



Ordinary Meeting of Council Attachments

Monday 14 October 2024

Council Chamber

ATTACHMENTS

CHIEF FINANCIAL OFFICER

1. **Formal consideration of Annual Report 2023/24**

Attachment 1: Maroondah City Council Annual Report 2023/243



Maroondah City Council Annual Report 2023/24



Annual Report 2023/24



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Acknowledgment of Country

We, in the spirit of Reconciliation, acknowledge the Wurundjeri People of the Kulin Nation as Traditional Custodians of the land now known as the City of Maroondah, where Indigenous Australians have performed age old ceremonies. We acknowledge and respect their unique ability to care for Country and their deep spiritual connection to it. We pay our respects to their Elders, past, present and emerging.

Cover: Maroondah Edge

Welcome to the Maroondah City Council Annual Report 2023/24

The Maroondah Annual Report details the achievements, performance, and financial management of Maroondah City Council for the 2023/24 financial year. Maroondah City Council is committed to transparent reporting and being accountable to the local community.

This Annual Report highlights to the Maroondah community, Council's performance during the financial year measured against the *Council Plan 2021-2025 (2023/24 Update)* and the *Annual Budget 2023/24*.

The Local Government Act 2020 states that all Victorian Councils must prepare an annual report in respect of each financial year including: a report of Council's operations, audited performance

statement, audited financial statements, and copies of the auditor's reports on the performance and financial statements. The Audit and Risk Committee reviewed these financial statements at its meeting on 21 August 2024. Council endorsed the financial report in principle at its meeting on 16 September 2024.

The Standard and Performance Statements were certified by the Principal Accounting Officer (Manager Finance and Commercial), the Chief Executive Officer and two nominated Councillors. The Victorian Auditor General's office has certified the Performance Statement and the Financial Report including the Standard Statements.

How to use this Annual Report

The 2023/24 Annual Report is divided into seven sections:

1	Our Highlights	Provides reflections from the Mayor and CEO and outlines key capital works and initiative highlights during 2023/24.
2	Our City	Profiles the City of Maroondah, details our vision, and Council's integrated planning framework.
3	Our Council	Details our Councillors, their Wards and Council as an organisation.
4	Our Performance	Identifies 2023/24 achievements relating to Council's eight outcome areas outlined in the <i>Council Plan 2021-2025 (2023/24 Update)</i> . Each outcome area includes information on achievements, challenges, future directions, interesting facts and statistics, as well as Council's performance against the commitments identified in the Council Plan.
5	Corporate Governance	Reports on governance processes/procedures and risk management.
6	Statutory Information	Provides information linked to statutory requirements including the Victorian Local Government performance indicators
7	Financial Report	Includes detailed financial statements which fulfil Council's legislative reporting requirements.

Our highlights

Message from the Mayor and Chief Executive Officer

We are pleased to present the Maroondah City Council *Annual Report 2023/24* to the Maroondah community and to the Minister for Local Government.

While the Annual Report reflects on Council's activities during 2023/24, we continue to have our sights firmly set on the future. To ensure we are well placed, we have successfully completed the third year of the current four-year Council Plan and updated the Year 4 Council Plan in June 2024.

The *Council Plan 2021-2025* has been updated to reflect the Year 4 initiatives, based on the community directions in *Maroondah 2040 - Our future together*, and a range of community consultation activities undertaken throughout 2023/24.

And as we look to the future, we have taken the time to review and develop a new community vision. Over the past 12 months Council has worked with the community, key stakeholders and partners to ensure that the new Maroondah 2050 vision captures the hopes and aspirations of the Maroondah community as we look ahead to the year 2050. The new vision will be completed in the first year of the new Council term.

Other strategic and long-term planning has also taken place resulting in the completion of the *Maroondah Physical Activity Strategy 2024-2029*; *Maroondah Extended Outdoor Dining Policy*; *Public Toilet Policy 2024-2029*, and the *Stadium Sports Strategy*.

Council has also continued to work with our community to implement the actions and outcomes from the *Maroondah COVID-19 Recovery Plan*, which was recognised within the sector winning the 2022 LGPro Corporate and Community Planning Award.

We have continued to plan for the future of our two key Activity Centres. The Ringwood Metropolitan Activity Centre (MAC) Masterplan 2018 was completed in December 2021 when the Victorian Government gazetted Amendment C130 to the Maroondah Planning Scheme. Development in the Ringwood MAC is continuing to take shape in response to the land use guidance in the Masterplan, with approximately \$360 million of investment over the past 12 months. This includes the new commercial building on Bond Street, Ringwood; the commencement of the new Activity Centre Carpark adjacent to the station on Bedford Road, and significant new developments along Maroondah Highway.



Council has continued to work with key stakeholders, user groups and the community on the development of the Croydon Structure Plan and the Croydon Community Wellbeing Precinct. The Structure Plan is nearing completion and will respond to the expected population growth with Main Street continuing to serve as an important local destination. As planning progresses for the Community Wellbeing Precinct, we celebrated the completion of the Community Hub in July 2023, which is now home to a range of community groups including Croydon Central Kindergarten, Maroondah Occasional Care, Croydon U3A, Croydon Senior Citizens Centre, Maroondah Community Assist and Council's Maternal and Child Health Service. The detailed design for the Cultural Hub continues to progress, with Federal funding of \$5 million contributing towards the arts and cultural space, we look forward to construction commencing in late 2024.

Our advocacy work with the Victorian and Australian Governments continued to seek funding opportunities for a range of significant projects that will benefit the Maroondah community. Commitments during 2023/24 include Australian Government funding of \$1.35 million for major traffic safety improvements at Eastfield Road, Morinda Street and Railway Avenue, Ringwood East. The Victorian Government has committed \$1 billion for a new Maroondah Hospital and Council is advocating to the government to ensure improved outcomes for the Maroondah community from the project delivery. We also continue to work with the Level Crossing Removal Authority to ensure excellent outcomes from the removal of crossings at Dublin Road, Bedford Road and Coolstore Road and from the construction of new stations at Croydon and East Ringwood, due for completion by the end of 2024.

Regional partnerships and initiatives continue to be a focus to ensure we get the best outcomes for the Maroondah community. This includes actively supporting the Eastern Regional Group of Councils (ERG), which works collaboratively to achieve integrated advocacy and planning as well as joint procurement for shared services, which is supported by a four-year plan.

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The ERG works closely with other regional groups including the Eastern Alliance for Greenhouse Action, Eastern Affordable Housing Alliance and the Homelessness and Social Housing Group Charter.

While the coronavirus (COVID-19) pandemic had a profound impact on our community and organisation, Council continued to provide most of its services during the various stages of government restrictions over the three-year period (2020, 2021 and 2022). However, the long-term closures, and short reactive shutdowns combined with continued restrictions well in to 2022 resulted in cumulative financial losses to Council of approximately \$30 million from the long-term closure of our leisure facilities, and a redirection of resources and/or funding to respond to impacts of the pandemic over this three year period.

Council's 2023/24 Budget and Long Term Financial Strategy (LTFS) continued to be based on sound financial management, as well as an understanding of the rising cost of living facing ratepayers, while managing the ongoing financial impacts of the pandemic. The LTFS outlines Council's projected financial position for the next 10 years and provides a guide to the community, Council, and management in their analysis of options and decision-making about the future directions and operations of Council.

The LTFS demonstrates our long-term financial sustainability and ensures we can continue to invest in community facilities and services while operating within the rate cap environment as set out in *The Local Government (Fair Go Rates) Act 2015*. Maroondah City Council complied with the Victorian Government's 2023/24 rate cap of 3.5 per cent over the average property rate of Council.

We are very proud of the work that has been achieved over the past twelve months by the organisation, in partnership with the Councillors and the community. Council has continued its best practice service delivery while ensuring prudent financial management and investment in Council's employees to ensure they have the skills, knowledge and tools to meet the needs of the Maroondah community. The significant achievements of the past year should be celebrated and are detailed throughout this report.

We commend it as a record of the extent of what has been accomplished to ensure our City, and the Maroondah community, continues to be active, prosperous, vibrant, sustainable, accessible, thriving, inclusive and empowered.

Key highlights

Adoption of Community Local Law 2023

Councils use Local Laws to respond to issues and community needs within a municipality, complementing responsibilities and powers under both state and federal laws. The review of the Local Law 11 commenced in April 2022 with a thorough community engagement process to better understand community needs regarding public safety and amenity issues. The information and feedback was used to inform the development of the Community Local Law 2023 (renamed), which came in to effect on 1 November 2023.

