



**TOWN OF GANDER
MEETING
REGULAR MEETING OF COUNCIL
Wednesday, December 17, 2025, 03:00 PM
Council Chambers**

Council Present:

Percy Farwell, Mayor
Pat Woodford, Councillor
Sheldon Handcock, Councillor
Tara Pollett, Deputy Mayor
Jim Lidstone, Councillor
Krystle West, Councillor
Samantha Abbott, Councillor

Staff Present:

Brad Hefford, Chief Administrative Officer/Town Clerk/Director of Governance and Legislative Services
Alexa Oldford, Manager of Governance and Legislative Services
James Blackwood, Director of Planning and Public Works
Kelly Hiscock, Director of Corporate Services
Jerry Knee, Director of Community Services
Dave Shea, Fire Chief
Kayla White, Manager of Communications, Branding and Partnerships

Regrets:

1. CALL TO ORDER

The meeting was called to order by Mayor Farwell at 3:00 pm.

2. LAND ACKNOWLEDGEMENT

Mayor Farwell delivered the Land Acknowledgement.

3. VISITORS/PRESENTATIONS

3.1 2025 Art Procurement Winners

In 2007, the Town of Gander introduced a program to actively support and promote the local arts community through the purchase of artworks for permanent display in our municipal buildings and public spaces.

I am pleased to announce that the 2025 Art Procurement Program saw the submission of 19 artworks from 13 local artists. Our three independent Judges chose the following as their top choices:

- A photograph of the Northern Lights at Cobb's Pond entitled "Silent Glow" by Lori Cusack
- A photograph of waterbombers at Air Services entitled "On Standby" by Walt Gill
- A panorama photograph entitled "Midnight at Cobb's Pond" by Sandra Moss
- A graphite drawing on Bristol paper of freshly picked blueberries entitled "Taste of August" by Chloe Penney
- A graphite drawing on sketch paper of the Silent Witnesses Memorial entitled "Broken Arrow & Broken Hearts" by Jared Whalen
- and a photograph on canvas of a heart in the birch trees created by the rising sun entitled "Heart of Gander" by Kristina Burt.

Additionally, the residents of Gander voted online via the Town's Facebook page for "Residents' Choice". For 2025, the artwork with the most votes is an acrylic and gouache painting on canvas entitled "Gander: Crossroads of Courage" by Generous Bocala, depicting four symbols that tell Gander's story of courage and compassion.

In total, we are able to purchase 7 pieces, bringing the number of artworks in the Town's public collection since 2007 to 89 pieces. The new artworks will be displayed in the main lobby at the Town Hall during 2026.

I would like to thank our three Judges for giving their free time and helping our Art Procurement Program continue to be very successful. At this time, I would like to ask the artists to step forward and be recognized for their artwork

3.2 Municipal Long-Service Awards

This evening, we would like to take a moment to recognize and formally acknowledge two individuals who have made significant contributions to the Town of Gander through their

long-standing service in municipal government.

First, on behalf of Council, staff, and the community, we extend sincere congratulations to Mayor Percy Farwell, who has been recognized by the Department of Municipal Affairs and Community Engagement with a Long Service Award for reaching the milestone of 20 years as an elected official. This award is part of the Province's program honouring municipal officials who have demonstrated a lasting commitment to their communities. Mayor Farwell's two decades of leadership and public service have been integral to the growth and success of our town.

We also take this opportunity to recognize Ms. Bettina Ford, who most recently served as Gander's Deputy Mayor, and was honoured for 12 years of dedicated service to the Town of Gander. Ms. Ford's contributions, both around the Council table and within the community, have left a lasting impact, and we thank her for her years of commitment and dedication.

On behalf of Council, management, staff, and the residents of Gander, we offer our heartfelt thanks and congratulations to both Mayor Farwell and Ms. Ford for their leadership, service, and dedication to our town.

4. APPROVAL OF AGENDA

The agenda for the Regular Meeting of Council was presented for approval.

Resolution: **25-277**

Moved By Deputy Mayor Pollett

Seconded By Councillor Handcock

THAT the agenda for the December 17, 2025, Regular Meeting of Council be approved, as presented.

For (7): Mayor Farwell, Councillor Woodford, Councillor Handcock, Deputy Mayor Pollett, Councillor Lidstone, Councillor West, and Councillor Abbott

Carried (7 to 0)

5. APPROVAL OF PREVIOUS MINUTES

5.1 November 26 Regular Meeting of Council Minutes

The minutes for the November 26, 2025, Regular Meeting of Council was presented for

approval.

Resolution: **25-278**

Moved By Deputy Mayor Pollett

Seconded By Councillor West

THAT the minutes for the November 26, 2025, Regular Meeting of Council be approved, as presented.

For (7): Mayor Farwell, Councillor Woodford, Councillor Handcock, Deputy Mayor Pollett, Councillor Lidstone, Councillor West, and Councillor Abbott

Carried (7 to 0)

6. BUSINESS ARISING FROM PREVIOUS MINUTES

7. STANDING COUNCIL BUSINESS

7.1 Governance and Legislative Services

The Governance and Legislative Services Report was presented by Councillor Lidstone.

a. Safe and Active School Routes

The committee discussed a Federation of Canadian Municipalities (FCM) grant application that the Town of Gander is submitting under the Safe and Active School Routes program to support the development of a multi-use trail connecting key school and residential areas in the community.

Resolution: **25-279**

Moved By Councillor Lidstone

Seconded By Deputy Mayor Pollett

THAT the Town of Gander support the submission of the grant application under the FCM Safe and Active School Routes program.

For (7): Mayor Farwell, Councillor Woodford, Councillor Handcock, Deputy Mayor Pollett, Councillor Lidstone, Councillor West, and Councillor Abbott

Carried (7 to 0)

b. Commemorative Crosswalks Policy - Second Reading

The Commemorative Crosswalks Policy is being presented for Council's review and approval.

This policy provides a consistent, transparent process for evaluating, approving, and maintaining commemorative crosswalks in Gander. It ensures proposals reflect community values, honour significant groups or events, and align with the Town's strategic priorities.

With requests for commemorative crosswalks increasing across the province, a formal policy will help ensure all submissions are reviewed fairly, safely, and within available resources.

The policy outlines criteria related to Town values, community significance, safety, and maintenance, as well as the review and approval process.

Resolution: **25-280**

Moved By Councillor Lidstone

Seconded By Councillor Handcock

THAT the Commemorative Crosswalks Policy be approved, as presented.

For (7): Mayor Farwell, Councillor Woodford, Councillor Handcock, Deputy Mayor Pollett, Councillor Lidstone, Councillor West, and Councillor Abbott

Carried (7 to 0)

c. Community Standards By-Law

The draft Community Standards By-law was presented for initial review. The by-law outlines standards related to property maintenance, noise, lighting, and other factors intended to support safety, health, and quality of life within the Town of Gander.

Suggestions were made for consideration during the review, and the draft will be revised accordingly before being brought forward for first reading.

d. Taxation / Water and Sewer Levy

Mayor Farwell, Deputy Mayor Pollett, Councillor Abbott and CAO, Brad Hefford declared potential conflict of interest due to owning housing units in the community and left the Committee meeting.

Mayor Farwell appointed Alexa Oldford as Acting Town Clerk for the purpose of the following discussion.

Mayor Farwell, Deputy Mayor Pollett, Councillor Abbott and CAO, Brad Hefford declared potential conflict of interest due to owning housing units in the community and left Council Chambers at 3:16 pm.

Discussion was held regarding whether any members who had declared a potential conflict would, in fact, be deemed in conflict concerning the matter outlined in the attached correspondence. The Manager of Governance and Legislative Services consulted with the Town's solicitor, referencing the Town of Gander's Municipal Official Code of Conduct Policy, the Municipal Councillor Code of Conduct Policy, and the *Municipal Conduct Act*. Based on the solicitor's guidance, which considered the broad class of the public potentially impacted, it was advised that no conflict existed. Council reached a unified consensus that members would not be considered in conflict on the matter.

Resolution: **25-281**

Moved By Councillor Lidstone

Seconded By Councillor West

THAT upon consideration, review, and assessment of the declared potential conflicts of interest by Mayor Percy Farwell, Deputy Mayor Tara Pollett, Councillor Samantha Abbott, and Chief Administrative Officer Brad Hefford, Council confirms that no conflict of interest exists, as the matter pertains to a broad class of the public. This determination is made in accordance with guidance received from the Town of Gander's solicitor, the Town of Gander's Municipal Official Code of Conduct Policy, the Municipal Councillor Code of Conduct Policy, and the Municipal Conduct Act.

For (4): Councillor Woodford, Councillor Handcock, Councillor Lidstone, and Councillor West

Conflict (3): Mayor Farwell, Deputy Mayor Pollett, and Councillor Abbott

Carried (4 to 0)

Mayor Farwell, Deputy Mayor Pollett, Councillor Abbott and CAO, Brad Hefford returned to the Committee meeting.

Mayor Farwell, Deputy Mayor Pollett, Councillor Abbott and CAO, Brad Hefford returned to Council Chambers at 3:19 p.m.

e. SPARK Initiative

The “Small Sparks. Big Impact.” Policy, aimed at fostering innovative thinking among staff is presented for approval. The program encourages employees to submit practical, cost-effective ideas, each with an implementation cost of \$500 or less, that could enhance workplace efficiency, service delivery, or community value. One idea may be selected each month for implementation and recognition. Council expressed support for the initiative and recommended it proceed as a pilot program, with a review scheduled toward the end of 2026 to assess its impact and effectiveness.

Resolution: **25-282**

Moved By Councillor Lidstone

Seconded By Councillor Abbott

THAT the “Small Sparks. Big Impact.” Policy, establishing the framework for an internal staff initiative to promote innovative, low-cost ideas that enhance efficiency, service delivery, or community value be approved, as presented.

For (7): Mayor Farwell, Councillor Woodford, Councillor Handcock, Deputy Mayor Pollett, Councillor Lidstone, Councillor West, and Councillor Abbott

Carried (7 to 0)

f. Public Communications Policy - First Reading

The Public Communications Policy has been developed and is being brought forward for Council’s consideration and first reading.

The policy provides guidance on how the Town communicates with the public, including roles and responsibilities, use of official communication channels, and expectations for consistency, accuracy, and professionalism. It also establishes direction on the use of the Town’s brand and visual identity to ensure communications are clear, consistent, and recognizable.

Resolution: **25-283**

Moved By Councillor Lidstone

Seconded By Councillor Handcock

THAT the Public Communications Policy be proposed for the first reading, as attached.

For (7): Mayor Farwell, Councillor Woodford, Councillor Handcock, Deputy Mayor Pollett, Councillor Lidstone, Councillor West, and Councillor Abbott

Carried (7 to 0)

g. 2026 Regular Meeting of Council Schedule

The 2026 Regular Meeting of Council schedule is currently being finalized. The next meeting is proposed to take place on January 21 at 4:00 p.m.

Resolution: **25-284**

Moved By Councillor Lidstone

Seconded By Councillor Abbott

THAT the the first Regular Meeting of Council of 2026 will take place on January 21 at 4:00 p.m.

For (7): Mayor Farwell, Councillor Woodford, Councillor Handcock, Deputy Mayor Pollett, Councillor Lidstone, Councillor West, and Councillor Abbott

Carried (7 to 0)

7.2 Planning and Public Works

The Planning and Public Works Report was presented by Deputy Mayor Pollett.

a. Development Application 68-70 Elizabeth Drive

Council received an application to renovate the building located at 68–70 Elizabeth Drive. The proposed redevelopment includes the establishment of a fitness club on the main floor and the addition of four apartment units on the second floor above the commercial space. The property is located within the Town Centre zone, where both Indoor Assembly and Apartments Over Permitted Uses are considered discretionary uses under the Town of Gander Development Regulations. Municipal staff will designate the required parking spaces to ensure compliance with applicable regulations and will also develop a permitting and fee structure for the use of municipal parking spaces allocated to the development. One piece of correspondence was received during the process; while it did not object to the proposed use, it raised concerns regarding existing stormwater management on the property, which will be taken into consideration during the redevelopment process.

