



**Mayoral Directive
Decision Number: 2026-006**

Under Bill 3, the *Strong Mayors, Building Homes Act*, 2022, which amended the *Municipal Act*, 2001, I, John Beddows, Mayor of the Town of Gananoque, have decided as follows:

Directive to the Chief Administrative Officer, Clerk and Managers of the Corporation of the Town of Gananoque:

The employees of the Corporation, at every level, are the people who deliver the high-quality municipal services we are accustomed to, and their time and experience are critical resources. Initiatives that seek to enhance morale and retention of municipal personnel delivers a net benefit to the taxpayers of Gananoque and reflect the degree to which we value our municipal team.

Given that the trial of flex and extended service hours at Town Hall is an evolving process, a more limited adjustment of Town Hall hours will be in place for the remainder of the trial:

1. **Extended Hours & Work Week** – For the remainder of the trial, Town Hall will be open to serve the public between 8:30am and 4:30pm four days per week with the exception of Thursdays when public hours will be extended to 8:30am to 6:00pm.
2. **Duration, Data Collection, and Post-Trial Reporting** - The duration of the trial is unchanged, and will run until October 2nd, 2026. Data collection and post-trial reporting requirements are unchanged.
3. **Any Other Recommendations** – Please put forward any other recommendations that emerge during course of the trial, along with supporting analysis, to enable optimization of outcomes and enhancement of morale and satisfaction.

It must be accepted that a “one size fits all” solution is almost certainly not possible, and recommendations for change will likely have to be on a function by function, and in some cases position by position basis.

The core of my intent with this directive is to try to find ways to enhance morale, job satisfaction and retention. I look forward to this report, and I am available for any follow-on questions.

Dated this 15th day of July, 2026.

A handwritten signature in black ink, appearing to read "John S. Beddows", with a long horizontal flourish extending to the right.

John S. Beddows, Mayor