

# GOULBURN MURRAY CLIMATE ALLIANCE MEMORANDUM OF UNDERSTANDING

## BETWEEN

Murrindindi Shire Council ABN 83 600 647 004 as (host organisation)

and

<Insert member name> and ABN as (member)

## 1. PARTIES

The Goulburn Murray Climate Alliance (GMCA) is a formal unincorporated alliance of 16 councils and statutory authorities working together on joint programs that reduce greenhouse gas emissions and facilitate climate change adaptation across the Goulburn Murray region. Our Member organisations include:

- Alpine Shire Council
- Alpine Resorts Victoria
- Benalla Rural City
- Campaspe Shire Council
- Indigo Shire Council
- Goulburn Broken Catchment Management Authority
- Greater Shepparton City Council
- Mansfield Shire Council
- Mitchell Shire Council
- Moira Shire Council
- Murrindindi Shire Council
- North East Catchment Management Authority
- Strathbogrie Shire Council
- Towong Shire Council
- Rural City of Wangaratta
- Wodonga City Council

## 2. PURPOSE AND SCOPE

2.1 The purpose of this Memorandum of Understanding (MOU) is to articulate the arrangements and expectations of member organisations by:

- 2.1.1 providing a framework to guide collaborative work and meet the objectives of GMCA's Strategic Plan
- 2.1.2 defining the roles and obligations of the host and member councils and GMCA's governance structure
- 2.1.3 establishing an agreed membership funding commitment

### 3. PERIOD

3.1 From 1 July 2025 to 30 June 2029.

### 4. DEFINITIONS

**Host organisation** means Murrindindi Shire Council who will host GMCA Executive Officer and administer GMCA's finances as described in Sections 9 and 10 of this MOU.

**Member** means each full fee paying council and statutory authority as listed in Section 1 and defined in Section 8.

**Representative** means a staff member or elected councillor appointed by a member to attend meetings of the Alliance.

**Substitute Representative** means the person appointed by a member to attend meetings of the Alliance in the absence of the Staff Representative or Councillor Representative.

### 5. BACKGROUND

5.1 GMCA emerged as Goulburn Broken Greenhouse Alliance in 2007 in response to community concerns about climate change and a desire to drive environmental sustainability initiatives in a coordinated manner in the north eastern regions of the state of Victoria. In 2021 it adopted the new title after expanding to encompass new members from Victoria's north east.

5.2 In 2009, GMCA members signed the first MOU and Rules of Operation formally establishing GMCA's governance structure. Over the 2009-24 period, the Alliance has implemented a range of high profile regional climate change initiatives delivering clear financial and greenhouse gas savings to its members and their communities.

5.3 In 2025, GMCA officially integrated the Rules of Operation into its MOU creating a single governing document.

### 6. PRINCIPLES

6.1 In all matters arising under this MOU, the parties agree to the following principles:

- 6.1.1 openness, collaboration, sharing information and learning from each other
- 6.1.2 communicating regularly amongst member organisations
- 6.1.3 pursuing a consensus approach to decision making
- 6.1.4 acting in good faith, and in the interests of the region, and
- 6.1.5 transparency and fostering a culture of innovation, undertaking regular monitoring and review

### 7. GOVERNANCE ARRANGEMENTS

7.1 GMCA members commit to maintaining a robust governance structure to ensure:

- 7.1.1 objective and effective decision-making
- 7.1.2 appropriate processes for accountability
- 7.1.3 effective communications and information exchange within GMCA's networks

7.2 GMCA undertakes its work under the guidance of:

- 7.2.1 an Executive Committee: overseeing and endorsing GMCA's strategic directions
- 7.2.2 a Technical Reference Group: analysing, reviewing and advising on activities, consistent with GMCA's strategic direction
- 7.2.3 Working Groups: guiding project implementation (meeting as required)
- 7.3 an Executive Officer: to support and resource these governance structures and facilitate delivery of GMCA's initiatives. Representation on GMCA's committees, their roles, responsibilities and operational processes are detailed in the attached Terms of Reference.

