

Euan Kyle

From: Maria Tipene
Sent: Monday, 20 April 2020 3:38 PM
To: [REDACTED]
Cc: Jo Miller
Subject: RE: LGOIMA request

Good afternoon [REDACTED]

Thank you for your email received in the Chief Executive's Office.

We will endeavour to respond to your request as soon as possible and in any event, no later than 20 working days after the day your request was received.

Kindest regards

Maria Tipene
Executive Assistant - Chief Executive

Hutt City Council, 30 Laings Road, Private Bag 31912, Lower Hutt 5010, New Zealand
T 04 570 6773 M 027 332 6220 W www.huttcity.govt.nz



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From: [REDACTED]
Sent: Monday, 20 April 2020 3:26 PM
To: Jo Miller
Subject: LGOIMA request

Hi Jo,

Please can I have any internal communications (including emails and memos) regarding voluntary pay cuts by staff or elected officials?

Please consider this a LGOIMA request.

Please also confirm receipt.

Regards

[REDACTED]

New Zealand Taxpayers' Union Inc. | Main +64 4 282 0300 | Level 4, 117 Lambton Quay, Wellington | PO Box 10518, The Terrace, Wellington | www.taxpayers.org.nz
Auckland Ratepayers' Alliance | Main +64 9 281 5172 | 3 Glenside Crescent, Eden Terrace, Auckland | PO Box 133099, Eastridge, Auckland | www.ratepayers.nz

We stand for Lower Taxes, Less Waste, and More Transparency across all levels of government. If you like what we do, join the [Taxpayers' Union](#) or the [Auckland Ratepayers' Alliance](#).

Euan Kyle

From: Maria Tipene
Sent: Monday, 18 May 2020 5:22 PM
To: [REDACTED]
Subject: Response to Official Information Request
Attachments: Response Letter to Official Information Request - [REDACTED] (3).docx; Update #10 on our approach to your health and wellbeing_Redacted.pdf; Staff Update #12_Redacted.pdf; FW Action items for Councillors from yesterday's meeting.pdf; Salary Letter.pdf; Voluntary Pay Cut.pdf; Potential topics for Teams meeting Tuesday.pdf; Action items for Councillors from yesterday's meeting.pdf; To Jo Miller - confirming salary reduction - 27March2020 - final.pdf; Today's meeting.pdf

Good evening [REDACTED]

Please find attached, a response to your recent request for information.

Kind regards

Maria Tipene
Executive Assistant - Chief Executive

Hutt City Council, 30 Laings Road, Private Bag 31912, Lower Hutt 5010, New Zealand
T 04 570 6773 M 027 332 6220 W www.huttcity.govt.nz



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18 May 2020

By email: [REDACTED]

Dear [REDACTED]

Request for Information – Local Government Official Information and Meetings Act 1987

We refer to your official information request dated 20 April for any internal communications (including emails and memos) regarding voluntary pay cuts by staff or elected official.


The information you have requested is enclosed, however, we have made redactions to some information, citing the following sections and/or reasons:

- Section 7(2)(f)(i) in order to maintain the effective conduct of public affairs through the free and frank expression of opinions.
- Section 7(2)(a) protect the privacy of natural persons, including that of deceased natural persons;
- Information is outside of the scope of the request.

You have the right to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

If you wish to discuss this decision with us, please feel free to contact our Senior Advisor, Official Information and Privacy, Euan Kyle at euan.kyle@huttcity.govt.nz.

Yours sincerely



Maria Tipene
Executive Assistant, Chief Executive

From: [REDACTED]
To: [REDACTED]
Subject: [REDACTED]
Date: [REDACTED]
Attachments: [REDACTED]

[REDACTED]

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On Tuesday last week, Council agreed to my offer to decrease my salary for the next 15 months, by 10%, so this could be reprioritised to fund local foodbanks. The reason I did this is because when we come out the other end of this pandemic, we know that Council will have less money, higher costs and the economy and our community will have taken a hit. [REDACTED]

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[REDACTED]

From: [Caryn Ellis](#) on behalf of [Jo Miller](#)
To: [All Council Staff](#)
Subject: Staff Update #12
Date: Wednesday, 8 April 2020 4:00:11 PM

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

Due to our financial position I have spoken with our union partners to inform them that I want to revisit our collective agreement to increase pay this year. Council's new collective employment agreement came into effect on 23 March 2020 and this included eligible employees receiving a minimum 1.5% pay increase (until the cap of 105% position in range is reached) at 1 July 2020. Given the current crisis and the impacts of this on our organisation, and our communities, we are discussing with the unions our

desire to seek a variation to the remuneration provisions in the collective agreement, to the effect that there would be no wage or salary movements in July this year for all staff. This pay freeze would save \$1 million and safeguard 15 jobs.

