

Minutes

Ordinary Meeting

Thursday, 25 June 2020



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Please Note: The resolutions as shown in italics throughout these minutes are the resolutions carried by the Council.

1 DECLARATION OF OPENING

The Chair declared the meeting open at 11:02am.

2 WELCOME AND OPENING PRAYER

The Chair acknowledged the traditional custodians of the land on which the meeting took place.

The Chair then read a prayer which was provided by Pastor Lawrence from the Nambour Christian Church.

3 RECORD OF ATTENDANCE AND LEAVE OF ABSENCE**COUNCILLORS**

Councillor M Jamieson	Mayor (Chair) (Absent 8.9-13)
Councillor R Baberowski	Division 1 (Deputy Mayor)
Councillor T Landsberg	Division 2
Councillor P Cox	Division 3
Councillor J Natoli	Division 4
Councillor W Johnston	Division 5
Councillor C Dickson	Division 6 (Absent 11.1-13)
Councillor E Hungerford	Division 7
Councillor J O'Pray	Division 8
Councillor M Suarez	Division 9
Councillor D Law	Division 10

EXECUTIVE LEADERSHIP TEAM

A/Chief Executive Officer
Group Executive Built Infrastructure
Group Executive Customer Engagement and Planning Services
Group Executive Economic and Community Development
A/Group Executive Business Performance
A/Group Executive Liveability and Natural Assets
Chief of Staff
Chief Strategy Officer
Director, Major Projects and Strategic Property
Executive Manager

COUNCIL OFFICERS

Senior Transport Planning Engineer
Coordinator Strategic Property
Manager Business and Innovation
Coordinator Appeals Management
Solicitor
Manager Development Services

4 RECEIPT AND CONFIRMATION OF MINUTES**Council Resolution**

Moved: Councillor J O'Pray
Seconded: Councillor W Johnston

That the Minutes of the Ordinary Meeting held on 28 May 2020 and the Special Meeting (Finance and Budget) held on 11 June 2020 be received and confirmed.

Carried unanimously.

5 INFORMING OF PERSONAL INTERESTS**5.1 MATERIAL PERSONAL INTEREST**

Pursuant to Section 175C of the *Local Government Act 2009*, no declarations of material personal interest were made during this meeting.

5.2 CONFLICT OF INTEREST / PERCEIVED CONFLICT OF INTEREST

Pursuant to Section 175E of the *Local Government Act 2009*, the following declarations were raised:

Councillor M Jamieson informed the meeting of a personal interest for item 8.9
Councillor M Jamieson informed the meeting of a personal interest for item 11.1
Councillor C Dickson informed the meeting of a personal interest for item 11.1.

Pursuant to Section 175G (2) of the *Local Government Act 2009*, the following declaration was raised:

Councillor P Cox informed the meeting of a belief that Councillor J Natoli had a conflict of interest for item 8.9.

6 MAYORAL MINUTE

Nil

The Mayor acknowledged the recent passing of Sir Clem Renouf and expressed Council's deepest condolences to Sir Clem's family.

Council Resolution

Moved: Councillor W Johnston
Seconded: Councillor R Baberowski

That Council suspend standing orders to allow the meeting to be live-streamed to ensure health and safety during the COVID-19 health emergency.

Carried unanimously.

7 PRESENTATIONS / COUNCILLOR REPORTS**7.1 PRESENTATION - KIDS IN ACTION PROGRAM****Council Resolution**

Moved: Councillor P Cox
Seconded: Councillor T Landsberg

That Council recognise the Sunshine Coast Council Kids in Action Program which, in partnership with Gubbi Gubbi Dance and Jinibara Peoples Aboriginal Corporation, received the Partnerships Award at the Queensland Reconciliation Awards.

Carried unanimously.

8 REPORTS DIRECT TO COUNCIL**8.1 COUNCILLOR APPOINTMENTS TO COMMITTEES AND BOARDS**

File No: Council meetings
Author: Chief Strategy Officer
 Office of the CEO

Council Resolution (OM20/57)

Moved: Councillor M Suarez
Seconded: Councillor W Johnston

That Council:

- (a) *receive and note the report titled “**Councillor Appointments to Committees and Boards**”*
- (b) *approve the following nominations to the Standing Committees of the Council of Mayors South East Queensland –*