Creating a safer community

A number of activities have taken place to create a safer Maroondah community, including: promoting awareness about elder abuse; implementation of the Victorian Child Safe Standards; participating in the 16 Days of Activism Against Gender Based Violence; improved referral relationships and pathways for our Maternal and Child Health service; online safety workshops; participating in the Re-Capture Equity project which gathers positive and diverse images of Maroondah residents for use in our publications and online channels; and the continuation of the Maroondah Liquor Accord and the Alliance for Gambling Reform.

Improvements to sporting and multipurpose facilities

As a result of funding Council, in partnership with the Australian Government and the Victorian Government, completed several significant multipurpose pavilion redevelopments across Maroondah.

Maroondah Edge, a new 5 lane indoor cricket training centre was opened in July 2023. The \$4.5 million facility was funded in partnership with the Victorian Government and adds to the first class sporting facilities at Jubilee Park, Ringwood. Seamlessly co-located with the recently completed RO Spencer Pavilion redevelopment, and winner of the Cricket Australia Community Facility of the Year Award 2023, this unique centre is also a hub for women's cricket in Victoria.

A new multipurpose pavilion at JW Manson Reserve was formally opened in July 2023. The \$4.5 million redevelopment was funded in partnership with the Victorian Government and supports the cricket, soccer and football teams who use the reserve. The double storey facility includes a large social space, kitchen, kiosk, female friendly change rooms, accessible amenities and storage.

Several new facilities were also completed over the past twelve months, including the new \$580,000 Town Park sportsfield; and the installation of new sportsfield lighting at East Ringwood Reserve (Victorian Government funding) and Croydon Park (Australian Government funding).

Improvements to scout halls were also completed at BJ Hubbard Reserve, Ringwood North and Hughes Park, Croydon North.

Physical Activity Strategy 2024-2029

This strategy outlines Maroondah's current level of participation in regular physical activity and highlights specific cohorts that face the most challenges to participation. It outlines opportunities for Council to mitigate these barriers and to support Maroondah's least active residents to move more often. Council continues to manage a range of successful events and regular activities such as Run Maroondah, Maroondah Night Run, and a variety of low impact and walking sports to try in a friendly, non-competitive environment; as well as a Movement Expo at Maroondah Nets.

COVID-19 Recovery

The Victorian Government pandemic declaration ended in October 2022 and the UN World Health Organisation declared an end to the public health emergency in May 2023. Council continued to manage and implement a coordinated relief and recovery framework in response to the ongoing impacts of the coronavirus (COVID-19) pandemic, referencing the Maroondah COVID-19 Recovery Plan. The Plan has a range of Priority Actions based on input from over 2800 responses to various community consultation activities, local social and economic data, and feedback from local agencies, organisations, and specialist advisory committees. Council has worked in partnership with other levels of government, local organisations and agencies to support a community led recovery. Further information can be found throughout this report.

Maroondah Extended Outdoor Dining Policy

Adopted in September 2023, the Maroondah Extended Outdoor Dining Policy responds to learnings and feedback from business owners and the community over the past few years. First introduced in response to COVID restrictions, outdoor dining has contributed positively to the social and economic vibrancy of our neighbourhood activity centres. The Policy puts a longer-term framework in place to support local hospitality businesses and for our community to enjoy outdoor dining.

Bayswater Business Precinct Transformation Strategy

The Bayswater Business Precinct (BBP) is home to more than 5,000 businesses and employs over 30,000 people, spanning Maroondah, Knox and Yarra Ranges councils, over 70 per cent of workers within the BBP live in one of these three municipalities.

Maroondah City Council is working in partnership with Knox and Yarra Ranges councils and is implementing the Bayswater Business Precinct Transformation Strategy, adopted in December 2022. The Strategy aims to maintain and strengthen the economic value of the BBP in the eastern region and to transform this vital economic asset into a dynamic, future-focused precinct to create high-value employment opportunities, robust local supply chains, business diversification and strategic investment attraction.

Another successful Maroondah Festival and Kinder Expo

Approximately 20,000 members of the community visited the Maroondah Festival in November 2023. The Festival was a huge success with a range of free family activities, interactive displays by Council service areas, and over 70 community groups showcasing their services through interactive displays and come and try activities. The annual Kinder Expo was held in March 2024 providing important information for families looking to enrol their children in kindergarten in 2025. The Expo also had Outreach Officers to support families from culturally and linguistically diverse backgrounds and provided a Q&A panel of early years experts.

Arts and Cultural Development Strategy 2020-2025

Council continued to implement the Arts and Cultural Development Strategy with key projects and focus areas including the delivery of public art commissions in Croydon and Ringwood; an Arts Activators youth arts program at Maroondah Federation Estate; and a range of collaborations with Mullum Mullum Indigenous Gathering Place spanning Reconciliation Week and NAIDOC Week. Regular arts programming has continued at our galleries and we continue to plan for the integration of arts and cultural facilities within the Croydon Community Wellbeing Precinct Cultural Hub.

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Food Organics Garden Organics service commenced

A range of initiatives have been undertaken as part of the Waste, Litter and Resource Recovery Strategy 2020-2030, including the commencement of the Food Organics and Garden Organics (FOGO) service in May 2023. Since commencing, and up to January 2024, Maroondah residents have collected an average of 200 additional tonnes of organic waste in their FOGO bins each month. In that same period, the FOGO service collected 1,640 tonnes more organic waste, or the equivalent of 205 additional truck loads, when compared to the same time in 2022.

Level crossing removals in Maroondah

Council continued to work in partnership with Level Crossing Removal Projects (LXRP) on the Bedford, Dublin, and Coolstore roads level crossing removal projects. Following project announcements and initial public consultation for both the Bedford and Dublin level crossing removals, the Bedford Road level crossing removal project has been enhanced to include a shared walking and cycling path connecting the Heathmont Rail Trail to Bedford Park alongside the Belgrave line.

The Bedford Road level crossing removal early works commenced in late 2022, with major construction works occurring throughout 2023/24. The removal of the level crossing was completed in March 2024.

Major construction works for the Dublin Road crossing removal in Ringwood East and the design for the new Ringwood East station commenced in 2022/23. Approximately 460 upgraded car parking spaces at Ringwood East Station will be provided, including 200 spaces funded by the Car Parks for Commuters program. Early 2024 saw the first trains run through the new rail trench under Dublin Road and the new Ringwood East Station was open to the community.

The level crossing removal at Coolstore Road in Croydon and new Croydon station design and construction have progressed during 2023/24, creating improved pedestrian and vehicle connections in the Croydon Activity Centre. New road connections under the rail line between Kent Avenue and Lacey Street were completed, replacing the Coolstore Road roundabout, with the new Croydon station expected to open mid August 2024.

Ringwood Activity Centre carpark

Construction of the \$33.2 million Ringwood Activity Centre carpark commenced in early 2024, funded in partnership with the Australian Government. Located adjacent to the Ringwood Station and bus interchange, the carpark will provide 320 parking spaces, including

accessibility bays and electric vehicle charging bays. The first stage of works saw the relocation of the remaining portion of the original Blood Brothers storefront to the prominent corner location on the site. Other carpark improvements were completed at Jubilee Park, Ringwood, HE Parker Reserve and Heathmont Reserve.

Maroondah Flood Map, drainage improvement and drainage flood mitigation programs

Council has been working with Melbourne Water to develop an updated flood map of Maroondah. This map will inform how Council manages its stormwater maintenance program, emergency management planning and capital works projects. Council's stormwater drainage network is designed to cater for most storm events, however in significant events the capacity of the stormwater drainage network can be exceeded, leading to stormwater flowing over land, along roads, through reserves and through private property depending on the landscape of the surrounding land. Understanding the areas affected is critical to reducing the impact of flooding on the community and will assist both Council and residents to prepare and plan for future developments and infrastructure improvement works. The Maroondah Flood Map was adopted in March 2024 following extensive community consultation and feedback.

Commercial Centres Improvement Program

As part of the 2023/24 Commercial Centres Improvement Program, and following consultation with traders at each centre, works have been successfully completed at Kent Avenue, Merrindale and Tintern Avenue Shopping Centres. Works at McAdam Square will be completed in mid 2024. A draft concept plan has been prepared to guide consultation with traders at the Bedford Road Shopping Centre for staged improvement works in 24/25.