## **8. FUNDING COMMITMENT**

- 8.1 Each GMCA member will contribute an annual membership fee based on LGA population + GST commencing on July 1<sup>st</sup> 2025 and completing on 30<sup>th</sup> June 2029. The population fee will be .45c per head. Statutory authority members will contribute the average fee of the smallest seven councils. Fees will include an annual increase equal to the Local Government rate cap from 1 July 2026 to accommodate the forecast CPI increase in expenses over the MOU period.
- 8.2 The GMCA member fee will be capped at \$30,000 ex gst.
- 8.3 The funding commitment payment schedule for 2025-2026 financial year is included in Appendix A of the Terms of Reference. The GMCA will set the four year CPI increase as the median CPI from the four years of GMCA's former membership term.
- 8.4 The parties recognise that GMCA's contractual and operational obligations extend over multiple financial years. This includes the delivery and administration of significant externally funded initiatives and maintaining employment of GMCA's dedicated staff resources. The annual membership fee is to provide investment certainty and ensure sufficient resources can be allocated to meet the Alliance's ongoing commitments. Member councils are committed to applying for GMCA annual membership fees in their annual budget process.
- 8.5 There will be an annual review of membership contributions to consider the appropriateness of existing contributions against any increasing cost impediments (eg. oncosts, labour, projects etc).
- 8.6 The GMCA Executive Committee will consider written member requests for temporary membership concessions. Requests must articulate the circumstances of the request and be provided prior to the beginning of the financial year they concern.

## **9. STAFF**

- 9.1 The GMCA Executive Officer will be hosted and employed at Murrindindi Shire Council on behalf of all members.
- 9.2 The GMCA Executive Officer will be accountable to the GMCA Executive Committee, and will report to the Manager Assets and Sustainability or equivalent at Murrindindi Shire Council on day-to-day issues and in regard to employment conditions. Annual work plan reviews will be undertaken by the Manager Assets and Sustainability in consultation with the Executive Committee and GMCA Board.
- 9.3 Additional GMCA project staff may be employed at any time during the period of the MOU as required. This will be arranged and managed between the relevant councils participating in the particular project. The parties agree to reach a mutually satisfactory hosting arrangement that best meets the needs of all members and/or the initiative in question.

## **10. FINANCE ARRANGEMENTS**

- 10.1 Murrindindi Shire Council as GMCA Auspice will be responsible for the administration of GMCA's finances. Funding received from member councils will be used for the core operation of GMCA including staff salary and on-costs (including, superannuation, WorkCover accrual, long service leave accrual, sick leave, leave loading) and other operational costs.
- 10.2 The Auspice council will receive a percentage of incoming project funding which it administers on behalf of the Alliance. The host council's fee will be calculated at the rate cap percentage which the application for funding has cited.
- 10.3 All project funding will require GMCA to include administration fees in an application in order to cover operational costs, including those of any project host council.
- 10.4 The Auspice council will report to GMCA members on an annual basis in regard to the GMCA funds spent in each financial year and the budget balance, including the amount held in Trust (the GMCA Reserve). The Auspice council will invoice each member council for their membership fees in July of each year.
- 10.5 Any surplus in the GMCA Reserve may be used for supporting project work and capacity building opportunities via agreement between GMCA members. Additional funding to facilitate priority projects will be sought from member councils and via funding applications to state and federal government and other organisations as opportunities arise.
- 10.6 In accordance with Murrindindi Shire Council redundancy provisions as outlined in its Enterprise Agreement, at the date of the program being identified as decommissioned or reduced, all currently participating GMCA members agree to share in the full compensation of affected and eligible staff members should redundancy be necessary. It is estimated that these costs are in the order of \$50,000. GMCA agrees to retain \$50,000 in trust to manage this risk.
- 10.7 Individual members are encouraged to independently auspice and act as Lead for Alliance projects. This will necessitate the management of project finances including receipt of grant funding, purchase orders, payment of invoices, submission of acquittals, close liaison with the Executive Officer, and taking a lead role in Project Steering Groups. Project Leads will also play a major role in assisting the Executive Officer with applying for Awards and providing elected members to accept and promote award wins.