<i>Standing Committee</i>	<i>Councillor Member</i>	<i>Councillor Alternate Member</i>
<i>Economic Development Committee</i>	<i>Councillor J O’Pray</i>	<i>Councillor T Landsberg</i>
<i>Waste Working Group</i>	<i>Councillor C Dickson</i>	<i>Councillor W Johnston</i>

- (c) *approve the appointment of Councillor J O’Pray and Councillor T Landsberg as the Council representatives on the Sunshine Coast Events Board*
- (d) *approve an amendment to clause 3.1 (c) (ii) of the Charter for the Sunshine Coast Events Board to provide that both Portfolio Councillors for Economy shall be members of that Board*
- (e) *approve the appointment of Councillor R Baberowski as the nominated delegate from the elected Council to be a member of the Sunshine Coast Arts Advisory Board*
- (f) *approve the appointment of Councillor R Baberowski as the nominated delegate from the elected Council to be a member of the Sunshine Coast Arts Foundation*
- (g) *endorse the appointment of a Councillor to be considered as a Director of the Sunshine Coast Events Centre Pty Ltd and authorise the Chief Executive Officer to finalise the nomination in consultation with the Mayor*
- (h) *approve the membership of the SunCentral Maroochydore Pty Ltd Shareholder Representative Group be amended to consist of Councillor M Jamieson (as Chair), Councillor E Hungerford, Councillor J Natoli, Councillor J O’Pray and Council staff*
- (i) *approve an amendment to the Charter for the Sunshine Coast Shareholder Representative Group to provide that the Mayor, as Region Shaping Projects, Regional Advocacy and Intergovernmental Relations Portfolio Councillor, both Outstanding Organisation Portfolio Councillors, one Economy Portfolio Councillor, and Divisional Councillor shall be the members of that Group, and delegate authority to the Chief Executive Officer to further amend the Charter as required*

- (j) *approve the membership of the Sunshine Coast Airport Expansion Project: Project Control Group be amended to consist of Councillor J O'Pray (as Chair), Councillor E Hungerford, Councillor T Landsberg and Council staff*
- (k) *approve an amendment to the Charter for the Sunshine Coast Airport Expansion Project: Project Control Group to provide that one Outstanding Organisation Portfolio Councillor, one Economy Portfolio Councillor, and the Divisional Councillor shall be the members of that Group, and delegate authority to the Chief Executive Officer to further amend the Charter as required, and*
- (l) *authorise the Chief Executive Officer to advise staff, the community and the relevant organisations, boards and committees of the matters outlined above (as appropriate).*

Carried unanimously.

8.2 INFILL DEVELOPMENT INCENTIVES POLICY REVIEW

File No: F2020/12482
Author: Manager Transport and Infrastructure Planning
Built Infrastructure Group
Appendices: App A - Infill Development Incentives Policy - Extension
Attachments: Att 1 - Map 1 - Proposed Incentives Area - Nambour

Council Resolution (OM20/58)

Moved: Councillor C Dickson
Seconded: Councillor W Johnston

That Council:

- (a) *receive and note the report titled “**Infill Development Incentives Policy Review**” and*
- (b) *endorse the continued application of the Infill Development Incentives Policy - Extension in its current form and duration (Appendix A).*

Carried unanimously.

8.3 REGIONAL TRANSPORT CORRIDOR PLANNING

File No: F2016/276292
Author: Senior Transport Planning Engineer
Built Infrastructure Group
Attachments: Att 1 - Land Requirements - Glass House Mountains -
Confidential
Att 2 - Land Requirements - Nambour - *Confidential*

Council Resolution (OM20/59)

Moved: Councillor R Baberowski
Seconded: Councillor D Law

That Council:

- (a) receive and note the report titled "**Regional Transport Corridor Planning**"
- (b) endorse the proposed land acquisitions, by negotiation, to deliver the transport outcomes as discussed in this report
- (c) authorise the Chief Executive Officer to negotiate, execute and finalise the negotiated acquisition of the properties which are the subject of this report
- (d) place property conditions and notations on those properties that are required in part or whole for the construction of the projects identified in this report
- (e) develop or update transport project pages on Council's website noting the progression of planning
- (f) update, with the proposed new Planning Scheme, a revised Local Government Infrastructure Plan to reflect project delivery schedules and
- (g) approve that the confidential information relating to the land requirements outlined in this report may be publicly released once the acquisition of the properties has been concluded.

Carried unanimously.

