase the rates in the area?
 - c) And, if the averaged sales for the area that included the \$1m per acre price tag is now considered by the Federal Government to be unreasonable are our constituents in the affected areas of the Aerotropolis being charged too much in rates?
3. What land value per acre will or has Council considered in order to acquire the land it needs to be able to provide community facilities that it includes in the Contributions Plan and has that value taken into consideration the market price of \$1m per acre that more than just the Leppington Triangle have been sold for?

Response

1. Land values listed in the draft Aerotropolis Contributions Plan are generic estimates based on anticipated land use. They are not intended to be specific to any site. The schedule of generic land values is prepared from research of superlot development sites in Western Sydney. Generic rates are developed from analysed sale rates of development sites by their proposed use. They are intended to represent developable land that is not flood affected.
2.
 - a) There are many factors that the NSW Valuer General uses in determining the value of land. It is not clear from the information available what specific factors were used in deriving the value of this property.
 - b) The values that are currently being used to assess Council rates are as at 1 July 2019 and would reflect conditions, zonings and comparable sales data for the years 2016 to 2019. Only the Valuer General could advise how the impact of one sale amongst many would affect the surrounding areas or whether it was viewed as an exception to the overall data used to value the area as a whole.
 - c) Council must use the values as supplied by the Valuer General to determine rates. If landowners believe that the land value of their property is not correct or inflated due to any particular sale or exceptional circumstance, they have the ability to lodge an objection with the Valuer General.
3. The Aerotropolis Contributions Plan Background Report (Table 29) identifies acquisition rates for community infrastructure. These values have been factored into the total acquisition cost for land in the Contributions Plan.

Land type	Acquisition rate (\$/m ²)	Acquisition rate (\$/acre)	Acquisition rate (\$/hectare)
Passive open space	\$85	\$343,983	\$850,000
Active open space	\$400	\$1,618,744	\$4,000,000
Social infrastructure	\$400	\$1,618,744	\$4,000,000

ITEM NO: QWN 06
FILE NO: 308851.2020
SUBJECT: Question with Notice - Cllr Rhodes - Delivering a Multicultural Park for Liverpool

Can Council please address the concerns of members of the Public that might be outlined in Council's intended methodology to progress the delivery of a Multicultural Park as moved at the September Council meeting including questions below:

1. Will the Park will be an equal and inclusive opportunity for all diverse nationalities that make up Liverpool's multicultural community?
2. Will all initiatives be in accordance with Council's Multicultural Policies, and Procedures?
3. How do all interested nationalities make application for expressions of interest?
4. Will there be Community consultation?
5. What will be the likely time frame for the expressions of interest and delivery process to follow?
6. Will there be open and transparent communication with the Public as the plans for the Park develop on Council Website and through Social Media?

Background

There has been considerable public Interest in the Motion moved at the September Council meeting 2020 that will deliver a Multicultural Park in Liverpool.

Many constituents have expressed their confusion in regards to the motion.

Some community members who may be unaware of Council's Policies, Procedures and Regulations governing Multiculturalism may be taking the opportunity to unnecessarily spread fear and anxiety in the Liverpool LGA.

In the interest of quelling any further unnecessary fear and anxiety in the Community the above questions have been submitted to me for Council to address.

Response

1. Will the Park be an equal and inclusive opportunity for all diverse nationalities that make up Liverpool's multicultural community?

Liverpool is one of Australia's most culturally diverse cities and this diversity is our strength. Residents from 150 nationalities, speaking 140 languages, call Liverpool home. This means over 40% of Liverpool residents are born overseas, and about 60% speak a language other than English.

The development of the Liverpool Multicultural Park is to celebrate and reflect this significant cultural diversity, and the social cohesion and community harmony enjoyed by our community. The Park will be an inclusive space for all residents to celebrate the many cultures and contributions they make to Liverpool.