Resolution: **25-285**

Moved By Deputy Mayor Pollett

Seconded By Councillor Handcock

THAT the Town of Gander approve the development application to permit an Indoor Assembly (fitness club) and apartments over permitted use at 68-70 Elizabeth drive, as proposed.

For (7): Mayor Farwell, Councillor Woodford, Councillor Handcock, Deputy Mayor Pollett, Councillor Lidstone, Councillor West, and Councillor Abbott

Carried (7 to 0)

b. Request for Sidewalk Installation on Roe Avenue

Correspondence was received from a representative of the Gander Seniors Advisory Committee requesting that Council consider funding the installation of sidewalks and crosswalks along Roe Avenue during the 2026 budget deliberations. The request highlighted the importance of this infrastructure in enhancing pedestrian safety, promoting independence, social connection, and supporting healthy aging. It was further noted that such improvements would benefit a broad range of residents, including parents with strollers, individuals with disabilities, and those who choose walking over driving, thereby supporting accessibility, active transportation, and overall community well-being. Council acknowledged the concerns raised and expressed support for the broader vision of improving accessibility and active transportation. This and similar initiatives will be considered as part of the Town's overall capital planning process.

c. Waste Transfer Site - 2026 Dates

Council is proposing to transition the McCurdy Drive Waste Transfer Station to an automated system during the 2026 construction season, with the goal of providing residents with increased access. Until the automated system is operational, the site will continue to operate under the existing model. In the interim, scheduled access events will be held on January 10th, March 14th, and April 11th, with additional dates to be added as needed.

d. Town of Gander Wastewater Effluent Quality Report - 2nd Quarter

A summary of the Town of Gander's Wastewater Effluent Quality Report was reviewed, providing results in reference to the *Wastewater Systems Effluent Regulations* for each monitored parameter. The most recent report, covering the second quarter of 2025, confirms that the Town's effluent quality remains within the recommended regulatory guidelines. Composite samples are collected bi-weekly by

Wastewater Treatment Plant Operators and submitted to an accredited laboratory for analysis.

e. Town of Gander Tap Water Quality Report - Winter 2025

A summary of the Town of Gander's Tap Water Quality Report was reviewed, providing data in reference to the Canadian Drinking Water Guidelines for each parameter. The most recent report, for Winter 2025, indicates that the Town's Water Quality Index is rated as *excellent*. This rating reflects a virtual absence of impairment and water quality conditions that are very close to pristine levels. Such a rating is only achieved when all measured parameters consistently meet the recommended guidelines. Water quality testing is conducted and reported by the Provincial Government, and results are publicly available on the Government of Newfoundland and Labrador's Environment and Climate Change – Water Resources Management webpage at <https://maps.gov.nl.ca/water>.

f. Application for Sign Permit - 100 Laurell Road

The Committee reviewed an application from CP Reit NL Properties Limited requesting approval to install an advertising sign near their property, within the Town right-of-way on Cooper Boulevard. It was noted that similar approvals have been granted to other businesses along this corridor, with the condition that signage be removed at the owner's expense if the Town requires the right-of-way in the future.

Management recommended that the specific location proposed in the application not be approved due to potential interference with future development. However, it was recommended that the applicant be permitted to install the sign along the front boundary of 100 Laurell Road, with departmental staff to assist in determining a suitable location.

Resolution: **25-286**

Moved By Deputy Mayor Pollett

Seconded By Councillor Handcock

THAT the Town of Gander approve the request from CP Reit NL Properties Limited to install a sign in the Cooper Boulevard right-of-way, adjacent to 100 Laurell Road, subject to final location approval by departmental staff and subject to all conditions outlined in the permit, including but not limited to, the condition that the sign be removed at the property owner's expense if the Town requires the right-of-way for future development.

For (7): Mayor Farwell, Councillor Woodford, Councillor Handcock, Deputy Mayor Pollett, Councillor Lidstone, Councillor West, and Councillor Abbott

Carried (7 to 0)

g. Circular Driveway Request - 1 Memorial Drive

An application was received from the property owner of 1 Memorial Drive to construct a circular driveway. The Department has reviewed the submission and confirmed that the proposed development conforms to the applicable development regulations and may be permitted at Council's discretion.

Resolution: **25-287**

Moved By Deputy Mayor Pollett

Seconded By Councillor Lidstone

THAT the Town of Gander approve the application to permit a circular driveway at 1 Memorial drive and that the applicant be permitted to cut the curb to accommodate the new infrastructure. Approval is subject to all conditions outlined in the permit.

For (7): Mayor Farwell, Councillor Woodford, Councillor Handcock, Deputy Mayor Pollett, Councillor Lidstone, Councillor West, and Councillor Abbott

Carried (7 to 0)

h. Public Works Departmental Report

Between November 13 and December 3, the Public Works Department responded to five snow and/or ice events, placed approximately 21 tonnes of asphalt for street repairs, and continued work on basin repairs and branch removal. During the same period, the Water and Sewer Division responded to 36 service calls and completed two repairs to municipal infrastructure.

i. Planning Department Report

The Planning Department report for the period of November 13 to December 3 was presented to the Committee for review. The report provided a summary of applications received, permits issued, compliance letters processed, and an overview of new construction activity, as outlined in the attached document. Year-to-date, a total of 48 new residential buildings and 14 secondary suites have been constructed, contributing to 72 new residential units within the community.

j. Notable Dates

Garbage collection originally scheduled for Christmas Day, Thursday, December 25th, and Boxing Day, Friday, December 26th, will both be rescheduled to Monday, December 29th. Collection for New Year's Day, Thursday, January 1st, will be rescheduled to Friday, January 2nd. In addition, Christmas tree collection will take place from January 5th to January 9th.

Residents are reminded that notable dates and events are available on the Town of Gander's website at www.gander.ca

7.3 Community Services

The Community Services Report was presented by Councillor West.

a. RCMP Musical Ride 2027

The RCMP Musical Ride and Heritage Branch are seeking host communities for the 2027 Musical Ride tour. While the schedule has not yet been finalized, the tour is expected to take place between June and September. The Department will proceed with completing and submitting an application for the Town of Gander to be considered as a host location.

b. 2027 Provincial Special Olympics Winter Games

Special Olympics Newfoundland & Labrador is planning the 2027 Winter Games and has approached the Town of Gander to consider serving as the host community. The event is expected to bring approximately 400 athletes, coaches, and staff for a four-day competition, scheduled to take place between February and March 2027. As part of the hosting requirements, the Town has been asked to assist in identifying individuals to serve on the organizing committee, support volunteer recruitment, and help secure venues for the opening and closing ceremonies, as well as a suitable location for snowshoeing, including grooming and equipment support. The Department will work collaboratively with Special Olympics Newfoundland & Labrador to facilitate the successful hosting of the 2027 Winter Games in Gander.

c. Female Central AAA/AA Concerns re Tournament Locations

An email was received from Central AAA Female Hockey expressing concerns about limited ice availability and the challenges it presents for scheduling both tournaments and weekly practices in Central Newfoundland. Throughout the season, the Department has worked closely with Hockey Newfoundland & Labrador to accommodate as many tournaments as possible within the available ice time. The concerns raised reflect the broader issue of increasing demand for ice time across the region.

d. International Lounge Foundation

The International Lounge Foundation expressed their appreciation for the support received through the Community Partnership Fund. The grant enabled the purchase of a stage and upgrades to video conferencing equipment, which will enhance the Foundation's ability to deliver performances, events, and meetings.

These improvements contribute to strengthening community engagement and increasing access to cultural and social programming within the Town.

e. Upcoming Events

The following events will take place in the coming weeks:

Dec 20: Skate with Santa @ 4 pm

Dec 21: Silver Jets Christmas Ice Gala @ 2 pm

Dec 22 - 30: Christmas Inflatables Picture Scavenger Hunt

Dec 23: Steele Community Centre Christmas Coffee Break for Walkers & Skaters @ 9 am

Dec 23: Annual Christmas Charity Game @ 7 pm

Jan 2 - 4: Gander Minor Hockey hosts Hot Tub Pros U11 Hockey Tournament

The Department has also put out a list of additional skating and shinny sessions to enjoy over the Christmas break with the admission being a donation to the Food Bank. Check the Recreation & Community Services Facebook page for the list of dates and times.

For more information on these events, please contact the Community Services Department at 709-651-5927.

7.4 Corporate Services

The Corporate Services Report was presented by Councillor Woodford.

a. Request for Quote – Fire Hall Flooring Replacement

Following the recent Request for Quote (RFQ) process for the Fire Hall Floor Replacement, the Committee reviewed all submissions received. Of those, only one bid

met the required specifications. The compliant bid was submitted by Rowe Brothers Flooring, with a total cost of \$68,162.67, HST included, which is \$18,187.73 under the approved project budget.

Resolution: **25-288**

Moved By Councillor Woodford

Seconded By Councillor Abbott

THAT RFQ25-25 - Fire Hall Flooring Replacement be awarded to Rowe Brothers Flooring at a cost of \$68,162.67, HST included.

For (7): Mayor Farwell, Councillor Woodford, Councillor Handcock, Deputy Mayor Pollett, Councillor Lidstone, Councillor West, and Councillor Abbott

Carried (7 to 0)

b. Auditing Services Request for Proposal

The Request for Proposal (RFP) for auditing services was reviewed, with one submission received from Doane Grant Thornton LLP. The proposal was evaluated and found to meet all specifications outlined in the RFP.

Resolution: **25-289**

Moved By Councillor Woodford

Seconded By Deputy Mayor Pollett

THAT RFP25-07 be awarded to Doane Grant Thornton LLP for auditing services for the four-year period 2025–2028, at the following annual fees, exclusive of HST and a 9% administrative fee on the quoted amounts, as follows: 2025: \$52,500, 2026: \$53,050, 2027: \$53,600, 2028: \$54,150.

For (7): Mayor Farwell, Councillor Woodford, Councillor Handcock, Deputy Mayor Pollett, Councillor Lidstone, Councillor West, and Councillor Abbott

Carried (7 to 0)

c. Request for Deferral of Tendering for Insurance Services under Policy F009

In accordance with Policy F009, professional services such as insurance are to be tendered periodically to ensure fairness and transparency. However, the Town's current insurance provider, Cal Legrow, has consistently demonstrated exceptional

service, professionalism, and responsiveness. Their extensive experience with municipalities across Newfoundland, combined with an established understanding of the Town's insurance needs, supports continuity of service and minimizes potential risk during transition. Additionally, there are ongoing open files between the Town of Gander and Cal Legrow, and maintaining the current provider will ensure consistency and continuity in managing these matters.

It is recommended to defer the tendering of insurance services under Policy F009, for a period of one year, allowing the Town to maintain its existing contract with Cal Legrow.

Resolution: **25-290**

Moved By Councillor Woodford

Seconded By Councillor Lidstone

THAT the Town of Gander defer the tendering of insurance services per Policy F009 and maintain its current contract with Cal Legrow, for a period of one year.

For (7): Mayor Farwell, Councillor Woodford, Councillor Handcock, Deputy Mayor Pollett, Councillor Lidstone, Councillor West, and Councillor Abbott

Carried (7 to 0)

7.5 Public Safety and Protective Services

The Public Safety and Protective Services Report was presented by Councillor Abbott.

a. Adopt a Hydrant

Residents are encouraged to support fire safety by clearing snow from nearby fire hydrants and reporting cleared hydrants to the Town. Individuals can call in or email with information, or include a photo, of a hydrant that has been cleared, and their name will be entered for a chance to win a prize. Residents may also nominate a neighbour who has taken the initiative to clear a hydrant, recognizing their contribution to community safety. Prize draws will take place once a month.

To participate, please call 709-256-8887 or email dshea@gander.ca.

b. Public Safety Statistics

During November 2025, Gander Fire Rescue responded to 21 calls for service, consistent with the same period in 2024, which saw 22 calls. Notably, in November

2024 there were four motor vehicle collisions, including two on the Trans-Canada Highway (TCH), whereas in November 2025, no calls to the TCH were recorded.