8.4 COMMUNITY PURPOSE LAND EXPRESSION OF INTEREST AND TENDER OUTCOME

File No: Council meetings
Author: Senior Projects Officer
Economic & Community Development Group
Attachments: Att 1 - Overview of Tender Evaluations - *Confidential*
Att 2 - Probity Report Covering Letter

Council Resolution (OM20/60)

Moved: Councillor P Cox
Seconded: Councillor C Dickson

That Council:

- (a) *receive and note the report titled "**Community Purpose Land Expression of Interest and Tender Outcome**"*
- (b) *delegate authority to the Chief Executive Officer to negotiate and execute a lease and any other necessary documents to finalise tender ITT18400A Development of Land for Community Lease – Lot 917, SP254721 Shine Court, Birtinya*
- (c) *delegate authority to the Chief Executive Officer to negotiate and execute a lease and any other necessary documents to finalise tender ITT18400C Development of Land for Community Lease - Lot 7, SP 119992 Bellara Drive, Currimundi*
- (d) *note that Public Tender ITT1914 Community Facility Development and Lease, Lot 8000, SP 239527 Brightwater Boulevard, Mountain Creek will not be progressed any further and*
- (e) *authorise the Chief Executive Officer to release details of the successful proposals in (b) and (c) above when the lease and any other necessary documents have been finalised.*

Carried unanimously.

8.5 ACQUISITION OF LEASE MOOLOOLABA

File No: F16/02131
Author: Coordinator Strategic Property
Office of the CEO
Attachments: Att 1 - Mooloolaba Transport Corridor Upgrade Project - Staging
Map

Council Resolution (OM20/61)

Moved: Councillor J Natoli
Seconded: Councillor C Dickson

That Council:

- (a) *receive and note the report titled "**Acquisition of Lease Mooloolaba**"*
- (b) *delegate authority to the Chief Executive Officer to commence the compulsory acquisition process of the lease over Lot 1 on RP183483 in accordance with the Acquisition of Land Act 1967*
- (c) *if agreement cannot be reached with the lessee on surrender of the lease, delegate authority to the Chief Executive Officer to make an application to the Minister for Natural Resources Mines and Energy to take the lease under section 9 of the Acquisition of Land Act 1967 provided that no objections are received and*
- (d) *delegate authority to the Chief Executive Officer to settle the claim for compensation, if the lease is compulsorily acquired.*

Carried unanimously.

8.6 MAY 2020 FINANCIAL PERFORMANCE REPORT

File No: Financial Reports
Author: Coordinator Financial Services
Business Performance Group
Attachments: Att 1 - May 2020 Financial Performance Report

Council Resolution (OM20/62)

Moved: Councillor E Hungerford
Seconded: Councillor W Johnston

*That Council receive and note the report titled "**May 2020 Financial Performance Report**".*

Carried unanimously.

**8.7 QUEENSLAND AUDIT OFFICE - FIRST INTERIM MANAGEMENT
REPORT FOR THE FINANCIAL YEAR ENDED 30 JUNE 2020**

File No: Financial Management
Authors: Coordinator Financial Accounting
Business Performance Group
Attachments: Att 1 - Queensland Audit Office - First Interim Report 2020

Council Resolution (OM20/63)

Moved: Councillor E Hungerford
Seconded: Councillor J Natoli

That Council receive and note the report titled "Queensland Audit Office - First Interim Management Report for the financial year ended 30 June 2020".

Carried unanimously.

8.8 AUDIT COMMITTEE MEETING 25 MAY 2020

File No: Council Meetings
Author: Manager Audit and Assurance
Office of the CEO
Appendices: App A - Audit Committee Minutes 25 May 2020
App B - 2020 - 2021 Internal Audit Work Plan

Council Resolution (OM20/64)

Moved: Councillor J Natoli
Seconded: Councillor E Hungerford

That Council:

- (a) receive and note the report titled "**Audit Committee Meeting 25 May 2020**" and
- (b) endorse the Audit Committee Minutes 25 May 2020 (Appendix A) and the 2020 - 2021 Internal Audit Work Plan (Appendix B).

Carried unanimously.

8.9 BRISBANE ROAD CAR PARK - UPDATE ON EXPRESSION OF INTEREST PROCESS

File No:	Council meetings
Author:	Head of Business and Innovation Business Performance Group
Appendices:	App A - Details of Agreements - <i>Confidential</i> App B - Details of Valuation - <i>Confidential</i>
Attachments:	Att 1 - Details of the engagement with Abacus Property Group Att 2 - Confidential details of engagement with Abacus Property Group - <i>Confidential</i> Att 3 - Valuation Report - <i>Confidential</i> Att 4 - Strategic Assessment against Planning Scheme report

As required by s175E of the *Local Government Act 2009*, Councillor M Jamieson informed the meeting of a personal interest in relation to matters to be considered in item 8.9 Brisbane Road Car Park – Update on Expression of Interest Process.