New Council website launched

In August 2023, a new Maroondah City Council website was launched. This included a number of new features that improve the experience for our community when visiting the website including: My Area, an online mapping tool that assists with a range of localised information based on a residential address; Forms and Permits has undergone some major changes with easy to understand instructions, particularly useful where there are complex processes; and Your Maroondah, a new easy to use online portal for the community to create event and directory listings.

Awards and recognition

Maroondah City Council is proud to be recognised for its commitment to leadership and service excellence. A selection of the honours received during 2023/24 are highlighted below:

Winner – 2023 Victorian and National Australian Institute of Landscape Architects – Infrastructure

High Commendation – 2024 LGPro Awards for Excellence – Community Assets & Infrastructure Initiative

Re-Imagining Tarralla Creek is a \$9 million project, which has transformed the section of the creek between Dorset Road and Eastfield Road in Croydon. The project included creating a new waterway channel, planting of more than 80,000 trees, shrubs and grasses, a revitalised wetland, bird hide, informal creek crossings, gathering spaces, a new bridge and paths, and the Wurundjeri Sensory Garden. The Reimagining Tarralla Creek project was a joint initiative delivered by Melbourne Water, Maroondah City Council, Yarra Valley Water, Friends of Eastfield Park, the Victorian Government, and the Wurundjeri Woi-wurrung Cultural Heritage Aboriginal Corporation.

Commended – 2023 Cities Power Partnership Climate Awards – Community Choice Award

Finalist – 2023 Premier’s Sustainability Awards – Future energy-community champion Category

This award acknowledges our partnership work with Knox and Yarra Ranges councils on the provision of My Energy and Water Saver Kits. Available from local libraries, they allow residents to measure the energy, water use, and waste output of their homes, community buildings or businesses.

Commended – 2023 Planning Institute of Australia Awards – Strategic Planning Project

The Greening the Greyfields pilot project is a collaboration between Maroondah City Council and Swinburne University to address some of the opportunities available in, and challenges planning for, appropriate residential in-fill development on underutilised residential land within the municipality. The pilot focuses on two precincts within Maroondah and aims to deliver increased and improved housing outcomes, as well as improving the liveability of the precincts, including design, landscaping and open space outcomes, and walking and cycling connections.

Commended – 2023 Planning Institute of Australia Awards – Climate Change and Resilience

Schools first - a strategic planning approach to street tree planting has enabled the identification of key locations for prioritising street tree planting that target high-use walking routes with the most need for urban shading and microclimate improvements. It is particularly aimed at school children and their parents and carers walking to and from schools. This was done using ABS census data, innovative machine learning technology, spatial analysis and school-generated data. Maroondah City Council now has a strategic street tree planting program driven by liveability, wellbeing and climate resilience objectives. When fully implemented, our community will benefit from the cooler, calmer, more walkable and attractive streets to entice more families that live within walking distance to walk more often to school.

Winner – 2023 National Waste Innovation and Recycling Awards – Community Engagement Success of the Year

Council introduced its combined food and garden organics (FOGO) waste collection service in May 2023. It has been one of the biggest opportunities for Council to reduce carbon emissions, support sustainable food production and achieve its strategic aim of halving waste to landfill by 2030. Subsequent results included a high resource recovery rate, low contamination rate and one of the highest participation rates in Australia.

Highly Commended – 2023 LGPro Positive Ageing and Wellbeing Awards – Outstanding Program/Project, non-grant based

Gen Connect is an intergenerational program aiming to emphasise the benefits of building and maintaining meaningful relationships between children and seniors, promote inclusion and diversity, and create a sense of belonging. Developed in collaboration with Maroondah Occasional Care and Kerrabee (seniors supported social programs), it has been successful in removing barriers of ageism while increasing social connection in the community.

Winner – 2023 Cricket Australia Awards – Community Facility of the Year

Maroondah Edge, a new 5 lane indoor cricket training centre was opened in July 2023. The \$4.5 million facility was funded in partnership with the Victorian Government and adds to the first class sporting facilities at Jubilee Park, Ringwood, and seamlessly co-located with the recently completed RO Spencer Pavilion redevelopment.

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Australia Day awards

The Maroondah Australia Day Awards recognise the achievements of Australians and the contribution they make to the Maroondah community. The nomination process for the awards is open throughout the year, with the annual awards presented on Australia Day, and in three categories.

Maroondah’s Citizen of the Year was awarded to Catherine Gordon, who is a keen, dedicated and tireless volunteer for the Maroondah Volleyball Association. She is a driving force in growing participation at all levels within Maroondah Volleyball, and has been involved in many programs, activities and fundraisers.

Catherine is passionate about inclusiveness and has been instrumental in making sport accessible for all Australians and promoting community engagement and social inclusion in sport. She has held regular sitting volleyball activities, increased cultural participation and held LGBTQIA+ events.

Young Citizen of the Year was awarded to Satria Arbai, who is a passionate and dedicated advocate for disability rights. He has worked hard to raise awareness and understanding of the challenges faced by young people with a disability within the school community at Ringwood Secondary College.

His active involvement in the student-led Ringwood Activists for Disability (RAD) group, and presentations delivered to students have challenged misconceptions about people with a disability and promoted the importance of inclusiveness.

This advocacy has helped to improve the visibility of people with a disability within the school community and make Ringwood Secondary College a more inclusive and supportive environment.

The Community Event of the Year was awarded to the Language of Friendship

The sold out ‘Language of Friendship’ workshop was held on 23 February 2023 with over 700 bookings. Presented in partnership with URSTRONG, Maroondah Positive Education Network (MPEN) and Communities of Wellbeing,



Our 2024 Maroondah Australia Day Award recipients

the event showed how to support children to create healthy, feel-good social connections.

URSTRONG’s whole-school friendship strategy has improved the social climate in schools around the world, connecting over a million children, parents, and teachers with a common language of friendship.



Bill Wilkins Volunteer Award 2023 – Terri Verberne

The Bill Wilkins Volunteer Award recognises an individual who has provided excellent volunteer service and had a positive impact on the Maroondah community. The award is intended to enhance the public awareness and appreciation of the quality and depth of voluntary service in the Maroondah community.

The annual award is named in honour of Bill Wilkins OAM and Freeman of the City in recognition of his more than 75 years of volunteering in Maroondah.

Terri Verberne was awarded the 2023 Bill Wilkins Volunteer Award in recognition of her remarkable impact on Scouts communities across Maroondah and the wider region. As the Maroondah District Commissioner and Group Leader at the 3rd Ringwood East, Terri has overseen the largest Joeys, Cubs, Scouts and Venturer program in Maroondah for the last 23 years.

Terri is also the Regional Commissioner for Mount Dandenong and is responsible for the largest Scouts region in Victoria, overseeing more than 80 Scout groups across Maroondah, Yarra Ranges, Knox, Manningham, Monash, Cardinia and Whitehorse Council areas.

A much-loved and highly respected volunteer, Terri was awarded the Silver Koala by Scouts Victoria in 2019 – an extremely rare achievement – and was also named the 2022 Maroondah Citizen of the Year.

Community feedback and endorsement

The annual Community Satisfaction Survey, commissioned by the Victorian Government, is one of a range of tools used to measure Council's progress towards achieving *Maroondah 2040 - Our future together*. The Survey outcomes provide Council with important community feedback used to ensure its activities, programs, services and initiatives are meeting the priorities of the community.

Council's overall Community Satisfaction Survey result for 2024 highlights that the Maroondah community continues to rate Council's overall performance (66) at a significantly higher level (at the 95% confidence interval) than the state-wide average (54).

This outstanding result is evidence of the quality and effectiveness of Council's initiatives, programs, services, policy development, strategic planning, advocacy, community engagement and strategic leadership.

Other notable highlights from the 2024 survey when compared with the statewide average (comparison shown in brackets) include:

- Condition of sealed roads (11 rating points higher)
- Value for money (11 rating points higher)
- Informing the community (11 rating points higher)
- Making decisions in the interest of the community (10 rating points higher)
- Recreational facilities (8 rating points higher)
- Environmental Sustainability (7 rating points higher)

Community perceptions of Council performance regarding most services evaluated in the survey are consistent with 2023 results. The survey provider noted these Maroondah results are very positive in what has been a year of decline for many other Councils.

This Victorian Government initiated survey is just one of a range of tools used to measure Council's progress towards the vision and outcomes highlighted in *Maroondah 2040 - Our future together*. The survey is one of the processes by which Council receives important community feedback to ensure its activities are well targeted, performing efficiently and are relevant to the community. Council continues its commitment to continuous improvement and effective community consultation and encourages active involvement and participation to ensure we continue to be responsive to the needs and priorities of the community.



