

Held on Wednesday, June 3, 2026, at 5:00 PM
Held Virtually and In-Person

COUNCIL MEMBERS PRESENT		STAFF PRESENT
Mayor:	John Beddows	Melanie Kirkby, CAO
Councillors:	Colin Brown	John Morrison, Treasurer
	Matt Harper	Brenda Guy, Manager of Planning and Development
	Patrick Kirkby	Lynsey Zufelt, Deputy Clerk
	Anne-Marie Koiner	David Armstrong, Manager of Public Works
	Vicki Leahey	Jeff Johnston, Manager of Parks and Recreation
	David Osmond	Andrew Dickson, Fire Chief
Regrets:		Penny Kelly, Clerk / CEMC

1.	Call Meeting to Order
	Mayor Beddows called the meeting to order at 4:32 PM.
2.	Disclosure of Pecuniary Interest & General Nature Thereof – None
3.	Closed Session (Beginning at 4:30 PM)
	Moved by Councillor Brown that the Council of the Town of Gananoque, in accordance with Section 239.2 of the Municipal Act, moves into Closed Session at 4:33 PM for the purpose of discussing: 1. One (1) item under A Position, Plan, Procedure, Criteria or Instruction to be Applied to any Negotiations Carried On or to be Carried on by or on Behalf of the Municipality or Local Board and; 2. One (1) item under Personal Matters Concerning an Identifiable Individual, Including Municipal or Board Employees with respect to the Champions of Gananoque Nominations. CARRIED – UNANIMOUS
4.	Move Out of Closed Session at 4:58 PM
5.	Council Resumed the Open Session at 5:06 PM
	Mayor Beddows advised that Closed Meeting was held. Council discussed One (1) item under A Position, Plan, Procedure, Criteria or Instruction to be Applied to any Negotiations Carried On or to be Carried on by or on Behalf of the Municipality or Local Board. There was nothing to report out on this item. Council also discussed one (1) item under Personal Matters Concerning an Identifiable Individual, Including Municipal or Board Employees with respect to the Champions of Gananoque Nominations. Council considered the following recommendation.
	Motion #26-103 – Champion of Gananoque Recipient Moved By: Councillor Osmond Seconded By: Councillor Harper BE IT RESOLVED THAT THE COUNCIL OF THE TOWN OF GANANOQUE AWARDS THE CHAMPION OF GANANOQUE TO: 1. GANANOQUE CHEVROLET (GAN CHEV) BUICK GMC CADILLAC LTD. AND FURTHER, THAT THE ABOVE NAME BE ETCHED ON THE PLAQUE LOCATED AT THE LOU JEFFERIES ARENA. CARRIED – UNANIMOUS