Councillor M Jamieson set out the following in relation to this interest:

1. *My superannuation fund holds a 25% interest in a commercial property situated on the corner of The Esplanade and Venning Street at Mooloolaba, which is approximately 700 metres in walking distance from the Brisbane Road Car Park site; and*
2. *Dennis Wagner, who is a shareholder in a company which may be advantaged or disadvantaged by the decision which Council makes on this matter, volunteered to speak on the subject of Airports at my campaign launch which I held on 12 February 2016.*

Mr Wagner is not a professional public speaker, he is not paid for his services and he provided his speech on an entirely voluntary basis. As such, this is not a reportable gift.

However, on the basis of Mr Wagner having attended my campaign launch in 2016, I have decided that out of an abundance of caution and in consideration of the public interest, I will withdraw from the Chamber and not participate in the deliberation and vote on Agenda Item 8.9.

As required by s175E of the *Local Government Act 2009*, Councillor M Jamieson informed the meeting of a personal interest in relation to matters to be considered in item 11.1 Confidential Not for Public Release – Planning Appeal, Beerburrum.

Councillor M Jamieson set out the following in relation to this interest:

- *Ms Heather Cardaci worked on my electoral campaigns in 2012 and 2016 and is also a submitter on the original development application that is the subject of this appeal.*

I have decided therefore, that out of an abundance of caution and in consideration of the public interest, I will withdraw from the Chamber and not participate in the deliberation and vote on this matter.

The Mayor vacated the Chair and left the meeting. The Deputy Mayor took the Chair at this time.

As required by s175G(2) of the *Local Government Act 2009*, Councillor P Cox informed the meeting that he believed Councillor J Natoli did have a perceived conflict of interest relating to item 8.9 Brisbane Road Car Park – Update on Expression of Interest Process.

Councillor P Cox set out the following in relation to this interest:

I am of the view Councillor Natoli has demonstrated that his position on the matters that are the subject of the report, are so entrenched that he is incapable of considering and making an objective decision in the public interest on a lawful and compliant procurement process.

I draw Councillors attention to the following statement on Councillor Natoli's website:

"Now that the land has been split into two, how will Council ever be able to recoup that cost. If I am elected, I will do everything in my power to stop the sale of this land until Council undertakes a full review".

Councillors, you have all been privy to the comments that Councillor Natoli has made in our briefing sessions and in the media on this matter.

You have also been privy to the barrage of questions that Councillor Natoli has posed to Council officers over the course of this last week.

Many of those questions appear to be seeking any possible opportunity to frustrate the prospect of the recommendations in this report being accepted by Council.

You are also aware that this current procurement process has been robust, fully compliant with the Councils Procurement Policy and overseen from its inception by an Independent Probity Advisor, who has confirmed the acceptability of the processes that have led to this recommendation coming before Council.

In my view, the actions by Councillor Natoli demonstrate he is not able to make an objective and unbiased decision on this report in the public interest, because his actions suggest he has pre-judged the proposal and is seeking to prevent it from being supported by Council.

In this context Councillors, I wish to draw your attention to the publication from the Office of Independent Assessor titled "Personal Interests and Official Responsibilities – A Guide for Councillors". On page 9 of that publication, the Office of the Independent Assessor goes on to say:

'If there are concerns about a Councillor's views, the correct approach is to consider whether that Councillor has 'pre-judged' the matter. That is, are a Councillor's opinion and views so entrenched and cemented that they are incapable of changing their mind even in the face of compelling evidence and arguments.

Councillors should also be mindful of their obligations under sections 4 and 12 of the Local Government Act, including the requirement to make decisions in the interests of the current and future residents of the whole of the Local Government area.'

Councillors, on the basis of the information I have outlined to you today, I believe that Councillor Natoli has an undisclosed perceived conflict of interest in relation to this proposal that is currently before Council in relation to the Brisbane Road Car Park site.

Council Resolution

Moved: Councillor P Cox
Seconded: Councillor J O'Pray

That in accordance with s175E(4)(a) of the Local Government Act 2009, Councillor J Natoli has a real or perceived conflict of interest in matters that are to be considered in item 8.9 Brisbane Road Car Park – Update on Expression of Interest Process.