## **11. SHARING OF INFORMATION AND RESOURCES**

- 11.1 All GMCA members will aim, where reasonably possible, to share information relevant to the Alliance with each other. In the normal course of events, the members will work on the assumption that information should be freely exchanged.
- 11.2 The members agree that it may be necessary to share confidential information to further the objectives of this MOU and that such information is to remain confidential.

## **12. DISPUTE RESOLUTION**

- 12.1 If any dispute or difference arises between the parties in carrying out the principles of this MOU that cannot be resolved, then the parties will seek an agreed independent mediator to resolve the difference.

**13. ADDITIONS TO MEMBERSHIP**

- 13.1 Any additional organisation wishing to join GMCA can express interest in writing to the GMCA Executive Committee. The decision to accept new members will be made by a majority vote of the GMCA Executive Committee.
- 13.2 Additional organisations who join GMCA as members in the future will need to sign a Deed that would make them party to this MOU. This Deed would be an attachment to the MOU and Terms of Reference.

**14. TERMINATION OF MEMBERSHIP AND DISSOLUTION**

- 14.1 Any party may cease being party to this MOU at any time by giving twelve month’s advance notice to the host organisation. Any unspent fees will not be refunded to the exiting council member.
- 14.2 Any obligations and commitments agreed to before the date of exit are to be fulfilled by the exiting party. Exiting member councils are also to provide any information required to fulfil any contractual obligations beyond the time of exit.
- 14.3 The Alliance maybe dissolved by a vote of the Executive Committee, through processes as described in the attended Terms of Reference.
- 14.4 The trigger for a vote dissolution is when membership declines to a point where the Alliance’s ongoing operation is no longer financially viable.

**15. MOU REVIEW PROCESS**

- 15.1 All member councils commit to conducting regular and ongoing reviews of the aims and their respective participation and if at any time any party decides that the aims are not viable, they may withdraw their participation in accordance with Section 14 of this MOU.

**16. EXECUTION**

SIGNED for and on behalf of **Murrindindi Shire Council (host organisation)**

)

)

by:

)

(Name of signatory)

\_\_\_\_\_  
(Signature)

Date:

SIGNED for and on behalf of **<insert name of council> (as member)**

)

)

by:

)

(Name of signatory)

\_\_\_\_\_  
(Signature)

Date:

## TERMS OF REFERENCE

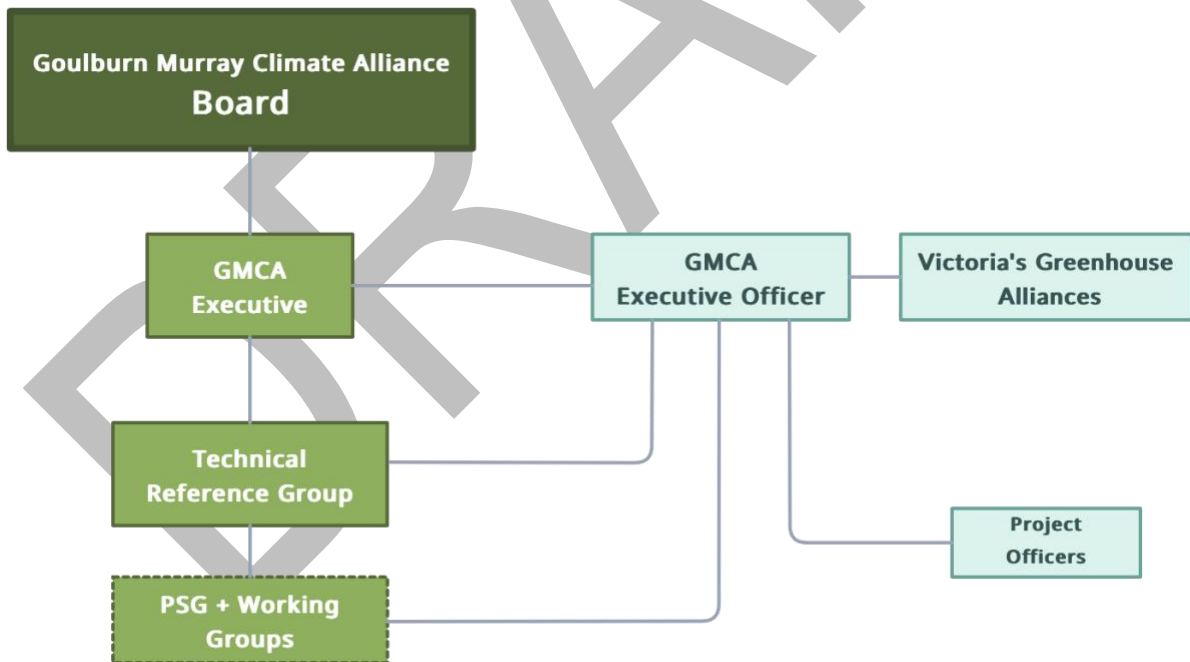
These Terms of Reference should be read in conjunction with GMCA’s 2025-29 Memorandum of Understanding (MOU) and GMCA’s current Strategic Plan. These Terms of Reference have been developed in line with the MOU, as a means of delegating powers to GMCA to ensure:

- Sound and effective decision-making
- Appropriate processes for accountability to GMCA as an entity and to individual members
- Effective communications and information exchange within GMCA’s networks are maintained

GMCA pursues its work agenda under the guidance of:

- The GMCA Board
- An Executive Committee
- A Technical Reference Group
- An Executive Officer
- Working Groups (informal as needed)

### A. GMCA Governance Structure



Governance Structure	Representation	Meeting frequency	Focus/role
GMCA Board	Councillors Senior Staff GMCA EO (non voting)	quarterly	<ul style="list-style-type: none"> <li>• Authorising strategic directions</li> <li>• high level members' engagement</li> <li>• advocacy</li> </ul>
GMCA Executive Committee	GMCA Executive Committee members, GMCA EO (non voting)	quarterly	<ul style="list-style-type: none"> <li>• financial strategy</li> <li>• risk management</li> <li>• advocacy &amp; research</li> <li>• governance</li> </ul>
GMCA Technical Reference Group	Officers Coordinators GMCA EO (non voting)	quarterly	<ul style="list-style-type: none"> <li>• advise, initiate and oversee GMCA projects</li> <li>• information sharing, capacity building</li> <li>• members presentations and reports</li> </ul>

## I. GMCA BOARD

### A. Role of the GMCA Board

- Authorise GMCA's strategic plan (every four years)
- Identify advocacy issues, review and offer input to advocacy submissions
- Endorse financial reports at Quarterly Meetings
- Ensure high level engagement with GMCA's stakeholders within each member organisation
- Actively promote GMCA's activities and effectively communicate the benefits of alliance membership to decision makers and other key stakeholders
- Advocate for GMCA projects and initiatives that promote knowledge sharing across GMCA and the Alliances generally, low carbon communities, and are responsive to the impacts of climate change.
- Regularly meet and liaise with their respective Executive and/or Technical Reference Group/Working groups representatives to ensure effective information exchange and facilitate efficient decision-making processes

## B. Composition of GMCA Board

- Each member will provide two primary representatives (1x Councillor, 1x Senior staff member) to attend each meeting
- A quorum will be achieved with 50 per cent of the Member organisations in attendance.
- A proxy representative should be provided if the nominated representative is unable to attend
- Each nominated representative must attend no less than two GMCA Board meetings per calendar year. In such an instance, the member must nominate an alternative GMCA Board representative
- The GMCA Board will nominate and appoint a Chair Person that is a Councillor for one year, or longer by agreement who will:
  - Chair meetings of the GMCA Board
  - Provide ongoing direction and active support to the Executive Officer
  - Represent the GMCA at meetings with Ministers and other high-level engagements
  - Ensure appropriate conduct and procedures are followed by the GMCA Board
  - Ensure all members of the GMCA Board are treated with respect and fairness irrespective of their role or formal position at the council they represent
  - Encourage all members of the GMCA Board to make a contribution to Executive deliberations
- A Deputy Chair Person will be nominated for one year, or longer by agreement and will fill the primary Chair Person's role if they are absent

## C. Meetings

Quarterly. Papers prepared / minutes will be taken by the GMCA Executive Officer.

## D. Voting

- Each member will have two voting rights for decisions made by the GMCA Board ie one councillor representative and one staff.
- If a voting member is unable to attend a meeting they must nominate their proxy in writing to the Executive Officer at least 24 hours before the meeting.

