



Murray Darling Association Inc.

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Ordinary Meeting of the Board
Time and Date: Monday 26/09/2016 10.00am
Location: Skype

MINUTES - MEETING No. 360

1. ATTENDANCE

1.1 Present

Region	Chair	Council	
1	Cr David Thurley	Albury City Council	Skype
3	Cr Leigh Byron	Balranald Shire Council	Phone
5	Russell Peate	Mid-Murray Council	Skype
6	Cr Barry Featherston	Alexandrina Shire Council	Skype
7	Cr Peter Jamieson	Port Adelaide Enfield Council	Phone
9	Cr Paul Maytom	Leeton Shire Council	Phone
	Jackie Kruger	Leeton Shire Council	Phone
10	Cr Craig Davies	Narromine Shire	Skype
10	Greg Lamond	Narromine Shire Council	Skype
	Emma Bradbury	MDA	Skype
	Peter Gray	MDA	Skype

1.2 Apologies

Region	Chair	Council	
2	Des Bilske	Edward River Council	
4	Gerard José	Mildura RRC	
4	Peter Kozlowski	Wentworth Shire Council	

** Meeting did not commence until 10.20am due to technical difficulties.

1.3 Declaration of Interests and Conflicts

Emma Bradbury – declared an interest in item 3.2. Will be absent for this item.

2. PREVIOUS MINUTES

2.1 Meeting held Friday 19th August on 10.30am AEST via Skype

Motion: That the minutes be accepted

B Featherston/ P Maytom

Carried

3. BUSINESS ARISING

3.1 Annual Report – regional submissions

Generally agreed that regional submissions will not be included in this year's annual report. CEO to write a brief summary of the issues.

3.2 Conference update

CEO provided an update noting progress made following the trip to Dubbo. Presenters now confirmed. Study tour details finalized. Welcome reception will be held at the Old Dubbo Gaol. Programs are available on the website. Registrations are currently still low. Emma encouraged all board members to get the information out throughout their regional networks.

Action Item: Cr Craig Davies to provide a brief biography and picture for inclusion in the Conference Speakers Biographies

3.2.1 Motions

CEO read the motions. Further discussion on Motion 1 – adoption of the revised constitution. Following further discussions among their executive, Region 6 have proposed a number of amendment to further refine the wording of the proposed constitution. Key amendments include explicit reference to environmental health in the vision statement; further work on defining proxy arrangements; and a number of grammatical corrections.

Action Item: Cr Barry Featherston to provide a marked-up copy for Emma to distribute with the minutes.

Action Item: Board members to respond via email by the end of the week with their acceptance or otherwise of these amendments.

Clarification was sought as to the process for the proposal of the previously discussed alternate motion regarding the voting equity principle.

Action Item: Jackie Kruger – GM to propose a wording/briefing paper for the motion, and will be available to touch base with Andrew Sherman and Emma to ensure it is worded so as to be implementable.

3.3 CEO Remuneration [Confidential]

Emma Bradbury left the meeting at _____ .

Emma has requested that a memo be provided explicitly authorizing an increase to her current rate of remuneration, for placement on her file, before the increase takes effect – currently scheduled for October. This process is usually a matter dealt with between the Chairman and CEO, with reference to the treasurer. However, in the absence of unanimity between the Chair and Treasurer, this matter is referred to the board for discussion and resolution.

Background: Emma is currently on a remuneration package that is acknowledged by this board to be between \$32,000 to \$62,000 below the rate of remuneration for comparable roles. (see finance report June 16). Emma has achieved two consecutive positive performance appraisals during her time in the role, and has delivered on and exceeded all set KPI's. There has been no increase in her remuneration since her appointment in 2014.

Emma will be concluding her term as a councillor with the Shire of Campaspe next month, and will not stand for re-election providing her with the time and capacity for greater focus on her role with the MDA. On making the decision earlier this year, she discussed this with the Chairman of the Board and made the request that her remuneration rate be adjusted consistent with the loss of income from council and commensurate with the increased time commitment.

This adjustment to Emma's remuneration package was reflected in the 2016/17 budget adopted by the

board at the June meeting. However, no specific motion or recommendation was put to the Board. This is consistent with standard practice, such matters usually being managed between the Chair and CEO, with reference to the treasure.

Motion: That the board approve an increase in the CEO's remuneration package as per the adopted 2016/17 budget.

B Featherston/D Thurley

Alternate motion: That the planned increase be deferred until the board meet face to face in Dubbo.
P Jamieson/ P Maytom This motion was lost (on the Chairman's casting vote).

Original motion was put and carried.

Emma returned to the meeting at _____

It was noted that the communication platform had made communications exceedingly challenging for this item.

Motion: That the meeting be suspended and the balance of the items heard the next meeting.
L Byron/B Featherston Carried

In closing, the board acknowledged the valuable contribution by both Cr Myers, Region 5 and Murray Wood, Region 10 to the steady leadership of those Regions his considered input to this board, Welcome Russell Peate to the board and thank him for his council's commitment to the objectives and purpose of the MDA.

Action Item: MDA letters of thanks.

4. CLOSE