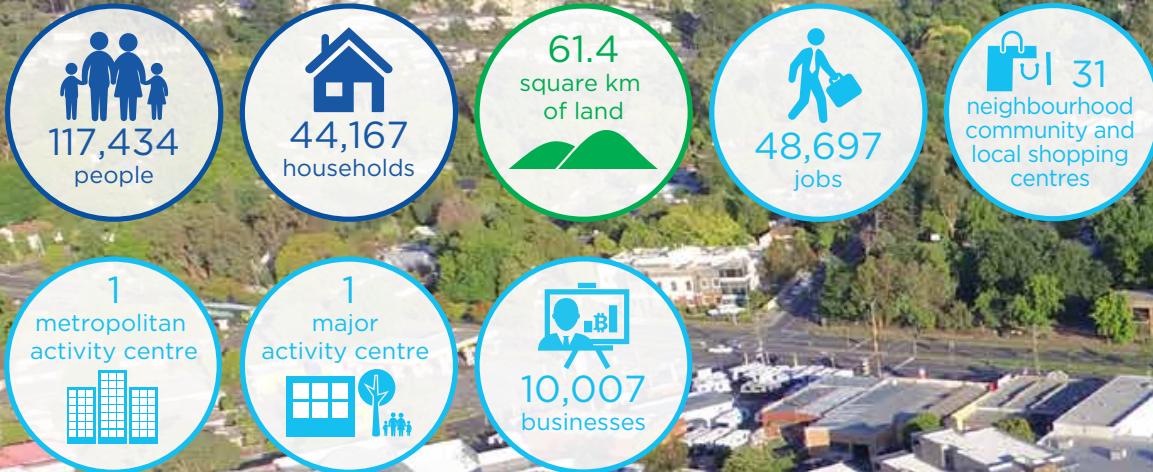
Cr Kylie Spears
Mayor



Steve Kozlowski
Chief Executive Officer

Maroondah at a glance

Maroondah is home to...



We provide...





Our city

The City of Maroondah covers a land area of 61.4 square kilometres in Melbourne’s outer east and is located 22 kilometres from the Central Business District. The area is a developed residential municipality, with an estimated population of 117,434 residents and 44,167 households, with an average of 2.66 people per household.

Maroondah includes the suburbs of: Bayswater North, Croydon, Croydon Hills, Croydon North, Croydon South, Heathmont, Kilsyth South, Ringwood, Ringwood East, Ringwood North and Warranwood. The city also includes small sections of Kilsyth, Park Orchards, Vermont and Wonga Park.

With little remaining land is available for greenfield residential development, future population growth will mainly be stimulated by housing consolidation and medium density housing development.

Maroondah has the strategic advantage of being located at the north-eastern junction of the Eastern Freeway – EastLink corridor. There are two train lines and many bus routes linking the city with other regions. Our sustainable transport links continue to expand, with on-road cycling paths and 39 kilometres of shared trails, including the Mullum Mullum Creek Trail, the EastLink Trail, Tarralla Creek Trail, the Box Hill to Ringwood Rail Trail, and the Dandenong Creek Trail.



Location of the City of Maroondah



Aerial view along Maroondah Highway with Realm and Ringwood Station in the foreground, looking towards the Melbourne CBD

Our history

For more than 35,000 years the Wurundjeri Woiwurrung People of the Kulin Nation were the Traditional Custodians of the land now known as the City of Maroondah. The Wurundjeri People have a deep spiritual connection to the land and waterways, and a unique ability to care for Country.

Kulin Nation refers to an alliance of five tribes (language groups) who live across a geographical area which encompasses Melbourne and its outer regions. Their collective territory extends around Port Phillip and Western Port bays, up into the Great Dividing Range and the Loddon and Goulburn River valleys. The five Kulin Nation language groups are:

- Boonwurrung (Boon-wur-rung)
- Dja Dja Wurrung (Jar-Jar-wur-rung)
- Taungurung (Tung-ger-rung)
- Wathaurung (Wath-er-rung)
- Woi wurrung (Woy-wur-rung)

These language groups were connected through shared moieties (where everything is split in half but must come together to form a whole), Bunjil (wedge-tailed eagle) and Waa (crow). Bunjil is the creator spirit and Waa the protector of the waterways.

The Wurundjeri People take their name from the Woiwurrung language word 'wurun' meaning the Manna Gum (*Eucalyptus Viminalis*) which is common along 'Birrarrung' (the Yarra River), and Djeri the grub, which is found in, or near the tree.

The Traditional Country of the Wurundjeri Woiwurrung People is defined by natural and environmental features, most significantly by water. The direction of the water flow provides a clear indication of the shape of Country and reflects the cultural understanding of the Wurundjeri People as the "people of the Birrarung" (Yarra River). The Birrarung and the waters flowing into it are the Traditional Country of the Wurundjeri Woiwurrung People.

The name 'Maroondah' is an Aboriginal word meaning 'leaf' which symbolises the green environment of the municipality.

European settlers began arriving in the area in the 1830s and started using the land for grazing cattle. The original Ringwood village emerged in the mid to late 19th century, following the initial sale of land and the local proliferation of grazing, fruit growing, antimony mining and brick making activities.

The first constructed road through the area led to Mount Dandenong and was known as Sawmill Road, it was then renamed to Oxford Road, and finally it was given its current name of Mount Dandenong Road. The area gradually became better known, as it was used by bullock teams heading for the gold fields in Woods Point and the Great Dividing Range.

In 1861 the railway line from Melbourne commenced its eastward development, extending towards Lilydale through Ringwood and Croydon, in December 1882. This resulted in the development of township facilities, including local churches, banks, and schools to accommodate the growing population. The rail line to Ferntree Gully followed soon afterwards.

The Borough of Ringwood was proclaimed in 1924 and coincided with the electrification of the railway line, encouraging township development and subdivision. Electric trains were in service between Ringwood and Croydon in 1924 and were extended to Lilydale in 1925.

Originally, Croydon was part of the Shire of Lillydale's South-West Riding. Unlike some neighbouring towns, it was not planned by the Department of Crown Lands and Survey but eventuated from the private subdivision of crown land in the Parishes of Warrandyte, Mooroolbark, and Ringwood. Due to its population density, the severance of Croydon from the Lillydale Shire was requested in 1957. The Shire of Croydon was subsequently declared in 1961.

Considerable suburban expansion during the post-war period gave rise to the declaration of the City of Ringwood in 1960. Eastland was established in 1967 as a major (new format) retail centre. In 1971 the City of Croydon was declared, reflecting increased residential development and population growth in the area.

Maroondah City Council was formed on 15 December 1994 by the amalgamation of the former Cities of Croydon and Ringwood, as well as parts of the former Shire of Lilydale and the former City of Doncaster and Templestowe.

Our community

Maroondah has an estimated population of 117,434 residents, 44,167 households, with a higher proportion of persons aged 60 or older than Victoria, and a similar proportion of children aged under 18, in comparison to the State¹.

Compared to metropolitan Melbourne, Maroondah has a slightly higher proportion of residents aged 50 years and over and a lower proportion of residents aged between 20 and 39².

Maroondah residents feel higher levels of trust than the Victorian average and have a higher level of feeling valued by society³.

734 Maroondah residents identified as being an Aboriginal and/or Torres Strait Islander person⁴. However, the number of Aboriginal and/or Torres Strait Islander people with a significant connection to Maroondah, that is those that have a cultural heritage connection and/or live, work, or play in the municipality, is likely to be higher.

Maroondah is an increasingly culturally and linguistically diverse community. According to the 2021 ABS Census, almost twenty five percent of Maroondah residents are born overseas. The most common countries of birth are China, India, Myanmar, Iran and Malaysia⁵.

There is a strong sense of community participation in Maroondah illustrated by the many committed volunteers who give their time to a diverse range of activities and pursuits. More than two thirds of parents in Maroondah are actively involved in their local schools and one third of Maroondah's residents are members of an organised community group. Council itself has approximately 431 volunteers and there are 13,938 across the municipality (2021 ABS Census).

Our environment

Maroondah is home to 653 hectares of open space in the form of reserves, conservation areas, regional parks, trails, sporting fields, neighbourhood parks, recreational open space and more.

The city has 578 parks and reserves with 53 sporting ovals, two golf courses, 131 public playgrounds, three skate areas, and five outdoor exercise equipment locations. Enhanced mobility as well as being connected is supported by 39 kilometres of shared trails across the municipality. Maroondah's 46 bushland reserves offer residents and visitors the enjoyment of wildflowers, diverse wildlife, bush walks, and wetlands.