## II. EXECUTIVE COMMITTEE

### A. Role of the Executive Committee

1. To establish the strategic directions for GMCA's priorities, actions and operations, including appointment of the Executive Officer if the role becomes vacant.
2. To establish, manage and monitor GMCA's Finance Strategy, including identifying funding for GMCA's coordination and project implementation roles, and approving the annual budget.



3. To establish, manage and monitor GMCA's Risk Management process, approve risk mitigation actions, and report management activities to the GMCA Board.
4. To ensure high level member engagement with GMCA's strategic directions.
5. To identify advocacy issues and authorise advocacy submissions.
6. To recommend to Murrindindi Shire Council any changes to the MOU and Terms of Reference.

#### **B. Composition of GMCA Executive Committee**

- The GMCA Executive Committee will consist of representatives from least four but no more than nine members being councillor, or senior officer for a two-year term. Committee members will consist of no more than one representative from a current member organisation.
- A senior officer from the current auspice organisation must be represented on the Executive Committee but is not permitted to take the role of Chair in order to avoid conflicts of interest with respect to financial matters and employment of the Executive Officer.
- A proxy representative should be provided if a nominated representative is unable to attend.
- Three Executive Committee members are required to achieve a quorum.
- Each nominated representative must attend no less than two Executive Committee meetings per calendar year.
- The Executive Committee will nominate and appoint a Chair person for a two year term, who will:
  - Chair meetings of the Executive Committee
  - Provide ongoing direction and active support to the Executive Officer
  - Ensure appropriate conduct and procedures are followed by the Executive Committee
  - Ensure all members of the Executive Committee are treated even-handedly and fairly irrespective of their role or formal position at the organisation they represent
  - Encourage all members of the Executive Committee to make a contribution to Executive deliberations
- A Deputy Chairperson will be nominated for two years to fill the primary Chair Person's role if absent

#### **C. Meetings**

Quarterly, including two meetings will be held no less than two weeks prior to the GMCA Board Meeting. Papers prepared / minutes will be taken by the GMCA Executive Officer.

### **III. TECHNICAL REFERENCE GROUP**

#### **A. Role of the Technical Reference Group**

- To advise, initiate, and oversee GMCA projects, consistent with the strategic direction and priorities authorised by the GMCA Board

- Assist with project identification, development and delivery using organisational processes and by identifying organisational needs
- To identify issues, barriers and opportunities in project implementation, and refer these to the GMCA Executive.
- To receive GMCA's Working Group's reports and recommendations
- To share information and identify opportunities for collaborative approaches to climate change actions, responses and member capacity building.
- Assist with project reporting
- Provide input on communication and promotional material
- Share resources and knowledge
- Regularly meet and liaise with their respective Board and/or Executive Committee representatives to ensure effective information exchange and facilitate efficient decision making processes

#### **B. Composition of GMCA Technical Reference Group**

One to two Officers representing each of the GMCA organisational members.

#### **C. Meetings**

Quarterly or as agreed. Minutes will be taken by the GMCA Executive Officer or shared as agreed. Meetings will be hosted online or at each council on a rolling basis and chaired and papers prepared by the GMCA Executive Officer or a nominated lead.

### **IV. GMCA EXECUTIVE OFFICER**

The below role should be read in conjunction with the position description for the GMCA Executive Officer.

#### **A. Roles**

- Support the Board, Executive and Technical Reference Group by coordinating meetings, and where appropriate, GMCA working group meetings and workshops including preparing agendas, reports and minutes for these meetings
- Facilitate the development of GMCA's strategic plan, annual business plan, advocacy plan and monitor, evaluate and report on the Alliance's performance against these plans
- Coordinate the review of governance, policy, procedures and finance to reduce the risk to Alliance operations and long-term viability
- Identify and secure funding, sponsorship and other external resources to assist the Alliance to deliver initiatives
- Develop and coordinate communications with stakeholders, including promotional material relating to GMCA projects, programs and initiatives, including material for media releases, websites and other engagement channels
- Maintain strong governance structures and an engaged membership
- Manage dispute resolution between Alliance members

## V. WORKING GROUPS

### A. Role of the Working Groups

- Project development and technical discussion
- Project management
- Make recommendations to the Technical Reference Group

## VI. MEETING GUIDELINES

### A. Meetings

- Times and places of meetings are to be determined and arranged by the Executive Officer in consultation with committee members;
- Each year, meeting times should coincide (on one or two occasions) to bring the committees together in person or online.