[Redacted]

[Redacted]

[Redacted]

Ngā mihi nui

Jo

Euan Kyle

From: David Bassett
Sent: Thursday, 2 April 2020 2:47 PM
To: Campbell Barry
Subject: FW: Action items for Councillors from yesterday's meeting

Follow Up Flag: Follow up
Flag Status: Completed

Campbell

I refer to Kathryn Stannard's email of 1 April 2020.

Section 7(2)(f)(i) in order to maintain the effective conduct of public affairs through the free and frank expression of opinions

My comments are:

3. As regards the remuneration matter, I believe this is for each individual councillor to decide, as each councillor's circumstances are different.

Hope this helps.

Regards

David Bassett
City Councillor
Hutt City Council
021 135 9391

----- Original message -----

From: Kathryn Stannard <Kathryn.Stannard@huttcity.govt.nz>

Date: 1/04/20 10:38 AM (GMT+12:00)

To: Andy Mitchell <Andy.Mitchell@huttcity.govt.nz>, Brady Dyer <Brady.Dyer@huttcity.govt.nz>, Chris Milne <chris.milne@huttcity.govt.nz>, David Bassett <David.Bassett@huttcity.govt.nz>, Deborah Hislop <Deborah.Hislop@huttcity.govt.nz>, Jarred Griffiths <Jarred.Griffiths@huttcity.govt.nz>, Josh Briggs <Josh.Briggs@huttcity.govt.nz>, Keri Brown <Keri.Brown@huttcity.govt.nz>, Leigh Sutton <Leigh.Sutton@huttcity.govt.nz>, Naomi Shaw <Naomi.Shaw@huttcity.govt.nz>, Shazly Rasheed <Shazly.Rasheed@huttcity.govt.nz>, Simon Edwards <Simon.Edwards@huttcity.govt.nz>, Tui Lewis <Tui.Lewis@huttcity.govt.nz>

Cc: Campbell Barry <Campbell.Barry@huttcity.govt.nz>, Jo Miller <Jo.Miller@huttcity.govt.nz>, Jarred Griffiths <Jarred.Griffiths@huttcity.govt.nz>, Caryn Ellis <Caryn.Ellis@huttcity.govt.nz>

Subject: Action items for Councillors from yesterday's meeting

Cr Pay Reduction – **give your thoughts directly to the Mayor.**

ASAP - Mark Binns Infrastructure Letter – **let the Mayor know of any relevant projects that meet the criteria.** (CE will circulate final pitch later in the week). Jarred sent out Mark's letter yesterday.

Online Engagement – **let Mayor know if you are interested in doing joint updates via zoom.**

Rates Postponement Policy – Extraordinary Council meeting (remotely)
Thursday, 9 April at 2pm – invitation to come – **Any comments on draft policy to be sent to CE.**

Agenda items for next week's meeting to be sent to Jarred.

Notes from the meeting will be saved shortly in your resource centre in Diligent.

From: [CNB](#)
To: [Jo Miller](#)
Cc: [Kelly Alkema](#)
Subject: Salary Letter
Date: Friday, 27 March 2020 4:57:28 PM
Attachments: [To Jo Miller - confirming salary reduction - 27March2020 - final.pdf](#)
[ATT00001.htm](#)

Kia ora Jo,

Please see the attached letter.

Can I also just say a big thank you for your leadership on this. It sends an incredibly powerful message to the community, many who are doing it tough.

Keep up the great work.

Campbell
Mayor

Jo Miller
Chief Executive
Hutt City Council

27 March 2020

By email: jo.miller@huttcity.govt.nz

Dear Jo,

Temporary voluntary decrease in pay

During our discussions about COVID-19 and Hutt City Council's response to it, at the Council meeting on Tuesday 24 March you offered to temporarily reduce your salary by 10 per cent, and requested this be reprioritised to fund local food banks and food based charities.

This letter confirms that Council has gratefully accepted your offer. Effective from 6 April 2020 until 30 June 2021, the sacrificed amount of \$37,378 per annum (pro-rated for the period 6 April 2020 to 30 June 2020) will be used to fund contributions to the local food banks and food based charities.

For this agreed period your pay will be \$336,408 per annum, excluding KiwiSaver.

Jo, I'd like to personally thank you for this meaningful gesture of leadership during this time of social and economic uncertainty in our community. I would like to emphasise how much elected members appreciate this.

I'm looking forward to continuing our work together to make our city a place where all of our people thrive – and working to support local people and businesses through the challenges resulting from COVID-19.

Yours sincerely,



Campbell Barry
Mayor of Lower Hutt

From: [Campbell Barry](#)
To: [Mayor.Councillors](#); [Pam Hanna](#); [Gabriel Tupou](#); [Virginia Horrocks](#)
Subject: Voluntary Pay Cut
Date: Thursday, 16 April 2020 2:26:54 PM

Kia ora koutou,

I want to give you a heads up that I will be shortly announcing that I will be taking a 10% pay cut to my Mayoral Salary for 12 months.