There are more than 750,000 trees (mostly native species) in parks and reserves providing shade and shelter, helping to control water runoff, evaporation and erosion.

Thousands of trees, shrubs and grasses are planted annually across Maroondah, either to replace plants that have reached the end of their lifecycle, or to further build on our already leafy environment. Where possible, Council plants indigenous species to ensure longevity of existing plant and wildlife populations.

Maroondah's residents and businesses are committed recyclers: 26,032 tonnes of recycling and green waste was diverted from landfill in 2023/24, resulting in Maroondah continuing to have a high diversion rate of waste from landfill.

Council has been certified by Climate Active as being carbon neutral for its operation as a public statutory body. Council has implemented emission reduction measures across its built infrastructure, plant and fleet, and natural environments, while also fostering partnerships, to mitigate and adapt to the effects of climate change. For unavoidable greenhouse gas emissions, Council has invested in carbon offset projects that reduce or remove emissions from the atmosphere.

¹ 2021 ABS Census

² 2021 ABS Census

³ (Victorian Population Health Survey 2020).

⁴ (2021 ABS Census)

⁵ Population born overseas | City of Maroondah | atlas.id)

Our economy

More than 10,000 businesses operate within the city, with over 97% of these being small businesses employing less than 20 people. The majority of businesses are in the construction; professional, scientific and technical services; rental, hiring and real estate services; retail trade; and healthcare and social assistance sectors.

The largest industry employers are health care and social assistance; retail trade; manufacturing; construction, education and training. In total, businesses in Maroondah provide employment for over 48,700 people and the municipality has an annual output of \$20.1 billion.

Maroondah has four large activity centres at Ringwood, Croydon, Heathmont and Ringwood East. The Ringwood Metropolitan Activity Centre (RMAC) is one of the largest in Melbourne. In addition, a range of service and retail precincts are clustered along the Maroondah Highway corridor and in 31 neighbourhood, community and local shopping centres throughout the municipality.

Maroondah is well positioned to take advantage of Victoria's future growth, particularly in RMAC. Croydon is also identified as a Major Activity Centre, with concentrated retail opportunities and medium density housing development continuing to strengthen its town centre.

The Bayswater Business Precinct (BBP) is a thriving business and employment hub which is home to 5,300 businesses and supports more than 33,400 local jobs. Identified as a regionally significant industrial precinct in Plan Melbourne, the Victorian Government's metropolitan planning strategy. 68 percent of those employed in the precinct live locally in the municipalities of Maroondah, Knox and Yarra Ranges.

Well known across Australia and internationally for heavy vehicle, fibreglass, metals and pharmaceutical production, medical technology, defence and construction, the Bayswater Business Precinct is an advanced manufacturing economic powerhouse which contributes more than \$22.3 billion to the local and Victorian economies.

In recognition of the important role this Precinct plays within the regional economy, the Maroondah, Knox, and Yarra Ranges councils, have partnered together to maximise investment attraction, business development and employment growth opportunities for the region.



Maroondah Highway, Ringwood

Our Community Vision

Maroondah will be a vibrant and diverse city with a healthy and active community, living in green and leafy neighbourhoods which are connected to thriving and accessible activity centres contributing to a prosperous economy within a safe, inclusive and sustainable environment.



Our future outcomes

Council worked with the local Maroondah community to develop a vision for the future of Maroondah, which was adopted by Council in June 2014 and subsequently refreshed in 2021.

Maroondah 2040 - Our future together, provides a long-term strategic direction for Council and the broader community to work in partnership towards realising the aspirations of the Maroondah community.

The themes that sit with the Community Vision include:

A safe, healthy and active community

In 2040, Maroondah will be a safe, healthy and active community where all people have the opportunity to experience enhanced levels of social, emotional and physical wellbeing.

A prosperous and learning community

In 2040, Maroondah will be a thriving regional centre of economic activity and education, where the sustainable growth of local businesses is supported, and diverse lifelong learning opportunities are accessible for all community members.

A vibrant and culturally rich community

In 2040, Maroondah will be a vibrant and creative community recognised for celebration of the arts, cultural expression and diverse entertainment options.

A clean, green and sustainable community

In 2040, Maroondah will be a resilient community committed to sustainable living, enhancing our natural environment, and providing leadership in responding to climate change.

An accessible and connected community

In 2040, Maroondah will be accessible for all ages and abilities with walkable neighbourhoods, sustainable transport options, and a safe integrated transport network.

An attractive, thriving and well built community

In 2040, Maroondah will be an attractive, sustainable and well built community with thriving activity centres and a network of neighbourhoods where everyone has the opportunity to live, work and play locally.

An inclusive and diverse community.

In 2040, Maroondah will be an inclusive and equitable community where all people are valued, supported and socially connected, and diversity is embraced and celebrated.

A well governed and empowered community

In 2040, Maroondah will be an empowered community actively engaged in local decision making, led by an innovative community inspired Council that collaborates regionally and proactively champions local needs.

Our organisational vision

Council’s organisational vision aligns with the Maroondah Community Vision:

We will foster a prosperous, healthy, and sustainable community.



Our mission

We are dynamic and innovative leaders, working in partnership to enhance community wellbeing.

Our key enablers

There is a range of enablers that support Council working towards our vision as well as acting on our mission:

- We are people who are adaptable, capable, positive and engaged.
- In delivering services, we are people focused, proactive, integrated and responsive.
- In our approach to our roles, we are collaborative, strategic, sustainable and best practice.

Our values

- We are **accountable** to each other and our community
- We collaborate in an **adaptable** and **supportive** workplace
- We **perform** at our best
- We are **open, honest, inclusive** and act with **integrity**
- We ensure everyone is **heard, valued** and **respected**
- We are **brave, bold** and aspire for **excellence**.

Our values guide the behaviour of employees and service areas across our organisation, enabling Council to effectively meet community priorities and expectations.

Our key principles

1. Effective and accountable governance

Council is committed to performing its role in accordance with the overarching governance principles of the *Local Government Act 2020*. We adhere to the principles of effective community engagement, transparency, integrated strategic planning, sound financial management and excellence in service performance.

2. Human rights approach

Council strategies/plans, policies, service delivery and decision-making processes are compatible with the *Charter of Human Rights and Responsibilities (Vic)*, which are taken into consideration across all areas of Council by protecting the rights, interests and responsibilities of individuals and the local community.

3. Manage and minimise risk

Council continues to build upon its strong culture of risk management as an integral component of good corporate governance and operations. This is achieved by identifying strategic, organisational and operational risks along with developing risk mitigation strategies to ensure the effective delivery of services, initiatives and amenities.

The identification and management of risk is undertaken in a systematic way, implementing the principles set out in the *Australian Standards for Risk Management AS/NZS ISO 31000:2018*. The Maroondah Strategic Risk Management Plan and Policy provide the overarching framework for this to be achieved.

How we plan and report in an integrated way



Council's Integrated Planning Framework ensures that our strategic plans, activities, and resources are aligned, to meet the aspirations, priorities, and expectations of the Maroondah community.

Maroondah 2040 - Our future together and the *Council Plan 2021-2025*, along with other legislative directions and regulatory requirements provide the direction for Council's strategies and policies. These strategic documents guide internal service delivery planning which identifies the range of activities, initiatives and projects that will be undertaken by Council to implement the Maroondah 2040 Community Vision.

The Integrated Planning Framework includes other key plans, including: the *Financial Plan, Asset Plan, Revenue and Rating Plan, Service Delivery Plans*, and the *Annual Budget*. There are also a range of other supporting plans, strategies, and policies. Key strategic documents adopted by Council can be accessed at: www.maroondah.vic.gov.au

The Annual Report provides information to the community on the achievements and activities of Council each year in working towards the Maroondah 2040 Community Vision. Council also has a range of other quarterly or annual reporting mechanisms in place to ensure transparency, accountability and that the community is informed of outcomes at the local level.

Annual Report 2023/24

Maroondah 2040 - Our future together



Council engaged with the Maroondah community to tell us about their aspirations and priorities for Maroondah into the future. These have been grouped into eight outcome areas:

- A safe, healthy, and active community
- A prosperous and learning community
- A vibrant and culturally rich community
- A clean, green, and sustainable community
- An accessible and connected community
- An attractive, thriving, and well-built community
- An inclusive and diverse community.
- A well governed and empowered community

Under each of these outcome areas, a set of key directions guide the activities of Council, its partners and the community, to work towards implementing the Community Vision.

