

Help Shape a Better Bass Coast

Community Engagement – Finances and Budget

Rates

- Lower rates and less reckless spending on things we don't need...
- We are glad rate rises are capped they have gone up very quickly in recent years.
- Better value for rate dollar by Council on Phillip Island. Improved BCSC image.
- Better value for rates paid. Bass Coast rates are exceptionally high (about 70% higher than I paid to my previous council), yet I receive less service (i.e. less bin collections, no green waste collection, parks/beaches are maintained to a minimal standard)
- More affordable rates, more affordable land
- Spend all of the rates collected from Phillip Island rate payers on Phillip Island infrastructure not on Wonthaggi.
- reduce rates
- Improved council services. In particular services that reflect the will of rate payers/investors.
- 1. Retain rates at CPI increases per year 2. Retain the hard rubbish collection at \$35/2m³
- Council start tell the CEO what is to be done rather than the other way around Stop the massive land project like the one proposed for Cape Patterson as a starting point and look carefully at (10) In 4 years we can ditch you as we have already done twice already. You serve us not us you. Live within the existing rates and stop wasting our money on consultants when you have a massive staff compared with the past. Cut the consultants or the staff you don't need both.
- Greater transparency and not being afraid to raise rates if there is a revenue shortfall.
- Reduced rents/rates so that more shops can stay open. Reduced rates for residents - I pay more here than I paid in Melbourne for a house worth 3 times more than my residence here and I get far fewer services.
- Rates need to be kept to affordable levels also - quite a number of residents are retirees on fixed incomes.
- 1. Complete review of BCSC costings with the aim to maximise efficiency and reduce cost increases to the rate payers
- Consider the large Rate Base that is the non resident. We use little and get little. You are the Council but sometimes on the island I get the impression that the P.I. Nature Park Authorities run the Island. Remember your rates, once much lower than I paid in Melbourne are now higher. Waste is a good reason why.
- Lower Rates, Improved facilities
- to reduce rates they are very expensive

- Be honest, spend our rates money and dividends that are raised fairly across the whole shire, stop favouring certain areas. Look at what imprint you can make in regards to Education, Health and rubbish and become a shire that is revered and looked upon by other municipalities, not just muddle your way through. Aim to instill pride, worth and value back into our whole shire and make it a bigger and better place to come to.
- Council Rates to remain the same
- Reduce unnecessary spending junkets. Reduce rates.
- we would like for our \$2500 a year in council rates apart from bin collection.....mail delivery to our street... the girls at the local post office in Wonthaggi do a great job in holding our mail without a demand for a post office box...lovely people.....the posty goes to carneys road but not ours....your thoughts???
- value for money with rates. prices go up but services reduce annually and then reintroduced at a fee.(Hard rubbish, free green waste tipping etc)
- Concentrate on providing SERVICE to rate payers. Stop paying for consultants (and often ignoring their reports). Restrict rate increases to the minimum.
- Council may need to consider a variation to the rate cap in order to further deliver quality infrastructure
- The council need to understand that they cannot benefit from promoting Phillip Island as a retirement and family destination without providing the necessary services. That our rates are not providing for these services is outrageous.
- Spend ratepayers money wisely. **
 - Tourist contribution to the Island – parking fees, toll (Pass for locals as per Melbourne & PPB Councils.)
- Better focus of Phillip Island rates on the Island itself. There is a lot to be done.
- Keep price of rates on hold.
- Balance budget without rate increases
- Cheaper rates.
- Would love to see the rates reduced - very overpriced compared to other councils
- Not increase rates
- Huge rates for very little return !!!
- Rates more consistent with the service delivered.
- There is very little that I get for my rate \$
- lower rates
- reasonable rates
- Lower rates., with more investment put back into phillip island.
- Cheaper rates. My house in Melbourne is valued considerably higher than my Cape Woolamai house but Council rates are almost the same. Why when fewer services provided by Bass Coast?
- 2.5% rate cap
- Box Hill rates are 2/3 of Inverloch rates for same size house and value **** (4)
 - So are they in Sydney but more for your money