For: Councillor R Baberowski, Councillor T Landsberg, Councillor P Cox, Councillor E Hungerford and Councillor J O'Pray.

Against: Councillor W Johnston, Councillor C Dickson, Councillor M Suarez and Councillor D Law.

Carried.

In accordance with s175E (4) of the *Local Government Act 2009*, Councillor J Natoli did not vote on this motion.

Councillor M Jamieson was absent for the vote on this motion.

Council Resolution

Moved: Councillor C Dickson
Seconded: Councillor J O'Pray

That in accordance with s175(4)(b)(ii) of the Local Government Act 2009, Councillor J Natoli may participate in the meeting in relation to item 8.9 Brisbane Road Car Park – Update on Expression of Interest Process, including by voting on the item.

For: Councillor R Baberowski, Councillor T Landsberg, Councillor W Johnston, Councillor C Dickson, Councillor E Hungerford, Councillor J O'Pray, Councillor M Suarez and Councillor D Law.

Against: Councillor P Cox.

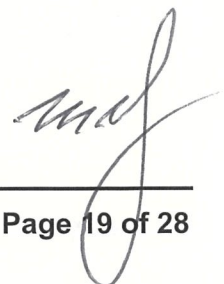
Carried.

In accordance with section 175E(4) of the *Local Government Act 2009*, Councillor J Natoli did not vote on this motion.

Councillor M Jamieson was absent for the vote on this motion.

Meeting was adjourned at 1:03pm.

Meeting resumed at 1:35pm.



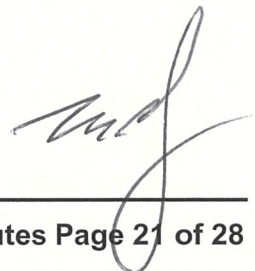
Council Resolution (OM20/65)**Moved:** Councillor P Cox**Seconded:** Councillor E Hungerford*That Council:*

- (a) *receive and note the report titled “**Brisbane Road Car Park – Update on Expression of Interest Process**”*
- (b) *authorise the Chief Executive Officer to execute the Development Agreement, and other associated agreements, with the Preferred Respondent*
- (c) *authorise the Chief Executive Officer to make public the name of the Preferred Respondent at the conclusion of the Ordinary Meeting on 25 June 2020 and*
- (d) *authorise the Chief Executive Officer to, following execution of the Agreements, make public the sale price for the land as identified in Appendix A and the valuation data in Appendix B.*

For: Councillor R Baberowski, Councillor T Landsberg, Councillor P Cox, Councillor W Johnston, Councillor C Dickson, Councillor E Hungerford, Councillor J O'Pray, Councillor M Suarez and Councillor D Law.**Against:** Councillor J Natoli.**Carried.****Councillor M Jamieson was absent for the discussion and vote on this motion.****Councillor P Cox raised a point of order noting that Councillor J Natoli was discussing material not related to the item. The Chair upheld the point of order.****Council Resolution****Moved:** Councillor J O'Pray**Seconded:** Councillor T Landsberg*That Council grant Councillor J Natoli an extension of time for five minutes to speak further to the motion.***Carried Unanimously.****Councillor M Jamieson was absent vote on this motion.**

9 NOTIFIED MOTIONS

Nil



10 TABLING OF PETITIONS**10.1 PETITION - CALOUNDRA RSL MEMORIAL GARDEN**

Author: Councillor T Landsberg
Elected Member

Council Resolution (OM20/66)

Moved: Councillor T Landsberg
Seconded: Councillor P Cox

That Council resolve the petition tabled by Councillor T Landsberg relating to the Caloundra RSL Memorial Garden be received and referred to the Chief Executive Officer to determine appropriate action.

Carried unanimously.

Councillor M Jamieson was absent for the vote on this item.

10.2 PETITION - LAND USE - 5 TEEWAH STREET DICKY BEACH

Author: Councillor T Landsberg
Elected Member

Council Resolution (OM20/67)

Moved: Councillor T Landsberg
Seconded: Councillor E Hungerford

That Council resolve the petition tabled by Councillor T Landsberg relating to the Land Use - 5 Teewah Street Dicky Beach, be received and referred to the Chief Executive Officer to determine appropriate action.

Carried unanimously.

Councillor M Jamieson was absent for the vote on this item.