Maroondah 2040 - Our future together, provides a strong strategic framework for Council and the broader community to continue working in partnership, to realise the aspirations of the Maroondah community.

Council Plan



The *Council Plan 2021-2025* is a four-year plan which is developed through both broad and deliberative community engagement processes, in partnership with the local community.

The Council Plan outlines Council's medium-term key activities (strategies) that work towards delivering

Maroondah 2040 - Our future together, and its associated priorities. Specifically, the Council Plan outlines the role of Council in implementing the Maroondah 2040 Community Vision for the future of the municipality.

Annual Budget and Long-Term Financial Plan



Council's Annual Budget details the resources required to fund all of Council service delivery activities and initiatives. It outlines the financial and non-financial resources required by Council to implement the key directions and priority actions identified in the *Council Plan 2021-2025*, regarding each of the eight outcome areas.

The Budget includes both strategic and operational financial information. At the strategic level, the Budget details how the services and initiatives that will be funded will contribute to the achievement of the strategic objectives in the Council Plan, as well as the indicators and measures to monitor service performance outcomes. It also contains major initiatives of Council which have been identified as key priorities for the forthcoming financial year. At the operational level, the Budget expresses how services and initiatives will be funded through financial statements, describing in detail the income, expenditure, assets, liabilities, equity, cash and capital works programs required.

The Financial Plan describes the financial resources required to implement the Council Plan, as well as other strategies of Council over a rolling 10-year period.

Asset Plan

Council's Asset Plan communicates the importance and magnitude of Council's infrastructure assets.

Council manages community assets valued at \$2.9 billion in accordance with community needs and local, state, and national plans, policies, legislation and standards. This represents a significant investment made over many generations and requires effective management of these assets, to ensure long-term sustainability and the continuity of service provision to the community.

The Asset Plan provides information about the maintenance, renewal, acquisition, expansion, upgrade, disposal and decommissioning of assets, over a rolling 10-year period.

Revenue and Rating Plan

The four-year Revenue and Rating Plan describes how Council will generate income to deliver the commitments in the Council Plan, including initiatives, programs, services, and capital works. The Plan identifies each source of revenue and is included in Council Budget. Council's revenue sources include:

- Rates and charges
- Grants from other levels of government
- Statutory fees and fines
- User fees
- Cash and non-cash contributions from other parties such as developers and community groups
- Interest earned on investments.

Additional plans

In addition to *Maroondah 2040 - Our future together* and the *Council Plan 2021-2025*, there are a number of other key strategies which have a significant influence on Council and the Maroondah community, including:

- **Maroondah Planning Scheme (including the Municipal Planning Strategy)** - this contains policies and controls that affect how land can be used and developed. The Municipal Planning Strategy includes strategic directions about how Maroondah is expected to change as a result of implementing the planning scheme.
- **Maroondah Liveability, Wellbeing and Resilience Strategy 2021-2031 (incorporating the Maroondah Municipal Public Health and Wellbeing Plan)** - this is Council's key social environment strategic plan that describes how Council, and its partners will work towards achieving enhanced community wellbeing, liveability, and resilience outcomes over the forthcoming 10 years.

- **Municipal Emergency Management Plan** - is a multi-agency plan which is prepared to address the prevention of, response to, and recovery from emergencies across Maroondah.
- **Additional Council policies, strategies, and plans** - there are a broad range of other policies, strategies and plans that contribute to the delivery of outcomes and key directions detailed in *Maroondah 2040 - Our future together* and the *Council Plan 2021-2025*. All adopted community facing policies, strategies and plans can be found on Council's website at www.maroondah.vic.gov.au

Service Delivery Plans

Maroondah 2040 - Our future together, the *Council Plan 2021-2025*, and the Financial and Asset Plans set the direction for the development of detailed service delivery plans across each Council service area. These plans are reviewed annually to ensure they meet community needs and expectations.

Budget

The Budget documents the financial and non-financial resources required by Council to implement the key directions and priority actions identified in the *Council Plan 2021-2025* for each of the eight outcome areas.

Community engagement



Council is committed to effectively engaging with our community in a meaningful, accountable, responsive, and equitable manner.

The Maroondah community and other key stakeholders play a vital role in shaping the municipality both now and into the future. Council considers

effective community engagement as an essential component of good governance and leadership.

Community engagement is a planned process that provides a range of opportunities for our community to be involved in Council activity, including decision-making, relationship building, initiative development and implementation and community strengthening.

Effective community engagement enables Council to make well informed decisions at an operational and strategic level and creates a better level of understanding between Council and our community.

Community engagement is achieved when the community is, and feels, part of a process. The outcome of high-quality community engagement enables Council to have all relevant information to make well-informed decisions at a strategic level as well as creating an enhanced level of understanding between Council and the local community.

Community Engagement Policy

Council's approach to community and stakeholder engagement is guided by the Maroondah Community Engagement Policy, as well as the community engagement principles set out under Section 56 of the *Local Government Act 2020*.

The *Maroondah Community Engagement Policy 2021* is a formal expression of Council's commitment to effectively engaging with the Maroondah community, to understand a diversity of views, experiences, and priorities.

The Policy details a set of commitments that guide the planning, development, implementation, evaluation, and continuous improvement of all community engagement activity undertaken by Council.

It outlines the principles of the International Association for Public Participation (IAP2) which guide best practice in community engagement activity. The Policy also seeks to enhance Council's engagement processes and its related outcomes by:

- Encouraging a consistent approach to community engagement
- Implementing an approach underpinned by continual learning and evaluation
- Expanding and building capacity regarding the range of engagement methodologies utilised
- Detailing the importance of communication and closing the loop with the community

The Policy details the minimum requirements for some specific engagement activity for example, when deliberative engagement is required to be implemented. Council's engagement activities aim to gain a strong understanding of our community's priorities, to ensure we can respond appropriately into the future.

The Policy is supported by a comprehensive Community Engagement Toolkit designed to practically implement Council's Policy and guide Council officers in the effective planning, implementation and evaluation of community engagement activities.

Deliberative engagement

Deliberative engagement is a particular approach which encourages community members to critically test, weigh up and consider a range of information, perspectives, inputs, and evidence, to make recommendations.

Section 55 (2g) of the *Local Government Act 2020* requires that *Council's Community Engagement Policy* details when deliberative engagement must occur - including in the development of the Community Vision, Council Plan, Long Term Financial Plan and Asset Plan.



Our Council

The role and function of Council



Section 64A (1) of the *Victorian Constitution Act 1975* describes local government as a distinct and essential tier of government consisting of democratically elected Councils having the functions and powers that the Parliament considers are necessary to ensure the peace, order, and good government of each municipal district.

The role of a Council is defined in the *Local Government Act 2020*, which formalises a Council's legal status, purpose and objectives; delegates Council with specific functions and powers; and imposes Council with various duties.

At Maroondah City Council, our role is to:

- deliver services that meet the needs and expectations of the Maroondah community
- advocate on behalf of community needs to other levels of Government
- facilitate the delivery of outcomes by working in partnership with residents, businesses, community organisations and key stakeholders.

Over 120 different services are provided by Council including: aged and disability support services, business support, community planning and development, children and youth services, infrastructure maintenance and renewal, leisure and sporting facilities, maternal and child health, parks and reserves, planning and building, drainage, roads and footpaths, and waste and recycling.

Our Councillors and wards

The municipality is divided into nine wards: Barnggeong, Bungalook, Jubilee, McAlpin, Tarralla, Wicklow, Wombolano, Wonga and Yarrunga. Each ward is represented by one Councillor.

Councillors are responsible for the stewardship and governance of Council. The nine Councillors are the elected representatives of all residents and ratepayers across the City.

Section 28 of the *Local Government Act 2020* defines the role of a Councillor as:

- to participate in the decision making of the Council
- to present the interests of the municipal community in that decision-making
- to contribute to the strategic direction of the Council through the development and review of key strategic documents of the Council, including the Council Plan.

Mayor and Deputy Mayor

Cr Kylie Spears was unanimously elected to the position of Mayor on 8 November 2023. Cr Spears is Maroondah's 28th Mayor. During the financial year, Cr Spears served as Mayor from 8 November 2023 to 30 June 2024.

As Mayor of Maroondah, Cr Spears represents Council at the Eastern Region Group of Councils. Cr Paul Macdonald was elected to the position of Deputy Mayor on 8 November 2023. The Deputy Mayor position provides support to the Mayor during the mayoral term.