- 2.5% rate cap
- Review and improve rural rate debate to ensure genuine improvement of land management – use partners to manage
- Maintain rates at CPI cap
- Better basic services with rate increases less than CPI *
- Encourage farming - rates relief
- Rates spent on what matters not on national social issues.
- Keep all our costs down (i.e. rates in particular)
- Knowing that vulnerable locals are not footing the bill for wasted time and unproductive areas of Council. Keep the rate freeze and don't simply outsource and shift costs - become more efficient!!!
- Profit Lower rates
- Further rate reduction for rural/farm land (house and curtilage (?) to be rated separately) *
- You are charging enormous rates for little return for the money in the retail sector. Why not consider some rebates for struggling retailers. But only passed on to the retailers, not the landlords (who are already quite greedy).
- decrease costs, increase quality output
- EAP rates at CPI increase
- Better farm rate.
- Perhaps a entrance fee for visitors to ease the rising burden of rates for ratepayers (PI).

Staff Wages/Operational Costs

- Improve it's standing in community opinion of Councils within Victoria. Less wasted ratepayer dollar on Consultants, Senior Management salaries and reviews. More ACTION less Procrastination.
- Moving internal costs to external benefit costs. Make use of the talent in the area who would volunteer to plan projects other than using highly paid consultants.
- efficiency in spending, No increase in executive wages without accountability for outcomes. Reduction in the levels of management not the general staff.
- Less pay for them and more money invested into community
- Prioritising tasks on cost benefit basis
- Control public spending and ensure The monies spent are directed where they will do the best. ie avoid waste.
- fiscal restraint
- Less spending financial stability
- Good fiscal management and taking care of the community without too much beaurocracy
- As much as financially possible without going into more debt
- Balance the budget, make staff work for their money, stop hiring consultants to do work the staff would be doing.
- More money into the Island and not in Councillors pockets and all of the above that has been mentioned, but alas nothing will change but we can only try!!!!!!!

- Financial Responsibility
- financial responsibility – accountability for delivery of voted/approved projects
- The enormous Bass Coast salary bill must be addressed. There is no money left for asset management and renewal after a CEO salary of over \$300k. There has been an increase in the number of senior officers from 6 to 14, more than doubling the salary bill for senior staff. Employee costs for Bass Coast Shire is the highest in the region (with the exception of Latrobe City) yet our total rate base (and fees) is the second lowest. This is disproportionate and must be addressed. South Gippsland reduced its senior management services when requested by the community - now we must do the same. Currently next years increase in rates (assuming cap remains) will not cover the EBA agreed 4% wage increases for staff!!!
- genuine attempt to contain costs more transparent approach to support new initiatives. Evidence based approach to change.
- Continuous improvement for good financial management.
- No increase in rates by lowering wages.
- Reduce spending on 'perks' for people, spend it on the community and roads.
- Financial stability
- A balanced budget, attend to ratepayers concerned, cut down on the use of consultants when long term residents have a life time of experience in many professional qualifications.
- Less rates money spent on wages - way less
- More of shire budget for infrastructure and program improvement less for exec salaries and staff wages and conditions. More efficient planning dept.
- A freeze on automatic pay increases to staff. The private sector in general did away with these years ago. Administrators with little or no qualifications, nor any demonstrated commitment to ongoing learning earn wages much higher than they would get elsewhere. Good on them, however this means that they frequently do not have the intellectual capability, emotional intelligence or flexibility (within parameters) to meet the needs of the community. Don't benchmark against other councils, benchmark against your community, and the jobs available in the region. Not in the EBA? Well, challenge it.
- Spend our rate money on services and infrastructure on our Island not on so many executive salaries
- reasonable rates, a much reduced use of consultants and more realistic wages for council executives.
- A flattening out of the top heavy management structure at Bass Coast Shire. Senior Officers salaries have increased from a total of \$1,009,000 in 2012-13 to \$2,140,000 in 2015-16. Review all senior management contracts starting with CEO. Slash the executive wages bill to release funds for infrastructure renewal.
- Revised and more streamlined council. There is too much 'dead wood' at council that needs to be addressed. Also more proactive council members would be great. Instead of just negated any initiative or growth council need to get out and be more in touch with forward movement and ideas
- Greater efficiencies and reduce costs. Critically analyse management and staffing structure. Less reliance on using expensive 'consultants' when this work could be done by existing staff.

