



**City of Kingston  
Report to Council  
Report Number 26-110**

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**To:** Mayor and Members of Council  
**From:** Jenna Morley, City Solicitor  
**Resource Staff:** Janet Jaynes, City Clerk  
**Date of Meeting:** April 7, 2026  
**Subject:** Supplemental Report - Recommendations from Council  
Resourcing Review Working Group

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**Council Strategic Plan Alignment:**

Theme: Corporate business

Goal: See above

**Executive Summary:**

The purpose of this report is to provide Council with information on the financial implications associated with the recommendations contained in the final report of the Council Resourcing Review Working Group.

**Recommendation:**

This report is for information only.

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**Authorizing Signatures:**

ORIGINAL SIGNED BY CITY SOLICITOR

Jenna Morley, City Solicitor

ORIGINAL SIGNED BY CHIEF

ADMINISTRATIVE OFFICER

Lanie Hurdle, Chief  
Administrative Officer

**Consultation with the following Members of the Corporate Management Team:**

Paige Agnew, Commissioner, Growth & Development Services	Not required
Jennifer Campbell, Commissioner, Community Services	Not required
Neil Carbone, Commissioner, Corporate & Emergency Services	Not required
David Fell, President & CEO, Utilities Kingston	Not required
Desirée Kennedy, Chief Financial Officer & City Treasurer	
Ian Semple, Commissioner, Transportation & Infrastructure Services	Not required

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**Options/Discussion:****Background**

On June 3, 2025, Council approved the establishment of the Council Resourcing Review Working Group to review the remuneration for the 2026 – 2030 term of Council.

The mandate of the Working Group is to examine the roles and responsibilities of both the Mayor and Councillors and to make recommendations on an appropriate remuneration based on both an understanding of what is asked and expected of an individual who is elected to Council, and data from comparable municipalities.

The Working Group has prepared its final report “Council Resourcing Review Working Group – Final Report to City Council – April 7, 2026” which includes recommendations for Council’s consideration.

**Analysis**

The recommendations in the Working Group’s Final Report are expected to have minimal budget impact in 2026, with more significant impacts anticipated in 2027.

The proposed increase in annual remuneration for Mayor and District Councillors for the period from November 15 – December 31, 2026 of approximately \$7,000 would need to be absorbed within the 2026 operating budget.

For 2027, the incremental cost of implementing the Working Group’s recommendations is approximately \$316,000. A breakdown of the incremental cost components is detailed in Table 1 below.

Notably, the most significant cost increase (\$200,000) relates to the proposed addition of two new Council resource staff, bringing the total number of full-time Council resource staff to three. The table on the following page details on a per item basis the current 2027 budget impact and the proposed 2027 budget impact based on the recommendations of the Council Resourcing Review Working Group.

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**Table 1 – Current Budget Impact versus Proposed Budget Impact for 2027**

<b>Item</b>	<b>Proposed 2027 Budget Impact</b>	<b>Current 2027 Budget Impact</b>	<b>Incremental</b>
Mayor remuneration	\$153,510	\$145,308	\$8,203
Councillor remuneration (total)	\$642,600	\$608,172	\$34,428
Benefits increase at 31%			\$13,215
Deputy Mayor – stipend (annual)	\$30,000	\$3,000	\$27,000
Conference and travel expenses	\$65,000	\$30,000	\$35,000
Supplies	\$0	\$1,800	(\$1,800)
Administrative resource	3 full time employees	1 full time employee	\$200,000
<b>Total</b>			<b>\$316,046</b>

**Existing Policy/By-Law***Municipal Act, 2001***Financial Considerations**

As presented to Council as part of the 2026 budget presentations, the City is currently projecting a budget gap of approximately \$5.4 million for 2027. The incremental cost of implementing the Working Group's recommendations will further increase this gap by approximately \$316,000.

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**Contacts:**

Janet Jaynes, City Clerk, 613-546-4291 extension 1262

**Other City of Kingston Staff Consulted:**

Derek Ochej, Deputy City Clerk, Legislative Services

**Exhibits Attached:**

None