From 1 July to 7 November 2023, Cr Rob Steane held the position of Mayor, and Cr Tasa Damante was Deputy Mayor.

Council election

In Victoria, Councillors are elected in local government elections conducted by the Victorian Electoral Commission for a four year term.. The last general election for Maroondah City Council was held on 24 October 2020. The next general election for Council will be held on 26 October 2024.

Former Councillor Marijke Graham resigned from Council effective 8 September 2023 creating an extraordinary vacancy. A by-election was conducted for Barnegeong Ward by the Victorian Electoral Commission on 2 December 2023. The successful candidate was Cr Chris Jones, and he is the Barnegeong Ward Councillor for the remainder of the Council term through to the next local government elections to be held in October 2024.

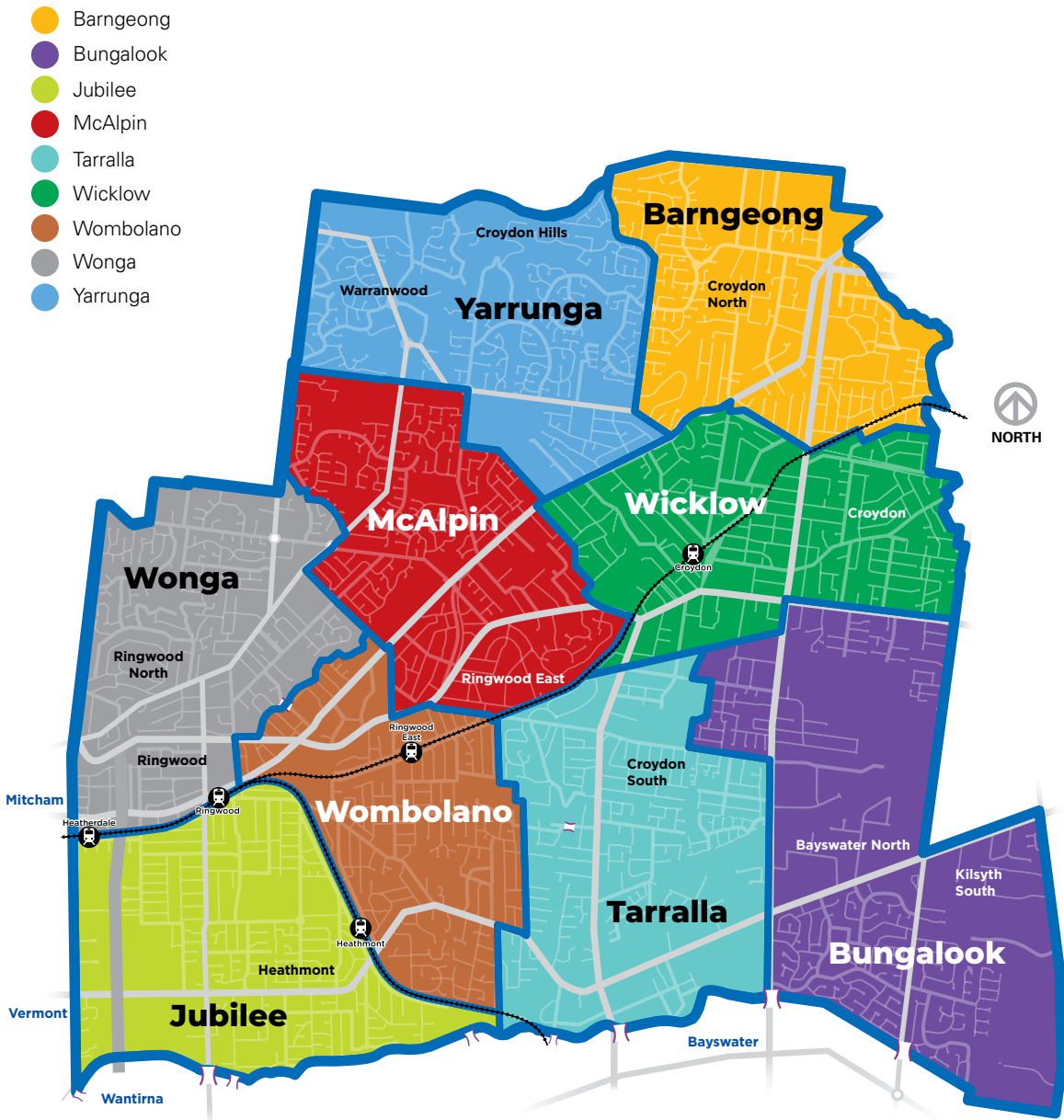
Mayoral election

The position of Mayor is elected by the Councillors, typically for a one-year term. The role of Mayor is significant as a community leader and Council spokesperson. The Mayor performs an important leadership, social and ceremonial function and chairs all Council meetings.



Maroondah City Council's civic and administrative offices are located in Realm at Ringwood Town Square

Wards and Councillor Representation



Barnggeong Ward



Cr Chris Jones

Mobile: 0418 109 015

chris.jones@
maroondah.vic.gov.au

Elected December 2023

*Note: Cr Marijke Graham
resigned as Ward Councillor
on 8 September 2023*

Bungalook Ward



Cr Tony Dib OAM JP

Mobile: 0438 515 089

tony.dib@
maroondah.vic.gov.au

Jubilee Ward



Cr Mike Symon

Mobile: 0436 002 080

mike.symon@
maroondah.vic.gov.au

McAlpin Ward



Cr Suzy Stojanovic

Mobile: 0429 916 094

suzanne.stojanovic@
maroondah.vic.gov.au

Tarralla Ward



Cr Paul Macdonald

Mobile: 0436 001 760

paul.macdonald@
maroondah.vic.gov.au

Wicklów Ward



Cr Tasa Damante

Deputy Mayor

Mobile: 0436 704 819

tasa.damante@
maroondah.vic.gov.au

Wombolano Ward



Cr Kylie Spears

Mobile: 0436 003 660

kylie.spears@
maroondah.vic.gov.au

Wonga Ward



Cr Linda Hancock

Mobile: 0473 194 871

linda.hancock@
maroondah.vic.gov.au

Yarrunga Ward



Cr Rob Steane OAM

Mayor

Mobile: 0407 519 986

rob.steane@
maroondah.vic.gov.au

Corporate Management Team

Within the framework of strong strategic leadership, the position of the Chief Executive Officer (CEO) is established by the *Local Government Act 2020*, to oversee the day-to-day management of Council operations.

At Maroondah City Council, the CEO, together with four Directors (Assets & Leisure, Chief Financial Officer, People & Places, Strategy & Development), form the Corporate Management Team (CMT) and lead the organisation. CMT meet on a weekly basis to oversee and manage the operations of Council. Members of CMT attend all Council meetings to provide the relevant information and advice, enabling Council to make informed decisions.

CMT is supported by Service Area Managers and employees with specialist skills to develop, implement, manage, and deliver the operational and administrative activities required to meet the needs, priorities and expectations of the community.



Chief Executive Officer – Steve Kozlowski

Steve has 35 years of senior local government management experience at Chief Executive Officer and Director levels, including 10 years with Maroondah City Council from 1994 to 2003. From 2004, he was Chief Executive Officer at East Gippsland Shire until he re-joined Maroondah City Council on 8 September 2014 as Chief Executive Officer.

Steve has held executive positions on a number of national, state, and regional committees across a range of interests including economic development, environmental planning, tourism, coastal settlement development and community development. Steve is chair of the Melbourne Regional Development Australia (RDA) Committee, having been jointly appointed to the position by the Victorian and Australian Governments, and is a member of the Eastern Region Group of Councils (ERG).

Steve is a Fellow of several professional associations including the Australian Institute of Company Directors (AICD) and Local Government Professionals Victoria (LGPro), and the Institute of Managers and Leaders. He holds a Master of Business Administration, and a Bachelor of Business (Local Government).



Director Assets and Leisure – Adam Todorov

Adam is responsible for Leisure and Major Facilities, Operations, and Projects and Asset Management.

Adam joined Maroondah City Council in 2001 and has over 23 years of experience in the sector, spanning Engineering, Project Management, Asset Planning and Management (for the built and natural environments), Facility Management, and Leisure service provision.. He has held a number of leadership and management roles within the organisation, including over 7 years as a Director. During this time Adam has overseen the management of Council's \$2.9 billion worth of community assets, and the delivery of Council's largest ever annual capital works program, providing significant benefits to the Maroondah community.