- Get rid of the CEO he is a total waste of space who commands a huge salary. Get rid of all the staff brought from Latrobe and their huge salaries.
- The council is way to top heavy, if it was a buisness it could not survive, there wages bill is out of control
- Continue with the open and transparent management of the BCSC Ongoing Community consultation and honesty. No more secrecy. More responsible and accountable financial management. A balanced budget A reduction in overhead due to excessive numbers of senior staff and their inflated (compared to similar other shires) salries
- The council has an incredibly high salary bill and this appears to be excessive, particularly when comparisons are made to other councils. I want clear objectives for rationalizing internal wages: And clear objectives to supply some equity to Cowes community when compared to Wonthaggi.
- Less wages on senior management! Too top heavy in all senior management! Freeze & reduce non productive staff!
- cut wages bill with senior management, be more efficient with processes and middle management , be more transparent with ratepayers ,council seems to loose a lot of opportunity on missed revenue thru not following up on its laws and ppl do not respect the council
- Complete an overhaul of council management wages and positions and rid of the secrecy between management, councillors and ratepayers. Highest management wages and lowest rate revenue in victoria is not a way to run a council.
- Why have salaries in the council budget grown so much in the past couple of years? Why are the rates increasing at a greater rate than inflation?
- The removal of any staff who cannot meet their full job requirements, eliminating the need for consultants. Reduced wages for senior staff, especially seeing that they need consultants to do their job.
- If Council could manage its finances to reduce expenditure to improve surpluses it will be a major achievement. I believe this can only be achieved by reducing employee numbers as the previous Council agreed to a 3.2% increase for the next three years. The increase in employee costs is greater than the increase in rate revenue with a 2.2% rate increase by about \$50,000. It will be a difficult task.
- Reduce senior management in council. We are far too top heavy. Do not cut services.
- The rot has to stop. Complete overhaul of senior staffing levels. Buckley's conduct to be investigated.
- Stop spending so much money on staff wages and get real about how you pay your people in terms of this community's expectations, not some fanciful industry proposition.
- Reduce overhead costs of the council. I am not asking that it be zero (as some) that is ridiculous, however the overheads seem very disproportionate.
- Stop the excessive spending on imported executives. Employ local people
- Employee costs for Bass Coast Shire is the highest in the region (with the exception of Latrobe City) yet our total rate base (and fees) is the second lowest. But we do not want our services compromised. South Gippsland reduced its senior management services when requested by the community - now we must do the same.
- Remove the dead wood we don't need the number of top end staff that they currently employ , I have heard reports of staff that don't even have a job description? And drive around all day from Wonthaggi to Phillip island just to bring over the weather report ???

You have to be joking a full review from top to bottom and cut out all of the dead wood it is s beauocracy that has gone mad