6.	Canadian National Anthem
	The National Anthem was sung.
7.	Land Acknowledgement Statement
8.	Public Question / Comment (Only Addressing Motion(s) or Reports on the Agenda)
	Members of the Public addressed Reports listed on the Agenda.
9.	Disclosure of Additional Items
	1. Benefits Incentive for Council Members – Councillor Osmond
10.	Delegations
	1. Schuyler Earl – Request to Re-purpose BMX Track at Community Centre
	- Schuyler Earl appeared before Council requested that Council consider re-purposing the BMX Track at the Community Centre. - Council thanked Ms. Earl and considered the following recommendation.
	Motion #26-104 – Pump Track Analysis Moved by: Mayor Beddows Seconded by: Councillor Koiner BE IT RESOLVED THAT THE COUNCIL OF THE TOWN OF GANANOQUE DIRECT STAFF TO BRING BACK A COUNCIL REPORT WITH A COST ANALYSIS FOR THE INSTALLATION OF A PUMP TRACK ON THE SITE OF THE OLD BMX TRACK, IN TIME TO INFORM THE 2027 BUDGET DRAFT PROCESS, AND THE LOCATION OF A PLAYGROUND, CO-LOCATED WITH THE TRACK. CARRIED – UNANIMOUS
11.	Presentations/Awards/Deputations
	1. Municipal Drug Strategy – Youth Hub in Gananoque – GISS Representatives
	Council presented Certificates of Achievement to Municipal Drug Strategy Gananoque Intermediate Secondary School (GISS) Representatives Chandler Croft and Jascha Jager, and; acknowledged Eli Deak who was absent from the ceremony.
12.	Mayor’s Declaration – None
13.	Unfinished Business – None
14.	Approval of Minutes – Wednesday, May 20 2026
	**Moved by Mayor Beddows and seconded by Councillor Koiner that Councillor Koiner’s Declaration of Pecuniary Interest be added to the May 20, 2026, Minutes.
	Motion #26-102 – Approval of Minutes – Wednesday, May 20, 2026 Moved By: Deputy Mayor Leakey Seconded By: Councillor Kirkby BE IT RESOLVED THAT THE COUNCIL OF THE TOWN OF GANANOQUE HEREBY ADOPTS THE REGULAR MINUTES OF COUNCIL, DATED WEDNESDAY, MAY 20TH, 2026, AS AMENDED. CARRIED – UNANIMOUS
15.	Staff Reports
	Council-CAO-2026-10 – Mayoral Directive 2026-003
	Motion #26-105 – Mayoral Directive 2026-003 Moved By: Councillor Koiner Seconded By: Mayor Beddows BE IT RESOLVED THAT THE COUNCIL OF THE TOWN OF GANANOQUE RECEIVES FOR INFORMATION THE 2026-003 MAYORAL DIRECTIVE – STAFF ANALYSIS FLEX HOURS FOUR DAY WORK WEEK, AS PRESENTED IN REPORT COUNCIL CAO-2026-10. CARRIED – UNANIMOUS

Council-RDS-2026-10 – Award of Contract – Concrete Replacement and Repair	
	By-law No. 2026-050 – Award of Contract – Concrete Replacement and Repair Moved By: Councillor Harper Seconded By: Councillor Osmond BE IT RESOLVED THAT THE COUNCIL OF THE TOWN OF GANANOQUE PASS BY-LAW NO. 2026-050, BEING A BY-LAW TO AUTHORIZE THE MAYOR AND CLERK TO SIGN AN AGREEMENT WITH HV CONSTRUCTION LTD., FOR THE PROCUREMENT OF SERVICES TO COMPLETE CONCRETE REPLACEMENT AND REPAIRS THROUGHOUT THE TOWN OF GANANOQUE, BASED ON THEIR TENDER SUBMISSION DATED MAY 5, 2026, AS PRESCRIBED IN RFT RDS-2026-03, AND AS PRESENTED IN COUNCIL REPORT RDS-2026-10. CARRIED – UNANIMOUS
Council-RDS-2026-11 – Award of Contract – Asphalt Maintenance Contract Extension	
	By-law No. 2026-051 – Award of Contract – Asphalt Maintenance Contract Extension Moved By: Councillor Kirkby Seconded By: Councillor Koiner BE IT RESOLVED THAT THE COUNCIL OF THE TOWN OF GANANOQUE PASS BY-LAW NO. 2026-051, BEING A BY-LAW TO AUTHORIZE THE MAYOR AND CLERK TO SIGN AN AGREEMENT WITH KILEY PAVING LTD., FOR THE PROCUREMENT OF SERVICES TO COMPLETE ASPHALT MAINTENANCE THROUGHOUT THE TOWN OF GANANOQUE, BASED ON THE SUBMITTED RATES FROM THE CONTRACTOR FOR THE WORK PRESCRIBED IN RFT RDS-2024-03, AND AS PRESENTED IN COUNCIL REPORT RDS-2026-11. CARRIED – 6 Ayes, 1 Nay
Council-RDS-2026-12 – Award of Contract – Line Painting Extension and Crosswalk Painting	
	By-law No. 2026-052 – Award of Contract – Line Painting Extension and Crosswalk Painting Moved By: Councillor Koiner Seconded By: Deputy Mayor Leakey BE IT RESOLVED THAT THE COUNCIL OF THE TOWN OF GANANOQUE PASS BY-LAW NO. 2026-052, BEING A BY-LAW TO AUTHORIZE THE MAYOR AND CLERK TO SIGN AN AGREEMENT WITH ONLINE PAVEMENT MARKINGS & MAINTENANCE, FOR THE PROCUREMENT OF SERVICES TO COMPLETE LINE PAINTING THROUGHOUT THE TOWN OF GANANOQUE, TO AN UPSET LIMIT OF \$51,063.76 (EXCLUDING TOWN SHARE OF HST), AS ORIGINALLY PRESCRIBED IN RFT RDS-2024-06, AND AS PRESENTED IN COUNCIL REPORT RDS-2026-12; FURTHER BE IT RESOLVED THAT THE COUNCIL OF THE TOWN OF GANANOQUE IN PRINCIPLE APPROVES AN ADDITIONAL \$13,125.00 (EXCLUDING TOWN SHARE OF HST) FOR THE DECORATIVE PAINTING OF THE THREE (3) CROSSWALKS DESCRIBED IN THE QUOTE RECEIVED ON AUGUST 22, 2025, AS PRESENTED IN COUNCIL REPORT RDS-2026-12. CARRIED – UNANIMOUS
Council-UTIL-2026-07 – East End Pumping Station Project Update	
	Motion #26-106 – East End Pumping Station Project Update Moved By: Councillor Harper Seconded By: Councillor Brown BE IT RESOLVED THAT THE COUNCIL OF THE TOWN OF GANANOQUE RECEIVE THE EAST END PUMPING STATION – PROJECT UPDATE REPORT FOR INFORMATION, AS PRESENTED IN COUNCIL REPORT UTIL-2026-07. CARRIED – UNANIMOUS