During the same period, Municipal Enforcement Officers responded to 20 fire calls, addressed 40 resident concerns, and issued 29 moving violations, resulting in a total of 89 logged interactions.

c. Community Engagement

1. November 21st to 23rd - Bon Fire Night, Vehicle extrication Course, Firefighter First Aid course, and MADD red ribbon campaign at Mr. T's.
2. November 26th - Wonder Day at Gander Academy
3. Support a Family with Salvation Army.
4. Keep the Wreath Green.
5. Dec 12th - 40th Anniversary of Arrow Air
6. Warm the Wee Ones raised 638 articles of clothing.
7. Christmas Parade
8. Town of Gander Tree Lighting
9. GFR Quad tickets draw on Dec 19th at Fire Department

7.6 Communications, Engagement, and Strategy

The Communications, Engagement, and Strategy Report was presented by Councillor Handcock.

a. Transit Needs Assessment Report

The Transit Needs Assessment approved and budgeted for 2025 has been completed, and the final report has been received by the Town.

In summary, the assessment confirms there is a need for public transit in Gander, particularly for residents without consistent access to a personal vehicle, including seniors, youth, and individuals with mobility challenges. The report identifies gaps in current transportation options and notes demand throughout the day for travel to key destinations such as employment, healthcare, education, shopping, and recreational facilities.

The report also highlights service model options used successfully in similar communities and identifies a feasibility study as the recommended next step should Council wish to explore transit implementation further.

8. ADMINISTRATION

9. NEW BUSINESS

9.1 2026 Budget

Councillor Lidstone presented the 2026 Budget.

Resolution: **25-291**

Moved By Councillor Lidstone

Seconded By Councillor Handcock

THAT the 2026 Schedule of Rates and Fees which have been established within this budget, be approved, as attached.

For (7): Mayor Farwell, Councillor Woodford, Councillor Handcock, Deputy Mayor Pollett, Councillor Lidstone, Councillor West, and Councillor Abbott

Carried (7 to 0)

Resolution: **25-292**

Moved By Councillor Lidstone

Seconded By Deputy Mayor Pollett

THAT March 31, 2026, be established as the due date for payment of all taxes.

For (7): Mayor Farwell, Councillor Woodford, Councillor Handcock, Deputy Mayor Pollett, Councillor Lidstone, Councillor West, and Councillor Abbott

Carried (7 to 0)

Resolution: **25-293**

Moved By Councillor Lidstone

Seconded By Councillor Abbott

THAT all taxes in arrears after March 31, 2026, will be charged a simple interest rate of 12% per annum and will be charged at the first day of each month on the outstanding principal. For those property owners who elect to pay their property tax monthly by post-dated cheque or pre-authorized bank payment, the due date is the last banking day of the month in which the tax is payable and will be considered overdue if unpaid after the end of the month. All other invoices, including those issued because of supplementary assessments, are due 30 days from the date of issue and all invoices in arrears at the end of the month

following the issuance will be subject to simple interest charges of 12% per annum.

For (7): Mayor Farwell, Councillor Woodford, Councillor Handcock, Deputy Mayor Pollett, Councillor Lidstone, Councillor West, and Councillor Abbott

Carried (7 to 0)

Resolution: **25-294**

Moved By Councillor Lidstone

Seconded By Deputy Mayor Pollett

THAT the adoption of the 2026 Operating & Capital Budgets, as attached.

For (7): Mayor Farwell, Councillor Woodford, Councillor Handcock, Deputy Mayor Pollett, Councillor Lidstone, Councillor West, and Councillor Abbott

Carried (7 to 0)

The 2026 Operating & Capital Budgets will be available at the start of tomorrow's business day at the Town Hall or online at www.gander.ca.

10. ADJOURNMENT

Council extends warm and safe holiday wishes to all.

Mayor Farwell requested a motion for adjournment.

Resolution: **25-295**

Moved By Councillor Woodford

Seconded By Deputy Mayor Pollett

THAT the meeting be adjourned at 4:17 pm.

For (7): Mayor Farwell, Councillor Woodford, Councillor Handcock, Deputy Mayor Pollett, Councillor Lidstone, Councillor West, and Councillor Abbott

Carried (7 to 0)

P. Farwell, Mayor

B. Hefford, Town Clerk

Policy Title: SPARK Initiative Policy	Classification: <input checked="" type="checkbox"/> Formal Policy of Council <input type="checkbox"/> Operational Procedures <input type="checkbox"/> Service Standard Public Impact: <input type="checkbox"/> Yes <input type="checkbox"/> No Signature of Approval: _____ Date: _____
Implementation Date: October 2, 2025	
Review Date:	
Issuing Department: Corporate Services	

Objective

To establish a structured and inclusive process that encourages and recognizes innovative staff contributions aimed at improving operations, enhancing services, and fostering a culture of collaboration and continuous improvement across the Town of Gander.

Purpose and Application

The SPARK Program empowers employees to share practical, creative ideas that can positively impact staff, residents, and the broader community. This policy outlines the operational framework, recognition model, and guiding principles that promote engagement and participation in innovation-driven efforts.

This policy applies to all municipal employees and departments under the jurisdiction of the Town of Gander

Accommodation

Town of Gander is committed to fostering a proactive approach in achieving strategic goals, while simultaneously promoting an inclusive and diverse environment. In response to unique circumstances, the Town's mission is to rigorously assess both typical and atypical situations and fulfill a Duty to Accommodate, ensuring equitable treatment without imposing undue burdens. Council, under its legislative authority, retains the right to vary guidelines and exercise discretion regarding policy accommodations.

Responsibilities

Authority: Council will be responsible for policy approval.

Accountable: Chief Administrative Officer (CAO).

Responsible: Department head to bring forward suggestions, recommendations for edits, modifications or policy developments.

Responsible: Management to review policy for cross-departmental and organizational impacts.

Responsible: Assigned staff to maintain and ensure accurate updates and distribution of policy amendments.

Responsible: Staff to bring forward their innovative ideas.

Consulted: Line departmental staff impacted are to be consulted to assess operational impacts.

Informed: Applicable staff and public.

Definitions

SPARK Program - A staff innovation and recognition program that selects and implements low-cost ideas to improve municipal operations or services.

Idea Bank - A living database of staff-submitted ideas reviewed monthly for potential implementation.

Implementation Cost Threshold - The maximum allowable cost of an idea under this program, currently \$500 per idea.

Values

Integrity, Transparency, and Accountability – The Town of Gander is committed to prioritizing honesty, openness, and ethical conduct in its interactions and operations. The Town understands the importance of maintaining clear, accurate, and accessible information. Council officials and municipal employees are held accountable for their conduct and performance. In doing this, Town of Gander can build trust with the community and provide demonstrate its commitment to serving the best interests of the public.

Compassion – The Town of Gander recognizes residents and employees all face their own challenges. It is our commitment to demonstrate empathy and understanding where possible. By fostering a sense of solidarity and community care, support can be provided to those in vulnerable situations.

Community Engagement – The Town of Gander is actively engaged with residents to encourage their participation and gather feedback ensuring citizens have a voice in shaping projects, fostering inclusive and responsive governance.

Accessibility and Inclusivity – The Town of Gander is committed to ensuring that all individuals, regardless of their background and ability, have equal access to opportunities and services. Through the implementation of practices and policies that promote diversity, equity, and inclusion, all individuals can be supported.

Quality of Life - The Town of Gander is dedicated to enhancing the quality of life for its residents through various initiatives, including, but not limited to, allocating resources to obtain quality healthcare, affordable housing, educational opportunities, developing and maintaining infrastructure, supporting local businesses, ensuring access to essential services, and promoting community safety through municipal enforcement.

Continuous Improvement – Periodic reviews shall take place to ensure policies remain relevant and effective to the Town of Gander's organizational goals.

Policy Guidelines

The following objectives offer precise guidance for the implementation of this policy and the attainment of targeted goals.

1.0 Program Participation

- 1.0** All staff are encouraged to submit ideas using the designated SPARK submission form. Ideas should be:

1.1 Feasible for implementation within a \$500 budget.

1.2 Focused on innovation, service enhancement, operational efficiency, or community benefit.

2.0 Monthly Review & Implementation

2.1 Ideas will be reviewed monthly by a designated team.

2.2 One idea will be selected for implementation based on practicality and impact.

2.3 All ideas will be logged in the SPARK Idea Bank for future consideration.

3.0 Recognition Model

3.1 All staff who submit an idea will be entered into a monthly draw for a \$100 local gift card.

3.2 The focus is on encouraging participation, not competition.

3.3 Contributors will be acknowledged in the staff newsletter or intranet.

4.0 Communications and Visibility

4.1 The selected idea will be featured monthly via internal communications (e.g., newsletter or intranet).

4.2 A photo or short story may be included to showcase the impact of the implemented idea.

5.0 Funding and Budget

5.1 Approved ideas must remain within the \$500 threshold.

5.2 Costs associated with the program shall be absorbed by departmental budgets or through allocated SPARK program funds.

6.0 Program Administration

6.1 The CAO will oversee program execution and ensure alignment with organizational goals.

6.2 The CAO may designate administrative support to manage submissions and communications.

7.0 Confidentiality and Respect

7.1 All participants and ideas will be treated with professionalism and respect.

7.2 Feedback on non-selected ideas may be provided constructively.

Statement of Jurisdiction

Town of Gander is obligated to comply with all relevant policies, acts, regulations, and legislations that govern municipal operations. It is imperative to note that the Town does not possess the authority to supersede mandates established by higher levels of government. If conflicts arise between Municipal, Provincial or Federal Acts/Regulations, the higher level of jurisdiction will prevail.

Appeals/Review Process

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Council may hear requests for internal review and additional appeal methods may be made available through Policy of Council or other judicial processes.

APPENDIX A

POLICY AMENDMENTS AND RESOLUTIONS OF COUNCIL

Amendments and Resolutions

Policy Adopted	Date:	Resolution:
	Date:	Resolution:
	Date:	Resolution:

DRAFT SEPTEMBER 10

APPENDIX B
AMENDMENT FORM

DRAFT SEPTEMBER 10

Town of Gander POLICY

Policy Title: Public Communications Policy	Classification: <input checked="" type="checkbox"/> Formal Policy of Council <input type="checkbox"/> Operational Procedures <input type="checkbox"/> Service Standard Public Impact: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Signature of Approval: _____ Date: _____
Implementation Date:	
Review Date:	
Issuing Department:	
Objective To ensure all external communications from the Town of Gander are professional, consistent, accurate, accessible, and aligned with the Town's brand, values, and priorities.	
Purpose and Application This policy provides clear direction for how the Town communicates with the public, media, and partners. It applies to all Town staff, Council members, and contractors preparing or sharing external communications on behalf of the Town of Gander. It governs all public-facing materials including media releases, social media, website updates, print materials, videos, and promotional campaigns.	
Accommodation Town of Gander is committed to fostering a proactive approach in achieving strategic goals, while simultaneously promoting an inclusive and diverse environment. In response to unique circumstances, the Town's mission is to rigorously assess both typical and atypical situations and fulfill a Duty to Accommodate, ensuring equitable treatment without imposing undue burdens. Council, under its legislative authority, retains the right to vary guidelines and exercise discretion regarding policy accommodations.	
Responsibilities Authority: Council will be responsible for policy approval. Accountable: CAO Responsible: Department head to bring forward suggestions, recommendations for edits, modifications or policy developments. Responsible: Management to review policy for cross-departmental and organizational impacts. Responsible: Assigned staff to maintain and ensure accurate updates and distribution of policy amendments. Responsible: The Communications Division is the steward of the Town's brand and communication standards. Consulted: Line departmental staff impacted are to be consulted to assess operational impacts. Informed: Applicable staff and public.	