- Full disclosure of wages & out of pocket expenses!
- Run the council like a business! We do not need so many middle management salaries!
- Curb salary growth from top down and other entitlements in keeping with private employment.
- The Senior Executive suffers an extremely poor image in Philip Island. It is time to appoint a new CEO as the incumbent lacks support and local on Philip Island have no respect for him and the Leadership team. A new CEO would benefit from listening to comments from this survey and feedback from the new Councillors.
- The excess of executives employed by our council
- Everything needs to change including the CEO he is responsible for why the bass coast is one of the worst!
- Over haul of council management wages and positions. Rate payers have had enough of rising rates and low service to the shire
- The Council's organisation requires a complete overhaul to eliminate unnecessary positions. We employ 56 more employees. Than Baw Baw who manage more income than BassCoast.
- Better services and infrastructure Less spending on executive salaries
- Spend our rate money on our island!!! Not on more and more over paid executives.
- Weakness: Current financial position not sustainable/risk of being taken of by administration
- Weakness: Overspending / over use of consultants
- Weakness: Reduce operating budget by 40% redirect into renewal of assets
- Set budget into better balance. Less operational cost and more asset renewal/maintenance/development *
- No wasting money with consultants
- It would improve wellbeing to have a well-managed creative Council who spend money wisely ☐
- Sack the CEO “over aid” ***
- No consultants
- Keep budget under control
- Better spending techniques
- A better balancing of books
- Weakness: Too many staff at Council – spending too much money
- Less spent on staff and consultants
- Improve efficiency
- Financial stability *
- Bass coast administration – a cultural change to cooperate with the ratepayers
- Fewer consultants with no achievements – money wasted
- There are consultants in the community who could help you out at minimal cost (particularly retired individuals)
- Less consulting - waste of our rates

- Less consultations by outside experts
- I fear too many of its workers for instance have not worked in business, and qualifications are but one requisite to a productive work position. If all Council employees lived within the electorate boundaries there would naturally be more passion and commitment too I believe. Both these conditions could be a considered criteria for future work positions.
- Better communication and a more effective management system for the Council. For instance, local contractors should be preferred when it comes to contracting jobs. In building and construction tenders are weighted, which means 33% might be based quality, reputation and referrals and previous work, 33% might be based on health and safety and risk management controls and the final percentage might be attributed to price. If the job is not getting done properly it doesn't matter how much the Council saves as it will be money for nothing. The toilet contract is a good example. How can Melbourne contractors meet the time requirements for early cleaning services? The recent contract may have been the cheapest but if tourists think twice about coming to the island because of poor hygiene in the toilets we are not saving, it is costing us tourist dollars.
- No wage rises for next three years for ALL STAFF
- Weakness: Inept Staff **X**
- Weakness: A lot of money spent on the consulting process and not enough on actually doing anything!
- Weakness: "high salaries" preclude more employment
- Should be more accountable Should not be the easiest/best financial job in region

Capital Works/Infrastructure Spend

- Infrastructure investment to cater to larger permanent and holiday population.
- I want to see changes - STOP WASTING MONEY ON The pans for Cowes Cultural Centre - STOP WASTING Money on Rubbish Public Art - 50K on the work at Kilcunda - What an embarrassment
- Spend less on planning for "big" projects that often don't come to fruition and work with the community to provide more day-to-day improvements locally that can make a difference i.e. work on the low-hanging fruit, which is what Council is often judged by in the community.
- Increased spending on capital works projects
- More proportionate spending (eg. more capital works on Phillip Island, less on Wonthaggi).
- Alter balance of budget to reduce salaries and improve asset renewal and maintenance. Focus on key functions of council eg roads, rates, rubbish and maintenance and get those right first.
- Better economic management. Spend money wisely. Infrastructure improvements.
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- Stability in what is likely to be a financially difficult period, with some investment into the community buildings and towns
- As a result of the rate capping imposed on Councils, to be able to maintain a balance with infrastructure assets and community support services.

- Get stuff done - there are a lot of big investments in the wings which are waiting for a positive, stable environment to get started.
- Continue work on the renewal of our assets. Leverage off ratepayer funds to obtain other grants, so that we are able to leave a better place to live, for the next generations. We had many years without investment in Bass Coast. There was no money to put towards obtaining government grants. There had been a turnaround with the last council, this council needs to build on this and continue to refurbish and rebuild our infrastructure.
- council to better manage projects so that poor outcomes are avoided, for ex, money wasted on cowes boat ramp upgrade, on cowes boatramp carpark upgrade, on cowes boatramp jetty, on the poor quality, unattractive cowes civic square, on consultant reports that cost many thousands of dollars and which limit the amount of funds left to tackle the tasks the consultants were hired for in the first place
- More efficient shire admin to release more money for projects and to match Govt. grants
- Threat: Growth in operational expenses * (I)
- Yeppo * (bad management of Inverloch – Look ahead to the future!!)
- Weakness: Small population to finance administration of Council
- Capital expenditure focussed on Phillip Island / Wonthaggi / Inverloch
- Establish priority list to recover 20 years of neglect of assets *
- Money wasted on naming lanes.
- Spend more in/on Wonthaggi as Bass Coast is more than the Island. Maybe though a second bridge to the Island should be a priority.
- Spending on community infrastructure Fiscally responsible