Council-FIRE-2026-04 – Automatic Aid Agreement Renewal with Township of Leeds and the Thousand Islands

By-law No. 2026-053 – Automatic Aid Agreement – Township of Leeds and the Thousand Islands – Repeal By-law No. 2019-090

Moved By: Councillor Osmond

Seconded By: Councillor Kirkby

BE IT RESOLVED THAT THE COUNCIL OF THE TOWN OF GANANOQUE PASS BY-LAW NO. 2026-053, BEING A BY-LAW TO REPEAL BY-LAW NO. 2019-090, BEING A BY-LAW TO AUTHORIZE THE MAYOR AND CLERK TO SIGN AN AUTOMATIC AID AGREEMENT WITH THE TOWNSHIP OF LEEDS AND THE THOUSAND ISLANDS FOR FIRE PROTECTION SERVICES.

CARRIED – UNANIMOUS

**By-law No. 2026-054 – Automatic Aid Agreement Renewal – Township of
Leeds and the Thousand Islands**

Moved By: Councillor Brown

Seconded By: Councillor Osmond

BE IT RESOLVED THAT THE COUNCIL OF THE TOWN OF GANANOQUE PASS BY-LAW NO. 2026-054, BEING A BY-LAW TO AUTHORIZE THE MAYOR AND CLERK TO SIGN THE AUTOMATIC AID AGREEMENT (TOWNSHIP BY-LAW NO. 2026-016) TO PROVIDE AND RECEIVE FIRE SERVICES WITH THE FIRE DEPARTMENT FROM THE TOWNSHIP OF LEEDS AND THE THOUSAND ISLANDS, AS PRESENTED IN COUNCIL REPORT FIRE-2026-04.

CARRIED – UNANIMOUS

Council-FIN-2026-19 – 2026 Tax Rates and Ratios

By-law No. 2026-055 – 2026 Tax Rates and Ratios

Moved By: Councillor Koiner

Seconded By: Deputy Mayor Leakey

BE IT RESOLVED THAT THE COUNCIL OF THE TOWN OF GANANOQUE
READS BY-LAW NO. 2026-055, A FIRST AND SECOND TIME ON WEDNESDAY,
JUNE 3RD, 2026, BEING A BY-LAW TO APPROVE THE 2026 TAX RATES AND
RATIOS;

AND FURTHER, THAT BY-LAW NO. 2026-055, BE CONSIDERED AND READ A THIRD TIME FOR FINAL PASSAGE ON WEDNESDAY, JUNE 17TH, 2025, AS PRESENTED IN REPORT COUNCIL-FIN-2026-19.