Definitions

- **External Communications:**
Any message or material shared publicly or with external audiences, including residents, businesses, media, and government partners.
- **Brand Standards:**
The Town's approved visual identity, tone of voice, and brand guidelines.
- **Routine Communications:**
Program-level or low-risk updates such as event reminders, schedules, program promotions, or basic public information.
- **Non-Routine Communications:**
Town-wide, sensitive, high-impact, policy-related, emergency, or media-sensitive communications that require coordination with the Communications Division.
- **Official Corporate Platforms:**
The Town of Gander's overhead communication channels—managed and administered by the Communications Division—used for Town-wide communications.

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Continuous Improvement – Periodic reviews shall take place to ensure policies remain relevant and effective to the Town of Gander's organizational goals.

Policy Guidelines

The following objectives offer precise guidance for the implementation of this policy and the attainment of targeted goals.

- 1.0 Transparency: Provide information openly and in a timely manner.
- 2.0 Accuracy: Ensure all information is factual, verified, and consistent.
- 3.0 Accessibility: Present content in formats and language that everyone can understand.
- 4.0 Respect: Maintain professionalism and inclusivity in all messaging.
- 5.0 Consistency: Use a unified visual identity and tone of voice across all materials.
- 6.0 Accountability: Uphold high standards of integrity and credibility in every communication.

Policy Procedures

6.0 Brand and Visual Identity

6.1 All communications must follow the Town of Gander Brand Standards, which defines the Town's visual identity (logo, colours, fonts, imagery) and tone of voice.

6.2 The logo may only be used on materials that comply with brand standards.

6.3 The logo may not be altered, distorted, or used in unapproved colours.

6.4 External partners or contractors must receive approval from the Communications Division before using the Town logo.

6.5 Templates and design elements provided by the Communications Division must not be modified without authorization.

6.6 All promotional materials, clothing, or merchandise displaying the Town logo must follow approved brand standards, and any orders must be reviewed and approved by the Communications Division before production.

7.0 Accessibility Standards

7.1 The Town will make every reasonable effort to ensure all external communications meet WCAG 2.1 Level AA standards and reflect clear, inclusive, and plain-language communication.

8.0 Media Relations

8.1 The Mayor is the official spokesperson for the Town of Gander.

8.2 When the Mayor and Deputy Mayor are unavailable, the next available member of Council will serve as spokesperson.

8.3 For operational or technical media inquiries, the Mayor or CAO may authorize an employee or subject-matter expert to speak on behalf of the Town.

8.4 All media relations, including press releases, advisories, interview requests, and responses to media inquiries, are coordinated through the Communications Division.

9.0 Social Media Standards

9.1 Town social media accounts are official communication channels and must reflect the Town's values, professionalism, and approved brand and accessibility standards.

9.2 The Communications Division, with approval of the CAO, determines which social media platforms the Town uses and may add, modify, or discontinue platforms as needed.

9.3 Social media content must be factual, respectful, non-political, and aligned with the Town's tone of voice.

9.4 Comments on the Town's Facebook page remain disabled to support accurate and respectful communication.

9.5 Engagement on other social media platforms may be permitted when it supports a defined communication objective and can be appropriately monitored.

10.0 Departmental and Divisional Communications

10.1 Some Town departments may maintain their own public communication channels to support program or operational needs. Information shared must align with the Town's principles and values.

10.2 Department-run pages support program-level communication and are not considered official corporate platforms. With CAO approval, departments may operate social media pages; however, only corporate channels may use corporate branding. Program-level pages may share program updates only and must use non-corporate visual identities.

10.3 The Town website serves as the primary source of official information for residents and must be used for corporate updates, public notices, service information, forms, and key community resources.

10.4 Department-run channels must not present information as corporate or Council announcements.

11.0 Texting Notification System

11.1 The Town uses a text notification system to share public information, alerts, reminders, and notices directly with residents.

11.2 An Operating Procedure outlines the detailed process for scheduling, approval, and message formatting. All staff using the system must follow that procedure.

Crisis and Emergency Communications

12.1 During emergencies, public communications are coordinated through the Emergency Operations Centre (EOC) in alignment with the Emergency Management Plan, with the Communications Division providing updates under the direction of the CAO or EOC Lead.

13.0 Intergovernmental Communications and Protocol

13.1 Routine administrative communication between Town staff and their counterparts in provincial, federal, or regional agencies for day-to-day operational purposes may occur as needed. However, any communication that is public-facing, strategic, formal, or represents an official Town position must be coordinated through the Communications Division and approved by the CAO.

13.2 When participating in joint events or announcements, the Town will follow its brand and accessibility standards while respecting partner protocols.

14.0 Speaking Engagements and Ceremonial Protocol

14.1 As per the Towns and Local Service Districts Act, the Mayor is the presiding officer of the Town Council and the official head of the Town for all ceremonial purposes.

14.2 When the Mayor is unavailable, the Deputy Mayor assumes these ceremonial duties.

14.3 Requests for proclamations, observances, or ceremonial actions are reviewed on a case-by-case basis to ensure they align with Town values, legislative requirements, and corporate communication priorities. The Town reserves the right to decline any request.

14.4 Staff speaking on behalf of the Town at conferences, panels, workshops, or other external events must coordinate their participation through the Communications Division and receive approval from the CAO to ensure consistent and accurate messaging.

15.0 Advertising and Public Notice Protocol

15.1 The Town of Gander uses advertising and public notices to inform residents about programs, services, opportunities, and decisions that impact the community.

15.2 Advertising and public notices must follow the Town's brand, tone, and accessibility standards.

15.3 The Town will advertise when required by legislation or when directed by the CAO - including public hearings, tenders, bylaws, budget consultations, and official notices.

15.4 Advertising may also be used to promote Town programs, initiatives, and engagement opportunities. The Communications Division works with departments to develop and coordinate these materials as needed.

15.5 Communications priorities will support and reflect Council's strategic plan and the Town's organizational goals.

16.0 Marketing and Promotion

16.1 All materials must follow the Town of Gander Brand Standards, accessibility standards, and tone of voice.

16.2 The Communications Division oversees marketing and promotional efforts and collaborates with departments to ensure alignment with Town priorities, brand standards, and approved messaging.

16.3 The CAO will provide approval for major campaigns or initiatives that involve significant budget, partnership, or reputational considerations.

Statement of Jurisdiction

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APPENDIX A

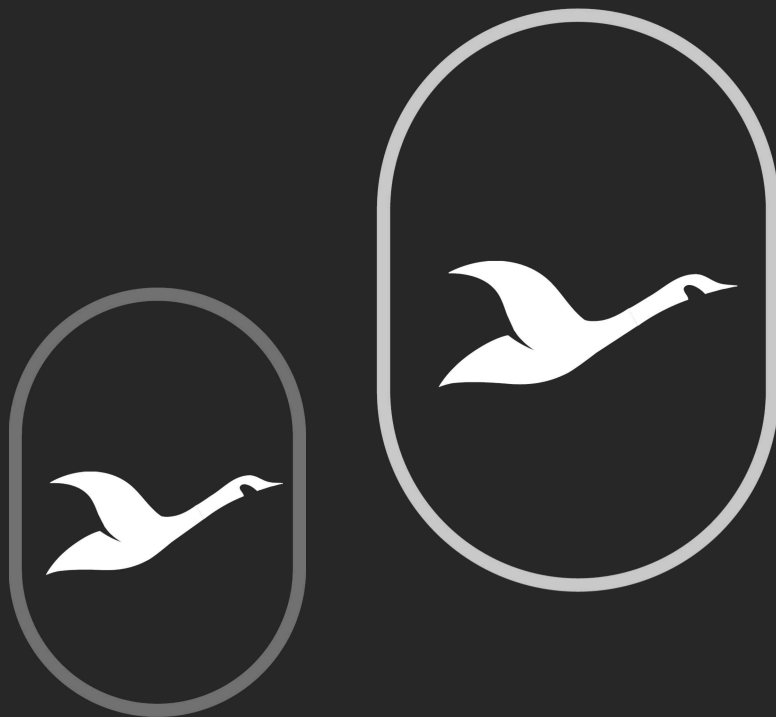
POLICY AMENDMENTS AND RESOLUTIONS OF COUNCIL

Amendments and Resolutions

Policy Adopted	Date:	Resolution:
Date:	Date:	
Date:	Date:	

**APPENDIX B
AMENDMENT FORM**

DRAFT



Budget 2026



A Place to Land. A Place to Grow.

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Introduction

MR. MAYOR, COUNCILLORS, AND MEMBERS OF THE PUBLIC:

The Town of Gander is pleased to present the 2026 Municipal Budget. This budget reflects a careful balance between fiscal responsibility and continued investment in the infrastructure, services, and amenities that support a growing community. It also marks the beginning of a new Council term and provides an opportunity to reaffirm Council and Administration's shared commitment to responsible stewardship, long-term planning, and delivering value for residents.

As Council's first budget of this term, the 2026 Budget sets the tone for how decisions will be made over the next four years. It reflects a practical and thoughtful approach that focuses on maintaining essential services, planning ahead, and making smart investments for the future, while recognizing the financial pressures many residents are facing.

In developing this budget, Council carefully considered the economic conditions affecting households and businesses. Cost-of-living pressures continue to shape everyday decisions for many families, and those realities were a constant factor throughout the budget process.

Preparing a balanced municipal budget is a complex task. Costs continue to rise, service expectations evolve, and growth places additional demands on infrastructure and operations. Despite these challenges, the Town enters 2026 from a position of stability and confidence. Consistent revenue performance, disciplined spending, and proactive financial planning have created a strong foundation that allows Council to make responsible and forward-looking decisions.

Gander has experienced steady population growth over the past two decades and continues to welcome new residents from across the province, the country, and beyond. Residential construction, infill development, and commercial investment continue at a steady pace. This growth expands the Town's tax base and supports employment, but it also increases demand for municipal services, infrastructure renewal, and long-term planning.

The 2026 Budget responds to these realities through a structured and evidence-based approach focused on stability and sustainability.

2025: A Year of Tangible Progress

INFRASTRUCTURE, PLANNING AND COMMUNITY LIFE

Over the past year, the Town delivered significant infrastructure projects and advanced important planning initiatives that strengthen Gander's foundation for the future.

Major Infrastructure

Phase 1 of the Sullivan Avenue reconstruction was completed, including major water and sewer upgrades that increase capacity and support residential and commercial growth.

The second roundabout on Cooper Boulevard was completed, improving traffic flow and safety in a high-growth area while supporting both residential mobility and commercial activity.

Recreation and Community Facilities

Investments in sport facilities strengthened Gander's ability to host regional and Atlantic-level events and continued to support local recreation and youth development.

Community Partnership Fund - Capital Seed Program

In 2025, the Town launched the Community Partnership Fund – Capital Seed Program, providing \$60,000 in support to grassroots initiatives, including the Gander Disc Golf Course, event equipment for the International Lounge Foundation, and the expansion of the Cobb's Pond market by Gander Grow Co.

These investments demonstrated the impact



that modest, well-targeted funding can have at the community level. While each project may be small on its own, together they shape how people experience their community.

Housing and Development

Through the Housing Accelerator Fund, 135 housing units have been permitted since February 2024, including infill, conversions, and multi-unit construction. In 2025, a 21-unit apartment complex broke ground, marking the first large-scale apartment development in decades.

Private sector investment remains strong, with the completion of a new centre housing the Family Care Team and Mental Health and Addictions Services. Continued activity in the airport business district also shows confidence in Gander's long-term growth.

Several key planning initiatives were completed, including the Town's new brand, a transit needs assessment, and the Event and Active Living Facility feasibility study, with a tourism study nearing completion.

2026 Budget Development Process

COMMUNITY ENGAGEMENT AND PUBLIC INPUT

Public engagement remained an important part of the 2026 budget process. The Town conducted an online budget survey that was open for 41 days and received 354 responses from residents representing a broad range of ages and lengths of residency.

Survey results showed strong satisfaction with core municipal services such as fire protection and water and sewer services. Roads, traffic safety, and housing development were identified as ongoing priorities.

Overall, the feedback reinforced the importance of maintaining core services while continuing to invest deliberately and responsibly in infrastructure and long-term planning. This input helped shape Council's priorities reflected in the 2026 Budget.