Adam's tertiary qualifications include a Bachelor of Engineering (Civil), with Upper Second-Class Honours, and a Graduate Certificate in Business Administration. He is an Associate Fellow of the Institute of Managers and Leaders (iML), and a Member of Engineers Australia and Local Government Professionals Australia (LGPro).

**Director/Chief Financial Officer - Tony Rocca**

Tony is responsible for Cyber and Technology, Finance and Commercial Services, and Governance and Performance service areas.

Tony joined Maroondah City Council in 2016, as the Manager Finance and Governance and has over 11 years experience in Local Government, including with Frankston City Council. He brings experience in Internal Audit, Financial Audit and Continuous Improvement across the Victorian Government and Private Sector.

Tony is driven by a commitment to best practice principles and a passion for achieving superior community outcomes. He consistently strives to deliver high-quality internal services to help bolster the wider organisation.

Tony's tertiary qualifications include a Bachelor of Business and Commerce majoring in Accounting and Economics, and a Post Graduate Diploma in Property and Valuation. Tony is a Member of the Institute of Chartered Accountants and is the Vice President of the Local Government Finance Professionals Association (FinPro).

**Director People and Places - Marianne Di Giallonardo**

Marianne is responsible for Business and Precincts, Communications and Citizen Experience, Community Services and People and Culture portfolios.

Marianne has over 43 years experience in a range of local and Victorian Government arenas, including senior leadership and management across the portfolios of Corporate, Community and Leisure, and Infrastructure Services management.

Her tertiary qualifications include Certified Manager with the Institute of Managers and Leaders, a Master of Business Administration, Graduate Diploma of Business, Bachelor of Arts (Youth Affairs) and Diploma of Youth Work. She is a member of a number of sector boards including the Local Government Professionals Director Special Interest Group Executive and holds professional memberships with the Australian Human Resources Institute (AHRI), Australian Institute of Company Directors (AICD), Institute of Managers and Leaders (IML), Committee for Economic Development of Australia (CEDA), Institute of Public Administration Australia (IPAA), Local Government Professionals (LGPro) and Victorian Chamber of Commerce and Industry (VECCI).

**Director Strategy and Development - Andrew Fuaux**

Andrew is responsible for City Futures (including Strategic Planning, Sustainability and Community Wellbeing); Community Safety (including Health, Local Laws and Emergency Management); Engineering and Building; and Council's Statutory Planning and Development Services.

Andrew has 25 years local government experience. He commenced with Maroondah City Council in 2010 as Manager Statutory Planning and was appointed Director City Development in 2018, applying his wealth of experience from his leadership and management roles at Whitehorse and Yarra Ranges Councils across a diverse range of service areas, including: planning, engineering, health services, local laws, and environmental management.

Andrew's tertiary qualifications include a Graduate Diploma in Urban Policy and Planning and a Degree in Social Science (Environmental Assessment and Policy). He is a Fellow of the Institute of Managers and Leaders (previously AIM), and member of the Victorian Planning and Environment Law Association (VPELA), and the Australian Institute of Company Directors (AICD).

Organisation structure

The following chart details the organisational structure of Maroondah City Council as of 30 June 2023. There are 15 service area Managers and 1,212 employees (504.53 EFT) that work to deliver high quality outcomes that respond to the priorities of the local community.



Corporate performance and values

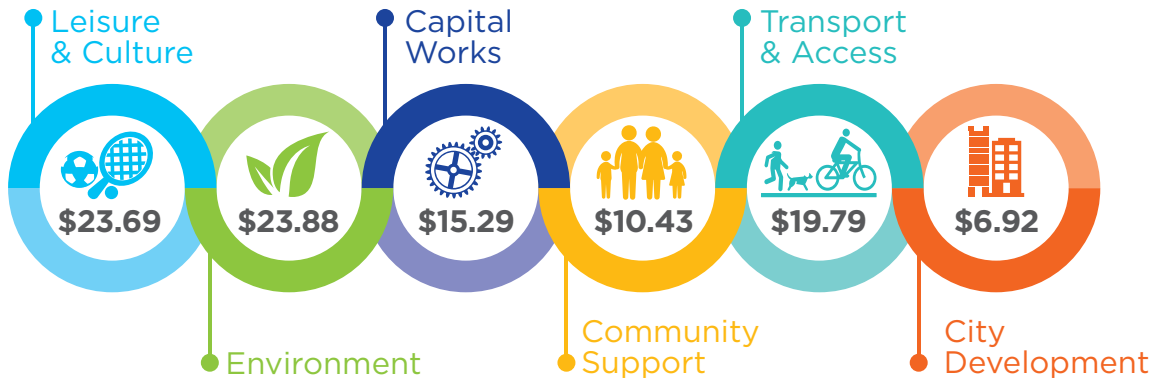
The CEO, Directors and Service Area Managers are all employed under fixed-term employment contracts. Their performance is evaluated and reviewed annually, against key performance indicators.

Councillors review the performance of the CEO, whilst the CEO reviews the performance of the Directors and Service Area Managers. Employees across Council are involved in an annual appraisal process which evaluates the previous twelve months and plans for the forthcoming twelve-month period.

Resource allocation for service delivery

The information below highlights how Maroondah City Council has allocated resources during the 2023/24 financial year for the provision of a broad range of services and initiatives:

Rates and charges spent per \$100



For more information on Council's financial performance during 2023/24, please see the Financial Report located at the end of this Report.

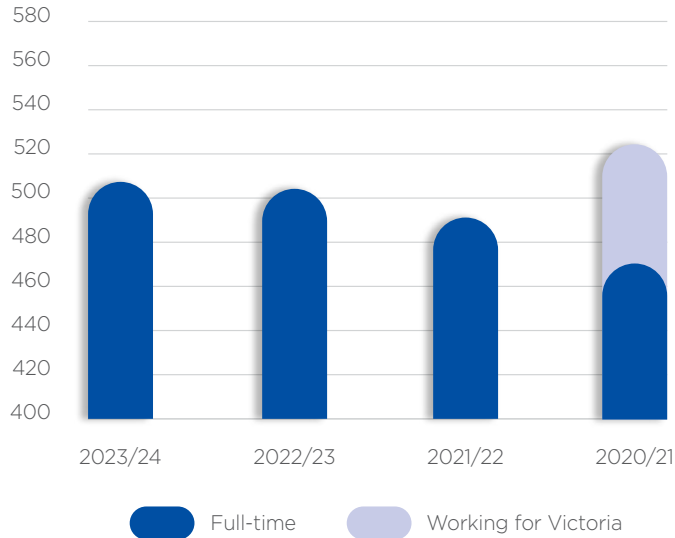
Organisational profile

There was a total of 1,213 employees at Maroondah City Council at 30 June 2024.

The 1,213 comprises 360 full-time employees, 292 part-time employees, and 561 casual employees: resulting in an equivalent of 507.34 full-time employees (excluding casuals). The following table provides an overview of Council's workforce:

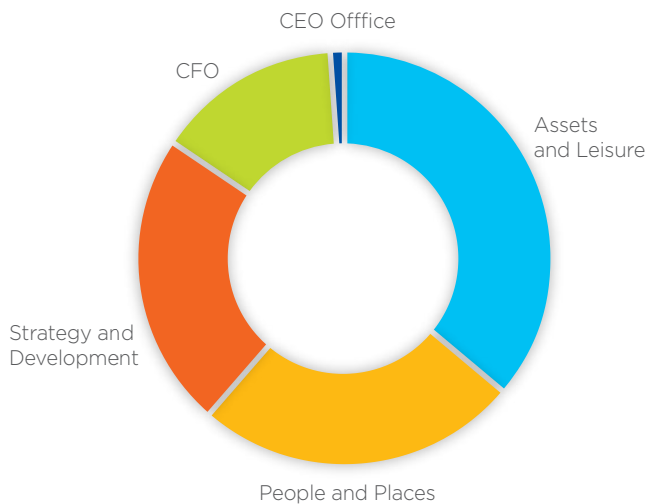
Total equivalent full-time employees (as of 30 June annually)

Year	EFT
2023/24	507.34
2022/23	504.5
2021/22	491.18
2020/21	524.68*



Equivalent full-time employees by Directorate (as at 30 June 2024)

	EFT
CEO Office	5.18
CFO	73.43
People and Places	127.64
Assets and Leisure	184.06
Strategy and Development	117.03
Total	507.34



*includes Working for Victoria employees (Victorian Government funded)