CARRIED – UNANIMOUS

****At this point, the Chair called a recess.**

****The meeting resumed at 7:06 PM.**

16.	Motions (Council Direction to Staff)
------------	---

1. Information Technology (IT) Services – Direction to Staff – Councillor Kojner

Motion #26-107 – Information Technology (IT) Services – Direction to Staff

Moved By: Councillor Koiner

Seconded By: Mayor Beddows

WHEREAS WE ARE IN 2026 - A DIGITAL AGE;

AND WHEREAS INFORMATION TECHNOLOGY (IT) EXPENDITURES (HARDWARE AND SOFTWARE) ARE A SIGNIFICANT PART OF THE YEARLY BUDGET (> \$450,000);

AND WHEREAS THE INTEGRATION OF IT / DATA / MAPPING / GIS / WORK ORDERS AND THE ADVANCEMENT OF AI IS EMBEDDED IN THE TOWN'S OPERATIONS AND FINANCIAL SYSTEMS:

AND WHEREAS THE WORK ORDER SYSTEM IS AN INTEGRAL PROCESS SHAPING THE WORK ENVIRONMENT AND EMPLOYEE CULTURE:

NOW THEREFORE, BE IT RESOLVED THAT THE COUNCIL OF THE TOWN OF GANANOQUE DIRECTS STAFF TO BRING BACK A STATUS REPORT IDENTIFYING BY DESCRIBING AND COSTING THE INTERNAL PROCESSES AND SYSTEMS CURRENTLY UTILIZED BY ALL DEPARTMENTS AND THOSE ENVISIONED IN MODERNIZING THE EFFICIENCY OF THE CORPORATION'S SERVICE DELIVERY PROGRAM.

2. Direction to Staff – Council Leadership Review Survey – Councillor Osmond

****Deputy Mayor Leaky took the chair.**

Motion #26-108 – Direction to Staff – Council Leadership Review Survey
Moved By: Councillor Osmond **Seconded By:** Councillor Harper
 BE IT RESOLVED THAT THE COUNCIL OF THE TOWN OF GANANOQUE
 DIRECT STAFF TO PREPARE, DEVELOP AND EXECUTE A 360 COUNCIL
 LEADERSHIP REVIEW SURVEY FOR STAFF TO COMPLETE EVERY 2
 YEARS, STARTING JULY 2026, THAT WILL PROVIDE ALL STAFF AN
 ANONYMOUS TOOL TO PROVIDE THEIR FEEDBACK ON INDIVIDUAL
 COUNCIL MEMBERS LEADERSHIP SKILLS AND HOW THEY HAVE
 PERFORMED TO DATE USING A SCORE AND COMMENTS.

AND FURTHER DIRECT STAFF THAT THE RESULTS OF THE ANONYMOUS STAFF SURVEY WILL BE RELEASED AS A REPORT, ENTERED AS CORRESPONDENCE AT THE MID-POINT OF EACH TERM AND SUMMER OF THE FINAL TERM OF COUNCIL AND SHARED PUBLICLY.

RECORDED VOTE:	Aye	Nay
Brown, Colin		X
Harper, Matt	X	
Kirkby, Patrick	X	
Koiner, Anne-Marie		X
Leakey, Vicki		X
Osmond, David	X	
Beddows, John		X
TOTALS	3	4