RESIDENT PRIORITIES REFLECTED IN THE SURVEY



ROADS & TRAFFIC



SNOW CLEARING



HOUSING & GROWTH



**CUSTOMER SERVICE
& COMMUNICATION**



**RECREATION
& OUTDOOR SPACES**

ADDRESSING THE STRUCTURAL DEFICIT

The Town entered the 2026 budget cycle with a projected structural deficit of approximately \$716,000. Before considering any new programs or service enhancements, Council and Administration made restoring balance a clear priority.

That deficit was addressed through a combination of growth-related revenue, workforce vacancy management, and targeted operating reductions.

Revenue increases of approximately \$273,000 were realized through residential property taxes, water and sewer, and commercial taxation, driven by growth rather than rate increases. Council is pleased to confirm that general user fees remain unchanged.

Savings of \$150,000 were achieved through predictable staff vacancies and turnover management. In addition, more than \$200,000 in operating reductions were identified across consulting, materials, advertising, and maintenance accounts.

Together, these measures fully eliminated the structural deficit and restored balance to the operating budget. This is the first time in many years that the Town has balanced its budget without relying on prior years' surplus. This outcome reflects the discipline and long-term thinking behind the Town's Fiscal Sustainability Strategy.

Council and Administration continue to prioritize cost control and sustainable revenue to maintain long-term stability while protecting essential services.

Operating Budget

The 2026 Operating Budget has matching revenues and expenditures in the amount of \$24,167,219.

COUNCIL'S DECISION TO REDUCE MIL RATES

One of the most deliberate choices in this budget was Council's decision to reduce municipal mil rates.

For 2026, the residential mil rate is reduced from 7.6 to 7.4. The commercial mil rate is reduced from 7.7 to 7.5, and the non-residential water and sewer rate is reduced from 7.7 to 7.5.

Property assessments have increased across the community due to growth and market conditions. Council knew that without action, many residents and businesses would have faced much larger tax increases.

Rather than take full advantage of assessment growth, Council made a deliberate choice to reduce the mil rate and limit the impact on households and businesses. We reduced the mil rate so the Town collects only what is needed to maintain reliable services and manage rising costs, while recognizing the pressures people are already facing.

It was a choice about responsibility, trust, and the kind of community we want Gander to remain.

STRATEGIC INITIATIVES AND PARTNERSHIPS

The 2026 Budget includes several strategic investments that support community well-being, service delivery, and long-term planning.

The Community Partnership Fund – Capital Seed Program will continue in 2026 with annual funding of \$40,000, supporting community-led initiatives that strengthen connection, civic pride, and quality of life.

Implementation of the Town’s new brand will continue across communications, signage, and community-facing materials, helping strengthen Gander’s identity while supporting tourism and economic development.

Investment in digital government will continue through service modernization and new technologies that improve accessibility, efficiency, and the overall customer experience. This work will be guided by a Digital Technology Strategic Plan that sets direction for future technology investments.

“These investments are about strengthening how people connect with the Town through community programs, clear communication, and modern, accessible services.”

Additional strategic investments approved in the 2026 Budget include:

- \$100,000 for Transit System Planning Phase 2, building on the transit needs assessment completed in 2025, which confirmed a clear need for improved transit planning and future service options
- \$125,000 for commercial land planning, supporting long-term economic development and creating opportunities for business growth
- \$20,000 for an integrated pest management program, allowing the Town to manage pests across municipal properties and operations in a responsible way that prioritizes prevention, safety, and minimal use of chemicals
- \$60,000 to recognize the 25th anniversary of September 11 with planned commemorative events

Beyond these initiatives, the Budget also supports expanded community and recreation programming, the establishment of a centralized customer service centre at Town Hall, increased funding for Broadening Horizons, and operating support for Come From Away.



Cold Storage and Live Holding Facility Under Construction at Gander Airport

Continuing to Strengthen the Town's Partnership with the Airport

The Town remains committed to its partnership with the Gander International Airport Authority. Following the implementation of a ten-year tax agreement in 2025, the Town now receives approximately \$150,000 annually through a structure that links municipal revenue to airport activity, ensuring that growth at the airport benefits the broader community.

This partnership is further strengthened through a Shared Services Agreement renewed for 2026. This agreement has been a foundation of collaboration, allowing both organizations to recognize shared efficiencies, economies of scale, and opportunities to work together.

This relationship is critical. The Town and the Airport are closely connected and the Town of Gander is proud of this forward-looking and practical partnership.

Investing in Gander Fire Rescue

Council recognizes that fire protection is one of the most critical services the Town provides, and that the risks facing our community are changing.

Longer, drier fire seasons and more unpredictable weather have increased wildfire risk across the region. At the same time, Council continues to place a strong emphasis on the health and safety of the firefighters who respond in emergencies and protect our community.

The 2026 Budget includes targeted investments to strengthen Gander Fire Rescue's ability to respond safely and effectively to these evolving challenges.

These investments include:

- Wildland Urban Interface fire protection equipment, enhancing the Town's capacity to respond if forest fires threaten residential areas
- Modernized fire protection clothing and equipment, designed to improve firefighter safety and reduce exposure to harmful toxins known to increase cancer risk

Council is committed to protecting both the community and the people who serve it, while ensuring Gander Fire Rescue is equipped to meet today's realities and tomorrow's risks.



Capital Out of Revenue

In the 2026 Budget, the Town increased its use of capital out of revenue, meaning more capital investments are being paid for using operating funds rather than borrowing.

This approach helps reduce long-term debt and manage costs responsibly.

These funds support preventative maintenance, equipment replacement, and facility upgrades that protect existing assets and reduce future costs.

Notable 2026 investments include remote SCADA monitoring systems that allow staff to monitor and respond more quickly to issues in the water and wastewater system, fleet and light vehicle replacement to support day-to-day operations, and maintenance projects.

Capital Budget

The 2026 Capital Budget includes significant investments in infrastructure, equipment, and community facilities that support day-to-day operations and long-term growth.

New capital investments totaling approximately \$2 million include the purchase of a sewer jet, an asphalt roller, and a five-ton mini excavator. These investments strengthen the Town's operational capacity and reduce reliance on contracted services.

Additional investment is directed to the McCurdy Drive Waste Transfer Station. Automation and technology upgrades will allow for increased service hours and improved convenience for residents, with costs intended to be covered by users of the service.

RECREATION-FOCUSED UPGRADES

Recreation-focused upgrades include improvements to the skateboard park, replacement of the Cobb's Pond bridge, development of a pickleball court, and support for soccer and track and field facility users to develop a shared clubhouse.



INFRASTRUCTURE PROJECTS

In addition, \$13.2 million is earmarked for major road infrastructure projects that are cost-shared with other levels of government, subject to funding approval.

A further \$5.1 million is allocated to complete multi-year projects already underway, including pumphouse upgrades, a water treatment plant compressor rebuild, and flooring at the Fire Hall.

Up to \$1 million is allocated to advance design and readiness for the Event and Active Living Facility. This investment positions the Town to pursue multi-source funding and future construction while supporting Gander's role as a regional event and recreation hub.

Looking Forward

The 2026 Budget positions Gander for steady and responsible growth. By reducing mil rates, avoiding fee increases, and focusing on efficiencies, Council made deliberate choices to balance investment with affordability while keeping the Town financially strong.

At its core, this budget reflects the responsibility Council and Administration carry on behalf of the people who live, work, and invest here. We thank residents, community organizations, businesses, and Town staff for their time, insight, and feedback throughout this process.

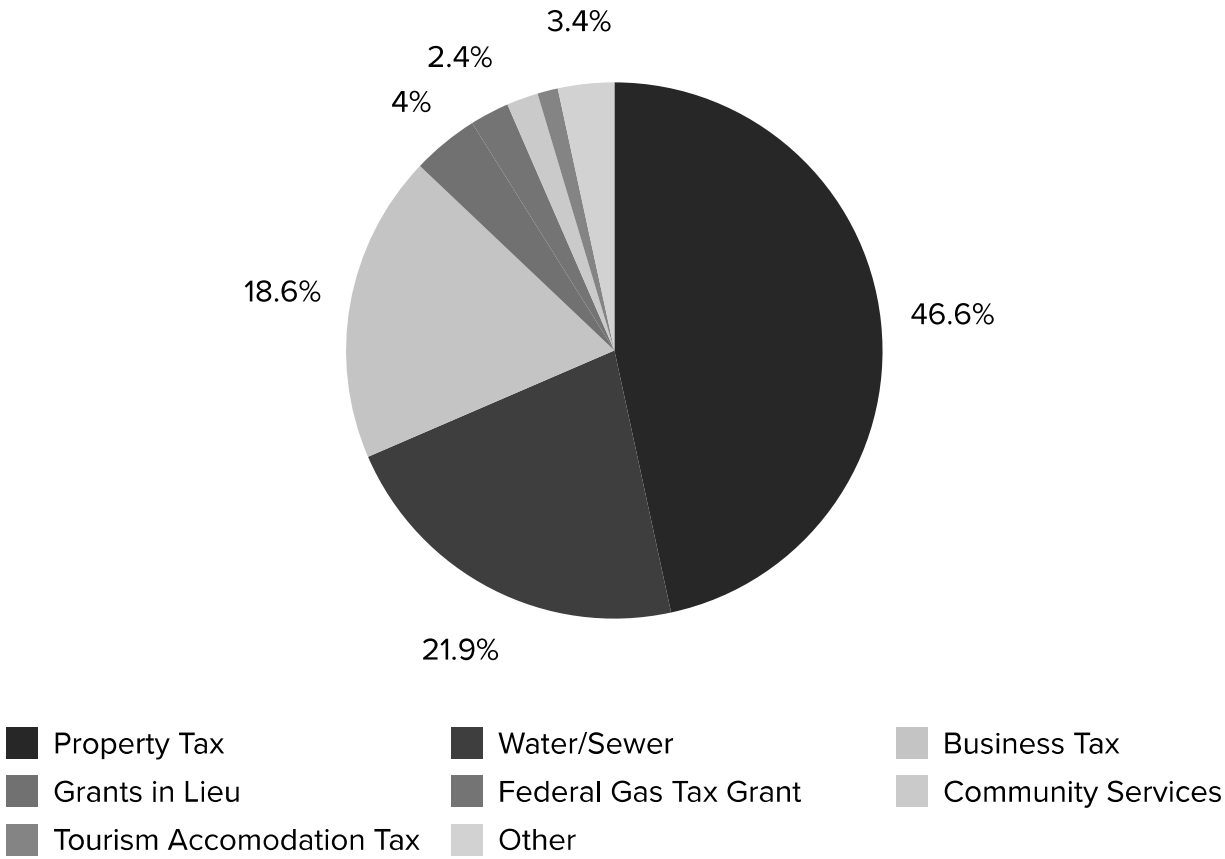
"Growth doesn't happen by luck. It happens when services are reliable, infrastructure is well maintained, and taxes are predictable. That builds confidence. Confidence for residents to stay and put down roots, for businesses to expand, and for investors to see Gander as a stable, growing, and attractive place to invest."

That is the kind of place this budget was built to support.

A place to land, a place to grow, and a place to call home.