I know this issue was discussed a couple of weeks ago (councillors only session), and I had suggested we pool together any amount we would cut. After speaking with most Councillors on this, it became quite clear that it would be very difficult in practice to do this.

I've come to the conclusion that this does need to be done on a case by case basis - and it really is up to each individual elected member. I also acknowledge that I am in the fortunate position of being paid significantly more. If asked publicly about other elected members doing the same, this will be my position.

This has also been discussed with other Mayor's in the region who have taken or are taking similar steps.

In practice since we are unable to cut our own salary (remuneration authority set this), I will be donating the 10% amount to local charities/community organisations.

I want to reiterate that there is no expectation for Councillors or Community Board members to do the same as we all have different circumstances.

If you have any questions please don't hesitate to get in touch.

Campbell Barry
Mayor

From: [Simon Edwards](#)
To: [Mayor & Councillors](#)
Subject: Potential topics for Teams meeting Tuesday
Date: Sunday, 29 March 2020 10:43:09 PM

Evening all.

Potential topics for Teams meeting Tuesday:

- The finances of many households in the city are taking a huge knock, with many people out of work, or on 80% of their usual wages at best. The Council's own revenue will take a hit. Do we follow Jo's lead and volunteer a 10% remuneration cut ourselves for a period?
- Though we all feel desperately sorry for anyone no longer able to work because of this crisis, we are guardians of ratepayers' money. Some of our staff simply can't work from home. Have they been re-deployed? What is the leave accrual situation council-wide? Perhaps these are solely operational matters, in Jo's control only, but should we be seeking an update from her?

Simon

Simon Edwards

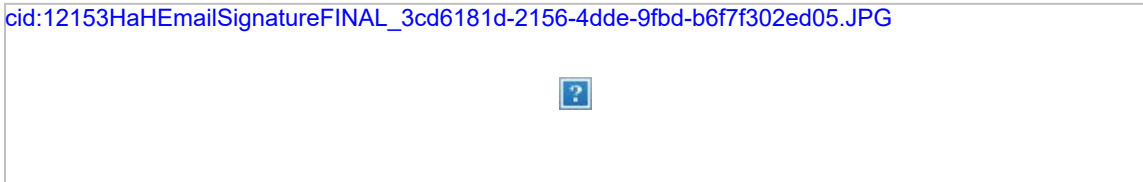
City-wide Councillor

Hutt City Council, New Zealand

T 027 484 8892, W www.huttcity.govt.nz



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From: [Kathryn Stannard](#)
To: [Andy Mitchell](#); [Brady Dyer](#); [Chris Milne](#); [David Bassett](#); [Deborah Hislop](#); [Jarred Griffiths](#); [Josh Briggs](#); [Keri Brown](#); [Leigh Sutton](#); [Naomi Shaw](#); [Shazly Rasheed](#); [Simon Edwards](#); [Tui Lewis](#)
Cc: [Campbell Barry](#); [Jo Miller](#); [Jarred Griffiths](#); [Caryn Ellis](#)
Subject: Action items for Councillors from yesterday's meeting
Date: Wednesday, 1 April 2020 10:38:17 AM

Cr Pay Reduction – **give your thoughts directly to the Mayor.**

ASAP - Mark Binns Infrastructure Letter – **let the Mayor know of any relevant projects that meet the criteria.** (CE will circulate final pitch later in the week). Jarred sent out Mark's letter yesterday.

Online Engagement – **let Mayor know if you are interested in doing joint updates via zoom.**

Rates Postponement Policy – Extraordinary Council meeting (remotely) Thursday, 9 April at 2pm – invitation to come – **Any comments on draft policy to be sent to CE.**

Agenda items for next week's meeting to be sent to Jarred.

Notes from the meeting will be saved shortly in your resource centre in Diligent.

Euan Kyle

From: Deborah Hislop
Sent: Tuesday, 24 March 2020 5:00 PM
To: Jo Miller; Campbell Barry
Subject: Today's meeting

Follow Up Flag: Follow up
Flag Status: Completed

Hello Jo and Campbell

I have now caught up with the meeting online. It was a great meeting, well done Campbell.

Firstly thank you Jo for your amazing gesture of a 10% pay cut to help out. That is truly unprecedented and appreciated. You have worked very hard along with your team to get HCC ready for this difficult lockdown period and to top it off with something so generous is outstanding.

Thanks again, please let me know when I can be of assistance.

Kind regards
Deborah

Section 7(2)(a) protect the privacy of natural persons, including that of deceased natural persons; or

Deborah Hislop
Councillor

Hutt City Council, Lower Hutt, New Zealand
M 027 457 0567 www.huttcity.govt.nz