2. Will all initiatives be in accordance with Council’s Multicultural Policies, and Procedures?

Yes. The development of the Park will be informed and guided by various policies and strategies of Council. They will include, but not limited to:

- Recreation, Open Space and Sports Strategy;
- Community Facilities Strategy;
- Cultural Strategy;
- Reconciliation Action Plan;
- Disability Inclusion Action Plan;
- Economic Development Strategy;
- City Activation Plan;
- Communications Strategy;
- Destination Management Plan; and
- Relevant environmental, planning and control plans.

3. How do all interested nationalities make application for expressions of interest?

Planning for this project will commence soon. Council staff are currently investigating the feasibility of suitable sites. A Project Plan is being developed; and it will be inclusive of a Comprehensive Community Consultation Plan; and methodologies to submit expressions of interests and ideas by community. The process for participation and opportunities for contribution will be promoted widely to all residents of Liverpool, using the many communication channels of Council. The interpretation and incorporation process of ideas will be analysed and further consultation with community will be facilitated.

4. Will there be Community consultation?

Yes, as stated above, the Project Plan will be inclusive of a Comprehensive Community Consultation Plan. The community consultation will commence at the planning stage and will continue throughout the project.

5. What will be the likely time frame for the expressions of interest and delivery process to follow?

The timeframes for community participation will be built into the Project Plan and they will be promoted through Council's diverse communication channels. The delivery timeframe will be investigated through the planning process. Preliminary discussion with key internal stakeholders has commenced and will inform future public consultation.

6. Will there be open and transparent communication with the Public as the plans for the Park develop on Council Website and through Social Media?

The success of the Multicultural Park is dependent on inclusive and active participation of all community groups. To achieve this, a communication strategy will form part of the Comprehensive Community Consultation Plan, which will detail the process for community participation and to ensure all residents can have a say.

ITEM NO: QWN 07
FILE NO: 309644.2020
SUBJECT: Question with Notice - Clr Ayyad - Civic Place

How many people were in favour of Civic Place following our last round of community consultation?

How many people were against Civic Place following our last round of community consultation?

What does that equate to in percentages?

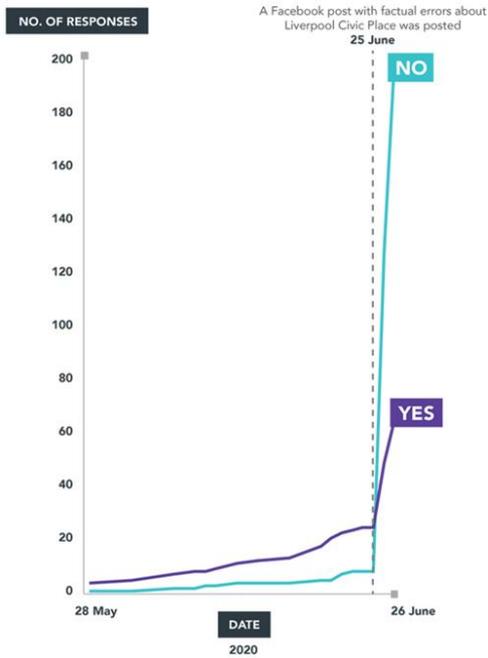
New information regarding Liverpool Civic Place has now been placed on Council's website since its last meeting. In the section titled 'Response to Community Consultation', Council makes the following comment on its graph (see graph below):

"A Facebook post with factual errors about Liverpool Civic Place was posted (25 June)."

Please answer the following questions:

- What was said in that Facebook post?
- What are the 'factual errors' contained in that post?
- Who posted it?
- Please provide a copy of that post.

Based on the above do you still support Council's vision of a new Liverpool Civic Place including the above Council facilities in Scott St?



A response to these questions will be provided in the 16 December 2020 Council meeting business papers.

ITEM NO: QWN 08
FILE NO: 310051.2020
SUBJECT: Question with Notice - Clr Kaliyanda - Liverpool Bike Plan: Implementation Status

Please address the following:

1. What is the current status of the Liverpool Bike Plan 2018-2023? What measures or aspects of the Bike Plan have been implemented to date?
2. What impact has COVID-19 had on the usage of the existing bike network/infrastructure?
3. How have we engaged with the State or Federal Governments to acquire available data in relation to this?
4. A core element of the Bike Plan was the development and implementation of wayfinding signage in relation to the bike paths and infrastructure. What is the status of the implementation of this? What discussions have taken place with other organisations, i.e. Western Sydney Parklands, in relation to this?
5. How has Council sought partnerships and worked with other organisations in order to address this issue?