The Numbers at a Glance

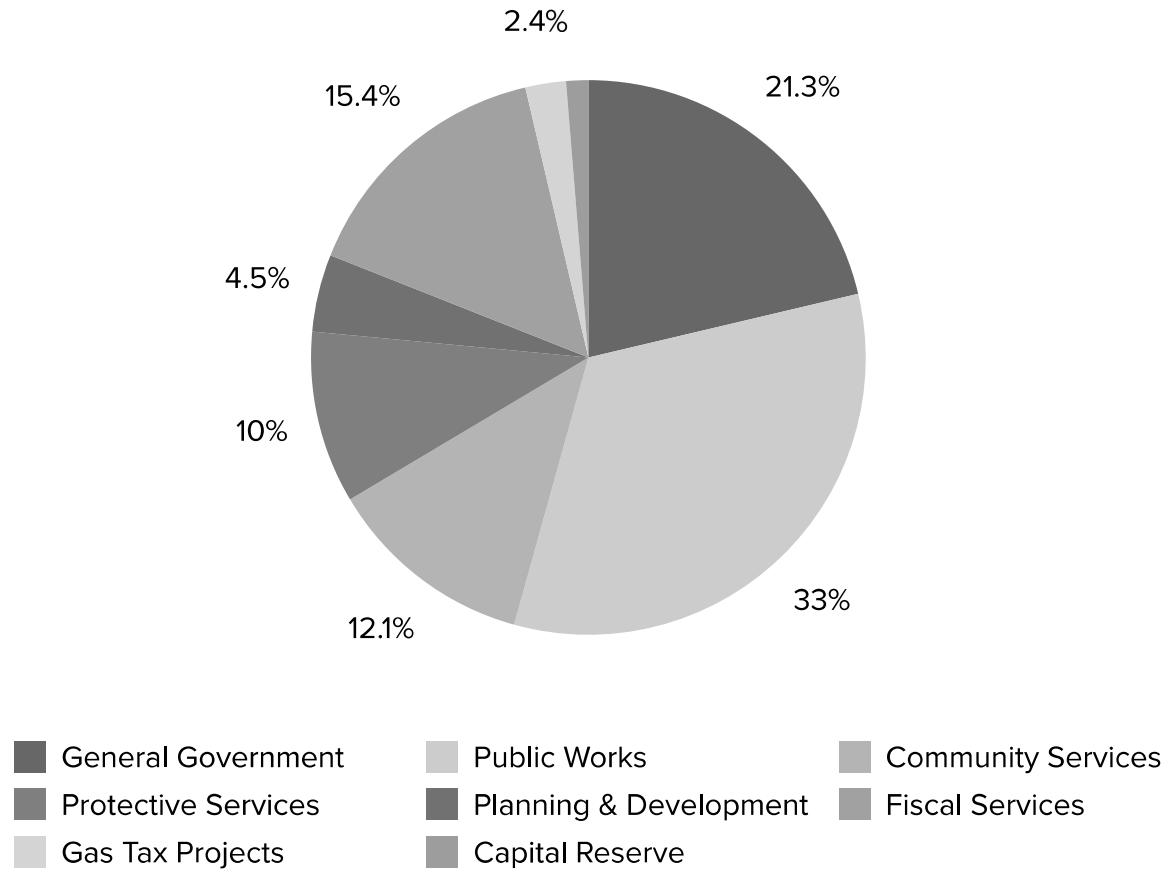
OPERATING BUDGET - REVENUE



Property Taxes - Residential	\$ 9,101,405
Water/Sewer Tax - Residential	\$ 2,377,810
Property Taxes - Commercial	\$ 2,164,199
Business Taxes	\$ 3,642,564
Water/Sewer Tax - Non Residential	\$ 2,912,836
Business Taxes from Utilities	\$ 846,277
Grants in Lieu of Taxes	\$ 972,304
Federal Gas Tax Grant	\$ 571,316
Tourism Accommodations Tax	\$ 300,000
Provincial Gas Tax Grant	\$ 97,975
Community Services	\$ 458,950
Other Revenues	\$ 721,583
Total Revenues	\$24,167,219

The Numbers at a Glance

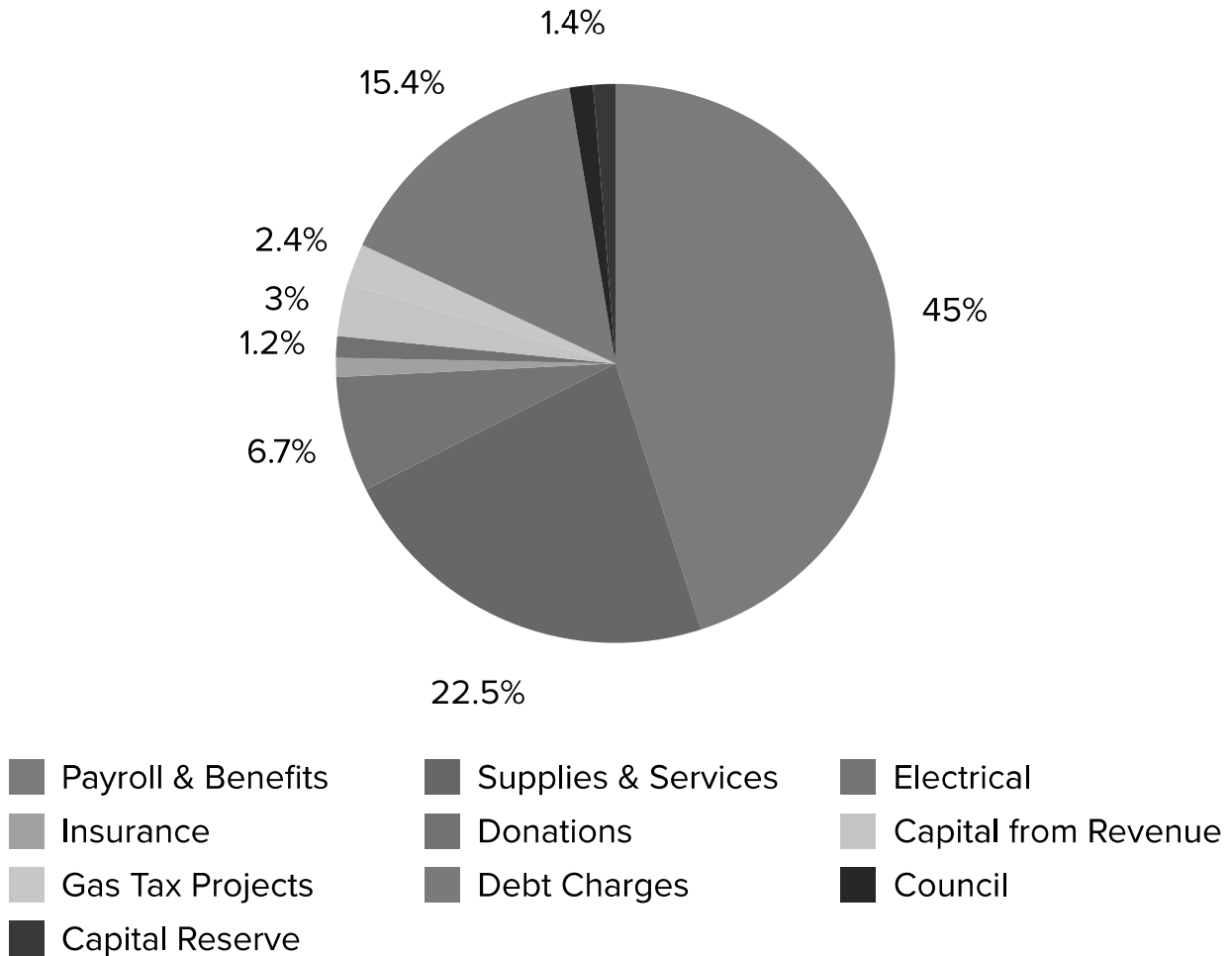
OPERATING BUDGET - EXPENDITURES BY DEPARTMENT



General Government	\$ 5,150,385
Public Works	\$ 7,981,547
Fire	\$ 2,059,550
Municipal Enforcement	\$ 366,500
Planning & Development	\$ 1,091,375
Community Services	\$ 2,933,338
Fiscal Services	\$ 3,713,208
Gas Tax Projects	\$ 571,316
Capital Reserve	\$ 300,000
Total Expenses	\$24,167,219

The Numbers at a Glance

OPERATING BUDGET - EXPENDITURES BY TYPE



Direct Payroll Costs	\$ 8,855,917
Indirect Payroll Costs	\$ 2,016,716
Supplies & Services	\$ 5,432,093
Electrical	\$ 1,611,705
Insurance	\$ 264,000
Donations	\$ 330,400
Capital out of Revenue	\$ 733,564
Gas Tax Projects	\$ 571,316
Dept Charges - Town Share	\$ 3,713,208
Council	\$ 338,300
Capital Reserve	\$ 300,000
Total Expenses	\$24,167,219

The Numbers at a Glance

CAPITAL BUDGET PREVIOUS COMMITMENTS

Pumphouse Upgrades	4,307,011
Sullivan Avenue Upgrades Phase 2	2,872,565
Cotton Street Upgrades	2,602,589
Grandy Avenue Upgrades	4,976,977
Penney Avenue Upgrades	2,767,964
Water Treatment Plant Compressor Rebuild	300,000
Sport Facility Enhancement Program	100,000
Electrical Upgrades at Public Works Depot	343,333
Flooring Fire Department	80,000
HRIS Software	30,000
Total Expenses	18,380,439

CAPITAL BUDGET NEW COMMITMENTS

Sewer Jet	780,000
Asphalt Roller	80,000
5-Ton Mini Excavator	120,000
Transfer Station Automation	115,000
Street Resurfacing	350,000
Cobb's Pond Bridge replacement	300,000
Pickleball Court	75,000
Clubhouse Soccer Field	200,000
Events and Active Living Facility	1,000,000
Total Expenses	3,020,000

2025-2026 Comparison

Revenue	2025	2026	Variance	% Change
Property Taxes - Residential	\$ 8,383,000	\$ 9,101,405	\$ 718,405	8.6%
Water/Sewer Tax - Residential	\$ 2,410,000	\$ 2,377,810	- \$ 32,190	- 1.3%
Property Taxes - Commercial	\$ 1,935,000	\$ 2,164,199	\$ 229,199	11.8%
Business Taxes	\$ 3,252,000	\$ 3,642,564	\$ 390,564	12.0%
Water/Sewer Tax - Non Residential	\$ 2,681,000	\$ 2,912,836	\$ 231,836	8.6%
Business Taxes	\$ 818,575	\$ 846,277	\$ 27,702	3.4%
Grants in Lieu of Taxes	\$ 741,000	\$ 972,304	\$ 231,304	31.2%
Federal Gas Tax Grant	\$ 548,463	\$ 571,316	\$ 22,853	4.2%
Tourism Accommodations Tax	\$ 300,000	\$ 300,000	\$ 0	0.0%
Provincial Gas Tax Grant	\$ 97,975	\$ 97,975	\$ 0	0.0%
Community Centre	\$ 330,950	\$ 350,950	\$ 20,000	6.0%
Special Events	\$ 108,000	\$ 108,000	\$ 0	0.0%
Prior Years Surplus	\$ 176,090	\$	- \$ 176,090	- 100.0%
Other Revenues	\$ 674,575	\$ 721,583	\$ 47,008	7.0%
Total Revenues	\$ 22,456,628	\$ 24,167,219	\$ 1,710,591	7.6%

Expenditures by Department	2025	2026	Variance	% Change
General Government	\$ 3,961,431	\$ 5,150,385	\$ 1,188,954	30.0%
Public Works	\$ 8,021,094	\$ 7,981,547	- \$ 39,547	- 0.5%
Fire	\$ 1,804,450	\$ 2,059,550	\$ 255,100	14.1%
Municipal Enforcement	\$ 362,300	\$ 366,500	\$ 4,200	1.2%
Planning & Development	\$ 1,257,875	\$ 1,091,375	- \$ 166,500	- 13.2%
Community Services	\$ 2,582,335	\$ 2,933,338	\$ 351,003	13.6%
Fiscal Services	\$ 3,618,681	\$ 3,713,208	\$ 94,527	2.6%
Gas Tax Projects	\$ 548,463	\$ 571,316	\$ 22,853	4.2%
Capital Reserve	\$ 300,000	\$ 300,000	\$ 0	0.0%
Total Revenues	\$ 22,456,628	\$ 24,167,219	\$ 1,710,591	7.6%

Expenditures by Type	2025	2026	Variance	% Change
Direct Payroll Costs	\$ 8,437,545	\$ 8,855,917	\$ 418,372	5.0%
Indirect Payroll Costs	\$ 1,953,163	\$ 2,016,716	\$ 63,553	3.3%
Supplies & Services	\$ 4,949,668	\$ 5,432,093	\$ 482,425	9.7%
Electrical	\$ 1,482,300	\$ 1,611,705	\$ 129,405	8.7%
Insurance	\$ 266,500	\$ 264,000	- \$ 2,500	- 0.9%
Donations	\$ 255,400	\$ 330,400	\$ 105,000	46.6%
Capital out of Revenue	\$ 330,109	\$ 733,564	\$ 403,455	122.2%
Gas Tax Projects	\$ 548,463	\$ 571,316	\$ 22,853	4.2%
Dept Charges - Town Share	\$ 3,618,681	\$ 3,713,208	\$ 94,527	2.6%
Council	\$ 344,800	\$ 338,300	- \$ 6,500	- 1.9%
Capital Reserve	\$ 300,000	\$ 300,000	\$ 0	0.0%
Total Revenues	\$ 22,456,628	\$ 24,167,219	\$ 1,710,591	7.6%



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TOWN OF GANDER

SCHEDULE OF RATES AND FEES 2026

Residential Property Tax

Mill Rate 7.4 Mills Minimum Tax \$100

Authority – Section 117-118 Towns and Local Services Districts Act, SNL 2023, c. T-6.2

The minimum tax for vacant land is \$380 unless the land is in the waste disposal buffer area in which the minimum tax is \$100.