10.3 PETITION - NOISE COMPLAINT FOR SERENITY CIRCUIT AND SARINA PLACE, SUNSHINE COVE

**Author: Councillor J O'Pray
Elected Member**

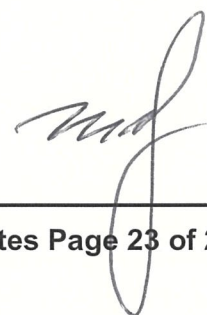
Council Resolution (OM20/68)

**Moved: Councillor J O'Pray
Seconded: Councillor C Dickson**

That Council resolve the petition tabled by Councillor J O'Pray relating to noise complaints for Serenity Circuit and Sarina Place, Sunshine Cove, be received and referred to the Chief Executive Officer to determine appropriate action.

Carried unanimously.

Councillor M Jamieson and Councillor T Landsberg were absent for the vote on this item.



PERSONAL INTEREST – CONFIDENTIAL ITEMS

Councillor M Jamieson earlier informed the meeting of a personal interest in relation to matters to be considered in item 11.1 as recorded on page 17 of these Minutes.

As required by s175E of the *Local Government Act 2009*, Councillor C Dickson informed the meeting of a personal interest in relation to matters to be considered in item 11.1 Confidential Not for Public Release – Planning Appeal, Beerburum.

Councillor C Dickson set out the following in relation to this interest:

- *A relative living in close vicinity of the development.*

Councillor C Dickson advised that he would leave the Chamber and not participate in the discussion or vote on this matter.

Councillor C Dickson left the meeting.

11 CONFIDENTIAL SESSION

CLOSURE OF THE MEETING TO THE PUBLIC

Council Resolution

Moved: Councillor W Johnston
Seconded: Councillor E Hungerford

That the meeting be closed to the public pursuant to section 275 (1) (f) of the Local Government Regulation 2012 to consider the following items:

11.1 *Confidential - Not for Public Release - Planning Appeal - Beerburrum*

Carried unanimously.

Councillor M Jamieson and Councillor C Dickson were absent for the vote on this motion.

RE-OPENING OF THE MEETING TO THE PUBLIC

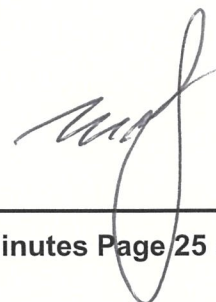
Council Resolution

Moved: Councillor P Cox
Seconded: Councillor E Hungerford

That the meeting be re-opened to the public.

Carried unanimously.

Councillor M Jamieson and Councillor C Dickson were absent for the vote on this motion.



**11.1 CONFIDENTIAL - NOT FOR PUBLIC RELEASE - PLANNING APPEAL -
BEERBURRUM**

File No: Council meetings
Authors: Coordinator Appeals Management
Customer Engagement & Planning Services Group
Solicitor
Office of the CEO

In preparing this report, the Chief Executive Officer recommends it be considered confidential in accordance with section 275 (1)(f) of the *Local Government Regulation 2012* as it contains information relating to starting or defending legal proceedings involving the local government.

This report deals with a current legal appeal. The report discusses Councils negotiations strategy, and this information would compromise the strategy and prospects of success if it were reported publicly.

Council Resolution (OM20/69)

Moved: Councillor R Baberowski
Seconded: Councillor E Hungerford

That Council delegate authority to the Chief Executive Officer to continue to progress the planning appeal in Beerburrum.

For: Councillor R Baberowski, Councillor T Landsberg, Councillor J Natoli,
Councillor W Johnston, Councillor E Hungerford, Councillor J O'Pray
and Councillor M Suarez.

Against: Councillor P Cox and Councillor D Law.

Carried.

Councillor M Jamieson and Councillor C Dickson were absent for the discussion and vote on this item.

12 NEXT MEETING

The next Ordinary Meeting will be held on 23 July 2020.

13 MEETING CLOSURE

The meeting closed at 4:31pm.

Confirmed 23 July 2020.


CHAIR

14 APPENDICES

8.2 INFILL DEVELOPMENT INCENTIVES POLICY REVIEW - APP A - INFILL DEVELOPMENT INCENTIVES POLICY - EXTENSION

8.8 AUDIT COMMITTEE MEETING 25 MAY 2020 - APP A - AUDIT COMMITTEE MINUTES 25 MAY 2020

8.8 AUDIT COMMITTEE MEETING 25 MAY 2020 - APP B - 2020 - 2021 INTERNAL AUDIT WORK PLAN