A response to these questions will be provided in the 16 December 2020 Council meeting business papers.

ITEM NO: QWN 09
FILE NO: 310057.2020
SUBJECT: Question with Notice - Cllr Kaliyanda - Green Star Rating Scheme Changes

Please address the following:

1. Given the significant changes to the benchmarks used to determine Green Star Ratings, how do current and future council buildings perform against the new benchmarks?
2. What impact will this have on other significant developments in the Liverpool LGA?
3. How will this impact the assessment process of such developments, especially when they are considered by the Design Excellence Panel (DEP)?
4. What other impacts will the changes to these benchmarks have in the Liverpool LGA?

A response to these questions will be provided in the 16 December 2020 Council meeting business papers.

completion of relevant studies be included as a condition of any Gateway determination and that the Department play an active role in the planning process given the strategic significance of this proposal to Liverpool and Greater Sydney; and

9. Receives a further report on the outcomes of public exhibition and community consultation.

On being put to the meeting the motion was declared CARRIED.

Vote for: Mayor Waller, Clr Ayyad, Clr Balloot, Clr Hadchiti, Deputy Mayor Hadid, Clr Hagarty, Clr Kaliyanda, Clr Karnib and Clr Shelton.

Vote against: Clr Harle and Clr Rhodes.

PRESENTATIONS BY COUNCILLORS

Clr Hagarty made a presentation regarding the ISKA Karate Australian Open.

Clr Hagarty attended the International Sport Karate Association (ISKA) Australian Open on the weekend of 21 & 22 November 2020. Clr Hagarty highlighted the challenges relating to Covid-19 that were successfully managed during the event and relayed ISKA's appreciation of Council's financial contribution, which allowed ISKA to be Covid safe during the event.

As the ISKA World Championships were not held this year, the World Championship belt and a face mask were given to Councillor Hagarty in thanks for Council's support.

Mayor Waller stated that Council would send a letter to ISKA to thank them for their gift and that the World Championship belt and face mask would be framed and put on display in an appropriate place.

Clr Rhodes made a presentation regarding the WSROC AGM.

Western Sydney Region of Councils held their Annual General Meeting on Thursday 19 November I was pleased that two fellow Councillors, Councillor Peter Harle and Councillor Charishma Kaliyanda also attended and witnessed for themselves the value for Liverpool as a participating Council.

The principal address was by Australian writer and comedian Craig Reucassel who is the renowned presenter of "War on Waste" and "Fight for Planet A" through which he advocates for sustainable solution to Waste, whilst on the program Big Weather he addresses such issues as climate change, energy efficiency, bushfires, flooding and extreme heat.

His address was both entertaining and enlightening as he traversed the current failures and contemplated possible future solutions.

WSROC is well placed to continue to advocate for, and deliver programs that undoubtedly will assist all Council Members for the coming year.

The on-going and new WSROC projects are too numerous to include in this report but just a couple of the projects funded for the coming year include:

- The continuation of Western Sydney Energy Program that facilitates a regional approach to energy efficiency;
- WSROC has helped shape the NSW Governments 20 Year Waste Strategy;

- Supported alternate waste infrastructure provisioning and service delivery models that could be delivered through Local Councils, such as:
 - Local Planning Review, a collaborative effort to integrate urban heat controls into the NSW Planning System;
 - Cool Suburbs, a voluntary rating tool to support heat mitigation;
 - Behind the Meter Solar, supporting council owned solar sites delivering saving their communities; and
 - Solar PPA's working with participating Councils to procure renewable energy for Council operations via a Power Purchase Agreement.