Property Tax Reduction

Taxpayers are eligible for a reduction of their annual residential property and water & sewer taxes provided the total income of their household is less than the amount listed below. The total income is deemed to be income from all sources and includes basement apartment rental income, interest income and the income of all occupants of the property:

ANNUAL INCOME	REDUCTION
0.00 - \$20,750	55%
\$20,751 - \$22,500	45%
\$22,501 - \$24,500	25%
\$24,501 - \$27,000	15%

The total income used to evaluate the current year's reduction is based on the previous year's income. Property tax reductions will be issued for the current year only. Applications for property tax reductions are available on the Town of Gander website at gander.ca and can be picked up at the Town Hall.

Authority – Section 112 (b) Towns and Local Services Districts Act, SNL 2023, c. T-6.2

Commercial Property Tax

Mill Rate 7.5 Mills Minimum Tax \$100

Authority – Section 117-118 Towns and Local Services Districts Act, SNL 2023, c. T-6.2

The minimum tax will be prorated if the occupancy date is between October 1st and December 31st.

Auxiliary Unoccupied Non- Residential Property Tax

Mill Rate 7.5 Mills

Authority – Section 117-118 Towns and Local Services Districts Act, SNL 2023, c. T-6.2

Charitable and Not for Profit Organizations Property Tax Exemption:

The following organizations are eligible for a full property tax exemption:

Gander Masonic – Lindbergh	Girl Guides of Canada	Gander Curling Club
Benevolent Order of Elks	SPCA	Broadening Horizons
Chamber of Commerce	Cara Transition House	Gander Disciples
Royal Canadian Legion	Gander Lions Club	
North Atlantic Aviation Museum	Gander Golf Club	

Authority – Section 112 (c) Towns and Local Services Districts Act, SNL 2023, c. T-6.2

TOWN OF GANDER

SCHEDULE OF RATES AND FEES 2026

Water & Sewer Tax

Commercial

Mill Rate 7.5 Mils

Base Residential (Primary and secondary Units) **\$550** (per legally subdivided lot)

Auxiliary Multi Unit Residential (3-15 units) **\$550** (Per unit 3-15)

Multi Residential (15 + Units)

Mill Rate 7.4 Mils

Authority – Section 131-132 Towns and Local Services Districts Act, SNL 2023, c. T-6.2

Church owned property

All church owned properties classified as tax exempt under Section 121 (d) will be charged a yearly water and sewer service fee of \$550. Properties classified as tax exempt under Section 121 (f) will be charged a yearly water and sewer service fee of \$550.

The following Charitable and Not for Profit organizations are eligible for the following water/sewer tax reductions:

	2026 W/S Deduction	2026 W/S Payable
Golden Legion Manor (Bldg. #1)	\$ 3,420.25	\$16,698.87
Golden Legion Manor (Bldg. 2)	12,458.27	12,458.27
Golden Legion Manor (Bldg. 3)	1,395.80	6,358.66
North Atlantic Aviation Museum	2,543.03	4,018.72
Curling Club	2,607.61	3,840.89
Golf Club	6,627.55	3,468.95

The minimum tax will be \$100 per year.

The minimum tax will be prorated if the invoice date is between October 1st and December 31st.

Authority – Section 112 (c) Towns and Local Services Districts Act, SNL 2023, c. T-6.2

Business Tax

Tax Classification Groupings

Tax Classification 1 (5 Mils)

- **Lifestyle 1** Providers of non-medical, personal wellness and transportation services specifically intended to improve the health, fitness, and quality of life of individuals. **Minimum \$300**

Examples include:

- Agriculture & Farming
- Activity Based Tourism Services
- Aerobic Studio
- Blood Collection Services
- Chartered Bussing Service
- Dance Studio
- Fitness studio

TOWN OF GANDER

SCHEDULE OF RATES AND FEES 2026

Lifestyle 1 cont'd

- Home Care
- Music/Art Studio
- Private Gym
- Public Transportation
- Recreation Service
- Taxi Service
- Yoga studio
- ***Lifestyle 2*** Providers of personal care services often incorporating one-on-one supervisory support/assistance and include educational or recreational programming. **Minimum \$300**
Examples include:
 - Daycare/Childcare Services
 - Group Home
 - Rest/Retirement Home

Tax Classification 2 (6 Mils)

- ***Hospitality 1*** Companies or property owners provide overnight and extended stay accommodation with or without ancillary business lines including bars, eating establishments, fitness centres, swimming pools. where the total footprint is less than 10,000ft² etc.
Minimum \$300
Examples include:
 - Bed and Breakfast Establishment
 - Inns and RV Park
 - Hospitality Home
 - Hotel
 - Motel
 - Short -Term Rentals

Tax Classification 3 (13 Mils)

- ***Business 3*** Companies whose primary business includes the sale of products and/or services either directly to the public or on a wholesale basis and operate from commercial or industrial zones as well as Home Based Businesses including offsite storage as well as courier and logistics companies.
Minimum \$300
Examples include:
 - Building Supplies Store
 - Business office
 - Courier/Trucking (all footprint)
 - Cleaning Services
 - Department Store
 - Dry Cleaner
 - Fixed Base Operator
 - Funeral Home
 - Furniture Store
 - General Retail

TOWN OF GANDER

SCHEDULE OF RATES AND FEES 2026

Business 3 cont'd

- Grocery Store
 - Hairdresser
 - Hardware Store
 - Laundry Mat
 - Lotto Booth
 - Moving Company (all footprints)
 - Pharmacies
 - Private College
 - Property/Grounds Maintenance
 - Recreation Vehicles
 - Restaurants
 - Service Station
 - Travel Agency
 - Warehouse (all footprint)
 - Waste Collection
-
- ***Business 4*** Businesses operating from facilities between 20,000 ft² and 40,000 ft² (including offsite storage) as well as all auto dealerships, in commercial or industrial zones, whose primary business includes the sale of products and/or services either directly to the public or on a wholesale basis.

Minimum \$300

Examples include:

- Building Supplies Store
- Business office
- Auto Dealership (all footprint)
- Department Store
- Fixed Base Operator
- Furniture Store
- General Retail
- Grocery Store
- Hardware Store
- Mixed Retail (including Pharmacies)
- Private College
- Recreation Vehicles
- Service Station

TOWN OF GANDER

SCHEDULE OF RATES AND FEES 2026

Tax Classification 4 (14 Mils)

- **Professional Service 1** Companies employing skilled trade persons, technicians and/or technical specialists for the upgrade and repair of buildings and ancillary structures, equipment, vehicles etc. operating from a commercial or industrial zone or home-based business which may include integrated space for business administration, storage, and specialized repair work.

Minimum \$500

Examples include:

- Aircraft Maintenance, Repair and Overhaul
- Autobody Shop
- Automotive Repair Garage (*may include Autobody Repair*)
- Carpentry (*excluding new home construction*)
- Drafting
- Electrical Contractor
- Insurance Adjustor
- Mechanical Contractor
- Mining/Mineral Exploration
- Plumbing Contractor
- Property Appraiser
- Property Restoration Specialist
- Refrigeration Contractor
- Roofing Contractor
- Small engine and Appliance Repair
- Welding and Metal Fabrication

Tax Classification 5 (15 Mils)

- **Business 1** Companies that combine two or more components to fabricate or modify components to create a value-added final product. This business class includes integrated onsite and offsite administrative offices, storage structures, maintenance garages, laydown yards and quarries.

Minimum \$500

Examples include:

- Aircraft Overhaul and Modification
- Civil Construction
- New Residential/Commercial Construction (General Contractor)
- General Manufacturing/Industry
- Residential Development

Tax Classification 6 (17 Mils)

- **Professional Services 2** Providers of ancillary, rehabilitative and supportive services, healthcare services who are regulated by the Government of Newfoundland and Labrador. Services may be provided from a commercial or industrial zone and licensed health care providers other than medical doctors providing physical and mental rehabilitation services that help return a person to optimal physical and psychological functioning. Services may be provided from a commercial or industrial zone. **Minimum \$500**

TOWN OF GANDER

SCHEDULE OF RATES AND FEES 2026

Professional Services 2 cont'd

Examples include:

- Acupuncture
- Audiology
- Chiropractors
- Dental Hygienist
- Denturists
- Homeopathy
- Laser Therapy
- Massage Therapy
- Occupational Therapy
- Psychologists
- Physiotherapy
- Respiratory Therapy
- Speech Language Pathology

Tax Classification 7 (25 Mils)

- **Business 2** Companies engaged in the production, refinement and/or bulk storage of mineral aggregates or their derivatives. **Minimum \$500**

Examples include:

- Asphalt Plant
- Concrete Plant
- Mineral Processing

Tax Classification 8 (30 Mils)

- **Business 5** Businesses operating from facilities greater than 40,000 ft² (including offsite storage) within commercial or industrial zones, whose primary business includes the sale of products and/or services either directly to the public or on a wholesale basis. **Minimum \$300**

Examples include:

- Building Supplies Store
- Business office
- Department Store
- Fixed Base Operator
- Furniture Store
- General Retail
- Grocery Store
- Hardware Store
- Mixed Retail (including Pharmacies)
- Private College

TOWN OF GANDER

SCHEDULE OF RATES AND FEES 2026

Tax Classification 8 cont'd (26 Mils)

- **Hospitality 2** Companies or property owners provide overnight and extended stay accommodation with or without ancillary business lines including bars, eating establishments, fitness centres, swimming pools etc. where the total footprint is more than 10,000ft².

Minimum \$300

Examples include:

- Bed and Breakfast Establishment
- Inns and RV Park
- Hospitality Home
- Hotel
- Motel
- Short -Term Rentals

Tax Classification 9 (30 Mils)

- **Business 6** Sales offices/counters and facilities affiliated with major transportation, media, and communications companies. **Minimum \$500**

Examples include:

- Air Navigations Service
- Airline Ticket Office
- Car Rental Office
- Mass Transit Ticket Sales
- Radio Station
- Television Studio

- **Professional Services 3** Financial services organizations whose primary business is wealth management specifically of providers of investment advice, fund management and brokerage services and operating from a commercial or industrial zone or a home office. **Minimum \$500**

Examples include:

- Finance Adviser and Broker
- Insurance Sales
- Investment Broker

Tax Classification 10 (32 Mils)

Professional Services 2a Medical practitioners with advanced degrees in human or veterinarian medicine who diagnose and treat diseases, conditions, and injury of the body. **Minimum \$500**

Examples include:

- Physicians
- Podiatrists
- Dentists
- Veterinarians
- Optometrist

TOWN OF GANDER

SCHEDULE OF RATES AND FEES 2026

Tax Classification 10 cont'd (32 Mils)

- **Professional Services 4** Companies that offer professional services and operate from a commercial or industrial zone or a home office and require specialized knowledge or training and offer creative, administrative, and business consultative services. **Minimum \$500**

Examples include:

- Accounting
- Architects
- Business and Management Consultant
- Engineering
- Lawyer/Paralegal
- Real Estate Sales
- Surveyor

Tax Classification 11 (100 Mils)

- **Business 7** Properties primarily used for the mass storage or stockpiling of material goods, petrochemicals, equipment, and vehicles which may or may not include annex structures and bulk storage containers. **Minimum \$500**

Examples include:

- Bulk Fuel Storage
- Stand-alone Laydown Yards

Tax Classification 12a, 12b & 12c (120 Mils)

- **Financial Services** Regulated and insured companies that provide investment and credit services operating from a commercial or industrial zone or home office.