Other

- The v8 supercars!! I feel like more money could be made from this event if there was a better turn out. They do a great job in Adelaide with clipsal with lots of activities and around the whole city. Some sheltered stands etc. more advertising etc.
- Something, stop talking and wasting money on consultants. You don't need to spend \$150k on a consultancy for the skatepark, get a working group of informed locals together and get it done. Act on some of the ideas that have been flagged and listen to the stand alone community. Don't waste money eg new flowers at the RSL roundabout every 2nd month, yet not mowing the roads along PI Tourist rd. Make this a destination for tourists all year round, not a 3 hr stop on the way to the penguins. **STOP TALKING AND START DOING SOMETHING. FORGET POLITICS AND PROVIDE THE ISLAND WITH EQUITABLE AND ACTIONABLE SUPPORT.**
- More representational spending for Phillip Island as a generator of vast amounts of the shire's income.
- Investigate providing services to other councils, if we are good at what we do why not expand. Could be an opportunity for alternative revenue streams
- Sell residential block in Bergin Grove -> \$\$\$'s revenue! and park as well
- Balance between Phillip Island investment and the greater Bass Coast communities

- Utilize local knowledge instead of using multiple outside consultants
- Continue to allocate resources wisely and economically rather than to loudest groups
- Use the skills of your staff and stop using external consultants.
- This is a self fulfilling prophecy. Put our money back into the island, or you won't be there anymore...
- To get rid of the current ex Latrobe City Council
- Less expenditure on unnecessary external consultant reports.
- Expense control - better rate payer communication - further improvement of indigenous issues/awareness which is not a criticism of current levels which I believe are already state leading!
- Stop wasting money
- Ensure the shire prioritise local content in their purchases. This is currently weighted far too low in shire decision making.
- Instead of spending money on more strategic plans actually start doing something . Too much money seems to go around in circles
- A 'proactive' council rather than a 'reactive' council would be great. Banaid solutions in the end only cost ratepayers more money. A council that has common sense rather than 'the book says this, so that's what we do' mentality.
- Please don't send out questionnaires asking what the community would like to see cut. The community now includes experienced and educated business people who know how to see through the 'bullshit'. There are other ways to cut spending and increase outcomes. Start publishing how many staff go to education sessions/meetings/conferences, and the costs. It's a great thing to do - much of the private sector don't do this anymore because they can't afford it. It's terrific to have white ribbon training for staff - but really, how much more beneficial would this be for the local footy and sporting clubs? Fabulous that there is this current effort to get input from the community. Great start.
- Bass coast council are stale and all staff need to be revised. I am still shocked at my rates on phillip island. I own a property in Melbourne which is worth double that of my phillip island property yet my rates are more in bad coast. How can bass coast justify this. The council as they stand eight now are useless and need some staff culling to move forward
- The perception is that the Council is top heavy with many highly paid managers, not enough actual doers. This perception, if incorrect, could easily be changed by an article in Coastell giving the details. If however the perception is correct, staffing structure needs to be reviewed AND changed. From a ratepayers perspective, getting value for money and services is of utmost importance.
- Councillors you promised BIG changes so far 3 months and nothing. Donald Teump has been in his job a week and BIG changes - take a leaf out of his book and just do it. People are already talking about how you all made promises and as usual deliver nothing, three months and something should have happened especially with this "Latrobe" influence in the council employment.
- look at different revenue opportunities as you can not keep going to the ratepayers, try imposing penalties on people and businesses that do the wrong thing.