WSROC continues to support our council members in advocacy for transport infrastructure to serve the entire Western City and yes that includes lobbying for the continuation of the Bankstown Metro and the Leppington connection to the New Airport.

It is a great honour and privilege to be able to also announce that at the AGM I was returned for a 2nd term onto the Executive Board of WSROC as Treasurer, Hawksbury Council Mayor Clr Barry Calvert was returned for a 3rd term as President, Blacktown Council Mayor Tony Bleasdale was returned as Senior Vice President, Blue Mountains Councillor Don McGregor returned as Junior Vice President.

It is also my privilege to be able to confirm that WSROC is in a strong financial position to be able to continue its ongoing delivery of their essential benefits to member Councils.

Over this year WSROC secured over \$1.2m in grant funding for projects open to Council members

The Western Sydney energy program has delivered to participating Councils \$15.8m and more than 320,000 tonnes of greenhouse savings to date.

Anti-waste projects supported Councils in delivering 95% litter reduction in targeted parks and public spaces, and WSROC successfully advocated for support for refugees during COVID resulting in \$4m NSW Government funding.

As Council is aware, hosting the WSROC COVID Safe face to face meetings are shared between all WSROC member Councils.

It was announced at the AGM that next year on Thursday 25 February, it will be Liverpool's honour to host WSROC's Board of Directors meeting.

This announcement at the AGM drew comments of great anticipated expectations from all the other Councils present.

No pressure intended but apparently Liverpool Council has an excellent reputation where we have set the bar very high and to which other councils aspire.

I reassured the members that Liverpool will live up to their expectations and to that end I have already forwarded to the CEO, the very high standard set at the AGM as a guide.

WSROC continues to be a joint organisation of councils that has delivered great value to Liverpool Council and will continue to do so.

Clr Kaliyanda made a presentation regarding the Annual Presentation Days of the Kemps Creek United football club.

Council and Mayor were thanked for funding that allowed a new car park to be built. After Covid-19, the Mayor and Councillors will be invited to a ribbon cutting event.

Mayor Waller reopened the meeting at 8.15pm.

At 8.15pm Mayor Waller moved the meeting into Confidential Session and dealt with items MOU 01, CONF 01, CONF 02, CONF 03, CONF 04, CONF 05, CONF 06 and MAYOR 01 pursuant to provisions of:

- s10(A)(2)(a) of the Local Government Act because it contains personal matters concerning particular individuals (other than councillors); and
- s10(A)(2)(c) of the Local Government Act because it contains information that would, if disclosed, confer a commercial advantage on a person with whom the Council is conducting (or proposes to conduct) business.

MOTION OF URGENCY

ITEM NO: MOU 01

SUBJECT: Council's Safe Work Practices

Motion: **Moved: Cllr Hadchiti** **Seconded: Cllr Hadid**

That a verbal report be received from the Acting Chief Executive Officer on Council's safe work practices and policies including whether improvements can be made and if this is the case, whether any extra resources are required.

Mayor Waller ruled that the motion was urgent and can be considered at this meeting.

A verbal report was then received from the Acting Chief Executive Officer.

CONFIDENTIAL ITEMS

ITEM NO: CONF 01
FILE NO: 281973.2020
SUBJECT: Report back - Out of Office Hours Compliance Officers

COUNCIL DECISION

Motion: **Moved: Cllr Rhodes** **Seconded: Cllr Harle**

That Council:

1. Trial an after-hours on-call compliance service utilising an on-call roster 24 hours a day, at an estimated cost of \$115,465 per annum;
2. Promote the new service to Liverpool residents including the contact details on Council's website and social media platforms; and
3. Monitor and review the service after six months and report back to Council at the end of the trial period.

On being put to the meeting the motion was declared CARRIED.

Clr Hadchiti and Clr Hagarty returned to the virtual room at 8.33pm.