Tax Classification 12a

Banks **Minimum \$50,000**

Tax Classification 12b

Credit Unions **Minimum \$30,000**

Tax Classification 12c

Finance and Credit Companies **Minimum \$5,000**

Tax Classification 13 (2.5% of Gross Revenues)

- Businesses regulated under the Taxation of Utilities and Cable Television Companies

Authority – Section 125 Towns and Local Services Districts Act, SNL 2023, c. T-6.2

The minimum tax will be prorated if the occupancy date is between October 1st and December 31st.

Business Out of Residence Tax

Occupancy Permit \$10

Where the fixed place of business cannot be assessed under the Assessment Act, an Annual Tax Rate of \$7.25/\$1,000 in gross sales, to a maximum of \$700, will be imposed and the tax will be based on the previous year's gross sales. The same minimum tax will be charged as outlined in the Business Tax Rates depending upon classification.

TOWN OF GANDER

SCHEDULE OF RATES AND FEES 2026

Where there is a fixed place of business that can be assessed under the Assessment Act, the Home-Based Business will be taxed at the appropriate business tax rate. The same minimum tax will be charged as outlined in the Business Tax Rates depending upon classification.

Personal Service Home Based Businesses include, but are not limited to, hairdressers, estheticians, beauty parlors and related.

Tourist Accommodations Tax

Tourist Accommodation Tax 4% of the daily rate for the tourist accommodation.

Authority – Section 129 Towns and Local Services Districts Act, SNL 2023, c. T-6.2

Licence of Occupation

Residential	\$50/year
Commercial	\$50/year plus 1/10 land value

Animal Control

Dog and Cat licenses (male or female)	\$30 lifetime of owner fee
Impounding Fees	\$25 First Offence \$50 Second Offence within a 12-month period, plus \$5 per day for each day the Animals are held at the Animal Shelter. If the animal is not licensed, the impounding fees are doubled.
Replacement Tags	\$5 each

Mobile Business & Vending Machine Operations

Permit Fee Structure	\$50/day Seasonal permit \$125 plus \$10 per mobile unit Annual permit \$225, plus \$10 per mobile unit
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Taxi Fees

Annual Taxicab Vehicle Licence	\$30
Annual Limousine Vehicle Licence	\$50
Decal for Operating Taxicab	\$10
Annual Taxicab Operator's Licence	\$20
Replacement Decals for Operating Taxi	\$10
Transfer Fee for Annual Taxicab Vehicle Licence	\$15

TOWN OF GANDER

SCHEDULE OF RATES AND FEES 2026

Transfer Fee for Annual Taxicab Operator's Licence \$10

Temporary Annual Vehicle Licence** \$20

Replacement Taxi Rate Decals \$10

(**to be issued only during the period January to March of each year, prior to the regular fee being applicable on April 1)

Permit Fees

Residential

Minor Construction (under \$20,000): \$1/\$1000 of construction value

Major Construction (\$20,000 and over): \$2/\$1000 of construction value

Minor cosmetic repairs less than \$5,000 do not require a permit

New Homes

Construction value based on cost per square foot

Additional Fees:

\$50 Permit to Occupy

\$1,500 Wastewater Service Levy

\$300 Grading Verification Fee

Refundable Deposits:

\$500 Building Inspection

\$500 Grading Inspection (Reinspection fee of \$100 per visit)

\$300 Tree Deposit (Refund to be issued only up to 36 months after the application date)

Subsidiary Apartments, Secondary Suites, Structural Renovations and Additions

Construction value based on cost per square foot

Additional Fees:

\$50 permit to occupy (applies to apartments and suites)

Refundable Deposits

\$500 Building Inspection (Reinspection fee of \$100 per visit)

Minimum Charge \$10

Accessory Buildings

Construction Value based on cost per square foot

Minimum Charge \$25

Fences, Patios, Decks, Balconies, Non-structural Renovations and Cosmetic Repairs

Minimum Charge \$10

Permit Renewal \$10

Non-Residential

\$5/\$1000 of construction value minimum charge of \$25

TOWN OF GANDER
SCHEDULE OF RATES AND FEES 2026

Permit Fees cont'd

New Buildings

Construction value based on cost per square foot using RS Means Building Construction Cost Data book

Additional fees:

\$100 Permit to Occupy

\$1,500 Wastewater Service Levy

\$300 Grading Verification Fee

Refundable Deposits (not required if construction is certified by P. Eng. or Architect):

\$500 Building Inspection

\$500 Grading Inspection (Reinspection fee of \$100 per visit)

Structural Renovations and Additions

Construction value based on cost per square foot using RS Means Building Construction Cost Data book

Refundable Deposits

\$500 Building Inspection (Reinspection fee of \$100 per visit)

Minimum Charge \$25

Accessory Buildings

Construction Value based on cost per square foot

Minimum Charge \$25

Fences, Patios, Decks, Balconies, Non-structural Renovations, Cosmetic Repairs, Signs and Advertising Devices

Minimum Charge \$25

Permit Renewal \$25

Occupancy Permits

Required prior to moving into a building that has been vacant for a period of 6 months or more, a newly constructed building, or a building which has a change of use.

Residential \$50 Commercial \$100

Demolition Permit \$25

TOWN OF GANDER

SCHEDULE OF RATES AND FEES 2026

Permit Fees cont'd

Driveway Installation Permit

Required if you add an additional driveway or widen an existing driveway

Minimum Charge \$25

Additional fees (may apply if work on the town's infrastructure are required) of \$20/m curb cut down (minimum charge \$100)

\$ 175/m sidewalk removal

Street Excavation

Required if a contractor removes any portion of the Town's infrastructure. Insurance certificates need to be provided.

Minimum charge \$250

Refundable Deposits- \$5,000 to be held for 12 months for warranty purposes

Water and Sewer Connection

Required if there is a need to connect to the town's water or sewer system. Insurance certificate to be provided

Minimum charge of \$400 per connection for larger sized services.

Residential sized services have one fee for all three connections. (Water, storm, and sanitary connection)

Miscellaneous Fees

Zoning Compliance Letters	\$150
Side yard Compliance Letters	\$100
Town Plan Amendment	\$1,000 – without public hearing plus \$2,200 – if public hearing is required
Development Regulations Amendments	\$1,000
Development Application Fee	\$50
Subdivision Development Application Fee	\$200
Subdivision Resubmission Review Fee	\$200
Tax Inquiry	\$150
Tax Certificates	\$150 (If no tax inquiry is required for the property)
Subdivision Development Fees	Residential \$30 per front metre Residential Recreation \$5 per front metre Commercial \$35 per front metre

TOWN OF GANDER
SCHEDULE OF RATES AND FEES 2026

Miscellaneous Fees cont'd

	Apartments: \$250 per unit (1 bedroom) \$300 per unit (2 bedrooms) \$350 per unit (3 bedrooms)
NSF Payments/Returned Payments	A charge of \$25 will be levied for anyone having a payment returned by a finance institution.
Vehicle Impounding Fees	Towing Charge plus \$20/night
Fire Alarm Monitoring Fee	\$400/year plus HST
After Hours Service Request	Cost Recovery Basis
Fire Extinguisher Monthly Inspection	Cost Recovery Basis
Charge for Witnessing Documents Unrelated to Town Business	\$50 plus HST
Marriage Fee	\$200 plus HST
Sludge Disposal Fees	\$100 load per 1000 gallons or less \$200 load per 1001 to 3000 gallons \$300 load over 3000 gallons
Wood Stove Inspection	\$150 plus HST

Recreation Department Fees

Steele Community Centre User Rates

Ice Rental Rates for Adult & For-Profit Groups

Sunday to Friday	6:00am - 8:00am	\$78.38/hr.
	8:00am - 6:00pm	\$133.05/hr.
	6:00pm - Close	\$181.43/hr.
Saturday	6:00am - Close	\$133.05/hr.

TOWN OF GANDER

SCHEDULE OF RATES AND FEES 2026

Recreation Department Fees cont'd

Ice Rental Rates for Minor Hockey and Figure Skating

Sunday to Friday	6:00am - 8:00am	\$78.38/hr.
	8:00am - 7:00pm	\$108.86/hr.
	7:00pm - Close	\$181.43/hr.
Saturday	6:00am - 8:00am	\$78.38/hr.
	8:00am - Close	\$108.86/hr.

General/Family/Morning Skating & Shinny Hockey

Morning Skating		Adults: \$3.48
General Skating		Students: \$2.61
Family Skating		
Family Skating Pass	Includes 2 Adults & their Children	\$65.22 per season or \$10 per session
Shinny Hockey		\$4.35

Spring/Summer Floor Rentals

Floor Rental	Daily	\$69.78/hr.
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Non-Ice Events

Steele Community Centre rental rates have been set at the following:

When Ice is On

\$2,560.19 per day, plus other recoverable costs. For set-up and tear-down days, the rate will be \$2,048.15.

When Ice is Not On

\$2,355.37 per day, plus other recoverable costs. For set-up and tear-down days, the rate will be \$1,536.11 per day.

Room Rental: Steele Community Centre \$26.75 an hour (birthday parties only)

Cobb's Pond Building \$50 per hour (Amphitheatre electricity \$20/hr)

Steele Community Centre Parking Lot Rental Fee \$535/day

TOWN OF GANDER
SCHEDULE OF RATES AND FEES 2026

Recreation Department Fees cont'd

Field Rentals

Recreation Softball	Adult	\$524.30/per team per season
	Children	\$9.31/child for June–August (\$4.65/child per mth after August)
Baseball Teams	Adult	\$524.30/ per team per season
	Children	\$9.31/child for June–August (\$4.65/child per mth after August)
Soccer Teams	Adult	\$524.30/ per team per season
	Child	\$9.31/child for June–August (\$4.65/child per mth after August)
Track and Field	Adult	\$524.30/ per team per season
	Child	\$9.31/child for June–August (\$4.65/child per mth after August)

Town Field Lighting Fee (Soccer/Track & Softball) \$20/hour

Tournament Daily Rental Fee (All facilities)

Youth	\$107.00
Adult	\$160.50

Single Ballfield, Soccer Games \$37.45 per 1.5 hours

Single Track and Field Rentals \$21.4 per 1.5 hours

Field and light will be donated to organizers of youth / special Olympics Provincial / Atlantic scale tournaments drawing a minimum of 4 teams.

NOTE: HST is to be added for all the rates charged in this section.

TOWN OF GANDER
SCHEDULE OF RATES AND FEES 2026

Interest on Overdue Accounts

The due date for payment of taxes for properties and businesses assessed as of January 1, 2026, is March 31, 2026.

All taxes that are in arrears after March 31, 2026, will be charged simple interest at the rate of 12% per annum which will be charged at the first day of each month on the outstanding principal.

For those property owners who elect to pay their property tax monthly by post-dated cheque or pre-authorized bank payment, the due date is the last banking day of the month in which the tax is payable and will be considered overdue if unpaid after the end of the month and the simple interest rate will be set at 12% per annum.

All other property, business and water and sewer taxes, including supplementary assessments, are due 30 days from the date of issuance and all invoices in arrears at the end of the 30-day period following the issuance will be subject to simple interest charges of 12% per annum. All other miscellaneous billings are due 30 days from the date of issuance and all invoices in arrears at the end of the 30-day period following the issuance will be subject to simple interest charges of 12% per annum.

Authority – Section 111 Towns and Local Services Districts Act, SNL 2023, c. T-6.2