- Bass coast shire need to recognize that they need to put money back into maintaining all of the services that the Island had before amalgamation as the Island is the shire's cash cow. Many other smaller shires around Victoria put Bass Coast Shire to shame.
- We want value for money...no more self serving councillors who think we are stupid.
- To get rid of the current ex Latrobe City Council
- Less consultants and just get the job done.
- Strengthening your Rural Rate Rebate for landowners who care for their land
- Improve reinvestment of our rates in projects on the island.
- Focus on Phillip Island to get its FAIR SHARE of rate revenue spent NOT on Wonthaggi.
- How about instead of wasting money on surveys and consultants we use this money to protect what's left of the only North facing beach in Victoria
- I believe a high proportion of rate revenue is from Phillip Island so more should be spent here.
- A financially secure plan to minimise expenses whilst maintaining services. A surplus is if we are to increase capital expenditure, for example a swimming pool on Phillip Island , footpath extensions and an Improved Cultural Centre
- A council that was focused on reducing costs and delivering better services
- Threat: Competition from other shires for development \$\$
- More external grants
- Utilise Council financial reserves to obtain government grants with matching of funds to build for future generations *
- Stop wasting \$
- Same funding as Cowes as Inverloch is a holiday destination too. We continue to have our funding fixing the same roads as previous years.
- Stop wasting money**
- We need money and lots of it
- Streamline / cut unnecessary spending
- A full review of the Council policies and procedures regarding giving out grants to committees. Figures can easily be manipulated and conflict of interests can and do occur. There should never be an event scheduled that interferes with the rate payers ability to trade freely with proper access to the shops (again, no unnecessary road closures). Also, better policies and procedures for communication and consultation including a system to avoid the conflict of interest mentioned above with regard to decision making based on personal associations and the self-interest of a few.
- Stability!
- Review what ratepayers want done with their money - this may remove some services but increase others. Explain the State and national Government criteria so we can influence exactly what is done with our money.

(Single submission)

- Shire is short of money.
- Sell residential block in Bergin Grove Save: Mowing costs

- Gain: \$250 - \$300,000 plus rates
- Comment: How many other blocks are there?
- Shire is short of money.
- Establish a San Remo (and a Wonthaggi) Cemetery Committee Save: Shire staff time, Ratepayer money
- Comment: If Inverloch, Phillip Island and Grantville can run their own cemeteries, why not Wonthaggi and San Remo?
- Shire is short of money.
- Shire resigns from control of Inverloch, Newhaven, Rhyll and Cowes Foreshores. Let local committees of management act for the State Government.
- Save: Ratepayer money (Inverloch Dog Consultants)
- Erosion Control Costs (State Government paid for rock wall at San Remo (over \$1m)
- Comment: Council, council officers and even councillors may relish the power to decide about these foreshore areas but they cost staff time and council money. Bass Coast would be better to do councils work well and let the state government and its Nature Parks do theirs. Question: Is the Cowes jetty triangle part of the foreshore? If it is why doesn't the state government pay?
- Further Comment : Why are San Remo foreshore dogs different to Inverloch dogs??
- Shire is short of money.
- Subdivisions of land and strata titles and multi- unit developments often provide payments to council. Developer contributions - payments of cash instead of open space. Some section 173 agreements.
- Question: Has Bass Coast Shire (Last 50 years) bought any land for public open space in San Remo or anywhere else in the shire? Are the developer contributions simply in reserve accounts because it's too much bother to spend? When did the shire ever (before) ask the shire communities what their number 1 priority is?
- Shire is short of money.
- Wallis - Watson Island View Estate has agreed to pay shire money. Who decided a concrete footpath alongside the unsealed Potters Hill road was better than a proper road? Is the total amount under the agreement more than \$1 million? When was the San Remo community asked or told?