ITEM NO: CONF 04

FILE NO: 302107.2020

SUBJECT: Review and update on potential Council surplus land

COUNCIL DECISION

Motion: **Moved: Clr Hadchiti** **Seconded: Clr Karnib**

That Council:

1. Endorses the further investigation and sale of the following properties:
 - 75-77 Hill Road, Lurnea (comprising Lot 1 DP 513777, Lot 2 DP 513777, Lot 3 DP 513777 and Lot 4 DP513777)
 - 22 First Avenue, Hoxton Park (comprising Lot 1 DP 1220807, Lot 2 DP 1220807 and Lot 3 DP 1220807)
 - 9 McLean St, Liverpool (Lot 7 DP 238364)
2. Receive a further report upon completion of investigations and for a decision on the reserve price prior to sale.

Foreshadowed motion: **Moved: Clr Hagarty** **Seconded: Clr Hadchiti**

That Council:

1. Endorses the further investigation into the suitable uses of the following properties:
 - 75-77 Hill Road, Lurnea (comprising Lot 1 DP 513777, Lot 2 DP 513777, Lot 3 DP 513777 and Lot 4 DP513777)
 - 22 First Avenue, Hoxton Park (comprising Lot 1 DP 1220807, Lot 2 DP 1220807 and Lot 3 DP 1220807)
 - 9 McLean St, Liverpool (Lot 7 DP 238364)
2. Receive a further report upon completion of investigations.

On being put to the meeting the motion (moved by Clr Hadchiti) was declared LOST. The Foreshadowed motion (moved by Clr Hagarty) then became the motion and on being put to the meeting the motion was declared CARRIED.

Vote for (the Foreshadowed motion moved by Clr Hagarty): Mayor Waller, Clr Balloot, Clr Hadchiti, Clr Hadid, Clr Hagarty, Clr Harle, Clr Kaliyanda, Clr Karnib, Clr Rhodes, Clr Shelton.

MAYORAL MINUTE

ITEM NO: MAYOR 01
FILE NO: 321366.2020
SUBJECT: Selection of Chief Executive Officer

On 24 June 2020, Council resolved to appoint Local Government Management Solutions (LGMS) to assist scoping, advertising and assessing applications for the position of Chief Executive Officer.

LGMS advertised the position across various online recruitment websites from Friday, 14 August 2020, and applications closed on Monday, 7 September 2020.

The Recruitment Panel interviewed five candidates on Thursday 15 and Friday 16 October 2020. The LGMS report and a probity report from O'Connor Marsden & Associates Pty Limited (OCM) on the recruitment process have been circulated under separate confidential cover to Councillors.

The Recruitment Panel agreed unanimously to recommend one candidate to Council in closed session at the Ordinary Meeting on 25 November 2020.

It is proposed that Mark Anderson, Manager, Local Government Management Solutions, who sat on the Recruitment Panel, attend the closed session to answer any questions Council may have.

COUNCIL DECISION

Motion: **Moved: Mayor Waller**

1. That the recommended successful candidate be offered the position of Chief Executive Officer of Liverpool City Council and the Mayor be authorised, with advice from the Recruitment Consultant to finalise negotiations based on the following:
 - a) A five (5) year performance-based Contract, as advertised.
 - b) An annual total remuneration package to be kept confidential.
 - c) The contract of employment being in accordance with the standard contract required by the Office of Local Government.
 - d) Adoption of the Council Policies in Schedule A of the contract relating to entitlements provided to the Chief Executive Officer.
 - e) Commencement of the contract on a date to be negotiated, and in any event, as soon as practicable.
2. That no public announcement of the name of the successful candidate be made until the Mayor has obtained a written acceptance of the offer from the preferred candidate.

Mayor Waller reopened the meeting at 9.26pm and read the resolutions made in Closed Session for items MOU 01, CONF 01, CONF 02, CONF 03, CONF 04, CONF 05, CONF 06 and MAYOR 01.

THE MEETING CLOSED AT 9.34pm.

<Signature>

Name: Wendy Waller

Title: Mayor

Date: 16 December 2020

I have authorised a stamp bearing my signature to be affixed to the pages of the Minutes of the Council Meeting held on 25 November 2020. I confirm that Council has adopted these Minutes as a true and accurate record of the meeting.