### B. Order of business

- A formal agenda will be provided prior to each committee meeting by the Executive Officer (or an agreed chair)
- Reasonable notice of agenda papers for each committee meeting will be given, with papers distributed to the committee members a minimum of three working days prior to each meeting
- Agenda papers shall be provided in electronic format

### C. Voting arrangements

- Where possible, member organisations will work towards consensus
- To conduct a vote at either the Executive or Board level, a quorum of 50% member committee participants must be present in order for a vote to be taken
- One vote will be allocated to each member organisation for each GMCA committee
- A 70 percent majority in attendance must be obtained for a vote to be carried in a committee
- 'Moving' or 'seconding' a motion may be undertaken by any member representative
- Approved proxies will have the right to vote on behalf of their member representative
- Any other non-approved council representative can attend as an observer, on behalf of a member representative, but will be not be granted voting rights
- The Chair cannot exercise a second or casting vote. The Chair votes as any other member organisation
- Voting will be by show of hand and be transparent

### D. Recording of Minutes and adoption of Minutes of the last meeting

- Minutes of each meeting will be formally recorded by the Executive Officer and distributed electronically to members

- It will be assumed that members approve the minutes unless explicitly stated to the contrary, with a written response required within 5 working days from receipt of the minutes
- The minutes will be made available for public inspection on request at each GMCA member council and from the GMCA.

#### **E. Out of Committee decision making**

- Agenda items or other pertinent GMCA issues requiring decisions may be electronically distributed and votes formally received (within 3 working days) between GMCA Board and committee meetings
- Where majority vote is not reached and there is insufficient support regarding an item distributed electronically, the agenda item will be formally listed for discussion and the issue addressed at the next meeting
- Any decision made between meetings on these agenda items must be ratified at the next meeting
- Sufficient votes must be obtained from member organisations to gain a majority decision

#### **F. Authorisation of submissions**

- Authorisation is delegated to the GMCA Executive Officer and the GMCA Executive Committee Chair for all submissions that are consistent with GMCA advocacy priorities and GMCA's Strategic Plan
- For formal submissions, the authorisation process involves:
  - The GMCA Executive Officer drafts submissions with input from the Technical Reference Group
  - Draft submissions will then be circulated to the GMCA Executive Committee
  - Executive Committee members review, with responses to approve/reject/amend the submission required within 3 working days from receipt of draft.
- Executive Committee representatives will facilitate support and authorisation by individual GMCA member organisations through active engagement and communications.

#### **G. Confidential matters**

- Meetings may be closed to discuss confidential matters
- A resolution to close and reopen a meeting and the reason must be taken and recorded in the minutes
- The members must keep confidentiality and not allow, make or cause any disclosure of or in relation to the confidential information without the prior written consent of the other members
- The members must not:
  - Use or permit any person to use confidential information for any purposes other than for those agreed by the members.
  - Disclose or in any way communicate to any other person any of the confidential information except as authorised by the party who has disclosed the confidential information.

- Permit unauthorised persons to have access to places where confidential information is displayed, reproduced or stored.
- Make or assist any person to make any unauthorised use of the confidential information.
- Confidential information means any information provided by one member to the other member, which that member specifies as being confidential, or if disclosed, would be contrary to the public interest or would damage the interests of the parties involved, which provided the information.

#### **H. Declaration of interests**

- Members of GMCA Board and Committees are required to declare at a meeting any interests or conflict of interests
- The Board and Committee members will comply with all the provisions of the Act in regard to Interests and Conflicts of Interest as per the provisions of the Local Government Act 2020 and the Climate Change Act 2017.