	3. Seek Legal Opinion – Direction to Staff – Deputy Mayor Leakey
	Motion #26-109 – Seek Legal Opinion – Direction to Staff Moved By: Deputy Mayor Leakey Seconded By: Councillor Harper WHEREAS, AS REQUIRED UNDER BY-LAW NO. 2023-078 – COUNCIL CODE OF CONDUCT, SECTION 8: ALL MEMBERS HAVE A DUTY TO TREAT MEMBERS OF THE PUBLIC, ONE ANOTHER AND STAFF WITH RESPECT AND WITHOUT ABUSE, BULLYING OR INTIMIDATION, AND TO ENSURE THAT THEIR WORK ENVIRONMENT IS FREE FROM DISCRIMINATION AND HARASSMENT. THE ONTARIO HUMAN RIGHTS CODE APPLIES AND, WHERE APPLICABLE, THE TOWN’S WORKPLACE VIOLENCE & WORKPLACE HARASSMENT POLICY; AND WHEREAS, AS REQUIRED UNDER THE PROVINCIAL OCCUPATIONAL HEALTH AND SAFETY ACT – BILL 168 – WHICH REQUIRES ALL ONTARIO EMPLOYERS, INCLUDING MUNICIPALITIES, TO PROVIDE A SAFE WORKPLACE FREE OF HARASSMENT. SECTION 1.5 WORKPLACE HARASSMENT, THE OHSA DEFINES WORKPLACE HARASSMENT AS ENGAGING IN A COURSE OF VEXATIOUS COMMENT OR CONDUCT AGAINST A WORKER IN A WORKPLACE, INCLUDING VIRTUALLY THROUGH THE USE OF INFORMATION AND COMMUNICATIONS TECHNOLOGY, THAT IS KNOWN OR OUGHT REASONABLY TO BE KNOWN TO BE UNWELCOME; AND WHEREAS, BYLAW 2014-110 - HUMAN RESOURCES POLICY, SECTION 600-02 WORKPLACE HARASSMENT AND VIOLENCE POLICY STATES: THE EMPLOYER’S ROLES AND RESPONSIBILITIES: POLICY THE TOWN OF GANANOQUE IS COMMITTED TO PROVIDING A SAFE AND HEALTHY WORKPLACE. THE TOWN IS COMMITTED TO COMPLY WITH THE OCCUPATIONAL HEALTH AND SAFETY ACT AND ALL OTHER RELEVANT LEGISLATION GOVERNING WORKPLACE VIOLENCE AND HARASSMENT IN ONTARIO. OBJECTIVE THE INTENT OF THIS POLICY IS TO ENSURE THE PROVISION OF A HEALTHY AND SAFE WORKPLACE AND TO ENSURE THAT ALL WORKPLACE PARTIES ARE FAMILIAR WITH THE DEFINITIONS OF WORKPLACE VIOLENCE AND HARASSMENT AND THEIR ROLES IN ITS PREVENTION AND IN CORRECTIVE ACTION. THIS POLICY ESTABLISHES THAT WORKERS AND CLIENTS OF THE TOWN OF GANANOQUE WILL BE TREATED WITH RESPECT, FAIRNESS, AND SENSITIVITY. THE TOWN OF GANANOQUE WILL NOT TOLERATE DISCRIMINATION UNDER ANY CIRCUMSTANCES. ANY EMPLOYEE EXPERIENCING DISCRIMINATION HAS THE FULL SUPPORT OF THE TOWN IN RESOLVING THE ISSUE. ALL COMPLAINTS OF DISCRIMINATION WILL BE PROMPTLY AND THOROUGHLY INVESTIGATED. MANAGEMENT (MANAGER/SUPERVISOR) • PROVIDE A WORK ENVIRONMENT THAT IS FREE FROM DISCRIMINATION, INCLUDING ACTIVELY PROMOTING A POSITIVE, DISCRIMINATION-FREE WORK ENVIRONMENT AND INTERVENING WHEN PROBLEMS OCCUR. • DEAL WITH INAPPROPRIATE ACTIONS OF OTHERS THAT COME TO THEIR ATTENTION. • COOPERATING WITH TOWN INVESTIGATORS OR OTHER AUTHORITIES, AS REQUIRED DURING ANY INVESTIGATION RELATED TO WORKPLACE DISCRIMINATION.