#### **I. Calling of special meetings of the GMCA Board**

- Special meetings of the GMCA Board may be called by any of the GMCA member organisations
- The representatives of a majority of GMCA members must consent in writing for a special meeting to be called
- Reasonable notice must be provided for any special meetings called

#### **J. Requesting and receiving information for GMCA meetings**

- Information relevant to meetings and decision-making processes will be provided to GMCA meetings by the GMCA Executive Officer no less than 3 business day before each meeting
- The Executive Officer will distribute information via email and electronic transfer
- Each Committee member will actively engage and brief their Council's respective management ahead of each meeting on any technical or contextual issues necessary to streamline decision making and build GMCA capability

#### **K. Presentations requested to GMCA meetings**

- Any member can request presentations by guests, stakeholders or interested parties which will be coordinated through the Executive Officer.
- Requests for presentations shall be made through the Executive Officer

### **VII. ASSOCIATES OF GMCA**

Where possible, GMCA will seek to involve and partner with associates on specific projects and initiatives. Associates of GMCA may include (but are not limited to):

- Observing, non-financial participant Councils
- Other non-GMCA Councils
- Service providers or external experts

- Project delivery partners
- Other Alliance representatives

Associates will be invited to attend the meetings of the working groups, information sharing groups and where appropriate meetings. Where associates are essential to a nominated GMCA project, associate representatives will not act as members of the GMCA or be entitled to vote but can participate in discussion within members when invited to do so.

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APPENDIX A: MEMBERSHIP FEES

ALLIANCE CONTRIBUTIONS	2025-29 \$0.45 per pop, CPI @ 4y rate cap average - with \$30k membership cap				
		Baseline	CPI 2.38	CPI 2.38	CPI 2.38
	2023 LGA Population	25-26	26-27	27-28	28-29
Alpine Shire Council	13,182	\$ 5,931.90	\$ 6,073.08	\$ 6,217.62	\$ 6,365.60
Benalla Rural City Council	14,529	\$ 6,538.05	\$ 6,693.66	\$ 6,852.96	\$ 7,016.07
Campaspe Shire Council	38,299	\$ 17,234.55	\$ 17,644.73	\$ 18,064.68	\$ 18,494.62
Greater Shepparton City Council	69,135	\$ 30,000.00	\$ 30,000.00	\$ 30,000.00	\$ 30,000.00
Indigo Shire Council	17,662	\$ 7,947.90	\$ 8,137.06	\$ 8,330.72	\$ 8,528.99
Mansfield Shire Council	10,546	\$ 4,745.70	\$ 4,858.65	\$ 4,974.28	\$ 5,092.67
Mitchell Shire Council	53,723	\$ 24,175.35	\$ 24,750.72	\$ 25,339.79	\$ 25,942.88
Moira Shire Council	30,775	\$ 13,848.75	\$ 14,178.35	\$ 14,515.79	\$ 14,861.27
Murrindindi Shire Council	15,482	\$ 6,966.90	\$ 7,132.71	\$ 7,302.47	\$ 7,476.27
Strathbogie Shire Council	11,578	\$ 5,210.10	\$ 5,334.10	\$ 5,461.05	\$ 5,591.03
Towong Shire Council	6,243	\$ 2,809.35	\$ 2,876.21	\$ 2,944.67	\$ 3,014.75
Rural City of Wangaratta	30,002	\$ 13,500.90	\$ 13,822.22	\$ 14,151.19	\$ 14,487.99
City of Wodonga	44,276	\$ 19,924.20	\$ 20,398.40	\$ 20,883.88	\$ 21,380.91
GBCMA		\$ 5,735.70	\$ 5,872.21	\$ 6,011.97	\$ 6,155.05
NECMA		\$ 5,735.70	\$ 5,872.21	\$ 6,011.97	\$ 6,155.05
Alpine Resorts Victoria		\$ 5,735.70	\$ 5,872.21	\$ 6,011.97	\$ 6,155.05
		<b>\$ 176,040.75</b>	<b>\$ 179,516.52</b>	<b>\$ 183,075.01</b>	<b>\$ 186,718.20</b>

Financial year	Rate cap
2024-25	2.75%
2023-24	3.50%
2022-23	1.75%
2021-22	1.50%
2020-21	2.00%
2019-20	2.50%
2018-19	2.25%
2017-18	2.00%
2016-17	2.50%

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